



# SWAZILAND

## GOVERNMENT GAZETTE

VOL. XXXIII]

MBABANE, Friday, September 15th, 1995

[No. 112

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**CORRIGENDUM**

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**DECLARATION OF AN APPROVED HUMAN SETTLEMENT NOTICE, 1995**

**(GENERAL NOTICE NO. 27 OF 1995)**

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The Declaration of an Approved Human Settlement Notice, 1995 should be corrected by inserting the words "described as Manzini Township Extension 14" after the words "General Plan No. S. G. S150/89"

**NOTICE**

**APPLICATION FOR LOST TITLE DEED**

Notice is hereby given that we intend to apply for a certified copy of Deed of Transfer No. 312/1987 and registered on the 22nd day of May, 1987 held by Richard Zakhele Dlamini in respect of:

**CERTAIN:** Lot No. 989 situate in the Manzini Extension No. 9 Township District of Manzini, Swaziland;

**MEASURING:** 700 (Seven Zero Zero) square metres;

Any person having objection to the issue of such copy is hereby required to lodge it in writing with the Registrar of Deeds within three (3) weeks from the date of the last publication of this notice.

DATED at Manzini on this 11th day of September, 1995.

MTHEMBU SIMELANE ZWANE & KUBHEKA  
Applicant's Attorneys  
Lusweti Chambers  
126 Esser Street  
P. O. Box 1301  
Manzini

G1310 2x22-9-95

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**NOTICE**

Notice is hereby given that we intend applying for a certified copy of: Deed of Transfer No. 609/1987 dated the 17th November, 1987 in favour of Kusa Mandla Dlamini (born on the 3rd day of September, 1957) in respect of

**CERTAIN:** Lot No. 1096 situate in the Manzini Extension No. 9 Township, District of Manzini, Swaziland.

**MEASURING:** 492 (Four Nine Two) square metres.

Any person having objection to the issue of such copy is hereby requested to lodge it in writing with the Registrar of Deeds within three (3) weeks of the last publication of this Notice.

DATED at Mbabane this 29th day of August, 1995.

ROBINSON BERTRAM & KEYTER  
Attorneys for Applicant  
P. O. Box 24  
Mbabane

G1267 2x15-9-95

S.G.G. NO. 112, FRIDAY, SEPTEMBER 15, 1995

658

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: MASWAZI GAMA ESTATE NO. 46/95

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 4th October 1995 at 11.00 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1322 15-9-95

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NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: JABULANI JOHANNES SIMELANE ESTATE NO. 423/95

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 4th October 1995 at 10.30 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1323 15-9-95

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NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: EPHRAEM DLAMINI ESTATE NO. 452/95

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 4th October 1995 at 10.00 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1318 15-9-95

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: DAVID SIPHO KIDDO ZWANE ESTATE NO. 443/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 4th October 1995 at 12.30 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1319 15-9-95

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: LOGEDLA SHODI DLAMINI ESTATE NO. 446/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 4th October 1995 at 12.00 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1320 15-9-95

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**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: JEREMIAH SIPHO KUNENE ESTATE NO. 444/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 4th October 1995 at 11.30 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1321 15-9-95

NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: WILLIAM MACANDZA DLAMINI ESTATE NO. 440/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 3rd October 1995 at 12.00 hours for the nomination of an executor/executrix dative of the above estate.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1316 15-9-95

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: BARTHOLOMEW BUDUYA SHONGWE  
ESTATE NO. 439/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 3rd October 1995 at 12.30 hours for the nomination of an executor/executrix dative of the above estate.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1317 15-9-95

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: MVANGELI SIMON DLAMINI AND LUCY MAMILE  
DLAMINI ESTATE NO. 416/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 3rd October 1995 at 10.00 hours for the nomination of an executor/executrix dative of the above estate.

**CHURCHILL B. DLAMINI**  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1312 15-9-95

NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: THEMBA H. MAKHANYA ESTATE NO. 436/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 3rd October 1995 at 10.30 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1313 15-9-95

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: NORMAN DUMISA DLAMINI ESTATE NO. 431/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 3rd October 1995 at 11.00 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1314 15-9-95

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NOTICE

**IN THE HIGH COURT OF SWAZILAND**

**IN THE ESTATE OF THE LATE: EUNICE HAMBAPHI NSIBANDE ESTATE NO. 437/95**

A meeting of next of kin and all others concerned will be held before the Master of High Court at Mbabane on 3rd October 1995 at 11.30 hours for the nomination of an executor/executrix dative of the above estate.

CHURCHILL B. DLAMINI  
Master of the High Court

Master's Office  
P. O. Box 19  
Mbabane

G1315 15-9-95

**NOTICE**

We intend applying for a certified copy of Lost Deed of Transfer No. 185/1961 made in favour of H A Mansoor and Sons (Pty) Ltd over immovable property described as:

**CERTAIN:** Portion 1 of Farm No. 590 situate in Manzini District, Swaziland;

**MEASURING:** 258,8226 (Two Five Eight Comma Eight Two Two Six) Hectares.

Any objection to this application should be lodged in writing with the Registrar of Deeds Swaziland and with the under signed within 3 weeks from the date of this publication.

DATED at Manzini this 6th day of June, 1995.

**MASINA MAZIBUKO AND COMPANY**

Applicant's Attorneys

P. O. Box 592

Manzini

G1300 15-9-95

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**NOTICE**

**ESTATE LATE: NDAWO DLAMINI E.44/95**

Notice is hereby given that in terms of Section 51 bis of the Administration of Estates Act No. 28 of 1902, that the First and Final Liquidation and Distribution Account will lie open 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 to the Master of the High Court at any time before expiry of the said period.

