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MANAGEMENT COMMITTEE. (5.7.67)

COMMITTEE.

TOWN CLERK'S DEPARTMENT.

RECRUITMENT AND RETENTION OF ENGINEERS.

The City Engineer has drawn attention to the pressing need to recruit and retain senior engineers, especially Principal Engineers. The difference between salaries and fringe benefits paid in the private sector and the Council's service should be narrowed. He favours a "career" salary grade for the professional civil engineer to become a specialist engineer rather than an administrative engineer. He suggests -

- (a) The payment of a temporary non-pensionable allowance scheme based essentially on the shortage and necessity factor.
- (b) Sponsoring specialised and advanced studies at overseas universities to attract the brighter young graduates into the Council's service.

The General Manager of Electricity Department suggests -

- (a) Engineers be given what he terms an Engineer's Scarcity Saving Allowance amounting to 10% of his basic salary increasing to a maximum of 15% by 1% for every two years service with the Council. This amount would not be given direct to the engineer but would be invested in Government Bonds or Building Society subscription shares to mature initially in ten years time. The basis of this suggestion is a forced saving which would not be taxable and would not cause inflation.
- (b) The grant of additional leave accumulative above the present ceiling on the understanding that only a certain amount is to be taken each year. This leave may be used for a trip overseas (long leave) or up to one month's leave per annum may be cashed so as to act as a Christmas bonus.
- (c) Consideration should be given to the Council paying the premiums of endowment policies or group life insurance in the name of the engineer. A premium of R18 per month is suggested.
- (d) The payment of the engineers 7% contribution to the Pension Fund.

:- The ...

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The General Manager, Electricity Department, contrary to the City Engineer, does not favour the payment of extra salary, whether by temporary allowance or otherwise, over and beyond the finding of the job evaluation carried out. He feels that will ruin the structure that has been built up over the past three years and which has been accepted by all ranks, including the artisans. It would break down the general acceptance of those techniques.

Both the City Engineer and the General Manager are against benefits such as free cars and housing loans at low interest rates. The City Engineer is of the opinion that attempts to bolster an inadequate salary structure by using fringe benefits will fail.

There can be no doubt that whatever measures on these lines are adopted will only serve as a palliative. There are too many posts and too few engineers. An approach to this problem could be to concentrate at present on absolutely essential work. It may be possible to give greater responsibilities to some of the non-professional ranks down as far as the Non-Europeans. A general survey by an outside firm into the better utilization of engineers might help alleviate the position.

The findings of the Straszacker Commission that investigated the shortage of engineers should be brought to the attention of the United Municipal Executive via the Transvaal Municipal Association.

In deciding on a solution it must be borne in mind that employees are very much interested in and affected by the net income they receive. Any increase in remuneration that is taxable acts against this requisite and is a very expensive way of achieving a greater take-away pay packet. Extra leave costs no more in cash if it is taken and not allowed to accumulate but the grant of extra leave seems to be against present policy.

FOR CONSIDERATION.

(240/2/54)
(C/C 226/67)

