

8.1.5

A/15/4/1.

3rd May, 1954.

Mrs. S. Bulhan,  
15 Mercury Court,  
744, Schoeman Street,  
ARCADIA,  
Pretoria.

Dear Madam,

Re: Advice on A.M.C.A.

In reply to your letter of the 20th April, 1954, inquiring about the company operating under the name of A.M.C.A., I have to inform you that we are aware of its activities among a large section of both Europeans and Non-Europeans and that we have made inquiries about it in the past.

Notwithstanding your remarks with which I am in full agreement, its legal position is such that we can do nothing about it.

I would, however, suggest that the African on whose behalf you have written to us, would be well advised to cease making any more payments to this society.

Yours faithfully,

Quintin Whyte.  
DIRECTOR.

A/15/4/1

A/15/4/1.

3rd May, 1954.

Mr. Phillip Malapani,  
P. O. Box 283,  
WITBANK.

Dear Mr. Malapani,

re: Complaint against employers.

Referring further to the above subject, I have to inform you that we have received a reply from the Works Secretary of Rand Carbide.

He states that you resigned from his firm on the 3rd November 1953 and that as you had not completed ten years with his firm you did not qualify for an ex gratia grant.

Their scheme only becomes operative when an employee completed 10 years' in their service, then all their years with the firm are taken into account. Before this the scheme does not operate.

As you had not been with the firm for 10 years I am satisfied that you did not come under the scheme yet and I am sure you will accept the Secretary's explanation.

Yours faithfully,

W. B. Ngakane.  
FIELD OFFICER.

A/15/4/1.

3rd May, 1954.

The Works Secretary,  
Rand Carbide,  
P. O. Box 214,  
WITBANK.

Dear Sir,

re: Phillip Malapani.

I am in receipt of your letter No. IMCL/BH/38 dated 26th April, 1954 and wish to thank you for its contents. With this information I am now able to explain very clearly to Malapani what his position is in regard to the ex-gratia payments which your firm is making to its employees, and I hope he will be satisfied.

Further, I should like to congratulate your firm as being one of a small number of houses that, have on their own, initiated schemes for making ex-gratia payments to its employees. There is no doubt that the adoption of such schemes on a large scale is bound, in the long run, to have a stabilising effect on labour.

Yours faithfully,

Quintin Whyte.  
DIRECTOR.

# RAND CARBIDE LIMITED

CARBIDE OF CALCIUM MANUFACTURERS

## SIZES OF GRANULATION

50 TO 80 MM. (APPROX. 2 TO 3 INCHES.)  
25 TO 50 MM. (APPROX. 1 TO 2 INCHES.)  
15 TO 25 MM. (APPROX. 5/8 TO 1 INCH.)  
7 TO 15 MM. (APPROX. 1/4 TO 5/8 INCH.)  
4 TO 7 MM. (APPROX. 5/32 TO 1/4 INCH.)  
2 TO 4 MM. (APPROX. 5/64 TO 5/32 INCH.)  
1 TO 2 MM. (APPROX. 1/32 TO 5/64 INCH.)

## PACKINGS

200, 100 AND 50 LB. DRUMS  
10 AND 5 LB. TINS (CASE LOTS)

HEAD OFFICE:  
114/124, 45 MAIN STREET.  
(FIRST FLOOR)  
P.O. BOX 4380.  
JOHANNESBURG.  
TELEPHONES 34-2787/9  
TELEX JX117

Factory, Witbank, Transvaal  
PHONES: 112 & 113  
P.O. BOX 214  
TELEGRAPHIC ADDRESS:  
"RANDCARBCO."  
JOHANNESBURG & WITBANK.

OUR REFERENCE  
YOUR REFERENCE

IMcL/BH/38.

WITBANK,  
TRANSVAAL.

26th April, 1954.

28 APR 1954

*A/15/4/1*

The Director,  
South African Institute of Race Relations, W.O. 219,  
P.O. Box 97,  
JOHANNESBURG.

Dear Sir,

RE: PHILIP MALAPANE.

With reference to your letter of the 23rd April, 1954, regarding the above Native, we append below the relevant extract from our regulations for Native Employees:

### "Long Service ex Gratia Payment.

Native employees who have completed a minimum of 10 years' service, will receive an ex gratia payment on retirement on the following scale:-

On the completion of 10 years service, 10/- for each year of service.  
" " " " 11 " " ; 11/- " " " " "  
" " " " 12 " " ; 12/- " " " " " , and so on."

