

MANPOWER —
LABOUR SHORTAGE

2/1/81 — 31/12/81

Sum. (175) (AW)
Radiographers

quit hospitals

Medical Correspondent
 Twenty - one final - year student radiographers at Johannesburg Hospital, who are now qualifying, are leaving the provincial hospital service.

Dr Neville Howes, the superintendent, was commenting on claims that several radiographers were leaving because of poor working conditions and inadequate salaries.

He said the graduates were leaving for various reasons.

Next month two more radiographers were leaving — one was moving to Natal and the other lived too far from the hospital.

“Neither the X-ray night

service nor the weekend service has been cut. We are providing the best service available with the number of radiographers we have. The hospital had a complement of 57 trained radiographers and 23 vacancies for trained X-ray staff,” he said.

A highly successful refresher course for radiographers who had not practised for years had been completed and 11 of the 27 who attended had applied for posts at the hospital.

Those who attended the course were housewives and mothers who had not practised for years, but were interested in returning to the profession.

obtaining

course.

TH: 1 V

C S Jones

Second Year

J A L Chapman

First Year

For the best student in each year of study of the degree course.

Book Prizes

for the Building Industry
National Development Fund

BUILDING

M R I Ness

For the best project in structure and design.

R Stubbs Award

J G Kirkman

For the student who has made best use of bricks in his design work.

S A Brick Association Prize

Miss M F J Sandilands

first year.

For the best work in

Mrs. Thornton White Prize

(Continued)

ARCHITECTURE

HOSPITAL forced to close beds

Staff Reporters

The mounting hospital staff crisis is forcing the multimillion-rand Johannesburg Hospital in Parktown to "close" as many as 128 beds.

Dr. Lize Kalmyn, the deputy superintendent, said today the beds were in the process of being closed. She could not comment on how long the process would take.

She gave the assurance that the sick would not be turned away.

Fewer than half the posts for nursing students have been filled for 1981 and The Star's medical correspondent, Bob Ken- nough, reports that the shortage of nurses which stretches across the Reef is likely to continue for some time.

Hospital authorities are hoping the number of matriculants applying for student nursing posts will pick up early in the new year when people return from holiday.

Dr. Kalmyn told The Star: "We will always deal with emergencies.

"But where possible, for instance, if a patient can afford a private hospital, we'll refer people elsewhere."

There is said to be a 50 percent shortage of radiographers at the hospital. Radiographers fear the X-ray night service might be closed by February.

The hospital is operating with 84 percent of its nursing complement.

Only 31 percent of the nursing degree student

posts and 49 percent of posts for diploma students for this year have been filled.

The HF Verwoerd Hospital in Pretoria has only two-thirds of its nursing staff complement.

Edenvale General Hospital has filled half of its nursing posts and there is no intake of student nurses in 1981. "Our hospital is full but we are coping," said a hospital spokesman.

The Far East Rand Hospital in Springs is not short of trained nursing staff, but the intake of student nurses has not picked up yet.

"We have not got the intake we are used to. People are on leave and we'll have a better idea about the number of ap-

plications that have been made later in the month and early next month," said a spokesman.

"At present we are coping well. Our trained nurses do not leave and morale is high."

The JG Strydom Hospital in Johannesburg has 70 percent of its nursing complement and part-time sisters are making up the shortage. Nearly all student posts have been filled.

At the Johannesburg Hospital there is a serious shortage of junior sisters and student nurses but not of senior sisters.

There are still 150 student vacancies in Pretoria although all posts for degree students have been filled.

Hospital shortages at a critical point

By Bob Kennaugh,
Medical Correspondent

Staff shortages at Johannesburg Hospital have reached a critical point. More than 120 beds are being "closed" and nursing morale is extremely low, a city doctor told The Star today.

Doctors at the hospital say the situation is "very worrying" and there seems to be no short term solution. Only 35 percent of radiography posts and about 56 percent of nursing posts have been filled and the intake of student nurses in the new year is disappointing.

The medical men believe Johannesburg had more beds for white patients five years ago

than today.

Other disclosures are:

⊙ All the units at the hospital are using fewer beds.

⊙ "The morale of nurses is very low as they are not able to maintain their standards and patients are suffering as a result," said one doctor.

⊙ One-fifth (48) of the general medical beds in the department of medicine, the biggest department in the hospital, have been "closed."

"Unless beds are reopened very soon it is certain that patients who require admission will have to be treated at home," said a doctor.

Doctors told The Star that at a hospital cocktail

party last month Professor Bert Myburgh, professor of surgery and chairman of the medical advisory committee, said "the hospital is on its knees."

Dr Hennie Grove, Director of Hospital Services in the Transvaal, is reported to have said there was a shortage of hospital staff in all categories in the Transvaal.

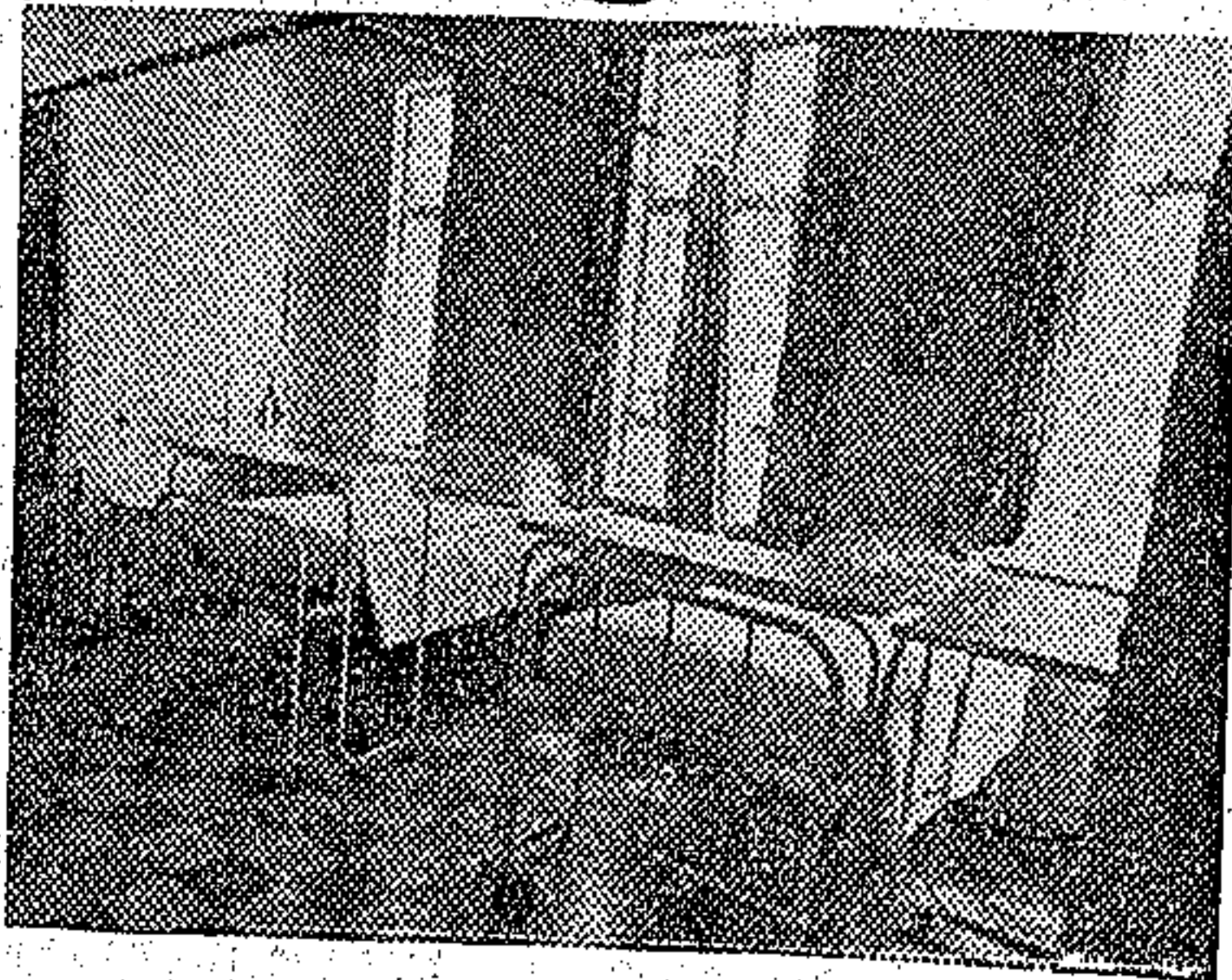
Shortages had their biggest impact in the cities.

The Star was also told by an authoritative source that virtually all the radiographers at Johannesburg Hospital had handed in their resignations but were persuaded to withdraw them in anticipation of a better deal.

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Nurse crisis closes 128 beds at Reef hospital

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To nurse
2/11/81



... AND DOCTOR WARNS THERE'S MORE TO COME

By CHRIS VICK

ONE out of every 10 beds in Johannesburg's multi-million rand General Hospital will "close" soon because of a critical staff shortage.

Less than half this year's nursing student posts have been filled at the hospital, and there is also a chronic shortage of radiographers.

In an exclusive interview with the Sunday Tribune this week, the deputy superintendent of the hospital, Dr Lisa Kalmyn, said the closures were "directly attributable to the shortage of nurses".

"We have tried to postpone the move for as long as possible, but in the end we just couldn't cope," she said.

"There was no way we could continue to operate with such a shortage of staff."

Of the hospital's 1300 beds, 128 will be closed within the next few weeks, spread through three main sections of the hospital.

"We will try to arrange the closures as fairly as possible," Dr Kalmyn said.

The affected wards are the gynaecology ward, pediatric ward, and medical ward. The hospital is virtually without a surgical ward, as the authorities did not bother to "officially" establish a surgical section when they moved into new premises last year.

Dr Kalmyn said she could not promise there would be no further closures, as the staff problems at the hospital were "far from alleviated".

"We have to regulate the number of beds available by the number of nurses we employ. And at the moment the intake of

new nurses is way below what we need."

Only 31 percent of the nursing degree student posts and 49 percent of the posts for diploma students have been filled according to Dr Kalmyn. The hospital is operating with 56.4 percent of its nursing complement.

According to sources there is also a 50 percent shortage of radiographers at the hospital and there are fears the night X-ray service might be closed soon.

Dr Kalmyn said the closure of beds at the hospital was "a drastic measure" which they had had to take — even though it would affect patients more than anyone else.

"We are going to try and spread the load" she said. "Because there will be fewer patients than before we will be able to offer a better service. But it will be even harder to cope with the number of ill people in the city."

Dr Kalmyn blamed poor salaries and working conditions for the chronic staff shortages but said little could be done about it.

"Because of the recent economic boom there is a lot of money in private enterprise. Young women can earn more outside a hospital than they can inside" she said.

"But even if salaries were upped there would be the irregular hours which nurses work — sometimes which doesn't appeal to young women today."

The closure at Johannesburg Hospital is the latest in a long series of crises which have hit the medical profession.

On the Witwatersrand most hospitals are battling to cope as school-leavers shy away from the nursing profession.

The Edenvale General Hospital has filled only half its nursing posts — with no new intake of students this year. The Far East Rand Hospital in Springs is also battling and the HF Verwoerd Hospital in Pretoria has filled only half the new year's nursing posts.

Shortage now spreads to onderwysers

5/19/81
3/1/81
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By Marion Duncan

South Africa's chronic teacher crisis has broken through the English-language border into Afrikanerdom. For the first time in 15 years, Afrikaans teacher-training colleges have been unable to fill their quotas.

This latest news from Transvaal Teachers' Association president Peter Mundell is yet another preterm blow to the profession.

In the last few days, less than a week before the first school term of the new year, it has been announced that:

⊙ The province's school enrolment is more than 3 000 pupils up on last year (522 500 for 1981 as opposed to 519 253 in 1980).

⊙ Transvaal teacher-training colleges are down

10 to 20 percent on enrolment. The Johannesburg College of Education, for example, has about 1 350 registrations for 3 000 places.

⊙ Teacher resignations during 1980 amounted to 3 240 in the Transvaal alone.

⊙ Schools in the province will start the new term with 411 vacant teacher posts, and a number of under-qualified teachers holding positions in primary and secondary schools.

Mr Mundell said: "High school teacher shortage is unprecedented and the backlog will grow bigger every year. It is a chronic situation.

"And now Afrikaans colleges are down on enrolment. It is a new experience for them and they don't like it."

ALL ASSENG PLANTS ON DOUBLE SHIFT

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THE soaring demand for cars and trucks has led to a big increase in business for Associated Engineering, one of the country's biggest manufacturers of motor components.

The chairman, Mr C W Dace, reports that the order book is at a record level and as a result of the increased demand, all the group's factories are now on a double work shift.

He adds, however, this highlights the shortage of skilled labour which has become a major problem in the South African economy.

TRAINING

Associated Engineering is increasing funds for inhouse training both now and in the future.

A development of note was the company's first orders from Atlantis Diesel Engines.

Mr Dace says the profit generation of the group is now more broadly based than in the past. This should help the company should there be any downturn in a particular sector of the economy.

GOOD YEAR

He believes the company has another good year ahead. The economic prospects for South Africa are good and he was confident shareholders could look forward to a further improvement in earnings.

In the 12 months ended September, 1980, group sales rose by 36,3 percent to R91,7-million while the group profit before tax and interest charges rose 40,7 percent from R5,9-million to R8,3-million. Profit after tax rose from R3-million to R4,6-million, an increase of 53,3 percent, while earnings a share rose from 92,1c to 141,7c.

Dividends totalling 42c have been declared compared with 30c last year.

Mr Dace says proposed sub-division of the ordinary shares and the increase in share capital is to improve the marketability of the ordinary shares and to place sufficient unissued shares

under the control of the directors to enable them to take advantage of any investment opportunities.

Inflation

boosted by

money supply

SAN FRANCISCO. — Annual double-digit growth in the world money supply continued to fuel world inflation in 1980 at a rate of 15 percent, Mr Robert Heller, a Bank of America economist, said.

He said in a report to the bank the world money supply had increased by 10,4 percent in 1980 and more than doubled since 1974.

The growth in money supplies 'greatly exceeds the potential for world production increases and causes unabated inflationary pressures.'

Global inflation had dipped to 9,7 percent in 1978, but excessive expansion of the world money supply in the late 1970s led to another burst of double-digit inflation. — Sapa-AP.

Chrysler loan talks

CONSIDERATION for a 400-million dollar federal loan guarantee for Chrysler will be resumed next Tuesday at a meeting of the Chrysler Loan Guarantee Board, a spokesman said.

The panel will meet with company officials and will also sound out the United Auto Workers Union and Chrysler's lender on the company's plans to severely curb wages and supplier prices.

Staff shortage forces transfer of sick patient

2/15
1/15
7/1972
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**By Bob Kennaugh
Medical Correspondent**
Authorities at Johannesburg Hospital said today that to save the life of a patient who stopped breathing, they had to transfer him to another hospital.

A spokesman for the hospital said that on De-

cember 24 four days after the patient was admitted to hospital, he stopped breathing and had to be revived in the general ward.

He could not be sent to the intensive care ward because it was full and there were insufficient nurses.

The spokesman said the man was sent with a respirator in a paralance to the J G Strijdom Hospital.

On December 31, he was sent back to Johannesburg Hospital where his condition had since improved.

Dr L. Kalmyn, deputy superintendent of the Johannesburg Hospital, said that because of the nursing shortage, 128 beds had been "closed" but she gave the assurance that the sick would not be turned away.

Other disclosures were:

- ① Morale of the nurses was low, standards could not be maintained and patients were suffering.
- ② One-fifth (48) of the general medical beds in the department of medicine had been "closed."
- ③ Only 35 percent of radiography posts and 56 percent of nursing had been filled.

Mr Martin Stephens, New Republic Party candidate in the Turffontein parliamentary by-election, said nurses' salaries should be raised and they should get increased rates for unpopular hours at night and over weekends.

Nurses should be given higher overtime pay and trained black staff should be employed.

Mr Stephens said the closing of a fifth of the internal medicine beds through lack of nursing staff was a serious deterioration in the essential health services of Johannesburg.

He added: "The Government has to be blamed for the crisis because it did not foresee the situation."

Hospitals may have to turn away the sick

By Bob Kennaugh
Medical Correspondent

1 The shortage of nurses at several Rand hospitals is acute and staff can no longer cope with the work.

2 A doctor has disclosed that unless more beds are opened very soon at the multi-million Rand Johannesburg Hospital, "it is certain patients who require admission will have to be treated at home."

3 Only 35 percent of the radiography posts and 56 percent of the nursing posts have been filled at the hospital and the intake of student nurses in the new year is disappointing.

4 H F Verwoerd Hospital in Pretoria has filled only half its nursing posts for 1981. Applications from 149 students have been approved — but there are still 150 vacancies.

5 Edenvale Hospital has filled only half of its nursing posts and there is no intake of student nurses in the new year.

6 J G Strijdom Hospi-

tal has 70 percent of its nursing complement and part-time nurses are making up the shortage. Almost all student posts have been filled.

So serious is the shortage of trained nurses at Johannesburg Hospital that the hospital authorities have been forced to "close" as many as 128 beds.

Dr L Kalmyr, deputy superintendent, has given the assurance that the sick would not be turned away and that all emergencies would be dealt with.

INEXCUSABLE

Warnings that the situation was getting worse were made months ago by Professor J B Barlow, chief physician and professor of cardiology, Johannesburg Hospital and the University of the Witwatersrand.

Dr P Heberden, principal medical officer at the hospital, wrote in the SA Medical Journal last November: "The apathy and lack of concern about the plight of trained nursing staff in this country

shown by the medical profession and the public are inexcusable.

"Wards are being closed and beds are unavailable for patients requiring admission. This is because of a desperate shortage of trained nursing staff. It does not need the insight of a prophet to see that this country is facing a health crisis of incalculable dimensions."

DISCLOSURES

In the same issue Professor Barlow wrote that there were many provincial hospitals whose standards, to a greater or lesser extent, were being jeopardised by the inadequate quantity (and also quality) of nursing staff.

Since then new disclosures have been made to The Star by Johannesburg doctors. These include:

• Nursing morale is very low and the staff is being stretched beyond their limits.

• One fifth (48) of the general medical beds in the department of medicine, the biggest department in the Johannesburg

Hospital, have been "closed."

• Many radiographers handed in their resignations but were persuaded to withdraw these in anticipation of a better deal. Radiographers are waiting until April to see how big their increases will be before deciding what to do.

A Johannesburg doctor said the closure of beds in the department of medicine directly affected the admission of patients suffering from, among other things, — coronary thrombosis, rheumatic fever, asthma, pneumonia, stroke, meningitis and kidney diseases.

PAEDIATRICS

He said Johannesburg had more beds for white patients five years ago than today. All the units at the Johannesburg Hospital were using fewer beds. In the paediatric department 16 beds were closed earlier in 1979 and on December 28, last year, a further 15 beds had been closed.

The doctor added: "When the new hospital was opened 16 extra beds were opened. Now 32 beds or 50 percent of gynaecology beds had been closed."

Mr Martin Stephens, New Republic Party candidate in the Turffontein parliamentary by-election, said the nursing staff shortage had been chronic for more than 10 years, affecting Johannesburg more than any other area.

"The blame for the worsening crisis must be laid at the door of Government for its inability to deal with the problem and its lack of insight to recognise it as a crisis."

Barnard hits nursing crisis

Medical Correspondent

Heart surgeon Dr Marius Barnard has called for an urgent investigation by the Minister of Health and provincial hospital authorities into the worsening nursing shortage crisis at major hospitals.

Commenting on the crisis, Dr Barnard PFP MP for Parktown said: "This has been coming for some time. The provincial

authorities have denied the crisis for years. Standards in hospitals have dropped — something must be done immediately."

Possible solutions were:

• Adequate salaries should be paid immediately to nurses;

• Nurses of all races should be paid equal pay for equal work. "The available pool of nurses should be used to nurse

where nursing is required," Dr Barnard said.

• Black nurses were being paid discriminatory salaries and this should be eliminated.

Dr Barnard said planning of South Africa's medical facilities was bad. "Provincial hospitals and private nursing homes should make a concerted effort to pool resources wherever possible," he said.

REMOVAL OF RACE DISCRIMINATION IN WORK PLACE AND COMFORT FACILITIES

ASSIST WITH PROBLEMS ARISING FROM MIGRATORY LABOUR SYSTEM

Chaos loon

ning at schools

Bring teachers from overseas

From page 1

are other practical measures which could alleviate the situation.

Among these are:

① An easing of regulations which restrict the entry of overseas-qualified teachers into the profession.

② The implementation of proficiency, or specialist pay. This would mean that those teachers in high demand would receive more for their services on a demand-supply basis.

③ Teachers should be relieved of extra-mural loads and concentrate on teaching instead.

④ Part-time aides to help with administrative work normally done by teachers, should be considered.

"These are of necessity stop-gap measures which would be seen as temporary until the Government takes steps towards solving the teacher crisis," said Mr Starfield. "If implemented now, they could transform the position within the next two months."

According to Mr Peter Mundell, president of the Transvaal Teachers Asso-

ciation, many teachers are pinning their hopes on the Venter Committee Report on the status and salaries of teachers, which should be finished "some-time this week".

Dr Gerrit Viljoen has promised teachers the Report's recommendations will be passed on to the Cabinet almost immediately — hopefully in time for incorporation into the Part Appropriation Budget announcement next month.

If the recommendations and budget announcement do not meet with teacher expectations, hundreds more could resign said Mr Mundell. In 1980, a total of 4 042 teachers resigned, 176 percent more than in 1979.

According to Mr Jack Ballard, secretary of the TTA, headmasters will not know how bad the situation is until after the first couple of school days. "Headmasters then begin phoning to ask us if we know of a maths, science, English teacher available in their area."

The frantic scramble for teachers at the outset of the school year is an annual phenomenon, says Mr Ballard, but he expects 1981 to be the worst yet.

FCTA will meet to discuss the crisis

Education Reporter

Threats of teacher resignations, shortages in the profession, and possible pay increases will be dis-

cussed at the first major meeting of the Federal Council of Teachers' Associations in Cape Town on Thursday.

Chairman of the FCTA, Professor H O Maree, said today he hoped the Venter Committee Report on the status and salary scales of teachers would be completed in time to be discussed at the meeting.

All affiliated associations had been asked to

Teacher crisis leaves hundreds of posts vacant

By Carolyn Dempster, Education Reporter

Transvaal secondary schools are now only a day away from chaos as pupils prepare to resume their studies, with or without teachers.

The Transvaal Education Department confirmed today that not all teacher appointments have been sorted out, and there are still more than 400 vacant posts in secondary schools.

Cloudy future

The situation could worsen if teachers abandoned to posts they did not originally apply for, do not turn up for work tomorrow.

Anxious Transvaal parents are to make strong representations to the Minister of National Education, Dr Gerrit Viljoen, in the face of further possible local or national negotiations.

On the eve of the re-opening of Transvaal schools, Mr L. Starfield, chairman of the Transvaal Association of Governing Bodies, representing 150 schools, said he expected the new year to start with a crisis in the province.

Minister directly on the teacher crisis.

The Association's executive committee is due to meet early next week and the decision when to approach the Minister will be taken then, said Mr Starfield.

"It is no use waiting for the Human Sciences Research Council investigation into education to submit its recommendations. This will take far too long and their mandate covers a vast area," he said.

"To far nothing really effective has been done to attempt to stop the 'teacher exodus' or to bring about short-term alleviation."

Last year the Association approached the Administrator of the Transvaal, Mr W. Gubbins, with suggestions aimed at alleviating the teacher crisis. The Administrator failed to respond to the proposals, said Mr Starfield.

"However unorthodox it may be to go directly to the Minister, if something can be done, it should be done," he added.

Although salary increases are of paramount importance to teachers and have been the focus of the concerns voiced on the authorities, Mr Starfield believes there

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Bifsa's R50-million bid to avert labour crisis

By Kevin Murray

The Building Industries Federation of South Africa is to spend R50-million over the next five years in a bid to avert a critical shortage of labour.

This shortage of labour — if unchecked — could cause building costs to rise by more than 20 percent a year and house prices to double within four years.

The federation says a five-year training scheme it has launched could be improved if the Government injected a further R20-million to provide buildings and capital works for the project.

"Government money could be spent on setting up training facilities and

we could spend R10-million a year on the actual training work," the federation's executive director, Mr Lou Davis, said today.

"But even with this money we are going to be far short of our requirements. We will be turning out about 2500 skilled artisans a year but, in five years, we will need at least 3000 a year and about 5000 a year by the end of the century.

"This in the face of an existing labour shortage."

Mr Davis was reacting to reports that there would be more than 30 000 new jobs open to work seekers this year in the wake of an investment spending spree to expand and modernise South Afri-

can steel mills and factories.

The Steel and Engineering Industries Federation yesterday revealed its plans to create more than 160 000 jobs over the next five years.

Mr Davis said the R50-million to be invested in training would allow the building industry merely to keep pace with demand for labour over the next few years. Thereafter the shortfall would grow at an alarming rate if nothing were done about it.

"There are many jobs available. Our biggest problem is that people are not keen to start in the industry because it has a poor image," he said.

The threat in the skills crisis

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5/10/87
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WITH a persistency that has now become alarming the country's top civil servants are expressing grave doubts about the ability of their departments to continue functioning normally. Yesterday the Hoexter Commission was warned of the imminent collapse of the administration of justice in Johannesburg where two-thirds of district prosecutors and more than a third of regional prosecutors were inexperienced. Disillusioned and underpaid (R400 a month for men with law degrees) they were resigning in droves and criminals were going free.

Only days earlier, the Johannesburg Hospital warned it was about to close down its radiography unit because of a lack of qualified staff. The same effects of the same crisis are seen in teacherless classrooms; in city streets unpatrolled by policemen; in the growing volume of job

advertisements seeking engineers, clerks, technicians. . . . The crisis now permeates almost every facet of South African life. It threatens to halt in its tracks this country's almost unique potential to grow.

The underlying cause is clear. We tried for generations — in fact right up until now — to run this country with "whites only" at the top. And now we have run out. Why are there not large numbers of Indian, black and coloured prosecutors? Why is it that in a country approaching 27-million population there are but a handful of radiologists and practically every one of them white? There is no need to spell out the answer, only the solution. The solution is a crash effort to train all races. It means opening, immediately, universities and technikons. It requires an end to discrimination in education wherever it exists.

D H Pryce Lewis

David Haddon Prize
For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

Miss C Tredgold

Molly Gohl Memorial Prize
For the best woman student
in third year.

P A Rappoport

Helen Gardner Travel Prize
For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.

P F Dunkley

Cape Provincial Institute
of Architects' Prize
For the best student in :-
Sixth Year

ARCHITECTURE

FINE ART & ARCHITECTURE

Staff crisis threatens the courts

14/1/81
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Charges against magistrates rejected

Pretoria Bureau

Pretoria's Regional Court president, Mr M J Prins, today rejected charges that magistrates were influenced by the State.

Mr Prins, who presided over the Steve Biko inquest, today addressed the Hoexter Commission which is examining the structure and functioning of the courts.

Mr Prins said that "John Citizen" had been led to believe that magistrates, who were public servants, were influenced by the State.

He suggested that to end this unjustified criticism, magistrates should be made independent of the Public Service so that they could be seen by the public as being separate from the State.

PLEA

Mr Prins's proposal to separate the magistracy from the Public Service comes after similar suggestions to the commission during the past few months.

Mr Prins pleaded for the existing Regional Court to be given greatly increased jurisdiction in civil cases and he predicted that regional magistrates would acquit themselves well in civil matters.

NO NEED

Mr Prins said he saw no need for separate ethnic courts for blacks and added magistrates would be able to preside over these, as they had in the past.

Ethnic courts were now run by local commissioners for Co-operation and Development.

By John Murray and Rashid Chopdat

The administration of justice is threatened with disruption as the national staff shortage which is crippling the teaching and nursing professions spreads to the courts, say officials.

And Transvaal's attorney-general, Mr J E Nothling SC, Johannesburg's chief magistrate, Mr J A van Dam, and two leading Supreme Court officials have backed a call for drastic salary increases to avoid a collapse.

The call was made by Johannesburg's senior State prosecutor, Mr A P de Vries, to the Hoexter Commission of Inquiry into the structure and function of the courts.

Mr de Vries said: "An alarming shortage of qualified prosecutors has resulted in guilty people being acquitted.

"If more regional prosecutors resign we might just as well close our doors."

Mr Nöthling said: "There is a serious shortage and I have been forced to ask the Department of Justice and the Commission for Administration (formerly the Public Service Commission) to take steps to alleviate the situation."

He said there was difficulty staffing courts and this caused long delays in the tabling of cases.

"But we are still doing the job," he insisted.

He said there was a "regular, large number of resignations" from staff attracted to the more lucrative private sector.

For the first time Mr van Dam disclosed there was a shortage of magistrates and prosecutors but declined to give details.

"There is also an increasingly grave shortage of vital administrative personnel and court interpreters," the chief magistrate said.

He endorsed the call

for higher pay and said staff was working at half strength and long after hours.

But he denied that the course of justice had collapsed.

The head of the Supreme Court commercial section, Mr M T van der Merwe, SC, said that the problems described by Mr de Vries also applied to his branch as well.

Deputy attorney-general Mr T P McNalley SC, heading the Criminal Section, agreed that private sector salaries were three to four times higher than those offered by the A-G's department.

But, he said, turnover was not serious and the staff situation was reasonably stable.

Brigadier Theuns Swanepoel, Acting Divisional Commissioner of Police for the Witwatersrand, would not comment on the Department of Justice's problems. "They have their problems and we have ours."

Commission won't comment

Pretoria Bureau

The Commission for Administration today refused to comment on low salaries earned by prosecutors — salaries which have resulted in a drastic staff shortage, particularly in Johannesburg courts.

A spokesman said the commission could not comment on whether prosecutors would receive pay increases this year or whether they would receive special allowances for moving to the more expensive cities.

Johannesburg's Senior Prosecutor, Mr A P de Vries, said this week the prosecutors could not afford the high cost of living in Johannesburg on their low salaries.

Newly qualified people with law degrees start at R5 070 a year.

S A Brick Association Prize
For the student who has made best use of bricks in his design work.

Miss M F J Sandilands

first year.

Mrs. Thornton White Prize
For the best work in

ARCHITECTURE

(Continued)

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Black hospitals short of nurses and radiographers

Medical Correspondent
Some black hospitals in the Transvaal are being hit by shortages of nurses and radiographers, hospital authorities said yesterday.

Dr Chris van den Heever, chief superintendent of Baragwanath Hospital, said the hospital, which served about a million people, had filled about half of its radiography posts.

"We have enough nurses and the intake of student nurses is satisfactory," he said.

Overcrowding at the hospital had eased over the festive season, but was

expected to resume soon.

Dr Joe Nach, superintendent of the General Hospital in Johannesburg, which had been converted into a hospital for blacks and Indians, said the nursing complement was 55 percent but that only 10 percent of Indian nursing posts had been filled.

Several major hospitals, including the Johannesburg and H F Verwoerd hospitals, are short of nurses.

But nurses' salaries and staff shortages will not be discussed at a series of SA Nursing Association

(Sana) conferences in Kempton Park this week, said a spokesman for Sana.

ALL RACES

Nursing News, official newspaper of Sana, says more than 400 registered nurses of all races — delegates and observers — representing about 139 000 nurses are taking part in the conferences, which end on Saturday.

The conference for Indian nurses was held yesterday and black nurses are to meet today.

The conference for white nurses will be held tomorrow and Saturday.

TOMORROW

homes



● Australia's answer to the brick shortage.

ST 175
161165

13 000 public service vacancies

South Africa's public service, hit by resignations as staff move to higher-paid jobs in the private sector, has up to 13 000 vacancies.

Confirming the serious staff shortage, a spokesman for the Commission of Administration's Liaison and Publication Division said staff were needed in about 600 job categories. "There are opportunities for people in all spheres."

Among those needed were chemists, engineers, medical practitioners "and right through to data typists."

The booming economy has resulted in many public servants moving out of State employment, causing a crisis in

the fields of nursing and education. Police have also been badly hit, as have the Johannesburg courts. The public service spokesman said that while no accurate figure on the number of vacancies in the public service is available, "13 000 is representative."

South African Railways is also seriously undermanned. For example, controllers on trains and guards are only 52 percent of quota. "In spite of this, we manage to operate full services on all routes," said a spokesman.

Anyone wishing to apply for a job should telephone 21-4411 Pretoria.

B U I L D I N G

Fourth Year

B de Jong

Third Year

C S Jones

Second Year

J A L Chapman

First Year

For the best student in each year of study of the degree course.

Book Prizes

for the Building Industry
National Development Fund

BUILDING

M R I Ness

For the best project in structure and design.

R Stubbs Award

J G Kirkman

For the student who has made best use of bricks in his design work.

S A Brick Association Prize

Miss M F J Sandilands

first year.

For the best work in

Mrs. Thornton White Prize

(Continued)
ARCHITECTURE

FINANCE

MOST CLOTHING PLANTS SHORT OF WORKERS

Aug 29/1/81

175 1824

NINETY-SIX percent of clothing manufacturers say production is hampered by a shortage of skilled workers. This is reported by the Stellenbosch Bureau for Economic Research in its latest opinion survey of business conditions.

About 53 percent also report shortages of semi-skilled labour.

More than three-quarters of the clothing factories are working at full capacity and this has sparked off a wave of new fixed investment.

Almost 60 percent of firms reported expansions in production in the December quarter and 63 percent have plans to expand in the current quarter.

UNFILLED ORDERS

Judged by the value of orders received and the value of unfilled orders, manufacturers are experiencing a boom, says the report.

Ninety-eight percent of clothing firms said business was better than a year ago and 84 percent expected business to be even better this quarter.

Sixty percent of textile manufacturers said they could not increase production without undertaking new fixed investment.

About 30 percent expanded their capacity in the December quarter and another 34 percent would do so this quarter.

Serious shortages of skilled labour and raw materials eased, however. But the cost of financing is coming to the fore as a bottleneck, says the bureau.

S A Rand
For the best final year
General J B M Hertzog

D H Pryce Lewis
of Professional Practice
Surveying) in the subject
Architecture (or Qualification)
For the best student
David Haddon Prize

Miss C Fredgold
in third year.
For the best woman student
Molly Gohl Memorial Prize

P A Rappoport
1st, 2nd and 3rd major
satisfactorily completed
For a student who has
Helen Gardner Travel Prize

P F Dunckley
Sixth Year

Cape Provincial Institute
of Architects' Prize
For the best student in :-

ARCHITECTURE

FINE ART & ARCHITECTURE

Nurse shortage denied

DD 29/1/81

(45) (175)

EAST LONDON — Nursing shortages at major hospitals in the Border were "not critical", the Provincial Director of Hospital Services, Dr R. Kotze, said yesterday.

Dr Kotze said there was a general shortage throughout the Cape Province but that it was "not serious."

He was responding to queries about rumours of a massive nursing drain.

However, Dr Kotze refused to provide any statistical facts on the numbers of vacancies for nurses in Border hospitals.

Asked why he could not provide the facts, Dr Kotze said publication of vacancies for nurses would "damage recruiting efforts."

Frere Hospital's Matron van der Merwe said yesterday young girls who had left school and

wanted to become nurses could contact the Matron at whichever hospital they wished to start nursing.

Student nurses must have a senior certificate or an equivalent qualification, while pupil nurses need a junior certificate.

A nursing assistant must have a standard six certificate or if from a practical school a standard eight certificate.—DDR.

For the best work in

John Perry Prize

D H Pryce Lewis

year.

For the best work in fourth

Osbourn Prize

S A Read

For the best final year student.

General J B M Hertzog Prize

D H Pryce Lewis

For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

David Haddon Prize

Miss C Tredgold

in third year.

For the best woman student

Molly Gohl Memorial Prize

P A Rappoport

1st, 2nd and 3rd major courses.

satisfactorily completed

For a student who has

Helen Gardner Travel Prize

P F Dunckley

Sixth Year

For the best student in :-

of Architects' Prize

Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

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30/1/81

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Air traffic controllers

*12. Mr. R. J. LORIMER asked the Minister of Transport Affairs:

Whether his Department has a shortage of air traffic controllers; if so, (a) what is the figure and (b) what steps are being taken to remedy the shortage?

The MINISTER OF TRANSPORT AFFAIRS:

Yes.

(a) 16.

Handwritten: 270 and 175

(b) Candidates are recruited through official recruitment campaigns. Informal contact is also established with secondary schools in the vicinity of air traffic control centres to bring this career to the attention of matriculants.

Handwritten: 29/1/81

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(173)

30/1/81

South African Airways: technical staff
 13. Mr. R. J. LORIMER asked the
 Minister of Transport Affairs:
 Whether the South African Airways has
 a shortage of technical staff involved in

13

FRIDAY, 30 JAN

aircraft maintenance; if so, (a) how many posts are vacant and (b) what steps are being taken to remedy the shortage?

†The MINISTER OF TRANSPORT AFFAIRS:

Yes.

- (a) 173 (± 10% of the total).
- (b) The intake of apprentices has been increased considerably.

Hans. 1 Ques Col 14 30/1/81

175

South African Defence Force: posts

16. Mr. H. H. SCHWARZ asked the Minister of Defence:

What percentage of posts are unfilled in the South African Defence Force?

†The MINISTER OF DEFENCE:

For obvious reasons it is not the policy to divulge such information.

Mr. H. H. SCHWARZ: Mr. Speaker, arising out of the reply given by the hon. the Minister, I assume he is not aware of the fact that these percentages have in the past been given in White Papers and therefore became public knowledge. Therefore the answer he has given is not . . . [Interjections.]

Mr. SPEAKER: Order!

Recruiting blacks to alleviate nursing crisis

Medical Correspondent

A major nursing recruitment drive in the Transvaal and the proposed use of black nurses in white hospitals in Natal, could help to alleviate the crippling nursing crisis.

Pretoria's H F Verwoerd Hospital was forced to close about 100 beds last year because of the acute nursing shortage.

The beds would gradually be re-opened as the staff position improved. Dr E van Wyngaard, Chief Superintendent of the hospital, said at a meeting of the Hospital Board yesterday.

multi-million rand Johannesburg Hospital has only about half of its requirement of nurses and radiographers, and the intake of student nurses this year is disappointing.

Dr Hennie Grove, director of Hospital Services in the Transvaal, has intensified the nursing recruitment drive in the province.

In an urgent bid to prevent further resignations in the profession, he has sent circulars to Transvaal provincial hospitals calling on them to immediately start refresher

courses for nurses who are thinking of leaving or those who have left the profession.

He said emergency measures had to be taken when some sections in hospitals had to be closed.

Hospital superintendents had to report to him before the end of February on the progress of the campaign.

Mr Frank Martin, Natal MEC in charge of hospitals, has disclosed that in his province black nurses were nursing white patients and that discrimi-

natory barriers were being brought down.

He said the Minister of Health, Dr Munnik, would not commit himself to a policy statement on the issue either way — "so we have decided that Natal will go it alone."

The Deputy Superintendent of the Johannesburg Hospital, Dr L Kalmyn, said she fully supported Dr Grove's recruitment drive, but she would not comment on the dropping of racial barriers in Natal.

CRITICAL

The hospital still had enough beds available to treat the most critical patients but it was no longer possible to take patients with minor complaints as in-patients.

It is understood that the Andrew McCollm Hospital in Pretoria has had to close hospital beds for the first time in its history because of the shortage of staff.

The shortage of nurses in several major Rand hospitals is acute. The

S A Read
For the best final year
General J B M Hertzog Pr
D H Pryce Lewis
of Professional Practice
Surveying) in the subject
Architecture (or Quantitative
For the best student of
David Haddon Prize

Miss C Tredgold
in third year.
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1st, 2nd and 3rd major courses.
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For a student who has
Helen Gardner Travel Prize

P F Dunkley
Sixth Year
For the best student in :-
of Architects' Prize
Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

Sasol jobs: PM asked to bar outsiders

STAR 3/11/81
 210
 175
 175

By Tony Davis
 Labour Reporter

short-term, contractual bases.

Workers at the Sasol I and II projects near Secunda have written to the Prime Minister protesting the employment of overseas personnel.

"We have stressed to the National Manpower Commission that overseas workers must be repatriated after they have filled an immediate need," Mr Grobbelaar said.

The written protest was sent to Mr Botha by engineers and supervisors at the projects, who complain that millions of rands were being wasted on both Sasols by importing skilled workers from overseas countries such as England.

However, this week Sasol denied some of the workers' allegations, and said that as construction work could not be delayed at Secunda, "certain highly skilled and specialised workers" were sometimes employed where there were not sufficient skilled South African workers.

Young South Africans were walking the streets with no work while money and jobs were being channelled to these foreigners, the letter states.

CATEGORIES

Other grievances included:

Sasol also stressed that there were two categories of employees — those employed as permanent workers on the project and those taken on by the construction consortium on a contractual basis.

- Overseas workers at Sasol earned substantially more than local employees.

Thousands of workers were being trained at all levels at a cost of millions of rands annually, a Sasol spokesman said.

- Overseas workers were entitled to free accommodation, medicine and transport.

The total cost of training programmes for Sasol 2 and 3 up to 1983 would be R63-million, he said.

- And many of these imported workers were "incompetent" and had to be sent back overseas.

They called on the Prime Minister to meet them because management did not appreciate their problems and the Government was the body that gave approval for recruiting.

FUNDAMENTAL

Mr J E Faure, head of the Confederation of Metal and Building Unions, said if the allegations were correct the workers were right to approach the Government.

He said local people should be trained for all jobs as "charity begins at home".

Mr Grobbelaar, general secretary of Tucsa, said it was fundamental that the local labour scene was utilised and said highly skilled overseas workers should be taken only on

Out of 25 000 construction workers at Sasol 2, about 850 were overseas workers, and these were all for skilled jobs. As far as wages and other benefits for overseas workers were concerned, these were matters between the companies and the workers except where Sasol paid an amount to the consortium for travel, medical aid, insurance and supervision.

It was denied that a large number of overseas personnel were incompetent and had had to be sent home. Only 12 percent had left before their contracts had expired, and only four percent of these were sent back because of "unacceptable work performance."

Provincial Institute
 Architects' Prize
 the best student in :-
 19th Year
 F Dunckley
 Gardner Travel Prize
 a student who has
 satisfactorily completed
 2nd and 3rd major courses.
 Gohl Memorial Prize
 the best woman student
 19th year.
 C Tredgold
 Haddon Prize
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Teachers threaten mass walkout

5/2/80
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STON

Education Staff

Transvaal schools are facing large-scale resignations and mass stay-aways by teachers if the Government does not meet their pay demands in 11 days' time.

On February 16, the Minister of Finance, Mr Horwood, will table the Part Appropriations Bill which covers State running costs not catered for in the last Budget, and which political sources say will give pay rises to teachers, nurses and policemen.

The nursing shortage is in the Transvaal already so critical that some hospitals have had to close down entire wards and some vital medical sections. The police force is desperately short of manpower.

Afrikaans teachers, who form about three-quarters of the Transvaal's 24 000 teachers, have now joined their English colleagues by threatening a massive stayaway if the salary increases do not match their expectations of at least 25 percent.

Rumblings

Speculation has it that the Government is thinking in terms of 20 percent or less.

If the Government fails to still the rumblings in the teaching profession, it could face tough battles in two Pretoria constituencies — Rissik and Sunnyside.

The teaching crisis could also affect other seats in the country where there is a high concentration of teachers or teacher training



Mr Howard Harrison, headmaster of Rand Park Primary School.

region of R13 000 a year "but I can't be sure because of the deductions. In any event, commerce can offer me an immediate 25 percent increase on my present earnings," he said.

Severe criticism of the Government's handling of the whole education crisis in the Transvaal was made at a "Crisis in Education" discussion attended by about 200 teachers, parents and other members of the public in Johannesburg last night.

South Africa was spending millions on defence and on the consolidation of the homelands — yet in the Transvaal, 75 000 white pupils miss part of their curriculum each day because of the chronic teacher shortage, Dr Isaac

Kriel of Damelin College and Mr Peter Mundell, president of the Transvaal Teachers' Association, said.

"The resignation of 4 442 teachers in 1980 in the Transvaal will have an impact on children's education for at least eight years to come," Mr Mundell said.

"We have lost R16-million in terms of tuition fees, and 16 million man hours in terms of labour.

"Our parents are 100 percent behind any strike action teachers intend to or would like to take," said Mr Mundell, "but it is not as easy as one thinks."

Dr Ken Hartshorne of the centre for Continuing Education said a statutory teachers body with sufficient teeth and clout to rescue the profession from the "mud" it had sunk into was the only short term solution to the crisis.

He said that the body should be involved in setting up a new Department of National Education which would:

- ① Become responsible for all universities in South Africa.
- ② Open all universities.
- ③ Assume responsibility for the technikons and apply the same open principle.
- ④ Develop a division for teacher education.

...sources in the profession have warned.

Politically conscious Afrikaans teachers felt strongly that they have been betrayed by a Government which they helped to power.

"The politicians are to blame for the tragedy of the teaching crisis," Mr Howard Harrison, headmaster of Rand Park Primary and a teacher for the past 22 years, said today after handing in his resignation to the Transvaal Education Department.

"I have little faith that the Government is going to do anything about the education crisis. If I knew that Parliament was certain to substantially increase the lot of teachers, I might withdraw my resignation. I feel most unhappy about leaving the profession."

Mr Harrison estimates his salary to be in the

Rescue op has saved Edenvale Hospital

By Bob Kenneagh
Medical Correspondent

A rescue operation has saved Edenvale General Hospital from possible collapse.

When Dr George Perling (54) became acting superintendent last month, he found a serious staff shortage, with nurses at breaking point.

Nursing staff had been steadily dropping. Last month the hospital had 79 nurses from a complement of 179.

Dr Perling is a pediatrician with 20 years experience as an executive in the meat industry, realised action was urgent.

Using his managerial experience in industry.

"This then became a critical "hold, stabilise and rescue" operation. I kept essential services going and gave priority to the casualty and outpatient departments, the maternity ward, the pediatric ward and the creche," he said.

The remaining staff were able adequately to serve 39 adult patients. Radiography was available during the day only and physiotherapy mornings only.

Priority was given to patients whose lives were in danger and those who could be treated only in hospital.

"We set in action a plan to discharge from hospital patients who had already been there for long periods and whose hospitalisation was not essential for recovery," he said.

This year the hospital had received no applications from student nurses.

Urgent appeal by doctors as hospital crisis worsens

175 (98) (95) (97)
STAR 5/2/81

8

early evening.

The fourth change would be to reform the curriculum by adapting it to the needs for health services of the nation or community. To bring about such a reform would require a great deal more information about the needs for health services than is presently

Medical Correspondent
The hospital crisis in South Africa is worsening.

Staff shortages are crippling, wards have been closed and medical standards have dropped.

Doctors are "very worried" about the situation but see no short-term solution.

Several major Rand hospitals, including the multi-million rand Johannesburg Hospital, are seriously short of nurses and radiographers.

Staff at some hospitals are working under pressure and are having difficulties coping with the work.

The situation has become so critical that doctors across the country have renewed their call for nurses to be given urgent and substantial pay increases.

The latest warning comes from Dr George

Perling, acting-superintendent of Edenvale General Hospital who said there could be a total collapse of the medical and nursing structure unless nursing conditions were improved immediately.

He said the nursing and paramedical profession should be paid fair and proper salaries.

Nurses shouldered huge responsibilities, including the saving of lives.

Dr Perling said hospital beds were being closed in different parts of South Africa but Edenvale General Hospital had been the first hospital this year to open beds.

A total of 18 beds were opened at the hospital yesterday and a further 50 beds could be used once renovations had been completed.

The nursing staff had increased to 120 including part-time nurses.

Calling for big pay increases for nurses he said working conditions for nurses had to be improved.

"Conditions must be improved to parallel those of other professions, especially with regard to shift work, night work and weekend work," he said.

Paper work had to be reduced so that nurses could devote more of their time to physical nursing duties.

Nurses' residences had to be brought into line with modern trends. Flats should be provided for higher qualified, single nursing staff.

Dr L Kalmyn, deputy-superintendent at the Johannesburg Hospital, said there was still a serious shortage of nurses.

Doctors from Grahamstown and Bloemfontein, writing in the latest edition of the SA Medical Journal appealed for dramatic increases in salaries.

It would introduce the student to health care team work and allow him contact with, and understanding of, the problems faced by non-physician practitioners and other paramedics. Both within and without the teaching hospital, students should be trained to

7

Negev, which aims at producing doctors who will serve a rural community has developed the following selection method 20. Firstly, it demands that a student obtain a University Pass at high school with B grades in at least two subjects. All such candidates then take a written psychometric examination at the end of which 300 candidates are interviewed for the approximate 150 posts. At the interviews the following characteristics are assessed:

INTELLECTUAL CHARACTERISTICS:

The capacity to master extensive and complex material, the capacity for self-learning, intellectual flexibility, problem-solving capacity, and intellectual curiosity.

VALUE CHARACTERISTICS:

The desire to assume responsibility for providing help to people in distress and interest in community health services, the desire to work in the Negev or elsewhere in the goals of the centre for health sciences.

PERSONALITY CHARACTERISTICS:

Personal integrity and honesty, empathy, interest in people, sensitivity to their suffering, emotional flexibility, tolerance of ambiguity, capacity for co-operation with others, humility, a clear stable self-identity and a capacity for enthusiasm.

It is still too early to know whether this involved and time consuming system will succeed. It is comforting to know, however, that the University of Cape Town has a standing sub-committee to examine the selection of students. Another possible change in the medical curriculum would involve the teaching of social sciences. I hope that from what I have said, it will be obvious that this change could only be for the better.

I have taken the liberty of including a third possible change, that is, the teaching of African languages. It is inexcusable that because of the language barrier, many of us are forced to practise medicine at the level of a veterinary scientist. The need for the inclusion of a course in African languages is highlighted by the fact that this year some 200 medical students have enrolled in a voluntary course in Xhosa, given during the lunch hour or

(1) some measure of payment by certain patients for treatment and medication, instances being the GDR, Poland and Romania; (2) direct charges for drugs: 30% of all pharmaceutical prescriptions in the USSR in contrast to 5% in the British NHS; and (3) the tolerance accorded private medical practice even though it is controlled by licensing and heavy taxation (Kaser 1976: Ch. 1).

IV Current problems of allocation and finance

This section will examine a few practical difficulties as well as theoretical issues in the production and delivery of services designated as health care. The distinction between practice and theory is a rather forced one given the peculiarity of the commodity and the social attitude towards it are arguably root causes of the deficiencies experienced in the sector. Nevertheless the division of topics is convenient for exposition.

There is a general consensus that cost escalation is visible and pervasive defect of health systems in rich countries. This has generated alarm and widespread talk of crisis. Medical care costs rose faster in the past one to two decades than the general price index. In the U.S., since 1960, "expenditures for health care ... increased at an annual rate of 12 per cent" (Klarman 1977:215), and in 1975 was 14 per cent (Marmor 1977: 73); "French expenditure on health care grew at an average annual rate of 14.9 per cent between 1963 and 1969, and the rate in West Germany of a similar period was 10.3 per cent" (Chester 1976: 70); Canadian inflation experience has been comparable in magnitude to the American with a rate of cost increase about one percentage point lower. Against this background the performance of the British NHS is said to shine like the proverbial good deed in a naughty world with relatively low cost increases: "roughly a third of the rate of inflation of Canada, Sweden, or the United States" (Marmor 1977:82).

It must be said that this is surprising and indeed questionable given the overall domestic price level's rate of rise in the U.K. being high by international standards. But I

Parents pay to keep teachers in the profession

By Carolyn Dempster
Education Reporter

Parents are "dipping into their pockets" to prevent teachers from leaving the profession — some paying as much as R300 a year to ensure their children will get a good education.

In the wake of the recent bureaucratic bungle of salary payments, a number of parent associations have resolved to establish trust funds for the benefit of the teachers.

In terms of the Education Ordinance however, it is illegal to supplement teachers' salaries in any direct way.

"But parents who are willing to contribute monies to a trust or relief fund, as it has come to be known, can use the fund in three different ways," said Mr Peter Mundell president of the Transvaal Teachers' Association.

① "They can pay teachers for any services rendered

outside of school hours, over weekends or for coaching sessions. This is subject to the permission of the headmaster.

② "They can utilise the fund for housing loans for teachers or buy houses and rent them to teachers at a nominal price.

③ "Incidental assistance would cover financial grants for study trips, book loans, transport subsidies and general school programmes."

VOLUNTARY

Potchefstroom Boys High School is at present establishing a trust fund, and all parents are invited to contribute.

"This is a purely voluntary move on the part of the parents, and nobody is obliged to contribute to any fund," emphasised the headmaster, Mr Hugo Ackerman.

"The idea came from the parents, was discussed at a PTA meeting and is in the process of being finalised," he said.

At Rand Park Primary School, the resignation of

the principal Mr Howard Harrison has caused consternation among parents of the 650 pupils.

Mr Richard Darley, chairman of the School Committee said the parents were determined to establish a trust fund.

"Ours is a unique problem," he said. "We live in the golden city where salaries offered by commerce are, and will remain much higher than teachers' salaries.

"Even if the teachers do receive a boost, it will probably not even cover the inflation rate, and that is why we are going to have to do something ourselves," he added.

Most parents regard the fund scheme as a long-term advantage. "Rather we should pay a nominal sum now, than have to send our children to private schools," said a Sandown parent, who did not want to be identified.

The trend towards the "trust fund" began last year and according to Mr Mundell, one school has raised R50 000 in less than seven months.

novelty for hospitalization which has proved the single most inflationary cost component, and for a form of means test. But this is not widely proposed. In fact patient's cost shares and threshold prices, or co-payments and deductibles in the American terminology, have been criticised on allocative as well as distributive grounds. (a) Payers are ignorant

175 (175) STAR 6/26/51

Johannesburg Hospital hit by 'terrible' nursing crisis

By Bob Kennaugh
Medical Correspondent

Doctors fear the multi-million rand Johannesburg Hospital is being brought to its knees.

Several Rand hospitals — including the Johannesburg and Far East Rand hospitals — are seriously short of nurses and radiographers and services are stretched to the limit.

Over the past year hun-

dreds of beds in major hospitals across the Reef have been closed and few have been reopened.

Johannesburg Hospital has been one of the hardest hit. A doctor told The Star: "The shortage of nurses is critical. It is terrible. There is an acute bed shortage; basic X-ray procedures, for example chest X-rays, are being delayed and the number of specialised radiographic

procedures reduced. Doctors are angry and disheartened and the morale of nurses is low."

Another doctor said it would be almost impossible to maintain routine services unless a solution were found urgently. "Already doctors have been asked to limit the number of X-ray requests."

He added unless more beds were opened it was certain that patients who required admission would have to be treated at home.

"Casualty officers are expressing concern about the legal implications of the crisis. Will they receive indemnity from responsibility if they are forced to send patients home owing to the lack of nurses?"

Dr Neville Howes, Johannesburg Hospital's chief superintendent, confirmed today the hospital had a serious shortage of nurses and radiographers.

"Nurses and radiographers have been very cooperative. They are doing their best under pressure. A solution is not in my hands. I do not determine salaries," he said.

SURVEY

Some radiographers at the hospital are threatening to quit unless they are soon given substantial salary increases.

A survey by The Star shows the Far East Rand Hospital has a 40 percent shortage of trained nursing staff and a 60 percent shortage of unskilled staff, including student nurses.

A spokesman said the hospital was a year ago forced to close 100 beds which have not been reopened. "There is also a big turnover in clerical staff," he said.

Both the J G Strijdom Hospital in Johannesburg and Pretoria's H F Verwoerd Hospital have filled about 70 percent of their nursing posts.

Teacher crisis: Don't vote

By Carolyn Dempster
Education Reporter

Nat — PTA

The Government has lost the votes of at least 1 000 Krugersdorp parents in the coming election as a direct result of the teacher crisis in the Transvaal.

In a motion unanimously passed by the Parent Teacher Association of Townview High School, Krugersdorp, last night, the parents slammed the Government for its

handling of the teaching crisis.

"We, the parents of Townview High School, note with alarm that Parliament has passed a vote of confidence in the Government.

"We would state that we have no confidence in the ability of the Government to provide an ade-

quate standard of education for our children.

"As a result, we consider it a disloyalty to our children and to our country for any parent to vote for a member of the present Government in the forthcoming general election," the resolution stated.

The PTA secretary, Mr B Cole, said: "We are going to ensure our deci-

sion is felt at the highest possible levels."

In the meantime, a number of teachers throughout the Transvaal still have not received their January pay cheques — or were underpaid.

A spokesman for the Transvaal Education Department said only "a relatively small percentage" of teachers were affected due to an acute administrative staff shortage at the TED offices in Pretoria, especially in the salaries department.

"At times we have up to 80 vacancies," he said.

to appoint the Miners' Phtthisis Commission on 19 December 1902. (42) The first official intimation regarding the high mortality resulting from silicosis was revealed in the Report

These drills produced more vibrations than the miners to a far greater extent — that is a rapidly increasing their probable quick death at a rate produced by airshaft and the air levels. Furnaces at the bottom of shafts, particularly for fact, some of the shafts as late by diffusion hazards were exacerbated virtually

proficient overseas contractors to of Africans they greater fathomage stipulated time they in oblivious of the purses lined with (40) The cut and exposure to nitrous in vogue by 1915, he face, and then ed. Within half from the initial complete the illing. (41) the new British missioner of South and what led him

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of the Government Mining Engineer for the year ending June 1902. This report stated inter alia that 225 (16,7 per cent) of the 1 357 rock drillers who had previously been employed on the mines 'were known' to have died between October 1899 and January 1902. These figures indicated an annual average death rate of 7,5 per 100; and it is suggested that improved ventilation measures should be incorporated in the new mining regulations currently being drafted. (43) This report prefaced six months earlier by the half-yearly report of the Government Mining Engineer of December 1901 — had also demonstrated a high fatality rate, particularly amongst rock-drillers, and Hugh Weldon, the Acting Mining Engineer, suggested that blasting regulations should be framed which would prevent miners returning too soon to the face after blasting, and before the 'noxious fumes had been dissipated'. (44) Despite the report and General recommendations, the mining regulations which came into effect in August 1903 were practically identical in substance (particularly those connected with health methods underground) to the 1898 laws of the South African Republic. (45) Even a recommendation concerning ventilation (the amount of air per cubic foot required) incorporated on the suggestion of the Miners' Phtthisis Commission, was one identical to that of 1898. (46)

South African medical authorities claimed that the mortality statistics caused Milner to appoint the Miners' Phtthisis Commission. (47) Such a view may be only partly true and it is likely that other pressures were brought to bear on Milner for the appointment of such a commission. Sir Thomas Oliver, a British physician famous for his investigations into occupational diseases, claimed that his article in the Lancet of 14 June 1902 was the determining level. (48) In this article he exposed the destructiveness to 'human life' of the Transvaal gold mining industry and urged the necessity for introducing better ventilation, wet-drilling methods and alterations to the existing mining regulations. He based these observations on his personal experiences in the colliery districts of Northumberland where he had witnessed the deaths of a large number of miners who had returned from the Transvaal to their homes during the Anglo-Boer war. He also dispelled the popular misconception that residence at coastal or damp and cold places caused the rapid onset of the illness resulting in death. (49)

I'm hamstrung, State cash wate

175
10/2/81

By Peter Sullivan, Political Correspondent
Cape Town

The Auditor-General has warned the Government that the serious shortage of staff in the public service is preventing him doing his job properly.

Mr W G Schickerling has told Parliament that the lack of trained staff is affecting his department to the extent that audits of the State's accounts "can scarcely be regarded as adequate."

His complaint follows reports of a crippling shortage of nurses, teachers, policemen and public prosecutors.

The entire public service appears to be understaffed and Opposition politicians have already labelled the situation a crisis of disastrous proportions.

In part one of the report of the Auditor-General for the financial year 1979/80, tabled in Parliament yesterday, Mr Schickerling says: "Owing to the serious shortage of trained staff, certain aspects of the work cannot receive the necessary attention."

"Audit tests have already been curtailed to such an extent that further curtailments are virtually impossible and there are certain aspects in respect of which the auditing can at present scarcely be regarded as adequate enough to verify the soundness and correctness of the accounts concerned."

Out of a total of 612 posts on the authorised establishment of his department as at October last year, only 394 were filled by permanent staff.

There were 44 temporary workers and 50 working part-time, leaving 124 posts vacant.

The Auditor-General says he has already informed the Commission for Administration about the staff position.

Controls

Progressive Federal Party spokesman on State administration, Mr Brian Goodall, MP for Edenvale, said yesterday the coming election would give the electorate an ideal opportunity to express its opinion about the inefficiency of the bureaucracy.

"Often teachers do not receive salaries on due date. The same applies to Citizen Force members. Provincial hospitals are

R20,6-m overspent by State departments

Political Correspondent

Unauthorised expenditure totalling R20,6-million by State Departments — mainly Health and Defence — has been reported by the Auditor-General, Mr W G Schickerling.

In part one of his report to Parliament, he said the Department of Defence was R8 064 514,07 over its budget and that this was unauthorised expenditure.

The Department of Health had exceeded its budget by nearly R10-million in unauthorised expenditure.

The Department of Forestry had spent an unauthorised amount of nearly R2,5-million.

Reporting on the financial year 1979-80, the Auditor-General said the accounting officer of the Defence Force explained the excess as a result mainly of increased air transport to the operational area, increased rail tariffs, and unforeseen price increases for fuel.

The Auditor-General said the figure included R289 901 paid to transport troops and R206 203 paid to two firms during 1978-79 for troops' transport.

"The Treasury and the

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10/21/84

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State Lender Board are understated.

"Recent disclosures about administration boards show a remarkable absence of those financial controls considered imperative in most business concerns.

"I am amazed to find the control procedures which I automatically came to accept in the business world, do not seem to apply in the public sector."

Mr Goodall said the inefficiency and incompetence was often accompanied by arrogance, and voters should register their disapproval "of the way the ruling Nationalist regime in the Transvaal has allowed teaching and nursing to degenerate to the state it is in."

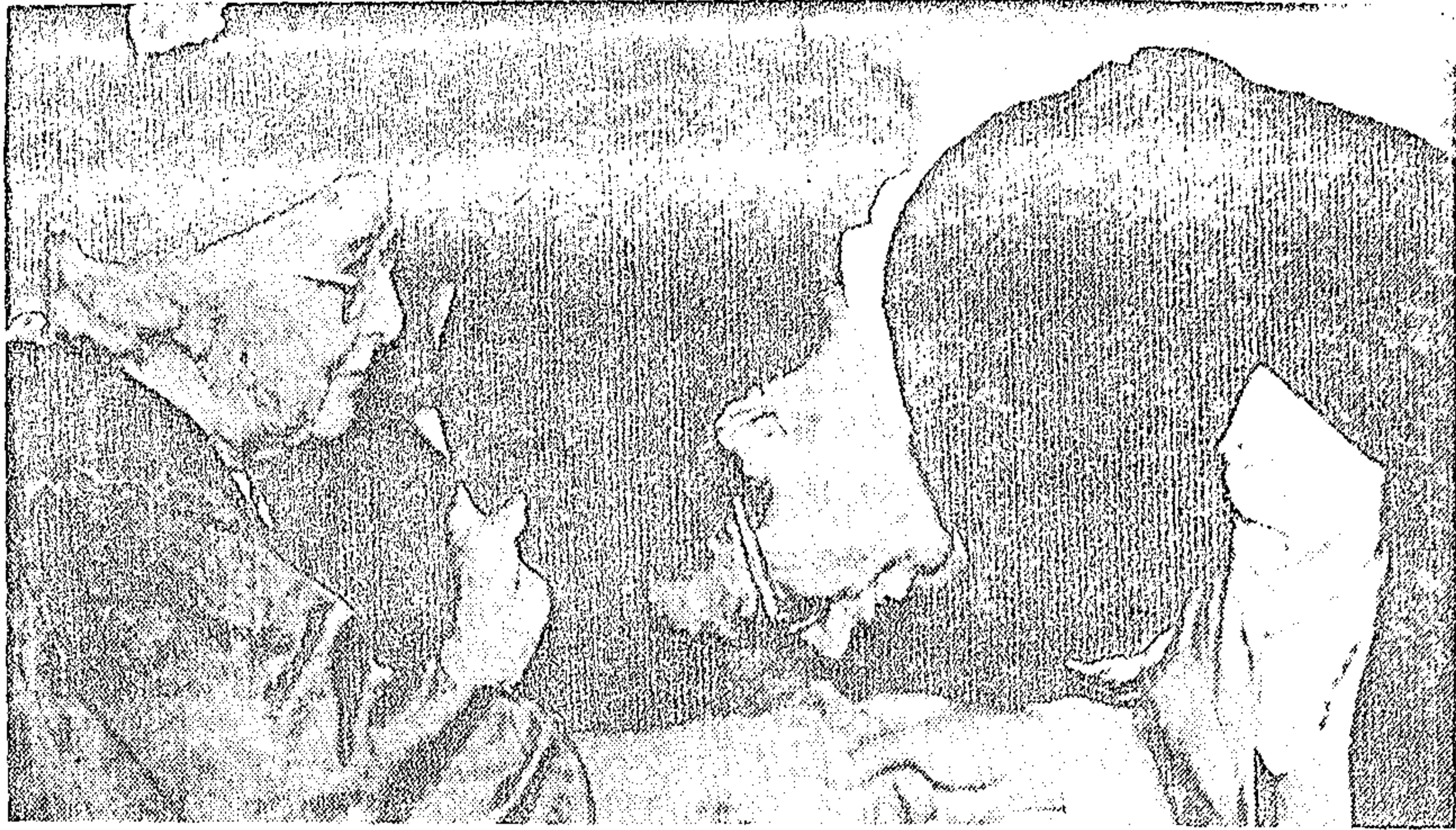
● Briefing — Why SA has a manpower crisis.

The Department of Forestry's accounting officer said his department's excess of R2 447 775 was due to increased transport costs, unforeseen price increases in stores, fuel and plant hire charges, and more contract work being given out because of a shortage of artisans.

The Department of Health's accounting officer explained the R9 912 359 excess in his department was due mainly to "provisions derived from estimates based on erroneous available information and an increase in costs of stores and services."

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THE Chancellor of UWC, Professor Erika Theron, confers the BSc degree on John Small, son of poet Adam Small.

W. August 2/15 *275* *257* *195* *231* *W. August*

Boycotts pose teacher crisis

Education Reporter
THE country may never recover if the disruptive effects of the schools boycotts were repeated in an already desperate teacher-supply situation, the Rector of the University of the Western Cape, Professor R E van der Ross, said today.

Professor van der Ross was speaking at the graduation ceremony.
He said there had been a shortage of quality teachers in the past, and the problem would get worse before it became better.
The university recognised that students had

been 'starved of a good education' and had introduced computerised education which retraced much of what should have been learnt at school.
Professor N E Wichahn, chairman of the Wichahn Commission, said that in the Roman empire at its height, there were people

who also refused to make their own beds, relied on the labour of others and who perhaps also even left the care of their children to other races.
Graduands should have the responsibility to pull their weight seriously.
Professor Wichahn said that under the new labour and industrial systems, the maintenance of peace fell more and more on the shoulders of the individual employer and employee.

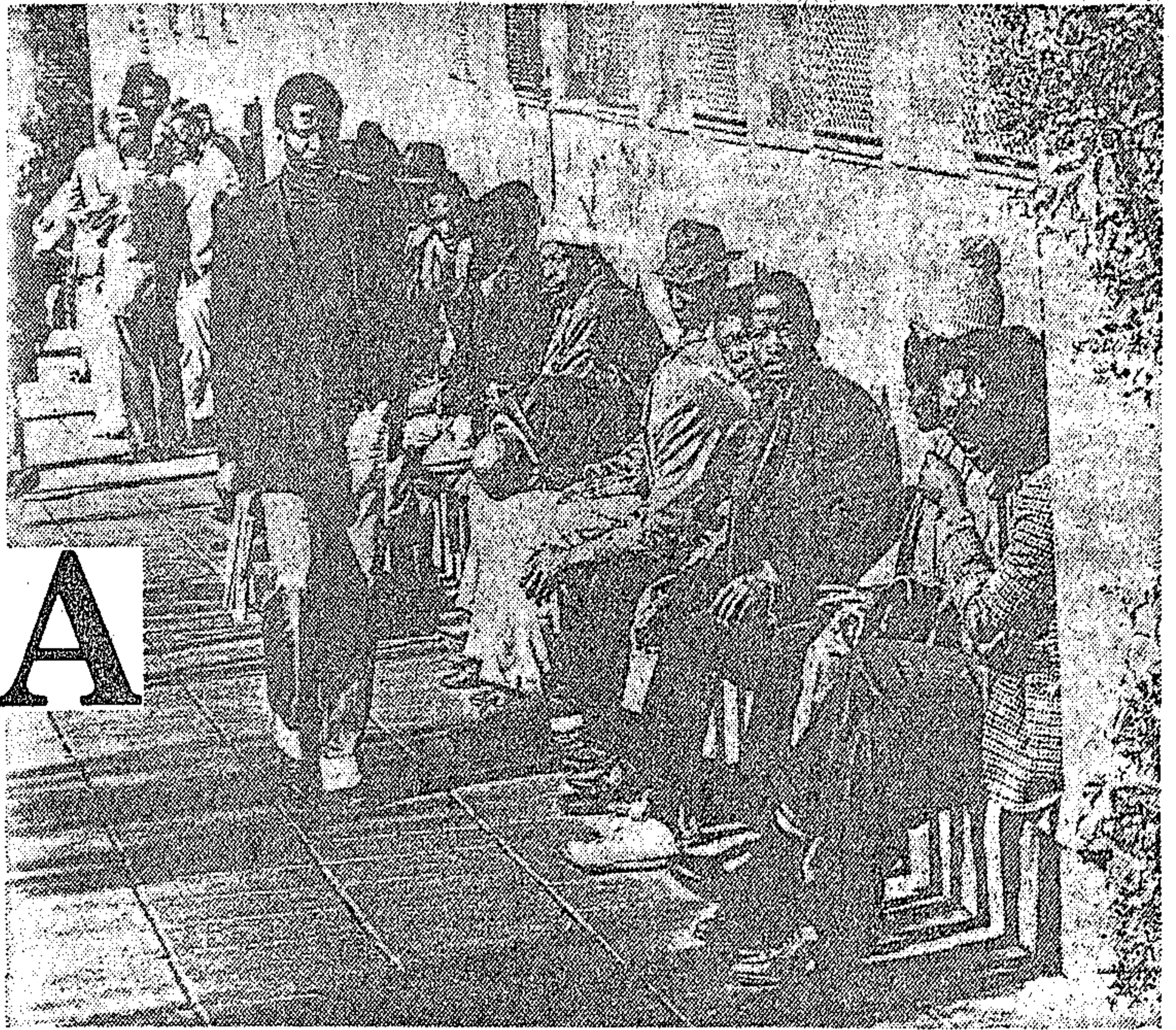
More than 300 students received degrees and diplomas.
About 200 others did not receive certificates as they were unable to complete their practical teachers' training because of the boycott.

Four students were awarded degrees with honours.
They were Jacobus Carnow, BA cum laude; Donald Muller, BA Social Work cum laude; Cyprian Martin, BEcon cum laude; and Andrew Phillips, BTheology cum laude.

One-third of South Africa's white population is in the civil service — and it seems that is not enough. Key Government services are struggling — close to disintegration — because of personnel shortages. MARION DUNCAN looks at the reasons, and possible solutions.



Mr Ralph Parrott



South Africa is in the middle of a major manpower crisis, which is the result and cumulative effect of years of racial discrimination.

This is the diagnosis of one of the country's most experienced personnel consultants and a member of the National Manpower Commission employment services committee, Mr Ralph Parrott.

Mr Parrott was interviewed against a background of massive black unemployment on the one hand, and an increasing shortage of key white personnel (particularly in such essential Government services as teaching, nursing, the police force, and the law courts) on the other.

'SA asked for this'

"There is no one reason for this crisis" he said. "It is the inevitable result of the racial structure of the country's economy.

"South Africa has asked for this for years and years and years, and now it has got it."

Tracing the development of the country's manpower situation, Mr Parrott stressed that both Government and the private sector were dependent on the white worker to fill vital posts at all levels.

"This has now backfired. Firstly, there are just not enough whites to go round any more. Secondly, there is a tremendous movement in the job market among whites, who actually move at a rate far in excess of what should be

Why SA has a manpower crisis

175 STAR
col/4

possible in any normal economic situation.

"Thirdly, productivity in this country is enormously low — partly because whites have not had to compete in a totally open employment market and partly because managements have paid too highly for the results their workers have achieved."

Whites almost always top

All this, said Mr Parrott, had combined to produce a structure where whites were almost always in top or well-paid positions and blacks were most usually lower down or not there at all.

"It is because we have been so bad in not training blacks that we find ourselves in this manpower crisis situation."

As an example, Mr Parrott used the nursing profession. He said that if there should be 12 nurses on duty and there were only five, the seven others should be black. "There is no reason — other than bigotry — why this should not be the case."

He said: "I am chairman of JOBS, the Johannesburg Organisa-

tion to Boost Selfhelp. Among other things we run a black employment agency. To prove my point, let me give you some figures from the agency for the last eight months.

"During that time we had 5 600 blacks apply for work, and 1 700 people phoned us wanting blacks to fill jobs. In that same period we actually employed, to our knowledge 564 blacks.

Only one in 10 placed

"What am I saying? That out of all the blacks who came to us we were able to place only one in 10, and out of the jobs offered we were able to fill fewer than one in three. The remaining two out of the three could not be filled because blacks do not have the skills.

"So what do we need? We don't need a northern suburbs housewife giving us jobs for gardeners. We need commercial and industrial undertakings to give us these jobs for some poor chaps who are going to start as low as they can and who are going to train up.

"If every damned firm in this town had trained three or four blacks this

way over the last few years, we would have had a completely different ball game now."

Mr Parrott said the situation could not be blamed totally on Government.

"Private sector has been all too quick to lean back and blame Government. For years they were right. But today, private industry is just not grasping the nettle, because it is a nettle. But it is there for the grasping."

On the "brain drain" from civil service to commerce and industry, he blamed poor Government salaries and conditions of service.

"It is terribly difficult for these people (civil servants) to resist the pull of a lot more money — and I am talking about a lot more money, not just a little more. It is very difficult, and requires enormous dedication. People need hard cash these days, and that's all there is to it."

He gave three examples:

- a friend in the police force, with a wife and three children, who earns R350 a month;
- an honours graduate, qualified teacher who works three to four months a year as a spray

painter and who earns in that time the equivalent of his year's teaching salary;

• a first-year nurse in Groote Schuur who earns R170 a month, and her friend who did not matriculate but who went to business school and got her first job — with no experience — at R350 a month.

Said Mr Parrott: "I just do not think that the Government can any longer afford to ignore the fact that a man is ultimately worth what he gets, and what he gets is a figure arrived at by the interaction of supply and demand for his services.

Underpayment, underproduction

"Government underpays. The people underproduce. It is a vicious circle, because then Government thinks it needs more people."

He said, too, that the "Motivational aspect" of Government was unsatisfactory: that people felt they had better chances of promotion if they did not show initiative or individualism.

It therefore followed that people would move to private sector opportunities.

But, he said, commerce and industry had been "grabbing anyone" over the past year or so, without selecting carefully. "It remains to be seen just how well all these civil servants will perform in the high-pressure private sector."

There was no doubt that the recent economic boom had accelerated the movement out of Government service. "But it was bound to come anyway.

Refusing to train blacks

"And yet Government still refuses to employ blacks and train them up. It prefers to import whites from overseas at inflated salaries."

Mr Parrott said he was "appalled at the spiralling of salary levels over the last few months" (in the private sector). "I do not know how long it can last. Sooner or later a lot of people will find that their receipts are not keeping enough ahead of their outgoings.

"Private sector has been grabbing anyone it could get, and often paid too much for what it got. It bodes badly for the future. We are expecting a recession — it has been forecast. When it comes,

a lot of people, a lot of companies, are going to suffer.

"I am afraid that when it does come, Government will use it as an excuse to entrench its present employment policy. That will only mean worse problems in coming years, and I don't know that the country can afford them."

WOMAN POWER

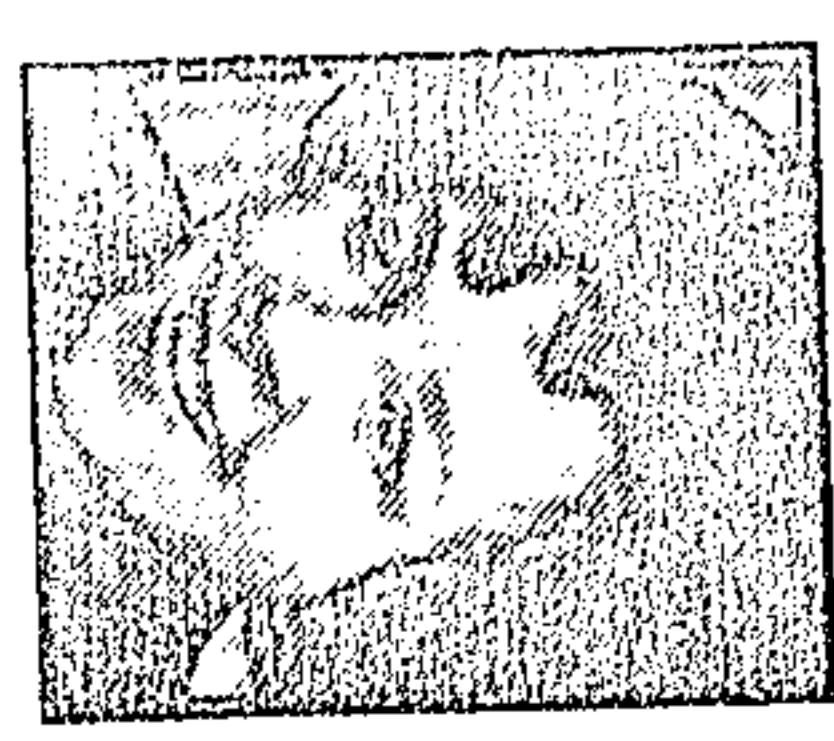
Figures showing the additional requirements to our labour force by the year 2000 reveal that twice as many women as men of all races will

be needed. A gathering of women is being planned to deal with this problem, reports S.F. GARRETT.

Responsibilities to the call for action



VALIA KIRKPATRICK — "Women must have positive suggestions to make."



VALERIE BURGM — "Women need to go into trades and professions that are male dominated."

“It's up to us to fill the gap”

One of the largest gatherings of "womanpower" ever seen in this country will be held in Johannesburg April.

"Womanpower in Action" is the name of a think tank envisaged by a committee operating under the aegis of Manpower 2000 which is committed to finding a solution to the shortage of skilled labour in this country.

Top women of all races and creeds from South Africa's leading organisations will be invited to attend the gathering. For some time now leading lights in the world of business and politics have been complaining about the manpower shortage, and the Womanpower committee's primary

concern is to do something about relieving the situation.

The present economic boom means that women are needed in jobs for which they have traditionally not been keen, or even been encouraged, to receive training. These include jobs that range from mechanics and plumbers to the areas of engineering, computers and chemistry. One of the committee's aims is to get schoolleavers to look at careers that until now have been the male preserve.

"During World War 2 thousands of South African women were fitters and turners from sheer necessity. Today we have a real problem in that we don't have the basic technical manpower necessary to keep alive our future commerce and industry," said Mrs Valerie Mickleburgh, marketing manager for Total SA and a member of the Womanpower committee.

"Therefore we need to motivate women to go into trades and professions that are male dominated. For

example, if you have a daughter who is dex-trous and is not academically minded, "why not suggest she become a motor mechanic" asked Mrs Mickleburgh.

"Womanpower in Action will present a fresh look at the situation of women in the market place," said Mrs Velha Kirkpatrick, chairman of the Womanpower committee. "We will have new women speaking there. It will not be a gripe session, but a concerted effort to find solutions to this manpower problem."

Women who attend must have positive suggestions to make," she added.

