

No. 17936

---

**UNITED KINGDOM OF GREAT BRITAIN  
AND NORTHERN IRELAND  
and  
SWAZILAND**

**Exchange of notes constituting an agreement concerning officers designated by the Government of the United Kingdom in the service of specified organizations or institutions in Swaziland (with annexes). Mbabane, 3 June 1976**

**Exchange of notes constituting an agreement amending the above-mentioned Agreement. Mbabane, 30 November 1977**

*Authentic texts: English.*

*Registered by the United Kingdom of Great Britain and Northern Ireland on 8 August 1979.*

EXCHANGE OF NOTES CONSTITUTING AN AGREEMENT<sup>1</sup>  
BETWEEN THE GOVERNMENT OF THE UNITED KINGDOM  
OF GREAT BRITAIN AND NORTHERN IRELAND AND THE  
GOVERNMENT OF SWAZILAND CONCERNING OFFICERS  
DESIGNATED BY THE GOVERNMENT OF THE UNITED  
KINGDOM IN THE SERVICE OF SPECIFIED ORGANIZATIONS  
OR INSTITUTIONS IN SWAZILAND

---

I

*The United Kingdom High Commissioner at Mbabane to the Permanent Secretary, Department of Establishments and Training, Office of the Prime Minister of Swaziland*

BRITISH HIGH COMMISSION  
MBABANE

3 June 1976

Sir,

I have the honour to refer to the exchange of letters between the Government of the United Kingdom of Great Britain and Northern Ireland and the Registrar of the University of Botswana, Lesotho and Swaziland dated December 1969, relating to assistance towards certain staff in the service of that University and to discussions which have taken place between the Government of the United Kingdom and the Government of the Kingdom of Swaziland concerning the continuance of that assistance and to place on record the terms of the Agreement which have been resolved.

1. The Government of the United Kingdom shall, with the concurrence of the Government of Swaziland, provide assistance under the authority and provisions of the British Government's Overseas Development and Service Act 1965 upon the terms and conditions set out in the first annex to this Note in respect of British staff in the service of an organisation or institution listed in the second annex to this Note (hereinafter referred to as "the employing authority"). The second annex to this Note may, by agreement between the Government of the United Kingdom and the Government of Swaziland, be varied or amended from time to time by adding thereto or deleting therefrom the name of an organisation or institution.

2. Any emoluments, allowances, grants, supplements or gratuities paid by the Government of the United Kingdom to staff designated under this Agreement in respect of duties performed in Swaziland shall be exempt from the payment of tax under any law for the time being in force in Swaziland, provided that the person concerned is resident in Swaziland solely for the purpose of performing such duties.

3. This Agreement shall come into operation on 1 April 1976 and shall terminate, unless some other date is agreed between the Government of the United Kingdom and the Government of Swaziland on 31 March 1981.

---

<sup>1</sup> Came into force on 1 April 1976, in accordance with the provisions of the said notes.

If this Note and its annexes correctly set out the terms that have been agreed, I have the honour to suggest that this Note and your reply shall constitute an agreement between our two Governments which shall enter into force from 1 April 1976, and shall be cited as the British Expatriates Supplementation (Swaziland) Agreement 1976.

I have the honour to be, Sir, your obedient servant,

J. E. A. MILES

## FIRST ANNEX

### TERMS AND CONDITIONS

1. The Government of the United Kingdom will make the payments specified in this annex to staff who are designated by the Government of the United Kingdom as herein mentioned (hereinafter referred to as "designated officers").

2. The Government of the United Kingdom will pay, on behalf of the employing authority, to each designated officer:

- (a) Any salary supplement for which such officer may be eligible at such rates as may be specified from time to time by the Government of the United Kingdom;
- (b) Any education allowance for which such designated officer may be eligible in respect of any child under such terms and conditions and at such rates as may be specified from time to time by the Government of the United Kingdom;
- (c) Any appointment grant to which such officer may be eligible on such terms and conditions and at such rates as may be specified from time to time by the Government of the United Kingdom;
- (d) That part of any gratuity payable to an officer which accrues to him by virtue of the addition to his emoluments of the salary supplement referred to in this paragraph;
- (e) Any medical expenses necessarily incurred on treatment not available under Swaziland health services at such rates as may be specified from time to time by the Government of the United Kingdom.

3. The Government of the United Kingdom will reimburse the employing authority the amount paid by the employing authority in providing for designated officers and their dependent families passages on such occasions (not being occasions referred to in paragraph 4 of this annex) as the Government of Swaziland may, with the prior concurrence of the Government of the United Kingdom, prescribe; passages for designated officers and their dependent families should be, where available, by British carrier and where practicable by excursion or charter flight.

4. The Government of the United Kingdom will meet the costs of holiday passages for the children of a designated officer to enable them to visit their parents in Swaziland on such terms and conditions and occasions and in respect of such children and at such rates and by such classes of accommodation as may be specified from time to time by the Government of the United Kingdom.

5. Payments by the Government of the United Kingdom under paragraph 2 above will be made into an account at a bank nominated by the officer and situated in Great Britain or Ireland or such other country as may be agreed by the Government of the United Kingdom.

6. The employing authority will provide the Government of the United Kingdom with such information as that Government may require in connection with the operation of this Agreement.

7. The employing authority will promptly inform the Government of the United Kingdom of any event which might affect the eligibility of a designated officer under this Agreement to receive payments from the Government of the United Kingdom.

8. Whenever the employing authority wishes to renew the contract of a designated officer or to recruit an officer who may be eligible for designation, that authority will consult the Government of the United Kingdom and that Government will inform the authority whether or not the officer's designation may be continued, or the officer designated as the case may be, in accordance with this Agreement.