ENGINEERS : COMPARISON BETWEEN 1951 AND 1967 ANNUAL RATES OF PAY

AUTHORITY	EFFECTIVE DATE	ENTRY GRADE						PRINCIPAL									
		MINIMUM	C.O.L.A.	TOTAL	MINIMUM	C.O.L.A.	TOTAL	MINIMUM	C.O.L.A.	TOTAL	MAXIMUM	C.O.L.A.	TOTAL				
C.M. 22. 5.51 % Increase.	1. 4.51.	<u>Engineering Assistant Grade 13 to Grade 19</u> £600 R1,200 R492 R1,692 £888 R1,776 R492 R2,268						£948	R1,896	R492	R2,388	£972	R1,944	R492	R2,436		
C.M. 9.12.52 Redesignation.	1. 1.53.	<u>Assistant Civil Engineer</u> £552 R1,104 R681 R1,785 £936 R1,872 R681 R2,553						£1,032	R2,064	R681	R2,745	£1,080 £1,050 Fixed	R2,160 R2,100 1.7.53 C.M. 25.8.53.	R681 R677	R2,841 R2,777		
C.M. 16. 6.54 Partial Consolidation C.O.L.A.	1. 7.54.	£696	R1,392	R386	R1,778	£1,080	R2,160	R386	R2,546	£1,200	R2,400	R362	R2,762	£1,200	R2,400	R362	R2,762
C.M. 19.10.54. Introduction range of grades.	1.10.54.	£696	R1,392)	R386	R1,970	£1,150	R2,300)	R386	R2,886	£1,200	R2,400)	R362	R2,962	£1,350	R2,700)	R362	R3,262
		+£96)			Fixed)			+£100	R200)			N.P.A. + R200)	N.P.A.		
C.M. 22.10.57. Redesignation.	1.11.57.	<u>Assistant Engineer/Engineer</u> £696 R1,392 R482 R1,874 £1,350 R2,700 R470 R3,170						£1,350	R2,700	R470	R3,170	£1,550 N.P.A. Ceased	R3,100	R470	R3,570		
C.M. 26. 7.60 Regrading.	1. 7.60.	£780	R1,560	R562	R2,122	£1,500	R3,000	R550	R3,550	£1,500	R3,000	R550	R3,550	£1,650	R3,300	R550	R3,850
C.M. 28. 3.61 Full Consolidation C.O.L.A.	1. 4.61.	-	R2,136	-	R2,136	-	R3,564	-	R3,564	-	R3,564	-	R3,564	-	R3,864	-	R3,864
C.B.A. 27. 5.63. Conciliation Board.	1. 9.62.	-	R2,184	-	R2,184	-	R3,696	-	R3,696	-	R3,696	-	R3,696	-	R4,104	-	R4,104
C.M. 25. 8.64. Interim regrade subject to Job Evaluation review.	1. 9.64	-	R2,472	-	R2,472	-	R4,200	-	R4,200	-	R4,320	-	R4,320	-	R5,040	-	R5,040
Arbitration Award.	1. 3.66.	-	R2,916	-	R2,916	-	R4,812	-	R4,812	-	R4,596	-	R4,596	-	R5,244	-	R5,244
C.M. 30. 3.67. Amalgamation of Grades.	31. 5.67.	<u>Assistant Engineer/Engineer/Principal Engineer</u> - R2,916 - R2,916 - R4,812 - R4,812						-	R4,596	-	R4,596	-	R5,676	-	R5,676		

% Increases 1951 compared with 1967

72%

112%

92%

133%

N.P.A. = Non Pensionable Allowance.

