



# SWAZILAND GOVERNMENT GAZETTE

VOL: XXXV]

MBABANE, Friday, October 31st., 1997

[No. 304

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## GENERAL NOTICE NO. 63 OF 1997

**THE URBAN GOVERNMENT ACT 1969**  
(Act No. 8 of 1969)

**THE CITY COUNCIL OF MBABANE (SERVICE CHARGES) BYE-LAWS 1997**  
(Under Section 77)

It is hereby notified for general information that in exercise of the powers conferred by Section 77 of the Urban Government Act 8, 1969 the City Council of Mbabane has resolved to set the following fees and charges:

1. Rates clearance certificates	<u>97/98</u>
Issue of certificate	E30.00

**2. Administration fees for paying rates by instalments**

Charges based on the rates bill for 1997/98 Financial Year as per the following bands:

**2.1 Residential**

Less than E1,001	E40.00
E1,001 to E2,000	E80.00
E2,001 to E3,000	E120.00
E3,001 to E4,000	E160.00
E4,001 to E5,000	E200.00
E5,001 to E6,000	E240.00
Over E6,000	E280.00

**Commercial**

Less than E2,001	E80.00
E2,001 to E4,000	E160.00
E4,001 to E6,000	E240.00
E6,001 to E8,000	E320.00
E8,001 to E10,000	E400.00
E10,001 to E12,000	E480.00
E12,001 to E14,000	E560.00
E14,001 to E16,000	E640.00
E16,001 to E18,000	E720.00
E18,001 to E20,000	E800.00
Over E20,000	E880.00

**3. Copies of the valuation roll**

A copy of single A3 sheet	E6.00
The entire roll copy	E825.00
Copy on Diskette	E750.00

**4. Information on a plot**

Assistance from Property Inspector regarding:

Plot details (minimum fee)	E11.00
(per hour or part thereof thereafter)	E55.00
On-site assistance	E55.00

#### 5. Photocopying of documents (excl. Valuation Roll)

A4 sheets (per copy)	E0.60
A3 sheets (per copy)	E1.20

#### 6. Fumigation of premises

The City Council will instruct a private contractor to fumigate buildings when an owner fails to maintain it to a required standard following formal notification by Council's Health Department. In such cases the owner will be charged 20% above the rate charged by the private contractor.

#### 7. Bush clearance and tree felling

The City Council will instruct a private contractor to clear bush from a property when an owner fails to maintain it to a required standard following formal notification by the Council's Health Department. In such cases the owner will be charged 20% above the rate charged by the private contractor.

#### 8. Trading license inspection

##### 8.1 Initial inspection

##### Category 1:

- All exempt users (as defined by the Rating Act 1995) and referred to as such in the Valuation Roll.

- Food vending carts, small outlets that sell non-perishable items such as shoes, and clothes.

- Commercial offices E55.00

##### Category 2:

- Small outlets that sell perishable foodstuffs (i.e. butcheries, take away shops, spaza shops, cinemas). E165.00

##### Category 3:

- Large outlets that deal with perishable foodstuffs such as supermarkets, bakeries, hotels, restaurants and food wholesalers E1,100.00

##### Category 4:

- Large outlets that sell non-perishable items and provide non-food related services such as wholesalers, warehouses, department stores, large repair workshops, scrapyards E825.00

##### 8.2 Re-inspection of premises

20% above the normal fee applied.

**9. Abattoir****9.1 Slaughtering services**

Bovine (per head)	E50.00
Calf (per head)	E30.00
Sheep and goat (per head)	E20.00
Pig-Large (over 45kg., per head)	E30.00
Pig-Small (less than 45kg., per head)	E20.00
Small animals (rabbits, chickens etc.)	E10.00

**9.2 Deep freezing services**

Daily/minimum charge	E35.00
Deep freezing measled carcass (or part thereof) for up to 14 days	E40.00

Note: Deep freezing of measled carcass charged at daily rate after 14 days.

**10. Laboratory fees****10.1 Water**

Faecal coliform test	E19.00
Total coliform test	E19.00
Total bacterial count (per 100ml.)	E4.50
pH	E4.50
Residual chlorine	E4.50
Hardness	E4.50
Colour, odour and taste	E4.50
Fluoride	E2.20

**10.2 Milk**

Total count	E21.00
Coliform count	E21.00
E. Coli	E19.00
Phosphatase	E36.00
Butter fat percentage	E29.00
Lactometer reading	E15.00
Direct microscopic examination	E6.00

**10.3 Meat products and food premises**

Resazurine test	E33.00
Swab test	E66.00
Salmonella test	E68.00
Staphylococci test	E15.00

**11. Msunduza nursery and creche**

Pre-school (per month)	E88.00
Nursery children (per month)	E110.00

**12. Swimming pool in Coronation Park****12.1 Annual permit**

Adult (18 years old and over)	E33.00
Children	E14.00

**12.2 Monthly permit**

Adult (18 years old and over)	E16.50
Children	E5.50

**12.3 Day ticket**

Adult (18 years old and over)	E2.20
Children	E0.80

**13. Tennis and all purpose courts at Coronation Park****13.1 Tennis courts (7.00am to 8.00pm)**

Per hour

Adult (18 years and over) - Per Court	E6.00
Children - Per Court	E2.00

## Monthly permit:

Adult (18 years old and over)	E45.00
Children	E16.00

**13.2 All-purpose court (7.00am to 8.00pm)**

Per hour

Adult teams	E25.00
Child teams	E14.00

## Monthly permit for a named team:

Adult (18 years old and over)	E85.00
Children	E40.00

**14. Prince of Wales sportsground****14.1 For use of facility for 3 hours**

Premier league teams	E70.00
District league teams	E50.00
College/university and junior teams	E35.00
Lower primary school teams	E35.00
Higher primary school teams	E35.00
Junior Higher school teams	E35.00
Other uses (social clubs, individuals)	E70.00