9. The Government of the United Kingdom and each employing authority will hold periodic reviews of the requirements that the employing authority may have as regards the employment of designated officers in their service, so that the Government of the United Kingdom may determine the classes and number of officers who the Government of the United Kingdom is prepared to designate. During such reviews the employing authority will provide the Government of the United Kingdom with such information as that Government may require in order to calculate the amounts payable by the Government and the number of officers to be designated.

10. An officer may be designated generally or for such period as may be specified in the designation; and the designation of an officer may be terminated at the discretion of the Government of the United Kingdom; provided that the Government of the United Kingdom in exercise of the discretion to terminate the designation of an officer will take into account the consequences that would follow if designation were terminated.

## SECOND ANNEX

### LIST OF ORGANISATIONS AND INSTITUTIONS

University of Botswana, Lesotho and Swaziland incorporated under Charter dated the 20th day of December 1964 in Swaziland.

## THIRD ANNEX

### 1 APRIL 1976 REVISED RATES OF SUPPLEMENTATION FOR UNIVERSITY STAFF SERVING IN SWAZILAND

<i>Local salary/grade of appointment</i>	<i>Revised (1.4.76) rates of supplementation (£)</i>		<i>Current (1.4.75) rates of supplementation (£)</i>	
	<i>Married</i>	<i>Single</i>	<i>Married</i>	<i>Single</i>
Assistant Lecturer .....	1,896	1,140	900	198
Lecturer*				
R3924-4224 .....	1,644	864	684	nil
R4368-4860 .....	1,788	1,008	684	nil
			(R4368-4524)	
			810	108
R5028-5376 .....	2,088	1,284	810	108
Senior lecturer .....	2,454	1,650	1,158	366
Reader .....	2,808	2,004	1,218	426
Professor .....	2,808	2,004	1,218	426

\* Two bands only used in 1975, i.e., R3924-4524, R4692-5376.

NOTE. A 10% gratuity is paid on supplements.

## II

*The Permanent Secretary, Department of Establishments and Training, Office of the Prime Minister of Swaziland, to the United Kingdom High Commissioner at Mbabane*

OFFICE OF THE PRIME MINISTER  
MBABANE

3 June 1976

Sir,

I thank you for your Note of today's date reading as follows:

[See note I]

I confirm that the foregoing is acceptable to the Government of the Kingdom of Swaziland who therefore agree that your Note and this reply shall constitute an agreement between the two Governments which shall be deemed to have entered into force on 1 April 1976 and which shall be cited as the British Expatriates Supplementation (Swaziland) Agreement 1976.

I have the honour to be, Sir, your obedient servant,

S. Z. S. DHLAMINI  
Permanent Secretary

EXCHANGE OF NOTES CONSTITUTING AN AGREEMENT<sup>1</sup> BETWEEN THE GOVERNMENT OF THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND AND THE GOVERNMENT OF SWAZILAND AMENDING THE AGREEMENT OF 3 JUNE 1976 CONCERNING OFFICERS DESIGNATED BY THE GOVERNMENT OF THE UNITED KINGDOM IN THE SERVICE OF SPECIFIED ORGANIZATIONS OR INSTITUTIONS IN SWAZILAND<sup>2</sup>

---

I

*The United Kingdom High Commissioner at Mbabane to the Permanent Secretary, Department of Establishments and Training, Office of the Prime Minister of Swaziland*

BRITISH HIGH COMMISSION  
MBABANE

30 November 1977

Sir,

I have the honour to refer to the British Expatriates Supplementation (Swaziland) Agreement 1976 (hereinafter referred to as "the Agreement") constituted by an Exchange of Notes dated 3 June 1976 between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of the Kingdom of Swaziland<sup>2</sup> and to discussions which have taken place between the Government of the United Kingdom and the Government of Swaziland concerning the provision of assistance to staff in the service of the Swaziland Electricity Board, the National Trust Commission, the Central Cooperative Union and the Swaziland Railways, and to place on record the agreement of our two Governments in that respect. The Government of the United Kingdom and the Government of Swaziland agree, under the provisions of paragraph 1 of the Agreement, to add the following to the list of employing authorities in the second annex to that Agreement:

Swaziland Electricity Board  
National Trust Commission  
Central Cooperative Union  
Swaziland Railways

If this Note correctly sets out the terms that have been agreed, I have the honour to propose that this Note and your reply shall constitute an agreement between our two Governments which shall enter into force on the date of your

---

<sup>1</sup> Came into force on 30 November 1977, the date of the note in reply, in accordance with the provisions of the said notes.

<sup>2</sup> See p. 276 of this volume.

reply and shall be cited as the British Expatriates Supplementation (Swaziland) Agreement 1976 Amendment 1977.

I have the honour to be, Sir, your obedient servant,

J. E. A. MILES

## II

*The Permanent Secretary, Department of Establishments and Training, Office of the Prime Minister of Swaziland, to the United Kingdom High Commissioner at Mbabane*

OFFICE OF THE PRIME MINISTER  
MBABANE

30 November 1977

Sir,

I have the honour to acknowledge receipt of your Note of today's date reading as follows:

[See note I]

I have the honour to inform you that the foregoing is acceptable to the Government of the Kingdom of Swaziland, who therefore agree that Your Excellency's Note and this reply shall constitute an agreement between the two Governments which shall be entered into force on 30 November 1977 and shall be cited as the British Expatriates Supplementation (Swaziland) Agreement 1976 Amendment 1977.

I have the honour to be, Sir, your obedient servant,

E. V. DLAMINI  
Permanent Secretary