Malapane joined the service of this Company on the 29th March, 1944, and resigned on the 3rd November, 1953.

He was, to our certain knowledge, fully aware of the provisions of the above regulation.

Yours faithfully,  
RAND CARBIDE LIMITED.

*[Signature]*  
WORKS SECRETARY.

M. Azahane

23rd April, 1954.

The Manager,  
Rand Carbide,  
P.O. Box 214,  
WITBANK.

Dear Sir,

We have received a letter from Philip Malapane, who states that he is an ex-employee of your firm. He states, inter alia, that all the employees of your firm are paid, on retirement, a gratuity on the basis of £1 for every year of service rendered. He also states that, after 9 years and 8 months service with your firm, he did not receive a gratuity.

I realise that your arrangement to pay such gratuities - an excellent one - is entirely your own ~~arrangement~~, but I would nevertheless appreciate it very much if you would kindly look into Philip's allegation and let me know what the position is.

Thank you in anticipation,

Yours faithfully,

Quintin Whyte,  
Director.

12th April, 1954.

Mr. Philip Malapam,  
P.O. Box 283,  
WITBANK.

Dear Sir,

re: Complaint against employers.

I am in receipt of your letter of the 22nd March, 1954, and have noted your complaint.

I am writing to the manager of your firm and will write to you again after I receive a reply from him.

Yours faithfully,

W.B. Ngakane,  
FIELD OFFICER.

M. Nyabane

1.

P.O. Box 283  
Lwitbank  
March 27, 1954.

The Secretary  
S.A. Institute

2 3 MAR 1954

Race Relations,  
91 Stienens Street,  
P.O. Box 97  
Johannesburg.

My Lord,  
I the under-mentioned  
Associate Member of the  
above-mentioned Institute  
herewith have the  
honour in saying  
that when I joined the  
organisation I had  
a case which I gave  
the institute as follows:

I was an employee of  
 the Rand Carbide  
 P.O. Box 214, with an act  
 where the law is that any  
 native employee is  
 paid \$1 a year as a  
 back pay when such  
 a person leaves or gets  
 discharge from the  
 employment, and  
 where I served for  
 9 years and 8 months.

For this period of 9  
 years and 8 months  
 I should have been  
 given \$9:13:14 as a  
 back pay as the  
 said back pay, but I  
 did not get any



Kindly solve my  
problem

Thanking you  
in advance for  
your assistance.

I am, Sir,

yours most respectfully

Phillip Malapare.

5/15/1/1.

A/15/4/1

6th May, 1954.

Mr. Sagar Tsikiwe,  
United Higher Mission School,  
Volspan Location,  
Border, C.P.

Dear Sir,

re: Dismissal from work.

In further regard to the above subject, I have to inform you that we have received a reply from the Secretary for Native Affairs stating that your complaint is being investigated. I shall communicate with you again as soon as I hear from them.

Yours faithfully,

W. B. Ngakane.  
FIELD OFFICER.

Telegraphic Address: } "BANTU".  
Telegrafiese Adres: }

S.10085.  
No.....

P.O. Box } 384.  
Posbus }



UNION OF SOUTH AFRICA.—UNIE VAN SUID-AFRIKA.

DEPARTMENT OF NATIVE AFFAIRS,  
DEPARTEMENT VAN NATURELLESAKE,  
PRETORIA.

1) Mr. Whyte Int

2) Mr. Ngabane Pre discuss.

*Mr. Whyte sha have repair letter.*

*FW*

23-4-1954 195

The Field Officer,  
S.A. Institute of Race Relations,  
P.O.Box 97,  
JOHANNESBURG.

26 APR 1954

DISMISSAL : TEMPORARY NATIVE WORKMAN:  
SAGAR TSIKIWE

In reply to your letter No.S/15/41/1 dated the 14th January, 1954, I have to advise you that the abovenamed employee was a temporary Native Workman in the Department whose appointment was subject to termination after 24 hour's notice. He was given 7 day's notice on the 12th November, 1953, by reason of his services having been unsatisfactory.

The alleged injury to Tsikikwe's eye during 1948 was not reported to the Department and the Department has accordingly no knowledge thereof. The matter is, however, being investigated.