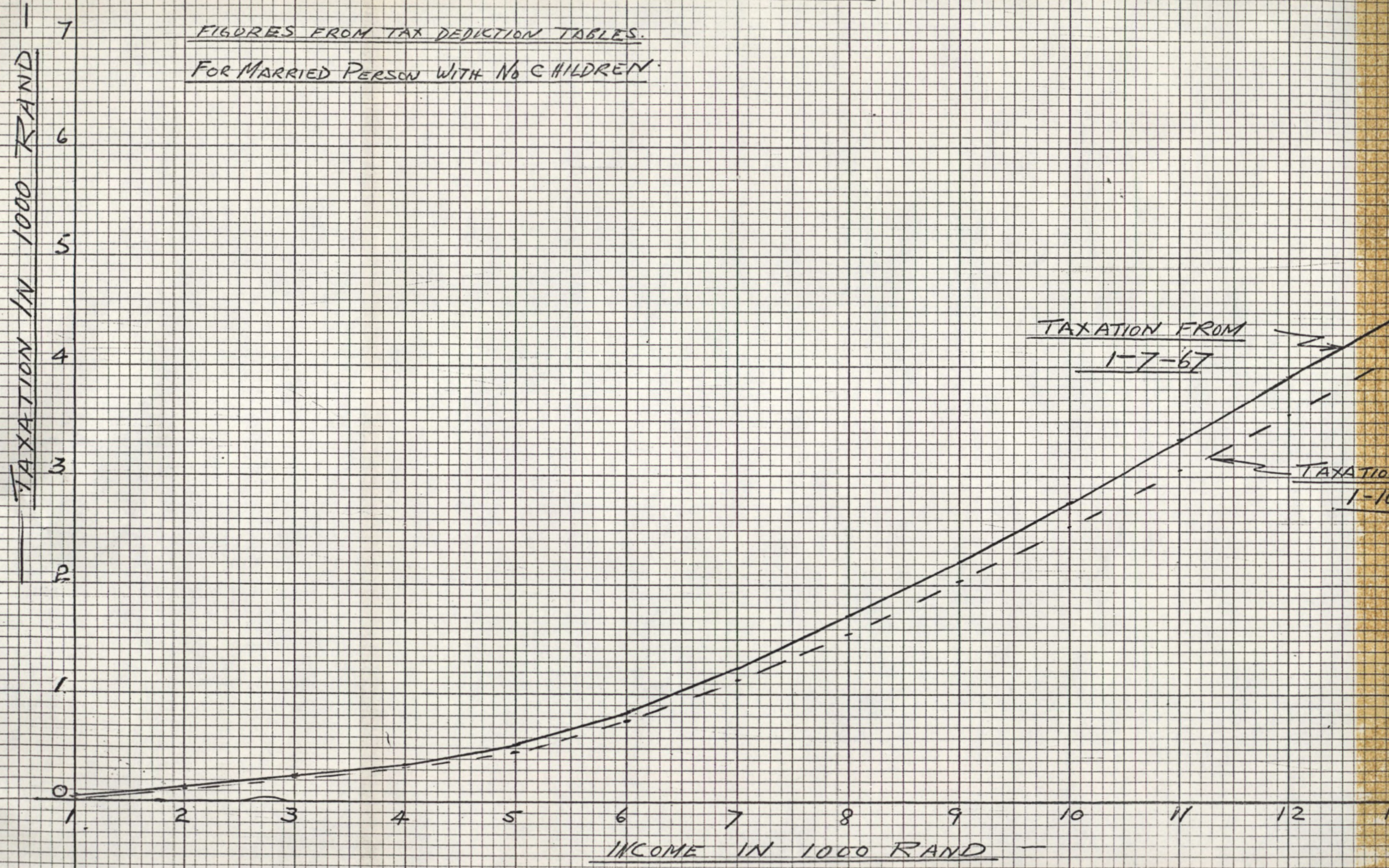
COMPARISON OF TOTAL MAXIMUM EMOLUMENTS OF VARIOUS CATEGORIES OF EMPLOYEES IN 1938 AND 1967

	JULY 1938	CALCULATED RETAIL	POINTS INCREASE
	Price Index No. = 100	PRICE INDEX NO. = 259.6 May 1967	159.6 % Increase over 1938
	R	R	
Head of Major Department	5,000	13,080	161
Deputy Head of Major Department	3,000	10,416	247
Third in line (Assistant Head)	2,000	9,480 (Level 4)	374
Branch Head	1,800	8,736	385
Principal Accountant	1,400	5,676 (Level 10)	305
Principal Engineer	1,400	5,676	305
Engineer	1,080	4,812	346
Medical Officer	1,600	5,244 (Level E11)	227
Legal Adviser	1,500	6,180 (Level E9)	312
Superintendent (Sewer Maintenance)	1,160	4,812 (Job Evaluation)	315
Committee Clerk	1,300	4,224 (Level E13)	225
Health Inspector	1,080	3,600	233
Foreman	1,080	3,600	233
Artisan	812	2,380	193
Running Staff	702	2,150 Including Attendance Bonus R45 per annum average.	206

GRAPH OF INCOME AND TAXATION

FIGURES FROM TAX DEDUCTION TABLES.

