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# SWAZILAND

## GOVERNMENT GAZETTE

### EXTRAORDINARY

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## GENERAL NOTICE NO. 48 OF 1985

1. It is hereby notified for general information that the Minister for Labour and Public Service has appointed the following persons to be members of the Committee to inquire into the structure, conditions of service and remuneration of the Public Service of the kingdom of Swaziland —

Mr. Ephraim M. Hlophe	—	Chairman
Mr. Alpheus R. Shabangu	—	Member
Dr. Nicholas T. Gumedze	—	Member
Mr. Louis R. Kluever	—	Consultant
Mr. Sandile B. Ceko	—	Secretary
Mr. Paul M. Shabangu	—	Alternate Secretary

2. The functions and powers of the Committee shall be to examine and inquire into and make recommendations on the structure, conditions of service and remuneration of the Public Service.

3. Without prejudice to the generality of the foregoing, the Committee shall particularly examine and enquire into —

- (a) the suitability or otherwise of the present biennial salary review system in view of the present and likely future inflation trends;
- (b) whether a formal machinery should be established to facilitate regular salary reviews consistent with the prevailing inflation trends;
- (c) the suitability or otherwise of the 28 salary grades covering all the different jobs in the Public Service;
- (d) the salary structure including the overlap of scales, number of notches and whether fixed scales for certain grades and conversion rules for newly promoted officers would be more appropriate;
- (e) the criteria to be used in determining Public Service salaries;
- (f) the need to create a professional stream in order to retain professionals in the Public Service or the need to establish any other means to achieve this objective;
- (g) the need to link salary reviews with increases in pensions payable to retired public servants;
- (h) the number and size of present allowances and whether payment of such allowances is the best way affected officers could be compensated;
- (i) the need to establish a relationship between the salary levels and conditions of service in the Public Service and parastatal organisations and whether parastatal organisations should take private organisations' or Public Service salaries as a basis for their salary structures;
- (j) any other matter relating to the structure, conditions of service and remuneration of the Public Service of the Kingdom of Swaziland;

4. Finally, based on its findings to the foregoing and on the prevailing and likely future inflation trends, the Committee shall make recommendations as to the best structure, conditions of service and remuneration of the Public Service of the Kingdom of Swaziland.

5. In the performance of its functions and the exercise of its powers, the Committee may —

- (a) hold meetings and interview people individually or in groups;
- (b) co-opt any person with technical or expert knowledge which could be of assistance to the Committee's functions;
- (c) accept any documents that it considers to have relevance and could assist it in its functions.

6. The Committee's sittings shall be held at the Ministry of Agriculture at such times as the Chairman may determine.

7. The Committee's address shall be P.O. Box 2701, MBABANE.

8. Except where the Minister for Labour and Public Service otherwise directs, the enquiry shall be held in public.

9. Two members of the Committee including the Chairman shall constitute a quorum.

10. The Committee shall commence its functions on the 20th November, 1985 and shall—

- (a) submit its report on the salary review to the Minister for Labour and Public Service by the 31st March, 1986 or on such later date as the Minister may permit in writing;
- (b) submit such other reports to the Minister for Labour and Public Service as may be necessary by such date as the Minister may determine in writing

11. Subject to this Notice the Committee may regulate its own procedure.

M.S. MATSEBULA  
*Minister for Labour and Public Service*