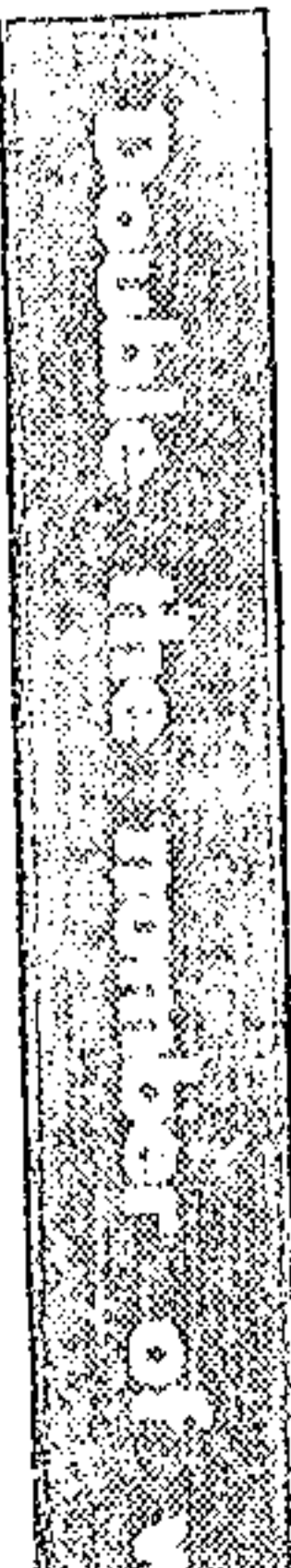
The Womanpower committee, which operates on a national level, has several aims, among them: Giving publicity to already identified areas of genuine discrimination against female employees whether by law or common practice. Trying to influence changes in such laws and practices. Assisting in the establishment of training or re-training centres outside the formal educational institutions, to enable women to enter (or re-enter) the labour market. Considering ways of alleviating employment problems, which are specific to married women and mothers. Creating an awareness among employers of the largely untapped pool of potential employees among their women workers. Persuading employers to take positive

steps to encourage employment of, and training for, women in more skilled and responsible jobs.

Mrs Elisabeth Bradley, also a committee member and a director of Wesco, said that questions speakers at the "think tank" would try to answer would include: Why does South Africa have both a manpower shortage and serious unemployment? How can women who are not employed

outside their homes, help women who want to be?

The Womanpower gathering is to be held at the Johannesburg Country Club on Tuesday, April 21. The committee is anxious that no interested women's organisations are left off their invitation list and would



Figures given to a Manpower 2000 conference in Pretoria show how desperate the need is for women to enter our 20 years. The following additional labour will be needed by the 20 years: 275 000 white males, 576 000 white females, 831 000 black, coloured and Indian females, 2 375 000 black, coloured and Indian females. These figures show that double the number of women men.

Public Service hit by big flood of resignations

57m
175
250

Flood of resignations
57m
175
250

Labour Reporter

The Public Service will continue to deteriorate through resignations unless the Government's mini-budget on Monday offers better salaries and working conditions.

This warning came from the ranks of public servants who are increasingly dissatisfied with their employment.

Yesterday the annual report of the Post Office for 1979-80 was tabled in Parliament and showed that 22.5 percent of full-time staff — 17 204 officials — had resigned.

The general-secretary of the Postal and Telegraph

Association, Mr D P Coetsee, warned today the drainage would continue unless the Government granted a reasonable grade of salaries for April 1.

"If the grade is more or less what people received last year (an average 10 percent) then the drainage will continue," Mr Coetsee said.

The deputy-general manager of the Public Servants' Association, Mr J C Olivier, said the association was very concerned about staff in public service.

"We are hoping the budget will see we get our staff back," Mr Olivier

said.

The Public Servants' Association has 44 000 members.

Mr Coetsee said the staff shortage in the Post Office was largely due to non-competitive starting and lower grade salaries.

He said many Post Office staff worked 42 hours a week compared to 40 hours in other sectors of the public service.

This was spread over five or six days each week.

"The career of clerk isn't attractive enough," Mr Coetsee said.

Mr S F van den Berg, secretary of the Johannes-

To Page 3, Col 3

from page

burg Municipal Employees' Association, said there had already been a high rate of resignations in the municipality.

"No doubt there will be a flare-up of feelings if there are no substantial increases announced on Monday," he said.

In the Post Office's annual report it stated that between 35 and 45 percent of posts should be filled by males but currently only 27 percent of certain posts were filled.

The chief Opposition spokesman on the Post Office, Mr Alf Widman, said today he was shocked at the Post Office's annual report.

"The staff of the Post Office does not fall under the Public Service Commission and it is up to the Post Office to see it retains its employees by paying livable wages and by giving sufficient incentives to the employees," he said.

● Page 7: PO rates to go up due to R56-million losses.

11/2/81 STM
Nursing crisis worsens
at Rand hospitals

175

The shortage of nurses and radiographers at some major Rand hospitals is critical. Johannesburg Hospital has filled only half its full-time nursing posts and other hospitals are seriously short of staff.

Hundreds of beds have been closed, medical units reduced, basic X-ray procedures delayed and specialised radiographic procedures cut back.

Johannesburg Hospital's chief superintendent, Dr Neville Howes, said today the hospital was short of 1 091 nurses and 29 radiographers.

He said 31 newly-

qualified radiographers had resigned. Twenty-one had new jobs at private nursing homes, in commerce and industry and overseas. The rest were remaining in provincial hospital service.

Dr Howes disclosed that:

• The hospital had filled only 76 of the 120 student radiography posts.

• About 128 beds were closed last December and the post operative surgery ward was open only when staff were available.

• Medical units had been re-organised and the number reduced from five

to four and only 1 206 of the 2 297 nursing posts had been filled.

The acting superintendent of Edenvale Hospital, Dr George Perling, said he was "confident the salaries issue will come right."

"I wouldn't be doing all this re-organisation of the hospital if I didn't believe that," he said.

He added that his hospital, contrary to most, had opened 37 new beds recently and was up to complement with staff.

"We've got no crisis. We're admitting all the

To Page 3, Col 7

STM
Nursing crisis
from page 1

patients we have to and we are formulating an expansion programme for the future.

"We're holding our own with radiographers and the spirit and morale of the staff is fantastic," said Dr Perling.

"They are extending themselves beyond what I thought was humanly possible. It is the fact that we are all working as a team that makes us have hope for the future," he said.

Dr Howes said 54 registered nurses had resigned since last November. He said the hospital had 530 trained nurses, 548 students, 111 part-time nurses and 280 volunteers.

He has previously admitted that nurses' salaries were inadequate and that differentiated pay scales and inconvenience compensation should be looked into.

The Far East Rand has a 40 percent shortage of trained nurses and a 60 percent shortage of unskilled staff, including student nurses. A year ago the hospital closed 100 beds which had not been reopened.

Savings for State from staff shortages

175

ARCUS 11/2/81

~~250~~

Parliamentary Staff

THE serious staff shortages in the public service has been borne out by the State's substantial salary savings.

The savings formed part of the R104-million surplus reflected in the Auditor-General's report on the Government's spending for the 1979-80 financial year.

Tabled in Parliament yesterday, the report listed several instances where departments had to surrender surpluses as a result of salary savings.

The reasons given in most cases were that new posts and existing vacancies could not be filled. In some cases this was said to be due to the non-availability of suitable candidates.

In the Department of Education and Training, staff shortages were partly responsible for a R708 358 saving.

The police department saved R776 243 on free uniforms because recruiting was not as successful as expected. It also saved R534 756 because, as a result of resignations, fewer members made use of medical benefits.

In the Department of National Education, vacant posts and posts not suitably filled were partly responsible for a R3 137 624 saving.

The same applied in the civil aviation section of the Transport department where R1,163-million was saved partly as a result of staff vacancies.

NEWS PAPER CRISIS JOE PARED

RDM 11/2/81

By HELEN ZILLE, Political Correspondent
HOUSE OF ASSEMBLY

THE extent of the crisis in government was further exposed yesterday by the disclosure that the Post Office lost almost a quarter of its full-time staff during the last financial year.

This was revealed in the report of the Postmaster-General, Mr H O Bester, tabled in Parliament yesterday.
It showed the Post Office lost 17 204 full-time officials in 1979-80 — an exodus of 22.5% of staff and 2 167 more than in the previous year.

The report warned: "Unless there is a drastic and sustained improvement in the position with regard to clerical staff, serious problems are foreseen in the filling of higher graded and management posts in the future."

It follows hard on the heels of the report of the Auditor-General, Mr W G Schickerling, in which he warned that the serious staff shortage in the public service was preventing him doing his job properly.

Mr Schickerling told Parliament the lack of staff and staff was hampering his department so much that audits of the State's accounts "can scarcely be regarded as adequate".

The revelations of critical staff shortages in these two departments pile on reports of a crippling shortage of nurses, teachers, policemen and public prosecutors.

The severe staff shortage has manifested itself throughout the public service, and the Opposition has described the situation as "a crisis in the administration of the country".

The inability of the Post Office to attract and retain male clerical staff was ascribed to low salaries, pri-

preference for technical rather than clerical work.

Mr Colin Eglin, Progressive Federal Party MP for Sea Point, said the reports of the Postmaster-General and the Auditor-General provided further evidence that the deficiencies in State administration and control had reached crisis proportions.

"When one takes the serious shortage of staff in the Post Office, the Auditor-General's Department, in nursing, teaching and the police, one gets a picture of the overall crisis in administration in South Africa under the Nationalist Government," Mr Eglin said.

"An urgent remedy must be found.

"At the very least, the vast number of civil servants who are engaged in unproductive bureaucratic procedures, or in trying to make wasteful ideological policies work, should be transferred from those departments into others which can contribute to efficient government."

He noted that the Krambus commission inquiring into the information scandal had recommended the extension and improvement of audit procedures.

"Two years after this, Mr Eglin said, the Auditor-General was saying he faced such a critical staff shortage that "certain aspects of the auditing can at present scarcely be regarded as adequate enough to verify the soundness and correctness of the accounts concerned".

"South African taxpayers, who entrust vast sums of money to the Government each year, have every right to be concerned," Mr Eglin said.

"The information scandal showed how, when the audit control is inadequate, the rot sets in."

The severe shortage of auditing and Post Office staff was a small part of the overall administrative collapse under the National Party's rule, Mr Eglin said.

The near-collapse of the teaching, nursing, police and justice staff showed how far the breakdown in public administration had spread.

... and Jo'burg Hospital has to close 5 wards

RDM Staff Reporter (175) 75
11/21/81
THE multimillion-rand Johan-
nesburg Hospital has been
forced to close five wards
because it has only half the
nurses it needs.

The superintendent, Dr Neville
Howes, disclosed yesterday
that the hospital was short
of 1 091 nurses.

He revealed that:

- Only 1 206 of a the 2 297 nurs-
ing posts at the hospital
were filled;
- There were 72 vacancies in
the hospital's radiography
department. At present,
there are 105 radiographers;
- All 31 radiographers who
graduated in January had
resigned;
- 54 registered nurses had
resigned;
- The hospital has a crucial
shortage of clerical
personnel;
- Five wards (128 beds) have
been closed, and the post-
operative surgery ward is
manned only when staff are
available;
- The five medical units have
been reduced to four. (One
unit consists of two wards.)

Dr Howes' disclosures come a
week after two other Reef
hospitals outlined their staff-
ing crises, and one superin-
tendent warned that there
could be a total collapse of
the medical and nursing
structure in South Africa if
nursing conditions were not
improved immediately.

Dr Howes said there was a
major shortage of student
nurses and nursing assis-
tants at the Johannesburg
Hospital.

"Some departments have to be
manned day and night, and it
is understandable that some
people do not want to work
such hours," he said.

The staff consists of 530 trained
nurses, 548 students, 111
part-time nurses, and 280
volunteers. Of a total of
2 297 nursing posts, only
1 206 are filled.

"This means that 52% of the
fulltime posts are filled, and
there are 111 part-time
nurses," he said.

☐ To Page 2

Nursing shortage closes wards

☐ From Page 1

"The closure of the one of
the five medical units was part
of our rationalisation process.

"Emergency cases are ad-
mitted to the units — where
fully-trained staff are in atten-
dance. Patients would not get
the same attention in ordinary
wards. If staff are not avail-
able, cases are referred to oth-
er hospitals."

Dr Howes would not com-
ment on nurses' salaries, but
said some deserved to be paid
as much as doctors.

"Nurses' salaries are not
competitive. There is a need to
look at differential pay for in-
convenient hours such as over-
time, weekend and night
work."

He called on the people of
Johannesburg to involve them-
selves in the hospital.

"We need support and assis-
tance to run your hospital."

RDM 12/2/87

Govt 'entirely to blame' for staff shortage

~~250~~ (175)

By HELEN ZILLE
Political Correspondent

CAPE TOWN. — The Government had to bear full responsibility for the near breakdown in the country's administration and could not blame the economic boom for the critical staff shortages in all essential services and departments, Mr Colin Eglin (PFP Sea Point) said yesterday.

Mr Eglin was commenting on the crippling shortages of nurses, teachers, policemen, public prosecutors, the staff of the Auditor-General and the Post Office — a situation the Opposition has described as "a crisis in the administration of the country".

Some Government spokesmen have attributed the near collapse to the rapid expansion of the economy during the boom, which they say has resulted in severe staff shortages in all departments.

Mr Eglin dismissed this reason as "ridiculous" and added: "This Government must be the only one in the world capable of turning a boom into a crisis.

"Had it not been for the Government's lack of forward planning and short-sighted education and training policy, this crisis would not have occurred," he said.

Mr Eglin urged three "ur-



MR COLIN EGLIN
... 'Govt reason ridiculous'

gent steps" to halt the sliding situation:

- An overhaul of the entire education and training system — "not merely the increase of teachers' salaries, however important this may be".

It was vitally important to expand and upgrade educational facilities for all throughout the country.

- The transfer of "vast" numbers of civil servants from non-

productive jobs to productive jobs in understaffed departments.

"There are far too many civil servants involved in bureaucratic, red tape jobs or in trying to make unworkable ideological policies work. Some of these should be transferred immediately to the understaffed departments.

- Training of citizens of all races to work in the public service.

"It is crazy that there should be a shortage of staff in the civil service in a country in which the talents and potential ability of the vast majority of the population is not being used.

"I believe it is imperative that the civil service should be opened to citizens of all races on the basis of qualification and merit," Mr Eglin said.

The proliferation of departments along racial lines was also extremely wasteful and could only aggravate staff shortages.

"Take education. There the country has to support racially divided departments, at national and provincial level.

"One department of education would enable significant staff rationalisation and ease the shortages in other spheres," Mr Eglin said.

Nursing shortages: Police tactics emerge

RDM 12/2/81

175/2/11

PRETORIA BUREAU

TRANSVAAL hospitals have an overall nursing shortage of nearly 25%, the Administrator, Mr. Willem Cruywagen, revealed in the Provincial Council yesterday.

And the Progressive Federal Party leader in the council, Mr Douglas Gilson, warned that unless the coming pay rises, were adequate, the PFP, would have to review its attitude to protect action by professionals.

Mr Cruywagen submitted statistics to the council which showed that the hard-hit Johannesburg Hospital had severe shortages of administrative staff as well as medical and nursing personnel.

Replying to a question from Mrs Irene Menell (PFP Houghton), he said only 8 000 white nursing posts of the Province's total establishment of 12 169 were filled.

The black nursing situation was more satisfactory. The establishment is 11 637, with 10 195 posts filled.

But only 778 of the 1 340 coloured and Indian nursing posts were filled.

The overall provincial total is an establishment of 25 193 — but only 18 974 nurses are in service.

Replying to a question, Mr Cruywagen said that at present salary levels it would cost R7 023 284 to eliminate the racial pay gap.

Speaking in the Part Appropriation Debate in the council yesterday, Mr Glynson stated:

ince for years of neglect while the education and hospital crises "crept on them".

Unless the rises announced in Parliament next week were substantial, exceeding the inflation rate, the situation could only worsen.

He warned the council that unless satisfactory increases were announced next week, he would call together his caucus to reconsider the existing PFP policy on strikes and go-slows.

The Administrator had appealed to teachers not to consider strikes. The PFP was against strikes by professional people.

However, where the alternative appeared to be resignations to find better-paid work elsewhere, it appeared strikes by teachers would perhaps speed up a solution, Mr Gibson said.

The Government had allowed the present crises in education and hospital services to develop in spite of PFP warnings.

The trouble was that nurses were so dedicated they allowed themselves to be exploited by the Province and the Government.

Instead of becoming militant like the teachers, they were quietly leaving the profession.

"I would have preferred that nurses march on the Raadsaal with placards and banners calling the attention of Press and public to their plight," Mr Gibson said.

The reduced intake of student nurses at the major Provincial hospitals indicates there is no short-term solution.

Mr Cruywagen's figures showed that hospitals where the intake has dwindled drastically include (1978 figures in brackets): Dr Verwoerd, Pretoria, 219 (360); Boksburg, Benoni 43 (76); Germiston 43 (74); J G Strijdom, Johannesburg, 116 (206); Johannesburg Hospital 249 (591).

Meanwhile the Vereeniging Hospital's nursing shortage has worsened — already battling 40% below strength, it has been hit by another crisis — 15 nurses are off with flu, bringing the total shortage to 151.

The superintendent, Dr Dirk van Rooy, said yesterday: "We are limiting cases that are not emergencies, but wards are not being closed".

Among worst-hit hospitals:

- The Johannesburg Hospital, which has been forced to close five wards, has a nursing staff just over half-strength — 1 235 of an establishment of 2 353 posts filled — 74 of its 424 medical posts and 224 of its 520 paramedical jobs vacant, and of the 783 administrative posts, only 478 filled;

- The Far East Rand Hospital, with a 40% staff shortage;

- The General Hospital in Johannesburg, with a shortage of 175 nursing sisters;

- Edenvale Hospital, which disclosed that last month there were only 79 nurses of an establishment of 179 — the hospital is limiting admission and 18 beds were closed last month.

Province
 1228
 short
 of 6 000
 nurses
 26
 95
 175

Political Staff

Transvaal had a shortage of more than 6 000 nurses at the end of last year, the Provincial Council heard yesterday.

Replying to an Opposition question in the Raadsaal, the Transvaal Administrator, Mr Willem Cruywagen, said the greatest shortage was among white nursing staff. Some 12 169 posts were available but of these only 8 001 had been filled.

More than 10 000 black nurses were employed in 11 681 available posts while coloured and Indian nurses had taken up 778 of 1 340 available posts.

Mr Cruywagen said the current annual cost to eliminate salary differences between the different race groups in grades ranging from chief matron to sister would be more than R7-million.

CALL

Mr Sam Moss, PFP MPC for Parktown and a spokesman on hospital matters, yesterday called on the Government to intervene immediately in the hospitals' crisis or there would be "catastrophic consequences."

He was commenting on the critical shortage of nurses and radiographers at Johannesburg Hospital which has led to hospital beds being closed and medical standards dropping.

"The hospitals' situation has become a disaster and steps must be taken immediately by the Government," he said.

Mr Moss called on the Government to give hospital personnel substantial pay increases and have conditions investigated by senior officials from the Departments of Finance and Health — "and their first report must be completed in less than a month," he said.

BACKBONE

In Durban, the SA Medical Association's Natal Coastal branch, was told that doctors and nurses were not properly trained to deal with the problems they encountered in community health.

Addressing the annual general meeting, the outgoing president, Dr Walter E K Loening, a community paediatrician, said that nurses were the backbone of rural health services.

"They are expected to handle everything from surgical problems to preventative measures. They are often sent out-of-date medicines and instruments that don't function.

"Likewise with doctors who train under specialists at hospitals. They find themselves confronted with problems they are not equipped to deal with," Dr Loening said.

See Page 6: "PFP would back teachers, nurses in strikes if..."

FACULTY OF ENGINEERING

For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize

Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize

Awarded to the student with the best classwork in Engineering Drawing.

L Menegaldo

A E & C I Prize

For the first year student obtaining the highest average mark.

G L Cragg

CT 13/2/81 (257) (175)

2 000 men quit SAP last year

PRETORIA. — The South African Police had experienced a serious manpower drain — with more than 2 000 resignations — last year, the Hoexter commission into the functioning of the courts was told yesterday.

Lieutenant-General J C Visser, Chief of the country's CID, told the commission that such a large number of resignations had created "incredible problems" for the police.

General Visser criticized private concerns which were enticing trained police officers from the force because they found it cheaper to buy them than to train them.

During 1980 74 officers, 38 of them with more than ten years' experience, had resigned from the force. During the same period, 1 981 policemen — 1 097 of them with between two and five years' service, and 258 with more than 10 years' service — had bought themselves out.

A serious situation had occurred, especially in the Commercial Branch, where almost eight percent of the country's total force of 170 men had left the service.

General Visser said the police were of the opinion that the effective functioning of the

courts could contribute markedly towards preventing crime.

Three aspects which had a negative effect and had to be eliminated were:

- Long delays before cases were heard because of heavy court rolls;
- The "liberal" way in which bail was fixed for accused people;
- The fact that prisoners did not serve out their full sentences due to the overcrowding in the courts;

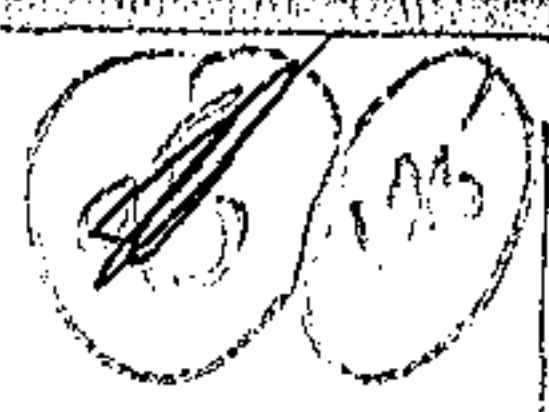
He said that during 1980 almost 1,1 million serious crimes were reported, of which more than half were solved.

"If it is accepted that serious crimes should receive the attention of experienced prosecutors and policemen, it is clear how big the demand for experienced policemen is," he said.

"As CID chief, I am worried about the ability of the force to supply the necessary experienced detectives in the next decade or two."

General Visser suggested that courts in cities remain open after hours, which he felt would solve part of the problem. — Sapa

'Most black nursing posts filled'



Medical Correspondent
More than 80 percent of the student posts for black nurses in the Transvaal had been filled, the province's Director of Hospital Services, Dr Henrie Grove, said yesterday.

Dr Grove said the Transvaal had 10 training schools and five colleges for black student nurses. "Training is on a par with that offered to white nurses," he said.

He would not comment on suggestions that black nurses could be used to

relieve staff shortages at white hospitals.

"We train nurses to work in the rural areas, the homelands, Botswana, Swaziland and elsewhere. Many nurses return to the rural areas after training and some go to private nursing homes."

More than 2800 black nurses were trained in the Transvaal each year. Training school improvements were being made in several areas, including Soweto and Natalspruit.

Dr Chris van den

Heever, chief superintendent of Baragwanath Hospital, said between 24 000 and 27 000 nursing applications were received each year. But only about 6 000 to 7 000 had had the minimum educational qualifications.

And of these, only 1200 were accepted for training. Many came from areas outside Johannesburg.

He added: "Many of the applicants are not academically qualified for nursing and some have not

studied mathematics, biology and science.

"We have a long waiting list and some school-leavers wait for up to two years to be placed. We would like to train more nurses," he said.

A R4-million nursing college is to be completed at the hospital within the next few months. Building work had started on a new R8-million nurses' home as well.

A E & C I Prize

CHEMICAL

L Meneguido

Drawing.

Awarded to the student with the best classwork in Engineering
Sammy Sucks Memorial Prize

J H Rens

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For the best student in each of the 2nd, 3rd and final years.
Corporation Medals

175 251 57102

Incredible problems as SAP resignations rise

13/2/81

By Chris van Gass
Pretoria Bureau
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Corporation Medals

Taxpayer is hit by Govt crisis

REF 13/2/81

Political Staff

CAPE TOWN. -- The Auditor-General's report highlighting the Government staff crisis revealed that he was able to examine less than a third of the offices and institutions on the audit register.

The report revealed the staff position could be costing the country millions — and that was before it was known that not all offices had been taken into account.

And with this new aspect, Opposition spokesman, Mr Harry Schwarz, asked: "How much is the country losing?"

Of 612 authorised posts in the audit staff, in October last year, only 394 were filled by permanent staff, 41 by temporaries and 50 by part-time units.

He pointed out that the Auditor-General had revealed that

More areas of government breakdown
-- Editorial Comment on Page 8

while only 613 offices and institutions had been checked, it had resulted in 2 094 queries and the recovery of R438 450.

"The department was able to check only 613 of the 2 044 offices and institutions on the audit register and was able to do only a limited test on income tax assessments," Mr Schwarz said.

"However, even with this limited check, they were able to recover R1 242 336. How much is the country losing when they can audit less than a third of the offices and do little more than spot checks on income tax?"

Apart from this, what the

Auditor-General had described as "limited audit tests" on income tax assessments, had led to the recovery of R845 690.

"The taxpayer has to pay more to make up for the missing millions," Mr Schwarz said.

"Owing to the serious shortage of trained staff, certain aspects of the work cannot receive the necessary attention and in addition to efficiency auditing, the auditing of computerised financial systems has not yet come fully into its own.

"Audit tests have already been curtailed to such an extent that further curtailment is virtually impossible," Mr Schwarz said.

14218 DP
2 Frere wards
still closed

EAST LONDON — Two wards at Frere Hospital, closed six months ago because of the nursing shortage, are still closed.

Superintendent of the Hospital, Dr S. Richardson, said the situation at the hospital had remained unchanged since July last year.

At that time, two wards, the mixed orthopaedic ward and the Chatterton sepsis ward, were closed.

Dr Richardson said the hospital had never turned away a single patient because of a lack of beds.

"All that we have done is increase the number of nurses in wards to get a better nurse to patient ratio by closing wards that

were not being used much," he said.

"It is a matter of simple arithmetic."

Dr Richardson was commenting on a statement by the Border coastal branch council of the Medical Association of South Africa.

The branch council said some wards at the hospital had been closed and that an extra effort was made by the remaining nursing staff.

Dr Richardson said he was satisfied that patients at Frere Hospital were receiving good care from the nursing staff and that there was now a better nurse to patient relationship. — DDR

EDM 14/2/81 (25) (175)

Now prison department reveals staff shortage

Political Staff

CAPE TOWN. — Another Government department — this time the prison service — is not operating at full strength.

In the last week it has been revealed that the Post Office lost a quarter of its staff in a year and that the Auditor-General's department is unable to do a full audit of Government offices.

Yesterday the Minister of Justice, Mr Kobie Coetsee, said in reply to a question by Mr Nigel Wood (NRP Berea) that the prison service was short staffed but he did not say by how many.

There had been 1 549 escapes last year — 145 from prison buildings and the rest from work teams, hospitals and transfers.

The service was constantly trying to attract staff, he said.

In reply to another question, he told Mrs Helen Suzman (PFM Houghton) there were on average more than 100 000 people in prison every day.

The actual figures, with those serving six months or less in brackets, were:

Whites — 4 225 (266); blacks — 73 911 (9 151); Asians — 551 (54); coloureds — 21 990 (2 573).

1971/72 ^{STAR} Engineer shortage is called desperate

The engineering profession in South Africa was desperately short of staff, the Minister of Community Development, Mr Kotze, said in Johannesburg this week.

Speaking at the annual conference of the South African Council for Professional Engineers, Mr Kotze stressed the importance of more young South Africans taking up engineering as a career.

"A recent manpower survey indicates new graduate engineers emerging from our universities account for only about 35 percent of our demand, which amounts to about 2 000 a year.

CONTROL

"The marked reduction in immigrant professional engineers has aggravated the shortage.

"Even more engineers in other categories are needed to ensure a balan-

ced engineering team. Boards of control would ensure each group in the team of maximum opportunity to work at its highest level of capability.

"Professional engineers must draw in other members of the engineering team such as technologists, to be able to handle efficiently big projects of the future.

IMBALANCE

"I sincerely hope also that boards of control will make careers as technologists and technicians more attractive. This should rectify the imbalance which often results in engineers doing work that could be done by other members of the team.

"The time is clearly ripe for co-ordinated action.

"The country will be looking to the leaders of the engineering profession to come forward with ideas and practical proposals on technical manpower use to ensure the best possible engineering service," he said.

associated with ill health suggests the contrary, that who becomes ill, including those who contract infectious diseases, is highly determined. A recent study in U.K. showed that a majority of hospital patients had experienced a major disruption of their life in the months preceding their hospitalization (shocks such as bereavement, loss of job, moving house, divorce, etc.).

Moreover the fact that in most countries there are definable groups (26) (as well as the fact that in most families there are definite individuals) who fall ill much more often than other people, suggests that the

Health services in danger, claims MP

Political Correspondent

CAPE TOWN — Another staff shortage in the public service — this time of district surgeons — has been revealed in Parliament.

In a written reply to a question, the Minister of Health, Dr Munnik, disclosed that there was a shortage of 83 full-time district surgeons.

He told Mr Nigel Wood, (NRP, Berea), that there was also a shortage of five part-time surgeons in provinces excluding the Cape.

Figures for the Cape could not be given as part-time surgeons were taken over by the Provincial Administration in April last year.

SHORTAGES

Regarding fulltime district surgeons, Dr Munnik said the Transvaal had a shortage of 29, the Cape 24, the Free State 16 and Natal 14.

Asked how many patients were treated by district surgeons, the Minister said that his department had not received all the annual reports so statistics were not available.

BREAKDOWN

Reacting to the Minister's reply, Mr Wood said that widespread staff shortages were putting health services in danger of a major breakdown.

Mr Wood said the Government would have to take full responsibility for the current situation.

The shortage of 83 full-time and five parttime district surgeons was only part of the problem, Mr Wood said.

"There are shortages in nearly every field of health services — and the situation will get worse before it gets better," he said.

Mr Wood accused the Government of being "fardy" in improving the working conditions of district surgeons to make the job more attractive to doctors.

Even if the meaning of 'health' is agreed upon, ways of achieving it may be very much open to doubt. It is often said that we cannot promote health by removing disease. This is usually taken to imply that a change of concept is necessary, from cure to active promotion of health; but it is also true in a very literal and scientific sense. Suppose that a certain type of agent, e.g. moving house, predisposes people to suffer a variety of illnesses to which they may be prone - heart attacks, asthma, etc. - we would not know, since we have not looked for this factor. Under certain circumstances it might be the

prevented by judicious use of antibiotics... compulsory wearing of seatbelts from flying in a car accident, his chances of dying of cirrhosis of the liver are much higher than those of someone else. This is dealt with... re more effective and tackle a large number of diseases at once. By deciding on the priority of different diseases according to their severity, prevalence and curability, we will perhaps expend more resources and energy for decreasing returns without reaching the fundamental problems of this family.

It may be argued that this family is not typical, that on the whole diseases are not randomly spread among families and individuals. But is this so? Research into the environmental and socio-psychological conditions

57M
8/11/75
175
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17/11/75

ought really to cover the personal social services as well as the health service. Social workers tend to take a broader view than doctors; they deal in syndromes. Even when there is a well-defined task for the personal social services the objectives of care as seen by the social worker or other social services professional may be quite different from those perceived by a doctor considering the same case.

26. The poor, those from split families, the lonely are more often than others, social class has been shown to be a strong determinant of both physical and mental illness: see J. Koss, A. Anton, S. and I. K. Sela, 'Family and Health', Harvard University Press, 1961. Deaths, even from what are typically thought of as diseases of affluent groups tend to be higher in lower social classes; e.g. Dick Paper on 'Mortality in South Africa', D. Bourne & B. Dick shows that deaths from circulatory diseases are higher in South Africa for 'coloureds' than for whites.

30

In the Provincial Council

Blacks in white hospitals queried

Political Reporter

QUESTIONS about the employment of black medical staff at white provincial hospitals in Natal were tabled in the Provincial Council yesterday.

Mr Neels Vosloo (Nat Eshowe) is seeking information on the number of black staff members in white posts appointed on an ad hoc basis at each hospital. He wants to know whether the black staff will be replaced if white nursing staff apply for the posts, under what conditions the appoint-

ments were made, and if the posts are being, and will continue to be advertised to attract white staff.

Mr Vosloo wants to know if any patients have been turned away since December 12 last year at the War Memorial hospital at Empangeni because of the staff shortages, and if any petition had been received about the closing of day-wards at the hospital.

The Province employed three black nurses at the hospital recently to relieve the shortage.

175 48 212 NM 18/18 Road projects freeze ordered

Political Reporter

THE Government had ordered Natal to freeze immediately the awarding of further contracts on three major road projects because of a shortage of funds, Mr Dering Stainbank, MEC, told the Provincial Council yesterday.

The three partly completed projects were from Besters to Frere, Mariannhill to Shongweni and Illovo Beach to Umkomaas.

There were serious difficulties in stopping work on the Umkomass project, he said. The Government had asked Saccor to expand its plant to handle one million tons of pulp a year to cope with increased timber production. At present, all the timber had to be transported through the streets of Umkomaas.

'We resolved to go ahead with the project because a delay will affect construction of the new route for years,' Mr Stainbank said. He warned that it was unlikely that Natal would receive sufficient funds from the Government to start any new road projects in the next financial year.

In addition, the price of bitumen was expected to rise soon, adding R3 million to the Province's road construction bill.

New teaching hospital wanted

Political Reporter

NATAL had suggested to the central Government that a new teaching hospital and medical school be built in the Durban area, Mr Frank Martin MEC, told the Provincial Council yesterday.

Replying to a debate in the mini budget, he said

the Government was concerned that the poor conditions at King Edward VIII Hospital in Durban be improved. The Province had been unable to extend the hospital because it was an institution for blacks in a white group area. The Government was now prepared to allow expansion.

Nats deplore Witkommando

Political Reporter

RADICAL and extremist groups such as the Witkommando could not be allowed to predominate in developing countries such as South Africa 'because they will take the country to disaster,' Mr Owen Jones (Nat, Pinetown) said in the Provincial Council yesterday.

Speaking during the mini budget debate, he said the National Party Opposition in the council deplored the actions of the Witkommando.

He said political parties should not use election gimmicks such as Sunday sport 'when we are facing a fight for survival'.

'The days of adolescent politics in South Africa are over. We must give serious attention to the main issues which face us,' he said.

Mr Jones expressed concern that some Natal teachers were giving lessons in subjects for which they were not adequately trained. He made a plea for attention to be given to the administrative burden placed on teachers. The large administration load was a continuous grievance among teachers, he said.

Webber attacked for council election 'deal'

Political Reporter

NATAL leader of the New Republic Party, Mr Warwick Webber, came under heavy attack from the Nationalist Opposition in the Provincial Council yesterday for offering the Progressive Federal Party the chairmanship of the council as part of an election 'deal'.

Mr Thys Wessels, leader of the Opposition, said the public should be told what the pay-off would be in the 'unholy alliance' between the NRP and the PFP.

Mr Niel Rossouw (Nat Umlazi) said it was a disgrace that people outside the council could offer the position of chairman to 'any Tom, Dick or Harry'.

'This House should elect the chairman. If the NRP uses this type of gimmick to gain votes, then the party is losing its principles,' Mr Rossouw said.

Mr Frank Martin, Natal chairman of the NRP, said he had never doubted that the newly elected MPCs would elect a new chairman at the first sitting after election day.

PAY DEAL STARTED AS NURSES VOW TO QUIT

RDM 18/2/81
175 350 361 355 351

By JAYNE L. MONT

NURSES and teachers in the town had have demanded their minimum pay salary increases as indicated — and are warning of a 'wildcat strike' bringing a breakdown in the two services.

Most nurses and teachers who contacted the Rand Daily Mail yesterday said they felt "shattered".

They said that since the firms were not big enough to hire back lost staff, firms would be unable to handle the increased workload.

The women bring the strike to a point of complete breakdown.

And in the Provincial Council last night, the Progressive Federal Party's spokesman on hospital services, Mr. Sam Moyo said the Government had turned out to be a "cheap squib".

He warned: "We can expect an even greater exodus of trained staff from Provincial hospital services."

Teachers have been granted "3% and more" and nurses an overall 12%. Nursing sisters will receive up to 20% more and overtime payments for nurses will double.

But many nurses said they had been told repeatedly to wait for the main Budget before

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CHEMICAL

They had agreed to do so, but the wait had been futile.

Most of the time, the wait was for a 20% increase in pay, but they were also covering those in "critical" areas, such as sisters — they would still feel tempted to quit the profession.

Other nurses said although they had been given "some breathing space" on pay, many other urgent issues — such as working conditions and outdated equipment — had not been dealt with at all.

Professor Charlotte Searle, president of the SA Nursing Association, last night agreed that not all Sana's requests had been met.

"Of course we are disappointed that we did not get all we asked for, but one seldom gets everything one asks for."

"I would appeal to all nurses to wait until the actual figures for their categories are announced before they panic."

Prof Searle said Sana would reopen negotiations with the Government on the issues which had not been dealt with.

But despite her appeal, many nurses said they had already waited "far too long" and had decided to resign.

Most nurses and sisters spoken to agreed the only reason they had remained in the profession until now was because "we believed that we would get a better deal".

A doctor at a large Provincial hospital said the salary announcement had done little to dispel "the deep gloom" of nurses and warned that, judging from their reaction yesterday, "we can expect many more resignations in the near future".

Senior student nurses at a Cape Provincial hospital said the salary announcement was greeted with "apathy, disappointment and disinterest".

Teachers, too, felt the increases were insufficient. An English teacher at a Johannesburg high school said she would resign at the end of March. "I waited until the Budget."

"It is the children that will suffer, but at the moment my own children are suffering because I cannot afford to give them the things they need."

"Even a 20% rise, in my case, would not allow me enough to live on."

One highly-qualified science teacher, who was trained in Britain, said: "These new increases will not bring me anywhere near what a newly-qualified teacher in my subject gets in Britain. It's just not worth it."

And the Transvaal Education Department yesterday disclosed 1981 enrolment figures for training colleges showing a drop in the number of male students.

The Minister of Education and Training, Dr Ferdie Hartzenberg, said the mini-Budget announcement showed the Government was prepared to fulfil its promise to bring black teachers' service conditions in line with those of other population groups.

5 219 219
teaching

A total of 5 219 teachers left the profession in the Transvaal last year. Education MEC, Mr David Brink, said in Pretoria yesterday.

But at the same time, 4 881 had entered the teaching profession. Of these 2 678 had entered for the first time, while 2 203 had returned, Mr Brink said.

Teachers who left in 1980 had done so for a number of reasons including transfer, retirement and discharge.

The greatest number of teaching staff vacancies was in the Boksburg region, which had 186.

Black? Outlook for manpower

Start 19/2/81
175
Start 21/2/81

By Marion Duncan

Within 20 years only one out of every five recruits to the South African labour force will be white. This means that, by 2000, the national skilled manpower pool will be founded on blacks.

This, according to Professor J J Stadler who heads the department of economics at the University of Pretoria, is the projection against which the current public sector manpower crisis should be viewed.

In an interview Professor Stadler said the public service — "the largest

single employer of skilled manpower in the country" — was in a dangerous state.

He said: "An efficient public service is important for the economy and we have to accept that the Government is responsible for many important functions in the economy."

"If these functions cannot be provided properly the whole system suffers."

"We have that dangerous situation in certain regions at the moment, but the crisis areas are localised. The problem is not yet countrywide."

He also made the following points:

● The lack of skilled manpower was not confined to Government but the private sector coped better by raising salaries when necessary and by making more progress in the introduction of non-white labour into skilled positions.

● The problem was both cyclical (varying in intensity with the economic growth rate) and structural (up to now, the main source of skilled labour has been the white sector).

● It was impossible for the white population — which increases at a rate of about 1,4 percent a year — to keep pace with the growth of skilled manpower requirements (more than 3 percent a year).

● A danger point had been reached by the public service and certain of its functions were breaking down because of the shortage of the right people in the right places.

The professor said that higher salaries for the public service were not the long-term solution. The only permanent answer was for the country to train and use blacks in responsible, skilled posts in the public service.

In the short term Professor Stadler had a "radical suggestion as one of the possible solutions" — that the Government reduce taxation and leave individual communities to supplement the salaries of public servants, such as teachers and nurses, who provided a public service.

He said: "This system would, at least, mean tackling the problem the way it exists — regionally. People who live in the more expensive areas of the country where the cost of living is higher could, and probably would, be prepared to pay more for their children's education and for health services."

"By supplementing the salaries of the teachers and nurses in the worse affected areas staff would be encouraged to remain in their jobs and more staff would be attracted."

"But this is only a suggestion — and a very radical suggestion at that. It is only a possible solution."

"The only long-term solution is for more and better training programmes to be introduced for non-whites."

Professor Stadler did not believe that total freedom of movement of black labour was necessary to alleviate the manpower shortage.

"If the recommendations of the Wiehahn and Riekert commissions are implemented by the Government, the situation will become more reasonable."

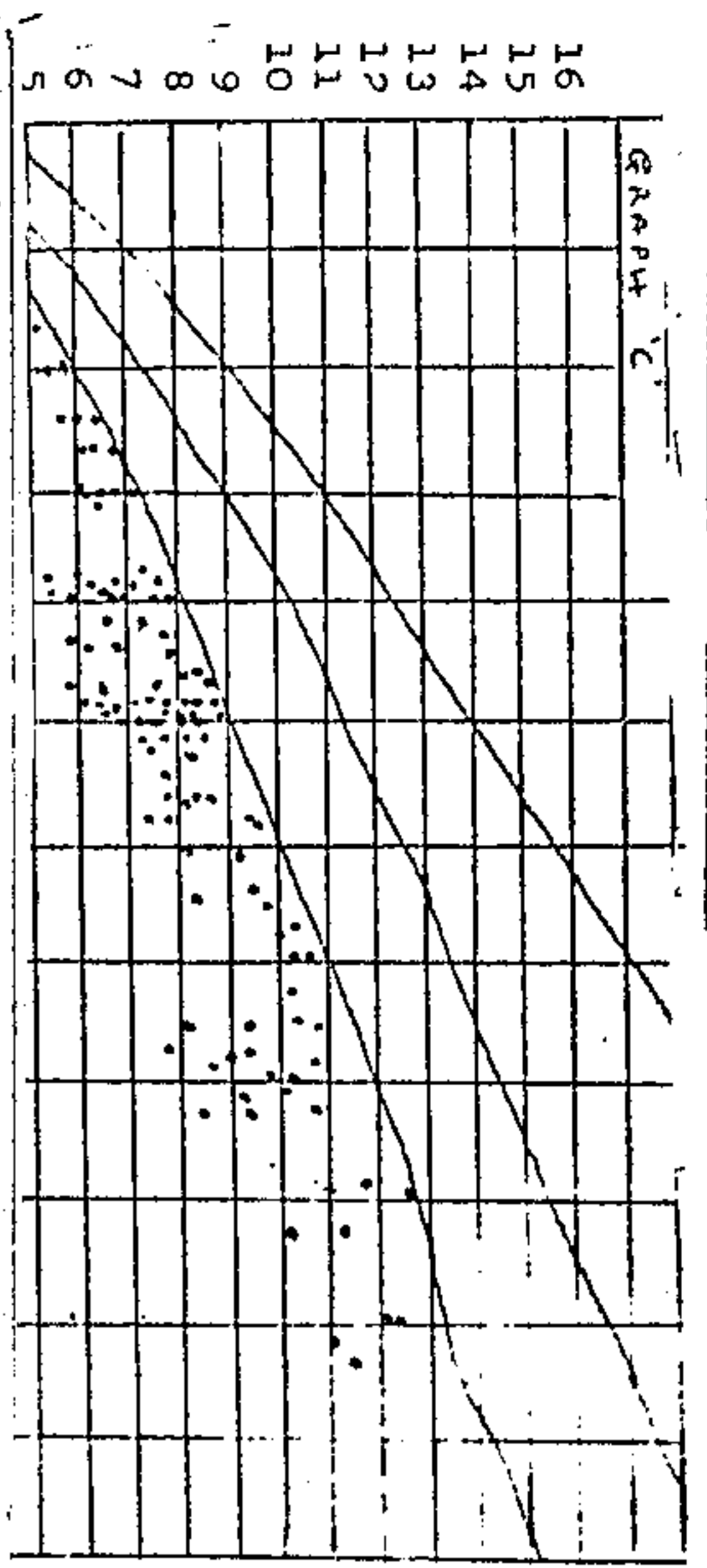
"There must be some sort of control. But, at least, the control will be reasonable. If a man can get a job and accommodation, he will be able to work and live anywhere. "This is the best way."



Professor Stadler "Crisis areas localised"

DWDOWN

GRAPHS III See Page 14



17 16 15 14 13 12 11 10 9 8 7 6 5

Overseas teachers

DTM welcome 23/2/18

By Andrew Walker
The Transvaal Teachers' Association would welcome an overseas recruitment campaign to help avert the teaching crisis.

"We have been asking the authorities to introduce such a scheme for some time," said Mr Jack Ballard, general secretary of the association.

He was commenting on remarks made by Dr Viljoen, the Minister of National Education.

Sapa reports that speaking on a radio programme, Dr Viljoen said an overseas recruitment programme had already been discussed with provincial authorities.

Despite some reservation he felt the plan should proceed provided South African teachers were not discriminated against.

The TTA advocated the employment of overseas teachers on short-term contracts.

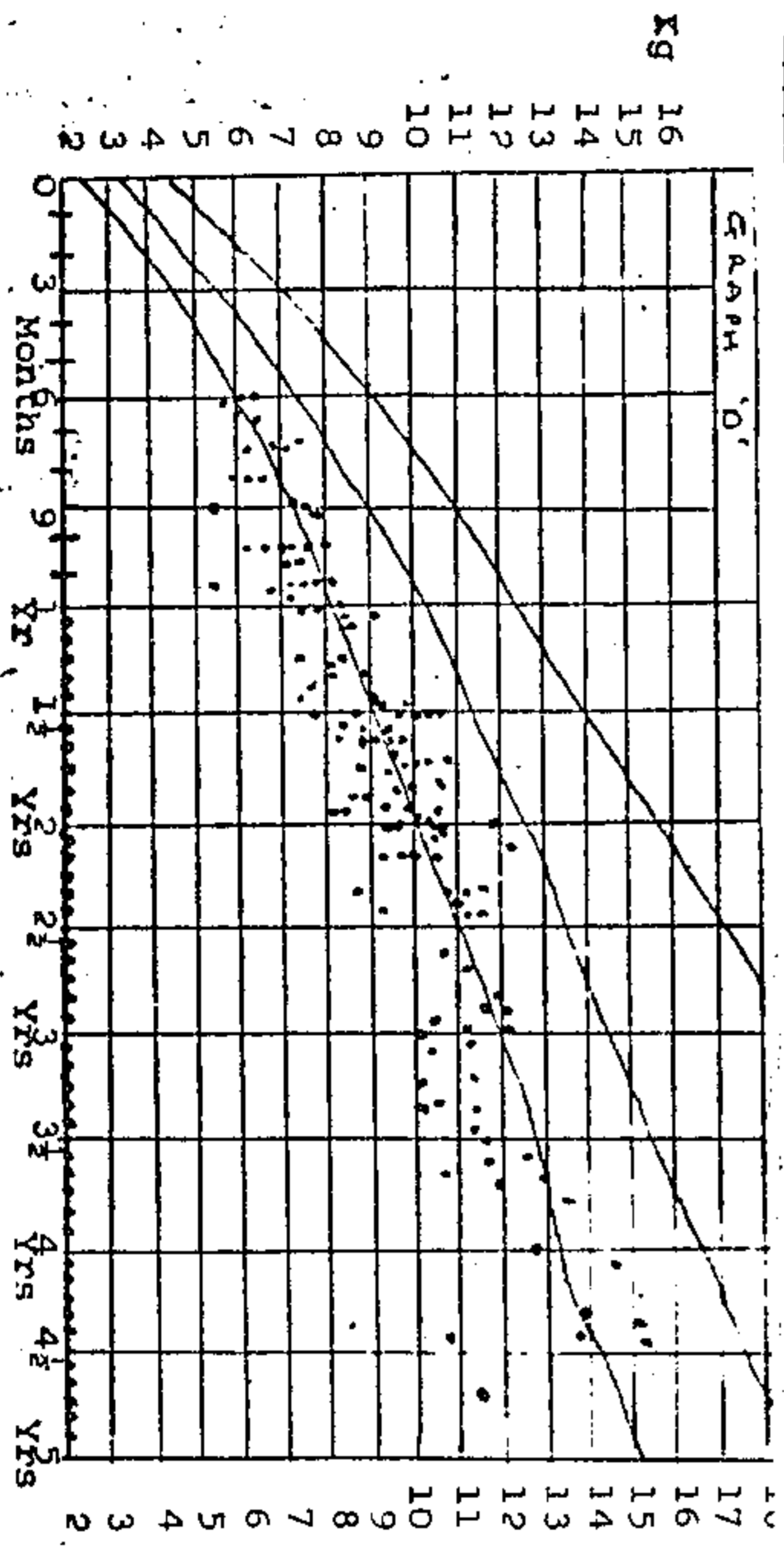
"If teachers were employed as temporary staff on short-term contracts then this would be a way of getting around the stringent qualification requirements.

"Contracts should be renewable, and for those wishing to stay there would be ample time for them to do the necessary training courses," said Mr Ballard.

- I. Bergeni - 18 months, marasmus. Illegitimate and father unknown. Mother dumped child on an acquaintance after attempting to strangle him, for which she was subsequently jailed. Grandparents dead.
- II. Vusunzi - 5 years, third admission for kwashiorkor. Mother a defective epileptic, father unknown, grandparents dead.
- III. Zolke - 4 months, marasmus. Abandoned, false address supplied.
- IV. Tobak Je - 16 months. Mother working in town because father dead. In care of sick granny who died while child was in hospital. If the mother stopped working to care for child, she would not have money to buy food for him.

A children's home was established in the Ciskei for such children, although

initial resistance on the grounds that African society is for every child". This is an anachronistic view of and disregards changed socio-economic arrangements and children who cannot be rescued from their guardians and circumstances of the first 30 children admitted to the home and derangement. Thus only one was supported by his father, joined by his mother. Five fathers were dead and the rest children. Only three mothers were caring personally for



17 16 15 14 13 12 11 10 9 8 7 6 5 4 3 2

their children, two of whom were defective and one mad. Of the rest, three were dead, two more defective, one other mad, one in jail and four had abandoned their children, two of whom were alcoholics. The rest were working in the town because they had been deserted and there was no work nearer home. All the children were in the care of very unsuitable guardians. In addition to the defective and mad mothers already mentioned, there were twelve very old relatives of whom three died while their children were in hospital, three were blind and six frankly senile. The rest were in the care of young children, hired nannies, a neighbour or destitute aunts with their own children, one of whom had abused the child by beating and burning. Four children had been abandoned.

B. Job Opportunities.

It has been attempted to show that malnutrition is an expression of family dysfunction occurring in a poverty economy. Measures which the community can provide to deal with the problem have been discussed. These include doctors, nurses, nutrition workers, surrogate mothers, family planners and social

COMMENT

The Star

Importing teachers
is fine—for now

RECRUITING teachers from abroad might be a good short-term solution to the teacher shortage, but it is rather like "repairing" a leaking radiator by pouring in more water. There are two holes through which teachers are draining out of the profession. One is the long neglect of their pay structure; the other is their conditions of service.

Mr Peter Mundell, president of the Transvaal Teachers' Association, said in a radio programme last night that teachers' reaction to Mr Horwood's announcement of pay increases was generally favourable, but there was also some scepticism. The doubts are understandable because they have been disappointed in the past and Mr Horwood was vague about the latest improvement. Even reasonably big increases will still leave teachers well behind the salaries offered in the private sector.

However, teachers who join the profession because they feel it is what they can do best do not expect to become wealthy. Nor do they expect their jobs to be completed in half a day, which is the popular belief: many teachers often have to work far into

the night preparing lessons or marking.

They also have to contend with what they regard as undue interference from and regimentation by the education departments. An example was the imposition of a code for white teachers which defined their behaviour in narrow limits and almost told them what to think. They were not asked to join the union: subscriptions were arbitrarily deducted from their salaries. Discontent led to the formation of the National Education Union of South Africa. Disturbing reports from universities and colleges suggest that young people are finding the prospect of teaching less attractive: there are fewer enrolments for courses.

If South Africans are finding conditions in the teaching profession irksome, is there hope that teachers from overseas who are used to greater freedom of action, will find it less so? The prospect is that they will trickle out through the holes in the radiator. Recruitment may prove to be an effective short-term palliative, but we can only hope that the Human Sciences Research Council can find better long-term answers.

175 23/2/81

Public prosecutors

175
253

212. Mr. D. J. DALLING asked the Minister of Justice:

Hours 5 (over 6) 199

(1) How many vacancies are there in each province for public prosecutors in the Department of Justice;

(2) whether there are any public prosecutors in the employ of the Department who are not in possession of the requisite qualifications; if so, (a) how many and (b) what are their qualifications?

23/2/81

The MINISTER OF JUSTICE:

(1) Transvaal	38
Natal	16
Cape	3
Orange Free State	1

(2) No minimum qualification is prescribed by law for a public prosecutor.

(a) There are 265 public prosecutors not in possession of the minimum three year legal qualification for appointment as magistrate.

(b) * (i) BA-degree: 15.

(ii) B Comm-degree: 1.

(iii) Matric: 249.

Factory inspectors
 300. Mr. H. E. J. RENSBURG asked the
 Minister of Manpower Utilization:

- (1) How many posts for factory inspectors (a) are there in the Republic at present and (b) were filled in 1980;

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- (2) how many (a) White, (b) Coloured, (c) Indian and (d) Black factory inspectors (i) were employed in 1980 and (ii) are being trained at present;
- (3) how many (a) White, (b) Coloured, (c) Indian and (d) Black workers were employed in each category of industry in South Africa in 1980;
- (4) whether there is a shortage of factory inspectors at present; if so, what steps are being taken to alleviate the shortage;
- (5) what are the salary scales for factory inspectors in respect of (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks?

The MINISTER OF MANPOWER UTILIZATION:

- (1) (a) 69.
 (b) 35.
- | (2) | (a) | (b) | (c) | (d) |
|----------|-----|-----|-----|-----|
| (i) ... | 35 | nil | nil | nil |
| (ii) ... | 35 | nil | nil | nil |
- (3) This information is unfortunately not available as yet but will be furnished to the hon. member as soon as it becomes available.
- (4) Yes. The vacancies for factory inspectors are advertised continuously. The Commission for Administration is presently finalizing its investigation into the organizational structure and career prospects of factory inspectors. A better dispensation for these officials could possibly alleviate the shortage.
- (5) (a) The most recent salary scales and the measures for the application thereof are contained in Public Service Commission Circular No. 1 of 1980 dated 1 April 1980, copies of which were last year made available to the

leaders of the opposition parties on a confidential basis.

- (b), (c) and (d) No posts for the other population groups have been created as yet and no salary scales have therefore been determined.

28/2/51
Social workers call for Govt probe

TABLE V. (Cont.)

a) Total State & Provincial Budget	b) Total State Provincial Health Budget
30 380 280	1 164 102
37 290 579	1 707 022
44 250 024	1 976 723
52 997 960	2 396 244
?	?
?	?
219 431 033	20 353 155
341 264 030	32 916 573
472 297 050	49 344 000
1 575 579 500	147 548 000
2 682 270 300	245 462 100
8 860 708 000	627 454 000

Own Correspondent
CAPE TOWN — Facing a serious shortage of social workers, the Society of Social Workers of South Africa has appealed for an investigation by the Government into its profession.

Apart from salaries and general working conditions the society is particularly concerned about the disparity in pay between race groups which, it says, is also affecting the staff situation.

Mr Geoff Oldfield, MP, New Republic Party and spokesman on social matters, said this week: "The situation is just not good enough when one takes into account the vital role social workers play in human relationships."

"The Government should give immediate attention to closing the wage gap and no time should be lost in making known the extent of the proposed April 1 increases."

"Most social workers are carrying excessive case loads and the country cannot afford to lose any more social workers."

In a letter calling for an investigation sent last month to all Cabinet members, the society said it was "particularly concerned about discriminatory aspects of conditions of service of social workers of various population groups and more particularly unequal salaries."

Many social workers were prepared to work at State departments only if they could not obtain posts in private welfare organisations which paid equal salaries or to fulfil bursary commitments," the society said.

Average Spent per patient per day	b/a (%)	c/a (%)	c/b (%)
3s 3d	3,8	1	26
	4,5		
2s 7d	4,4	1	25
2s 8.9d	4,5	1	24
2s 11d	?	?	?
4s 5d	?	?	?
6s 2.9d	6,2	0,8	9,6
8s 5d	6,6	0,8	8,8
R0.99	10,4	0,5	15,0
R1.15	9,3	0,6	6,8
R2.00	9,1	0,6	6,9
R3.40	7,0	0,4	6,0

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State Revenue Fund	Health Vote	Hospitals and Institutions Vote	Mental Health Vote	Provincial Budgets	Health
1976	17,871 383	0,102 923	302 850	7,305 100	567 420
1970	1842,865 000	476 261	585 471	13,436 808	914 991
1965	1101,246 000	411 482	473 674	10,743 693	821 866
1960	320,044 050	259 582	561 087		
1955	238,524 030	168 313	428 369		
1950	151,584 033	125,794 080			
1945	125,794 080	55,739 382			
1940	55,739 382	36,832 197	581 953	16,165 763	1,263 835
1935	36,832 197				
1930	30,813 216				
1925	26,546 886				
1920	28,711 827				
1919	23,075 180				
1916	17,871 383				

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EDITORIAL OPINION

Nursing shortage

A serious warning has been sounded in the Cape Provincial Council about the state of the nursing profession in South Africa.

A member, whose knowledge of the position is possibly reinforced through association as a medical practitioner, fears a deterioration in health services unless drastic steps are taken.

This Progressive Federal Party spokesman on hospital affairs, Dr J. T. Sonnenberg, has called for an end to race bars applying to who nurses who and also for an end to pay discrimination.

He pointed out that while there is no shortage of black nurses, recruitment of whites to the profession is inadequate.

Nor does Dr Sonnenberg believe the salary increases for nurses, announced recently, will attract sufficient white student nurses to make up eventually the present deficiency in numbers.

It was revealed during the Provincial Council debate that in four hospitals alone that were mentioned there are hundreds of white vacancies.

Although no figures were given for

one of these institutions, East London's Frere Hospital, the MEC in charge of hospital services in the province, disclosed that 21,87 per cent of the student nurses posts are unfilled.

There seems also to be a shortage of trained nurses at Frere, however. Some wards have been closed and there are strains on nurses' capacity to cope in occupied wards. It is to the credit of the hospital and its nursing staff that attention to patients is as good as it is.

East London, indeed, may be better off than many other cities in the country as far as nursing services are concerned, but the signs are also here of shortages and stress among nurses.

What better hospital in the Cape Province, than Frere, because of the acknowledged interdependence of the different races in the area and the plans for co-prosperity, to begin integrating nursing staff?

A good start would be to abandon the practice of holding separate graduation ceremonies for nurses. Let this year's be the last arranged on a racial basis.

The care of the sick must not be jeopardised through colour bars.

175 95

Doctors treated aggressively by legal profession

By Bob Kennaugh
Medical Correspondent
A prime reason for the shortage of district surgeons and State pathologists was that doctors were badgered and harassed by lawyers during cross-examination in court cases, Johannesburg's principal district surgeon, Dr Hans Bukofzer, said yesterday.

Speaking at an international forensic medicine conference in Johannesburg Dr Bukofzer said a district surgeon was sometimes made to feel not like a witness but more like the accused.

"A lawyer or counsel — sometimes a young man — cross-examines the doctor in an aggressive and rude manner. He makes sarcastic suggestions, at times even personal remarks, and generally bullies the impartial witness who is supposed to give factual evidence and express neutral opinions," he added.

Dr Bukofzer said insinuations were sometimes made that the doctor's evidence was biased in favour of the State.

"Strangely enough, no counsel has ever alleged that the doctor was a friend of the presiding judge, even though this has been the case on a number of occasions," he said.

The suggestions were denied, but the seeds of doubt about the doctor's integrity had been planted in the minds of the public, the accused and his family.

He said every effort was made to confuse and harass the doctor. The doctor was sometimes insulted so as to make him angry.

"The rationale of this can only be that if the doctor can be made angry, he may make mistakes. If he does, then it is put to him that he is dishonest and untruthful.

"Frequently, the doctor is asked to give an opinion on the professional ability and even the morals of a colleague. As he is under oath he must state his opinion.

"If he does, may not his colleague sue him for defamation, and is the doctor not infringing a rule of the Medical Council by reflecting on the ability of a colleague?"

In reply Professor S A Strauss, Professor of Criminal Law at Unisa, said he was an admirer of both the legal and medical professions. But both had their faults and their fools.

It would be bad form to cross-examine in the manner described by Dr Bukofzer. In some cases lawyers might have been ignorant or arrogant. However expert witnesses could also be arrogant.

If witnesses felt they were being harassed they could appeal to the court.

1. GENERAL INTRODUCTION
The socio-economic causes of ill-health in the South African homelands have

2. INTRODUCTION & BACKGROUND INFORMATION TO PROJECTS SECTION

PART I

I have chosen to focus on one distinct Mhlabisa to be able to show more

... a particular social and economic system works, how all the parts
... into a whole.

... is very detailed because I am specifically trying to show what
... one needs, to be able to work out when a project really
... how it works. When I first heard of and visited these
... was very impressed, projects are generally described by their
... and organisers and donors generally only get to see or hear what
... want them to.

... pseudonyms for people and places throughout. While I feel that
... a loss of authenticity, I think it would be unfair on the main
... ved were I to use their names. I am trying to show what roles
... in the structural situation and not to say that some are "good"
... As I hope readers will realise, the intentions of these people
... different from the results of their actions.

LITIGATION

... understand the agricultural and general layout of villages, one
... and to whom, land is allocated. The rehabilitation pro-
... o called betterment schemes or locally "Trust", divides the land
... es with residential sites, blocks of fields and camps for grazing.
... are fenced off from each other. The intention behind this is
... cattle in camps and so avoid destruction of crops and vegetables
... re the veld by rotating the cattle in the different camps.
... asier to provide services such as schools, clinics and water when
... are living together in villages instead of in scattered homesteads.

... physical reorganisation was only a small part of the stated aims
... of the policy: "Ultimately, the transformation of the rural community is sought
... by means of a gradual resettlement of the population in Rural Townships as well
... as on full economic farm units". (1)

The only way to resolve manpower shortages

S.A. Indus. Wk 3/3/81 (175)

Unique solutions

By Lynn Carlisle

SERIOUS skilled manpower shortages will have to be tackled in a creative and unique way to solve this problem, to maintain the business boom and avoid social unrest. Peter King, personnel director of Van Leer South Africa, told an "innovation in industry" conference in Pretoria last week.

By 1980 it is generally estimated that South African business organisations will have to train about 400 000 professional and management staff and about 600 000 skilled workers, while the present shortage of artisans has already reached about 10 000, says King.

"I believe that the solution is in creative and innovative hard thinking and hard work on the part of management."

King says it will take most of senior managements' time and effort to deal with the situation in South Africa today. Once industries were labour-intensive while there was also a vast reservoir of cheap labour.

"This has changed dramatically — labour is no longer cheap and there are no queues of skilled expatriates

waiting to enter South Africa."

Local management is thus forced to find unique and ingenious home-grown solutions to overcome these new challenges.

"Management teams that don't will, put bluntly, go out of business," says King.

He concedes that the solutions can only lie in a major corrective programme by both Government and the private sector. But it was high time that management of both small and big enterprises took a far more responsible approach and realise that short-term gains should not

be made at the long-term survival of the community as a whole.

"Industrialists cannot ignore these problems on the excuse that they are macro and too big for individual companies, particularly the smaller ones, to really influence," he says.

Black teacher shortage hits 10 000 mark

RDM 6/3/81

175 286 325

By SOPHIE TEMA

SOUTH Africa is short of 10 000 black teachers, Mr G J Rousseau, Director General of the Department of Education and Training announced yesterday.

Speaking at the Soweto Teachers' Training College, Mr Rousseau called on parents to motivate their children to train as teachers to fill the gap.

More than 500 teachers, school principals and inspectors also heard Mr Jaap Strydom, regional director of Education and Training disclose that the department had a huge pool of untrained teachers and a critical shortage of qualified teachers.

Interviewed after his speech, Mr Rousseau said his department had introduced part-time studies for teachers to lift them to a higher grade.

At the meeting he introduced more than 100 teachers chosen to be trained in vocational guidance.

The first team of trained guidance teachers is expected to start operating in Standard 6 at the end of this year.

Mr Rousseau said the teachers were carefully selected and had the two characteristics required for the training — ability and a very strong personality. The latter was important when summing up pupils' capabilities.

"Teachers trained in this course will have to discover the potential of the pupils and develop it and also probe into the problems affecting them and try to solve them.

"They will be expected to help the children to think better of themselves and at the same time discover the weaknesses in themselves that limit the scope of their aspirations."

Mr Rousseau said: "The discovery of talent is the identification of the scholastically gifted, but there are also other talents to be explored: artistic, athletic, creative and so on.

"Guidance is the helping of individuals to help themselves and to help the pupil to gain self-understanding.

"Pupils must learn to make wise choices so that they can ultimately make wise decisions on their own."

"Through the right guidance a situation is created in which pupils are helped in reaching moral, social, emotional and mental maturity," he added.

Mr Rousseau appealed to all teachers, principals, inspectors and parents to work together in helping the pupils.

He ended his speech by saying: "It is regrettable if a talent remains undetected but it is tragic when talent is not fully developed."

400 have quit
SAP this year

Own Correspondent

CAPE TOWN — More than 400 policemen have resigned from the force since the beginning of the year, the Deputy-Commissioner of Police, Lieutenant-General F. L. Engels, said last night.

Speaking at an award ceremony at Bishop Lavis, he said the day of the policeman being selected merely for his physical ability was over.

NEW QUALITIES

A "man will not be promoted merely because of his length of service or arrest record any more. We require the modern policeman to possess leadership qualities and the necessary academic

background before we place him in positions of greater responsibility.

Many policemen were being lured away from the force by the private sector. Engels was trying to note the number of highly qualified policemen emerging. "We have doctors and lawyers and others among our ranks — a situation we would not have believed possible five years ago."

General Engels said the police force was the only Government department which required its members to pass examinations before receiving promotion, and this was in line with the policy of producing a better type of public servant.

Doctors hold crisis

THE nurses' crisis came to a head this week when doctors at one of the Transvaal's largest hospitals held an emergency meeting because wards had to be closed.

It happened at the Far East Rand Hospital — where there is a 40 percent staff shortage — after most operations had to be cancelled on Monday.

Doctors sent patients to private nursing homes, as well as to other hospitals on the Rand.

On Thursday, the only women's ward was closed, causing major problems for patients and doctors.

It is learnt that, at a meeting of doctors on Thursday, the situation was "extensively discussed" but nothing positive was resolved.

But the doctors have given the hospital's medical superintendent, Dr Johan Jurgens — who is former MP for Geduld — their support in his efforts to alleviate the problem... although we all know he is not likely to be successful as no-one seems to have a solution", a doctor said.

Dr Jurgens said the situation at the Far East Rand Hospital — which serves Springs and Brakpan — was similar to that being experienced at other hospitals throughout the Transvaal and in other parts of the country.

At the end of last year, the Transvaal Provincial Adminis-

talks at 175 shut-wards hospital

ALL OPERATIONS CANCELLED - PATIENTS TO PRIVATE HOMES

THE NURSING SHORTAGE WORSENS: Report: NORMAN CHANDLER

Dr Jurgens said the situation at the Far East Rand Hospital — which serves Springs and Brakpan — was similar to that being experienced at other hospitals throughout the Transvaal and in other parts of the country.

At the end of last year, the Transvaal Provincial Adminis-

tration had 6 000 nursing vacancies — 4 138 of them at white hospitals.

Dr Jurgens said: "All hospitals have had to close wards at some stage or another because of the chronic shortage of nursing staff.

"We have a bit of a problem right now, but I cannot foresee any change in the near future because far too few white women are prepared to train as nurses. Perhaps the promised salary increases will help, but even then it will take some time."

He declined to discuss his own hospital's staff shortage, but it is understood there is no possibility of the hospital being closed because of it.

Also badly affected by the shortage is the huge new Jo-

hannesburg Hospital, where there are only 1 206 nurses out of a total complement of 2 297, and five wards have had to be closed.

Others are Vereeniging (40 percent below strength), Edenburg (63 percent below strength) and where admissions are limited, Johannesburg General Hospital and Boksburg-Benoni Hospital.

Hopes that nurses will remain in the profession once salary increases came in to effect next month were reinforced this week when Professor D J du Plessis, principal of the University of the Witwatersrand, appealed to students at the Johannesburg hospital's graduation ceremony.

He said nurses should not be influenced by complaints and working conditions and salaries — "Members of the profession have criticised their own profession repeatedly for giving nurses too much hard work and too much responsibility with poor remuneration.

"All these criticisms are true, but the present situation cannot continue."

Teacher shortage in Transvaal poses questions

Too many different matrices

100
324



The internal exam experiment was first started in the Transvaal 13 years ago, where it was hailed as the first significant step away from the rigid matric exam.

It was also seen as an opportunity for teachers to go beyond the syllabus. Initially 20 schools were given the go ahead to set and mark their own internal matric exams, with control exercised by the Education Department inspectors and moderators from the Joint Matriculation Board.

Question banks, consisting of a mass of multiple choice questions, have to a large extent now replaced the role of the moderators, and serve to maintain the high standards set by the TED.

The advantages of the fully-exempt schools were set in sharp contrast against the hazards of the external exam system.

Matric had become a two-year syllabus swot — for both teacher and pupil — and everything was geared towards the final exam, even if it meant repeating a topic at the expense of another subject.

By comparison, said the proponents, the fully exempt system would not place the same emphasis on the final exam and pupils would be judged on their performance throughout the year.

Teachers would have the opportunity to diversify and deal with subject matter outside of the syllabus — giving the pupils a broader education.

"There are tremendous possibilities within the exempt system, and the aim of introducing it is to promote good teaching and sound learning," Professor Napier Boyce, rector of the

Johannesburg College of Education and an advisory member on the TED planning committee for accredited schools stated.

But prerequisites for the success of the system are:

- Good teachers qualified to cope with the additional administrative work and the ability to use the system to full advantage.

- Teachers of high professional integrity who would not be tempted to abuse the system.

- A consistently high standard maintained from year to year.

In 1976 the system was introduced in the Cape Province, and the Director of Education, Mr H A Lamprecht, says 15 schools had been granted full exemption by the time the internal exam experiment was phased out last November.

"As far as we are concerned, it was essentially an experiment. We had the freedom in the fully exempt schools to test new syllabus content with a view to a revision of the syllabus. In some cases it did work, and in others it didn't," he said.

Mr Lamprecht did not say why the system was phased out, and could not explain how the Transvaal Education Department saw the future of the fully exempted school.

"The TED might have other aims, but as far as we are concerned it was essentially an experiment," he concluded.

Cape author, examiner and high school science teacher with 12 years' experience, Mr Ron Jones, summed up the situation: "Unless there is total and continuous control with uniform standards and the system is operated only with top teachers, the internal exam system is meaningless and can only lead to educational disaster."

"It was deemed a failure in the Cape despite our adequate teaching staff. In the present teacher crisis in the Transvaal it can only spell disaster."

In the words of a senior Cape maths teacher, the system is "open to abuse."

She said "It is almost impossible to mark objectively." Situations could arise where the teacher compensates for his or her own inadequacies, or laziness, and restricts the exam paper to select portions of the syllabus.

Favouritism, parental influence and, in co-educational schools, sexuality, are pitfalls which the teacher must avoid.

"As far as the Trans-

vaal is concerned, I cannot see how they can hope to achieve any meaningful education. If you have good teachers there are still problems here. With no teachers — that are the pupils' symbols worth?"

Since 1966 educationists have alternately lauded and praised the system exempting schools from the external matric exam. Last year the Cape Education authorities "abolished" the experiment. At the same time the Transvaal Education Department invited another 19 schools to become "fully exempt."

CAROLYN DIMPSTER reports.

Now there is the JMB matric, the National Senior Certificate, the TED matric, the other three province matrices and a multitude of individual school matric exams — each with slightly differing standards.

It is too early to tell whether students from fully-exempt schools fare better or worse, and those with high symbols usually perform correspondingly well at university.

"But we are fast moving toward a university entrance exam which would impose a uniform standard," she said.

Mr William Smith, head of Star Schools, said that pupils from the "internal exam" schools came in droves to the Star Schools classes "to make sure they are getting the right education."

"The system creates gods out of teachers. For all the pupils know, their maths, science or English teacher could be leaving a chunk of the syllabus out."

"Ironically, the worse the teacher-crisis becomes, the more teachers are being invested with the responsibility of determining whether a pupil will survive in commerce and industry, at university or technikon."

"In the present climate of resignations there is no guarantee that a teacher will be there from one day to the next," he said.

King Edward School, Johannesburg, was one of the first to adopt the new

system. Mr K MacMurray, headmaster, firmly believes the system is working and can be measured in terms of the final product.

"Our matrices have a sound educational basis, and fare at university as well as their predecessors."

"There is a lot of additional administrative work for the teachers, as marks have to be prepared to be submitted to the TED, but in the long run, it is definitely worth it."

Bryanston High School, with 1 171 pupils, was one of the 19 which opted for full exemption this year. Mr D P Campbell feels one of the primary reasons for switching to the new system was a good teaching staff.

Whatever the results at individual schools, the inevitable outcome is a multiplicity of matric exams with a multiplicity of standards.

As with private schools, employers and universities are tending to rely more on the school's reputation, than the system as a whole.

9/3/1

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175
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9/3/81

Black nurse issue is political lunacy - Neppe

Government policy which allowed black nurses to work in private nursing homes but not in white provincial hospitals was "inconsistent and political lunacy," a Johannesburg City Councillor said today.

Mr David Neppe, PFP councillor for Kew/Lyndhurst, claimed that official policy prevented a black cardiac sister from attending to his dying father-in-law in the Johannesburg Hospital.

Mr Neppe put out a challenge to the Prime Minister.

"If he was critically ill

with a heart disease would he allow a black sister to watch the monitor and treat him in a white hospital or would he rather stick to his ideology."

His father-in-law, Mr Joe Esrock (73) was admitted to hospital at the weekend with a suspected coronary after he suffered a heart attack yesterday.

Mr Esrock was given a pacemaker and transferred to the cardiac intensive care unit.

All efforts to save his life failed. He died last night.

Mr Neppe said he had the highest praise for the staff at the hospital.

"With their limited staff they are doing wonders," he said.

He said when his father-in-law was in a critical condition he had been asked to employ a day and night nurse to watch the monitors.

"I could not find a white nurse but three black nurses were available. They could not be used because of inhuman, cold-blooded and heartless laws," he said.

THE folly of apartheid ideology has once more been highlighted, this time by the staff crisis in the ambulance service run by the Cape Town municipality and financed almost entirely by the Provincial Administration.

It has been disclosed by Mr J M Wilby, deputy chief of the service, that 87 ambulance crew-members are needed to bring the personnel up to its full strength of 271. This means that a vital and literally life-saving section of the public service is understaffed by a whopping 32 percent.

This is a frightening situation which should never have arisen — but for the policy of apartheid, one of whose tenets is job reservation on the basis of colour.

Of the establishment of 271, by law 44 are allowed to be black. This was a concession granted by the government a few years ago on condition that the 44 be employed mainly in their "own" areas. Now application has been made to the Department of Manpower Utilization for permission to employ 30 additional blacks as vehicle crew staff.

In disclosing this, Mr Wilby made a highly significant statement. He said no problem was anticipated filling black vacancies because "in the past, whenever one has occurred, we have been swamped with applications". The mind boggles at the implication of this statement.

The mind boggles even more because Mr Wilby also said earlier

Folly of ambulance crew apartheid

that although (white) vacancies had been advertised, only nine applications were received — four of which had to be rejected on medical grounds.

Does it not follow logically that if job reservation were scrapped entirely there would be no staff crisis? When, oh when, will this country ever learn?

Please note that the municipality of Cape Town is not to blame — not this time anyway.


I spoke to the Town Clerk, Mr H G Heugh, the other day. He assured me that the City Council's outlook was a non-racial one, but it had to operate within the parameters of central government legislation.

I pressed him on the question of ambulancemen serving their "own" people. He once more gave the assurance that if a "black" crew came across a "white" accident, the crew would not look the other way — and vice versa. Quite correct, of course, because saving lives is an act based on humanitarian and not racial considerations.

What Mr Heugh said is rather comforting . . . providing the crew

9/3/81 175

CIVIC DIARY
By
NEVILLE FRANSMAN



is available, providing there is no staff crisis. For those who would like some background, there is this little snatch. The Cape Peninsula Local Authorities Ambulance Service — that's the official name — is run by Cape Town on an agency

basis for the Provincial Administration in terms of the Health Act. It serves the whole of the Peninsula and adjacent areas up to Malmesbury in the north.

A provincial grant covers whatever shortfall there is in operating expenditure. Last year the total cost was R3,2-million. Cape Town collected R50 000 in fees and the province gave the other R3 150 000.

Money does not seem to be the problem. Now can we get on with the job of scrapping apartheid?

READERS may recall the past week's skirmish involving the Cape Times architectural correspondent and the Town Clerk's department over the issue of the central library being moved from Wale Street to the City Hall.

Our correspondent argued that although the fact of the move had been known for some time, details of the actual resettlement — that is, what precisely the new layout in the City Hall would be — had been dealt with secretly by the City Council.

The Town Clerk slammed the allegation out foundation. Both sides of the this newspaper and I

new points have been Our correspondent's

lects advised the con greatest care and to ration of historic bu very important build

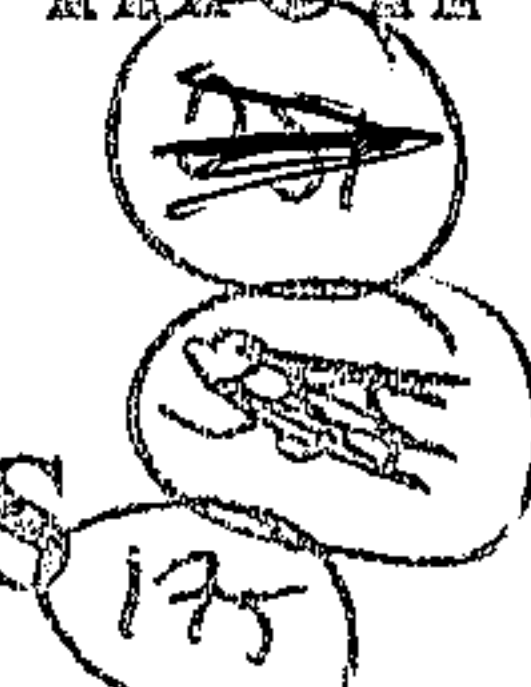
It appears to our A spokesman for care had been taken was not despoiled, about it all.

This is an argument well, what else can this case to arbitrat

However, some go restatement of the B Council should always to the charge that r which they have a r

Police could lose more men if pay rise disappoints

CT 9/3/87



Crime Reporter

THE police force, suffering from 400 resignations already this year, could be sent reeling by further resignations in the next two months if pay increases are not up to expectations.

The state of the force was highlighted again last week at an awards ceremony at Bishop Lavis when the Deputy Commissioner of Police, Lieutenant-General F L Engels, disclosed the latest resignations, but the situation has been grim for some time.

In February last year the Minister of Police, Mr Louis le Grange, disclosed that the force was short of nearly 4 000 men. He said there were posts for 35 757 warrant officers, sergeants and constables, of which only 31 887 were filled at the end of 1979.

Since then there have been more resignations than appointments, leaving the white sector of the force numerically worse off this year than last.

In February this year the minister disclosed that the enlistment of white policemen had failed to match the loss by resignation, retirement and expulsions.

During 1980, 1 852 white policemen were recruited but resignations alone resulted in the loss of 1 983 members. More than 90 retired, 37 were expelled and 202 more left for other reasons.

The recruitment of black policemen outstripped resignations, however.

Numbers are not the only

problem. The men resigning are in the main experienced, but those joining are "rookies" who go straight to police college.

When Mr Le Grange made his disclosures last year he said that more than half of the vacant posts — 2 073 — were in the rank of sergeant.

Recently Lieutenant-General J C Visser, chief of the CID, told the Hoexter Commission that 36 of the 74 officers who resigned last year had more than 10 years' experience and of the policemen who resigned, 1 097 had between two and five years' experience and 258 had more than 10 years.

"As CID chief, I am worried about the ability of the force to supply the necessary experienced detectives in the next decade of two," he said.

Now, with 400 resignations this year, the force appears to be hard-pressed. Root causes which result in a number of resignations are poor pay and bad working conditions.

The pay aspect will come under the policemen's microscope in the next two months when they learn what this year's increases are to be. The broad aspects of the increases were announced in the "12 percent and more" mini-budget recently and the "more" in the eyes of many policemen could mean the difference between the easing-off of resignations and the steady stream becoming a river.