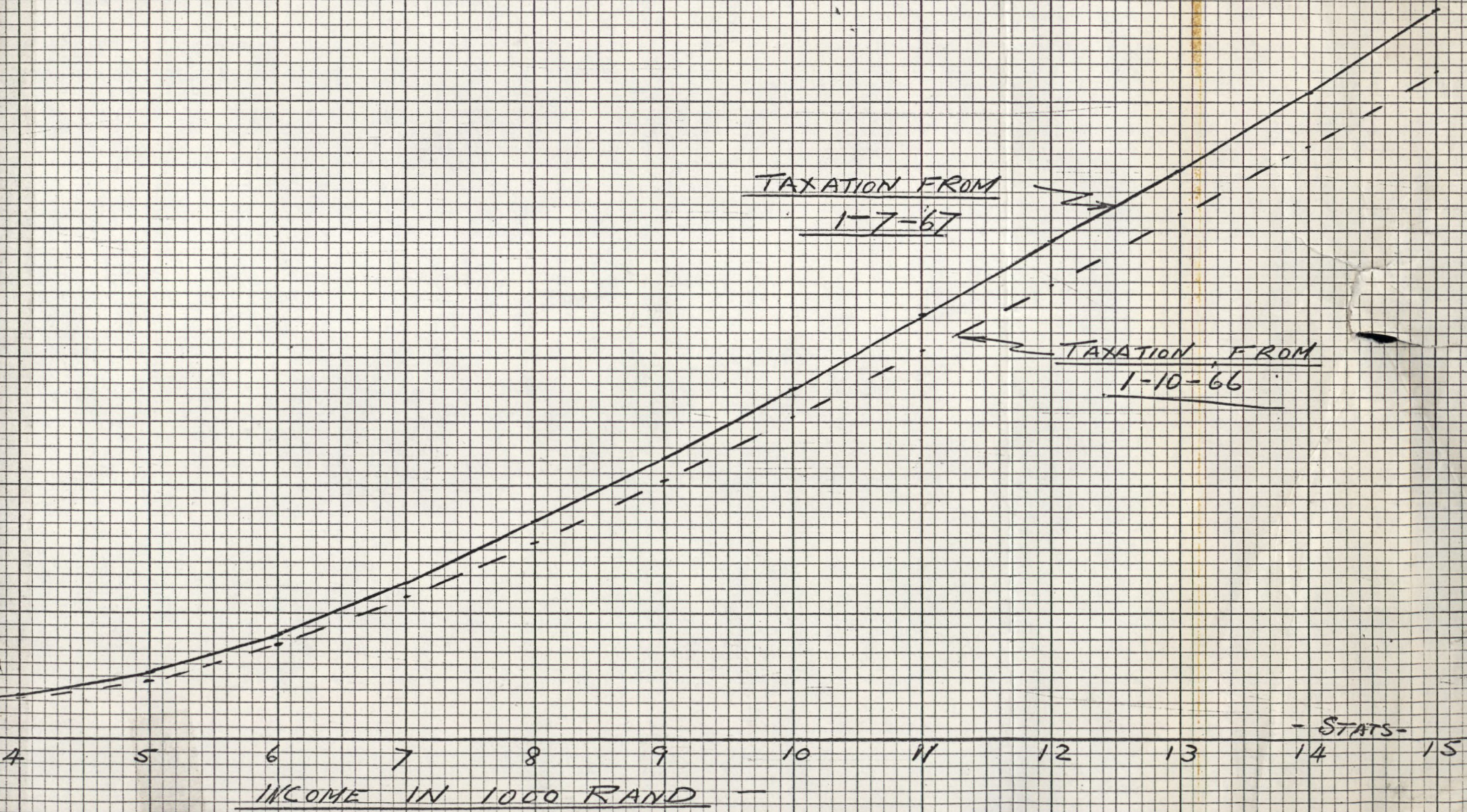
FOR MARRIED PERSON WITH NO CHILDREN.



PH OF INCOME AND TAXATION

TAX DEDUCTION TABLES.

