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SUPPLEMENT TO

THE

SWAZILAND GOVERNMENT

GAZETTE

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PUBLISHED BY AUTHORITY

LEGAL NOTICE NO. 77 OF 1982

THE FINANCE AND AUDIT ACT, 1967

(Act No. 18 of 1967)

THE ADMINISTRATION OF THE WATER AND SEWERAGE BOARD
SPECIAL FUND (AMENDMENT) REGULATIONS, 1982

(Under section 12)

In exercise of the powers conferred by section 12 of the Finance and Audit Act, 1967 the Minister for Finance hereby makes the following Regulations—

Citation.

1. These Regulations may be cited as the Administration of the Water and Sewerage Board Special Fund (Amendment) Regulations, 1982 and shall be read as one with the Administration of the Water and Sewerage Board Special Fund Regulations, 1974 hereinafter referred to as the principal Regulations.

Amendment of Schedule.

2. The Schedule to the principal Regulations is amended by adding at the end thereof the word "Ngwenya".

R. J. STRYDOM
Permanent Secretary

MBABANE.
20th July, 1982.

LEGAL NOTICE NO. 78 OF 1982

THE WAGES ACT, 1964

(Act No. 16 of 1964)₂

THE REGULATION OF WAGES (AGRICULTURAL INDUSTRY) ORDER, 1982

(Under Section 11)

In exercise of the powers conferred on him by Section 11 of the Wages Act, 1964 the Deputy Prime Minister hereby makes the following Order:—

Citation.

1. This Order may be cited as the Regulation of Wages (Agricultural Industry) Order, 1982 and subject to section 11 (6) of the Act, shall come into force on the 31st July, 1982.

Interpretation.

2. In this Order unless the context otherwise requires—

“Artisan” means a skilled employee who has passed a Government trade test or who has served an apprenticeship recognised by the Government;

“Basic minimum wage” means the wage provided for in paragraph 4 payable to an employee after the commencement of this Order;

“Farm clerk/storeman” means an employee who is employed fulltime on day to day duties of keeping all relevant records associated therewith;

“Field induna” means an employee who is in charge of a number of labourers of any category;

“General labourer” means an employee who requires only limited training and includes field labourers, cleaners, sweepers, pickers, produce packers, produce graders, field recorders, messengers, workshop assistants and spanner hands;

“Handyman” means a person who is capable of carrying out elementary tasks in either masonry, plumbing, carpentry or mechanics associated with such work on a farm with reasonable proficiency and without continuous supervision but does not include an artisan or an employee erecting ordinary fencing on farms;

“Heavy machine operator” means an employee who has qualification of a tractor driver and is able to operate a selfpropelled combine harvester, motor grader, crane, excavator, ditch digger or similar heavy machine;

“Irrigator” means an employee involved in the application of water to field crops and work associated therewith;

“Motor vehicle driver” means an employee employed as a driver and who is in charge of the vehicle and its daily care;

“Plant or pump house attendant” means an employee who attends stationary plant or equipment;

“Seasonal worker” means an employee the duration of whose contract of employment cannot be predetermined, which is entered into for a specific season, or for work to be done on or in connection with a specific project or activity;

“Stockman” means an employee who attends or herds animals and work associated therewith;

"Tractor driver" means an employee who drives a tractor and is able to take complete charge of the tractor, operate it and all its associated implements, to complete a given task without supervision and carry out the daily care of the tractor;

"Watchman" means an employee who is engaged during the day or night guarding and protecting premises or property as directed by his employer;

Application.

3. (1) This Order shall apply to all persons employed in any undertaking carrying on one or more of the following activities for gain—

- (a) cultivation of land and the use of land (irrigated or otherwise) for the purpose of animal husbandry, horticulture, fruit growing, dairy farming, livestock, small animal and poultry keeping or breeding, apiculture and the growth and/or production of seed;
- (b) the use of land as grazing or meadowlands, market gardens, nursery grounds;
- (c) all handling and processing normally carried out on a farm or estate including crop cleaning, winnowing, drying, sacking, packing, cartoning, livestock food preparation;
- (d) the construction, maintenance and repair of farm building and installations, machinery, plant, equipment, the running of irrigation scheme and the keeping of farm or estate accounts;

(2) This Order shall not apply to any undertaking, engaged in the retail supply of motor vehicles, agricultural machinery, mobile construction plant or the repair, servicing, assembling or adaptation of such vehicles machinery or plant on behalf of other persons or under a licence.

Basic Minimum Wage.

