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Instructions to Committee.

- a. To examine the existing salary scales of Native teachers.
- b. To formulate principles on which the salary scales of Native teachers should be based.
- c. To recommend to the Director of Education salary scales based on these principles and providing adequate remuneration for Native teachers.

Members of the Committee appointed by the Director.

Dr. W. Eiselen	(Chairman)	representing	Provincial Administration.
Mr. T. Newby	"		Education Department.
Rev. H. Rist	"		Missionary Employers.
Ds. J. Reyneke	"		Institute of Race Relations.
Mr. S. Lesolang	"		T.E.T.A.
Mr. Selope Thema	"		Native Representative Council.

*Mr. Macenna (Sec.)*

*Miss Scott*  
*file*  
Copy of letter from Secretary for Education, Pretoria. (No. E317/5/1)

to Director (Mr. Rheinallt Jones).

Dear Sir,

NATIVE TEACHERS' SALARIES.

With reference to your letter of the 2nd November, 1945, I have to inform you that at a meeting of the Union Advisory Board on Native Education held on the 5th and 6th November, 1945, a sub-committee was appointed to investigate and report on Native teachers' salaries.

It was also resolved to recommend to the Government to provide in the estimates for 1946/47 for funds to allow of the adjustment of each teacher's salary to that notch of his scale to which he would be entitled if he were credited with the number of years of his past experience.

Yours faithfully,

(Sgd) HOF.

SECRETARY FOR EDUCATION.

Rent, Fuel, Light, Sanitation, Water	£2-10-0
Food, Fuel, Vegetables	7-10
Cereals (Mabala, Samp, Mealie kase)	0- <del>2</del> -4 <del>6</del>
<del>Sugar</del>	<del>0-7-8</del>
Clothing	3-10-0
Education of Children	0-12-6
Medical & Toilet	0-5-0
Travelling & Transport	0-10-0
Church <del>expenses</del> , Contribution	0-2-6
Poll Tax	0-1-8
Toilet requisites	15-1-8
Entertainments	-5-
	5-0
	<hr/>
	15-10-0
	15-11-8
	8-4
	<hr/>
	16-0-0
	0-18-4

£16-19-4

To support family of 5 after 7 yrs

204  
48  

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156

2330 L. Y. Curb (VI + 3 yrs Proj) @ ±  $\frac{11-5-0}{\text{maximum}}$   
310 H. T. Curb  
860 Unequal

16.10 for Fam of 5

= 10 man

Unequal Membership  
 Question Vraag  
 Single  
 Permanent W.  
 Permanent Male  
 Permanent Female  
 Pair as  
 Grade A F  
 B M  
 H.B.F.  
 F. Principal  
 Grade A. Male  
 B. Male  
 A. Female  
 H. B. Female  
 H. B. Principal  
 or F. Principal  
 Mr. Coe as EA. Principal  
 Sch.

I	A	B	I	II	III	IV	V	VI
36	36	48	60	72	84	96	108	120
42	42	54	66	78				
48	48	60	72	84	96	108	120	132
	54	66	78	90				
48	60	72	84	96				
	66	78	90	102				
	72	84	96	108				
	78	90	102	114				
	84	96	108	120				
			114	126				
			120	132				
			126	138				
			132	144				
			138	150				
			144	156				
			150	162				
			156	168				
			162	174	186	198	210	222
			168	180	192	204	216	228
			174	186	198	210	222	234
			180	192	204	216	228	240
							240	

VII 132 - 144 -  
 VIII 144 - 156 -  
 IX 156 - 168 -  
 X 168 - 180 -

- Proposed Salary Scales -

A. Single Teachers.

	T.	A.	B.	C.	I.	II.	III.	IV.	V.	VI.
a.	48	54	60	84	96	108	120	132	144	156
		60	66	90	102	114	126	138	150	162
b.		66	72	96	108	120	132	144	156	168
		72	78	102	114	126	138	150	162	174
c.		78	84	108	120	132	144	156	168	180
d.			90	114	126	138	150	162	174	186
e.			96	120	132	144	156	168	180	192
f.				126	138	144	162	174	186	198
				132	144	156	168	180	192	204
				138	150	162	174	186	198	210
				144	156	168	180	192	204	216
				150	162	174	186	198	210	222
				156	168	180	192	204	216	228
						186	198	210	222	234
						192	204	216	228	240
							210	222	234	246
							216	228	240	252
								234	246	258
									252	264

