

35



# SWAZILAND GOVERNMENT GAZETTE

VOL. XXXVIII]

MBABANE, Friday, June 23rd., 2000

[No. 575

## CONTENTS

No.	Page
<b>GENERAL NOTICES</b>	
54. Authorization of Change of Surname Notice .....	502
55. Authorization of Change of Surname Notice .....	502
<b>ADVERTISEMENTS</b> .....	<b>503</b>

## CONTENTS OF SUPPLEMENT

### PART C - LEGAL NOTICES

53. Control of Prices of Maize and Maize Meal Notice, 2000 .....	S1
54. The Maximum Wholesale and Retail Prices of Petroleum Products Notice, 2000 .....	S5
56. The Regulations of Wages (Security Services Industry) Order, 2000 .....	S6
57. The Cotton Levy Notice, 2000 .....	S11
58. The Regulations of Wages (Manufacturing and Sale of Handicrafts Industry) Order, 2000 ...	S11

GENERAL NOTICE NO. 54 OF 2000

THE CHANGE OF NAME ACT 1962  
(Act No. 67 of 1962)

AUTHORIZATION OF CHANGE OF NAME NOTICE  
(Under section 3)

In exercise of the powers conferred upon him by section 3 of the Change of Name Act, 1962, the Minister for Justice having satisfied himself that the provisions of the said Act have been complied with hereby authorises:-

ELMON NKAMBENI SHABANGU

A resident of Maphalaleni Royal Kraal, Hhohho, to assume the Surname **Dlamini**.

H. D. MAGAGULA (DR)  
*Principal Secretary*

Mbabane  
8th June, 2000

---

GENERAL NOTICE NO. 55 OF 2000

THE CHANGE OF NAME ACT 1962  
(Act No. 67 of 1962)

AUTHORIZATION OF CHANGE OF NAME NOTICE  
(Under section 3)

In exercise of the powers conferred upon him by section 3 of the Change of Name Act, 1962, the Minister for Justice having satisfied himself that the provisions of the said Act have been complied with hereby authorises:-

JOHN THANDUXOLO NDLANGAMANDLA

A resident of Zombodze Royal Kraal, Shiselweni to assume the Surname **Malinga**.

H. D. MAGAGULA (DR)  
*Principal Secretary*

Mbabane  
8th June, 2000

**NOTICE**

Notice is hereby given that I, Patrick Isiah Mayisela of Hhohho Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Mathunjwa after the fourth publication of this notice in each of the four consecutive weeks in the Times of Swaziland Newspaper, being the only newspaper 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 Mathunjwa is my natural surname.

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

P. O. Box 2666  
Mbabane

B749 4x30-06-2000

---

**NOTICE**

Notice is hereby given that I, Hezekia N. Mdluli of Shiselweni Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Masuku after the fourth publication of this notice in each of the four consecutive weeks in the Times of Swaziland Newspaper, being the only newspaper 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 Masuku is my natural surname.

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

P. O. Box 126  
Nhlangano

B748 4x30-06-2000

---

**NOTICE**

**ESTATE LATE: LUKE MAGAWULA MAZIBUKO ESTATE NO. ES4/99**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

MDUDUZI MAZIBUKO  
P. O. Box 1172  
Manzini

B844 23-06-2000

**NOTICE**

Notice is hereby given that I, Amos Kunene of Hhohho Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Nkambule after the fourth publication of this notice in each of the four consecutive weeks in the Times of Swaziland Newspaper, being the only newspaper 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 Nkambule is my natural surname.

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

P. O. Box 811  
Mbabane

B768 4x30-06-2000

---

**NOTICE**

Notice is hereby given that I, David Xolisa Shabangu of Hhohho Region intend to apply to the Honourable Minister for Justice of the Kingdom of Swaziland for authorisation to assume the surname Shongwe after the fourth publication of this notice in each of the four consecutive weeks in the Times of Swaziland Newspaper, being the only newspaper 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 Shongwe is my natural surname.

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

P. O. Box 1924  
Mbabane

B823 4x07-07-2000

---

**NOTICE**

**ESTATE LATE: AARON JOHN DLAMINI ESTATE NO. ES204/2000**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

JABULANE DLAMINI  
P. O. Box 1  
Mbabane

B846 23-06-2000

**NOTICE**

Notice is hereby given that we intend applying for a certified copy of: **Deed of Transfer No. 144/1985 dated the 22nd March, 1985**; in favour of **QINISILE MYTHE HLANZE, (born MABUZA on the 21st October, 1950), Divorcee** in respect of:-

**CERTAIN** : Erf No. 184, situate on the corner of Caswall and Ellers Road in the Township of Fairview, District of Manzini, Swaziland;

**MEASURING** : 1382 (ONE THREE EIGHT TWO) Square Metres.

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

DATED AT MBABANE THIS 15TH DAY OF JUNE, 2000.

