



SWAZILAND GOVERNMENT GAZETTE

VOL. XXXIV]

MBABANE, Friday, October 11th., 1996

[No. 197

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GENERAL NOTICE NO. 68 OF 1996

**CONFIRMATION OF CIVIL SERVANTS TO THE PERMANENT AND
PENSIONABLE ESTABLISHMENT AND VARIATION OF APPOINTMENTS FROM
NON-PENSIONABLE TERMS TO THE PERMANENT AND PENSIONABLE
ESTABLISHMENT**

It is notified for General Information that the underlisted officers have been confirmed in their appointments and admitted to the Permanent and Pensionable Establishment and the variation of appointments from non-Pensionable Establishment in the Civil Service have been approved.

MINISTRY/DEPT.	NAME OF OFFICER	DATE CONFIRMED	DATE ADMITTED
AGRICULTURE AND CO-OPERATIVES	Thembie G. Nsibandze	01-10-95	01-10-93
	Michael S. Cebe	01-11-95	01-11-93
	Samson Zitha Mavuso	23-03-96	23-03-94
	Simon Mavimbela	23-03-96	23-03-94
	Makhehlane B. Magagula	01-01-94	01-01-92
	Nhlanhla P. Dlamini	30-09-93	30-09-91
	Elias N. Mngometulu	05-11-95	05-11-93
BROADCASTING AND INFORMATION	Philisiwe M. Masina	13-07-94	13-07-92
	Tholakele J. Simelane	13-01-97	13-01-95
	David P. Dlamini	08-09-95	08-09-93
	Veli Elmon Simelane	01-09-96	01-09-94
	Masu Fakudze	03-03-95	03-03-93
CENTRAL TRANSPORT ADMINISTRATION	Noah Nkambule	01-04-96	01-04-94
	Swane Zandile Dlamini	01-04-96	01-04-94
	Brighton Mabandla Dhladhla	01-04-96	01-04-94
	Titus M. Bhembe	01-04-96	01-04-94
CUSTOMS & EXCISE	Wendy P. Mlambo	04-01-93	04-01-91
	Mary Dube	01-09-96	01-09-94
	Mandlondlo Msibi	21-12-95	21-12-93
	Edgar D. Dlamini	31-01-96	31-01-94
	Phindile Malubane	11-07-96	11-07-94
EDUCATION	Velaphi P. Dlamini	03-01-96	03-01-94
	Dumsile Nyawo	16-11-95	16-11-93
	Thabsile Nxumalo	01-12-94	01-12-92
	Mduduzi E. Nkambule	07-08-92	07-08-90
	Phineas Madolo	01-03-96	01-03-94
	Constance T. Dlamini	01-03-96	01-03-94
	Glory T. Mdluli	01-04-96	01-04-94
	Sannie Hlatshwayo	01-03-96	01-03-94
GEOLOGY SURVEY AND MINES	Sipho Richard Mndawe	29-04-96	29-04-94
	Philip M. Msimango	01-08-82	01-08-80

MINISTRY/DEPT.	NAME OF OFFICER	DATE CONFIRMED	DATE ADMITTED
HEALTH	Zandile H. Nxumalo	02-04-94	02-04-92
	Nomsa Q. Dube	01-07-96	01-07-94
	Sophie Dlamini	04-07-96	04-07-94
	Allen S. Dube	10-02-94	10-02-92
	Sabelo E. Malinga	01-04-94	01-04-92
	Sibongile Malindzisa	03-02-96	03-02-94
	Zodwa D. Ntshakala	08-12-96	08-12-94
	Thilisile Sikhosana	07-07-95	07-07-93
	Nomsa Manono Ngwenya	03-02-96	03-02-94
	Angeline P. Ginindza	10-02-94	10-02-92
	Mumcy J. Mhlanga	25-02-95	25-02-93
	Tenele Shabalala	14-10-95	14-10-93
	Sibongile A. Dlamini	17-07-94	17-07-92
	Ruth P. Maseko	03-01-96	03-01-94
	Phindile P. Dlamini	07-02-96	07-02-94
	Thembisile Ngcamphalala	14-02-96	14-02-94
	Rejoice N. Maphalala	10-02-94	10-02-92
	Francine P. Makhubu	18-12-93	18-12-91
	Busisiwe T. Mkhwanazi	01-07-95	01-07-93
	Winnie N. Ngcobo	12-03-94	12-03-92
	Eldah T. Thwala	21-12-95	21-12-93
HOUSING & URBAN DEVELOPMENT	Abel M. Matsenjwa	01-06-81	01-06-79
	Thandiwe P. H. Mavuso	01-04-95	01-04-93
	Nhlanhla Mhlanga	01-05-96	01-05-94
	Victor L. Khumalo	01-08-96	01-08-94
	Justice Qwabe	15-01-95	15-01-93
	Sabelo M. Tsela	18-01-96	18-01-94
INCOME TAX	Jabulile B. Mnisi	01-06-96	01-06-94
	Nkululeko Bhembe	14-07-96	14-07-94
	Mandla T. Masuku	01-07-96	01-07-94
	Daniel Dlamini	01-06-96	01-06-94
	Fidelia S. Lutya	01-06-96	01-06-94
	Gugu P. Dlamini	01-07-96	01-07-94
	Zethu P. Nxumalo	01-06-96	01-06-94
	Philisiwe Mabuza	01-06-96	01-06-94
	Nozipho Dlamini	01-07-96	01-07-94
	Sibongile Shongwe	01-06-96	01-06-94
LABOUR & PUBLIC SERVICE	Cassius B. Nxumalo	28-03-96	28-03-94
	Nonhlanhla C. Dlamini	01-07-96	01-07-94
	Fazoe Gumede	18-06-95	18-06-93
	Bongiwe S. Dlamini	18-03-96	18-03-94
NATURAL RESOURCES	Sydney M. Dlamini	01-07-93	01-07-91
	Andreas M. Maphalala	01-12-95	01-12-93
	Tom Mkhonta	01-12-95	01-12-93
	Douglas S. Maphanga	01-02-91	01-02-89
	Nelson Khumalo	01-04-88	01-04-86
	Zebon Simelane	01-09-85	01-09-83
	Nompumelelo D. Ntshalintshali	01-10-95	01-10-93

