

Regs + order 38
SUPPLEMENT TO

THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XV]

MBABANE, Friday, July 15th., 1977

[No. 838

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THE ANIMAL DISEASE ACT, 1965

(No. 7 OF 1965)

THE STOCK DISEASES (RABIES) (NO. 9) REGULATIONS 1977

(Under Section 3)

(Commencement: 15th. July, 1977)

In exercise of the powers conferred on him by the above-mentioned Act, the Honourable the Minister of Agriculture is pleased to make the following regulations:—

Citation.

1. These regulations may be cited as the Stock Diseases (Rabies) (No. 9) Regulations 1977.

Declaration of Rabies Guard Areas.

2. The Dipping Tanks, and other areas specified in the Schedule hereto are hereby declared to be Rabies Guard Areas.

Isolation and confinement of dogs in the Rabies Guard Areas.

3. Every owner of a dog in any of the Guard Areas shall isolate and confine it so as to prevent it from escaping from such guard areas.

Destruction of dogs in Rabies Guard Areas.

4. A Government Veterinary Officer may destroy a dog in any of the Rabies Guard Areas which, in his opinion, has not been confined so as to prevent it from escaping from such guard areas.

Offence and Penalty.

5. Every owner of a dog in any of the guard areas who contravenes or fails to comply with regulation 3 shall be guilty of an offence and liable to a fine of E300 or imprisonment for a period of six months.

A. R. V. KHOZA

Permanent Secretary.

Mbabane.
8th. July, 1977.

S2

SCHEDULE

Hhohho District

Manjengeni

Zinyane

Shumi

Entinini

Mboma

Bazara

Lugongodlwane

Jacks

Mpofu

Magonigoni

Sidwashini

Mzimnene

Macwazini

Bulandzeni

Gum Tree

Gunwane

Endingeni

Langeni

Msinsi

Vusweni

LEGAL NOTICE NO. 58 OF 1977

THE IMMIGRATION ACT, 1964

(No. 32 of 1964)

THE IMMIGRATION (AMENDMENT) REGULATIONS, 1977

(Under section 32)

(Date of commencement: 15th. July, 1977)

In exercise of the powers conferred on him the Honourable the Deputy Prime Minister has been pleased to make the following regulations —

Citation.

1. These regulations may be cited as the Immigration (Amendment) Regulations, 1977.

Amendment of the First Schedule to the Immigration Regulations, 1964.

2. The First Schedule to the Immigration Regulations, 1964 is amended by replacing it by the Schedule set out hereunder.

A. R. SHABANGU

*Permanent Secretary,**Deputy Prime Minister's Office.*

Mbabane
9th June, 1977

FIRST SCHEDULE

(Regulations 3)

Fees

Section, subsection Item and paragraph of principal law applicable			B. c.
(1)	19	On issuance of a Certificate of Re-entry	3.00
(2)	22(1)(a)	On making application for a residence permit	10.00
(3)	22(1)(b)	On making application for a temporary residence permit	10.00
(4)	22(4)	On issuance of a residence permit	30.00
(5)	22(10)	revoked	—
(6)	22(13)(a)	On issuance of a temporary residence permit	20.00
(7)	22(13)(b)	On renewal of T.R.P.	10.00

LEGAL NOTICE NO. 59 OF 1977

THE WAGES ACT, 1964

(No. 16 of 1964)

THE REGULATION OF WAGES (ROAD TRANSPORTATION)
ORDER, 1977

(Under section 11(5))

(Commencement: 15th. July, 1977)

In exercise of the powers conferred on him by the abovementioned Act, the Honourable Deputy Prime Minister is pleased to make the following order:—

Citation.

1. This Order may be cited as the Regulation of wages (Road Transportation) Order, 1977.

Interpretation.

2. In this order unless the context otherwise requires:—

“analysis clerk” means a clerical employee who carries out work under supervision.

“assistant mechanic” means an employee who is undergoing training as a mechanic;

“bookkeeper” means an employee who is engaged in the keeping of elementary books of account;

“fork lift and crane operator” means an employee who operates a power driven fork lift or crane to load or unload materials or machinery;

“fuel issuer” means an employee responsible for the checking of oil levels in differentials, gear boxes steering systems and engines and making oil and fuel issue;

“grade” means a grade listed in the First Schedule;

“greaser” means an employee engaged in the elementary greasing of vehicles and trailers;

“head driver” means an employee who supervises other drivers;

“hire-car” means a public service vehicle having seating accommodation for not more than seven passengers, which is let with a driver to a hirer under contract for a period of not less than twenty-four hours;

“hostess” means a female employee responsible for the welfare of passengers on a motor bus or coach;

“industrial holiday” means any day prescribed as a paid holiday in terms of regulation 9;

- “inspector” means an employee who checks on buses;
- “journey/mechanic” means an employee who has completed an apprenticeship;
- “junior clerk” means a clerk who works under supervision for a maximum period of one month when first employed;
- “lay over” means a period of duty performed by a driver for the purpose of booking-on and booking off his vehicle which shall not include driving duty;
- “loader” means an employee engaged in the loading or off-loading of vehicles or rail transportation;
- “lorrymate” means an employee who assists in the execution of drivers duties, other than driving;
- “mechanic’s assistant” means an unskilled employee engaged to assist a mechanic;
- “messenger” means an employee engaged to convey messages and to carry out elementary office jobs;
- “mobile crane driver” means an employee who operates a mobile crane to load and off load goods and materials;
- “night” means the period between the hours of 6.00 p.m. and 6.00 a.m.;
- “overtime” means anytime worked outside the ordinary hours of work as defined in regulation 5;
- “packer” means an employee engaged in the packing of items or materials;
- “porter” means a person employed to carry luggage and other goods from or onto a train, bus or other vehicle used by in the conveyance of persons for reward;
- “pricing clerk” means an employee responsible for the allocation of prices to goods and materials;
- “probationary driver” means a driver who is working under the supervision of a qualified driver for a maximum period of one month when first employed;
- “rating clerk” means an employee who implements contract rates;
- “receptionist” means an employee engaged in receiving visitors and carrying out other clerical duties;
- “Senior clerk” means an employee engaged in clerical duties including supervisory work;
- “short time” means the retention of all grades at twenty-five percent of their basic wage;
- “stacker” means an employee engaged in stacking of items or materials;
- “stores clerk” means an employee who records particulars of requisitions and stock cards;

- “storeman in charge” means an employee controlling the stores staff;
- “suitable accommodation” means a weatherproof structure containing a bed with a palliasse or similar covering or a camp bed;
- “telephone attendant” means an employee who attends to a telephone;
- “switchboard operator” means an employee who operates a telephone switchboard;
- “ticket agent” means an employee responsible for the sale of transport tickets;
- “transport operating industry” means, without in anyway limiting its ordinary meaning the industry in which employers and employees are associated together for all or any of the following purposes —
- (a) transporting for hire or reward goods or passengers by road motor vehicle;
 - (b) letting or hiring a road motor vehicle for the transport of goods or passengers;
 - (c) transporting by road motor vehicle goods which have been acquired by the carrier for resale or delivery to the persons from whom they have been acquired;
 - (d) transporting by road motor vehicle goods which have been acquired by the carrier from any person for resale and delivery to a third party —
 - (i) where it is agreed between the carrier and the first person that the goods shall be delivered and resold to the third party; and
 - (ii) where the goods are acquired by the carrier from that person, delivered and resold to the third party in accordance with an agreement between the third party and the carrier.
- “wages clerk” means an employee who computes staff wages;
- “watchman” means an employee who guards property;
- “waybill clerk” means an employee engaged in the completion of way bills and the clerical work pertaining thereto;
- “working day” means any day other than a day off or an industrial holiday.