## 14.2 Remittance of gate-takings (all users)

Deposit for receipt of official council-printed tickets	E120.00
Proportion of ticket income remitted to City Council	20%

## 15. Cemetery

## 15.1 Mangwaneni

Purchase of a plot (inclusive of Digging grave)	E150.00
Excavation of existing grave to allow second burial	E80.00

## 15.2 Mangwaneni (Garden of Remembrance)

Purchase of a plot and digging of grave	E2,500.00
Excavation of existing grave to allow second burial	E80.00

## 15.3 Fonteyn and Sidwashini

Half the fees for Mangwaneni

## 15.4 All sites

Burial of infant with mother	No additional charge
Services involving the burial of children	Half the above fees

## 16. The public convenience

Toilet paper (per person)	E0.20
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## 17. Refuse removal

## 17.1 Residential customers

Monthly per household charge	E10.00
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## 17.2 Commercial and all other types of non residential customer:

Band A: 1-25 bins collected per month	E75.00
Band B: 26-50 bins collected per month	E150.00
Band C: 51-100 bins collected per month	E300.00
Band D: 101-200 bins collected per month	E600.00
Band E: 201-300 bins collected per month	E900.00
Band F: 301-400 bins collected per month	E1,200.00
Band G: 401-500 bins collected per month	E1,500.00
Band H: 501-600 bins collected per month	E1,800.00
Band I: 601-700 bins collected per month	E2,100.00

## 17.3 Skips

## Residential

## Provided by Council

- Per apartment per month	E20.00
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## Own Skip

-Per apartment per month	E10.00
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## Commercial

## Provided by Council

-Per skip per month	E1,500.00
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## Own Skip

-Per skip per month	E1,000.00
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## 17.4 Special collection services

Small domestic animal	E40.00
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Large animal (cow, horse etc)	E100.00
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Garden waste (per bakkie)	E50.00
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## 18. Markets

Fees are per stall or shop unit.

## 18.1 Mbabane

Vegetable stalls (old shed/area A&B)	
(monthly permit)	E15.00
(annual permit)	E150.00

Handicraft stalls (area C)	
(monthly permit)	E36.00
(annual permit)	E360.00

Handicraft stalls (area D)	
(monthly permit)	E55.00
(annual permit)	E550.00

Old cooking unit (area E)	
(monthly permit)	E50.00
(annual permit)	E500.00

Sour milk and mahewu (area F)	
(monthly permit)	E10.00
(annual permit)	E100.00

New cooking unit (area G)	
(monthly permit)	E25.00 p.p.
(annual permit)	E250.00 p.p.
Shop units (area H)	
(monthly permit)	E100.00
(annual permit)	E1,000.00
Vegetable stalls (Goje shed/area I)	
(monthly permit)	E10.00
(annual permit)	E100.00
Swazi wholesalers (area J)	
(daily fee)	E20.00
(monthly permit)	E100.00
(annual permit)	E1,000.00
Foreign wholesalers (area J)	
(daily fee)	E70.00
(monthly permit)	E500.00
(annual permit)	E5,000.00
<b>18.2 Sidwashini (area L)</b>	
Vegetable stalls	
(monthly permit)	E5.00
(annual permit)	E50.00
<b>18.3 Msunduza (area K)</b>	
Vegetable stalls	
(monthly permit)	E5.00
(annual permit)	E50.00
Mahewu and sour milk	
(monthly permit)	E10.00
(annual permit)	E100.00
Shops and kitchen units	
(monthly permit)	E100.00
(annual permit)	E1,000.00
Fish and chip shop unit	
(monthly permit)	E150.00
(annual permit)	E1,500.00
Butchery unit	
(monthly permit)	E300.00
(annual permit)	E3,000.00
<b>19. Street vending fees</b>	
Occupation of defined area	
(monthly permit)	E15.00
(annual permit)	E150.00

**20. Septic tanker fees****20.1 Customers within the urban area**  
Collection of waste

E80.00

Disposal of waste

Set by WSC

**20.2 Customers outside the urban area**

Collection of waste

E550.00

Disposal of waste

Set by WSC

Rate per kilometre of truck travelled

E10.00

**21. Animal pound**

Penalty for part of a day (per animal)

E30.00

Penalty for each night animal detained  
(nightwatchman, 6pm to 6am)

E60.00

Penalty for each day animal detained  
(food, 6am. to 6pm.)

E40.00

Collection Fee - Per animal

E60.00

**22. Building application fees**As per fees stipulated in the Building and Housing Act  
(Act 34) of 1968.

Renewal of building permit - per application

E20.00

**23. Building inspection fees**NOTE: All fees for each inspection**23.1 Residential (excl. town houses and flats)**

Minimum charge

E110.00

Charge per E1,000 of investment over E100,000

E0.50

**23.2 Industrial**

Minimum charge

E110.00

Charge per E1,000 of investment  
Over E100,000

E1.00

Maximum Limit

E1,000.00

Every E500,000 Over E1.0m Or part thereof

E100.00

**23.3 Commercial (all types of business development BUT excl. Industrial and residential built for investment purposes i.e. not owner occupation)**

Minimum charge

E150.00

Charge per E1,000 of investment over E100,000

E1.00

Maximum Limit (Per Inspection)

E1,000.00

## 23.4 UDP areas

## A) Structures built in accordance with Grade II Building Regulations

Minimum charge	E42.00
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Charge per E1,000 of investment over E100,000	E0.25
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## B) Structure built in accordance with the Building Act (Class A and B type structures)

Fees as non-UDP area (see above)

## 24. Sub-division fees

Per plot and for each new plot created	E1,500.00
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The fee is paid in the following instalments:

On application (per plot and each new plot to be created)	E120.00
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On registration of title (per plot and each new plot created)	E1,380.00
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Re-submission of an application	E150.00
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## 25. Advertising

## 25.1 Advertising boards: primary areas

CBD area bounded by and including Market Street, Morris Street, Riverside Drive/Allister Miller and By-Pass/Southern Distributor plus By-pass road, Gilfillan Street, Allister Miller Street, Western Distributor, Malagwane and OK Link Road.