MINISTRY/DEPT.	NAME OF OFFICER	DATE CONFIRMED	DATE ADMITTED
NATURAL RESOURCES	Zanele G. Sigwane Zoltan S. Dlamini Kenneth M. Msibi	01-04-96 01-04-85 11-07-96	01-04-94 01-04-83 11-07-94
POLICE	3449 Vincent B. Fakudze 3451 Saul M. Lukhele 3487 Alson M. Ginindza 3510 Mduduzi W. Simelane 3577 Musa Ronald Motsa 3507 Nhlanhla R. Phiri 3204 Richard Duma Ngubane 3445 Leo Saneliso Nkambule 3452 Amos Mabuza 3508 Lizwe Sydney Shabangu 3578 Mlungisi William Motsa 3455 Lyman Mamba 3478 France T. Dlamini 3504 Pretorious Boy Ndwandwe 3555 Mduduzi Simon Gama 3536 Bongani E. Ndlangamandla 3463 Musa Derrick Dlamini 3553 Trinity M. Dlamini 3058 Mbuso Charlson Dlamini 3499 Andrew M. Motsa 3506 Benny B. Olivier 3512 Sakhie C. Zondo 3532 Dalton N. Mkhathswa 3533 Michael P. Msibi 3534 Mduduzi G. Msibi 3537 Bingo M. Hlophe 3566 Mfanukhona Mhlanga 3580 Phakamile G. Dlamini 3583 Thomas M. Dlamini 3585 Bonginkosi Dlamini 3586 Sandile M. Dlamini 3605 Ephraem S. Maseko 3509 Gabriel B. Sihlabela 3514 Elijah Kutuva Dlamini	14-06-95 14-06-95 02-08-95 02-08-95 14-03-96 02-08-95 31-01-93 14-06-95 14-06-95 02-08-95 14-03-96 14-06-95 02-08-95 02-08-95 01-03-96 02-08-95 14-06-95 01-03-96 01-08-91 02-08-95 02-08-95 02-08-95 02-08-95 02-08-95 02-08-95 01-03-96 01-03-96 01-03-96 01-08-96 01-08-96 01-08-96 01-08-96 01-08-96 01-08-96 02-08-95 02-08-95	14-06-93 14-06-93 02-08-93 02-08-93 14-03-94 02-08-93 31-01-91 14-06-93 14-06-93 02-08-93 14-03-94 14-06-93 02-08-93 02-08-93 01-03-94 02-08-93 14-06-93 01-03-94 01-08-89 02-08-93 02-08-93 02-08-93 02-08-93 02-08-93 02-08-93 01-03-94 01-03-94 01-08-94 01-08-94 01-08-94 01-08-94 01-08-94 02-08-93 02-08-93
STATISTICS	Thandekile Dlamini Bethuel S. Maduma	02-09-94 01-06-96	02-09-92 01-06-94
TRANSPORT & COMMUNICATIONS	Mduduzi S. Gamedze Vusi R. Makhanya Vusigama Dlamini Patrick Gama Sipho Dlodlu	30-05-96 01-06-96 01-04-96 01-04-96 25-08-95	30-05-94 01-06-94 01-04-94 01-04-94 25-08-93
TREASURY	Nomcebo P. Zwane Bongani Shabalala Champion M. Simelane	01-12-95 18-07-95 01-07-89	01-12-93 18-07-93 01-07-87

MINISTRY/DEPT.	NAME OF OFFICER	DATE CONFIRMED	DATE ADMITTED
WORKS & CONSTRUCTION	Buyisile T. Motsa	15-01-94	15-01-92
	Annastacia T. Khumalo	13-07-95	13-07-93
	Dominic Magagula	01-04-87	01-04-85
	Cleopas Simelane	01-06-96	01-06-94
	Innel L. Dlamini	02-09-90	02-09-88
	Stephen P. Masuku	01-04-96	01-04-94
	Jane T. Dlamini	01-12-88	01-12-86
	Samuel M. Kunene	11-04-90	11-04-88
	Cebile Ndwandwe	20-06-96	20-06-94

E.J. VILAKATI
Secretary
Civil Service Board

GENERAL NOTICE NO. 69 OF 1996

THE CONTROL OF INSURANCE ORDER, 1973
 (K.I.O.C. No. 33 of 1973)

THE CONTROL OF INSURANCE BROKERS AND AGENTS REGULATIONS, 1973
 (Under Regulation 4)

It is hereby notified for general information that the Honourable Minister for Finance is pleased to announce the appointment of the following as an insurance broker.

