

MINUTES OF THE 8th MEETING OF THE MOENG COLLEGE EXECUTIVE COMMITTEE HELD AT MOENG ON FRIDAY THE 1st. NOVEMBER, 1957.

PRESENT :- Messrs. G.P. Dixon (Chairman),
B. Rutherford,
T. Khama,
B.C. Thema,
G.R. Chivers (Secretary),
The Rev. Mr. A.E. Seagar, and
Chief Bathoen II, C.B.E.

1. CHAIRMAN'S ADDRESS.

The Chairman, having declared the meeting open, told the Committee that he would report on certain matters as they arose.

2. MINUTES OF 7th MEETING OF THE EXECUTIVE COMMITTEE.

(a) Omission from the Minutes.
The Secretary was instructed to make the following amendment. Under,
1 (b) Welcome to the Rev. A.E. Seagar.

should appear, " The Chairman welcomed the Rev.A.E. Seagar to the Committee.

(c) Medical Facilities at Moeng College."

(b) Correction to the Minutes.
The Secretary was instructed to amend the word ' building ', at the end of the last line of paragraph 6c to ' buildings '.

(c) Adoption of the Minutes.
Moved by Chief Bathoen and seconded by Mr. Rutherford. Unanimous.

3. MATTERS ARISING FROM THE MINUTES OF THE LAST MEETING.

(a) Ratholo Road.
The Chairman reported that the Director of Public Works had signified his willingness to ensure liaison between any of his engineers who were in the district and the College Foreman.

(b) Housing.
The Chairman told the Committee that he had taken no action but was waiting for Mr. Thema's report on the financial position. Mr. Khama asked if it was the policy to continue with prefabricated buildings. The Chairman replied that those being erected would complete present requirements.

(c) Insurance of the New Building.
The Chairman was still awaiting a reply from the Government Secretary.

(d) Staff Changes.
Mr. Thema reported
(i) that the Junior school teacher was pregnant,
(ii) that he had little hope of recruiting a teacher from the Union of South Africa,
(iii) that the Matron was to resign at the end of the year,

(IV) that the/

(iv) that the Junior school teacher tended to compare her salary with that paid to the College teaching staff, and

(v) that the College teachers were disturbed about the state of their children's education.

The Chairman said that the Education Department was awaiting acceptance by the tribal authorities of a report on the conditions of service for tribal employees.

Mr. Khama thought that as the conditions at Moeng were different to those in tribal schools the salaries, too, should be different; but the Chairman considered that conditions at Moeng were better than those in many tribal schools. He said that while salary scales should be reconsidered, there could be no unilateral salary revision.

In answer to a question by Mr. Khama, the Chairman said that he thought a request to the Bamangwato School Committee that they should take over the Moeng Junior School might be considered. He added that a similar suggestion had been made by the Education Officer, Northern Protectorate, in his recent report on Moeng.

Mr. Khama was worried about the principle of control if one member of Moeng took instructions not from the Principal but from a distant School Committee.

After discussion it was agreed that it is easier to recruit teachers with N.P.H. qualifications than those with N.P.L. qualifications. Both the Chairman, for the Education Department, and the Rev. Seagar, for the Bamangwato School Committee, were regularly receiving a fair number of applications for employment from teachers with the N.P.H. certificate.

The Chairman reminded the Committee that it must bear in mind the amount of money available. Mr. Khama said that Moeng, in the early days, had been given a blank cheque, but that it should now have a per capita limit. The Chairman replied that the limit was the salary of a teacher having N.P.H. qualifications.

After further discussion it was agreed to employ an N.P.H. teacher at the normal rate.

(e) College Rules.

(i) Uniform.

Mr. Thema issued to the Committee copies of a letter addressed to parents on the subject of school uniform. He had not quoted any prices as he was in doubt about them. Amendments to the letter were made by the Committee. A copy of the amended letter is attached to these minutes.

It was agreed that when a parent failed to co-operate the matter would be raised in Committee.

