

have passed Matriculation. Fees for the 3 years are £6, £10 and £12 respectively, excluding books and board and lodging.

2. A 3-year B.Sc. course at Fort Hare. Fees are £55 per year. (See Chapter on Universities).

3. A 1-year course, (later to be extended to 3 years), for Medical Aids is provided at Springfield, Durban, primarily for Government Employees, although other students may be accepted. Government employees receive pay while on the course, and no tuition fees are charged. Applications for this course to be sent to The Secretary for Health, Locarno House, Schoeman Street, Pretoria.

Bursaries.

The Government provides 15 bursaries of £15 a year, which are administered by the Witwatersrand Technical College. The Bantu Welfare Trust has promised £550 for additional bursaries, also to be administered by the Witwatersrand Technical College, subject to the approval of the Union Department of Health.

Posts for Non-European Health Inspectors.

Employees include the following:

The Department of Health of the Johannesburg Municipality has 12 African Health Inspectors on its establishment, 4 of whom hold the B.Sc. (Hygiene) degrees. Salaries are on the following scales:-

Grade A: £276x12-£324 p.a. plus C.O.L.A. One uniform suit is provided every 9 months, 1 pair of boots and 1 hat every 6 months, 1 dust-coat every 9 months, and 1 raincoat every 2 years. Provision is made for a pedal cycle allowance of 17/6d per month; cycles must be provided and maintained by the employees. Where a cycle is not used, the employee is reimbursed in cash for the use of public transport. At present (8/6/50) 8 of the 12 posts are filled by Non-European Health Inspectors employed on Grade A, 4 of whom hold the Royal Sanitary Institute (Health) Inspectors' Certificate and 4 B.Sc. (Hygiene) degree. The 4 remaining posts are vacant but 4 unqualified Health Assistants are employed against these posts.

The Union Health Department is prepared to employ and actually employs graduates as Native Medical Aids on a salary scale of £20x15-350 plus C.O.L.A. Experience has shown, however, that they find the teaching profession and the salaries offered in that field more attractive, so that in the majority of cases the services of these men are not utilised in the field of health.

/In

In the Public Health and Social Welfare Department of East London, senior Health Assistants are employed at £168 p.a. plus C.O.L.A. In addition they receive 2 uniforms, free quarters (1 room), light, water and sanitation. Junior Health Assistants receive £72x12-168 p.a. plus C.O.L.A. and 2 uniforms p.a. Learner Health Assistants receive 5/0d plus C.O.L.A. and 2 uniforms p.a.

The City Health Department of Kimberley has on its staff an African Health Inspector, who carries out duties in the Native locations. The salary applicable to this post is on the scale £180x24-252x24-300, with a barrier at £252; Inspectors qualifying for the Meat and other Food Certificate of the Royal Sanitary Institute receive a salary beyond the barrier notch of £252 in the grade. The qualification necessary for the position is the Royal Institute's Certificate for Health Inspectors. The position is filled at present.

The Municipality of Roodepoort-Maraisburg is considering creating a post for an African Health Inspector.

The Medical Officer of Health's Department in Benoni wrote to us that about 12 years' ago they initiated the training of native Health Assistants for health work in the location. To give employment to native Health Inspectors at this stage would entail replacing the present native Health Assistants, who would be unfitted for any other avenue of employment. However, should vacancies occur, the Department would give serious consideration to replacing them with qualified native Health Inspectors.

Mine Hospital Orderlies (Extract from Native Affairs Fact Paper XV)

There are 25 mine hospitals which train medical orderlies. No trainee is under any obligation to the mine hospital on completion of his training. The duration of the course is approximately 3 years. During the training period he gets the normal wage of the mine native: in addition, he gets free board and quarters, free uniforms and medical attention. On completion of the course he is paid on the average of £6 per month in addition to board, quarters, uniforms, etc. No educational requirements are expected of him on enrolment, barring his ability to speak and understand English. He is also given a few weeks leave annually. The expenditure in connection with the training is borne by the Mining concerns.

Medical Practitioners

Qualifications Required. M.B. Ch.B.

Training Facilities. Non-Europeans are admitted to the University of the

Witwatersrand for a 6-years' course, plus an additional year's training as a Houseman at a hospital. Their quota, which is imposed only because of lack of accommodation at the Medical School, is 11 admissions per year.

A 7 years' medical course for Non-Europeans has been started at the University of Natal. (See Chapter on Universities).

Bursaries.

A maximum of 15 bursaries of £150 each per annum will be awarded by the University of Natal. These bursaries will be increased to a maximum of £200 each per annum for selected students tenable for the 5 years' medical course.

The Johannesburg Municipality and the Ciskeian General Council each awarded one bursary in 1950, and the African Medical Scholarships Trust Fund, sponsored by the students of the Witwatersrand University, was able to provide 2 bursaries during 1950 and 5 are at present studying medicine at the University, as a result of the African Medical Scholarships Trust Fund. Students wishing to apply for the bursaries provided by the Ciskeian General Council should apply to the Principal, S.A. Native College, Fort Hare, Cape. Students wishing to apply for the bursaries made available by the Johannesburg Municipality should apply to the City Clerk, Johannesburg Municipality, City Hall, Johannesburg.

Opportunities for Employment. Government Department of Health, at Health Centres, Private Practice. There is great scope for African doctors, especially in rural districts.

It is hoped that in the future, when there are sufficient Non-European hospitals, these hospitals will be staffed by Non-European doctors. For example, the number of patients to be accommodated in Baragwanath Hospital will be 1,500 when more Non-European nurses have been trained and Non-European doctors are taken on to the staff. The Superintendent said that at present the hospital has 1238 beds. With the large number of trained nurses coming forward it would be possible soon, not only to use all the beds at Baragwanath, but to add 300 beds to the Non-European hospital in Johannesburg as well. It was hoped that Baragwanath would soon employ as many African doctors as possible, but this would only occur when all the sisters were Non-European.

The hospital already employs African men in the following posts:-

- (a) Clerks and telephonists - 3 seniors and 37 juniors.
- (b) Electro-Cardiograph technicians - 2 matriculated or with J.C.
- (c) Nursing Orderlies - 47. These men are not trained for registration

/but

but rank as nursing assistants. Most of them, except the older men, have passed Standard VII.

(d) Clerks (See Chapter on Clerks).

For all these posts there are usually long waiting lists.

Dentists

"The only institution in South Africa, which at present provides a dental course, is the University of the Witwatersrand. In April, 1950, the Convocation of this University affirmed its support for the University's refusal to discriminate in the academic sphere against any individual on the grounds of race, creed or sex, and urged the Council and Senate of the University to uphold this principle in providing dental training in the new Dental Hospital then being built. Thereafter, the Council recorded, with reference to the provision of dental training for Non-European students, that up to the present there had not been any effective demand from Non-Europeans (e.g. from candidates for the Government scholarships for African students, which are available for medical or dental studies) and the nature and amount of the dental services called for by Non-European patients had not provided the full range of experience required for the training of students on Non-European cases exclusively. In the new Dental Hospital building, provision had been made for every kind of dental treatment for Non-Europeans; and if the number of attendances for each kind were to become adequate for training, and suitable trainees were to offer themselves in reasonable numbers, there would be no difficulty in principle, insofar as the council itself was concerned." A Survey of Race Relations 1949-1950. However, as the position stands at present, there are no facilities for the training of African dentists in the Union.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS.

