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SUPPLEMENT TO  
THE  
SWAZILAND GOVERNMENT  
GAZETTE

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**CORRIGENDUM**

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**THE INCOME TAX (AMENDMENT) ACT, 1988**

**(Act No. 5 of 1988)**

Section 6 of the Income Tax (Amendment) Act, 1988 should be corrected by replacing the words "paragraph 1(1)(d)" with the words "paragraph 1(1)(c)".

**CORRIGENDUM**

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**THE WAGES ACT, 1964**

(Act No. 16 of 1964)

**THE REGULATION OF WAGES (MINING AND QUARRYING  
INDUSTRIES) ORDER, 1988**

(Under Section 11)

Legal Notice No. 119 of 1988 should be corrected by inserting the phrase "Good Friday" as an addition to the list of public holidays appearing under Section 10(1) thereof.

## LEGAL NOTICE NO. 14 OF 1989

## THE WAGES ACT, 1964

(Act, No. 16 of 1964)

THE REGULATION OF WAGES (MOTOR ENGINEERING TRADES)  
ORDER, 1989

(Under Section 11)

In exercise of the powers conferred by section 11 of the Wages Act, 1964 the Minister of Labour hereby makes the following Order—

*Citation and commencement.*

1. This Order may be cited as the Regulation of Wages (Motor Engineering Trades) Order, 1989 and shall come into force on the 1st February, 1989.

*Interpretation.*

2. In this Order unless the context otherwise requires—

“Artisan” means an employee who has undergone a trade test and obtained a certificate showing his grade;

“Artisan Assistant” means an employee who has been assisting an artisan for three continuous years in the workshop or who can show proof of three relevant experience with a previous employer;

“Assistant Batteryman” means an employee who assists a batteryman;

“Assistant greaseman” means an employee who assists a greaseman;

“Assistant Tyreman” means an employee who assists a Tyreman;

“Batteryman” means an employee wholly or mainly engaged in the servicing and maintenance (including charging) of batteries, either solely or in charge of other employees;

“Casual labourer” means an employee whose wages are actually paid to him at the end of the day or shift;

“Clerk (without a certificate)” means an employee who does not possess a Junior Certificate of education or Form 111, and who is engaged in general clerical duties.

“Clerk (with Junior Certificate)” means an employee who is a 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 Senior Certificate of education and who is engaged in general clerical duties;

“Driver” means an employee whose duties, in addition to being in charge of a motor vehicle, includes the handling to and from the tailboard, and the daily maintenance and cleaning of such vehicle;

“General labourer” means a person employed as a sweeper, cleaner, or spannerman;

“Greaseman” means an employee who lubricates vehicles including operating the necessary equipment either solely or in charge of other employees;

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

“Semi-skilled labourer” means a person who is employed to perform duties other than sweeping and cleaning;

“Switchboard operator” means an employee whose main duties consist in the operation of telephone switchboard;

“Tyreman” means an employee wholly or mainly engaged in repairing tyres and tubes;

“Trainee switchboard operator” means an employee whose main duties consist in the operation of telephone switchboard under training instructions for a period not exceeding three months;

“Watchman” means an employee who is engaged during the day or night guarding and protecting premises, property or other belongings as directed by his employer.

#### *Application.*

3. This Order shall apply to all persons employed in any undertaking or part of an undertaking which consist in the carrying on for gain of one or more of the following activities—

- (1) The retail supply of motor vehicles.
- (2) The retail supply of agricultural or mobile construction plant.
- (3) The repair, servicing or assembly or adaptation of such vehicles, machinery or plant on behalf of other person or undertaking.

#### *Basic Minimum wage.*

4. (1) The basic minimum wage which shall include the ration element to be paid to the employees specified in the First Schedule shall be calculated at a rate not less favourable than that specified in the said Schedule.

(2) An employee who, at the date of the commencement of this Order is in receipt of a higher wage, or enjoys better conditions of employment than those prescribed by this Order shall not suffer diminution in such wage or condition by reason of this Order.

