

17.4
undated.
MEMORANDUM.

on

PLEA FOR HIGHER SALARIES FOR AFRICAN TEACHERS IN THE
PROVINCE OF THE TRANSVAAL.

Submitted to: THE HONOURABLE DENYS REITZ, MINISTER FOR NATIVE
AFFAIRS.

By: Deputation representative of AFRICAN TEACHERS OF THE TRANS-
VAAL PROVINCE.

In placing this memorandum before you, Sir, we wish to stress the fact that it is a sincere and pathetic appeal of hundreds of African teachers in the Transvaal. The economic status of 98% of these professional men and women has been reduced to a level where they are faced with actual starvation. Their salary is £5.10 p.m. which figures contrasts poorly with the £7 p.m. which Mr. D.L. Smit, Secretary for Native Affairs, declares to be the minimum which he considers adequate to support a family. For years the African teachers have lived below the bread level sustained only by what one of them aptly described as "mealie pap and hope". Today they are faced with high prices and an ever-rising cost of living because of the present war. These circumstances have eaten deep into their meagre earnings, leaving them almost destitute and, in fine, a people without hope.

The African teachers have expressed themselves unequivocally in support of the Smuts government and in support of the Government's prosecution of the war effort. They have been live agents of the Government in spreading propaganda among the children and parents against Fascist and Nazi subversive activities that have been trying to alienate the sympathies of the Africans from the democracies. In supporting the Government against the Nazi National-Socialism, the African teachers want to do so with a clear conscience - knowing that they and theirs are not starving in your and our common country, South Africa. We should give our unreserved support satisfied with conditions at home and without hope of better conditions from our common foe.

We wish to place before you some of the many expert findings by eminent authorities and reputed bodies about costs of living and subsistence for African families.

£6.10 p.m. has been found to be the barest minimum on which a native family of the working class of four members can subsist. The £5.10 p.m. which the African teacher gets leaves a big gulf, particularly when it is taken into account that the former figure does not represent the barest minimum requirements of a professional man in so far as it leaves out of account important items like insurance, savings, clothing etc.

In 1937 Dr. C.C.P. Anning, M.O.H. of Benoni and Miss Mary Higham found the health requisites for a native family consisting of man, wife and two children aged 8 and 9 at Benoni to be £1.12. 0 per week or £6.18.8 per month; this is described as "Pretty close to the minimum budget for health in most South African towns."

The British Medical Association's Committee on Nutrition for man, wife and three children had the following figures for Reef locations and towns, 1938:-

Weekly £1. 8. 5 to £2.10. 1½d. Monthly £6. 3. 2 to £10. 17. 2½d.

It is most encouraging to see Native Motor busdrivers of some companies on the Reef and Pretoria getting £4.10. 0 a week which is what a qualified lady teacher receives a month, and is more than what a native graduate who is the highest paid of the African teachers gets. Some domestic servants on the Reef receive more than qualified female teachers. This state of affairs results in bad psychological effects upon the mind of the African teacher. He becomes disgruntled and cannot therefore execute his professional duties smoothly and faithfully, while he is constantly battling with starvation problems. His whole outlook becomes stifled, and it is this morbid mentality which hatches the so-called agitator.

We plead for nothing beyond a RIGHT TO LIVE HONESTLY, with hands unsoiled by secret beer and liquor sales to make up the leeway between our wages and the bare necessities of life. With the tremendous rise in the cost of living since war our lot has passed from the unenviable to the critical. This chronic state of impecuniosity is only too well known to our departmental officials, where for years we have made repeated requests for improvements. But ours have been voices vainly crying in the wilderness of despair. Sympathy we have received, but nothing tangible. We have been pitously assured of a better future even by our state officials. Well might His Lordship, Bishop Clayton make the caustic remark that "while our (white man's) effort is directed to the destruction of an 'evil thing', our own hands are not clean."

We humbly suggest the following scales of salaries:-

SCHEDULE 1:

PROPOSED SCALE OF SALARIES FOR AFRICAN TEACHERS
...EMPLOYED IN NATIVE TRAINING, SECONDARY AND HIGH SCHOOLS.

A.

| GRADE. | Women. | Men. |
|---|-----------------|-----------------|
| 1. Matric & P.T.5 or P.H. | £120 - 12 - 360 | £180 - 10 - 450 |
| 2. Lower Educ. Dip. or equivalent. | 150 - 12 - 360 | 200 - 10 - 450 |
| 3. Degree & P.T.3 or P.H. | 200 - 12 - 420 | 240 - 10 - 520 |
| 4. Degree & Lower Educ. Dip. or equivalent. | 220 - 12 - 420 | 260 - 10 - 520 |
| 5. Degree and U.E.D. or equivalent. | 240 - 12 - 420 | 300 - 10 - 520 |
| 6. Master or double degree and U.E.D. | 300 - 12 - 420 | 360 - 10 - 520 |

B. HEAD TEACHERS' ALLOWANCES.

Additional to scale salaries for assistants, a Head teacher's allowance, payable only if at least one approved assistant is employed on the staff of the school, shall be as follows:-

| Average attendance. | Allowance per annum. |
|---------------------|----------------------|
| (i) Under 100 | £90 |
| (ii) 101 to 149 | £120 |
| (iii) 150 and over. | £180 |

SCHEDULE 11:

PROPOSED SCALE FOR AFRICAN TEACHERS' SALARIES
IN PRIMARY SCHOOLS.