CAREERS FOR AFRICANS - PART X

L A W.

Qualifications Required:

B.A., L.L.B., (or any Bachelor's degree and L.L.B.) or Attorneys' Admission Examination.

Opportunities for Employment:

With private firms or in private practice.

Training Facilities Available:

The B.A., and L.L.B., course takes 6 years at the Witwatersrand University and 5 or 6 years at Cape Town University. The course can also be taken by correspondence through the University of South Africa External Division or through Business Colleges.

The Attorneys' Admission examination can be taken through a business college, but intending students must be articled to a qualified attorney before they commence studying, and there may be some difficulty experienced in getting attorneys to article Africans, who may have to pay premiums. For fees etc. see relevant sections in chapters on Universities and correspondence colleges.

Scope:

There is no colour bar in the Professional Societies, and there are an increasing number of Non-Europeans, particularly Africans being admitted to the legal profession, and, given the necessary aptitude, there is no reason why they should not do very well at the Bar or the Side-Bar. There are no Non-European lawyers in the Orange Free State where the law society has not yet been faced with the question of their admission.

The course is an expensive one. The Bantu Welfare Trust has assisted several Africans with loans, subject to satisfactory sureties, to pay premiums to lawyers who take Africans for articles.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS.

CAREERS FOR AFRICANS - PART X.

SOCIAL WORKERS.

Qualifications Required: Degree or Diploma in Social Studies.

Training Facilities Available:

The Mears Training Institution near Umtata trains African women as auxiliaries in the social fields. The main object of the school is to train African women as Home Welfare Officers to help with the normal and healthful development of the home and family life of the Native people. The school is owned and controlled by the United Transkeian Territories General Council (Bunga). Trainees are selected mainly between the ages of 35 and 45 years and from teachers or nurses who have a suitable educational background. They should have the academic qualifications of the J.C. or N.P.L. Certificate. They are housed at the Institution and do not pay for their board, lodging or tuition, and receive an allowance of £1 per month. The average number of trainees is 15, and the duration of the course is one year, at the end of which period a certificate is issued which entitles the student to go out as Home Welfare Officer. On completion of her training, a Home Welfare Officer is placed in the district from which she came and is required to carry on her work from her own home. If she has not got an established home, she is given a plot by the Bunga on the salary scale of £7x10-11 per month plus C.O.L.A. and is regarded as a non-pensionable officer. To date 50 students have completed the course of whom 36 are in the employ of the Transkeian General Council.

The Training Centre conducted by the Dutch Reformed Church at De Coligny in the Transkei, trains a limited number of Native Evangelists, teachers and social workers. The mission provides a 3 year course for girls of 18 who have passed Std.6. The fees are £20 per annum but are reduced when students are unable to pay the full amount.

The Stofberggedenkskool, near Vereeniging, also under the aegis of the Dutch Reformed Church trains native evangelists, teachers and missionaries. (See chapter on Schools)

Africans are accepted for the degree courses at the Universities of Cape Town, Natal and the Witwatersrand. The course at Natal University is part-time and lasts 4 years, the 4th year being devoted to practical work. The Witwatersrand University course is a full-time 4 year course, and training at Cape Town University takes 3 /years ...

years full-time. The University of South Africa also conducts courses in Social Science. (See Chapter on Universities).

The Jan H. Hofmeyr School of Social Work, Eloff Street, Johannesburg, offers a 3 year course of study to prepare students for service as Welfare and case workers with Agencies and Institutions; as Directors of Recreation and Physical Education; as Secretaries of Social and Community Centres; Y.M.C.A.'s and Youth Organisations. The entrance qualification is the Senior Certificate (matriculation) or equivalent examination. In only very exceptional circumstances exemption from this requirement may be granted. Applicants are required to produce evidence of character as well as academic qualifications, and must be over 20 years of age. Application forms may be obtained from the Director, Jan H. Hofmeyr School of Social Work, Jubilee Social Centre, Eloff Street South, Johannesburg.

The school at present has 74 students, of whom 64 are Africans. Two-thirds of the students are men. If the students are found to be not equal to the course, and fail their examinations, they are not re-admitted. Students have to make their own provision for accommodation.

Fees and Bursaries. The fees of £15 per annum cover the costs of tuition, class material and the provision of a midday meal on class days. About 50 students get bursary help which varies according to the students circumstances. Some merely require free tuition, others free tuition plus additional help. Bursaries are restricted to Union Natives, but other bursars are sent from all over South Africa, for example in 1950 there were 4 bursars from N. Rhodesia, 5 from S. Rhodesia and 1 from Uganda.

The school receives over £3,000 for bursary grants from bodies such as the Y.M.C.A., Toc. H., War Funds, Unit Securities, Martha Washington Club, Victoria League, Presbyterian Women's Association, the Peretz Educational Fund and various Rotary clubs, etc. These bodies leave it to the school to choose the most suitable bursars. A few towns in South Africa and Southern Rhodesia provide financial assistance for students they send to the Jan. H. Hofmeyr School and who will later be employed on the municipal staff of the towns concerned.

Employment Opportunities. The Jan H. Hofmeyr School can place all its students very easily as there is ample scope for trained workers in organisations such as those dealing with Child Welfare, cripple care, and the blind, deaf and dumb. Municipalities, social agencies, community centres, youth organisations, hospitals and Y.M.C.A.'s also employ social workers. Jan Hofmeyr students get 75% of their /salary ...

salary from the Union Government if they are employed by a recognised Social Agency and 50% of their salary from the Department of Social Welfare if employed by Municipalities. This makes it most worth while for social agencies to employ students from the Jan Hofmeyr School.

The following social and welfare agencies and institutions are co-operating generously by allowing students of the Jan Hofmeyr School the facilities of the agencies for developing knowledge and technique in work done.

Welfare Departments:

Union Department of Social Welfare:

Johannesburg District Office.

Roodepoort District Office.

Port Elizabeth District Office.

Kroonstad District Office.

Johannesburg Municipal Non-European Affairs Department:

Native and Coloured Welfare Sections

Vocational Training School, Orlando.

Benoni:

Municipal Native Affairs Department.

Springs:

Municipal Native Affairs Department.

Johannesburg Municipal Department of Public Health:

The Course in Community Health at the School.

The Orlando Clinic.

Germiston:

Municipal Native Affairs Department

Case Work Section . Hostel Recreation.

Brakpan:

Municipal Native Affairs Department.

Recreational and Youth Services:

Department of Recreation, Johannesburg Municipal Non-European Affairs Department.

Bantu Men's Social Centre.

Donaldson Orlando Community Centre, Orlando.

Transvaal Association of Non-European Boy's Clubs:

Office Work, Headquarters. Club Work in 35 clubs.

Transvaal Association of Girls' Clubs: Eight centres.

Transvaal Pathfinder-Scouts Council: Four troops.

Girls Wayfarers' Association, Transvaal.

