

249

SUPPLEMENT TO THE ESWATINI GOVERNMENT GAZETTE

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PUBLISHED BY AUTHORITY

PART C

S1

LEGAL NOTICE NO. 99 OF 2026

THE WAGES ACT, 1964

(Act No. 16 of 1964)

THE APPOINTMENT OF MEMBERS OF WAGES COUNCILS NOTICE, 2026 (Under Section 6)

In exercise of the powers conferred by Section 6 of the Wages Act, 1964, the Minister for Labour and Social Security makes the following Notice -

Citation and Commencement

1. (1) This Notice may be cited as the Appointment of Members of Wages Councils Notice, 2026.

(2) This Notice shall come into force on the date of publication in the gazette.

Appointment of Members

2. (1) The persons listed in the Schedule to this Notice are appointed members of the Wages Councils for a period not exceeding three years.

(2) Any independent member of the Wages Council may act as Deputy Chairperson in the absence of the Chairperson of any Wages Council.

Functions of Wages Council

3. A Wages Council may in respect to the sector and area concerned perform the following functions -

- (a) set minimum terms and conditions of employment, including minimum rates of remuneration;
- (b) provide for the adjustment of remuneration by way of minimum rates or minimum increases;
- (c) regulate the manner, timing and other conditions of payment of remuneration;
- (d) prohibit or regulate payment of remuneration in kind;
- (e) require employers to keep employment records;
- (f) require employers to provide records to their employees;
- (g) prohibit or regulate task-based work, piecework, homework, sub-contracting and contract work;
- (h) set minimum standards for housing and sanitation for employees who reside on their employers' premises;

- (i) regulate payment of travelling and other work-related allowances;
- (j) specify minimum conditions of employment for trainees;
- (k) specify minimum conditions of employment for persons other than employees;
- (l) regulate training and education schemes;
- (m) regulate pension, provident fund, medical aid, sick pay, holiday and unemployment schemes or funds; and
- (n) regulate any other matter concerning remuneration or other terms or conditions of employment.

Allowances and Fees

4. Members of the Councils, including the Secretary shall be paid such allowances as are paid to statutory bodies.

Secretariat

5. The secretariat shall offer administrative support to the board, keep records and minutes of board meetings subject to the board's approval and adoption in a subsequent meeting and issue board's decisions or directions on behalf of the board.

Reports

6. The board shall submit a report of its activities within three months after the 31st March of each year subject to any directives as may be issued by the Minister from time to time.

Revocation

7. Legal Notice No. 37 of 2023 is revoked.

SCHEDULE**A. AGRICULTURAL INDUSTRY WAGES COUNCIL****Independent Members**

1. Ernest Tsabedze - Chairperson;
2. Cedric Mawusa Chirwa
3. Timothy Shishane Maseko

Employers' Representatives

- | | |
|-------------------|------------------------|
| 1. Sipho Nyoni; | 2. Julia Saulus; |
| 3. Bheki Maziya; | 4. Philemon Malandula; |
| 5. Lungelo Malaza | 6. Patricia Ntimba |

Employees' Representatives

- | | |
|----------------------|---------------------------|
| 1. Sydney Kunenc; | 2. Bongumenzi Roy Mncina; |
| 3. Agrippa Makwakwa; | 4. Mary Hlophe; |
| 5. Mduduzi Gule; | 6. Phendulile Zikalala; |

B. BUILDING AND CONSTRUCTION INDUSTRY WAGES COUNCIL**Independent Members**

1. Linda Nkambule - Chairperson;
2. Stanley Dube
3. Vumani Tshabalala;

Employers' Representatives

- | | |
|----------------------|--------------------------------|
| 1. Sony Nhleko; | 2. Raymond Dlamini; |
| 3. Sihle Malindzisa; | 4. Zodwa Mamba; |
| 5. Themba Simelane; | 6. Bonginkosi Mandisa Dlamini; |

Employees' Representatives

- | | |
|-----------------------|--------------------|
| 1. Theminkosi Maziya; | 2. Gugu Dlamini; |
| 3. Sibonelo Tsabedze; | 4. Ralph Sauluf; |
| 5. Mduduzi Gule; | 6. Banele Dlamini; |