ROBINSON BERTRAM  
Attorneys for Applicant  
Sokhamlilo Building  
P O Box 24  
Mbabane

B836 2x23-06-2000

---

**NOTICE**

**ESTATE LATE: SIKHUMBA ABEL GAMA ESTATE NO. EM249/99**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

NICHOLAS G. GAMA  
P. O. Box 1602  
Manzini

B847 23-06-2000

---

**NOTICE**

**ESTATE LATE: THOMAS SOMKHONYWANA MAMBA ESTATE NO. ES123/99**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

MR MANGALISO J.S. MAMBA  
Maloma Central Store  
P/B Manzini  
Swaziland

B850 23-06-2000

**NOTICE**

**ESTATE LATE: SIBONAKUBI MHLANGA ESTATE NO. EH149/97**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

**KHETSIWE MHLANGA**  
P. O. Box 1671  
Manzini

B851 23-06-2000

---

**NOTICE OF MEETING**

**AFRICA EDIBLE OILS (PTY) LTD (IN LIQUIDATION)**

Notice is hereby given that the first meeting of creditors and contributories will be held at the premises of the company, at **PLOT 37, KING SOBHUZA II AVENUE, MATSAPHA** on 03 July 2000, at 10.00 a.m. for the purpose of:

1. Appointment of a Liquidator.
2. Proof of claims.
3. Receiving any report on the affairs of the company in liquidation that the Liquidator may wish to make.
4. Giving the Liquidator such directives pertinent to the winding up of the company which the creditors may by majority vote resolve.

Claims and proxy forms, in legal form, should be lodged with the Liquidator, at the latest by **12.00 noon, Friday, 30 June 2000**, at the offices of **FIPS, 4th Floor, Mbandzeni House, Church Street, MBABANE**.

The liquidator may be contacted on telephone 4049069, and fax 4047482.

Yours faithfully

**PAUL M-LUBEGA**  
*Liquidator*

B855 23-06-2000

**NOTICE**

**ESTATE LATE: WALTER MPHIKELELI DLAMINI ESTATE NO. EH40/93**

Notice is hereby given 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 for inspection at the offices of the Master of the High Court of Swaziland at Mbabane and at the office of the Regional Administrator for the District of Shiselweni for a period of Twenty One (21) days from the date of appearance of this Notice.

Any person objecting to the account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

ROBINSON BERTRAM  
Attorneys for Executor./Executrix  
P. O. Box 24  
Mbabane

B856 23-06-2000

---

**NOTICE**

Notice is hereby given that we intend applying for a certified copy of Mortgage Bond No. 303/1986 dated the 12th day of September, 1986 in respect of:

CERTAIN : Portion 5 of Farm No. 182 situate in the District of LUBOMBO, Swaziland;

MEASURING : 3283 (THREE TWO EIGHT THREE) square metres;

made in favour of Swaziland Development and Savings Bank

All persons having objections to the issue of the aforesaid copies are hereby requested to lodge same with the Registrar of Deeds for Swaziland at Mbabane within three (3) weeks of the last publication of this Notice.

DATED AT MBABANE ON THE 2ND DAY OF APRIL, 2000

SAMUEL S. EARNSHAW & PARTNERS  
Attorneys for Applicant  
P. O. Box 1134  
Mbabane

B857 2x30-06-2000

---

**NOTICE**

**ESTATE LATE: GEORGE VICTORIA SILINDZA ESTATE NO. EH30/2000**

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

ANNAH HLATSHWAKO  
P. O. Box 3753  
Mbabane

B843 23-06-2000

**NOTICE**

**ESTATE LATE: SIPHO SIMON DLAMINI ESTATE NO. EL62/2000**

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

LUCY DLAMINI & ELIZABETH T. DLAMINI  
P. O. Box 3109  
Mbabane

B845 23-06-2000

---

**NOTICE**

**ESTATE LATE: TIMOTHY SIFO MDLULI ESTATE NO. EH16/2000**

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

DAVID S. MDLULI  
P. O. Box 62  
Mbabane

B848 23-06-2000

---

**NOTICE**

**ESTATE LATE: FRANCIS S. MABUZA ESTATE NO. EM75/2000**

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

ANNA MABUZA  
P. O. Box 4096  
Manzini

B849 23-06-2000

---

**NOTICE**

**ESTATE LATE: MR MAJAHONKE L. NDWANDWE ESTATE NO. EP19/2000**

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 ZANDILE NDWANDWE  
P. O. Box A14  
Mayiwane

B852 23-06-2000

**NOTICE**

**ESTATE LATE: MBONI PAUL MDLULI ESTATE NO. EM300/99**

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

AARON MDLULI  
P. O. Box 91  
Mbabane

B853 23-06-2000

---

**NOTICE**

**VOLUNTARY LIQUIDATION**

**(In terms of Section 159(1) of the Companies Act No. 7/1912)**

Africa Edible Oils (Proprietary) Limited hereby given notice in terms of the aforesaid provision that an extra ordinary meeting of members held on 09 June 2000, at Plot No. 37 and 38, King Sobhuza II Avenue, Matsapha, the following extraordinary resolution was taken:

- (1) That the company be wound up voluntarily.
- (2) That Paul Mulindwa-Lubega be appointed as the Liquidator.

GEORGE PLATON TSAKIRIS  
*Chairman*

B854 23-06-2000

---

**NOTICE**

**ESTATE LATE: MAVELA STEPHEN MOKOENA ESTATE NO. EM267/99**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

NOMATHEMBA MOKOENA  
P. O. Box 1488  
Mbabane

B860 23-06-2000

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 1131/97

In the matter between:

GROWTH TRUST CORPORATION LTD

Plaintiff

and

DR BENJAMIN 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 High Court Building, Mbabane, at 11:30 a.m. on Friday the 28th July 2000.