Alexandra Family Welfare Centre.

Bantu Sports Clubs.

Young Men's Christian Associations:

Denver Hostel. Baragwanath and Coronation Hospitals.
Wolhuter Men's Hostel. Western Native Township Centre.

National War Memorial Health Foundation: Pilot Centre, Moroka.

Lamontville Centre, Durban.

Agencies and Institutions:

Johannesburg Public Library: Hospital Library Services.

Social Services Association: Johannesburg Branch.

Child Welfare Societies:

Johannesburg: Emergency Home, Orlando; Pinville Creche,
Auckland Park Place of Safety and Detention.

Krugersdorp Child Welfare Society.

Durban Child Welfare Society.

Talitha Home for Delinquent Non-European Girls.

Detention Home and Place of Safety, Western Native Township.

Diepkloof Reformatory.

Lungalegwaba Lads' Hostel.

Mtutuzele, Orlando.

St. Joseph's Orphanage, Sophiatown.

Thabong Nursery School.

Orlando Nursery School.

Bantu Refuge, Germiston.

Ezenzeleni, Roodepoort.

Native Youth Board.

S.A. Institute of Race Relations.

St. Cyprian's School Sophiatown.

St. Thomas' School, Heidelberg Road, Johannesburg.

Health Centres and Hospitals:

Coronation Hospital: Diversionary Therapy; Social Work Department; Library Services.

Alexandra Family Welfare Centre.

Johannesburg Non-European Hospital; Social Work Department.

Germiston Hospital; Diversional Therapy.

Consolidated Main Reef Mine Hospital: Occupational Therapy.

East Rand Proprietary Mines Mine Hospital: Occupational Therapy.

Baragwanath Non-European Hospital: Social Work Dept., Library.

National Bureau for Prevention of Blindness.

Port Elizabeth Society for the Blind.

Industry:

Modderfontein Dynamite Factory: Welfare Department.

Crown Mines: Welfare Department.

West Rand Consolidated: Welfare Department.

Pretoria:

Child Welfare Society.

Wierda Native Lads' Hostel.

Municipality: Recreation and Welfare Department.

Natal:

Child Welfare Societies: Durban and Pietermaritzburg.

Friends of the Sick Association, Durban.

National War Memorial Health Foundation, Durban.

American Board of Missions in South Africa: Mapumulo

Eastern Province:

King William's Town:

Department of Social Welfare.

Society for the Civilian Blind.

Umtata:

Union Department of Social Welfare.

The Bhunga Bantu Social Club.

Queenstown:

Joint Council of Europeans and Africans.

Municipal Non-European Affairs Department.

Boys' Club Associations.

Child Welfare Society.

East London:

Union Department of Social Welfare.

Child Welfare Society.

Municipal Health and Welfare Department.

Social Services Association.

Tec H: African Boys' Club.

Gompo Institute.

/Port Elizabeth.....

Port Elizabeth:

- Child Welfare Society.
- Social Services Association.
- Union Department of Social Welfare.

Craddock:

- Health Centre.

Western Province:

Cape Town:

- Gafda Community Centre.
- Social Services Association.
- Municipal Health Department.

Kimberley:

- Union Department of Social Welfare.
- Municipal Public Health Department.

Orange Free State:

- Bloemfontein Child Welfare Society.
- Bloemfontein Boys' Club Association.

Kroonstad:

- Union Department of Social Welfare.
- Child Welfare Society.

- - - - -

According to the Report of the Departmental Committee of Enquiry into the Training and Employment of Social Workers, Social Workers may be classified as follows, according to the various fields of employment:

<u>Type of Employment</u>	<u>No. of Non-Europeans.</u>
Child and Family Welfare)	
Social Work conducted by churches)	43
Probation and the problem of crime	17
In the field of health	5 (4 for blind and 1 for deaf)
Community Centres)	
Club and Youth Leadership)	10
S.A.R. & H.	9

The Department of Social Welfare employs 9 Africans and the various Municipalities employ 21 Non-European Social Workers.

/Salaries.....

Salaries:

According to the Principal of the Jan Hofmeyr school the salaries of trained social workers vary between £98-£150 p.a. but there are a number of graduates on the scale of £390-£540, for example, a student in charge of the aftercare home of the Diepkloof Reformatory gets £40 per month, and another ex-pupil who is the Secretary of the Donaldson Community Centre gets £47.10.0. per month and will go up the salary scale until he reaches £590 per annum. Another ex-pupil on the same salary scale works for the War Memorial Health Foundation in East London. The average scale on which students are employed is the C grade of the Johannesburg Municipality which starts at £156-204 per annum plus C.O.L.A. Men generally receive a pound more per month than women. Salary scales for Non-European temporary Social Welfare Officers in the Department of Social Welfare are as follows, exclusive of cost of living allowance.

Men:	Matriculated (unqualified)	£120x15 - £150
	Diploma in social work	£150x15 - £180x20 - £300
	Degree in social work	£165x15 - £180x20 - £300
Women:	(unqualified)	£108x12 - £168

No salary scale has been laid down for qualified African women. Applications for work in the Department of Social Welfare should be submitted to the Secretary for Social Welfare, Koedoe Buildings, Pretoria.

- - - - -

CAREERS FOR AFRICANS - PART XI.

CLERICAL WORKERS

A fair number of educated male Africans (those who read, write and speak English and/or Afrikaans fluently) hold positions as clerks and clerical workers, although the scope for such workers is very limited.

African clerks are mostly employed by business colleges and industrial firms, and many of these colleges and factories were circularised or personally visited and asked how many Africans were employed in clerical positions, the type of work they did, the educational standard required and the salaries paid. The following are the replies received:-

Union Business College: employs approximately 25 educated Africans, who work as messengers, do duplicating, despatch lectures, assist in preparing courses in Bantu with Bantu instructors, etc. The salaries range from £10-£20 per month, depending on the type of work done. Providing the Africans who apply for the positions are sufficiently intelligent, no educational qualifications are specified.

School of Accountancy: employs 4 Africans; 2 skilled messengers and 2 clerical workers, who do roneo work, etc. The clerical workers employed must have their Junior Certificate.

Efficiency Correspondence College: employ 14 skilled Africans who do the roneo work, sorting of lectures, etc. Salaries range from £8-10-0d to £20 per month, and more. For the most skilled work Matriculation is required. Other workers merely have to have sufficient intelligence ^{and} to be able to read and write fluently.

Lyceum College: have 7 Africans in full-time employment. The duplicating clerk has passed the N.J.C. and is studying for the N.S.C. His salary is £165 p.a. Other Africans are employed as despatch clerks, messengers, etc. and their salaries range from £9 to £20 per month. The College also employs a number of part-time African representatives in certain centres, who canvas students on a commission basis. Of these canvassers, 2 are ex-teachers and 1 is studying for Matriculation.

Trans-Africa College: employ 17 Africans, 8 in the roneo department and 9 clerks. Their salaries range from between £10 and £15 per month and they must all have at least the National Junior Certificate.

The Engineering College of S.A.: employ 1 skilled African at £13 per month. J.C. is the minimum educational qualification required.

A few legal firms also employ Africans as Clerks, at similar rates of pay to those specified above.