Minimum charge for all adverts up to 4sq.m in size	E400.00
plus rate per sq.m (or part thereof) thereafter	E40.00

Minimum charge for adverts of 4 to 8sq.m. in size	E1,500.00
plus rate per sq.m. (or part thereof) thereafter	E80.00

Minimum charge for adverts over 8sq.m in size	E3,000.00
plus rate per sq.m. (or part thereof) thereafter	E160.00

## 25.2 Advertising boards: Secondary areas

Outside the CBD plus Usuthu Road, Fonteyn Road, Golf Course Road, Pine Valley Road and the Industrial areas of Mbabane and Sidwashini).

Minimum charge for all adverts up to 4sq.m in size	E300.00
plus rate per sq.m. (or part thereof) thereafter	E20.00

Minimum charge for adverts of 4 to 8sq.m. in size.	E1,000.00
plus rate per sq.m. (or part thereof) thereafter	E40.00

Minimum charge for adverts over 8sq.m. in size	E2,000.00
plus rate per sq.m. (or part thereof) thereafter	E80.00

**25.3 Advertising boards: other areas**

Applications outside the primary and secondary areas will be considered on their own merits.

**25.4 Poster advertisements**

For 10 posters (per week)	E80.00
For every 10 thereafter	E80.00
Deposit (per application)	E80.00

**25.5 Temporary banners**

Per banner per week	E90.00
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NOTE:- Non profitable/Charitable organizations will pay 50% of the above advertising fees.

**26. Temporary Building Permit**

Per application	E10.00
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**27. City Planning Applications**

(In terms of the Mbabane Town Planning Scheme)

Application for Council's consent	E100.00
Re-zoning	E250.00
Home office policy (Application)	E100.00
Home office policy (Permit) - issue or renewal	E50.00
Miscellaneous Applications	E50.00

**J. CARMICHAEL**  
*Minister of Housing and Urban Development*

900

**NOTICE**

Notice is hereby given that I, Florence Susan Mbhamali of Shiselweni Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Myeni after the fourth publication of this notice in each of the 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 Shiselweni Region and in the Government Gazette.

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

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

P.O. Box 84  
Lavumisa

J1705 4x31-10-97

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**NOTICE**

Notice is hereby given that we intend applying for a certified copy of: Deed of Transfer No. 29/1988 dated the 26th January 1988, in favour of IVOR FLEISCHER (born on the 28th March 1932), SONIA METZ (born Fleischer on the 2nd September 1929) married out of community of property to ISIDORE MICK METZ (A.N.C. No. 2/1988) and MIRIAM GETA HERR (born FLEISCHER on the 30th March 1940) married out of community of property to ELIJAH HERR (A.N.C. No. 3/1988), in respect of:

CERTAIN: Erf No. 117 situate in Ngwane Street, Manzini urban area, District of Manzini, Swaziland;

MEASURING: 1983 (One Nine Eight Three) 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 28TH DAY OF OCTOBER 1997.

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

J1852 2x07-11-97

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**NOTICE**

**ESTATE LATE: WALTER MUSA DLAMINI ESTATE NO. EM155/97**

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.

GLORIA DLAMINI  
P.O. Box 1102  
Manzini

J1831 31-10-97

901

**NOTICE**

Notice is hereby given that I, Isaac Jongilanga Masuku of Shiselweni Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Mkhabela after the fourth publication of this notice in each of the 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 Shiselweni Region and in the Government Gazette.

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

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

P.O. Box 258  
Hluti

J1718 4x07-11-97

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**NOTICE**

Notice is hereby given that we intend applying for a certified copy of Crown Grant No. 118/91 dated 31st December 1991 made in favour of ANSON MFAN' KHONA DLAMINI (born on the 6th May 1942) in respect of:

**CERTAIN:** Lot No. 380 Extension 3, situate in the Nhlangano Township, District of Shiselweni.

**MEASURING:** 1600 (One Six Zero Zero) 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 ON THIS 16TH DAY OF OCTOBER 1997.

BHEKI G. SIMELANE & CO.  
Applicant's Attorneys  
1st Floor Sokhamlilo Building  
P.O. Box 4505  
Mbabane

J1811 2x31-10-97

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**NOTICE**

**ESTATE LATE: MICHAEL DABULUKUSA MALINGA ESTATE NO. EL37/97**

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.

MRS SIPHIWE MALINGA  
P.O. Box 29  
Luyengo

J1842 31-10-97

**NOTICE**

**NOTICE IN TERMS OF REGULATION 40 (3) OF ACT NO. 37 OF 1968**

**APPLICATION FOR LOST TITLE DEED**

Notice is hereby given that we intend to apply for a certified copy of Deed of Transfer No. 5/1941 registered on the 21st January 1941 held by NICOLAAS JACOBUS DELPORT.

**CERTAIN:** Farm No. 534 situate in the Shiselweni District, Swaziland;

**MEASURING:** 427,8606 (Four Two Seven Comma Eight Six Zero Six) hectares.

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

DATED AT MANZINI ON THE 27TH DAY OF OCTOBER 1997.