C. DOMESTIC EMPLOYEES INDUSTRY WAGES COUNCIL

Independent Members

1. Zodwa Dlamini - Chairperson;
2. Phathi Andreas Mdluli
3. Nomthandazo Phindile Silenge;

Employers' Representatives

- | | |
|-----------------------|----------------------------|
| 1. Timon̄thy Makhanya | 2. Selby Mavimbela; |
| 3. Cindy Xaba; | 4. Nelisiwe Nhlabatsi; |
| 5. Zanele Nkambule ; | 6. Ethel Busisiwe Kkumalo; |

Employees' Representatives

- | | |
|-------------------------|-----------------------|
| 1. Winile Matsenjwa; | 2. Phumelele Dlamini; |
| 3. Gcinaphi Maseko; | 4. Khetsiwe Dlamini; |
| 5. Phendulile Zikalala; | 6. Tanele Matsebula; |

D. FORESTRY AND FOREST INDUSTRY WAGES COUNCIL

Independent Members

1. Timothy Shishane Maseko - Chairperson
2. Stanley Dube
3. Eric Maziya;

Employers' Representatives

- | | |
|--------------------|--------------------------|
| 1. Melusi Ndlovu; | 2. Paul Gundane Dlamini; |
| 3. Jonathan Gower; | 4. Fisokuhle Dlamini; |
| 5. Nduduzo Ntuli | 6. Daniel Maseko; |

Employees' Representatives

- | | |
|------------------------|---------------------|
| 1. Hunson Chirwa; | 2. Mefika Tsabedze; |
| 3. Sifiso Shongwe; | 4. Shongwe Mashumi; |
| 5. Majahonke Mazibuko; | 6. Sabelo Dlamini; |

E. MANUFACTURE AND SALE OF HANDICRAFT INDUSTRY WAGES COUNCIL**Independent Members**

1. Ben Simelane - Chairperson;
2. Nompumelelo Dlamini;
3. Musa Fakudze;

Employers' Representatives

- | | |
|----------------------------|-------------------------|
| 1. Ncobile Mkhathshwa; | 2. Xolile Gama; |
| 3. Lwazi Wonderboy Maziya; | 4. Ncamiso Maseko; |
| 5. Thembi Nxumalo; | 6. Khanyisile Simelane; |

Employees' Representatives

- | | |
|-----------------------|---------------------|
| 1. Khumbu Mnisi; | 2. Sicelo Mlotshwa; |
| 3. Sibonelo Tsabedze; | 4. Almon Simelane; |
| 5. Thulani Mabasa; | 6. Santos Makhanya; |

F. MANUFACTURING AND PROCESSING INDUSTRY WAGES COUNCIL**Independent Members**

1. Nsindiso Tfwala - Chairperson;
2. Patience Bennett;
3. Vumani Tshabalala;

Employers' Representatives

- | | |
|-------------------------|------------------------|
| 1. Simon Magagula; | 2. Manqoba Sukati; |
| 3. Ryden Kyleo Allmark; | 4. Gavin Adamson; |
| 5. Mbuso Dube; | 6. Sithembiso Shongwe; |

Employees' Representatives

- | | |
|-----------------------|----------------------|
| 1. Solomon Mbukwane; | 2. Mduduzi MkhaliPhi |
| 3. Wonder Mkhonza; | 4. Thulani Sgudla; |
| 5. Calsile Tfumbatsi; | 6. Dennis Dlamini; |

G. MINING AND QUARRYING INDUSTRY WAGES COUNCIL**Independent Members**

1. Sihle Dlodlu - Chairperson;
2. Leonard Buyisizwe Sibusiso Dlamini;
3. Samukelisiwe Simelane;

Employers' Representatives

- | | |
|----------------------|---------------------------|
| 1. Edwin Mbingo; | 2. Sihle Malindzisa; |
| 3. Sindiswa Dlamini; | 4. Prince Themba Dlamini; |
| 5. Bishop Bor Masuku | 6. Simon Khumalo; |

Employees' Representatives

- | | |
|--------------------|------------------------------|
| 1. Bongani Tsela; | 2. Bongani Ndzinisa;Dlamini; |
| 3. Obed Malaza; | 4. Vivian Dlamini; |
| 5. Siboniso Motsa; | 6. Comfort Mdluli |

H. MOTOR ENGINEERING INDUSTRY WAGES COUNCIL**Independent Members**

1. Norman Gamedze - Chairperson;
3. Stanley Dube
2. Sipho Magagula;

Employers' Representatives

- | | |
|-----------------------|----------------------|
| 1. Gina Celumusa; | 2. Thandeka Shongwe; |
| 3. Dudu Dlamini; | 4. Paul Nkabinde; |
| 5. Mlungisi Gwamanda; | 6. Mduduzi Dube; |

