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MINUTES OF THE ASSOCIATION OF MEDICAL MISSIONS OF THE  
CISKEI AND TRANSKEI AT A MEETING AT BUTTERWORTH  
ON THE 25th SEPTEMBER 1946.

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Present:- The Rt. Rev. Bishop of St. Johns.  
The Very Rev. Dean of Umtata.  
Rev. H.C. Williams (St. Matthews).  
Rev. J.H. King (All Saints).  
Mr. J. Stewart (All Saints).  
Rev. Dr. F.S. Drewe (Holy Cross).  
Dr. W.C.J. Cooper (Lovedale).  
Mr. Kegwin (St. Matthews).  
Rev. Dr. H.M. Bennett (Mt. Coke).  
*Dr Currie (Sulenkana)*

It was proposed by Dr. Bennett and seconded by Rev. Williams that Bishop Gibson should take the chair, and this was agreed.  
Bishop Gibson took the chair and opened the meeting with prayer.  
The Chairman stated that Father Logan of the Roman Catholic Church regretted being unable to attend, as he had no permission to do so.  
After brief discussion it was agreed that it would be advantageous to form an Association of Medical Missions.  
The Rev. Williams proposed that Dr. H.M. Bennett be Secretary, this was seconded by Dr. Drewe, and the meeting agreed.

It was resolved that:-

1. The Association be termed the "Association of Medical Missions of the Ciskei and Transkei".
2. Each Medical Mission has the right to two representatives.
3. The Association shall meet at least once a year and on any other occasion when it is deemed advisable.
4. An initial levy of £1. 1. 0d. per Hospital be made.
5. Further levies be agreed upon as the need arises.

The Chairman kindly undertook to contact Father Logan to ascertain whether Roman Catholic Medical Missions would join the Association.  
He also promised to contact the authorities of the Dutch Reform "Isilimela Clearing Station".

The relationship of Provincial Council to Mission Hospitals was then discussed, with special reference to the Questionnaire sent out by the Provincial Secretary.

Dr. Drewe had drawn up a memorandum, copies of which had been seen by most of those present.

It was agreed to take his outline as a basis for discussion.

The main points to be discussed were:-

1. What is the revised basis of assistance to Mission Hospitals.?
2. How are Mission Hospitals to be supported from 1/1/47 to 1/7/47 ?
3. Are Mission Hospitals to be allowed to raise loans for Buildings and other capital expenses.?
4. On what basis is the cost of Infectious Disease and T.B. patients based.?
5. Is the cost of operating Theatre to be deducted from infectious disease and T.B. costs.?
6. What is the actual cost per Out-patient attendance.?
7. What salaries should African Sisters and Staff Nurses receive.?
8. What pensions arrangements can be made for African Staff at Mission Hospitals.?
9. What allowances and privileges should Probationers receive.?
10. Are Mission Hospitals obliged to have Nursing Staff insured for Workman's compensation. ?



1 & 2.

Discussion took place as to what year the Provincial Administration would accept. It was pointed out that Provincial Hospitals observe the calendar year, but Native Affairs Dept. grants have been for year ending 31/3/

Dr. Drewe stressed the need therefore, of Mission Hospitals receiving a guarantee of aid as from 1/1/47 until June 1947, when he anticipated the first quarterly payment would be received from the Provincial Council. After discussion it was agreed that the Secretary should write to the Provincial Secretary asking him to inform Mission Hospitals at the earliest possible date what assistance they are to expect from 1st January, 1947, it being stressed that the position of Mission Hospitals would be extremely critical as from that date. Instructions were to be sought as to maintenance from 1/1/47 until the "fixed date", are fees to be charged and are donations to be put to maintenance of the Sinking Fund. ?

It was agreed that a second letter be sent to the Provincial Council making it clear that unless adequate support was given, many Mission Hospitals will be totally unable to carry on until the "fixed date". They cannot obtain further overdrafts. Each Hospital will be submitting a statement showing its estimated deficit at 31/12/46.

3.

It was decided that it would be advisable to leave the matter of raising loans for capital purposes for the present.

4.

It was agreed that the per patient day cost for infectious disease and tuberculous patients should be taken as the same as non-infectious cases.

5.