MASINA MAZIBUKO AND COMPANY  
Attorneys and Conveyancers  
1st Floor Central Chambers Building  
P.O. Box 592, Manzini

J1845 2x07-11-97

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**NOTICE**

**LOST TITLE DEED**

Notice is hereby given that we intend applying for a certified copy of Deed of Transfer No. 399/1985 dated the 11th October, 1985 in respect of:

**CERTAIN:** Lot No. 728 situate in Ngwane Park Extension No. 1 Township, District of Manzini, Swaziland;

**MEASURING:** 1000 (One Zero Zero Zero) square metres,

made in favour of GABRIELLA NOMSA MLOTHA (born on the 25th November, 1951) Major Spinster.

All persons having objections to the issue of the aforesaid copy are hereby requested to lodge same with the Registrar of Deeds for Swaziland within a period of three weeks from date of the last publication of this notice.

DATED AT MANZINI ON THE 29TH DAY OF OCTOBER, 1997.

ZWANE KUBHEKA & ASSOCIATES  
Applicant's Attorneys  
P.O. Box 1301  
Manzini

J1854 2x07-11-97

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**NOTICE**

**ESTATE LATE: WELCOME M. MSIBI ESTATE NO. ES18/97**

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.

ROSE MARY MSIBI  
Private Bag 226  
Mbabane

J1839 31-10-97

**NOTICE**

**SWAZILAND HIGHVELD MEAT TRADERS (PROPRIETARY) LIMITED (IN LIQUIDATION)**

The First meeting of Creditors and Contributories will be held in the Master's Office, High Court, Mbabane on 20 November 1997 at 10:00 a.m. for:

- (a) Proof of Claims;
- (b) Nominating a Person(s) for appointment as Liquidator(s);
- (c) Determining whether or not the Court should be moved to appoint a Committee of Inspection to act with the Liquidator(s) and to make nominations to such Committee;
- (d) Receiving any report on the affairs of the company in Liquidation that the Liquidator(s) may wish to make;
- (e) Giving the Liquidator(s) such directions pertinent to the winding-up of the Company as the Creditors by the Majority vote may resolve.

Claims and proxies in legal form must be in the hands of the Master at the latest by 12 noon on the 19 November 1997. A creditor whose claim has not been proved shall not be entitled to vote at the meeting.

MASTER OF THE HIGH COURT

J1827 31-10-97

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**NOTICE**

**TONKWANE ESTATES (PROPRIETARY) LIMITED (IN LIQUIDATION)**

The First meeting of Creditors and Contributories will be held in the Master's Office, High Court, Mbabane on 20 November 1997 at 11:00 a.m. for:

- (a) Proof of Claims;
- (b) Nominating a Person(s) for appointment as Liquidator(s);
- (c) Determining whether or not the Court should be moved to appoint a Committee of Inspection to act with the Liquidator(s) and to make nominations to such Committee;
- (d) Receiving any report on the affairs of the company in Liquidation that the Liquidator(s) may wish to make;
- (e) Giving the Liquidator(s) such directions pertinent to the winding-up of the Company as the Creditors by the Majority vote may resolve.

Claims and proxies in legal form must be in the hands of the Master at the latest by 12 noon on the 19 November 1997. A creditor whose claim has not been proved shall not be entitled to vote at the meeting.

MASTER OF THE HIGH COURT

J1828 31-10-97

904

**NOTICE**

Notice is hereby given that in terms of Section 5 of the Protection of Names, Uniforms and Badges Act No. 10 of 1969, an application by Mr Paul Nxumalo of P.O. Box 227, Nhlngano in his capacity as Project Director of the Association has been made for the grant to Registration of the name

**SILULU SABOMAKE MULTI PROJECT CENTRE**

Any person or persons likely to be affected by the grant of the registration may at any time within a period of one month of the publication of this notice, give notice, of objection in writing on the prescribed form of objection and send same to the applicant.

G.D. NDLOVU  
Registrar of the Protection of Names,  
Uniforms and Badges

J1840 31-10-97

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**NOTICE**

**ESTATE LATE: DIANA ALICE O'BRIEN**

All creditors and persons interested ab intestato or otherwise in the abovementioned Estate are hereby called upon within twenty-one (21) days from the hereof, to lodge in writing with the Master of the High Court of Swaziland at Mbabane, Swaziland, the particulars of their objections, if any, to the signing and sealing by him of the Letters of Executorship granted by the Master of the Supreme Court of South Africa at Pretoria on the 11th February, 1994 to ERROL RAYMOND O'BRIEN and DAVID ROY CLARKE as Executors Testamentary in the estate of the late DIANA ALICE O'BRIEN.

ROBINSON BERTRAM  
for the Executors  
P.O. Box 24  
Mbabane

J1822 31-10-97

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**NOTICE**

**ESTATE LATE: KESSELINAH NTSHANGASE ESTATE NO. EH200/96**

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

MAPHALALA AND COMPANY  
Emcozini Building  
Ngwane Street, Manzini  
P.O. Box 1631  
Matsapha

J1829 31-10-97

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**NOTICE**

**ESTATE LATE: DAVID JIM KHATHWANE ESTATE NO. ES96/97**

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.

STEVEN KHATHWANE  
P.O. Box 36  
Lomahasha

J1825 31-11-97

NOTICE

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 2075/97

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

FEDELIS THEMBA MASHABA

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 New High Court Building, Hospital Hill Mbabane, at 11.30 a.m. on **FRIDAY the 14TH day of NOVEMBER 1997.**

**CERTAIN:** Lot No. 287 situate in the Piggs Peak Township, Hhohho District, Swaziland.

**MEASURING:** 4234 (Four Two Three Four) Square Metres;

**RESERVE PRICE:** E20,000.00 (Twenty 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 15TH DAY OF OCTOBER 1997.

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

J1821 31-10-97

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NOTICE

**ESTATE LATE: LAWRENCE MBONGENI NHLENGETHWA ESTATE NO. E516/95**

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.

