

November 12th, 1937.

The Secretary,
Transvaal Education Department,
PRETORIA,
Transvaal.

Dear Sir,

My Council understands that the Native teachers in the Transvaal are to have restored to them certain of the cuts made in their salaries and allowances from 1931 onwards.

It would be greatly appreciated if you could indicate which of the cuts are to be restored and when the payments are likely to take place.

Yours faithfully,

HONORARY SECRETARY

ALS/ML.

From Head Office
Pretoria.

To Secretary
T.A.T.A.

For your information.-

1. The period in respect of which the cuts are being restored is April 1932 to July 1934.
2. No authority has yet been given for the refund to qualified Teachers who were paid at the unqualified Salary rate during this period.
3. The amount which will be restored is the amount which was deducted from Salary during the period.
4. The restoration does not include the 15% cut which was made in 1931.
5. No authority has been given for the restoration of the Cost of Living.
6. Payment of the amounts due will be made as soon as possible.

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Alle mededelings moet geadres-
All communications must be
seer word aan die Sekretaris,
addressed to the Secretary,
Transvaalse Onderwysde-
The Transvaal Education
partement.
Department.



Geliewe by enige verdere korre-
In any future correspondence
spondensie hierdie nommer aan
please quote this number:
te haal:
E. 1/30465
No.....

TRANSVAALSE ONDERWYSDEPARTEMENT,
THE TRANSVAAL EDUCATION DEPARTMENT,

POSBUS 564,
P.O. BOX 564,

24-11-1937

PRETORIA,.....

The Honorary Secretary,
Johannesburg Joint Council of Europeans & Africans.
P.O. Box 1176,
JOHANNESBURG.

Sir,

With reference to your letter dated the
12th. instant, I am directed to inform you that
arrangements are being made to refund the cuts made
from the salaries of Native teachers during the period
1st. April 1932 to the 31st. July 1934.

The cuts to be restored are in respect of the
deductions of 7% p.a. in the case of town schools and
8% p.a. in the case of country schools which were made
in the case of all teachers drawing a salary grant of £50 p.a.
and over.

I am,

Your obedient servant,

K. B. B. B.

SECRETARY : TRANSVAAL EDUCATION DEPARTMENT.

November 26th, 1937.

The Secretary,
Transvaal Education Department,
P.O. Box 564,
PRETORIA,
Transvaal.

Dear Sir,

I am in receipt of your letter No. E.1/30465
of the 24th instant and thank you for the information
contained therein.

Yours faithfully,

HONORARY SECRETARY

ALS/ML.

December 4th, 1937.

Mrs. E. Hellmann,
"Thabeng",
Tyson Road,
Parkview,
JOHANNESBURG.

Dear Mrs. Hellmann,

You will remember that at one of the Executive Committee meetings you asked me to find out the position regarding the restoration of the salary cuts of Native teachers.

I enclose a copy of a letter which I have received from the Secretary of the Transvaal Education Department.

This matter will be raised at the Executive Committee meeting on Monday.

Yours sincerely,

HONORARY SECRETARY

ALS/ML.

Encl.

December 7th, 1937.

The Secretary,
Transvaal Education Department,
P.O. Box 564,
PRETORIA,
Transvaal.

Dear Sir,

With reference to your letter No. E.1/30465 of the 24th ultimo regarding the restoration of the cuts made in the salaries of Native teachers during the period April 1st, 1932, to July 31st, 1934, I should be grateful if you would inform me if the cut of 40% made in the salaries of Native teachers in 1931 has been restored, and if not whether there is any likelihood of this cut being restored in the future.

I should also be grateful if you would inform me if uncertificated teachers drawing salaries of less than £50 per annum have had any of their cuts restored.

Yours faithfully,

HONORARY SECRETARY

ALS/ML.

Alle mededelings moet geadres-
All communications must be
seer word aan die Sekretaris,
addressed to the Secretary,
Transvaalse Onderwysde-
The Transvaal Education
partement.
Department.



Geliewe by enige verdere korre-
In any future correspondence
spondensie hierdie nommer aan
please quote this number:
te haal:

No. E. 1/30465

TRANSVAALSE ONDERWYSDEPARTEMENT,
THE TRANSVAAL EDUCATION DEPARTMENT,

POSBUS 564,
P.O. BOX 564,

PRETORIA, _____

9-12-1957

The Honorary Secretary,
Johannesburg Joint Council of Europeans & Africans,
P.O. Box 97,
JOHANNESBURG.

Sir,

With reference to your letter dated the 7th. instant, on the subject of the restoration of cuts made in the salaries of Native teachers, I am directed to inform you that at no time was a 40% cut made in the salaries of these teachers.

During the first quarter 1931 a cut of 15% was made which has not been restored. I am also to state that there is no likelihood of this cut being restored in the future.

