

SOUTH AFRICAN INSTITUTE OF RACE RELATIONS  
SUID AFRIKAANSE INSTITUUT VIR RASSEVERHOUDINGS

Not for Publication.

Report of a Meeting of the Committee on Non-European Nursing Training and Employment appointed by the Conference held in Bloemfontein on June 17th, 1932.

The Committee met in the offices of the South African Institute of Race Relations at the University, Milner Park, Johannesburg, on Tuesday, September 6th, 1932 at 10 a.m.

PRESENT:

- There were present
- Dr. H.A. Moffat (who was elected Chairman)
- Lady Stanley (on the invitation of the Convener)
- Mrs. W.G. Bennie
- Miss B.G. Alexander, R.R.C.
- Dr. Hamilton H. Dyke
- Dr. Alan B. Taylor
- Mrs. Rheinallt Jones (on the invitation of the Convener)
- Mr. Rheinallt Jones, who agreed to act as Secretary

MEMBERSHIP:

Dr. R.H. Welsh had written to say that he unexpectedly found that he could not attend this meeting and he tendered his resignation. It was decided however to ask him to continue.

The Chairman reported that he had asked the Chairman of the Royal Sanitary Institute to serve on the Committee but the Institute did not think that the purpose of the Committee was one that came within the scope of the Institute's functions and the Chairman therefore declined to serve. The Chairman also reported that he had asked Dr. MacVicar (Victoria Hospital, Lovedale) to serve on the Committee, but he had declined because he did not agree with the proposal to institute a subsidiary form of nursing training and certification. It was decided to invite the following to join the Committee:-

- Dr. N.M. Macfarlane (until recently Principal Medical Officer, Basutoland)
- Dr. F.S. Drewe, Holy Cross Mission, Flagstaff, East Pondoland.
- Dr. J.S. Moroka, Thaba 'Nchu.
- Miss R. Cowles, American Board Mission, Johannesburg.

CO-OPTION:

The Chairman warmly welcomed Lady Stanley, who not only attended on behalf of the Protectorates Administration but who also had been intimately connected with schemes for Nursing Training in Ceylon. Lady Stanley agreed to serve on the Committee.

The Chairman also welcomed Mrs. Rheinallt Jones who has wide experience of educational and social work among the Native people. Mrs. Jones was co-opted to the Committee. Mr. Rheinallt Jones was

also co-opted.

The Chairman reported that he had also asked Dr. A Simpson Wells to serve on the Committee and he had agreed but was unable to attend this meeting.

CORRESPONDENCE:

- (a) Letter dated 11/8/32 from Sir Edward Thornton, Secretary for Health, welcoming the formation of the Committee, and saying

"The matter is one which the Department considers  
"of far reaching importance, but unfortunately  
"nothing very much can be done until at least  
"some funds are made available.

"It had been my intention to have had a detailed  
"scheme worked out in the Department for train-  
"ing Native Males and Females as "Nursing Aids"  
"for submission to the Minister so that when  
"the present financial depression lifts we  
"should be in a position to ask Parliament for  
"funds to bring it into operation forthwith.

"In view however, of the appointment of the  
"Moffat Committee which I presume will deal  
"mainly with questions such as educational and  
"age prerequisites for the examination length  
"of training and scope of training etc., it  
"does not seem to me that any useful purpose  
"will be served by getting out a Departmental  
"scheme at this stage and I would rather await  
"the findings of the Moffat Committee instead,  
"particularly if the Committee can carry the  
"Royal Sanitary Institute with them.

"It may be that the intention of the Conference  
"was that the Moffat Committee should go a  
"stage further than this and submit detailed  
"proposals as to the hospitals to be selected as  
"training centres, the minimum financial or  
"other assistance or encouragement that will be  
"required by these institutions and where to  
"start placing the persons trained and what  
"support will be necessary to maintain them at  
"work.

"It would be interesting to know also whether  
"it is intended that the Moffat Committee  
"should get into touch with the Carnegie Trust  
"with a view to ascertaining whether any of the  
"money offered to the Government for construct-  
"ion of a Native Medical School would be likely  
"to be made available for the less ambitious  
"scheme contemplated by the Conference.

- (b) Letter from Dr. F.A. Wilmot, Chairman, S.A. Council and Board of Examiners of the Royal Sanitary Institute, stating that

"After a very full discussion the Board came  
"to the conclusion that the main basis of the  
"proposed certificate for "Health Workers" was  
"training in nursing - and not training in  
"Hygiene and allied subjects. For this reason  
"my Board feels that the granting of such a  
"certificate is really outside the purview of  
"the Royal Sanitary Institute.