4. (1) The basic minimum wage to be paid to any employee specified in the First Schedule shall not be less favourable than that specified therein for the employee concerned.

(2) No employee who at the date of commencement of this Order is in receipt of a higher wage for his occupation than the wage prescribed in the First Schedule shall suffer any reduction in such wage by reason of this Order.

Hours of Work.

5. The normal hours of work shall, subject to the provisions of paragraph 6 be fifty-seven hours of work spread over a period not exceeding six days in a week. Provided that the normal hours of work for watchmen, stockmen irrigators, plant and pumphouse attendants shall be seventy-two hours.

Overtime.

6. An employee required to work in excess of the normal working hours specified in paragraph 5 shall be paid at one-and-half times the basic hourly rate for such time worked from Monday to Saturday, inclusive, and at twice his basic hourly rate for excess time worked on Sundays or the public holidays referred to in the Second Schedule.

Public Holidays.

7. (1) Subject to sub-paragraph (2), the public holidays specified in the Second Schedule shall subject to the provisions of paragraph 6 be holidays with full pay.

(2) The provisions of sub-paragraph (1) shall only apply where the employee presents himself for work on the working day immediately prior to the public holiday and the working day immediately following the public holiday except where the employee concerned has received permission from his employer to be absent on either day.

Task and Ticket Contracts.

8. (1) Nothing in this Order shall prevent an employer and an employee from agreeing to the substitution of a task for the normal hours of work in any day.

(2) An employee who is engaged on a ticket contract shall be paid at least once a month in relation to the number of days he has worked under such contract.

Employment of Women.

9. An adult female employee shall be paid the basic minimum wage payable to an adult male person employed in a similar capacity.

Employment of Children and Young Persons.

10. Wages payable to young persons and children shall, for a person under the apparent age of fifteen years, be calculated at a rate not less favourable than 50% of the rates of wages specified in the First Schedule and 75% of the rates of wages for a person of the apparent age of fifteen but not exceeding the apparent age of eighteen years who are engaged in the occupations specified in the Schedule:

Provided that where task work is being performed the rate of payment shall be the same for all persons engaged in the task, irrespective of age or sex, but payment shall be calculated in respect of the volume of work done or proportionate to the amount of task completed.

Lay off due to wet inclement weather.

11. Any employee who makes himself available for work but does not work during a continuous period of wet inclement weather shall be entitled to his basic wage for the first day, half his basic wage on the second and third days of such wet weather, and nothing thereafter for the rest of the duration of the wet weather.

Protective Clothing.

12. (1) 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.

(2) Any employer who has supplied his employee with protective clothing may deduct from the wages of that employee a sum not exceeding the cost price of the clothing but shall, upon the return of the protective clothing, refund such sum of money to his employee provided that the clothing is in a serviceable condition, fair wear and tear being accepted.

Rations.

13. Subject to the provisions of Section 153 of the Employment Act 1980, employees who were in receipt of rations or meals or cash allowance in lieu of rations shall continue to receive such rations or meals or such cash allowance.

Revocation of Legal Notice No. 49 of 1981.

14. The Regulation of Wages (Agricultural Industry) Order, 1981 is hereby revoked.

FIRST SCHEDULE

(Paragraph 4)

Basic Minimum Wage per day

General Labourer E1.27

Seasonal worker E1.27

Stockman E1.27

Watchman E1.31

Irrigator E1.31

Plant or pump house attendant E1.31

Field Induna E1.58

Handyman E1.59

Tractor Driver E1.70

Farm Clerk/Storeman E1.98

Motor vehicle Driver E1.98

Heavy machine operator E2.28

Artisan E3.25

SECOND SCHEDULE

(Paragraph 7)

Incwala Day

Good Friday

Somhlolo Day (Independence)

Christmas Day

Boxing Day

King's Birthday

Umhlanga (Reed Dance) Day

A.R. SHABANGU*Permanent Secretary**Deputy Prime Minister's Office*

THE UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977**(ORDER NO. 10 OF 1977)****APPOINTMENT OF COMMISSIONED OFFICERS TO THE UMBUTFO
SWAZILAND DEFENCE FORCE****(Under Section 13)**

In exercise of the powers conferred on me by the above-mentioned Order, I **SOBHUZA THE SECOND**, King of Swaziland, and by virtue of the authority vested in me as Ngwenyama of the Swazi Nation, do hereby appoint :—

Cadet Officer	—	Ntsikelelo Nelson Dlomo
" "	—	Shodi Jeremiah Mabuza
" "	—	Dennis Benjamin Wilson
" "	—	Mangaliso Alfred Tsabedze

as **SECOND LIEUTENANTS** to the Umbutfo Swaziland Defence Force with effect from the 22nd July, 1982.