- CERTAIN : Portion 133 (a portion of Portion 6) situate in the District of Hhohho, Swaziland;
- MEASURING : 1,7600 (One Comma Seven Six Zero Zero) Hectares;
- IMPROVEMENTS : None - vacant piece of land;
- HELD : By Benjamin Ndabankhulu Dlamini, under Certificate of Registered Title No. 325/89;
- RESERVE PRICE : E65 000.00 (Sixty Five Thousand Emalangeni).

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE THIS 16TH DAY OF JUNE 2000.

T. S. MAZIYA  
Sheriff of Swaziland  
c/o The Registrar of the High Court  
Mbabane

B864 23-06-2000

---

**NOTICE**

**ESTATE LATE: CLEMENT Z. TSABEDZE ESTATE NO. EL38/2000**

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

NTULU TSABEDZE  
P. O. Box 39  
Mpaka

B868 23-06-2000

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 1516/99

In the matter between:

STANDARD BANK SWAZILAND LTD

Plaintiff

and

K J L (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 High Court Building, Mbabane, District of Hhohho at 11:30 a.m. on Friday the 28th July 2000.

CERTAIN : Portion 847 (a portion of Portion 172) of Farm Dalriach No. 188  
situate in the urban area of Mbabane, District of Hhohho, Swaziland;

MEASURING : 2000 (Two Zero Zero Zero) Square Metres;

HELD : By the Defendant, under Deed of Transfer No. 193/93

RESERVE PRICE : E50,000.00 (Fifty One Thousand Emalangeni).

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane.

**80% of the reserve price can be secured from Standard Bank. Contact Manzini Branch Manager.**

Further particulars may be obtained from the undersigned.

DATED AT MBABANE THIS 16TH DAY OF JUNE 2000.

T. S. MAZIYA  
Sheriff of Swaziland  
c/o The Registrar of the High Court  
Mbabane

B865 23-06-2000

---

**NOTICE**

**ESTATE LATE: ZIPHORAH THEMBISILE NGUBANE ESTATE NO. EH65/2000**

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

BHEKI DLAMINI  
P. O. Box 2869  
Mbabane

B859 23-06-2000

**NOTICE**

**ESTATE LATE: MAERA MARY NHLAPHO ESTATE NO. EH120/2000**

Debtors and Creditors in the abovementioned estate are hereby requested to lodge their claims and pay their debts with the undersigned within 30 days after the date of publication of this notice.

DATED AT MBABANE THIS 16 DAY OF JUNE 2000.

P M SHILUBANE & ASSOCIATES  
Attorneys for the Executor  
Third Floor  
Lilunga House  
Gilfillan Street  
P. O. Box 2788  
Mbabane

B863 23-06-2000

---

**NOTICE**

**ESTATE LATE: CHARLES M. SHAZI ESTATE NO. EM249/97**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

JABU SHAZI  
P. O. Box 3739  
Manzini

B861 23-06-2000

---

**NOTICE**

**ESTATE LATE: WILSON MFANAWANI DLUDLU ESTATE NO. ES221/99**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

JOYCE DUDU DLUDLU  
P. O. Box 728  
Nhlangano

B862 23-06-2000

**NOTICE**

**IN THE HIGH COURT OF SWAZILAND**

HELD AT MBABANE

CASE NO. 1401/98

In the matter between:

SWAZILAND DEVELOPMENT & SAVINGS BANK

Plaintiff

and

ENOCK JABULANI NDABA

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 High Court Building, Mbabane, District of Hhohho at 11:30 a.m. on Friday the 28th July 2000.

- CERTAIN : Lot No. 2341, Mbabane Extension No. 21 (Embangweni Township) situate in the District of Hhohho, Swaziland;
- MEASURING : 844 (Eight Four Four) Square Metres;
- HELD : By the Defendant, Enock Jabulani Ndaba, under Deed of Transfer No. 275/1992.
- IMPROVEMENTS : Undeveloped plot
- RESERVE PRICE : E45,000.00 (Forty Five Thousand Emalangeni).

The Conditions of Sale are available for inspection at the office of the Sheriff in the High Court Building in Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE THIS 16TH DAY OF JUNE 2000.

T. S. MAZIYA  
Sheriff of Swaziland  
c/o The Registrar of the High Court  
Mbabane

B866 23-06-2000

**NOTICE OF SALE IN EXECUTION**  
**IN THE HIGH COURT OF SWAZILAND**

CASE NO. 1698/98

In the matter of:-

STANDARD BANK LTD

Judgment Creditor

and

SUNSHINE SYLVIA NKOSI

Judgment Debtor

---

**NOTICE OF SALE**

---

NOTICE is hereby given that pursuant to a Warrant of Execution issued in the above matter, the following immovable property of the Judgment Debtor will be sold by public auction by the Deputy Sheriff for the District of Lubombo outside the Magistrate's Court, Siteki, at 12 noon on the 14th day of July 2000.

CERTAIN : Lot No. 28, Siteki Township, Lubombo Township, Lubombo District, Swaziland.  
MEASURING : 2231 square metres  
IMPROVEMENTS : 1 Main House together with outbuilding  
RESERVE PRICE : E75,000.00

Conditions of Sale are available for inspection at the office of the Sheriff in the High Court outside the Magistrate's Court/Millin & Currie incorporating R D Friedlander & Co, the attorneys for the Judgment Creditor, Development House, Swazi Plaza, Mbabane.