Application.

3. This Order shall apply to all persons employed in any undertaking or part of an undertaking comprising the carriage, for hire or reward, of passengers and goods or either of them, by motor vehicle, required to be licensed under a road transportation or limited carriers licence granted under the Road Transportation Act No. 37 of 1963.

Wages and Gradings.

4. (1) The basic minimum wage to be paid to employees specified in the first Schedule to this order shall be calculated at a rate not less favourable than that specified in the Schedule in relation to the employees grade and length continuous service.

Provided that —

- (a) no female employed in grade 1 to IX shall be paid less than two-thirds of the basic minimum wage prescribed for the occupation and grade in which she is employed;
- (b) no young person shall be paid less than one-third of the basic minimum wage prescribed for the occupation and grade in which he is employed;
- (c) no casual worker shall be paid less than one-and one-third times the basic minimum wage for the occupation and grade in which he is employed.

(2) An employee who is required to perform work in a lower grade than that in which he is normally employed shall be paid the wage applicable to the grade in which he is normally employed.

(3) An employee who is required temporarily to perform work in a higher grade than that in which he is normally employed shall be paid the wage applicable to such higher grade on and after the third day of working in that higher grade.

(4) No employer shall reduce the wage of an employee if the employee was able and willing to work and was present at his place of work but the employer was unable or unwilling to furnish him with work.

Hours of work.

5. (1) The ordinary weekly hours of work for employees shall be decided by the employer but shall not exceed:—

- (a) sixty hours for watchmen;
- (b) forty-eight hours for employees in grade I to VI;
 Provided that the ordinary hours of work in grades I and II shall not exceed eleven per day.
- (c) forty-five hours for employees in grades XI, XII and XIII;
- (d) seventy-two hours for taxi-drivers and hire-care drivers.

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

(3) Every employee shall receive one day off in each week and no employee, other than a watchman, shall be required to work on his day off in successive weeks:

Provided that in an emergency an employee may be required to work on his day off, in which case he will be given another day off in lieu of that day.

(4) Where two drivers are employed on a vehicle the total driving hours for both drivers shall not exceed sixteen hours and each driver shall be paid for driving time only.

(5) An omnibus driver shall be allowed breaks amounting in aggregate to not less than forty minutes during a period of eight consecutive hours driving time and in

the event of him working for more than eight consecutive hours, he shall, in addition to the forty aggregate minutes, be given a thirty minute rest period at the end of eight hours.

(6) A driver shall not be permitted to drive for more than eleven hours in one day except in the case of an emergency when the permissible driving hours may be increased to a maximum of fifteen hours in any one day:

Provided that where a driver drives for more than eleven hours in an emergency he shall be given a period of rest of twenty-four consecutive hours before he starts work again.

Short time.

6. (1) If an employer wishes to work short time he may do so provided he is satisfied that —

- (a) it is economically necessary for the establishment to work short time;
- (b) the establishment will be able to resume normal working hours within the foreseeable future; and
- (c) it would not in the best interest of the employees to be discharged.

(2) When an employee works a period of time equivalent to or more than twenty-five percent of his normal weekly hours of work he shall be paid his full wage for that week.

Conversion rates.

7. (1) For the purpose of converting a weekly wage to —

- (a) an hourly rate, the weekly wages shall be divided by the number of hours ordinarily worked in a week;
- (b) a daily rate, the weekly wage shall be divided by the number of days ordinarily worked in a week;
- (c) a monthly rate, the weekly wage shall be multiplied by four and one third.

(2) For the purpose of converting a monthly wage to —

- (a) an hourly rate, the monthly wage shall be divided by the number of hours ordinarily worked in a month;
- (b) a daily rate, the monthly wage shall be divided by the number of days ordinarily worked in a month;
- (c) a weekly rate, the monthly wage shall be divided by four and one third.

Payment for overtime.

8. (1) An employer may require any employee to work overtime and shall wherever possible give twenty four hours notice of such requirement.

(2) An employee shall be paid for overtime in excess of his ordinary weekly hours of work for each hour, or part of an hour in excess of thirty minutes, at one-and-one-half times his basic hourly rate:

Provided that —

- (a) overtime worked on a day off shall be paid for at double the basic minimum wage rate of the employee;
- (b) overtime worked on an industrial holiday shall be paid for at twice the basic hourly wage rate of the employee.

(3) This regulation shall not apply to employees in grades VII, XI, XII and XIII.

Payment of wages.

9. (1) An employer shall pay the free remuneration due to the employee within four days of the date when such remuneration is due to him.

(2) If the Services of an employee are terminated, payment of all remuneration due shall be paid at the time of termination:

Provided that where an employees services are terminated summarily payment may be made on the first working day following such termination.

(3) Any employee whose services are terminated for any cause whatsoever shall be paid the cash equivalent of any vacation leave due to him at the time of such termination.

Allowances.

10. (1) Any driver (other than a taxi driver) who is required to drive at night shall be paid at one-and-one-quarter times his current wage rate, provided that when two drivers are employed on the same vehicle only one driver may be paid at that rate.

(2) A taxi driver shall be paid, in addition to his normal wages, a commission of not less than two percentum of his takings during any month in respect of which such wages are due and paid to him.

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

(4) Any employee in grade 1 and IX who is required to perform work away from his principal place of employment shall be eligible for the following subsistence allowances in respect of:

- (a) each continuous period of not less than eleven hours of absence —
 - (i) if the employer provides suitable accommodation and food — 80 cents.
 - (ii) if the employer provides neither food nor accommodation E1.50 cents.
 - (iii) if accommodation is available on the vehicles on which the employee is employed — E1.00.

(b) periods of more than six but less than thirty days absence for each twenty-four hour period or part thereof —

- (i) if the employer provides accommodation and food — 95 cents.
- (ii) if the employer provides neither food nor accommodation E1.80 cents.

Provided that the payment of subsistence allowance shall be limited, in respect of any single period, to a maximum of thirty days.

(5) If an employee is required to undertake a journey outside Swaziland and such journey entails an absence of eight hours or more from his principal place of employment he shall be paid in addition to the allowance payable in terms of sub-paragraph (4) an allowance of E1.50 for each period of twenty-four hours or part thereof he is occupied in that journey.

(6) Any employee in grades X to XIII who is required to travel on duty shall be reimbursed reasonable out of pocket expenses, subject to the production of receipts supporting his claim for such reimbursement.

Vacation Leave.

11. (1) During his five years of continuous service with the employer an employee in grades I to IX shall accumulate vacation leave at the rate of one working day for each completed calendar month of service; thereafter he will accumulate vacation leave at the rate of one-and-a-quarter working days for each completed calendar month of continuous service:

Provided that no employee may accumulate more than thirty-six working days vacation leave without the agreement of his employer.