Insignia Insurance Brokers
 P.O. Box 538
 4 Edward Street
 1725
 Roodepoort

D.E. MASILELA
Acting Principal Secretary

800

NOTICE

Notice is hereby given that I, Albert Mshiyeni Shongwe of Manzini Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Mchunu after the fourth publication of this Notice in each of four consecutive weeks in the Observer and Times of Swaziland 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 is because Mchunu is my natural surname.

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

P.O. Box 711
Matsapha

H1469 4x18-10-96

NOTICE

IN THE ESTATE OF THE LATE JOHANNES KEDEZE MASEKO - E2/90

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 in the above Estate will be open for inspection at the Office of the Master of the High Court of Swaziland or the Regional Administrator for a period of 21 days from the date of publication of this Notice.

Any person wishing to object thereto may lodge with the Master such objection in writing and in duplicate with the Master of the High Court at any time before the expiry of the said period.

SAMUEL S. EARNSHAW AND CO.
Attorneys for the Executrix/Executor
6th Floor Dhlam'ubeka House
Walker Street
P.O. Box 1134
Mbabane

H1491 2x11-10-96

NOTICE

**IN THE ESTATE OF THE LATE REGINAH DUDUZILE ZWANE, OF SIDWASHINI, WHO
DIED AT JOHANNESBURG ON 29TH JUNE 1996. ESTATE NO. H106/96**

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.

P. R. DUNSEITH
Attorney for Executor Dative
Lansdowne House
Post Street
P.O. Box 423
Mbabane

H1556 11-10-96

801

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: DAVID LUSHAWE MMEMA ESTATE NO. H151/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 11th October, 1996 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

H1524 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: SAMUEL M. NXUMALO ESTATE NO. H154/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 11th October, 1996 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

H1525 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: TERENCE MCFADDEN ESTATE NO. H150/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 11th October, 1996 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

H1526 11-10-96

802

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: PHINEAS MAHLALELA ESTATE NO. L40/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Siteki Regional Office on 9th October, 1996 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

H1527 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: PHILLIP VUSIGAMA DLAMINI ESTATE NO. M154/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Manzini Regional Offices on 16th October, 1996 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

H1528 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: MFANZILE AND FIKILE MASEKO ESTATE NO. M153/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 16th October, 1996 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

H1529 11-10-96

803

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: LEONARD BHUTANA VILAKATI ESTATE NO. M151/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Manzini Regional Office on 16th October, 1996 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

H1530 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: AMOS MCAPHUNA DIKIZA ESTATE NO. H152/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Manzini Regional Offices on 16th October, 1996 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

H1531 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: JAMES MKHATHALI MDLULI ESTATE NO. M157/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Manzini Regional Offices on 16th October, 1996 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

H1532 11-10-96

804

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: ROBERT MSOMBULUKO MAVUSO ESTATE NO. E M146/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Manzini on 3rd October, 1996 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

H1533 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: OSCAR NKOSINATHI MSIBI ESTATE NO. H165/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 18th October, 1996 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

H1534 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: CHARLES XABA ESTATE NO. M161/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 18th October, 1996 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

H1535 11-10-96

805

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: NHLANHLA LUKHELE ESTATE NO. M156/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Manzini Regional Offices on 31st October, 1996 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

H1536 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: MOSES MSHIYENI C. NDLOVU ESTATE NO. H158/96

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Manzini Regional Offices on 26th September, 1996 at 09.30 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

H1537 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

IN THE ESTATE OF THE LATE: JOSEPH RICHARD GLEEN ESTATE NO. 79/91

A meeting of next of kin and all others concerned will be held before the Master of the High Court at Master of the High Court on 18th October, 1996 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

H1538 11-10-96

NOTICE

THE PROTECTION OF NAMES, UNIFORMS AND BADGES ACT, NO. 10 OF 1969

Notice is hereby given in terms of Section 6 of the Protection of Names, Uniforms and Badges Act, that the names of the Associations or Institutions mentioned hereunder:-

The New Salvation in Christ
Sociological Research Fellowship
Sive Siyinqaba Cultural Organization "SIBAHLE SINJE"

have been entered in the Register for the Protection of Names, Uniforms and Badges for Swaziland with effect from 16th September, 1996.

P. J. GUMEDE
Registrar for the Protection of Names,
Uniforms and Badges

H1539 11-10-96

NOTICES

SWAZILAND COMPANIES ACT NO. 7 OF 1912

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

A and J Export Limited
Clydebank (Proprietary) Limited
Mozambique Meat Sales (Proprietary) Limited
Plant & Equipment Sales (Proprietary) Limited
Eunice Investments (Proprietary) Limited
Pioneer Seed Company Swaziland (Proprietary) Limited
Paro Clinics (Proprietary) Limited
G. D. Searle (Swaziland) (Proprietary) Limited
Tanker Services (Swaziland) (Proprietary) Limited
Makalani Sugar Company (Swaziland) (Proprietary) Limited
A.P. Trading (Proprietary) Limited

Incorporated under the laws of Swaziland, are not carrying on business and the Directors and Shareholders of same have applied for de-registration. The names of the aforesaid companies, will unless cause is shown to the contrary at the end of the three months from the date hereof be struck off the Swaziland Register of Companies, and the companies be dissolved.

P. J. GUMEDE
Registrar of Companies

H1540 11-10-96

NOTICE

ESTATE LATE: MOSES SBUSISO DLAMINI ESTATE NO. EM145/96

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.