Baragwanath Hospital: employs men as clerks and telephonists. There are 3 seniors and 37 juniors in employment, the seniors having matriculated and the juniors having passed the J.C.

One Johannesburg firm of booksellers employ 4 skilled Africans in their stockrooms for pricing books, doing invoices, etc. and 4 Africans as skilled messengers. All these employees must be able to read and write competently, otherwise no educational qualifications are specified. The messengers receive £3 per week and the others approximately £20 per month.

An Engineering firm in Johannesburg employs 1 clerk, who is in charge of the despatch department, and who has his Native Primary Lower Certificate and is paid £5.17.0d per week.

Another Engineering company employs Africans as office messengers, drawing office messengers and time clock attendants. They must be able to read and write English.

Another Engineering company employs 7 African clerks who assist in the time office and in collating information from the works with regard to daily production. The work is primarily simple mathematics, and they have a minimum wage rate of $1/3\frac{3}{4}d$ per hour, rising to approximately $1/6d$ per hour. They all have the Std.VI certificate. The same remarks apply to the African who is the Company's First Aid man. He also comes under the same financial grade.

Shops: Several wholesale and the larger retail shops were also asked if they employed Africans as clerks. All replied that they employed Africans as packers, but that they were not allowed to do any clerical work that involved writing, such as marking goods, etc., as they would then qualify for higher wages. Only Europeans were employed as clerks and clerical workers. (See also section on Commerce).

The above is not intended to be a complete survey of African clerical workers in Johannesburg, but it is only meant to give an overall picture of the places which employ Africans as clerks and clerical workers, and their conditions of employment, salaries, etc.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS.

CAREERS FOR AFRICANS - PART XII

MUSIC.

Where Training is Provided:

St. Matthew's College, Kingwilliamstown, Cape, runs a 1 year music course for students who have passed their Primary Higher Examination (2 years post J.C.). Successful students, when they have finished the music course, receive a certificate awarded by the Cape Education Department. Fees for board and lodging amount to £25 p.a. The music tuition is provided free of charge, although students must pay for the cost of their own books. 2 bursaries of £15 p.a. are awarded by the College for music students.

African Academy of Music, Bree Street, Johannesburg:

There is no entrance qualification for students who attend the African Academy of Music, provided that they can read and write English. Pupils first do a 2-3 months' course in theory, for which they receive a certificate. After this they do a practical course on whatever instrument they wish to learn to play. After this, if they wish to proceed further with their studies, they do another 3 months' work before doing their Intermediate Examination, for which they receive a diploma. According to the Principal, pupils, without any knowledge of music when they start the course, can leave, after 12 months, fully proficient, provided they are sufficiently intelligent and that they practice sufficiently on their instrument and have natural aptitude. Most, if not all the members of the Academy, work during the day. When they have finished the course, and if they wish to become professional musicians, the Principal of the Academy contacts leaders of bands and arranges interviews for his pupils, the best of whom are chosen for bands. Other pupils form their own bands or teach.

Since the Academy started, at the beginning of 1950, at least 300 Africans have taken courses.

Except for those students who study the pianoforte, students have to provide their own instruments. Fees are £1.1.0d per month, which includes 1 lesson per week, and pupils are allowed to practice at the Academy, between lessons, for nothing. Jazz and Classical music is taught. Tuition is given

/in

in the following subjects: piano, piano accordion, bass, drums, guitar, trumpet, trombone, saxophone, clarinet, flute, oboe, violin, theory and harmony. Tuition is also provided for bands, rhythm sections, brass sections, saxophone sections, vocal sections, production, choral groups, solo singing, dramatic art, swing, diction and crooning.

The Academy also runs correspondence courses, the fees for which are 5 gns. cash, or 6 gns. by 6 monthly instalments.

Scope and Employment Opportunities:

Africans who have completed the music courses and wish to become professional musicians can either become teachers or join dance bands or form their own bands. The employment opportunities are fairly good for both teachers (in rural and urban areas) and musicians in bands. This is mainly because Africans have very few recreational facilities except dancing, listening to music, and making their own music. In recognised dance bands, musicians can earn between £1 and £2 per night. The "Manhattan Bros." receive about 3 gns. a night each, and the "Merry Blackbirds" about £2 per night each, besides what they make on recordings. However, members of lesser known bands earn less. Most members of bands work during the day and only play at night.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS

CAREERS FOR AFRICANS - PART XIII

AGRICULTURAL DEMONSTRATORS OR TEACHERS.

Opportunities for Employment

- (a) Government Service (Native Affairs Dept., etc.)
- (b) Education Department (teachers).
- (c) Private Employment (farm foremen, etc.)

Training Facilities

The former Native Agricultural School at Fort Cox, in the Eastern Cape Province, began its first academic year in February 1951 as the Fort Cox Native College of Agriculture with a full complement of new students.

During the past 5 years there had been a general decline in the number of students enrolled at Fort Cox. This was due partly to the raising of the educational entry qualification to the J.C. and, partly, to the fact that the academic year started in August, in order to synchronise with the agricultural year, thus making it impossible for students, who had passed their J.C. in December, to enter Fort Cox immediately. The change in the start of the academic year seems to have remedied this. The college now runs a 3 year advanced diploma course in agriculture in conjunction with the S.A. Native College at Fort Hare. Fees for tuition and board etc. amount to approximately £70 for the 1st year and thereafter £40 p.a. at Fort Hare. Holders of the Fort Cox Diploma (2 years) may also take an advanced diploma in Forestry, but this course is given at Zwartkop Forestry Station in Natal. The principal subjects in the agricultural courses are animal husbandry, field husbandry, horticulture, poultry farming, soil conservation and handicrafts.

Qualified teachers in Provincial and Government Schools may take a 1 year course at Fort Cox to qualify for starting school gardens. Students receive full salary and allowances while on the course.

Courses, their Duration and Enrolments at Fort Cox, 1942. (From Educational Facilities for the Bantu in S.A. Native Affairs: Fact Paper XV.)

<u>Course</u>	<u>Duration</u>	<u>Enrolments</u>
Diploma in General Agriculture	2 years	44
Diploma for Qualified Teachers	1 year	10
Fort Hare - Fort Cox Advanced Diploma in Agriculture for teachers	1 year	2

/Short

<u>Course</u>	<u>Duration</u>	<u>Enrolments</u>
Short Courses during the year	1 week	Varies

Fees at Fort Cox for all courses amount to £12 p.a. including board, lodging and tuition.

The Schools at Teko and Flagstaff have been closed down owing to the lack of enthusiasm among Africans for this type of education.

The School at Tsolo in the Transkei is financed by both the Native Affairs Department and the General Council of the Transkeian Territories. The course offered is a post-Std.VI diploma course, lasting 2 years. The number of students enrolled there during 1949 was 58, 11 of whom came from the Protectorates.

St.John's College also runs an agricultural course.

Salaries:

Successful trainees can enter Government employment as agricultural demonstrators on a salary scale of £84x12-£156 plus C.O.L.A., or can accept one of the posts offered on European farms, where quarters and often free milk and vegetables are supplied.

