



SWAZILAND GOVERNMENT GAZETTE

VOL. XXXII]

MBABANE, Friday, April 22nd, 1994

[No. 19

CONTENTS

| No. | | Page |
|------------------------|--|------|
| GENERAL NOTICES | | |
| 24. | Notice of Intention to Submit Wages Regulation Proposals | 1124 |
| | ADVERTISEMENTS | 1125 |

CONTENTS OF SUPPLEMENT

PART C - LEGAL NOTICES

| | | |
|-----|--|-----|
| 61. | The Regulation of Wages (Manufacture and Sale of Handicrafts Industry) Order, 1994 | S1 |
| 63. | The Regulation of Wages (Retail, Wholesale and Distributive Trades) Order, 1994 | S9 |
| 64. | Appointment of Councillors to the City Council of Manzini | S16 |
| 65. | Appointment of Councillors to the Town Council of Nhlangano | S17 |
| 66. | Appointment of Councillors to the Town Council of Siteki | S18 |
| 67. | Appointment of Councillors to the Town Council of Pigg's Peak | S19 |
| 68. | Appointment of Councillors to the Town Council of Mankayane | S20 |
| 69. | Appointment of Members to the Town Board of Vuvulane | S21 |
| 70. | Appointment of Members to the Town Board of Lavumisa | S22 |
| 71. | Appointment of Members to the Town Board of Hlatikulu | S23 |
| 72. | Appointment of Acting Principal Secretary | S24 |
| 73. | Appointment of Acting Principal Secretary | S25 |
| 74. | Appointment of Acting Principal Secretary | S26 |
| 75. | Appointment of Acting Principal Secretary | S27 |
| 76. | Appointment of Acting Principal Secretary | S28 |
| 77. | Appointment of Acting Principal Secretary | S29 |
| 78. | Appointment of Acting Principal Secretary | S30 |
| 79. | Appointment of Acting Principal Secretary | S31 |
| 80. | Appointment of Councillors to the City Council of Mbabane | S32 |
| 81. | Metrology Act (Date of Commencement) Notice, 1994 | S33 |
| 82. | The Alteration of Water and Sewer Charges Notice, 1994 | S34 |

GENERAL NOTICE NO. 24 OF 1994

THE WAGES ACT 1964

(Act No. 16 of 1964)

NOTICE OF INTENTION TO SUBMIT WAGES REGULATION PROPOSALS

(Under Section 11 (2))

In accordance with the above Act, Road Transportation Industry Wages Council, having made such investigations as it deemed fit, hereby publishes its intention to submit proposals to the Honourable Minister for Labour and Public Service as to the minimum wage and conditions of employment which should be applied to the employees in relation to whom the council operates.

Copies of the proposals may be obtained from Department of Labour Head Quarters, during normal working hours.

Written representations with regard to the proposals must be sent to the Secretary, Road Transportation Industry Wages Council, P.O. Box 198, Mbabane within thirty (30) days from the date of publication of this notice.

E.S.S. TSABEDZE

Assistant Secretary - Wages Councils

1125

NOTICE

ESTATE LATE AARON FANA MAGAGULA

Notice is hereby given that in terms of Section 51 bis of the Administration of Estates Act No. 28 of 1902 the First and Final Liquidation and Distribution Account will lie open for inspection at the office of the Master of the High Court of Swaziland, Mbabane for a period of twenty-one (21) days from date of appearance of this Notice.

Any person objecting to the account may lodge his objection in writing, in duplicate, with the Master of the High Court at any time before expiry of the said period.

DATED at MBABANE this 18th day of APRIL, 1994.

P.M. SHILUBANE & ASSOCIATES
Fourth Floor Mbandzeni Building
Smuts and Church Street
MBABANE

F419 22.4.94

NOTICE

ESTATE OF THE LATE AFRICA STALIN NDLANGAMANDLA E204/93

Debtors and Creditors in the above Estate are hereby required to pay their debts to and lodge their claims with the undersigned within thirty (30) days of publication of this notice.

MRS. L.L. NDLANGAMANDLA
c/o Master of the High Court
P.O. Box 19
MBABANE

F401 22.4.94

NOTICE

ESTATE LATE THEMBA WILLIAM VILAKATI E7/1994

Debtors and Creditors in the above estate are hereby required to pay their debts to lodge their claims with the undersigned within thirty (30) days of publication of this notice.

MRS. NTOMBIKAYISE VILAKATI
P.O. Box A58
MAYIWANE

F405 22.4.94

NOTICE

ESTATE LATE AGNES ETHEL MIDDLETON ESTATE NO. E67/94

Debtors and Creditors in the above Estate are hereby called upon to lodge their claims with and pay their debts to the undersigned within thirty (30) days from date of publication of this notice.

3rd Floor,
Sokhamlilo Building
P.O. Box 24
Mbabane, Swaziland

ROBINSON, BERTRAM & CO.
Attorneys for Executors/Testamentary Executrix/Dative

F400 22.4.94

NOTICE

APPLICATION FOR LOST TITLE DEED

Notice is hereby given that we intend to apply for a certified copy of Deed of Transfer number 319/1973 held by Elder Mnisi (born Dube) in respect of Certain Lot number 248 situate in the Fairview Township, District of Manzini, Swaziland, measuring 1347 (One Thousand Three Hundred and Fourty Seven) Square Metres.

Any person having objecting to the issue of such a copy is hereby required to lodge it in writing with the Registrar of Deeds within three weeks from the dated of the last publication of this notice.

DLAMINI, MAVUSO & COMPANY
Offices Nos. 1 & 11
L.M. Building
Gilfillan Street
P. O. Box 663
MBABANE

F415 2x29.4.94

NOTICE

Notice is hereby given that I, Vusie Musa Dlamini of Herefords in the Hhohho Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Khoza after the fourth publication of this Notice in each of four consecutive weeks in the Times of Swaziland and the Swazi Observer Newspapers, being two newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the Hhohho Region and in the Government Gazette.

The reason I want to assume the surname Khoza is because it is my natural surname.

Any person or persons likely to object to my assuming the surname Khoza should lodge their objections in writing with me at the address given below and with the Regional Secretary for Hhohho Region.

Herefords High School
P/B Pigg's Peak

F414 4x13.5.94

NOTICE

Notice is hereby given that I, Robert Nkosinathi Zwane of the Manzini Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Mbuli after the fourth publication of this Notice in each of four consecutive weeks in the Times of Swaziland and Swazi Observer Newspapers, being two newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the Manzini Region and in the Government Gazette.

The reason I want to assume the surname Mbuli is because Mbuli is my Natural Surname.

Any person or persons likely to object to my assuming the surname Mbuli should lodge their objections in writing with me at the address given below and with the Regional Secretary for Manzini Region.