GLADYS MASEKO  
P.O. Box 3649  
Mbabane

J1830 31-10-97

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 512/97

In the matter between:

SWAZILAND BUILDING SOCIETY

Plaintiff

and

SENDERWOOD INVESTMENTS (PTY) LIMITED

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 New High Court Building, Hospital Hill Mbabane, at 11.30 a.m. on FRIDAY the 14TH day of NOVEMBER 1997.

CERTAIN: Portion 1 of Lot No. 220, Matsapha Town, situate in the District of Manzini, Swaziland.

MEASURING: 3182 (Three One Eight Two) Square Metres;

RESERVE PRICE: E500,000.00 (Five Hundred 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 15TH DAY OF OCTOBER 1997.

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

J1820 31-10-97

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**NOTICE**

**ESTATE LATE: MICHAEL SHOLO LUSHABA ESTATE NO. ES33/97**

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.

BUSI LUSHABA  
P.O. Box 704  
Nhlangano

J1837 31-10-97

NOTICE

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 2985/96

In the matter between:

CYNTHIA ZULU

Plaintiff

and

FREDRICK B. MAPHANDZENI

Defendant

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**NOTICE OF SALE**

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Notice is hereby given that the undermentioned property will be sold by public auction by the Deputy Sheriff for the District of Hhohho, outside the High Court, Mbabane at 2.30 p.m. on Friday the 14th day of November, 1997.

The property consists of:

**CERTAIN:** Portion 675 (a portion of portion 93) of Farm No. 2, situate in the District of Hhohho, Swaziland;

**MEASURING:** 3000 (Three Zero Zero Zero) square metres;

**HELD:** Under Deed of Transfer No. 265/1975 dated 12th September, 1975.

The Conditions of Sale are available for inspection at the offices of the Sheriff in the High Court Building, Mbabane and at the offices of SAMUEL S. EARNSHAW & PARTNERS, 6th Floor Dhlani'ubeka House, Walker Street, Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS THE 16TH DAY OF OCTOBER 1997.

The Registrar of the High Court  
High Court Building  
P.O. Box 19  
Mbabane

J1850 31-10-97

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NOTICE

**ESTATE LATE: FANYANA SIBANYONI ESTATE NO. EH223/97**

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.

KOMPELA SIBANYONI  
P.O. Box 63  
Bhunya

J1824 31-10-97

NOTICE

**IN THE HIGH COURT OF SWAZILAND**

HOLDEN AT MBABANE BEFORE THE HONOURABLE JUSTICE  
BEN DUNN ON FRIDAY THE 22ND DAY OF AUGUST 1997

CIV.T. NO. 2401/97

In the matter between:

REINHARD MATTHEIS

Plaintiff

and

MATEUS IMPORT & EXPORT (PTY) LIMITED

Respondent

HAVING HEARD COUNSEL FOR THE APPLICANT:

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**IT IS HEREBY ORDERED**

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1. That a Rule Nisi do issue calling upon all interested parties to show cause if any to this Honourable Court on or before the 5th of September 1997 why:
  - 1.1 The Company Mateus Import and Export (Pty) Limited ("the Company") (Registrar's reference number R7/6593) should not be restored to the Register of Companies.
  - 1.2 That the assets of the Company consisting of immovable property described as Certain Erf. No. 2321 situate at Extension 21 Embangweni Township, Mbabane, District of Hhohho, Held under Deed of Transfer No. 352/90 should not be declared no longer bona vacantia.

DATED AT MBABANE ON THIS THE 25TH DAY OF AUGUST 1997.

BY ORDER OF THE COURT

GIVEN UNDER MY HAND AT MBABANE ON THIS THE 25TH DAY OF AUGUST 1997.

for: T.S. Maziya  
Registrar of the High Court  
Mbabane

J1851 31-10-97

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NOTICE

**ESTATE LATE: BHEKINKHOSI MBUSO DLAMINI ESTATE NO. EH173/97**

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.

PRINCE DUMA &  
PRINCE ANDREAS DLAMINI  
P.O. Box 546  
Mbabane

J1849 31-10-97

909

**NOTICE**

Notice is given in terms of the Insolvency Act that Pick and Win (Pty) Limited intends to transfer the business known as Picadilly Fast Foods operating at Observer House, Mbabane to Mian Jee Enterprises (Pty) Limited.

P.R. DUNSEITH  
1st Floor Lansdowne House  
Post Street  
P.O. Box 423  
Mbabane

J1819 31-10-97

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**NOTICE**

**ESTATE LATE: THOKO DOROTHY DLAMINI ESTATE NO. ES88/96**

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 M. DLAMINI  
P.O. Box 933  
Nhlangano

J1838 31-10-97

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**NOTICE**

**ESTATE LATE: KHOLWA PATRONELLA DLAMINI ESTATE NO. EH202/97**

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 DLAMINI  
P.O. Box 78  
Mhlume

J1836 31-10-97

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**NOTICE**

**ESTATE LATE: SHADRACK M. NDLANGAMANDLA ESTATE NO. EM248/97**

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.

JOHN M. NDLANGAMANDLA  
P.O. Box 158  
Mbabane

J1835 31-10-97

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**NOTICE**

**ESTATE LATE: GEORGE MKHAZI KUNENE ESTATE NO. EM252/97**

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.

TONNY ENOCK DLADLA  
P.O. Box 96  
Mbabane

J1833 31-10-97

910

**NOTICE**

**ESTATE LATE: BHEKISISA P. MOTSA ESTATE NO. EM146/97**

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.

PATRICK V. MOTSA  
U.S.D.F.  
St. George Barracks  
P.O. Manzini

J1834 31-10-97

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**NOTICE**

**ESTATE LATE: SAMSON MHLUPHEKI NDZABUKELWAKO ESTATE NO. EH193/97**

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.

SARAH NDZABUKELWAKO AND  
RICHARD NDZABUKELWAKO  
P.O. Box 70  
Mhlambanyatsi

J1823 31-10-97

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**NOTICE**

**ESTATE LATE: ZOMBODZE ENOCK GADLELA ESTATE NO. EM184/97**

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.

