Dear Sir,

Thank you very much for your letter of the 24th inst. in regard to the salary scale of the Native Boarding House Master at Fort Cox Agricultural School. The point I raised at the recent session of the Council has now been cleared up, namely, that the scale in question is 286x12-132 and not 110x6-170 as was indicated on the Trust estimates.

In the light of this information I feel it is my duty both to the Department of Native Affairs and to the African population to point that this scale is much too low for the responsible position of Boarding Master and ought to be adjusted. The grounds on which my contention is based are as follows:

1. The position of Boarding Master requires a married man of relatively senior age who has much experience of handling youths.
2. The position requires a man of considerable administrative ability because it becomes his duty, among other things, to manage the servants of the Boarding Department.
3. The position is one of the most exacting in any Native Institution.
4. Most of the trouble such as strikes which occur in Native Institutions have their origin in the Boarding Department and it is essential that a man of outstanding ability and personality be secured for the post.

My feeling is that the present scale will not attract a man with the necessary personal aptitudes and qualifications especially if the rule is rigidly applied that the applicant must begin at the bottom of the scale whatever his experience and qualifications. I am aware that a number of persons have applied for the post since the realisation of the scheme, and one or two of them are really excellent worthy fellows who will work at Fort Cox on the scale. I would suggest that the minimum of the scale be raised to 370 as was the case before 1913 and that the normal salary remain at 536 but that if the applicant be a man of experience he be put a notch or two according to circumstances.

I have written at length about this matter because as you know Sir, I take a personal interest in the Fort Cox Agricultural School and I am naturally pleased to see that the best possible men are put on the staff of this school which means so much for the agricultural development of the African people.

Hoping that this matter will receive your favourable consideration.

Yours truly,

[Name]