(2) An employee in grades X to XIII shall accumulate vacation leave at the rate of one-and-one-half working days for each completed calendar month of continuous service.

Provided that no such employee may accumulate more than fifty-four working days vacation leave without the agreement of his employer.

(3) No employee shall be entitled to take vacation leave during his first year of continuous service, thereafter unless mutually agreed otherwise, an employee shall be permitted to proceed on vacation leave within one calendar month of his application therefore and shall be paid prior to proceeding on leave, all remuneration and allowances due to him in respect of the period of that leave.

(4) An employee who has accumulated vacation leave may, with the consent of the employer, elect to be paid cash equivalent to such leave or portion thereof instead of proceeding on vacation leave.

(5) Any period of leave taken by an employee including sick leave, whether paid or not, shall not be counted for the purpose of calculating further leave.

(6) Should any employer observe a holiday other than an industrial holiday the holiday shall not be off set against an employee's accumulation of vacation leave.

12. (1) The following days shall be Industrial Holidays with full pay:—

- New Year's Day
- Good Friday
- Christmas Day
- Boxing Day
- Incwala Day
- Independence Day and
- King's Birthday

Provided that when an Industrial Holiday falls on a Sunday the day following shall be deemed to be an Industrial Holiday.

(2) Any employee who is absent without leave on the working day before or the working day after an Industrial Holiday, shall not be entitled to any payment in terms of this sub-regulation.

Benefits during sickness.

13. (1) After six consecutive months service with an employer and subject to the production of a medical certificate signed by a medical practitioner, an employee shall be entitled to sick leave up to a maximum of fourteen days on half wages, in each period of twelve months continuous service:

Provided that —

- (a) an employee shall not be entitled to the benefits provided herein if his sickness or accident was occasioned through his own neglect or misconduct.
- (b) that a certificate issued by a district commissioner or a registered nurse shall be accepted in place of a medical certificate if a medical practitioner is not available.

(2) This regulation shall not apply to any employee whose sickness or accident is covered by the Workmen's Compensation Act, No. 4 of 1963.

14. An employer shall provide every employee on engagement with a document bearing the following information:

- (a) his grade;
- (b) his wage rate;
- (c) periodicity of wage payments;
- (d) provision for accommodation (where applicable);
- (e) provisions for the termination of employment;
- (f) the hours of work;
- (g) the details of any bonus or incentive production scheme in operation; and
- (h) sick benefits.

Termination of service.

15. (1) No employer shall terminate the services of an employee whilst he is sick, disabled or on vacation leave.

(2) Except by mutual agreement in writing to the contrary no employee who has given or received notice to terminate employment shall be required or permitted to take vacation leave during the currency of such notice.

Continuous service.

16. (1) Continuous service is service broken only by death, resignation, retirement or discharge of the employee concerned.

Provided that an employee who is discharged and re-engaged within two months of his discharge shall not be deemed to have broken his continuous service.

(2) When following upon a change of ownership of an establishment an employee enters the service of the new owner, his service with the previous owner shall be reckoned as continuous service with the new owner and shall be deemed not to have been broken by such change of ownership.

Protective clothing.

17. (1) The employer shall supply, free of charge and without payment of a deposit by the employee, the following items —

- (a) to employees habitually exposed to inclement weather, a waterproof cape, overcoat or other suitable protective clothing;
- (b) to drivers and conductors, two dust-coats two overalls or two uniforms per annum; and
- (c) to journeyman's assistant and employees engaged in the loading, unloading and delivery of goods to or from vehicles, adequate protective clothing.

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

(3) If the employee either fails to return or loses the clothing provided in terms of this regulation the employer may recover the cost thereof from the money due to the employee:

Provided that the employer shall make due allowance for fair wear and tear in the assessment of the cost to be charged to the employee.

Ration allowance.

18. An employer shall, as a condition of employment, supply to each employee earning less than E1080.00 per annum, or a weekly equivalent of E20.70, weekly rations of the scale prescribed in the Second Schedule of this Order:

Provided that with the consent of the employee and after notifying the Labour Commissioner, an employer may pay in lieu thereof an amount not less than that specified by the Labour Commissioner from time to time.

Repeal.

19. Legal Notices No. 52 of 1974 and No. 11 of 1976 are hereby repealed.

A. R. SHABANGU

*Permanent Secretary,
Deputy Prime Minister's Office.*

Mbabane,
27th June, 1977.

SCHEDULE

<i>Classification of Occupation in Grades</i>		<i>Minimum Weekly Wage</i>
<i>Grade 1</i>	<i>For First six months service</i>	<i>After completing six months service</i>
(a) Loader	E7.20	E7.50
Lorrymate	E7.20	E7.50
(b) Cleaner	E7.20	E7.50
Loader (Depot)	E7.20	E7.50
Porter (Furniture removal)	E7.20	E7.50
Loader (furniture removal)	E7.20	E7.50
(c) Trainee Conductor	E7.50	
Probationary		—
Driver	E7.50	—
<i>Grade II</i>		
Journeyman/Mechanic's Assistant		E8.20
Fuel issuer		E8.20
Greaser		E8.20
Messenger		E8.20
Packer (Furniture removal)		E8.20
Senior Loader		E8.20
Tyre-hand		E8.20
Watchman		E8.20
<i>Grade III</i>		
Checker (general goods)		E11.50
Clerk (not elsewhere specified)		E11.50
Filing Clerk		E11.50
Fork-lift and Crane operators (Unlicenced)		E11.50
Stancker (furniture removal)		E11.50
Telephone Attendant		E11.50
<i>Grade IV</i>		
Conductor		E11.55
Hostess		E11.55
Ticket Agent		E11.55
<i>Grade V</i>		
(a) Assistant Cashier		E11.00
Checker (furniture removal)		E11.00
Despatch Clerk		E11.00
Pricing Clerk		E11.00
Rating Clerk		E11.00
Senior Checker (freight)		E11.00
Way-bill Clerk		E11.00

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(b) Analysis Clerk	E11.00
Mileage Clerk	E11.00
Stores Clerk	E11.00
Time Clerk	E11.00

Grade VI

(a) Driver of a vehicle with a carrying capacity of up to 1½ tons	.....	E10.50
(b) Driver of a vehicle with a carrying capacity of more than 1½ tons up to and including 7 tons. Drivers of Vehicles with 1 to 10 passenger capacity	.....	E12.10
(c) Driver of vehicle with carrying capacity of more than 7 tons up to and including 12 tons. Drivers of vehicles with 11 to 40 passenger capacity	.....	E12.10
(d) Driver of vehicle with carrying capacity of more than 12 tons. Mobile Crane Driver. Drivers of vehicles with 41 or more passenger capacity	.....	E14.70
(e) Driver of a low-loader with a carrying capacity of 20 tons and over	.....	E16.80
Head Driver	.....	E16.80

Grade VII

Hire-car driver	.....	E13.65
Assistant Mechanic	E13.65

*Grade VIII**Monthly minimum wage*

Taxi-driver	E60.05 +2% of takings.
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*Grade IX**Weekly minimum wage*