A.

| GRADE. | Women. | Men. |
|---------------------------|----------------|-----------------|
| 1. P.T. 3 or equivalent. | £102 - 6 - 252 | £120 - 10 - 270 |
| 2. P.T.3 and J.C. | 114 - 6 - 264 | 132 - 10 - 282 |
| 3. P.H. | 126 - 6 - 276 | 144 - 10 - 294 |
| 4. Matric & P.T.3 or P.H. | 138 - 6 - 288 | 165 - 10 - 306 |
| 5. Degree. | 180 - 12 - 360 | 240 - 12 - 480 |

HEAD TEACHERS' ALLOWANCES.

Additional to scale salaries to assistants, a head teachers' allowance, payable only if at least one approved assistant is employed on the staff of the school, shall be as follows:-

| Average attendance | Allowance per annum. |
|--------------------|----------------------|
| 40 to 90 | £24 |
| 91 to 150 | £36 |
| 151 to 250 | £48 |
| 251 to 500 | £60 |
| 501 to 700 | £72 |
| over 700 | £84 |

C.

PRACTISING SCHOOL TEACHERS' ALLOWANCES.

In addition to scale salaries applicable to teachers in Primary schools practising school teachers shall receive, if -

- (i) Assistant male £24 p.a. and female £18 p.a..
 - (ii) Head teacher-male £36 p.a. and female £24 p.a.
- This shall be over and above the scales in A and B.

D. INDUSTRIAL TEACHERS.

Teachers employed in Industrial schools or departments or as specialists (in woodwork, domestic science etc.,) shall be paid on schedule 11, Grade A 1 to 4 according to qualifications as equated by the Union Director of Native Education.

Provisos:

- (1) Any teacher improving his qualifications and thereby qualifying for pay on a higher grade shall be credited in the assessment of his salary with the years of services in the lower grade.
- (2) No qualified teacher employed in any Government-aided school situated in the Reef or Pretoria shall receive less than £100 per annum.

SCHEDULE 111:

SICK LEAVE AND SPECIAL WITH PAY.

Sick leave shall be granted with pay as follows:-

- (i) Less than five years' continuous service: 1st month full pay, 2nd month $\frac{2}{3}$ and 3rd month $\frac{1}{3}$ of monthly salary respectively.
 - (ii) More than five years' continuous service: 1st quarter full pay, 4th month $\frac{3}{4}$, 5th month $\frac{1}{2}$ and 6th month $\frac{1}{4}$ of monthly salary respectively.
 - (iii) More than ten years' continuous service: 6 months full pay.
- Special leave shall be granted on the merits of each case with pay on half of the figures in (i), (ii), (iii) and shall include, inter alia, study leave.

We trust that a sincere effort will be made to effect improvement along lines indicated above. Hitherto the tendency has always been to "pigeon-hole" pleas of this nature and not to act on evidence and suggestions made on our behalf by expert investigators and even Government commissions. We should like to see the Government adopt a new attitude in its approach to African problems and vitiate the statement of Dr. A.J. Norval, Acting Chairman of Board of Trade & Industries, when he said: "We (white men) have to admit that we have failed most lamentably in our trusteeship of the Native... our whole approach to them has been, and is, one determined by fear rather than parental responsibility... What we need first and foremost... is a bold and fearless policy, a statesmanship which.... will cut across racial prejudices and fear and such vested interests as are a hindrance to national development, progress and peace in South Africa."

Would that this suggestion would not fall on deaf ears.

-----000000-----

Collection Number: AD843

XUMA, A.B., Papers

PUBLISHER:

Publisher:- **Historical Papers Research Archive**

Location:- **Johannesburg**

©2013

LEGAL NOTICES:

Copyright Notice: All materials on the Historical Papers website are protected by South African copyright law and may not be reproduced, distributed, transmitted, displayed, or otherwise published in any format, without the prior written permission of the copyright owner.

Disclaimer and Terms of Use: Provided that you maintain all copyright and other notices contained therein, you may download material (one machine readable copy and one print copy per page) for your personal and/or educational non-commercial use only.

People using these records relating to the archives of Historical Papers, The Library, University of the Witwatersrand, Johannesburg, are reminded that such records sometimes contain material which is uncorroborated, inaccurate, distorted or untrue. While these digital records are true facsimiles of paper documents and the information contained herein is obtained from sources believed to be accurate and reliable, Historical Papers, University of the Witwatersrand has not independently verified their content. Consequently, the University is not responsible for any errors or omissions and excludes any and all liability for any errors in or omissions from the information on the website or any related information on third party websites accessible from this website.

This document is part of the archive of the South African Institute of Race Relations, held at the Historical Papers Research Archive at the University of the Witwatersrand, Johannesburg, South Africa.