**PHUTHUMA DLAMINI**

P. O. Box 283

Mbabane

G1330 15-9-95

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**NOTICE**

**ESTATE LATE: SOLOMON BAFANA GININDZA E.355/95**

Notice is hereby given that in terms of Section 51 bis of the Administration of Estates Act No. 28 of 1902, that the First and Final Liquidation and Distribution Account will lie open 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 to the Master of the High Court at any time before expiry of the said period.

**VUSI GININDZA**

P. O. Box 1744

MANZINI

G1298 15-9-95

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 272/95

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

JOSEPH RYDELL TETTEY

Defendant

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NOTICE OF SALE

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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 the District of Hhohho outside the High Court Building at 11.30 a.m. on FRIDAY the 29th day of SEPTEMBER, 1995.

CERTAIN: Lot No. 1018, situate in Mbabane Extension No. 9, District of Hhohho, Swaziland;  
MEASURING: 1350 (One Three Five Zero) Square Metres;  
RESERVE PRICE: E250,000.00 (Two Hundred and Fifty Thousand Emalangeni).  
IMPROVEMENTS: 4 Bedrooms, Living Room, Dining Room, Study, Kitchen, 2 Bathrooms, Laundry, Garage and Maid's Room.

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court building in Mbabane and at the offices of the Regional Administrator, Hhohho.

The Society may lend 75% (Seventy five per centum) to suitable borrowers and interested parties are advised to seek advice from the Society in this regard prior to the date of the sale.

Further particulars may be obtained from the undersigned.

DATED at Mbabane on this the 11th day of September, 1995.

J. P. ANNANDALE  
Sheriff of Swaziland  
c/o The Registrar of the High Court  
Mbabane

G1333 15-9-95

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NOTICE

**ESTATE LATE: JULIUS MHELWANE MAMBA ESTATE NO. 396/95**

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

CONSTANCE MAMBA  
P. O. Box 20  
Hlatikhulu

G1332 15-9-95

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 1424/95

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

TIMOTHY JAMESON NDLANGAMANDLA

Defendant

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**NOTICE OF SALE**

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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 the District of Manzini outside the Regional Administrator's Office at 2.30 p.m. on **FRIDAY** the 29th day of **SEPTEMBER, 1995**.

**CERTAIN:** Lot No. 1074, situate in Ngwane Park Extension No. 1, Township, District of Manzini, Swaziland;

**MEASURING:** 1093 (One Zero NineThree ) Square Metres;

**RESERVE PRICE:** E27,500.00 (Twenty Seven Thousand Five Hundred Emalangeni).

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court building in Mbabane and at the offices of the Regional Administrator, Manzini.

The Society may lend 75% (Seventy five per centum) to suitable borrowers and interested parties are advised to seek advice from the Society in this regard prior to the date of the sale.

Further particulars may be obtained from the undersigned.

DATED at Mbabane on this the 11th day of September, 1995.

**J. P. ANNANDALE**

Sheriff of Swaziland

c/o The Registrar of the High Court

Mbabane

G1334 15-9-95

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**NOTICE**

**ESTATE LATE: RALPH SIBUSISO M. MOROPA ESTATE NO. E.395/95**

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

**PHILLEMONT L. MKHWANAZI**

P. O. Box 857

Mondlo Code 3105

G1331 15-9-95

NOTICE

**ESTATE LATE; DUMISANE AVERY SIMELANE E.369/93**

Notice is hereby given that 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 at Mbabane for a period of twenty one (21) days from the 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.

MTHEMBU SIMELANE ZWANE & KUBHEKA  
Lusweti Chambers  
126 Esser Street  
P. O. Box 1301  
Manzini

G1324 15-9-95

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NOTICE

**ESTATE LATE: WILSON DLADLA E223/95**

Creditors and Debtors in the above mentioned Estate are hereby advised to lodge their claims and pay their debts with the undersigned within thirty (30) days after the date of publication of this Notice.

MAPHALALA AND COMPANY  
P. O. Box 1631  
Matsapha

G1329 15-9-95

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NOTICE

**IN THE ESTATE OF THE LATE ROBERT GAVU NDZINISA - E.114/95**

Debtors and Creditors of the above Estate are hereby called upon to pay their debts and submit their claims to the undersigned within thirty (30) days of the publication of this Notice.

VILAKAZI AND COMPANY  
Attorneys for the Joint Executors  
Conway Nyman Building  
Corner Tenbergen and Mahleka Streets  
P. O. Box 4156  
Manzini

G1305 15-9-95

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NOTICE

**ESTATE LATE: JAMES CLARENCE HENWOOD ESTATE NO. E.422/95**

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

PHILLIS CLARENCE HENWOOD  
P. O. Box 49  
Hluti

G1336 15-9-95

NOTICES

**SWAZILAND COMPANIES ACT NO. 7 OF 1912**

Notice is hereby given that I have reasonable cause to believe that the undermentioned Companies:

Swaziland International Metal Merchants (Proprietary) Limited  
S. Keren and Company Swaziland (Proprietary) Limited  
Intuthuko Investments (Proprietary) Limited  
Mundo Import and Export (Proprietary) Limited  
Ashfi Trading (Proprietary) Limited  
Mbabane Private Hospital (Proprietary) Limited  
Bonginkosi Tractor Company (Proprietary) Limited  
Swazi Tanzanite (Proprietary) Limited  
Interfruit (Swaziland) (Proprietary) Limited  
D. P. (Proprietary) Limited  
Swazi Castings (Proprietary) Limited  
A. M. Agencies (Proprietary) Limited  
Trust Finance Corporation Limited  
MC Carthy Motors Limited  
Nation Wide Traders (Proprietary) Limited  
Insukanabani Blockmaking (Proprietary) Limited  
Central Motors (Proprietary) Limited  
Medical House Goedgegun (Proprietary) Limited  
Swazili Trading (Proprietary) Limited  
Jet Secretarial Services (Proprietary) Limited  
Herzenberg Enterprises (Proprietary) Limited  
Krugell Holdings (Proprietary) Limited  
B & W Motors (Proprietary) Limited  
Bogady Properties (Proprietary) Limited  
P & H Enterprises (Proprietary) Limited  
Adam Investments (Proprietary) Limited  
Greengold Impex (Swaziland) (Proprietary) Limited  
Attache Incorporated (Proprietary) Limited  
Fonteyn Property Holdings (Proprietary) Limited  
Hub Motors (Proprietary) Limited  
Trading Company Swaziland (Proprietary) Limited  
Shiselweni Motors (Proprietary) Limited  
Cable Services (Swaziland) Limited  
Swaziland Prosperity Investments (Proprietary) Limited  
Apparel Exports (Swaziland) (Proprietary) Limited  
Gadlaza Investments (Proprietary) Limited  
Nan Jing Company (Proprietary) Limited  
Fint Investments (Proprietary) Limited  
Fedmis (Swaziland) Limited  
Polly-Tops (Swaziland) (Proprietary) Limited  
A.B.V. Investments (Proprietary) Limited  
Microware (Proprietary) Limited  
Afro Agencies (Proprietary) Limited  
Ngwane Auto Services (Proprietary) Limited  
The Womans' Corner (Proprietary) Limited

Incorporated under the laws of Swaziland, are not carrying on business and are not in operation. The names of the aforesaid companies, will unless cause is shown to the contrary at the end of three months from date hereof be struck off the Swaziland Register of Companies, and the companies be dissolved.

P. J. GUMEDE  
Registrar of Companies

G1302 15-9-95

**NOTICE**

**ESTATE LATE: WILSON M. THWALA ESTATE NO. E169/95**

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.

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

G1299 15-9-95

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**NOTICE**

**ESTATE LATE: CYPRIAN THULANE MKHATSHWA ESTATE NO. 415/95**

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

DUMSILE MKHATSHWA  
P. O. Box 39  
Manzini

G1328 15-9-95

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**NOTICE**

**ESTATE LATE: VALLASSON NKAMBULE ESTATE NO. 393/95**

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

BETTY S. NKAMBULE  
c/o Virginia S. Nkambule  
P. O. Box 213  
Mhlambanyatsi

G1327 15-9-95

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**NOTICE**

**ESTATE LATE: JOHN M. DLUDLU ESTATE NO. 202/95**

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

EVA MALINDZISA  
P. O. Box 575  
Mbabane

G1301 15-9-95

**NOTICE**

**ESTATE LATE: MARJORIE B. HLATSHWAYO ESTATE NO. 303/93**

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

THABSILE HLATSHWAYO  
P. O. Box 2  
Manzini

G1306 15-9-95

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**NOTICE**

**ESTATE LATE: DECEMBER SIMON MNISI ESTATE NO. 189/95**

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

STEPHEN MNISI  
P. O. Box 2857  
Manzini

G1304 15-9-95

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**NOTICE**

**ESTATE LATE: NICHOLAS FANYANA TSABEDZE ESTATE NO. 330/95**

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

MIRRIAM S. TSABEDZE  
P. O. Box 152  
Mankayane

G1303 15-9-95

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**NOTICE**

**ESTATE LATE: GERALD SIMANGA GOBELA KUNENE ESTATE NO. 213/95**

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

THABISILE KUNENE  
P. O. Box 1182  
Mbabane

G1311 15-9-95

**SUPPLEMENT TO  
THE  
SWAZILAND GOVERNMENT  
GAZETTE**

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**VOL. XXXIII]**

**MBABANE, Friday, September 15th, 1995**

**[No. 112**

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# PART C

S1

## CORRIGENDUM

### THE APPOINTMENT OF THE SECRETARY TO CABINET AND HEAD OF THE CIVIL SERVICE NOTICE, 1990

(LEGAL NOTICE NO. 134 OF 1990)

The appointment of the Secretary to Cabinet and Head of the Civil Service Notice, 1990 should be corrected by replacing the word "with effect from 1st July, 1990" with the words "with effect from 21st January, 1990".

LEGAL NOTICE NO. 127 OF 1995

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THE NATIONAL TRUST COMMISSION ACT, 1972  
(Act No. 9 of 1972)

APPOINTMENT OF COMMISSIONERS TO THE SWAZILAND NATIONAL  
TRUST COMMISSION  
(Under Section 4)

In exercise of the powers conferred by Section 4 of the National Trust Commission Act, 1972 the Minister of Natural Resources and Energy hereby appoints the following persons:-

- |                           |   |          |
|---------------------------|---|----------|
| 1. Mr. Titus Msibi        | - | Chairman |
| 2. Mr. Abel Lukhele       | - | Member   |
| 3. Mr. Elijah Shongwe     | - | Member   |
| 4. Mr. Simon Pefile       | - | Member   |
| 5. Ms. Fikile Dlamini     | - | Member   |
| 6. Mr. Ernest S. Dlamini  | - | Member   |
| 7. Prince Guduza          | - | Member   |
| 8. Mr. Thabani S. Mdladla | - | Member   |
| 9. Mr. Sinaye Mamba       | - | Member   |

as Members of the Swaziland National Trust Commission for a period of three years with effect from 1st May, 1995.

