

SUPPLEMENT TO

THE

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LEGAL NOTICE NO. 166 OF 2013**THE INDUSTRIAL RELATIONS ACT, 2000
(Act No. 1 of 2000)****THE APPOINTMENT OF THE LABOUR ADVISORY BOARD NOTICE, 2013
(Under Section 23)**

In exercise of the powers conferred by Section 23 of the Industrial Relations Act, 2000, the Minister for Labour & Social Security hereby issues the following Notice-

Citation and Commencement

1. This Notice may be cited as the Appointment of Members of the Labour Advisory Board, Notice, 2013 and shall be deemed to have come into force on the 1st July 2013.

Establishment and Composition of the Board

2. The following persons are appointed members of the Labour Advisory Board for a period not exceeding three years with effect from the 1st July 2013.

(a) Government Representatives**Members**

- (i) Commissioner of Labour
- (ii) Pricillia Dlamini
- (iii) Sanele Khuluse
- (iv) Peterson Dlamini
- (v) Mduduzi Hlophe

Alternates

- Deputy Commissioner of Labour
- Fortune Mhlanga
- Nelile Dlamini
- Felton Mhlongo
- Sabelo Matsebula

(b) Employers' Representatives**Members**

- (i) Bongani Mtshali / Vice Chairperson
- (ii) Jobe Mashwama
- (iii) Sibusiso Nhleko
- (iv) Makhosazana Khoza

Alternates

- Sandile Gumedze
- Bheki Maziya
- Carol Ngcobo
- Bonsiwe Ntando

(c) Employees' Representatives

Members	Alternates
(i) Sipho Kunene / Vice chairperson	Sibanesenkhosi B. Dlamini
(ii) Muzikayise G. Mhlanga	Brian Mabuza
(iii) Mduduzi C. Gina	Vincent B. Dlamini
(iv) Vincent Ncongwane	Phumelele Zulu
(d) There shall be a Secretary to the Board who shall be designated by the Commissioner of Labour.	

Chairmanship of the Board

3. The Commissioner of Labour shall be the chairperson and in the absence of the Commissioner of Labour, the Deputy Commissioner of Labour or one of the Vice Chairpersons shall act as Chairperson.

Allowances and Fees

4. Members of the Board including the Secretary shall receive such allowances or fees as may be fixed by the Minister by Notice in the Gazette.

Revocation of Legal Notice No. 48 of 2010

5. The Appointment of Members of the Labour Advisory Board Notice, No. 48 of 2010, is hereby revoked.

LUTFO E. DLAMINI
MINISTER FOR LABOUR & SOCIAL SECURITY

LEGAL NOTICE NO. 167 OF 2013

THE COMMISSIONS OF ENQUIRY ACT, 1963
(Act No. 35 of 1963)APPOINTMENT OF THE NATIONAL STEERING COMMITTEE ON SOCIAL
DIALOGUE FOR SWAZILAND, NOTICE, 2013
(Under Section 3)

In exercise of the powers conferred by Section 3 of the Commissions of Enquiry Act, 1963, the Minister for Labour and Social Security hereby issues the following Notice.

Citation and Commencement

1. This Notice may be cited as the Appointment of the National Steering Committee on Social Dialogue for Swaziland Notice, 2013 and shall be deemed to have come into force on the 1st January 2013.

Establishment and Composition of the Committee

2. (1) The following persons are appointed members of the National Steering Committee on Social Dialogue for Swaziland for a period not exceeding three years, with effect from the 1st January 2013.

A. Chairperson - Minister of Labour and Social Security

B. Government Representatives

(i) Nomathemba L. Hlope

(ii) Khabonina J. Dlamini

(iii) Mduduzi Hlophe

C. Employers' Representatives

(i) Ambrose Dlamini

(ii) Bonsile Ntando

(iii) Turn H. du Pont

(iv) Hezekiel Mabuza

Workers' Representatives

- Mduduzi Gina

- Sibanesenkhosi B Dlamini

- Vincent Ncogwane

- Sipho R. Kunene

D. Alternate Members**Employers**

(i) Maduduza Zwane

(ii) Gideon Dlamini

(iii) Bongani Mtshali

Workers

- Rueben M. Ndlangamandla

- Simon Mvubu

- Vincent Dlamini

(iv) Jobe Mashwama

- Mduduzi Zwane

E Secretariat

(i) Sebentile Hlophe

(ii) Sipho Tsabedze

(2) The Committee may, when the need arises, form sub-committees for the effective performance or execution of its mandate.