For improvement in working conditions members of the force might have to wait longer or at least until there is more money available for overtime benefits

Society amorphous or strongly split by conflicting groups?
Integrated/much resettlement of new-comers?
More or less traditional in terms of agricultural practice, consumption habits etc.
Historical experience.
How much migrant labour?
Outside influences?
Often moved?
Reaction to rehabilitation?
Degree of participation in other projects?
I found however, that I could draw no associations from the kind of information I had.

53. Compare the situation in Umlambo after the clinic was finished and the area was considered a progressive area at a Zenzale meeting the local pre-

53. Compare the situation in Umlambo after the clinic was finished and the area was considered a progressive area at a Zenzale meeting the local pre-

'Can't find trained staff' (266) (175)

Municipal Reporter 1/13/78

Finding funds for specific projects and the trained staff to implement them were among the biggest problems facing the Johannesburg City Council, the city treasurer, Mr Manie Venter warned yesterday.

In an interview with The Star, he said the country's high growth rate meant private enterprise could outbid the municipality for the services of trained staff.

The treasury staff, of about 1 000 people, was 10 percent short of its staff complement and this year had been able to attract only one person with a matric.

DROPPED

Council staff had dropped by 3 427, from 25 808 employees in 1975 to 22 381 in 1980 while the official population of the city rose from 1,35-million to 1,47-million over the same period, he added.

Most municipal departments have admitted to staff shortages and pointed out that present employees were often working long hours for lower salaries than their counterparts in the private sector.

the reason established. They... problems, e.g. paying for ploughing later, finding a share-cropper, advising them about methods of cultivation. If the owners still cannot see their fields (e.g. because they are migrants) they re-allocate them to a landless person. Apparently everyone supports this system.

55. This conclusion does not apply for all time but just to the present state of affairs where (for reasons I have discussed under No.9) people generally don't see themselves as being able to work together to change their situation.

56. There was a lot of support for the idea of the creche in the planning stages. About 50 women volunteered to help run it, and 10 men to help build and establish it. Even so there was a low response to building (which Wits SAYS started) and so later a big meeting was called which 400 people attended. 100 of these signed their names under categories of voluntary assistance. However basically the situation remains that while 30-40 people are involved

settlement schemes has varied from EI 553 to £2 290". Quoted from J.B. MCI. Daniel op. cit. p.645.

46. G. Huizer writing of a project in El Salvador in 1955. "Community Development, Land Reform and Political Participation" in "Peasants and Peasant Societies" ed. by T. Shinn, Penguin 1976 p.390.

47. Michael Lipton op. cit. pg.301.

48. Max Klayman ("The moshav in Israel" pg.52 & 59) describes the success of the "Zionist, socialist, European pioneers" who set up the first moshav (OVDIM) and the failure of the unmotivated immigrants who were settled in moshav OLIM by the government. I. Haissman writing of the "Village Corporation" a new tenure system in Mexico, says the main problem is overcoming the peasants' initial confidence and making them believe the theirs. p.18.

49. Edmund Wilson "To the Finland Station" 1974 p.III.

50. People writing on Chinese success with programmes or agricultural development that these achievements have been due to motivation and involvement inspired by system and that one cannot regard them to be emulated in another context. For medicine: "Health Care in China. A Study of the China Health Care Study Group." & Susan B. Rifkin: Geneva Christian Medical Commission 1974 p.123-127.

For agriculture etc.: "China: the quality of life" W. Burchett & R. Alley Penguin 1976.

51. This often happens with communal gardens; people from other areas see the benefits of the gardens and then request the same facilities for their area. Often these new gardens function better than the externally initiated ones. In Dlebe pilot project area of Kwa-Zulu, people in the adjacent area of Ndebele are more keen on sewing and clinic projects than those at Dlebe. (Discussion with Community Development Officers Wed. 15 March 1978).

52. My study is of course very cursory and detailed study may show other associations. I had originally aimed to assess the success of projects in terms of the "Nature of the Community" in the area. That is Geographical - isolated or village near town? etc. Size of area project aims to cover? Internal communication? Strong traditional authority structure? Existence of other organisations with particularly strong membership?

Japanese labour lesson for SA

Row
11/3/81

175

Industrial Reporter

THE SHORTAGE of skilled workers facing South African industry in general and of production engineers in particular may be compared with the challenge posed to the Japanese economy after the Second World War, says a motor executive.

Mr Loot Muller, managing director of Datsun-Nissan, told the South African Institute of

Production Engineers that estimates were that the economically active South African population would increase from 9 500 000 this year to 15-million in 2000, making absorption of labour "a mammoth task".

It had been forecast that 800 job opportunities would have to be created daily for the next 20 years if SA was to employ all its available labour.

Tracing the steps which had

led to the current skills' shortage, Mr Muller referred to the level of black education. In 1977, for instance, only 15% of black schoolteachers had matriculated.

The system had failed to produce a reasonably high level of general education on which technical or other specialist skills could be grafted to suit the economy's needs.

"Up to a short while ago, the training of blacks in skilled jobs in white areas was prohibited. Also, horizontal mobility in the movement of blacks discouraged efforts to invest in industrial training," Mr Muller said.

Statutory job reservation and trade-union restrictions had all had their influence on the availability of higher-grade skills.

"The late 1970s saw the beginning of a new approach with increasing awareness of the line between unemployment and internal unrest, a growing realisation of the need to strengthen the economy against possible sanctions and an acceptance that the required growth could not be achieved without better utilisation of the country's black workforce."

The findings of the Wiehahn and Riekert commissions and the abandonment of the Black Building Workers Act had gone some way to establishing the new approach.

"The optimum utilisation of manpower implies not only the provision of sufficient job opportunities but also effective vocational guidance — increasing productivity by making the best use of the workers that are available at any given moment."

Pointing to the role and responsibilities of production engineers in regard to manpower, Mr Muller said this section of industry was in a highly challenging position.

With the aim of making maximum use of available manpower production, the engineering sector should foster an atmosphere in which free-market mechanisms could contribute to the development of the economy and the optimising of productivity through manpower planning.

The potential for the required growth was there. There was no reason why South Africa should not overcome its manpower problems with the same success as post-war Japan had.

HOSPITAL CRISIS IN NATAL

N.M. 12/3/81

(175)

'Low pay' blamed for staff shortage

Political Reporter
A SHORTAGE of physiotherapists in provincial service in Natal has reached a critical level as a result of poor salaries and working conditions, according to a source close to the Natal Administration.

At Wentworth Hospital, where physiotherapy can mean the difference between life and death, three posts out of 13 are filled. Services there are limited to patients in a few intensive care units and several periods of inderture and were highly sought after their increases fewer contracts other recruit to a year unt

emergency cases, the source said. A senior member of staff at Wentworth Hospital said: 'A patient whose life depends on physiotherapy is not happy when told there is no one to treat him because salaries are too low.'

White beginners started at R4620, with annual increments of R225. Coloureds and Indians started on R3975 with a first increment of R195, and blacks start on R3350 with a R195 annual increase.

The shortage in Natal was being accentuated by the fact that the Province stuck rigidly to starting salaries for new recruits. Transvaal were prepared to bend the rules and give newcomers between three and five increments more than the starting scale.

For whites, this meant an additional R125 a year in the first year. At present, 58 of 103 posts in the provincial service were filled, and a number of vacancies were being advertised.

Other recruit to a year unt

him where whites or blacks sought employment at posts created for other race groups. The spokesman said the Mercury article about the shortage of physiotherapists emphasised the negative to the detriment of recruiting.

The spokesman said the shortage had led to friction at hospitals such as King Edward VIII in Durban, said the NPA source.

The post structures in Natal had been improved over the past few months in the urban areas, but not in the rural areas where the position was still poor, the NPA source said.

At Wentworth Hospital, where only three out of 13 posts are filled — three blacks who were interested in joining the staff could not be employed because the

Post structures have been improved in Natal provincial service. Four new posts of chief physiotherapist — for whites only — have just been created and are currently being advertised. The salary scales are R10650, rising to R14220. There are nine posts for principal physiotherapists, three of which have been filled and the remainder are being advertised. The top of the scale is R12000 for whites, R10200 for coloureds and Indians, and R8400 for blacks. Physiotherapists say it normally takes 10 to 15

periods. The

new length of their contract

number of Africans who were

It took approximately one hour and fifty minutes to transport each batch

At Wentworth Hospital, where only three out of 13 posts are filled — three blacks who were interested in joining the staff could not be employed because the

Physiotherapists say it normally takes 10 to 15

Hospital crisis

FROM PAGE 1

years before a vacancy occurs in this grade. A few years ago, 50 percent of physiotherapists were in provincial service and the remainder in private practice. At present, the ratio is 25 percent in provincial service and 75 percent in private practice.

The staff shortage is also made worse by the fact physiotherapists can transfer within Government services to teaching posts where salaries are much better. At Addington Hospital, where 12 out of 17 posts are filled, one person will be leaving in two months to take up a post with national education.

The spokesman for the Directorate of Hospital Services pointed out that the posts structure had been improved recently in line with recommendations of the Province's chief physiotherapists.

Mr Frank Martin, MEC for hospitals, yesterday described paramedical salaries as 'ridiculous'.

Referring to the comment that other provinces were prepared to 'bend the rules', Mr Martin said: 'Salaries are laid down by the Public Service Commission and we can't change them.'

Referring to the inflexibility over the filling of white posts by qualified people of other race groups, the Hospital Services spokesman said no applications had reached

apply to the Africans. Although underground use for African miners than Whites, one al evidence of the numbers of Africans or the number of times they had renewed my judgments in this connection. state the way medical examinations were d this has a strong bearing on the relevance rates, and after compensation as well. Grey's contention that the improvement of Doctors in 1903, and the implementation

Miner Commission to show exactly why African miners were likely to contract the disease in a shorter time than the white man because he is usually stationed closer to the drill and does not go away, as the white man has an opportunity of doing. (198)

of better medical examinations and choice of recruits by the WMLA, and improvements in diet, sanitation and compound facilities inter alia, do

ATTENTION PAGE 2

221 (175)
Siz 13/51

Imported teacher plan 'doomed to failure'

Own Correspondent
The Government's campaign to import teachers is doomed to flop if the existing employment criteria are not relaxed. Both the Transvaal Teachers' Association and the Transvaalse Onderwysvereniging felt principles of recruitment would have to be more

flexible to attract good staff. In a previous attempt by the Transvaal Education Department to recruit teachers overseas, more than 800 possible teachers made inquiries but less than 10 were eventually "imported". The number of suitable qualified teachers who

would leave a home in Europe and travel more than 8 000 kilometres for a temporary job in South Africa was limited, a spokesman for the Onderwysvereniging said. Mr Peter Mundell, president of the TTA, said that unless South Africa wanted the "dregs" from

Europe the Education Department would have to relax the rigid criteria affecting their selection. Imported teachers would not hold permanent posts in South African schools unless they were fully bilingual, they would not stand in line for any promotion and could be

given 24 hours notice. Mr Mundell said proficient teachers were often eliminated because of these inflexible principles of recruitment. A TED spokesman said at no stage would the Department allow "imported" teachers to have employment advantages over local teachers.

All tied up in red tape

Motor component manufacturers are acutely aware of their inability to meet demand. Skilled workers, more than capacity restraints are the problem, they claim.

In a desperate bid to boost output, some have now resorted to flying in skilled artisans on three month contracts to overcome government's sluggish immigration procedures. This circumvents the bureaucratic rigmarole, but costs a lot.

And yet shortages in the motor industry would be much less if government cut red tape to speed up the flow of skilled artisans, says Mike de Lange, director of the National Association of Automotive Components and Allied Manufacturers (Naacam).

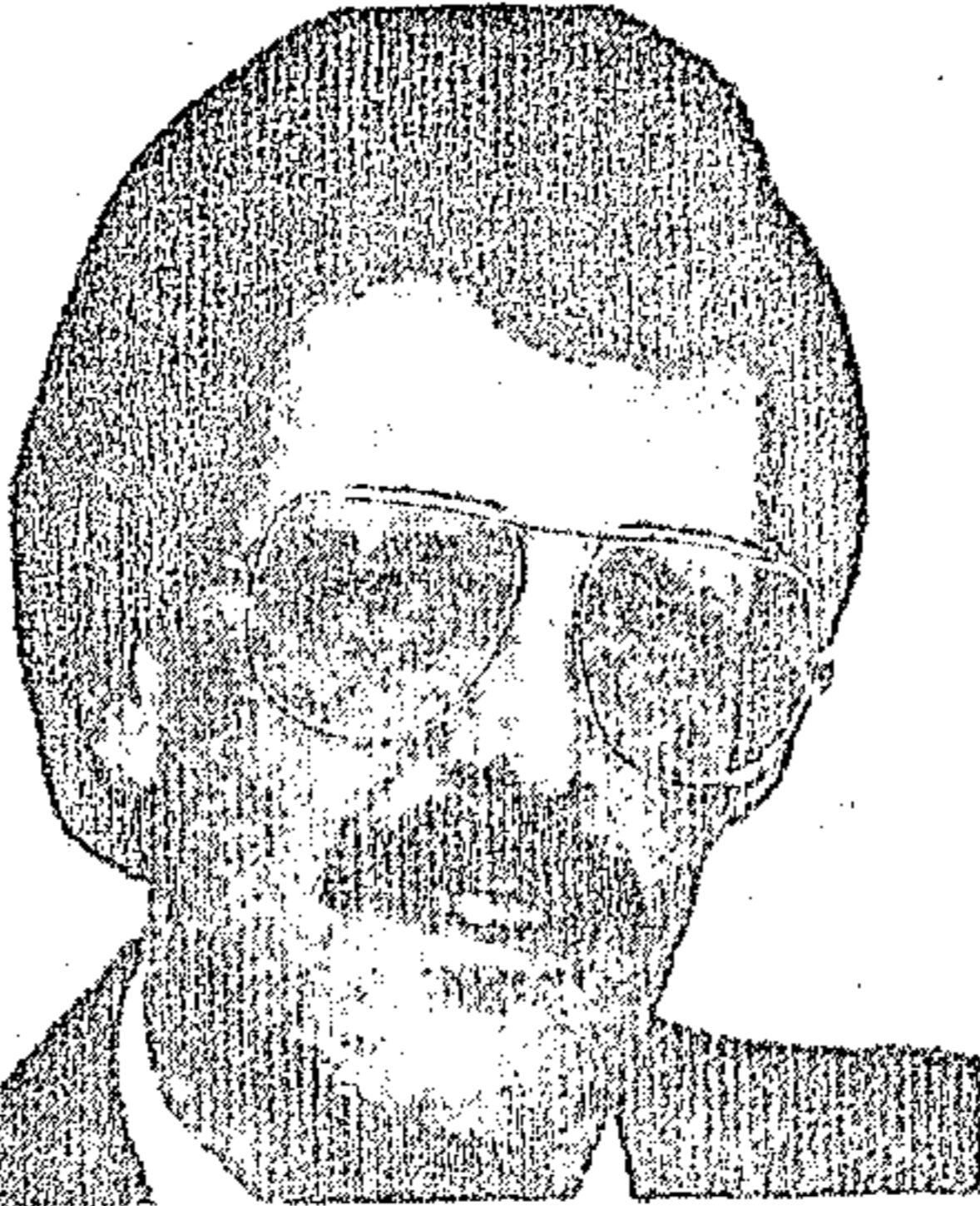
With present demand for cars expected to exceed supply by 7%, he also believes that government should temporarily relax local content requirements and allow component manufacturers to import items which cannot be produced in sufficient quantity.

Responding to an article in the FM ("Clogging the works," March 6) which pinpointed motor industry bottlenecks to the shortage of components, De Lange criticises those who state that the local component industry is not investing enough.

"Most component manufacturers have enough plant to meet local demand but they cannot get the skilled labour to operate it to full capacity," he says. Artisans are walking the streets of Europe for jobs, but immigration authorities are taking months to process their applications. This is putting people off coming here and slowing down the flow of those who are prepared to wait."

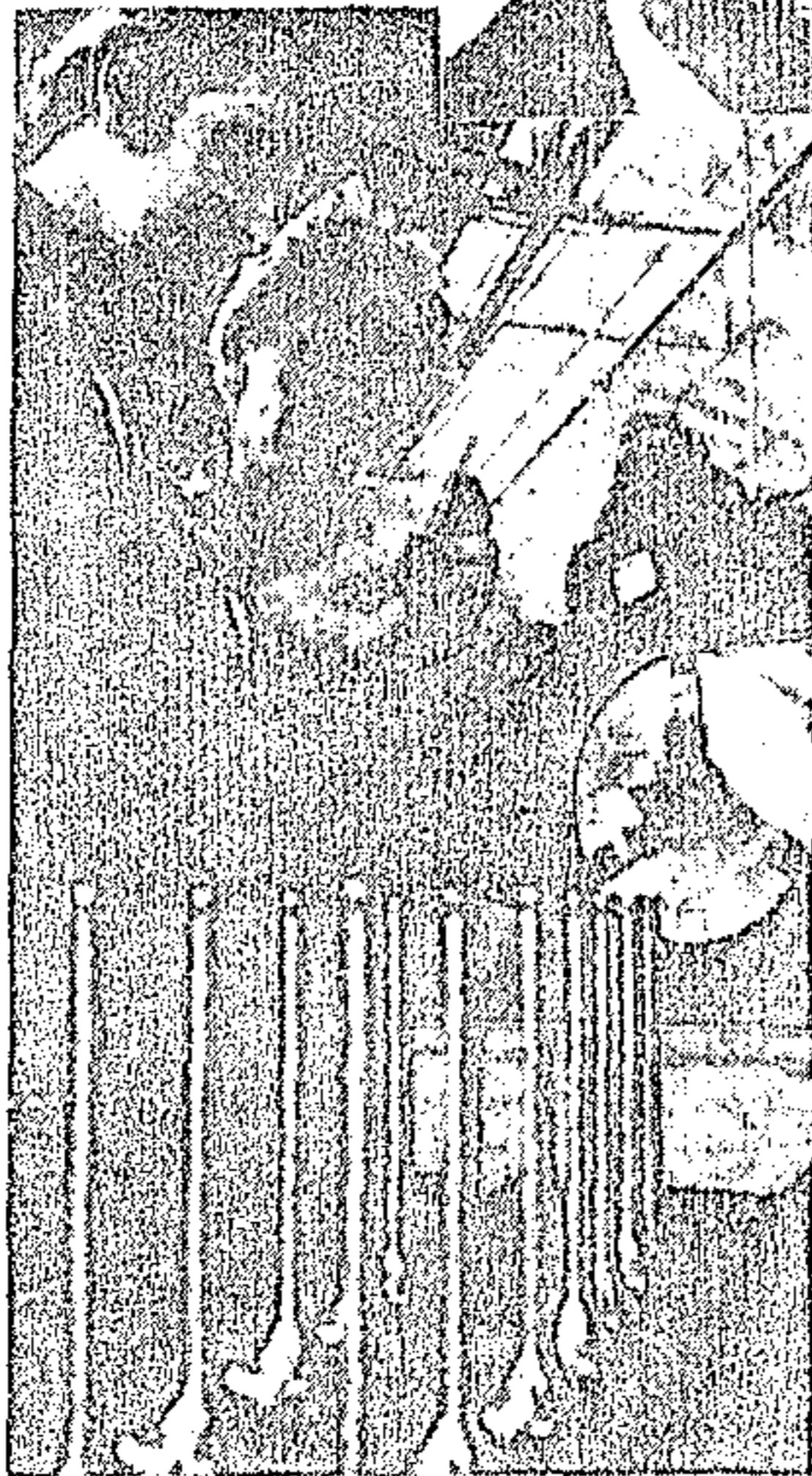
Says one manufacturer: "We have to pay their return air tickets, pay their wages in the UK and give them free hotel accommodation. And those Poms are satisfied with nothing less than the Rosebank hotel. They are so much in demand here that artisans such as tool setters are paid £7 an hour plus overtime."

De Lange estimates that total real demand for locally made components rose by between 50% and 80% during last year,



De Lange (above) ... the problem is finding men to do skilled work.

Skilled artisans (left) ... £7 an hour and the Rosebank Motel.



and that car assemblers were supplying component manufacturers with new, upwardly revised sales estimates each month. This meant that some ended the year trying to supply their car assembler customers with nearly double the quantities originally estimated at the beginning of the year.

And while demand for some components rose above the industry's capacity to supply, sales of other components actually dropped. In the last two years production of locally-made engines declined as some car assemblers have found other means of achieving minimum local content requirements.

GM's engine plant, which used to produce for its Chevrolets, is rumoured to be closing down as the company now imports its Kadett and Commodore engines.

Sigma's new big seller, the Mazda 323, has an imported engine. The VW Beetle, which had a local engine, has been replaced by the Golf with an imported engine. However, Golf engines will soon be made locally in VW's new engine plant. This, together with the recent swing from six to four cylinder cars, has cut sales of items such as pistons, rings, bearings

and spark plugs. Sales of local clutches have also dropped as some imported engines now come fitted with clutches.

According to De Lange, this year's total car sales estimates received by his industry from the car assemblers are well above 300 000 units.

"This is well above what some of our members can produce. And if members with sufficient capability do produce for these estimates, there will be a serious oversupply of some components which car assemblers will not be able to use because they lack other components."

His industry has another gripe. Says he: "Our total car market of less than 300 000 units a year is small by world standards. Yet SA produces 29 different car models and many more variants. This is more than is produced by most other countries, and must add to costs," he says.

"For it means that some component manufacturers have to start and stop their production lines several times a day. We could contain costs better if the number of models and variants was halved as our production runs could be doubled."

Aside from the industry's long term problems, government could provide immediate relief if it cut its controls on the import of key components and skills. This would do much to ease inflationary pressures.

Rand hospitals still suffering nursing shortage

Medical Correspondent

Several Rand hospitals are still short of nurses and student nurses.

A spokesman for the multimillion-rand Johannesburg Hospital said today that only 64 percent of nursing posts had been filled.

The intake of student nurses this year had been disappointing and 61 percent of posts had been filled.

"We have 1 479 nurses, including part-timers. The trained-nurse situation has improved but we are short of nursing aids," added the spokesman.

A spokesman for the J G Strijdom Hospital said 70 percent of the hospital's nursing complement had been filled and part-time nurses were making up the shortage.

The hospital had sufficient student nurses.

The Far East Rand Hospital in Springs is seriously short of both qualified nurses and student nurses.

"We have filled 60 percent of our nursing posts and 50 percent of the student nursing posts," said the superintendent, Dr Johan Jurgens.

Over the past year the hospital had been forced to close two surgical wards and two medical wards because of the nursing crisis.

SAP's 12 percent may not stop manpower loss

By Mike Cohen
Crime Reporter

Policemen are to receive salary increases of between R40 and R204 but many have said these are not enough.

The general feeling among policemen The Star spoke to is that more resignations can be expected if they do not get what they were promised.

ted if they do not get what they were promised.

The Deputy Commissioner of Police, Lieutenant-General Frikie Engels, said in Cape Town last week that more than 400 police, including officers with more than 10 years' service, left the force during the first two

months of this year.

Several dissatisfied policemen have said they work long hours because of the shortage of manpower and the large number of resignations could exacerbate the problem.

Broken down, the salary increases mean about 12 percent on the old scale. The top salary increase for a Warrant Officer is R301,25 while the top increase for a constable with a Standard Eight certificate is only R5.

One senior police officer in Johannesburg said policemen, including the lower ranks, should not complain about what they have been offered.

"If you take the top scale of a constable with a Standard 10 certificate you will see an increase of R162,50 a month."

The new scales that have been sent to all police stations are (new scales in brackets):

Constable Std 8 ..	R2 415— R6 420	(R3 718— R6 480)
Constable Std 10	R3 390— R6 420	(R4 470— R8 370)
Sergeant	R3 975— R7 410	(R4 470— R8 370)
Warrant Officer	R5 070— R9 300	(R5 670—R12 915)
Lieutenant	R6 750—R10 200	(R7 650—R12 915)
Captain	R8 070—R11 550	(R9 090—R12 915)
Major	R9 750—R12 900	(R10 935—R14 400)
Lt-Colonel	R11 550—R15 540	(R12 915—R17 340)
Colonel	R14 880—R18 840	(R16 605—R21 015)
Brigadier	R22 000	(R24 450)

Pay Fight Worn, but The Crisis Goes On

3/22/75

ADM 18/3/81

By GERALD REILLY, Pretoria Bureau

SOUTH Africa's 55 000 white teachers will get substantial increases from April 1 — but the rises are not the whole answer to the teaching crisis.

This is clear from the Venter Committee's report on teachers' status and earnings, released in Pretoria yesterday.

The report gives little hope of any short-term solution to the crisis, which has deepened steadily during the past two years.

But the Government's implementation of most of the committee's findings represents an advance in the teachers' struggle for pay and

working conditions which would stem the flood of resignations and attract teachers back to the profession.

The report stresses that schools are not even close to obtaining adequate numbers of properly qualified staff.

In fact, it reveals that about half the teachers in schools ranging from junior primary to senior secondary have less than the required minimum of tertiary training.

In a statement last night, the Minister of National Education, Dr Gerrit Viljoen, said this showed that practically all subjects could be regarded as "scarce" subjects.

Although there were other reasons, the Venter Committee found the shortage of well-qualified teachers was primarily due to non-competitive salaries.

Dr. Viljoen said in his statement the Government would vote R189 400 000 to bring the salaries of white teachers to the "proper level".

The average teacher, up to the rank of principal, would receive an increase of 26%.

Although the committee had favoured the maintenance of differentiated salaries for men and women teachers, the Government had rejected this and would go ahead with the policy of moving towards parity in men's and women's salaries.

It remained to be seen whether the new scales would solve the shortage problem.

The chairman of the Federal Council of Teachers' Associations, Professor H O Marce, said the percentage rises would generally be well received.

He warned, however, that the settlement of salary disputes could not be seen as a "one-time process".

Adjustments would have to be made on continuous review.

The president of the Transvaal Teachers' Association, Mr Peter Mundell, said last night the tide had apparently turned but "in no circumstances must this be regarded as the last chapter."

The new scales were the first instalment of a rectifying process. There was still a backlog which had to be eliminated.

When details became available to the TFA and when teachers got their first new pay vouchers, a questionnaire would be circulated among them to test their reaction.

At a Press conference later, Dr Viljoen said the Venter investigation must be seen as complementary to the much wider study on the state of education, being carried out by the Human Sciences Research Council, which should be completed later in the year.

Meanwhile policemen interviewed yesterday said they would be disappointed if it proved true that the SAP would get only a 12% salary rise, as reported in a Johannesburg newspaper yesterday.

Several senior police officers said such a rise would not stem the exodus from the force.

The Deputy Commissioner of Police, General F Engels, said yesterday that Pretoria Police Headquarters had not yet received the new salary scales.

© See Pages 2 and 7

GERALD REILLY REPORTS ON THE GOVERNMENT'S R189-MILLION SALARY HAND-OUT TO WHITE TEACHERS AND ACADEMICS — AND JAYNE LA MONT REPORTS ON ONE OF THE MEN BEHIND THE BATTLE FOR THE INCREASES

THE new posts and salary structures for white teachers and academics, created on a basis of the Venter Committee report, amounted to a dramatic restructuring of education, the Minister of National Education, Dr Gerrit Viljoen, said in Pretoria yesterday.

The Minister stressed that the scales approved by the Government were improvements in almost every case on those proposed by the committee.

The Government would vote R189,4-million to bring the salaries of white teachers and lecturers at training colleges, technikons and universities to the "proper" level.

The new maximum for male teachers in Category D was 7% higher than the maximum proposed by the committee, he said. And the new maximum for senior lecturers at training colleges, technikons and universities was also 7% higher.

The adjustments from April 1 meant an average increase of 20% for the rank "teacher" in Categories C to G, with six years' experience or less. Those who had been on the maximum for not less than a year would get an average increase of 27%.

On average, the teaching staff at schools up to principals would receive an increase of 26%, in line with the recommendations of the Venter Committee.

Dr Viljoen said the fact that schools were not attracting sufficient staff with the required qualifications was apparent from the average percentage of teachers at primary and secondary schools who had less than the minimum required tertiary training.

He gave the percentages

Viljoen spells out the new deal

RBM
18/3/81
322
285
175

By GERALD REILLY, Pretoria Bureau

as: junior primary schools, men 41%, women 49%; senior primary, men 45%, women 51%; junior secondary, men 51%, women 51%, and senior secondary, men 53% and women 47%.

This, the Minister said, showed that practically all subjects could be regarded as "scarce" subjects.

The disparity between the median salary of graduate teachers with those of comparable posts in the public sector were: human sciences, R1 200 to R6 000 a year; natural sciences, R1 900 to R12 500, and commerce, R1 000 to R6 800.

With university lecturers the disparity compared with the public sector was particularly serious in the basic and applied natural sciences, he said.

Compared with the average salaries in the public and

business sectors, the disparity ranged between about R3 000 and R6 000 a year.

Dr Viljoen said the new salary structure would give teachers a salary-age profile comparable with posts in the public sector, and academics at universities a salary comparable with the average salary in the public and business sectors combined.

The existing 10 post levels up to chief inspector of education would be replaced by six revised levels.

Although the Venter Commission favoured the maintenance of differentiated salaries for men and women in education, the Government had rejected this and had decided to go ahead with the policy of moving towards parity, Dr Viljoen said.

Equal salaries were, therefore, being introduced from the revised post level four and upwards from April 1.

This meant that men and women in post of principal P2 and principal S2 would receive equal salaries.

The Minister said that in universities there was already parity of salaries between men and women lecturers. At technikons only the posts of lecturer would still have separate scales for men and women.

Salary differentiation on the basis of categories had been modified by the Government from the revised Post Level 3 common scale maximums which were introduced from Category D. The scale minimum remained differentiated.

This meant, for instance, that a principal PII (primary) in Category D and a principal PII in Category G could both advance to same maximum of R22 650.

The Government found that in spite of the Venter Committee proposals there was not sufficient data available to formulate proposals on any salary differentiation based on training in certain "scarce" subjects.

The Minister said those who did not meet the minimum professional requirement — three years of recognised tertiary training — could not claim salary improvements negotiated on a basis of professional status.

Features of the new salary structure were:

- The scale minimum for the rank of "teacher" had in real terms been raised by one salary notch in Category C;
- The scale for "teacher" had been extended from a seven point to a nine point scale, the first eight to come into operation on April 1 and the ninth automatically on April 1, 1982.

THE NEW SALARY SCALES

THESE tables give an indication of the increases for white teachers:

In the two major teacher categories, Post Level One, Categories C and D — involving 35 000 of the country's 55 000 white teachers — the increases range between 20,6% and 28,6%.

Post Level One involves the average classroom teacher. Category C teachers on this level have three years of post-matric training and Category D teachers have four.

In Category C most of the 16 000 teachers are in primary schools. At the bottom level the salary has increased from R5 550 R6 810 a year, an increase of 22,9%.

POST LEVEL 1

Category C:

Men		
Previous	Revised	% gain
5550	6810	22,70
6030	7350	21,89
6510	7890	21,20
6990	8430	20,60
7470	8970	20,08

7950	9645	21,32
8550	10320	20,70
8550	10995	28,60
8550	11670	—

Women

Previous	Revised	% gain
4950	5730	24,83
5070	6270	23,67
5550	6810	22,70
6030	7350	21,89
6510	7890	21,20
6990	8430	20,60
7470	8970	20,08
7470	9645	29,10
—	10320	—

At the top of the seven-stage scale the salary has increased from R9 550 to R10 995, an increase of 28,6%.

The average increase for Category C is 22,24%.

The starting level for Category D's 19 200 teachers has moved from R6 510 to R7 890, an improvement of 21,2%. Top of the scale after going through seven stages, the improvement is from R9 750 to R12 345, an increase of 26,6%.

POST LEVEL 1

Category D:

Men		
Previous	Revised	% gain
6510	7890	21,20
6990	8430	20,60
7470	8970	20,08
7950	9645	21,32
8550	10320	20,70
9150	10995	20,16
9750	11670	19,69
9750	12345	26,60
—	13020	—

Women

Previous	Revised	% gain
5550	6810	22,70
6030	7350	21,89
6510	7890	21,20
6990	8430	20,60
7470	8970	20,08
7950	9645	21,32
8550	10320	20,70
8550	10995	28,60
—	11670	—

The average increase for Category D is 21,39%.

The biggest increases are given at the top of the profession, the heads of large primary and high schools.

For instance, in Post Level 5 PI Category D — the principal of a primary school with over 600 pupils who has four years post-matric training — the starting level has gone up from R12 750 to R17 610, an increase of R38,1%. The top of the scale is R24 450.

POST LEVEL 5

Male and Female

Category D:		
Previous	Revised	% gain
14100	17610	24,90
14850	18420	24,00
15600	19230	22,88
16350	20040	22,57
—	20850	—
—	21750	—
—	22650	—
—	23550	—
—	24450	—

Post Level 5 SI (principal of a high school) starts with an improvement from R14 100 to R17 610, and progresses to the same maximum of R24 450.

THE VENTER COMMITTEE'S REPORT

By GERALD REILLY

THE Venter Committee report into the status and earnings of white teachers found that the shortage of well-qualified educators was primarily due to non-competitive salaries.

The report's recommendation were the basis of the restructuring of teachers' salaries.

It gave little hope that the staff problems would be solved in the foreseeable future.

Talks of strikes and similar protest action had damaged the dignity, prestige and attractiveness of the profession, the report found.

Stressing the vital importance of adequate rewards for university professors, it said that although salaries in the private sector could not be a deciding factor in determining salary structures in universities, the gap between salaries in the two sectors should not

2. To assess the influence of:

- The Availability of Services
- Service utilization
- Population pressures
- Sanitation
- Socio-economic Status
- Family Factors

Can be correlated with

Nutritional Status, Illness, disease and Mortality rates

1. Morbiditeitsregistratie Peilstations (1976):
Medisch Contact, 31, 1519

2. Introductory Report, The General Household Survey,
Her Majesty's Stationary Office 1973, LONDON

3. United States Health Interview Survey (USHIS) in
Vital and Health Statistics Series Reports

4. Glatthaar, E.; Arabin, G.; Kleeberg, H.H.: (1978):
S. Afr. Med. J., 52, 615

Increases stave off exodus of teachers

By Carolyn Dempster
Education Reporter

The timely salary boost for teachers has staved off a massive further exodus from the profession.

"There were a lot of people waiting to resign," Mr Peter Mundell, president of the Transvaal Teachers' Association, confirmed today.

"Some definitely based their decisions to stay on the favourable coverage of the intended salary increases. Although most schools have not yet received the circulars disclosing individual raises, teachers who were in a quandary have been reassured — and most will stay," he added.

Mr Howard Harrison, principal of the Rand Park Primary School in Johannesburg, withdrew his resignation after hearing news of the increases.

As a senior teacher with about 20 years of teaching experience, Mr Harrison's resignation was seen by colleagues in February this year as an indication that the rot had set in.

At the time, Mr Harrison said it was "purely for reasons of salary" that he was leaving but if the Government chose to rectify the situation in time he would reconsider.

The two major aspects of the teachers' struggle had been catered for, said Mr Mundell, and these were retention and recruitment.

FRICTION

"In the new salary scales the Government, and particularly the Minister of Education, Dr Viljoen, have done their best to cater for both areas, although it will take at least another 12 years for things to stabilise," he said.

The new deal for teachers did contain

the:

1. INFANT MORTALITY RATE
2. NUTRITIONAL STATUS
3. TUBERCULOSIS INFECTION RISK

If it can be shown that these three measures can be gathered accurately in an economic way then it should be of great service to assist with the health care in the presently poorly monitored areas

Black school heads go on teacher hunt

RDM 19/3/81

175
RDM
RDM

By SOPHIE TEMA

THE teacher shortage in Soweto schools has forced some headmasters to begin recruiting far afield to fill vacancies.

Several principals are travelling to Natal at their own expense during the Easter holidays to find teachers.

Some principals in Meadowlands and other Soweto areas have already made recruiting trips to Natal, where it is believed there is a teacher surplus.

A representative for a group of principals said yesterday: "The shortage of teachers in Soweto has become serious. While the department is busy with the teacher upgrading programme, pupils are suffering because nothing is being done to fill the gaps in schools where there are no teachers.

"This is why some principals have now decided to find teachers from outside Johannesburg.

"We have repeatedly complained to our circuit inspectors about the teacher shortage, but nothing seems to be done.

"We are starting this recruiting campaign not for our good, but for the pupils. It's pathetic

to see pupils spending a whole day in school without teachers.

"We have chosen to recruit in Natal because we believe there are unemployed teachers there. We know for certain that some principals have been to Natal this year and brought back teachers who are now working in Soweto."

The representative said another problem which principals were facing was accommodating teachers who came from outside Johannesburg.

"We will, in time, have to ask the department to offer school cottages to teachers from outside Johannesburg. But at the moment we organise accommodation for them with local residents."

Mr Gerhard Engelbrecht, public relations officer for the Department of Education and Training, said yesterday: "Housing and influxing teachers is the responsibility of the administration boards and the community councils.

"But the department does make loans available to teachers to buy houses, and I can only appeal to these bodies to be of help to them in this regard."

He said principals could recruit teachers to fill shortages in their schools, but he was not aware that some would be going recruiting during the holidays.

The director-general for the Department of Education and Training, Mr G J Rousseau, said at a Press conference recently that there was a shortage of 10 000 black teachers in South Africa.

A local teacher said yesterday: "The department is greatly to blame for the shortage. Qualified teachers are being attracted by salaries in commerce, and find teaching a waste of time and effort.

"Many teachers who enter the profession become bitter when they find that they have to wait for three months to get their first salary. They then leave.

"This has been going on for years, and the department has done little to improve the situation."

Mr Jaap Strydom, regional director of education and training, confirmed at the Manpower 2000 conference that teachers were attracted to commerce because of "attractive salaries".

SKILLS SHORTAGE

Spreading the blame

FM 20/3/81

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178

The shortage of skilled labour is now so severe that the immigration authorities themselves have not got the staff to process would-be immigrants to SA.

The problem has its roots partly in the current economic boom and partly in massive strategic projects initiated by government and the public undertakings.

Construction at Sasol 2 and 3 is currently employing around 26 000 workers, most of them skilled or semi-skilled. Thousands more are working on projects such as Escom's giant new power stations, new facilities for the Uranium Enrichment Corporation and coal hauling facilities for the Railways. Armscor has nearly trebled

its output in the last three years and 90 000, obviously mostly skilled, are now employed in armaments manufacture.

Government policy on local manufacture by the private sector has also led to heavy demand for skilled labour. The motor industry is an outstanding example and General Motors MD Lou Wilking says

that labour requirements have nearly doubled in the past two years.

"In 1979, about 8 000 different items totalling 135m pieces were produced locally for motor vehicles," he says. "Next year, the local content programme will require 18 000 different items totalling 265m pieces.

"An industry cannot digest a 100% growth in two years without labour strain and inflationary effects."

Many employers blame the skills shortage on government's immigration procedures, which require a three-month period to process the application of a would-be immigrant.

A government spokesman, however, says, and quite rightly, that companies which cannot plan their manpower requirements on a three-month lead time have no right to criticise others.

"And if they think that three months is a long time," he says, "let them try emigrating to Canada or the US where it can take a lot longer."

Chief director of immigration Rudolf de Wet says that immigration procedures are being streamlined. He points out that 29 228 immigrants entered SA in 1980, just short of a government projection of 30 000 immigrants for the year and more than 50% above the figure for 1979.

Last year the department increased its staff complement and currently employs more than 30 British nationals at the London office alone. De Wet says that he needs more SA staff, presumably for the more sensitive aspects of the work.

Even so, he believes that more than 30 000 immigrants will arrive in 1981, although immigration will probably not be as high as the figure of 50 000 immigrants for 1975. This is partly due to the department's own staff shortage, and to what De Wet describes as the little known fact that despite the unemployment in the UK, skilled workers are still not easy to find.

Government also has the view that employers should not be given too much incentive to take the easy way out of their staff shortages by importing labour.

Emigration dropped from 15 171 in 1979 to 10 129 last year, making the net gain of 19 099 last year more than six times the figure for 1979. De Wet says: "For each application, we have to ask ourselves if there is a South African, of any colour, available for the job."

Many immigrants are people of SA origin from Zimbabwe who have a legal and natural right to live in SA. According to De Wet, most of them are suitable for employment here. He says that his London and Salisbury offices are the most busy. But whereas the London office is actively recruiting immigrants, the Salisbury office has its hands full dealing with the flood of unsolicited applications.

Immigrants are also exacerbating the housing shortage, says De Wet, and this is now particularly bad in the PWV complex,



Manpower's Reynders . . . industry must play its part in the training process

where 70% of them find jobs.

The problem clearly runs deeper than immigration red tape. Arthur Hammond-Tooke, of the Federated Chamber of Industries, says that the skills shortage poses a serious dilemma for the country of resolving the conflicting needs of a short- and long-term problem. "The present circumstances could be used to justify the wholesale importation of labour," he says, "but the more we import, the smaller will be the incentive to train our own people. Production workers in developed countries spend about 15% of their time receiving paid, on-the-job training. In SA, we are still light years away from that figure."

Government, industry and the professions must share blame for not having done enough to develop local talent.

For example, precious little has been done to arrest the decline of interest among youngsters in the engineering profession, where shortages are particularly acute. Professor Dirk de Vos, president of the SA Council for Professional Engineers, estimates that there were 690 first-year engineers in 1973, but only 300 in 1979; and that there will be only 250 engineering graduates from SA universities in 1980-81 to fill between 400 and 600 vacancies.

President of the SA Association of Consulting Engineers, Ken Andre, says that engineering organisations are not doing enough to attract and train engineers of all races and that the shortage is due neither to a brain drain of skills away from the country nor to poor pay. On the

contrary, he believes that engineers are very well paid and that their remuneration has been boosted by the spiralling wages of draughtsmen and technicians, who are also in short supply.

Chairman of the Manpower Commission, Dr Hennie Reynders, also castigates employers for not fully exploiting indigenous labour resources. "There are still problems regarding the theoretical training of black artisan apprentices," he concedes, "but last year less than 100 black apprentices were registered by the private sector. And there are still a number of unemployed black matriculants. Industry should go out and look for them and not assume that they do not exist."

There is clearly a need for government, the private sector and the professional associations to devise a national policy on immigration and training as the problem has business, social and political implications. One suggestion is that a "local content" labour programme be devised where employers are given "labour import permits" on the basis of the commitments they make to develop local resources.

In the short term, at least until the present boom has passed, government should encourage getting in more workers on one- or two-year contracts. Hammond-Tooke says that government should distinguish between immigrants, who are future South Africans, and contract workers, who are here to do a job and then leave.

If the red tape required to get in contract workers was cut, the present labour squeeze would be greatly eased.

SIM
Overseas

175
recruitment

203/61
Municipal Reporter

The Johannesburg City Council, faced with a staff crisis in most of its departments, is to launch another major recruiting drive overseas later this year.

Officials from the city engineer's, the city electrical engineer and the fire and emergency services departments will be recruiting staff.

The city engineer's department has received over 1100 applications for engineering-technician posts in response to advertisements overseas.

Mundell sees long battle to end the crisis

By GERALD REILLY
Pretoria Bureau

THE teacher crisis, which developed over 10 years, would take as long to eliminate, providing reasonable annual increases were granted, the president of the Transvaal Teachers' Association, Mr Peter Mundell, said in Pretoria yesterday.

For instance, he said, even if the substantially-improved pay scales succeeded in attracting more teaching students, it was important to remember they would not be ready for classroom duties until 1987.

"We must not fall into the psychological trap that all is now well because reasonable increases have been granted."

Teachers' pay would have to be kept competitive with salaries for people with similar qualifications in the public and private sectors.

The Venter Committee had

highlighted the alarming shortage of suitable qualified teachers.

This showed about half the teachers in primary and secondary schools — men and women — had less than the minimum required tertiary training in the subjects they were teaching.

Mr Mundell said some teachers would certainly be attracted back to the profession by the new salary levels, but this could never solve the problem.

There were two priorities. The first was to establish and maintain conditions calculated to retain experienced staff, and the second to ensure adequate recruitment of suitable students.

The Johannesburg College of Education, for instance, could take more than double its present number of students.

The shortage of men teachers was extremely serious, and

even under ideal conditions, it would continue for at least another five years.

The fabric of education in South Africa had been damaged by the refusal of the Government to listen to repeated warnings from the organised profession of the crisis that would result unless conditions were created to stabilise the profession.

It could not be easily or quickly restored.

At least for the time being, salaries had been adjusted to a reasonable level. Teachers would now wait anxiously for the next report of the Venter committee on the teacher's working environment.

This would deal with the burdens imposed on teachers by extramural activities, and what the Minister of National Education, Dr Gerrit Viljoen, saw as an excess of administrative red tape and bureaucratic zeal in their working climate.

Anglo head on CT 31/3/81 need of skills 175

JOHANNESBURG. — The shortage of skilled manpower was a major obstacle in the way of peaceful evolution of the South African political system, the chairman of Anglo American, Mr. H. F. Oppenheimer, said here yesterday.

Opening a technical and vocational conference, he said economic development had to pave the way for political development.

"We all know that political change is on the way. We know that inevitably black South Africans are somehow going to obtain a greater share in political power, but though change is inevitable the manner in which it will come about is by no means certain.

"Our aim surely must be to see that it comes without violence and that it does not take a form which would involve a reduction of the area of free choice for the individual, of which the maintenance of the free-enterprise system is the most important defence.

"But political transition is not likely to be peaceful if it takes place against a background of poverty and economic stagnation, which is another way of saying that a prerequisite of peaceful change is an educated and industrious population.

"And that we will certainly not have in South Africa unless the educational system is efficient and balanced and does not discriminate on grounds of race and colour."

Mr. Oppenheimer said that when he was in Parliament some 25 years ago it was already clear to thinking people that a major effort was required to provide technical training for blacks. However, this was "very far" from according with the ideas of the politicians then in power.

"At that time not only was technical training for blacks not undertaken as it should have been, it was deliberately retarded and to some extent positively prohibited."

(Report by Gideon van Oudtshoorn, 627 Mutual Building, Harrison St, Johannesburg). — Sapa

Staff crisis in prisons

Own Correspondent

CAPE TOWN — The full extent of the crisis within the prison service was revealed today by the Director-General of Justice, Advocate J P J Coetzer.

Speaking at a medal parade at Pollsmoor Prison, Cape Town, he said that 457 members of the service, almost three percent of the staff, had resigned in the first two months of this year.

The figure was about 38 percent higher than for the same period last year.

As there were already too few staff such resignations meant that the prisoners could not be guarded effectively.

Mr Coetzer said that posts had to be filled as soon as possible, but it took time and money to train staff.

He praised personnel for their loyalty and the way in which they accepted salaries which had not always been able to compete with the private sector.

25/3/67

for a difference of this size.

The survey average is drawn upwards by the inclusion

of four workers on a horse-breeding farm in the Nieuwveldt mountains near Beaufort West who earn more than R25 a week

in cash.

(b) Bonus:

The table below shows the distribution of workers according to annual bonuses received.

TABLE 9

Distribution of workers according to bonus received, R per year.

Bonus, R per year Number of workers Cumulative %

16,92 22 0 - 5,00

25,38 25,38 5,01

43,08 43,08 10,01

53,85 53,85 15,01

63,08 63,08 20,01

80,00 80,00 25,01

85,38 85,38 30,01

95,38 95,38 35,01

100,00 100,00 >

Minister: we may use black nurses

POTGIETERSRUS — Black nurses would have to be used in white hospitals if government efforts to attract white women into nursing failed, Dr Treurnicht, leader of the National Party in the Transvaal, said here last night.

He told a political meeting attended by more than 400 people, in reply to a question that the government was doing everything it possibly could — such as improving salaries — to attract white women into nursing.

Nursing, like teaching, was a sensitive issue and the government preferred whites to nurse white patients.

"But there are not sufficient people in South Africa to do all the work and consequently non-whites are drawn in to fill less sensitive jobs where there are staff shortages.

"We will go as far as we possibly can to continue to

attract whites into nursing," Dr Treurnicht said.

He had been asked what the government was doing to stop blacks from nursing whites, which was already happening in some hospitals.

Dr Treurnicht said it was a difficult question to answer.

Dr Treurnicht launched a sustained counter-attack on HNP claims that South Africa was wasting its food by exporting it to black African countries.

South Africa's exports added to valuable trade with black Africa and South Africa had a favourable trade balance with the black states amounting to about R900 million, he said.

"Mr Jaap Marais says that what mealies we do not eat we should burn as ethanol fuel. But he is well behind the times and we have already investigated this possibility," Dr Treurnicht said. — DDC.

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Blacks could be nursing in white hospitals

26/3/81
175
285
285

Medical Correspondent

The Government will have to change its policy and allow black nurses to work in white provincial hospitals unless more white nurses can be recruited.

This is the implication of a statement made by the leader of the National Party in the Transvaal, Dr Andries Teurnicht, in Potchefstroom last night.

Asked whether he could guarantee that whites would be nursed only by white nursing staff in future, he replied that there were insufficient whites to staff all professions.

However, the Government would try to comply with the wishes of each population group in sensitive areas of life as far as possible.

Black nurses would have to be used in white hospitals if Government efforts to attract white nurses failed. He said the Government was doing all it could to attract white women to nursing.

COMPLAINTS

Reacting to the statement a spokesman for the SA Nursing Association said: "We think every patient has a right to be nursed by the nurse of their choice. We believe that nursing has a strong cultural component. It is not a series of technical procedures."

She said in sensitive nursing areas some patients had complained "violently" about being nursed by blacks.

The spokesman added: "I do not think we are morally justified in taking away black, coloured and Indian nurses away from their own people. The national states have an acute shortage of nurses and doctors and we should not make the situation worse."

But if white hospitals employed black nurses they should pay them equal salaries and offer equal opportunities.

(Report by R. Kennaugh, 47 Sauer Street, Johannesburg).

Had no treatment at all or home treatment	13,6%
Went first to a clinic	12,0%
Went first to the nearest doctor	51,2%
Went first to a doctor elsewhere	16,8%
Went first to a hospital	4,8%
Went first to some other type of practitioner	1,6%
	100,0%

Skill training 'essential for peace in SA'

ROM 27/3/81 (175)

THE skilled manpower shortage is a major obstacle in the way of peaceful evolution of the South African political system, the chairman of Anglo American, Mr H F. Oppenheimer, said in Johannesburg yesterday.

Opening a technical conference, he said economic development had to pave the way for political development.

"We all know that political change is on the way. Inevitably, black South Africans are somehow going to obtain a greater share in political power — but though change is inevita-

ble, the manner is by no means certain.

"Our aim surely must be to see that it comes without violence, and that it does not take a form which would involve a reduction of the area of free choice for the individual — of which the maintenance of the free enterprise system is the most important defence.

"But political transition is not likely to be peaceful if it takes place against a background of poverty and economic stagnation, which is another way of saying that a prerequisite of peaceful change is an educated and industrious population.

"And that we will certainly not have unless the educational system is efficient and balanced and does not discriminate on grounds of race."

Mr Oppenheimer said that when he was in Parliament about 25 years ago it was already clear to thinking people that a major effort was required to provide technical training for blacks. But this did not accord with the ideas of the politicians then.

"Not only was technical training for blacks not undertaken as it should have been, it was deliberately retarded, and to an extent positively prohibited. It is only within the last few years that these disastrous political attitudes have been changed ... and what might have been done comparatively easily over the years must now be done as a matter of greatest urgency."

Mr Oppenheimer said that in any case education, for all races, had been far too academically oriented.

"As far as blacks are concerned, where the academic bias has been greater even than for the whites, there is ... a cultural gap to be bridged — something which inevitably takes time." — Sapa.

(Report by Gideon van Oudtshoorn, 827 Mutual Building, Harrison Street, Johannesburg.)

there was a marked preference coupled with greater esteem for the higher status practitioner. Although women also felt the doctor to be a superior practitioner there was a tendency to prefer the clinic for advice on gynaecological and family planning problems, especially if this is where their first contact with family planning occurred. It is also likely that the overrepresentation of the aged biased the sample in a conservative direction

Table 2: Age and sex of sample

Infant	Child (1-15)	Female adult (15-50)	Male adult (15-50)	Total (50+)
6	3	24	13	5
1	1	15	0	0
3	3	11	5	1
7	7	6	6	2
53	5	53	53	53

Table 3: Health facility of First Choice

Ado	Kirkwood	Suurberg	Bersheba	Total
7	13	57	24	5
8	8	114	114	114

6 of the respondents were 'coloured', the rest black. For three the age and sex were unknown.

4.2.2. Health facility of First Choice

Table 3: Health facility of First Choice

Ado	Kirkwood	Suurberg	Bersheba	Total
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- * Other refers to indigenous practitioners, birth attendant, etc.
 - + Figures underlined show which doctor was the nearest.
 - ⊙ Those respondents who attended the surgery of one Kirkwood doctor at Bersheba on Friday afternoons.
 - + No doubt under-reported.
- From Table 3 can be derived the proportion of conditions in which respondent:

A CRITICAL shortage of trained engineers, draughtsmen and technicians has developed and unless immediate steps are taken — including faster processing of immigrants — the shortage could reach crisis proportions this decade.

This is the view of Ken Andre, president of the South African Association of Consulting Engineers, who says the shortage affects the fields of civil, electrical and mechanical engineering.

Unless the situation improves, the economic consequences for the country would be disastrous, he says: "The whole economy would be slowed down and capital development projects would be delayed. We cannot allow this to happen.

"The demand for draughtsmen has sent their wages spiralling upwards and this means that engineers' and technicians' pay will have to go up too.

"It is an unhealthy situation and remedial steps are needed."

The main reason for the shortages was that the industry was expanding at a time when universities were producing fewer graduate engineers.

"If nothing is done about this, there could be four to five positions available for each engineer towards the end of the Eighties," said Andre.

Professor Dirk de Vos of the University of Pretoria, president of the SA Council for Professional Engineers, has observed that whereas there were 690 first-year engineering students in 1973, there were only 300 in 1979. There will be about 250 graduates in 1981/2 to fill an estimated 400 to 600 vacancies.

Andre believes the main reason so few young men go into engineering is a lack of understanding of the profession.

"Careers in engineering should be made more attractive," he says.

The likeliest reason for declining interest in engineering

Shortage of engineers is now critical

S. Express 29/3/81 175 2/45 48 129

Business Reporter

careers, particularly in civil engineering, was the recent recession which affected the construction industry in particular.

He did not think that lack of interest was due to remuneration as engineers — like accountants, doctors and lawyers — were among the best paid in the country. Nor was there now a "brain drain" — emigration and the lure of work abroad

were not major factors.

Andre said his own consultancy, WLP, offered positions to graduates for a three-year training period.

"We are fortunate in having offices in other countries which help us to get hold of immigrants," he said.

"But that is a short-term solution. There are difficulties in getting work permits, sorting out their personal affairs, matching salaries and meeting local professional requirements

so that the foreigner is eligible for registration in South Africa."

Andre believes the Department of Immigration could greatly assist by speeding the issue of work permits.

The recruitment of more Blacks to the profession was also vital.

"There are job opportunities for all races and there are already a limited number of Black engineers in practice."

'Black skills shortage a barrier to evolution'

By Andrew Walker

The shortage of skilled manpower "is a major obstacle in the way of peaceful evolution of the South African political system," Mr Harry Oppenheimer, chairman of Anglo American, said today.

The acute shortage of skilled manpower, particularly in technological fields, was the most pressing problem facing South Africa today, he said in the opening address at a technical and vocational education conference at Wits University in Johannesburg.

Only the provision of effective technical facilities for blacks as well as whites could overcome the shortage.

He said the time was past when it could be supposed that all skilled work outside the limited tribal areas "which are still often talked of as though they are the sole homelands of our black population, could or should be reserved for white South Africans."

The shortage of skills, and particularly in relation to black manpower, was at the root of almost all South Africa's national problems.

"It is because of this shortage that the problem of inflation must be tackled at the expense of economic growth."

Stating that it was inevitable that blacks would obtain a greater share in political power, Mr Oppenheimer told the conference that the manner in which this change came about was by no means certain.

"Our aim must surely be to see that it comes about without violence and that it does not take a form which would involve a reduction of the area of free choice for the individual, of which the maintenance of the free enterprise system is a most important defence."

He also warned that education in South Africa for all races had been too academically orientated.

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S.M. 303/81

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could have difficulty

Critical scarcity of skilled

CT 31/3/81

mineworkers

Own Correspondent

JOHANNESBURG. — Western Deep Levels this year expects to produce less gold than last year, and as the price is likely to be lower, unless there is a strong upwards spurt, profits will decline.

Mr Gerald Langton, chairman, says in his annual review that planned production for the year is 43 646 kg compared with 45 621 kg last year — a fall of 4.4 percent.

The mine plans to mill 3 233 000 tons (3 329 000 tons) — a fall of 96 000 tons. The average recovery grade this year is estimated at 13.5 g/t (13.7 g/t).

The mine expects to mill less tonnage because reef hoisting capacity may be marginally restricted as a result of the increased tonnage of rock arising from development towards the new No 1 shaft area.

Additional skip capacity has been made available and experiments will be carried out to develop effective means of waste rock disposal.

A new uranium plant having been commissioned in the middle of last year uranium production is expected to be higher at 284 tons (212 tons).

Mr Langton says the proportion of the after-tax capital spending on No 1 shaft to be funded by transfers from current profits will be determined during the year and will depend to a large extent on the gold price.

Progress with the establishment of the No 1 shaft system is on schedule. Of a total of R715m, in 1980 money terms, expected to be spent on the project, spending in 1980 amounted to R28 400 000.

Full-scale sinking of the service shaft is expected to start in the fourth quarter this year.

Capital spending for 1980 at R71 900 000 exceeded the estimate by R12 900 000, mainly because of progress on the No 1

shaft project.

Estimated capital spending for 1981 is R137 600 000, of which R73 600 000 is forecast to be spent on the No 1 shaft project.

A significant proportion of surface infrastructure is planned to be completed this year.

Mr Langton describes the shortage of skilled workers as critical. Far from diminishing since last year, this scarcity has been aggravated by increased activity in the industrial and construction sectors of the economy.

He hopes that recruiting campaigns, initiated locally and overseas towards the end of last year, will help to ease the situation.

He says: "It is important that all those concerned with the industry should recognize that any lessening of the shortage of skilled manpower by the

recruitment of trained artisans can only be a temporary measure, and that in the long term the only acceptable solution is the proper training and utilization of South Africa's total manpower resources.

"The period of initial training of apprentices will have to be reduced further, without in any way changing the accepted standards, by giving apprentices the basic skills which will be consolidated and enhanced by continuous training programmes throughout the early years of their careers."

A new centre devoted to apprentice training in Carltonville to service mines in the area will be built.

Mr Langton says the black-white wage gap in the mining industry is closing slowly, but there will have to be further substantial increases in the real earnings of the lowest-paid workers to raise them to the rates paid in heavy industry and provide an acceptable standard of living for their families.

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State service crisis spelled out to Dr T

By GERALD REILLY
Pretoria Bureau

PUBLIC service representatives have told the Minister of State Administration, Dr Andries Treurnicht, of the urgent need to improve pay and service conditions in State departments to block the resignation drain, it is understood.

The Public Servants' Association held talks with Dr Treurnicht yesterday.

The desperate staff shortage in some departments has led to a backlog of work which senior public servants claim will

become critical unless urgent action is taken.

The major reason for the flood of resignations during the past 18 months — a boom period — has been the strong pull of the private sector, where salaries are substantially higher.

The president of the PSA, Dr Colin Cameron, has emphasised the threat to the quality and efficiency of key services if the staff drain continues and recruitment is hampered by hopelessly non-competitive salaries.

The PSA wants interim salary increases to be provided for in the main Budget in September.

It has also asked that any improvements be made retrospective to April 1.

At yesterday's meeting Dr Treurnicht was told of the serious dissatisfaction among Government workers over the new salary scales.

Dr Treurnicht said later he would ask the Commission for Administration to give urgent attention to the level of earnings in certain specified areas of the service and make

recommendations.

He said the commission was aware of a particular problem in connection with housing for public servants. The commission would evaluate needs and report to him on this issue.

Dr Cameron declined to comment last night on the talks.

Senior public servants claim the manning levels in some departments are down by as much as 80%.

Among the worst-affected are the Department of Inland Revenue and the Department of Justice.

Oppenheimer on obstacle to peaceful evolution

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STAR
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The shortage of skilled manpower was a major obstacle in the way of peaceful evolution of the South African political system, the chairman of Anglo American, Mr H F Oppenheimer, said in Johannesburg yesterday.

It should have been, it was deliberately retarded and to some extent positively prohibited. "It is only within the last few years that these disastrous political attitudes have been changed, and the years that have

been lost are most difficult to recover. What might have been done gradually and comparatively easily over the years must now be done on a huge scale and as a matter of the greatest urgency." — Sapa.

Opening a technical and vocational conference, he said economic development had to pave the way for political development.

"We all know that political change is on the way. We know that inevitably black South Africans are somehow going to obtain a greater share in political power, but though change is inevitable, the manner in which it will come about is by no means certain.

"Our aim surely must be to see that it comes without violence and that it does not take a form which would involve a reduction of the area of free choice for the individual, of which the maintenance of the free enterprise system is the most important defence.

"But political transition is not likely to be peaceful if it takes place against a background of poverty and economic stagnation, which is another way of saying that a prerequisite of peaceful change is an educated and industrious population. And that we will certainly not have in South Africa unless the educational system is efficient and balanced and does not discriminate on grounds of race and colour."

Mr Oppenheimer said that when he was in Parliament some 25 years ago it was already clear to thinking people that a major effort was required to provide technical training for blacks. However, this was "very far" from according with the ideas of the politicians then in power.

"At that time not only was technical training for blacks not undertaken as

In 1970, according to the census, there were 335 unemployed coloured men and 79 unemployed coloured women in the whole of economic region 11 (comprising the magisterial districts of Beaufort West, Calvinia, Carnarvon, Fraserburg, Laingsburg, Prince Albert, Sutherland, Victoria West and Winterton) 525 unemployed coloured men and 144 women in economic districts of Colesburg, Cradock, Graaff-Reine, Murrayburg, Noupoort, Pearston, Richmond, Sa-
Venterstad). For Africans, the census shows women in region 11 and 220 men and 76 women in
These figures are low relative to total population.
However, it is possible that the high estimate persons conceal some unemployment. Apart from
Not classifiable activities' include persons but who do not supply adequate information for economic activities. The 'unemployed' category persons seeking work and who therefore cannot economic activity, even though they are qualified for economic activity, or were previously employed in a particular persons not economically active' is definition for persons who are not in the labour force, pre-school children, scholars, students, pensioners, and chronic invalids'.
(Department of Statistics, Standard Industrial Activities - SIC).
It is not clear a) how many persons in the 'housewives' are women who would like to work and b) how many categories are not pre-school children, students, and chronic invalids.

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'Govt risking breakdown in State service'

RDM 1/4/81

By GERALD REILLY
Pretoria Bureau

SENIOR public servants warned in Pretoria yesterday that the Government is risking a breakdown in some vital State services unless it acts to quell the growing dissatisfaction among State department workers.

They were reacting to the "negative" results of the meeting earlier this week between the executive of the Public Servants Association and the Minister of State Administration, Dr Andries Treurnicht.

The Government, it was stated, was antagonising thousands of its supporters in the State and Provincial departments, and the consequences of this would be measured in a large stay-away vote in some Pretoria constituencies on April 29.

At the meeting Dr Treurnicht "handed off" the executive's demands for interim pay rises in the September budget by referring the issue of salary dissatisfaction to the Commission for Administration — "where the wheels grind too slowly to bring any hope of swift relief".

It is understood that the PSA executive will meet in Pretoria later today to evaluate the results of the discussions with Dr Treurnicht.

The Minister's short state-

ment after the meeting and his reference to "continuous attention" being given to salary and other problems in the service, has met with cynicism among Government workers.

It is stressed that the desperate staff shortage in some departments has led to a pile-up of work which senior public servants claim will reach critical proportions unless action is taken to improve staff pay and service conditions.

This danger was foreseen by the PSA president, Dr Colin Cameron, who warned weeks ago of the threat to the quality and efficiency of State services.

All this has been laid before the Minister, but his reaction so far indicates he intends no dramatic moves to block the resignation drain or make the Government service more competitive on the labour market.

It is acknowledged that the Government cannot get involved in a pay war with the private sector.

However, senior Government workers say the widening gap could be narrowed.

The staff shortage in some sections of some departments is already critical. The shortage in the Department of Inland Revenue and the Department of Justice, for instance, is estimated to be about 30%.

Table 8 : Satisfaction

	Provincial Hosp./Clinic	Private Practitioner	Self Treated	Farmer	Mobile Clinic
Complete	46%	42%	44%	89%	40%
Partly	50%	51%	33%	11%	30%
Not	4%	7%	22%	0	30%

These figures should not be taken as a guide to the sources of treatment, since types of ailment will vary substantially. Rather they should be taken as a guide to the value of each one on its merits.

Table 9 : Average cost of Service

Provincial	Private	Self	Farmer	MO
R0,57	R1,07	R0,15	0	

Table 10 : Time Waited Before Seeking Treatment

0-1 day	2-5 days	up to 7 days	1-2 weeks	2-3 weeks	3 weeks or more
16	19	7	6	1	8

Table 11 : Number of Visits per Case

1 visit	2 visits	3 visits	4 or more
25	16	11	2

Table 12 : Mode of Transport

	Private Car	Free Transport from Province	Bus	Lift from Farmer
%	2	13	29	56
Cost	Unknown	-	R1,67	-

Taxing staff situation for Receiver

By Charlene Beltramo

There is an acute staff shortage in the offices of the Department of Income Tax and Inland Revenue — in some cases almost half.

Mr S W Alertyn, systems director of the department in Pretoria, said the department had had staff recruitment problems since the mid-1960s, but the situation had become acute last year.

Resignations are flooding into Revenue offices in main centres as private firms entice away staff with tax experience.

The situation was brought to the attention

of the Minister of State Administration and Statistics, Dr Treurnicht, yesterday by Dr C Cameron, president of the Public Servants Association.

ALLOWANCE

In Johannesburg, where the staff crisis is worst, staff have been paid an allowance to compensate for the pressure of work.

Mr A Chemaly, Receiver of Revenue for Johannesburg, refused to comment.

But Mr Alertyn said the crisis was worst in Johannesburg and the Reef.

Johannesburg, which should have a staff com-

plement of 636 was short of 310.

Germiston had 48 fewer staff members than necessary to give it the full complement of 134.

The Pretoria offices had a 31 percent staff shortage.

Cape Town was 98 short of its ideal total of 468 and in Durban where the situation was "rapidly deteriorating," 60 vacancies had not been filled to make up a staff complement of 448.

Mr Alertyn said the situation had been worsened by the rapid growth of the economy.

"The Commission for

Administration has asked the Directorate of Inland Revenue to invest the possibility of identifying differentiated professions in the directorate.

"This would lift it out of general Public Service standards and fixed administrative roles, making salaries and opportunities more competitive," he said.

But until then, Mr Alertyn and other senior officials admitted, staff were working overtime and certain work was being shelved, "particularly the indirect forms of taxation."

Redesign education to combat skills shortage

By Drew Forrest

A new philosophy of education will have to be accepted by all South Africans if the manpower crisis is to be overcome, says Professor W L Rautenbach of the University of Stellenbosch.

The solution lay in redesigning the educational system to give vocational and technical training to as many as three quarters of schoolchildren in standards eight to ten, he said.

Professor Rautenbach was speaking after the conclusion of a two-day conference staged by the Technical and Vocational Education Foundation at the University of the Witwatersrand in Johannesburg.

DEVELOPING

South Africa was a developing, rather than a developed, country, he said, and "everybody has to change at a high rate." Whites, as much as any other group, had to accept they were not as developed as their European, Taiwanese and Israeli counterparts.

The educational system envisaged by Professor Rautenbach would take 10 to 15 years to become reality. At secondary level it would include "career schools" in which children would move to a technical and vocational curriculum after standard eight.

PRIVATE

To meet the need for technicians, South Africa could follow the Taiwanese in the introduction of "five-year colleges," he said.

South Africa would also benefit from the introduction of private, non-racial technical and vocational schools.

The present system of education needed reviewing "from top to bottom," he said, and he was "optimistic" about the enquiry into education by the Human Sciences Research Council.

population are thought to have been attacked and of these, over 20 million died.⁵

Cape Town, in the latter part of 1918, was booming. As a major port and transit station, four years of war had seen it prosper. Its population had grown by leaps and bounds since its incorporation of other Peninsula municipalities in 1913, and in 1918 it was jam-packed with people of all races, crammed into inadequate and insanitary houses in

BLACK OCTOBER : CAPE TOWN AND THE SPANISH INFLUENZA EPIDEMIC OF 1918.

In the 3½ centuries of its existence, serious epidemics have been no stranger to Cape Town. In 1713 smallpox killed nearly ¼ of its small population in six weeks¹ and 42 years later, the disease returned to claim over 2000 victims². In the nineteenth century further smallpox epidemics occurred, that of 1881 being the most virulent, carrying off over 1000 Capetonians.³ In the first year of the present century bubonic plague was introduced from India - 735 cases resulted in 357 deaths.⁴

Alongside the Spanish Flu of 1918, however, all these

its slums (especially Districts 6 and 7 and the old city) and its African locations at Ndabeni and the Docks. In fact, at a mass meeting on the overcrowding problem in September 1917, Canon Lavis had ominously predicted :

There are two ways by which the present state of affairs can be altered. One is an epidemic and the other was to carry out a wise scheme of Municipal housing.⁶

War had also swelled the military population of the Peninsula and to the usual military camps at the Castle, Fort Craig, Wynberg and Simonstown, there was added a S.A. Native Labour Corps camp at Rosebank.

In the following days, Spanish Flu began to spread ever more widely, growing in intensity. Chemists did a roaring trade in "remedies" like quinine, aspirin and cinnamon tablets and were soon permitted by the Magistrate to stay open at all hours to cope with the heavy demand.¹⁰

The number of people off work grew steadily, disrupting business, public services and transport, while in the press the cancellation

Accountancy faces collapse due to poor training

STHK
2/2/81
(75)

By Carolyn Dempster

One of the highest-paid professions in South Africa, accountancy, faces collapse as a direct result of the inadequacies of the accounting education system.

A commission of inquiry into developments in the accounting profession from 1975 to 1980 found that:

● There was extreme student dissatisfaction with the standard of lecturing and the "part-time"

structure of the academic course.

● Universities were suffering from an acute shortage of competent staff.

● Only 53 percent of student accountants passed the Public Accountants and Auditors Board qualifying exam.

● Too few accountants were entering the profession.

And in the November 1980 final year exams both the University of the Witwatersrand and the

University of Cape Town — the two major accountant-producing universities — had some of the worst results on record.

At Wits, 58 percent of the final year students failed, and at UCT only 51 percent passed.

"Unless some immediate corrective action is taken by the profession as a whole, the entire accounting education system will come apart at the seams," says Professor Leon Kritzinger, head of the Accountancy Department at UCT and an ex-member of the commission.

Both Professor Kritzinger and Professor Jerry Steele, Dean of the Commerce Faculty at Wits, believe that the universities' "open" system is largely to blame for the resultant problems.

No selection criteria are applied for entrance to accountancy.

"At UCT more than 50 percent of the school-leavers who come into accountancy can be described as ineducable as chartered accountants," said Professor Kritzinger.

Students who do not make it into the fulltime degree courses can enter the profession by joining firms as articled clerks.

"Once this has been done, the universities are obliged to provide the educational facilities," Professor Kritzinger said.

Accountancy is the only university course where students can proceed to a level of post-graduate study on their matric results. Everybody has a chance — but very few make it (on average 150 out of 700).

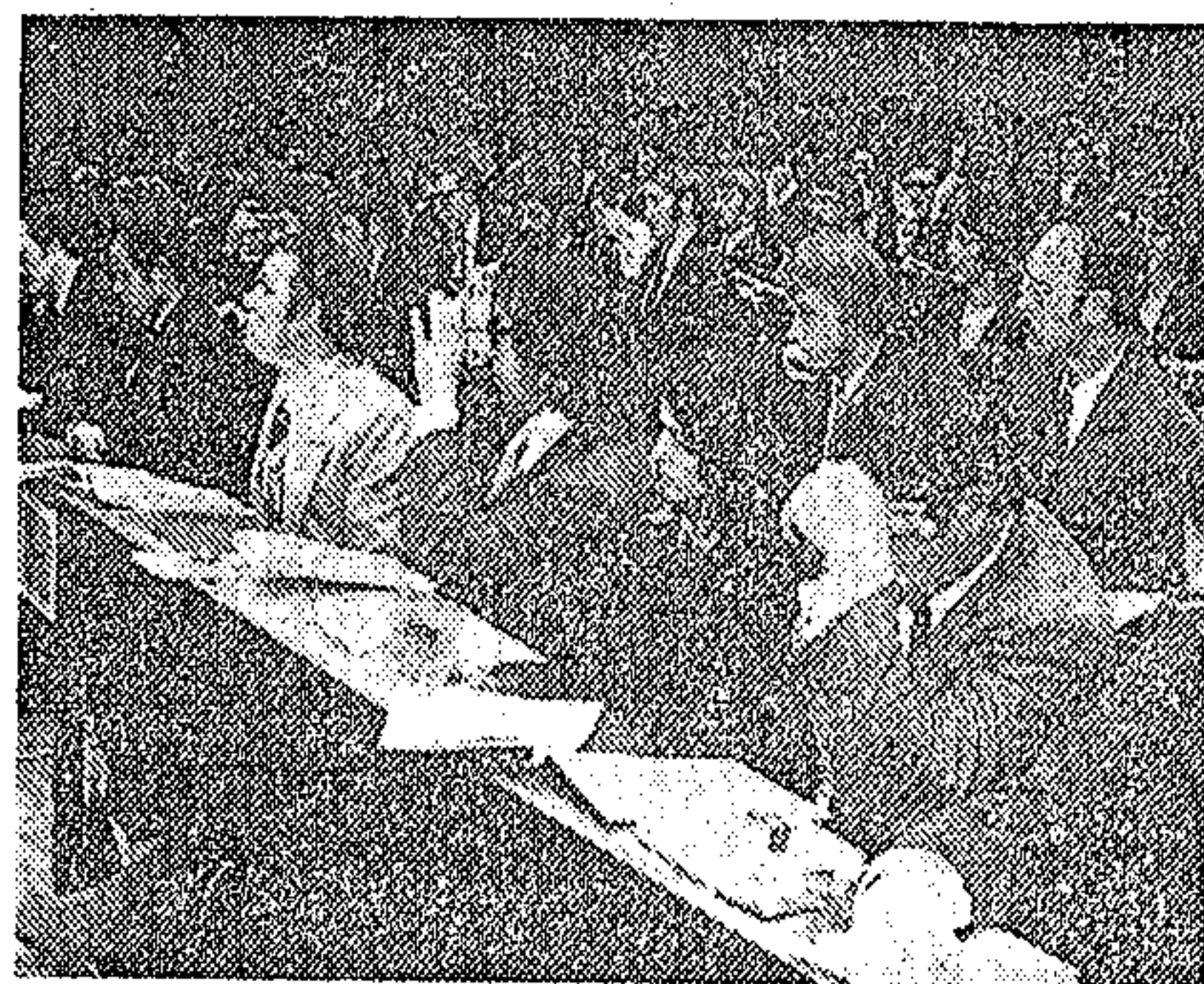
"Why wait for the position to deteriorate to the point where major surgery is going to be necessary?" Professor Kritzinger concluded.

● Page 21: Accountancy profession faces a crisis.

Accountancy profession faces crisis

24/5/81
 2/8/81
 (75)

A vicious circle operates within the accountancy profession in South Africa, and the problems now facing the academic and student accountant seem insurmountable unless drastic action is taken. CAROLYN DEMPSTER reports.



Accountancy students complain of overcrowded lecture halls.

Since the 1950s the accounting education and training system has been under scrutiny in an attempt to upgrade the quality of output and develop an appropriate structure for the accounting profession as a whole.

As the mass education system has begun to take hold in South African universities, so the accountancy profession has struggled to maintain standards while at the same time looking towards future developments.

Despite two authoritative reports — the Education Committee report in 1956 and the Common Body of Knowledge Committee report in 1967 — the education of accountants has steadily deteriorated over the past decade.

Now, pressure is placed on the university and academic accountant to produce the manpower needs of the profession, but the educative structure of accountancy is insufficient to cope with the demand, and the trainee accountant is disillusioned and embittered through his course progress.

The result: a drop in output; a shortage of well-qualified academics to replace those who move into the profession; and a high degree of dissatisfaction at all of the accountancy ladder.

How the trainee accountant sees his position.

Feelings reached fever pitch on the University of the Witwatersrand 1980 when final-year results were published. Out of 356 students only 151 qualified to write the Public Accountants and Auditors Board exam in March 1981.

The majority of the students are 25 years old, have been seriously studying at university while completing mostly married with homes and children. It now costs them R530 a year to study.

Of the many students who approached The Star, not all were those who had failed) the major complaints seemed to be:

- The negative attitudes of lecturers and the generally low standard of lecturing.
- Overcrowded lecture halls and little individual help for a "lot of money."
- The high failure rate throughout the accountancy courses, particularly in final year.

All of the students wish to remain anonymous as they fear retaliation, but here are their comments:
 Mr R: "Most guys who have chosen to do a B/Acc or H Dip Acc are serious about their future profession. They are not paying to stay at university for ever. By the time they have reached fifth year to pass should be a formality — otherwise they should not be there."

"Most of the lecturers are guys who wouldn't hold their heads above water in commerce. You don't want to waste your money sitting listening to a useless lecturer so you cram into a hall where someone good is lecturing.

"There is no personal contact with the lecturer. The only way you are judged is by a couple of tuts and an exam. On that basis you pass or fail. There are just too many people. If you don't understand it the first time, there is literally no chance to repeat it."

Mr S bemoaned the negative attitude of the lecturers. At the beginning of the year we were told: 'Gentlemen, look to the right of you and the left of you. One of you is going to fail.'

"While I was consulting a lecturer to help me with an exam question, I was told: 'Mr S, have you considered you might have reached your academic limitation? There is just no encouragement or incentive given at all.'

A large proportion of the students confirmed they had attended "extra-varsity" courses in their various accountancy subjects to help them pass.

The general consensus is that without these courses the "average guy" would not be able to get through.

Mr Michael Menof, an ex-lecturer at Wits, a practising chartered accountant and part-time lecturer at the Wits Business Graduate School described the situation as he saw it:

"When I was lecturing at Wits, I would encourage students to come to me with their problems, even phone me at home. If any of my students were attending outside courses, I didn't mind as long as they told me why, and we tried to sort it out during lectures. Pride was involved. If they were going elsewhere it meant I was a bad lecturer."

"I felt I had a moral duty to get them through. If the results were bad it was my problem as much as theirs. But the other lecturers didn't think the way I did."

"At least 60 percent of all business is conducted on the Witwatersrand, so the University of the Witwatersrand should be a leader in accountancy. When I left the department the students begged me to start supplementary classes. Now I average 100 or more students a week — Wits is my goodwill."

One of the many accusations levelled by students at Professor Jerry Steele, head of the Department of Accountancy and Dean of the Faculty of Commerce at Wits, is that he only passes students he thinks will make it through the PAAB qualifying exam.

This is the external qualification necessary to become a fully accredited chartered accountant.

The campus newspaper Wits Student even went so far as to write an article entitled "Commerce faculty cooks the books" insinuating that the Wits accountancy image would suffer if Wits students did not all pass the PAAB with flying honours, and Professor Steele had "qualified" only those certain to pass the final qualifying exam.

How the academic accountant sees his position:

Professor Steele reacted angrily to the students' accusations. "I consider the insinuation insulting," he said. "I set final year standards by international standards — and these are naturally high. I do not expect everyone to pass with ease, but I do expect Wits graduates to be able to hold their own with students from universities anywhere else in the world."

In an address to the accountancy profession on the problems facing tertiary education last year, Professor Steele said: "Because the matric exam is not a good predictor of success at university, many of the school-leavers entering accountancy either lack the mental calibre and should never have embarked on a university education or lack the intellectual capacity to complete post-graduate study, although they have the ability to finish a first degree."

"In my experience such students are a drag in the education process. I am not prepared to go out of my way to pamper the student who wants a free ride."

The Wits practice of admitting unrestricted numbers of school-leavers to first year B Comm has been curbed this year for the first time — largely as a result of the chaos and high first year failure rate that has plagued the faculty for years.