MATHEKU DLAMINI
P.O. Box 22
Bhunya

H1557 11-10-96

NOTICES

SWAZILAND COMPANIES ACT NO. 7 OF 1912

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

J.M.Z. Enterprises (Proprietary) Limited
Richards Bay Insulation and Painting Contractors (Proprietary) Limited
Omega Contractors (Proprietary) Limited
Swaziland General Supplies (Proprietary) Limited
Mbingo Enterprises (Proprietary) Limited
Mad Fox Clothing Company Swaziland (Proprietary) Limited
Scala Bakeries (Proprietary) Limited
C.D. Construction (Proprietary) Limited
Sahara South Consultants (Proprietary) Limited
Enophaphe Timber Company (Proprietary) Limited
Siteki Milling Company (Proprietary) Limited
Circle Trading Swaziland (Proprietary) Limited
Maxifix (Proprietary) Limited
Time Projects (Swaziland) (Proprietary) Limited
Dvokolwako Holding Company Limited
Midway Take Away (Proprietary) Limited
Paradise Crafts (Proprietary) Limited
Mdziniso Brothers (Proprietary) Limited
Bambanani Transport (Proprietary) Limited
C.A.L. Oil (Proprietary) Limited
P.G. Import Export (Proprietary) Limited
Bhulam Construction (Proprietary) Limited
Hollywood (Proprietary) Limited
Athina Investments (Proprietary) Limited
Markus Zbinden (Proprietary) Limited
Bonanza Import & Export (Proprietary) Limited
Cardies Swazi Plaza (Proprietary) Limited
Zenith Import & Export (Proprietary) Limited
Kwang San Trading (Swaziland) (Proprietary) Limited
Medical Equipment & Supplies Incorporated Limited
Universal Bus Builders & Auto Body Repairs (Proprietary) Limited
Pyramid Construction (Proprietary) Limited
Silva-Nkosi Investment Corporation (Proprietary) Limited
Satellite Computer Services (Proprietary) Limited
World Travel and Tours (Proprietary) Limited
Lowveld Irrigation (Proprietary) Limited
Natimpex Limited
Pride Builders (Proprietary) Limited
Print Works Agencies (Proprietary) Limited
Benicon Plant Hire & Earthworks (Swaziland) (Proprietary) Limited
Sebentani Building Construction (Proprietary) Limited
Signs Unlimited (Proprietary) Limited
Loan-Acres (Proprietary) Limited
Kalamazoo (Swaziland) (Proprietary) Limited
African Bearing Centre (Proprietary) Limited
Dokolwako Block & Builders Supplies (Proprietary) Limited
Floradix Swaziland (Proprietary) Limited
Tony's Carriers (Proprietary) Limited
Mega - Mega (Proprietary) Limited
J.R. Boutique (Proprietary) Limited
Contract Ploughing Services (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

H1541 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

HOLDEN AT MBABANE ON FRIDAY THE 23RD DAY OF AUGUST 1996
BEFORE HONOURABLE JUSTICE MATSEBULA

CIV.T.2567/95

In the matter between:

ALBERTUS JOHANNES KOTZE

Petitioner

and

SWAZILAND FOOD PROCESSORS (PTY) LTD

Respondent

COURT ORDER

BEING: An application

WHEREUPON: Having heard counsel for the Applicant

IT IS ORDERED THAT:-

1. That the Respondent Company herein be and is hereby provisionally wound up in the hands of the Master of the High Court.
2. That JOHN HAYTER be and is hereby appointed provisional liquidator of the aforesaid company with all the powers granted under Section 127 of the Companies Act No. 7 of 1912.
3. That a rule nisi do issue calling upon the Respondent and any other interested party to show cause on Friday the 13th day of September 1996 why:
 - 3.1 the Respondent Company should not be finally wound up in the hands of the High Court.
 - 3.2 the appointment of JOHN HAYTER as Liquidator should not be confirmed.
 - 3.3 the costs of this application should not be costs in the liquidation.
4. That the said rule nisi be served upon the Respondent at its registered office and that this order be published once in a newspaper circulating in Swaziland and once in the Government Gazette.

BY ORDER OF THE COURT GIVEN UNDER MY HAND THIS 26TH DAY OF AUGUST 1996.

S.J. GAMA
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H1563 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 883/96

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

SWAZI TOUCH (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 the District of Hhohho, outside the New High Court Building, Hospital Hill, Mbabane at 11.30 am on **FRIDAY the 18TH day of OCTOBER, 1996.**

CERTAIN: Remaining Extent of Lot No. 970, Mbabane Township Extension No. 8 (Sidwashini Industrial Township) situate in the District of Hhohho, Swaziland;

MEASURING: 985 (Nine Eight Five) Square Metres;

RESERVE PRICE: E115,000.00 (One Hundred and Fifteen Thousand 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 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 25TH DAY OF SEPTEMBER, 1996.

S. J. GAMA
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H1553 11-10-96

NOTICE

ESTATE LATE: WASHINGTON DELI KUNENE ESTATE NO. E325/95

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.

JABU S. KUNENE
P.O. Box 273
Siteki

H1544 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 2229/95

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

JOHN BONGANI JOUBERT SOLOMON DLAMINI

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 the District of Hhohho, outside the New High Court Building, Hospital Hill, Mbabane at 11.30 am on **FRIDAY the 18TH day of OCTOBER, 1996.**

CERTAIN: Remaining Extent of certain Portion 587 of Farm No. 2 situate in the Urban Area of Mbabane, District of Hhohho, Swaziland.