SIGNED AT LOZITHEHLEZI ON THIS 27TH DAY OF JULY 1982.**SOBHUZA II
KING OF SWAZILAND.**

LEGAL NOTICE NO. 80 OF 1982

THE MEDICAL AND DENTAL PRACTITIONERS ACT, 1970

(Act No. 3 of 1970)

APPOINTMENT OF MEMBERS OF THE SWAZILAND MEDICAL AND DENTAL COUNCIL NOTICE, 1982

(Under sections 3(2) (e) & 12)

In exercise of the powers conferred by section 3 (2) (e) and 12 of the Medical and Dental Practitioners Act, 1970, the Minister for Health hereby issues the following Notice.

Citation and commencement.

1. This Notice may be cited as the Appointment of Members of the Swaziland Medical and Dental Council Notice, 1982 and shall be deemed to have come into force on the 8th June, 1982.

Members of Council.

2. The following persons shall be the members of the Swaziland Medical and Dental Council:

Director of Medical Services	—	Chairman
Dr. V.V. Dlamini	—	Member
Dr. J.L.M. Nxumalo	—	"
Dr. R.T. Tshabalala	—	"
Dr. P.S.P. Dlamini	—	"
Attorney-General	—	"
Mr. S.J. Magagula	—	Registrar

Revocation of Legal Notice No. 24 of 1981.

3. The Swaziland Medical and Dental Council Notice, 1981 made under Legal Notice No. 24 of 1981 is hereby revoked.

T.M.J. ZWANE
Permanent Secretary

MBABANE
29th July, 1982.

LEGAL NOTICE NO. 81 OF 1982

THE UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977
(ORDER NO. 10 OF 1977)

PROMOTION OF COMMISSIONED OFFICERS TO THE UMBUTFO SWAZILAND
DEFENCE FORCE

(Under Section 13)

In exercise of the powers conferred on me by the abovementioned order, I SOBHUZA THE SECOND, King of Swaziland, and by virtue of the authority vested in me as Ngwenyama of the Swazi Nation and the Commander In-Chief of the Armed Forces do hereby promote the following Officers to the rank of FIRST LIEUTENANT :—

2ND Lieutenant	—	Nagane Timothy Nkambule
"	"	Njobozethe Magagula
"	"	Masotja Ambrose Mkhathswa
"	"	Phuzingwebu Dlamini
"	"	Mfelani Gubhaphasi Dlamini
"	"	Bhasha Nyandzaleyo Sangweni
"	"	William Matsebula
"	"	Mfanawendlela Daniel Dlamini
"	"	Mzolimi Nkambule
"	"	Moses Kunene
"	"	Mcitseki Baret Dlamini
"	"	Qopho Magonigoni Kunene
"	"	Robert Hlandze
"	"	Gcina Wilton Shabangu
"	"	Mduduzi Solomon Sibandze
"	"	Lucabela Tsabedze
"	"	Mabhoko Nyakatfo Fakudze
"	"	Mandla Dlamini
"	"	Masundwini Dlamini
"	"	Africa S. Ndlangamandla
"	"	Fidza Dlodlu

with effect from the 1st May, 1982.

Signed at LOZITHEHLEZI on this 20 day of July, 1982.
SOBHUZA II
KING OF SWAZILAND.

LEGAL NOTICE NO. 82 OF 1982

THE UMBUTFO SWAZILAND DEFENCE FORCE ORDER, 1977

(ORDER NO. 10 OF 1977)

APPOINTMENT OF COMMISSIONED OFFICERS TO THE UMBUTFO SWAZI-
LAND DEFENCE FORCE

(Under Section 13)

In exercise of the powers conferred on me by the abovementioned Order, I SOBHUZA THE SECOND, King of Swaziland, and by virtue of the authority vested in me as Ngwenyama of the Swazi Nation, do hereby appoint :—

LANCE CORPORAL JUBIPHATHI MAGAGULA

“ “ LOMZOSHO ISAAC NHLABATSI

PRIVATE SITHANDWA TIMOTHY MAMBA

as *Second Lieutenant* to the Umbutfo Swaziland Defence Force with effect from the 1st June, 1982.

Signed at LOZITHEHLEZI on this 20 day of July, 1982.

SOBHUZA II
KING OF SWAZILAND.