J. T. MKATSHWA  
*Principal Secretary*

LEGAL NOTICE NO. 128 OF 1995

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THE WAGES ACT, 1964  
(Act No. 16 of 1964)

THE REGULATION OF WAGES (MANUFACTURING AND PROCESSING  
INDUSTRY) ORDER, 1995

(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 and Commencement.*

1. This Order may be cited as the Regulation of Wages (Manufacturing and Processing Industry) Order, 1995 and shall be deemed to have come into effect on the 1st September, 1995.

*Application.*

2. This Order shall apply to all persons employed in the Manufacturing and Processing Industries including the Manufacture of bricks, dry cleaning and laundry, garment making, knitting, shoe Manufacture, Timber Processing and weaving who are engaged in the occupation specified in the First Schedule.

*Interpretation.*

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

“Aligner” means an employee who aligns a finished product before final inspection with the aid of electronic test equipment;

“A.J.S. Operator” means an employee who operates an automatic junior stitcher sewing machine;

“Artisan” means an employee who is in possession of a Trade Test Certificate signed by a Trade Testing Officer appointed by the Government;

“Assembler soldering” means an employee who solders and assembles components by hand;

“Assembler-bottom components” means an employee who assembles good quality bottom components such as soles and insoles into specific batches according to the box loading plan;

“Assembler-socks” means an employee who assembles good quality socks into batches according to article and size;

“Assembler-upper components” means an employee who assembles good quality upper components such as vamps, quarters, etc into specific batches to the box loading plan;

“Assistant foreman baker” means an employee who is capable of manufacturing bread, adjusting bakery machinery and supervising the workers under his control;

“Assistant foreman confectioner” means an employee who is capable of manufacturing and decorating several lines of confectionery, adjusting bakery machinery and supervising the workers under his control;

“Bagger” means an employee who puts the folded garment in the provided plastic bag;

“Baker” means an employee who is capable of manufacturing bread;

“Baker assistant” means an employee who assists a baker;

“Backseam-reducer” means an employee who reduces the backseam join on leather quarters by means of a machine;

“Binder assistant” means an employee who receives printed matter from the machine for collating, stitching, padding, rounding corners, punching, folding, counting, numbering or perforating;

“Boiler operator” means an employee who operates a boiler;

“Box folder” means an employee who folds and erects boxes ready for use;

“Box labeller” means an employee who labels boxes with the information required to identify the contents thereof;

“Box preparer” means an employee who collects and prepares boxes accordingly;

“Blower” means an employee who carries out blowing duties in the manufacture of glassware according to specification;

“Cabinet fitter” means an employee who fits accessories to a television cabinet;

“Canteen assistant” means an employee who assists the canteen supervisor in preparing, cooking and dishing - up food in the employee canteen;

“Canteen cashier” means an employee who assists the canteen supervisor in the control of cash receipt and also assists in the preparing, cooking and dishing-up of food in the employee canteen;

“Carder” means an employee who operates a carder machine and carries out simple lubrication on it;

“Carton Sealer” means an employee who seals cartons of finished goods for despatch to customers;

“Casual labourer” means an employee who is not employed for more than twenty four hours at a time;

- “Cattle buyer” means an employee who buys livestock for his employer;
- “Charge hand” means an employee who assists a supervisor to supervise employees;
- “Chassis fitter” means an employee who fits chassis components to television sets;
- “Cementer” means an employee who applies adhesives to a surface by means of either a brush or machine;
- “Chef” means an employee who is responsible for the cooking of food for the employee canteen;
- “Checker” means an employee who checks and records outgoing and incoming goods;
- “Cleaner” means an employee who is responsible for the cleaning of a factory, offices, toilets or canteen;
- “Clerk/storeman (with Junior Certificate)” means an employee engaged in general clerical duties, who holds a Junior Certificate of education;
- “Clerk/stores assistant” means an employee engaged in general clerical duties or storekeeping duties who holds a Senior Certificate of education;
- “Clicker-high frequency” means an employee who cuts high frequency welds components;
- “Clicker-insoles/toepuffs/counters” means an employee who cuts insoles, toepuffs or counters by means of a clicking press;
- “Clicker-linings/trims/socks/velcro” means an employee who cuts linings, trims, or velcro by means of a clicking press;
- “Clicker-textile” means an employee who cuts suede split by means of a clicking press;
- “Clicker-textile” means an employee who cuts textile by means of a clicking press;
- “Coilwinder” means an employee mainly engaged in winding coils;
- “Components-assembler” means an employee engaged in fitting electronic components on PC boards and includes an employee engaged in pre-assembly work;
- “Compositor” means an employee engaged in the setting of type including the operation of typesetting and typelasting into position for printing and the making of rubber stamps;
- “Confectioner assistant” means an employee who assists a confectioner;
- “Cook” means an employee who is engaged in cooking and issuing food to other employees;
- “Copy-typist” means an employee who is engaged in typing and is capable of typing a minimum of 25 words per minute, filing, checking and recording incoming mail;

“Counter inserter” means an employee who dips and inserts the counter stiffener into the pocket at the heel of a machine;

“Counter moulder” means an employee who moulds the newly inserted counter stiffener over a mould by means of a machine;

“Darkroom attendant” means an employee who makes negatives, including the spotting and obliteration of all marks and pinholes;

