

Fort Hare,
Alice, C.P.
28-12-42.

The Secretary for Native Affairs,
P.O.Box 384,
PRETORIA.

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 £96x12-132 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 out 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. The Boarding Master practically never has any free time.
4. Most of the troubles 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 attributes 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 resignation of Mr Mawisa, and one or two of them are really excellent men, but I doubt if they will stay at Fort Cox on that scale. I would suggest that the maximum of the scale be raised to £170 as was the case before 1936 and that the initial salary remain at £96 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 anxious 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

I have the honour to be, Sir,

Yours respectfully,