Box 2071
MATSAPHA

F338 4x22. 4.94

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 779/88

In the matter of:-

VICTOR TSELA

Plaintiff

and

ZEEMAN'S BUS SERVICE (PTY) LIMITED

Defendant

NOTICE OF SALE

Notice is hereby given that pursuant to a Writ of Execution issued in the above matter, the undermentioned property will be sold by public auction by the Deputy Sheriff for District of Hhohho outside the High Court Building, Mbabane at 2.30 p.m. on the 25th day of May 1994.

CERTAIN: Portion 2 of Farm No. 285 Shiselweni District, Swaziland

MEASURING: 9,7702 hectares

HELD: under Deed of Transfer No. 84/1985

The conditions of sale are available for inspection at the offices of the Sheriff in the High Court Building, Mbabane. Further particulars may be obtained from the Sheriff of Swaziland, Registrar of the High Court, Mbabane.

B.R. MKHWANAZI
Sheriff of Swaziland
c/o Registrar of the High Court
MBABANE

F418 22.4.94

NOTICE

Notice is hereby given that I, Agrippa Shimane Moore of Siphofaneni in the Lubombo Region intend to apply to the Honourable Minister of Justice of the Kingdom of Swaziland for authorisation to assume the surname Dlamini after the fourth publication of this Notice in each of four consecutive weeks in the Times of Swaziland and The Swazi Observer newspapers, being two newspapers circulating in the region where I reside and designated for this purpose by the Regional Secretary for the Lubombo Region and in the Government Gazette.

The reason I want to assume the surname Dlamini is because it is my natural surname.

Any person or persons likely to object to my assuming the surname Dlamini should lodge their objections in writing with me at the address given below and with the Regional Secretary for Lubombo Region.

Nkambule Shopping Centre
P.O. Box 7
SIPHOFANENI

F381 4x6.5.94

Due to a printing error the following names were left of the list published in our edition No. 15 dated 25 March 1994.

| | | | | | |
|---------|-------------------------|-------------------------|----------|---------------|----------|
| 4354503 | Kunene Dora N. | - | 14.02.87 | November 1986 | 381.99 |
| 4367397 | Laregeira Jose Da | Box 732, Maputo | 18.06.87 | November 1986 | 265.91 |
| 4370002 | Lindley Bernard G. | - | 14.02.87 | November 1986 | 218.89 |
| 4370509 | Littler Delaine | Box 1031, Mbabane | 14.02.87 | November 1986 | 139.40 |
| 4370754 | Littler Delia | Box 1031, Mbabane | 14.02.87 | November 1986 | 136.44 |
| 4371750 | Lobamba Wanderers F.C. | Box 15, Lobamba | 06.04.87 | November 1986 | 100.01 |
| 4373508 | Lokothwayo Paulos | Box 101, Bhunya | 14.02.87 | November 1986 | 141.86 |
| 4377759 | Lukhele Elias | Box 338, Mbabane | 14.02.87 | November 1986 | 801.46 |
| 4394254 | Mabuza Agnes P. | - | 14.02.87 | November 1986 | 624.64 |
| 4395250 | Mabuza Babili W. | - | 14.03.87 | November 1986 | 207.39 |
| 4430250 | Magongo Jabulane P. | - | 14.02.87 | November 1986 | 4 892.09 |
| 4430501 | Magongo Marble | - | 14.02.87 | November 1986 | 279.45 |
| 4430757 | Magongo Mavis | - | 14.02.87 | November 1986 | 222.09 |
| 4433268 | Magongo Vusumuzi | - | 14.02.87 | November 1986 | 206.22 |
| 4433500 | Magongo William M. | Box 39, Mbabane | 14.02.87 | November 1986 | 175.55 |
| 4438502 | Maier Wolfgang | Box 1713, Mbabane | 14.02.87 | November 1986 | 105.01 |
| 4443255 | Makholokholo Dip Ink | - | 02.07.87 | November 1986 | 271.82 |
| 4445754 | Malangwane William | - | 14.02.87 | November 1986 | 162.47 |
| 4450758 | Malinga Abraham S. | Box Mkhumbane Groc. | 14.02.87 | November 1986 | 123.29 |
| | | P.O. Luyengo | | | |
| 4489751 | Mashinini Sellinah | Box 24, Bhunya | 14.02.87 | November 1986 | 147.84 |
| 4531758 | Mazomo Lovemore | High Comm. of Zimb. | 21.07.87 | November 1986 | 102.37 |
| | | Box 743, Maputo | | | |
| 4545007 | Mbabane Meth. Woman Aux | - | 14.02.87 | November 1986 | 285.34 |
| 4550892 | Mdiniso Martin Buya | - | 19.02.87 | November 1986 | 262.34 |
| 4559008 | Mdluli Samuel K. | - | 10.03.87 | November 1986 | 424.64 |
| 4566500 | Mhlamba Sch. Build FD | Box 80, Mhlambanyatsi | 14.02.87 | November 1986 | 103.99 |
| 4596000 | Mkhonza Silence | Box 614, Bhunya | 14.02.87 | November 1986 | 118.73 |
| 4599506 | Mlangeni Christinah | Box 77, Mhlambanyatsi | 14.02.87 | November 1986 | 146.78 |
| 4627755 | Motsa Lidia J. | - | 14.02.87 | November 1986 | 345.24 |
| 4638609 | Msibi Letta | - | 14.02.87 | November 1986 | 410.17 |
| 4665754 | Ndlovu Magdelen | Box 181, Bhunya | 14.02.87 | November 1986 | 102.65 |
| 4678007 | Ngcampthalala P.A. | Box 24, Ezulwini | 11.09.87 | November 1986 | 124.73 |
| 4684252 | Ngwenya Elizabeth | - | 14.02.87 | November 1986 | 120.27 |
| 4695505 | Nhleko Shikane | P.O. Mhlambanyatsi | 14.02.87 | November 1986 | 157.64 |
| 4712256 | Nkambule Samuel M. | Maluta Store Mangcongco | 14.02.87 | November 1986 | 306.78 |

SUPPLEMENT TO

THE

SWAZILAND GOVERNMENT

GAZETTE

VOL. XXXII]

MBABANE, Friday, April 22nd, 1994

[No. 19

CONTENTS

| | |
|-----|------|
| No. | Page |
|-----|------|

PART C - LEGAL NOTICES

| | |
|--|-----|
| 61. The Regulation of Wages (Manufacture and Sale of Handicrafts Industry) Order, 1994 | S1 |
| 63. The Regulation of Wages (Retail, Wholesale and Distributive Trades) Order, 1994 | S9 |
| 64. Appointment of Councillors to the City Council of Manzini | S16 |
| 65. Appointment of Councillors to the Town Council of Nhlangano | S17 |
| 66. Appointment of Councillors to the Town Council of Siteki | S18 |
| 67. Appointment of Councillors to the Town Council of Pigg's Peak | S19 |
| 68. Appointment of Councillors to the Town Council of Mankayane | S20 |
| 69. Appointment of Members to the Town Board of Vuvulane | S21 |
| 70. Appointment of Members to the Town Board of Lavumisa | S22 |
| 71. Appointment of Members to the Town Board of Hlatikulu | S23 |
| 72. Appointment of Acting Principal Secretary | S24 |
| 73. Appointment of Acting Principal Secretary | S25 |
| 74. Appointment of Acting Principal Secretary | S26 |
| 75. Appointment of Acting Principal Secretary | S27 |
| 76. Appointment of Acting Principal Secretary | S28 |
| 77. Appointment of Acting Principal Secretary | S29 |
| 78. Appointment of Acting Principal Secretary | S30 |
| 79. Appointment of Acting Principal Secretary | S31 |
| 80. Appointment of Councillors to the City Council of Mbabane | S32 |
| 81. Metrology Act (Date of Commencement) Notice, 1994 | S33 |
| 82. The Alteration of Water and Sewer Charges Notice, 1994 | S34 |

