

Mrs. Lavoipierre (S.A. National Council for Child Welfare) said that an approach had been made to the Department, and that her Council had been informed that the question was under discussion at ministerial level. There seemed to be less need in other provinces than in Natal. She suggested that the University of Natal should be asked to conduct a survey with the help of Social Services Association and the Child Welfare Society.

RESOLVED that a letter be sent to the Minister of Social Welfare saying that, in view of representations made by Durban, Pietermaritzburg and Port Elizabeth Branches, National Council is impressed by the urgent necessity of the establishment of a Work Colony for Indian Men.

544. RECOVERY OF ADVANCES TO CLIENTS THROUGH S.A.R. AND H.

Miss R. Venter (Bloemfontein Branch) stated that advances made to clients whom the Bloemfontein Branch was able to place in employment on the Railways could not be recovered, as stop-orders were not being accepted by the Railways Dept. After discussion of the difficulties experienced in other Centres, it was found that certain Local Accountants were prepared to accept Powers of Attorney and printed affidavits. It was felt that this problem could best be dealt with by each Branch separately.

545. WORK IN PRISON OUTSTATIONS (WESTERN PROVINCE)

The Revd. R.W.F. Cowdry described his recent visits to two of the four Prison Outstations in the Western Province. He had been impressed by the excellent conditions and the facilities for training in fruit culture and other types of farming. Many of the prisoners remained on the farms as free workers on discharge. Mr. Cowdry's visits had been arranged by the Director of Prisons, who had also informed him that prison training was now being recognized by Trade Unions, and that the certificates issued to men whose trade had been learnt in prison made no mention of this fact. Mr. Cowdry added that Native women prisoners were being trained to use a cheap type of knitting machine, and Mrs. Snare (Port Elizabeth Branch) mentioned that prisoners in Port Elizabeth were being accepted for training in the Shoe Trade.

546. PANEL OF EMPLOYERS

Mr. Cowdry said that there were now 27 firms on the Cape Town Panel of Employers, and that 15 discharged long-term prisoners who had been placed in work through the Panel had all done well over a considerable period.

547. POLICY OF SEPARATISM IN SOCIAL WORK AMONG EUROPEANS AND NON-EUROPEANS

The Chairman referred to a recent Press statement and it was

RESOLVED That National Council agrees to empower National Council Executive to take appropriate action, in consultation with other national organisations, should the work of the Association be adversely affected - or be in danger of being adversely affected - by the implementation of this policy.

548. VENUE OF 1958 ANNUAL GENERAL MEETING

RESOLVED that the 1958 Annual General Meeting be held in Pretoria at a date to be decided by National Council Executive.

After thanking National Secretary for the arrangements made for the Annual Meeting, National Chairman proposed a vote of thanks to the Durban City Council for the use of the George Cato Room.

In conclusion, Adv. Vieyra proposed a vote of thanks to the Chairman for his able and tactful handling of the Meeting.

SIGNED THIS

DAY OF

195

CHAIRMAN.

MINUTES of the ANNUAL GENERAL MEETING of the NATIONAL COUNCIL OF SOCIAL SERVICES ASSOCIATION OF SOUTH AFRICA, held in the Board Room, Hotel Victoria, JOHANNESBURG, on Thursday, 1st May, 1958, commencing at 9.15 a.m. and on Friday, 2nd May, 1958, commencing at 9.15 a.m. and concluding at noon.

Present:

The Revd. Donald McRae	...	National Chairman
The Rt. Revd. R. W. F. Cowdry	...	N. C. Executive Member
Mr. E. Eloff	N. C. Executive Member for O.F.S.
Mr. D. Grice	N. C. Executive Member for Natal
Mr. E. V. Kohler	N. C. Executive Member for Cape
Advocate H. J. B. Vieyra, Q.C.	...	N. C. Executive Member for Transvaal
Professor H. J. Venter	...	N. C. Executive Member
Mr. F. J. Tayler	N. C. Member for Finance
Mrs. R. van Biljon	...	rep. Bloemfontein Branch
Mrs. T. Toussaint van Hove	...	rep. Cape Town Branch
Dr. F. W. P. Cluver	...	rep. Durban Branch
Mrs. J. D. Taylor	...	rep. Durban Branch
Miss L. Naudé	rep. East London Branch
The Rev. Fr. O'Connor Ferraro	...	rep. Johannesburg Branch
Mrs. E. S. Read	...	rep. Johannesburg Branch
Miss G. Middendorp	...	rep. Kimberley Branch
Mr. W. Bruin	rep. Pietermaritzburg Branch
Mrs. J. Loots	rep. Port Elizabeth Branch
Mr. D. G. Steyn	...	rep. Pretoria Branch
Mr. A. W. Schumann	...	rep. Pretoria Branch
Mr. G. C. Odendal	...	rep. Pretoria Branch
Mr. J. W. Ballard	...	rep. Springs Local Committee
Dr. Felix Brümmer	...	Under-Secretary for Social Welfare
Mr. G. F. Olivier	...	rep. Department of Social Welfare
Mrs. A. W. Hoernlé	...	rep. S.A. National Council for Child Welfare
Mr. T. Stander	...	rep. S.A. National Council for Mental Health
The Revd. H. P. Junod	...	rep. Penal Reform League of S. A.
Lt.-Col. G. A. P. Spencer	...	rep. The Salvation Army
Miss L. M. Slater	...	National Organising Secretary.

549. WELCOME TO DELEGATES.

On behalf of His Worship the Mayor of Johannesburg, delegates were welcomed by the Deputy Mayor, Councillor Ian Maltz, who said that as an attorney he fully realised the nature and importance of the work which Social Services Association of South Africa is performing and that it was to him a privilege and a pleasure to preside at the opening session of the 1958 Annual General Meeting of the Association.