This year, only 800 first year students were accepted. "In effect you are letting in the incompetent with the disadvantaged and the ill-prepared — and they all have a chance to proceed to post-graduate study," said Professor Steele.

Academic sources unofficially state that the university does not want to restrict applications for B Com in case it will affect the flow of finances for the university. However this could not be confirmed.

Lecturers' salaries are another contentious issue among the academic accountants. Most could be earning three times as much in practice — up to R45 000 per year.

Unfortunately, the system can only be implemented on a regional basis on the whim of the local accountant body.

In Cape Town, professional accountants have been sufficiently concerned about the state of affairs to join with the university in a workshop to determine solutions to the problems of a high failure rate.

The dilemma facing the chartered accountants' professional body — the PAAB, is whether to allow the development of a "second tier" of accountants — those less well qualified but highly necessary to perform the chores necessary."

If this, as has been suggested in the past, is allowed to happen, the profession will be split into two — the large proportion falling into the "unqualified" category.

If the profession applies stricter controls, and the standard is maintained through university, South Africa will not be able to produce the accountants needed.

According to Prof Kritzinger, the most pressing problem is: "To get rid of the existing incompetent staff at university level 2."

"A decade ago, leading academics warned the profession that they could not see how the position could be maintained, and stressed the point that they could not identify the next generation of leaders in the academic field. Irrespective of who blundered, the current position is chaotic. The effect of the years of neglect will take most universities at least a decade to overcome."

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Professor Leon Kritzinger, head of the Department of Accountancy at UCT, recently lost six of his top staff to the profession — but sees this as an encouraging sign. "Lecturers should see the university as part of their development process. If I want to keep people I have to offer them incentive to stay — and the only way is to develop them. Then they become attractive to the profession."

"All I really need is a hard-core of senior lecturers and the facilities to develop post-graduate study to train future academics."

However, the profession also has a major part to play — in the form of selective subvention of academic salaries.

At present, most academics salaries are subvented (supplemented) by local accountancy firms to the tune of R1 000 to R3 000 a year. Professor Kritzinger believes the system should continue — but on a selective basis and with much bigger subventions.

"This will give incentive to junior lecturers and place the academic accountant on a par with his practising colleague — in addition to establishing closer ties," he said.

mentions a refugee doctor from Natal, Njajula, whose descendants are still well known as diviners near Debe Nek. Not surprisingly, Fitzgerald's hospital quickly filled with patients, though some people had predicted that it would long remain empty.

Recognition of the part that may be played by traditional diviners or by healers, grows, as the psychosomatic element in disease is more widely recognized and psychiatric services developed (Schweitzer, Buhman). A widespread traditional

Building, mining and motors need staff most

RDM
175
1/4/81

By SUSAN DALLAS

DEMAND for staff will be highest in the building and mining industries and in vehicle manufacture in the second quarter of 1981 when job opportunities for black and white workers should increase by more than 40%.

This is a finding of Manpower's quarterly survey of employment prospects, which gives predictive indices for April, May and June.

Other high employment sectors, with an expected workforce increase of more than 30% are banking and insurance; brick, pottery and cement; civil engineering; domestic appliance manufacturing; farming; and central Government.

The demand for staff is strongest in the Free State, which requires 27,3% more white workers and 25,8% more blacks.

The Transvaal average shows no significant change at 24,7% compared with 25,4% last year. Demand is strong in the Northern Transvaal, but is dropping in Johannesburg and the rest of the Witwatersrand.

Overall, 23% of companies wish to increase white staff numbers, and 21,5% want to increase black staff.

In the Cape Peninsula, demand for black labour has dropped considerably, from 27% last year to 18%, but is slightly stronger for white labour.

Manpower's chairman, Mr Ralph Parrott, says that in spite of the continued shortage of skilled workers reported by the 12 000 companies surveyed, there is no serious backlog in production.

The most serious shortages are in managerial and technical positions and will probably continue.

In spite of this, Mr Parrott

says there is a worrying lack of new job opportunities.

He says filling existing vacancies will make little impression on the total unemployment picture, now and in the future.

"Whether people are unemployed in the white urban areas or their black homelands is not the issue.

"Full employment is something that most countries in the world will never see again, but the extent of the potential problem and its political consequences in South Africa is a matter of considerable concern.

"The creation of enough new job opportunities remains the real challenge."

South Africa is making a determined bid to solve its manpower problems by training in the private sector.

Technical colleges should stress scientific skills instead of arts studies.

With the rapid development of trade union system among black workers, industrial unrest coupled with strike action could become a major problem soon.

This makes industrial relations an important aspect of company labour policy and Mr Parrott urges that this be given attention.

He says companies are concentrating more on coping with problems than on expanding.

The condition of recovery of the sick was thought to be admission of anger by those who had any grudge against him and an expression of goodwill, as well as treatment of the disease. Hence the concern to bring to light quarrels within the homestead, or in the wider lineage, or with neighbours, and formerly, the torture of supposed witches to extract a confession.

It is here that the therapeutic function of a traditional diviner or modern healer becomes evident. She helps to make conflicts within the patient, as well as within the family, brings them into the open, pressing all to "anger in the heart", nursing a grudge, fortune. Rev. Dr Berglund gives a wonderful a, a domestic servant, dancing at a Zionist "speaking out", and telling how a wrongful employer that she had been pilfering, taking er, and she had fallen ill.

Some of the survivors spent three years before they were taken to Cape Town by sea. So if someone were ill the main concern was to discover who was responsible: angry senior kin whose anger reached from the world of the dead beneath, or malicious neighbours and relatives. Accusations of witchcraft occurred most often in relationships which led to friction, such as that of mother-in-law and daughter-in-law living in the same homestead or, in more recent times, fellow employees competing in a job.

in "speaking out" is most apparent in the vice diviner who was thought of as someone in "speaking out" is most apparent in the confession of dreams conscious. First time, arrears and past member which was his when washing with their minds as to effective source

of the illness. Typically, the diviner chooses between alternative cause, for those who are ill and their kin have possible causes in mind when they come to enquire through divination.

Anger within is made conscious and admitted, and evil without is personified in terms of evil medicines or familiars -- a baboon or wild cat, or snake, or a fabulous being with exaggerated sexual characteristics, Tikoloshe. All this is expressed in symbolic language, unintelligible in literal translation or to someone with a superficial knowledge of the

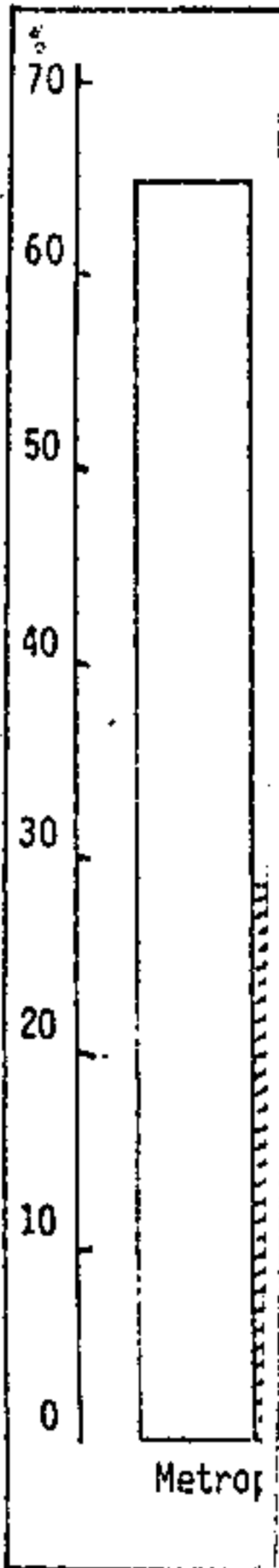
Manpower

crisis looms

in social work field

DISTRIBUTION

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- 12% practis
- 6% practis
- 5% practis



By Iain Macdonald
 South Africa's "forgotten professionals" — the country's social workers of all races — are becoming steadily more bitter and outspoken about the poor pay and the consequent manpower crisis in their profession.

They are resentful of the fact that teachers' and nurses' salaries have gone up after extensive publicity, while a manpower crisis of alarming proportions threatens the entire social work sphere because its salary issues have been ignored.

As a helping profession, social work more than most concentrates on the

"intangible" rewards of catering for the welfare of others. But social workers say that for years the public has seen this as "an act of charity" and not as a lifelong occupation which must provide a livelihood for those who choose it.

The chairman of the Society for Social Workers on the Witwatersrand, Mr. Talbot Plater, said recently: "The social work profession is experiencing a manpower crisis which could ultimately lead to the disintegration of its services."

"At a time when the working conditions of nurses and teachers are

under scrutiny as a matter of national urgency, the position of those who man our social services is equally in need of attention."

"Social workers of all races are steadily being siphoned off to more attractive positions in commerce and industry, but the situation among black members of the profession is particularly serious."

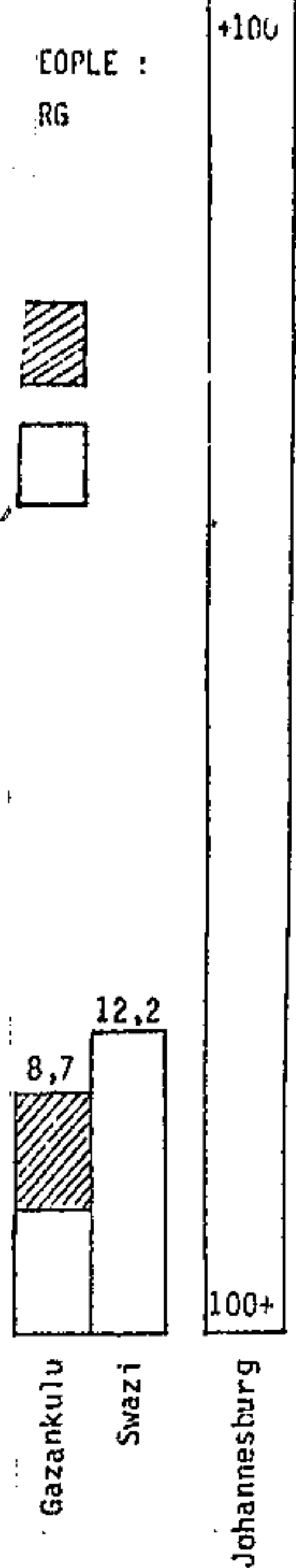
"Many social workers employed by state and provincial bodies are paid salaries which are discriminatory in terms of both race and sex."

"It is iniquitous that a profession which has at the heart of its philosophy a belief in the worth of each human being regardless of colour or creed should be faced with a pattern of discriminatory employment conditions," he said.

He appealed to the State and the community as a whole to provide necessary funds to equalise social workers' salaries.

A month ago the Society of Social Workers of South Africa appealed to the Government for an investigation into the profession because of the enormous backlog of social workers.

PEOPLE :
RG

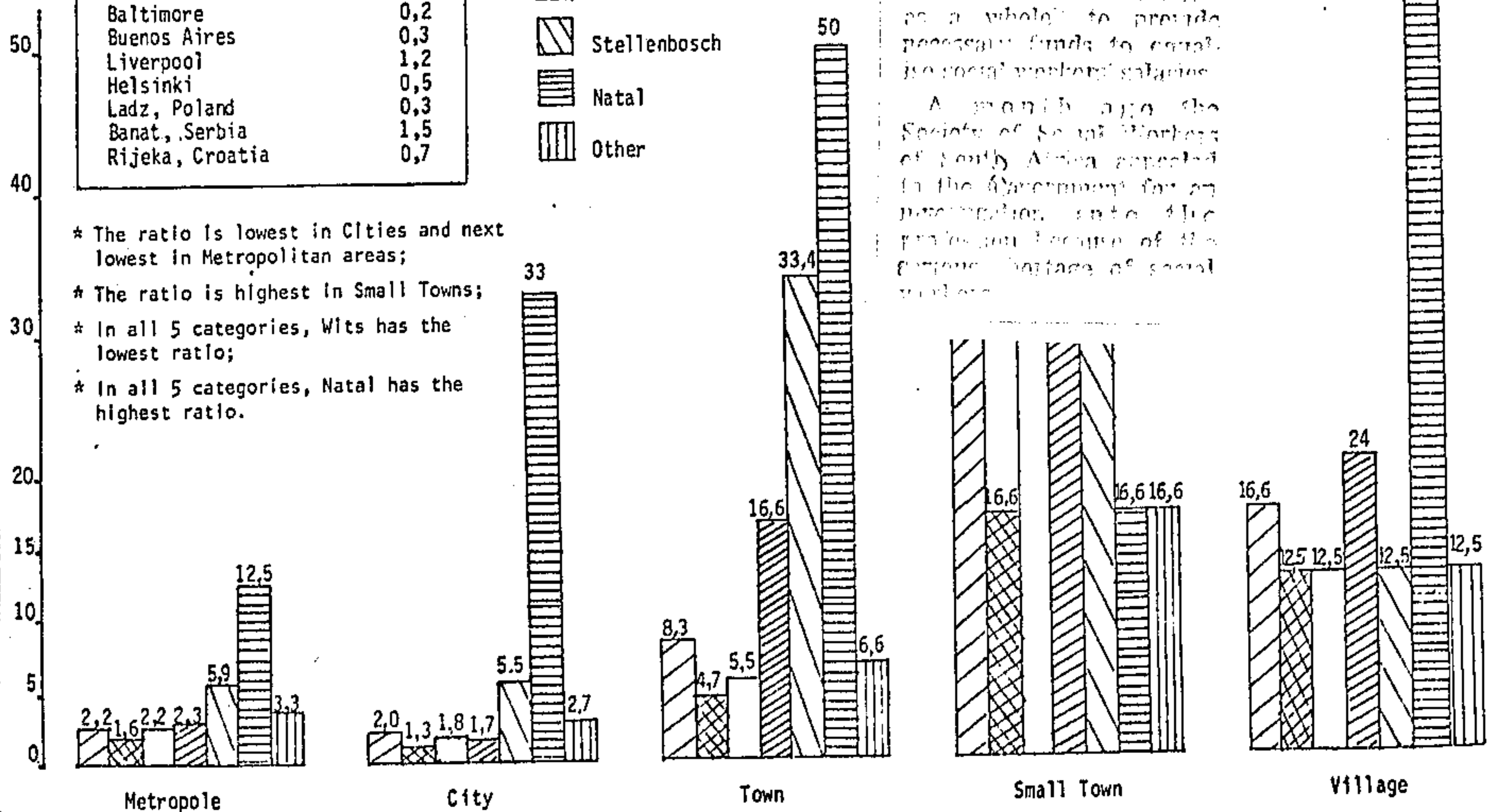


International Comparative Sample: Europe and America

Grand Prairie, Alberta	14,0
Saskatchewan	1,4
Fraser, British Columbia	8,0
Jersey, British Columbia	7,9
Vermont	0,2
Baltimore	0,2
Buenos Aires	0,3
Liverpool	1,2
Helsinki	0,5
Ladz, Poland	0,3
Banat, Serbia	1,5
Rijeka, Croatia	0,7

RATIO OF GENERAL PROFESSIONALS

- All universities
- Wits
- UCT
- Pretoria
- Stellenbosch
- Natal
- Other



- * The ratio is lowest in Cities and next lowest in Metropolitan areas;
- * The ratio is highest in Small Towns;
- * In all 5 categories, Wits has the lowest ratio;
- * In all 5 categories, Natal has the highest ratio.

SHORTAGE OF SKILLS NOT HITTING OUTPUT - SURVEY

175 Angus 8/4/81

(49) Oliver, F., 'Gold Miners' Pathists and some of the Dangers to Health Incidental to Gold Mining in the Transvaal', Lancet, v.1, 14 June 1902, pp. 1677-1679. Half Yearly Report of the Government Mining Engineer ... ending December 31st, 1901, p.11.

(50) BRA, H.E., v.258, file 154M, F. Oats to C. Rubie, 10 July 1902; and Ibid., enclosure, 'More Dangerous Than War'.

The problem is still one of skills and this can only be remedied in time.

The tendency among companies, however, is to resolve the problem internally by training rather than to look overseas.

The number of companies wanting to increase white staff this quarter is 22.8 percent, little changed from 23.1 percent last quarter. Those wanting to increase black staff stand at 21.5 percent against 22.6 percent.

In the Peninsula, demand for whites is up to 17.3 percent from 14.1 percent but demand for coloured people is down to 17.9 percent from 26.9 percent.

industry are coping well with their manpower problems and for the most part have rapidly adapted to the boom environment and appear to be getting on top of the many problems reported a year ago.

ON TOP

Almost without exception, the major companies among 1200 surveyed report being on top of production schedules.

This may have needed extra shifts, overtime and even additional workers 'but everywhere there is evidence that they can and will get an even improved situation.'

there is not a manpower crisis and that there are not enormous difficulties.

THERE is no evidence that shortages of skills will bring South Africa to its knees, says Manpower, the employment service organisation.

In spite of a large number of companies still reporting shortages in skilled personnel, it appears that there is no serious backlog in production and no real prospect of such a backlog in the foreseeable future, it says in its latest survey of employment prospects.

Manpower's managing director, Mr Ralph Parrott, says: 'Commerce and

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(62) RMPG 1903, evidence, pp.1-11, qq.1-4 passim, evidence of Dr F. Napier.

(63) SATJ, Sept. 1902, p.5, pp.1-2, evidence

(64) RMPG 1903, evidence, pp. 1-2, q.3, evidence of Dr. F. Napier.

(65) Star, 4 Oct. 1902. See also Simons and Simons, op. cit., p.89; T.G.2, 1908, evidence pt.III, p.710, qq. 10085-10090, evidence of W. Andrews; RMPG 1910, v.2, p.32, evidence of M. Trevelick.

(66) Headlam, C.(ed.), The Milner Papers: South Africa 1899-1905, v.11. (London, 1931 and 1933), p.487, A. Milner to Bishop Hamilton Baynes, 28 March 1904.

(67) RMPG 1903, p.XIV, par.38.

(68) Reeves, op. cit., p.23.

(69) RMPG 1903, p.VII, para. 8-10.

(70) Ibid., pp. VI, IX, para. 5, 13, 14.

(71) Ibid., pp. VII-IX, para. 8,10,12, pp.2, 'Statistical', 8 'Caustion', pp.88, 135, qq. 51, 1332.

(72) Burke and Richardson, op. cit., p.1, claim that this was the case; but the references they give for this factual information to not contain the textual facts. See MIC 1897, pp.41, 243, evidence of R. Way, T. Leggett; Parkington, T.R., South Africa: The Country of the Future. Recollections of a Pioneer (Tisbury 20/9/33 22), p.64.

(73) RMPG 1903, pp.103, 106, 109, 112, 114, qq. 734 ff; evidence of J. Richards (no given place of origin) q.838, T. McIsaac (worked in British Columbia and Canada) qq.895-896, of G. Blight (worked in Cornwall and Northern England). q. 951, of T. Pearson (worked in Durham) q. 996, T.P. Rosser (worked in South Wales.)

(74) CHA, WLF, L. Phillips to Lord Selborne, 24 Jan. 1906.

(75) RMPG 1903, p.82, qq. 537-545, evidence of W. Moses.

(76) Ibid., pp.109-110, qq. 907-913, evidence of G. Blight, miner.

(77) Ibid., p.4. Transvaal Medical Society's Report. Cf. Ibid., p.56, q.391, evidence of D.R. Ralston, who believed that the 'tubercle must have something to do with the extreme prevalence of the disease' i.e. silicosis. See also Irvine et al, op. cit., p.8.

(78) RMPG 1903, pp. VI-VIII, para. 6-12, p.8, Transvaal Medical Society's Report. For example, see also Ibid., q. 49, of Dr L. Irvine.

(79) Ibid., pp.17-18, 135, qq. 49, 62, 1332, evidence of Dr L. Irvine and W. Pakes.

(80) Ibid., p.8, evidence of Transvaal Medical Society's Report.

(81) Emphasis was placed on the element components of air. Therefore average cubic air space for miners was also defined in terms of excess or absence of oxygen, carbon dioxide, nitrous oxide, etc. See for example RMPG 1903, pp. 138-141, 1332-1367, evidence of W. Pakes. See also Irvine, op. cit., p.222.

(82) Irvine et al, op. cit., p.9; Transvaal Government Gazette, 26 Dec. 1905, regulation No. 146; 1912, No. 213.

(83) Merriman Correspondence.

(84) T.G.2, 1908, p.374, q.3841, evidence of T. Willis.

(85) BRA, H.E., v.258, File 154M, T.J. Britten to COM, 18 June 1906.

The Conference on the Economics of Health Care

in
Southern Africa.

University of Cape Town, 25th - 29th September, 1978.

The Cost Effectiveness of Intensive, Supervised, Short-course
Ambulatory Chemotherapy for the Treatment of Pulmonary
Tuberculosis.

Summary.

An endeavour is being made to

Plea ^{C7}
for ^{11/4/81}
better ⁽¹⁷⁵⁾
training ⁽¹⁷⁵⁾

Own Correspondent

PORT ELIZABETH. — Completely inadequate provision for black education for decades had produced a chronic shortage of skilled manpower in virtually every field, Dr Derek Henderson, vice-chancellor of Rhodes University, said last night.

Speaking at the first of Rhodes' 1981 graduation ceremonies in Grahamstown, he said it was now obvious that this was the greatest impediment to the economic expansion essential if there was to be any prospect of fulfilling even the most modest expectations for a better life for the great majority of South Africans.

He said the economy was so desperate for these skills that "the very seed-corn" for the future was being consumed. Skilled teachers, black and white, and specially in the key subjects of maths and science, were being sucked into the economy by prospects of better pay and less stifling work conditions.

Demographically whites, now numbering 17 percent of the population, would reduce to about 11 percent by the turn of the century.

Whites could thus not provide all the advanced professional, managerial and technical skills needed for a burgeoning economy.

During the 1990s black potential university entrants would outnumber all others combined. Black enrolment at Rhodes was already approaching 7 percent, a foretaste of a clearly discernible trend. But some black students, because of inadequate schooling and vastly different economic and cultural background, were having difficulty in adapting.

Compelled

Dr Henderson said: "We are moving into circumstances in which we shall be compelled to provide remedial programmes. In our own long-term self-interest we should become involved in improving the school situation and contributing to continuing education and in-service training."

Pleading for greater flexibility from education authorities, Dr Henderson said: "The most pervasive of all the obvious shortcomings in the various education systems has been demotivation and loss of morale."

If the authorities could not see their way clear to abandoning altogether "the wretched and cumbersome permit system" they should allow a healthy proportion of black students at white universities plus the leavening of white staff in black educational institutions and vice versa.

This would be of enormous educational and human benefit, Dr Henderson said.

Not being an accountant nor an indifferent book-

keeper, much less an inner member of the hierarchy of State

Health, the Medical Research Council, the South African

National Tuberculosis Association, or even the Provincial

Administration or a Local Authority, it is extremely diffi-

cult to obtain what accurate details exist (1) for, apart

from anything else, financial statistics are usually res-

tricted to the few, and bulk figures are not easily broken

down and re-grouped for specific purposes.

To avoid being thought partisan, an endeavour will

be made to give, as far as is possible, international statistics. These are few and far between and are seldom published in medical journals.

Two Principles.

(1) The rapidity of change has brought about the anomaly in that the financial provisions of the Health Act have encouraged the institutionalisation of infectious diseases, particularly for

to hospitalise all patients until they are returned to work and that they are no longer in need of any further therapy.

(2) Linked to the above financial provision is the

medical analogy that intensive, short-course chemotherapy

requires, especially for a reasonable cost-effective outcome,

the complete re-orientation of the outpatient service and not,

as at present, the mere substitution of the more expensive,

purchase price drugs into the old scheme of things.

Otherwise, both these schemes fall between the two pillars, that of cost and that of effectiveness.

Teacher shortage

By LEN MASEKO

25/175 Junction 13/4/81

THERE was at present a need for 96 000 teachers in black schools and the figure might "nearly treble" in the next 40 years, Professor C Boyce, Rector of Johannesburg College of Education said at the weekend.

He was speaking at the graduation of 125 Soweto teachers who had been attending a 10-week enrichment course held at the college.

Professor Boyce said he was concerned about the supply of teachers in black education. He said a "massive in-service programme" was needed to improve the qualifications of teachers.

"According to the statistics made available to De Lange Commission of Inquiry of which I am a member, there is at present a shortage of 96 000 teachers in black schools, and the figure may rise to 368 000 in the next 40 years," said Professor Boyce.

He said the course was not recognised by the authorities but it had enriched the teachers in many ways.

The course, sponsored by a giant company, was organised for teachers of English. It was divided into three categories: drama, literature, language and library.

Reacting to the figures yesterday, educationist Mr T W Kambule said: "It is interesting that this point surfaces at this time. I had anticipated that by 1990 there will be a shortage of 150 000 teachers in black schools. These statistics reflect the state of crisis in black education.

"Unless the whole issue is treated on crisis basis, there is no hope for black education, and this will result in disastrous consequences for the whole country. It is said there is a shortage of manpower in this country. Before we can come to grips with the economy of this country, black education should be improved."

The Senior Liaison Officer of the Department of Education and Training, Mr G Engelbrecht reacted with anger when SOWETAN revealed the figures to him. He said

the statistics were "totally unrealistic and incorrect".

Mr Engelbrecht said there were about 80 000 teachers in black schools at the moment. About 10 000 student teachers qualified every year, he said.

"It is totally unrealistic to say there is a need for 96 000 when we have about 80 000 teachers at present teaching in black schools. We do not even have posts for so many teachers — having so many teachers would mean some of them milling the schoolgrounds without a job."

Mr Engelbrecht said the present production of about 10 000 teachers every year would ultimately meet the shortage. At present, the teacher-pupil ratio was one to 46, he said.

An organiser of the course, Mrs P Betlehem said: "We hope this course will enrich teachers in many ways. Next year we intend to include as many subjects as possible and we expect a much bigger response from Soweto teachers and those who teach in other areas."

group. They, too, suffer privation, especially to support. (261) Whills, the Chamber of Mines provides 'excellent

very high dust concentration, they say, in fact, contract the disease in a far shorter time than whites. (251)

It is very difficult to find figures for the incidence of silicosis on the gold mines. This is because the tables concerning the gold mining industry in the Reports of the Bureau for Occupational Diseases only show new certifications, without indicating whether they are for silicosis alone. Therefore, one does not know whether new certifications are for cardio-pulmonary disability or for any of three compensatable diseases, including silicosis. (252)

The tables providing incidence figures for silicosis are equally unsatisfactory. This is because the figures include all cases of silicosis, many of which have been contracted in occupations other than mining. In 1973 seventy cases alone were contracted in other occupations. Moreover

Of particular interest are the cases of silicosis associated with tunnelling and road construction where there is complete disregard of the danger of working with the same quartzite found in the gold mines. (255)

The mortality tables for silicosis in the Report of the Medical Bureau of Occupational Disease throw no light on this question either. This is because 'liberal' compensation is awarded in many post mortem cases, often when a man has not been certified in life. If one silicotic nodule is found (or several), visible only with a microscope, and impossible, while the man was alive, to detect by radiography, he is certified as a silicotic and his dependants are awarded compensation. What is important is that these microscopic nodules cause no discomfort or disability during life, and are as harmless as healed scars on the skin. (256) In addition, if on autopsy these harmless minute silicotic scars are found together with a microscopic lesion of tuberculosis, one which is latent and could have remained quiescent for years, the deceased will be certified and his dependants awarded compensation in the second degree. (257)

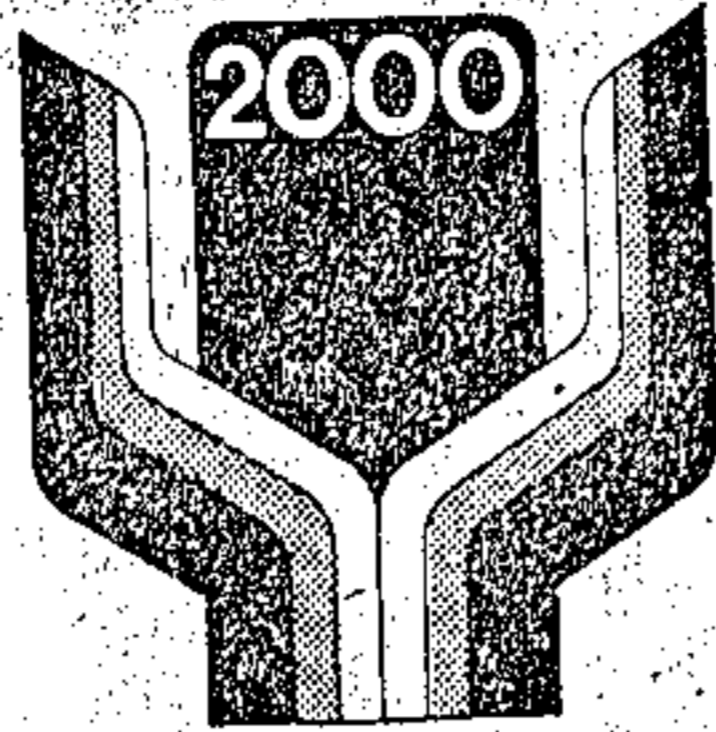
The Reports of the Medical Bureau for Occupational Diseases reflect the following incidence of silicosis in all occupations in the first degree — in new cases for whites and coloureds.

Table II

Year	Whites and Coloureds in first degree
1973-1974	72
1974-1975	153
1975-1976	153
1976-1977	164 (256)

43. In cases of silicosis are not noted, but an add Afr bee Yes 19 19 19 15 A1 c 4 1 19 1 1 C

WOMANPOWER
VROUEKRAG



Women to help stop the labour shortage

13/4/61

5/1/61

175

More than 200 women from the top echelons of South African commerce, business and industry will gather in Johannesburg next week for a think tank on how women can help alleviate the critical shortage of skilled labour in this country.

The meeting called "Womanpower in Action" and operating under the aegis of Manpower 2000 aims to encourage and, by practical means, promote the utilisation of women in the labour market.

Chairman of the Womanpower committee Mrs Velia Kirkpatrick emphasised that the gathering is not just another conference to rehash old problems.

"We know the problems. What we aim to do is find practical solutions that will get things moving," she said.

Attending the gathering will be representatives of most of the influential women's groups in the country as well as top business and political figures like Mrs Adrienne Koch. Other delegates include Mrs Margaret Lessing, Mrs Joanna Raath, former president of the Vrouefederasie, economist Lilian Boyle, Lt Col Erika van Zijl, chief inspector of female prisons, and the SABC's Carol Charlewood.

Nurses warn staff crisis will worsen

RPM 14/4/81 (9) (175)

By SUE ROBERTSON

JOHANNESBURG nurses, "insulted" by their recent 12% to 20% salary increases, have warned that the present staff shortage situation will worsen unless "something is done" to better working conditions.

"Twenty per cent of nothing is nothing. We have a hard life and deserve more pay. The present situation will deteriorate more and more if something is not done," a group of disgruntled nurses said in a statement to the Rand Daily Mail yesterday.

The increases were an "insult" to the profession, they said.

According to one of the nurses, a nursing sister with 10 years' unbroken experience was earning a basic salary of R450 a month.

"That is really demoralising. More staff are leaving after the increase (which in most cases amounted to an average of between 4% and 12%). You get paid R200 more as a waitress," she said.

The nurses' statement added that nursing was regarded as a

"labour of love", but that nurses could not be expected to "live on love and no money".

"If we got more pay and not just a little 20% increase we would put more effort into our work, and in return the public would get quality nursing care."

The number of staff would "almost positively" increase, they added.

Because of staff shortages, hospitals at present could not be selective about employing nurses and blacks would have to be employed as a matter of

necessity.

The public was not aware of nursing conditions, and the nurses aimed to highlight these conditions by publicising them.

Among the unsatisfactory conditions nurses experienced, and which they intended to publicise through their statement, were:

- The attitude of the public who regarded nurses without respect;
- "Disgraceful" salaries which were insufficient for housing loan applications;
- Staff shortages which could not afford nurses time off for study leave; and
- The attitude of doctors who often embarrassed nurses in front of patients and regarded them as "inferior".

The statement was drawn up by five nurses. But they claim they were expressing the general feeling among nurses.

Spokesmen for the SA Nursing Association and the Department of Health could not be contacted for comment late yesterday.

(72)

Reports
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- ...

Labour crisis looms in post office union

By GERALD REILLY
Pretoria Bureau

A "TERRIBLE labour crisis" in the post office is imminent because of a chronic staff shortage, the president of the Postal and Telegraph Association, Mr Bernie Blume, said in Windhoek yesterday.

Addressing the annual congress of the association, he said the crisis was equal to, if not more intense than, the teacher crisis about which so much noise was made, and which led to teachers getting a special dispensation.

Mr Blume said it was of paramount importance to the country to avert the crisis.

Planned and scheduled narrowing of the gap between the public and private sectors was urgently necessary.

The number of male clerks in the service had decreased to a "most alarming" degree last year. Since then, the problem had intensified and a stage had been reached where drastic measures were called for.

The post office management must realise that without a solid reliable and well-trained core of male officials a serious crisis would arise — "or has it perhaps already arisen".

During the decade which ended last March the number of male clerks dropped from 5 756 to 3 413 — almost 41%.

During the 70s recruitment figures dropped from an annual intake of about 2 000 clerks in the late 60s and early 70s to 785 in 1980 and 745 in 1981.

"These facts are nothing less than shattering," he said.

The resignation figure for 1980 alone was 22,5%.

Mr Blume said it was vitally important that the salary pattern for the whole of the public sector be improved.

He said that during the second half of the 70s the public sector fell further behind. The price index rose by more than 200%, while the salaries and grades were adjusted in the same period by 168%.

During the second half of the 70s "absolutely" no real improvement of post office officials' salaries was granted, only cost of living adjustments.

Mr Blume said during the 70s the difference between the price index and the salary pattern of officials widened to an "astronomical" 32%.

.../were resettled in
1976 and 1977 under the Group Areas Act
214 Children were seen from three areas of Ngutu township whilst 202 were seen from four different parts of Nondweni. The areas were chosen at random and the

chi² = 13,85
p = <.001

TABLE 1 : INCIDENCE OF MALNUTRITION AS DETERMINED USING THE SHAKIR STRIP

Number of Children	INCIDENCE OF MALNUTRITION (%)	
	CROSSROADS	NGUTU AND NONDWENI
464	1,5%	6,1%
415	0,4%	1,2%
	1,9%	7,3%

SUNDAY EXPRESS INVESTIGATION

175

NURSES SAY LONG, LONG HOURS MEAN PATIENTS LOSE OUT

Hard work of hospital staff helped to save a small boy from death

NOT all patients feel the effects of the hospital staff crisis.

Indeed, the dedication of doctors and nurses sometimes disguises the fact that there is a crisis at all.

Here is a letter written to the Sunday Express by the grateful father of one small patient:

Dear Sir,
On January 29, 1981, our 15-month-old son fell into our swimming pool and was found floating in the water a short period later.

He was rushed to the local doctors, who revived him and then took him to the Johannesburg Hospital.

He was admitted to the Children's Intensive Care Unit where he remained for approximately three weeks. He was then moved to the

Children's Ward, where he remained for four weeks.

I write to your newspaper to express thanks to all the doctors and nursing staff in wards 286 and 276 who fought so desperately to save our little chap's life.

The hospital is extremely well-equipped and has all the latest equipment required to do an excellent job of work in the Intensive Care Unit.

However, the equipment is worth nothing unless there are people to operate it, and it is very encouraging to note how dedicated the doctors, sisters and nurses are who work extremely long hours because of staff shortages.

The level of skill is extremely high

and I believe that any parent who has the misfortune of having a child admitted to the Intensive Care Unit at the Johannesburg Hospital can rest assured that the child will receive the best possible care.

Senior staff were always willing to talk about the child's problem, to discuss the questions a parent has, and to explain the child's progress.

In cases in which there is very little progress, they are perfectly honest as well — which I believe is important.

The doctor in charge of the Intensive Care Unit is Dr Allan Rothberg who seems to work day and night.

Due to staff shortages, the Intensive Care Unit has, at times, to accept more children than it should, but this

is done willingly and the same attention is given to all those in need.

Dr Thompson, whose main duties, I believe, are to run the renal unit at the hospital, also takes time to care for the children in the Intensive Care Unit.

I believe that the doctors, sisters and nurses should get some recognition for the way they go about their business, as I am sure they are often criticised by people who feel their problems are the only ones in the world.

May I express the sincere and heartfelt thanks of both my wife and I for everything those wonderful people and magnificent hospital have done for us. — A J HODGSON, Berario, Johannesburg.

'High standards are now a luxury'

175 S. Express 19/4/81

THE current staff shortage at the Johannesburg General Hospital is so bad that "high standards are a luxury" according to nurses interviewed by the Sunday Express.

Because some nurses work 18-hour shifts with no break and no sleep, they could not give individual care and attention to patients, they said.

"We're virtually forced to work an enormous amount of overtime because you can't just knock off at the end of a day not caring about patients who might die due to the shortage.

"Some of the patients sent out of intensive care units have died because there hasn't been time for physiotherapy or further observation," one nurse said.

"As soon as they are off the critical list, they are referred to other wards, as their beds are desperately needed by other patients coming into Intensive Care."

She said this trend was heightened by serious motor-accidents, the stabbings and assaults, as the critically injured were referred to Intensive Care by Casualty.

"If the beds are full, the unit cannot take any more patients. In these cases the patient is either referred to another hospital or to a general ward until there is room in the intensive care units."

Another nursing sister said the lack of radiographers added to the crisis.

"There has been a mass walk-out of radiographers and it's therefore extremely difficult to get X-rays."

She said her unit was operated with a skeleton staff and, if there was an emergency of any kind, she would not be able to cope and patients could die.

"I dread to think what would happen if there was some kind of national disaster," she said.

Another sister added: "What makes the situation worse is that the hospital authorities seem to deny we're short-

THE HOSPITAL CRISIS



By DEBRA CLEVELAND

staffed. They're trying to overcome the problem by using unskilled staff — termed domestics — who work as nurse aids and do mainly ward and menial work."

When asked how much responsibility was expected of these staff, she said it depended on the sister in charge.

"The nursing staff find them a real boon, and I would in most cases put far more responsibility on them than on a white-belt nurse (a junior nurse)."

She said this was in no way dangerous as they were always supervised.

Another sister said the predominant feeling at the hospital was one of tension and apathy. "The staff are apathetic — almost an unintentional go slow campaign. Doctors and surgeons, even matrons, are saying 'we'll cope', but we find it exhausting."

"There is no value put on the job. Even if we are slack and apathetic, there's no way we'll be asked to leave."

"Everyone is relying on 'dedicated' nurses — a rare breed now — because it's a low-prestige and badly-paid job. When you're working under these conditions, ideals are soon forgotten."

"You'll never find a nurse sitting next to a patient and reassuring them about an op now, because we're doing triple the amount of work. The patient therefore obviously suf-

fers from a lack of personal and emotional treatment from the staff," she said.

A sister in one of the intensive care units at the Johannesburg Hospital said the number of trained sisters in her unit had decreased dramatically during the past year.

"This means we cannot handle more than four patients," she said.

The nursing crisis is not confined to the Johannesburg Hospital, according to nurses from other hospitals on the Rand.

A cross-section of nurses from assorted hospitals agreed to discuss their grievances and desperation for the future of the nursing profession.

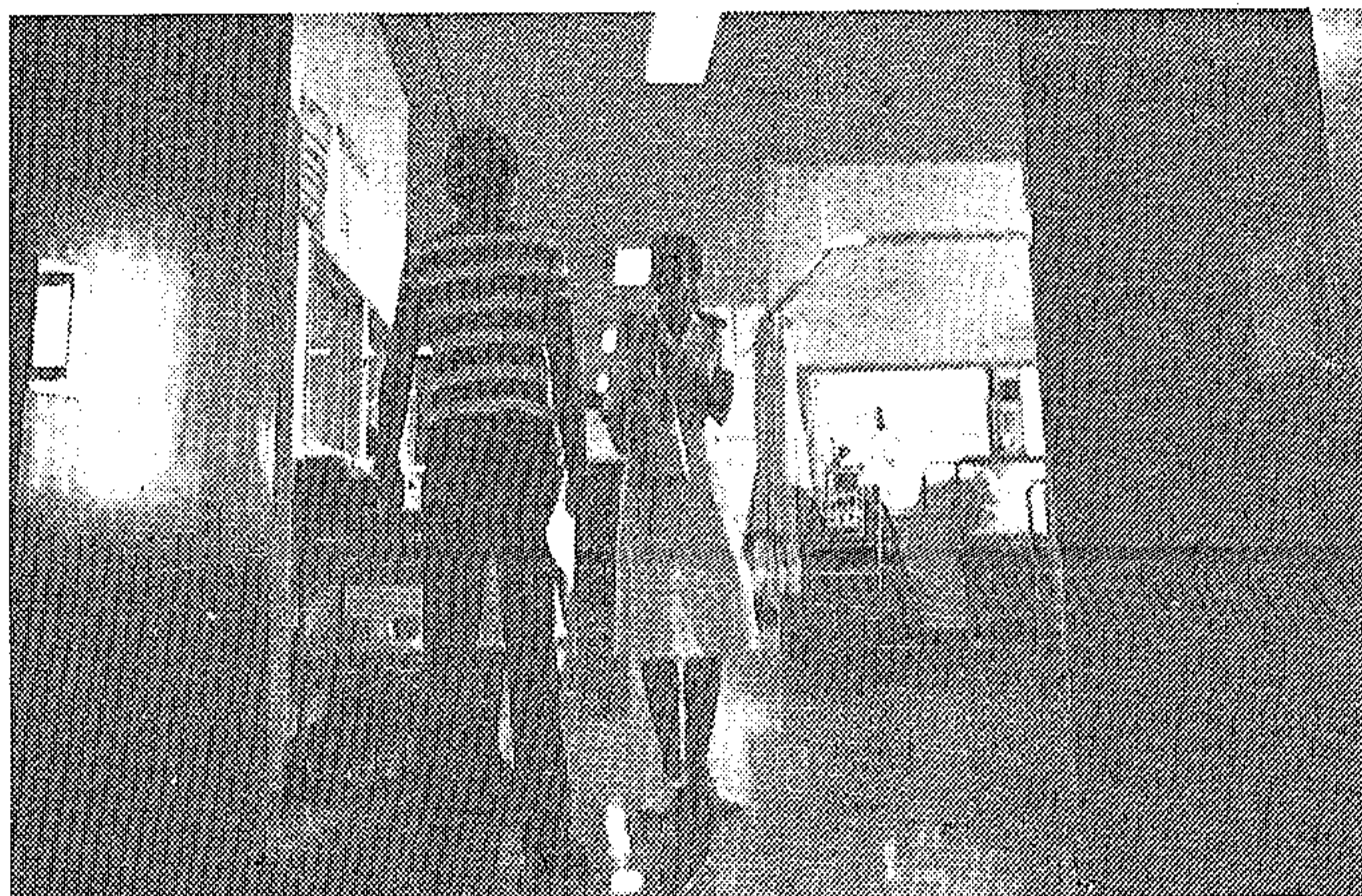
"It all comes down to money," they agreed.

"The whole thing is a vicious circle — the pay is too low to live on so nurses are leaving en masse. That leaves us to cover their work, as well as our own, so work conditions are exhausting — both physically and mentally."

"We get very little co-operation from our own nursing association, and we actually cannot live on our salaries," she said.

The whole group said they were dedicated to nursing, but saw no future under the present conditions.

A nurse with six years experience and two qualifications earns R320 after deductions and



An intensive care unit at the Johannesburg Hospital... load becoming unbearable.

lives in a nurses' residence because she cannot afford her own flat.

"And the 'perks' are laughable. The authorities claim they're attracting staff by offering low-rental board and lodging."

"When you've been working, fully trained, for a number of years, you expect to be earning enough to live where and as you choose. We feel trapped in an institutional environment because we can't afford to live elsewhere," she said.

Another nurse in the group said that if salaries were competitive — not sky-high but enough to live on comfortably — nurses would definitely stay on and others would come back "like a shot".

But one of her fellow nurses thought it would take a major disaster for salaries to improve.

"Although we're in a crisis situation now anyway, no-one seems to take notice. It really is a life and death situation."

PATIENTS DIE IN NURSING CRISIS

S. Express
19/4/81

175

5. Parsons and Shils (1962:180) write: "Order—peaceful coexistence under conditions of scarcity—is one of the very functional imperatives of social systems". Jessop (1972:14) writes: "Social order exists to the extent that there is peaceful coexistence".

67

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1967 Cultural Pluralism and Nationalist Politics in British Guiana. Chicago: Rand McNally & Co.
1969 Anthropological Essays on Cultural Pluralism and the Study of Complex Societies.

By DEBRA CLEVELAND

PATIENTS have died at the Johannesburg Hospital because there were not enough nursing staff to give them adequate care and attention.

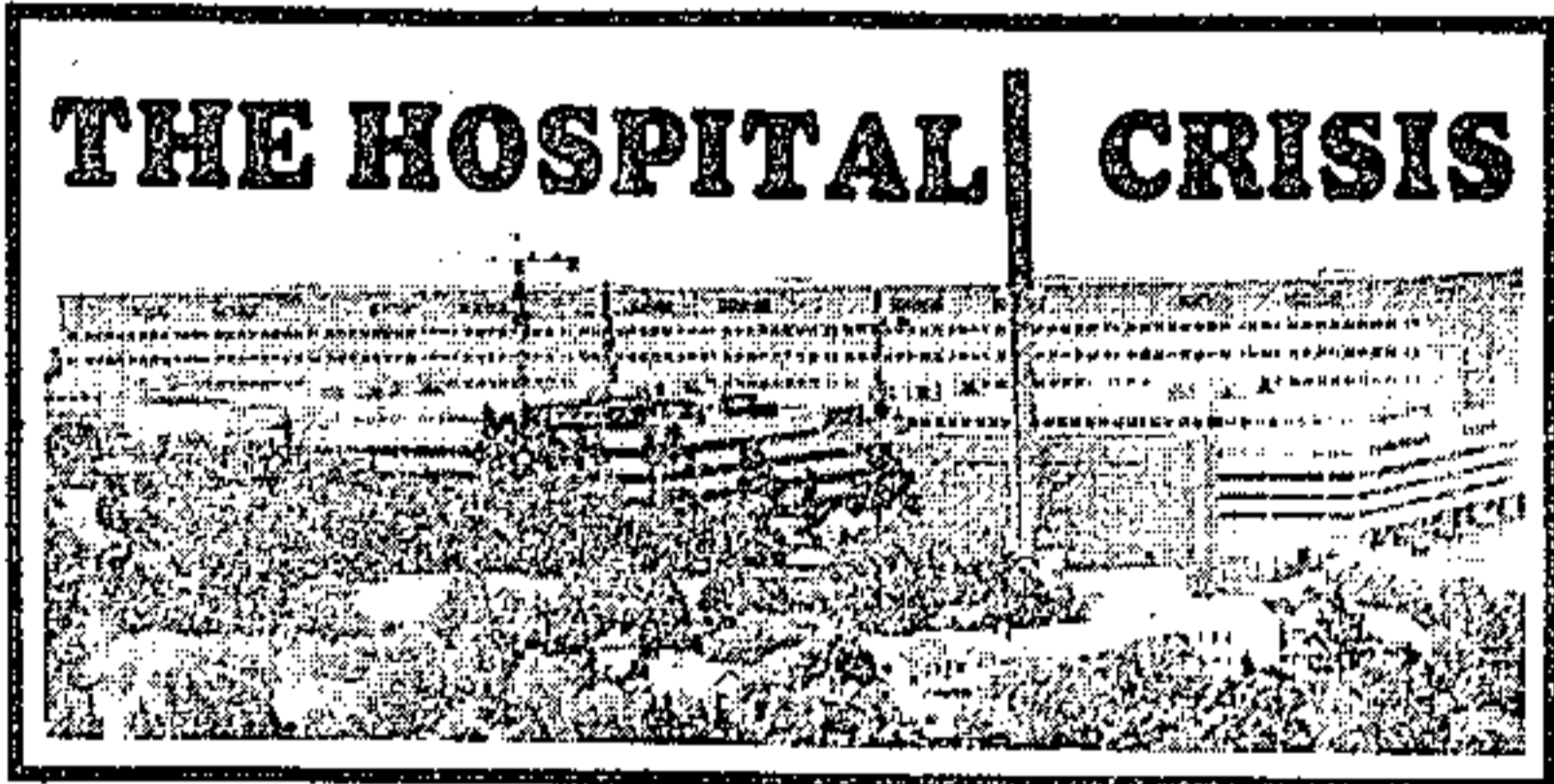
This allegation was made by nursing sisters and confirmed by a doctor at the hospital in the course of a major Sunday Express investigation.

The doctor, who wishes to remain anonymous, said he knew of two patients whose lives might have been saved but who died because the post-operative unit was closed down due to lack of staff.

One was a patient who had undergone elective — non-emergency — arterial surgery and had been put in a general ward to recover as the intensive care units could take no more patients. The post-operative unit was also closed.

He was later found dead in his bed.

The doctor said: "We simply do not have enough nurses to give all critically ill or post-



THE HOSPITAL | CRISIS



● Dr Neville Howes
... refused to comment.

operative patients the care they need."


The other patient was an emergency case who died after an operation — also in a general ward and for the same reasons.

"I can tell you that both were salvageable and probably would have lived if they had been in either the intensive care or post-operative units," he said.

The doctor, for ethical reasons, refused to identify the patients and the Sunday Express was unable to investigate the causes of their deaths any further.

"We lose patients who've undergone modern and advanced surgery because there are not enough nurses to give them the attention they warrant," he added.

"I would not allow any member of my family to undergo elective surgery in this

 **To Page 2**

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Top pay, but doctors' posts remain unfilled

START
175
23/4/81

Several provincial hospitals on the Reef and in Pretoria are seriously short of medical specialists, radiographers, nurses and other trained staff.

The Johannesburg Hospital, Baragwanath, Boksburg-Benoni, Far East Rand and H F Verwoerd Hospital are offering posts to a wide range of specialists, including surgeons, orthopaedic surgeons, plastic surgeons, gynaecologists and many others.

Scores of medical jobs

are offered by the Transvaal Department of Hospital Services in full page newspaper advertisements costing R4 000 and more.

Annual salaries of R26 250 are being offered to principal specialists in orthopaedics, obstetrics, internal medicine and radiology.

A spokesman for the Johannesburg Hospital said only 60,8 percent of nursing posts had been filled and there was a shortage of sisters,

student nurses and nursing aides.

The J G Strijdom Hospital in Johannesburg has filled about 70 percent of nursing posts. But the Far East Rand Hospital is short of both qualified and student nurses.

"We have filled about 60 percent of nursing posts and 50 percent of student nursing posts," said a spokesman. "We have only two full-time specialists — a paediatrician and a surgeon. Part-

time specialists are working on a sessional basis."

He added: "Nurses are working long hours under pressure. They are doing an excellent job and are to be congratulated."

Senior officials of the Transvaal Department of Hospital Services would not comment on the jobs being advertised. A Deputy Superintendent of Johannesburg Hospital also declined to comment.

Staff shortage critical

- Raath

STAR 23/4/81
"We are in the midst of an electronic revolution that is already changing almost every facet of human society and organisations which provide conventional telecommunication services now face many crucial and complex decisions which will require much basic and new thinking and planning if they are to survive the impact of this revolution."

This was said by Mr R J Raath, Deputy Postmaster General, at the official opening of the Communications Expo in the Kine Centre yesterday.

Mr Raath said there were several aspects of telecommunication development which required attention by the Post Office and the electronics industry.

Foremost is the hampering of progress and service quality due to the shortage of staff.

Mr Raath said it was large organisations which bear the brunt of this shortage. "In spite of the fact that we spend at least R25-million a year on training and have about 100 engineers and 4 500 technicians, technicians and electricians in training at the present time we are simply not able to meet our staff requirements and train for much of the industry as well."

Electronic firms were urged to tackle the training problem urgently and effectively. A national education policy should be directed towards increasing the numbers of students of all races.

Mr Raath said attention will have to be given to the question of the regulation of communication services.

Emphasis should be placed on market research. — Ann Crotty.

These groups pose those which aggregate, however, late to discuss because of control over discussion within these

significant White interest groups at the turn of the century? What was the significance and what were the interests of the commercial sector? There is always a tension within a capitalist economy between the need for high income consumers and the need for low-income (i.e. low cost) workers. To whom were Africans important as a market?

There was conflict between mining capitalists and White workers over the employment of Black workers. How and to what extent, if at all, were these interests reconciled? What is the significance of the particular way in which the enormous wealth created by the Black mine workers was distributed between mining capitalists, White mine workers, and White farmers, through direct and indirect subsidies? How has this affected the possible continued dependence of these groups on a low wage structure? To what extent were the interests of the African workers themselves taken into consideration in this process? That is, to what extent did they voluntarily enter the market, and to what extent were their needs satisfied? To what extent have the standard of living of African workers changed?

1. Capitalists who have large investments. However, those with investments in different sectors have to be distinguished since their interests as regards Black labour may be differentially structured.
2. Self-employed Whites, whether they are working farmers or owners of small businesses, between which two groups there is probably a considerable amount of mobility.
3. Employed Whites, which is a very wide category, covering both blue- and white-collar workers, but whom we shall nevertheless describe as 'White working class'.
4. Black workers predominantly dependent on wage-labour.
5. Those African rural-dwellers who are still predominantly dependent for their income on their own farming activities. (This group cannot be considered further within the framework of this volume).

which, in the South African case, has seen a shift from a predominantly subsistence agricultural economy, to an economy based on mining and market agriculture, and latterly in the direction of an economy based primarily on secondary and even tertiary industry: these changes have meant both modifications in the structure of capital, and an enormous increase in the size of the proletariat. Changes have also resulted (b) from the changing social situation of people, due both to mobility within a social structure and to general changes in life-style concomitant on an increasing standard of living. This second kind of change is obviously far less easy to measure. There is still, for example, heated debate about whether or not workers in most developed countries have become embourgeoised. It is both difficult to establish a benchmark and also to lay down criteria of significance in trying to decide whether and what changes of this kind have taken place.

Once more speaking broadly, and ignoring the distinction between town and country, we can distinguish roughly between five different 'classes' (using the term 'class' in its traditional sense to mean a number of people all having the same relationship to the means of production).

3.1. Capitalists
Early capital investment in South Africa was overwhelmingly in mining. The mining industry had two significant characteristics. Firstly, it was export-oriented, and so had no interest in the development of an internal market. Secondly, it required a very large amount of cheap labour and relatively unskilled labour. It had a motive, therefore, for keeping wages down, and, when more sophisticated techniques might have made wage increases possible, it had no positive motive for wanting wage increases. Control of labour was greatly facilitated by the early emergence on the gold mines of a recruiting monopoly and a collective agreement not to pay above a certain maximum average wage. This prevented the competitive determination of African wage rates through a free interplay of supply and demand, and had a pervasive effect through the whole range of African wages.

In analysing the changing capital structure in South Africa and in particular the growing predominance of industrial manufacturing capital, we need to investigate, firstly, its labour needs, and secondly its market needs.

175
 Bid to end
 judicial

staff crisis
 24/4/48

The Government has announced generous allowances for officials in the Department of Justice — a move which comes in the wake of the staff crisis in the courts.

Mr Coetsee, Minister of Justice, announced the new allowances to be paid to magistrates and State prosecutors in larger magisterial offices.

They would also be paid to advocates and legal advisers for the State and to assistant State prosecutors.

The announcement comes at a time of increasing militancy among public servants battling to maintain State administration, which is threatened by mass resignations and staff shortages.

CHAOS

Mr A P de Vries, Johannesburg's senior public prosecutor and one of many top legal men who warned the Hoexter Commission of impending judicial chaos if salaries were not improved, said he was delighted with the allowances.

"This month, for the first time in more years than I can recall, there has not been a single resignation. The average is three a month.

"We are still short of 12 prosecutors of a complement of 107, but I think the allowances will stem resignations, keep people in the service and attract more and better qualified people."

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- 1. Subject to the provisions of section 13 of the Act, the degree may be conferred upon -
- (a) a graduate of this University of not less than eight years' standing;
- (b) a graduate recognised for purpose of standing.
- 2. A candidate shall be eligible for admission to the Senate or subject or subject to the Senate which must be approved by some original ment of science.
- 3. The work must be done in a form. Six bound volumes must be presented.

DEGREE OF DOCTOR OF ECONOMIC SCIENCES

DRAFT

Manpower shortage is not holding up production

175 S. Tribune 26/4/81

Finance Reporter
FACTORIES are keeping to their production schedules despite the shortage of skilled manpower.

Commerce and industry in the country are currently coping well with their manpower problems and have adapted rapidly to the boom environment, says a survey by Manpower — Temporary Services.

"Certainly, almost without exception, the major companies report being on top of production schedules," it

says. "This may have required extra shifts, overtime and even additional personnel where possible, but everywhere there is evidence that they can, and will, get into an improved situation."

The smaller firms are finding it more difficult but while there is a manpower crisis there is no evidence that a shortage of skills will see South Africa on her knees.

The skills shortage can be remedied in time if commerce and industry do more about it. Some companies are

trying to resolve the problem internally by training their own staff, while others, because of the urgency, are recruiting overseas on a regular basis.

There is evidence that companies are less concerned with expansion than with keeping on top of the situation.

Some 23 percent of companies overall were wanting to increase white staff — a marginally lower percentage than last quarter. About 21 percent wanted to increase black staff — again almost the same as last quarter.

A business consultancy survey indicates that leading manufacturing companies are showing massive manpower production increases since the introduction of black training programmes and sophisticated production techniques.

P-E Consulting Group senior consultant Chris Morley says: "On average all companies which participated in the survey increased manpower productivity over the last three years by at least four percent."

"But many of the participating companies

recorded compound productivity increases of more than 50 percent, while some have doubled manpower productivity performance in three years."

He says the survey provided a clear indication that pessimism about national productivity levels was unwarranted.

Although initial investment in productivity improvement programmes may appear high to some companies, the benefits are often immediate and can result in spectacular cost saving.

Staffs Shortage may force tax changes

Times 26/4/75

THE rapidly growing manpower crisis in the offices of the Receiver of Revenue could well force major changes in the present system of taxation.

Finance Minister Owen Horwood has already announced that the Government intends to abolish the need for tax forms to be filled in by people whose only form of remuneration is via the wage packet and whose PAYE deductions cover the required payment.

A spokesman for the Department of Internal Revenue tells Business Times that the first priority is to shed the burden of processing the forms of those who rely on salaries for their living.

This, he says, will enable staff to be freed for the more complicated areas of operation such as the payment of provisional tax.

However, local tax experts have said that one of the an-

swers to the problem is to introduce a system of self-assessment such as that used in the US and Australia.

Under this system, the taxpayer fills in his form, works out the amount owed to the Receiver and gives the form along with his payment to the Receiver.

But penalties for fiddling the books are steep, and those who get caught can be sent to jail.

In the US, the man from the Internal Revenue is a much feared person, more so than the FBI or the police.

Costa Divaris, co-editor of Businessmen's Law, tells Busi-

By Tony Hudson

ness Times that, while there is no doubt that a self-assessment system would lift a tremendous burden from the shoulders of the Receiver of Revenue, it would make life a lot more difficult for the taxpayer -- and lead to much more business for tax consultants.

With the built-in heavy penalties for tax evasion, the taxpayer is going to have to be careful when filling in his forms. And if he comes up for audit, he may have to answer questions on matters that happened up to

five years before.

Basically, says Mr Divaris, the relationship between the taxman and the taxpayer is friendly in South Africa, and the introduction of self-assessment could make the relationship more vicious.

Durban tax consultant Neville Hebrard would like to see a self-assessment system introduced, but adds the rider that it is not going to help the Receiver solve his staffing problem.

"What is going to happen is that he will not need hordes of clerks to process forms, but is going to have to get his hands on trained men to handle the

auditing procedure who must really know their oats. And these are scarce and expensive."

However, points out Mr Hebrard, the problem could be overcome by creating special posts with attractive salaries. The drop in the number of clerks could well keep the overall wage bill within reasonable limits.

He says the revenue authorities have been looking at the system and have sent teams all over the world to look at various systems.

Tax consultant Terry Bubb is enthusiastic about the scheme

and feels that the rapidly worsening staff shortage leaves the Receiver no choice.

While he agrees that the system is more complicated and that more use will be made of tax consultants, he feels that this could be offset by making the fees tax-deductible, as they are in the US.

Mr Divaris and spokesmen for the Department of Internal Revenue point out that one of the major stumbling blocks for self-assessment is that assessors will have to have an up-to-the-minute interpretation of the tax laws, which are murky at the best of times.

THE present shortage of teachers, nurses and even of police is by no means due to lack of money in the coffers of the State to pay them salaries that can compete with what is paid to persons of equal and even lesser qualifications in commerce and industry.

To plead lack of money is a poor excuse in the light of the Government's continual bragging about the favourable economic growth of this country in comparison with other countries. In fact, we are continually being told by politicians that we have never had it so good.

This shortage is not due to lack of money. It is due, as I shall presently show, to an ineptitude and a lack of foresight of those who controlled the purse strings of the country during the last few decades. In the meantime these shortages have not only caused increased suffering by human beings, but they have in the educational field done untold damage to the mental development of the youth of our country by depriving them of the services of the best teachers.

I refer to these callings because they, more than most of the public services, deal essentially with human beings. Teachers deal with their education, nurses deal with their recovery when ill or wounded and police deal with their physical protection.

Persons in these three fields of service need to be carefully selected for their personal qualities. In addition they have to undergo thorough training in the human context of their future work. The selective process is largely determined by individual choice. In the case of teachers it often happens when they are still pupils at school.

For example, if they as pupils see that one after the other of their best teachers resign to take up more financially rewarding jobs in commerce and industry, they are hardly likely to choose teaching as a career, particularly if it involves an exacting period of training for years after they leave school.

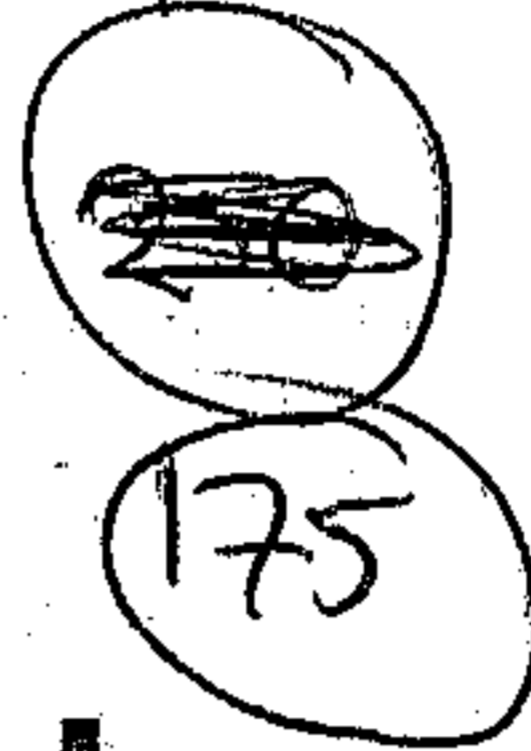
State's

total

lack of

foresight

Agnes
28/4/81



At present, unfortunately teachers, by virtue of their training and experience, also happen to have qualifications which could fit them for good jobs in commerce and industry, especially in the field of management in a fast developing country like ours.

Whatever the Government does now to raise the salaries of those teachers still in the service will not compensate for the damage done in the last few decades to the youth of the country during their most impressionable years through the loss of their best teachers. The harm is irreversible.

The defection of teachers, nurses and policemen to commerce can be halted only by a policy of continuously revising salary scales, says DR E G MALHERBE, former principal of Natal University and one of the country's most experienced educationists.

If on top of that, the salaries offered far exceed those the government sees fit to pay them, one cannot blame them if they make the change.

The Government should have foreseen this eventuality for it, more than anyone else, was in a position to assess the booming economic development of the country and the resulting competition for jobs at these higher levels.

The Government should have forestalled the attraction by commerce and industry of teachers, nurses and police away from these services so essential to the development and wellbeing of the people of our country.

Nor will one single act of munificence safeguard the future of the teaching profession. This can only be done if the Government adopts a continuously progressive policy of revising teachers' salary scales so that they keep pace with the economic development of the country, which determines what commerce and industry offer.

Only in this way will the stability of the teaching profession be ensured and the proper mental, moral and physical development of our youth be guaranteed.

I was a civil servant for many years and realise there may be snags in this proposal. These are, how-

ever, not insuperable once it is accepted what it will mean to the development of our youth...the most precious asset of the country.

Nor do I express these sentiments merely as a *pia vota*. I base them on hard factual experience which I gained through having studied the growth of education in South Africa over the last 300 years.

I served on the Carnegie Commission which studied the poor white problem a half a century ago throughout South Africa. What impressed me particularly during that investigation was how, through the influence of one good teacher, the children of a particular rural community could be rescued from becoming poor whites.

I was also for some years a member of a government commission dealing with Native Education. During all these investigations I also had the opportunity of personally testing thousands of white and non-white children for their general intelligence as well as their scholastic attainments. I found that the latter correlated very highly with the qualifications and personality of the teacher, especially in the small rural schools.

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Job crisis in Health Dept

Argus Correspondent

PRETORIA. — Nearly a quarter of the posts in the Department of Health are vacant and some services run the risk of collapsing.

According to the annual report of the department, sufficient personnel could not be trained to keep essential services operating efficiently.

The general revision of salaries last year had not resulted in any improvement and the recruitment of staff in the Witwatersrand had virtually ceased, because the department could not offer competitive salaries.

The staff shortage was so serious the department could not meet its commit-

ments, even on the basis of minimum efficiency, the report said.

The worst hit services were nursing, health inspections, medico-legal examinations and information services for pensioners.

30 PERCENT

The report showed a shortage of nearly 30 per cent of nursing staff in posts from sister to nursing assistant, and similar shortage of medical officers.

A total of 2 341 people resigned from the department during 1980 and another 176 retired or ended their contracts.

In the same period 3 629 people joined the staff.

government has left black workers without meaningful political rights. They are denied both a vote in the central parliament and trade union rights. A long history of repressive legislation has sought to exclude black workers from the collective bargaining process and suppress the activities of trade union officials. African unions, representing 60 000 paid up and more than 110 000 book members, operate under considerable difficulties.

The fear is that powerful African trade unions with the right to strike could force higher wages, and serve as bases for political action. At present Africans are placed in a weak bargaining position enabling them to command only low wages and poor working conditions. Thus the denial of the vote and rights such as workers in other capitalist societies have secured, serve to maintain the extreme powerlessness of blacks and the ultra-exploitability of their labour.

The white working class in South Africa share with non-white workers the general class condition of separation from ownership of property in the means of production. Johnstone terms the former 'politically free' workers in the sense of

not being subject to the system of forced labour, of being free from extra-economic restrictions on mobility in the labour market, and free to organise and act collectively through such means as trade unions and strikes, and political parties and the vote.²⁸

Davies points out that any notion of a politically free working class in capitalist society is foreign to Marxist analysis.²⁹ It also neglects the force and scope of repressive state action that applies to whites as well as to non-whites. In the elaborate system of state security now established in South Africa no one has security of political rights and all are subject to arbitrary arrest, detention and torture, though the system obviously acts most coercively upon 'non-whites', (for instance all the deaths in detention have occurred among 'non-whites'.)

The result of these measures is that black labour is powerless, unorganised, and ultra-cheap. Employers assume an absolute authority over black workers. The underlying assumption is that the employer has the absolute right to set wage rates and other conditions. This assertion of authority assumes its clearest expression in the domestic worker-employer relationship. The result is low black wages and a wide gap between black and white wages. This situation is sometimes ascribed to 'market forces' but the market always operates within politically-defined parameters. The wage gap is thus a political creation, serving the interests of the white property owners, and requiring a political solution. Its

extent is illustrated by the following.

In 1973 the *Financial Mail* calculated the average monthly per capita income of the various race groups to have been: whites R184, Asians R37, 'coloureds' R29 and Africans R10. The ratio of annual white to black average per capita income was 14:1, while the average man in average annual income per head was R2 050 (whites R17 000, total income received standard Line, M. calculati Potgieter These va

Road construction programmes are also grinding to a halt by the flight of artisans, who are deserting the ship over their meagre wages — said to be 50 percent lower than those applicable in the private sector.

Many of the artisans prefer to switch to jobs in government departments, where pay scales also far

Own Correspondent

An unprecedented exodus of maintenance artisans from essential provincial departments is seriously hampering the effective running of hospitals in the Transvaal, it is reported from Pretoria.

outstrip those for similar jobs in the TPA.

A senior official said the artisan crisis had forced the province to call in help from private firms for essential maintenance work — at exorbitant costs to taxpayers.

The staff organisation representing these employees — the Provincial Co-workers Association, is now threatening to write to all new MPCs to explain their grievances, and there is talk of holding a mass protest meeting in Pretoria.

The secretary of the PCWA, Mr Jack van Rensburg, says pay differences

between the TPA and government departments were so substantial after the latest adjustments that it had become impossible to recruit staff from that source.

He said artisans now earning R7 650 in the provincial service were paid R9 090 by the State. Those receiving R8 730 were more than R2 000 behind their Government colleague on R10 935.

The disparity at R11 430 (TPA) and R15 135 (State) was R3 705.

The PCW represents only white artisans and has 4 000 members.

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Artisan exodus hits provincial hospitals, roads

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conducted by MARKET RESEARCH... African households had less than R80 a month on which to live, 25,4 percent between R80 and R149, and only 11,1 percent more than R150. Staggeringly, nearly a quarter, 22,5 percent, had less than R20. Potgieter maintains that his HSL is an absolute

Hospitals hampered by loss of staff

Argus Correspondent

PRETORIA. — An unprecedented exodus of maintenance artisans from essential provincial departments is seriously hampering the effective running of hospitals in the Transvaal.

Road construction programmes are also grinding to a halt by the flight of artisans, who are deserting the ship over their meagre wages — said to be 50 percent lower than those applicable in the private sector.

Many of the artisans prefer to switch to jobs in Government departments, whose pay scales also far outstrip those for similar jobs in the Transvaal Provincial Administration (TPA).

HELP

A senior official today said the artisan crisis had forced the province to call in help from private firms for essential maintenance work — at exorbitant cost to taxpayers.

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DIFFERENCES

The secretary of the PCWA, Mr Jack van Rensburg, today said pay differences between the TPA and Central Government departments were so sub-

stantial after the latest adjustments that it had become impossible to recruit staff from that source.

He said artisans now earning R7 650 in the provincial service were paid R9 090 by the State in terms of the new adjustments. Those receiving R8 730 were more than R2 000 behind their Central Government colleagues (R10 935).

The disparity in pay at R11 430 (TPA) and R15 135 (State) was a massive R3 705 in favour of the Government's workers.

MIDDLE POSTS

These pay disparities are in middle order posts and only apply to white artisans. Youngsters in the service, particularly road builders, are paid as badly if not worse.

Mr van Rensburg said, although the PCWA represented only white artisans and numbered just 4 000 members, the workers represented some of the most essential maintenance personnel.

In a statement released by the PCWA today it is said members are complaining daily over their poor pay and housing privileges.

5. the exception rather than the rule. (21) Thomas Leggett, a consulting mining engineer, stated, 'Contract work does not greatly exceed that of average pay in my experience.' (22) After paying expenses many miner-contractors earned wages which ranged from £12 to £15 per month. (23) Mining engineers believed that single men might be able to save a little of their earnings on a wage of £1 per day, but that for married men this was not the case at all. S. Jennings contended that it was very difficult for a married man 'to make ends meet.' (24) Edward Way, manager of the George Goch mine amplified this further:

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of reduced which provided one of their reasons for striking when three drills under their supervision was introduced (instead of the customary two introduced since 1897); another contention was that they were being exposed to an increased dust hazard. (27) Relatively reduced wages, increased unemployment and growing fears about the alleged incidence and prevalence of silicosis which no longer made it worth their while to remain on the Witwatersrand Goldfields were also major reasons which prompted miners to strike in 1913. (28) It has often been suggested that while the outcrop mines — many of which were of the open-cast type — were being worked,

5. the dangers to miners from exposure to dust were minimal. This was because the rock in the rich 'free milling' surface zone (where the gold values were high) was relatively soft and damp. (29) Another reason why this type of mining was erroneously not considered to be injurious to health was that developing was performed by hand. (30) This method was considered to be free from the hazard of dust and that the disease only developed after 1892 when the first dust-producing machine-drills were introduced by mining companies. (31) However, even in the early stages of mining average depths,

early mines silica dust was being generated in sufficient quantities to produce a chronic, that is a slowly developing, form of silicosis, in miners. During the period 1888 to 1889 deep-level boreholes were sunk. These served to confirm that far below the surface, the reefs flattened, and in this way the continuity of the gold supply was confirmed. From this time deep-level mining commenced. (35) Solid steel, heavy bar-rigged reciprocating drills, which on the back stroke threw off fine dust in the form of shattered rock particles, were used for shaft sinking, and the other

ter years, operations very shallow depths. (32) y to produce in dangerous is Commission, g the period ation, on the rly as 1887 e being sunk. ves along the ts — another percent levels — ank winzes for vide ventilation, the connection cul-de-sacs. k were working d. (34) It is hat even in the

Teacher lack bodies ill

175 230 June 1976

Education Reporter

A shortfall of 4 000 English-language teachers in Transvaal English-medium schools hodes ill for the future of thousands of children whose home language is English, says Mr Peter Mundell, president of the Transvaal Teachers' Association.

Writing in the April issue of Transvaal Educational News, mouthpiece of the TTA, Mr Mundell points to the alarming drop in enrolment at all Transvaal teacher training colleges as extreme cause for concern.

Vacancies in English-medium schools might previously have been filled by student teachers trained at Afrikaans colleges, but now there are

just not enough teachers to go round.

Mr Mundell lays part of the blame at the door of the provincial authorities which, until recently, refused to enlarge teacher training facilities for English-speaking people in the Transvaal.

"By contrast, so successful has been the training of Afrikaans-speaking students that besides the admirable accomplishment of holding the entire system together and preventing total collapse, the Department (TED) is embarrassed by its success and is, we understand, compelled to curb its excess by the introduction of reservation of posts, quotas, subject restrictions and so on.

"The accumulated effect of this atrocious planning hits the English-medium

school with bewildering and damaging effect."

The 1981 training college enrolment figure for the Transvaal stands at 6 282.

Universities have enrolled 4 294 students in education courses.

There are altogether 163 675 English-speaking pupils in the Transvaal, who would require 8 000 teachers to meet their needs.

The Transvaal Education Department employs 4 000 English-speaking teachers.

Considering that thousands of teacher candidates were turned away from the old overcrowded Johannesburg College of Education in 1976 "we now have a very heavy and bitter price to pay because of the shortsightedness of our administrators," said Mr Mundell.

17/5/81 5107

Understaffed tax men await rush

Revenue offices around the country are bracing themselves for the last-minute rush of tax returns before next week's deadline. To compound their problems most offices are still operating well below staff requirements.

Last month The Star reported that the Johannesburg tax office had a staff shortage of 50 percent. Germiston is similarly poorly staffed and in Pretoria 31 percent more staff is needed.

The situation is bad in all main centres of the country. Poor salaries are the main bone of discontent, causing even older,

more experienced staff to leave and preventing effective recruitment campaigns.

In Johannesburg, 184 000 tax returns have been sent to salaried people, 72 000 to provisional and business taxpayers and 68 000 to companies.

Mr A Chemaly, Johannesburg's Receiver of Revenue, said so far 36 000 returns have been received from salaried taxpayers, 6 601 from provisional and businesses taxpayers and 700 (or one percent) from companies.

Final date for tax returns to be submitted is May 15.

Too little labour, housing

By Lynne Cornfield, Erik Larsen and Anthony Duigan

A vicious circle of growing labour shortages, regular police raids against unregistered workers and a severe black housing shortage, has led to a crisis in the building industry on the East Rand, according to many builders.

The labour shortages, the result of the building boom, have been aggravated by the regular raids on construction sites by East Rand Administration Board (Erab) police, builders have told The Star.

The core of the problem is influx control regulations which can tie up an employer in time-consuming red tape and require a worker to have officially sanctioned accommodation before he can be registered in any job. But right now there is a shortage of at least 21 000 houses and an unknown number of hostel beds in East Rand black townships, according to Erab.

Workers coming into the Reef from rural areas where there is little or no work can get jobs but risk immediate arrest and imprisonment if discovered by the raiding police.

Builders said they were forced to employ unregistered labour because of the serious shortage of legal building workers on the Reef.

Mr Basie Pretorius, a spokesman for the Master Builders Association on the East Rand, said he had received numerous complaints from his members about Erab raids against their workers.

VICIOUS CIRCLE

"It's a vicious circle," he said. "Builders can't employ contract or migrant workers unless they provide them with accommodation. But there is a

Buildings industry in bind

Buildings

industry

in bind

critical black housing shortage on the East Rand.

"We want to keep inside the law but are being stifled from every angle."

Several building contractors told The Star they were forced to employ illegal labour if they hoped to complete their contracts. Often builders were angry about the disruption caused by the Erab raids.

DAMAGED

A spokesman for the Board said the raids this week were "routine checks." No special raids

were laid on.

Mr Marthinus Boooyens, a Boksburg builder, said about 30 of his labourers whom he could not register were arrested in a raid earlier this week. He claimed the raiding officials had damaged property in their efforts to arrest men who tried hiding in the houses under construction.

An Erab official said this allegation would be investigated. Another Boksburg contractor, Mr D E Parkin, said the raids were seriously disrupting the building industry.

"I have already had one case brought against me for employing an illegal worker thrown out by the courts," he said. "But I don't have the time to contest each and every case brought against me."

Mr Frank Cattich, a large contractor from Edenvale, said his firm had endless problems because of raids. "But to complete our contracts we are often forced to employ unregistered workers."

IRONIC

"It is ironic that there are people who want to work but cannot because

they are not registered in the area," said Mrs Elsie Grobler of Homestead Builders in Primrose.

The Erab spokesman has appealed to employers to provide their own accommodation for workers wherever possible.

Earlier last year when the economy was not at such a peak there were empty hostel beds for single workers, he said. Now all hostels are filled to overflowing.

The board had an arrangement to let land in

the townships to employers who could put up their own accommodation for workers, he said.

But a Benoni builder told The Star she had abandoned the idea of providing accommodation for labour because it was too expensive, especially for a contractor who worked in different areas.

LOOKOUT

Another builder told the story of a plastering contractor who employed a man just to sit on a roof and keep a lookout for possible raids.

A spokesman for one of the largest builders in Benoni, Goede and Co, said up to half the men they tried to employ could not be registered for one reason or another. This left them vastly understaffed.

For a long time his firm had tried to rent ground from Erab but had been referred from one person to another, he said.

"But at last we seem to have found the right person and very soon we hope to be drawing up plans for building our own accommodation."

A spokesman for a large construction company said his firm erected temporary accommodation wherever it worked on a contract. "Of course this is added into the tender price for the job," he said.

HOMELANDS

Large companies went through the process of legally recruiting in the homelands, he said. "But when we talk of recruiting, we talk of lots of money."

Erab have acknowledged the critical housing problem and have budgeted more than R27m for housing this year — a record.

Between 1973 and 1980 the registered population of Erab townships increased by about 167 000, the chairman of Erab, Mr Schalk van der Merwe, said recently.

DMS - MWO STAFF

ASMO
20/5/81

Officials battle to work out concessions for 30 000

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The organisers of the Cape contingent of 16, Mr Ben Vosloo of Bellville, who is also blind, said: 'It was the worst act of racial prejudice I have come across. We who took part cannot understand their reasons for withdrawing in that they took part last year knowing full well the event was multiracial.'

Mr Vosloo said the organisers planned to invite blind Indian navigators from Natal to next year's event.