(a) Junior Inspector	E13.90
(b) Inspector	E18.90
Senior Checker (furniture removal)	E18.90
Senior Rating clerk	E18.90

Grade X

Journeyman/mechanic	E52.00
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<i>Grade XI</i>	<i>Monthly minimum wage</i>
Chief Wages Clerk	E54.30
Copy Typist	E54.30
Depot Assistant	E54.30
Switchboard Operator	E54.30
Travel booking Clerk	E54.30
 <i>Grade XII</i>	
Receptionist	E66.15
 <i>Grade XIII</i>	
Accounting-machine Operator	E79.80
Book-keeper	E79.80
Customs Clearing Clerk	E79.80
Cashier	E79.80
Storeman-in-charge	E79.80

SECOND SCHEDULE

(Regulation 19)

Weekly Ration Scale

Minimum Ration Scale

(1) Mealie Meal	6. 35 kg.	(14 lbs.)
Meat	1. 36 kg.	(3 lbs.)
Sugar .....	. 45 kg.	(1 lb.)
Dry beans, peas or groundnuts .....	. 68 kg.	(1½ lb.)
Fresh vegetables .....	. 9 kg.	(1 lb.)
Salt .....	.113 kg.	(4 ozs.)

Alternatives:

(2) The following weekly rations may be supplied in lieu of the items of food mentioned in paragraph (1):

(a) Mealie meal:—

For every 9 kg. (2 lbs.), of mealie meal —

- (i) .45 kg. (1 lb.) of bread, or
- (ii) .34kg. (12 ozs.) of rice, or
- (iii) .23 kg.(¼ lb.) of ordinary or sweet potatoes;

(b) Meat:—

- (i) for the first .23 kg. (8 ozs.) of offal, or
- (ii) for the first .45 kg. (1 lb.) of fish or meat,
.45 kg. (1 lb.) of fish or .23 kg. (8 ozs.) of cheese.

Permitted Variations:

(3) The ration of mealie meal shown in paragraph (1) may be reduced by an amount, not exceeding 2.72 kg. (6 lbs.) equivalent to the amount of meal used in the preparation of:—

- (a) the drink known as "mahewu", or
- (b) a proprietary vitaminised drink, if either drink is issued in the week to the employee by the employer.

Third Schedule

(Regulation 9)

Industrial Holidays

New Year's day

Good Friday

Christmas Day

Boxing Day

Incwala Day

Somhlolo (independence) Day

King's Birthday

LEGAL NOTICE NO. 60 OF 1977

THE PRICE CONTROL ORDER, 1973

(No. 25 of 1973)

MAXIMUM WHOLESALE AND RETAIL PRICES OF BREAD
IN SWAZILAND

(Under Section 5(1))

(Date of commencement: 15th July, 1977)

In exercise of the powers conferred upon me by the abovementioned Order, I hereby prescribe the maximum wholesale and retail selling prices of bread in Swaziland to be as set out in the Schedule to this Notice.

In this Notice, the terms "bread", and "fancy bread" shall have the meanings assigned to them in the Weights and Measures (Sale of Bread) Regulations, 1977, (Legal Notice No. 51 of 1977).

This Notice shall not apply to fancy bread.

The following Legal Notices are hereby repealed:—

Legal Notice No. 2 of 1971

Legal Notice No. 3 of 1971

Legal Notice No. 13 of 1973

Legal Notice No. 78 of 1974

Legal Notice No. 81 of 1974

NKOMENI DOUGLAS NTIWANE

Price Controller

Mbabane,
14th July, 1977.

SCHEDULE

TYPE OF BREAD	MASS	MAXIMUM PRICE	
		<i>When sold by Wholesalers</i>	<i>When sold by Retailers</i>
White	900 g	19 cents	20 cents
	450 g	9½ cents	10 cents
Brown	900 g	15 cents	16 cents
	450 g	7½ cents	8 cents

Provided that a retailer may, if situated more than 8, (eight), kilometres from a bakery, add to the abovementioned selling prices the actual cost incurred in transporting bread from the nearest bakery up to a maximum of half a cent per mass of 450 g.

LEGAL NOTICE NO. 61 OF 1977

THE WAGES ACT, 1964

(No. 16 of 1964)

THE REGULATION OF WAGES (BUILDING AND CONSTRUCTION
INDUSTRY) ORDER, 1977

(Under section 11(5))

(Date of commencement: 15th July, 1977)

In exercise of the powers conferred on him by the abovementioned Act the Honourable Deputy Prime Minister is pleased to make the following Order —

Citation.

1. This Order may be cited as The Regulation of Wages (Building and Construction Industry) Order, 1977.

Interpretation.

2. In this Order unless the context otherwise requires —

“normal hours” means hours of work specified in regulation 6;

“normal working week” means a week commencing with a Monday and ending with a Friday;

“trade tested” means having been issued with a craft certificate indicating a degree of proficiency attained by the holder thereof as a result of a test trade to be held by a trade tester duly appointed as such in the public service;

“machine” means an item or heavy duty plant used for earth moving or similar operations and capable of moving with its own power and which in the opinion of the Labour Commissioner is a machine in terms of this Order;

“general labourer” means an employee to perform general unskilled duties;

“learner machine operator” means an employee with less than six months’ service operating a machine;

“machine operator” means an employee who has been operating a machine in the Building and Construction Industry for six months or more or can show proof of six months relevant experience in another industry;

“watchman” means an employee who is engaged during the day or night to guard the premises or other belongings of his employer;

- “driver (light vehicle)” means an employee whose duties, in addition to being in charge of a motor vehicle of under 5 tons loaded, includes handling to and from the tailboard, and the daily maintenance and cleaning of such vehicle;
- “driver (heavy vehicle)” means an employee whose duties, in addition to being in charge of a motor vehicle of 5 tons or over, loaded includes handling to and from the tailboard, and the daily maintenance and cleaning of such vehicle;
- “clerk (without certificate)” means an employee who is not the holder of a Junior Certificate of education and who is engaged in general clerical duties;
- “clerk (with Junior Certificate)” means an employee who is the holder of a junior certificate of education and who is engaged in general clerical duties;
- “clerk (with senior certificate)” means an employee who is the holder of a senior certificate of education and who is engaged in general clerical duties;
- “copy typist” means an employee mainly engaged in typing, checking figures and filing, and who is capable of typing a minimum of 30 words per minute;
- “cook” means an employee engaged to cook for and dish out to other employees in the Building Industry;
- “induna” means an employee in charge of other employees or a group of employees in an establishment;
- “storeman” means an employee who, apart from doing the job of a stores clerk, is responsible for ordering certain item on behalf of his employer;
- “general tradesman” means an employee who holds a trade test certificate issued at the Swaziland College of Technology by an officer authorised to do so.

Application (First Schedule)

3. (1) Subject to sub-regulation (2), this Order applies to those individuals who are specified in column one of the First Schedule and are employed in such undertaking, or part of an undertaking, as consists in the carrying on for gain of one or more of the following activities:-

- (a) the construction of a railway line or siding or the construction, structural alteration, maintenance, repair or demolition, of a public or private road or throughfare, an air-field, tunnel, bridge, viaduct, water works, dam, reservoir, pipeline, aqueduct, sewer, sewage work, and a lattice work or other structure designed solely for the support of electric lines, or
- (b) the construction, structural alteration, maintenance, repair or demolition, of a building not specified in sub-regulation (a) or preparation for, and laying the foundation of an intended building not so specified.