Further particulars may be obtained from the undersigned.

DATED AT MBABANE ON THIS 19TH DAY OF JUNE 2000.

T. S. MAZIYA  
Sheriff of Swaziland  
c/o The Registrar of the High Court  
Mbabane

B870 23-06-2000

**NOTICE**

**ESTATE LATE: CYPRIAN JASSON TSELA ESTATE NO. EH132/99**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

VICTOR M. TSELA  
P. O. Box 46  
Piggs Peak

B867 23-06-2000

---

**NOTICE**

**ESTATE LATE: ELIAS MSHENGU NGUBENI ESTATE NO. EM275/99**

Notice is hereby given in terms of Section 52 bis of the Administration of Estates Act No. 28/1902 that the First and Final Liquidation Account will lie open at the office of the Master of the High Court of Swaziland Mbabane for a period of 21 days (twenty one days) from date of publication of this Notice.

Any person objecting to the Account may lodge his/her objection in writing in duplicate with the Master of the High Court at any time before expiry of the said period.

THOMAS NGUBENI  
P. O. Box 361  
Mbabane

B869 23-06-2000

**SUPPLEMENT TO**  
**THE**  
**SWAZILAND GOVERNMENT**  
**GAZETTE**

---

VOL. XXXVIII]

MBABANE, Friday, June 23rd., 2000

[No. 575

---

**CONTENTS**

<b>No.</b>		<b>Page</b>
<b>PART C - LEGAL NOTICES</b>		
53.	Control of Prices of Maize and Maize Meal Notice, 2000 .....	S1
54.	The Maximum Wholesale and Retail Prices of Petroleum Products Notice, 2000 .....	S5
56.	The Regulations of Wages (Security Services Industry) Order, 2000 .....	S6
57.	The Cotton Levy Notice, 2000 .....	S11
58.	The Regulations of Wages (Manufacturing and Sale of Handicrafts Industry) Order, 2000 ...	S11

## LEGAL NOTICE NO. 53 OF 2000

**THE CONTROL OF CEREALS, 1959**  
(Act No. 28 of 1959)**CONTROL OF PRICES OF MAIZE AND MAIZE MEAL NOTICE, 2000**  
(Under section 4)

In exercise of the powers conferred by section 4 of the Control of Cereals Act, 1959, the Minister for Agriculture and Co-operatives hereby issues the following notice:-

*Citation and Commencement.*

1. This notice may be cited as the Control of Maize and Maize Meal Notice, 2000 and shall be deemed to have come into force on the 1st April, 2000.

*Interpretation.*

2. In this Notice:-

“bag of maize” means a unit of 70kg weight of maize fit for human consumption and packed in a sound container;

“burlap or jute bag” means a sack made of natural jute fibres;

“plastic bag” or “polypropylene bag” means a sack of synthetic fibres;

“sound container” means a bag of not less than Grade 1 second hand quality.

*Minimum price of white maize produced in Swaziland.*

3. Subject to section 6, a buyer who purchases maize produced in Swaziland shall pay to the producer or seller not less than E52.50 per 70kg of white maize.

*Price of bag and weight computation.*

4. (i) Subject to section 6, producers delivering maize in bags will receive 25 cents for each bag as compensation for wear and tear of the bag irrespective of the quality of the bag.  
(ii) Producers selling the bag along with the maize will be paid E2.00 for a Grade 1 bag and a negotiated price for used bags other than grade 1 quality bags.  
(iii) The net weight of a bag under this section shall be computed by subtracting the weight of the empty bag, which weight has been fixed as follows -
  - (a) the weight of a burlap bag or jute bag shall be 1kg; and
  - (b) the weight of a synthetic fibre bag shall be 0.15kg.

*Content of moisture.*

5. (1) Maize of a moisture content of up to but not exceeding 12.5 per cent shall be accepted by all buyers.

(2) Notwithstanding subsection (1) maize with a moisture content not exceeding 18 per cent shall be accepted at all silos of the National Maize Corporation provided a pro rata deduction shall be made for maize with a moisture content exceeding 12.5 per cent. The pro rata deduction will comprise a mass loss component and a drying charge as set out in schedule 1.

*Application of section 3 and 4.*

Section 3 and 4 shall apply:-

6. (1) only in the case of white maize in a sound container;  
 (2) for maize of a moisture content up to but not exceeding 12.5 per cent; and

*Cartage allowance.*

7. (1) Where the producer or seller delivers maize to the buyer at an authorised place other than Matsapha, there will be no cartage allowance as this is covered in the price specified in sub-section 3.

(2) Where the producer or seller delivers a minimum of 5 tonnes of maize in bulk to the buyer at Matsapha, the price specified in section 3 shall be increased by the transport charges incurred by him according to the rates specified in schedule 2.

*Revocation of Legal Notice No. 77 of 1999.*

8. The control of prices of Maize and Maize Meal Notice No. 77 of 1999 is hereby revoked with effect from 1st April 2000.