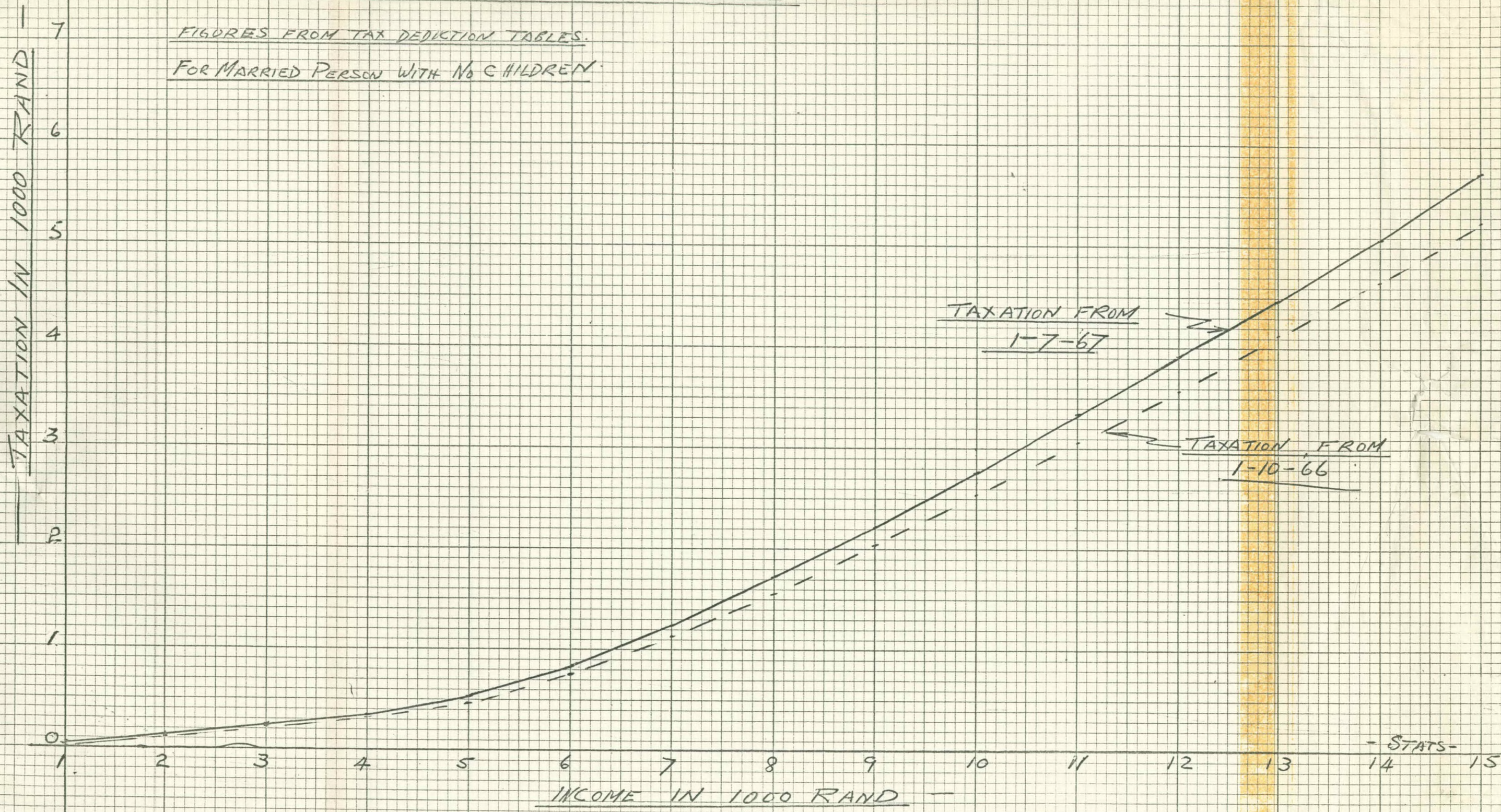
SON WITH NO CHILDREN.



GRAPH OF INCOME AND TAXATION

FIGURES FROM TAX DEDUCTION TABLES.

FOR MARRIED PERSON WITH NO CHILDREN.