(2) This Order does not apply to individuals employed in such undertaking or part of an undertaking as is operated by —

- (a) the Government;
- (b) a local authority; or
- (c) such charitable or religious organisation or educational or medical institution as is recognised by the Minister.

Basic Minimum Wage (First Schedule)

4. The employees specified in column one of the First Schedule shall be paid a basic minimum wage to be calculated at a rate not less favourable than that specified in column two of that schedule.

Rations (Second Schedule)

5. An employer shall, as a condition of employment, supply his employees receiving less than E1080.00 per annum with rations whose quantity is not less than that specified in the Second Schedule:

Provided that with the consent of the employee after notifying the Labour Commissioner an employer shall pay to the employee in lieu thereof an amount not less than that announced by the Labour Commissioner from time to time.

Hours of work.

6. (1) Subject to sub-regulation (2), the normal working hours per week shall consist of forty-seven and one-half hours of work, and that is to say, nine and half hours of work a day exclusive of meal breaks.

(2) In the case of a watchman, the working week shall not exceed six shifts of twelve hours of work each inclusive of meal breaks which shall be taken on the site.

(3) After more than five hours continuous work, an employee shall be entitled to a break of at least one-half hour for purposes of refreshment.

Overtime (Second and Third Schedule)

7. (1) Overtime for all employees other than watchmen, is payable at the following rates:-

- (a) for such time as is in excess of the normal hours during the normal working day and is before midnight at one-and-one-third times the normal hourly rate;
- (b) for time after midnight and until completion of a period of continuous work, at twice the normal hourly rate;
- (c) except in the circumstances specified in sub-regulation (b), for time worked on a Saturday —
 - (i) before 4.00 p.m. at one and one half times the normal hourly rate; and
 - (ii) thereafter, at twice the normal hourly rate;
- (d) for the time worked on a Sunday or a public holiday specified in the Third Schedule, at twice the normal hourly rate.

(2) For the purposes of calculating the payment of overtime in respect of an employee other than a watchman the normal hourly rate shall be ascertained by the amount arrived at by dividing the amount of the monthly wage by a figure not exceeding two hundred and six.

Annual Leave.

8. (1) After continuous service for six months and without absence except for reasonable cause, an employee is entitled to one day's leave in respect of each month's service, the total period of leave on full pay to exclude such public holidays and days which are not normal working days as occur during that leave period.

(2) If the employee is, at the time of the annual cessation of work in December, in the employ of the employer, the leave specified in sub-regulation (1) shall be taken during the period of that cessation.

Protective Clothing.

9. (1) If an employee is required to work in direct contact with mass concrete or to engage in similar work, which is likely to cause injury to his feet, the employer shall provide such employee with a pair of gumboots free of charge.

(2) If an employee is required to load or unload a vehicle during rainy weather or is otherwise obliged to work, without shelter, in the rain, the employer shall provide such employee, with a waterproof cape or similar garment free of charge.

(3) If so required by the Labour Commissioner, an employer shall, provide an employee with suitable protective clothing free of charge.

Transport.

10. The employer shall pay the employee an amount of two cents for each kilometre in excess of six kilometres that the employee travels from either his place of residence or from the employer's office when on duty if —

- (a) the normal place of residence of the employee is outside a radius of six kilometres of his place of work;
- (b) the distance from the nearest office of the employer to that place of work is outside a radius of six kilometres from that office; and
- (c) the employer does not provide the employee with free transport.

Travelling and subsistence allowance.

11. (1) If an employee is required to work at a place which is not his normal place of work, his employer shall provide him —

- (a) with free transport; or
- (b) if the employee uses his own transport, with an allowance of two cents per kilometre.

(2) If an employer requires an employee to live away from his normal place of residence the employer shall pay for or provide at or near the place of work, accommodation for the employee.

(3) Except as provided in regulation 10 an employee is not entitled to an allowance for normal travelling from his normal place of residence to his normal place of work.

Lay-off.

12. (1) Otherwise than is provided in sub-regulation (1) of regulation 13, an employee who, not being notified to do otherwise, reports at the normal time for work is entitled to pay for a normal day.

(2) A lay-off which is due to lack of supply of materials shall not extend beyond fourteen working days, and thereafter the employee shall —

(a) be given work; or

(b) be made redundant:

Provided that the employer shall give lay-off notices on the preceding day.

Lay-off due to weather.

13. (1) An employee who reports at the normal time for work and is unable to work because of inclement weather, is entitled, for that day, to pay for one and a half hours.

(2) An employee who commences work, but in the opinion of his employer, is unable because of inclement weather to continue work, shall be paid for the hours actually worked and for one and a half additional hours.

Repeal.

14. The Regulation of Wages (Building and Construction Industry) (Amendment) Order, 1975 is hereby repealed.

A. R. SHABANGU
Permanent Secretary.

Mbabane
13th July, 1977.

FIRST SCHEDULE

(Regulation 3 and 4)

General Labourer	20 cents an hour
Watchman	22 cents an hour
Driver (light vehicle)	39 cents an hour
Driver (heavy vehicle of 5 tons and overloaded)	54 cents an hour
Clerk (without certificate)	22 cents an hour
Clerk (with junior certificate)	28 cents an hour
Clerk (with senior certificate)	36 cents an hour
Induna	25 cents an hour
Storeman (without certificate)	22 cents an hour
Storeman (with junior certificate)	28 cents an hour
Storeman (with senior certificate)	36 cents an hour
Survey and Soil Assistant	20 cents an hour
Cook	20 cents an hour
Copy Typist	} 30 cents an hour
General Tradesman	
Bricklayer/concretor	
Plasterer/tiler, carpenter	
Painter/glazer, plumber, welder	
Drainlayer/wireman	
Joiner/cabinetmaker	
Grade III Trade tested	37 cents an hour
Grade II Trade tested	57 cents an hour
Grade I Trade tested	90 cents an hour
Grade 1A Trade tested	E1.20 an hour

Mechanics and fitters

Grade III Trade tested	37 cents an hour
Grade II trade tested	57 cents an hour
Grade I Trade tested	90 cents an hour
Learner Machine Operator	54 cents an hour
Machine Operator	80 cents an hour

SECOND SCHEDULE
(Regulation 5)

*Weekly Rations:**Minimum Scale*

Mealie Meal	14 lbs
Meat	3 lbs
Sugar	1 lb
Dry beans, peas, or groundnuts	1½ lbs
Fresh vegetables	2 lbs
Salt	4 ozs

Alternatives(a) *Mealie Meal*

For every 2 lbs mealie meal, 1 lb of bread, 12 ozs or rise or ½ lb of ordinary or sweet potatoes;

(b) *Meat*

(i) for the first 8 ozs of meat, 8 ozs of offal;

(ii) for the first 1 lb of meat, 1 lb of fish or 8 ozs of cheese

(c) *Fresh vegetables* — for every 1 lb of fresh vegetables, 1 lb of fresh fruit or a proportionate ration of dehydrated vegetables.