The Rt. Reverend R. W. F. Cowdry extended to the Deputy Mayor the very sincere thanks of National Council for his words of welcome and encouragement and for the sympathetic way in which he had referred to the work of the Association.

550. APOLOGIES.

Apologies for absence were received from the Director of Prisons and from the Secretary for Justice.

551. MINUTES.

RESOLVED that the minutes of the last Annual General Meeting held on 3rd and 4th May, 1957, having been circulated, be taken as read, approved and signed.

552. BUSINESS ARISING.

The National Organising Secretary reported that various matters arising out of the minutes would be discussed under their separate headings later in the meeting.

553. PRODUCTIVE EMPLOYMENT OF WON'T WORKS.

Work Colony Personnel

Regarding the question of Work Colony personnel referred to in Minute No. 539, the Secretary reported that this matter had been dealt with by National Council Executive.

Exploitation of the Public by Won't Works

The Secretary reported that, as suggested in Minute No. 539, she had discussed with Branches the system by which subscribers to the Association are issued with books of forms for the purpose of referring applicants for assistance to the local Branch of Social Services. Most Branches either have a similar scheme in operation or do not desire to have it.

554. 1957 NATIONAL COUNCIL ANNUAL REPORT and FINANCIAL STATEMENTS.

The Annual Report and audited financial statements, which had been circulated to National Council Members, Branch Executives, certain Government Departments and others, were received and adopted.

In presenting the Report, the Chairman said that it gives a comprehensive picture of what the Association is trying to do in the field of prisoners' aid work. The street collections organised by National Council Office are an important side of the work, firstly because they help the small communities to assist in this work and secondly because they help to spread the knowledge of the work throughout the country.

555. 1957 BRANCH ANNUAL REPORTS and FINANCIAL STATEMENTS.

Branch delegates spoke briefly to their respective Annual Reports, which had been circulated to National Council Members, Branch Secretaries, certain Government Departments and others. The Branch Annual Reports and audited financial statements were received and adopted.

In thanking Branches for their Reports, the Chairman said that we are all most grateful for the strides that have been made by the Department of Prisons and for the wonderful progress that has been made in the improvement of prison conditions.

The Chairman, in receiving the report on Pietermaritzburg Branch from the Branch Secretary (Mr. W. Bruin) mentioned the retirement of the former Secretary of Pietermaritzburg Branch, Mr. T. Paterson Owens, C.B.E., during 1957. It was unanimously agreed to send greetings from National Council to Mr. & Mrs. Paterson Owens, who had attended so many National Council Meetings in the past, and to wish them happiness in their second retirement.

556. PLACEMENT OF EX-PRISONERS IN EMPLOYMENT.

Question of Permanent Employment in the Public Service

Bishop Cowdry, on behalf of Cape Town Branch, suggested that the Public Service Commission should be asked for a clear statement of its policy with regard to the employment of ex-prisoners. He felt that where such people have completed a year's satisfactory service in the Public Service, they should be eligible for appointment to the permanent staff with full pension

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rights. Dr. Cluver said that it would appear that the efforts of the Director of Prisons are being frustrated to a certain extent by other Government Departments because they are unwilling to employ ex-prisoners or, alternatively, are not willing to appoint them to the permanent staff. Mr. Eloff expressed the opinion that there should be created in the minds of ex-prisoners a sense of security and supported the suggestion that, after completion of a satisfactory probationary period of one year, ex-prisoners should be eligible for appointment to a permanent post in the Public Service with full rights and privileges as to rates of pay and conditions of service. Mr. Tayler, in supporting the previous speakers, said that the Association must be practical in its approach and make it clear that we do appreciate the problem and realise that the employment of ex-prisoners must be on a selective basis. Nevertheless, we do think that there are sufficient avenues of employment in the public service to enable Government Departments to assist in the employment of ex-prisoners. Mrs. Hoernlé said that it is very largely a matter of education and that an approach to the Heads of Departments might be useful.

RESOLVED that the Public Service Commission be requested to lay down definite conditions under which it will be prepared to recommend the permanent appointment (after a probationary period) of discharged prisoners to the Public Service and to inform the Heads of Government Departments of those conditions.

Training of Non-European Prisoners

Bishop Cowdry reported that he visited Witbank Prison in 1957. Non-European prisoners are being trained there in skilled and semi-skilled trades but in which work is not available to them on release. He suggested that there should be co-operation between the various Government Departments whereby the non-European ex-prisoner could be placed, on release, in the kind of trade he had learnt in prison. The Association realises that negotiations are now proceeding between the Department of Prisons and other Government Departments and also with the Trades Unions but members expressed the opinion that if any good purpose would be served by a non-Government approach to the Trades Unions, then the Association would be willing to render this service.

Panel of Employers

Mrs. Taylor described the method by which Durban Branch has succeeded in establishing a Panel of Employers.

Mrs. Toussaint van Hove reported that twelve ex-prisoners were placed in Cape Town through the Panel in 1956 and a further twelve in 1957, while two have already been placed this year. There are thirty firms on the Cape Town Panel of Employers and the system is working very satisfactorily.

Placement of Indeterminate Prisoners Prior to Release

Mr. Odendal, on behalf of Pretoria Branch, reported that his Branch is doing its best to assist indeterminate prisoners on release. In 1957 he had various conversations with the Secretary of the Prison Board and the Board has agreed to submit the names of prisoners to Pretoria Branch about three months prior to release, on the understanding that accommodation and employment will be found for them before their discharge. He said that he had himself originally tried to do this but that now particulars are sent to National Council Office and all Branches are co-operating with Pretoria Branch in trying to find accommodation and employment for these indeterminate prisoners. He pointed out that it is not satisfactory for a Branch to offer accommodation without employment; the Prison Board will not accept this but insists on employment and accommodation being found. In 1957 fifteen indeterminate prisoners were helped in this way.