Bursaries:

Bursaries covering fees and subsistence are granted whenever necessary. Only 1 of the 39 available bursaries was taken up at Fort Cox in 1949.

Scope:

There is a great need for trained demonstrators. Apart from the State's needs for agricultural demonstrators and teachers in Native Areas, Africans trained at Fort Cox are today in big demand among farmers as Native Foremen.

Applications:

To the Principals of the schools concerned. For teachers' course at Fort Cox, through the Principal of the school at which applicant is teaching. To Chief Inspector of Native Education for the Province.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS

CAREERS FOR AFRICANS - PART XIV

LABORATORY TECHNICIANS

Qualifications Required:

Certificate that the relevant training has been completed.

Opportunities for Employment:

Very limited scope. Government Department of Health, at Health Centres, employ laboratory technicians.

Training Facilities Available:

Men wishing to train as Laboratory Side Room Workers in the Government service are trained at Springfield, Durban. Applicants must have passed J.C. The course lasts 1 year and trainees receive pay while on course.

Applications:

To the Secretary for Health, Locarno House, Schoeman Street, Pretoria.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS

CAREERS FOR AFRICANS - PART XV

LAND SURVEYORS.

Qualifications Required:

Diploma or University degree.

Opportunities for Employment:

Government Service, as Engineering Surveying Assistants, Grade II in Native Territories.

Salaries:

Engineering Surveying Assistants, Grade II, employed by the Government are placed on the scale £150x15-180x20-300, plus C.O.L.A., p.a.

Training Facilities Available:

1. A 2 year course in surveying will be instituted at Fort Cox as soon as sufficient matriculated applicants can be obtained. Fees will be approximately £12 p.a., including board and lodging and tuition. Application to the Secretary for Native Affairs, P.O.Box 384, Pretoria.
2. Africans are admitted to the degree courses at the Universities of the Witwatersrand and Cape Town (See Chapter on Universities). However a certain amount of practical work has to be undertaken with a practising surveyor, and also, after passing the final examination, 9 months "articles" must be spent with a practising land surveyor, and Africans may experience very great difficulty in being 'placed' with firms. For this reason it is inadvisable for Africans to attempt the degree course.

Scope:

Very limited indeed.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS

CAREERS FOR AFRICANS - PART XVI.

STOCK INSPECTORS AND VETERINARY ASSISTANTS.

Qualifications Required:

Diploma issued to qualified stock inspectors and veterinary assistants.

Opportunities for Employment:

Government employment, in the Division of Veterinary Services.

Training Facilities:

A 1 year course in veterinary science enabling Africans to qualify as assistant stock inspectors is run at Fort Cox. Only students who have received their Diploma in Agriculture from Fort Cox (2 years post J.C.) are eligible to apply. Instruction is given in veterinary science, advanced animal husbandry and veld management. The department is considering merging the Agricultural and Veterinary courses into a 3 year diploma course. Fees are approximately £12 p.a. and cover board, lodging and tuition.

The primary aim of this course is to train 10 Africans per annum to replace the European Assistant Stock Inspectors who operate exclusively in the Native Areas.

Salaries:

10 students were trained in 1949. These have been absorbed by the Division of Veterinary Services on a salary scale of £135-£300 plus C.O.L.A.

Applications:

To the Secretary for Native Affairs, P.O.Box 364, Pretoria.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS

CAREERS FOR AFRICANS - PART XVII

ENGINEERS AND ENGINEERING ASSISTANTS.

Qualifications Required:

Diploma or University Degree.

Opportunities for Employment:

In Government Service, as Engineering Assistants.

Training Facilities:

A 2 year course in engineering, enabling Africans to qualify as engineering assistants in Native areas, is conducted at Fort Cox. The entrance qualification is J.O. and the fees are £12 p.a. including board, lodging and tuition. There are 10 students at present in training at Fort Cox.

During the first 6 months theoretical and practical training is given in various types of engineering works and machinery. In the second 6 months specialised training is provided in the types of work for which the particular students have shown aptitude. The second year is spent in the field on work controlled by the Department of Native Affairs. Camp equipment is provided, where necessary, and out of pocket expenses to the extent of 4/0d a day to cover the provision of food while undergoing practical training, is provided.

Applications to the Secretary for Native Affairs, P.O.Box 384, Pretoria.

Africans are also admitted to the 4 year degree courses at the Universities of Cape Town and the Witwatersrand (see chapter on Universities). However, a certain amount of practical work has to be undertaken and Africans may experience very great difficulty in being "placed" with firms. For this reason it is inadvisable for Africans to attempt the degree course.

Salaries:

Native Engineering Assistants employed by the Government are placed on the scale £84x12-156 plus C.O.L.A. p.a.

Scope:

Very limited indeed. The Department of Labour knows of no Non-Europeans who practice as engineers or who are employed by engineers, apart from the Native Engineering Assistants and Native Engineering Surveying Assistants trained at Fort Cox and employed by the Government (Native Affairs Department). Africans who qualify as engineers at the Universities would be accepted by the Department, provided they were prepared to accept employment on the salary scale stated above.

/The

The S.A. Institute of Electrical Engineers knows of no Non-Europeans who are employed as electrical engineers or who have their own firms. No Non-Europeans are at present members of the Institute and, as the Institute has had no applications from Non-Europeans for admission, it has not had the opportunity of determining whether ^{it} /would admit Africans. Applications from Africans will be considered, providing the applicants are seconded by 4 existing members, as is the case with Europeans. However, the scope for Africans as Electrical Engineers would be very limited.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS

CAREERS FOR AFRICANS - PART XVIII

PROFESSIONS WHICH IT IS DIFFICULT FOR AFRICANS TO ENTER

There are no training facilities for Africans in the Union of South Africa to enable them to enter the professions of dentistry, occupational and physiotherapy, optics, and veterinary surgery (as apart from veterinary assistants).

Other professions, which it is difficult for Africans to enter, (besides engineering and surveying) are pharmacy, architecture and accountancy and allied work.

The difficulty with pharmacy training lies in the fact that the pharmacy board does not recognise apprenticeship training provided in hospital dispensaries or with wholesale chemists, and very few retail pharmacists are willing to accept Non-Europeans as apprentices. Even if one or two retail firms could be persuaded to accept Africans as apprentices, it would not be worthwhile for the Technical College to run courses for so small a number of students. However, the Port Elizabeth Municipality intends to provide openings for pharmaceutical apprentices in the near future.

The Universities of the Witwatersrand and Cape Town accept Africans in their Departments of Architecture. However, all students have to undertake 1 year's practical work with a practising firm of architects before they receive their degrees and it would be extremely difficult for Africans to obtain such employment.