3. *Permitted variations.*

The rations of mealie meal shown in paragraph 1 may be reduced by an amount, not exceeding 6 lbs, equivalent to the amount of meal used in the preparation of —

(a) the drink known as “mahewu” or

(b) a proprietary vitaminized drink.

If either drink is issued in the week to the employee by the employer.

THIRD SCHEDULE

(Regulation 7)

Independence (Somhlolo) Day

Good Friday

Christmas Day

Umhlanga (Reed Dance)

King's Birthday

Incwala Day

LEGAL NOTICE NO. 62 OF 1977

THE WAGES ACT 1964

(No. 16 of 1964)

THE REGULATION OF WAGES (SUGAR MANUFACTURING INDUSTRY)
ORDER, 1977

(Under Section 11(5))

(Commencement: 15th July, 1977)

In the exercise of the powers conferred on him by the above mentioned Act, the Honourable Deputy Prime Minister is pleased to make the following Order:—

Citation.

1. This Order may be cited the Regulation of Wages (Sugar Manufacturing Industry) Order, 1977.

Interpretation and Definitions.

2. In this Order:—

“bench chemist” means an employee who is directly responsible to the chief chemist for the running of one section of the laboratory during his shift personally analysis the final stage brix and pol of all factory samples (excluding those for individual cane sucrose analysis). Calculates results of all factory hourly, four hourly, and shift samples;

“cane tester” means an employee who is directly responsible to the chief chemist for the selection, crushing, sampling and analysis of individual growers’ test consignments for sucrose determination and cane payment purposes and carries out other analyses as directed by the chief chemist;

“laboratory assistant” means an employee who, under the supervision of the chief chemist, records quantities, weights and measures and who is engaged in general clerical and special duties in the laboratory;

“head mill induna” means an employee who supervises the attendance of daily paid employees in the sugar mill;

“senior handyman” means an employee who carries out routine maintenance checks and repairs on the instructions of a skilled artisan. On occasions supervises handymen and artisan helpers;

“mill store clerk” means an employee who, under supervision of a chief store-keeper records particulars of requisitions of stock cards, and materials entering or leaving stores.

- “sugar despatch clerk” means an employee who is engaged on the despatch of sugar and the clerical work pertaining thereto;
- “power/house operator” means an employee who, under the supervision of a shift engineer, attends to a switchboard and/or records meter reading and/or operates prime movers in the power house.;
- “mills induna” means an employee who, under the supervision of shift engineer, supervises the workers employed in the mills;
- “sugar floor induna” means an employee who supervises workers on the sugar floor;
- “centrifugals induna” means an employee who supervises workers employed on the centrifugal station and auxiliary equipment;
- “boilers induna” means an employee who supervises the workers employed at the boilers and assists the boiler attendant in his duties;
- “caneyard induna/caneyard supervisor” means an employee who is responsible for the operation of the caneyard including the controlling of caneyard traffic and cane off loading;
- “spare gang induna” means an employee who supervises the unskilled workers employed in the spare gang;
- “driver class 1” means an employee, in possession of the relevant licence, who drives one or more of the following vehicles:- Company bus, company car, heavy duty truck 10 tons or over, heavy duty front and loader or grader;
- “building head induna” means an employee who supervises the unskilled workers employed in the building department;
- “garage induna” means an employee who supervises the unskilled workers in the garage;
- “building or garage senior handyman” means an employee who carries out routine maintenance checks and repairs on instructions of a skilled artisan. Supervises on occasions handymen and artisan helpers;
- “security sergeant” means an employee in the security force who supervises corporals and security guards under his command in carrying out their security duties;
- “evaporator operator” means an employee who controls the evaporation of clear juice to syrup and at Mhlume, controls the temperature of the juice heaters;
- “pan house attendant” means an employee who under the supervision and instruction of a pan boiler, boils and pans to completion;
- “junior laboratory assistant” means an employee, who under the supervision of the chief chemist prepares routine samples for a laboratory assistant;
- “handyman” means an employee who carries out routine maintenance checks and repairs, and or paints on the instruction of a skilled artisan or senior handyman;

- “rigger” means an employee who sets up equipment for the lifting of heavy articles;
- “mill truck driver” means an employee who drives heavy mill vehicles and light vehicles as required;
- “insulation repairer” means an employee who, without direct supervision repairs lagging or pipes and vessels;
- “shift assistant” means an employee who assists a shift engineer to take care of minor break downs and repairs during a shift;
- “black smith” means an employee who reconditions cane knives and carries out various forge work as required by other departments;
- “stores issuer” means an employee, who under the supervision of the chief storekeeper, issues materials, and weighs or measures articles and at Mhlume, is responsible for regular stocktaking and reconciliation of stock cards;
- “time keeper” means an employee who records time worked by each person and carries such other clerical duties as may be allocated to him;
- “weigh bridge clerk” means an employee who is responsible to the chief chemist and compiles the weighbridge cane weight records into daily summaries of the total cane delivered by each individual grower and records total cane deliveries by cane transporters. He also compiles records of different varieties of cane delivered to the mill;
- “service induna” means an employee who, under the supervision of the supervisor of a service department, controls the workers employed in such service department;
- “refinery induna” means an employee who supervises the workers employed in the refinery;
- “weighbridge operator” means an employee who attends to the actual working of a weighbridge and may record basic clerical data;
- “mill stores induna” means an employee who supervises the unskilled workers employed in the mill stores;
- “driver class II” means an employee, in possession of the relevant licence who drives one or more of the following vehicles:- Company van, company trucks under 10 tons or back hoe excavator;
- “grounds maintenance induna” means an employee who supervises the unskilled workers employed in the grounds maintenance gang;
- “malaria control induna” means an employee who supervises the unskilled workers employed in malaria control gang;
- “service bay garage, supervisor” means an employee who is responsible for the control and operation of the garage service bay;
- “handyman class 1 (garage/building)” means an employee who carries out routine maintenance checks, repairs or other jobs on the instructions of skilled artisan or senior handyman;
- “security corporal” means an employee in the security force who supervises security guards under his command in carrying out their security duties;

- “telephonist” means an employee who operates a telephone switchboard and deals with all in coming or out going telephone calls during his shift;
- “hygiene induna” means an employee who is responsible for the control and operations of the hygiene gang;
- “assistant instructor (training centre)” means an employee, who under the supervision of the training superintendent, assists in the instructions of company trainees and induction of new employees;
- “driver gantry crane/silo off loader” means an employee who operates a power driver crane, to off load cane or other materials and for the transfer of cane to the feed tables;
- “vacuum filter attendant” means an employee who controls the operations of vacuum filters and takes the necessary samples;
- “handyman chain repair” means an employee who inspects and repairs all cane chains and grips and, at Mhlume, inspects and greases the cane hoist wire ropes and hooks;
- “sugar handling controller” means an employee who controls sugar while being dried, weighed and transported to the silo;
- “caneyard clerk” means an employee who controls the placing of samples consignments and who controls the chain and credit system in the caneyard;
- “main carrier operator” means an employee who controls a constant feed of cane into No. 1 mill or No. 1 mill auxiliary carrier and ensures that no overloading of the amperage on the cane knife motor occurs.
- “feed table operator” means an employee who feeds cane into the auxiliary carrier from the feed tables;
- “bagasse analysis attendant” means an employee responsible for sampling, weighing, digesting filtration of hourly bagasse samples and assisting a bench chemist in various analysis;
- “mills controller” means an employee who controls the milling train;
- “instrument mechanic’s assistant” means an employee who carries out routine checks on instruments under the supervision of an instrument technician;
- “assistant bench chemist” means an employee who assists the bench chemist with brix readings, he prepares samples for analysis by the bench chemist and carries out analysis of bagasse moisture and shift sample sugar pols;
- “sampling co-ordinator” means an employee who is responsible for the initiation and activities of the automatic cane tracker and all relevant documentation attendant thereto;
- “cane clerk time delay” means an employee who collects and records information on time of burning, times of delivery and times of crushing of cane;
- “driver class III” means an employee who is in possession of the relevant licence, who drives one of the following vehicles:— tractor, tractor front end, loader, dumper, breakdown vehicle;
- “class II mill handyman, (building and garage)” means an employee who carries out very simple semi skilled routine maintenance checks, repairs or other jobs under the supervision of a skilled artisan;