*corres plan*

*[Signature]*  
SECRETARY FOR NATIVE AFFAIRS.

A/15/4/1.

14th January, 1954.

The Secretary for Native Affairs,  
Native Affairs Department,  
P.O.Box 384,  
PRETORIA.

Dear Sir,

re: Mr. Sagar Tsikiwe : Complaint about dismissal  
from work.

I am attaching hereto an extract from a letter which we have received from Mr. Tsikiwe and shall be pleased if you will have his case investigated into.

As his letter will indicate he has been a member of the building teams employed by the Native Affairs Department and complains that he has not received justice from those placed immediately above him.

Yours faithfully,

W. B. Ngakane.  
FIELD OFFICER.

Enc.

A/15/4/1.

14th January, 1954.

Mr. Sagar Tsikwe,  
United Higher Mission School,  
Valspan Location,  
Border, C.P.

Dear Sir,

re; Dismissal from work.

Your letter of the 29th December, 1953, has been referred to me for attention and in reply to it, I have to inform you that the subject of your complaint is receiving attention.

I shall communicate with you as soon as I have heard from the Secretary for Native Affairs to whom I have written.

Yours faithfully,

W. B. Ngakane.  
FIELD OFFICER.

WBN

United Higher Mission School,  
Valspar LOCATION  
Border  
29<sup>th</sup> / 12 / 53.

Mr Ngakate,  
21 Siemens Street  
Bouamfontein  
Johannesburg.

4 JAN 1954

Dear Sir,

Will you please assist me with legal advice in connection with the letter from Native Commissioner of Young to make things easy for you. I will state in brief below the whole case. In addition I am enclosing the copy of the said letter.

I have worked for native Affairs Dept., for eight years and five months (8yrs 5 months) without break during the said period. As far as I know, I did nothing wrong for anyone to complain about me. In 1948 my eye was injured while I was busy on the scuffle, during the work hours. The said eye was treated by district Surgeant of Andalusia. I was building a school room at Valspar Location border. I was a builder under native Affairs Dept.

From that time my eye gave me a terrible head-ache. In <sup>such</sup> that manner I had to see Optician who gave me some glasses. As a builder from border I went to many places.

Despite the fact that my eye was giving me trouble and head-ache. It became worse while at BushBuck Ridge E. T.V.L.

During the said time I thought it was caused by ~~the~~ heat of the sun. When I came back to Yaung my pains remained the same. On the 5<sup>th</sup> October, 1953. I applied for sick leave, that was granted. to the 19<sup>th</sup> November, 1953. In order to see <sup>an</sup> eye specialists. Before an expiry of sick leave I received a letter of Determination of services dated the 12/11/53.

As you will note that I received no pay.

Mark you, I wrote to Native Commission of Yaung. you will notice the reply. Mark you, he avoided my question regarding my eye. I stated in my letter that I am entitled to know the proceedings. I further stated that I claim compensation for disablement or permanent disablement of my sight. Will you please state how to proceed with the said matter? I thought of a lawyer but I doubted about the fees. Will you please stage the case on my behalf?

To whom can I lay my complaint?

To Urge my case, I fail to agree with the Native Commissioner of Young. Why did he wait so long, for a period of 8 yrs. 5 months. It proves beyond ~~res~~ reasonable doubt that my services were satisfactory. It is not wise to leave an explanation as laid down, for a reasonable man to think over it. How could he keep a man for eight years and 5 months, & his work <sup>not</sup> being unsatisfactory? I presume that, this is a fake an excuse.

If ~~or~~ I did not go on sick leave? Was he prepared to wait for another 8 yrs. 5 months?

I hold that I am ~~not~~ entitled for a month's salary for <sup>in lieu</sup> ~~in lieu~~ of notice. I further hold that, that was wrongful dismissal.

yours faithfully

Sagar Tsikwe

(TSIKWE)



EXTRACT FROM LETTER FROM SAGAR TSIKWE to  
S.A. INSTITUTE OF RACE RELATIONS DATED 29th DECEMBER, 1953.

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" I have worked for native Affairs Dept., for eight years and five months (iyr. & 5 mnths) without break during the said period. As far as I know, I did nothing wrong for anyone to complain about me. In 1948 my eye was injured while I was busy on the scuffle, during the work hours. The said eye was treated by district Sergeant of Andalusia. I was building a school room at Valspan Location border. I was a builder under Native Affairs Dept.