T. Unqualified Temporary Teacher m/f.

A. " Permanent " f.

B. " " " m. / ~~Unqualified~~

C. PBF;

I. PAF; PBM; JBF; Pr. Eschool f.

II. PAM; JAF; HBF; TBF; JBM; Pr. E school m; Pr. Df.

III. HAF; TAF; JAM; HBM; TBM; Pr. Dm; Pr. Cf.

IV. HAM; TAM; Pr. Gm; Pr. Bf.

V. Pr. Bm; Pr. Af.

VI. Pr. Am. Pr. JG.

VII. Supervisor. Pr. JB. Pr. HC.

VIII Pr. JA.; Pr. HB.; Pr. TB.

IX Pr. HA.; Pr. TA.

a. L.T.C.

b. H.T.C.

c. Matriculation plus Prof. Cert.

d. 4 Degree Courses plus P.C.

e. 8 " " " "

f. Degree " "

g. " plus S.E.B. or Double Degree and P.C.

# Married Teachers

Unquod Men Perm Teachers  
 Question Vraag  
 Owaad fuis Wison  
 with family  
 Starting point at Present Scale  
 Primary Assistant B.  
 Married Male  
 Primary Ass. Grades A. Also Assin from High  
 Grades B. also Assin from High  
 of E. School  
 (Unquod 100)

A	B	T	II	III	IV	V	VI
54	63	72	90	108	126	144	162
63	72	81	99	117	135	153	171
72	81	90	108	126	144	162	180
81	90	99	117	135	153	171	189
90	99	108	126	144	162	180	198
99	108	117	135	153	171	189	207
108	117	126	144	162	180	198	216
117	126	135	153	171	189	207	225
126	135	144	162	180	198	216	234
135	144	153	171	189	207	225	243
144	153	162	180	198	216	234	252
153	162	171	189	207	225	243	261
162	171	180	198	216	234	252	270
171	180	189	207	225	243	261	279
180	189	198	216	234	252	270	288
189	198	207	225	243	261	279	297
198	207	216	234	252	270	288	306
207	216	225	243	261	279	297	315
216	225	234	252	270	288	306	324
225	234	243	261	279	297	315	333
234	243	252	270	288	306	324	342
243	252	261	279	297	315	333	351
252	261	270	288	306	324	342	360

~~288~~  
~~297~~  
~~306~~  
~~315~~  
~~324~~  
~~333~~  
~~342~~  
~~351~~  
~~360~~

VII 180 - 216 - 378  
 VIII 198 - 234 - 396  
 IX 216 - 252 - 414  
 X 234 - 270 - 432

Prin Junn High School  
 Junn High School  
 J.H.A. + H.B.  
 Prin HA

Prin of R. School  
 Ass in Sun  
 Unquod Col B  
 Prin of A School  
 or Ass in the  
 Col District

T2 degree

Question  
Vraag

Marked.

<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>	<u>V</u>	<u>VI</u>
<del>90</del>	<del>108</del>	<del>126</del>	<del>144</del>	<del>162</del>	<del>180</del>
<del>99</del>	<del>117</del>	<del>135</del>	<del>153</del>	<del>171</del>	<del>189</del>
108	126	144	162	180	198
117	135	153	171	189	207
126	144	162	180	198	216
135	153	171	189	207	225
144	162	180	198	216	234
153	171	189	207	225	243
162	180	198	216	234	252
171	189	207	225	243	261
180	198	216	234	252	270
189	207	225	243	261	279
198	216	234	252	270	288
207	225	243	261	279	297
216	234	252	270	288	306
225	243	261	279	297	315
234	252	270	288	306	324
243	261	279	297	315	333
252	270	288	306	324	342
261	279	297	315	333	351
270	288	306	324	342	360

R.B.

R.A.

J.H.A.

H.A.

T.C.B.

T.C.A.

J.H.B.

H.B.

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