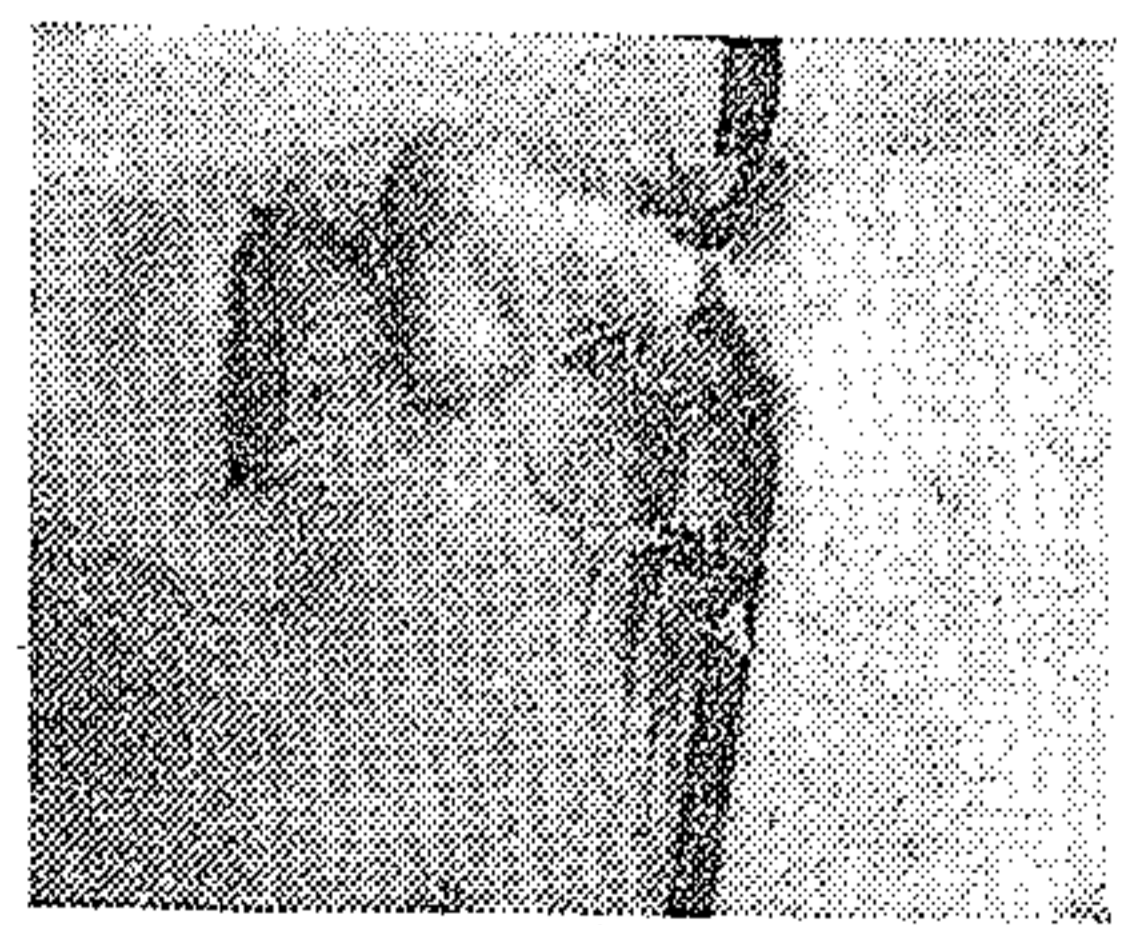
'And there is a move afoot to blacklist the five who withdrew so that they will not be allowed to participate again,' he said. One of the organisers of the event, Mr F Vroomen of Bloemfontein, criticised the boycott and the five's subsequent reaction. 'They should come out openly and admit it now,' he said. Throughout the rally the coloured navigators, who are not really blind, are not allowed to participate.

Weekend Argus Correspondent

PRETORIA. — A critical staff shortage in the Department of Health, Welfare and Pensions is set to cause delays in increases for about 30 000 social pensioners.



Mr Owen Horwood



Dr L A P A Munnik

While food prices keep spiralling, only eight officials in a vital section are battling to adjust these pensions in terms of concessions granted by the Minister of Finance, Mr Owen Horwood. The section should have 20 officials.

The concession made to social pensioners is that the first R408 of any income will be ignored before the means test — the basis on which pensions are calculated — is applied.

In practice it means that 30 000 files have to be worked through by the harassed officials.

Recently the Minister in charge of Health, Welfare and Pensions, Dr L A P A Munnik, caused an uproar when he allegedly claimed that pensioners could survive on food costing R20 a month.

It is likely that pensioners will again be up in arms if their increases do not reach them in time.

An official said today that the work situation in the department could be aggravated substantially if further pension concessions were granted in August or September, when Mr Horwood is due to introduce his main budget.

reinforcements had to be brought in from other sections, and staff are working overtime to overcome the mountain of work.

Although the concessions are due to come into force only in October, the adjustments are being made at

The 60 percent staff shortage has meant that

Shortage may stall pension increases

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2/8

Own Correspondent

A critical staff shortage in the Department of Health, Welfare and Pensions is set to cause delays in increases for about 30 000 social pensioners.

Eight out of a complement of 20 key officials in a vital section of the department are battling to adjust the pensions in terms of concessions granted by the Minister of Finance, Mr Horwood, recently.

The 60-percent staff shortage has meant that reinforcements had to be brought in from other sections and staff have to work overtime to overcome the mountain of work.

Although the concessions are due to come into force only in October, the adjustments are being made at a rate of 1 000 a week, which means it will take at least until the end of the year before the backlog can be eliminated.

The concession made to social pensioners is that the first R408 of any income they may have will be ignored before the means test — the basis on which pensions are calculated — is applied.

In practice it means that every one of 30 000 files has to be worked through by the harassed officials. Apparently they have managed to deal with about 20 000 of the files since Mr Horwood announced the concessions several months ago.

The concession may mean only a few rands a month more for the remaining 30 000 pensioners, but there seems little chance at this stage that the concession can come into force by the October 1 deadline.

An official has said the work situation in the de-

partment could be aggravated substantially if further pension concessions are granted in August or September, when Mr Horwood is due to introduce his main Budget.

S. Tribune
10/5/81

Manpower Shortage is Bifsa's Problem

175
Bif

By COLIN VINELL Property Editor

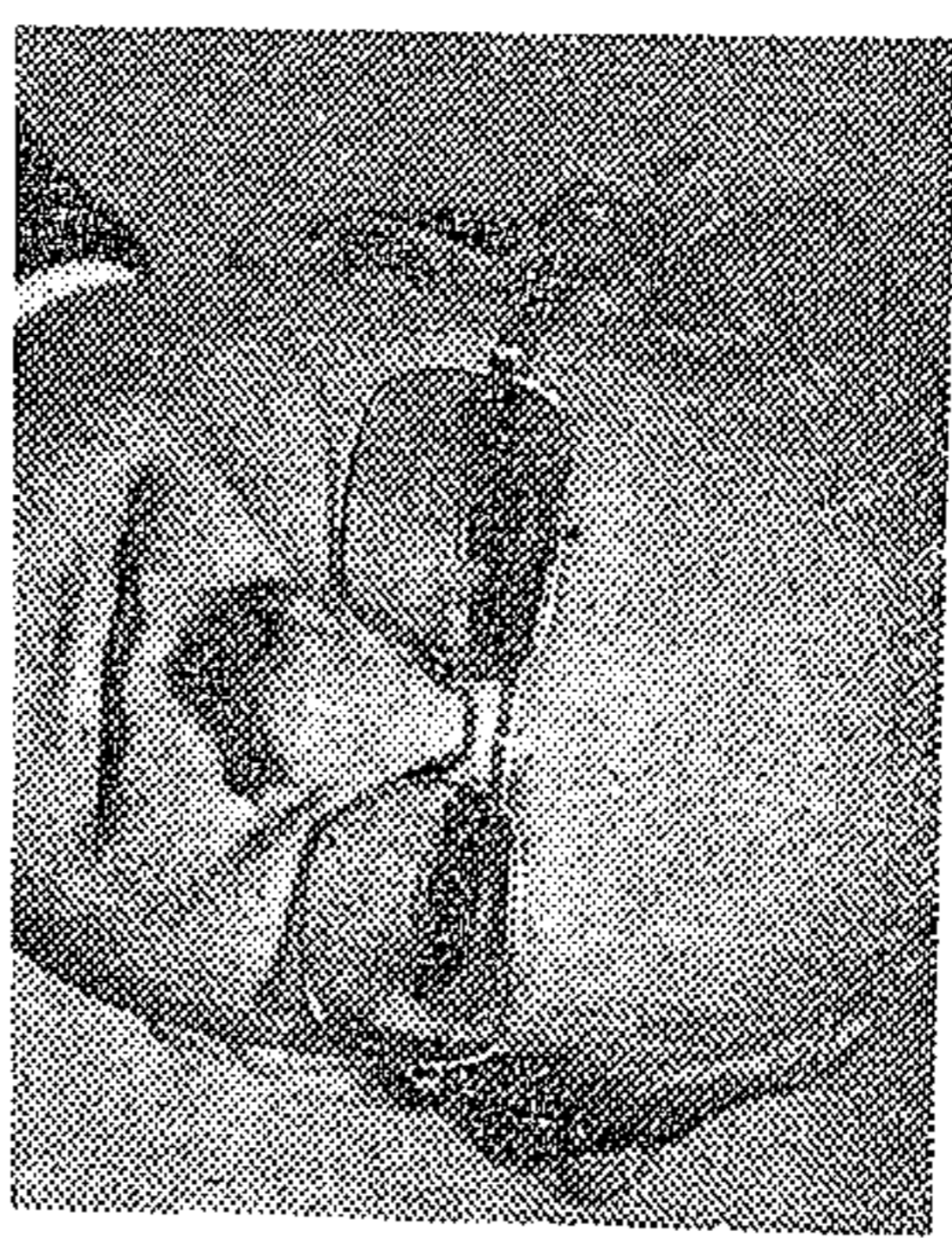
THE biggest worry facing Lou Davis, executive director of the Building Industries Federation of South Africa (Bifsa), is manpower — or rather the lack of it.

In an interview in Johannesburg this week, Davis commented on reports that the equivalent of 20 towns the size of Soweto would have to be built by the turn of the century to accommodate South Africa's booming population.

Asked if it were physically possible for South Africa to meet such a target he replied: "The public might seem to think I am quoting these figures for the purpose of bolstering our own importance, but we are not doing that.

"I believe we are a service industry and I have never seen our position in society as being more important than it is now.

"As an individual, completely divorced from Bifsa, if I look at the sheer political problems completely concomitant with the provision of housing, I



Lou Davis

am frightened. "Man needs two things in this life: He needs houses for a roof over his head and he needs food. He can steal food, he can't steal housing and I am not being cynical.

"We have got to give the peoples of our country something of value, something to hold on to.

So regardless of the figures I quoted, we have got to provide that for a stable society and I believe the building industry is the industry that can produce it.

"We anticipate that we will have growth over the next decade certainly and possibly up to the end of the century in real terms

of eight percent a year.

"I calculated what we will need in the industry and we have got to train and produce at various levels from artisans to operative to labourer, something like 142 000 souls in 19 years. This is a mammoth task — and the crunch is that this would support a growth in real terms of five percent — and we need eight percent.

"So you can see the urgency of switching our minds from parochial issues to major issues in the industry — it's a thought process that must be put to society in general.

"In my position I cannot just look at the interests of the industry — I have got to look at the interests of the nation, the consumer."

I asked Davis if the country would physically be able to produce the supplies of materials needed. He replied confidently

that somehow it would be done. "It's all a question of willingness and wanting to do the job instead of fighting among ourselves."

On training of the missing men, in which Bifsa is investing millions of rands, he said: "Our training schemes are going exceptionally well. Our biggest problem is to find instructors. We are managing, we are doing it. In fact I think we are doing it more successfully than most industries."

He stressed that training was open to all races: "Bifsa is colour blind," he said.

Is there any resistance to training blacks among white artisans? "Not at all," said Davis. "What is not generally understood is that we are an incredible industry. Since 1947, when we had the last strike, we have had industrial peace — for two reasons:

"One, up to a point the industry is fragmented;

"Two, and more important, on any building site there is great man for man respect. Regardless of the stories one might have heard, black, white, Indian and coloured work together as men and they produce a monument — there is no more friendly place among people of different ethnic groups than on a building site.

"Relations with the unions are extremely good and I say unequivocally that the unions are acting with responsibility and dedication to an industry in which they believe — and these are not hollow words.

"Blacks are endeavouring to form their own unions and this will not be resisted by Bifsa provided they are looking after the interests of the worker in the building industry and are not motivated by any agents or objectives outside the industry."

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Lack of staff hits roads, hospitals

175
SIVM
2/5/81

By Chris van Gass
Pretoria Bureau

Road safety and the quality of hospital care were seriously threatened by provincial staff shortages, the Administrator of the Transvaal, Mr W A Cruywagen, said today.

Opening a short sitting of the Provincial Council in Pretoria today, Mr Cruywagen painted a gloomy staff picture saying despite "attractive and substantial" salary increases he was not optimistic about attracting new personnel.

"I trust, however, that the province will be able to succeed better in retaining existing personnel," he said.

Almost all the departments in the province were affected by such staff shortages. They included provincial inspection services, education, hospital services, roads and local government.

ALARMING

"The personnel problem in the Provincial Administration causes some concern. In certain categories such as typists, inspectors of works, provincial inspectors and technicians, the list of vacancies had increased alarmingly

during 1980/81," said Mr Cruywagen.

Because of a shortage of provincial inspectors the rising number of fatal accidents "could possibly be partly attributed to the fact that fewer traffic officials are seen on the roads," he said.

In education the demand for teachers in "rare subjects" such as mathematics and science could not be met.

"The Department of Hospital Services is unfortunately weighed down by a serious staff shortage and it is to be regretted that this important service to the community is being hampered in this way.

"The staff shortage among nurses is not restricted to whites, but ap-

plied to all races," he said.

Mr Cruywagen added that the province was going to pay particular attention to training black staff in future.

Also, as a result of limited funds, the planning and building of hospitals and related accommodation were making unsatisfactory progress.

"As a result of the curtailment of Government expenditure it was unfortunately not possible to satisfy the almost unlimited needs of the community with the limited funds available," he said.

In the Roads Department there were numerous vacancies and no applications had been received from qualified

engineers, technicians and administrative staff to fill them.

The Department of Local Government, with a shortage of trained staff, was finding it difficult to cope with increased pressures of work caused by the property boom and a scramble to develop townships.

Reviewing the situation, Mr Cruywagen pinpointed the difficulties experienced by the Department of Works in its capital works projects. No tenders were received for a large percentage of services required and in some cases where one or two tenders were received, the costs were considered too high.

See Page 8 for more provincial council news.

510X 14/5/8
Allowances may curb
public service crisis

By Charlene Beltramo

Drastic Government moves to curb the chronic staff crisis in the public service seem to be working.

Certain departments where the need has been strongly felt have been awarded "allowances" for qualified staff. The Johannesburg Magistrate's Court, as an example — which received an average of three resignations a month from prosecutors — has had none since a backdated "allowance" scheme was introduced.

Coupled with public service benefits, it is hoped the allowances will help retain existing staff, encourage them to study further and attract new staff into the traditionally low-paid Government service.

The South African Air Force, faced with a critical staff shortage, has introduced the same scheme to stop the erosion of technicians and experienced pilots.

⊙ See Pages 18 and 19.

'Nursing would need eight years to recover — even now'

S. Express 17/5/81

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ONE BED FOR 300 PEOPLE

By DEBRA CLEVELAND

NEARLY a quarter of the beds at the Kempton Park hospital have been closed due to lack of nurses.

This means there is now only one bed to every 300 residents in the Kempton Park area.

The hospital serves a community of about 75 000 people and has a capacity of 320 beds. Seventy of these have been closed.

In an interview with the Sunday Express this week, the superintendent of the hospital, Dr L M van Schalkwyk, said the nursing crisis had reached critical proportions.

"Even if something is done now, it will take eight years for hospitals and the nursing profession to recover," he said.

The hospital had 180 posts open for student nurses, 70 of which had been filled. Only seven student nurses applied to train at the hospital this year.

Thirty of the student nurses are always away at college, leaving the hospital with only 40.

"School leavers are just not being attracted to the nursing profession, both because of the salaries and the bad publicity given to nurses," Dr Van Schalkwyk said.

"And qualified nurses are resigning — they're overworked and can earn more in the private sector."

Nurses who spoke to the Sunday Express this week said that although they loved their work and knew the hospital sympathised with them about the work overload, they were thinking of resigning because salaries were impossible to live on.

"Depending on my salary increase, I might have to look elsewhere for a better-paid job. I would hate to leave because I love working at the hospital. There's nothing like that feeling of adrenalin during an operation or when a patient is critically ill, and you're working damned hard to keep him alive," said one.

Doctors interviewed at the hospital felt that prerequisites for nursing should be extended to Standard 8 school leavers. "They should stop the matriculation

certificate, and should allow any girl to become a qualified sister. I can tell you these girls would make the best practical sisters.

"Something has got to be done very quickly."

He said the shortage at this stage was so bad that operations were having to be postponed.

"We're booked up months ahead because we simply don't have the nursing staff either to help with the operations or to give care to patients in hospital after an operation."

Another nurse at the hospital said that because doctors were allocated only a certain number of beds, they had to operate

elsewhere — either at other hospitals or at private clinics.

"They have so many patients that can't be fitted into the hospital, some of whose operations have already been cancelled twice so far. They've got to operate elsewhere to keep up the demand."

She claimed that patient care was not what it ought to be.

"We are so busy doing our own jobs, and doing nurse's work because there aren't enough, that we don't even know where our patients are lying or how they are."

The surgical ward — which could have anything from 18 to 22 patients in it — was staffed by one student nurse.

"There is a sister in charge of the ward, but she can't be there all the time. All the patients in the ward are orthopaedic and heavy-duty nursing cases, so that nurse is working incredibly hard."

"Although the hospital has high standards, these have obviously had to drop."

"The maternity ward is like a conveyer belt. We deliver babies as fast as we can and try to send the mothers home as soon as possible so we can give the beds to other people."

"It's so undignified for everyone concerned. There's no time for reassuring the mother, or the father who's left standing around like a spare part."

"As soon as she's had the baby and we think she's okay, we send her home. Of course,

that's not always absolutely safe, but the beds are desperately needed."

A baby had died in the neonatal unit last year where there was only one student nurse on duty.

"If there had been a paediatric nurse on duty, I'm sure that baby would not have died," the nurse said.

Dr Van Schalkwyk said the shortage was showing specifically in medical, surgical, maternity and children's wards.

"If patients can be treated as outpatients, they go home as soon as possible. Only people that really need it are admitted here out of necessity."

"We never refuse emergency patients. Even if we cannot cope, we'll never refuse them treatment. We send them either to the Johannesburg Hospital or to one in Pretoria."

He said that many non-emergency operations had to be postponed, but that if they involved no overnight care, the hospital could cope and still averaged about 600 operations a month.

Although there are eight theatres in the hospital, only four are used because the staff cannot cope with more.

There is one intensive care unit with five beds, which according to Dr Van Schalkwyk, will always be open.

● The Department of Health's 1980 annual report shows that nearly a quarter of posts in South Africa are vacant, and that some services run the risk of collapsing.

The report showed a shortage of nearly 30% of nursing staff in posts from sister to nursing assistant.

Superintendents from both the the Edenvale and South Rand Hospitals said this week that they too had closed beds as a result of the nursing shortage.

The South Rand Hospital has closed 116 of its 412 beds.

157 175

Electronics industry hurt by skilled labour shortage

Science Correspondent,
Natal, 21/5/51
THE present shortage of skilled labour is making it very difficult for the electronics industry to maintain production, let alone expand it.

This is the view of Prof H L Nattrass, head of the newly formed Department of Electronic Engineering at the University of Natal.

He delivered his inaugural lecture yesterday evening at the university.

'It is a self-evident fact that the white population of South Africa is unable to supply sufficient skilled manpower to meet South Africa's needs in the short term as well as in the long term,' he said.

'Clearly the black population must be allowed to play its part and any efforts by the Government or the private sector to establish or expand educational or training programmes for blacks should be strongly supported by us all.'

Prof Nattrass said that another cloud on the horizon was the meagre supply of graduates prepared to work for higher degrees, so cutting off the supply of future highly skilled manpower.

There were two reasons for this. One was that most engineering students had bursaries that required them to work for the sponsoring organisation as soon after graduation as possible.

Young people were prevented from reading for higher degrees by their obligations to unsympathetic sponsors, who were also faced with manpower problems, he said.

The other reason was the misuse by the armed forces of many young graduates during their military service.

'This has the effect of removing the fine cutting edge of their academic ability and of reducing their wish to go back to the university.'

To meet the twin objectives of military training, which was quite essential, as well as the maintenance of academic enthusiasm, the military authorities should make every effort to employ gifted undergraduates called up for service on research or development projects of value to the armed forces, he said.

Diversity, labour knock Genrec

ROM
20/5/81
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By DAVID CARTE
Deputy Financial Editor

THE expenses of diversifying its activities and of recruiting foreign labour held engineering group General Election to near-stagnation in the year to February even though its order books were full.

Taxed attributable profit rose 8% to R4 771 888 (1980: R4 416 096) and earnings a share 6% to 100c (94,6c).

The group's substantial cover was trimmed from 3,8 to 3,6, and a final dividend of 19c has been declared, making 28c for the year.

This represents a 12% improvement on the 25c paid last year and does not compensate shareholders for inflation.

"The group's diversification programme, with the expense of recruitment of overseas labour, provision of housing and the training of skilled and semi-skilled labour has had the effect of hampering your group's growth in the short term," say the directors in a sketchy preliminary report.

At the interim Genrec said it had spent R2-million on flats for its new foreign workers.

At that time the order books of both the fabrication and construction divisions were at record levels.

Genrec, one of SA's biggest designers, project managers and builders in steel, has contracts at nearly every major development site and last year entered a joint project with Fluor of the US.

Its piping division has links with British Steel subsidiary Pipework Engineering Developments.

It has huge contracts at Salsols 2 and 3, Koeberg, several mines, Sentrachem's synthetic rubber plant at Newcastle, Southern Cross Steel and Iscor, Vanderbijlpark.

The chairman, Mr W M Joubert, told me he could not elaborate on the preliminary report.

COMMENT: Several other construction companies have also been involved in the expenses which held Genrec back, but they have managed fairly substantial earnings improvements.

In the absence of further information, one starts to wonder if that fat order book was not won at the expense of tight margins — and whether there are any loss-incurring contracts still to be revealed in the annual report. These things have happened to other engineering companies.

Comparing construction companies is complicated by differing accounting treatments of such items as profits on long-term contracts and development expenditure.

The directors' emphasis that profit growth was held back "in the short term" suggests conservative accounting treatment of diversification and recruitment expenses.

If so, perhaps these results are not disappointing and the investment in people and new areas of endeavour will pay off. The annual report should answer these questions.

At 400c, the share yields 7%, which is unenticing because of the many questions awaiting answer in the annual report.

FOREIGN FISHING

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FM 29/5/81

Chief immigration officer, Rudolf de Wet, says the present shortage of skills is being felt by companies requiring journeymen and technicians, the hotel industry, and the professions — particularly engineering, nursing and teaching. There is also a great demand in the computer industry and textile trade, he says. (See accompanying story.)

De Wet says the government is running an ongoing recruitment drive — particularly in the UK. Apart from the government programme, many companies have their own recruitment offices.

It is expected that the number of immigrants entering the country this

year will be close to the almost 30 000 who arrived during 1980, or as high as 35 000. In February, 1 337 immigrants entered the country from the UK. In January the grand total of immigrants was 3 175 — 1 306 of those from Zimbabwe and 1 323 from the UK.

Although the government also recruits in France, Belgium, Holland, Germany and Austria, it is subject to special conditions imposed by each of the governments of those countries. Some do not allow general advertising, but only the advertisement of specific jobs, while others allow the promotion of the country as a good place to live, and not the advertisement of specific jobs.

No people for the programs

175

The SA computer industry is in trouble. Both suppliers and users are screaming for staff, and the critical shortage of skilled manpower has resulted in excessive salary hikes and large staff turnovers. All indications are that no short-term solutions will be found in the near future.

The industry's rapid growth over the last few years has completely outstripped the supply of suitably qualified personnel, thus creating a "merry-go-round" effect. In a highly competitive market, the rare specialist is able to change jobs regularly for a higher salary.

At the trainee level, salaries have soared by 25% in the last six months, with marginally lower increases at senior levels. Staff involved in data capture — a relatively simple task — receive about R700 a month, while data processing managers are easily able to earn R2 400 a month.

The Computer Personnel Consultancy (CPL) survey in August 1980, revealed that the shortage of systems analysts on the Reef had grown by 30% since 1979, and the countrywide shortage of analyst programmers remained unchanged at 30%.

Turnover of programmers escalated from 32,6% in 1979 to 58,1% in coastal areas, and from 32,2% to 43,5% on the Reef, with similar trends in the operations staff.

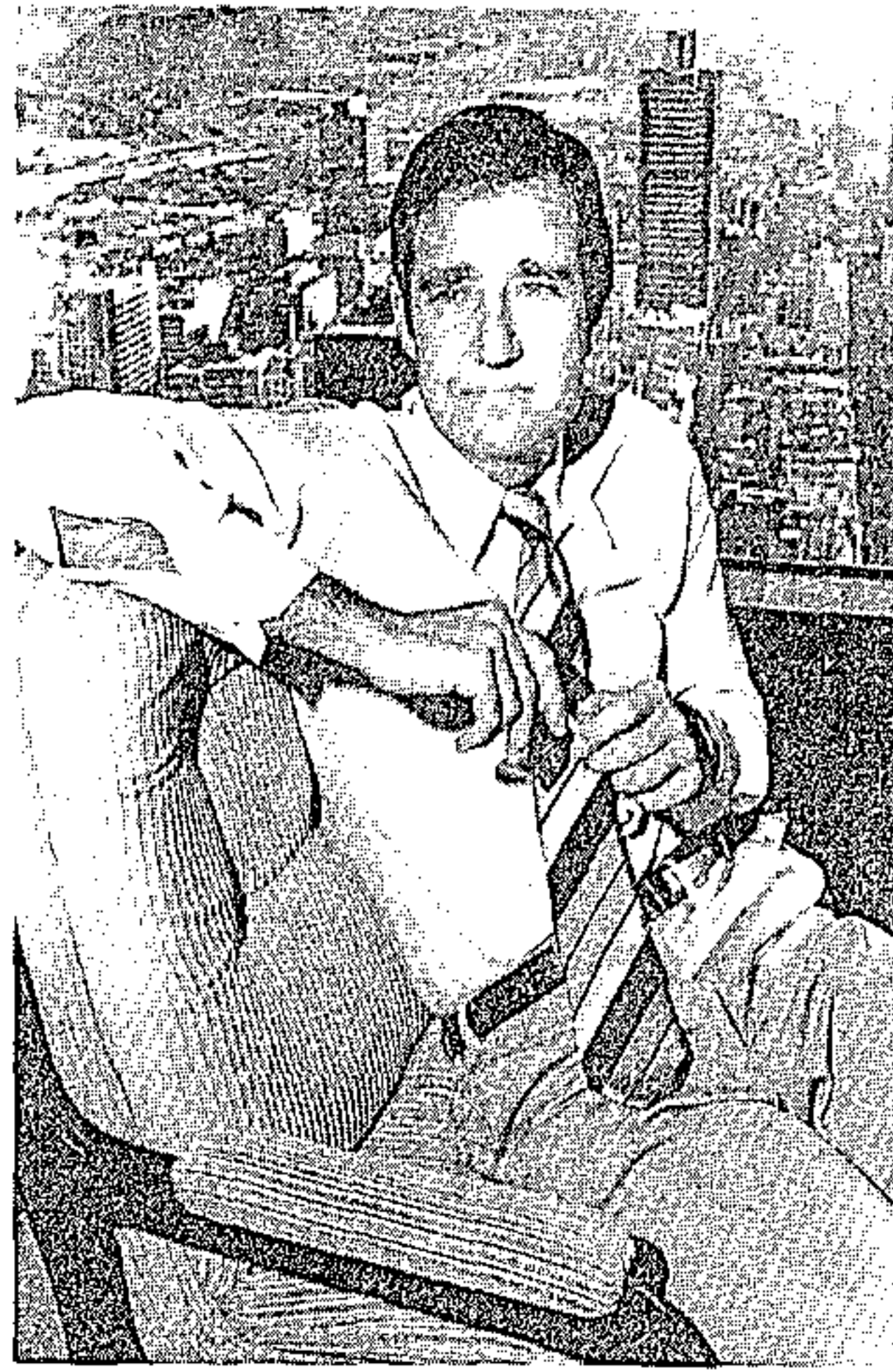
Salaries of first-year and second-year programmers on the Reef increased 32,1% on average, and two-year to three-year programmers were earning 25,7% more than in 1979.

Shortages in the area of Systems Development/Maintenance are still much the same as in 1979. New entrants to the industry in this field keep pace with growth without alleviating the shortage.

Says CPL Director, Peter Steyn: "The shortage of system analysts is the result of the still-prevalent expectation in the industry that analysts come from the ranks of programmers. We should rather be looking for people in other disciplines to be trained in the necessary computer skills.

"The serious problem of staff turnover is affecting users' confidence, as the constant job changes destroy productivity, and nearly 20% of the operations staff who changed jobs were dismissed."

Software package prices have gone up astronomically, salesmen are breaking hardware sales records, demand for staff continues, and the shortage of skilled personnel worsens. People are not being trained fast enough to cope.



CPL's Steyn . . . no shortage of problems

Spokesmen for three of the major computer companies operating in SA — IBM, ICL and Burroughs Machines — agreed that the present situation is, to put it mildly, unhealthy.

According to an IBM spokesman: "The skills situation in the computer industry is particularly hard-hit by the poor grade of science and mathematics coming out of the school system, especially among blacks."

As a result, he continued, IBM is aiming a good deal of money at that segment

which will produce computer and business personnel in the future.

"We are not yet importing people but the situation is such that we are looking at it very seriously. If the economy continues in the way it has been going, the problem will get worse before it gets better. The shortage will become so critical that companies will be forced to allocate resources to training programmes both internal and external.

"This will mean that companies will have to train personnel at grassroot levels, and stop buying professional staff at ridiculously high prices."

Says ICL General Manager, John Miller: "Computer supply companies take the brunt of shortages because they do most of the training and are robbed of their skilled staff by users.

"Some companies lose as much as 35% of their personnel in a year."

According to Buster Timm, Personnel Manager of Burroughs Machines: "It is difficult to recruit and train staff to keep pace with the rate at which Burroughs has been growing, and it may be necessary to recruit from overseas markets in the future."

Importing expensive experts, however, is not a long-term solution due to expense. And, although local technicians and universities are producing skilled people, discrepancies exist between the industry's requirements and the skills of graduates. In any case, there is an insufficient supply.

The industry has set up the Computer Users Council (CUC) to rectify the shortages. It has tackled the problem by attempting to make the computer industry more accessible to school leavers, and by

introducing a standard of training for entry-level cobol (computer language) programming personnel.

Says Dr Dewald Rooode, Executive Director of CUC: "The industry is in disorder as far as training of entry-level programmers is concerned. We want to set a standard for training with examinations and qualifications. A recent survey indicates that more than 80% of the computer industry will support these developments.

"We hope to raise the level of training taking place now, and to structure the industry more clearly, so that people who want to get into it can write the examination and obtain a qualification which will be accepted by the majority of employers.

"This will exert some pulling force on the available school leavers and eventually curb the shortages."

Registration for the examinations to be written on October 30 and 31 takes place from July 15, and will be conducted countrywide.

Hopefully, the current vicious circle resulting from training will also be eliminated. This consists of poorly-trained personnel producing poorly-designed systems, which in turn need extra maintenance, and thus more personnel.

In this sense, there is an artificial shortage which will need attention in the future, but the immediate general shortage is more serious.

It seems that until CUC gets the show on the road the computer industry will have no respite from its problems.

For publications obtainable from the Centre for Intergroup Studies, c/o University of Cape Town, Rondebosch, Republic of South Africa, 7700

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THIRTE

REPRIN

No. 14

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13

Threat worsens to SA public services

By GERALD REILLY
Pretoria Bureau

THE efficiency of South Africa's transport and communications system is threatened by an increasing shortage of skilled workers, according to railway and Post Office sources.

This confirms claims made by senior Government officials that the shortage of skilled manpower — crippling in some areas — is endemic throughout the public sector. In State departments alone the shortage is estimated at 17 000.

Repeated warnings have been given by the Public Servants' Association of probable service breakdowns and the urgent need for salary improvements.

The South African Telecommunications Association this week pleaded for the appointment of a standing committee to give constant attention to the "manpower crisis" in the Post Office.

The association warned that unless urgent and drastic steps were taken to improve salaries and benefits of Post Office officials, telecommunications services could not be saved from general inefficiency.

Although the recent financial relief was originally well received, it appears that officials are still frustrated because of low salaries.

Meanwhile the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said the position on the railways was not better.

REQUIRED

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According to the general manager of railways, Dr Kobus Loubser, the shortage of technicians, particularly in the electrical, signals and building divisions, was causing serious concern.

The shortage of telecommunications and signal technicians stood at about 15%, electrical technicians at 11% and of building technicians up to 33%.

Mr. Zurich said the shortage would get worse because there was little hope of relief in the medium term.

The Post Office, however, could probably relieve their staff shortages by using other race groups in the less skilled areas

The railways had successfully introduced this policy to the extent that there were now more than 20 000 workers of other races doing jobs formerly graded "white".

The root problem was the ability of the private sector, in periods of economic growth, to offer Post Office and railway trained technicians higher salaries.

"We will just have to live with the problem and adjust as well as we can, for it is certain there is no quick solution to the critical shortage of skilled workers," Mr Zurich said.

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Blacks not accepting posts

18 000 jobs go begging

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Mercury Reporter

ABOUT 18 000 Government posts are vacant and because blacks are not accepting the posts open to them, they are being filled by whites.

This was revealed to the Mercury yesterday by the chief director of the Commission for Administration, Mr G B S van Zyl, who was reacting to this week's report about the growing staff crisis in State departments.

Asked about the seriousness of the staff shortage, Mr van Zyl said out of the

180 000 approved employment posts in the central Government, about 10 percent were vacant.

'Although there are many and varied posts open to blacks in State departments, blacks do not seem to apply for the jobs, with the result the posts are given to white employees,' he said.

Mr van Zyl said one of the reasons for the staff shortage was because Government salaries could not compete with the private sector where salaries were 'very much higher'.

Attractive

'Although State salary scales and service benefits are reviewed annually, most people are finding it difficult to make ends meet because of inflation,' said Mr van Zyl.

He said many efforts were constantly being made to make posts in State departments more attractive in an effort to recruit employees.

'Bursary schemes are, perhaps, our main source of attraction,' he said. 'At present the Government has 3 000 students studying on bursaries, and we have asked Parliament to consider offering more study-aid schemes in the future.'

Overtime

The budget for bursaries in the financial year was R3 600 000, said Mr van Zyl.

Mr van Zyl confirmed earlier reports that a total of 8 000 000 hours of over-

time had had to be worked by civil servants last year in an effort to slow down the pile-up of work, but added the work had, in most cases, been done voluntarily by senior staff.

Junior staff who had worked overtime had been accordingly paid, he said.

'The Commission for Administration is deeply concerned about the staff shortage,' added Mr van Zyl. 'Together with the Public Service Association, we are working constantly to attract and retain staff.'

Emergency

Meanwhile, the president of the Public Service Association, Dr Colin Cameron, this week condemned the April pay rises of 12,5 percent as unacceptable, and said the personnel shortage had become so serious that those who had to work overtime in an effort to cut the work backlog were complaining they were not receiving overtime pay because there was not enough staff to assess overtime payments.

Dr Cameron said the association was receiving emergency calls from branches and members daily about services which threatened to come to a standstill because of staff shortages.

He said unless speedy action was taken by the Government, great damage would be done to the infrastructure of the public sector which could seriously affect continued economic development.

Fewer Natal teachers quit since salary increases

Mercury Reporter ^{4/6/81} ^{AS}

THERE had been a significant decrease in the number of resignations of Natal teachers this term, although the profession was still short staffed.

The Deputy Director of Education, Mr A N Montgomery, said yesterday he attributed the drop in resignations to the new salary scales.

There is a far greater degree of satisfaction in the profession since the increases, as well as more stability, he said yesterday. However, the staff shortage had reached crisis points in mathematics and the science subjects, according to the 1980 report tabled this week in the Provincial Council by the Director of Education, Dr Gerald Hosking.

Mr Montgomery said there was no severe

shortage of primary school teachers because the number of children enrolling in Class 1 had been on the decline for the past three years. This was because of a decline in the white birthrate in Natal.

According to vocational guidance teachers who spoke to the Mercury yesterday, the fall-off in the number of students enrolling at teachers' training colleges was a

result of the publicity given to teachers' salaries last year.

One teacher, who did not want to be named, said yesterday: "The pupils are very aware of teachers' pay and it puts many of them off. In fact, some of the teachers go so far as actually saying to the boys, 'whatever you do — don't become a teacher because you won't be able to come out on your salary'".

High schools

tremendous

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Political Reporter
 NATAL high schools are under 'tremendous strain' because of the teacher shortage, Dr Gerald Hosking, the Director of Education, said yesterday.

'A crisis point in the fourth phase subjects of science, mathematics, commerce and technical training is fast approaching as the Education Department will have no reserve to draw on.'

Dr Hosking said in his 1980 report, tabled in the Provincial Council last night, that while it could not be said breakdown point had been reached in high schools, the department 'is being forced to request more and more beginners and inadequately qualified teachers to assume responsibility for senior classes'.

He told the Mercury that there had been virtually no growth in the teacher population. There was a static pupil population.

Additional
 There was no teacher shortage in primary schools.

Many high school teachers were undergoing additional training provided by the department to equip themselves for senior class work.

'Although we are not in a desperate plight, many of our teachers are doing senior work with only one year of training in the subject they are teaching. We would like at least two years, and preferably three years.'

In his report Dr Hosking said there had been a fall-off in the number of students enrolled at the three colleges of education in Natal.

This year's total of 1 247 was the lowest since 1976, when the figure was 1 152. Last year's figure was 1 282 while in 1979 and 1978 the totals were nearer the 1 400 mark.

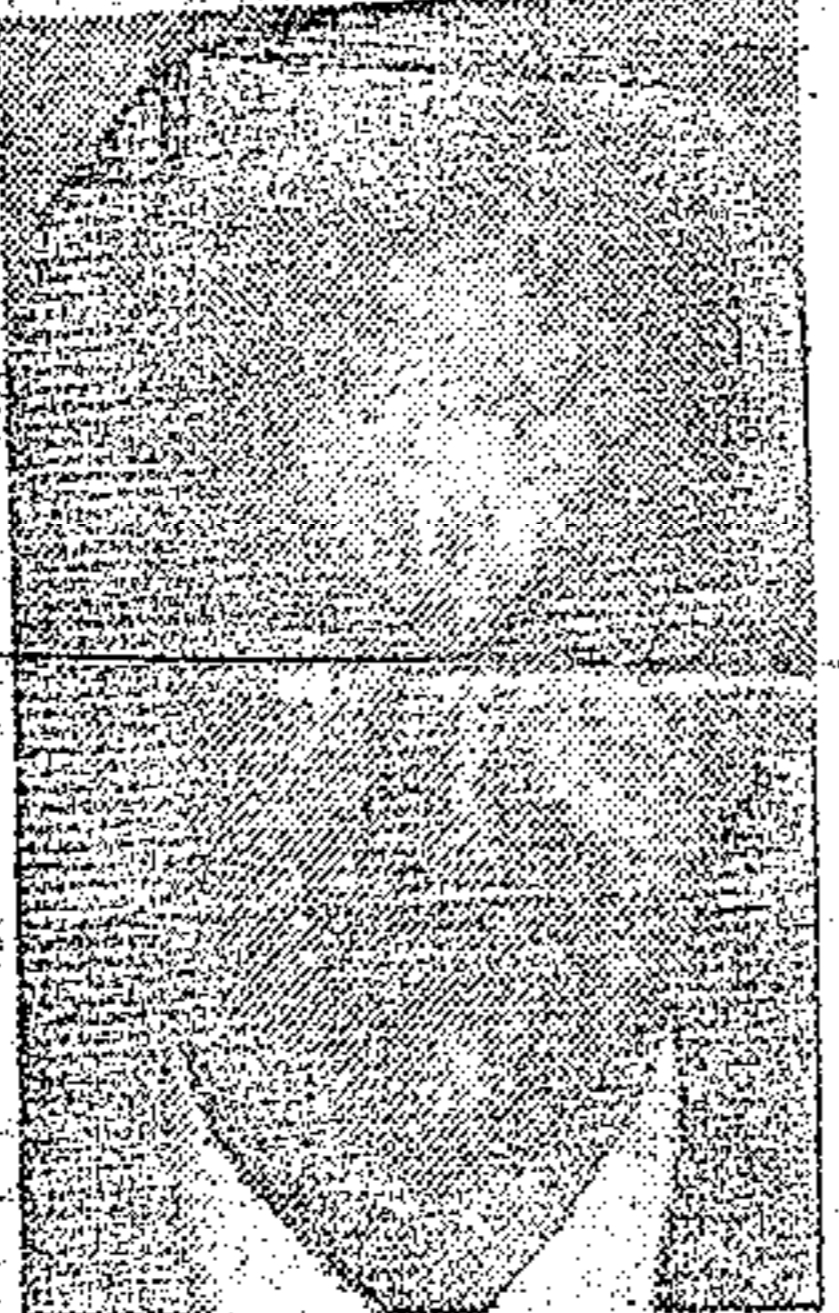
The Durban Teachers' Training College, where lectures were given in Afrikaans, showed the most dramatic drop with only 309 enrolments for this year, compared with 341 last year and 403 in 1979.

Edgewood was down to 675 from 690 last year and 721 in 1979 while the Natal training College in Pietermaritzburg showed an increase of 12 over last year's figure of 251.

Appealed

Dr Hosking said there had been an increase in resignations, particularly among male teachers in high and primary schools, after the announcement of the new salary structure and scales in April last year.

Many teachers had appealed against their merit



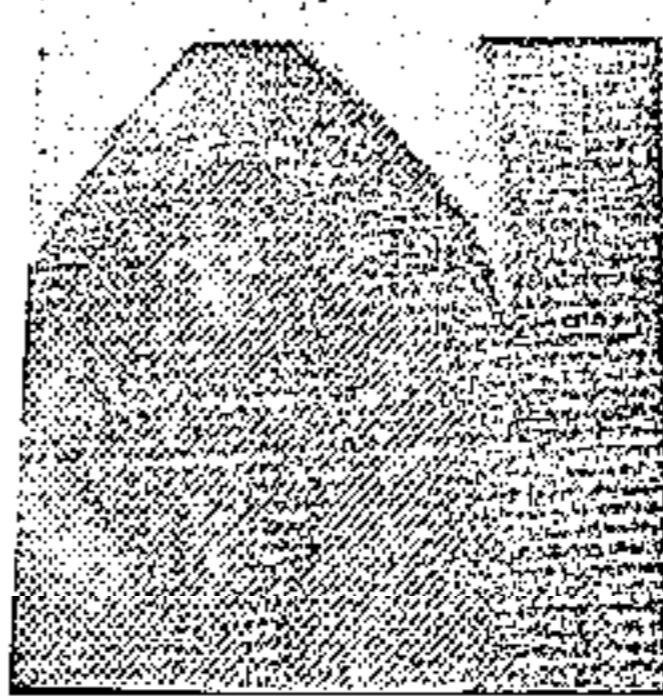
DR HOSKING ... not enough teachers

have to be motivated in writing by principals and teachers wishing to appeal.

Dr Hosking said that in spite of signs of a drop in pupil enrolment in most areas, there had been increases in a few growth areas. Additions had to be made at several schools in Pinetown, including the Benjamin Pine Primary,

DEFINITION:	ACUTE or CHRONIC ill health here used to refer to any deviation from normal in any socio-medical content.
SERVICES TO BE PROVIDED BY:	
Team consisting of:	
(a) Part or Full Time Doctor	
(b) Industrial Nursing Sister	
(c) Ancillary aids e.g. First Aid Workers	
(d) Ancillary Social Services	
Make up of team dependent on size and needs of industrial organisation.	
Management, some enlightened, others not so enlightened, have often raised objections, some valid, some invalid, to the introduction and maintenance of medical schemes.	
It is proposed to deal with them here by listing the most commonly used, and answering them in the light of experience gained.	
Q. The majority of workers in the Western Cape have Medical Aid schemes, and for those who have not, there are plenty of hospitals and Day Hospitals. Why should management take responsibility for his health care? He can and should look after himself!	
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Minister announces police pay increases

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SWAN 4/6/8

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Own Correspondent

Policemen are to get better pay and allowances, the Minister of Police Mr Le Grange, announced in Pretoria yesterday.

The Minister told the Pretoria Press Club, that he hoped the increases would come into effect from July this year.

He did not reveal the extent of the increases but said that the whole salary and allowance structure would be adjusted.

The decision followed a thorough investigation of the special work circumstances of the police.

TAKE-HOME

The increases would come out of the additional amount the Cabinet had given in respect of occupational differentiation, Mr Le Grange said, and would improve the SAP's take-home pay.

"Further details will be announced soon and all attempts are being made to have the improved payments made from July 1981," said Mr le Grange.

**Police: 7 000
vacant posts**

Political Staff

CAPE TOWN — Against a background of widespread discontent in the South African Police 2 435 policemen resigned last year leaving 7 698 vacant posts.

The huge shortage and the large number of resignations were revealed by Mr Ray Swart MP, Progressive Federal Party spokesman on police matters, who had asked questions on the issue in Parliament at the end of the short session earlier this year.

In a reply received this week the Minister of Police, Mr le Grange, told Mr Swart that in spite of the large number of resignations more people had joined the SAP than had left.

The police had started training 3 895 students this year.

In an interview Mr Swart said students did not replace experienced policemen.

"The shortage is staggering, particularly when the rising crime rate and lawlessness is taken into account.

"Although this is not just a South African phenomenon these facts emphasise the need for the South African Police to be brought up to full complement and to do this a major review of service conditions is required immediately."

The increases would be "quite substantial" and would also be aimed at creating greater parity be-

tween salaries for various race groups, the Minister said.

Mr le Grange said he

was "very happy" with the new figures.

Police recently received favourable increases, together with other public servants.

Mr le Grange said there had been great changes in the SAP in the past two years and, apart from some isolated cases, they had now reached the same levels as other branches of the public service.

He said a new policeman who worked well and achieved good examination results could do better in the police than in any other government department.

PROMOTION

Constables with matric could achieve a rank of lieutenant within five years and a policeman with a degree entering the force would take only about three to six months to gain a commission. Seven thousand men had been promoted on merit without passing examinations.

7 wards closed. doctors angry

Own Correspondent
BLOEMFONTEIN — Private specialists here are up in arms against the Provincial Administration's closure of seven wards in the Universitas and National hospitals because of a shortage of nurses.

Several doctors may leave the province, while others may open new practices in towns where the shortage of nurses is not as acute as in Bloemfontein.

Tomorrow a meeting for the medical profession in Bloemfontein will be held, when the founding of a private hospital so far prohibited by ordinance will be discussed.

This emerged from interviews with specialists and Mr A Spies, an auditor acting for many doctors.

Mr Spies said doctors felt "very hot" about the closure of wards and the

decrease in the number of beds allocated to them. The province was not able to provide enough nurses, but what must a gynaecologist do when his patient is dying?

"Must a urologist remove a patient's prostate gland in his sitting room?" he asked.

He also said the income of "theatre intensive" specialists, like gynaecologists, urologists, eye specialists and orthopaedic surgeons might be halved through the reduction of beds.

A specialist said that when previous attempts were made to establish a private hospital, the administration said enough beds would be provided in the "new" hospital Universitas, but the situation had now changed. There would be good grounds for a re-application for a private hospital now.

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SA 'can't rely on whites only for top personnel'

By Drew Forrest

To avoid a return to low levels of growth South Africa must find ways of bringing its black population into the "engine-room of the economy," Mr Dennis Etheridge said yesterday.

Mr Etheridge, national executive member of "Manpower 2000" and co-sponsor of the Manpower Foundation was responding to the Government's new manpower report.

The report centred on the national shortage of "high-level manpower" — defined as technical, managerial, semi-professional and professional personnel — and most of its proposals have been accepted by the Government in a white paper.

Flowing from the report is the message that the country can no longer afford to rely exclusively on white males for its top personnel — a message endorsed by employers interviewed yesterday.

The main source of disappointment in some business quarters was the retention of separate training facilities for different races. Other employers sounded a warning that the measures recommended in the report needed to be coupled with a "fundamental restructuring" of the country's secondary education, if its skilled manpower shortage was to be overcome.

The executive director of the Federated Chamber of Industries, Dr Johan van Zyl, said he fully agreed with the "basic philosophy" of the report.

It was "impossible" to recruit top-level manpower from whites only — by the year 2000 more than half of South Africa's professional, skilled and managerial staff would have to come from other groups, he said.

Dr van Zyl referred to the report's recommendations of tax grants rather than concessions to companies which trained employees. This would act as an incentive to train by enabling employers to recover training costs more quickly, he said.

preceding section, nearly everybody would agree that medical need and not economic status should govern access to medical care. But in practice, as medical economists point out ad nauseam, hard choices have to be made because resources are finite. In the absence of the price mechanism, and given our limited capacity to devise institutions capable of efficient altruism, the rationing of medical care is done either by the provider (hospital or doctor) on the basis of evaluations of competing need, (8) or by the payment of time:

as health care as a primary good satisfying a basic need that it must then be accorded a certain ranking needs and other goods. How high in the social and therefore how extensive and complete the distribution of such care is to be across the base of the social the key strategic question. It would be high to assume that policy decisions can be reached at an abstract level. But it is along such lines of we must move for guidance in allocational choices:

He said many of the proposed measures were "long-term investments in human capital."

Dr van Zyl said the measures proposed in the report would not be sufficient to solve the country's high-level manpower crisis although they are a "step in the right direction."

course influence their own her complementary components outcome in net terms of a by are only one part. Who a question with multiple

health care as a "primary good" .. "things every rational man is

presumed to want... [primary goods] have a use whatever a person's rational plan of life" (Rawls 1971 : 62).

Examples are rights and liberties, powers and opportunities, income and wealth — "social primary goods" — in contrast to health and vigour, intelligence and imagination, the "natural primary goods". The concept of a set of basic needs that defines and measures a social minimum falls into the same category, and no doubt shares a common philosophical ancestry.

The important consequence following from the conception

organized on a fee-for-service basis plus a measure of risk pooling via insurance? Is there another for the poorest 80%, mainly black, organized in the public sector through clinics and hospitals where out-of-pocket payments are some fraction of cost or nominal? Do the two systems meet only at the level of highly specialized and technically sophisticated treatments where, once reached, the link between access and economic status is weakest? While I suspect this broad description needs qualification — for example, lower income groups do purchase significant amounts of medical care through fee-for-service channels — it is accurate in essentials. Given the great distances that separate the resource bases of groups in the population, it would be surprising to find a homogeneous system of health care.

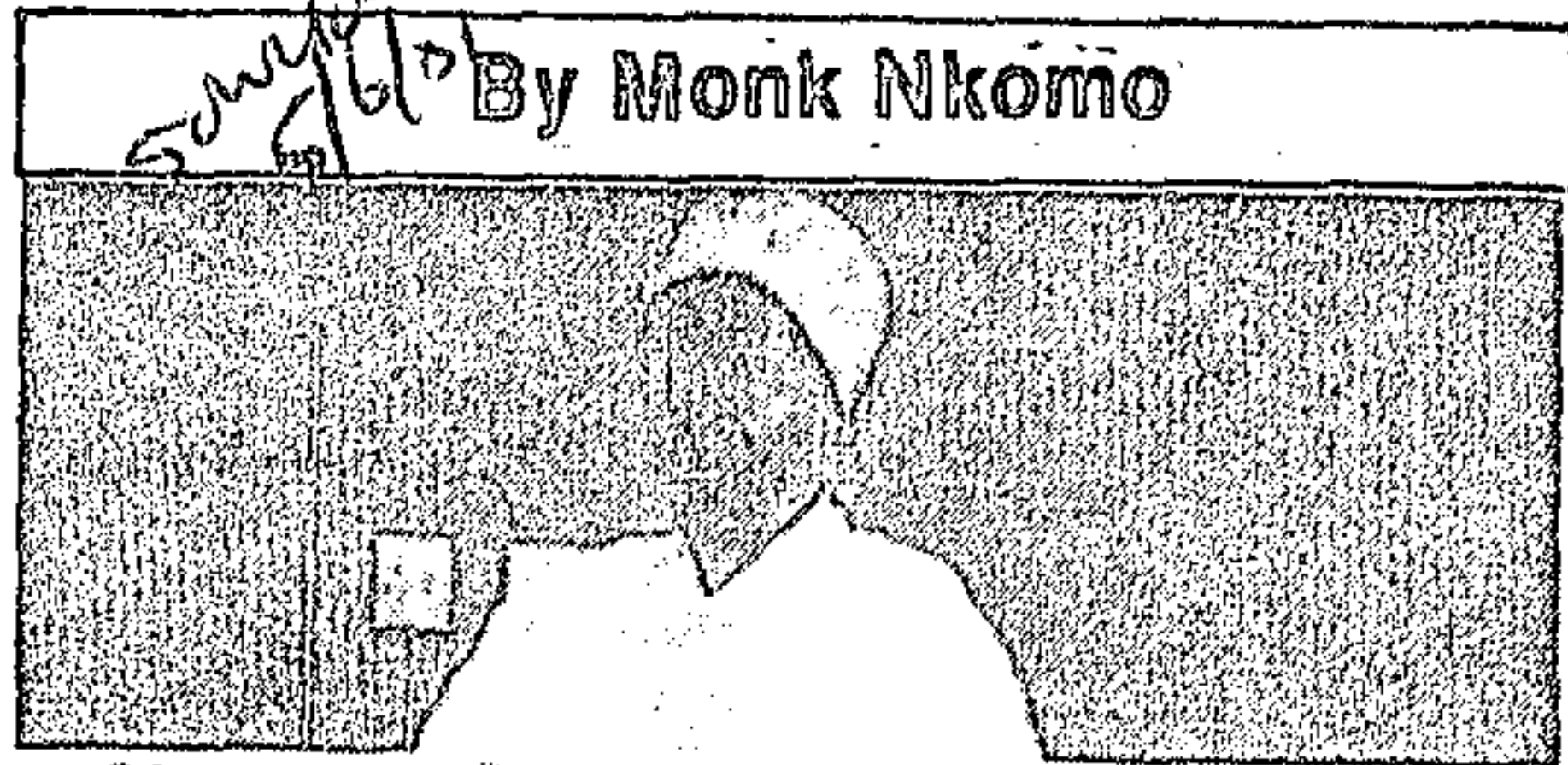
Critical shortage of doctors at the Mamelodi Day Hospital

By **MONK NKOMO**
THE recently opened Mamelodi Day Hospital has a doctor shortage.

This was confirmed yesterday by Dr I T Kapp, deputy superintendent at Kalafong Hospital, Atteridgeville, following complaints from a number of Mamelodi residents who claimed that the hospital was rendering insufficient services due to the shortage of doctors.

Dr Kapp said: "The number of doctors will be increased soon because of the unexpected and terribly increased number of patients at the hospital. We could not have a lot of doctors when we started because we wanted to see what the response would be. Otherwise the doctors are very few."

A hospital spokesman said there were five doctors and 89 nurses at the hospi-



Soweto 5/6/81
By Monk Nkomo
Sister Mittah Matlala in the Mamelodi Day Hospital.

175-273
tal with a ratio of 40 patients to every single doctor.

Mrs Angie Monare told **SOWETAN** yesterday that she went to the new hospital on Thursday morning last week with a stomach pain. "I waited for about six hours without a doctor attending to me. The place was overflowing with patients awaiting to be examined. The pain was excruciating and I left to

consult a private doctor," she said.

Dr Kapp however promised that the hospital would improve soon and that the patients should have the patience to wait until examined by the doctors. "There are always

teething problems when a new hospital gets into operation," she said.

Mr Paul Nakedi said: "After waiting for long

hours at the hospital without being treated, I travelled to Kalafong Hospital where I was referred back to the Day Hospital. Instead I went to Ga-Rankuwa Hospital for treatment. The authorities should increase the number of doctors before any chaos erupts."

The hospital is administered as part of the Kalafong Hospital and has two wards sharing 30 beds each. The wards cater for short-term and maternity cases. The short-term stay ward is opened from 7.45 am to 6 pm while the maternity ward operates 24 hours a day.

The hospital has treated more than 2000 patients since it was opened last month. At least 70 babies were delivered and eight patients had undergone operations.

C. Herald 6/6/81 (17.5) ~~17.5~~

Blacks to end PO shortage

THE only way the Post Office is going to solve its staff shortage problem is to hire suitably qualified blacks, says the deputy postmaster

general in charge of staff and posts Mr William Ridgard.

The critical staff shortage has come about due to the working conditions for

Post Office employees, says the South African Telecommunications Association (SATA).

The situation is so bad that unless urgent and drastic steps are taken to improve salaries and fringe benefits the Post Office will not succeed in averting total inefficiency in telecommunications services, the association says.

COMMITTEE

Last week the post office appointed a six man committee to study the problem. The committee started work last Tuesday.

'We are recruiting overseas and are using as many women as possible with the right qualifications to try to solve the problem,' Mr Ridgard said. 'The main problem facing us is the shortage of suitably qualified people.'

RACE BAR IN TR

Even though we face a skills crisis, the

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SUNDAY TRIBUNE, JUNE 7, 1981

TRAINING TO STAY

Government won't change its policy

Dennis Etheridge, executive director of Anglo-American, and one of the driving forces in the new foundation, said in an interview that they intended co-ordinating groups involved in the utilisation and training of manpower.

"There are a large number of groups working in this field. To a large extent they overlap but there are also big gaps between them.

"We have excellent statistical evidence provided by the manpower commission and see our role as one of co-ordinating the effort. We will be funded by the private sector and are not in competition with the commission or any of the other groups.

"One of the areas where we could be of service is in the co-ordination of the training of the trainers. We may be able to teach skills to people who are teaching others," he said.

Another person involved in the new foundation is Francis le Riche, managing director of Sentrachem and national vice-chairman of Manpower 2000.

Mr le Riche said the new foundation would be completely multiracial and aimed at creating "a better future for us all".

• Within a month the labour movement comes under review at a trade union symposium to be planned by the Azanian People's Organisation (Azapo).

The symposium hopes to achieve clarity and unity among the various trade union groupings which adopt different ideological positions and take differing standpoints on registration and non-registration.

It is also aimed at bringing together all progressive trade movements under a single umbrella body.

~~(175)~~ Political Correspondent (175)

ALTHOUGH South Africa faces a manpower shortage, which experts say could plunge the country into chaos before the end of the century, the Government is still insisting on training whites and blacks separately.

This is one of the major factors to emerge from the publication this week of the latest report of the Manpower Utilisation Commission and an accompanying Government white paper.

While the commission recommends that "more generous provision" be made for the training of black workers at white institutions in accordance with the recommendations of the Wiehahn and Riekert commissions, the white paper says:

"The Government has already accepted admission of non-whites to white institutions provided the arrangements at such centres are to the satisfaction of all concerned.

"The policy of the Government nevertheless remains that separate provision should, as far as possible, be made for the training of different population groups."

Dr Alex Boraine, the official opposition spokesman on manpower utilisation, this week said the Government's stance was "counterproductive" and "a sop to the right wing".

In an interview Dr Boraine said: "The words so far as possible probably mean that most blacks will be trained in white institutions anyway.

"But if the Government is serious about wanting to train them separately it will be counterproductive.

"When workers meet on the factory floor whites are then bound to say that black training is inferior and blacks, because they have had a raw deal for so long, will probably believe it."

The commission's other recommendations include:

- The extension of tax concessions to employers who allow their employees time to study further.
- The creation of an open university where people without the present required academic qualifications will be able to study.
- A proposal that trained women should be more fully utilised — and the possibility of a restructuring of discriminatory tax scales.
- Cash grants for employees who set up their own training programmes.

The publication of the report and the white paper this week coincided with the formation of the Manpower Foundation — a body which has grown out of the Prime Minister's conference with business leaders.



DENNIS ETHERIDGE... teach to those teaching

THE EFFECTIVENESS OF ALTERNATIVE METHODS OF MANAGING MALNUTRITION

The management of childhood malnutrition described in this paper is based on the view that it is an expression of family and social disorganisation and economic depression rather than simply or mainly a medical problem. This view, in turn, is based on experience and investigations in the Keiskamathok area of the Ciskei, which is part of a rural homeland, and a city hospital in East London whose patients come in about equal numbers from town and country. A list of these is appended and will be discussed at relevant places.

In the Keiskamathok area during the course of more than 5 000 interviews with the guardians of malnourished children, as well as many conversations with

Fathers working as migrants in towns
Fathers deserted
Fathers contributing
Average monthly amount from contributing fathers

MM	LWA	UN
85%	82%	76%
70%	26%	18%
14%	56%	71%
R4-50	R11-00	R9-00

(b) Severe and almost universal poverty in all groups with most units having less than R3/person/month, which was the price of paupers rations at trading stores in the area at the time of the survey. In this respect, however, the UN group were clearly better off than the other two.

the heavy reliance South Africa has placed on whites — and especially white males — for its executive, professional and technical personnel cannot continue, the report emphasises.

PRIORITY

"It is clear that the highest priority is increasing the contribution of the non-white groups to the country's HLM, since the contribution that can be made by whites is

'Blacks needed to fill room at the top'

A 45 percent shortfall in engineers . . . , one doctor for every 20 000 people in the homelands . . . 19 percent of posts for physiotherapists unfilled . . . a need for twice as many graduates in forestry — the catalogue of shortages is endless.

And yet, according to the National Manpower Commission's new report on High Level Manpower (HLM), no less than 70 percent of South Africa's managerial, professional, semi-professional and technical personnel are recruited from its white population.

If the four million workers in agriculture and domestic service are included, blacks, coloureds and Indians — representing 82 percent of the population — contribute less than 20 percent of the country's top manpower.

LINK

Repeatedly underscored in the report is the crucial link between HLM and economic progress.

"The rapid reconstruction of West Germany after World War 2 emphasised the relative importance of trained manpower vis-a-vis other production factors such as capital and raw materials." It states.

And although the HLM component of South Africa's workforce rose from 8.9 percent of total to 12.1 percent between 1965 and 1979 (7.3 percent if agricultural workers and the unemployed are included), the report stresses that the figure for the United States is close to 30 percent.

The heavy reliance South Africa has placed on whites — and especially white males — for its executive, professional and technical personnel cannot continue, the report emphasises.

A greater share of top level management must be taken by black, coloured and Indian people if the country is to progress, says a new report analysed by DREW FORREST.

apparently already realised."

The report shows that an "upward movement" of black, coloured and Indian people is already under way — a trend which "needs merely to be accelerated."

Among blacks, there is an annual growth rate of six percent in clerical workers, nine percent in sales workers and 6.7 percent in foremen and supervisors. Projections prepared by the Economic Planning Branch of the Office of the Prime Minister indicate that "non-white" professional and clerical groups will double in size between 1977 and 1987.

PREDICTIONS

Predictions for the 10-year period include:

⊙ A sharp decline in the percentage of whites in the professions — from 62 to 54 percent of total. By 1987, blacks will make up 33 percent of this HLM category.

⊙ A sharp increase in the number of black artisans and apprentices — from 25 000 to 70 000 — so that by 1987, 17 percent of employees in this category will be black.

At the same time, the white component will fall by 13 percent from 70 to 57 percent of total.

⊙ A 7.2 percent drop in the white share of the clerical job market.

Despite these changes in the racial composition of South Africa's HLM, the report predicts little or no change in the traditional pattern of white managers and black production workers.

lived in extended family groups, each of whose components was self-supporting and whose members shared resources of manpower and money.

Undernourished children were also usually the primary dependents of their fathers, but typically lived in nuclear family units and relied entirely on their fathers for cash and their mothers for any farming activity undertaken.

Only one in ten malnourished children lived in nuclear units and in nearly all of these the father was unemployed. 70% were living with old relatives, usually deserted by their fathers, and sometimes by both parents. These old

Illegitimacy rate	62%	50%	26%
Children in mothers personal care	44%	92%	90%
In mothers care but not supported by fathers	66%	53%	22%
Unsuitable guardians (eg senility, defect, abuse)	25%	0	2%
Mother working because father not supporting	30%	4%	5%
Abandoned by mother or mother dead	13% (9/4)	0	1% (aban.)

.../2.

.../3.

More than half SA's skilled labour will be non-white, says

EP 10/10/78
173
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By FRED ROFFEY
Business Editor

FROM now on more than half of the skilled labour required by South Africa will have to come from the non-white population, the chief executive of Maybaker South Africa, Mr Stan Anderson, said in Port Elizabeth last night.

He urged the full utilisation of labour and the establishment of adequate housing when he addressed the diamond-jubilee banquet of the South African Shipping and Forwarding Agents Association (Sasafaa) as its guest speaker.

"A growth rate of at least 5% a year in the gross domestic product will be required to absorb the annual increases in the labour force by way of new employment opportunities," he said.

"This has been borne out by past experience.

"When our gross domestic product achieved a rate of 5,3% in the decade of the

Anderson

1960s, unemployment was contained, whereas the lower growth rate of 3,8% during the decade of the 1970s led to substantial unemployment."

He said it had been estimated that an average growth rate of 5% a year, if combined with a population growth of 2,8% a year, would result in:

- Living standards being on the average 50% higher by the turn of the century

- Unemployment being reduced to manageable proportions.

"If we acknowledge that 5% is the minimum acceptable growth rate, let us determine what is needed to achieve this.

"Of particular importance is that the average annual growth rate of 1,8% in the supply of skilled labour in the non-agricultural sectors dur-

ing the period 1970-78 was insufficient.

"To achieve a growth target of 5%, this type of labour will, in future, have to be increased at a rate of 3,2% a year."

Mr Anderson warned: "Such a high growth rate in the supply of skilled labour cannot be achieved by relying on white workers only.

"The maximum rate at which this population group can supply skilled labour is less than half the required level.

"This means that from now on more than half of the skilled labour required will have to come from the non-white groups."

He also warned that South Africa had failed to recognise the extent of the country's future technical training needs.

"It is said that in 1981 we require 130 000 skilled persons to fill new positions, with the number escalating annually thereafter.

"In 1978, barely 11 000 apprentices and technicians of all races were under training, which is less than 10% of the stated annual requirement.

"For this reason alone the quality of mathematics and science teaching must be accelerated as part of a process of re-directing the training of our workforce."

However, this led to the problem of the lack of quality in the black teaching profession, mainly because of the low standard of education that had been accepted in the past.

"It is hoped that the delayed report by the Human Sciences Research Council on education in South Africa will shortly come up with the solutions and that the Government will act rapidly to change the present wasteful black educational pattern," said Mr Anderson.

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11/6/81

Trapping a reservoir of discarded skills



Mr Trevor Spindler, who typifies many older people, spent 22 years with the railways before his retirement. But 18 months of that latter phase of life was all he could take.

'I was physically in very good form,' he says, 'but stagnated mentally and in those times of inflation, feeling a bit of a financial pinch. So I went back to work and am now conscientiously happy in a full time job with a building company.'

Shortages of skilled workers in many fields form a constantly recurring problem in South Africa.

Faced with this situation, the question must be posed: are we largely neglecting to use the talents of a large segment of the white community — more than 350 000 people — which includes some of the best-honed skills and experience in the country.

The group referred to are the recently, and indeed, many of the not-so-recently, retired.

The question, of course, of whether retired people want to carry on working immediately emerges. There are conflicting views about this.

The bluntest and perhaps the most authoritative statement on this subject, since it is based on an extensive and formal survey, comes from the Human Sciences Research Council

An answer to this, he thinks, may be to increase the age of compulsory retirement to 70.

'In many US states this is now the case. A person has the option of retiring earlier but cannot against his will be put on the shelf before the age of 70.'

Commenting on the idea of a person carrying on with the same firm after retirement, he thought that this was often difficult, since post-retirement work was usually in a different and more subordinate capacity.

Mr Conradie also thought that skills were being lost to the country by the tendency for firms to prefer younger people to those perhaps in their 50s, ignoring the greater skills and experience of the latter.

He agreed that while firms thought that the younger person would give many more years service, this might

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 Wm 11/13/31

Too old at 65?

There are many retired people in South Africa who could still make a valuable contribution towards solving the present manpower problem writes Bill Faill

completed several research projects on the aged, some of which refuted commonly-held ideas about older people.

'It is believed that many retired persons, especially those who were compelled to retire, seek other work. Research indicates, however, that the majority of retired white males are not interested in working again.'

The HSRC conclusion is that retired whites are not a potential source of labour.

Opposing this view is Mr Richard Brown, director of operations of the Senior Citizens Employment Bureau. His firm, with branches in the main South African centres, interviews hundreds of retired people every month and has detected an entirely different pattern.

'I should say that 80 percent of pensioners are bored stiff after three or four months and only too pleased to come back to a job, possibly on a part-time or seasonal basis,' he says.

'Fortunately there has been a considerable change of attitude towards employing the elderly in South Africa today and in the face of an acute shortage of skilled manpower, short-staffed employers are gratefully snapping up older people with sound qualifications and experience as fast as they offer their services.

'Many retired people are still capable of making a valuable contribution to commerce and their work records compare favourably with those of younger people,' said Mr Brown.

Mr John Conradie, president of the Association for the Aged (Tafta) and a prominent Durban business man, thinks there is a tremendous reservoir of skills to be found among retired people.

'But commerce and industry need a great deal of re-education in this respect. All too often, it is a case of a person reaching the age of 65 and then disappearing into retirement. People are simply written off,' he said.

very well not be the case, since the same younger person could very well be 'on the move' and using the current employer as a stepping stone.

Many of the people I spoke to, including Mr Michael Clay, the executive officer of Tafta, thought that there was room for more militancy on the part of older people.

Because of the traditional political allegiances of whites in South Africa, Mr Clay did not think the militancy could take a national form aimed at influencing the Government.

'But a great deal could be achieved on the local level, where in theory politics play no part, particularly in the Durban area, where the highest percentage of older people in any major centre in South Africa live.

'If such people could act in unison, they could just about elect a city council of their choice,' he said. Such a council could promote a growing awareness of the use of senior citizens.

The most practical suggestion for a way in which older people could get back into the market place came from Mr Conradie. He thought that groups of retired but still capable workers should get together and go into business on their own account.

'Initially they would need to be executives, able but bored men, good at organisation. They could start a venture in any field which once established would concentrate on employing older people with suitable skills,' said Mr Conradie.

He thought that some form of cooperative society, marketing foods and other items, would be a suitable venture. It could tap the abilities of a wide range of older people, and pass a proportion of the profits on to members perhaps in the form of lower prices or dividends.

Footnote. The second of these articles on the potentials of retirement looking into the financial implications of carrying on with work and also into the possibilities of developing new skills and interests will be published shortly.

Critical shortage of occupational therapists

THERE is a great shortage of occupational therapists in hospitals throughout the country, and blacks have been asked to come forward and alleviate the problem.

The appeal was made this week by Mrs R van Rensburg, a physiotherapist, during a two-day programme organised by the International Year of the Disabled Co-ordinating Committee, at the Natalspruit hospital to mark the International Year of the Disabled.

Mrs van Rensburg, who is in charge of the Physiotherapy Department at the Natalspruit hospital, said in an interview with SOWETAN: "There is a great shortage of black occupational therapists and I am appealing to blacks to come forward and help."

She added: "Last year, not a single occupational therapist was produced by the University of South Africa and I fear that this will happen again at the end of this year."

The programme included an exhibition of items made by the disabled, and included sporting events.

Mrs van Rensburg said disabled people are encouraged and

motivated to take part in activities as a means of rehabilitation.

She added: "They are also taught weaving, knitting, handwork, woodwork and

leatherwork, to help them train their hand muscles and to help them find jobs and earn a living on their own when they leave the hospital."

By MZIKAYISE EDOM

New cars

shortage

critical

1975
12/1/51

By LLOYD BODILL

SOUTH AFRICAN motor manufacturers are deeply concerned about their inability to supply cars to the market — a failure which they ascribe to lack of skilled labour, labour unrest and component shortages.

A survey conducted this week revealed that many garage showrooms around the country were in danger soon of having nothing to display.

Apart from the labour problems some manufacturers are experiencing, the industry is in the middle of the greatest boom in its history.

Car sales in May reached record levels of about 27 000 units and the demand remains "phenomenal", according to dealers.

"Everything is sold before it gets here," said the assistant managing director of Pioneer Ford in Port Elizabeth, Mr Syd Lippstreu.

Car salesmen said that the wait for those specifying colours and extras for their cars could stretch into months.

A spokesman for Ford said: "Demand is outstripping supply. The shortage of component parts is holding up production. Strikes have also held up production."

Additional facilities for the training of skilled workers were being built, but it would take time for the moves on labour would help matters,

The sales manager of a garage selling General Motor's vehicles, Mr J Diederichs, said today he also had a waiting list for new cars.

"Our showroom is out of

various models which are in great demand," he said.

Volkswagen agents are also faced with near-empty showrooms as a result of the surge in demand, particularly in the luxury car bracket.

"The shortages are the result of high demand and lack of components. We are struggling to keep up at the moment, and luxury cars especially are in short supply," said Mr Rueben Els, public affairs manager for Volkswagen in Uitenhage.

"There has been a 30% growth in the car industry in the last year. We are expanding our industry to try to keep up."

The managing director of Sigma, Mr Peter Moss, said in Pretoria that showrooms around the country were standing empty as garages waited for the latest models.

Mr Moss said production at Sigma had recovered from the recent strike, and it was the lack of parts that was holding up the supply from assembly lines.

Compounding the vehicle supply problem is the fact that Ford, General Motors, Sigma and Leyland have all experienced labour unrest which has affected production in recent months.

Somerset Hospital crisis may close third ward

Medical Reporter

STAFF shortages have forced Somerset Hospital to propose closing another ward and workers have described the situation as 'chronically desperate'.

The pending shutdown of the 34-bed medical ward, announced at a staff meeting yesterday, was apparently a sequel to 'riot or resign' threats from overworked nurses.

It will be the third ward that the Green Point hospital has closed in recent months.

Hospital staff said they were given

reasons ranging from a shortage of personnel to the possible infection of one of the floors with staphylococcus aureus, the infectious organism which affected Groote Schuur Hospital in 1979.

The Somerset ward that is to be closed is usually staffed by a sister, three student nurses and 14 nurse aides with qualifications lower than a Standard 8.

WARNING

It is understood that patients in this ward will be moved to different sections of the hospital.

The situation at Somerset Hospital has served to highlight the desperate

plight of the nursing profession, a nursing sister commented yesterday.

She warned that nurses were becoming so resentful about poor pay the standard of nursing care might soon drop to a point where sick people would do better to stay at home.

The nurse, who is afraid to be named because she is still working for a Cape provincial hospital, said that she and many colleagues were 'painfully aware' that they were providing invaluable services 'virtually for free' every time they helped to save somebody's life.

'We laugh every time we think of the Florence Nightingale image,' she said.

- (1) Plot this graph paper
- (2) Now suppose "crop" area and 70 mil gross value scheduled,
- (3) Calculate years, and
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- (5) From the data on the market from these would have
- (6) Draw up a buy or sell the government have to buy stabilize

2. cont.....

'I love my job and I don't mind working 12-hour days, but it's a fallacy to say that money doesn't matter. It does when you're not earning enough to support yourself.'

Describing the recent salary increases as 'appalling,' she called on the authorities to 'do something serious' about up-grading salaries.

MIDWIVES

Another bitter point is that nursing sisters have to take a substantial drop in salary if they want to do the midwifery course that follows their basic training.

This course, which may take six months to a year, is compulsory if nurses

want to register for any other post-basic course, yet once they begin their take-home pay drops from about R376 to R210 a month.

This pay decrease is not effective if a nurse has been granted study leave, but in spite of a great deal of effort hard-pressed hospitals are often unable to spare sisters for this purpose.

Dr A Rosenberg, the superintendent, said closing the ward was still under discussion and would be part of an attempt to rationalise administration by combining half-full wards into one unit.

'From time to time we have staff shortages because nurses leave to study

at college, so if we do combine a ward will be a temporary measure to things easier for the remaining staff said.

If a ward were closed, it would result in patients being turned away. Dr R. L. M. Kotze, Cape director of hospital services, has issued a directive that superintendents may not discuss nursing shortages with the Press.

Earlier this year he told The Press that it could approach the superintendents on all hospital issues but that they would not be able to close the number of nurses currently employed.

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 possible?

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 16/4/81

The Port Elizabeth/Uitenhage region is not the only one with an acute shortage of skilled labour. Bophuthatswana has its troubles, too, and President Lucas Mangope has appealed for support from commerce and industry to establish a national training centre in Mmbatho. He emphasised the need to centralise training to avoid duplication of facilities and training projects. Here a group of workers undergo a training scheme to put builders into the field in large numbers. The Pretoria-based Stocks group of companies, which is active in the construction industry in Bophuthatswana, was the initiator of the training scheme.

PE's fits-and-starts economy contrasted with steady Pretoria

39 175 BER 16/6/81

PORT ELIZABETH experiences short thrusts of improvement in activity that seem to lose momentum rather easily due to the city's heavy reliance on the motor industry, says the Bureau for Economic Research (BER) at the University of Stellenbosch.

Because the motor industry and an extensive range of supporting industries are concentrated in the region, the acceleration and multiplier effects of changes in demand for products of the motor industry must be "quite severe", says BER in its latest issue of Trends, the publication which gives a statistical analysis of economic trends.

BER also highlights the backlog in the delivery of cars (Evening Post, June 12, page 1).

It says the backlog stems from non-availability of components which, in certain instances, are of negligible importance in terms of value and/or proper functioning of the particular vehicle.

The publication points out that, compared with Port Elizabeth, the stability of Pretoria is "quite striking" and emanates from the stable employment situation in the Civil Service regardless of the cyclical phases of the economy.

The economy of Durban, while oscillating widely around its growthline, seemed to be comparatively stable in terms of cycle length.

While the business cycle graph of Johannesburg reminded somewhat of the history of the gold price, that of Cape Town "remarkably enough,

has much the same shape although with less abrupt breakways at the turning points".

"While these patterns are roughly the same, the economic growth rate of the Cape Peninsula, as was well-known, was still not on a par with that of the other regions."

On the economy generally, the publication says the export volume of coal is "growing apace, South Africa having prudently invested in previous years in an infrastructure that can handle bulk shipping consignments far more efficiently than all other competitors, including the United States.

"This enables us to take full advantage not only of the economic squeeze on availability of energy sources, but also of supply shortfalls from politi-

cally unstable areas, such as Poland, at present.

"In manufacturing production, liquor, tobacco, metal products and textiles have been recording good rates of growth in production volumes, while those of clothing and food have been flagging.

"The hotel trade in South Africa now seems to have settled into a phase of comparative tranquillity.

"This industry can thrive only on innovation and the initiative in this respect is at present entirely in the hands of operations in regions outside the formal borders of the Republic."

On tourism, the publication says that, as with exports, South Africans have lately been showing less interest in overseas destinations.

This is probably due to price resistance and the exhaustion of available credit for this purpose.

Overseas tourism to South Africa, by contrast, is holding up well, says the publication.

AD

Labour shortage to continue

PO M 1/6/81
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Industrial Reporter

IN SPITE of a moderate economic downswing over the next 12 months, demand for trained manpower will remain strong and unemployment among the skilled and semi-skilled will fall further, says the Sanlam economic review for May.

The opportunity which previous downswings gave to businesses to supplement their labour force will therefore be considerably smaller during this downswing, says the survey.

Increases in employment last year occurred particularly in manufacturing, gold mining and the financial institutions.

The greater employment levels occurred in conjunction with the sharp rise in real economic activity.

"This rapid expansion in economic activity caused particularly heavy pressure on the available trained manpower with the result that grave shortages of skilled and semi-skilled workers arose. Increased net immigration could relieve this condition only moderately."

Wages and salaries rose at a considerably higher rate in 1980 than in the previous four years.

"In 1980 average remuneration per worker in the non-

agricultural sector of the economy rose by just over 17%, compared with approximately 12% in 1979.

"Taking into account the rise in the cost of living, the increase in 1980 was about 3% as against a real decline of just under 1% in 1979."

Sharp rises in labour remuneration adversely affected labour costs per unit of production in 1980, but were partly offset by increased labour productivity.

Average real production a worker in the non-agricultural sector last year increased by about 4½% compared with an increase of 2% in 1979. But labour costs a unit of production increased by about 11¼% against 10% in 1979.

- d) Limit sophisticated processes.
- e) Motivate politically the central government to make resources
- f) Encourage local private
- g) Apply for the countries.
- h) Increase medicine.
- i) Evaluate interventions.
- a) Translating programme
- b) Training Health Workers
- c) Health Care Sister, Obtain and develop

- 4. SKILLS

OBSERVED AND EXPRESSED NEEDS

(a 4-village study)

1. Better local curative service
2. Malnutrition rate 12,7 - 22% below 3rd percentile. (10% wasted, 2% stunted, Waterlow Table under fives).