From that time my eye gave me a terrible head-ache. In such a manner I have to see optician who gave me some glasses. As a building from border I went to many placed. Despite the fact that my eye was giving me trouble and head-ache. It became worse while at Bushbuck Ridge. E. Tvl. During the said time I thought it was caused by head of the sun. When I came back to Young my pains remained the same. On the 5th October, 1953., I applied for sick leave, that was granted to the 19th November 1953. Before an expiry of sick leave I received a letter of determination of services dated rre 12/11/53. As you will note that I received no pay.

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To urge my case, I fail to agree with the Native Commissioner of Young. Why did he wait so long=for a period of 8 yrs. 5 mnths. It proves beyond reasonable doubt that my services were satisfactory. It is not wise to leave an explanation as laid down, for a reasonable man to think over it. How could he keep a man for eight years and 5 months his work not being satisfactory? I presume that this is a fake an excuse.

If I did not go on sick leave? was he prepared to wait for another 8 yrs 5 months?

I hold that I am entitled for a month's salary in lieu of notice. I further hold that, that was wrongful dismissal."

Yours faithfully,

Sgd. Sagar Tsikwe.

Ref. No. A/15/4/1.

21st May, 1954.

Mr. Stephen Magqwanti,  
612 Bavuma Lane,  
BEUFORT WEST, C.P.

Dear Sir,

Re: COMPLAINT AGAINST RAILWAY OFFICIALS.

With further reference to your letters regarding the above subject, I have to inform you that the Railway authorities have assured us that an inquiry into the allegations against the officials is being held and that we shall be informed of the results in due course.

Until this inquiry by the railway authorities is over, we can do nothing about your complaints.

I shall communicate with you immediately I hear from them.

Yours faithfully,

W. B. Ngakane,  
FIELD OFFICER.

*Mr. Agabane  
for discuss  
NW*

612 Bavuma Lane,  
Beaufort-West.

19th. Jan., 1954.

The Secretary,  
S.A. Institute O. Race Relations,  
PO Box 97=  
Johannesburg.

21 JAN 1954

Dear Sir, RE: Letter of Inquiry & advice from Stephen mAgqwanti.

Some time in December last year I wrote a letter to the S.A. Institute of Race Relations about an un-usual mishap by the South African Railways & Harbours Department here at Beaufort-West. I received no reply from the Institute on this matter. I am still appealing to the Institute to be of assistance to me.

On the 30th December, 1953 I was disbanded by the S.A.R. from work under the outcome of an argument that resulted from the following:-

On the 31st. Dec., 1953 I was ordered to go to a Railway-Cottage at KLIPBANK; a distance of about 15miles from Beaufort-West to Capetown. With out a bad reason on the Railway's side, I was not told why I have to go to a Cottage. As an employee or labourer in the MAINTAINANCE DEPARTMENT, WORKS INSPECTOR, I am not to be transferred to a Cottage. It is the laboureres of the P.W.I. DEPARTMENT who are to be transferred to such Cottages. I am not in that Department.

I have a good non-Bad Record of SIXTEEN YEARS under the employment of the S.A.R. I have never had a bad record. I do not

under-stand how, on earth, I can be forced to a Cottage.  
I have, with out questions, spent a full year working, not  
in accordance with the Railway prosidure, in a Quarry. I did not belong  
to this type of work.


I am nearly Fifty years of age. My health is very unsuitable  
for a Cottage. I am old for the life of a Railway-Cottage.

On the 12th. Jan., 1954 an Inquiry Inquiry was held about  
this matter in the presence of the INQUIRIES OFFICER from Capetown.  
I appealed to him not to send me to a Cottage because of my present  
health. I even asked for a transfer to another place in the Railways'  
Department but NOT to a COTTAGE. The Inquiries Officer has left for  
Capetown with out a decision or judgement on the matter. I have been  
told to wait and see what is going to happen.

I thus, humbly but sincerely, lodge the matter to the  
Institute to be of assistance and come to my aid. A word of advice or a  
letter written to the System Manager in Capetown by you, will be  
greatly appreciated.

Trusting to hear soon from you,

Yours faithfully,

  
STEPHEN MAGQWANTI.

---

A/15/4/1.

24th May, 1954.