Mr. Odendal informed members that the present policy is for indeterminate prisoners to be released upon completion of seven years of the sentence

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but that this is to be changed in the near future.

Professor Venter reported that the Prisons Department is about to launch a new scheme - conditional pre-release. Prisoners will be sent out to work for private employers during the latter part of their sentences but will return to the prisons at night.

The National Organising Secretary stated that the placement of indeterminate prisoners is a very difficult matter but some Branches have been successful in finding accommodation and employment and all Branches must try to co-operate in this way.

Mr. Eloff suggested that, prior to release, the Prison Board should automatically supply all the relevant information about the prisoner so that as many particulars as possible can be given to a prospective employer.

RESOLVED that the Prison Board be requested to send to the Association, through the Secretary of Pretoria Branch, all relevant particulars regarding indeterminate prisoners about to be released and thus to develop the system already in operation.

557. PROPOSALS OF PENAL REFORM COMMITTEE ON WORK OF PRISON CHAPLAINS.

Mrs. Taylor, on behalf of Durban Branch, referred to a recommendation of the Penal Reform League Conference, held on 4th November, 1957, "that Prison Regulations be so amended as to allow the Chaplains to communicate with the families of prisoners in moral and spiritual necessity, as well as to negotiate for the employment of inmates on their release". She suggested that the recommendation should be that prison chaplains should be channels of communication on spiritual matters only.

The Director of the Penal Reform League, the Reverend H. P. Junod, replied that it is quite impossible to have watertight compartments. It is not always possible to draw a definite distinction between the spiritual and material functions of prison chaplains. It is absolutely preposterous to impose conditions such as are in the Prison Regulations and it is wrong that the Regulations have remained unchallenged for so many years. He suggested that prison chaplains should be encouraged to join Social Services Association and stressed that he did not think it possible to separate the spiritual and material welfare of prisoners.

Professor Venter mentioned that Chaplains sometimes try to attend to the material welfare of prisoners and their families independently of Social Services. He agreed that the material and spiritual welfare of prisoners and their families could not be separated but suggested that the chaplains should be encouraged to assist materially through Social Services.

Bishop Cowdry stated that if a man in prison asks him to find employment he refers him to Social Services. Our work as an Association is not to bridle the chaplains but to make ourselves so well known that chaplains throughout the Union will turn to Social Services for help.

Mr. Eloff suggested that Mr. Junod should stress the necessity for closer liaison between Social Services and the prison chaplains at the conference of Heads of Churches to be held later this year under the auspices of the Penal Reform League. The Chairman asked Bishop Cowdry to present the views of Social Services Association at the conference and this he said he would be very happy to do.

558. DETENTION OF TUBERCULAR PETTY OFFENDERS IN POLICE CELLS.

The Secretary reported that Krugersdorp Local Committee is concerned about the detention of tubercular petty offenders in police cells and has made a request to the District Commandant of Police that, when a prisoner is in possession of a document stating that he is suffering from tuberculosis,

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he should not be detained in the police cells but should be ordered to appear in Court the following morning. The District Commandant of Police has agreed to the suggestions of the Krugersdorp Committee of Social Services.

Professor Venter and Mr. Junod referred to the major work of development in the treatment of tubercular cases in the prisons.

RESOLVED:-

- (1) That, in co-operation with the S. A. National Tuberculosis Association, Social Services Association should request the Commissioner of Police to arrange that persons who are charged with petty offences and who have documents on their persons which show that they are suffering from tuberculosis should not be detained in the police cells with other prisoners but ordered to appear for trial at the appropriate session of Court.
- (2) That this National Council places on record its sincere thanks to the Department of Prisons for all it has done in the last four or five years, not only for prisoners who are tubercular, but for the treatment of prisoners as a whole.

559. PRESS PUBLICITY AND CRIME.

Mr. Eloff, on behalf of Bloemfontein Branch, referred to the harmful effects of undesirable and sensational publicity in certain sections of the Press regarding murder trials, executions, etc.

Mrs. Toussaint van Hove said that her Branch Committee is of opinion that a recommendation should be made to the Press that only names and initials of offenders, without identifying details, should be published - a system in use in certain countries for the protection of relatives of offenders.

In the discussion which followed it was agreed that it would be dangerous to interfere with the freedom of the Press but that there is cause for concern in irresponsible crime reporting. Facts should not be suppressed but sordid details which arouse undue interest, especially in young people, should be omitted.

Various proposals were made but the Council did not decide to take action.

560. SALVATION ARMY INSTITUTION FOR WOMEN.

With reference to minute No. 542, the Secretary reported that, as instructed at the last Annual General Meeting, she asked Branches to send in details of difficulties encountered in endeavouring to obtain suitable care and treatment for women in the hostels and shelters of the Salvation Army. The position in Cape Town is now very much better.

Mr. Eloff asked if it is the policy of the Salvation Army to open hostels for women all over the Union, to which Lt.-Col. Spencer (of the Salvation Army) replied that the policy of the Army is always to meet a need. Now that the Army has appointed a man and his wife at Bloemfontein it is possible that accommodation will be provided for women there.

561. RESULTS OF ROUND-UP OF VAGRANTS.

Mrs. Taylor reported that about 100 vagrants were rounded up in Durban and delegates from Pietermaritzburg and Port Elizabeth stated that many of these vagrants had moved on to those cities. Mr. Grice said that, in Durban, Social Services Association tried to suggest some more constructive approach to the problem but the authorities concerned were not really

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interested.

The National Secretary reported that a great deal of constructive work among vagrants is being done by the Branches and Mr. Eloff suggested that such people should be sent to a work colony for a definite period. The Chairman stressed that the Association should not lose sight of this work because of its preventive character.

AFTERNOON SESSION : 2ND MAY, 1958

562. WELCOME TO UNDER-SECRETARY FOR SOCIAL WELFARE.

The Chairman extended a very sincere welcome to Dr. Felix Brümmer, Under-Secretary for Social Welfare and to Mr. J. W. Ballard, a member of the Springs Committee of Social Services Association.