Attendance by none-Committee Members

3. (1) The Chairperson may co-opt any person, a Minister or a relevant institution with a specialist knowledge, skill or competence to assist the committee on any subject or issue under discussion by or before the Committee.

(2) A person who intends to take part in the Social Dialogue meeting shall apply to the Chairperson who in turn shall advise the Committee about the application.

Chairmanship of the Committee

4. The Chairperson of the committee shall be the Minister for Labour & Social Security. In his absence, the Principal Secretary or any of the government Representatives duly appointed by the Minister shall act as Chairperson.

Objectives of the Committee

5. The objectives of the Committee are to lead and manage the process of a National Social Dialogue in Swaziland, and take responsibility for ensuring that decisions falling within the ambit of its responsibility are implemented.

Functions of the Committee

6. The Committee will manage Social Dialogue in Swaziland by:

- (a) Sensitizing all stakeholders on Social Dialogue and creating Public Awareness;
- (b) Identifying issues for discussion, which will be tabled to Cabinet by the Chairperson for information.
- (c) Prioritizing the issues for Social Dialogue as outlined in the Decent Work Country Programme;
- (d) Setting programmes and time frames for the Social Dialogue process;
- (e) Monitoring progress on Social Dialogue;
- (f) Facilitating feedback to stakeholders and the public regarding progress made by the Committee;
- (g) Receiving and managing outcomes of the dialogue progress;

- (h) Liaising with the media;
- (i) Mobilizing and securing funding for Social Dialogue activities;
- (j) Harmonizing other activities, such as those of the Smart Partnership, with Social Dialogue activities listed in this section;

Meetings of Committee

- 7. The Committee shall decide on the schedule and frequency of its meetings Special Meetings
- 8. (1) A special meeting shall be called by the Chairperson upon receipt of a request for such meeting submitted and signed by at least two of the represented constituencies.
 - (2) The Minister shall call such meeting within 5 days from date of receipt of the request.
 - (3) A request shall clearly state the issues to be discussed at the special meeting.

Rules of Procedure

- 9. The Committee shall have the power to formulate its own Rules of Procedure for the effective and smooth transaction of its functions.

Quorum

- 10. Two members from each of the three represented constituencies shall form a quorum. Where a quorum is not formed at least four members including the Chairperson may continue with a meeting provided that any resolution taken at such meeting shall become valid and binding upon ratification by a duly constituted subsequent meeting.

Accountability

- 11. The National Social Dialogue Steering Committee shall submit annual reports of its activities to Cabinet and Parliament.

Allowance and Fees

- 12. Members of the Committee or any sub-committee shall be paid travelling and sitting allowances in terms of the relevant finance Circular as may be issued from time to time.

LUTFO E. DLAMINI
MINISTER OF LABOUR & SOCIAL SECURITY

LEGAL NOTICE NO. 168 OF 2013

THE INDUSTRIAL RELATIONS ACT, 2000
(Act No. 1 of 2000)THE APPOINTMENT OF MEMBERS OF THE GOVERNING BODY OF THE
CONCILIATION MEDIATION AND ARBITRATION COMMISSION
(CMAC) NOTICE, 2013
(Under Section 65)*Citation and Commencement*

1. This Notice may be cited as the Appointment of Members of the Governing Body for the Conciliation Mediation and Arbitration Commission (CMAC) Notice, 2013 and shall be deemed to have come into force on the 1st September 2013.

Appointment of Members of the Governing Body

2. In exercise of the powers conferred by Section 65 of the Industrial Relations Act 2000, the Minister for Labour and Social Security hereby appoints the following persons listed in the 1st Column to represent the organization, institution or office listed in the 2nd Column to be members of the Governing Body of the Commission.

1 st Column		2 nd Column
(a) Rev. Luke Mnisi	-	Chairperson
(b) Barnes S Dlamini	-	Organised Labour
(c) Jabu B Shiba	-	Organised Labour
(d) Bongani Mtshali	-	Organised Business
(e) Sibusiso Nhleko	-	Organised Business
(f) Nkhululeko Dlamini	-	Government
(g) Mduduzi Hlophe	-	Government
(h) Mbuso Dube	-	Special Skills
(i) Mgcini P Shongwe	-	Special Skills
(j) Nathi Gumede	-	<i>Ex-officio</i>

Duration of Appointment

3. A Member shall hold office for a period of three years (3) from date of coming into force of this Notice.

Revocation of Legal Notice No. 136 of 2010

4. Legal Notice No. 136 of 2010 is hereby revoked.

LUTFO E. DLAMINI
MINISTER OF LABOUR AND SOCIAL SECURITY