LEGAL NOTICE NO. 61 OF 1994

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (MANUFACTURE AND SALE OF
HANDICRAFTS INDUSTRY) ORDER, 1994
(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964, the Minister for Labour and Public Service hereby makes the following Order:

Citation Commencement.

1. This Order may be cited as the Regulation of Wages (Manufacture and Sale of Handicrafts) Order 1994 and shall be deemed to have come into effect on the first November, 1993.

Application.

2. This Order shall apply to all persons employed in any undertaking which consists wholly or mainly in the carrying on of one or more of the following activities.

(a) The manufacture primarily by hand, with minimal use of powered machines of spinning, weaving, knitting, sewing, carving, dying, casting, forging, pottery, tanning, painting and drawing of goods to be sold as handicrafts of Swaziland.

(b) The sale of handicrafts in establishments responsible for or associated with and/or part of undertakings for the manufacture of goods described in the preceding sub-Regulation (a):

Provided that this Order shall not apply to persons employed by -

- (i) The Government of Swaziland
- (ii) A local authority;
- (iii) Such charitable, or religious organisations or medical institutions declared in writing, by the Minister to be exempted from its provisions.

Minister to be exempted from its provisions.

Interpretation.

3. In this Order, unless the context otherwise requires -

"Bobbin Winders" means an employee who winds yarn into a bobbin in preparation for weaving or with hand;

"Carder" means an employee who cards by hand or machine;

"Casual labour" shall have the same meaning as that ascribed to it in the Employment Act;

"Checker" means an employee who checks the receipt of unfinished goods and raw materials or the despatch of finished goods or unfinished goods and checks quality and quantity;

"Clerk/Storeman" means an employee who undertakes clerical duties, correspondence preparation, filling and despatch, stores and stock control, invoicing and the handling of petty cash;

"Craftsman" means a person who, after completing 6 months period as a trainee craftsman, is appointed to be a craftsman spinning, weaving, knitting, sewing, carving, casting, forging, molding, pottery tanning, painting, drawing or in whatever other aspect of handicraft he may be assigned to exercise his skill or skills;

"Cleaner" means an employee who is responsible for the cleaning of the factory, offices, toilets or canteen;

"Cook" means an employee who is engaged in cooking and issuing food to other employees;

"Driver (LDV)" means an employee in possession of a current driving licence who drives a vehicle of not more than 3 tons tare weight, and whose responsibilities include the care and cleanliness of the vehicle, simple maintenance, the handling of cargo to and from the vehicle and such other duties as from the vehicle and such other duties as from time to time, may be assigned to him;

"Dyer" means an employee who prepares dyes, mixes and supervises dying materials;

"Engraver" means an employee who engraves, smoothens, polishes the finished glassware and carries out duties related thereto;

"Engraver Assistant" means an employee who engraves, smoothens, polishes the finished glassware and carries out duties given by the engraver;

"Finisher" means a person who is employed to complete the manufacture of any article and makes final preparations for its sale or display;

"General labour" means a person employed to perform tasks not calling for the exercise of particular skills or scholastic attainment;

"Handyman" means an employee who does not hold a trade test certificate, who carries out simple repairs and supervises and allocates work to subordinate staff under his control;

"Machinist" means an employee who operates an electrical sewing machine to manufacture clothing/garment;

"Machinist attendant" means an employee, other than a learner machine operator, who attends and operate a guillotine machine, bending machine, spot welding machine or any other machine requiring similar skills;

"Machine operator" means an employee, other than a learner machine operator, engaged in operating a machine;

"Master screen printer" means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screen printing techniques;

"Master potter" means an employee who is skilled in making pots to any specification, who has a general knowledge of glazing and firing techniques;

"Master weaver" a person who knows all aspects of weaving both frame and loom weaving, preparation of warps and warping materials and production of woven articles to specification;

"Master silversmith" means an employee who is capable of working silver to any specification;

"Melter" means an employee who melts glasses in a glass factory;

"Outworker" shall have the same meaning as that ascribed to it in the Employment Act;

"Office Clerk" means an employee who does, general clerical duties including typing and answering the telephone;

"Piece work" shall have the same meaning as that ascribed to it in the Employment Act;

"Potter" means an employee who makes pots by hand or pot wheels;

"Security guard" or "Watchman" shall mean a person employed to protect his employer's premises and property and, generally, to safeguard the livelihood of the employer's work force;

"Shop assistant" shall mean a person employed to sell goods to the public, to transact business with customers, to display goods that are for sale, to prepare invoices and receipts, to receive and disburse cash and remittances, to pack goods purchased by customers and to ensure the cleanliness and good appearance of the sales premises;

"Supervisor" means a person employed to oversee the work, quality of work and productivity of the personnel placed in his charge and to be responsible for their conduct and discipline;

"Screenprinter" means an employee who screenprints by hand pulling a squeegee;

"Semi-skilled kiln hand" means an employee who has limited knowledge in operating kiln and packs it according to specification;

"Silver-smith" means an employee who is capable of working silver by hand;

"Spinner" means an employee who carries out spinning operation of wool or other materials according to specification.

"Trainee craftsman" means a person who, after successful conclusion of the probation period has been appointed to be a "trainee craftsman" and who serves in that capacity in whatever skill or craft he may be assigned for a period, not exceeding 6 months from the date of appointment;

"Weaver" means an employee who carries out duties either by operating hand loom or other equipment to manufacture the required goods;

"Washer" means an employee who washes and dries material or wool and if necessary moth-proof the wool;

Basic Minimum Wage.

4. The basic minimum wage inclusive to rations or cash in lieu thereof to be paid to employees specified in the First Schedule shall be calculated at a rate not less than that specified therein provided that -

- (a) An employee who, at the date of the commencement of this Order is in receipt of a wage higher than prescribed by this Order, shall not suffer any reduction in such wages by reason of this Order;
- (b) Where no definition of an employee's duties are provided for in the Order such employee shall be paid a basic wage not less than that applicable to a general labourer

Hours of Work.

5. The normal working hours of employees, other than those engaged as outworkers, piece workers and casual labour and subject to the provisions of Regulation 6 of this Order shall be -

- (a) for those engaged, other than as watchman or casual labourer, forty five hours a week;
- (b) for those engaged as security guards or watchman, Seventy two hours in six shifts of twelve hours each in a week.