Africans are not allowed to do the Chartered Accountancy and Banking examinations, and the Institute of Certified Bookkeepers of S.A. and the Institute of Administration and Commerce of S.A. are not allowed to admit Africans. Africans are allowed to take the Institute of Bookkeepers of London examinations, but special facilities for Africans to write the examinations have to be made, and this is often rather difficult. Africans also cannot take the examinations for the Corporation of Certified Secretaries. Africans are allowed to take the examinations of the Chartered Institute of Secretaries of S.A. but, to do so, they must be employed by a Public Body or a limited liability company, which makes it exceedingly difficult for them to do this course. The headquarters of the Chartered Institute of Secretaries was contacted and the Secretary stated that no African has, as yet, been admitted to the Society, but that there was one at present studying for his preliminary examination. However, the Secretary would not

/commit

commit himself to say whether or not this African, or any other African who finishes the course would be admitted as a member of the Institute. To be admitted Africans would have to comply with the by-laws, which state that, besides having to be employed by a Public Company and passing the preliminary examination, before proceeding with the Intermediate and Final examinations, all students must be recommended by a member of the Institute or a person of official standing. Even then registration does not automatically assure membership. All these conditions make it most inadvisable and difficult for Africans to become Chartered Secretaries.

A SURVEY CONDUCTED BY THE S.A. INSTITUTE OF RACE RELATIONS

CAREERS FOR AFRICANS - PART XI

EMPLOYMENT OPEN TO AFRICANS IN SKILLED AND SEMI-SKILLED POSITIONS IN MUNICIPALITIES IN THE UNION OF SOUTH AFRICA

All Municipalities and the larger Village Councils were circularised and asked the following questions in connection with their employment of Africans in skilled and semi-skilled positions:

Different kinds of posts.

The number of these posts.

Salary scales for each post.

Educational qualifications required.

Whether they provide the necessary training or accept persons trained elsewhere.

If they provided the training they were asked to indicate (a) the nature of the training, (b) how Africans can apply to undergo the training, and (c) whether salaries are paid during the training period and, if so, how much.

The Municipalities were also asked to remark on the possibilities of opening new fields of employment for Africans.

The information, which those Municipalities that replied in the positive gave us, is as follows:

ADELAIDE

1 Female Nurse employed at the Location at a variable salary of about £15-£20 per month, plus a house for which a small rental is charged.

1 Constable at a salary of £6 per month plus C.O.L.A. and uniform allowance etc. There are no special requirements but he must be able to read and write.

There is a possibility of two more constables being required in the near future.

ALI WAL NORTH

2 African Clerks, grades £180x12-£240, £96x12-£180.

BALFOUR

1 Clerk under the supervision of the Location Superintendent and several Constables are employed, no salaries stated.

BENONI

<u>Post</u>	<u>Salary Scale</u>	<u>Required Qualifications</u>
5 Clerks	£120x15-£240	Matriculation
1 Secretary	£150x15-£240	Matriculation
Advisory Boards		
2 Social Workers	£180x10-£240	Diploma
1 Sports Organiser	"	"
1 Librarian	"	Matriculation
2 Sergeants	£156x6-£180	J.C.
3 Corporals	£132x6-£156	Std.V1
21 Constables	£108x6-£132	Std.V1

With the extension of the activities of the various sections of the Non-European Affairs Dept., the possibility exists of the employment of more African staff.

BETHLEHEM

4 Clerks: The chief clerk receives £120x12-£180. Other clerks are on the following two salary scales: £72x12-£196 and £102x6-£120 plus C.O.L.A. 7 constables: the head constable receives £144x12-£180. The other constables receive £84x12-£123. All salaries plus C.O.L.A.

All employees must be able to speak, read and write one official language and the Bantu language most widely used in the location.

BLOEMFONTEIN

<u>Designation</u>	<u>Salary exclusive of C.O.L.A.</u>	<u>Qualifications</u>
1 Building Inspector	£195x15-£255	Skilled Building Artisan
1 Assistant Building Inspector	£120x15-£195	" " "
1 Social Welfare Worker	£120x15-£195	J.C.(Minimum)
2 Clerks	£120x15-£196	" "
8 Clerks	£72x6-£90x8-£120	Std. V1.
7 Police Constables	£72x6-£90x8-£120	Good character and ability to read and write.
1 Woman Employment Clerk	£72x6-£90x8-£120	Std.V11
4 Clerks	£1.6.6d per week	Std.V (Minimum)
3 Sanitary Inspectors	£120x15-£195	J.C. and previous experience.
6 Nurses and Health Visitors	£120x15-£195	General Nursing and Midwifery certificate

<u>Designation</u>	<u>Salary exclusive of C.O.L.A.</u>	<u>Qualifications</u>
1 Clinic Orderly	£120x15-£195	Std.V11
2 Messengers	£1. 6. 6d per week	Ability to read and write.
5 Carpenters	13/6d to £1 per day	Qualified Artisans
17 Masons	13/6d to £1 per day	" "

Junior Bantu Clerks receive their training from Senior European Clerks and are encouraged to attend night classes run by the Technical College.

BOKSBURG

Municipality employs 2 cashiers, 2 clerks and 24 native constables. The educational requirement laid down for the clerks is J.C. and an aptitude for clerical work. Proper wage scales are not yet in operation, but it is hoped will come into operation in the near future. The clerks are trained by the Municipality, and as far as possible Africans experienced in Police work are engaged. Deserving Africans are promoted to more responsible work.

BRAKPAN

- 1 Librarian: £120x10-£150 p.a.
- 1 Social Worker: £150x10-£180 p.a.
- 1 Club Leader: £120x10-£150 p.a.
- 3 Sergeants: £96x12-£120 p.a. plus free quarters.
- 4 Corporals: £84x6-£96 p.a. plus free quarters.
- 28 Constables: £72x6-£96 p.a. plus free quarters.

No minimum educational qualifications are laid down in respect of the sergeants, corporals and constables. The Librarian must be able to read, write and speak both official languages and possess at least the Std.V1 certificate. The Diploma of the Jan Hofmeyr School of Social Work is required in the case of the Social Worker and Club Leader. No training is provided by the Municipality and there is very limited possibility of new fields of employment being opened to Africans, but, in the event of the establishment of the new location in the not too distant future, quite a number of new positions will be created.

/Cape Town

CAPE TOWN

<u>Designation of posts of different kinds</u>	<u>No. of posts available</u>	<u>Salary Scales (per annum)</u>	<u>Educational Qualifications</u>
Assistant Health Inspector	1	£348x24-£420	Matriculation; Certificate of the Royal Sanitary Institute.
Health Visitor (Female)	1	£348x24-£420	Junior Certificate; qualified General Nursing, Midwifery, Health Visitor.
Wardsmen	20	£96x12-£108x24-£180x24-£240. (If matriculated-£120x24-£180x24-£240).	Std.VI. It is usual to recruit personnel who have the Junior Certificate or who hold N.P.L. or N.P.H. Certificates.
Clerks	28	£96x12-£108x24-£180 (If matriculated-£120x24-£180).	Std.VI. Educational requirements same as for Wardsmen.
Cashiers	5	£132 per annum, fixed in terms of Wage Determination 93. (Catering Trade)	Std.VI. Much the same as for Clerks.
Skilled Labourers	14	1/3x1d-1/6d per hour.	No minimum - selected from amongst unskilled labourers for training as skilled labourers in the use of tools of the building and allied trades.
Cart Drivers	8	1/1dx1d-1/3d per hour	Same as for skilled labourers, except that training is given in regard to the handling of cart and animals and the grooming thereof.