MR MTSETSELELI GADLELA  
P.O. Box 2113  
Manzini

J1826 31-10-97

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**NOTICE**

**ESTATE LATE: EPHRAEM MGWAJA MAGAGULA ESTATE NO. EL61/97**

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.

LINDIWE KHANYISILE MAGAGULA  
P.O. Box 24  
Lomahasha

J1832 31-10-97

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**NOTICE**

**ESTATE LATE: MPHILISENI BHUNUNDVU NXUMALO ESTATE NO. ES90/97**

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.

RHODAH NXUMALO  
P.O. Box 252  
Siteki

J1843 31-10-97

911

**NOTICE**

**ESTATE LATE: SONGELWAKO MANDINDA NTULI ESTATE NO. EM199/97**

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.

LINAH NTULI  
P.O. Box 1066  
Manzini

J1844 31-10-97

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**NOTICE**

**ESTATE LATE: BHEKI AARON DLAMINI ESTATE NO. EH24/97**

Debtors and Creditors for the above mentioned estate are hereby asked to lodge their claims and pay their debts with the undersigned within 30 (Thirty) days after the date of publication of this notice.

BUSISIWE A. DLAMINI  
P.O. Box 351  
Malkerns

J1848 31-10-97

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**NOTICE**

**ESTATE LATE: ALMON BHEKIMPHI DLAMINI ESTATE NO. EM302/97**

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.

THULINAH DLAMINI  
P.O. Box 19  
Nhlangano

J1853 31-10-97

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**NOTICE**

**ESTATE LATE: JUTAITA D. DLAMINI ESTATE NO. EP40/97**

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 DLAMINI  
P.O. Box 421  
Piggs Peak

J1846 31-10-97

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**NOTICE**

**ESTATE LATE: JOSEPH MUSA DLAMINI ESTATE NO. EM201/97**

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 DOREEN TSIWANI DLAMINI  
c/o Singcendze Dlamini  
P.O. Box 3  
Matsapha

J1847 31-10-97

SUPPLEMENT TO  
THE  
SWAZILAND GOVERNMENT  
GAZETTE

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VOL. XXXV]

MBABANE, Friday, October 31st., 1997

[No. 304

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PUBLISHED BY AUTHORITY

## LEGAL NOTICE NO. 163 OF 1997

## THE IMMIGRATION ACT NO. 17 OF 1982

**APPOINTMENT OF MEMBERS OF THE IMMIGRATION ADVISORY COMMITTEE**  
(Under Section 9 of The Immigration Act 1982)

In exercise of the powers vested in me by Section 9 of the Immigration Act, 1982 and in consultation with the Minister of Home Affairs, I hereby appoint:-

- |                              |   |          |
|------------------------------|---|----------|
| 1. Chief Mkhumbi Dlamini     | - | Chairman |
| 2. Phesheya Mbongeni Dlamini | - | Member   |
| 3. Ephraem Sibandze          | - | Member   |
| 4. Henry Dlodlu              | - | Member   |
| 5. Themba A. Maseko          | - | Member   |
| 6. Lozingwe Maseko           | - | Member   |
| 7. Princess Msindvose        | - | Member   |

to be Members of the Immigration Advisory Committee for a period of three years with effect from 1st August, 1997.

**B. SIBUSISO DLAMINI**  
*Prime Minister*

LEGAL NOTICE NO. 164 OF 1997

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

THE REGULATION OF WAGES (RETAIL, HAIRDRESSING, WHOLESALE AND  
DISTRIBUTIVE TRADES) ORDER 1997  
(Under Section 11)

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

*Citation.*

1. This Order may be cited as the Regulation of Wages (Retail, Hairdressing, Wholesale and Distributive Trades) Order, 1997 and shall be deemed to have come into effect on the 1st October, 1997.

*Application.*

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

*Interpretation.*

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

“blockman” means a person employed in a butcher’s shop whose duties are the cutting, dressing and preparation of meat, and may include attending to customers;

“cashier” means a person responsible for issuing, receiving and checking money and who has been employed as such for a continuous period of more than 6 months.

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

“junior clerk” means an employee who is the holder of a Junior Certificate of Education who is engaged in general clerical duties;

“copy typist” means an employee wholly or mainly engaged in typing, checking figures and filing, and who is capable of typing a minimum of 25 words per minute.

“deliveryman” means an employee wholly or mainly engaged in the delivery of goods;

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

“driver (light vehicle)” means an employee in charge of a vehicle of one and one half (1½) tons or less whose duties include handling of cargo to and from the tailboard and the daily maintenance and cleaning of such vehicle;

“general labourer” includes a person employed as a sweeper, cleaner or shopman;

“heavy duty labourer” means an employee wholly or mainly engaged in the handling, loading and stacking of heavy packages of goods or items of 33.75 kilograms weight or more and who has been specially engaged for such work;

“junior shop assistant” means a person employed in a place, where goods are exhibited for sale to the public and who assists a shop assistant or other person serving customers, including the making up of orders and checking goods inward and who has not acquired 2 years experience in such activities;

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

“messenger” means an employee wholly or mainly engaged in carrying out errands, delivering or fetching mail, making bank deposits, and carrying out simple routine tasks in the employer’s office or shop;

“petrol pump attendant” means a person wholly or mainly employed at a petrol pump selling fuel and oil;

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

“hairdresser” means a person who is qualified in scalp treatment, hair texturing, hair relaxing, perm blow outs and styling;

“assistant hairdresser” means a person who shampoos and sets without relaxing and styling who has less than six months experience;

“cashier-salon” means a person who handles cash, keeps records, takes money to the bank and issues receipts to customers;

“hairbraider” means a person who braids hair and makes braid styles;

“barber” means a person who cuts hair;

“beautician” means a person who does skin care, manicure, pedicure, waxing, massaging, plugging, twizing and make-ups;

“general labourer (salon)” means a person who does general cleaning of floors, windows, rollers, trollers and washing of towels;

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

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

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

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

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

*Basic Minimum Wage.*

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

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

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

*Hours of work.*

5. (1) Subject to sub-regulations (2) and (3), the normal hours of work for an employee other than a petrol pump attendant and a watchman shall, subject to the provisions of regulation 6, consist of forty-eight hours per week divided into eight and one half per day excluding a rest of one hour on Monday to Friday inclusive.