- Nutrition Rehabilitation by C.H.W., Clinic Sister and Social Worker with Community Health Nurse from the Health Centre.
- Back up by regional Nutrition Rehabilitation Unit.
- Making weaning food based on local food available.
- Improve gardening through community and individual gardening projects, with help of Care Group, C.H.W., C.S.W., Agricultural Adviser.

3/...

FURTHER HEALTH CARE DEVELOPMENTS IN GAZANKULU

Health care developments are being directed to fulfil observed (research) and 'felt' needs (as expressed by Care Groups, Health Committees and individuals).

Constraints to fulfil needs are limited resources of:

1. MANPOWER
2. TRANSPORT
3. FINANCE
4. SKILLS

Resources to be made available to alleviate these limitations:

1. MANPOWER
 - a) "Let everybody do what he can, or what he can be taught to do", at each level. (restrictions removed by Nursing Council, changed attitude of doctors)
 - b) Train more less-expensive people for specific tasks (Community Health Worker (100) and Community Sanitary Worker (200)).
 - c) Obtain assistance from other departments (Agriculture and Education).
 - d) Obtain assistance from volunteers (Care Group, Health Committee).
 - e) Obtain assistance from relief organisations and industry.
2. TRANSPORT
 - a) Train LOCAL people for health care (Community Health Worker and Sanitary Worker with bicycle).
 - b) Supervision by nearest professional centre (Health Centre orientated Comprehensive Health Care or nearest Clinic).
3. FINANCE
 - a) Train less expensive people (Community Health Worker and Community Sanitary Worker).
 - b) Obtain assistance from volunteers (Care Group and Health Committee).
 - c) Not to extend, but to diminish institutional care (e.g. out-patient treatment for tuberculosis and mental illness).

2/...

Lack of staff temporarily halts cancer test service

Mercury Reporter

TESTING services for cervical cancer by the Department of Health have been shut down temporarily in Natal because of a critical staff shortage, a spokesman for the department said in Durban yesterday.

In the meantime, family planning clinics will continue to run free tests but only on patients about whom they are seriously concerned.

The deputy director of Durban's Health Department, Dr G Gregersen, said the laboratories would try to process the backlog of smears while they were closed down.

'Another reason for the backlog was private doctors making use of the free services. We have now sent circulars to all of them asking them not to use our services if their patients are on medical aid, but to use the private laboratories. This will mean the poor people who can't afford private doctors and who have no medical aid will have more chance of using our free service,' Dr Gregersen said.

She said they were also 'streamlining' the laboratory services during the temporary shut-down so that they would be able to cope more efficiently with the thousands of tests every month.

The free service will be in operation again within a few weeks.

field needs evolution

Govt call to train blacks

IF SOUTH Africa's manpower demands were not met through training it might mean economic disaster, Dr Ferdie Hartzenberg, Minister of Education and Training, said at Sandton yesterday.

Addressing the regional congress of Assocom, he said the training of the country's blacks and provision of manpower were more than mere statistics, however.

"Behind the statistics are people, individual human beings who are struggling for a place in the sun for themselves and their families, to whom a bigger earning capacity may mean more than simply getting more money," Dr Hartzenberg said.

He said projections indicated that 1990 would produce about 22 400 black matriculants with university exemption, over and above an expected 44 600 Senior Certificate candidates.

"It is evident therefore that we will have an assured source of educable young people ready and eager to enter into the adult world where they will play their part in the economy of the country," Dr Hartzenberg said. — Sapa.

challenging era, time the foundation of the country's future be laid.

errain presented challenge, he said, er things it was unrest could be easily. It was in a sense of stability and good all the country's needed if South prosper.

id South Africa that no other developed country ceptional population; it had a high ment despite a h-level manpower my was being

slowed because of the backlog of trained people; and its State administration was beginning to suffer as a result of personnel shortages, while, at the same time, it had a high percentage of unemployed.

"That is why the Government has already taken measures to make greater provision for the training of all population groups to bring about a bigger participation (in the economy), to catch up on backlogs and to ensure greater efficiency."

Today there was better security and protection for all workers than at any other time, Mr Botha said.

The formulation, finalisation,

transfer and implementation of policy in the labour domain had brought greater clarity, understanding and co-operation during the past two years than in any other period.

The trade union composition was: 80 white, 54 coloured, 21 black and 42 mixed.

"With a few exceptions South Africa's labour dispensation enjoys wholehearted support."

The Afrikaner, the Englishman and the Tswana worker, just like workers of other population groups, were protected in their work situation as never before. They belonged to trade unions of their own choice and shared in the fruits of labour peace as never before, Mr Botha said. — Sapa.

B.

PERSONNEL

(iii) Mukerjee's index

This is discussed elsewhere (37).

availability of hospital beds.) The utilization rate by condition for each area is then weighted by the SMR. Thus the population, weighted for age and sex by national bed utilization for each condition should be adjusted to take account of condition-specific SMR's for each region. SMR's for conditions unlikely to lead to death, e.g. skin diseases should not be used. For conditions of pregnancy, childbirth and puerperium, SMR's should be replaced by an index of fertility rates standardized by age.

national rates are then applied to the region's population to obtain for each condition, the expected total utilization rates for each area. (This will be independent of regional differences in the availability of hospital beds.) The utilization rate by condition for each area is then weighted by the SMR. Thus the population, weighted for age and sex by national bed utilization for each condition should be adjusted to take account of condition-specific SMR's for each region. SMR's for conditions unlikely to lead to death, e.g. skin diseases should not be used. For conditions of pregnancy, childbirth and puerperium, SMR's should be replaced by an index of fertility rates standardized by age.

National service teachers get concessions

IN A bid to beat the critical shortage of teachers in the province, the Transvaal Education Department has announced a new concession for men teachers who are doing national service.

Men who have qualified

through the Transvaal Education Department's bursary scheme will fulfil part of their contract obligations to the department while in the forces.

In the past newly qualified teachers had to work for the department for the equivalent period for which study bursar-

ies had been paid.

The Director of Education, Professor J H Jooste, said that teachers who had qualified with the help of the province would have to serve only two years of their four-year contract after their 24-month national

service.

Professor Jooste told about 300 people at the official opening of the Pretoria College of Education last night that the concession was made because the TIED was proud of the young men who were doing military services. — Sapa.

PART I

2. INTRODUCTION & BACKGROUND INFORMATION TO PROJECTS SECTION

I have chosen to focus on one distinct Mhlaba to be able to clearly show a particular social and economic system works; are integrated into a whole.

The description is very detailed because I am specifically to kind of information one needs, to be able to work out whom a benefits and how it works. When I first heard of and visited projects, I was very impressed; projects are generally described by initiators and organisers and donors generally only get to see the initiators want them to.

I will use pseudonyms for people and places throughout. This leads to a loss of authenticity, I think it would be useful actors involved were I to use their names. I am trying to people play in the structural situation and not to say that or "bad". As I hope readers will realise, the intentions are often different from the results of their actions.

2.1 REHABILITATION

In order to understand the agricultural and general layout must know how, and to whom, land is allocated. The reorganisation, also called Betterment schemes or locally "Trust", into villages with residential sites, blocks of fields and these areas are fenced off from each other. The intention is to keep the cattle in camps and so avoid destruction of crops and to restore the veld by rotating the cattle in the different areas. It is also easier to provide services such as schools, clinics and people are living together in villages instead of in scattered homesteads.

However, this physical reorganisation was only a small part of the policy: "Ultimately, the transformation of the rural areas by means of a gradual resettlement of the population in rural villages as on full economic farm units". (1)

I. GENERAL INTRODUCTION

The socio-economic causes of ill-health in the South African homelands have been widely recognised. In recent years people at mission hospitals, particularly, have tried to implement projects aimed at countering malnutrition and other poverty related diseases. Examples of such projects are feeding schemes, nutrition rehabilitation centres and employment centres such as small factories and home industries. All of these projects entail external management and resources and thus can only cover limited areas. Partly for this reason and also because of a concern to generate self-confidence, management skills and general involvement and control by local people, there has been a new emphasis on self-help projects.

In this paper, I will deal with small self-help projects of basically two types:

- 1) Production projects. That is, those producing food and so supplementing the diet of members, and those aimed at generating a cash income for members through sale of what is produced.
- 2) Service projects such as clinics, creches and marketing centres.

The paper is divided into two sections:

PART I in which the problems confronting, established producer co-operatives are considered as problems likely to confront any small scale project in the South African reserve environment were it able to get off the ground. The main focus is on which economic groups the projects benefit and the extent to which projects are economically viable in the situation of extreme shortage of resources.

PART II deals with different classes' response to projects and the relationship between this and the degree to which projects benefit them. It focuses on problems in establishing projects and inspiring commitment from people and on the particular problems and misconceptions which external agencies might have.

./..

Demand for black labour

Pretoria Bureau

THE number of workers in the six key areas of the economy rose above three million for the first time this year, according to figures released yesterday by the Department of Statistics in Pretoria.

The figures reflect the increasing dependence of the economy on coloured, Indian and particularly black labour.

The three groups constituted 80% of the total of 3 019 689 workers in the mining industry, in manufacturing, construction, electricity and transport and communications.

In the 12 months to the end of March this year, the number of black workers in the six areas increased by 75 000 to 1 921 309.

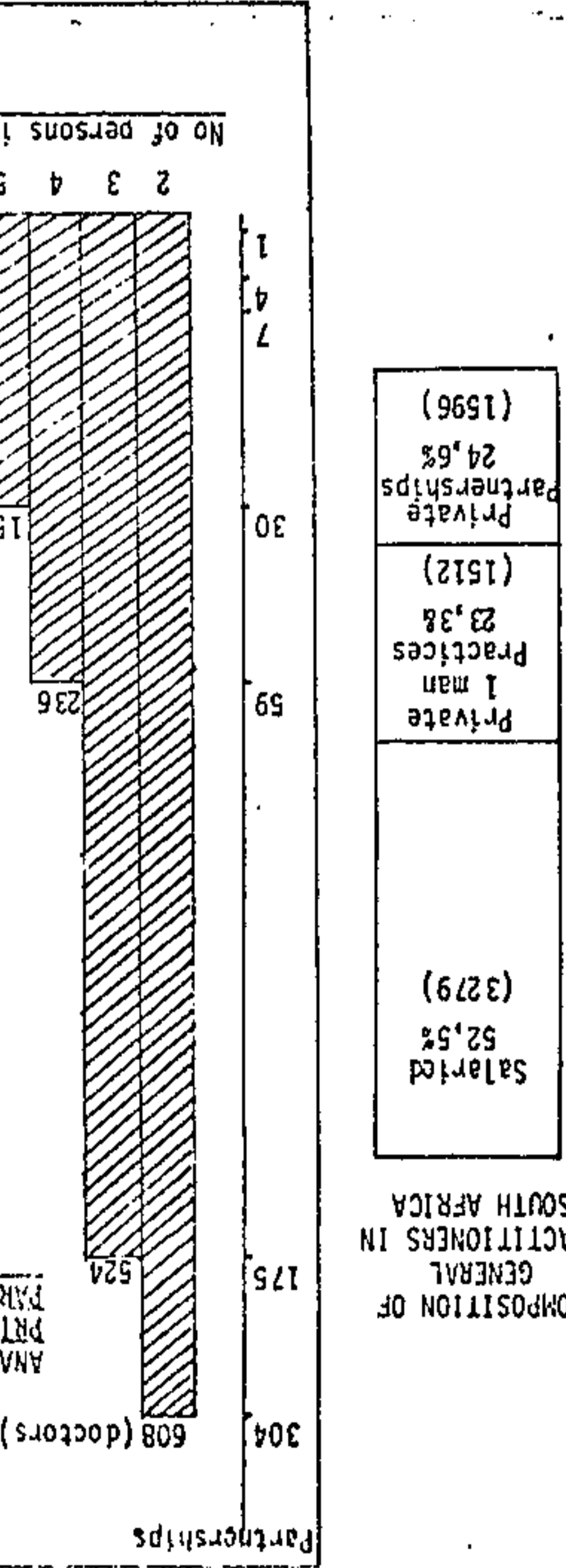
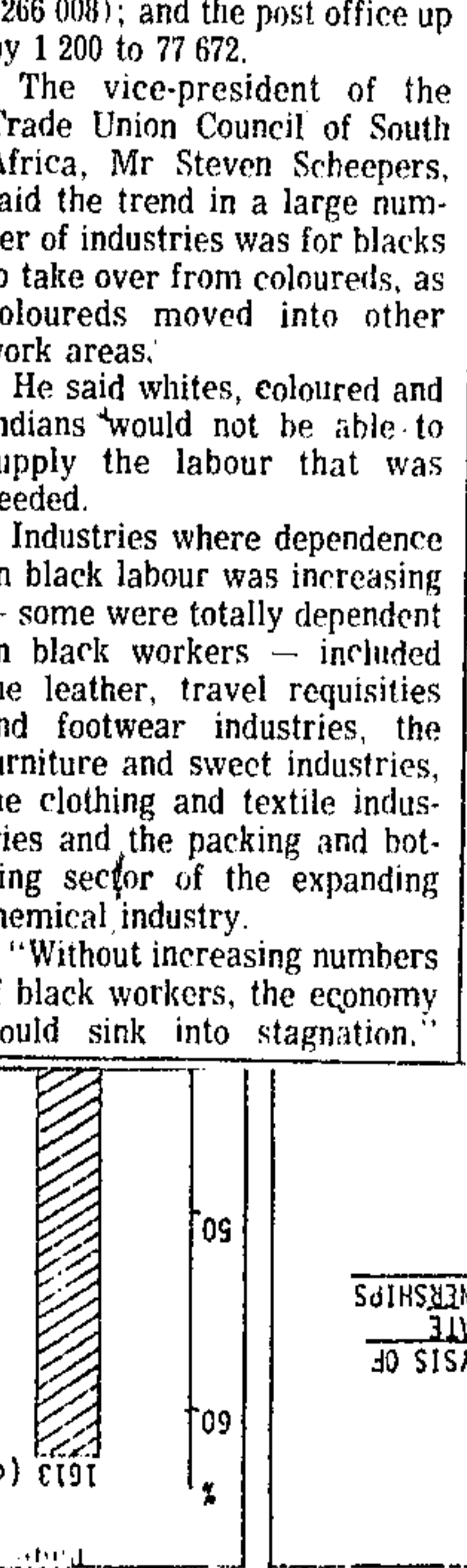
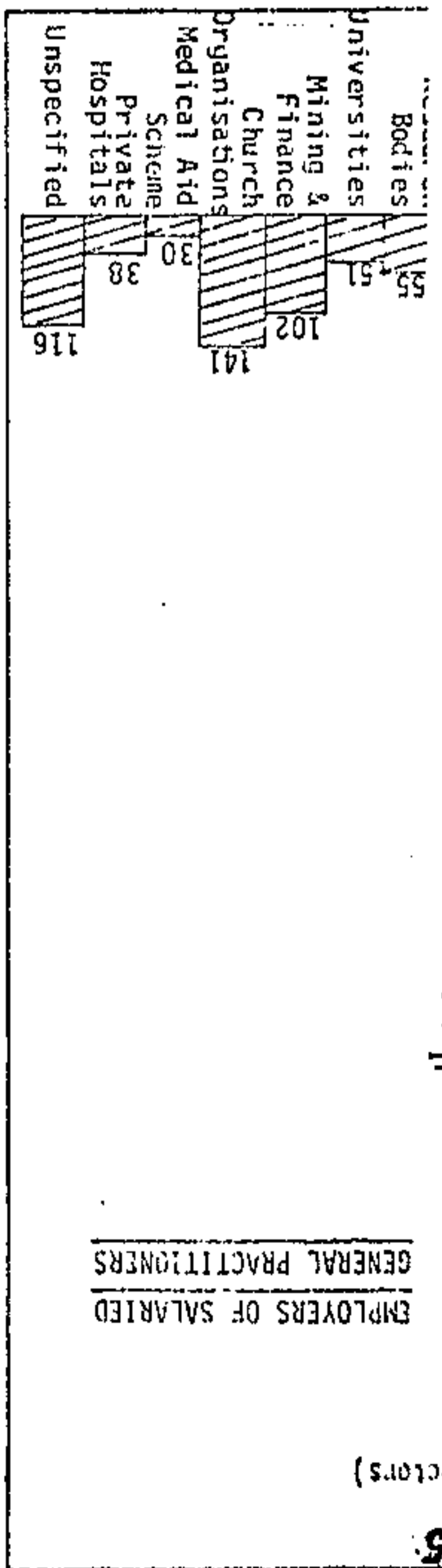
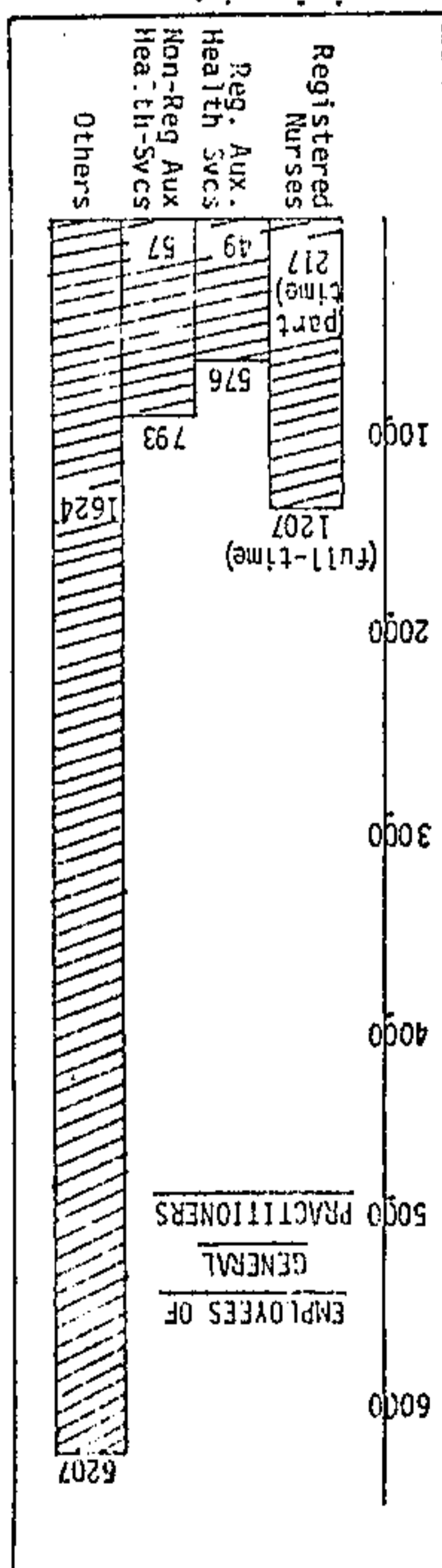
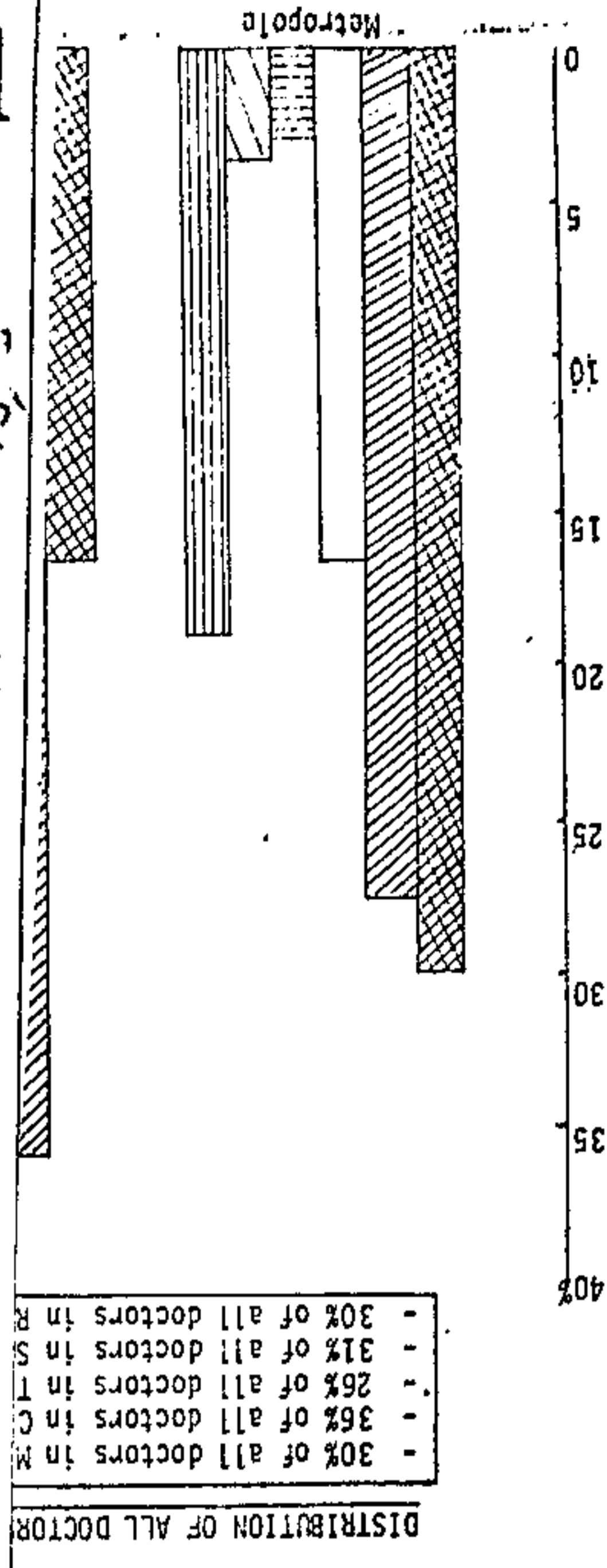
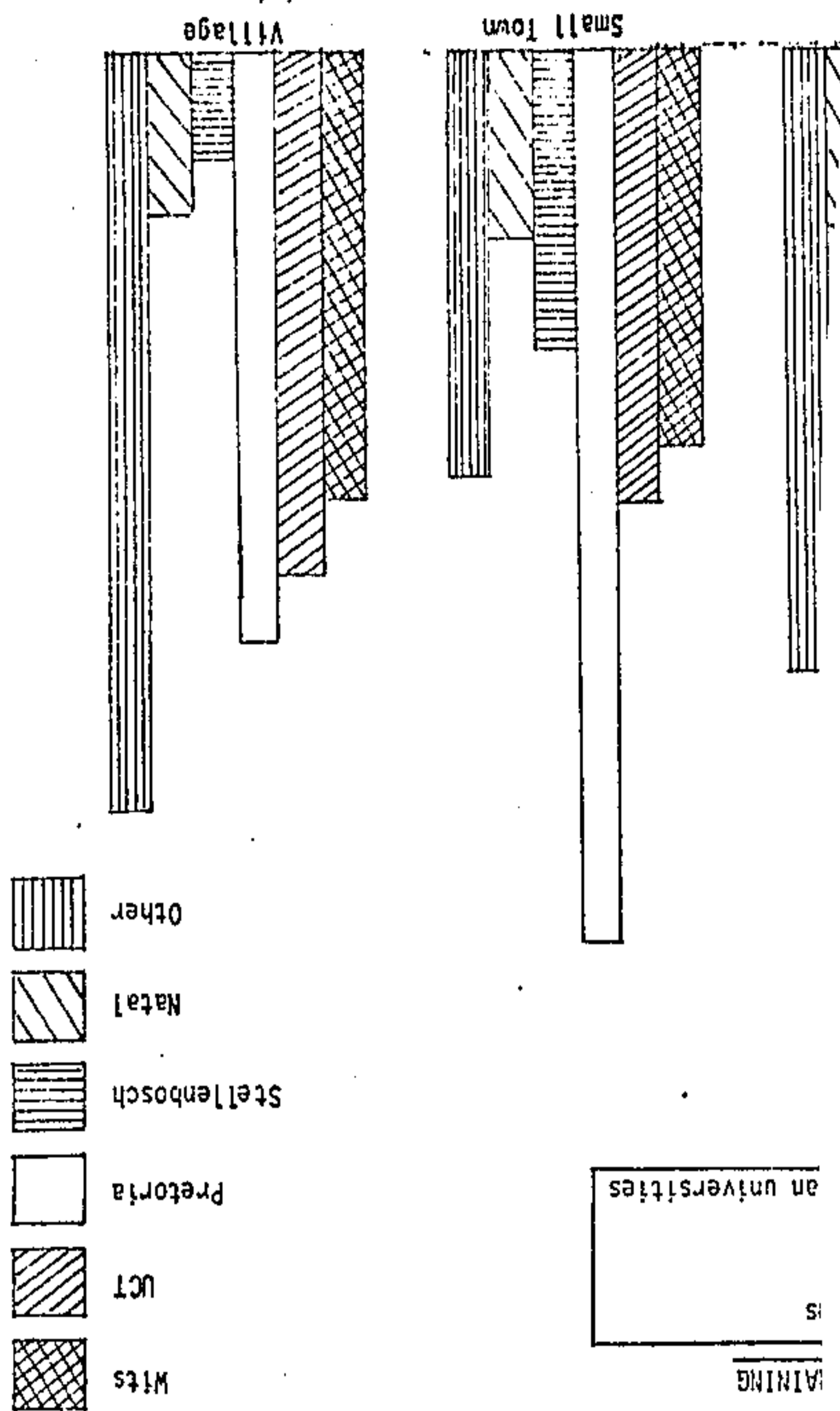
Details, with the 1980 figures in parenthesis are: mining 727 412 (707 456); manufacturing 1 457 600 (1 401 100); construction 438 000 (416 600); electricity 47 000 (44 700); South African Railways 271 305 (266 008); and the post office up by 1 200 to 77 672.

The vice-president of the Trade Union Council of South Africa, Mr Steven Scheepers, said the trend in a large number of industries was for blacks to take over from coloureds, as coloureds moved into other work areas.

He said whites, coloured and Indians would not be able to supply the labour that was needed.

Industries where dependence on black labour was increasing — some were totally dependent on black workers — included the leather, travel requisities and footwear industries, the furniture and sweet industries, the clothing and textile industries and the packing and bottling sector of the expanding chemical industry.

"Without increasing numbers of black workers, the economy would sink into stagnation."



City staff shortage is 'critical'

CT 19/6/81 (175)

By NEVILLE FRANSMAN
Municipal Reporter

THE MUNICIPALITY of Cape Town is battling with a critical staff shortage, with 3 500 vacancies in all departments, while in the first five months of this year 1 428 people resigned from the City Council's service.

The resignation figure excludes terminations due to retirements, and is 55 per cent up on last year's January-to-May total, when 922 people resigned.

The council has 17 999 established posts in the departments of City Engineer, Town Clerk, Treasurer, Health and Electricity. At the end of May 14 500 of these posts were filled, leaving 3 499 vacant.

A survey has shown that most people who leave the council's employ are unhappy with pay, many are attracted by higher salaries in business, while a number have moved simply to collect their pensions in anticipation of the government's "compulsory preservation of pension rights" legislation.

Sitting

Meanwhile, the council will soon be involved in a Conciliation Board sitting to face wage demands by the 10 000-strong Cape Town Municipal Workers' Association (CTMWA) which represents coloured and a small number of African employees.

The CTMWA expressed deep dissatisfaction with increases granted at the beginning of the year and asked for a minimum of R60 a week. The council's minimum was raised from R29,44 to R37,44 a week in January.

If negotiations between the council and the CTMWA break down, and a possible

subsequent Industrial Court does not rule to the satisfaction of the workers, it is predicted that the City's staff problem may be greatly aggravated, particularly in the labourer section.

The Deputy Town Clerk, Dr Stan Evans, said yesterday: "The council generally allows for empty posts throughout the year, but the problems of obtaining or losing staff are not peculiar to Cape Town. Throughout the country there are similar problems."

All levels

Dr Evans said that although Cape Town's resignation figure was up on last year's at all levels, he would not describe it as "mass resignation".

"All over the country at local government level there is a draw-off to the private sector," he said.

The secretary of the Cape Town Municipal Workers' Association, Mr J H Ernstzen, said he regarded the staff situation as "critical". He would not comment further in view of the coming Conciliation Board sitting.

Mr D W Archer, secretary of the 4 200-strong Cape Town branch of the (white) South African Association of Municipal Employees, said: "If the council paid competitive salaries we would get the staff."

The City Treasurer, Mr J B Watkins-Baker, provided the following figures on the City's annual salary bill: 1978, R58,4-million; 1979, R64,9-million; 1980, R80,2-million; and estimated for this year, R89-million.

Because of the large number of vacancies there would be a saving on this year's salary bill.

- 1. Registered
 - 2. 1974
 - 3. 1970-75
 - 4. 1975
- Sources: Un-

BIRTH RATE 15

United States
White
Non-White

South Africa (1975) 43

White
Coloured
Black

Cape Town (1977) 23

White
Coloured
Black

Port Elizabeth (1975)

White
Coloured
Black

20

104

80

8)

22

25)

60

18

105

130

P.T.O. (p.16)

COUNTRY	BIRTH RATE	INFANT MORTALITY	COUNTRY	BIRTH RATE	INFANT MORTALITY
Africa			Poland	19.5	23.8
Egypt	35.4	101.3	Portugal ⁴	19.0	38.9
Mauritius	26.0	40.2	Romania	19.7	34.7
Nigeria	49.3		Spain	18.2	10.7
Tunisia ⁴	36.6	62.6	Sweden	11.9	8.7
Asia			United Kingdom	12.1	14.3
Hong Kong ⁴	18.2	15.0	Yugoslavia	18.1	36.4
Israel	28.1	22.9	Canada	15.7	15.0
Japan	16.4	9.3	Costa Rica ⁴	29.3	38.2
Kuwait ⁴	43.4	39			
Malaysia	33.2	36			
Philippines ⁶	26.7	58			
Singapore	18.8	1			
Europe					
Austria	11.6	18			
Belgium	12.3	1			
Czechoslovakia	19.2	2			
France	13.6	1			
Germany East	11.5	1			
Germany West	9.8	1			
Greece	15.7	2			
Ireland	21.6	1			
Italy	14.0	1			
Netherlands	12.9	1			

Mental illness
Care of Elderly
The Family
Adolescence
Care of Sick Child

C.H. Centre
Community
Home

Community Health Centre
(D.H.O. + Clinic)

Teaching Hospital
General Hospital
WHERE?

Available
Pollution
Transport
Alcoholism
Under Five

Hygiene
Nutrition
F.P. Methods
Ante-natal Care
Immunisation

Self Care

Primary Care

Specialist
Care

1. GENERAL INTRODUCTION

The socio-economic causes of ill-health in the South African homelands have been widely recognised. In recent years people at mission hospitals, particularly, have tried to implement projects aimed at countering malnutrition and other poverty related diseases. Examples of such projects are feeding schemes, nutrition rehabilitation centres and employment centres such as small factories and home industries. All of these projects entail external

ability that rests on them to aid those industries wherever possible, to protect life and property, to maintain law and order and to be ever vigilant to face whatever threats the future may bring," said Mr Le Grange. "It would of course be unwise and unrealistic to think that all subversives in South Africa have been rounded up and that all their activities have finally come to an end. Happenings a week or two ago have clearly indicated that this is not the case. "I'm sure that everyone must realise by now that the price of freedom is eternal vigilance," he said. - Sapa.

Le Grange: Police shortage critical

DURBAN. - The police force is experiencing a critical manpower shortage, according to the Minister of Police, Mr Louis le Grange. However, it was hoped that the trend would be reversed in the near future, he said yesterday while officially opening the new R500 000 Scottburgh police station. "It is not only in the police that manpower shortages are being experienced. "This phenomenon is present in almost every sphere of our society and is largely due to our economic prosperity. "The man in the street may rest assured that the SAP is very conscious of the responsi-

between this and the degree to which projects benefit them. It focuses on problems in establishing projects and inspiring commitment from people and on the particular problems and misconceptions which external agencies might have.

limited areas. Partly for erate self-confidence, managed by local people, there has

projects of basically two types: producing food and so supplementing generating a cash income for and marketing centres.

inished producer co-operatives by small scale project in the to get off the ground. The ects benefit and the extent e situation of extreme

to projects and the relationship

2. INTRODUCTION & BACKGROUND INFORMATION TO PROJECTS SECTION

I have chosen to focus on one distinct Mhlaba to be able to show more clearly how a particular social and economic system works; how all the parts are integrated into a whole.

The description is very detailed because I am specifically trying to show what kind of information one needs, to be able to work out whom a project really benefits and how it works. When I first heard of and visited these projects, I was very impressed; projects are generally described by their initiators and organisers and donors generally only get to see or hear what the initiators want them to.

I will use pseudonyms for people and places throughout. While I feel that this leads to a loss of authenticity, I think it would be unfair on the main actors involved were I to use their names. I am trying to show what roles people play in the structural situation and not to say that some are "good" or "bad". As I hope readers will realise, the intentions of these people are often different from the results of their actions.

2.1 REHABILITATION

In order to understand the agricultural and general layout of villages, one must know how, and to whom, land is allocated. The rehabilitation programme, also called Betterment schemes or locally "Trust", divides the land into villages with residential sites, blocks of fields and camps for grazing. These areas are fenced off from each other. The intention behind this is to keep the cattle in camps and so avoid destruction of crops and vegetables and to restore the veld by rotating the cattle in the different camps. It is also easier to provide services such as schools, clinics and water when the people are living together in villages instead of in scattered homesteads.

However, this physical reorganisation was only a small part of the stated aims of the policy: "Ultimately, the transformation of the rural community is sought by means of a gradual resettlement of the population in Rural Townships as well as on full economic farm units". (1)

Heavy staff loss in Prisons Dept

By JAYNE LA MONT

THE Prisons Department has lost trained personnel at the rate of almost 200 a month in the first five months of this year — but it is confident the situation has not yet reached crisis proportions.

A spokesman for the department confirmed yesterday there is at present a personnel shortage of 9.4% in the service.

Most of the vacancies are for trained or semi-trained staff.

On January 1 this year, there were 1 292 posts vacant and despite an effective recruitment programme, vacancies stood at 1 586 by the beginning of this month.

In January, out of the department's 9 113 posts available for whites, there were 1 110 vacancies and out of the 5 912 posts for blacks, 5 777 were filled. In the posts reserved for coloureds, however, only 47 staff were required to bring the total up to the required 1 842.

During the first five months

of the year, 671 new staff were recruited. In the same period a total of 965 trained staff had left the service.

This means replacements are being made at an average rate of 134 a month while the resignation rate works out at an average of 193 a month.

An official statement by the department said: "Serious loss of staff is still taking place, especially among white personnel. Despite an overall recruitment figure of 671 since then (January 1), the overall shortage of staff on June 1, 1981 has risen to 9.4%.

"The Prisons Department do not, however, accept this situation with resignation. Against the background of a countrywide shortage of trained manpower, the recruitment attempts are constantly being intensified and the best appointment package is being formulated in co-operation with the Commission of Administration."

iii) Little or no education at home on proper hygiene in food preparation, treatment of wounds and baby care.

The first two factors are mainly related to economic factors but their impact could be moderated to a large degree by education on how to make the best of food available and the prevailing housing. However, the third factor, hygiene, or the lack of it, is eminently possible to improve. This factor is almost solely responsible for Gastro-enteritis (white communities too) also for the range of problems referred to as hygiene-related earlier in this survey.

One of the most powerful ways of reaching a community is through schools, and because these children receive less health education at home they require far more at school than white children. The optimal situation would be to teach health as a separate subject - which receives some attention every day at school. In poor communities it has far greater relevance than Mathematics.

Economic status is obviously a highly important factor but is one that should be laid at the door of the Central Government and private enterprise.

Farm labourers are less affected by this than townspeople: although they earned a low cash wage, this was offset by the other perks they received. For instance, they had free housing (generally better than the housing in town), or the average about one slaughtered sheep per month, use of equipment to fetch wood on the farm, milk and subsidised staples. The average wage was between R40,00 and R60,00 per month with a bonus at the end of the year as well.

In addition, the farmer is required to pay premiums for Workmen's Compensation for his labourers.

One of the things he had somewhere from bleeding as he left his family town. By a strain of quickly with of the night

With regard to feel that clinics in private practice, medicine, and to improve reduce abuses which, although either, perhaps more, to emphasize further, the reduce the officer involved help to improve cure.

I was impressed were used for further utilization involved could be increased by extra training to increase the proportion of situations where they act. The 'coloured' nursing staff were particularly impressive for dealing with blacks, and appeared to me to be more effective than whites in this situation. They had more empathy with patients and had a better attitude to them

Staff crisis delays the taxman, but beware

By GERALD REILLY
Pretoria Bureau

THE worsening staff shortage in the public service is causing disruptive delays in some key services, say senior public servants.

One of the departments hard hit is the Department of Inland Revenue where tax backlogs are building up.

But the Commissioner for Inland Revenue, Mr Mickey van der Walt, warned yesterday that the tax collecting machine was "far from juddering to a halt".

"The wheels may be turning more slowly, but they are still grinding exceedingly finely," he said.

Other senior public servants said that, with a staff shortage

in all State departments totalling about 17 000, there had to be a slowdown in many important areas.

Earlier this year the Public Servants' Association warned of the growing threat to important government services and functions. Some, according to reports received by the association, were nearing breaking point.

After 12% rises for government workers were announced in the mini budget, the association stressed the new salary levels would fall short of what was needed to slow down the resignation rate and attract staff.

Resignations in the police and prisons services are also causing serious concern.

Mr Van der Walt said staff

shortages were causing delays in his department, but it was no worse off than other State departments.

Temporary morning-only staff were being employed, procedures were being streamlined and special staff bonuses were being paid as incentives to keep up with the work.

Mr Van der Walt said inevitably there were delays in tax collecting, but the position could not be compared to that of the 1950s when the backlog stretched to nearly four years.

"People must not get the idea that, because we are fighting staff shortages, they will somehow benefit. Every cent due to the department will be collected, if not today then tomorrow."

Temporary staff of the nurses involved could be increased by extra training to increase the proportion of situations where they act. The 'coloured' nursing staff were particularly impressive for dealing with blacks, and appeared to me to be more effective than whites in this situation. They had more empathy with patients and had a better attitude to them

Cape clothing

factories

Augus 23/6/81
need 2000

workers

By Tom Hood

THIRTY-EIGHT new clothing factories have opened so far this year in and around Cape Town, taking the number to a record 370.

Employment is also at record levels and touching 57 000 workers, up about 3 500 since January and more than 14 000 above the number at work in the recession four years ago.

Many factories are working Saturday and Sunday shifts as well as unprecedented overtime to try to keep up production and meet full order books.

But the number in jobs is expected to decline soon in spite of vacancies for more than 2 000 skilled workers.

Recruitment is barely keeping ahead of labour turnover, which runs at 50 percent a year in some factories, and could start to drop soon, according to the trends of labour statistics.

ABSENTEEISM

The industry, heavily depending on married women, is also plagued by absenteeism of at least 6 percent.

More than 30 factories are now running their own training schools in addition to the industry's training school which teaches at least 1 000 machinists a year at Salt River.

SCHOOL OPENED

One of the largest schools, serving six companies in the Desiree group, was opened in a three-storey Salt River factory last night by Mr Aaron Searll, chairman of Sear-del Investment Corporation.

This will train up to 48 operators at a time, making about 400 a year.

'The biggest problem in the industry is labour turnover,' said Mr Ron Holmes, a Desiree director in charge of the school.

'If we can train girls properly we stand a much better chance of retaining them.'

Training goes beyond the acquisition of skills, however. Women receive eye tests, talks about family planning, health, welfare, safety and their trade union.

The elaborate, well-equipped training school costs Desiree next to nothing after qualifying for the Government's huge tax rebate for training.

Dr. K.B. Sundgren
September 1978

A SERVICE TO THE PATIENT

Escalating costs, decreasing resources and an ever increasing demand on Health Services require Administrators and providers of the Service to look critically at every aspect of spending, to identify and evaluate each major area in terms of cost effectiveness and where it is practical, steps must be taken to apply control measures and redirect limited resources to the best advantage of the

The importance of the individual patient has to remain paramount. Diagnosis and treatment are not just the delivery of a parcel of technology. It is not adequate to be equipped with instruments, knowledge of science or everything in the pharmacopoeia. Doctors are also the advisors whose wisdom, concern and kindness may have greater influence in the restoration of the patient than our technology. The patient needs to retain his dignity even amongst painful apparatus and noisy technique.

The concept of service involves giving to others and the hospital patient has been credited to expect the handing over of material things. The patient does not

Mines hit
by skilled
manpower
shortage

elderly and the unavoidable degenerative diseases accompanying old age. As the pressure on resources grows, so the cost effectiveness of treating the elderly is likely to grow in importance.

Argus Correspondent

JOHANNESBURG. — The mining industry plans to spend R12,000-million and create 100,000 new jobs over the next five years — but such plans could be hamstrung by the acute shortage of skilled labour.

Mr B.S. Lawrence, president of the Chamber of Mines, said today the only solution to this dilemma was to teach technical skills to anyone regardless of race.

Mr Lawrence said it is clear that fears expressed a year ago by his predecessor, Mr Dennis Etheridge, were well founded.

Retarding

It is difficult to see how any industry, involving such a great expenditure of capital, could be implemented in the face of such a worsening skilled manpower situation, he said.

To the extent that new projects in the programme are being undertaken, or that the full cost of the programme is being met as a whole by the State, the problem was that the State was not able to meet the demand for skilled manpower.

The problem was that the State was not able to meet the demand for skilled manpower. The State was not able to meet the demand for skilled manpower.

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the full and proper use of the country's manpower resources, could not provide an answer. The only way to solve the problem was to teach technical skills to anyone regardless of race.

Mr Lawrence said in a video presentation published this month on the report by the National Manpower Commission on the shortage of labour, the Government had to take steps to ensure that the full and proper use of the country's manpower resources, could not provide an answer. The only way to solve the problem was to teach technical skills to anyone regardless of race.

I believe that sound basic schooling for everyone in this country must be the starting point.

The subsequent teaching of technical skills to anyone regardless of race or colour must also be an essential element of any strategy to solve the problem.

The problem was that the State was not able to meet the demand for skilled manpower. The State was not able to meet the demand for skilled manpower.

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© The Argus 23.

undergraduates training within its portals. A Doctor in a specialist hospital may not wish to compromise what he feels is the best treatment for an individual. The state has intruded into the doctor-patient relationship by virtue of having to accept responsibility for the delivery of Health Care. The Doctor cannot merely regard the state as the holder of an inexhaustible purse. In a hospital, unlike in private practice, it should therefore not be regarded as unreasonable, that the State should have some control over the expenditure.

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Business Editor
HOUSING and facilities would have to be doubled by the year 2000 to accommodate South Africa's fast-growing population, and black engineers would have to be trained as a matter of urgency to enable the civil engineering profession to cope with the increased demands. This was said in Port Elizabeth last night by Dr H I Schwartz, national president of the South African Institution of Civil Engineers, who addressed the Port Elizabeth branch at a dinner in his honour. He said the rapid urbanisation of blacks would highlight the importance of the civil engineer and lead to South Africa drawing on its non-white population to provide the necessary number of engineers, as the white population would not be able to do it. He urged the authorities not to put difficulties in the way of universities and technicians which were prepared to accept black students. Dr Schwartz also emphasised the need to iron out fluctuations in civil engineering. He appealed to the Government to continue with basic planning and construction of the infrastructure so that every time there was an upturn in the economy, civil engineers would be ready

SA training of black civil engineers an 'urgent' need

EP 25/6/81
175

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for it and would not have to worry about the building of roads and such matters.

"We are also involved with our Decade Ahead programme, which has met with a very encouraging response and has also revealed the flair and innovative thinking of civil engineers in solving the problems facing South Africa."

At a recent conference in Johannesburg there had emerged a new attitude to planning by Government officials.

"The Government is showing itself well aware of the needs and aspirations of the population, and at the Johannesburg conference I detected a new spirit of co-

operation and positive thinking in the papers delivered." The Government was thinking increasingly in terms of decentralisation and was not in favour of creating a huge metropolis based on Johannesburg.

Such an attitude could benefit the Port Elizabeth/Uitenhage region, which badly needed further development.

Dr Schwartz added he had also noted a similar spirit of optimism in the civil engineering profession in the Ciskei and Transkei, which he recently visited.

"Civil engineers, architects and related people are under pressure there to provide the housing and facilities required," he said.

willig begin oortyd betaal. Ek doen dit in die vorm van 'n bonus in Desember en dan weer in April, gebaseer op die gemiddelde oortyd per dag, meer as 9 uur. Waar die langste dag dus 11 uur is, is die gemiddelde oortyd dus 1 uur per dag vir 8 maande. Toevallige oortyd in die winter of in naweke word weekliks betaal teen 'n heelwat hoër tarief as die vaste loon.

Minimum lone varieer van ongeveer R1-80 tot R2-50 per dag. Dit sluit nie bonusse in nie. Reëndae en vakansiedae asook afwesigheid weens siekte word in die meeste gevalle betaal tensy misbruik hiervan voorkom by enkelinge.

Ongeveer twee weke per jaar betaalde verlof word deur baie boere gegee, plus die tyd wat hulle op Kromme Rhee mag spandeer vir 'n kursus.

Manpower: 'Strange' shortfall

CT 1/7/81

175

Chief Reporter

THE principal and vice-chancellor of the University of Cape Town, Dr S J Saunders, said yesterday it seemed strange and shortsighted that the very institutions that were best able to meet the shortfall in high-level manpower in South Africa were not being given the means to achieve this.

A recent white paper on the report of the National Manpower Commission had emphasized the serious shortage of people in this category, he added.

Dr Saunders, speaking at a lunch meeting of the Cape Town Chamber of Commerce, warned that if South Africa did not produce graduates who were quick enough on their feet to meet the challenges of the changes that lay ahead, the country would never reach its full potential.

The government white paper, he said, claimed that the graduation pattern of

white students "does not correspond to the country's need for highly-trained white manpower".

This allegation, he added, was not entirely correct.

Humanities

"It is nonetheless true that a significant percentage of students qualify in the humanities. It should be pointed out that many of these graduates become teachers, who are essential to the development of the country's supply of high-level manpower, while many others occupy leading positions in commerce and industry, either with or without subsequent specialized training.

"It should also be noted that the white paper emphasizes that the university's task is to train and retrain high-level manpower. However, this definition requires qualification. The task of a university is to educate, rather than to train.

Obsolescence

"Teaching students technology; training people to do specific tasks, is not the way to produce high-level manpower, because what is taught today becomes obsolescent tomorrow, and it is essential that graduates be able to evaluate critically new data, to reason and to be receptive to new ideas.

"They need to be able to adapt themselves to developments in technology and to meet the challenges of the changes which lie ahead, because there are going to be major changes not only in South Africa but also throughout the world."

Dr Saunders said UCT had consistently believed its facilities should be open to all who had the ability to succeed academically in the university's various departments and faculties.

De Vries call

"I welcome the call by Professor De Vries, my colleague at our sister (Stellenbosch) university, for the universities to be opened in this way.

"It will not be enough just to open the universities. We will have to be sure that as many students as possible succeed, and succeed at the same level that we have always demanded of students."

Dr Saunders said...
ed R1-billion for the first
● Group turnover exceed-
cent in 1981.
percent in 1980 to 21.4 per-
interest increased from 14.5

Weekend
Post

JULY 4, 1981

See f
busine

Skilled wor

THE enormous shortage of skilled and technical staff in South Africa is highlighted in the latest survey report of employment prospects undertaken by the Johannesburg-based Manpower organisation.

It again emphasises the need to train black workers as quickly as possible for higher positions, otherwise South Africa's economic growth will be stunted.

Commenting on the report, the executive director of the Midland Chamber of Industries, Mr Brian Matthew, points out that for the economy as a whole it will be necessary to create 372 000 jobs a year from now till the year 2000 — or no less than 1 000 jobs a day.

He estimates that for the manufacturing industry alone up to the year 2000 it will be necessary to create 108 000 jobs a year.

The Manpower report says: "More companies surveyed this quarter appear to have curtailed their expansion programmes.

"This is as a result of many factors, of which the dire shortage of skilled and technical staff appears to be the major one.

"This appears to be the general trend in most categories of commerce and industry.

"Whatever action has been taken to either train or import skills has not eased this situation to any appreciable extent.

"Recent industrial unrest has not improved the situation but in some sectors it is being

crisis

grows

Ev Post 4/7/81

175



By Fred
Roffey

Business Editor

read as a sign of growth and development, and therefore cannot be considered as entirely bad."

The report refers to the recent decision of the Artisan Staff Association (ASA), and describes it as a "whites only" organisation which has precluded membership to coloureds, Asians and blacks for more than 60 years.

"At its recent annual convention, a strongly-debated decision was taken to open its doors to all," says the report.

"This was done for the very pragmatic reason that there are simply not enough whites to fill the demand for apprentices."

Although the national index indicates a marked downward

Business
dates
next
week

Monday, July 6: A conference on loss control organised by the Building Industries Federation of South Africa (Bifsa). Edward Hotel, 2.30pm.

Wednesday, July 8: Mid-year general meeting of the Mid-

land Chamber of Industries. Guest speaker: Mr W F de la Harpe Beck, chairman of the Fidelity Bank group. Theme: "Thoughts on future political and economic trends." Venue: Main sale room, Wool and Mohair Exchange, Grahams-town Road, 4pm.

**Bid to get
RDM 6/7/81
ex-nurses
back to 125
the wards.**

Staff Reporter

IN an enticing bid to get ex-nurses back into the seriously understaffed profession, Johannesburg General Hospital recently held a large ex-graduate nurses' reunion day.

More than 300 ex-nurses watched a film and were taken on tours of the medical facilities at the giant three-year-old hospital.

Information tables promoting part-nursing jobs were set up as an invitation for the women to join the hospital staff on a part-time basis.

The air reverberated with greetings to ex-colleagues who shared memories over cups of tea about the old days at "the old Gen".

All agreed nursing needed a strong shot in the arm if the medical profession in South Africa wanted to maintain its world-renowned standards of excellence.

Miss Joan Somers, chief matron of the hospital, said: "We have to promote nursing if we want our beloved profession to survive. The entire country struggles with the problem of getting young people into nursing and our hospital is no exception.

"You retired nurses will all have to act as ambassadors for General Hospital and for nursing in your communities.

"Talk to the young women of your acquaintance about nursing," she urged.

An example of the staff shortage is in the hospital's gynaecology ward, where five part-time nurses assist the only full-timer, Sister M van der Walt.

Part-timer Sister Pam Donninger said: "The five part-timers on our staff all are housewives and mothers. Sister van der Walt has been very tolerant towards our family needs and accordingly we only work daytime hours."



Three of the part-timers who help keep Johannesburg General Hospital's gynaecology ward running, flanked by two ex-matrons. From left Mrs L Moore-Zalyn, (1953 graduate), Mrs Villieria Costyn, Mrs Anne McLaughlin, Mrs Pam Donninger and Mrs Sybil van Vuuren, (1938 graduate).

Picture: PIERRE OOSTHUYSEN

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QUANTITY
SURVEYING
(Continued)

Govt shortage of workers not in Eastern Cape

W. Post
11/7/81

175
P. Asher

By WAYNE ASHER

PRIVATE sector wages in the Eastern Cape are not high enough to attract workers from Government posts, a spokesman for the Department of Manpower Utilisation said this week.

He was commenting on the national shortage of Government workers which seems to have left the Eastern Cape unaffected.

Around the country, a quarter of the 70 000 Government posts are unmanned.

The spokesman said that all the posts in his department were filled. He believed the reason for the shortage of Government staff in areas such as the Reef, Cape Town and Durban was that more attractive wages were being offered by private enterprise there.

In Port Elizabeth this competition was not quite so severe.

There are a few vacancies in the Eastern Cape, but not enough to slow down administration.

Mr H W Jacobs, the Receiver of Revenue in Port Elizabeth, said yesterday: "There certainly are vacancies within my department but we are able to keep up with our work.

"Although we could be said to be short of staff, we have not fallen in arrears with our work.

"The department had a good intake of matriculants at the end of last year and we are managing quite well with them."

A spokeswoman for the Commission for Administration, which decides all the Government service appointments, said that there were vacancies within local government departments but "they are not serious".

She said vacancies were not unusual at this time of the year and that vacancies were usually quickly filled with incoming matriculants in December.

Sunday

EXPRESS

Business

SAR beats brain drain by switching colours

S. Express 12/7/81

(175) ~~175~~

~~222~~

SAR SOLVES LABOUR TROUBLE

By ARNOLD DAVID

SOUTH AFRICAN RAILWAYS has replaced 23 000 Whites "with people of other colours" in its fight to beat the skilled manpower problem.

Koos Verster, assistant general manager, manpower, said SAR had also carried out a work evaluation study of all technical positions and had now adopted an approach where highly skilled men were not asked to do work on which their skills are wasted.

"Our policy for the past decade has been that if we could not find enough Whites to fill positions that were traditionally filled by Whites, we must find people of other colours to fill them," Verster said.

"At first this was virtually limited to finding, say, Blacks to serve Blacks and Indians to serve Indians, but for some time we have been expanding that approach and now have 23 000 people of other colours filling posts that were traditionally White positions."

In Transkei, for example, 600 Whites had been replaced by Blacks who now operated the railway system there under the guidance of only four Whites.

"And they will be replaced as soon as we can train Blacks to acquire the necessary skills," Verster added.

"They are doing everything that has to be done to keep their system going. They are driving their trains, they are station foremen and they are doing all the clerical work."

"We are employing Blacks as truck recorders, as stokers on tugs, as heavy-duty lorry drivers. All the train marshalling work on 111 marshalling yards is now being done by 5 000 people of other colours working under the supervision of only a few Whites."

"We are using non-Whites as ticket collectors. At first we did this on only suburban lines for their own people, but we are now using them on main-line trains as well."

"On top of all this we have a scheme whereby we train people of other colours to become technical helpers."

"At present one qualified White journeyman has up to four technical helpers who by assisting him get on-the-job training. They also get theoretical training and we constantly encourage them to upgrade their skills."

Verster said these innovations had been introduced with the knowledge and co-operation of the seven White trade unions that acted for railwaymen, with whom the top brass at SAR headquarters maintained a constant dialogue.

He stressed that these people were not labourers and that they had acquired a high degree of technical ability.

Negotiations were in progress to allow each journeyman to have up to eight helpers — so successful had the scheme proved.

While Verster did not say this, he left me with the impression that the SAR's build-programme and work in,

for example, its carriage and wagon repair shops — 'where they were doing the same work as Whites' — would have been seriously affected without the labour of Blacks.

He also said the SAR gave all its non-White workers thorough training at its colleges at Braamfontein and Germiston, but because they were so well trained they were soon snapped up by the private sector.

"Our staff turnover in this section is about 20% a year," he said. "Most of these people are enticed to join small undertakings that cannot afford to run their own training schemes."

"There would be little point in us increasing their wages just to keep them. As it is, we pay them well. Whatever our increase would be, it would be topped by those firms."

"The same happens with Whites. Of the between 10 000 and 11 000 apprentices that are trained in South Africa each year, we train 2 500."

"Many leave us as soon as they have completed their apprenticeship."

Verster said that, had it not been for SAR's policy using people of other colours to replace Whites, it could not have recruited. SAR might have found itself facing a serious manpower situation.

The innovation of bonus schemes had shown that there were too many highly skilled men in some workshops. They have been moved to shops where their skills were now fully used.

Verster believed that if all industrialists would use the skills their trained men had as logically as the SAR had done, the country's shortage of skilled manpower would be substantially eased.

SAR

Management in Assigning Health Reports, U.S. Dept. of Health Services in East Studies, University of 70, 85, no. 8, 725 - 731.

forms of overall health as where the prevalence is the greatest. Some have been devised adding between regions, economic and political as in the case of 'Q' lagged areas. Some

The constants are used to convert these figures into years per 100 000 population. N is the Indian population considered.

'Q' has no meaning as such; but it is found to accord with professional judgement as to which areas are the most needed. Even so, the inclusion of utilization figures for health facilities is invalid because utilization rates have been found to depend so heavily on the availability of facilities. It does reflect disability to some extent as well as mortality, but in practice gives a bias towards regions already spending more than the average on health facilities, and have higher utilization rates.

Govt services urged to use more blacks

RDM 13/7/81

(175) 2180

By GERALD REILLY
Pretoria Bureau

THE growing staff shortage in the Public Service can only be solved by a greater use of black workers.

That is the view of senior public servants who said yesterday that although more than half of the nearly 1-million workers in the State and provincial departments, the Railways and the Post Office, were black, they are employed mostly in the lower ranks.

The personnel shortage is most acute in the State departments where it is estimated there are more than 17 000 vacancies.

To a greater extent than in the State and provincial departments, the Railways and the Post Office are using blacks in areas which only a few years ago were reserved for white workers.

In the Railways, 23 000 blacks are doing work previously classified white, and the number is increasing.

The Post Office, too, in an effort to maintain vital communication services, is using blacks in certain skilled and semi-skilled posts.

The Public Servants' Association has warned repeatedly during the past 18 months that the efficiency of key State services has been adversely affected by staff shortages.

Although virtually all departments are fighting staff crises, among the worst hit are the Department of Inland Revenue and the Department of Justice.

An editorial in an Afrikaans Sunday newspaper yesterday highlights the concern over the shortage of workers in Government services.

The paper said a crisis threatened. State services had so far been manned by whites, except for small numbers of coloureds in departments specifically dealing with their affairs.

"This, while whites scarcely constitute a fifth of the total population."

It was obvious, the paper went on, that the white population could not forever be the recruiting source for the Public Service.

"Naturally labour from other population groups must be in-spanned. And here we find a second barrier — the negative attitude of some people. Like that towards the intended use

of coloured hostesses by South African Airways."

It would be foolish if the State machine was allowed to grind to a halt before something meaningful was done, the paper said.

The president of the PSA, Dr Colin Cameron, said extensive use was being made of blacks in government service.

But this could be extended as long as standards were not lowered.

Pay levels at the entry grades in the service were a basic reason for the shortages.

Dr Cameron said that despite the April pay adjustments in the service the problem continued. He suggested that the large number of white South African public servants working in the homelands should be relieved by blacks as soon as this was possible.

This was not the solution, but it would relieve staff pressures.

Other senior public servants said there were political and racial barriers to a freer use of blacks in State departments.

A Rightwing backlash, they said, would be certain if blacks were used at more senior levels in the Government service.

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(Continued)

QUANTITY SURVEYING

star 15/7/81

Reveal reality, business told (175)

Own Correspondent

CAPE TOWN — In less than 20 years 6-million skilled people will be needed by industry and commerce in this country. The white population will be able to provide 2-million at the most.

By that time 220 000 black matriculants a year will be entering the labour market, compared with only 50 000 whites, said Mr Jan Marais, president of the South African Marketing Association, in Cape Town yesterday.

Mr Marais said businessmen had a duty to spell out the realities in this country so that they were clearly understood by South Africans and people overseas.

He suggested that Bophuthatswana provided a glimpse of things to come.

"The total picture of Bophuthatswana is of brilliantly managed evolutionary progress, peaceful and without bloodshed," said Mr Marais.

"Is it realistic to believe that Bophuthatswana can be viewed as a symbol of the beginning of a success story which can ultimately envelop the whole of the southern African continent?"

He urged employers to help bring this about by giving employees a bigger share of profits before trouble was caused by militants demanding this.

"With a new freedom and better education, we might expect some smart organisers in our labour force to alert workers to matters such as wages and facilities, compared with prices and profits made."

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QUANTITY SURVEYING
(Continued)

Shortage of staff closes post office

RDM 16/7/8

175

Staff Reporter

CUSTOMERS were told to wait outside the Rosettenville post office this week because of the current staff shortage.

Some contacted the Rand Daily Mail to express their frustration after being told by an official on Tuesday that they would have to wait until staff arrived from head office.

One man, Mr Roy Nolan, said a sign on a window told customers the post office was closed.

He said he told an official he wished to send a telegram to the Postmaster General to express his annoyance at the closure — but the official told him

he would have to send it from another office.

A spokesman for the Rosettenville post office said yesterday the staff shortage at his branch was not serious, but he agreed the office had to be closed for an hour on Tuesday.

Another customer, who did not wish to be named, told the 'Mail' she often had to wait in a queue at the office.

She said it was too small for the area.

A spokesman for the Post Office public relations department said yesterday he had no knowledge of the closure, but would comment today after investigating.

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(Continued)

QUANTITY
SURVEYING

In summary, then, it can be concluded that there are "differences" in the drug market which may allow prices to be "too high" as a result of unnecessarily large expenditures. Forces to align the producer and consumer ideal price are absent. Before a firm conclusion is drawn, however, it is necessary to examine the statistical evidence to see if this theoretical analysis is justified.

(4.3) Prices of Drugs on the market:

Two misconceptions must first be dispelled. Although they are not relevant criteria by which to judge how high prices are, drug prices have not generally risen relative to other prices and South African prices are not generally higher than world prices.

In terms of drugs that remained on the market between 1972 and 1976, while the Consumer Price Index (C.P.I.) rose by 55%, drug prices rose by about 44%. (5) This indicates that drug prices have not led inflation, although the prices of new drugs may have increased more rapidly.

In assessing local prices in relation to foreign ones, problems of exchange rates, the combination of drugs in use in different countries, etc. preclude an accurate study. Yet one relatively complete study made in the Netherlands indicates that S.A. prices are generally about the same as those in other countries. (See Appendix 3).

But even given these two factors, the analysis of section 4.2 still appears to hold. Evidence for this includes the fact that tender prices of drugs are substantially lower than private sale prices. Tender sales make up 31% by value but 50% by volume of drug sales. (6) It may be that private medicine subsidises public medicine in this market.

In addition, the level of expenditure on promotion, at about 22% of sales of ethical drugs, is higher than in most other industries. (See Appendix 4) The magnitude of this expenditure is emphasised that it is spent mostly in terms of the

. / ...

50% of output sold privately and is directed at the relatively small target market of doctors.

The high-price hypothesis could be supported if it was found that expenditures on promotion are excessive in that the marginal social benefit of the resources used in promotion is less than their costs. It is not sufficient, however, to show that promotion accounts for about a quarter of sales revenue to prove that it is excessive, for if this is the level desired by consumers as well, then it would be optimal. Clearly, further analysis of the promotional expenditures is needed.

SECTION 5: MARKETING AND PROMOTION OF ETHICAL DRUGS:

Advertisement

DD 16/7/81 (BB)
500 UK (AA)
artisans (175)
recruited

PORT ELIZABETH — The Building Industries Federation of South Africa had an "incredible" response to advertisements it ran in Britain for building artisans to come to South Africa.

Bifsa's executive director, Mr Lou Davis, said a staggering 8 000 replies had been received to two advertisements earlier this year.

However, only about 500 of these would be selected.

"We don't want to flood the market with people from overseas," he said. "Our preference at all times is to train our own local people."

Mr Davis said the artisans, who would be immigrating to South Africa, rather than being hired on a contract basis, were having their papers processed.

The artisans, who would be highly skilled, were being brought out as a "stop gap". When the immediate demand for building artisans had been alleviated, they would probably be employed in training capacities, he said. — DDC.

(1) The pivotal role of the doctor is emphasised by the fact that in 1973 an amount of \$4500 per doctor was spent on promotion by the industry. (2)

The South African pharmaceutical industry is also heavily involved in promotion. Table 5.1 shows that promotion makes up about four times the amount spent on research and is almost as large as the entire costs of manufacturing. (3) These figures are very similar to those in most other countries.

Table 5.1: see overleaf

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Colour keeps nursing in crisis

Aug 17/7/81

175

Provincial Reporter

CAPE health services are strained by a chronic shortage of nurses, yet hundreds of matriculated coloured girls are being turned away from the profession by 'bureaucratic nonsense.'

Dr John Sonnenberg, Opposition spokesman on provincial health services, says that in the interests of public health, the Cape must convince the Government to allow the coloured community its rightful place in nursing.

'We are not talking politics on this issue, but speaking of the right of Cape people — or people anywhere in the country — to receive the best medical attention from the most qualified personnel,' said Dr Sonnenberg, a medical practitioner and Progressive Federal Party MPC for Green Point.

'Health services in the Cape are being well handled by nurses working admirably under pressure, but these services are suffering because of the shortage of nurses.'

'Mandatory'

'It is absolutely mandatory to end this situation, created by bureaucratic nonsense that, for example, allows health services to decline while at the same time there are literally hundreds of young matriculated coloured women wanting to become nurses.'

Problem	Community concern	Vulnerability to management	Total
Malnutrition	++	++	36
Inadequate antenatal & obstetric care	++	+++	48
Large & poorly spaced families	+++	++	96
Specific diseases	++	++	16
Mental problems	++	++	16
Common colds*	+++	+	54
Added to this	+++	++++	0

Dr Sonnenberg welcomed the Cape's departmental inquiry into the grievances of nurses, but said it did not go far enough. It should speak to women who had left the profession and to those who wanted to be nurses but were barred for ideological not health reasons.

'We in the Opposition regard the situation as critical, and we intend to raise the matter very forcibly in the Provincial Council. We believe a select committee of the council should be appointed to deal with the policy aspects involved.'

'Inescapable'

'They will find four major reasons for the nursing shortage, which lead to inescapable conclusions if one wants to restore and improve our health services.'

Firstly, salaries were completely inadequate in spite of the recent improvements in conditions of service.

The authorities have woken up late, and they still have to catch up on a backlog of many years,' said Dr Sonnenberg.

Secondly, the wage gap had to be closed. While the wage gap had been closed at the top ranks, at the nursing level equal pay regardless of skin

(Continued on Page 3, col 7)

Aug 17/7/81
Nursing 7/81
(Continued from Page 1)

colour had become obligatory. Thirdly, the South African Nursing Association, which negotiated on service conditions with the Government, was now seen as 'part of the establishment' by a large percentage of nurses. Fourthly, 'and most worrying of all,' was the barring of the profession to hundreds who were eager to join, while the critical shortage of nurses continued, and would continue until these artificial barriers were removed. 'When you're in need of medical attention, you are interested only in the colour of the uniform, not the skin of the wearer,' Dr Sonnenberg said. 'Nursing is not a matter that can be used for political ends. It is an absolutely essential service — perhaps the most essential of all. A qualified nurse is a qualified nurse, no matter whom she may be.' Dr Sonnenberg said the experience of private hospitals had proved that Cape patients accepted health care from black or white.

Health Services Sifted by Shortage

20/7/81 (175) (88)

Chief Reporter
A chronic shortage of qualified professional people is stifling growth and health services in South Africa.

Professional associations, including engineers and doctors, are struggling to find ways to stretch limited manpower resources to cope with the country's growing needs.

South Africa's brain-drain, which peaked in the late 1970s, has slowed down, while the trickle of professional immigrants has increased slightly without reaching the pre-1976 level.

Despite this improvement, professional bodies report rising demands for professional manpower, which cannot be met.

Dr P J Lloyd, chairman of the manpower commis-

sion of the Federation of Societies of Professional Engineers, said there was a demand for 2 400 engineers a year, and only 1 000 graduates — creating a shortfall of 1 400.

The shortfall would limit the growth of the country, and with a lower growth-rate, the demand for engineers would be limited, he added.

The worst shortage was in the civil engineering field, with a yearly demand for 700 engineers, and a supply which has dwindled from 500 to 250.

Dr Lloyd said there were about 15 agricultural engineers for 50 posts

yearly; 90 chemical engineers for 200 posts; 250 or 300 electrical engineers for 650 posts; 250 or 300 for 600 mechanical engineering posts; and 30 for 90 mining posts; and 30 for 90 mining engineering jobs.

The federation has proposed:

• A short-term solution by encouraging immigration;

• A medium-term solution by encouraging women, coloured people and Indians to become engineers;

• A long-term solution by producing more black engineers.

Dr Lloyd warned that official statistics which showed that 863 engineers immigrated to South Africa last year, were misleading.

Many of these were not professionally qualified, and only one in 10 stated to be an electrical engineer was, he said.

The federation believed in open engineering facilities to all races, he said, and was helping black engineering students study at the University of the Witwatersrand.

Professor Guy de Klerk, chairman of the federal executive of the Medical Association of South Africa (Masa), predicted a

huge increase in demand for private practitioners by the year 2000.

He said that, at present, about six to eight percent of blacks belonged to medical aid societies. But by the end of the century this would increase to 80 percent.

The private medical sector must be geared to cater for the huge demand.

Professor De Klerk proposed:

• Not available medical practitioners be used more optimally;

• That greater use be made of nurses and other para-medical staff who were not fully-trained

doctors;

• That greater use be made of technology such as computers and television.

He said that small rural towns needed fewer doctors than cities, which experienced violence and disease caused by stress.

Dr Nthato Motlana, chairman of the Soweto Committee, of 10, said there were only 12 or 13 private medical practitioners for Soweto's population of more than a million. Other black doctors were employed by the authorities at Baragwanath Hospital or clinics. In black rural areas, doc-

tors were almost unknown, he said.

Dr Motlana blamed the Government's separate education policy for the reduction in the training of black doctors.

He proposed that all medical faculties, including those at Afrikaans language universities, be opened to blacks.

Affirmative action and bridging courses for blacks with an inferior matric should be given, he said.

The Medical University of Southern Africa (Medunsa), which will produce its

first black graduates soon, was not enough to cope with the shortfall, he said.

Professor Cyril Wyndham, of the Wits Medical School, said white areas in Johannesburg, Cape Town and Durban had one doctor to every 600 patients

— a ratio comparable to that in cities such as New York and London.

But South Africa's homeland areas had one doctor to every 20 000 patients.

Professor Wyndham proposed that instead of trying to train as doctors those who would be reluctant to practise in rural areas, more effort should be put into training para-medical staff — as had been done in the Third World.

Row mounts over white nursing crisis

24/7/81

175

THE furore over white medical staff vacancies is mounting among doctors. While hundreds of vacancies are advertised in the Transvaal, black medical personnel are searching for jobs.

The supervisor of Soweto's Baragwanath Hospital, Dr Manie van der Heever, says he has experienced no staff problems.

"I can pick and choose my nursing staff because there aren't many vacancies for black nurses."

And yet white hospitals are being forced to close entire wards because of the lack of personnel.

Two wards with 58 beds will close at Vereeniging's white hospital at the end of this month because of a shortage of nursing staff, according to a spokesman for the hospital.

"We suffer a 48% shortage of junior personnel, students and student nurses and will refer all non-urgent cases to our waiting list when the two wards close at the end of the month," he said.

Protected

An entire ward at the Johannesburg General Hospital is run

... while blacks hunt jobs

By ADA STUIJT

by six part-time nurses and one fulltime nurse.

At J G Strijdom and Edenvale hospitals, many vacancies are filled by part-time staffers.

The whole of the old Children's Hospital is being used as an outpatients clinic. Many types of patients are treated there. Even the Toy Library — a protected workshop for white mentally handicapped patients — is housed there.

Last night, Prof Guy de Klerk, chairman of the Medical Association of South Africa, pleaded to allow black nursing staff into white Government-run hospitals on the Afrikaans radio-programme Rekenskap.

But this viewpoint was called "selfish of whites" by the president of the South African Nursing Association, Professor Charlotte Searle.

"The white population is trying to lure away coloured and black nurses who are desperately needed by their own people," she charged.

Professor Chris Barnard — who also featured on the radio programme — last week pleaded for young women at Government hospitals. He saw it as similar to military service for young men.

His viewpoint last night was supported by Prof De Klerk — even though the two medical giants clashed about the quality of medical services in South Africa.

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SURVEYING
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mission to Cabinet

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REGIONAL
PLANNING

THE Transvaal Executive Committee will meet members of the Cabinet in Cape Town next week to discuss the province's worsening nursing staff crisis — and pay levels are likely to be high on the agenda.

By GERALD REILLY

of the year.
Dr Latsky said yesterday there was no "crash solution" to the complex problem.
"We are deeply concerned at the lack of student nurses and the fact that registered nurses who have left the profession do not generally appear to be interested in coming back."
The crisis created a vicious circle. Because of the shortage, available staff had to work longer and harder, night duties became more frequent — and the profession became less attractive, he said.

had 1 241 nurses working in the hospital, plus 110 part-time staff."

Between mid-May and mid-June hospital staff had worked 13 476 hours of overtime.

Dr Howes said: "Obviously we try to admit all emergency cases, but because of the shortage of nurses we have had to limit the number of elective admissions."

Earlier this month the Andrew McColm Hospital in Pretoria was forced to cut another 18 beds.

This brought the total of beds closed in Provincial hospitals in the city to 179 — 93 in the H F Verwoerd, 50 in the Pretoria West Hospital and 36 in the Andrew McColm.

At the Vereeniging Hospital recently two wards with 58 beds have been closed because of the nursing shortage — running at 48% of complement for student nurses and junior personnel, according to the superintendent, Dr Dirk van Rooy.

Patients would not be turned away from the hospital, but those who were not in need of urgent treatment would have to "get into the queue", he said.

Losing out

Even under acceptable conditions, many registered nurses were lost to the profession because they were no longer career women, or had found other work.

The chief superintendent of the Johannesburg Hospital, Dr Neville Howes, said the situation was serious.

"Our total nursing establishment is 2 333 and on July 15 we

The Johannesburg Hospital alone is short of 1 092 nurses — almost half its authorised establishment — and only half its 2 000 beds are available.

In Pretoria yesterday, the MEC in charge of hospitals, Dr S Latsky, said the shortage was most serious in the PWV area.

Although Dr Latsky would not say which Ministers Exco will see, it is likely that they will include the Minister of Finance, Mr Owen Horwood, and the Minister of Health, Dr L A P A Munnik.

A root cause of the shortage is the dissatisfaction over pay levels which has grumbled on in the profession for the past 10 years.

It is likely that Exco will try to persuade Mr Horwood to allocate funds in the August 12 Budget for urgent salary adjustments to improve student recruiting prospects at the end

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QUANTITY
SURVEYING
(Continued)

Durban faces shortage of social workers

NM. 29/7/81 (175) (297) (248)

Mercury Reporter

DURBAN is faced with an acute shortage of social workers, and authorities in the profession see no end to the problem unless there is an immediate improvement in working conditions.

Mrs Gloria Andipatin, assistant director of the Durban Mental Health Society, said there was 'a great shortage in all race groups'.

She said: 'There are numerous basic reasons why people are not entering or remaining in the profession, the main one being poor salaries,' she said.

'Salaries are very low and when a social worker qualifies she is often tempted to go into personnel work where the salary is almost double.'

Mrs Andipatin said low salaries had led the profession to become almost entirely female-orientated.

Study

'Compared to commercial and industrial fields, benefits are not attractive and resources for social workers are not what they should be.

'It is very frustrating when basic resources, such as a hostel to treat mental patients, are not available to the social worker.'

Mrs Andipatin said the study period of four years was 'far too long'.

'Compare social workers

with teachers, who have a shorter study period and who get more than the social worker when they qualify.

'Vocational guidance at a school level is not up to scratch. Advisers do not really know what social work entails and may discourage students with the picture they paint of it.

'Also, there is a slight discrepancy in the salary scales between race groups and unless that gap is closed, the shortage will continue.'

Voluntary organisations paid higher salaries than provincial hospitals and State departments, and therefore manpower was drawn in their direction.

Serious

The Regional Representative of the Department of Social Welfare, Mr Quintus Strydom, said the shortage was particularly serious in the coloured and Indian communities.

'Our department, which employs only whites, has practically full staff, but the situation varies between races and jobs,' he said.

'The starting salary for social workers is extremely poor and this could be putting a lot of people off,' he said.

Prof F C Shaw, head of the Department of Social Work at the University of Natal in Durban, said

there had been a 20 per cent drop in the number of students enrolling for the course between 1980/81.

'The drop is a matter of great concern,' she said, 'and the number of students who drop out during the course is also enormous.'

In his thesis on social work, a senior lecturer at the University of the Witwatersrand, Mr Brian McKendrick, conducted a survey from which he concluded that 'only one in four students who enrolled in 1975 completed the course'.

Salaries

He said family pressure and personal relationships were great influencing factors in young people deciding on a career in social work. The majority of students, he said, had been introduced to social work by a friend or colleague in the profession.

Prof Shaw said: 'Salaries and conditions of service are just not equal to the amount of hard work and dedication required of a social worker. It's not a job anyone can do.'

'A social worker is constantly in contact with the unpleasant side of life and therefore has to be physically and emotionally mature and strong to cope. But then there are the very rewarding aspects of the job.'

Delays Costing Developers Millions

82/130/2/18/175
2/17/80
Steel Crisis: 2

Own Correspondent

A critical staff shortage in the physical planning section of the Transvaal Provincial Administration is causing delays costing millions of rands to township developers.

Only half of the 49 posts in the section are filled — but seven of the planners on the payroll are doing military service, leaving just 17 people to do work which should be handled by three times their number. Since 1979, when the

section had almost all its posts filled, planners have left for better paid jobs with municipalities and the private sector.

Some have bettered their salaries by between 60 and 100 percent by making the change.

The work backlog of the section has doubled in the past six months and can be expected to get even bigger by the end of the year.

It has meant a delay of three to four years — instead of two years — to finalise applications for new townships.

The physical planning section is part of the Department of Local

Government, which is battling to cope with a 35 percent staff shortage.

To make matters worse only about 20 town and regional planners are likely to qualify at universities this year.

Very few, if any, are likely to join the TPA, because of low salaries offered.

A spokesman for the Department of Local Government said today it had become impossible to compete with employers outside the public service.

Even municipalities paid planners a lot more. "Some of our men have increased their incomes by several thousand rands

a year by joining the bigger municipalities."

He said the department's officials had put in more than 22 000 hours' voluntary overtime in the past year to cope with the backlog.

They received no extra pay for working after hours and weekends but did so to ensure there was a constant flow of work.

A spokesman for the Pretoria City Council said a way to overcome the TPA's dilemma was to allow bigger municipalities to process some of the township applications.

"We have qualified staff who can do the job. "If our own officials could find applications"

channelled through us it could lighten the burden on the Province considerably."

A Johannesburg town planning consultant said delays in getting townships approved were costing developers millions of rand.

"Delays mean developers must hang on to land much longer than planned.

"Vast sums of money are involved and they stand to lose thousands in interest because stands lie idle.

"The additional costs caused by these delays are usually passed on to buyers, which pushes up the price of buildings stands."

Shortage of nurses

Staff Crisis: 1

By Bob Kennanugh,
Medical Correspondent

The nursing crisis at the Johannesburg Hospital is so critical that only the most seriously ill patients are being admitted.

This was disclosed today by Dr Neville Howes, the hospital's chief superintendent. He said only 1 023 of a potential 2 000 beds were in use. More than 120 beds were closed in December.

Dr Howes said there had been a marked increase in the number of patients with chronic chest conditions, including pneumonia, during the winter months.