MEASURING: 4189 (Four One Eight Nine) Square Metres;

RESERVE PRICE: E215,000.00 (Two Hundred and Fifteen Thousand 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, 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 1ST DAY OF OCTOBER, 1996.

S. J. GAMA
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H1552 11-10-96

NOTICE

ESTATE LATE: SAMSON SIGWANE ESTATE NO. E244/95

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.

KHOLIWE SIGWANE
P.O. Box 501
Manzini

H1545 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 942/93

In the matter between:

RAYLITE BATTERIES (PTY) LTD

Plaintiff

and

SWAZILAND BATTERY & ELECTRICAL (PTY) LTD

T/A BATTERY CENTRE

1st Defendant

HARVEY PATRICK OLIVER

2nd Defendant

KATHLEEN ANN OLIVER

3rd 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 the District of Manzini, outside the Regional Administrator's Offices building, Manzini at 2.30 p.m. on Friday the 18th day of October 1996.

CERTAIN: Lot No. 192 situate on Lyne Street, Fairview Township, District of Manzini;

MEASURING: 1358 (One Three Five Eight) Square Metres;

HELD: By the 2nd Defendant

IMPROVEMENTS: Three Bedroomed house

RESERVE PRICE: E180,000.00

The 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 Robinson Bertram, Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 1ST DAY OF OCTOBER 1996.

S. J. GAMA
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H1554 11-10-96

NOTICE

ESTATE LATE: ROBERT MSOMBULUKO MAVUSO ESTATE NO. EM146/96

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.

VELAPHI MAVUSO
P.O. Box 2136
Manzini

H1564 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 942/93

In the matter between:

RAYLITE BATTERIES (PTY) LTD

Plaintiff

and

SWAZILAND BATTERY & ELECTRICAL (PTY) LTD

T/A BATTERY CENTRE

HARVEY PATRICK OLIVER

KATHLEEN ANN OLIVER

1st Defendant

2nd Defendant

3rd 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 the District of Manzini, outside the Regional Administrator's Offices building, Manzini at 2.30 p.m. on Friday the 18th day of October 1996.

CERTAIN: Lot No. 1342 situate in Manzini, Extention 13 (Madonsa Township), District of Manzini; Swaziland.

MEASURING: 1020 (one Zero Two Zero) Square Metres;

HELD: By the 2nd Defendant under Deed of Transfer No. 127/94, dated 25th March 1994.

IMPROVEMENTS: Vacant land;

RESERVE PRICE: E70,000.00 (Seventy Thousand Emalangeni)

The 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 Robinson Bertram, Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 26TH DAY OF SEPTEMBER 1996.

S. J. GAMA
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H1555 11-10-96

NOTICE

ESTATE LATE: LIZZY SPHIWE MANANA ESTATE NO. E399/95

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.

VUYISILE MAVUSO
P.O. Box 1137
Nhlangano

H1547 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 200/96

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

LEONARD MSHIYENI HLATSHWAYO

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 the District of Manzini, outside the Regional Administrator's Offices building, Manzini at 2.30 p.m. on **FRIDAY the 18TH day of OCTOBER 1996.**

CERTAIN: Lot No. 1007 situate in the Manzini Extension No. 9 Township District of Manzini, Swaziland.

MEASURING: 700 (Seven Zero Zero) Square Metres;

RESERVE PRICE: E35,000.00 (Thirty Five Thousand Emalangeni);

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

The Society may at its sole discretion lend up to 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 sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 1ST DAY OF SEPTEMBER 1996.

S. J. GAMA
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H1550 11-10-96

NOTICE

ESTATE LATE: JOHN DUMSANI MAKUWE ESTATE NO. E353/94

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.

HYND M. SHONGWE
P.O. Box 49
Matata

H1546 11-10-96

NOTICE

IN THE HIGH COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 1427/96

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

SARAH MAPHALALA

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 the District of Shiselweni, outside the Nhlangano Magistrates Court at 10.30 a.m. on **FRIDAY the 18TH day of OCTOBER 1996.**

CERTAIN: Lot No. 478 situate in the Nhlangano Township Extension No. 3 Shiselweni District, Swaziland.

MEASURING: 1350 (One Three Five Zero) Square Metres;

RESERVE PRICE: E35,000.00 (Thirty Five Thousand Emalangeni);

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building, in Mbabane, Nhlangano Magistrates Court and at the offices of Robinson Bertram.

The Society may at its sole discretion lend up to 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 sale.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 26TH DAY OF SEPTEMBER 1996.

S. J. GAMA
Sheriff of Swaziland
c/o The Registrar of the High Court
Mbabane

H1551 11-10-96

NOTICE

ESTATE LATE: JOSHUA DZINGANE DLAMINI ESTATE NO. EP18/96

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.

OBED DLAMINI
P.O. Box 1333
Manzini

H1549 11-10-96

815

NOTICE

Notice is hereby given that I, Mduduzi Cyril Jack Mziyako of Hhohho Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Zindela after the fourth publication of this Notice in each of four consecutive weeks in the Observer and Times of Swaziland 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 is because Zindela is my natural surname.

