

All communications must be
 Alle mededelings moet geadres-
 addressed to the Secretary,
 seer word aan die Sekretaris,
 The Transvaal Education
 Transvaalse Onderwys-
 Department.
 departement.



In any future correspondence
 Geliewe by enige verdere korres-
 please quote this number :
 pondensie hierdie nommer aan
 te haal :

No.
 B. 1/30564.

THE TRANSVAAL EDUCATION DEPARTMENT,
 TRANSSVAALSE ONDERWYSDEPARTEMENT,

P.O. BOX 564,
 POSBUS 564.

PRETORIA,

22 APR 1938

Professor, R.F.A. Hoernlé,
 28 St. Patrick's Road,
 Houghton,
 JOHANNESBURG.

Sir,

I am directed to remind you of the Transvaal
 Advisory Board for Native Education meeting which will
 be held on the 12th. May 1938.

A copy of the Provisional Agenda is also attached
 for your information.

Any notices of motion which you desire to be
 discussed at the meeting should be forwarded to the
 Department as soon as possible for circulation to the
 members of the Board.

A Rail warrant for your journey is attached.

I am,

Your obedient servant,

H. B. S. S. S.

SECRETARY : TRANSVAAL EDUCATION DEPARTMENT.

TRANSVAAL ADVISORY BOARD FOR NATIVE
EDUCATION.

PROVISIONAL AGENDA.

1. Matters arising out of minutes of meeting held
on the 16th. September 1937.
2. Religious Instruction as an examination subject.
Report by Department.
3. Circumcision schools
Report by Department.
4. Union Advisory Board.
Report by Department.
5. New matters.
6. Disciplinary regulations for teachers.

DISCIPLINARY REGULATIONS FOR TEACHERS

It is recommended that regulations be adopted in all the Provinces providing that:-

(a) The Superintendent General/Director shall have the right to terminate the services of a teacher, to reduce his salary, to remove his name from the Good Service list (Cape only) or to transfer him to another post of equal or lower grade on account of proved neglect of duty or incompetence.

Such teacher must be given the opportunity of submitting, through the Manager concerned or director a statement in explanation; the penalty of dismissal to be inflicted only when the teacher has been previously warned.

(b) Where a teacher is convicted in any court of law on a criminal charge or had judgment given against him in a civil action based upon his misconduct, the Superintendent General/Director of Education may order the teacher's dismissal or otherwise deal with his case.

Where such a judgment has been given against a teacher or has been criminally convicted in a court of law, the Manager may immediately suspend the teacher or the Superintendent General/Director may order his suspension.

(c) If for any reason as specified in (f) or for any other good and sufficient reason it should appear necessary to take action against a teacher the Superintendent General/Director of Education may, with or without suspending the teacher, proceed to deal with the case.

The teacher must in every case be given the opportunity to submit in writing his reply, denial or defence, and the Superintendent General/Director may thereafter direct that a formal inquiry into the charge shall be held.

(d) Where the Superintendent General/Director considers that, in the interests of the school, a teacher should vacate his post in that school, the Superintendent General/Director may authorise the teacher's transfer to another post of equal or lower grade, or he may authorise the Manager to give the teacher three months' notice of the termination of his appointment; the teacher to be given the opportunity to state his case in writing before his transfer or dismissal is confirmed. The Superintendent General/Director may authorise an enquiry to be held if necessary.

(e) In the case of redundancy of posts or the reorganisation of schools, the Superintendent General/Director to have the right to terminate the services of a teacher at three months' Notice.

(NOTE : Unqualified teachers are not entitled to permanent appointments.)

(f) A Manager may charge a teacher on his own initiative in connection with any of the following points:-
Failure to comply with the provisions of the regulations; insubordination; neglect of duty as a teacher; misconduct; immorality; habitual intoxication; Using his position as a teacher to further private or party-political aims or to encourage resistance or disobedience to the laws of the state; engaging in any work for remuneration of profit outside his position as teacher, which in the opinion of the Superintendent General/Director of Education is prejudicial to the performance of his duties or to his position as a teacher.

DISCIPLINARY REGULATIONS FOR TEACHERS

If it is recommended that regulations be adopted in all the

The charge must be made in writing and a written reply demanded, which reply is to be submitted to the Manager within seven days of receipt of the request therefor for transmission to the Department.

If the teacher fails to submit a written reply within a specified time, this will be held to be tantamount to an admission of guilt.

Suspension to be at the Manager's discretion for a period of not exceeding one month; continued suspension to be at the discretion of the Superintendent General/Director of Education.

If the teacher's reply is a denial, the Superintendent General/Director may order a departmental enquiry to be held or may require the Manager to hold an enquiry.