After discussion it was agreed that in view of the fact that the Theatre is used for certain Infectious diseases and T.B. patients, and also the fact that the feeding of T.B. patients is possibly more costly than ordinary patients, there was no need to deduct the cost of maintaining operating Theatre from these patients.

6.

It was revealed that several Hospitals consider their cost per out-patient attendance to be 1/3d. to 1/6d. on the average. It was felt however, that the cost is likely to rise and in view of this fact it was proposed by Rev. Williams and seconded by Dr. Cooper, that 2/6d. be considered the cost of Out-patient attendances and that this figure be used in filling in the Provincial Council Questionnaire.

The meeting adjourned at 1.0.p.m. and resumed at 2.0.p.m.

7.

Arising out of the discussion regarding the salaries of African Sisters, it was decided to consider the salary scales of Medical and Nursing staff. There was a strong feeling among some members that the salary scales as laid down by the Provincial Administration should not apply to Missionaries. On the other hand some felt that if medical services of a certain nature were worth a certain remuneration, the fact that these services were rendered by a Missionary should not alter the case. The individual could do what he felt he should with his salary. It was also pointed out that at times it is impossible to get actual missionaries for posts. Doctors and Nurses with mission sympathies have rendered excellent services without actually being missionaries. Salaries should be budgeted for in such a way that these may be employed, should missionaries be unobtainable.



The following scales were agreed upon.

DOCTORS.

Medical Supt. £500. x £25 to £750, plus quarters and cost of living allowance.

Assistant Medical Officers. £500. x £25 to £650, plus quarters and cost of living allowance.

HOUSEMEN.

£200. plus board and lodging and cost of living allowance.

It was pointed out that the South African Medical Council refused to have any distinction made between European and non-European Doctors as far as salary scales are concerned. These scales also apply therefore to African doctors.

MATRON.

£300. plus board and lodging.

Particulars regarding the scale of salaries for Sisters were not available. Dean Stewart promised to obtain same for the Secretary to insert. They are as follows:-

European Staff - Matron. Grade 1. £270. x £15 to £330.  
" 2. £300. x £20 to £400.  
" 3. £350. x £20. to £450.

Sister Tutors. (i.e. holders of the Diploma.)  
Grade 1. £270. x £15. to £330.  
" 2. £330. x £15 to £390.

Sisters. £195. x £15. to £270.

Staff Nurses. £150. x £15. to £180.

Additional Allowances.

Uniform allowance. £12. per annum.  
Shoe " " £3. " "

Sister employed solely in Theatre or X-Ray - £24. per annum extra.  
Home Sister - £20. per annum extra.

Sister responsible for night duty supervision £20. per annum extra.

If no board and lodging, provide an allowance of £90. per annum in lieu.

Non-European Staff - Sisters. £120. x £10. to £160.

Staff Nurses. £96. x £6. to £120.

Probationers. £24. x £6. to £48.

Additional Allowances.

Uniform allowance. £12. per annum.  
Shoe " " £3. " "

Sister employed solely in Theatre or X-Ray - £16. per annum extra.  
Staff Nurse in Theatre or X-Ray - £8. " " "

If no board and lodging, provide an allowance of £60. per annum in lieu.

ALL THE ABOVE SALARIES AND ALLOWANCES BOTH EUROPEAN AND NON-EUROPEAN CARRY AN ADDITION OF COST OF LIVING ALLOWANCE, PLUS WAR BONUS ALLOWANCE OF 5% OF SALARY.



8.  
In regard to Pension scheme for African staff, Dr. Drewe read a scheme of insurance proposed by Dr. Tyler. After brief discussion it was agreed that investigation be made as to the possibility of the Medical and Nursing staffs of Mission Hospitals coming under the Provincial Pension scheme.

9.  
It was considered that Probationers should receive the following allowances:-

- a) Cost of Living Allowance - half rate if board and lodging provided, but full rate when on holiday.
- b) Half cost of train fare when on holiday.
- c) Sustenance allowance of £5. for holiday month.
- d) Shoe allowance.
- e) Uniform allowance or uniforms provided.

10.  
All Hospitals are required by law to insure under Workman's Compensation.

It is noted that, if it can be proved that a nurse has most likely contracted Tuberculosis whilst on duty, she is now permitted to claim Workman's compensation.

There being no further business, the Chairman closed the meeting with the Benediction.

**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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