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SUPPLEMENT TO
THE
SWAZILAND GOVERNMENT
GAZETTE

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PART C — LEGAL NOTICES

6. The Wages Regulation (Watching and Protective Service Industry) Order, 1978 — — S1

PUBLISHED BY AUTHORITY

LEGAL NOTICE NO. 6 OF 1978**THE WAGES REGULATION (WATCHING AND PROTECTIVE SERVICE INDUSTRY) ORDER, 1978****(Under section 11(5))***(Date of commencement: 10th February, 1978)*

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

Citation.

1. This Order may be cited as the Regulation of Wages (Watching and Protective Service Industry) Order, 1978.

Application.

2. This Order shall apply to all persons employed in all activities relating to the detective, private investigative, patrolling and nightwatching services, against burglary, risk of fire, personal hurt or other risk protection Services, and armoured car, finger-printing and similar services connected or related to the foregoing duties:

Provided further that this Order shall not apply to persons employed by:—

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

Interpretation:

3. In this Order —

“Group A” means an employee with less than three months continuous service;

“Group B” means an employee with three months but not more than twelve months continuous service;

“Group C” means an employee with more than twelve months continuous service;

“Group D” means an employee engaged as a patrol supervisor Grade II;

“Group E” means an employee engaged as a patrol supervisor Grade I;

“Telephonist” means a person who is fluent in the working languages of the country, who is literate and who is able to operate a telephone in a courteous and efficient manner;

"Clerk" means an employee engaged on full-time general clerical duties;

"Female Guard" means same as male guard.

Basic Minimum Wage.

4. The basic minimum wage to be paid to any employee to whom this order applies, shall be deemed to include ration allowance, and shall be calculated at a rate not less favourable than that specified in the First Schedule.

Hours of work.

5. The basic working week shall consist of seventy-two working hours spread over a period of six days.

Overtime.

6. Any employee who is required to be on duty and work in excess of the hours specified in Regulation 5 of this Order, shall be paid at one and a half times his basic hourly wage for all time so worked.

Annual Leave.

7. On completion of each period of twelve months of continuous service with his employer, an employee shall be entitled to an annual leave of not less than twenty-one calendar days with full pay.

Sick Leave.

8. After three months continuous service with his employer, an employee shall be entitled to fourteen days sick leave with full pay and a further period of fourteen days on half pay:

Provided that he tenders to his employer a medical certificate signed by a medical practitioner registered in Swaziland.

Time Off.

9. Every employee to whom this Order applies shall be entitled to one day off-work in each week of continuous service:

Provided that with the mutual consent of the employer and employee it may be arranged, so as to allow each employee, four days off-work after four weeks continuous service.

Maternity Leave.

10. Every female employee who becomes pregnant during the period of her employment shall be granted up to five months leave without pay and shall be entitled to resume duty in the position she occupies prior to such leave.

Subsistence allowance.

11. Every employee who travels on duty and remains away from his place of residence for less than seven days shall be entitled to subsistence allowance and shall be reimbursed all expenses incurred on lodging and meals in that behalf on production of receipts covering the expenditure:

Provided that an employee who is required to remain away from his place of residence on duty for seven days or more shall be deemed to be transferred from his place of residence and the employer shall provide him with accommodation or payment in lieu thereof.

Lay-off.

12. A lay-off due to circumstances beyond an employer's control shall not extend beyond fourteen working days, and at the end of the period of lay-off employees shall be re-employed in their original categories or given notice of termination of service in accordance with current legislation:

Provided that during the period of lay-off the employer shall not engage other employees to fill in the vacancies created by those laid off:

Provided further that in the case of employees with three months continuous service and over, the employer shall give lay-off notices at least fourteen days before the lay-off:

Provided still further that in the case of employees with less than three months continuous service the employer shall give lay-off notices at least twenty-four hours before the lay-off.

Pay Days.

13. Every employee shall be paid at the end of each month of service or within three days thereafter.

Savings.

14. No employee who, at the commencement of this Order is entitled to benefits superior to those specified in this Order shall suffer any reduction in such benefits by reason of this Order.

Uniforms.

15. The employer of a guard or a watchman shall provide him or her free of charge with —

- (1) (a) boots or shoes for female guards, a police whistle and a club, a torch, and
- (b) a hat, overcoat, or raincoat when reasonably required in the prevailing weather conditions.

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

Repeal.

16. Legal Notice No. 109 of 1976 is hereby repealed.

A. R. SHABANGU

Permanent Secretary.

Mbabane.
3rd. February, 1978.

FIRST SCHEDULE

(per month)

Group A	E46.00
Group B	E52.00
Group C	E54.00
Group D	E57.00
Group E	E79.00
Telephonist	E44.00
Clerk	E68.00
Female Guard A	E42.00
Female Guard B	E48.00