563. DELAYS IN PAYMENT OF MAINTENANCE GRANTS.

Miss Naudé, on behalf of East London Branch, spoke of the delays which occur between the authorisation of maintenance grants and the actual payment of the grants. She instanced two cases in which authorisation was given in November, 1957, but the grants were not paid until January and February, 1958, respectively.

Dr. Brümmer explained that delay in the payment of pensions and maintenance grants is unavoidable but that in cases of hardship Social Welfare Officers are authorised to give rations until payment is made.

Pretoria Branch delegate stated that the maximum grant is not sufficient for really large families; a woman with eight children receives the same amount as a woman with four children. Dr. Brümmer replied that the present maximum grant is £15 plus a bonus of £4. 10. 0, making a total monthly grant of £19. 10. 0. The question of the very large family is receiving attention but an official announcement on this subject could not be made at this meeting.

564. INSTITUTIONAL CARE FOR WOMEN ALCOHOLICS.

The Secretary referred to the fact that at the last Annual General Meeting (Minute No. 541) the old subject of the institutional care of women on work colony lines was discussed and the Association was then told of the new institution for women alcoholics which was to be opened near Pretoria.

Dr. Brümmer stated that there is no precise ruling as to the type of woman who can be sent to this institution but it is a fact that, up to the present time, magistrates have sent the better type of woman to this new Retreat at Pretoria. The Department of Social Welfare is aware that this is the case. If results are favourable, facilities will be extended to more difficult cases.

Bishop Cowdry reported that he visited this Retreat and it seems to him that the Master and Matron are doing excellent work. He emphasised the advantages of small homes such as this one, rather than the provision of large institutions.

Dr. Brümmer states that his Department has deliberately limited this home to 25 women. It might be preferable to have a home in each Province rather than to extend the size of the present one, even if it is extended on the cottage system. What success there has been at Pretoria is largely

because/.....

because the numbers have been kept low. This Retreat is on an experimental basis; when the Department has gained sufficient information as to the results of this venture, then it may be possible to extend the work, either there or in other centres.

565. WORK COLONY FOR INDIAN MEN.

With reference to Minute No. 541, the Secretary reported that, as instructed at the last Annual General Meeting, she addressed a letter to the Private Secretary to the Honourable the Minister of Social Welfare on the subject of the establishment of a work colony for Indian males. The only reply received to date is one stating that the Minister is indisposed, that it will be some while before he will again be in a position to give attention to matters of this nature and that the Association's representations will be brought to his notice at the earliest opportunity.

Dr. Brümmer stated that it is too early to make any policy statement on this matter. The Department of Social Welfare will have to make investigations as to whether work colony treatment is the answer to the problem. As the Association's letter has been addressed to the Minister it will be dealt with by the Department but it will be some little time before it will be possible to give a reply.

566. DEPARTMENTAL POOR RELIEF DISTRIBUTION.

Mrs. Toussaint van Hove, on behalf of Cape Town Branch, reported that poor relief parcels in Cape Town have been halved on orders from Pretoria and that the local office of the Department of Social Welfare is unable to supply adequate poor relief because of instructions to reduce expenses.

Dr. Brümmer said that it is possible that the amount allocated to a certain centre for Poor Relief had been spent too soon and that the Social Welfare Officer had therefore reduced the size of the parcels. He promised to investigate this matter if the Association would write to the Department.

Mrs. Read stated that there seems to be a lack of knowledge on the part of officials of the Department as to the type of food necessary for a family of young children. She asked if something could be done to increase the supply of milk and other foods suitable for children. The Johannesburg Social Welfare Officer explained that the regulations provide for 1 pint of milk per day for each young child.

567. DEPORTEES.

Mrs. Toussaint van Hove stated that Cape Town Branch would like to propose that the service now rendered to Commonwealth deportees be extended to deportees of other nationalities.

The Secretary reported that she has made tentative approaches to certain Consular Officials in Durban, who think the service proposed by Social Services Association will be of value.

RESOLVED that National Council approves of the proposal to extend the deportee service and to help all those in need whatever their country of origin.

568. TREATMENT OF WOMEN PRISONERS.

The Rev. H. P. Junod spoke of the treatment of women prisoners and stated that this is a very important subject although, so far as European women are concerned, the number is small. The number of non-European women prisoners is very much greater. He was very greatly impressed, when he

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visited the women's prisons in Britain and the U.S.A., to see how very different the imprisonment of women is considered to be as compared with the incarceration of men. In the Union of South Africa, women prisoners are treated in exactly the same way as men. Maximum security is not required in the case of women and the time has come when we should think on different lines. This is important.

So far as Native women are concerned, this is a field which needs special study. There are conditions of work at Pretoria Central Prison (where the women are employed in washing and ironing) which are very bad. They work in a warm, humid atmosphere and then have to go back to very cold cells, especially in the winter.

Professor Venter assured the meeting that this problem is being tackled by the Department of Prisons. The washing and ironing conditions are peculiar to Pretoria and with the forthcoming move to the new Kroonstad Prison will fall away. There is a new deal coming for women prisoners.

569. ALTERATION OF ASSOCIATION'S FINANCIAL YEAR.

The Secretary reported on a request by the Secretary for Social Welfare that Social Services Association should consider altering its financial year so as to coincide with that of the Department of Social Welfare, namely, 1st April to 31st March. The views of Branches on this suggested alteration have been sought and the general consensus of opinion seems to be in favour of the change.