Training:

In some instances training is provided in their own establishments, but in other cases trained people are accepted from elsewhere. For example, the present incumbents of the posts of Assistant Health Inspector and Health Visitor are people who received a certain amount of basic training elsewhere and who qualified after working for several years in the Native Administration Department.

Wardsmen and Clerks:

These officials are recruited, as far as possible, from suitably qualified residents of the Township. In the case of clerks, an endeavour is made to obtain the services of youths passing out from the local High School. They are trained /in

in clerical work; and, in the case of Wardsmen, further training is given in welfare investigations and in the supervision of residents of various sections of the Township. They are required to acquire a knowledge of the Township regulations and fundamentals of criminal and civil law, to assist them in settling disputes and instituting prosecutions for contravention of the Location Regulations and petty criminal offences.

Cashiers:

The cashiers are selected from amongst clerks for training in the handling of cash at the Dining Halls, the preparation of returns of cash collected, etc.

Skilled Labourers:

These are selected from amongst suitably qualified unskilled labourers and trained by qualified artisans in painting, bricklaying, etc.

Cart Drivers:

These are also selected from amongst unskilled labourers and are taught to handle animals, drive wagons, etc.

Applications to undergo Training:

The recruitment of personnel is in the hands of the Staff Management Committee. Vacant posts are advertised in the local press and, generally speaking, preference is given to residents of the Cape Town municipal area. Applications in the first place may be made to the Manager, Native Administration Department.

No training facilities, such as are provided at the Vocational Training Centre in Orlando, exist in Cape Town. In training the skilled labourers referred to earlier, the Manager of Native Administration said that these employees are trained whilst actually doing the work - not, as in the Training Centres, building a wall, knocking it down, and re-building it the following day.

Possibilities of opening new fields of employment for Africans:

On 9th May, 1951, the Manager of Native Administration wrote as follows:-

"This Department has for some time past been extending the scope of employment for Natives in the work of maintenance of buildings in the Native Township, and I have in mind the possibility of creating a large Building Section, which will be employed on the erection of houses in the Township. In this connection I would be prepared to accept trainees from Zwelitsha or the Vocational Training Centre at Orlando, or any other Training Centre.

"The employment of Natives in more responsible administrative posts in the Townships is dependent largely on the preparedness of residents of the Township
/to

to respect the instructions given them by members of their own race. In practice it has been found that residents as yet do not pay as much heed to instructions from one of their own race as to those issued by Europeans.

"In conclusion, I might mention that the Committee appointed to prepare the Revised Staff Grading Scheme for the Council in 1947 laid down as a cardinal principle that, throughout the service, there shall be equality of opportunity for all servants to qualify for the highest posts in the administration."

DE AAR

Only 2 constables employed, salaries not stated.

DUNDEE

1 Social Welfare Worker, who must hold a diploma from the Jan Hofmeyr School, £144x12-£180 p.a. plus C.O.L.A.

1 Native Registration Clerk } No salary scales are laid down but the salaries
6 Lorry Drivers } paid are £5.15.0d per month plus C.O.L.A. and £5 to £7.10.0d per month plus C.O.L.A.

The only other field for the employment of Africans is the appointment of 1 or more Borough Native Police, but this is not likely to come about for some time.

EAST LONDON.

The Public Health and Social Welfare Department of East London employ Senior Health Assistants at £168 p.a. plus 2 uniforms, free quarters, and C.O.L.A. Junior Health Assistants receive £72x12-£168 p.a. plus 2 uniforms and C.O.L.A.

The Municipality of East London also employ 1 African in the Social Welfare Section of the Public Health Department, who is paid at the rate of £120-4x£10-£160. His work is most varied, being a clerk, an interpreter and a case investigator. He also carries out investigations on research projects under direction.

Should the Council hasten the rebuilding scheme in the Location, then a considerable increase in the African staff must come about.

In the Native Administration Department the salary scales for clerks is £120x10-£160 p.a. There are 16 employed. There is also a Head Clerk on the grade £144x12-£192.

In addition there are 16 African Policemen who receive £96x6-£120 p.a. plus 2 uniforms p.a.

/s/ denvale

EDENVALE

- 1 clerk £90x12-£114 p.a.
- 1 nurse £144x12-£180 p.a.
- 1 police boy £64x6-£96 p.a.
- 6 police boys £72x6-£84 p.a.

No particular standard of education is prescribed in respect of the above positions, except that the usual nursing qualifications are required in the case of the nurse. No training facilities are available but applicants trained elsewhere are accepted.

BERMELO

2 Certificated Nurses employed at Infant Bureau and Ante-Natal Clinic in the Municipal Location. Salary of £10 per month plus C.O.L.A., free quarters, uniform allowance, etc. The Secretary to the Native Advisory Board is an African, who receives for his part-time work an amount of £1.15.0d per month.

GERMISTON

Location Police

<u>Rank</u>	<u>No. of Posts</u>	<u>Salary Grade</u>
Sergeant	1	£144x6-£156
Corporals	3	£132x6-£144
Privates	28	£84x6-£132

All these posts carry a locomotion allowance of 10/0d per month. In addition 2 uniforms per annum valued at £15 are supplied to each employee. The educational qualifications required are of a low standard, they usually only insist that the applicant can read and write one of the official languages. A better standard is desirable but is very rarely obtained in the type of man available for such positions.

Interpreter Clerks:

4 posts on the salary grade £84x6-£132 plus uniform, and 1 post on the grade £120x12-£144 plus uniform.

Applicants must have at least J.C. for the first 4 posts and at least J.C., with Urban Native Administration experience, for the higher post.

1 cashier on the salary grade £150x15-£180x20-£240. For this post a good knowledge of bookkeeping is required.

1 ledger clerk on the salary grade £120x8-£144. J.C. with bookkeeping is the educational standard required.

/Police

Police Force

- 1 Sergeant)
- 2 Corporals) Salary grades, allowances and qualifications same as for Location
Police
- 13 Privates)

Registration Office

- 6 Constable Clerks £96x6-£120 plus uniform
- 5 Record Takers £96x6-£120 plus uniform
- 1 Clerk £120x8-£144 plus uniform
- 1 Clerk Grade 1 £150x15-£180x20-£240 plus uniform

Qualifications:

Matriculation or equivalent examination.

Social Welfare

Qualifications: Diploma in Social Welfare.

2 Male Social Workers on the following salary grades: 2 years' experience
£150x15-£180x20-£240. No experience £130x10-£150x15-£180x20-£240.

1 Female Social Worker on the following salary grades: 2 years' experience
£150x10-£180. No experience £120x15-£150x10-£180.

No facilities exist for initial training, but once a person has been appointed to the lower grades and proves to be a reliable person, with initiative, then, stated the Town Clerk, he is trained for a better post, even if not with the Municipality.

It is considered that more use could be made of Africans, especially in Location Offices. An African Cashier and an African Ledger Clerk fill positions at the Hostel, where some £44,000 are collected annually. These appointments have proved successful and it would appear that location cashiers' posts could, with equal success, be filled by the appointment of Africans.

GRAHAMSTOWN

Educated Africans are employed by the Council in clerical posts in the Location and Registration Offices, and the Council also employs a social worker.