I am to add that no cuts were made in the case of ~~appointed~~ teachers whose salary grants were £50 p.a. or less.

I am,

Your obedient servant,

W. B. Burchell

SECRETARY : TRANSVAAL EDUCATION DEPARTMENT.

December 10th, 1937.

The Secretary,
Transvaal Education Department,
P.O. Box 564,
PRETORIA,
Transvaal.

Dear Sir,

I thank you for your letter No. E.1/30465 of the 9th instant and thank you for the information contained therein.

Your courteous treatment of our request for information is greatly appreciated.

Yours faithfully,

HONORARY SECRETARY

ALS/ML.

Community of the Resurrection.

TELEPHONE : 32—2020.

BUS { Regent's Park—No. 20.
Rosettenville—No. 32.

The Priory,
Rosettenville,
Johannesburg.

14th December, 1937.

My dear Saffery,

Restoration of salary cuts: Native teacher

I wonder if I made myself clear last night at the Joint Council amidst all the din outside. It is a complicated affair and one has to be careful what words one uses.

I see by the Native Representative Council that £65,000 has been set aside for this restoration, which is a liberal sum, as according to my figures taken from the Government Gazette - Oct. 6th 1933, the figures in round numbers are:-

The Cape Province is due to receive	£22,000.
Natal is due to receive	£13,000.
Transvaal is due to receive	£11,000.
O.F.S. is due to receive	£ 7,200.
Total	£53,200

So there is a balance of £12,000 on this restoration allowance which covers the $2\frac{1}{4}$ years of the depression.

Now the point is: a balance of the Transvaal revenue and expenditure can either be affected by a percentage cut in all salaries to make the account balance; or it can be met by altering regulations so that teachers no longer receive allowances and new teachers do not have their teaching certificates recognised but are paid on the uncertificated rates.

From the teachers' point of view they say we have had our salary cut, because we do not receive certificated pay, as in the Government schedule of payments; but legally this is no cut but an alteration of regulations.

As the Transvaal got into a muddle in January 1931, owing to the legal action which the teachers took against the Department, this alteration of regulations began then. From the Government point of view it makes much more smooth working if regulations are altered rather than a percentage cut on all teachers.

But I would say all pressure should be put on the Native Affairs Department to bring these regulations into line throughout the Union of S. Africa, and with the £12,000 odd which they have as a credit balance in the restoration of cuts; this should be granted to restore salaries to what they should have been, if they had not altered the regulations. This was what the teachers called the 40% cut and it really affects very few teachers in reality. The actual number is 255 teachers in the Transvaal who passed their examination and were paid as uncertificated; and of course it is not known whether all these were fortunate enough to obtain teaching posts under the Department, but let us presume they did.

Community of the Resurrection.

TELEPHONE : 32-2020.
BUS { Regent's Park—No. 20.
 Rosettenville—No. 32.

The Priory,
Rosettenville,
Johannesburg.

14th December, 1937.

The figures work out as follows:

1931	61 teachers - cut 3 years at £24 per annum } £ 4,400
32	100 teachers - cut 2 years at £24 each p.a. 4,800
23	94 teachers - cut £24 for one year. 2,400
	<u>Total..... £11,600</u>

This is reckoning an outside figure of £11,000 for a total of 255 teachers, and it covers 9 months before the depression officially began; and so a quarter of this amount of £11,000 might be taken off: bringing it down to £9,000 odd or less

I do feel very strongly that the Native Affairs Department should release this money to the Transvaal Education Department for this restoration which the Education Department themselves rectified in July 1934 when the depression was over.

.....
.....

This explains, I hope, why the Orange Free State are not restoring anything of the £7,000, which they might claim on restoration of cuts. In that Province too there was no percentage cut, but an alteration of regulations; which they declare is no cut which can be restored to-day.

I hope this is clear.

Yours sincerely,

C/Y.

December 15th, 1937.

Rev. Father S. Carter,
The Priory,
Rosettenville,
JOHANNESBURG.

Dear Father Carter,

Restoration of Salary Cuts:
Native Teachers

Many thanks for your letter of the 14th instant which makes the position regarding the restoration of salary cuts, perfectly clear.

I think the best thing I can do is to send copies of your letter to the members of the Executive Committee so that we can have all the facts before us when we discuss the matter in February.

Yours sincerely,

HONORARY SECRETARY

ALS/ML.

March 2nd, 1938.

NATIVE TEACHERS' SALARIES

I discussed with the Secretary for Native Affairs the possibility of the money remaining unspent from the funds set aside for the restoration of "cuts" being used to refund to certificated teachers in the Transvaal (who were appointed at uncertificated rates because of the depression) the difference between the certificated and the uncertificated rates, or as much as the money available would cover.