The Member for Finance stated that this matter has been very fully considered by National Council Executive and members feel that the advantages which would be gained outweigh the disadvantages which would necessarily follow this change. He explained that if it is decided to commence the financial year of the Association on 1st April, Branches will have to try to get their budgets and audited accounts to National Council Office early in May to enable the Annual General Meeting to be held in the latter part of July or early August. If the change is agreed to, National Council and all Branches and Committees will have to prepare accounts for 15 months from 1st January, 1958 to 31st March, 1959, and thereafter on a yearly basis. The chief advantages are that the Association will fall into line with the Government financial year and the grants received from the Government will correspond with the amounts shown in National Council and Branch accounts.

RESOLVED:-

- (1) That, on the recommendation of National Council Executive, subsection (a) of paragraph 9 of the Association Constitution be amended so as to read as follows:-

"The financial year of the Association shall commence on the first day of April in each calendar year".

- (2) That the amendment take effect as from the 1st April, 1959 and that National Council, Branches and Committees prepare interim accounts for the 15 months from 1st January, 1958 to 31st March, 1959.

570. ELECTION OF ALTERNATES TO NATIONAL COUNCIL EXECUTIVE MEMBERS.

Mr. Eloff explained that the proposal to amend paragraph 6 (d) of the Association's Constitution has been put forward by Bloemfontein Branch because of the position in which Bloemfontein and Kimberley Branches found themselves in 1957 when neither the National Council Member for the O.F.S. nor his alternate could attend the meeting of National Council Executive.

The Chairman reported that National Council Executive has considered this question and he submitted the Executive's recommendation to the

meeting/.....

meeting.

RESOLVED, on the recommendation of National Council Executive, that subsection (d) of paragraph 6 of the Association's Constitution be amended so as to read as follows:-

"An elected member of the National Council Executive who is unable to attend a meeting of the National Council Executive shall be replaced by his elected alternate, failing whom:

- (i) an alternate elected under subsection (a) (ii) of paragraph 6 shall be replaced by a nominee of the Executive Committees of the Branches by whose delegates the said alternate was elected;
- (ii) an alternate elected under subsection (a) (iii) of paragraph 6 shall be replaced by one of the other elected alternates as may be summoned by the National Chairman and the National Organiser in consultation."

571. SOCIAL WORKERS : SALARY SCALES and CONDITIONS OF SERVICE.

Salary Scales

RESOLVED, on the recommendation of National Council Executive, that the revision of salary scales be deferred until after the provisions of the Scheme for the Subsidisation of Trained Welfare Personnel, as from the 1st April, 1960, have been made known.

Leave Privileges

The Secretary reported that National Council Executive has had under consideration the question of the conditions of service of social workers, in view of the fact that the conditions previously imposed by the Department of Social Welfare are no longer binding on voluntary social welfare organisations, who are now free to frame their own conditions.

The recommendations of the Executive were submitted to the meeting and freely discussed.

RESOLVED, on the recommendation of National Council Executive, that the following leave privileges for social workers be effective until the 1959 Annual General Meeting of the Association, it being understood that they will be reconsidered in the light of any recommendations made by the Joint Conference of nationally constituted welfare organisations which is to be held in Bloemfontein in August, 1958:

(1) Vacation Leave.

- (a) That Branch Committees be advised that they are free to grant, at their discretion, any leave that has accrued (subject to the needs of the work being met) with the proviso that no social worker be allowed to defer his or her vacation leave longer than twelve months after the completion of the year in which it has accrued.
- (b) That Branch Committees be advised that they are free to grant vacation leave up to 26 working days per annum (including Saturdays) instead of 30 days per annum inclusive of Saturdays, Sundays and public holidays.

(2) Overseas Long Leave.

- (a) That Branch Committees be advised that personnel grants may be claimed in respect of academically qualified social workers approved under the State Scheme for the Subsidisation

of Trained Welfare Personnel for a period of three months overseas leave with full salary after five years continuous service or for a period of six months overseas leave with full salary after ten years continuous service and for an approved academically qualified substitute, subject to the following conditions:-

- (i) That the Department of Social Welfare is prepared to approve both social workers under the Scheme for the Subsidisation of Trained Welfare Personnel.
 - (ii) That full State subsidisation can be obtained by National Council in respect of both social workers.
 - (iii) That the social worker proceeding overseas undertakes a definite study or observation assignment approved by the Branch Committee.
 - (iv) That the social worker on long leave undertakes to return to the service of the Association.
 - (v) That salary be paid monthly, in arrear, to the social worker on long leave, the last two months' salary being payable on return to the Association.
- (b) That Branch Committees be advised that National Council has no objection to their granting overseas long leave, at their discretion, to social workers in their service who are not academically qualified and that National Council would be prepared to make a personnel grant available in respect of a suitable academically qualified substitute, subject to the following conditions:-
- (i) That the Department of Social Welfare is prepared to approve the substitute social worker under the Scheme for the Subsidisation of Trained Welfare Personnel.
 - (ii) That full subsidisation can be obtained by National Council in respect of the substitute social worker.

(3) Sick Leave.

- (a) That Branch Committees be advised that personnel grants may be claimed in respect of sick leave taken by academically qualified social workers on the permanent staff of the Association, who have been approved by the Department of Social Welfare under the Scheme for the Subsidisation of Trained Welfare Personnel, on the following basis:-

Not exceeding 90 days with full salary and 90 days with half salary in every cycle of three years.

- (b) That Branch Committees be advised that a medical certificate is still required for all sick leave in excess of three days.

572. S. A. INSTITUTE OF RACE RELATIONS.

RESOLVED that a nominee of the Cape Town Branch and a nominee of the Johannesburg Branch of Social Services Association be appointed to serve on the Council of the S. A. Institute of Race Relations and to become, automatically, members of the Regional Committees in Cape Town and Johannesburg, respectively.