Overtime.

6. (1) An employee required to work hours in excess of weekly hours specified in Regulation 5 shall be remunerated as follows for any hours so worked -

- (a) for hours worked on a day, other than Sunday or a Public Holiday specified in Regulation 7 in excess of those specified in Regulation 6 of this Order shall be at the rate of one and a half times the hourly rate;

- (b) for hours worked on a Sunday or a Public Holiday specified in the Regulation 7, in excess of those specified in Regulation 5 (a) payment shall be at the rate of twice the hourly rate.

(2) An employee engaged as a security guard or watchman required to work hours in excess of those specified in Regulation 5 (b) or who is required to work on a public holiday specified in section 7 shall be remunerated for the hours so worked at twice the hourly rate or, by agreement between the employee and the employer, shall be granted an equivalent amount of time off on another occasion in lieu thereof.

- (3) The basic hourly rate of wages shall be calculated -

- (a) In respect of employees whose hours are specified in regulation 5 (a) by the division of the monthly rate of wages specified in the First Schedule by one hundred and ninety three hours and half an hour (193.5 hours).
- (b) in respect of employees whose hours are specified in regulation 5 (b) by the division of the monthly rate of wages specified in the First Schedule by two hundred and ten hours (210 hours).

Public Holidays.

7. (1) The following shall be Public Holidays with full pay -

New Year's Day
Good Friday
Easter Monday
King's Birthday
Umhlanga
Somhlolo Day
Christmas Day
Boxing Day

(2) Where a public holiday falls on a Sunday, the following day shall be deemed to be a public holiday.

(3) An employee who is absent without leave on the working day before or the working day after a public holiday, shall not be entitled to any payment in respect of that public holiday in terms of this section.

Payment of Overtime.

8. (1) For an employee other than a watchman or security guard shall be payable at the following rates.

- (a) during the normal working week for overtime worked, before midnight in excess of the normal working hours, at one and half times his normal hourly rate of wages;
- (b) for any time worked on a public holiday specified in regulation 7 or Sunday at twice his normal hourly rate of wages.

(2) Overtime in respect of a watchman or security guard shall be calculated at twice his normal hourly rate for all time worked on a public holiday specified in regulation or any time worked in excess of twelve hours on any normal working day. Provided that any watchman or security guard who has been absent from work during any week without reasonable cause shall not be entitled to overtime in that week until he has completed seventy-two hours of work.

Annual Leave.

9. (1) After three months' of continuous service, an employee shall be entitled to one day's leave on fully pay in respect of each month's continuous service, such leave is in addition to the Public Holidays specified in regulation 7.

Sick Leave.

10. (1) After three months of consecutive service with an employer and subject to the production of a medical certificate signed by a Medical Practitioner, registered under the Medical and Dental Practitioners Act, 1970, an employee shall be entitled to sick leave up to a minimum of fourteen days on full wages and thereafter to a maximum of fourteen days on half wages in each period of twelve months continuous service.

(2) Notwithstanding sub-regulation (1)

- (i) An employee shall not be entitled to the benefits specified in sub regulation (1) if the sickness or accident causing his absence was caused by his own negligence or misconduct;
- (ii) A certificate issued by a Regional Secretary or registered nurse shall be accepted in place of a Medical certificate if a Medical Practitioner is not available.

Written particulars to be provided.

11. An employer shall on engagement of an employee, give such employee a completed copy of the form at the Second Schedule of this Order.

Continuous service.

12. (1) Continuous service is service in the employment of the employer interrupted only by the death, retirement or discharge of the employee concerned.

Provided that an employee who is re-engaged within two months of his discharge shall be deemed to be in the continuous service of that employer.

(2) Where, following upon a change of ownership of an establishment or undertaking an employee enters the service of the new owner without interruption, his service shall be deemed to be continuous service in the employment of the new owner.

Protective clothing.

13. If it is necessary to protect an employee from physical or chemical injury which may arise from the work he is required to do, the employer shall supply that employee with adequate protective clothing and such employee shall use the protective clothing as instructed.

Termination of employment after three months.

14. Where the employment of an employee is terminated after a period exceeding three months but not amounting to one year from the date of its commencement the employer shall pay to the employee a sum not less than one day's wages for each completed month of such period.

Lay-off.

15. (1) Where an employer is unable to provide work for any employee due to:-

- (a) unavailability of working materials; or
- (b) temporary cessation of work;

He may, subject to him giving the employee not less than twenty four hours notice, lay-off the employee, without pay, for a maximum period of fifteen working days in the circumstances mentioned in sub-regulation (a) and for a maximum period of thirty working days in the circumstances mentioned in Sub-regulation (b). (2) At the expiry of fifteen working days or thirty working days as may be

applicable, the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act:

Provided that an employee who has been engaged for the duration of a specific project or in connection with a specific project shall, upon commencement of work be informed of the date upon which it is estimated, the project will terminate and the specifying of such date of termination notwithstanding any other law whether or not the project has in fact terminated shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

Piece of Work.

16. An employee engaged on piece work shall be remunerated at a rate no less than that specified in the First Schedule.

Revocation of Legal Notice No. 23 of 1992.

17. The Regulation of Wages (Manufacture and Sale of Handicraft Order, 1992 is hereby revoked.

FIRST SCHEDULE

(Paragraph 4)

BASIC MINIMUM WAGE

(Emalangen per monthly)

General Labourer

Cleaner

Trainee Craftsman

E177.21

Piece Worker

Washer

Cook

Casual Labourer

Carder

Bobbin Winder

Spinner

E200.83

Handyman

Finisher

Melter

Engraver assistant

Machinist Attendant

Semi-skilled Kiln hand

Security Guard

| | |
|------------------|---------|
| Office Clerk | |
| Shop Assistant | |
| Machine Operator | E224.78 |
| Machinist | |
| Weaver | |
| Engraver | |
| Craftsman | |
| Potter | |
| Screenprinter | |
| Silversmith | |

| | |
|----------------------|---------|
| Master Potter | |
| Master Weaver | |
| Master Silverfish | |
| Master Screenprinter | E251.04 |
| Clerk/Storeman | |
| Dyer | |
| Checker | |
| Driver | |
| Supervisor | |

SECOND SCHEDULE

Regulation 11

WRITTEN PARTICULARS OF EMPLOYMENT FORM

1. Name of Employer.....
2. Name of Employee
3. Date of Employment began
4. Wage and method of calculation
5. Interval at which wages are paid
6. Normal hours of work
7. Short description of employee's work
-

8. Probation Period
9. Annual Holiday Entitlement
10. Paid Public Holiday
11. Payment during sickness
12. Maternity Leave (if employee female)
13. Notice employee entitled to receive
14. Notice employee required to give
15. Pension Scheme (if any, other than N.P.F. Scheme)
16. Any other matter either party wishes to include

Notes (a) An Industry Union is recognised by this undertaking any employee is free to join it. The address of the Industry Union is:

(b) The grievance procedure in this undertaking requires that a grievance should be first referred to

(c) When any heading is inapplicable enter nil

| | |
|---------------|----------|
| Signed: | Employer |
| | Employee |
| | Witness |
| | Date |

S.B. CEKO
Principal Secretary
Ministry of Labour & Public Service

LEGAL NOTICE NO. 63 OF 1994

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE REGULATION OF WAGES (RETAIL, WHOLESALE AND DISTRIBUTIVE

TRADES) ORDER 1994

(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964 the Minister for Labour hereby makes the following Order.