The Clerical Staff consists of the following:

- Senior Clerk (Location Office) on Grade £150x15-£180 p.a. plus C.O.L.A.
- Cashiers on Grade £120x10-£150 p.a. plus C.O.L.A.
- Registration Clerk on salary grade £120x10-£150 p.a. plus C.O.L.A.

The educational requirements are J.C. or Matriculation. The training is provided by the Council of Grahamstown and local applicants are given preference. African Social Workers are paid the salary of £96x12-£180 p.a. plus C.O.L.A. The applicant must be trained at the Jan Hofmeyr School.

The Town Clerk wrote that the scope for educated Africans is limited and the only other avenue that could be explored is the engagement of African Health Inspectors.

GREYTOWN

1 African Assistant, Native Registration Dept. Salary scale £10 per month plus C.O.L.A. J.C. is the minimum educational qualification required. The Council does not provide training, but does accept applications from people trained elsewhere. There is very little possibility of opening new fields of employment for Africans within the Borough of Greytown.

HARRISMITH

5 Native Special Police are employed at salaries ranging from £5.5.0d to £10.10.0d according to length of service. The only qualification necessary is that applicants can read and write. They are not trained by the Council but are employed from outside areas.

INDWE

There is 1 Headman at Indwe appointed to the Municipal Location, on the salary of £69 p.a. plus C.O.L.A. The educational standard required is Std.V. There is no possibility of other skilled or semi-skilled employment being made available.

JOHANNESBURG

Non-Europeans Affairs Dept.

Grade A:

Salary Scale £276x12-£324.

Welfare Research Assistant. Educational Qualification necessary for this post is a University degree.

2 clerks: educational qualification necessary is Matriculation.

Grade B:

£216x12-£264 (Salary Scale)

3 sports organisers, who must have a diploma from the Jan Hofmeyr School or equivalent.

/2 welfare

2 Welfare assistants, who also require the Jan Hofmeyr Certificate.

1 Head Teacher at the Vocational Training Centre, whose educational qualifications are at present under review.

Supervisor of proposed Old Peoples' Home.

4 Clerks, who must have the J.C.

Grade C:

£156x12-£214 (Salary Scale)

7 teachers at the Vocational Training Centre, for which a certificate from an Industrial Training Centre in Building, Carpentry, or Tailoring is required.

14 Welfare Assistants, 4 of whom do Case Work, and require the Jan Hofmeyr Diploma in Social Work, and 6 of whom require Domestic Science Training.

3 Welfare Assistants are engaged as Agricultural Demonstrators and must have a Diploma or Certificate from an Agricultural College.

10 Sports Organisers who require a Physical Training Certificate from the Jan Hofmeyr School.

10 Tearoom Supervisors, some of whom are employed as Cashiers.

1 Copyist who does typing and is required to have, in addition to his Matriculation Certificate, experience in this type of work.

34 Clerks, who must have the J.C. or equivalent. The majority of these clerks are employed in the Native Townships and Hostels of the Department.

Grade D:

£120x6-£144 (Salary Scale)

12 Tearoom Assistants.

4 Assistant Sports Organisers, who must have a knowledge of, and experience in, Sports Organisation.

8 Clerks, who must have the Junior Certificate. The majority of these clerks are employed in the Native Townships and Hostels of the Department.

The Department of Health of the Johannesburg Municipality has 12 African Health Inspectors on its establishment; 4 of whom hold the B.Sc. (Hygiene) degrees and 4 the Royal Sanitary Institute Health Inspector's Certificate. Salaries are:

Grade A:

£276x12-£324 p.a. plus C.O.L.A. and uniform. Provision is made for a pedal cycle allowance of 17/6d per month. Cycles must be provided and maintained by the employees. Where a cycle is not used, the employee is reimbursed in cash for the

/use

use of public transport. 8 of the posts are filled by Non-European Health Inspectors of Grade A.

There are 2 Brass Bands for Africans, the members of which are recruited from the Policemen in the employ of the Department of the City Engineer, and they are paid extra for their band-work.

Openings:

The number of openings for Africans in welfare work has increased considerably in the last few years. For example, there are to-day teachers, agricultural demonstrators, music and sports organisers, tearoom supervisors, copyists, canvassers for the employment bureau, research workers and welfare assistants. Whilst there is still a great deal of room in the Welfare Branch for trained African Staff, all increases in staff are at present at a standstill, and it is not likely that new posts, or additional staff, will be made available in the near future. One particular section which could absorb many more Africans, is the distribution of food, but this has been halted, largely by adverse opinion in the townships, as voiced by the Native Advisory Board. Another direction in which there would be an opening for trained Africans, is the opening of restaurants, but these projects have been held up owing to financial stringency. The whole field of sheltered employment has hardly been touched and there are, therefore, no vacancies at the moment in this work, although the need is a crying one.

There are at present 150 students in the Vocational Training Centre who are being taught building, carpentry and tailoring. Openings for these trained youths are beginning to appear in the building of mission schools, public buildings, etc. and it is hoped that if the Government passes the necessary legislation, these openings will increase in number. Applications for training at this school are accepted from boys who have attained Standard VI and whose parents are in bona fide employment or domiciled in the Johannesburg Municipal Area. They are not paid during their training but are provided with 2 free meals per day and, in the case of 50 of them, hostel accommodation is provided. Fees paid by them are £2.0.0. per year for day scholars and £1.0 per year for boarders. (See also relevant section in Chapter on Industrial Schools).

KIMBERLEY

<u>Posts</u>	<u>Salary Scale Exclusive of C.O.L.A.</u>	<u>Educational Requirements</u>
7 clerks	£120x15-£180 p.a.	Minimum J.C.
4 Artisans	£2.5.0dx5/0d - £3.10.0 per week	Certificate of training in an Institution.
		/2 Lorry

Collection Number: AD1715

SOUTH AFRICAN INSTITUTE OF RACE RELATIONS (SAIRR), 1892-1974

PUBLISHER:

Collection Funder:- Atlantic Philanthropies Foundation

Publisher:- Historical Papers Research Archive

Location:- Johannesburg

©2013

LEGAL NOTICES:

Copyright Notice: All materials on the Historical Papers website are protected by South African copyright law and may not be reproduced, distributed, transmitted, displayed, or otherwise published in any format, without the prior written permission of the copyright owner.

Disclaimer and Terms of Use: Provided that you maintain all copyright and other notices contained therein, you may download material (one machine readable copy and one print copy per page) for your personal and/or educational non-commercial use only.

People using these records relating to the archives of Historical Papers, The Library, University of the Witwatersrand, Johannesburg, are reminded that such records sometimes contain material which is uncorroborated, inaccurate, distorted or untrue. While these digital records are true facsimiles of paper documents and the information contained herein is obtained from sources believed to be accurate and reliable, Historical Papers, University of the Witwatersrand has not independently verified their content. Consequently, the University is not responsible for any errors or omissions and excludes any and all liability for any errors in or omissions from the information on the website or any related information on third party websites accessible from this website.

This document forms part of the archive of the South African Institute of Race Relations (SAIRR), held at the Historical Papers Research Archive at The University of the Witwatersrand, Johannesburg, South Africa.