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

P.O. Box 783
Matsapha

H1572 4x01-11-96

NOTICE

Notice is hereby given that we intend applying for a Lost Title Deed being Deed of Transfer No. 10/1971 dated the 19th January 1970 made in favour of KAPOLA ESTATES (PROPRIETARY) LIMITED in respect of:-

CERTAIN: Farm No. 315 situate in the District of Hhohho, Swaziland;

MEASURING: 48,6653 (Four Eight Comma Six Six Five Three) Hectares;

Any person having objection to issue to such copy is hereby requested to lodge in writing with the Registrar of Deeds within two (2) weeks of last publication of this notice.

C.J. LITTLER & CO.
Applicant's Attorneys
Ground Floor Embassy House
Johnstone Street
Mbabane

H1573 2x18-10-96

NOTICE

**IN THE ESTATE OF THE LATE ISAAC CHAKA-CHAKA MADOLO, OF MANZINI,
WHO DIED AT NGWANE PARK, MANZINI DISTRICT, ON THE 6TH FEBRUARY 1996 -
ESTATE NO. EM.22/96**

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.

P.R. DUNSEITH
Attorney for the Executor dative
Lansdowne House
Post Street
P.O. Box 423
Mbabane

H1559 11-10-96

816

NOTICE

ESTATE LATE HELEN MPHETHI SUKATI EM143/96

Notice is hereby given that Creditors and Debtors in the above estate should submit their claims and pay their debts to the undersigned within 30 days from the date of publishing hereof.

D. LUKELE & COMPANY
Executor's Attorneys
P.O. Box 336
Manzini

H1571 11-10-96

NOTICE

ESTATE LATE: AARON MBHEKWA HLOPHE ESTATE NO. EH139/96

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.

SABETH HLOPHE
c/o Khanyisile Hlophe
P.O. Box A344
Swazi Plaza
Mbabane

H1562 11-10-96

NOTICE

ESTATE LATE: THOKO DOROTHY DLAMINI ESTATE NO. ES83/96

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.

GRACE DLAMINI
c/o Mankonza Primary School
P.O. Box 319
Nhlangano

H1565 11-10-96

NOTICE

ESTATE LATE: ALBERT MASHOVU NKHAMBULE ESTATE NO. ES77/96

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.

VUSI NKHAMBULE
P.O. Box 391
Nhlangano

H1558 11-10-96

817

NOTICE

ESTATE LATE: NAKANE SIMELANE ESTATE NO. EP42/96

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.

LOMABHUNU SIMELANE
Magumedze Grocery
Private Bag Manzini
(Madlangempisi)

H1560 11-10-96

NOTICE

ESTATE LATE: STEVEN VIKI HLOPHE ESTATE NO. EH90/96

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.

BHEKISISA MKHONTA & ROBERT HLOPHE
P.O. Box 249
Veni, Mbabane

H1567 11-10-96

NOTICE

ESTATE LATE: ALBERT B. VILAKATI ESTATE NO. EM144/96

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.

PHINDILE VILAKATI
P.O. Box 214
Mankayane

H1568 11-10-96

NOTICE

ESTATE LATE: ENOCK MANDLA HLOPHE ESTATE NO. EM137/96

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.

ELIZABETH HLOPHE
P.O. Box 588
Nhlangano

H1569 11-10-96

818

NOTICE

ESTATE LATE: JOEL SHONGWE ESTATE NO. ES67/96

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.

CHRISTINAH SHONGWE
P.O. Box 58
Hlathikhulu

H1570 11-10-96

NOTICE

ESTATE LATE: WALTER FAN'UKWENTE NXUMALO ESTATE NO. EM72/96

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.

S'BONGILE NXUMALO
P.O. Box 161
Lobamba

H1574 11-10-96

NOTICE

ESTATE LATE: COMFORT MDUDUZI NYAWO ESTATE NO. EH160/96

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.

MRS JELLINA B. NYAWO
P.O. Box 802
Hlathikhulu

& REV. NICHOLAS T. NYAWO
P.O. Box 306
Manzini

H1548 11-10-96

NOTICE

ESTATE LATE: JOHN LOKWELUSA NDLOVU ESTATE NO. E534/96

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.

VUSI NDLOVU
P.O. Box 30
Hluti

H1575 11-10-96

NOTICE

ESTATE LATE: EUNICE MAKHOSAZANA HLATSHWAYO ESTATE NO. E154/95

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.

LUKE M. HLATSHWAYO
P.O. Box 81
Malkerns

H1576 11-10-96

SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XXXIV]

MBABANE, Friday, October 11th., 1996

[No. 197

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PUBLISHED BY AUTHORITY

LEGAL NOTICE NO. 153 OF 1996

THE WAGES ACT, 1964
(Act No. 16 of 1964)THE REGULATION OF WAGES (ROAD TRANSPORTATION) ORDER, 1996
(Under Section 11)

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

Citation.

1. This Order may be cited as the Regulation of Wages (Road Transportation) Order, 1996 and shall come into effect on the 1st March, 1996.

Interpretation.

