

28th November, 1959.

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The Hon. the Minister of Education, Arts & Science,
Union Buildings,
PRETORIA.

Dear Mr. Serfontein,

At the meeting of the Council of the University College of Fort Hare on Thursday last I, as Chairman of the Council, was asked to write to you about the position of those officers of the Council who, having been offered continued employment by the Minister of Bantu Education have found themselves unable to accept the offer.

You will know that in terms of Section 3(1) and 3(3) of the Fort Hare Transfer Act, officers dismissed by the Minister receive the full benefit from the Provident Fund and a capital sum equivalent to the pension to which they are entitled. On the other hand officers who are not dismissed, but decline the Minister's offer of continued employment, receive only the full benefit from the Provident Fund and no pension equivalent.

This distinction between the two groups is of very great financial importance to the officers concerned. In the following table I give the list of those who have declined the Minister's offer, giving also the annuity value of their Provident Fund assets and the approximate pension to which they would be entitled had they been dismissed. They are:

	<u>Years of Service</u>	<u>Provident Fund</u> £	<u>Annuity Equivalent</u>	<u>Pension</u>	<u>Total income per annum</u>
✓ Prof. Z.K. Matthews	23	3,287	267	567	834
? E.H. Mayisala	2	530	28	88	116
? Dr. D.G.S. M'timkulu	2½	1,400	81	61	142
✓ S.B. Ngcobo	8	2,170	126	223	349
✓ Prof. C.L.C.S. Nyembezi	6	1,895	105	302	407
✓ A.M. Phahle	11	1,509	83	200	283
✓ Prof. M. Webb	12	1,892	100	306	406

You will note that the total benefit available for officers who elect to leave the College is on the average only about one-third of the benefit available for those whom the Minister elects not to employ, and this disparity is causing my Council much concern. The Council is of opinion that there is much to be said for treating the two groups on the same basis. It does not wish to encourage resignations and so raises only the cases of those officers who have already resigned. It is gravely concerned over the position, particularly of its more senior officers with long service to the College behind them, and has resolved that, with your approval, capital sums equivalent to the "pension" column above should be paid to the officers concerned from the private (non subsidised) funds of the College.

It...../

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The Hon. the Minister of Education, Arts and Science,

It would appear that in normal circumstances there would be no occasion to refer expenditure of private funds to you but in the abnormal circumstances of the moment my Council is unwilling to act without your approval.

I should be grateful therefore if you would give this problem your attention at an early date.

Yours sincerely,