Mr. S. P. Kgane,  
Shaumburg Community School,  
P. O. Die Moot,  
NEAR KRUGERSDORP.

Dear Sir,

re: Collection list for school building.

I am returning your collection list herewith. The Institute has no funds from which to make you any donation and the Bantu Welfare Trust of which we are secretaries and which might possibly have considered your application, is not functioning at the present moment.

I suggest you write to some of the large firms in town especially in the Krugersdorp district as I think you might possibly find a few of them willing to make you donations.

Yours faithfully,

W. B. Ngakane.  
FIELD OFFICER.

Enc.

A/15/4/1.

Mnr. Izak Leven,  
No. 479 Rosedene,  
P. O. BEAUFORT-WES, C.P.

21 Mei 1954.

Liewe Meneer Leven,

Ek erken hiermee die ontvangs van u brief van die 10de Mei en ek is jammer dat ek dit nie vroeër kon antwoord nie.

Ons het die Spoorwegautoriteit geskrywe in verband met al die klagtes wat ons van Beaufort-wes ontvang het.

Ons verwag op die oomblik hulle antwoord en ek wil u belowe dat sodra ons van hulle hoor ek u sal skrywe.

Met hoogagting,

die uwe,

W. B. Ngakane,  
VELDDEAMPTE.

Thommy Mr, Jakob Seven  
No, 1649 Rosedene  
PO Beaufort west  
CP

10-5-1954

13 MAY 1954

Gagte Heel

Ek voel my te spate oom  
aan ie so baie te skrief maar  
ek voel ook sleg om dat ek nie  
aan wort kry nie fan my briefe  
nie, Ek het aan ie op die 11 Augustes  
1953, ge skrief en wees daar na ook  
maar nie aan wort nie, my vis  
lank te is om dyle liek die south  
african institute of Race Relations, te  
vis stan, En kry die Boeke maar  
ek kan nie, English vis stan nie  
en so gaet lees nie, so fraas ek of ie  
nie kan vis my in afrikaans Boeke  
stier nie, Want as my fruent my  
fraa waar voor is daar die institute  
voor gaet dan kan ek hom nie vir  
dule-lik nie En ek my self het  
al baie ge fraa na iets on triet  
my werk hier op die spoor weg  
maar nie aan wort nie, Ek het  
laas fan die Finansiële Organiseerde  
En van Twee frients ge gee  
Ek Hoop dat ie my sal aan wort  
op my brief Ek is een fan die  
Gewone lede, met fredelike groete

In reply please quote  
Geliewe in u antwoord  
te verwys na

No. 17/7/18.

UNION OF  
SOUTH AFRICA.



UNIE VAN  
SUID-AFRIKA.

Z. 14 B.

KANTOOR VAN DIE OFFICE OF THE Magistrate,

Pietersburg.

26th May, 1954.

Mr. Quintin Whyte,  
Director S.A. Institute for  
Race Relations,  
P.O. Box 97,  
JOHANNESBURG.

A/15/4/1  
28 MAY 1954


Dear Sir,

re: J. Thema vs. H.W. Chain; Case No. 1226/48.

With reference to your letter A./15/4/1 of the 24th instant, I have to inform you that your letter under reply is today forwarded to the Messenger of the Court Pietersburg who deals with these matters.

All further correspondence should be directed to that office.

Yours faithfully,

  
MAGISTRATE.

Samuel Thema  
1211 - 12th Av. Alexandria Johannesburg  
P. O. Bergville.



A./15/4/1.

24th May, 1954.

The Magistrate,  
Magistrates Court,  
Pieterburg.

Dear Sir,

re: Jonathan Thuma versus H. W. Chain. - Case No.  
1226/48.

I have been informed by Mr. Chain that in April 1949 a property in New Pietersburg belonging to Mr. Jonathan Thuma was sold by your Court and realised £105. Mr. Chain who had instituted proceedings for the recovery of debts due to him by Mr. Thuma, claimed £62. 7. 3. of this sum leaving a substantial balance due to Mr. Thuma.

The latter has not received the amount due to him from this sale and has requested me to ask when he may expect a cheque from your office for the amount.

He stated that he has personally been to your office to make his claim but had to return without succeeding.

I shall be glad if you will inform me what is the position in regard to this claim by Mr. Thuma.

Yours faithfully,

Quintin Whyte.  
DIRECTOR.

**Collection Number: AD1715**

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

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