573. PENAL REFORM LEAGUE OF SOUTH AFRICA.

RESOLVED that the following be appointed to serve on -

The Executive Committee of the Penal Reform League:

The Reverend M. Buchler
Professor H. J. Venter

The Council of the Penal Reform League:

The Reverend M. Buchler
Dr. F. W. P. Cluver
Mr. T. Paterson Owens
Miss L. M. Slater
Professor H. J. Venter
One member to be nominated later

574. DAY OF UNITED PRAYER FOR PRISONERS.

The Secretary reported that an excellent broadcast talk was given by the Chief Justice, the Honourable H. A. Fagan, on Sunday, 28th July, 1957 and that the 1957 Day of Prayer had been wholeheartedly supported by Churches and Missions. There had been no demand for a one-page leaflet for the laity.

Contributions from Churches amounted to £66. 15. 1. and this amount was handed to the Director of Prisons to be used for the provision of some educational or recreational facility for prisoners.

This year the Day of Prayer for Prisoners will be observed on Sunday, 3rd August and the Broadcast Talk will be on the preceding Sunday, 27th July. The 1958 leaflet has been printed and the preparatory work is already being done in the same way as in previous years.

575. 1959 ANNUAL GENERAL MEETING.

RESOLVED that the Natal Members of National Council Executive be requested to decide upon a suitable date and venue for the 1959 Annual General Meeting.

576. SCHEME FOR THE SUBSIDISATION OF SOCIAL WORKERS IN THE EMPLOY OF VOLUNTARY WELFARE ORGANISATIONS.

The Secretary reported that the S. A. National Council for Child Welfare has invited nationally and provincially organised social welfare organisations employing social workers to appoint representatives to attend a joint conference to be held in Bloemfontein during August, 1958. National Council Executive has considered this matter and appointed Mr. E. Eloff and the National Organising Secretary to represent the Association at this joint conference.

RESOLVED that the action of National Council Executive be approved.

577. PROPOSED AMENDMENT TO THE WELFARE ORGANISATIONS ACT.

The Chairman reported upon a letter, dated 23rd December, 1957, from the Registrar of Welfare Organisations, on the subject of the proposed amendment of the Welfare Organisations Act so as to meet the desire of some nationally organised welfare organisations for mutual consultation. The National Council for Child Welfare has appointed a Sub-Committee to study the provisions of the Act and has invited Social Services Association to appoint a representative to that Sub-Committee. National Council Executive has given consideration to this matter, has decided to accept the invitation of the National Council for Child Welfare and has appointed Advocate H. J. B. Vieyra to represent Social Services Association on the above-mentioned Sub-Committee.

RESOLVED that the action of National Council Executive be confirmed.

2ND MAY, 1958.

578. ELECTIONS.

Vote of Thanks to Retiring Chairman

The Chairman of the Meeting, the Reverend Donald McRae, having signified that he would not accept re-nomination as National Chairman, delegates expressed their sincere appreciation of his able guidance of the Association since 1952.

National Chairman

RESOLVED that Dr. F. W. P. Cluver be elected National Chairman.

National Council Executive

RESOLVED that the following be declared elected to serve on National Council Executive :-

By Full Council

The Reverend Donald McRae (of Queenstown)
(Alternate - Mr. A. P. Jenner)

Professor H. J. Venter (of Pretoria)
(Alternate - Mr. D. C. Grice)

By Cape Province

The Rt. Reverend R. W. F. Cowdry (of Cape Town)
(Alternate - Mr. E. V. Kohler)

By Natal

Mr. B. Stephenson (of Durban)
(Alternate - Mr. V. H. M. Barratt)

By O.F.S.

Mr. E. Eloff (of Bloemfontein)
(Alternate - Mr. C. A. Waldek)

By Transvaal

Advocate H. J. B. Vieyra, Q.C. (of Johannesburg)
(Alternate - Mr. E. J. Jamine)

National Council Member for Finance

RESOLVED that Mr. F. J. Tayler be re-elected Member for Finance.

579. FINANCE.

The Member for Finance, Mr. F. J. Tayler, reported that the distribution of the Government Grant is becoming more and more difficult. He was not present at the 1957 Annual General Meeting but was informed that some Branches expressed dissatisfaction with the method of making the grants to Branches. The personnel grant which the Association will receive from the Department of Social Welfare in the current financial year is actually less than it has been for several years, the variation in the grant being due to the fact that the Association has been unable to employ its full complement of academically qualified social workers. The Association would never have been able to carry on but for the fund raising efforts of National Council Office. By means of street collections in many small towns and by donations received from the head offices of large companies and other sources, National Council Office raised £2,900 during 1957.

Mr. Tayler/.....

Mr. Tayler then dealt with the suggestions made at the last Annual General Meeting.

Regarding the suggestion that the system of paying personnel grants should be discontinued and that grants should be made outright to Branches, Mr. Tayler said that, although it might involve hardship, it is essential for the grant to bear some relation to the approved personnel employed.

It has also been suggested that the Grants to Branches should be based on population. On this basis the special problem of Pretoria, with its large prison population, would be ignored, as would also the volume of work being done. It would also ignore the private funds being collected by the Branches themselves and the question of the employment of qualified personnel which is fundamental to the Grant. In allocating the Grants, attention has been paid to population, to work done and to funds collected by Branches from private sources. Mr. Tayler emphasised that any increase to one Branch would be at the expense of another one.

Mr. Tayler also referred to the fact that it has been suggested that the Annual Meeting should become a Biennial Meeting but said he is of the opinion that the £300 which would be released by this means is negligible in comparison with the advantages of holding an annual meeting.

In allocating the available funds National Council Executive has taken into consideration qualified personnel now employed and also additional qualified personnel which it is anticipated Branches will employ during the present financial year. Wherever possible, deficits shown by Branches have been taken into consideration and it is a very serious matter that seven of the nine Branches showed deficits for the year 1957. Pretoria Branch, unfortunately, is in grave financial difficulty. National Council Executive hopes that, in the present year, the Branch will make every effort to put its house in order. If an effort is made, it is possible that in two years the Branch will be financially sound. Where Branches have small nest-eggs they must use them - but they must use them sparingly. In view of the fact that the Association's funds are limited for the next two years, Branches must try to keep within their financial limits.