As pull-overs of certain colours might be difficult to obtain, Mr. Khama said that the College store should hold these items in stock.

(ii) Medical Certificate.

Under this heading was raised the question of Medical facilities at the College. Mr. Thema told the Committee that the teachers were dissatisfied and felt that they were victims of a breach of contract; that their patience was well nigh breaking point.

The Chairman...../

The Chairman reported that the instructions mentioned in the previous minutes had been issued by the Director of Medical Services but that there would be a delay while the Medical Officers took up their new appointments. The Health Inspector, Francistown was to visit the College towards the end of November.

Mr. Khama's opinion was that the Medical Service in the territory was poor in general and that a promise given to a small place like Moeng was likely to remain nothing more than a promise. He thought that provision should be made to retain private practitioners working in the district. The Chairman reminded the Committee that this had been discussed in Governing Council and that financial considerations had debarred it.

Mr. Thema said that the teachers sent by truck to receive medical attention had to wait a long time in queues. Mr. Rutherford offered to speak to the Medical Officer Serowe about this.

(f) Applications for the Post of Farm Manager.

A list of applications was issued and discussed. It was found that qualifications were low except for one who had had experience. It was suggested by the Chairman that an intermediate salary scale might be offered to the present Farm Foreman, but MR. Khama said that, while the Foreman's field work was good, he obviously had little knowledge of cattle management.

It was agreed that the Chairman should inquire into the possibility of giving the Farm Foreman a Temporary Responsibility Allowance. The figures of £48 and £60 per annum were mentioned.

Mr. Thema suggested that the Committee should try to recruit a Farm Manager by other means. After discussion it was agreed that members should try to recruit through personal contact. It was also agreed to put an advertisement in an English Newspaper.

The Chairman was instructed by the Committee to speak to the Director of Agriculture on this matter.

Various difficulties in connection with the employment of a Farm Manager from Great Britain were discussed. The Chairman said that the question of overseas leave could be brought up in Governing Council. Mr. Khama pointed out that in negotiations with an overseas candidate whose wife held Domestic Science qualifications it would be possible to say that there might be a vacancy for his wife.

Mr. Rutherford brought up the question of the outward sea passage. Some £300 would be required to pay for Mr. Campbell and his family but no provision had been made on the estimates.

(g) Sale of Unserviceable Farm Equipment.

Mr. Thema was instructed that he may invite tenders for the equipment boarded at the last meeting, and only for that equipment.

(h)/.....

(h) The Purchase of Equipment.

The Chairman reported that there will be a fair amount available. Single seat desks as provided to the European schools would be bought and a tender for these had been accepted.

(i) College Trading Store.

The Chairman reported that a tender had been received from Mr. Woodford in Serowe, but that this was the only one. Mr. Woodford's letter was considered to be inconclusive.

Mr. J. Haskins and Mr. Walsingham, of Haskins Bros., Francistown, were invited into the Committee after they had inspected the Store. Mr. J. Haskins said that they had decided against tendering but would be glad to make a statement to the Committee. This offer was accepted and Mr. Walsingham made the following report.

- (i) The actual present value of the stock was considerably less than the quoted figure; bad buying had been done and Haskins Bros. could not trust the costing.
- (ii) An analysis of the Gross Profit for 2½ years showed 11% on turnover: this was not a reasonable Gross Profit.
- (iii) Net Profit was £823 but the figures were unreliable.
- (iv) That the figures were in doubt was shown by the Auditors report, who, himself, could not rely upon them.
- (v) No proper Debtor's ledger had been kept and it was difficult to ascertain the debtors.
- (vi) It was incorrect to surmise £1,000 p.a. profit. The shown profit was untrustworthy. The College had received £1,900 but, in Mr. Walsingham's view, this might well have included debtors' money and could not be said to be profit. This gave a false figure on the turnover.
- (vii) If Haskins Bros. had had a local store they might have considered tendering.
- (viii) In conclusion, Mr. Walsingham gave it as his assessment that the College Store ran on an annual loss of £400.