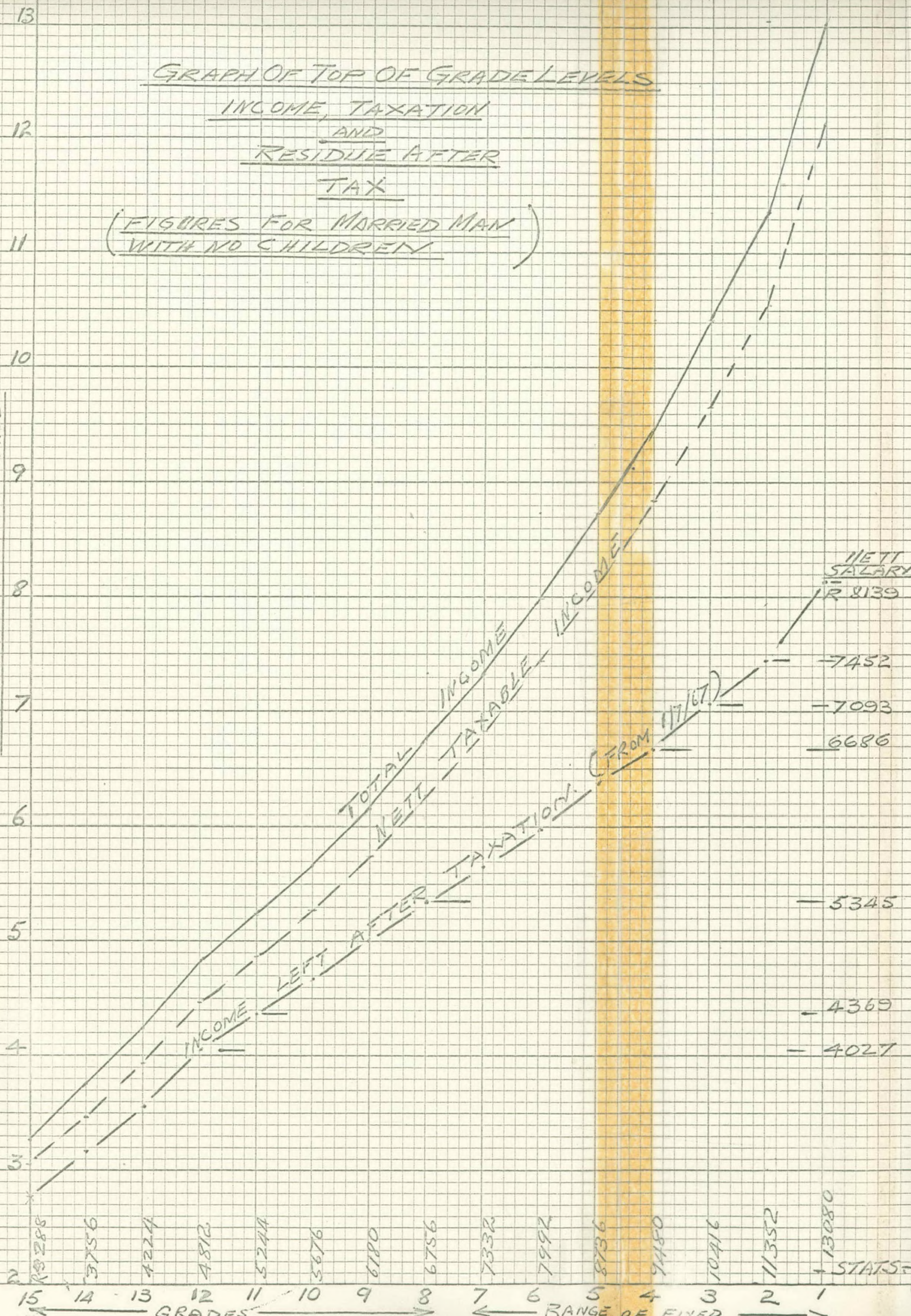
- STATS -

GRAPH OF TOP OF GRADE LEVELS

INCOME, TAXATION
AND
RESIDUE AFTER
TAX

(FIGURES FOR MARRIED MAN
WITH NO CHILDREN)

INCOME IN 1000 POUNDS



LEVEL	OFFICIAL
1	C.T., MDH., C.E.
2	GM (ELEC) MAN. HEAD, COFC.
3	DEPUTIES OF CE, MDH, C.T., CH. STAFF BD GM TRANSPORT.
4	DEP. GM. ELEC, DEP MAN. HEAD ASST C. ENG (A) EXEC. PLANNER
8	RES. & DES, CHIEF & SNR ENG OF CED ASST MANAGERS OF HEAD.
11	PRINCIPAL ENGINEERS.
12	SNR SUPERINTENDENTS.

TOP OF GRADE LEVEL
(N.B. No HEADS OF DEPTS. YET AHEAD OF RANGE)

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