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

"assistant mechanic" means an unskilled employee who assists a mechanic;

"cleaner" means a person who is employed to clean vehicles or the premises of his employer;

"clerk Grade II" means a clerk from one day to 3 months continuous service with the same employer;

"clerk grade III" means a clerk above 3 months up to 12 months, continuous service with the same employer;

"clerk grade IV" - means a clerk from 13 months up to 24 months continuous service with the same employer

"clerk grade V" - means a clerk from 24 months continuous service who is engaged in general clerical duties, with the same employer;

"conductor" means a person who is employed to sell tickets on a public service vehicle and who is responsible for the control of passengers on that vehicle;

"driver" means a person who is employed to drive a goods vehicle, public service vehicle, car hire or taxi as the context may require;

"grade" means any grade listed in the First Schedule;

"greaser" means an employee in the greasing of vehicles and trailers;

"general worker" means an employee who performs manual tasks of simple routine nature, requiring mainly physical effort and little or no experience, which is not performed by workers classified elsewhere;

"head driver" means an employee who supervises other drivers;

"public holiday" means a day prescribed as a paid public holiday in regulation 11;

"artisan" means an employee who has completed an apprenticeship and who has been awarded a Grade I certificate;

"lay over" means a period of duty performed by a driver for the purpose of booking-off his vehicle which shall not include driving duty;

"loader" means an employee engaged in the loading or off-loading of vehicles or rail transportation;

"lorrymate" means an employee who assists in the execution of driver's duties other than driving;

"messenger" means an employee engaged to convey messages and to carry out elementary office jobs;

"mobile crane driver" means an employee who operates a mobile crane to load or off-load materials;

"night" means the period between the hours of 6.00 p.m. and 6.00 a.m.;

"overtime" means any time worked outside the ordinary hours of work as defined in regulation 6;

"senior clerk" means an employee engaged in general clerical duties including supervisory work;

"Short time" means the employment of employees on short time working at not less than fifty percent of their basic wage;

"suitable accommodation" means a weatherproof structure containing bed or camp bed with a palliasse or similar covering;

"switchboard operator" means an employee who operates a telephone switchboard;

"tyre hand" means a person who is employed in the repairing of tyres and tubes, including the use of equipment necessary for such work;

"watchman" means an employee who guards property or premises of the employer;

"working day" means any day other than a day-off or a public holiday listed in regulation 11.

Application.

3. This Order shall apply to all persons employed in any undertaking involving the carriage, for hire or reward, passengers and or goods by a motor vehicle required to be licenced under the Road Transportation Act, 1963.

Basic Minimum Wage.

4. (1) The basic minimum wage to be paid to the employees specified in the First Schedule shall be calculated at a rate specified therein in relation to the employee's grade;

(2) A casual employee shall not be paid less than one and one third (11/3) times the basic minimum wage for the occupation and grade in which he/she is employed.

Protection of Wages.

5. (1) An employee who is required to perform duties in a lower grade than that in which he is normally employed, shall be paid the wages applicable to the grade in which he/she is normally employed.

(2) Any employee who is required to temporarily perform duties in a higher grade than that in which he/she is normally employed, shall be paid the wage applicable to such higher grade on and after the third day of such work.

(3) Except in the case of short time, no employer shall reduce the wages of any employee who is able and willing to work and who presents himself for work at the appointed time and place but for whom the employer is unwilling or unable to provide work.

Hours of Work.

6. (1) The ordinary hours of work, subject to the provisions of regulation 8 shall not exceed forty eight hours per week, spread over 6 days.

(2) Except in case of emergency, no employer shall require or permit an employee, other than a watchman or taxi-driver, to work more than sixty hours, including overtime, in any week or for more than five continuous hours without a break of at least thirty minutes.

(3) Every employee shall receive one day off-work in each week and no employee shall be required to work on his/her day-off in successive weeks unless mutually agreed to by prior arrangement.

(4) Where two drivers are engaged in driving a vehicle, the total driving hours per day for both drivers shall not exceed sixteen hours and each driver shall be paid for driving time only, which driving hours shall be apportioned equally between both drivers.

(5) A driver of a Public Transport vehicle shall be allowed breaks amounting in aggregate to not less than forty minutes in a period of eight consecutive hours working time, and in the event of him/her working more than eight consecutive hours, he/she shall, in addition to aggregate break of forty minutes, be given a thirty minutes rest period at the end of eight hours.

(6) No driver shall be required or permitted to drive for eleven or more hours in one day except in the case of an emergency.

Conversion Rates.

7. For the purpose of converting a weekly wage to-

(a) an hourly rate, the weekly wages shall be divided by the number of hours ordinarily worked in a week;

(b) a daily rate, the weekly wage shall be divided by the number of days ordinarily worked in a week;

(c) a monthly rate, the weekly wage shall be multiplied by four and one third.

Payment of Overtime.

8. (1) Subject to provisions of regulation 6 an employer may require an employee to work overtime and, whenever possible, shall give twenty-four hours notice of such requirements.

(2) The first thirty minutes of overtime worked on any day shall qualify for payment at the employee's normal rate of wage applicable to that day.

(3) Overtime in excess of thirty minutes on any normal working day shall qualify for payment at the rate of one half/time the employee's normal rate of wages.

(4) Overtime worked by an employee on his/her day off or on a public holiday shall qualify for payment at double the employee's normal wage.

Allowances.

9. (1) A driver other than a taxi-driver, who is required to drive on a night shift shall be paid at one and one quarter times his/her normal wage rate.

(2) A taxi-driver shall be paid, in addition to his/her normal wage, a commission of not less than two percent, on his/her takings during any month worked.

(3) A driver who has been in the continuous employment of the same employer for more than six months and who is required to obtain an annual public driver's licence, shall be reimbursed by his/her employer the cost of any medical examination required as a condition for the issue of that licence.