Mr. J. Haskins and Mr. Walsingham left the Committee after being thanked for their statement.

The Chairman was displeased to find that the Treasurer had permitted a £99. 1.10. overdraft. He added that the Bank should have notified the Committee.

Mr. Khama put in to the Committee that it was not reasonable to give away the College rights for £360 per annum, which was the figure offered by Mr. Woodford. He would be willing to approach a firm, without commitment, for advise. This was agreed. It was also agreed that Mr. Rutherford should approach Mr. Woodford for a firm offer.

The Principal gave to the Committee printed statements of Revenue and Expenditure and of Possible and Probable savings. He reported that further receipts were expected from the Sale of Building Material.

The Chairman stressed the need for more careful estimating. He added that no expenditure could be incurred before authority was received. Sufficient motor fuel and other similar expendibles should be held instock to carry over the interim.

With reference to Item 42, Staff Quarters, Special Expenditure, Mr. Thema reported that there was more yet to be paid, and more had to be paid on the Dining Hall. £920 remained of the £1,000 Maintenance of Buildings.

The Chairman pointed out that the quote from Mr. Promnitz for repairs to the Dining Hall was £1386, less £86 in respect of the existing aluminium roof sheeting. Mr. Rutherford suggested that tenders should be invited but the Committee agreed, in view of the approaching end of the financial year, to instruct the Chairman to seek the Government Secretary's permission to proceed without tender.

5. DATE OF THE 9th MEETING OF THE MOENG COLLEGE EXECUTIVE COMMITTEE.

It was agreed that the Committee should next assemble at Moeng College on Friday, the 17th January, 1958.

6. GENERAL.

(a) Government Grant.

Mr. Khama read the following from Item No. 7, Statement of Estimated Revenue for Financial Year 1957, of the Minutes of the first meeting of the Moeng College Governing Council:

"Government Grant. The Chairman informed the meeting that the Government Grant now stood at £18,680. Mr. Khama said that he was not happy that Council had no funds at its disposal. Money could be applied at the discretion of Government which could cut Council's plans as it thought fit. The Chairman replied that at a meeting held in October, 1954, it had been suggested that Government should contribute the full cost of recurrent expenditure, which might be in the region of £11,000 or more per annum. Rev. Main felt that this scheme held out no incentive to the Council to make the College self supporting. Mr. Khama suggested that Government should undertake to pay the salaries of teachers plus a per capita grant for all students. The Principal said that he could see Mr. Khama's point, which was a matter of policy, and in the Union under similar circumstances a per capita grant would be paid, but fluctuations in enrolment would cause difficulties.

Rev. Main proposed that the subject be left over for the time being, and Mr. Khama agreed, but moved an amendment that it should be raised again for reconsideration in January, 1958, by which time the new buildings would have been erected and the financial needs of the College would be clearer. This was seconded by Rev. Mosiemang and the amendment was carried."

Mr. Khama/

Mr. Khama went on to say that he had called upon a highly placed official in London. The official felt that the method of living from hand to mouth, as is at present practised at Moeng, was very unsatisfactory but did not believe that the Government would agree to a per capita grant.

The official had put forward as an informal suggestion that estimates should be drawn up for three-yearly periods, and not annually as at present. He had expressed the view that this system would facilitate the College development.

Mr. Khama called the attention of the meeting to the quoted date of January, 1958, and asked that the whole question be raised in Governing Council.

The Chairman agreed to seek guidance from the Government Secretary and told the Committee that he would raise the matter at the next meeting of the Executive Committee.

(b) Holiday Bonus.

As the result of a question put to the meeting by Mr. Thema it was agreed, after discussion, that the holiday bonus was based upon the scholastic year. The Chairman instructed Mr. Thema to act accordingly.

The Chairman declared the Meeting closed at 2.0.p.m.

MEMBERS OF THE GOVERNING COUNCIL are requested to note Item 3(f), paragraph 3, and to render all the assistance they can in establishing personal contact with suitable candidates for the post of Farm Manager.