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NON-EUROPEAN LIBRARY SERVICE, TRANSVAAL

The Committee of the Non-European Library Service, Transvaal, will be discussing salary scales for non-European librarians at the next meeting. Will members kindly give this matter their consideration.

Librarian.

SALARY SCALES OF EUROPEAN LIBRARIANS IN THE CIVIL SERVICE

	<u>Salary scale</u>	<u>Grade</u>	<u>Minimum educational and professional qualifications</u>
Chief librarian (Male or Female)	£1,000 x 50 - £1,150	Professional-Higher	Diploma of the S.A.L.A. or a recognised equivalent certificate.
Sub-librarian (Male or Female)	£960 x 40 - £1080	Professional-Higher	Diploma of the S.A.L.A. or a recognised equivalent certificate.
Senior librarian (Male or Female)	£840 x 30 - £960	Professional-Higher	Diploma of the S.A.L.A. or a recognised equivalent certificate.
Librarian (Male or Female)	£600 x 30 - £840	Professional-Higher	Diploma of the S.A.L.A. or a recognised equivalent certificate.
Assistant librarian (Male or Female)	£350 x 25 - £600	Professional-Higher	Diploma of the S.A.L.A. or a recognised equivalent certificate.

MEN:

Class A

£180 x 20-200 x 25-550 Clerical

Intermediate certificate of the S.A.L.A. or a recognised equivalent certificate.

Class B

£180 x 20-200 x 25-475 Clerical

Matriculation or a recognised equivalent certificate.

WOMEN:

Class A

Library assistants
(Male or Female) £350 x 25 - 475 Clerical

Intermediate certificate of the S.A.L.A. or a recognised equivalent certificate.

Class B

£260 x 20 - 380 Clerical

Elementary certificate of the S.A.L.A. or a recognised equivalent certificate, provided the assistant had reached the £240 p.a. notch of the scale £180 x 15-240 x 20 - 280.

Class C

£180 x 15-240 x 20-280 Clerical

Matriculation or a recognised equivalent certificate.

SALARY SCALES OF BANTU TEACHERS, CLERKS, LIBRARIANS ETC.

TEACHERS.

<u>Grade.</u>	<u>Qualification Required.</u>	<u>Scale.</u>
1....	Lower Teachers Primary Certificate--	
	Men.....	£120 X £9--£201.
	Women.....	£90 X £6--£150.
2....	Higher Teachers Primary Certificate--	
	Men.....	£138 X £9--£246.
	Women.....	£102 X £6--£186.
3....	Matriculation plus Professional Certificate--	
	Men.....	£180 X £12--£360.
	Women.....	£130 X £8--£266
4....	Four degree courses plus Professional Certificate--	
	Men.....	£198 X £12--£378.
	Women.....	£142 X £8--£278.
5....	Eight degree courses plus Professional Certificate--	
	Men.....	£216 X £12--£396.
	Women.....	£154 X £8--£290.
6....	Degree plus Professional Certificate--	
	Men.....	£258 X £12--£450.
	Women.....	£182 X £8--£326.

SCALES OF UNPROFESSIONALLY QUALIFIED TEACHERS:-

<u>Grade.</u>	<u>Qualification Required.</u>	<u>Scale.</u>
(a)....	Less than Junior Certificate--	
	Men.....	£48 per annum.
	Women.....	£42 per annum.
(b)....	Junior Certificate--	
	Men.....	£84 per annum.
	Women.....	£72 per annum.
(c)....	Matriculation--	
	Men.....	£117 per annum.
	Women.....	£96 per annum.
(d)....	Four degree courses--	
	Men.....	£126 per annum
	Women.....	£102 per annum.
(e)....	Eight degree courses--	
	Men.....	£135 per annum.
	Women.....	£108 per annum.
(f)....	Degree--	
	Men.....	£144 per annum.
	Women.....	£114 per annum.
(g)....	N.P.L.1 or Equivalent--	
	Men.....	£60 after 5 years £69 X £9--£114.
	Women.....	£54 after 5 years £60 X £6--£96.
(h)...	N.P.L.2 or Equivalent--	
	Men.....	£69 after 5 years £78 X £9--£123.
	Women.....	£60 after 5 years £66 X £6--£102.

TEACHERS IN INDUSTRIAL SUBJECTS, TRAINED IN INDUSTRIAL SCHOOLS BUT PROFESSIONALLY UNQUALIFIED:-

<u>Grade.</u>	<u>Qualification Required.</u>	<u>Scale.</u>
(i)....	Std. V1 plus 2 years industrial training--	
	Men.....	£69 X £9--£123.
	Women.....	£60 X £6--£102.
(ii)...	Std. V1 plus 3 years industrial training--	
	Men.....	£120 X £9--£174.
	Women.....	£90 X £6--£132.

(iii)....Std. V1./.....

Grade	Qualification Required.	Scale.
(iii) ...Std. VI	plus 4 years industrial training-	
	Men.....	£129 X £9--£183.
	Women.....	£96 X £6--£138.
(iv) ...Std. VI	plus 5 years industrial training-	
	Men.....	£138 X £9--£192.
	Women.....	£102 X £6--£144.

ANNUAL HEAD TEACHERS' ALLOWANCE.

Grade of School.	A. Primary Schools.	
	Enrolment	Head Teachers' Allowance.
(a).....	50.....	£12
(b).....	51-100.....	£24
(c).....	101-200.....	£36
(d).....	201-300.....	£48
(e).....	301-450.....	£60
(f).....	451-600.....	£72
(g).....	Over 600.....	£84

Grade of School	B. Post-primary Schools.	
	Enrolment.	Head Teachers' Allowance.
(s.a)	1-99.....	£80
(s.b)	100-199.....	£120
(s.c)	200-299.....	£160
(s.d)	300 and over.....	£200

SALARY SCALES OF PRETORIA CITY COUNCIL BANTU EMPLOYEES.
(Supplied by Mr. J.R. Brent)

£120/15/150	(3rd grade clerical) (Educational Qualification: J.C.).
£132/12/192	(Sports organisers, P.T. Instructors, Librarian, Non-European Female Social Workers and 2nd grade clerical: (Educational Qualification: about Matric standard).
£192/15/282	(Male Social Workers, Cashiers and Senior clerical grade. (Educational Qualification: Matric plus Diploma or other qualification).

MR. BRENT'S REMARKS:

These grades are considerably lower than equivalent grades for Bantu in the Government service and in the Johannesburg Municipal Service, but are otherwise about average for any major urban area.

The appropriate grade in case of non-European librarians should in my opinion be as follows:-

Grade 11:	Matriculated but without Librarian's Diploma: £132/12/192.
Grade 1:	With Librarian's Diploma: £192/15/282.

N.B. All figures are less C.O.L.A. and transport allowance, also in some cases.

SALARY SCALES OF JOHANNESBURG CITY COUNCIL BANTU EMPLOYEES.

Grade D	£120--£144
Grade C	£156 X £12--£204
Grade B	£216 X £12--£264

SALARY SCALES OF BANTU EMPLOYEES IN THE NATIVE AFFAIRS DEPARTMENT.

£96 X £12--£120	(Native Recorders). (Qualification: J.C. or Std.7).
£120 X £12--£168	(3rd grade Interpreter clerk). Qualification: J.C.).
£120 X £12--£204	(2nd grade " ")
£200 X £20--£280	(1st grade " ")
£150 X £15--£180	(2nd grade Clerk). (Qualification: Matriculation)
X £20--£300	
£240 X £20--£380	(1st grade Clerk). (Qualification: ")

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