Only VERY

30/7/81
1175 patients

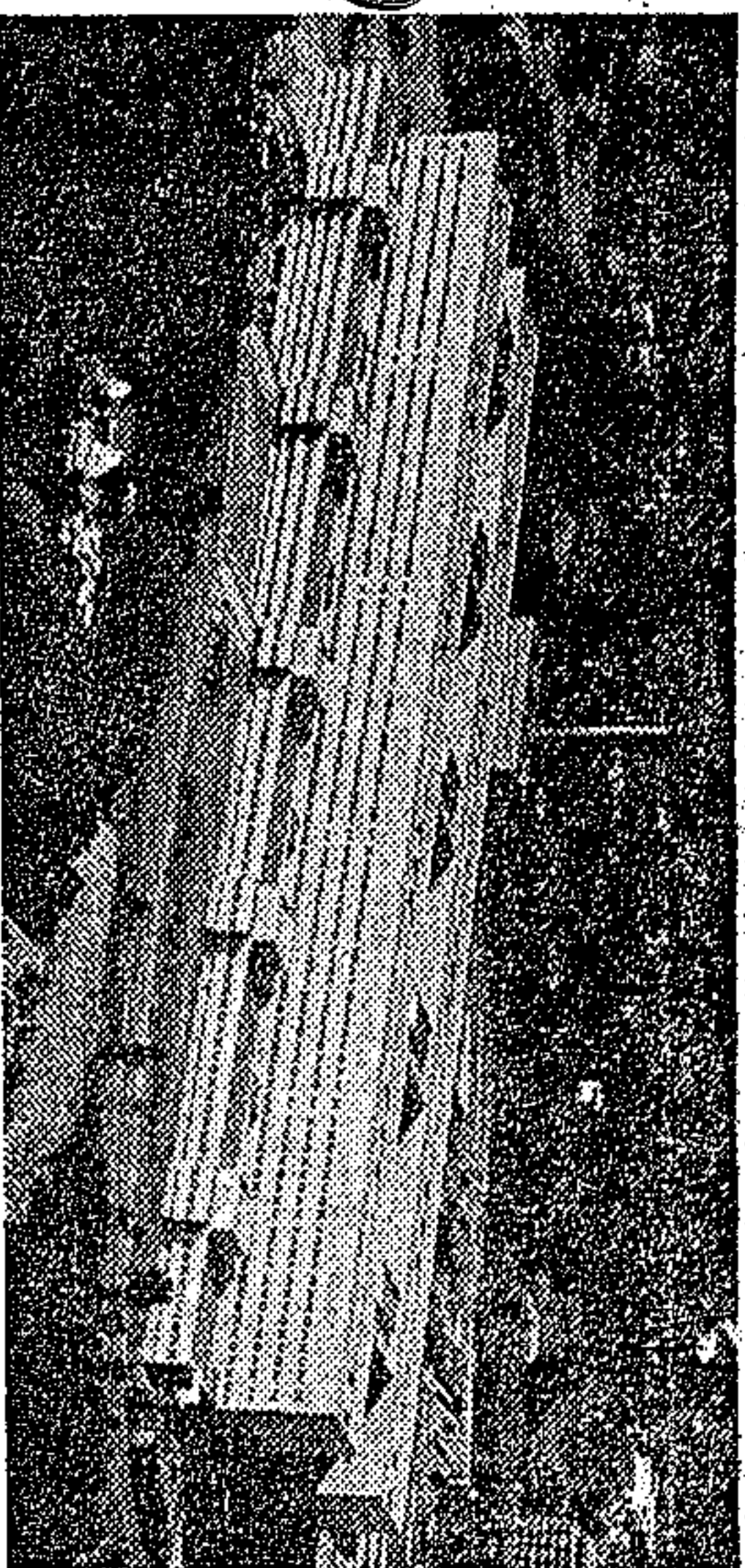
are admitted

But only half the nursing posts had been filled, and the staff was working at full pressure. "Doctors, nurses and paramedicals are doing remarkably well under difficult circumstances," he said.

"We are living from day to day. Only seriously ill patients are being ad-

mitted. Others are being referred to private nursing homes and other hospitals," he said.

Only private patients were being referred to private nursing homes. People classified as "hospital patients" could be admitted to provincial hospitals.



A patient's income determined whether he was a private or a hospital patient.

"It is not the responsibility of the province to look after private patients who are usually members of a medical aid scheme and have their own doctors," he said.

The hospital also had a shortage of radiographers, he added, but there were enough physiotherapists.

Mr Sam Moss, PFP MPC for Parktown and a spokesman on health, has called for the resignation of Dr S D Latsky, MEC in charge of hospitals in the Transvaal.

"He has failed to fulfill the expectations of the people. If he cannot do the job, he should be replaced."

Mr Moss said the hospital crisis had been simmering for too long and had now come to the boil. "The authorities admit the problems but do nothing about it," he added.

He called on the provincial authorities to transfer nurses, irrespective of colour, to the hospital to alleviate the crisis.

Early warning that a dangerous situation was developing at the hospital because of staff shortages and administrative hold-ups, was given last year by Dr Peter Heberden, principal medical officer at the hospital.

He claimed that administrative problems and poor salaries were the root causes of the crisis which had put patients at great risk. He said at the time that the situation in the medical casualty department was disgraceful.

Last January doctors said hospital staff were so hard pressed that they could not cope with the work. They feared the multimillion-rand hospital was being brought to its knees.

Further warning that something had to be done urgently was given by Professor J B Barlow, chief physician and professor of cardiology at the hospital and the University of the Witwatersrand.

Writing in the SA Medical Journal, he said there were many provincial hospitals whose standards were being jeopardised by the inadequate quantity (and quality) of nursing staff



Dr Neville Howes, chief superintendent of the Johannesburg Hospital, discusses the serious nursing shortage at the hospital with the Chief Matron, Miss M J Somers.

Cheaper
Sta 30/7/81
food
175
research
is halted

Staff Crisis: 3

Farming Correspondent

The shortage of expert staff in the Department of Agriculture has flared into a serious crisis.

Vital research work involving cheaper food production is grinding to a halt. Emergency measures are being taken to prevent a total breakdown of the department's professional services.

Dr D W Immelman, Director-General of Agriculture and Fisheries, said in Pretoria that of a total of 663 research posts, 60 could be filled, 70 researchers were on military duty and about 100 were on extended study leave.

Of a total of 180 posts for extension officers — the people who give professional advice to farmers — no fewer than 51 were vacant, 20 men were on military duty and 11 were on study leave. The effective strength was only 98.

During the first six months of 1981, 75 expert staff had resigned. These were mostly senior officers, leaving the department to cope with inexperienced juniors and a handful of efficient senior staff.

Dr Immelman said to stem the tide, the Commission for Administration had authorised exceptional salary increases.

More wards Close as staff shortage hits

By PHILLIP GARDNER

PRETORIA'S biggest hospital, the H F Verwoerd, will close two children's wards with 38 beds at the weekend, the superintendent, Dr E van Wyngaard said yesterday.

The hospital, hit by a severe shortage of qualified personnel, has already closed 200 beds. Earlier this week the gynaecology and female neurology wards had to be closed.

However, Dr Van Wyngaard said he was "very optimistic" that the situation would stabilise.

"It's a bad time of the year. Nurses are writing exams and doing courses. At the moment we can cope with most of the admissions and no emergency cases are turned away," he said.

"The situation will stabilize, I am very sure of that," he added.

The superintendent of the Pretoria West Hospital, Dr H. Malan, said although 50 beds had been closed for about five months, the hospital was coping with the situation.

Dr Malan said she did not foresee having to close more beds.

Shortage

She said a number of nurses who had completed their training would join the hospital staff shortly, which would be a great help.

A spokesman for the Zuid Afrikaanse Hospital said although they had a 10% staff shortage, he did not foresee they would be closing beds in the future.

Dr S Latsky, MEC for Hospital Services, said the administration was doing everything possible to attract staff, but a shortage of all types of hospital personnel was being experienced.

This was forcing the closure of hospital beds. There was no immediate solution to the problem.

It was a nightmare being a patient at Mowbray

MENTION Mowbray hospital to anyone and they will immediately respond that it is a superb hospital, equipped with the best staffed with the best etc etc.

Having been there a few weeks ago, I can vouch for the superb medical and nursing care. But and it's a big but, Mowbray is beginning to suffer the consequences of inadequate staff.

The nursing shortage is not as noticeable in the labour ward where one is under constant observation but as soon as your baby has been born and one is wheeled upstairs to the post-natal section, the effects of understaffing become very obvious.

For example, a few hours after my son had been born, I was uncomfortable and bleeding and needed attention.

Rang the bell

I rang the bell but there was no response. Three hours later, I got up out of bed and flagged down a nurse in the corridor. She explained that there were so few of them on duty that they could only attend to major crises.

That same night, one of the women in the ward had to keep her finger on the bell for five minutes before someone went to her aid.

Nurses I spoke to in the wards said they could not manage to give their patients the "textbook" care they needed because there was such a shortage.

One midwife, who was ready to qualify in a few weeks, spoke to me as she dusted my locker. She said that as soon as she had finished her midwifery course she was going to leave nursing.

The reason? After being qualified for three years she was clearing a salary

of R295 a month. She loved nursing but could not manage on her earnings and was leaving to go to university, and be supported by her parents again.

Being a patient at Mowbray was a nightmare. One had to nag for every pain every bit of attention. I did not want to help. They just did not have the time because there were so many that needed their help.

After a particularly bad night, I began to feel that I was one of the weary wounded in a makeshift hospital after the charge of the Light Brigade.

Those nurses work long hours and they are under the steady care of a very efficient head nursing sister in the ward. But even her watchful eye and the brave efforts of midwives cannot provide adequate care for new mothers.

To beat it all, one of the nurses told me that Mowbray was supposed to be one of the best-staffed hospitals in the Western Cape. One shudders to think what the others are like.

This is what the Mowbray midwives had to say

When the wards are not busy we can cope but as soon as we have our full quota of patients we get into a panic, there just aren't enough of us around.

We work long hours and have to do the most mundane chores but things are going to get worse because the graduates aren't coming in to take over. They are leaving in droves.

The reward of nursing patients back to health has ceased to be important. I have to live as well.

Pretoria hospital faces crisis

175

gaw
1/8/81

Own Correspondent

Pretoria's H F Verwoerd Hospital is running on student power and will face an unprecedented crisis when students start examinations in two months' time.

The superintendent, Dr Evert van Wyngaard, said the hospital would have to close down more wards if the staff situation did not improve before October.

And the chances of improvement were slim.

At the moment 238 of the 1 137 beds in the hospital were not in use due to staff shortages.

With the present 53 percent shortage of qualified staff and other staff, including student nurses, the hospital was already run with less staff than the absolute minimum required to ensure the safety of patients, Dr van Wyngaard said.

The hospital will be severely hit when student nurses and medical students recruited to do part-time work are withdrawn from the hospital to write exams.

"I honestly don't know how we are going to man the wards," Dr van Wyngaard said.

H F Verwoerd was a training hospital and the wards had to be kept open if staff were to be trained for the future, he said.

The hospital was struggling to keep staff it has trained. Of the group that qualified at the end of July only one percent of the original group would stay on at the hospital.

Dr van Wyngaard said that the rate of applications from students to be trained next year was

very slow.

Although scholars were still interested in holiday work in the hospital, the danger that they would lose interest in nursing as a career, because of the pressure on them caused by the staff crisis, was very real, he said.

H F Verwoerd depended heavily on it's district service because patients had to be discharged earlier than usual. At the moment a squad of 13 district nurses took care of about 600 discharged patients at their homes, said Dr van Wyngaard.

Emergency cases could still be handled at the hospital.

He said urgent attention must be given to the financial situation of nursing staff. That would include salaries, housing and fringe benefits.

The problem areas had been identified and brought to the notice of the Director of Hospital Services, Dr Hennie Grove.

Another long term solution would be if hospital work for girls leaving school was made compulsory, as national service was for men.

Besides alleviating severe staff shortages, it might entice girls to make nursing their career. He said there was a wide range of hospital work from which girls could choose. The "forced labour" of national servicemen hardly resulted in an army of poor quality, he said.

Another positive step would be to contact schools to promote nursing as a career, said Dr van Wyngaard.

New training

Bill removes race discrimination

Political Staff
THE ASSEMBLY — A sweeping Bill which will control the training of all apprentices was published in Cape Town yesterday. The Manpower Training Bill, which was read for the first time in Parliament this week, also repeals seven other train-

ing and apprenticeship Acts and parts of three others. One of the most significant aspects of the Bill is that it removes discrimination on the basis of sex, race or colour.

The Bill specifically states that the Minister of Manpower may not dif-

ferentiate on the basis of sex, race or colour in the conditions of service of apprentices or grant exemptions from the Act on these grounds.

But the State is automatically exempted from a number of provisions in the Bill, in particular those that involve pay.

The Bill provides for the promotion and regulation of the training of manpower, the establishment of a national training board with extensive powers, a manpower development fund to assist in the financing of training, the establishment of a group and private training

centres and a levy to be paid by employers in the aid of training.

Apart from a national training board, committees are also envisaged to control particular industries.

The members of the board will be appointed by the Minister.

57. Lowe to Heenan Dec 7/01 CHB 262.
58. Minutes of meeting in NAD Office June 30/02 CHB 262.
59. See previous note 57.
60. Report by Lowe to Engineer-in-Chief Nov 25/01 CHB 2
61. H.R. Stockman (Admiralty Harbour Works Simon's Town) Oct 21/01 CHB 268.
62. Heenan to Cumming April 26/03 CHB 262.
63. Memorandum of CHB 262.
64. Robb to Secretary Law Department March 22/01 CHB 26
65. Minutes of meeting in NAD Office Jan 30/02 CHB 262.

One in five hospital jobs is vacant

6/8/81

175 Stan
~~9/15~~

Political Staff

An average of one in five posts in the Transvaal hospital services for medical, paramedical, nursing and administration staff is vacant.

Figures released by the MEC in charge of hospital services, Dr. Servaas Latsky, showed that the shortage was worst in paramedical services where more than a third — 36 percent — of the 1 918 posts were vacant.

There was a 26 percent shortage in the 25 796 nursing posts, while medical staff vacancies amounted to 19 percent of the 4 595 posts and administration shortages to 16 percent of the 4 168 posts.

TRAINING

Dr. Latsky said there were 581 whites and 504 black, coloured and Asian nurses in their first year of training.

There were 507 white, 398 black and 63 coloured and Asian nurses in their second year.

In their third year were 555 whites, 543 blacks and

77 coloured and Asian nurses.

Ninety-three white nurses were completing their fourth year. No figures were given for other races.

Replying to questions by Mr Joel Mervis (PFP, Edenvale), Dr Latsky said that 64 931 blacks had applied to be trained as nurses at Baragwanath Hospital from 1978 to the end of July this year.

REJECTED

Of these, only 1 676 students and pupil nurses had been accepted. Most applications were rejected because they did not meet the requirements of the SA Nursing Council.

The Johannesburg Hospital had 2 327 nursing posts, of which 1 187 were filled full-time and 112 part-time.

All were filled by white nurses as there were not enough suitably qualified black students available for black hospitals and it was out of the question to staff the Johannesburg Hospital with black nursing applicants.

It was also against provincial policy.

Dr Latsky said 169 student nurses who, normally, would have been in their third year had dropped out since the course started.

The post-operative observation facility in the surgical section at the hospital had been closed from September 1 last year to February 28 this year because of a shortage of suitably qualified nurses, Dr Latsky said. He could not give any assurance that it would not be closed again.

ANALYSIS

The hospital's bed occupancy rate last year was about 74 percent and 1 017 beds were currently in use.

An analysis of figures released by Dr Latsky showed that slightly more than half the 2 504 nursing posts at the hospital were filled.

Most other posts at the hospital showed a shortage of between 20 and 40 percent.

● Page 13: Other Provincial Council news.

2/18/81
23. Mr. A. B. WIDMAN asked the
Minister of Posts and Telecommunications:

How many posts on the establishment
of his Department are vacant at present?

The MINISTER OF POSTS AND
TELECOMMUNICATIONS:

4 980 posts as at 30 June 1981, based on
the authorized establishment of the De-
partment.

DIE QUAKERS

DIE RELIGIEUSE VRIENDEKRING IN SUID-AFRIKA

Achtergrond

Die Religiöse Vriendekring (Religious Society of Friends), beter bekend as die Quakers, het in Engeland tot stand gekom in 1652, die jaar van die Hollandse vestiging aan die Kaap.

Dit is deur 'n Engelsman, George Fox, gestig. Hy is opgevoed in 'n atmosfeer van politieke konflik en het besef dat die georganiseerde en gevestigde kerk nie die diepste behoeftes van die mense bevredig nie. Die Britse koning is tereggestel na 'n bloedige burgeroorlog tussen die koning en die parlement. Die kerk was verstar in sy eie formalisme. Talke Christene bekend as soekers, het oral oor Engeland op informele wyse vergader op soek na dieper geestelike bevrediging.

Fox se bedoeling was nie om 'n nuwe godsdienstige sekte te stig nie. Hy wou bloot die wyd-verspreide soekers wat hy ontmoet het, bymekaar bring vir geestelike gemeenskap, verryking en aanbidding. Fox het in sy boodskappe veral twee dinge beklemtoon: die noodsaaklikheid van 'n innerlike godsdienstige belewenis; en eenvoudige gehoorsaamheid aan eie oortuiging, afgesien van wat andere ookal mag sê.

Die Vereniging se lede, ook bekend as Vriende, het om verskillende redes die bynaam Quakers gekry. Alhoewel die bynaam deur hul teëstanders aan hulle gegee is, het hulle mettertyd die naam self aanvaar en dit het sy neerhalende betekenis verloor.

Ten spyte van vervolging het die Vereniging gegroei en oor die wêreld versprei. William Penn het Pennsylvania gestig waar hy 'n suksesvolle demokratiese regering met vryheid van geloof op Quaker-beginsels, gegrond het.

Munnik has contradicted own report

THE statement to Parliament on Thursday by the Minister of Health, Dr Lapa Munnik, that there was no serious shortage of White nurses in South Africa, contradicts his own department's annual report and his own spokesmen.

The department's annual report says: "Sufficient personnel could not be recruited or retained. In the case of nursing staff, the shortages have reached serious proportions.

"The general revision of salaries as from April 1, 1980, has not resulted in an improvement in the situation. In the Witwatersrand area the recruitment of staff has virtually ceased.

"As a result of the staff situation essential services for which the department is responsible are being rendered unsatisfactorily and certain services run the risk of collapsing," the report further states.

"This state of affairs assumed dramatic proportions towards the end of the year.

"The department will therefore not be able to meet its statutory and other commitments even on the basis of minimum efficiency. This particularly applies to nursing of patients in the care of the State..."

Filled

The Administrator of the Transvaal, Mr Willem Cruywagen, said that of the 12 169 White nursing jobs available that only 8 001 had been filled, while more than 10 000 Black nurses were employed in the 11 681 available posts in the Transvaal.

And the province's hospitals were closing wards because of the critical nursing shortage, their superintendents told the Mail.

The nursing crisis at the Johannesburg Hospital is now so critical that only the most seriously ill patients are being admitted, Dr Neville Howes said.

He said only 1 023 of a potential 2 000 beds were in use. More than 120 beds were closed in December.

Pleaded

Professor Guy de Klerk, chairman of the Medical Association of South Africa, has pleaded for Black nursing staff to be allowed into White government-run hospitals.

His viewpoint was called "selfish of Whites" by the

By ADA STUIJT

president of the South African Nursing Association, Professor Charlotte Searle.

"The White population is trying to lure away Coloured and Black nurses who are desperately needed by their own people," she charged.

Yet Baragwanath Hospital superintendent, Dr M van der Heever, said he could pick and choose his nursing staff because there were not all that many vacancies for Black nurses.

Insulting

But yesterday Dr Munnik said that those who climbed on to soapboxes and found fault with the provision of medical services in South Africa were insulting doctors, nurses and others in the medical profession.

Dr Munnik was opening the 25th academical year day and 25th anniversary of the Faculty of Medicine of the University of Stellenbosch at the Tygerberg Hospital.

"There is not a single person in South Africa who does not have access to the best medical services available, no matter what his or her race, colour, or ethnic origin," Dr Munnik told about 200 doctors, students and official guests.

Expensive

But the days had come when it was too expensive to build big hospitals and services were being further hampered by a threatened shortage of nurses and doctors, Dr Munnik said.

⊙ A sentence was deleted from the written text of the Minister's speech which was handed to the Press. It read: "During the past few months hospital beds had to be closed as a result of the shortage of nursing staff."

59.	South African News, 11.5.1901
60.	Cape Times, 16.2.1901; 661-1901, p.11.
61.	Cape Times, 9.2.1901
62.	Cape Times, 14.3.1901
63.	G.61-1901, pp.129, 177, 181, 187, 222, 230.
64.	NA 456. Matiland Municipality to NAD, 15.5.1900; Assistant Resident Magistrate, Matiland to Secretary, NAD, 23.5.1901; Stanford to Law Dept, 29.5.1901.
65.	NA 617 f1883. Police report, 14.10.1903; NA 598 f1525. Secretary, NAD to Commissioner, Urban Police District.
66.	3/MLD-3. Minute Book of the Village Management Board, 19.9.1900. The Old Outspan in Matiland had been granted to the Cape Town City Council by the government for sewage purposes. The site proved unsuitable but it was later suggested for the location. For Indians see p.p.30-31
67.	3/MLD, 16.1.1901, 1.2.1901.
68.	G.21-1902. Cape Peninsula Commission.
69.	S.Judges: Poverty, Living Conditions and Social Relations: aspects of life in Cape Town in the 1830s. M.A. (Cape Town, 1977); A Lombard: The Smallpox Epidemic of 1882 in Cape Town with some Reference to the Neighbouring Suburbs. B.A.Hons Research Essay, UCT, 1981.
70.	Cape Town. Mayor's Minute, 1899.
71.	E.B.van Heyningen: 'Refugees and Relief in Cape Town, 1899-1902'. Studies, 3, 1980, pp.69, 90; V.Bickford-Smith: 'Black Labour at the Docks at the Beginning of the Twentieth Century'. Studies, 2, 1980, p.92.
72.	See, for instance, the case of Rosie Zeeman, who earned £2 - £3 a month as a seamstress. R.Hallett: 'Police, Pimps and Prostitutes - Public Morality and Police Corruption'. Studies, 1, 1979, p.9; E.B.van Heyningen: 'Refugees and Relief in Cape Town, 1899-1902'. Studies, 3, 1980, pp.63-73.
72a.	V Bickford-Smith: The impact of European and Asian Immigration on Cape Town: 1880-1910. Unpublished paper, History Workshop 1978.
73.	Cape Town. Mayor's Minute, 1897-98, 1898-99.
74.	D Pinnock: 'District Six'. Janus, 1980, pp.1-13. Pinnock gives the most detailed analysis of slum property available.
75.	Cape Times, 9.3.1901, 11.3.1901.
76.	Cape Times, 20.4.1901, 14.6.1901.
77.	Cape Times, 17.5.1901, 21.5.1901; 3/CT 1/1/1/53, 20.5.1901.
78.	Cap
79.	3/C
80.	Cap
81.	Stn
82.	CO
83.	CO
	of
	Nat

S. Times 9/8/81

Now robot welder

By Andrew McNulty

ROBOT welders are among new, automated technologies that are being offered as solutions to the country's manpower dilemmas — skills shortages and a surplus of unskilled labour.

The Puma 500, just landed in South Africa by Fedgas from Cloos in Germany, is described as a compact and versatile robot welder which offers the user maximum welding capacity on relatively small floor space.

It is also easy to programme and 10 welding parameters can be preselected and executed in one welding programme.

Klaus Weber, manager of Fedgas's welding division, claims that the robots produce a consistently high-quality weld and can save up to 55% on time required for a job.

18.2.1901; MOH 27 f214.

action into the housing
1007. Inspector of

Hospital cuts back

By ADASTUJT

JOHANNESBURG Hospital's senior doctors say that another 100 hospital beds may have to be put out of use next month because of the critical shortage of nurses.

The hospital has already been reduced to 60% capacity for the same reason.

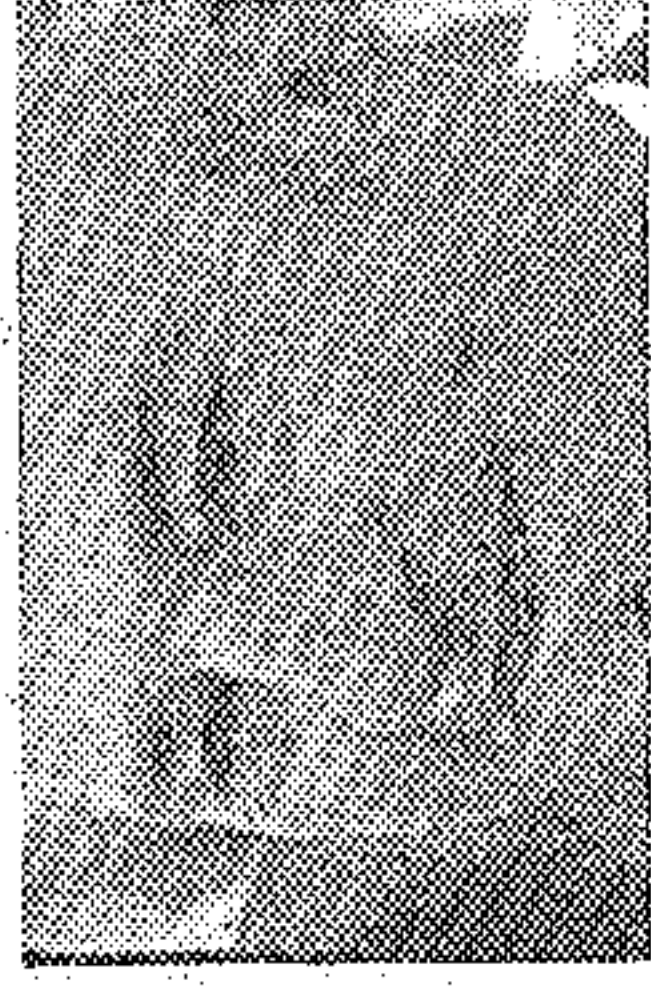
The doctors this week criticised the Minister of Health, Dr L. Munnik, for his statement in Parliament last week that there was no serious shortage of nurses.

Professor Bert Myburgh — chief surgeon and spokesman for a committee of department heads and senior doctors — said Dr Munnik's statement in Parliament did not reflect the extremely critical nursing shortage at the giant 2 000-bed hospital.

The doctors said the crisis at the hospital was reflected by the following figures:

- Nurses at the hospital worked nearly 18 000 hours overtime in June.

Staff working at breaking point, doctors complain



DR MUNNIK

will again take up nursing," he said.

Dr Barlow would welcome qualified black nurses at the hospital, provided they work at the higher salary scales — those that apply to whites.

"I would be delighted if qualified black nurses could work here, but if they are used as cheap labour this would not be a solution, just as the hiring of overseas nurses who accept the present salary scales is no solution," he said.

Dr Munnik has told an Afrikaans daily newspaper he was not prepared to comment on criticism on the issue from some nurses or the Opposition.

"I never said there wasn't a serious nursing shortage. What I did was to provide the figures reflecting the nursing shortage situation up to June 1981. These were 90% nursing posts filled in the Cape Province, 96% in Natal, 85% in the Free State and 76% in the Transvaal.

"I am sure that problems exist in certain hospitals. They vary from hospital to hospital and I can't comment on each individual and sporadic case," he was quoted as saying.

work at the present salary scales, was no solution to the problem.

"Only if they raise the salaries, especially for the higher qualified nursing staff, will this nursing shortage be solved.

Qualified

"For instance, the take-home salary of a nurse in charge of an intensive care unit and who has a heavy responsibility of saving lives is about R600. She should receive at least twice as much.

"Once the highly-qualified nurses are happy, young girls

uation at the hospital, Prof John Barlow, head of the department of cardiology said: "Only one-third of the so-called '24-hour' nursing posts the hospital has to supply are filled at the present time.

"Doctors and nurses have been working at breaking point these past few months. We have tried to maintain a service to avoid losing lives unnecessarily.

"We anticipate closing down another 100 beds next month," he said.

Dr Barlow said hiring cheap labour, such as foreign or black nurses who were willing to

- Presently, only 60% of the beds were being used.

- The intensive heart care unit was operating at only 50% capacity.

- One out of six medical wards was closed.

All of these were due to staff shortages, they said.

Demoralising

Doctors said the figures on nursing posts quoted by Dr Munnik did not reflect the critical shortage of nurses at the Johannesburg Hospital. This had had a demoralising effect on nurses and doctors.

Commenting on the staff sit-

15/5/81
 Why nurses
 do the work
 of doctors

THE shortage of nurses and doctors in the public sector had made it necessary to use qualified nurses to perform some of the functions of doctors and pharmacists. the Minister of Health, Dr L A P A Munnik, said yesterday.

Introducing the second reading of the Nursing Amendment Bill, he said such a step had become necessary to prevent the collapse of public health services, but emphasised that the functions that nurses would take over would be limited to community services.

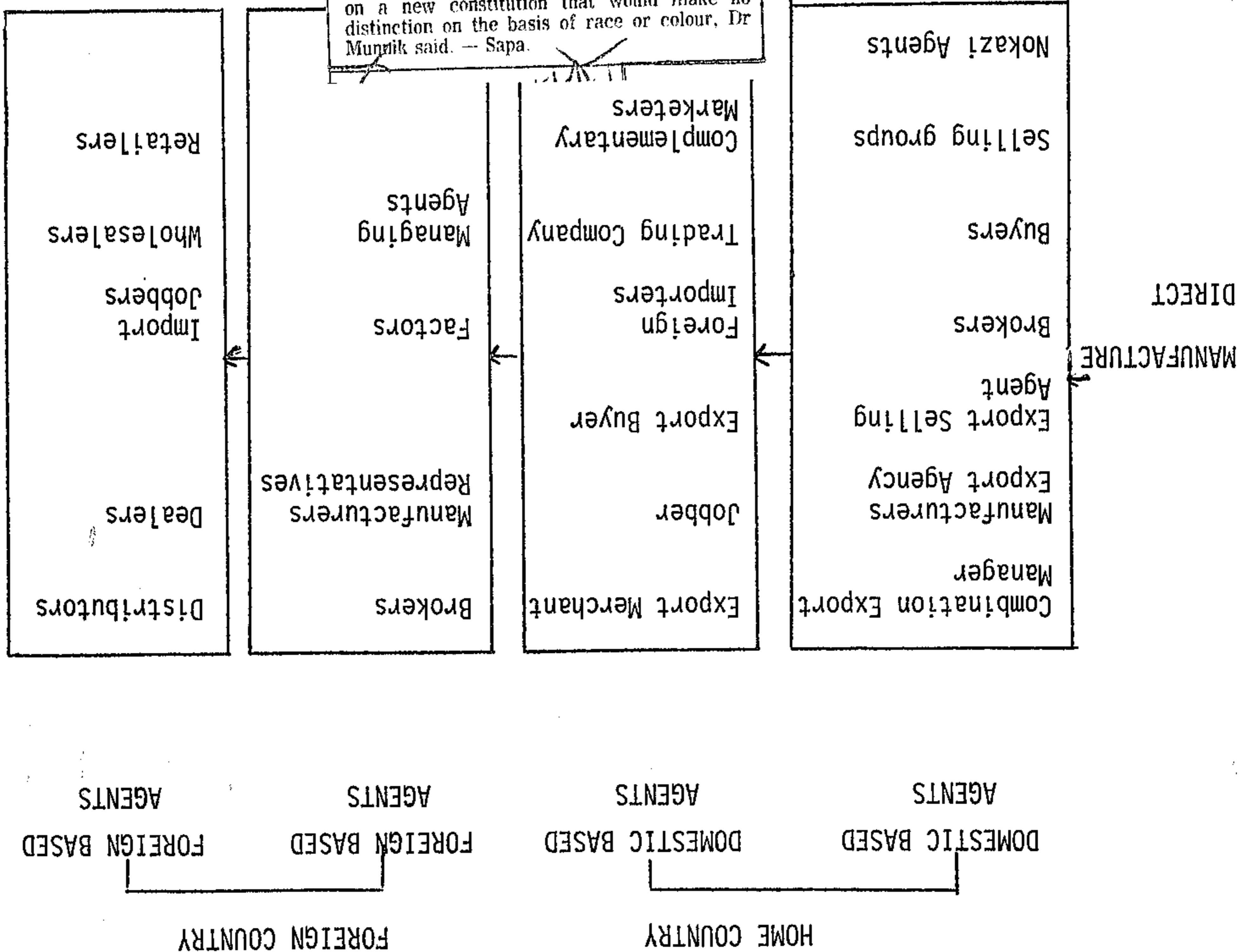
The Progressive Federal Party member for Yeoville, Mr Alf Widman, said his party supported the Bill with reservations as there were a few points that he would like to deal with during the committee stage.

Important

Mr Widman said the broadening of the responsibilities of nurses, especially in view of the shortage of nursing staff, was an important development.

He hoped the Minister would recognise these added responsibilities when considering salary increases for nurses.

The Bill gives the South African Nursing Association the right to register only practising nurses in future. The association was working on a new constitution that would make no distinction on the basis of race or colour, Dr Munnik said. — Sapa.



SAP staff battle as

17's (25) Rom (13/8/78)
MAIL CORRESPONDENT

CRIME RISES

THE SA Police force is undermanned by more than 5 000, according to the latest report of the Commissioner of Police, General Mike Geldenhuys.

This emerges in the report tabled in Parliament last week covering the period July 1, 1979 to the end of June last year.

Gen Geldenhuys points out that the theoretical police complement is only 13 000 men — 50% stronger than that of London — while South Africa's population is four times bigger than London's.

A third of those who applied for positions in the force during the period under review had only Standard 8 certificates.

The report says criminal offences have increased by 7,4% since the 1976/77 year.

This means the daily number of victims of crime has risen by 213.

More than one million people — nearly 20% of the population, were victims of crime during the period.

Police manning levels have apparently deteriorated since the period covered by the report.

In March this year, the Deputy Commissioner of Police, Lieutenant-General F L Engels, disclosed that there had been 400 resignations in two months.

Gen Geldenhuys' report says the "paper" complement of the force should be 39 325, but the real complement was only 34 271.

While recruitment had suitably accounted for resignations, deaths and retirement, the force had actually increased in size on paper by nearly 400 men.

More jobs

"Because of the economic revival the country has been experiencing and the favourable employment opportunities which have been created in the private sector, the police did not have as successful a

recruitment year as had been hoped for," Gen Geldenhuys said.

"In addition, a large number of members left the force, one of the reasons being the considerably higher pay offers in the private sector," he added.

The reference to pay differentials between the public and private sectors comes at a time when the official police magazine, Servamus, has disclosed that recent pay rises — first announced by the Minister of Police, Mr Louis le Grange, at a meeting of the Pretoria Press Club in June — were merely to rectify an error made by the "financial sector".

The magazine points out the allocated amount was not an additional increase.

Police pay has been part of recent discussion which has thrown up the suggestion for a fund, similar to the Defence Force Bonus Bond scheme, so that citizens may invest money in their own protection.

The fund could be used to finance the purchase and development of equipment, the training of extra police and the raising of present salaries to compete with the lure of the private sector.

Murders

Other statistics in the commissioner's report show:

- Serious assaults by whites on blacks have increased at a far greater rate than any other category;
- More than 22 people a day were murdered during the period — a total of 8 263;
- Dagga confiscation totalled 575 419kg worth R115 083 800;
- The value of diamonds seized increased by 181% in three years to R1 302 771, and gold seizures increased in value by 214% to R107 731;
- The value of platinum recovered increased 7 636,9% in three years to R403 841.

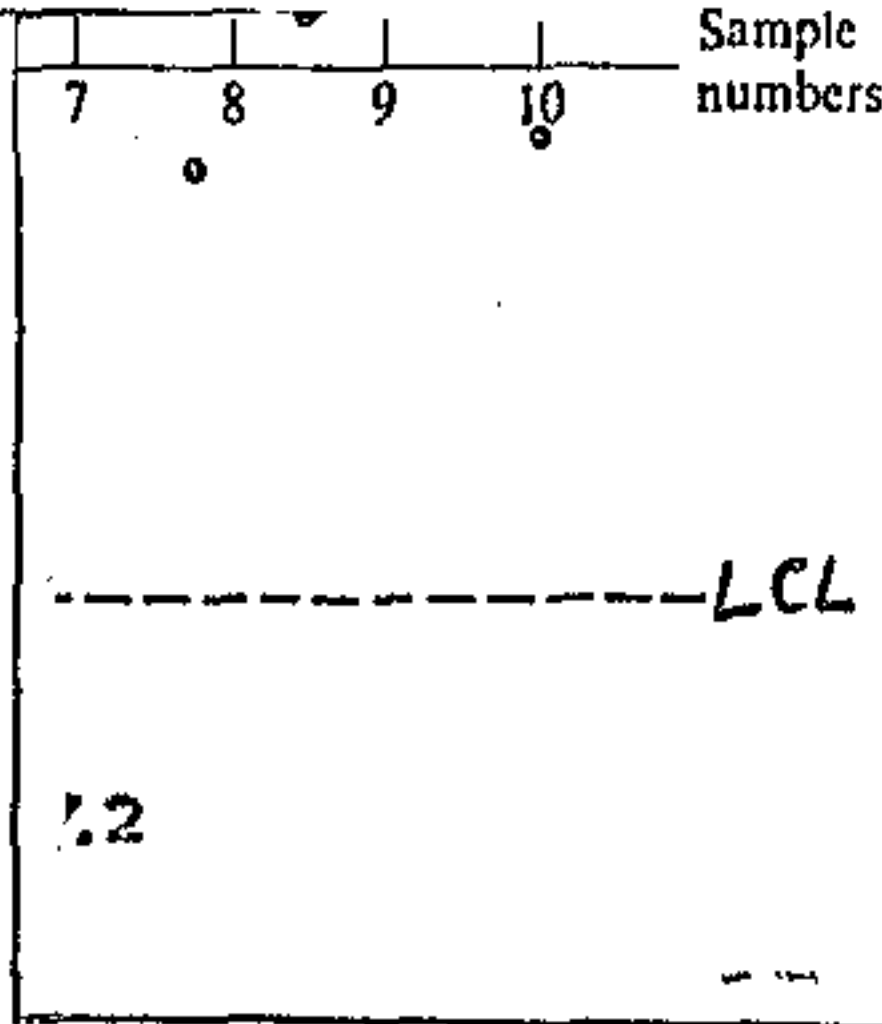
changes in the variation of the process. We may use and a further table to set out an R-chart for this. We shall not cover this here.

Acceptance Sampling

units or "lots" of products are transferred from one other, from one division of a firm to another, or producer to a supplier or consumer, the manager of the lot wants to know whether or not it meets a standard. Because both producer and consumer are offer penalties of some sort if standards are not met, sampling is usually carried out.

sampling involves choosing a random sample from inspecting it, and (on the basis of the number of found) either accepting or rejecting the entire lot.

g plan is expressed in terms of the sample size n and the acceptance number c. If in a sample of



'Public service in grip of worst staff shortage'

RM 13/5/81

THE PUBLIC service is going through the worst staff shortage in its history, according to the Public Servants' Association.

This was reflected by the decline in membership and in information reaching the association, an editorial in the PSA's official organ, The Public Servant, says.

At present the staff shortage stands at about 17 000, with the Department of Inland Revenue being the worst hit.

Among the causes were the fairly high economic growth rate, the narrowing and elimination of the pay gap, a general shortage of skilled workers and the use of experienced public servants in the independent and self-governing homelands.

"But the main cause of the exodus of trained staff from the central state departments to the autonomous state departments and institutions, as well

By GERALD REILLY

as to the private sector, is the totally inadequate remuneration, particularly in the lower ranks."

Backslide

Although a gradual backlog had built up since 1971, the real backslide started when public servants pledged their support for the anti-inflation campaign in 1975.

The pledge was given in the belief that all sectors of the economy would co-operate and exercise restraint. This did not happen.

"Public servants are, therefore, justifiably tired of hearing that improvements in their salaries is highly inflationary, while the public sector is the only one in which an appreciable increase in productivity can be measured."

The editorial says there were four primary aspects that should be given urgent attention:

- ⊙ The remuneration package should be improved to bring about greater comparability with the general trend in the labour market;
- ⊙ The co-ordinating powers of the Commission for Administration should be extended; and
- ⊙ Departments should be given greater responsibility in recruitment, training and development and the process of rationalisation should be carried through, right down to grass roots.

STATEMENT	GENERAL CATEGORY
-----------	------------------

NONEXECUTABLE STATEMENTS	
DIMENSION statement	specification statements
COMMON statement	
EQUIVALENCE statement	
EXTERNAL statement	
type-statements:	
INTEGER statement	
REAL statement	
DOUBLE PRECISION statement	
COMPLEX statement	
LOGICAL statement	
DATA statement	data initialization statement
FORMAT statement	format statement
statement function definition	function defining statement
FUNCTION statement	subprogram statements
SUBROUTINE statement	
BLOCK DATA statement	

Mr Fouche said that at the end of September last year, there was a backlog at all deeds offices except King William's Town and Kimberley.

"In the larger deeds offices the staff position has reached near-crisis proportions."

Mr Fouche said the unsatisfactory staff position placed an "almost intolerable burden on the more senior staff".

"Unfortunately the opposite has occurred," the director-general of the department, Mr Louis Fouche, said in his report for 1979/80.

NOTE: The end line is Table 2-

'Burden'

"The dramatic increase in the work over the past year justifies a substantial staff increase.

Out of the 779 posts on the establishment in the eight deeds offices, 129 were vacant and a further 161 posts were not suitably filled.

The department says: "In view of the vast sums of money involved each day in land transactions, the delay in registrations caused grave inconvenience and financial loss to the public."

The Department of Community Development says in its annual report, tabled in Parliament yesterday, that in spite of a dramatic increase of work in the eight deeds offices in South Africa the size of the staff has decreased in them.

Yet another government department is facing staffing problems in what has been officially described as a near-crisis situation.

Political Staff

Report tells of staff shortage

Table 2-2. Ordering

PROGRAM UNIT	(1) specific statements, in any combination	PROGRAM	(1) FUNCTION	(1) BLOCK	SPECIFICATION SUBPROGRAM
PROGRAM	(2) statements, and FORMAT statements, in any combination	MAIN	(2) statements, and FORMAT statements, in any combination	(2) specific statements, and DATA statements, in any combination	PROCEDURE SUBPROGRAM
PROGRAM	(3) statements, and DATA statements, in any combination		(3) statements, and DATA statements, in any combination	(3) DATA statements, and an end line	SPECIFICATION SUBPROGRAM
PROGRAM	(4) statements, and DATA statements, in any combination		(4) statements, and DATA statements, in any combination	(4) DATA statements, and an end line	SPECIFICATION SUBPROGRAM
PROGRAM	(5) statements, and DATA statements, in any combination		(5) statements, and DATA statements, in any combination	(5) DATA statements, and an end line	SPECIFICATION SUBPROGRAM

tax', i.e. contributions out of public funds. As mentioned earlier, industrial democracy will probably have developed to the point where employees have a greater say in decisions affecting production. Ownership rights will become an even foggier concept and to that extent a matter of secondary interest for employees.

The educational system towards the year 2000

Quantitative growth. The sweeping portrayal of a changing society given above has sought to provide a general background for the assumptions stated below as to how the educational system will look a few decades from now.

Two developments may be taken for granted: enrolments in higher education will continue to expand, and more years will be devoted to systematic learning. More than anything else we can feel sure of a spectacular

quantitative growth in pupil spending on education. More To with which second education

become almost fully implemented by the time the 1960s had run their course. Differentiation by streams, about which there has been so much discussion since the late 1940s, will soon belong to past history, having been limited to grade 9 by virtue of parliamentary decision in 1962 and since then abolished in practice even there after curriculum revision. The strong tendency towards academic choice or 'academic lopsidedness' which has impinged on the next age stage, embracing the 16-19 year olds, has

served to move the differentiation problem one rung higher up the age ladder. Reports from committees, submissions and parliamentary papers abound in utterances on the establishment of an integrated *gymnasium* (i.e. where the pre-university school, vocational school and continuation school are combined). In the prolongation of current trends one can dimly see the

making up to which of the things follow nearly post-war burst two to

Opposition hits out at health crisis

Political Correspondent

STAFF shortages in the Department of Health which point to a crisis situation are to be raised in the Assembly soon.

This will be done when the Health Vote is discussed in the committee stage of the Budget debate.

The Opposition today sharply criticised the staff position in the Department and the Minister of Health, Dr I. A. P. A. Munnik, promised to deal with the matter.

In the department's 1980 report tabled in Parliament, the Director-General for Health, Welfare and Pensions, Dr J de Beer, said sufficient personnel could not be recruited.

SERIOUS

In certain categories such as health inspectors and nursing staff as well as administrative staff, the shortages had reached serious proportions.

Essential services were being rendered unsatisfactorily and certain services ran the risk of collapsing.

This state assumed dramatic proportions towards the end of the year.

The department would, therefore, not be able to meet its statutory and other commitments even on a basis of minimum efficiency.

GET WORSE

Dr Marius Barnard, MP for Parktown and the Opposition's chief spokesman on health, who has already clashed with Dr Munnik on the shortage of nurses, said today the matter would be raised again when the Health Vote came up in Parliament.

He said he would like to know if the position had improved dramatically since last year because Dr Munnik had recently said there was hardly any shortage of nurses.

Dr Barnard said he doubted whether the position had improved since last year. People involved in hospital services maintained that it was, in fact, getting worse.

PROTESTED

He said there was also a crisis in welfare.

Last night a meeting of welfare workers in Johannesburg protested against unbearable working conditions, an inefficient welfare system and salaries.

Dr Munnik said today there was concern about staff shortages. This was a problem throughout the civil service which could not compete with the private sector when it came to salaries.

He said the report covered last year, while there had been salary increases in April this year. He could not at this stage say whether there had been an improvement but would deal with the matter when his departmental vote came up in Parliament.

government finances and ultimately on national resources. All the ardent talk of rationalization and the desire to have the work of educational research and development aim at manpower economics in schools should, of course, be seen in this light. The heaviest expense of running an educational system is incurred by the teacher, and major savings stand to be gained by the more efficient deployment of this manpower. Opportunities will be opened up for more admissions to those schools which

regardless of the quality of the lots being sampled. The actual average quality attained will depend on the values of p in the lots submitted.

If lots have p percent
 $AOQ = p \cdot Prob(C)$
 (those rejected will have c)

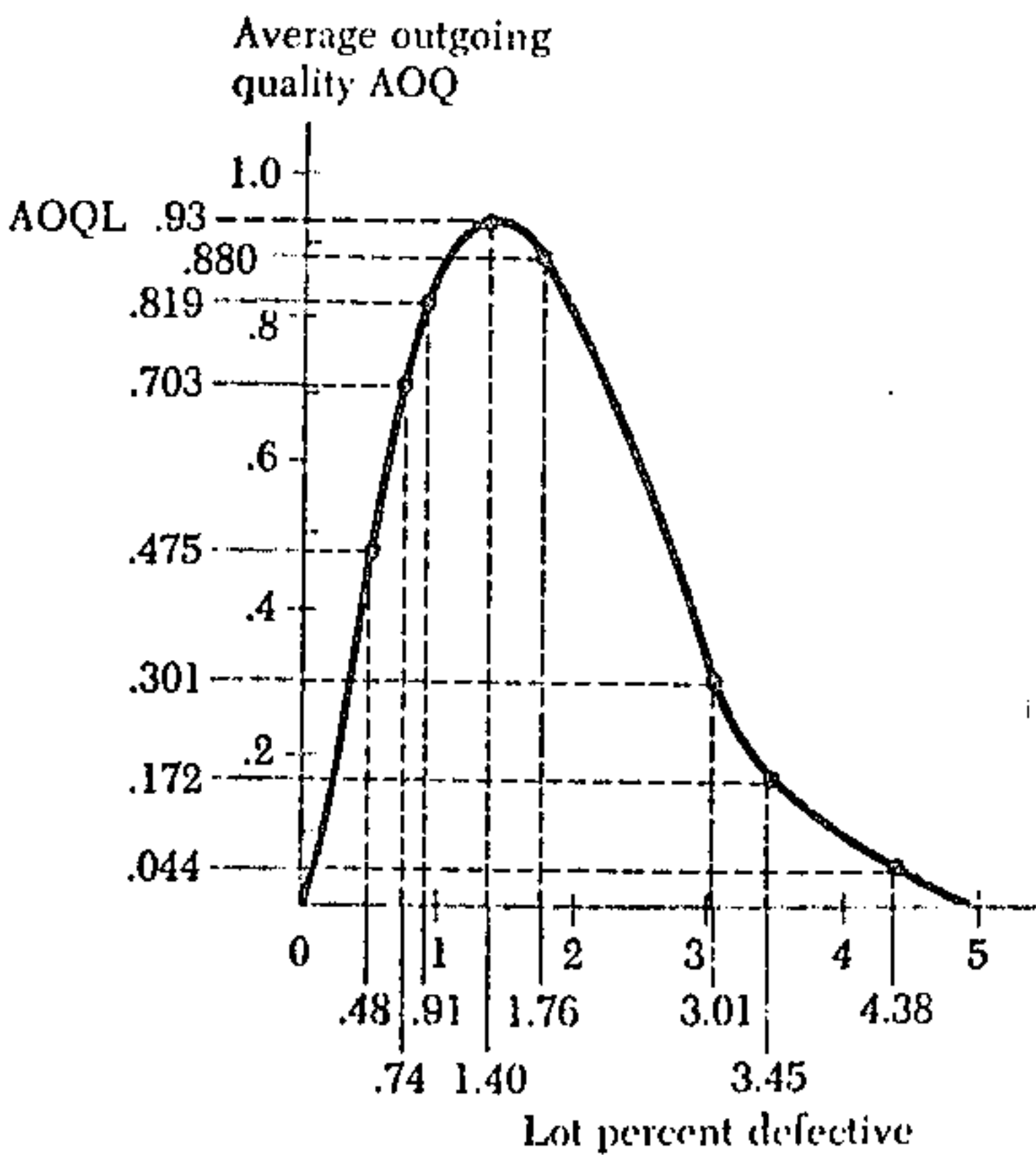


Figure 7.7 Average outgoing quality for acceptance sampling $n = 265, c = 4$.

Table 7.7 and Figure 7.7 show defectives p . It can be seen the AOQL is 0.93%, which is defective. In other words, the average outgoing quality is 0.93% defective, and it will be exactly 1.4% defectives.

This suggests another met. Choose the scheme that ensures that in the defectives reaching

Costs: let I be the cost of sampling (inspecting) 1 unit then nI is the cost of sampling n units from a batch

State services near collapse, Govt told

By GERALD REILLY

BREAKDOWNS in some State services are imminent unless the Government moves fast to create conditions calculated to retain trained staff and encourage recruitment of new staff, according to senior public servants in Pretoria.

They say the crisis in the Department of Health, Social Welfare and Pensions is not an isolated situation. According to the annual report of the department for 1980, some services are in danger of collapse because of the critical staff shortage.

Essential services, the report stressed, could not be rendered satisfactorily. The shortage of health inspectors, nursing personnel and administrative staff was becoming more serious.

And the reason is the same — a Government salary policy which fails to take into account the realities of the country's dynamic economy, the shortage of skilled workers, and the ability of the private sector to pay higher salaries.

The president of the Public Servants' Association, Dr Colin Cameron, said in Pretoria yesterday: "Unless some dramatic remedies are applied, we will go over the edge."

He said the 12% pay rises in April had done nothing to slow down the resignation drain from State departments. The PSA had submitted its salary demands for next year to the commission for administration. The least expected was an increase which would compensate fully for inflation.

Dr Cameron said the backlog was so great it would be impossible to eliminate it in a year. "So we have asked the commission for a programme of rectification — to eliminate the backlog, which is a basic reason for the Government's staff problems, over a fixed period. Without this, Dr Cameron said, the resignations would continue and the public service would remain non-competitive on the labour market.

"We cannot compete fully with private sector, but with more realistic salary levels and improved conditions we could do a lot better than we are doing now."

17/5
 17/5
 17/5

Staff crisis shuts 10% of white hospital beds

Mall Correspondent

MORE than 10% of the beds for whites in Transvaal provincial hospitals were out of commission because of staff shortages, the MEC in charge of hospital services in the Transvaal, Dr S Latsky, said in the provincial council yesterday.

Replying to questions from Mrs Irene Menell (PFP, Houghton), Dr Latsky said the total number of beds available for whites was 10 353. Nearly 1 200 were out of commission.

Dr Latsky said that during the first six months of the year, 774 beds had been closed because of staff shortages.

Of these, 154 were closed at the Johannesburg Hospital, 81 at the H F Verwoerd Hospital in Pretoria, 116 at the South Rand Hospital, and 103 at the Far East Rand Hospital.

Beds available for blacks totalled 12 202, for coloureds 807 and for Asians 205. None of these had to be shut, Dr Latsky said.

Answering other questions from Mrs Menell, Dr Latsky said there were 48 beds for psychiatric patients in white hospitals but none for coloureds, Asians or blacks.

Eliminated

A total of 2 122 psychiatric patients were treated in 1980.

On doctor's pay he said the salary differential for black, white, coloured and Asian doctors had been eliminated in provincial hospitals.

The total running costs of the Johannesburg Hospital last year was R40 061 191. The average number of beds in commission during the year was 1 223 out of 2 000.

The new hospital at Kwa Thema on the East Rand would cost R24-million and would be completed in 1987.

Replies

Other questions drew these replies from Members of the Executive Committee:

• The Randburg Totalistor netted R3 543 000 in the 12 months to the end of February. Of this R475 200 went in provincial taxation;

• Ninety eight cases of drug abuse in schools were reported to the Transvaal Education Department in 1980. The misuse of alcohol was part of the problem;

• The province plans to build seven preprimary schools each year for the next three years; and,

• There are no plans to open a Totalistor agency in Hillbrow.

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We're trying our best to end shortage of nurses, says Latsky

92 (175)

By GERALD REILLY

21/8/81 RDM

THE personnel shortage in the province's hospitals and traffic departments posed great problems, the MEC in charge of the departments, Dr S Latsky, said in the Transvaal Provincial Council yesterday.

The nursing shortage was particularly serious in the Pretoria-Witwatersrand-Vereeniging complex.

The shortage of sisters in this area was 49% and student nurses 33,16%. The shortage also affected administrative personnel.

Regrettable

Because of it nurses had to work overtime to keep essential services functioning.

It was regrettable that this was necessary, but the April increases for nurses fell short of what was needed to solve the problem.

He had asked the Commission for Administration to speed up the investigation into salaries.

Despite criticism from the Progressive Federal Party, the department was doing everything in its power to solve the associated problems. But there was no instant solution.

No solution

The PFP's spokesman on hospitals, Mr Sam Moss, had claimed he should be replaced because he had failed to solve the problem. How could he when he had only been in office for 2½ months, Dr Latsky said.

A recruiting mission had been sent overseas and candidates had been impressed with conditions in South Africa.

In addition to 21 radiographers and 96 nurses, a few student nurses had been recruited.

On the suggestion that there should be compulsory national service for women in hospitals, Dr Latsky said it would be impossible to accommodate all the women in hospitals and it was wrong in principle to force people to do something in which they had no interest.

Criticised

He criticised the Opposition for suggesting that nurses should become more militant and congratulated nurses on their orderly behaviour.

On salaries for doctors of different race groups, Dr Latsky said they had now been equalised at all levels.

In nursing the salary differentiation was in the "process of equalisation".

The lack of personnel in the traffic department

was also a problem. Of 300 white inspector posts, only 135 were filled.

The Commission of Administration had completed a special investigation into this group and hopefully there would be improvements.

Unsatisfactory salaries were a factor, but everything possible was being done to put matters right.

An investigation was also being made by the National Institute for Road Research and other bodies into uniform driving tests for light and heavy vehicles.

This would hopefully lead to better trained drivers and to fewer road accidents.

The noise made by motorbikes was another issue being looked at, but a difficulty was the problem of measuring noise.

Contact made with 100 overseas nursing personnel

Transvaal Provincial Administration has recruited about 100 overseas nursing personnel.

Speaking in the Provincial Council yesterday the M.C. in-charge of hospital services, Dr Servaas Jarvisky, said that contact had been made with 76 regis-

tered nurses, 2 radiologists and one chemist.

He gave no indication when they would start work, but said he hoped all would honour their contracts.

Dr Latsky said they had been recruited in Britain and Germany. A recruiting team had been sent overseas and on their return had reported that most people interviewed were impressed by the low cost of accommodation at hospitals and the opportunities available for post-graduate studies

once they had completed their contracts.

Replying to points raised about his portfolio during the second reading of the budget debate, Dr Latsky corrected figures on shortages given over SABC-TV. He said the shortage of

nurses with white sister rank was 33 percent and not 49 percent.

Dr Latsky said there was no instant solution to the nursing situation. He said he had asked that the Commission of Administration's inquiry into the professional stat-

us of nurses be speeded up.

Many hospitals had for years suffered from staff problems, mainly because of the sitting of the hospitals — and he was aware that staff had to work overtime to provide the necessary services.

BL/FACIL/OTHER

see below.

OPEN/FACIL/OTHER

the job is waiting for a mass-storage file or tape to be made available.

3.12.2.4. LG *RUNID Message

The LG keyin places the message supplied in the log generated for the run with the specified runid. These messages will be printed with the accounting information on the tailsheet of the run. N.B. For this keyin to be successful the run must be active - i.e. the RC keyin must have returned a status of 'OPEN'.

3.12.2.5. RM RUNID

This keyin causes jobs to removed from the backlog queue. A short printout with the message 'OPERATOR REMOVED RUN' will be generated.

3.12.2.6. E RUNID

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3.12.2.7. SX And SQ

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He also revealed that during 1980 1584 TPA employees had been injured on d of whom 12 died.

In the clerical and administrative ranks there were also great shortages which put a bigger burden on senior officials and caused the management function and essential organisational adjustments to fall behind.

State organisations offering better salaries.

Among the worst affected were typists, inspectors of works, provincial traffic inspectors, technicians and clerical and administrative staff.

The shortage of typists was such that typing was being done on a contract basis, causing considerable delays and increasing costs.

The shortage of inspectors of works was so great that it led to a breakdown of quality control on buildings erected by private contractors.

There is at present a 46 percent vacancy in the provincial inspectors' ranks.

Essential law enforcement, such as speed control, among others, can no longer be regularly enforced," said Mr Schoeman.

When trainee technicians completed their training they were lured away, in spite of contractual obligations, by the private sector and semi-

Staff crisis at TPA now hits senior ranks

STAR 21/8/81

175

Own Correspondent

The staff crisis in the Transvaal Provincial Administration has become more widespread with resignations continuing at an alarming rate.

Speaking in the Provincial Council yesterday the Leader of the House, Mr Fanie Schoeman, said in many cases provincial staff had been lured away by town and city councils, semi-State organisations and the private sector who were offering better salaries.

Mr Schoeman said the salary increases which came into effect in April had no effect whatsoever on the constant stream of resignations.

"In fact there is now a noticeable increase in the number of resignations, even in the senior ranks," he said.

Mr Schoeman said a nucleus of competent and dedicated staff had worked 115 000 hours' voluntary overtime last year.

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Own Correspondent
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STAR 21/8/81
175
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Rules:

(1) All rules applicable to the FUNCTION statement are applicable to the external function definition.

(2) The function name of the subprogram must appear as a variable at least once in the subprogram. During every execution of the subprogram, this variable must be defined before it may be referenced or redefined. The value of the variable at the time of execution of any RETURN statement in this subprogram is the value of the function and is the value returned to the function reference.

(3) The subprogram may define and redefine one or more of its arguments so as to effectively return results in addition to the value of the function.

(4) The function subprogram may contain any statements except BLOCK DATA, SUBROUTINE, another FUNCTION statement, or any statement that directly or indirectly references the subprogram being defined.

(5) The function subprogram must contain at least one RETURN statement.

(6) If a function reference causes a dummy argument in the referenced function to become associated with another dummy argument in the same function or with an entity in common (see COMMON statement), a definition of either within the function is prohibited. An example of such a function reference is:
 $Y = ADD(A,A)$

(7) The following rules apply to arguments involving arrays or array elements:

(a) If an actual argument is an array element, its dummy argument must be either a variable or an array name.

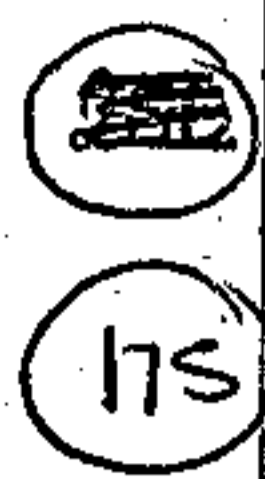
(b) If an actual argument is an array name, its dummy argument must be an array name and that array must be declared in the subprogram with a size (in elements) that does not exceed the actual argument array.

(c) If the actual argument is the xth element of an array containing z elements and the dummy argument is an array name, that array must be declared in the subprogram with a size that does not exceed $z - x + 1$ elements.

(d) A dummy array declarator may use one, two, or three subscript expressions, regardless of how the actual array was declared. Each subscript expression of the dummy array declarator may be either an integer constant or an integer variable. If any subscript expression of the dummy array declarator is an integer variable, that array is called an *adjustable array*.

An adjustable array declarator must have each of its integer variable subscript expressions listed as dummy arguments and each must be defined by its actual argument. These variables must not be redefined in the subprogram.

STAFF CRISIS FM 21/8/81
Annual report of the Department of Health, Welfare and Pensions says some health services are threatened with collapse by a serious staff shortage, while the Public Servants Association says the public service is going through the worst staff shortage in its history. The staff shortage is about 17 000 at present, with the Department of Inland Revenue worst hit.



Council to discuss recruitment of skilled staff overseas

Star 25/8/87

175
227

Municipal Reporter

Johannesburg's severe shortage of skilled staff will be discussed at today's council meeting when a recommendation to fill vacant artisan positions with overseas applicants is considered.

Efforts to recruit diesel mechanics and auto electricians in the country have failed and the artisan staff position in the transport department continues to deteriorate, councillors will hear.

Officials find it difficult to maintain the bus passenger fleet at an acceptable standard. The loss of staff is lowering the morale of other employees.

A number of suitable artisans have been recruited overseas and referred by the city engineer's department to the transport department.

Permission is sought to recruit them on the same conditions as other persons recruited for council service overseas.

CLASHES

At previous council meetings this year there have been sharp clashes between the PFP Opposition and the management committee over staff shortages and overseas recruitment.

Opposition councillors have strongly opposed the recruitment of firemen and

ambulance drivers overseas and have argued more blacks should be trained to do these jobs.

Another recommendation is that the surcharge on the supply of electricity to all premises outside the municipal area be increased from 12,5 percent to 18 percent from October 15.

This will give the council additional revenue of about R145 000 for this financial year.

Rand Airport is to receive a facelift costing about R94 000. The money is for a new taxi route for aircraft and the construction of a new control

tower.

Aircraft based at the airfield's northern end will have long taxi routes because of certain proposed security measures unless a link taxi track costing about R44 000 is built, an item in the agenda says.

R50 000 is set aside for the construction and completion of a new tower this year.

Rand Airport's landing charges are to be amended and the monthly charge will be R15 for aircraft with a certified mass of 500 kg and R52,50 for an aircraft of 2 500 kg.

Warning: If a demand terminal is left unattended while a job is

This will give the terminal operator the chance to kill the current task if it is in a loop by means of the '@X T' command.

(TIME)
SYSTEM WARNING - MAX (PAGES)
(CARDS)

The handling of the above conditions is different from batch mode in that the current task will not be terminated but will be allowed to continue by allotting the run an additional equivalent amount of time and pages as has already been expended. However the system will display a message on the terminal:

3.8. MAX TIME, PAGES AND CARDS FOR DEMAND

EXECUTION TERMINATED

control is returned to the user:
If the 'T' is used with '@X', the message below is printed before interrupt an '@PACK' since the file being packed may be damaged. which will let the task continue to normal completion but all output to the terminal will be stopped. It is also dangerous to

@X IO

Note: That terminating an active task causes the operation which has to be done to the file specified for the task not to be saved in that file. For instance, if an '@MAP' is interrupted and terminated to avoid the long printout from a standard listing, the executable element created by the map will not be stored and will have to be obtained again if required, without the listing option. In that case the correct procedure would be

Five-pronged recruitment drive by TPA

26/8/87
2168
75

Own Correspondent

The Transvaal Provincial Administration has launched a five-pronged attack to beat its critical staff shortage.

The leader of the council, Mr Fanie Schoeman, said the measures would include employing pensioners, married women and blacks on a part-time or half-day basis to beat the crisis.

Last week he revealed that there were severe staff shortages, especially among provincial traffic inspectors, typists and clerks.

Mr Schoeman said the executive committee was "not sleeping on the eleventh floor and hoping for the best," but had already taken certain measures which it be-

lieved could play an important role in solving the shortage.

The executive committee had asked the Provincial Secretary to investigate the personnel situation thoroughly and show what vacancies there were for blacks in existing posts.

They would also launch a fullscale campaign to attract pensioners to fill vacancies on a part-time or half-day basis.

This campaign would also be aimed at married women who were unable to work a full day because of family commitments.

In an effort to make employment conditions at the TPA's head office more attractive the province would also investigate the possibility of using part or all of the old Capitol Theatre as a creche for employees' small children.

PART-TIME

Mr Schoeman said the part-time and half-day staff could be used as traffic inspectors, clerks, typists or security officials at the council chamber while it was in session.

He said at this stage the exact number of unfilled black posts was not known, although in the provincial inspectorate it was about 20 percent.

Mr Schoeman said blacks could be used as traffic inspectors, clerks and technicians, but indicated that they would not be used to fill existing white posts.

REACTION

At this stage he could not say how many of the vacancies would be filled by the part-time staff, as this would depend on the reaction from pensioners and married women.

Earlier, however, he had expressed the hope that two senior officials, the Provincial Secretary, Mr Sakkie Burger, and the chief accountant, Mr M L Meiring, who are to retire shortly, would return on a part-time basis.

Mr Schoeman said one of the problems facing the province was a shortage of top-level manpower.

While the province was able to provide training for people such as traffic inspectors, there were other posts where a university education or legal training was needed, which the province could not provide.

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Manpower shortage hits road patrols

175

Mail Reports

SHORTAGE of manpower in the road traffic division of the Transvaal Provincial Administration meant that important roads were not being patrolled, the MEC in charge of road traffic, Dr S Latsky, said in the Provincial Council.

Reviewing his portfolio this week, Dr Latsky said because of the Transvaal's industrial growth the demand for escorts for abnormal loads continued to increase on the East Rand, Pretoria, Witwatersrand Vereeniging complex and Secunda.

Scarce

The escorts made big inroads into scarce manpower to such an extent that personnel for the patrolling of important roads were not available.

Dr Latsky said it was unfortunate that provincial inspectors who were trained at great cost were still leaving the service to take up better-paid jobs with local authorities.

"The improvement of their salaries and service conditions are being investigated."

The number of motorists and passengers wearing seat belts had dropped dramatically recently, Dr Latsky said.

He added that in 1979 an estimated 70.2% of motorists wore seatbelts. This had dropped to as low as 49%.

Brain drain warning

Political Staff

HOUSE OF ASSEMBLY. —

Professor A J Brink, chairman of the Medical Research Council, has said that the health of all South Africans is being affected by critical problems connected with the provision of health services.

Writing in the council's annual report tabled yesterday, Professor Brink said there was "an overwhelming need to undertake research on the delivery of health care".

He also said the country had lost "numbers of our best scientists". However, younger scientists were showing considerable ability and commitment to research concerning specifically the health problems of South Africa.

"The soaring costs of medical care, the growing need to provide health facilities in many rural communities, the increasing workload placed on the available health-care personnel are critical problems affecting the standard of health of all South Africans," Professor Brink said.

He believed that the involvement of the council and researchers would help to ensure that the health needs of South African could be met.

● In an interview, Professor Brink said it was worrying that South Africa was losing so many of its best scientific researchers because of limited professional structures and research fields.

It was heart-rending, he said, to travel overseas and encounter so many top researchers who had left South Africa. Most of them had left for professional and not political reasons.

It was a great blow to South Africa to lose this brain power and at the same time it was costing the country a lot of money.

Govt must help beat nursing shortage - Moss

star 2/9/81 (9/17) (175)

Working Example

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Own Correspondent
The Government should introduce incentives such as tax benefits for nurses and others prepared to help beat the nursing shortage.

Mr Sam Moss (PFP, Parktown) said during the budget debate on hospital services that the Province had to attract married

nurses back to the profession.

They could be used, even in part-time capacities, until new recruits could be trained.

To attract these nurses the Government should introduce incentives possibly in the shape of tax benefits.

In reply, Dr Servaas

Latsky, MEC in charge of hospital services, said the Province had gone to great lengths to attract more nurses.

About 65 percent of nurses were married.

In attempts to attract them creche facilities were offered and they were also encouraged to take part-time employment with the department.

But although part-time nurses were of great help, they could not be relied on to solve the nursing shortage.

This was because part-time nurses usually worked mornings only while the problem areas were staffing afternoon and night shifts.

Mr Moss said the vote was being debated on the very day private practitioners' fees were being raised by 9,9 percent and those of private hospitals by 10 percent.

He said the inroads of inflation and these increases would hit the poorer groups, many of which did not have medical schemes, or which would now have to pay more.

As a result more and more people, especially from the middle income groups, would turn to the TPA for hospital services.

● Dr Latsky also disclosed that the Province had decided to buy a helicopter ambulance.

- (1) To exercise better control over credit advanced to debtors;
- (2) Raise a mortgage bond over the company's land and buildings or issue needed to finance capital expenditure. It should be possible to raise a relatively favourable debt equity ratio of 1 : 1,9 and the available debt.

Reasons :

- (1) It is essential to raise long term finance to finance fixed assets.
- (2) The company is in a position to take advantage of long term borrowing at present; and (ii) with profits of R420 000, the company may gear through an issue of shares would result in unnecessary dilution of ea

Political Staff

HOUSE OF ASSEMBLY. — The growing staff crisis in the civil service was underlined in the report of the Commission for Administration tabled this week.

The commission described the situation as "ever-deteriorating" and said there was "a net loss of personnel" — in spite of the appointment of 5 567 people.

In its report for the 1979-80 year, the commission reported that: "The loss of personnel is especially pronounced as regards experienced and better qualified staff."

This meant that "only three-quarters of the posts are filled by personnel who comply with the minimum requirements for appointment".

In a table attached to the report, it was shown that there were 9 464 white vacancies and 4 624 black vacancies at June last year — a grand total of 14 088 vacancies.

The total establishment of posts was for 71 992 whites

Report details shortage of staff in civil service

and 36 290 blacks — a grand total of 108 282.

This meant that 13 percent of the posts in the civil service were vacant in June last year and 13.2 percent of the white posts were not filled.

Another table in the report showed that 2 595 men and 2 613 women — a total of 5 208 or 4.8 percent of the establishment — resigned in 1980.

In 1979 there were 3 433 resignations from the civil service — an increase of 1 775. This meant there was a 51.7 percent increase in the number of resignations last year.

Another table showed that 13.8 percent clerical and administration divisions resigned, 9.1 percent of the professional division and 9.4 percent of the technical division.

The commission said it was "well aware that the deteriorating personnel position can, to a certain extent, be attributed to the general shortage of skilled manpower in the country on the one hand, and the economic boom during the year under review on the other hand".

In spite of this the public service was obliged to carry out work which Parliament assigned to departments by law.

"The shortage of skilled manpower can, in the opinion of the commission, not be used as an excuse for the unsatisfactory execution of work which Parliament assigns to departments."

For this reason, in co-operation with the departments, the commission con-

A marked increase in the provision of posts for black people in accordance with government policy had also taken place.

"Since June 30, 1975, the number of posts for non-whites, expressed as a percentage of the whole establishment, has increased from 47.7 percent to 53.6 percent.

"It is also significant that larger numbers of non-whites in categories higher than the unskilled and semi-skilled classes are being utilized," the commission said.

It was also giving continuous attention to the elimination of less essential services and was doing all in its power to limit the growth of the public service to the minimum.

"Even so, the establishment of the public service has increased by 30.4 percent since June 30, 1975, and the average growth of six percent per year appears unusually high in the light of the present manpower shortage," the commission said.

tionally looked for ways in which tasks could "under the present circumstances, be performed satisfactorily".

The commission said the public service was being "obliged, to an increasing extent, to utilize the female labour force".

"This trend is disturbing as the greater percentage of women are not career-oriented officials and even greater problems are to be expected in due course in filling management posts.

"In order to utilize the available female resources to the full, part-time female workers have also been employed for a number of years.

"The latest trend is to make increasing use of housewives, students and so forth on a casual basis."

X



• Telecommunications services brought to 'the edge of chaos'



Mr Smit

• Telephone backlog should be given priority No 1

P.O. needs 'drastic action'

Argus 3/9/81
268 *175*

Parliamentary Staff
CRITICAL shortages of technical staff in the Post Office's telecommunications service warranted 'urgent and drastic' attention; opposition speakers told the Assembly yesterday.

This was one of the main subjects brought under discussion in the second reading debate on the Post Office budget.

Mr Alf Widman (PFP, Hillbrow) said the shortage had brought the telecommunications service to 'the edge of chaos'.

According to the South African Telecommunications Association the situation was so bad that unless urgent and drastic steps were taken to improve salaries and fringe benefits, such as housing subsidies, the Post Office would not succeed in averting 'total inefficiency' in telecommunication services.

Mr Widman said the Post Office's competitive position was seriously weakening so that it could not even compete with

other Government departments, not to mention the private sector, when it came to attracting and retaining staff.

Mr Brian Page (NRP, Umhlanga) suggested that the Post Office should give more work to private enterprise and not allow the staff shortage to become an excuse for falling behind in the efficient provision of services.

The shortage of trained technical staff was a problem which the Post Office would continue to face until it had become competitive in the free market. The only way it could become competitive was for it to be made completely independent and answerable only to itself.

Criticism was also levelled at the 'backlog' in the installation of telephones.

Mr Widman asked the Minister of Posts and Telecommunications, Mr Hennie Smit, to explain how he was going to cope with the backlog.

Mr Widman said that in answer to a question the Minister had disclosed

that there were 148 654 applications for telephones pending at the end of June this year.

This was obviously a sign of increasing expansion of business activity and buoyancy in the current economy. However, since telephone services were the 'biggest money spinner' of the department it would be shameful if the backlog was not given No 1 priority.

Mr Widman moved an amendment to the budget that the House decline to pass the second reading unless the Government undertook 'to attract and concentrate on the recruitment of staff, particularly technical staff; and to speed up the installation of telephones to eliminate the substantial backlog.'

Replying briefly to the debate before moving the adjournment, Mr Smit said both points of criticism in Mr Widman's amendment encompassed 'precisely what my department is busy doing.'

His department was actively attracting per-

sonnel abroad. A team in the United Kingdom had launched an advertising campaign which attracted 500 positive reactions. The emphasis was on trained personnel.

The department was also working on telephone applications. At least 270 000 new services had been installed so far this year. Compared with other developed countries, even those of Western Europe, South Africa's waiting list showed up well.

Lack of skilled labour holds car sales back 20% — Muller

Ev Post 5/9/81

175

Weekend Post Reporter

SOUTH AFRICAN motor companies could have sold 20% more motor vehicles in the last 18 months if manufacturers had not had to contend with a shortage of skilled manpower and certain other capacity limitations, says Mr Loot Muller, managing director of Datsun-Nissan.

"All members of the industry are currently paying the price for the failure to plan, failure to train, failure to project and failure to take necessary risks," he told the National Association of Automotive Component and Allied Manufacturers.

"The automotive industry in South Africa is indeed alive and well — but, more important, we see the industry staying that way for at least the next decade.

"We forecast a slight downturn next year, but we see that as a much-needed breather to give the total industry some time for consolidation and preparation for the next upswing."

Overseas recruitment did not offer a long-term solution to the critical shortage of skilled manpower.

"The training and development of our own people, both white and black, is probably the biggest challenge facing our industry in the next 10 years and our ability to cope with this challenge will undoubtedly determine our success or failure in the market place," he said.

So what are the motor manufacturers — and particularly those in the Eastern Cape — doing about it?

Weekend Post posed the question — and one of the basic problems emerged immediately: the poverty of black education.

Yesterday Toyota announced the opening of the industry's most modern training facility for technical staff servicing vehicles at its dealerships throughout Southern Africa.

The new R1 million training centre is part of an R8 million development scheme at present under way at Toyota's Sandton headquarters.

Already the assembly plant at Prospecton in Natal is training enough employees annually to populate a medium-sized university.

"The training of manpower at all levels is the most fundamental prerequisite for industrial development," said Toyota's chairman, Dr A J J Wessels.

Mr Peter Searle, managing director of Volkswagen South Africa, said: "Training is only as good as the material to be trained. And our black education system is not producing the goods."

Mr Searle stressed the need for more and better education in sciences and technology.

"And here again the teachers are available from overseas if only we would embark on a substantial recruiting programme — with the right sort of attractive package to back it up," he said.

"To improve the skills of our labour force at Volkswagen, we have introduced a 'bridging education' programme to prepare black candidates for full-scale apprenticeship training."

Volkswagen has just bought a R325 000 new plant in Uitenhage where it plans to house its apprentice and skills training centre.

Endorsing Mr Searle's remarks, Mr Fred Ferreira, director of industrial relations at Ford, said: "It is difficult to find the candidates, particularly for training as artisans.

"A pass in mathematics at Junior Certificate level is a requirement and this aspect is a stumbling block."

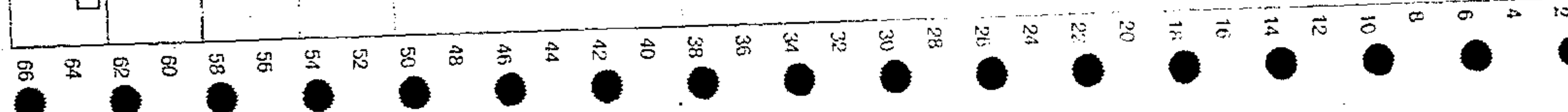
Mr Ferreira said training enjoyed top priority at Ford at its modern, fully equipped training centres completed at a cost of R850 000 early last year.

Over the past three years, Ford had maintained an average annual headcount of about 335 full-time trainees, he said.

"The current figure includes nearly 150 apprentices and this number is expected to increase to a level in the near future where Ford will have at least one apprentice for every two artisans which it employs," he said.

"But while our education and training staff has doubled in recent years, in order to cater for the company demands, the training of sufficient computer and technical personnel to meet the company's requirements remains a problem."

POST



Public service crisis grows

By CHRIS FREIMOND

THE shocking staff crisis that has brought South Africa's judicial system to breaking point is just another facet of the severe staff shortage facing the public sector.

In an interim report tabled in Parliament on Monday, the Hoexter Commission investigating the structure and functioning of the courts said a "critical" situation existed in the lower courts.

It was difficult to find suitably qualified personnel for all ranks in the Department of Justice, but the situation was worst in the prosecuting section, the report said.

The Hoexter Commission report added to critical staff problems facing:

- **NURSING.** Hospital wards in major hospitals have been closed due to the shortage and there have been allegations that patients may be dying because the available nurses cannot cope.
- **POLICE.** Thousands of policemen have left the force mainly because of conditions of service and poor pay.

Low salaries

- **TEACHING.** In the Transvaal in particular low salaries have resulted in thousands of teachers leaving.
- **POST OFFICE.** Thousands of well qualified technicians and other staff have gone over to the private sector for far higher salaries.
- **PRISONS.** The existing staff are battling to cope with massively overcrowded prisons. The Deputy-Commissioner of Prisons Lieutenant-General M C Brink told the Hoexter Commission that prisons were up to 50% over capacity.
- **CIVIL SERVICE.** The critical staff shortage was underlined by a report of the Commission for Administration tabled in Parliament last week. The report said the biggest shortage was in the sectors requiring better trained and qualified staff. In June last year 13% of posts were vacant.

Main cause

The Public Servants Association (PSA) says the main cause is low salaries, particularly at senior level.

The president of the PSA, Dr Colin Cameron, last month warned of serious consequences.

The 12% salary increase for

Guide to S A

NM 8/9/81

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manpower production

Mercury Reporter

THE number of black pupils in South Africa and the three independent States increased by 2 000 000 during the past decade and will exceed 6 300 000 by 1985.

A third of that number will be pupils of KwaZulu and Transkei.

These statistics were released by the Research Unit for Education System Planning of the University of the Orange Free State in the first of a series of publications on education and manpower production of blacks.

Containing several illustrations and compiled to provide businessmen with a total image of educational events and manpower outflow, the publication also contains a list of addresses for potential employers wishing to contact education authorities.

Initiated by Prof D Vermaak, head of the University's RUEP department and chairman of the national committee for manpower development of the Manpower 2000 Project,

the publication incorporates the idea of a constellation of States in southern Africa, therefore drawing all statistical information from the seven dependent and three independent States.

A manpower model, designed by one of the researchers, enables the unit to determine the manpower production from the education statistics of an education system. Called the adapted cohort model it identifies the main pupil flow within an education system as well as the pupil flow from the education system.

Since co-ordination is considered vital in the battle against unemployment the publication hopes to give employers the opportunity to work closer with the producers of manpower — the various education centres, from which nearly 5 000 000 future employees must flow.

The publication is available in English or Afrikaans and can be obtained from Dr C T Verwey, RUEP, UOFS, P O Box 339, Bloemfontein.

Carrots to keep artisans

Financial Reporter

ARTISAN staff turnover is between 40% and 50%, with some companies losing up to 70% of their complement in peak turnover months.

Mr Rory Kirk, remuneration consultant of P-E Consulting Group subsidiary Human Resource Development, says the

turnover of artisans by South African industrial companies is a cause for serious concern as wages rocket, and productivity is affected by the increasing mobility of blue-collar workers.

"The battle to retain competent artisans has resulted in a vicious circle situation. The competition among employers for their services is continuing to inflate wages and, in fact, is contributing to the present unsatisfactory situation."

To encourage artisans to remain with them, many industrial companies are examining standard conditions of service and benefits. According to Mr Kirk artisans have traditionally formed only loose ties with employers, and it has been uncomplicated to move for higher wages.