Citation.

1. This Order may be cited as the Regulation of Wages (Retail Wholesale & Distributive Trades) Order, 1994 and shall be deemed to have come into effect on the 1st March 1994.

Application.

2. This Order shall apply to all persons employed in the Retail and Wholesale supply of goods or merchandise of any operation such as ware-housing, storing, packing, clerical or other work which is associated with such Retail or Wholesale supply.

Interpretation.

3. In this Order unless the context otherwise requires:-

"Blockman" means a person employed in a butcher's shop whose duties are the cutting, dressing and preparation of meat, but may include attending to customers;

"Cashier" means a person responsible for issuing, receiving and checking money and who has been employed as such for a continuous period of not more than 6 months;

"Senior Clerk" means an employee who is the holder of a Senior Certificate of education and who is engaged in general clerical duties;

"Junior Clerk" means an employee who is the holder of a Junior Certificate of education and who is engaged in general clerical duties and also supervises the Junior Clerk;

"Copy Typist" means an employee wholly or mainly engaged in typing, checking figures and filling and who is capable of typing a minimum of 25 words per minute;

"Deliveryman" means an employee wholly or mainly engaged in the delivery of goods;

"Driver (heavy vehicle)" means an employee in charge of a vehicle of over 1½ tons whose duties include handling to and from the tailboard and daily maintenance and cleaning of such vehicle;

"Driver (Light vehicle)" means an employee in charge of a vehicle of 1½ tons or less whose duties include handling to and from the tailboard and the daily maintenance and cleaning of such vehicle;

"General Labourer" include a person employed as a sweeper, cleaner or shopman;

"Heavy duty Labourer" means an employee wholly or mainly engaged in the handling, loading, and stacking of heavy packages of goods or items of 75 pounds weight or more and who has been specially engaged for such work;

"Junior Shop Assistant" means a person employed in place where goods are exhibited for sale to the public and who assists a shop assistant or other person serving customers, including the making up of orders and checking goods inward and who has not acquired 6 months experience

in such activities;

"Lorryman" means an employee wholly or mainly engaged in a vehicle conveying goods or merchandise whilst in transit, and assisting their loading and unloading and whose duties may be interchangeable with those of general labourer;

"Messenger" means an employee wholly or mainly engaged in carrying out errands, delivering or fetching mail, making bank deposits, and carrying out simple routine task in the employer's office or Shop;

"Petrol Pump Attendant" means a person wholly or mainly employed at a petrol pump selling fuel and oil;

"Pre-packer" means an employee wholly or mainly employed in the pre-packing of goods for display or for sale to the public from bulk to small parcels;

"Redundancy" means a situation where, due to the operational or financial requirements or circumstances of the employer, the need for workers of a particular kind has ceased or diminished;

"Shop Assistant" means a person wholly or mainly employed for purposes of transacting business with customers or displaying goods on a place where such goods are exhibited for sale to the public in supermarket or similar establishment who has acquired two years experience in such work;

"Telephone Switchboard operator" means an employee whose duties consist wholly or mainly in the operation of a telephone switchboard;

"Trainee Cashier" means a person responsible for issuing and receiving money and who has been employed as such for a continuous period of not more than 6 months;

"Watchman" means an employee who is engaged during the day or night to guard the premises or property of his employer;

Basic Minimum Wage

4. The basic minimum wage to be paid to the employee specified in the First Schedule shall :

- (i) be calculated at a rate not less than that specified in the schedule;
- (ii) be deemed to include the ration element;
- (iii) not be reduced by any amount for housing or accommodation which may be provided by the employer;

Provided that an employee who at the date of commencement of this Order is in receipt of a higher wage for his particular occupation than the wage prescribed by this Order shall not by reason of this Order suffer reduction in such wage.

Hours of work.

5. (1) Subject to sub-regulation (2) and (3) the normal hours of work for employees shall, subject to the provisions of regulation 6, consist of forty-eight hours per week divided into eight and one half per day excluding a rest period of one hour on Mondays to Fridays inclusive.

(2) The normal hours of work for petrol pump attendants shall, subject to the provisions of regulation 6, be forty-eight hours of work spread over a period of 6 days.

(3) The normal hours of work for a watchman shall be seventy-two hours per week divided into six shifts each of twelve hours.

Overtime Payment.

6. (1) An employee, other than a petrol pump attendant and a watchman, who is required to be on duty and work in excess of the hours specified in regulation 5 shall be paid at one and half times the basic hourly rate;

Provided that overtime worked on Sundays or Public Holidays or after 1.00 p.m. on Saturday shall be paid for at twice the employee's basic hourly rate.

(2) Overtime shall be paid to petrol pump attendants as follows:

- (i) for all time worked in excess of the normal hours of work (other than on a public holiday) at one and half times the employee's basic hourly rate;
- (ii) for all time worked in excess of the normal hours of work on a public holidays at twice the employee's basic hourly rate.

(3) For the purpose of calculating the employee's basic hourly rate the employee's monthly basic rate shall be divided by two hundred and eight hours (48 hours per week x 4.33 weeks per month).

(4) No employee shall be required to work overtime against his will unless it is understood by both parties that such overtime is necessary.

Annual Leave.

7. (1) After twelve consecutive months' service with an employer an employee shall be entitled to twelve working days leave on full pay;

Provided that on completion of three years continuous service with an employer an employee shall be entitled to fifteen working days leave on full pay;

(2) Where employment is terminated after three months' initial service with an employer, or after returning from annual leave as provided for in sub-regulation (1) an employee shall be entitled to one day's pay for each completed month of service following his initial engagement or following his return from leave as the case may be.

Sick Leave.

8. (1) After three months of consecutive service with an employer and subject to the production of a medical certificate signed by a Medical Practitioner, registered under the medical and dental Practitioners Act, 1970, an employee shall be entitled to sick leave up to a minimum of fourteen days on full wages and thereafter to a maximum of fourteen days on half wages in each period of twelve months continuous service.

(2) Notwithstanding sub-Regulation (1)

- (i) An employee shall not be entitled to the benefits specified in regulation (1) if the sickness or accident causing his absence was caused by his own negligence or misconduct;
- (ii) A certificate issued by registered nurse shall be accepted in place of a Medical certificate if a Medical Practitioner is not available.

Written particulars to be provided.