The presentation of Branch Accounts is now on a satisfactory basis and Mr. Tayler expressed his gratitude to Branches for the help they have given him in achieving uniformity. All Branches now have their accounts audited by qualified auditors.

Mr. Tayler reported that he has given an undertaking to certain Branches which may not be able to employ qualified staff that he will do his best to meet their needs and has also given an assurance to Johannesburg Branch that its general grant will be revised if Mrs. Reinhold fails to qualify in Afrikaans.

The Member for Finance then formally presented the following statement of estimated revenue and expenditure for the year ending 31st March, 1959:-

<u>Expenditure</u>		<u>Revenue</u>	
Personnel Grants		Personnel Grant	7,611
to Branches	6,067	Administration Grant	381
<u>General Grants to</u>		Poor Relief Grant	3,000
<u>Branches:</u>		National Council Fund	
Bloemfontein	300	Raising and Interest	2,240
Cape Town	300		
Durban	350		
East London	350		
Johannesburg	600		
Kimberley	390		
Pietermaritzburg	380		
Port Elizabeth	550		
Pretoria	850		
	<u>4,070</u>		
Carried forward..	10,137	Carried forward..	13,232

Brought forward..	10,137	Brought Forward	13,232
Head Office	2,066		
Visiting Branches	300		
Annual General Meeting	300		
Annual Report	100		
Day of Prayer for Prisoners	100		
Fund Raising	120		
Contingencies	50		
	<u>13,173</u>		
Surplus	59		
	<u>13,232</u>		<u>13,232</u>

RESOLVED that the foregoing proposed allocation of Government Grant and private monies for the year 1st April 1958 to 31st March 1959 including the proposed personnel and general grants to Branches, be approved.

580. S. A. WELFARE ORGANISATIONS PROVIDENT FUND.

The Member for Finance reported that he is well satisfied with the Accounts of the S. A. Welfare Organisations Provident Fund. The funds are well invested and the return which contributors are getting is well up to the standard of other Provident Funds.

Mr. Tayler also reported on a circular letter which has been addressed to employers by the Secretaries of the Provident Fund on the subject of the suggested amendment of Rule 24, which deals with the question of the benefit paid in the event of the death of a member. He submitted to the meeting the existing Rule 24 and explained that some members of the Fund feel that when an employee member dies before retirement without leaving dependents, the whole amount standing to his credit at date of death should accrue to his estate plus interest, i.e. deceased employee's and employer's contributions plus interest: not only the deceased employee's contributions without interest, as at present. Members had also asked that the word "dependents" should be broadly defined but the Management Committee of the Fund states that the rule has always been applied in a broad and sympathetic way and that they can think of no suitable definition of the word "dependents".

He reported that National Council Executive has given careful consideration to this matter and is of the opinion that the Fund should be regarded as a mutual benefit fund, the main object of which is to protect employee members from destitution through permanent disability and old age and to enable employee members to make provision for their dependents. For this reason the Executive is not in favour of the payment of employers' contributions plus benefits into the estates of employee members who die before retirement and having no dependents, but does feel that it is a little hard that the deceased member's contributions should be received back without interest.

RESOLVED, on the recommendation of National Council Executive, that the Secretaries of the S. A. Welfare Organisations' Provident Fund be informed that the National Council of Social Services Association of S. A. is of the opinion:

- (1) That the word "dependents" should not be specifically defined and that the Management Committee of the Provident Fund be asked to continue to apply Rule 24 in a broad and sympathetic way.
- (2) That, in the case of an employee member who dies before retirement and having no dependents, the amount paid to the estate of the late employee member should consist of the employee's contributions only, plus interest.

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581. PROPOSAL TO RESCIND THE EXEMPTION FROM UNEMPLOYMENT INSURANCE at present granted to members of the S. A. Welfare Organisations' Provident Fund.

The Member for Finance explained that some employer and employee members of the S. A. Welfare Organisations' Provident Fund have expressed a desire to be allowed to contribute to the Provident Fund and to the Unemployment Insurance Fund, since the benefits under the Unemployment Insurance Act have been very materially increased. The Unemployment Insurance Commissioner has therefore asked for the views both of the employers and of the employees who are members of the Provident Fund as to whether they wish to apply for withdrawal of the exemption from Unemployment Insurance.

The Secretary reported that a circular letter was sent to all National Council Members and Branch Secretaries on the 24th May, 1957 and from replies received it appears that the majority of the Branches whose staffs are affected by this proposal are in favour of the proposal to rescind the exemption from Unemployment Insurance.

582. PRISONERS' FRIEND SERVICE.

Negotiations with the Department of Justice

The Chairman reported that a deputation consisting of Advocate Vieyra and the National Organising Secretary waited on the Under-Secretary for Justice on the 29th April, 1958, to discuss the future of the Prisoners' Friend Service. A report by Social Services Association on this Service was presented to the Under-Secretary and discussed with him.

The Secretary reported that with effect from 1st April, 1958, subsidies for the Association's fourteen Prisoners' Friends (previously paid through the Department of Social Welfare) are being paid through the Department of Justice. Unfortunately, despite representations to the latter Department, it has not been possible to obtain further subsidies for the expansion of this service at the present time.

Germiston

The Secretary reported that 63,000 cases appeared in the Germiston Courts during 1957 and that there is a very urgent need for a Prisoners' Friend there. Germiston Committee has already collected about £170 although no actual prisoners' aid work is yet being done in the area. Unfortunately a state subsidy is not at present available.

The Member for Finance reported that National Council Executive, after careful consideration, recommends that a portion of National Council's recently established Development Fund should be utilised for the purpose of making possible a Prisoners' Friend appointment in Germiston for the remainder of the current financial year.