“De-boner” means an employee engaged in dessecting carcass;

“D-Ring inserter” means an employee who inserts D-Rings into the shoe facing prior to being stitched;

“Design draughtsman’s assistant” means an employee who assists a draughtsman to design mechanical layouts;

“Despatch clerk” means an employee who selects and packs goods according to customers’ order;

“Divider operator” means an employee who operates a divider machine and who checks the weight of dough pieces;

“Dough mixer means an employee who operates a dough mixer, including the adding of ingredients into the dough;

“Dough panner” means an employee who places dough pieces into pans;

“Driver (Heavy Duty Vehicle)” means an employee in possession of a current heavy duty driving licence who is incharge of a vehicle of over one and one half tons tare weight whose duties include handling cargo to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

“Driver (Light Duty Vehicle)” means an employee in possession of a current driving licence who is in charge of a motor vehicle of less than one and one half tons tare weight whose duties include handling cargo to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

“Driver messenger” means an employee who is mainly engaged in carrying messages, who delivers and collects mail by vehicle or motor cycle and performs simple routine tasks in an office;

“Driver salesman” means an employee in possession of a current driving licence who sells and delivers bread, confectionery or other articles by motor vehicle and who is responsible for accepting written orders for goods and the collection and safe custody of cash for C.O.D. Sales, and who also canvass for orders;

“Driver salesman assistant” means an employee who marks components to assist closing department by means of a marking machine;

“Electrical maintenance assistant” means an employee who assists an electrician in improving and repairing electrical installation;

“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;

“Entrepreneur” means a person who carries on business under financial assistance, policy and guidance of the small enterprises development company;

“Entrepreneur assistant grade I” means an employee who is capable of performing the work of an entrepreneur without the assistance of such an entrepreneur;

“Entrepreneur assistant grade II” means an employee who assists a person who is capable of carrying out the work of the entrepreneur in the entrepreneur’s workshop;

“Final aligner and tester” means an employee mainly engaged in the final alignment and testing of finished products, using electronic test equipment;

“Final inspector/final tester” means an employee mainly engaged in the final inspection or testing of finished products, if necessary, using electronic equipment;

“Finisher” means an employee who smoothens, trims carpets and makes knots on the fringes to make such carpets adaptable for sale;

“Fitter” means an employee who repairs and maintains machinery;

“Foam attacher” means an employee who attaches foam to the topline of the quarters for collar padding;

“Foam strip cutter means an employee who cuts foam into strips by means of a machine;

“Folder” means an employee who folds the garment after pressing;

“Flour sifter” means an employee who sifts flour;

“Foreman baker” means an employee engaged in supervising capacity who is capable of carrying out all processes relating to the manufacture of bread;

“Foreman confectioner” means an employee engaged in supervisory capacity who is capable of carrying out all processes relating to the manufacture of confectionery;

“Forklift operator” means an employee mainly engaged in operating a forklift;

“General labourer” means an employee engaged on unskilled work;

“Grinder” means an employee who grinds, smoothens, and polishes a finished glassware product;

“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;

“Hand trimmer” means an employee who trims by means of a pair of scissors, all excess threads, bindings and tapes after all closing operations have been done;

“Heel seat laster” means an employee who lasts the heelpart of a shoe by means of a machine;

“Hole perforator” means an employee who punches holes by means of a press;

“Hoist operator” means an employee who operates a dough hoist;

“Insole attacher” means an employee who attaches the insole to the last by means of a tacking machine;

“Insole moulder/stamper” means an employee who moulds or stamps insoles by means of a machine;

“Inspector” means an employee with not less than six months experience as an assembler who inspects the work on a production line;

“Invoice clerk” means an employee who prepares invoices to customers for goods supplied;

“Jumper” means an employee who has knowledge of several jobs and who is able to relieve any other worker on a production line;

“Kardex clerk/storeman” means an employee who operates a kardex system of stock control;

“Kiln operator” means an employee who is capable of operating and maintaining a kiln;

“Laboratory assistant” means an employee who generally carries out unskilled work in a laboratory or who assists a laboratory technician;

“Laboratory technician” means an employee qualified to carry out all duties allocated to him in a laboratory;

“Lacer” means an employee who inserts and ties laces for footwear;

“Last prepare” means an employee who prepares and loads lasts onto the conveyor according to the uppers loaded;

“Last transporter” means an employee who returns last to last-bins after delasting;

“Layer” means an employee who lays the material for cutting a garment manufacture;

“Learner finisher” means an employee who is learning on the job to become a finisher and who has not completed six months in the case of the weaving industry or three months for other industries;

**“Learner craftsperson”** means an employee who is learning on the job to become a potter, screenprinter, silversmith or any craftwork for a period not less than three or more than six months;

**“Learner machine operator”** means an employee with three months or less continuous service of operating a machine for other industries or not more than six months in the weaving industry;

**“Learner Spinner”** means an employee who is learning on the job to become a weaver and who has not completed six months in the case of the weaving industry or three months for other industries;

**“Leather baler”** means an employee who bales leather for storage purposes;

**“Leather sorter”** means an employee who sorts leather by means of the point system;

**“Line feeder”** means an employee mainly engaged in feeding the assembly line with components;

**“Loader/packer”** means an employee who packs bread or confectionery, or who loads bread and confectionery into or off a vehicle or who packs finished products into cartons, concluding the transfer of goods materials from large to smaller containers;

**“Lubricator”** means an employee who has the responsibility of lubricating and greasing machines;

**“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 operates 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 screenprinter”** means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screenprinting 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 silversmith”** means an employee who is capable of working silver to any specification;