N. M. NKAMBULE  
*Principal Secretary*

**SCHEDULE 1**

**PRO RATA MASS LOSS DEDUCTIONS AND DRYING CHARGES**

Moisture Content Reading	Moisture kg/bag	Moisture kg/ton	Mass Loss Deduction E/bag	Mass Loss Deduction E/ton	Drying Charge E/bag	Drying Charge E/ton	Total Deduction E/ton
12.5 - 13.0%	0.35	5	0.22	3.14	0.16	2.30	5.44
13.0 - 13.5%	0.70	10	0.44	6.29	0.31	4.44	10.72
13.5 - 14.0%	1.05	15	0.66	9.43	0.46	6.57	16.00
14.0 - 14.5%	1.40	20	0.88	12.57	0.61	8.71	21.28
14.5 - 15.0%	2.10	30	1.10	15.71	0.77	11.01	26.72
15.0 - 15.5%	2.45	35	1.32	18.86	0.91	12.98	31.84
15.5 - 16.0%	2.80	40	1.54	22.00	1.07	15.28	37.28
16.0 - 16.5%	3.15	45	1.76	25.14	1.22	17.41	42.56

Moisture Content Reading	Moisture kg/bag	Moisture kg/ton	Mass Loss Deduction E/bag	Mass Loss Deduction E/ton	Drying Charge E/bag	Drying Charge E/ton	Total Deduction E/ton
16.5 - 17.0%	3.50	50	1.98	28.29	1.38	19.71	48.00
17.0 - 17.5%	3.85	55	2.20	31.43	1.53	21.85	53.28
17.5 - 18.0%	4.20	60	2.45	34.57	1.68	23.99	58.56

**SCHEDULE 2**

**FARMER'S CARTAGE RATES PROPOSED FOR 2000**

Kilometres	2000 Rates per tonne (Emalangeni)	Destination
1-5	7.60	Matsapha, Etjeni, Ludzeludze
6-10	9.06	Mahlanya, Zombodze, Mbanana, Logoba
11-15	10.54	Sigombeni, Tibiyo, Dwaleni, Elwandle, Boyane
16-20	12.02	Esibuyeni, Malkerns, Mdutjane, Sankolweni
21-25	13.48	Moyeni, Maliyaduma, Hhelehhele, Sigcaweni, Luyengo, Mbekelweni
26-30	14.95	Malkerns Research, Mzimpofo, Mafutseni Ranch, Nyakeni, Brandt, Sidvokodvo, Gundvwini, Lobamba, Ezulwini, Nsenga, Evusweni
31-35	16.41	Engwazini, Mbabane, Ntondozi, Encabaneni, Ndinda, Mdzimba, Packard & Wright, Dlangeni, Mafutseni
36-40	17.90	Mposi, Ngogola, Sidwashini, Mkhondvo, Mpini
41-45	19.37	Bhunya, Tonkwane, Mtimane, Vikizijula, Kalamgabhi, Luhleko
46-50	20.83	Ekukhanyeni, Nsingweni, Malandzela, Lundzi, Mkhaya
51-55	22.30	Nkiliji, Mpisi, Bhekinkhosi, Mdomezulu, Luve, Malindza, Motjane, Esigangeni, Mponono, Mankayane, Scotts Ranch
56-60	23.77	Mliba, Mbuluzi barracks, Siphofaneni, Kakhuphuka, Mhlambanyatsi, Lubhuku, Mantabeni, Luhlendlweni, Ekupheleni, Dvokolwako, Ngwempisi
61-65	25.25	Black Mbuluzi, Mpaka, Mbuluzi Mission, Ngwenya, Nkhaba, Maphalaleni

<b>Kilometres</b>	<b>2000 Rates per tonne (Emalangen)</b>	<b>Destination</b>
66-70	26.71	St. Florence, Sinceni, Mgazini, Nyonyane, Sithobelweni
71-75	28.19	Mpala Ranch, Lushikishini, Mahlangatja, Langa
76-80	29.66	Mtsambama, Hlathikhulu, S'cunusa, Magubheleni, Dwalile, Siyendle, Sandlane, Ebuseleni, Nkwene, Siteki, Kalanga
81-85	31.12	St. Philips, Mandlangempisi, Tambuti, Bhalekane, Gucuka, Mangcongco, Zandonzo, Madvulini
86-90	32.61	Nkambeni, Eden Valley, Mooihoek, Ngwavuma
91-95	34.00	
96-100	35.40	Kubuta, Big-Bend Sugar, Engudzeni, Nsoko, Mhlatuzane, Lavundlamanti, Nhlangano, Piggs-Peak
101-105	37.00	Sitsatsaweni, Lowveld Experimental Station, Maphungwane
106-110	38.48	Matsanjeni, SIS, Sihoya, Tambankulu, Endzingeni, Maloma, Mkhitsini, Tikhuba
111-115	39.96	Mhlume, Mashobeni, Lomahasha, Shewula, Mbangweni, A1 Store, Lubulini, Mambane, Zombodze S, Ngowane, Makhosini
116-120	41.42	Mhlosheni, Mahamba, Mpofo, Nginamadolo, Ensangwini
121-125	42.90	Herefords, Ngonini, Gege, Emvembili, Ndlalambi, Havelock, Mshingishingini
126-130	44.36	Hluti, Ezikhotheni, Ntfontjeni
131-135	44.92	
136-140	45.89	
141-145	48.78	
146-150	50.52	
151-155	51.71	Mayiwane
156-160	53.18	Lavumisa, Matsamo, Mkhuzweni

## LEGAL NOTICE NO. 54 OF 2000

---

 THE PRICE CONTROL ORDER, 1973  
 (Order No. 25 of 1973)

 THE MAXIMUM WHOLESALE AND RETAIL PRICES OF PETROLEUM  
 PRODUCTS NOTICE, 2000

In exercise of the powers conferred by section 5 and 10 of the Prices Control Order, 1973 the Price Controller issues the following Notice.