- “sand recovery operator” means an employee who operates a power driver scoop to an edge river sand for building use;
- “oil separator operator” means an employee who operates a centrifugal for the recovery of waste oil;
- “mill turbine attendant” means an employee who is responsible for the observations of mill turbines and gear boxes and for the cleanliness of the surroundings;
- “assistant mill stores issuer” means an employee who, under the supervision of the chief store keeper, issues materials and weighs and measures articles;
- “centrifugal operator” means an employee who separates sugar crystals from molasses by operating centrifugals;
- “mill juice sampler” means an employee who collects mill fest expressed juice for laboratory analysis and assists the cane tester with analysis of samples;
- “clerk process control” means an employee who records mill and process temperature, pressure vacuum readings, and hourly stocks of various materials;
- “water treatment attendant” means an employee who is responsible for purifying raw water for domestic or mill use by means of chemicals;
- “auto filter attendant” means an employee who operates auto filters in a refinery and ensures that filtrates are clear;
- “melter attendant” means an employee who operates a melter and ensures that a predetermined brix and temperature is maintained;
- “lime/sulphuration attendant” means an employee who ensures that the correct pH of raw juice is maintained by the addition of mild of lime, and/or so gas and takes samples;
- “rations clerk” means an employee who is assigned to assist in clerical duties in the mill stores;
- “condensate attendant” means an employee who makes checks to determine whether any traces of sugar are present in condensate to ensure that all condensate piped to the boilers is free of sugar;
- “blending bin operator” means an employee who is responsible for the separation of different boilings into their correct bins and/or ensuring outgoing sugar is blended to a uniform standard;
- “issuer/tool store” means an employee who is responsible for controlling, issuing and receiving mill tools;
- “attendant stoker/firing” means an employee who keeps watch and performs routine cleaning duties on boilers;
- “head messenger” means an employee who operates a duplicating machine, assists with the distribution of mail and other papers from office and supervises office cleaners;
- “security guard” means an employee under the command of an NCO or a security officer in:-

- (1) protection of company property,
- (2) prevention and detection of crime on the company estate,
- (3) preservations of law and order,
- (4) preventing and extinguishing of fires on the company estate;

“garage tool store issuer” means an employee who is responsible for controlling, issuing and receiving garage tools;

“garage clerk” means an employee who, under the supervision of the garage storeman, records particulars of job cards and requisitions, maintains stock cards and performs general clerical duties as directed;

“clerk/building” means an employee responsible for controlling issuing and receiving cement and concrete blocks;

“clerk/general” means an employee engaged in routine clerical duties under supervision;

“mill feed controller” means an employee who ensures that the feed of cane to No. 1 mill is maintained by means of cane carriers;

“artisan helper” means an employee who assigned to a skilled artisan to assist him in his duties;

“chain checker” means an employee who checks claims for breakages and/or controls water pump and factory pumps;

“semikestner attendant” means an employee who is responsible for the operation of the semi kestner and juice heaters;

“scale operator” means an employee who operates mechanical and automatic scales on the sugar floor;

“sewing machine operator” means an employee who operates a sugar pocket sewing machine;

“plate and frame filter attendant” means an employee who operates the pleate and frame filter in the refinery;

“lime plant attendant” means an employee who mixes lime to a predetermined density;

“water analysis attendant” means an employee responsible for the collection and analysis of boiler and condensor water samples;

“bagasse controller” means an employee who controls the supply of bagasse to the storage silo and from there to the boiler feed hoppers;

“gutter attendant” means an employee who ensures that massecuites discharged from a pan flow to a predetermined crystallizer. He is also responsible for the cleanliness of chutes;

“forklift truck driver” means an employee who operates a fork lift truck;

- “tage attendant” means an employee responsible for the collection and identification of tags and sample tickets and for delivering them to the sampling coordinator or cane tester;
- “crystalliser attendant” means an employee who checks the crystalliser, feeds massecuites into the centrifugal and takes samples;
- “boiler water attendant” means an employee who assists in maintaining the correct water level in the boilers and decorators;
- “magma miser attendant” means an employee who controls the density of magma by adding syrup or malasses to cured sugar;
- “garage service bay attendant” means an employee who is responsible for servicing and changing the oil of all motor vehicles sent to the garage for service;
- “garage and wheel bay attendant” means an employee who is responsible for repairing all punctured wheels and changing tyres sent to the garage for service;
- “garage and building artisan helper” means an employee assigned to a skilled artisan to assist him in his duties;
- “malaria control knapsack operator” means an employee who operates a knapsack sprayer for the control of malaria mosquitoes or other insect pests;
- “security guard recruit” means an employee in the security force who is training to become a security guard and who has not yet completed his period of three months probation;
- “messenger” means an employee who distributes mail or other papers from office to office, who serves tea or coffee as required and who assists with office cleaning;
- “cane yard attendant” means an employee who maintains a constant supply of cane onto the feed tables;
- “petrol attendant” means an employee who dispenses petrol, oil, water and air at the garage filling station.

Application.

3. This order shall apply to all daily paid employees in the Sugar Mills owned by Mhlume (Swaziland) Sugar Company Limited situate at Tshaneni and in the Sugar Mills owned by Ubombo Ranches Limited, situate at Big Bend, and engaged in any occupation specified in the First Schedule:

Provided that daily paid employees shall be deemed to include employees whose remunerations is expressed in terms of a sum per day worked, although actual payment is made at less frequent intervals.

Basic Minimum Wage.

4. The basic minimum wage to be paid to employees specified in the First Schedule shall be calculated at a rate not less favourable than that specified therein:

Provided that the basic hourly rate shall be deemed to be not less than one-eighth of the employees basic daily wage:

Provided further that an employee who at the date of the commencement of the order is in receipt of a higher wage for his particular occupation than the wage prescribed in terms of this regulation he shall not by reason of this order suffer reduction in such wage:

Provided further that where an employee has the right to occupy quarters, the property of his employer for which a rental is or becomes payable to his employer, the rate specified in the First Schedule shall be deemed to be increased, in relation to such employees, by the amount of such rental.

Rations.