Employees' representatives

- | | |
|----------------------|----------------------|
| 1. Mancoba Mhlanga; | 2. Mlungisi Littler; |
| 3. Alfred Dlamini; | 4. Thulani Phiri; |
| 5. Sibusiso Mkhonta; | |

I. HOTEL AND CATERING INDUSTRY WAGES COUNCIL**Independent Members**

1. Busisiwe Rejoice Simelane - Chairperson;
2. Zodwa Dlamini;
3. Leonard Buyisizwe Sibusiso Dlamini;

Employers' Representatives

- | | |
|----------------------|---------------------------|
| 1. Sindi Simelane; | 2. Jaques Robbertze; |
| 3. Lynette Stanford; | 4. Nomfundo Nxumalo |
| 5. Itallo Dlamini | 6. Busisiwe Ethel Khumalo |

Employees' Representatives

- | | |
|--------------------|-------------------------|
| 1. Douglas Maziya; | 2. Makhosonkhe Dlamini; |
| 3. Sphiwo Mpila; | 4. Mhluleli Mthethwa; |
| 5. Veli Mkhonta; | 6. Bongani Ndzinisa; |

J. ROAD TRANSPORTATION INDUSTRY WAGES COUNCIL**Independent Members**

1. Nsindiso Thwala - Chairperson;
2. Mandla Ntshalintshali;
3. Mandla Mamba;

Employers' Representatives

- | | |
|--------------------------|--------------------|
| 1. Celumusa Gina; | 2. Sabelo Dlamini; |
| 3. Milswa Mtshali Mamba; | 4. Phiwa Masilela; |
| 5. Sihlangu Nhlabatsi; | 6. Mbuso Maseko; |

Employees' Representatives

- | | |
|---------------------|------------------------|
| 1. Machawe Dlamini; | 2. Nhlanhla Mahlalela; |
| 3. Magagula Victor; | 4. Peter Richards; |
| 5. Machawe Mamba; | 6. Diago Mkhonta; |

K. RETAIL, HAIRDRESSING, WHOLESALE AND DISTRIBUTIVE TRADES INDUSTRY WAGES COUNCIL

Independent Members

1. Bongani Dlamini - Chairperson;
2. Welcome Mthethwa;
3. Thulani Ndlovu;

Employers' Representatives

- | | |
|-----------------------|----------------------------|
| 1. Letsiwe Edwards; | 2. David Litchfield; |
| 3. Pamela Nkomonde; | 4. Dudu Mkhabela; |
| 5. Sibongile Nxumalo; | 6. Mhlabuhlangene Manzini; |

Employees' Representatives

- | | |
|---------------------|-------------------------|
| 1. Mbongeni Shongwe | 2. Thabo Nkambule |
| 3. Fikile Nkambule; | 4. Sanele Masuku |
| 5. Thabani Ngobese; | 6. Makhosazane Dlamini; |

L. WATCHING AND PROTECTIVE (SECURITY) SERVICES INDUSTRY WAGES COUNCIL

1. Musa Sibandze - Chairperson;
2. Bongani Fakudze;
3. Enerst Tsabedze

Employers' Representatives

- | | |
|--------------------|---------------------|
| 1. Avy Facett; | 2. Joseph Mlambo; |
| 3. Mbuso Dube; | 4. Londiwe Dlamini; |
| 5. Qiniso Khumalo; | |

Employees' Representatives

- | | |
|-------------------------|----------------------|
| 1. Angel Lulane; | 2. Jeremiah Maziya; |
| 3. Frank Mncina; | 4. Sunford Msane; |
| 5. Mfanzile Maziya; | 6. Bongani Tsabedze; |
| 7. Phendulile Zikalala; | |

M. TEXTILE AND APPAREL INDUSTRY WAGES COUNCIL**Independent Members**

1. Derrick Jele - Chairperson;
2. Wilson Ndlovu;
3. Mandla Mamba;

Employers' Representatives

- | | |
|---------------------|-----------------------|
| 1. Marcia Hillary; | 2. Malungisa Dlamini; |
| 3. Didi Hou; | 4. Mandla Ngwenya; |
| 5. Magenius Hlophe; | 6. Simon Khumalo; |