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

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

*Overtime Payment.*

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

Provided that overtime worked on Sundays or public Holidays or after 4.00 p.m. on Saturday shall be paid at twice the employee's basic hourly rate.

- (2) Overtime shall be paid to a petrol pump attendant as follows:
  - (i) for all time worked in excess of the normal hours of work (other than on a public holiday) at one and half times the employee's basic hourly rate;
  - (ii) for all time worked on a public holiday at twice the employee's basic hourly rate.

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

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

*Annual Leave.*

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

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

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

*Sick leave.*

8. (1) After three consecutive months of continuous 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 with full pay and thereafter to sick leave up to a maximum of fourteen days on half pay in each period of twelve months' continuous service.

(2) Notwithstanding sub-regulation (1),

- (i) an employee shall not be entitled to the benefits specified in regulation (1) if the sickness or accident causing his absence was as a result of his own negligence or misconduct;
- (ii) a certificate issued by a registered nurse shall be accepted in place of a medical certificate mentioned in sub-regulation (1) if a medical practitioner is not available.

*Maternity Leave.*

9. (i) Every female employee, whether married or unmarried, who has been in the continuous employment of her employer for twelve months or more shall be entitled to maternity leave on full pay for a period not exceeding twelve weeks (84 calendar days) upon delivering to her employer:-

- (a) A certificate issued by a medical practitioner or a midwife setting the expected or actual date of her confinement; or
  - (b) such other evidence in support of the entitlement to maternity leave as is reasonable, having regard to all the circumstances of the case.
- (ii) Provided that no employee shall be entitled to the maternity leave provided for under sub-regulation (i) for two (2) consecutive years.

*Written Particulars to be provided.*

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

*Public Holidays.*

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

Christmas Day;  
 New Years Day;  
 Good Friday;  
 Easter Monday;  
 Ascension Day;  
 King's Birthday;  
 Somhlolo Day;  
 Reed Dance Day;  
 Flag Day;  
 Incwala Day;  
 July 22nd: and  
 Workers' Day (1st May)

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

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

*Compassionate Leave.*

12. (1) An employee who has completed the probation period shall be entitled to compassionate leave as follows -

widows - 30 working days with full pay  
 widower - 6 working days with full pay; and  
 natural father or mother - 3 working days with full pay.

(2) Entitlement to compassionate leave of any other relative in addition to the above shall be at the discretion of the employer.

*Casual Work.*

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

*Watchman's Clothing and Equipment.*

14. (1) The employer of a watchman shall provide him free of charge with two pairs of boots, a police whistle, a club, a hat, and an overcoat or rain coat as is reasonably necessary in prevailing weather conditions.

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

*Redundancy.*

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

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

*Piece or task work.*

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

*Transport.*

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

*Continuous Service.*

18. (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.*

19. 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.

*Revocation.*

20. The Regulation of Wages (Retail, Hairdressing, Wholesale and Distributive Trade) Order, 1997 (Legal Notice No. 21 of 1997) is hereby revoked.

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FIRST SCHEDULE

BASIC MINIMUM WAGE

(EMALANGENI PER MONTH)

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

	A Urban Areas	B All other areas
General Labourer	617.85	538.88
Lorryman	617.85	538.88
Watchman	617.85	538.88
Messenger	617.85	538.88
Deliveryman	617.85	538.88
Heavy Duty Labourer	617.85	538.88
Pre-Packer	617.85	538.88
Junior Clerk	645.09	552.79
Senior Clerk	680.36	577.25
Junior Shop Assistant	617.85	538.88
Telephone Switchboard Operator	617.85	538.88
Copy Typist	617.85	538.88
Driver (Light Vehicle)	645.09	552.79
Petrol Pump Attendant	645.09	552.79
Driver (Heavy Duty)	680.36	577.25
Shop Assistant	680.36	577.25
Blockman	680.36	577.25
Trainee Cashier	617.85	538.88
Cashier	775.35	612.51
Beautician	787.50	511.88
Cashier (salon)	675.00	438.75
Hairdresser	618.75	422.44
Assistant Hair Dresser	506.25	329.06
Hair Braider	506.25	329.06
Cleaner (salon)	281.25	182.81
Barberperson	450.00	292.50

N.B: Areas reflected against A above are, for the purposes of this Wages Regulations Order, deemed to be Urban Areas.

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## SECOND SCHEDULE

### WRITTEN PARTICULARS OF EMPLOYMENT

1. Name of Employer .....
2. Name of Employee .....
3. Date 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 Employee is free to join an industry union which is recognised by the undertaking.

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

C.J.M. KUNENE  
Principal Secretary  
Ministry of Enterprise & Employment

LEGAL NOTICE NO. 165 OF 1997

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

THE REGULATION OF WAGES (SECURITY SERVICES INDUSTRY) ORDER, 1997  
(Under Section 11)

In exercise of the powers conferred upon him by section 11 of the Wages Act, 1964, the Minister of Employment and Enterprise hereby makes the following Order -

*Citation.*

1. This Order may be cited as the Regulation of Wages (Security Industry) Order, 1997 and shall be deemed to have come into force on the 1st August, 1997.