"My Board is quite sympathetic in the objects  
"and need for training Native persons in Health  
"matters and would be quite willing to again go  
"into the question of training Native "Health  
"Aids (to use the term discussed in 1929) if

"the course were not based essentially on  
 "nursing experience but on certain of the  
 "subjects contained in the Board's syllabus  
 "for Sanitary Inspectors and Health Visitors.  
 "It seems to me that there is nothing to  
 "prevent the South African Institute of Race  
 "Relations framing a certificate of its own, and  
 "issuing such certificates to persons who under-  
 "go a set curriculum and subsequently pass an  
 "examination - We have the Red Cross Society  
 "and St. Johns for instance issuing certificates  
 "in First Aid and Home Nursing?"

- (c) Numerous replies to a questionnaire sent out by the Chairman to medical practitioners and others concerned with or interested in the training of Native nurses. The questionnaire asked for expressions of opinion on several points regarding the proposed subsidiary training. There was considerable variation in the replies, which included two or three in strong opposition to any form of training other than that for the full State certificate.

#### SUBSIDIARY TRAINING AND CERTIFICATION:

After considerable discussion and consideration of the replies to the aforesaid questionnaire it was agreed

- (a) That this Committee re-affirms the Conference resolution regarding full training, viz:-

'That in the opinion of this meeting  
 'all training schools which have  
 'facilities for training Non-Europeans  
 'for the full certificate of the South  
 'African Medical Council as General  
 'Nurses and Midwives should be urged  
 'to provide this training without delay'.

- (b) That no attempt should be made at present to have any subsidiary form of certificate established as a registrable qualification.

- (c) That, in respect of hospitals where full training cannot be given, this Committee is prepared to act as a co-ordinating Committee to standardise methods of training and curriculum.

- (d) That the following be asked to draft a syllabus suitable for training in such hospitals:

Dr. A.B. Taylor (Convener)  
 Dr. N.E. MacMurtrie, Mariannhill.  
 Dr. E.W. Gale, Gordon Memorial.  
 Miss Mallandaine, Kwa Magwaza, P.O. Melmoth.  
 Miss Cooper, American Hospital, Durban.

(A draft syllabus was laid on the table by Dr. Taylor who was thanked for the help thus given).

- (e) That the Phelps Stokes Fund be asked to assist the Committee to secure funds to carry on its work and to appoint a Travelling Organiser for

Training Schools to co-ordinate the training in the smaller training schools.

- (f) That the Committee is prepared to act as a connecting link for the employment of Non-European nurses.
- (g) That if possible the Committee continue to function under the auspices of the S.A. Institute of Race Relations.
- (h) That Sir Edward Thornton be asked either himself to serve on the Committee or to allow the Department of Health to be otherwise represented; also that the Federal Council of the Medical Association of South Africa (British Medical Association) be invited to have representation on this Committee.

#### TRAINING SCHEMES:

Lady Stanley undertook to communicate with the Principal Medical Officer in Ceylon for particulars of the scheme of training there; and Dr. Dyke similarly agreed to obtain particulars of the scheme in Palestine.

#### TRAINING PRE-REQUISITES:

It was agreed to recommend that where full training cannot be given the following pre-requisites should be laid down:-

Education: Standard VI as minimum but Standard VII desirable.  
Age: 18 years.

Wherever possible there should be some form of preliminary training at the training school.

#### REMUNERATION OF NURSES-IN-TRAINING:

It was agreed to recommend that the remuneration of nurses-in-training should be

1st year	2nd year	3rd year	4th year
10/-	15/-	20/-	30/-
per month.			

#### POSSIBLE AVENUES OF EMPLOYMENT:

The Committee considered that the following avenues of employment should be available to Non-European nurses:

- In Native wards of Hospitals
- Attached to Missions
- Employed by municipalities
- Employed by Government and under direction of District Surgeons
- As School Nurses

#### SALARY SCALES:

The following salary scales for Nurses were agreed upon for the guidance of the S.A. Institute of Race Relations, but not for publication:-

There should be two grades

5.

- A. State Registered Nurses
  - B Nurses holding Hospital\* Certificates only.
- A. (1) General Nurse: £72-84-96 + Food + Uniform  
+ Quarters + Laundry.
- (2) General Nurse and Midwife: £12 per annum extra.
- (3) Midwife: £60-66-72 + Food + Uniform +  
+ Quarters + Laundry.
- B. Hospital Certificated; £48-54-60 + Food + Uniform  
+ Quarters + Laundry.

NEXT MEETING:

Left in the hands of the Chairman and Secretary.

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