9. An employer shall on engagement of an employee, give such employee a completed copy of the form at the Second Schedule of this Order.

Public Holidays.

10. (1) The following shall be Public Holidays with full pay -

Christmas Day
 New Year's Day
 Good Friday
 Easter Monday
 Ascension Day
 King's Birthday
 Somhlolo Day
 Reed Dance Day
 Flag Day
 Incwala Day
 July 22nd

(2) Where a public holiday falls on a Sunday, the following day shall be deemed to be a public Holiday.

(3) An employee who is absent without leave on the working day before or the working day after a public holiday, shall not be entitled to any payment in respect of that public holiday in terms of this regulation.

Compassionate Leave.

11. An employee who has completed the probation period shall be entitled to compassionate leave as follows:

Widows - 12 working days with full pay.

Widower - 6 working days with full pay.

Natural father or mother - 3 working days with full pay.

Any other relative at employers' discretion.

Casual Work.

12. An employee employed on casual basis shall be paid for each day or shift worked at a rate not less than twenty-fourth of the basic minimum wage applicable thereto.

Watchman's Clothing and Equipment.

13. (1) The employer of a Watchman shall provide him free of charge with;

- (a) boots, a police whistle and a club and;
- (b) a hat, overcoat or rain coat as are reasonably necessary in prevailing weather conditions.

(2) Any clothing or equipment referred to in sub-regulation (1) shall be of a reasonable quality and shall remain the property of the employer.

Redundancy.

14. When an employee has been employed for a period of three years or more and his employment is terminated for reasons which are beyond the control of either the employer or the employee he will be paid either:

- (a) A redundancy payment equal to two-thirds of his monthly wage multiplied by four; or
- (b) Severance allowance required by the Employment Act whichever is greater, but he will not be entitled to be paid severance pay and redundancy pay.

Piece or task work.

15. An employee, engaged on task or piece work shall be entitled to wages and conditions of employment not less than those specified in this Order.

Transport.

16. An employee, who by nature of his employment is required on any day to remain on duty after 6 p.m. or is required to start work before 7.00 a.m. shall be provided free of charge with transport between his place of work and his home or such point on a public road as may be mutually agreed upon between the employer and the employee.

Continuous Service

17. (1) Continuous service is service in the employment of the employer interrupted only by the death, retirement or discharges of the employee concerned.

Provided that an employee who is re-engaged within two months of his discharge shall be deemed to be in the continuous service of that employer.

(2) Where, following upon a change of ownership of an establishment or undertaking an employee enters the service of the new owner without interruption, his service shall be deemed to be continuous service in the employment of the new owner.

Protective clothing.

18. If it is necessary to protect an employee from physical or chemical injury which may arise from the work he is required to do, the employer shall supply that employee with adequate protective clothing and such employee shall use the protective clothing as instructed.

Termination of Employment after three months.

19. Where the employment of an employee is terminated after a period exceeding three months but not amounting to one year from the date of its commencement the employer shall pay to the employee a sum not less than one day's wages for each completed month of such period.

Lay-off.

20. Where an employer is unable to provide work for any employee due to:-

- (a) unavailability of working materials; or
- (b) temporary cessation of work;

He may, subject to him giving the employee not less than twenty four hours notice, lay-off the employee, without pay, for a maximum period of fifteen working days in the circumstances mentioned in Sub-regulation (a) and for a maximum period of thirty working days in the circumstances mentioned in Sub-regulation (b); at the expiry of fifteen working days or thirty working days as may be applicable, the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act;

Provided that an employee who has been engaged for the duration of a specific project or in connection with a specific project shall, upon commencement of work be informed of the date upon which it is estimated, the project will terminate and the specifying of such date of termination not withstanding any other law whether or not the project has infact terminated shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

Revocation.

21. The Regulation of Wages (Retail and Wholesale Distributive Trade) Order, 1992 (Legal Notice No. 79 of 1992) is hereby revoked.

FIRST SCHEDULE
BASIC MINIMUM WAGE
(EMALANGENI PER MONTH)

(a) Bhunya, Big Bend, Havelock Mine, Luyengo, Matata, Malkerns, Manzini, Mbabane, (including establishments situated along and within 5 km on either side of the Mbabane/Manzini main road stretching 20 km from Mbabane); Matsapha Industrial Area, Mhlambanyatsi, Mhlume, Ngwenya, Nhlangano, Pigg's Peak, Sidvokodvo, Simunye, Siteki, Tabankulu, Tshaneni, Vuvulane, Nsoko Shopping Complex, Ngonini Shopping Complex, Ebuhleni Shopping Complex, Lavumisa, Mankayane, Lomahasha Shopping Complex.

| | A | B |
|---------------------|-------------|-----------------|
| | URBAN AREAS | ALL OTHER WAGES |
| General Labourer | 398.46 | 344.62 |
| Lorryman | 398.46 | 344.62 |
| Watchman | 398.46 | 344.62 |
| Messenger | 398.46 | 344.62 |
| Deliveryman | 398.46 | 344.62 |
| Heavy Duty Labourer | 398.46 | 344.62 |

| | A | B |
|--------------------------------|-------------|-----------------|
| | URBAN AREAS | ALL OTHER WAGES |
| Pre-packer | 398.46 | 344.62 |
| Junior Clerk | 456.62 | 383.37 |
| Senior Clerk | 484.61 | 402.78 |
| Junior Shop Assistant | 430.76 | 366.14 |
| Telephone Switchboard Operator | 430.76 | 366.14 |
| Copy Typist | 430.76 | 366.14 |
| Driver (Light vehicle) | 456.62 | 383.37 |
| Petrol Pump Attendant | 456.62 | 383.37 |
| Driver (Heavy Duty) | 484.61 | 402.78 |
| Shop Assistant | 484.61 | 402.78 |
| Blockman | 484.61 | 402.78 |
| Trainee Cashier | 430.76 | 366.14 |
| Chashier | 560.00 | 430.76 |

NB: Areas reflected against A above are, for the purpose of this Regulation Order, declared Urban Areas.

SECOND SCHEDULE

Regulation 9

WRITTEN PARTICULARS OF EMPLOYMENT FORM

1. Name of Employer

2. Name of Employee
3. Date of Employment began
4. Wage and method of calculation
5. Interval at which wages are paid
6. Normal hours of work
7. Short description of employee's work
.....
.....
8. Probation Period
9. Annual Holiday Entitlement
10. Paid Public Holiday
11. Payment during sickness
12. Maternity Leave (if employee female)
13. Notice employee entitled to receive
14. Notice employee required to give
15. Pension Scheme (if any, other than N.P.F. Scheme)
16. Any other matter either party wishes to include
.....

- Notes (a) An Industry Union is recognised by this undertaking any employee is free to join it.
The address of the Industry Union is:
- (b) The grievance procedure in this undertaking requires that a grievance should be first
referred to
.....
- (c) When any heading is inapplicable enter nil.