*Citation and Commencement*

1. This Notice may be cited as the Maximum Wholesale and Retail Prices of Petroleum Products Notice, 2000 and shall be deemed to have come into force at midnight on Monday the 8th of May 2000.

*Maximum Prices and Petroleum Products*

2. (1) Subject to section 2 (2), the maximum wholesale and retail prices of petroleum products shall be as set out in the Schedule to this Notice.

(2) Maximum wholesale and retail prices of petroleum products as set out in the Schedule shall be subject to the condition that no oil company shall grant or allow a rebate or discount to any customer without first obtaining the consent of the Price Controller.

*Revocation of Legal Notice No. 18 of 2000.*

3. Legal Notice No. 18 of 2000 is revoked.

---

**SCHEDULE**

(In terms of section 2 of the notice)

	<b>Petrol in bulk to Retailers</b>	<b>Petrol in bulk to Retailers</b>	<b>Illuminating Paraffin in Bulk</b>	<b>Diesel Gas Oil</b>
<b>DUTY</b>	All uses 4.00	All uses 4.00	Free	Free Duty 4.00
<b>PRODUCTS</b>	Petrol 97 Octane (Leaded)	Petrol 95 Octane (Unleaded)	Illuminating Paraffin	Diesel
<b>WHOLESALE PRICE</b>	249.68 c/l	246.68 c/l	161.28 c/l	239.68 c/l
<b>RETAIL PRICE</b>	270.00 c/l	267.00 c/l	180.00 c/l	260.00 c/l

SANDILE B. CEKO  
*Price Controller*

LEGAL NOTICE NO. 56 OF 2000

---

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

THE REGULATION OF WAGES (SECURITY SERVICES INDUSTRY) ORDER, 2000  
(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, 2000 and shall be deemed to have come into force on the 1st August, 2000.

*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 services;

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

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

“group C” means a patrol supervisor Grade 11;

“group D” means a patrol supervisor grade 1.

*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 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;  
Christmas Day; and  
May 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. 95 of 1999*

15. The Regulation of wages (Security Services Industry) Order 1999 is hereby revoked.

**FIRST SCHEDULE**

**(Regulation 4)**

(Per Month)

**RATES**

Group A	562.00
Group B	609.00
Group B1	660.00
Group C	680.00
Group D	793.00
Telephonist	562.00
Clerk	793.00

---

**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

**M. E. VILAKATI**  
*Principal Secretary*  
*Ministry of Employment and Enterprise*

LEGAL NOTICE NO. 57 OF 2000

---

SWAZILAND COTTON BOARD

THE COTTON ACT, 1967  
(Act No. 26 of 1967)

THE COTTON LEVY NOTICE, 2000  
(Under Section 13)

In exercise of the powers conferred by Section 13 of the Cotton Act, 1967 (hereinafter called "the principal Act") the Minister for Agriculture and Co-operatives, after consulting the Cotton Board, hereby issues the following Notice:-

*Citation.*

1. This Notice may be cited as the Cotton Levy Notice, 2000.

*Imposition of Levy 1999/2000.*

2. A levy of 3.0 cents per kilogram of seed cotton produced by a grower in respect of the 1999/2000 season is imposed.
3. The grower shall pay the levy under paragraph 2 and surcharge of it under section 13 (2) of the principal Act to the following who have agreed with the Cotton Board to deduct the levy from the purchase price of seed cotton purchased and to pay the amount to the Executive Officer in accordance with section 13 (7) of the principal Act, namely, Vunisa Cotton (Pty) Ltd.

*Recovery of Levy.*

4. The Board may recover from a ginner an unpaid levy and surcharge under section 13 of the principal Act.

*Revocation of Legal Notice No. 26 of 1999.*

5. The Cotton Levy Notice, 1999 is hereby revoked.

N. M. NKAMBULE  
*Principal Secretary*

---

LEGAL NOTICE NO. 58 OF 2000

---

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

THE REGULATIONS OF WAGES (MANUFACTURING AND SALE OF  
HANDICRAFTS INDUSTRY) ORDER, 2000  
(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 and Commencement.*

1. This Order may be cited as the Regulation of Wages (Manufacture and Sale of Handicrafts) Order 2000 and shall be deemed to have come into effect on the 1st March, 2000.

*Application.*

2. This Order shall apply to all persons employed in any undertaking which consists wholly or mainly in the carrying on of one or more of the following activities -

- (a) the manufacture primarily by hand, with minimal use of powered machines of spinning, glass-work, weaving, knitting, sewing, carving, dyeing, casting, forging, pottery, tanning, painting screen and drawing of goods to be sold as handicrafts of Swaziland; or
- (b) the sale of handicrafts in establishments responsible for or associated with or part of undertakings for the manufacture of goods described in the preceding paragraph (a).

Provided that this Order shall not apply to persons employed by -

- (i) the government of Swaziland;
- (ii) a local authority; or
- (iii) such charitable, or religious organisations or medical institutions declared in writing, by the Minister to be exempted from the provisions of these Regulations.