(4) An employee who is on duty outside his normal station or principal place of employment shall be paid subsistence allowance in respect of each continuous period of 12 hours up to a maximum of six days the following,

(a) thirteen emalangeni, twenty cents (E13.20) where the employer provides suitable accommodation and food;

(b) eighteen emalangeni, ninety eight cents (E18.98) where the employer does not provide food, but provides suitable accommodation or where the accommodation is available on the vehicle;

(c) thirty three emalangeni (E33.00) where the employer provides neither food nor accommodation;

(d) twenty six emalangeni, forty cents (E26.40) if the employer provides suitable accommodation and food;

(e) thirty nine emalangeni, sixty cents (39.60) if the employer provides neither food nor accommodation.

(5) The payment of a subsistence allowance shall be limited to a maximum of thirty days, following which the employee shall be regarded as permanently transferred.

(6) Whenever a transfer is envisaged to be permanent in nature from the outset, a transfer allowance of E66.00 shall be paid to the transferee.

Annual Leave.

10. (1) During the first two years of continuous service with an employer, an employee shall earn leave at the rate of one and a quarter working days for each completed month of service.

(2) After the completion of two years service but not exceeding seven years continuous service with an employer, an employee shall earn leave at the rate of two working days for each completed month.

(3) An employee with more than seven years continuous service with an employer shall earn leave at the rate of two and a half working days for each completed month.

(4) Where the services 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.

(5) A period of unpaid leave or unpaid sick leave shall not be counted as employment leave earning.

(6) An employer who observes a holiday other than a public holiday in regulation 11, shall not off-set such holiday against an employee's leave.

Public Holiday.

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

New Years' Day
Good Friday
Easter Monday
National Flag Day
Ascension Day
Public Holiday
King's Birthday
Umhlanga (Reed dance) Day
Somhlolo Day
Incwala 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 regulation.

Sick Leave.

12. (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 one year.

(2) Notwithstanding sub-regulation (1)

(i) an employee shall not be entitled to the benefits specified under sub regulation (1) if the sickness or accident causing his/her absence was caused by his/her own negligence or misconduct; and

(ii) a certificate issued by a registered nurse shall be accepted in place of a medical certificate if a Medical Practitioner is not available.

Written Particulars to be Provided.

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

Continuous Service.

14. (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.

15. (1) Subject to sub-regulation (2) an employer shall supply, free of charge and without payment of a deposit by the employee, the following items -

- (a) in the case of employees who are normally exposed in their employment to inclement weather, a waterproof cap, overcoat or other suitable protective clothing;
- (b) two dust coat, two overalls or two uniforms per annum, in the case of drivers and conductors; and
- (c) in the case of artisans assistant mechanics and employees engaged in the loading, unloading and delivery of goods to or from vehicles, suitable overalls or other protective clothing.

(2) Any clothing supplied to an employee in terms of this regulation shall remain the property of the employer and shall subject to fair wear and tear, be returned to the employer in good condition on the resignation, retirement or discharge of an employee.

Short Time.

16. (1) If an employer finds it necessary, for reasons beyond that employers control to employ an employee on short time, that employer 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) that employee shall be paid not less than fifty percent of the weekly wages where the employee is employed for periods which, in aggregate, are equivalent to or less than fifty percent of his/her 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 normal weekly hours of work during any week the employee has been placed on short time.

Revocation of Legal Notice No. 138 of 1994.

17. The Regulation of Wages (Road Transportation Industry) Order, 1994 is revoked.

FIRST SCHEDULE

(Regulation 4)

BASIC MINIMUM WAGE PER WEEK

GRADE I:

Cleaner	
Greaser	
Loader	E105.47
Lorry mate	
Messenger	
Conductor	
General worker	

GRADE II:

Fuel Issuer	
Tyre Hand	
Watchman	
Clerk	E153.93
Driver (vehicles up to 200 kg tare weight)	

GRADE III:

Driver (Vehicles from 2001 kg to 7000 kg tare weight)	
Assistant Mechanic	E166.10
Clerk	

GRADE IV:

Driver - mobile crane Driver (vehicles from 7001 kg to 12000 kg tare weight)	E172.19
Clerk	

GRADE V:

Driver (Vehicle 12001 kg to 20000 kg tare weight)	E183.54
Clerk	

GRADE VI:

Driver (Vehicles of 20001 kg tare weight and above)	E184.51
Senior Clerk	

GRADE VII:

Driver Supervisor	E331.60
Journeyman	

SECOND SCHEDULE

Regulation 12

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. 155 OF 1996

THE INDUSTRIAL AND VOCATIONAL TRAINING ACT, 1982
(Act No. 6 of 1982)

DESIGNATION OF ACTING DIRECTOR OF INDUSTRIAL AND
VOCATIONAL TRAINING
(Under Section 5(1))

In exercise of the powers conferred by section 5(1) of the Industrial Training Act, 1982, the Minister of Labour and Public Service hereby designates -

MR MICHAEL NDZINISA

to be Acting Director of Industrial and Vocational Training with effect from the 20th May, 1996 until further notice.

SANDILE B. CEKO
Principal Secretary

LEGAL NOTICE NO. 156 OF 1996

THE TOWN PLANNING ACT, 1961
(Act No. 45 of 1961)

APPROVAL AND COMING INTO EFFECT OF SCHEMES
(Under Section 20)

In exercise of the powers conferred by section 20 of the Town Planning Act, 1961 the Minister of Housing & Urban Development, notifies the general public that the Manzini Town Planning Scheme (1992 - 2011) has been approved.

M. C. DLAMINI
Principal Secretary

October 1996