Signed: Employer
..... Employee
..... Witness
..... Date

S.B. CEKO
Principal Secretary
Ministry of Labour & Public Service

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF COUNCILLORS TO THE CITY COUNCIL OF MANZINI

(Under Section 6)

In exercise of the powers conferred upon him by Section 6 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the City Council of Manzini with effect from 1st April to 30 September 1994.

Joseph Ayton

Rev. Griffith Dlamini

Sangoma Dlamini

William Firth

Dr. Samuel Hynd

Douglas Lukhele

Christian Masuku

Hezekiel Nkambule

Dr. Anderson Nxumalo

Leslie Pierce

Harry Shirley

Alfred Sibiya

Themba Sowazi

Regional Secretary, Manzini (ex-officio)

Members shall elect a Chairman.

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

LEGAL NOTICE NO. 65 OF 1994

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF COUNCILLORS TO THE TOWN COUNCIL OF NHLANGANO

(Under Section 6)

In exercise of the powers conferred upon him by Section 6 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the Town Council of Nhlango with effect from 1st April 1994 to 30 September 1994.

Joseph Dlamini

Ellen Furtado

John Mabaso

Iny McSeveny

Koert van Vuuren

Regional Secretary, Shiselweni (ex-officio)

Members shall elect a Chairman.

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

S18

LEGAL NOTICE NO. 66 OF 1994

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF COUNCILLORS TO THE TOWN COUNCIL OF SITEKI

(Under Section 6)

In exercise of the powers conferred upon him by Section 6 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the Town Council of Siteki with effect from 1st April 1994 to 30 September 1994.

Ruth Mbingo

Aaron Sifundza

David Stewart

Benjamin Way

Reuben Zulu

Regional Secretary, Lubombo (ex-officio)

Members shall elect a Chairman.

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

LEGAL NOTICE NO. 67 OF 1994

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF COUNCILLORS TO THE TOWN COUNCIL OF PIGG'S PEAK

(Under Section 6)

In exercise of the powers conferred upon him by Section 6 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the Town Council of Pigg's Peak with effect from 1st April 1994 to 30 September 1994.

Shiela Freemantle

Joseph Masuku

King Mziyako

Robert Stephens

Senior Regional, Officer Pigg's Peak (ex-officio)

Members shall elect a Chairman.

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

LEGAL NOTICE NO. 68 OF 1994

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF MEMBERS TO THE TOWN COUNCIL OF MANKAYANE

(Under Section 112)

In exercise of the powers conferred upon him by Section 112 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the Town Board of Mankayane with effect from 1st April 1994 to 30 September 1994.

Sotsha Dlamini

John Litchfield

Abner Mabuza

Ezekiel Maphalala

Alexina Nkumane

Regional Officer, Mankayane (ex-officio)

Members shall elect a Chairman.

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

LEGAL NOTICE NO. 69 OF 1994

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF MEMBERS TO THE TOWN BOARD OF VUVULANE

(Under Section 112)

In exercise of the powers conferred upon him by Section 112 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the Town Board of Vuvulane with effect from 1st April 1994 to 30 September 1994.

Paul Arnot

Ishmael Dlamini

Robert Gama

Amon Mathonsi

David Mathunjwa

Boniface Mncina

Members shall elect a Chairman and Secretary.

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

LEGAL NOTICE NO. 70 OF 1994

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF MEMBERS TO THE TOWN BOARD OF LAVUMISA

(Under Section 112)

In exercise of the powers conferred upon him by Section 112 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the Town Board of Lavumisa with effect from 1st April 1994 to 30 September 1994.

Mzweleni Dlamini

Rev. Wilton Shiba

Samuel Shiba

Thandazile Nxumalo

Innocent Nzalo

Members shall elect a Chairman and Secretary.

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

LEGAL NOTICE NO. 71 OF 1994

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF MEMBERS TO THE TOWN BOARD OF HLATIKULU

(Under Section 112)

In exercise of the powers conferred upon him by Section 112 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the Town Board of Hlatikulu with effect from 1st April 1994 to 30 September 1994.

Gertrude Abrahams

Mlamuli Dlamini

Michael Khoza

Pieter Pieterse

Ernest Tshabalala

Senior Regional Officer, Hlatikulu (ex-officio)

Members shall elect a Chairman .

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

S24

LEGAL NOTICE NO. 72 OF 1994

THE CIVIL SERVICE ORDER 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order I hereby appoint:

MR. SIPHO S. HLOPHE

to be Acting Principal Secretary in the Ministry of Defence and Youth with effect from 16th November, 1993 to 10th January, 1994.

SIGNED AT LOZITHA THIS 28TH DAY MARCH 1994.

MSWATI III
KING OF SWAZILAND

LEGAL NOTICE NO. 73 OF 1994

THE CIVIL SERVICE ORDER 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order I hereby appoint:

MR. DOUGLAS F. LITCHFIELD

to be Acting Principal Secretary in the Ministry of Transport and Communication with effect from 11th January, 1994 to 28th February, 1994.

SIGNED AT LOZITHA THIS 28TH DAY MARCH 1994.

MSWATI III
KING OF SWAZILAND

S26

LEGAL NOTICE NO. 74 OF 1994

THE CIVIL SERVICE ORDER 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order I hereby appoint:

MS SINDI E. MABUZA

to be Acting Principal Secretary in the Ministry of Economic Planning and Development with effect from 18th January, 1994 to 4th February, 1994.

SIGNED AT LOZITHA THIS 28TH DAY MARCH 1994.

MSWATI III
KING OF SWAZILAND

S27

LEGAL NOTICE NO. 75 OF 1994

THE CIVIL SERVICE ORDER 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order I hereby appoint:

ALTON J.V. SITHOLE

to be Acting Principal Secretary in the Ministry of Natural Resources and Energy with effect from 3rd August, 1993 to 25th August, 1993.

SIGNED AT LOZITHA THIS 28TH DAY MARCH 1994.

MSWATI III
KING OF SWAZILAND

S28

LEGAL NOTICE NO. 76 OF 1994

THE CIVIL SERVICE ORDER 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order I hereby appoint:

CHRISTOPHER V. MAVUSO

to be Acting Principal Secretary in the Ministry of Agriculture and Co-operatives with effect from 14th December, 1993 to the 19th January, 1994.

SIGNED AT LOZITHA THIS 28TH DAY MARCH 1994.

MSWATI III
KING OF SWAZILAND

LEGAL NOTICE NO. 77 OF 1994

THE CIVIL SERVICE ORDER 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order I hereby appoint:

MR. GOODMAN J. KUNENE

to be Acting Principal Secretary in the Ministry of Education with effect from 23rd December, 1993 to 21st January, 1994.

SIGNED AT LOZITHA THIS 28TH DAY MARCH 1994.

MSWATI III
KING OF SWAZILAND

S30

LEGAL NOTICE NO. 78 OF 1994

THE CIVIL SERVICE ORDER 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order I hereby appoint:

MRS. MUSA D. FAKUDZE

to be Acting Principal Secretary in the Ministry of Finance with effect from 20th October, 1993 to 25th February, 1994.