The proposal was strongly opposed by Mr. Smit, because

- (1) It might lead to demands for the difference between the scale of salaries authorised some years ago by the Native Affairs Commission and those paid to teachers throughout the Union.
- (2) The money was set aside for actual "cuts" in the salaries, whereas the teachers mentioned had been appointed at the lower rates.
- (3) Every saving benefited Native Education and he did not think that the case of the teachers mentioned justified any further allocations.

I shall be glad to have suggestions as to any further action I can take.

RHEINALLT JONES

/LM.

TELEPHONE 32-2020.

6/3/39
THE PRIORY,

ROSEFENVILLE,

JOHANNESBURG.

Furber is my letter of yesterday re. Teacher's Salaries.
Pentis has made such a confused statement as to
O. F. S. Teachers: but I can't discern what actually
has happened here.

But if they have had their living allowance restored.
Then T.V.L. teachers should have it too. But I think it
is only principals' allowances ^{in O.F.S.} which was not touched in
the T.V.L.
So nothing doing.

Yours S. Carter



POST CARD



A. L. Saffery Esq

Po Box 97

J. H. B

Community of the Resurrection.

TELEPHONE : 32—2020.

BUS { Regent's Park—No. 20.
 { Rosettenville—No. 32.

The Priory,
Rosettenville,
Johannesburg.
5th March, 1938.

Dear Saffery,

Thank you for sending me Mr Smit's remarks on the Native teachers' salary. I regret to say that I cannot see any more that we can do, except to say, if it is worth saying; that the Native teachers are rightly very displeased with the attitude which the Department has taken up; they have restored Dives' cuts' and left Lazarus in the ditch and that is the end of the story in this life.

Yours very sincerely,

Stephen Carter C.M.

P.O. 60.

Gerritsen

13/5/31.

my lord.

I have to congratulate you ^{on} behalf of the advertisement of to day's issue - (Star) - native Education in the Union. Evolution of the "caste system. Before I say anything further Sir let me say that. When one thinks and feels the financial stress laid on the native teacher one is likely to say, "there is no God" The teacher is preached to be the leader in the native community he is expect to look up to date in all aspects. Wants soap better food than the ordinary back-seller, his family should show, his residence should show, he should buy books to read attend lectures educative be active in sports play his part in church work as a christain leader pay his age as a teacher be all round, and that all needs money and thus to do all these he is given £5-10 a month, this sum is ridiculous my lord, people take of their children from school before they reach 80VI merely because they dont see the need of education, education doesnt pay Sir, and ordinary factory boy who went 80I gets £3 a week so why waste time in school when a teacher gets £5-10 a month. Sir we fail daily trying to put wild children, blame for the the Government that they become

masters like you. Masters who some-times
look down stairs to see what sort of life
the so said civilised natives are doing. Those
who put on European blankets like me—
went to school for Education are said to
be civilised. But what nation will ever be
civilised with out money to face
civilisation. Many advertise the progress
of the black-man I contradict that there is
no such thing. I stay with a girl of 17 years
of age never went to school at all.
and works in town. in case of two
babies all her work is to feed them
look after them until bed time and for
that she gets £4"10 £1. less than a man
who is long in the service educated, went
to college and qualified as a teacher
In so much that the stress makes me
think it better to take my own children
out of school. think it enough that they
understand English a little so scatter
them all over for work or else I shall
be soon living on Shokianan selling my head
So I wonder if we cannot get help for you
masters to see to this thoroughly. It's not

law abiding man and for pay get this. When month
expires one hardly shows this cheque, one feels
very small indeed. one just feels that he shouldn't
let people know how much he gets. I personally
work in one of the schools in the jobing area
Trinidad plus rents etc amount to say £5.2.6 I
have only 7/6 to divide between myself wife
and the Postoffice a month two day after
month ending there's hardly 1^d in the house
all we have to do is get in touch of pectory
boys that earn reasonable sums make friends
with them borrow money from them and
by end of month many people hang about
my room for their monies, this is really
boying because we like the work it's
a vocation we like to use our
education in bringing our people up
we are willing to do any thing ordered to do
any time. Unfortunately feel very small
to read news papers, because there's ever
great talks of increments on other
societies, these talks don't fall on our
side even if one does that ends in the
air. Keeps buried for all. I'll always cut
such advertisements in honour of such

that we are asking for ~~state~~ rights as those
bope people have i.e. good service allowance
Pension funds and leaving allowance
no, only the matter is that we are put
on bread line presently we are suffering
I heard a Zulu boy complaining
that he was given £6 a month
for car driving. £5.10 is the least sum
that can be given to a kitchen boy
my lord. with us that's the ~~maximum~~
maximum down to the coffin.

Your obedient servant

Native Teacher

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

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