**“Mechanical assistant”** means an employee mainly engaged in the mechanical assembly of television and radio accessories and placement of products in the appropriate area for assemble or despatch;

**“Melter”** means an employee who melts glasses in a glass factory;

“Messenger” means an employee engaged in carrying messages, collecting and delivering mail or carrying out simple task in an office;

“Mono caster attendant” means an employee who attends a monotype caster under the supervision of a key board operator;

“Office clerk” means an employee who does general duties;

“Painter” means an employee who cleans and paints equipment, machines and buildings;

“Packer” means an employee who packs garments which are finished into cartons;

“Personnel clerk” means an employee who controls and updates personnel records;

“PC board trimmer means an employee mainly engaged in trimming access components lead on soldered boards;

“Picture tube assembler” means an employee mainly engaged in preparing picture tubes for the assembly line;

“Plant assistant” means an employee who assists a plant attendant.

“Plant attendant” means an employee mainly engaged in operating a galvanizing plant and, if necessary, taking charge of the plant;

“Potter” means an employee who makes pots by hand or on pot wheels;

“Presser attendant” means an employee who operates a pressing machine to iron materials or clothing;

“Proof reader” means an employee who reads and checks printers proof for errors and marks them for correction;

“Quality controller” means an employee mainly engaged in checking the quality and making reports on finished products;

“Quality section controller” means an employee who checks and controls the quality of goods leaving their section;

“Rebate clerk” means an employee who controls the stocks and documentation for a rebate store;

“Receiver-second stock” means an employee who checks, receives and controls the stock of factory seconds;

“Repair’s assistant” means an employee with a basic knowledge of electronics mainly engaged in making simple repairs on PC board;

“Recutter” means an employee who arranges re-cuts and repairs poor quality work;

“Riveter/Buckler” means an employee who attaches rivets or bucklers;

“Rougher-uppers” means an employee who reduces the bumps on the lasting margin by means of a roughing machine;

“Rougher-sole margin” means an employee who roughs the sole margin on rubber soles;

“Runner” means an employee who performs unskilled duties such as conveying from one point to the other, materials used in garment manufacture;

“Saw sharpener” means an employee who sharpens saws and carries out simple maintenance work on them;

“Salesman” means an employee engaged in promoting the sales of an employer’s products;

“Stacker” means an employee who packs erected boxes into cartons and stacks, ready for transportation to the factory;

“Seasonal labourer” means an employee engaged for the duration of a season to carry out unskilled work, canning fruit and vegetables;

“Security guard or Watchman” means an employee mainly engaged in the protection and security of his employer’s premises;

“Senior Watchman” means an employee who is in charge of other watchmen;

“Sewing machinist I” means an employee who has more than six months experience and turns stitches collars, stitches toecaps, facing, O/S counters, D-rings and attaches bindings;

“Sewing machinist II” means an employee who has more than six months experience and stitches backseams, side flashes, collars, toughes, velcro, brand tags and zig-zags pieces together;

“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;

“Side-laster” means an employee who lasts the waist section of an a shoe by means of a shoe;

“Size painter” means an employee who colour-codes components according to size by means of a brush;

“Skiver-uppers/toepuffs” means an employee who skives or reduces the thickness of the edge of components by means of skiving machine;

“Slaughterman” means an employee engaged in stunning, bleeding, skinning eviscerating and splitting livestock;

“Spinner” means an employee who carries out spinning operation of wool or other materials according to specification;

“Soaking attendant” means an employee who operates solder bath, prepares fluxes, and checks solder levels;

“Socket” means an employee who applies adhesives and inserts socks into finished footwear;

“Sole chlorinator” means an employee who chlorinates or halogenates a sole prior to cement application;

“Sole presser” means an employee who, by means of a press, ensures that there is good bond between sole and upper;

“Sole spotter” means an employee who places the precemented upper and sole accurately together prior to pressing;

“Sorter R” means an employee who sorts goods into racks by item and size ready for despatch;

“Sorter” means an employee who puts together according to sizes the materials, which is to be sewn;

“Shoe boxer” means an employee who packs finished footwear into boxes;

“Shoe repairer” means an employee who repairs subquality footwear;

“Shop assistant” means an employee who assists a shop supervisor in the stock control, displays and selling of products in a retail shop;

“Stonehand” means an employee with the knowledge of composition who places jobs set out by a compositor into steel frames locking them into printing machines ready for printing;

“Stamper” means an employee who stamps logos/information onto components by means of a stamping machine;

“Staple extractor” means an employee who removes staples from the insole of a shoe;

“Sticker attacher” means an employee who attaches stickers to indicate size or customer code;

“String lacer” means an employee who strings uppers for toelasting;

“Strips cutter” means an employee who cuts material into strips by means of a machine;

“Supervisor” means an employee who supervises other employees under his control;

“Switchboard operator” means an employee whose duties consists wholly or mainly in the operation of a telephone switchboard;

“Tablehand” means an employee who prepares material and places them on the table for cutting or weaving according to specification;

“Tester” means an employee who tests the function of assembled PC Boards using electronic equipment;

“Textile preparer” means an employee who folds and prepares materials into a set number of layers ready for cutting;

“Trimmer” means an employee who uses the clippers to clean the garment when the sewing part is finished;

“Toecap positioner” means an employee who precements toecaps into position prior to toecap stitching;

“Toelaster” means an employee who pulls the toe of the shoe over the last by means of a toelasting machine;