*Application.*

2. (1) This Order shall apply to all persons employed in detective, investigative, patrolling and nightwatching services providing protection against burglary, fire personal injury and similar services connected with or related to the foregoing.

(2) This Order shall not apply to persons employed by:-

- (a) The Government
- (b) A local Authority

*Interpretation.*

3. In this order, unless the context otherwise requires:

“clerk” means an employee engaged on full time general clerical duties:

“group A” means an employee, other than a patrol supervisor, with three months or less continuous service:

“group B” means an employee, with more than three months’ up to twelve months’ continuous services;

“group B1” means an employee with more than twelve months’ continuous service;

“group C” means a patrol supervisor Grade II;

“group D” means a patrol supervisor grade I;

*Basic Minimum wage.*

4. (1) Basic Minimum wage to be paid to an employee shall,

- (i) include a ration allowance; and
- (ii) be calculated at a rate specified in the First Schedule hereto.

(2) An employee, who at the commencement of this Order, is entitled to benefits greater than those specified in this Order, shall not suffer any reduction in such benefits by reason of this Order coming into operation.

*Hours of work.*

5. The basic working week may consist of seventy two hours spread over a period of six days, the first sixty hours of which shall be at the normal rate and the remaining hours as overtime in accordance with Regulation 6.

*Overtime payment.*

6. (1) An employee who is required to be on duty and work in excess of the hours specified in Regulation 5 shall be entitled to be paid for such overtime at the rate of one and half times the employee's normal hourly rate of wages.

(2) Normal hourly rate shall mean the employees monthly rate of wages divided by two hundred and sixty hours.

*Annual Leave.*

7. (1) On completion of each period of twelve months' continuous service, an employee shall be entitled to an annual leave of twelve days with full pay plus nine days with full pay in compensation for public holidays worked.

(2) 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, or after a period of employment following the completion of a year in respect of which the paid annual holiday has been taken, the employer shall, on or before the date of such termination, pay to the employee a sum equal to not less than one day's wages for each completed month of such period.

*Sick Leave.*

8. After three months' continuous service with an employer; an employee shall be entitled to fourteen days sick leave with full pay and a further period of fourteen days on half pay in each period of twelve months of continuous employment, subject to the employee submitting to the employer a medical certificate covering the period of absence, signed by a Medical Practitioner registered in Swaziland.

*Public Holidays:*

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

New Years Day;  
Good Friday;  
Easter Monday;  
National Flag Day;  
King's Birthday;  
Somhlolo Day;  
Reed Dance Day;  
Incwala Day; and  
Christmas Day

*Day Off.*

10. (1) an employee shall be entitled to one day off in each week.

(2) the employer and employee may mutually agree that the day-off be deferred so to allow the employee to accumulate a total of four days off work each month.

*Travelling Expenses.*

11. (1) Any employee who travels on duty and remains away from his place of residence shall be reimbursed all travelling, lodging and meal expenses, incurred, if the employee remains away from the employee's place of work for a period of 48 hours, on production of receipts covering the expenditure.

(2) Where an employee is transferred from his place of employment the payment of expenses under regulation 12 (1) shall cease and the employer shall therefore provide such employee with suitable accommodation or payment in lieu thereof for a period of three months, to allow the alternative accommodation.

*Lay-Off.*

12. (1) A Lay-off due to circumstances beyond an employer's control shall not exceed fourteen working days and such lay-off shall be without pay and at the end of such period the employer shall either re-instate an employee or terminate the employee's employment in accordance with the Employment Act, 1980.

(2) During the lay-off the employer shall not engage any other employee to fill a vacancy created by the lay-off.

(3) The employer shall give a lay-off notice of not less than twenty-four hours to an employee before the Lay-off.

*Day Pay.*

13. An employee shall be paid not later than three days after the end of a pay period.

*Uniforms, Protective Clothing and Equipment.*

14. (1) The employer of a guard or watchman shall provide such employee free of charge with,

(a) boots (shoes for female guards) a whistle, a club, torch; and

(b) when reasonably required under the prevailing weather conditions, a hat, raincoat, or overcoat.

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

*Revocation of Legal Notice No. 135 of 1996.*

15. The Regulation of wages (Security Services Industry) Order 1996 is hereby revoked.

FIRST SCHEDULE

(Regulation 4)

(Per Month)

	<u>Rates</u>
Group A	424.00
Group B	460.00
Group B1	498.00
Group C	514.00
Group D	598.00
Telephonist	424.00
Clerk	598.00

SECOND SCHEDULE

WRITTEN PARTICULARS OF EMPLOYMENT FORM

1. Name of Employer .....
2. Name of Employee .....
3. Date Employment began .....
4. Wage and method of calculation .....
5. Intervals 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

C.J.M. KUNENE  
Principal Secretary  
Ministry of Employment and Enterprise

LEGAL NOTICE NO. 166 OF 1997

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THE COMMISSION OF ENQUIRY ACT, 1963  
(Act No. 35 of 1963)

THE COMMISSION OF ENQUIRY INTO THE OPERATIONS OF THE HAVELOCK MINE  
HOSPITAL (EXTENSION OF TIME) NOTICE, 1997  
(under Sections 4 and 5)

In exercise of the powers conferred by sections 4 and 5 of the Commissions of Enquiry Act, 1963 the Minister of Health and Social Welfare issues the following Notice -

*Citation and commencement.*

1. This Notice may be cited as the Commission of Enquiry into the Operations of the Havelock Mine Hospital (Extension of Time) Notice, 1997 and shall be deemed to have come into force on the 10th day of October, 1997.

*Extension of time.*

2. The time within which the Commission shall submit its report is extended from the 10th day of October, 1997, to the 31st day of October, 1997.

DR PHETSILE DLAMINI (MP)  
*Minister for Health and Social Welfare*

23 October, 1997.