SIGNED AT LOZITHA THIS 28TH DAY MARCH 1994.

MSWATI III
KING OF SWAZILAND

LEGAL NOTICE NO. 79 OF 1994

THE CIVIL SERVICE ORDER 1973

APPOINTMENT OF ACTING PRINCIPAL SECRETARY

(Under Section 8)

In exercise of the powers vested in me and in accordance with Section 8 of the Civil Service Order I hereby appoint:

MR. ALFRED F. HLATSHWAYO

to be Acting Principal Secretary in the Ministry of Agriculture and Co-operatives with effect from 1st November, 1993 to 26th November, 1993.

SIGNED AT LOZITHA THIS 28TH DAY MARCH 1994.

MSWATI III
KING OF SWAZILAND

LEGAL NOTICE NO. 80 OF 1994

THE URBAN GOVERNMENT ACT, 1969

(Act No. 8 of 1969)

APPOINTMENT OF COUNCILLORS TO THE CITY COUNCIL OF MBABANE

(Under Section 6)

In exercise of the powers conferred upon him by Section 6 of the Urban Government Act, 1969, the Minister for Housing and Urban Development has appointed the persons listed hereunder to constitute the City Council of Mbabane with effect from 1st April, 1994 to 30 September, 1994.

Nigel Caplan

Cain Dlamini

Colin Foster

Mary Fraser

Victor Irwin

Sam Magagula

John Masson

Elleanor Mdladla

Titus Msibi

Themba Nhlengethwa

Dr. Sidney Shongwe

John Sikhondze

Regional Secretary, Hhohho (ex-officio)

Members shall elect a Chairman.

M.C. DLAMINI

Principal Secretary

Ministry of Housing and Urban Development

LEGAL NOTICE NO. 81 OF 1994

THE METROLOGY ACT, 1991

(Act No. 12 of 1991)

METROLOGY ACT (DATE OF COMMENCEMENT) NOTICE, 1994

(Under Section 1)

In exercise of the powers conferred on me by Section 1 of the Metrology Act, 1991 the Minister for Commerce and Industry makes the following Notice.

Citation and Commencement.

1. This Notice may be cited as the Metrology Act (Date of Commencement) Notice, 1994.

Commencement date of Metrology Act, 1991.

2. The Metrology Act No. 12 of 1991 should come into force on the day of the publication of this Notice.

MUNTU P.N. MSWANE

Minister for Commerce and Industry

LEGAL NOTICE NO. 82 OF 1994

THE ADMINISTRATION OF THE WATER AND SEWERAGE BOARD SPECIAL
FUND REGULATIONS, 1974

THE ALTERATION OF WATER AND SEWER CHARGES NOTICE, 1994

(Under Regulation 6)

In the exercise of the powers conferred by Regulation 6 of the Administration of the Water and Sewerage Board Special Fund Regulations, 1974, the Minister for Housing and Urban Development hereby issues the following Notice.

Citation and Commencement.

1. This Notice may be cited as the Alteration of Water and Sewer Charges Notices, 1994 and shall come into force on 1st May 1994.

Alteration of Charges.

2. The charges for water and sewerage shall be as set out in the Schedule hereto.

Revocation of Legal Notice No. 86 of 1993.

Legal Notice No. 86 of 1993 is hereby revoked.

J.P. CARMICHAEL

Minister for Housing and Urban Development

SCHEDULE

| | CURRENT E | |
|--|--------------|---------|
| 1. WATER CHARGES | | |
| (a) Residential Users | | |
| 0 - 20 Cubic Metre (m ³) | 1.20 | 1.35 |
| Over 20 Cubic Metre (m ³) | 1.95 | 2.30 |
| Public/community connections | | |
| All units | 1.20 | 1.35 |
| Minimum charge per month | 12.00 | 13.60 |
| (b) Non-Residential (Industrial and Commercial Consumers) | | |
| All units of water | 1.95 | 2.20 |
| Minimum charge per month | 40.00 | 45.00 |
| (c) Reconnection Charges | | |
| (i) Disconnection at request of customer | 12.00 | 13.60 |
| (ii) Change of tenancy | Nil | 13.60 |
| (iii) Transfer of connection | Nil | 13.60 |
| (iv) Disconnection for non-payment, residential | 50 | 56.00 |
| (v) Disconnection for non-payment non-residential | 150.00 | 170.00 |
| (vi) Illegal connection, - residential | 500.00 | 565.00 |
| (vii) Illegal connection - non-residential | 1500.00 | 1700.00 |
| (d) New Connections - All Consumers | | |
| (i) For providing and laying a water supply pipe of up to 20m in diameter for a distance of up to 30 metres. | Nil | Nil |

S36
SCHEDULE

| | CURRENT E | |
|--|-----------------------------|-----------------------------|
| (ii) For providing and laying a water supply pipe of up to 22 mm in diameter for a distance of up to 15 metres | 280.00 | 316.00 |
| (iii) For water supply pipes above 20 mm in diameter or longer than 15 metres, at a cost to be determined by the Board | To be supplied by the Board | To be supplied by the board |
| (c) Miscellaneous charges | | |
| (i) Refundable Deposit on connection | | |
| - Residential | 67.00 | 75.00 |
| - Non residential | 147.00 | 166.00 |
| (ii) Meter test on application by consumer and refundable if meter is 2,5% in error | 12.00 | 14.00 |
| (iii) Non-Connection to Public system: Every developed or non developed Erf. or lot capable of being connected to a water supply shall be charged monthly at the rate of | 10.00 | 11.00 |
| 2. Sewer and Effluent Charges | | |
| (a) Residential consumes per m ³ of water consumed | 0.90 | 0.90 |
| minimum charge per month | 10.00 | 10.00 |
| (b) Non Residential consumer per m ³ of water consumed | 1.45 | 1.45 |
| minimum charge per month | 30.00 | 30.00 |
| (c) Biological or chemical Oxygen Demand above 500 mg/charged according to the following formula: | | |
| $\frac{\text{BOD/COD} - 500}{500} \times \text{Water consumed}$ (rate per m ³) | 0.90 | 0.90 |
| (d) New connection: For providing and laying a connection of a sewer, a fixed price will be quoted on request in with details of the connection size and location | | |

S37
SCHEDULE

| | CURRENT E | |
|---|------------------------------------|------------------------------------|
| (e) Non-connection to public sewer system. Every developed erf or lot capable of being connected to the public sewer and not so connected shall be charged at | 8.00 | 9.00 |
| 3. Miscellaneous | | |
| (a) Septic tank/cesspit Vacuum tanker discharged to sewer ponds | 260.00 per 6m ³ load | 260.00 per 6m ³ load |
| (b) Unmetered fire connections | | |
| 0 - 100 mm | 40 per month | 45.00 per month |
| Over 100 mm | 85 per month | 96.00 per month |