RESOLVED, on the recommendation of National Council Executive, that the Association makes a grant from its Development Fund to the Germiston Local Committee to enable that Committee to appoint a Prisoners' Friend forthwith, it being understood that the grant will be available only for the remainder of the current financial year (which ends on 31st March, 1959) and will be payable at the rate of £20 per month for salary plus the appropriate statutory cost-of-living allowance (at present £10. 8. 0. per month).

Bellville

The Chairman of Cape Town Branch, Bishop Cowdry, asked if there would be any objection to his Branch appointing a Prisoners' Friend at Bellville for an experimental period of one year, the cost to be met out of the Branch's own accumulated funds and the Member for Finance replied that he would support such a proposal. Bishop Cowdry undertook to discuss the

details/.....

details of this proposal with his Branch Executive Committee and with the National Organising Secretary.

583. LEGACIES TO SOCIAL SERVICES ASSOCIATION.

The Member for Finance suggested that the Association should endeavour to educate people throughout the Union to set aside, in their Wills, 10 per cent. of their wealth for some charitable cause.

Dr. Cluver, in supporting this suggestion, mentioned that people frequently ask their attorneys for the name of a suitable charity to which a proportion of their wealth could be bequeathed.

Advocate Vieyra suggested that the Association should take steps to publicise its prisoners' aid work among attorneys throughout the Union.

584. CO-OPERATION WITH THE FEDERALE ARMESORGRAAD.

The Chairman reported that on the 2nd May, 1957, in response to a request by the National Welfare Board, National Council Executive authorised him to arrange for consultation between representatives of Social Services Association and the Federale Armesorgraad on the subject of co-operation in the field of Prisoners' Aid. As a result, representatives of the Association and of the Armesorgraad (hereafter referred to as the Joint Committee) met in Johannesburg on the 19th June, 1957.

The Association's representatives (National Chairman, Advocate Vieyra and the National Organising Secretary) reported on the recommendations arising out of the discussions of the Joint Committee and stated that these recommendations had been very fully discussed by National Council Executive at its meeting on 30th April, 1958. The Chairman submitted a statement which had been drawn up by National Council Executive upon which members of National Council were invited to give their views.

After full discussion by National Council members -

IT WAS RESOLVED that the following statement be forwarded to the Registrar of Welfare Organisations for submission to the National Welfare Board:-

1. That in order that there should be no misunderstanding on the matter, Social Services Association of South Africa would like to emphasize that the functions entrusted to it and in respect of which it receives state subsidies and money from the public are exercised, as they must be, in regard to all sections of the community, whether European, non-European, Christian or non-Christian, and that it is in the interests of all concerned that one specialist organisation alone should be directly responsible to the public and the state for the faithful execution of such functions.
2. That in carrying out its functions it has always been the policy of Social Services Association to co-operate to the fullest extent with other welfare organisations and in particular with Church and similar religious bodies.
3. That in view of the wide field to be covered and of the desire of the Nederduitse Gereformeerde Kerk to assume the responsibility for the benefit and rehabilitation of convicted persons and their families who are members of that Church, Social Services welcomes the co-operation of the Nederduitse Gereformeerde Kerk, it being recognised that such co-operation will be an extension of the work done in this field and will not result in any reduction of the work done by Social Services Association and

thus/.....

thus should not affect the special grant received from the State.

4. That in order to give effect to such co-operation, Social Services Association endorses the following recommendations made by the Joint Committee of the Federale Armesorgraad and Social Services:-
- (a) That the privilege of direct access to convicted persons in penal institutions, at present enjoyed by Social Services Association, should be extended to the Nederduitse Gereformeerde Kerk which through its Armesorgrade will designate social workers for this work. The Joint Committee is unanimous in its opinion that welfare work in penal institutions should not be undertaken solely by state officials.
 - (b) That responsibility for welfare work and rehabilitative services on behalf of convicted persons and their families who are members of the Nederduitse Gereformeerde Kerk should be accepted by the welfare organisations of the Nederduitse Gereformeerde Kerk, it being understood that the freedom of the individual to seek help either from Social Services Association or an organisation of the Nederduitse Gereformeerde Kerk should receive full recognition. The Joint Committee does not recommend the transfer of clients in the care of Social Services Association as at the date when the agreement between the organisations comes into effect.
 - (c) That future consultations between the Federale Armesorgraad and Social Services Association of South Africa should be facilitated by the formation of a Joint Committee similar to the Joint Committee making these recommendations, which should meet as and when necessary for the discussion of matters of mutual concern to the two organisations.

585. CLOSING REMARKS BY RETIRING NATIONAL CHAIRMAN.

The Retiring National Chairman, the Reverend Donald McRae, expressed his appreciation of the very kind remarks that had been made to him about the little he had been able to do for Social Services Association. One of the things that has always impressed him about Social Services is the happy spirit of co-operation. The foundation is laid in the sense of vocation in which our workers carry out their responsibilities. He thanked the staff of the Association for all the faithful work which is carried on year by year, work which is undertaken with such a high sense of vocation. He said that what he has done as Chairman of the Association is very small in comparison with what he has received in contact with the workers and the Executive. He referred to the wonderful tradition which Miss Thekla Hall laid down for Social Services and which Miss Slater is so ably carrying on. He assured Miss Slater and Mrs. Brown that National Council appreciates the work that is being done in National Council Office. He also thanked the delegates for the way in which opinions have been freely expressed and accepted with good grace and said that it was with a deep sense of appreciation that he demitted office and handed over to Dr. Cluver.

586. VOTE OF THANKS TO CHAIRMAN.

Mr. F. J. Tayler thanked the Chairman for the admirable way in which he had conducted the meeting, especially in view of the very difficult matters which have been discussed and added - "We are very grateful to you".

SIGNED THIS

DAY OF

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CHAIRMAN.

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