Employees' Representatives

- | | |
|-------------------------|-----------------------|
| 1. Nonhlanhla Ndambeni; | 2. Zandile Mtsetfwa; |
| 3. Wander Mkhonza; | 4. Mduduzi Mkhaliphi; |
| 5. Thuli Shabangu; | 6. Mduduzi Nxumalo; |

N. FUNERAL UNDERTAKERS INDUSTRY WAGES COUNCIL**Independent Members**

- | | |
|-------------------------------|---------------------------|
| 1. Eric Maziya - Chairperson; | 2. Khulile Glory Dlamini; |
| 3. Busisiwe Rejoice Simelane | |

Employers Representatives

- | | |
|-----------------------------|--------------------------|
| 1. Melissa Faith Zikalala; | 2. Musa Robert Vilakati; |
| 3. Zodwa Patience Ginindza; | 4. Pretty Malaza; |
| 5. Fransisca Shayo | 6. Sivuse Mbingo; |

Employees' Representatives

1. Tanele Matsebula;
2. Leornard Ngozo;

O. MICRO-MONEY LENDERS INDUSTRY WAGES COUNCIL**Independent Members**

1. Cedric Mawusa Chirwa - Chairperson
2. Busisiwe Rejoice Simelane
3. Simangele Kunene;

Employers Representatives

- | | |
|--------------------|------------------------|
| 1. Thomas Boahen; | 2. Mcolisi Vice Gwebu; |
| 3. Simile Khumalo; | 4. Sabsile Nxumalo; |
| 5. June Khanyile; | 6. Thekithemba Bhembe; |

Employees Representatives

- | | |
|---------------------|--------------------------------|
| 1. Sipiwe Tsabedze; | 2. Sanele M. Mchunu; |
| 3. Mcolisi Dlamini; | 4. Phumelele Pholile Masilela; |

P. PRE-SCHOOL AND DAY-CARE CENTRES INDUSTRY WAGES COUNCIL**Independent Members**

1. Phathi Andreas Mdluli - Chairperson;
2. Zodwa Dlamini;
3. Musa Fakudze

Employers Representatives

- | | |
|-----------------------|------------------------|
| 1. Timonthy Makhanya; | 2. Cindy Xaba; |
| 3. Selby Mavimbela; | 4. Elizabeth Mkhabela; |
| 5. Celumusa Sacolo; | 6. Matta Mabuza |

Employees' representatives

1. Sanele Masuku;
2. Nokuthula Dasilva;

Q. MEDIA INDUSTRY WAGES COUNCIL**Independent Members**

1. Mandla Mamba - Chairperson;
2. Nontsikelelo Bennett
3. Samukelisiwe Simelane;

Employers' Representatives

- | | |
|----------------------|--------------------|
| 1. Ntokozo Nkambule; | 2. Velile Malinga; |
| 3. Noxolo Mabila | 4. Bongani Masuku; |
| 5. Ben Simelane; | 6. Melusi Dlamini; |

Employees' Representatives

- | | |
|-----------------------------------|------------------------------|
| 1. Lwazi Mancoba Dlamini | 2. Lington Gule; |
| 3. Fortune Nhlanhla Ndlangamandla | 4. Mxolisi Mzwandile Mavuso; |
| 5. Bongani Dlamini | 6. Phathizwe Mncedisi Msibi |

R. SCHOOLS AND OTHER EDUCATIONAL INSTITUTIONS SUPPORT STAFF INDUSTRY WAGES COUNCIL**Independent Members**

1. Nontsikelelo Bennett - Chairperson;
2. Bongani Fakudze;
3. Eric Maziya;

Employers' Representatives

- | | |
|-------------------------|------------------------|
| 1. Lungelo Nhlengetfwa; | 2. Busizwe Hlatshwayo; |
| 3. Terrence Nxumalo; | 4. Boy Khumalo; |
| 5. Gcina Dlamini; | 6. Prisca Chambers ; |

Employees' Representatives

- | | |
|-----------------------|------------------------|
| 1. Phumelele Dlamini; | 2. Lindiwe Tsabedze; |
| 3. Musa Dlamini; | 4. Makhosazana Sukati; |
| 5. Mancoba Dlamini; | 6. Ncamsile Dube; |

SECRETARIAT

1. Thuli Gama;
2. Nomsa Silenge;
3. Talatona Sacolo;
4. Nomathemba Mkhonta
5. Xolani Mlambo, and
6. Temantolo Fakudze

BONGANI NZIMA (MP)

ACTING MINISTER FOR LABOUR AND SOCIAL SECURITY