(3) The normal hourly rate for a watchman shall be deemed to be not less than one hundred and twelfth of his monthly wage.

#### *Hours of work.*

5. (1) The normal weekly hours of work for an employee other than a watchman, shall not be more than forty-five hours of work exclusive of meal breaks, spread over five days each of nine hours.

(2) The normal weekly hours of work for a watchman shall be seventy two hours spread over six shifts, each of twelve hours

#### *Overtime.*

6. (1) Overtime in excess of the normal hours by employees other than watchman shall be paid for at the following rate—

- (a) any normal working day on a Saturday before 1.00 p.m. at one and one half times the employee's normal rate of wages;

(b) After 1.00 p.m. on Saturdays, or public holidays specified in the Second Schedule at twice the employee's normal wages.

(2) Overtime in excess of the normal hours worked by a watchman shall be paid for at one and one half times the employee's normal rate of wages; but where such overtime is worked on a rest day or on a public holiday specified in the Second Schedule, the overtime shall be paid for at twice the employee's normal rate of wages.

(3) An employee shall not be required to work overtime against his will unless it is understood by both parties that such overtime is of absolute necessity.

*Annual leave.*

7. (1) An employee shall be entitled after each period of twelve months continuous service with an employer to annual leave for a period totalling ten working days with full pay.

(2) Where the employment of an employee is terminated after a period exceeding three months from the date of commencement or after a period following his return from annual or sick leave, the employee shall be paid in addition to any other entitlement an amount equal to one day's pay for each month service during which he has earned, but has not taken annual leave.

*Sick leave.*

8. (1) After three months' service with an employer, an employee shall be entitled to sick leave with full pay up to a maximum of fourteen days in each period of twelve month's continuous service.

(2) An employee shall not be entitled to such payment under sub-regulation (1) unless he produces to the employer a certificate of incapacity covering the period of sick leave signed by medical practitioner registered under the Medical and Dental Practitioner's Act, 1970.

(3) An employee shall not be entitled to sick leave under sub-regulation (1) if his incapacity is due to gross negligence on his part.

*Subsistence allowance.*

9. For period of absence away from his normal place of employment on journey undertaken in the performance of his duties, an employee shall be re-imbursed all expenses reasonably incurred on lodging and or meals during each period of such absence on production of receipts covering such expenditure.

*Paid public holidays.*

10. (1) The Public Holidays specified in the Second Schedule shall be holidays with full pay.

(2) No employee shall be entitled to payment under sub-regulation (1) unless he is available for work on a working day immediately before and after the public holiday.

*Revocation legal notice No. 32 of 1988.*

11. The Regulation of Wages (Motor Engineering Trades) Order, 1988 hereby revoked.

## FIRST SCHEDULE

(Paragraph 4)

Occupation	Rate Per Hour
Casual Labourer	.81
General Labourer	1.13
Semi-skilled Labourer	1.20
Driver (up to 2 tons pay load)	1.20
Driver (between 2½ tons pay load)	1.29
Greaseman	1.24
Assistant Greaseman	1.20
Batteryman	1.20
Assistant Batteryman	1.13
Tyreman	1.20
Assistant Tyreman	1.13
Clerk (without Certificate)	1.16
Clerk (with Junior Certificate)	1.20
Clerk (with Senior Certificate)	1.24
Trainee (Switchboard Operator)	1.10
Switchboard Operator	1.16
Artisans Assistant	1.16
Artisan (Trade tested) Grade III	1.31
Artisan (Trade tested) Grade II	1.85
Artisan (Trade tested) Grade I	2.81
Watchman	223.99 per month
Petrol Pump Attendant	206.22 per month.

## SECOND SCHEDULE

Incwala Day  
 Good Friday  
 Christmas Day  
 Reed Dance Day  
 Sombhlo Day  
 King's Birthday

K. MBULI

*Principal Secretary — Ministry of Labour*