*Interpretation.*

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

“bobbin winder” means an employee who winds yarn into a bobbin in preparation for weaving with hand;

“carder” means an employee who cards by hand or machine;

“casual labour” shall have the same meaning as that ascribed to it in the Employment Act;

“checker” means an employee who checks the receipt of unfinished goods and raw materials or the dispatch of finished goods or unfinished goods and checks quality and quantity;

“clerk/storeman” means an employee who undertakes clerical duties, correspondence preparation, filing and despatch, keeping stores and stock control, invoicing and the handling of petty cash;

“craftsman” means a person who, after completing 6 months period as a trainee craftsman, is appointed to be a craftsman in spinning, weaving, knitting, sewing, carving, casting, forging, moulding, pottery tanning, painting, drawing batik, candlemaking or in whatever other aspect of handicraft he may be assigned to exercise his skill or skills;

“cleaner” means an employee who is responsible for the cleaning of the factory, offices, toilets or canteen;

“cook” means an employee who is engaged in cooking and issuing food to other employees;

“continuous service” means service in the employment of the employer interrupted only by the death, retirement or discharge of the employee concerned and an employee who is re-engaged within two months of his discharge shall be deemed to be in the continuous service of that employer;

“driver (LDV)” means an employee in possession of a current driving licence who drives a vehicle of not more than 3 tons tare weight, and whose responsibilities include the care and cleanliness of the vehicle, simple maintenance, the handling of cargo to and from the vehicle and such other duties as from time to time, may be assigned to him;

“dyer” means an employee who prepares dyes, mixes and supervises the dyeing of materials;

“engraver” means an employee who engraves, smoothens, polishes the finished glassware and carries out duties related thereto;

“engraver assistant” means an employee who engraves, smoothens, polishes the finished glassware and carries out duties given by the engraver;

“finisher” means a person who is employed to complete the manufacture of any article and makes final preparations for its sale or display;

“general labourer” means a person employed to perform tasks not requiring the exercise of particular skills or scholastic attainment;

“handyman” means an employee who does not hold a trade test certificate but who carries out simple repairs and supervises and allocates work to subordinate staff under his control;

“machinist” means an employee who operates an electrical sewing machine to manufacture clothing or garment;

“machinist assistant” means an employee, other than a learner machine operator, who attends and operate a guillotine machine, bending machine, spot welding machine or any other machine requiring similar skills;

“machine operator” means an employee, other than a learner operator, engaged in operating a machine;

“master screen printer” means an employee who is capable of cutting screen mixing pigments and has thorough knowledge of screen printing techniques;

“master potter” means an employee who is skilled in making pots to any specification, who has a general knowledge of glazing and firing techniques;

“master weaver” a person who knows all aspects of weaving both frame and loom weaving, preparing of warps and warping materials and production of woven articles to specification;

“master silversmith” means an employee who is capable of working silver to any specification;

“melter” means an employee who melts glasses in glass factory;

“outworker” shall have the same meaning as that ascribed to it in the Employment Act;

“office clerk” means an employee who does, general clerical duties including typing and answering the telephone;

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

“security guard” or “watchman” shall mean a person employed to protect his employer’s premises and property and, generally, to safeguard the livelihood of the employer’s work force;

“shop assistant” means a person employed to sell goods to the public, to transact business with customers, to display goods that are for sale, to prepare invoices and receipts, to receive and disburse cash and remittances, to pack goods purchased by customers and to ensure the cleanliness and good appearance of the sales premises;

“supervisor” means a person employed to oversee the work, quality of work and productivity of the personnel placed in his charge and to be responsible for their conduct and discipline;

“screenprinter” means an employee who screenprints by hand pulling a squeegee;

“semi-skilledkiln hand” means an employee who has limited knowledge in operating kiln and packs it according to specification;

“silver-smith” means an employee who is capable of working silver by hand;

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

“trainee craftsman” means a person who, after successful conclusion of the probation period has been appointed to be a trainee craftsman and who serves in that capacity in whatever skill or craft he may be assigned for a period, not exceeding 6 months from the date of appointment;

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

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

#### *Basic Minimum Wage.*

4. The basic minimum wage inclusive of rations or cash in lieu thereof to be paid to employees specified in the First Schedule shall be calculated at a rate not less than that specified therein provided that:-

- (a) an employee who, at the date of commencement of this Order is in receipt of a wage higher than that prescribed by this Order, shall not suffer any reduction in such wages by reason of this order; and
- (b) where no definition of an employee’s duties are provided for in the Order such employee shall be paid a basic wage not less than that applicable to a general labourer.

#### *Hours of Work.*

5. The normal working hours for employees, other than those engaged as outworkers, piece workers and casual labourers and subject to the provisions of regulations 6 of this Order shall be:-

- (a) for those engaged, other as watchman or casual labourers, forty five hours a week; and
- (b) for those engaged as security guards or watchman, sixty hours in five shifts of twelve hours each in a week.

*Overtime.*

6. (1) An employee required to work hours in excess of weekly hours specified in regulation 5 shall be remunerated as follows for any hours so worked:-

- (a) for hours worked on a day, other than Sunday or a public holiday specified in regulation 7 in excess of those specified in regulation 6 of this Order shall be at the rate of one and a half times the hourly rate; and
- (b) for hours worked on a Sunday or a public holiday specified in the regulation 7, in excess of those specified in regulation 5 (a) payment shall be at the rate of twice the hourly rate.