“Toelaster feeder” means an employee who supplies the toelaster with uppers and on completion replaces them back to the conveyor;

“Toepuff positioner” means an employee who positions and presses a toepuff onto the upper by means of a heated press;

“Tool Setter” means an employee who fits and sets tools on a machine;

“Unlaster” means an employee who removes the last from the finished shoe;

“Upper brusher” means an employee who brushes finished footwear so as to clean and improve the look of the shoe;

“Upper cleaner” means an employee who cleans finished footwear by means of various cleaning materials;

“Upper primer” means an employee who primes the nylon upper at the lasting margin to ensure cement adhesion;

“Upper splitter” means an employee who splits uppers by means of a splitting machine;

“Upper spotter” means an employee who places the correct upper onto the last prior to toelasting;

“Upper/Bottom preparer” means an employee who loads the sewn and corresponding bottom components onto the making conveyor;

“Utility” means an employee who has the knowledge of several jobs and who is able to relieve other workers on a production line;

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

“Wage clerk” means an employee who prepares and controls wage payments according to the time worked;

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

“Weights clerk” means an employee who weighs cartons of finished goods prior to despatch;

“Workshop assistant” means an employee who assists the fitter and handyman in general maintenance;

*Basic Minimum Wage.*

4. The basic minimum wage inclusive of 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 commencement of this Order, is in receipt of a higher wage than that prescribed by this Order, shall not suffer any reduction in such wage by reason of this Order;
- (b) Where no definition of an employee's duties exist, such employee shall be paid a basic minimum wage not less than that applicable to a general labourer;
- (c) Nothing in this regulation shall prevent an employer, if he so wishes from:-
  - (i) supplying cooked or uncooked food to an employee in addition to his basic wage;
  - (ii) providing free transport or free accommodation to an employee.

*Statement of conditions of employment.*

5. (1) The employer shall provide an employee with a written statement at commencement of his employment, stating whether he is employed permanently or seasonally, the conditions of his employment, the starting wage, including the learning period.

(2) The learning period referred to in sub-regulation (1) shall be:-

- (a) six months in the case of the weaving industry;  
and
- (b) three months in the case of other occupations.

*Hours of work.*

6. (1) The normal working week for employees other than security guards and casual labourers shall consist of not more than forty-eight hours of work.

(2) The normal working week for security guards shall consist of not more than six shifts of twelve hours each.

(3) The normal hours of work for a casual labourer shall consist of eight hours per day.

*Overtime.*

7. (1) An employee who is engaged otherwise than on shift work or as a security guard and is required to work in excess of the normal hours specified in regulation 6 shall be paid as follows:-

(a) for time worked in excess of the normal hours on a weekday, payment shall be at one and a half times his basic hourly wage;

(b) time worked on a Sunday or a public holiday specified in regulation 8, payment shall be at twice his hourly rate.

(2) An employee employed on shift work, or as a security guard who is required to work on his rest day or on a public holiday specified in regulation 8, may be paid for such overtime or alternatively, be given an equivalent amount of time off in lieu of overtime payment.

(3) The basic hourly wage of an employee on a weekly wage shall be calculated by dividing such wage by the number of hours he normally works in a week.

(4) The basic hourly wage of a casual labourer shall be calculated by dividing his daily wage by eight.

*Public Holiday.*

8. (1) The following shall be public holidays with full pay.

Incwala  
Good Friday  
Easter  
Christmas Day  
Boxing Day  
Reed Dance Day  
Somhlolo Day  
Kings birthday  
New Year's 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 regulation.

*Annual Leave.*

9. An employee shall have fourteen calendar days' leave with full pay after each period of twelve months' continuous service with an employer:

Provided that in the case of a security guard annual leave shall be twenty-one calendar days with full pay after each period of twelve months continuous service with an employer.

*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 maximum 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) thereto 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.*

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.

*Short time.*

13. (1) If an employer finds it necessary for reasons beyond his control to employ an employee on short time, he may do so subject to the Labour Commissioner consenting in writing to such an arrangement, and on the understanding that the employer intends resuming full time working within three weeks.

(2) Where an employee has been placed on short time under sub-regulation (1) he shall be paid not less than fifty percent of his weekly wages where he is employed for periods which, in aggregate, are equivalent to or less than fifty percent of his normal weekly hours of work.

(3) No reduction shall be made in an employee's earnings where the employee has been placed on short time, and works in aggregate, more than fifty percent of his normal weekly hours of work during any week he has been placed on short time.

*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 of not less than one day's wages for each completed month of such period.

*Piece Work.*

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

*Reimbursement of expenses.*

16. A salesman, driver or salesman's assistant shall be reimbursed all expenses reasonably incurred on lodging and meals for periods of absence from his place of residence on duty.

*Lay-off.*

17. (1) Due to circumstances beyond his control an employer may lay-off employees for up to fourteen working days, without pay provided that at the end of this period he shall either re-employ the employees in their original jobs, or give them notice of termination of service in accordance with the provisions of the Employment Act, 1980.

(2) During the period of any lay-off, the employer shall not engage other employees to replace the employees he has laid off.

(3) The employer shall give:-

(a) a permanent employee fourteen days' notice before the lay-off.

(b) a seasonal employee twenty-four hours notice before the lay-off.

(4) An employer may apply for a temporary exemption for a specified period according to the circumstances of the enterprise, from the application of regulation 17 (3) (a), after consultation with the employees organisation, for a reduction of the period of notice to be given to employees, before lay-off.

*Trade testing.*

18. (1) An employer shall grant unpaid leave to an employee who requests to undergo a trade test at the Swaziland College of Technology or any similar institution to enable him to take tests.