(X)

NOTE: Right of Managers in the Transvaal, O.F.S. and Natal to dispense with teachers services after due notice without stating reason to be withdrawn.

It for any reason as specified in (f) or for any other good and sufficient reason it should appear necessary to take action against a teacher the Superintendent General/Director of Education may, with or without suspending the teacher, proceed to deal with the case.

Father Rayner's comment

(a) Fairly sound

(b) Too much power in hands of Director

(c) O.K.

(d) No use - Director not in position to know

What are interests of the School.

(e) Not the most unfair; they not permanent appointments

(f) Interference with liberty (every teacher with his own initiative in connection with any of the following points: -
neglect of duty as a teacher; misconduct; immorality; habitual intoxication; Using his position as a teacher to further private or party-political aims or to encourage resistance or disobedience to the laws of the state; engaging in any work for remuneration or profit outside his position as a teacher, which in the opinion of the Superintendent General/Director of Education is prejudicial to the performance of his duties or to his position as a teacher.

(X)

TRANSVAAL EDUCATION DEPARTMENT.

P.O. BOX 564,

PRETORIA

27 APR 1938

TO ALL MEMBERS OF THE TRANSVAAL ADVISORY BOARD FOR NATIVE EDUCATION.

Sir,

I am directed to inform you that Professor R.F.A.Hoernlé has forwarded the following notices of motion for discussion at the meeting of the Transvaal Advisory Board for Native Education to be held on the 12th. May 1938.

"1. That the Government be requested to make available sufficient funds

(a) to refund the whole, or part, of the living allowances to Native teachers which ought to have been paid to them in terms of the salary scales laid down in the Handbook of Regulations for the Transvaal, page 8;

(b) to pay the officially prescribed living allowances from now on, whether or no it is found possible to make the refund proposed in (a);

(c) to make a refund, or, alternatively, pay some gratuity, to those certificated Native teachers who were appointed during the depression at uncertificated rates of pay.

2. That this meeting of the Advisory Board be given full information on the recent appointment of Inspectors of Native Education; such as the number of Inspectors so appointed, their individual qualifications for their work, the districts to which they have been assigned.

3. That this meeting be given all available information on the steps that are being taken

(a) to press for acceptance of the recommendations of the Inter-Departmental Committee on Native Education, especially as regards the financing of Native Education in the future;

(b) to carry out the other recommendations of the Committee."

The Reverend S.Carter has also submitted the following notices of Motion:-

"That the Department be respectfully requested to convene

a meeting /.....

Withdrawn instead: revision of scale, and payment of increments agreed

Amor to raise grade in Parliament

"a meeting of all Superintendents of the Advisory Board together with another Superintendent of that mission and all Inspectors of Native Education, so that better harmony and co-operation may be secured and all may learn from each other their difficulties.

Or alternatively, that certain Superintendents be asked by the Department to attend a meeting of all the Inspectors for Native Education at Pretoria."

I am,

Your obedient servant,

[Handwritten signature]
SECRETARY : TRANSVAAL EDUCATION DEPARTMENT.

REGULATIONS AND INSTRUCTIONS : FOR NATIVE SCHOOLS.

1. "A Regulation is a control by rule which has the approval of the Provincial Council through its Executive.
2. An "Instruction" may have the following different authorities :-
 - (a) The authority of the Circuit Inspectors, with the Chief Inspector as Chairman, which no doubt, is governed by the majority vote.
 - (b) The same authority, but with the recommendation of the Advisory Board ; as was the case when the Date of the Examinations was altered to the end of the Year.
 - (c) The authority of the Circuit Inspector within his own Circuit.
 - (d) A Command from a Superintendent of Schools. *in his circuit*

The Native Teacher regards practically all these Commands as Regulations, but the Education Department draw a clear distinction between Regulations and Instructions, as no Regulation can be altered without the authority of the Administrator in Executive Committee; while an Instruction can be altered by the Education Department, and presumably by the Chief Inspector on his own authority.

The whole of the Code, which contains Courses of training and where the Clause about Afrikaans is printed, is on the authority of the Education Department only and therefore is only an Instruction to Teachers.

Please put down for me the names of the people
I do not know

Bohrill
Chairman

Krause

Esch

Bussing

Self

Low

Jewel

W. W. Johnson

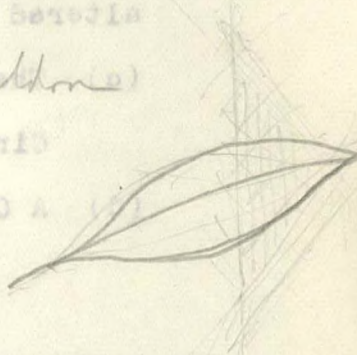
Pempherton

Jones

Jones

Reynolds

Father Carter



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