5. An employer shall at his own expense supply weekly rations to each employee in accordance with the appropriate scale specified in the Second Schedule:

Provided that the employer, with the consent of the employee may pay in lieu of such rations a cash allowance of such sum as may be approved by the Labour Commissioner from time to time.

Hours of work.

6. The normal working week shall consist of:-
 (a) forty-eight hours for employees working on shift;
 (b) forty-six hours for other employees.

Attendance Bonus.

7. An employee on shift work who completes forty-eight hours (excluding overtime) in any one week, and any other employee who completes forty-six hours of work (excluding overtime) in any one week, shall be entitled to a bonus equal to the normal pay for a day.

Overtime.

8. Overtime for all employees shall be payable at the following rates:-
 (a) for time worked in excess of 48 or 46 hours as the case may be from Monday to Saturday inclusive in any one week, one-and-one half times the basic hourly rate;
 (b) for time worked on Sundays and those statutory public holidays which are specified in the Third Schedule, at twice the basic hourly rate.

Annual Leave.

9. An employee shall be entitled after each period of twelve consecutive calendar month's service with an employer to twelve working days excluding Sunday and the said statutory public holidays, as annual leave with full pay:

Provided that sick leave taken of regulation 10 of this Order shall not be construed as a break in continuity of service for the purpose of entitlement to paid annual leave.

Sick Leave.

10. After three consecutive calendar months' service with an employer, an employee shall be entitled to sick leave up to a maximum of fourteen days with full pay, and there after to sick leave up to a maximum of fourteen days with half pay, in each period of twelve months' continuous service, subject to the employee producing a certificate of incapacity covering the period claimed as sick leave signed by a medical practitioner registered under the Medical and Dental Practitioner's Act, No. 3 of 1970.

Repeal.

11. Legal Notice No. 90 of 1975 is hereby repealed.

A. R. SHABANGU
Permanent Secretary, Deputy Prime Minister's Office.

FIRST SCHEDULE

Regulation 4

MINIMUM DAILY WAGE

Grade A includes employees in one or more of the under-mentioned capacities:-

Bench Chemist	}	E2.96
Brick Layer		
Cane Tester		
Clerk Weighbridge appointed before 19/5/72		
Driver class 1		
Head Induna building		
Head Mill Induna		
Induna boilers		
Induna centrifugals		
Induna cane yard and cane supervisor		
Induna garage		
Induna spare gang		
Induna Mills		
Induna sugar floor		
Laboratory Assistant		
Mill Store Clerk		
Operator power house		
Senior handyman building or garage		
Senior handyman		
Sergeant Security		
Sugar despatch Clerk		
Time-keeper appointed before 19/5/72		

Grade B includes employees employed in one or more of the under-mentioned capacities:-

Operator Evaporator	}	E2.37
Pan House Attendant		
Junior Laboratory Assistant		
Handyman		
Rigger		
Mill Truck Driver		
Insulation Repairer		
Shift Assistant		
Blacksmith		
Stores Issuer		
Time-keeper appointed on or after 19/5/72		
Clerk weighbridge appointed on or after 19/5/72		
Refinery Induna		
Service Induna		
Operator Weighbridge appointed before 19/5/72		
Mill Stores Induna		
Driver Class II		
Ground Maintenance Induna		
Malaria Control Induna		
Supervisor Garage Service Bay		
Handyman Class I Garage or Building		
Security corporal		
Telephonist		
Induna Hygiene		
Assistant Instructor, Training Centre		

Grade C includes employees employed in one or more of the under-mentioned capacities:-

Driver Gantry Crane/Hilo Offloader	}	E1.90 per day
Attendant Vacuum Filter		
Handyman Chain Repair		
Sugar Handling Controller		
Clerk Caneyard		
Operator Main Carrier appointed on or after 19/5/72		
Operator Feed Table		
Attendant Bagasse Analysis		
Controller Mills		
Instrument Mechanics Assistant		
Assistant Bench Chemist		
Operator Weighbridge appointed on or after 19/5/72		
Laboratory Sampler appointed on or after 19/5/72		
Sampling Co-ordinator		
Cane Clerk Time Delay		
Driver Class III		
Handyman Class II Mill, Building, Garage		
Operator Sand Recovery		

Grade D includes employees employed in one of more of the undermentioned capacities:-

Operator Oil Separator	}	E1.52 per day
Attendant Mill Turbine		
Assistant Mill Stores Issuer		
Dryer Attendant appointed before 19/5/72		
Sampler Mill Juice		
Operator Centrifugal		
Clerk Process Control		
Attendant Water Treatment		
Attendant Auto Filter		
Attendant Melter		
Attendant Lime/Sulphuration		
Clerk Rations		
Clerk Stores		
Attendant Condensate		
Operator Blending Bin		
Crystalliser Attendant appointed before 19/5/72		
Issuer Tool Store		
Attendant Stoker/Firing		
Head Messenger		
Security Guard		
Issuer Garage Tool Store		
Clerk Garage		
Clerk Building		
Clerk General		

Grade E includes employees employed in one or more of the undermentioned capacities:-

Controller Mill Feed	}	E1.22 per day
Artisan Helper		
Chain Checker		
Greaser		
Pan Assistant appointed before 19/5/72		
Attendant Roller Arcing		
Attendant Molasses Tank appointed before 19/5/72		
Attendant Pump		
Attendant Clarifier		
Attendant Semi Kestner		
Operator Scale		
Operator Sewing Machine		
Attendant Plate and Frame Filter		
Attendant Lime Plant		
Attendant Water Analysis		
Controller Bagasse		
Attendant Gutter		
Driver Forklift Truck		
Attendant Tag		
Attendant Crystalliser appointed on or after 19/5/72		
Attendant Boiler Water		
Attendant Magma Mixer		
Attendant Garage Service Bay		
Attendant Garage Wheel Bay		
Artisans Helper Garage and Building		
Knapsack Operator Malaria Control		
Recruit Security Guard		
Messenger		
Cook Village		
Attendant Cane Yard		
Attendant Petrol		
Brickmaker		

Grade F includes all employees employed as general labourers in capacities other than those specified under Grades A-F above, non trade tested Painters and Casual Labourers with more than 3 months continuous service (E1.05 per day), provided that General Labourers acting as Toilet Cleaners shall not be paid less than E1.15 cents per day.

SECOND SCHEDULE

(Regulation 5)

WEEKLY RATION SCALE

For employees of Mhlume (Swaziland) Sugar Company Limited:

- 3 lbs meat
- 18 lbs mealie meal (14 lbs for single employees)
- 2 lbs samp
- 1 lb beans

1 lb sugar
½ lb flour
1 lb salt
1 lb potatoes
½ lb onions
½ oz curry powder

For employees of Ubombo Ranches Limited:

Married Employees:

18 lbs mealie meal
2 lbs beans
1 lb sugar
½ lb salt
½ lb flour
2 lbs meat
1 lb fish
2 lbs vegetables
2 pts paraffin

Single Employees:

2 lbs meat
Hot meals

THIRD SCHEDULE
(Regulations 8 and 9)

New Year's Day
Good Friday
Easter Monday
Incwala Day
King's Birthday
Reed-dance Day
Independence Day
Christmas Day