(2) An employee engaged as a security guard or watchman required to work hours in excess of those specified in regulation 5 (b) or who is required to work on a public holiday specified in regulation 7 shall be remunerated for the hours so worked at twice the hourly rate or, by agreement between the employee and the employer, shall be granted an equivalent amount of time off on another occasion in lieu of thereof.

(3) The basic hourly rate of wages shall be calculated:-

- (a) in respect of employees whose hours are specified in regulation 5 (a) by the division of the monthly rate of wages specified in the First Schedule by one hundred and ninety three hours and half an hour (193.5 hours); and
- (b) in respect of employees whose hours are specified in regulation 5 (b) by the division of the monthly rate of wages specified in the First Schedule by two hundred and ten hours (210 hours).

*Public Holiday.*

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

Incwala;  
New Years Day;  
Good Friday;  
Easter Monday;  
King's Birthday (19 April);  
Umhlanga;  
Somhlolo Day;  
Christmas Day;  
Boxing Day; and  
Workers 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.

*Payment for Overtime.*

8. (1) For an employee other than a watchman or security guard shall be payable at the following rate:-

- (a) during the normal working week, for overtime worked before midnight in excess of the normal working hours, at one and half times his normal hourly rate of wages;
- (b) for any time worked on a public holiday specified in regulation 7 or Sunday at twice his normal hourly rate of wages.

(2) Overtime in respect of a watchman or security guard shall be calculated at twice his hourly rate for all time worked on a public holiday specified in regulation 7 or any time worked in excess of twelve hours on any normal working day, provided that any watchman or security guard who has been absent from work during any week without reasonable cause shall not be entitled to overtime in that week until he has completed seventy-two hours of work.

*Annual Leave.*

9. (1) After three months of continuous service, an employee shall be entitled to one day's leave on full pay in respect of each months continuous service, such leave is in addition to the Public Holidays specified in regulation 7.

(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 the employer shall pay to the employee a sum not less than one day's wages for each completed month of such period.

*Sick Leave.*

10. (1) After three 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 minimum of fourteen days on full wages and thereafter to a maximum of fourteen days on half wages in each period of twelve months continuous service.

(2) Notwithstanding sub-regulation (1),

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

*Compassionate Leave.*

11. (i) After three months of continuous service, an employee shall be entitled to compassionate leave with full pay as follows:

Widow/Widower	-	30 calender days
Child	-	7 calender days
Natural parents	-	7 calender days

(ii) Entitlement to compassionate leave of any relatives in addition to the above shall be at the discretion of the employer.

*Written particulars of employment to be provided.*

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

*Continuous Service.*

13. 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.*

14. Where 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 protective clothing and such employee shall use the protective clothing as instructed.

*Lay-Off.*

15. (1) Where an employer is unable to provide work for any employee due to -

- (a) unavailability of working materials; or
- (b) temporary cessation of work,

he may, subject to him giving the employee not less than twenty four hours notice, lay-off the employee, without pay, for a maximum period of fifteen working days in the circumstances mentioned in sub-regulation (a) and for a maximum period of thirty working days in the circumstances mentioned in sub-regulation (b).

(2) At the expiry of fifteen working days or thirty working days as may be applicable, the employer shall either provide work for the employee, or terminate his employment under the provisions of the Employment Act.

(3) An employee who has been engaged for the duration of a specific project or in connection with a specific project shall, upon commencement of work be informed of the date upon which it is estimated the project will terminate.

(4) The specifying of such date of termination, notwithstanding any other law whether or not the project has in fact terminated, shall constitute an adequate notice by the employer to the employee of the date of notice of termination of such contract of service.

*Piece Work.*

16. An employee engaged on piece work shall be remunerated at a rate not less than that specified in the First Schedule.

*Revocation of Legal Notice No. 23 of 1998.*

17. The Regulation of Wages (Manufacture and Sale of Handicrafts) Order, 1998 is hereby revoked.

---

**FIRST SCHEDULE**  
**(Regulation 4)**

**BASIC MINIMUM WAGE**  
**(Emalangi per month)**

General Labourer  
Cleaner

**E338.81**

Trainee Craftsman	<b>E338.81</b>
Piece Worker	
Washer	
Cook	
Casual Labourer	

---

Batik Maker	
Carder	
Bobbin Winer	
Spinner	<b>E396.40</b>
Handyman	
Finisher	
Melter	
Engraver Assistant	
Mechinist Assistant	
Semi-skilled Kiln hand	
Security Guard	

---

Office clerk	
Shop Assistant	
Machine Operator	<b>E429.77</b>
Machinist	
Weaver	
Engraver	
Craftsman	
Potter	
Screenprinter	
Silversmith	

---

Master Potter	
Master Weaver	
Master Silverfish	
Master Screenprinter	<b>E479.97</b>
Clerk/Storeman	
Master Dyer	
Checker Driver	
Supervisor	

---

## SECOND SCHEDULE

### Regulation 12

#### 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

M. E. VILAKATI  
*Principal Secretary*  
*Ministry of Employment and Enterprise*

**The Government Printer, Mbabane**