(2) An employee undergoing a trade test shall furnish the employer with the results of his examination.

*Revocation of Legal Notice No. 60 of 1994.*

19. The Regulation of Wages (Manufacturing and Processing Industry) Order, 1994 is hereby revoked.

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FIRST SCHEDULE

(Paragraph 4)

BASIC MINIMUM WAGE  
(Emalangeneni per week)

Leaner Craftsperson	
Learner Finisher	
Learner Machine Operator	
Learner spinner	
Learner Weaver	
Casual Labourer	73.49
Seasonal Labourer	
Carder	
Checker	
Cleaner	
Cook	

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Engraver's Assistant	
Entrepreneur's Assistant	
Finisher	
Grinder	
Loader	94.02
Potter	
Runner	
Trimmer	
Bagger	
Learner Machine Operator	

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Screenprinter	
Semi skilled kiln hand	
Silversmith	
Spinner	
Tablehand	
Presser (garment)	
Washer	99.25
Weaver	

Layer	
Sorter	
Presser	
Folder	
Packer	
Box folder	
Canteen Assistant	99.25
Carton Sealer	
Painter	

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Upper Primer	
Backseam Reducer	
D-ring inserter	
Foam attacher	
Hand Trimmer	
Lacer	
Stacker	103.44
Receiver-Second Stock	
Sorter	
Textile preparer	
Toecap Positioner	
Toelaster Feeder	
Upper Brusher	
Workshop assistant	

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Assemble socks	
Box Preparer	
Cementer	
Edward Marker	
foam Strip cutter	
Hole perforator	
Lubricator/Riveter/Buckler	108.65
Sewing Machinist II	
Shoe Boxer	
Sole Chlorinator	
Stamper	
Staple extractor	
String lacer	
String Cutter	
Toepuff Positioner	
Unlaster	
Upper Cleaner	

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Assembler-Bottom Components	
Box labeller	
Canteen assistant/Cashier	
Insole Moulder/Cashier	110.72

Last Preparer	
Last Transporter	
Rougher-sole Margin	110.72
Shoe Repairer	
sticker attacher	
Upper splitter	
Weighs Clerk	

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Coil Winder	
Component Assembler	
Copy Typist	
Dough Panner	
Driver Salesman's Assistant	
Entrepreneur's Assistant Grade I	
Flour sifter	
General Labourer	112.84
Hoist Operator	
Learner machine operator (other than knitting and weaving)	
Loader/Packer	
Messenger	
PC Board Trimmer	
Plant Assistant	
Security Guard/Stonehand	
Machinist	

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Assembler (soldering)	
Binder Assistant	
Compositor	
De-Boner	
dark Room Attendant	
Mechanical assembler	
Mono Caster Attendant	
Proof Reader	
AJS Operator	
Assembler Upper-Components	117.00
Counter inserter	
Counter Moulder	
Leather Baler	
Loader F.O.F.	
Recutter	
Sewing Machinist I	
Shop Assistant	
Skiver-Upper/toepuffs	
Socket	

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Slaughterman	
Driver/Messenger	122.36

Laboratory Assistant	122.36
Presser Attendant	
Electrical Maintenance Assistant	
Office Clerk	
Rougher Uppers	
Senior Watchman	
Sole Presser	

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Cabinet Fitter	
Chassis-Fitter	
Clerk/Stores Assistant	129.53
Driver (L.D.V.)	
Forklift Operator	
Picture Tube Assembler	
Soakline attendant	
Switchboard Operator	
Utility	

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Baker's Assistant	
Blower	
Confectioner's Assistant	131.64
Dough Mixer	
Engraver	
Divider Operator	

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Clicker-High Frequency	
Clicker Insolers/toepuffs/Counters	
Clicker-Linings/Trims/Socks/Velcro	
Despatch Clerk	
Heelseat Laster	133.74
Invoice Clerk	
Leather sorter	
Quality Controller	
Sole Spotter	

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Kiln Operator	
Melter	
Saw Sharpener	135.82
Design Draftsman's Assistant	
Inspector	
Machine Operator	
Machine Attendant	
Solder Bath Attendant	
Tester	

Boiler	
Driver (H.D.V.)	
Kardex Clerk/Storeman	138.96
Aligner	
Final Inspector/Tester	
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Clicker-textile	
Rebater Controller	141.05
Repairer's Assistant	
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Liner Feeder	
Quality Controller	145.22
Repairer's Assistant	
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Baker	
Confectioner	
Handy-Man	
Chef	
Clicker-Suede Split	152.53
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Chargehand	
Final Aligner and Tester	
Jumper	
Plant attendant	
Tool Setter	157.76
Fitter	
Personnel Secretary	
Sewing Mechanic	
Toelaster	
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Clerk/Storeman (with Junior Certificate)	
Driver Salesman	167.16
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Artisan Grade III	
Cattle buyer	
Master Screenprinter	180.74
Master Potter	
Master Silversmith	
Salesman	
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Assistant foreman Confectioner	
Assistant Foreman Baker	216.25
Clerk/Storeman (with Senior Certificate)	

Artisan Grade II Foreman Baker	297.74
Foreman Confectioner	318.65
Artisan Grade I	436.75
Laboratory Technician	461.76
Supervisor	25% above the wage to the highest paid employee Under his direct supervision

SECOND SCHEDULE

Regulation II

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 .....
8. Probation Period .....
- .....
9. Annual holiday Entitlement .....
- .....
10. Paid Public Holidays .....
- .....
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*