The introduction of pension and medical-aid benefits for artisans has met with only limited success in the employers' bid to retain artisans, but the introduction of housing subsidies, educational assistance and company transport is finding favour with many employers and negating to an extent the exodus of artisans.

While this development is having a positive effect on artisan retention it has also caused some white-collar dissatisfaction, and has led to some companies revising standard service conditions and benefits for their entire organisations to satisfy all staff.

To avoid the expense of replacing artisans — estimated at R2 500 a worker — some companies are using contractors to ensure a consistent supply of artisans, but this is expensive and can generate resentment among full-time staff who often have more experience but find themselves earning less than contract artisans.

Mr Kirk says white artisans are still concerned primarily with take-home pay when selecting positions, but as wages rise, greater importance is being attached to working conditions, opportunities for advancement and job enrichment.

"To cater to this new concern some companies are involving themselves in job fragmentation programmes which serve the dual purpose of creating greater commitment and opportunity for black workers and, at the same time, remove the burden of routine, low-level work from the qualified artisan."

copy (175) 8/9/81

A 'crisis' in the public service — PFP

HOUSE OF ASSEMBLY. — Drastic steps should be taken this week to stop the erosion of manpower from the public service, Mr Kowie Marais (PFP Johannesburg North) said here yesterday.

He appealed to the Prime Minister and the Manpower 2000 movement to take immediate and drastic steps to rectify the crisis in the public service.

A spirit of mistrust in the state as employer had developed at a time of unprecedented economic growth, said Mr Marais.

Speaking in committee on the State Administration Vote, Mr Marais said the government's own press had reported 17 000 posts vacant in the state's administrative machinery.

The state's experts were being lured away by private enterprise with the result that more and more work was being contracted out.

"The high incomes earned by these companies then make it possible for them to lure the remaining experts out of the public service with the result that even more expert work has to be contracted out.

"This is an evil circle and it has to be broken," he said.

Mr Marais said the Prime Minister, Mr P W Botha, had promised a rationalization of the public service and this rationalization programme had become "a wonderful exercise in non-implementation".

"There is a spirit of mistrust in the government as an employer. This is evident from the fact that the personnel situation was allowed

to deteriorate to its lowest level in history during a time of unprecedented growth."

The rationalization programme had raised expectations of a smaller and more effective public service, able to care more effectively for its people and reduce expenditure.

"These expectations were not realized and the public service is still growing at a rate of six percent per annum," Mr Marais said.

"Resignations and vacancies are on the increase, yet the personnel grows at six percent. The cause is a clumsy administration," he said.

The Commission for Administration and the minister, Dr Andries Treurnicht, had no solution but he would like to suggest that in future the commission supplied a report with every new piece of legislation introduced to spell out what additional staff would be required to administer it.

Postponement

The public servants were meeting in Pretoria on Monday and put much hope in the extension of their negotiating powers as recommended by the Manpower Commission.

They had asked for compulsory arbitration rights and for an industrial council where employers would negotiate openly with employees instead of the present closed-door negotiations which they mistrusted.

The Manpower Commission had approved and recommended arbitration but the government had, in its White Paper, referred this matter to the Commission for Administration which, in turn, had referred it to a special committee, or as a colleague put it, a "committee of postponement".

"I suggest that that something is done this week and that better short-, medium- and long-term prospects are put to them by the minister," he said.

The public service had to be streamlined.

"If heads have to roll, it will be worthwhile.

"The Prime Minister should step in with the people from Manpower 2000 to do the same sort of job for the public service as they did outside," Mr Marais said.

— Sapa

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A year's work to beat shortage

RDM 9/9/81
175

6. How

Financial Reporter
THE BUILDING industry would not suffer from a shortage of labour if employees worked a full 49-week year, according to the annual report of the Master Builders and Allied Trade Association.

Employment figures from the Industrial Council for the past four years indicate that a far higher number of artisans and non-artisans are employed than would be necessary if each worked a full year.

About 18% of artisans and about 30% of non-artisans have worked for only one to 15 weeks a year.

In 1980, the industry engaged

7 730 artisans to do the work of 5 600 and 57 900 non-artisans to do the work of 34 285.

According to the report, employers are forced to recruit black labour from the homelands, but have a difficult task of finding accommodation for them first.

The association has been promised beds for 1 800 black workers in a West Rand Administration Board hostel to be built in Benrose.

Projecting the need for labour on the existing labour structure, the association said the annual intake of skilled labour would have to increase by 37%.

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b) QUARTERLY

c) MONTHLY

d) OTHER (please specify)

9. Which of the following should be present for the capitalisation period to begin?

a) Planning stage in progress

b) Funds first borrowed

c) First payment made

d) Interest first incurred

e) Construction activities underway

f) OTHER (Please specify)

PM to be briefed about staff crisis

RDM 9/9/87

(175)

THE threat of chaos in State administration because of the critical shortage of staff will be outlined to the Prime Minister Mr P W Botha in Cape Town by a deputation from the Public Servants Association today.

Last week the Hoexter Commission said in an interim report that the staff crisis in the Department of Justice had forced the administration of justice to a breaking point.

By GERALD REILLY

The situation in some other State departments, including the Department of Inland Revenue, is as serious, according to senior Government workers.

The critical staff shortage in the public service will also be highlighted in Pretoria on Monday at the annual general meeting of the PSA.

The association has warned repeatedly over the past 18 months that unless more competitive salaries are paid to Government workers, breakdowns in some State services are inevitable.

Last year's 12% pay rise for public sector workers was described as totally unacceptable by the PSA. Later in the year two requests for interim increases to stem the continued flood of resignations from State departments were rejected.

The PSA is expected to raise the issue of the right of arbitration with the Prime Minister.

Government workers say they are caught up in a "take it or leave it" situation. If they disagree with the extent of salary rise, there is just "nothing we can do about it".

This is why the PSA wants some form of arbitration machinery, to referee pay disputes between it and the Commission for Administration.

The PSA says that until the gap between public and private sector pay is narrowed substantially — not necessarily closed — the staff crisis in the service will persist.

In Parliament on Monday, Minister of State Administration Dr Andries Treurnicht conceded there was a gap of about 30% between salaries in the public service and those with similar qualifications working in the private sector.

Eliminate

Data: I He said salary levels in the service were restricted by the unavailability of funds.

It would cost R45-million to eliminate only 1% of the gap, and R1 500-million to eliminate it completely, he said.

Senior Government workers say a stage has been reached where work has to be farmed out to the private sector at great cost to taxpayers.

But the crisis is not restricted to State departments. The staff shortage in provincial departments is just as serious.

The hospitals, roads, and education departments are undermanned and many posts are being held by officials without the necessary qualifications.

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5th December 1979.

SB'S NEW RULING

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Hughes T	.04	1
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Polaroid	.11	2
Union Ca	.16	2
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State posts mostly black

By GERALD REILLY

THE majority of posts in State departments are now classified "Black" for the first time, says a senior official of the Commission for Administration.

But many could not be filled because of a lack of suitably qualified blacks, coloureds and Asians and were occupied by whites, he added.

And labour leaders said the trend for the country's public and private sectors to lean more heavily on black workers would continue and accelerate.

They said the critical staff shortages in State departments were compelling the Government to make provision for bigger numbers of black workers.

The commission official said the number of black posts had increased in a relatively short period to 53% of the total. The trend, he said, was likely to continue because of the chronic shortage of white workers which would become more serious as the economy developed.



MR JOEP DE LOOR
swing is to blacks.

Speaking in Johannesburg this week, the Director-General of Finance, Dr Joep de Loor, warned that the South African population of 28-million was expected to grow by 20-million in the next 20 years.

...s the proprietorship of the business.
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The white percentage, he said, would decrease from 16 to 13, and this would make it impossible for whites to continue to fill top posts. The South African Railways had in the past five or six years been forced to open posts to greater numbers of black workers. Staff associations estimate there are more than 20 000 posts formerly reserved for whites now filled by black workers. For the first time next year the railways is also expected to admit indentured black apprentices to its workshops. The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said the same story could be told about the private sector.

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measure the cost of equity capital as it would be to measure the cost of debt capital, as both are supplied by outside

Argus 12/9/81

Cape artisans migrate north

175 ~~33~~

CAPE TOWN'S building industry is facing a grave shortage of bricklayers and plasterers many of whom have been attracted to the Transvaal by wages that are almost double what they can earn here.

A spokesman for one of the city's largest construction firms told Property Argus this week that not only was there a shortage of these artisans, but productivity among the remaining plaster and brick artisans had dropped 'as they can now afford to pick and choose.'

The basic wage for bricklayers and plasterers in Cape Town is around R3 an hour, while in Johannesburg they are being paid more than R5 a hour. Many are going up on a temporary basis, with accommodation often being provided by the employer.

The result of this migration north is that 'unofficially wages are being pushed up to levels more competitive with those of the Reef,' according to the construction company spokesman.

Labour broking becoming contentious issue

Argus
15/9/81
 175

THE supplying of artisans to companies by outside contractors, commonly called labour broking, is fast becoming one of the most contentious issues in the industrial sector.

The mushrooming in the activities of labour brokers is a direct result of the acute shortage of skilled labour in South African industry.

Artisan staff turnover is now between 40 and 50 percent a year, with some companies losing up to 70 percent of their artisan complement in peak turnover months.

Since the cost of replacing an artisan is about R2 500 — which represents a substantial overhead if turnover levels are high — a growing number of organisations are using labour brokers to ensure as stable a workforce as possible.

Figure This contract labour costs the employer more, but for many it is money well spent, given the disruption caused by the quitting of artisan staff.

But using contract labour is not without its problems, one of the foremost being the resentment generated among full-time staff who frequently have more experience but find themselves earning less than the contract artisans.

Contract labour has also come under fire by some industrial bodies, one of them being the Steel and Engineering Industries

Federation of South Africa.

Speaking at the 38th annual meeting of the federation yesterday, the president, Mr L Boyd, said that while nobody denied the right of labour brokers to exist, their continued operation outside the scope of the Industrial Council could only harm both employers and employees in the industry.

To find a solution to the problem of keeping staff, rather than employing the services of labour brokers, many industrial concerns are offering their artisans new incentives to remain with them for longer periods, says Mr Rory Kirk, remuneration consultant of Human Resource Development, a subsidiary of the PE Consulting Group.

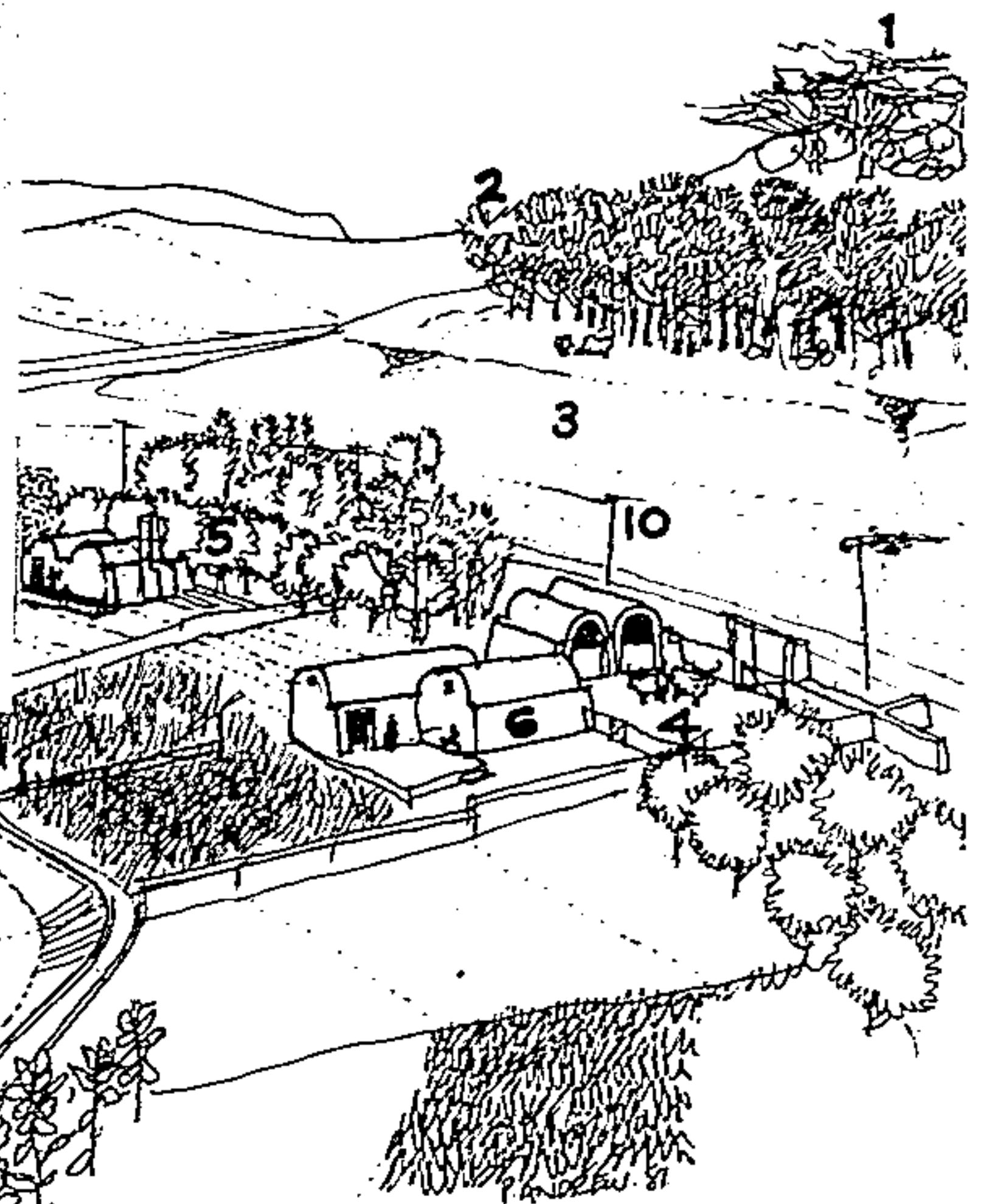
'This development is long overdue. Traditionally artisans have formed only loose ties with their employer companies. It has therefore always been an uncomplicated matter to move elsewhere for higher wages.'

He said the introduction of pension and medical aid benefits for artisans had met with only limited success.

'But the introduction of other benefits such as housing subsidies, educational assistance and company transport is finding favour with many employers and negating to some extent the exodus of artisans.'

But although this development is having a positive effect on artisan retention, it has also caused white collar dissatisfaction in some companies. Personnel such as clerks and administration staff who do not receive equitable benefits resent the emphasis on 'keeping the artisans happy,' says Mr Kirk.

- 1 PRESERVED UPLANDS
- 2 COMMUNITY FOREST
- 3 EXTENSIVE COMMUNITY SEASONAL IRRIGATION, GULLY FLOODS.
- 4 INTENSIVE DAIRY PASTURE INDIVIDUAL CONTROL, WATER
- 5 WOOD LOT & FRUIT
- 6 HOMESTEADS
- 7 CROPLAND-INDIVIDUAL OR GROUP MANAGEMENT LIFT PUMPS
- 8 GARDEN LAND-WITHIN CANAL & WELL IRRIGATION SYSTEM
- 9 NASCENT VILLAGE
- 10 RURAL ELECTRIFICATION-FOR WATER PUMPS, GRINDING MILL, VILLAGE LIGHTING
- 11 CO-OPERATIVE DAIRY WITH TELEPHONE



COMMUNITY LAND COMPANY

Urgent action needed over salaries, say public servants

Sta 15/9/77 (280) 175

Own Correspondent
PRETORIA — Public Service vacancies could reach 25 percent by the end of 1981 unless positive short-term measures were taken to improve officials' work conditions and salaries.

This warning was given yesterday by the president of the Public Servants' Association, Dr Colin Cameron, after the association's annual meeting, attended by delegates from all over South Africa.

He said he did not expect the Government to announce any long-term solutions to the public service crisis before the

recommendations of the President's Council were known.

Dr Cameron told a Press conference actual vacancies in the public service were about 16 000 — not the 9 600 mentioned last week in Parliament by Dr Andries Treurnicht, the Minister of State Administration.

The Minister's figures, he said, comprised only vacancies in the administrative, technical and professional ranks, and did not include "unclassified" posts — clerical assistants, artisans, storemen and so forth.

To overcome the staff shortage, which had been building up over six years, more than pay adjustments would be needed. Rationalisation, for one thing, would have to be tackled in earnest, he said.

Tasks earmarked for the Government should be pursued vigorously, and the Government should spell out its policy clearly to ensure that officials had peace of mind. Many of them had become despondent and disillusioned with their jobs, said Dr Cameron.

Lack of social workers critical — Prof

By GERALD REILLY
15/9/87

THE shortage of social workers has become absolutely critical, the president of the Council for Social and Associated Workers, Professor I J J van Rooyen, said in Pretoria yesterday.

He told a Press conference that an urgent appeal, supported by a memorandum, had been submitted to the Minister of Health, Welfare and Pensions, Dr L A P A Munnik, for an adjustment of salaries and salary scales, and an improvement of service conditions.

Prof Van Rooyen said the representations to Dr Munnik followed a meeting with the Minister of the Social Workers Association of South Africa, the Black Social Workers Association and the Society for Social Workers.

Disturbing

The council has asked the Minister to bring about parity in the earnings of all qualified social workers, irrespective of race. The shortage of black social workers was particularly disturbing.

"The salary scales of graduate social workers is disastrously low and is having a drastic effect on recruiting."

He said of all professional workers there was ample evidence to show that social workers were at the bottom of the ladder.

The degree course was probably the longest, most demanding and costly of any BA course.

The starting salary was R5 670 a year. It took 11 years, advancing by R270 a year, to reach the maximum of R8 730.

Ridiculous

"It's absolutely ridiculous. The take-home pay of a social worker in her first year is R384 70 a month, and after paying R100 off her study debt and R130 for a flat, what is left?"

Was it any wonder then, he asked, that there was great difficulty in finding recruits.

The shortage of men in the profession was particularly serious. He estimated the shortage at between 30% and 40%.

Social workers had a wide academic background and could adapt to work in other fields and the pull of the private sector with better working conditions and higher salaries was irresistible.

There had been a disturbing decrease in the numbers of students at all South African universities.

The backlog of social workers was therefore alarming.

State service chief sounds the alarm on staff crisis

(147) *[Signature]* Wom 16/9/81

By GERALD RILLY

THE shortage of staff in State departments has now reached 20% and could rise to 25% unless urgent action is taken, the president of the Public Servants Association, Dr Colin Cameron, warns.

At a Press conference after the annual meeting of the PSA in Pretoria this week, Dr Cameron stressed that frustration, disillusionment and despondency were rife in the public service.

He urged the Government to recognise the seriousness of the situation and apply effective remedies, including a clear salaries policy.

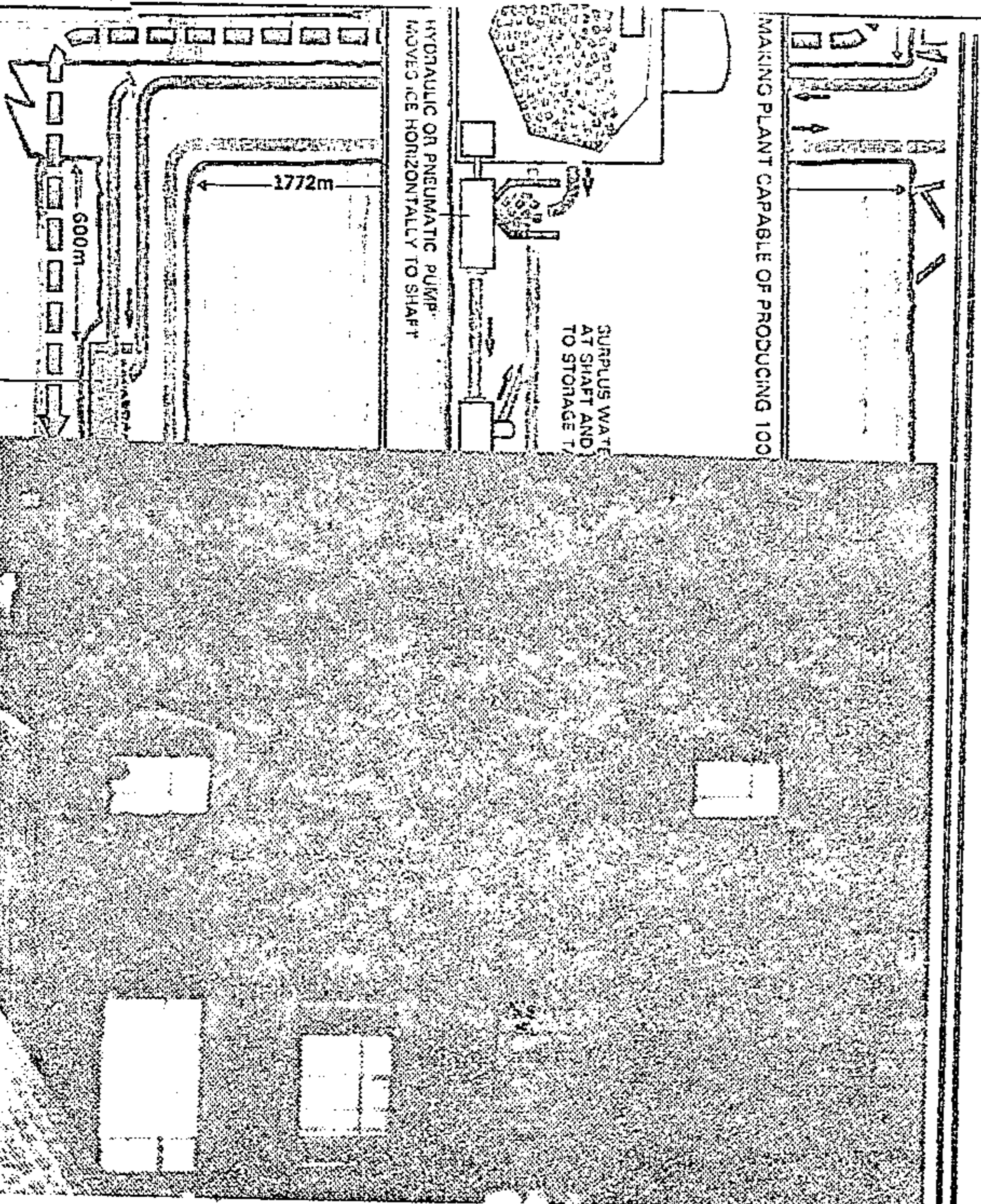
All public service functions had to be critically reassessed. It should be determined which of these could be carried out by the private sector.

Functions identified as State responsibilities should be performed by the best available manpower.

Dr Cameron said the Government must spell out a clear future policy on salaries.

It might be too much to expect that the huge pay gap would be eliminated completely, but there was need for urgent action to remove the uncertainty among State workers and to stabilise the staff position.

"The situation in the service is unstable. Officials are restive, and they must be given solid assurances if the essential stability is to be restored," Dr Cameron



Public servants must be given a real share in decision-making when salary levels and conditions of service were being reviewed.

Dr Cameron said that in addition to the large number of vacancies, many posts were filled by temporary workers and pensioners and staff turnover was "alarming".

Burden

The shortage placed a heavy burden on those who remained in the service.

Dr Cameron said the public servant's pay had not kept pace with the inflation rate -- and State workers had been left out as the general standard of living increased with booming prosperity.

The public servant was faced with attractive offers from outside the service. If he wanted to maintain and improve his living standards, the attractions of the private sector were often too great to resist.

The result was that senior Government workers were called on to perform more junior tasks and the position of many became untenable. Important work had also to be farmed out to the private sector.

"It all adds up to deep dissatisfaction and despondency in the service," Dr Cameron said.

CT 17/19/81 (202195)
**Staff shortage
is seasonal**

175

HOUSE OF ASSEMBLY. —
The shortage of staff, especially legally qualified people, in the Justice Department was of a "seasonal nature," Mr Tom Langley (NP Waterkloof), said yesterday.

Speaking in committee on the Justice Vote, he said neither the minister nor his department should be blamed for this.

It was clear from the second report of the Hoexter commission that staff problems existed in the department. But these were of a seasonal nature, depending on the demand for legally qualified people in the private sector. — Sapa

Hospital

hit by
staff

CRISIS

By Langa Skosana

The radiography department at Baragwanath Hospital has been hard-hit by staff shortages that have forced the department to close at night.

A spokesman for the hospital today confirmed that the X-ray unit at the hospital would be closed from between 11 pm and 8 am from Mondays to Thursdays because of lack of staff.

She said a statement would be made later today.

Hospital sources said an average of 12 patients a day were X-rayed between 11 pm and 8 am at the hospital.

A radiographer said X-ray staff were told on Monday that the hospital could not provide a 24-hour service because of the staff shortage.

"We were asked if we could be on call. We refused as we are already overworked. If we were on call we would be forced to do a complete night duty as doctors would order us to X-ray patients," she said.

She said that 39 radiographers had quit the hospital because of poor pay over the past three months. Staff who stayed on have been asked to do overtime and were finding the hours very strenuous.

Stev
24/9/01

175/98

Sick are going home too soon

Star 25/9/81

98
175

By Pamela Kleinot

The Johannesburg Hospital can no longer fulfil its commitments to taxpayers because of the nursing shortage, says Professor J B Barlow, professor of cardiology at the University of the Witwatersrand and Johannesburg Hospital.

In a hard-hitting series of disclosures he said sick patients were being discharged too early or being refused admission.

Professor Barlow warns that the nursing staff shortage has deteriorated beyond the "crisis situation" and no one has listened to the ever-growing number of pleas on the issue.

He says the Johannes-

burg Hospital's cardiac intensive care unit runs the risk of having no trained nursing staff at all.

His warnings come at a time when the staff crisis appears to be worsening at other hospitals as well.

Baragwanath Hospital's radiography department this week closed down the X-ray section at night because of a staff shortage. Three months ago 39 radiographers quit the hospital because of poor pay.

Professor Barlow's disclosures were made in an editorial published in the "SA Journal of Hospital Medicine" where he called for an immediate increase in nurses' salaries.

No nurses, so vital wards are unopened

Star 25/9/81

98 98

175

Edenvale

By Erik Larsen
Edenvale Hospital is unable to open two much-needed wards — an intensive care unit and an orthopaedic ward — because of a serious nursing staff shortage.

Superintendent of the hospital, Dr George Perling, said they needed at least 30 nurses before they

would be able to open these units.

"My main objective is to see these units opened as soon as possible," he said. "At the moment I'm working on a scheme to attract nurses to the hospital."

He said this scheme was still in the "planning stage" and was not willing to give details until he had come up with something concrete.

The recently completed orthopaedic ward, which is the first

of its kind on the Reef and will deal mainly with spinal injuries, requires about 20 nurses to run it.

The intensive care unit, which houses highly sophisticated life-saving equipment and cost several thousand rand to build, requires about 10 nurses to run it.

"These units are essential for the hospital," said Dr Perling.

He explained that in spite of the nursing shortage at the hospital they were still coping. "We have never turned patients away," he said.

Dr Perling recently launched a new scheme to attract nurses to the hospital part-time.

He said the scheme had proved "highly successful."

Bara crisis — a community disaster

By WILLIE BOKALA

THE radiographic crisis at Baragwanath Hospital will have disastrous consequences on patients and adverse effects on the black community if an immediate solution to the problem is not found.

This was said in a statement released by the Transvaal Medical Society yesterday after it had been reported that the hospital was faced with a crisis after the superintendent ordered that no X-rays of patients be taken at night.

The TMS attributed the crisis to the resignations 13 weeks ago of supplementary radiographers which resulted in staff shortage in the X-ray department, and to the Medical and Dental Council and the hospital authorities' intransigent attitude and refusal to meet the demands of the radiographers.

In a move which doctors say may adversely affect or possibly kill 12 patients a day at the hospital, the superintendent this week informed staff that the X-ray department would be

closed between 11 pm and 8 am from Monday to Thursday, as from September 21, 1981.

This contradicts Dr Chris van den Heever's statement after the mass resignation of the radiographers that the hospital would continue to give a 24-service to patients.

The TMS says they are deeply concerned by the breakdown in the radiographic services at the hospital. "It is to be noted that following the resignation of the supplementary

radiographers, the result in staff shortage at the hospital's X-ray department has led it to adopt the following measures:

- o The use of specialised radiographic facilities such as the EMI scanner which was previously made available for use by other hospitals in the Transvaal is now markedly restricted.
- o The X-ray department is now closed between 11 pm and 8 am from Mondays to Thursdays.
- o A number of radiographic investigations have been decreased.

Bara at crisis point

If Baragwanath Hospital continues to appeal to its radiography staff to work long overtime hours, it will lead to the hospital losing more radiographers who will quit because of the strain.

This is the opinion of a source who confirmed the hospital has been forced to close the radiography unit between 11 pm and 8 am from Mondays to Thursdays because of staff shortage.

The source said: "You can imagine what will happen if these people continue to work endless overtime. We will have no staff in the end."

The closure of the unit at nights was caused by the resignation of about 40 supplementary radiographers three

months ago. They quit because of disparity in salaries.

At the time, Dr van der Heever, the hospital's superintendent said although he sympathised with them, neither the hospital nor the Transvaal Hospital Services Department could do anything about improving their wages, which are determined by the State Administration Commission.

Yesterday the Transvaal Medical Society said the radiography crisis at Baragwanath will have disastrous effects on patients and on the black community.

The society said in a statement that it attributed the crisis to the resignations of the supplementary radiographers after the refusal of the authorities to consider their demands.

Premature deaths ^{870r} 30/9/81 deplete ⁽¹⁷⁵⁾ work force

By Pamela Kleinot
Premature deaths of black and coloured people from preventable diseases are a serious loss to South Africa's workforce, says Professor C H Wyndham of the South African Medical Research Council.

Writing in the SA Medical Journal, Professor Wyndham said the proportion of man-years lost due to death in 1970 and 1976 was twice as high for coloureds and blacks as it was for whites.

Causes of death contributing to the difference in rates included tuberculosis, respiratory disease, "ill-defined" diseases and homicide. Many of these are associated with underdeveloped communities where undernutrition, lack of proper sanitation and overcrowded housing is found.

Professor Wyndham pointed out that, according to mortality rates, South African whites were less healthy than the population of England and Wales.

More than half of all deaths in the economically active age group among

whites and Indians resulted from destructive lifestyles, involving dietary excess, cigarette smoking, alcohol abuse, fast and reckless driving and the social stresses of modern living.

Professor Wyndham said entirely different health strategies were needed for white and Indian communities on the one hand, and coloured and black groups on the other.

Among whites one-third of man-years lost in 1970 was due to circulatory diseases, with 20 percent attributable to ischaemic heart disease. A further one-third was lost due to accidents, 20 percent due to motor vehicle accidents.

The situation was different for coloureds and blacks. One-third of man-years lost was due to accidents. Among blacks 15 percent was due to homicide. Infective and parasitic diseases accounted for 11 percent — with 8 to 9 percent due to tuberculosis — and respiratory diseases accounted for 11 percent.

C. 11/10/75 (175) 1
Job boom
slows down

Staff Reporter

THE NEXT 12 months will see a slowing-down of "boom" economic conditions, according to the latest employment prospects survey conducted by Manpower, the international temporary services organization.

The survey confirms an earlier finding that in terms of manpower requirements there has been a "slight falling away" in the demand for white staff.

There is still considerable reluctance in the private sector to increase training efforts. Employers prefer the "soft option" of recruiting from a small pool of available skilled workers, according to the survey.

The recruiting of skilled overseas workers was a strong possibility, but was only a short-term solution to the country's skilled-manpower shortage.

THE South African Air Force, with its mounting operational commitments, is having increasing difficulty in finding suitable material for pilot training — and the Cape, which produced pilots of international as well as national repute in the past, is now lagging far behind in the flying stakes.

These facts were disclosed at a briefing at the SAAF's Central Flying School at Durnottar by Brigadier Jules Moolman, OC Training Command, who emphasized that the SAAF has a full complement of pilots at present — but that there has recently been an insufficient number of applicants to choose from, for flying training.

He also emphasized that the SAAF had no intention of lowering its training standards to meet the situation. There were two pilot intakes a year, he said, in January and July, and for the next five years the SAAF would need about 800 applicants a year from which to choose suitable candidates for flying training.

Brigadier Moolman said that of 98 young men who appeared before a SAAF selection board in July, only two were from the Cape (the province that produced the Beauchamp Proctors and the "Sailor" Malans of the two world wars), six were from Natal and the rest were from the Transvaal. There were no applicants for flying training from the Free State.

Of the 66 candidate officers now in training at Durnottar, and who appeared before a selection board in January, only six were from the Cape. There were four each from the Free State and Natal and two from SWA/Namibia — and the

SAAF faces shortage of suitable applicants for training as pilots

ROGER WILLIAMS REPORTS — from DUNNOTTAR, Southern Transvaal

post were from the Transvaal.

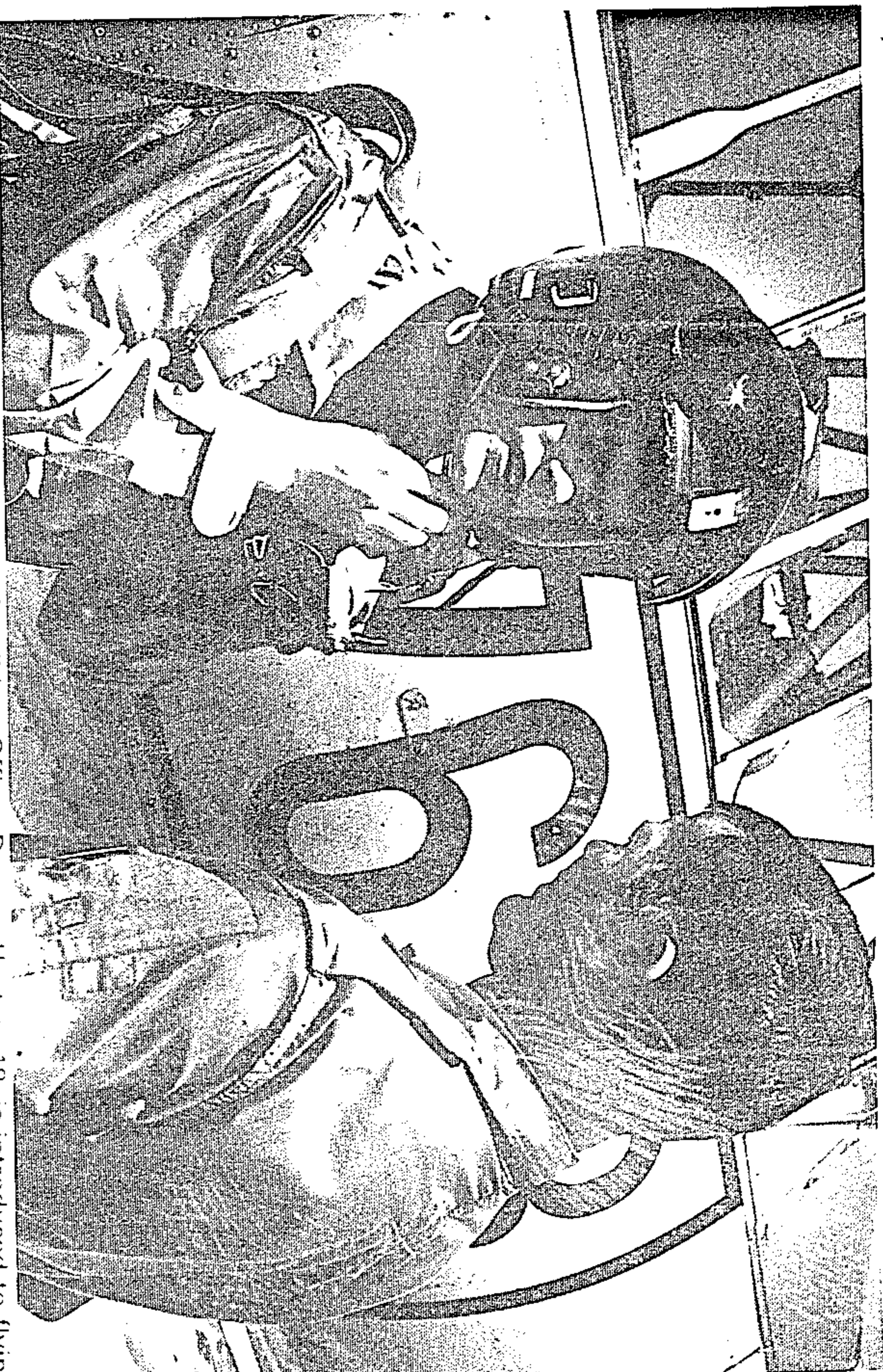
●The SAAF's Training Command is so concerned about the drop-off in the number of applicants for flying training — particularly from the Cape and the OFS — that press representatives including myself were flown to Durnottar from those provinces for the special briefing this week.

This preceded the launching this month of an intensive campaign by the SAAF for the recruitment of pilots and navigators. Brigadier Moolman and other high-

ranking officers of the SAAF will visit major centres to provide information on flying training — and they will direct their efforts mainly at youths in their mature year at school.

The officers will be in Cape Town on October 20, Cartwrights Corner House in the central City from 2pm to 8pm, to discuss careers in the SAAF.

School principals will be notified in advance of this arrangement. Brigadier Moolman said at the briefing that he felt the



At the Central Flying School at Durnottar, Candidate Officer Duncan Hayton, 18, is introduced to flying procedures by his instructor, Lieutenant Mike Miller, CO Hayton, one of the few pupil pilots this year from the Cape, matriculated last year at Milnerton High School.

drop-off in the number of applicants could be due to attractive openings being created in a booming economy — and also to misconceptions on the part of young men who believed they would be a lot better off financially and in other ways, in the private sector.

So far as salary is concerned, I must point out that only two years after matriculating a young pilot can, as a lieutenant, be earning R10 000 a year, all found, and that five years after matric he can, as a captain, be earning R14 500 gross

which is nothing to be sneezed at.

"The SAAF offers an exciting and worthwhile career and in my 31st year in the service I can only say that the job satisfaction one gets in the SAAF cannot be compared with anything else. It is a way of life that I would not want to change for anything."

"I think another factor in the problem we are having in recruiting sufficient people for flying training is that there is the belief that what we are after is super men, with extraordinary

physical and mental attributes.

"This is simply not so. What we are looking for is the normal, average, well-balanced young South African."

Brigadier Moolman said basic requirements were Matric, both official languages, higher or lower grade maths, or functional maths. An aspirant pilot must not be older than 25 when he started his training.

●Colonel S. J. "Pam" de Villiers, OC Central Flying School, said at the briefing that another "myth" that

must be dispelled was that the Harvards used in basic flying training at Durnottar were dangerous aircraft.

"The facts here must be allowed to speak for themselves," he said.

"In the 164 000 hours flown by Harvards in training pilots at the Central Flying School in the past 10 years, there have been only two fatal accidents.

"Since 1963 a total of 1 120 student pilots have completed their training and 571 pilots have qualified as instructors at Durnottar."

Drive to recruit youngsters for public service

RPM 1.10.81
THE Government Commission for Administration has intensified its drive to fill the record number of vacancies in State departments.

Commission inspectors have campaigned in all universities and in hundreds of high schools throughout South Africa in an effort to attract graduates and matriculants to the service.

The shortage is reliably estimated at between 15 000 and 20 000 people.

The drive is aimed at slowing down the gradual deterioration in many State services over the past two years.

If it fails, senior public servants have warned that the crisis already apparent in some departments will spread rapidly to others.

Acute

A spokesman for the commission said there was a particular shortage of back-up or auxiliary service personnel.

The shortage of staff in the financial, salary, stores and clerical divisions was acute, he said.

By GERALD REILLY

The country's powerful economic upsurge over the past 18 months and the lure of better paid jobs in the private sector has stripped the service of hundreds of experienced employees, and has reduced recruitment to a comparative trickle.

Although the economy has slowed down since this time last year, there is virtually no unemployment among whites and the pull of the private sector for school-leavers and serving Government workers is still strong.

The president of the Public Servants' Association, Dr Colin Cameron, appealed to the Government a few weeks ago to make its intention on next years' salary increases known as an aid to recruitment.

The fear is that, with the Government's intensified fight against inflation, next April's increases will — like this year's 12% increases — fall short of compensating for the inflation rate.

Throughout the year, the Public Servants' Association has campaigned for salaries which compete with those in the private sector.

In the Transvaal provincial services, the serious lack of staff has slowed down many essential services.

*4. Mr. J. F. MARAIS asked the Minister of State Administration:

- (1) Whether his Department is planning steps to overcome the staff shortages in the Public Service; if so,
- (2) whether such steps include the recruitment of (a) Black, (b) Coloured and (c) Indian persons; if not, why not; if so, in which (i) State departments and (ii) ranks of the Public Service in such recruitment planned;
- (3) whether any other steps to overcome such shortages are being planned by his Department; if so, what are they?

†The MINISTER OF STATE ADMINISTRATION:

- (1) Yes.
- (2) Yes. In respect of all departments where applicable vacancies exist and in the case of applicable entry as well as promotion ranks.

- (3) Yes. Since it is a function of the Commission for Administration to see to it that the Public Service is efficiently equipped in terms of manpower, he is continuously engaged with steps for the maintenance of an effective personnel corps. Such actions include intensive recruitment and training of personnel, as well as the advancement of efficiency through the simplification of methods and procedures, computerization, etc. Apart from intrusive investigations of the structures of particular occupational groups which are undertaken according to a specific programme, the broad remunerative position of public servants, as well as other aspects pertaining to their employment, is at present being investigated scientifically.

EDUCATION FM 2/10/81

Death of Dons

Wits is having trouble in the UK with student numbers up from 12,000 to 14,200 in the past two years it has to.

The university hopes to fill around 40 academic posts (10 of them newly established) from both the overseas and local market in the next year.

The large financial cutbacks in the UK make it a fertile recruiting ground. Often British academics are either not able to find jobs or are locked out of promotional opportunity.

Wits' overseas recruiting dovetails with the local campaign. Junior placements however, are made only on a local basis.

"We recently sent a mission to Britain in the hope of making up our shortfall of technical staff," explains Wits' Eric Glover. "Early next year we will be going for our academic skills. Our previous recruiting mission was in 1971.

"However, it has long been university policy to advertise senior posts overseas."

Local academics, claims Glover, show no resentment towards imports. They eagerly welcome foreign colleagues. "Most importantly, they take some of the teaching burden off local lecturers. Our SA staff also recognise that there is a lot to be gained from new blood."

Wits staff services 105 departments in 10 faculties, and the shortage is mainly in the specialist areas — as it is in most of the world. "In certain fields it is tight everywhere. On some occasions we have not even received a local telephone reply to an advertisement," says Glover.

The shortfall has been exacerbated by the economic upturn. "We have to compete with the commercial market. Staff loss is fairly heavy in our vulnerable areas like computer science, engineering and mathematics.

"There is also the potential threat that imported staff may also be attracted out of academia into the local commercial sector."

Around 25% of the Wits' staff complement is imported.

The universities obviously find it hard to

shape up to commercial salaries. And academic remuneration packages are neither particularly competitive nor flexible.

The maximum salary for a professor is R26,000 — with only standard perks. Merit and ability cannot be rewarded because the educational institutions are locked into salary scales set by the National Department for Education.

British academic salaries (if you can get them) compare favourably.

The fact that Wits is situated in Johannesburg has both benefits and disadvantages.

While staff are in an ideal position to pick up consulting work to supplement income, it is also easier to be tempted out of the education industry.

Poaching from universities, however, is frowned upon. Says Glover: "Large companies recognise the folly of stealing staff and that it is ultimately to the commercial sectors' detriment. It is merely short-term expedience."



The relationship between business and the university has become so amicable that corporations are now subsidising academic salaries at an increasing rate.

But subsidisation is usually at higher levels and generally has not filtered down to the more junior positions.

Wits expects the rate of student growth to level off to 2.5% a year.

"We will have a management problem if we grow any faster," concludes Glover.

UCT also recruits overseas but is not involved in a major campaign although student population is growing at about 6.5% a year.

It received 244 visiting lecturers last year — 100 more in 1979 — and about 122 locals went overseas.

"We are looking to fill around 40 posts next year," says UCT's Bob Stern.

UCT is, however, committed to a policy of constrained growth and is rather looking to increase its ratio of post-graduates.

Civil service to include all races (175)

FACT 3/10/81
THE recruitment of black, coloured and Indian people in all departments was included in steps being taken to overcome the staff shortage in the public service, the Minister of State Administration, Dr Andries Treurnicht, said yesterday. Replying to a question by Mr Kowie Marais (PFP Johannesburg North), Dr Treurnicht said the broad remunerative position of public servants and other aspects pertaining to their employment were being investigated scientifically.

GG's problem: 2 500 cars, 1 mechanic

SA 6/10/87 175
Own Correspondent

The manpower crisis in the public service has hit the Government Garage in Pretoria hard — just one mechanic remains to tend about 2 500 vehicles.

Last week another staff members — including the foreman — left for jobs elsewhere, leaving 63 percent of the workshop's posts vacant. Among the mechanics 17 out of 18 have resigned in the past few months, increasing these vacancies to 95 percent.

And at garages of the Transvaal Provincial Administration, the situation is not much better.

VACANT

In the TPA's Pretoria workshops 49 percent of the mechanics' posts are vacant, while vacancies at the Ermelo and Benoni workshops stand at between 45 and 43 percent.

The shortage of mechanics at the workshops of the TPA is about 40 percent, with 237 out of 606 posts unfilled. The vehicle fleet of the province totals 7 842, with 4 787 belonging to the roads department.

Manpower Dept hit by critical staff shortage

CT 6/10/81 (172) (175) (197)

Political Staff

HOUSE OF ASSEMBLY. — The Department of Manpower Utilization, the government arm committed to beating South Africa's labour shortage, is itself battling against a crippling staff shortage.

The latest report of the department shows that it is so short of staff that it has "serious problems in meeting its responsibilities".

The director-general, Mr E A Cilliers, warns that there is a serious risk that essential services, including the payment of Workmen's Compensation Act benefits and the Unemployment Insurance Act may collapse.

The staff shortage has seeped into every office and section of the department, resulting in one post in four being vacant or filled by unqualified staff.

Mr Cilliers says the prospect that essential services may soon be directly affected will cause the department "serious embarrassment".

"Drastic measures are needed to rectify this state of affairs," he says.

"Serious backlogs in work have arisen in certain offices and divisions despite special efforts to avoid this."

He adds that the backlogs are attributable mainly to the many vacancies and the "unsatisfactory manner in which posts are filled". Aggravating the department's problems is the prospect that senior staff now approaching retirement, will be difficult to replace.

"The department has lost too many trained units in both the entry and the promotion

ranks through resignations, so that now it is experiencing serious problems in meeting its responsibilities."

The reason for the massive staff drain, which has affected one government department after another, is uncompetitive pay and service conditions and a resultant loss of civil servants to the private sector.

"The public service, including this department, has for many years been unable to recruit and retain its rightful share of the country's labour force. Large numbers of trained staff are lost to the private sector and even to other public institutions through resignations.

"The result is that almost 623 posts out of a total of 2 289 are vacant or filled in an ineffective manner by unqualified staff."

Several services run by the department are critically affected.

Those already being hit are the professional and technical services run by the department in the fields of occupational safety and vocational guidance which, according to the report, cannot be satisfactorily provided.

"As a result of all these vacancies, the fact that not enough staff of the right calibre can be recruited and the ineffective manner in which posts are filled, the department runs the risk that within the foreseeable future it will not be in a position to provide certain essential services.

"These include the payment of benefits ... and the rendering of vocational and occupational safety services, which could cause the department serious embarrassment."

Lower courts: shortage of personnel

6/10/81 SC 641-2 175
427. Mr. D. J. DALLING asked the

Minister of Justice:

- (1) Whether any steps have been taken by his Department to alleviate the shortage of legally qualified personnel in the lower courts; if so, what steps;
- (2) (a) how many resignations have been received from (i) prosecutors and (ii) magistrates since the introduction of new salary scales and (b) what was the number of resignations received during the corresponding period in 1980;
- (3) how many officials who resigned prior to the date of the introduction of new salary scales have rejoined his Department since that date?

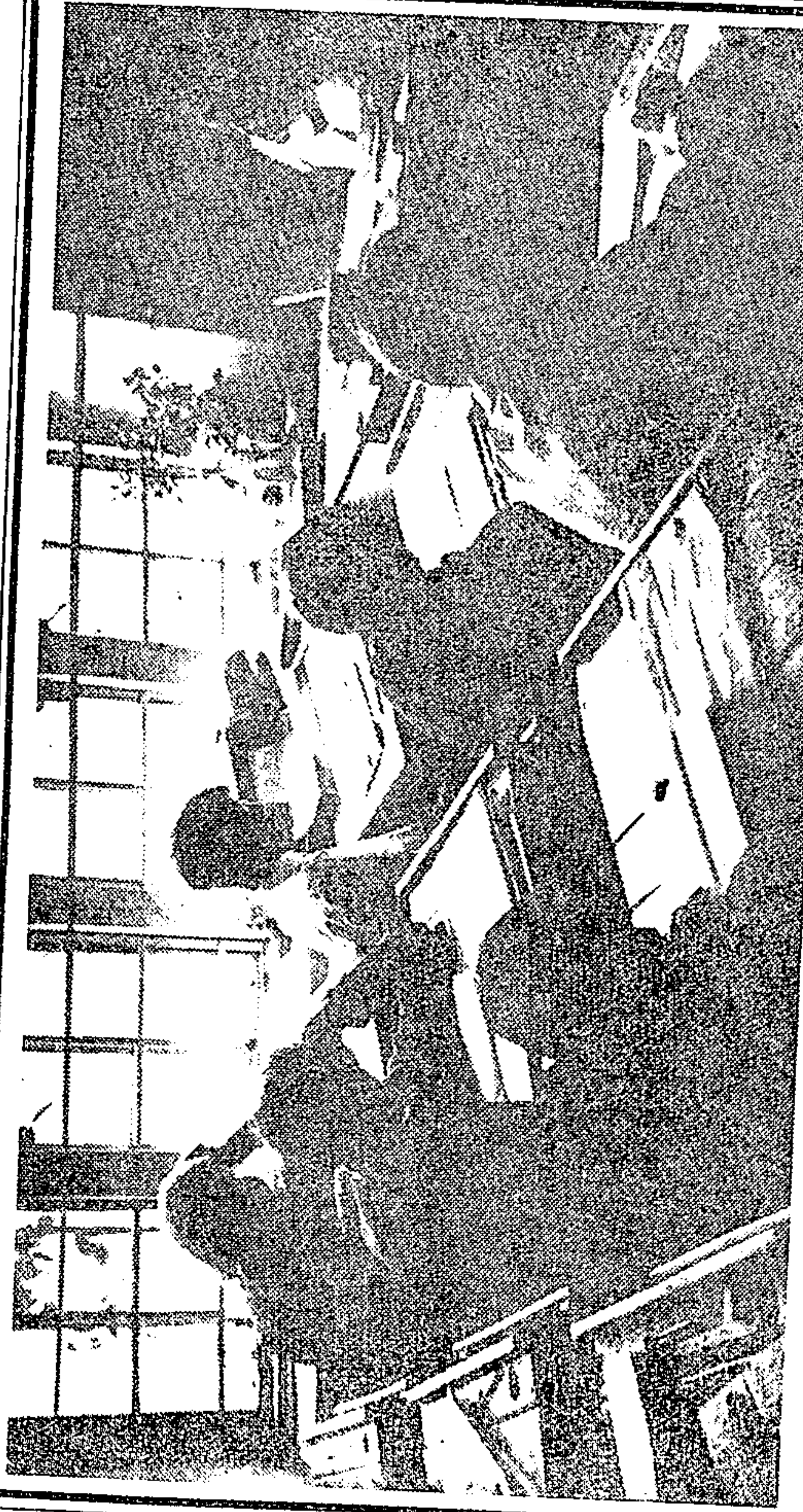
The MINISTER OF JUSTICE:

- (1) Yes. Various steps have been taken over a number of years. In this regard I refer the hon. member to my statement during the debate of the Justice Vote: Hansard, 16 September 1981, column 3896.
- (2) Separate figures in respect of magistrates and prosecutors are not available. The total number of resignations received from qualified staff is as follows:

OCTOBER 1981		642
A	April 1981	11
	May 1981	12
	June 1981	7
	July 1981	7
	August 1981	7
B	April 1980	6
	May 1980	17
	June 1980	12
	July 1980	25
	August 1980	8

(3) 8.

Big flaws in education



'Critical' teacher shortage looms

SOUTH Africa faces a "critical" teacher shortage, particularly for blacks and coloureds, the De Lange report said yesterday.

While the need for white teachers is expected to drop by the turn of the century with the natural population decline, the number of black teachers will have to more than double from 95 501 to 239 943 if the country's skilled manpower needs are to be met.

The report says too that not only is there a shortage of teachers but many of them are underqualified. There were 10 688 black teachers with standard eight or lower qualifications.

slight drop in the number of Indian teachers needed.

The report says that the present rate of training teachers for primary and secondary schools "is totally inadequate" and that the quality of black teachers is a "serious problem."

"To eliminate the disparities and provide for the country's manpower needs, positive efforts will have to be made in both the formal and non-formal sectors to expand and speed up the training of teachers. Instructors without allowing the quality of training to suffer," says the report.

Divis
foreca
on the

REPORT

By GERALD REID

The Federal Council of Education's report on the state of education in South Africa, published yesterday, says the country's education system is in a state of crisis.

The council, which was set up by the Government in 1976, said the country's education system is in a state of crisis.

This had stressed the time-scale for its commission of inquiry.

The council, however, withholds comment on its recommendations.

The council had in a special meeting scheduled for February 26 and 27.

The council realised, it said, that because of the political and social differences, there are sharp differences of opinion on the recommendations.

The council hoped that because of the fact that the cause of education must be "absolute starting point", the report would be taken into account on a number of issues.

The council had in a special meeting scheduled for February 26 and 27.

THE South African education system fails to provide the trained manpower the country needs to maintain economic growth, increasing employment and ultimately social stability.

This is one of the central themes in the Human Sciences investigation into education.

The Cabinet request specifically included an analysis of how education should suit the country's manpower needs and the De Lange report contains numerous criticisms of the present system.

It says white education in particular concentrates far too much on academic-type study unrelated to career requirements, while the high dropout rate in black and coloured schools is a massive loss of potential skilled manpower.

The result is a prospect of increasing unemployment both for those without skills and those with "wrong" skills when there is a critical need for highly trained workers in a variety of technical and technological fields.

"Unemployment can result just as easily from forms of education and training for which there is no demand as it can from lack of training or illiteracy."

Unrest

The report also warns of the potential for unrest in the present inability to educate an "exploding" black population for jobs which will increasingly be needed in urban areas.

"Society puts itself at great risk if too many children, particularly in a situation of urbanisation, are either unemployable

Mail Correspondent

or untrainable in the work situation because of dropping out or leaving school at too early a stage.

The report says there is an urgent need for career-oriented education, particularly technical education, and that whites will fill a decreasing proportion of skilled and technical posts.

In 1979, 99% of engineers, 78% of natural scientists, 91% of technicians and 72% of artisans and apprentices were white.

The disparity in training is illustrated by the fact that in 1978 there were 107 434 white students at a variety of technical institutions and only 2 652 black students at 16 technical institutes.

Last year there were 6 827 students at the Technikon for Indians and 1 356 at that for coloureds.

The report says South Africa is training far fewer technicians and engineers than it needs — only 11% of those being trained in the comparable situations of Israel and Taiwan.

South Africa needs to train 23 000 skilled workers and 9 500 technicians a year to maintain a 4.5% growth rate. The present annual training rate is only 10 000 skilled workers and 2 000 technicians.

The frenzy for staff abates

EXPRESS 11.10.81

175

WITH the cooling of the economy, demand for White manpower is expected to decline over the next few months.

Manpower, in its survey of employment prospects for the last quarter, says that the frenzy in the employment market which characterised 1980, is beginning to abate.

Manpower places the blame for the slow-down on exploitation of the labour market by employees and the cooling of the economy.

Companies which previously recruited frantically in a market where there seemed to be no ceiling on salaries at all levels are now beginning to reassess their staff requirements.

Because of changes in Government thinking both the public and private sector can now open their doors to workers of all races. But the caveat is that this will not stimulate the use of Black skilled workers as they are almost non-existent.

Manpower says many companies will avoid commitment to training programmes for as long as possible, continuing to rely on White labour,

augmented by recruitment from overseas. It says that while there are incentives for training, it is still expensive and the tax system is complicated.

Consequently, says Manpower, many companies take the soft option of paying higher wages rather than the harder, and, in the long run, more profitable option of training.

"Our major concern," says the group "is the lack of attention to on-the-job training before the manpower crisis reaches uncontrollable proportions, a point very nearly reached already."

Manpower's point is supported by Anglo American's Gavin Relly, who told a meeting in London last week that by the late nineties many senior industrial and commercial positions would have to be held by Blacks if the projected growth rate for South Africa was to be met. And if Blacks are to be ready for these jobs in the next decade, training must begin now.

Business Editor

Skill shortage blamed on school system

August 15/10/81

175

Consumer Reporter
INDUSTRY and commerce
blame deficiencies in the
education system for the
crippling shortage of skills
in this country, according
to the weekly bulletin of
the Cape Chamber of In-
dustries.

It says the SA Feder-
ated Chamber of Indus-
tries advocated a single
education ministry for all
races even before this was
suggested in the De Lange
report.

And it quotes the chair-
man of the FCI sub-com-
mittee on education, Mr A
R Hesp, as saying that it
is essential for the
national employer bodies
to be included, from the
beginning, in the working
party to be appointed by
the Government 'so that
the views and resources of
the business community
can be available in the
transformation of South
Africa's education system.'

The bulletin says that a
policy document formul-
ated by the FCI before the
De Lange report was pub-

lished has now been re-
leased.

'This document points
out a number of serious
deficiencies in the existing
education system includ-
ing a lack of broad stan-
dards and of effective co-
ordination between Gov-
ernment departments in-
volved in education,' the
bulletin continues.

STANDARDS

'The document says it is
now generally accepted
that the first requirement
of any education system is
to provide basic education
as the foundation on
which vocational skills or
professional qualifications
can be built.

'The two principal cri-
teria that should apply in
any reform of the educa-
tion system are those of
acceptability and cost
effectiveness.

'A number of recom-
mendations are made, in-
cluding the use of TV as a
teaching medium.'

Labour from East scheme shelved

RDM

20-10-81

175

3/11

By DON MARSHALL

A SCHEME to recruit skilled construction workers from Taiwan and Thailand to ease the acute shortage in South Africa has been shelved because the governments do not citizens to work for South African companies.

The scheme, which had Cabinet approval, was launched after Mr P W Botha's Taiwan trip earlier this year.

No proposed recruitment figures were available, but the men would have been used on several large construction projects around the country and their contracts would have ensured their return home.

The project was confirmed last night by Mr J C Pretorius, director-general of the Department of the Interior, and Professor Nic Wiehahn, a manpower specialist from Unisa.

Satisfied

The matter was regarded as "extremely sensitive" in Government circles.

"The question of getting people to come to South Africa has become a high-temperature political issue because of the large reservoir of labour in this country," Prof Wiehahn said last night.

The Government had not approved the scheme until it was satisfied no suitable South Africans were available and trade unions had agreed.

Several South African construction companies are keen to import skilled workers.

The Thai and Taiwan governments intervened by indicating their reluctance to allow their citizens to come to South Africa unless they were employed by Thai or Taiwanese companies granted contracts here.

'Priority'

"This is where the matter rests," Prof Wiehahn said last night.

"This was merely intended as a short-term solution to a serious shortage of skilled manpower in South Africa.

"I believe our priority should be to train our own people of all races to do skilled work, but we have such a tremendous backlog that we cannot meet immediate demands."

Skilled workers have been recruited in the East before. The Government allowed about 350 South Koreans to help in a R98-million project to double the size of the Caltex refinery in Cape Town in 1975.

A lot of foreign workers came on contracts in 1971 to work on the R80-million Natref plant at Sasolburg. Among the men from 19 nations were 600 Irish and British, 200 Iranians and 100 Germans.

Refugees

Political instability in Poland has meanwhile helped South African employers recruit highly-skilled workers.

Several major employers — including Iscor and Escom — have recruiting officials in Austria to interview Poles who have fled their country and are living in a large refugee camp near Vienna.

"We have done quite well and so have other employers," Mr Johan Prinsloo, Iscor's personnel manager, said last night.

Iscor has already employed more than 60 technical engineers and artisans from among the Polish refugees. Several have already arrived in South Africa with their families and the others are expected soon.

Escom has recruited about 40 highly-trained technical people — engineers and artisans — at

SA boosts manpower recruiting in Europe

Star 21/10/81 175

Chief Reporter

South Africa is boosting its skilled manpower by recruiting artisans and engineers in the economically and politically troubled countries of Europe.

Large-scale recruiting in the United Kingdom, which has serious unemployment, and among Polish refugees in Europe, is bolstering private enterprise and public corporations in South Africa.

Mr Lou Davis, executive director of the Building Industries Federation of South Africa said that in a recruiting drive in London and Glasgow earlier this year 8 000 inquiries had been received.

He said 100 immigrants were in the pipeline and that 500 immigrants in the construction field would be recruited.

Mr Davis emphasised that these highly skilled workers would not displace South African workers.

On the contrary, when they had helped fill the manpower gap their skills would be used to train workers of all races in South Africa.

He said Bifsa only recruited workers for immigration purposes and not for "contract labour."

Bifsa was spending

R50-million over the next five years in training programmes.

Although Bifsa has recruited only in the UK it is understood that a large construction firm had hoped to recruit skilled workers in Taiwan and Thailand.

This scheme had the support of the South African Government but was vetoed by the governments of the two Far East countries which did not want their manpower working for foreign companies.

A spokesman for Escom said the commission and other semi-State organisations such as Sasol and Iscor had been recruiting Polish workers and engineers in refugee camps in Austria.

Several private South African companies had also been recruiting Polish refugees to fill their shortage of skilled manpower.

The South African construction industry alone has a shortage of 5 600 skilled artisans and between 22 000 and 24 000 semi-skilled workers.

In the engineering field South Africa has a demand for 2 400 engineers yearly but only trains about 1 000 graduates.

REF COURTS DESPERATE FOR STAFF

135

By Erik Larsen
East Rand Bureau

Serious staff shortages
are crippling two East
Rand magistrates'
courts.

The situation is so
chronic that the Eden-
vale magistrate's court,
which falls under Ger-
miston's magisterial
control, could soon be
closed down.
Germiston's magis-
trate's court has a 54

percent staff shortage
on the administrative
side. There are no
shortages of magistrates
or prosecutors.

Germiston's chief
magistrate, Mr. John
Gildenhuys, said the
situation had deterio-
rated rapidly since April
and had now reached
crisis proportions. "We
just can't get staff,
when someone leaves
we can't find a re-

placement," he
claimed.

Staff were being at-
tracted to the private
sector, he said.

At present the Eden-
vale Magistrate's Court,
the smallest court on
the East Rand, was
being run by one per-
son and if the crisis
worsened it would
have to be closed
down, explained Mr
Gildenhuys.

STA 22/10/81

"All the Edenvale
cases will then have to
be dealt with at Ger-
miston."

Mr Gildenhuys
recently introduced
measures in Germiston
to reduce the staff's
workload. The civil
and criminal court
offices, where payment
and inquiries are
made, are open only
half-day and the main-
tenance complaints of-

ice closes at 11 am
instead of 4.30 pm.

The administrative
staff no longer handle
the payment of admis-
sion of guilt fines for
traffic offences. This is
done by traffic offi-
cials operating from an
office at the court.

Staff are also work-
ing a great deal of
overtime.

Serious shortage of engineers is predicted

Star
23/10/81
175

Own Correspondent

South Africa will have a serious shortage of engineers within six years.

This warning came today from the Human Sciences Research Council in Pretoria.

A statement said that about 700 engineers a year were being trained at present — but 1 000 a year were needed to meet the anticipated demand by 1987.

And there were indications that the present 700 a year would decrease.

There would be problems, particularly in the field of civil engineering,

the HSRC said. Black engineers would have to be trained urgently.

In 1979, about 99 percent of engineers were white, but the white population would not be able to meet future demand by itself.

HSRC research had shown that engineers often did jobs technicians could do equally well. And trained immigrants might be easier to find with the European recession under way.

The statement is based on studies by the HSRC's Institute for Manpower Research.

Engineers' shortage forecast for 1987

RDM
26-10-81 By SAM MASEKO

175

SOUTH AFRICA could experience a serious shortage of engineers in six years' time unless more were trained by the year 1987, according to the Human Sciences Research Council.

In a recently published report of the HSRC's Institute for Manpower Research, the council said 16 000 people worked as engineers in 1979.

It was expected that approximately 13 000 of these engineers would be working in 1987 after provision had been made for erosion factors such as death, retirement and change of profession.

"The demand for engineers in 1987 is estimated at 21 000 with the result that approximately 1 000 engineers will have to be produced annually for the period 1979 to 1987 if this figure is to be met," the report said.

According to the report about 700 engineers graduate from universities annually and there were indications that this figure would decrease over the next few years. Problems would be encountered particularly in the field of civil engineering.

In 1979 approximately 99% of the engineering corps were whites and, according to all indications, this source alone would not be able to meet the demand in future.

"Consequently the available source of non-whites will also have to be developed and utilised maximally," the report said.

According to the report this was a difficult problem to solve. In the past immigrants played an important role in supplementing trained technological manpower and the current recession in Europe could help if recruitment were to be done there.

HSRC's 1973 research showed that engineers often did jobs that technicians could do, and therefore employers were warned to utilise their engineers correctly. Technicians were easier to train, although there was a shortage in this field.

"Students and employers should not take so much notice of the cyclical course of the economy, and during times of recession employers who can in any way afford it, should not decrease the number of bursaries they make available."

Jo'burg gets 100 overseas workers

Mail Reporter

MORE than 100 immigrants will soon join the staff of the Johannesburg City Council.

This follows a recruiting campaign by the council in Britain and Belgium to overcome staff shortages.

Figures released by the city's management committee show that by September 30 this year 112 acceptances of employment had been received — 37 by Johannesburg's City Engineer, 50 by its electrical engineer and 25 by the fire department. A total of 329 applicants had been interviewed.

In its report the management committee notes that South Africa remains a strong recruiting country in Britain and that the skilled applicants for jobs are mostly in good employment

and do not fall among the unemployed.

One reason given for the attraction of working in South Africa is that the buying power of the rand compares favourably with that of the pound in the UK.

Salaries

This is in spite of the fact that salaries and wages are higher in the United Kingdom.

The management committee also reported on the results of the council's new merit advancement scheme, which was introduced earlier this year to curb the staff shortage.

Since July, when the scheme came into effect, 1485 staff members have received merit increases.

Staff would be rewarded on merit over a 12-month period.

Divco's 'serious staff shortage'

CT 28/10/81

175

By JANE ARBOUS
Divisional Council Reporter

THE Divisional Council of the Cape continued to experience serious staff problems and was unable to fill 900 positions, the chairman of the council, Mr Loutjie Rothman, said in his annual report yesterday.

In spite of an across-the-board salary increase of 15 percent during the past year, more than 900 vacancies existed out of a total staff complement of 5 000.

Mr Rothman, who was re-elected chairman at the council's meeting yesterday, said the matter was receiving urgent attention, with the council looking at increased productivity and effectiveness.

Commenting on the council's function of providing housing, he said that although aware of the colossal backlog of homes needed, the council was "totally dependent" on the State for funds.

He described the rate of construction in the past year as "disturbing".

The number of homes built during the period July 1980 to June 1981 declined by more than 50 percent, from 2 365 in the previous year to 1 109.

"It is sincerely hoped that the State will take cognizance of this figure and deal generously with the alloca-

tion of funds to council for housing in the coming year."

Regarding overall finance, Mr Rothman said the council's position had deteriorated.

He pointed out that the Provincial Administration had pegged the rates on immovable property and they could not be increased without the authority of the Administrator.

He said he was not aware of the exact impact which the 1982 estimates would have on next year's rates, but feared that an increase would be inevitable.

● The Divisional Council faced crises in several areas of operation in Atlantis because of the shortage of trained staff, the Engineer's Department reported yesterday.

A crisis situation existed in the electrical undertaking at Atlantis, where an essential assistant superintendent could not be recruited. In the waste-water treatment section, strict scientific control was in jeopardy because of the unfilled post of laboratory chief.

Similarly, road safety and mechanical efficiency was at risk because mechanics were leaving the service and were not easily replaced.

The department reported a considerable reduction in the "disabling accident" rate.

Staff crisis poses a threat to cancer diagnosis

29/10/81

23 175

Own Correspondent

DURBAN — The early detection of genital cancer in women is one of the services suffering as a result of a critical shortage of medical technologists in South Africa.

At Addington Hospital in Durban and in other parts of the country routine screening for genital cancer has had to be curtailed or stopped so staff can concentrate on emergency cases.

The growing crisis is hitting the State and provincial services particularly hard and poses a serious threat to diagnostic medicine, involving the analysis of specimens that can save patients' lives.

Technologists are leaving the profession to take up posts in commerce and industry at much higher salaries — sometimes twice as high.

"To say the staff situation is critical is putting it mildly," says one senior technologist, who for professional reasons cannot be named.

"The outlook for the future is very gloomy," says Mr George Wikeley,

national president of the Society of Medical Laboratory Technologists.

"In my department at Addington Hospital we are working flat out, 10 hours a day, with only about 60 percent of the staff we need for the workload. We are doing only urgent work in screening for genital cancer.

"We just can't take on any other work. Other laboratories are helping out but they are reaching saturation point too."

And there is no relief in sight. Mr Wikeley is in charge of Addington's cytology department which needs four or five new student technologists a year. This year it attracted one. There are none in line for next year.

"Another big drawback is that medical technologists have a great deal of responsibility but relatively little status."

This point is reflected in their pay packets, says a senior Natal technologist, Mr John Pender Smith, of the Department of Health's regional laboratory services. "The staff shortage is grave."

Jobless in UK are a boost for SA labour

UPI 29-10-81 (175)
Mail Reporter

SOUTH AFRICA's skilled white worker force is getting a powerful boost because of massive unemployment in Britain, and the political and economic problems in Poland.

According to the Department of Statistics immigrants from the United Kingdom are pouring in at the rate of more than 1 500 a month.

South African immigration offices in London and Glasgow are still working under great pressure, processing applications from intending immigrants, according to the Chief Director of the Department of Internal Affairs, Mr H R W de Wet.

And from Zimbabwe the inflow of new settlers during the first seven months of the year has averaged more than 1 200 a month.

Interest in emigrating to South Africa among some of recession-hit Britain's three-million workless is expected to intensify during the European winter.

According to the Department of Statistics figures 23 208 immigrants arrived to settle in South Africa in the January-June period — 8 000 more than in the same period last year.

Mr De Wet said the troubles in Poland had opened up another valuable source of skilled immigrants.

The department's Vienna office was also working under pressure supplying information to potential immigrants among Polish refugees.

Nurses shortage grave, says MOSS

29/10/87
The shortage of nursing staff at the Johannesburg Hospital was grave with bed occupancy down to 50 percent and still dropping, Mr Sam Moss, MPC, told the annual general meeting of the Parktown Association last night.

Mr Moss, leader of the PFP in the Johannesburg

City Council, said that because South Africa had not kept pace with the demand for trained staff, the shortage of nurses would persist for a very long time.

Dr Marius Barnard, PFP MP for Parktown, said that in August, the Minister of Health, Dr Munnik, had denied there was a shortage of white nurses — there were just too many white beds.

"The Minister said that of the 28 700 beds available to whites, only 17 700 were necessary, making 11 000 superfluous," said Dr Barnard.

"This is hard to understand when there are so many people trying to get into a hospital. But it is because there are too many beds in small towns such as Paarl and Uppington.

"People are concentrated where there is a shortage of beds."

Dr Barnard mentioned the need for adequate planning and said: "There is no doubt that there will be more than 20-million blacks in urban areas by 2000.

"At least 40 cities the size of Soweto will be needed. Building must start now" he said.

"The decentralisation theory has been forgotten. The Government has now turned to deconcentration — building new areas within 50 km of an established metropolis in which further development will be discouraged by cutting bus subsidies and raising rates."

Staff shortage 'could cripple civil services

RD 14 30/10/17
175

STAFF shortages in the civil service will have a devastating effect on important Government functions — because authorities will no longer be able to provide the vital services expected of them by the taxpayers.

This was said by Dr C M Cameron, president of the SA Civil Service Association, in "Woord en Daad", a monthly Calvinist magazine published by the University of Potchefstroom.

Justice

The most important services, for instance the dispensation of justice and research services, will crumble, he warned.

Dr Cameron outlined a few danger points:

● Dispensation of justice:

"In South Africa, with its delicate balance among the many different ethnic groups, sensitive administration of justice is exceptionally important, especially where the powers of officials come into play.

"Such administration of justice can only be performed by the most capable of legal minds.

"Unsatisfactory dispensation of justice can lead to tension among all the races," he warned.

● Research:

"Thus far, South Africa has been able to obtain a wealth of information from the international community.

"Such information will, in fu-

By ADA STUIJT

ture, be less easy to obtain, and we will have to rely more and more on our own resources.

"Local knowledge of, for instance, the mining of minerals, water usage and sociological problems, can only be researched within the framework of government institutions.

"This way, the importance of every government function could be emphasised.

"A very real danger exists that these activities will be sacrificed on the altar of short-term materialism, economic growth and an excessive aspiration towards material wealth," he wrote.

Dr Cameron suggested that four roads could be followed to solve the crisis created by the Government's inability to fill jobs:

Laissez-faire

● Laissez-faire approach:

He wrote that at present, it appears that the civil service is used as an "economic sponge". "The attitude reigns that we do the best we can, with what we have, and when the economy takes a downward slide, the personnel shortage will once again be solved.

"Such an attitude is extremely demoralising, and does not take into consideration the brain drain and resulting inefficiency," he said.

● Privatising:

"By this is meant that the Government allocates those functions they can no longer manage itself, on a contract basis to the private sector.

● Employing non-white races in civil service:

"There is no doubt that the administrative requirements of the country will no longer only be filled by whites — the services of other races will have to be used more and more often.

"The appointment of other races does not, however, offer a short or even medium-term solution. There simply are not enough black, coloured or Asian technicians, engineers or accountants to fill our needs."

● Reducing job vacancies:

"Perhaps the present 20% vacancy situation offers the ideal opportunity to realise the long-wished for ideal of a smaller, more efficient civil service," he concluded.

Doctors Slam Bara Officials

By NIKOPANE
MAKOBANE

THE manner in which the authorities have handled the radiographic department issue at Baragwanath Hospital so far was typical of officialdom in South Africa, a doctors' and community leaders' meeting was told last week.

The meeting called by the hospital doctors to seek support from the commun-

ity to tackle the resignation of 37 supplementary radiographers who quit in June over pay disputes was told that there cannot be a proper X-ray service at the hospital unless they were reinstated.

The meeting took place on the night when the hospital's superintendent, Dr Chris van den Heever, announced earlier that a 24-hour emergency service was to be resumed because a formula had been worked out.

However, a doctor said he did not believe the restoration of the service was possible by merely increasing the workload on the remaining radiographers. He said the situation was actually becoming worse.

He also said the radiographic department was very important to Baragwanath because its closure could affect over 2-million people. For this reason its present position was not only seen as a crisis but a major disaster.

Another doctor said the Press statement about the restoration of the service was not sufficient and added that the service would only come up in December and not last week as announced.

He attacked the hospital authorities and said the only thing they had done so far was to attack the Transvaal Medical Society — the unrecognised body which represents all health workers.

He said the manner in which the whole affair had been attended to has shown

a lack of responsibility and democracy. He said there had not been any consultation or explanation given to the people concerned to avert or resolve the problem.

"This is not surprising considering the way the authorities have handled sensitive areas such as Pageview and District Six. People just do not have recourse to the powers that be," he said.

Dr Joe Variava chaired the meeting.



CHAIRMAN: Joe Variava.

RDM 3/11/81

Province still crippled by nursing shortage

Mail Reporter

SOME of the Transvaal's major hospitals are still hampered by an acute shortage of nursing staff — and there is no quick solution, according to hospital authorities.

The MEC in charge of hospitals in the Transvaal, Dr Servaas Latsky, said yesterday there had been little change in the staffing position. It had caused great concern earlier this year and was still causing concern.

It was hoped there would be significant relief for nurses in the 1982/3 round of pay rises.

Dr Latsky said his department had launched an intensive recruiting drive to attract nurses for next year's courses.

More than half the Johannesburg Hospital beds were still out

of commission because of the nursing shortage.

The hospital superintendent, Dr Neville Howes, said that of the 2 000 available beds only 1 017 were being used.

The number of nursing posts at the hospital was 2 333, of which just over half — 1 280 — were filled.

Students

It was expected that 114 student nurses from the Johannesburg Hospital would qualify at the B G Alexander College this year, but this would not significantly improve conditions.

At Pretoria's H F Verwoerd Hospital, 247 of the 1 137 beds for whites were closed, according to a hospital official.

The staff position there had improved slightly but the shortage was still serious.

Steyn warns against shortage of trained labour in SA economy

13/11/81
Soweto
175

THE shortage of trained labour was probably the most serious bottle-neck in the South African economy, the Deputy Minister of Finance, Mr Danie Steyn said yesterday.

Speaking at the annual meeting of the Plastics Federation of South Africa, he said the extent of this problem was a source of grave concern.

"No matter from what angle this problem is looked at, everything points to it that the availability of trained manpower could increas-

ingly retard the rate of economic growth.

"Seen from the point of view of management, the private sector should concentrate not only on the training of increasing numbers of workers. The selection of workers with specific aptitudes for particular posts is of equal importance.

TRAINING

"Everything possible should be done to improve the productivity of labour. Training of workers, but especially effective organisation to enhance the flow of work, is the key to the solution of the problem."

Mr Steyn said that while he foresaw a bright future for the plastics industry in South Africa, the economic problems facing the country in 1982 and thereafter should not be underestimated, in particular unemployment and inflation.

"It is of the utmost importance that every possible step should be taken to find satisfactory solutions for these problems."

SCOOP FOR CITY IN UK RECRUITMENT DRIVE



Argus 28/11/81

(175) (263)

MR H G HEUGH

Weekend Argus Reporters in
London and Cape Town

THE Cape Town municipality has managed to recruit 'top quality' workers in Great Britain for posts 'we have been unable to fill for some time in South Africa.'

Local authorities blame the economic boom and poor training facilities for an acute staff shortage — in some departments as high as 30 percent — that has prompted foreign recruiting campaigns.

The Town Clerk, Mr H G Heugh, has said that although it is not a crisis situation, it is still serious.

Overseas recruitment has been aimed at data processing programmers and systems designers, accountants, electrical, civil, mechanical and traffic engineers, architects, planners and town planners, mechanical fitters and electricians.

Mr Henk van Dalsen, Cape Town's assistant Town Clerk and one of a five-man team in Britain to interview applicants for jobs at the municipality, said this week: 'We have been very satisfied with the number and quality of people we have interviewed. We have managed to recruit some top quality people.'

WORTHWHILE

Another member of the team, Mr David Ives, who is the city's assistant electrical engineer, said: 'There is no doubt that it has been worthwhile coming here to find employees. We have been able to fill posts which have been vacant for up to a year because it was impossible to get the right people in South Africa.'

The officials, who have visited London, Glasgow, Manchester and Newcastle searching for workers, have been interviewing applicants at the rate of up to 10 a day for about three weeks.

A Cape Town spokesman for the municipality confirmed that the recruitment was going 'extremely well', but could not say how many Britons would be taking up posts locally.

He said the municipality had to offer recruited staff a certain amount of assistance. 'We assist them in getting here and with personal insurance in case of an accident — we have to look after our interests too — the cost of furniture removal, hotel expenses in case they have to spend a night in Johannesburg before coming here, and temporary accommodation for eight weeks.'

However, he pointed out that if a worker did not take up his post here he would have to repay the municipality.

He said workers would be under a three-year contract. Any of them wishing to immigrate would have to take the necessary steps themselves. He could not say if they would be affected by military call-up.

The recruitment team will return to Cape Town before the end of the month.

Public service faces 'chaos'

APR 11 10/12 181
175

Argus Correspondent

JOHANNESBURG. — South Africa's public service is expected to plunge deeper into chaos next year with wholesale resignations following an expected general pay increase of 15 percent.

Public servants in Pretoria are pushing for a general pay increase of at least 25 percent, and are to hold a meeting tonight to discuss pay issues.

The public service staff

shortage had already reached 17 000 and may be heading for 20 000.

An investigation has disclosed increasing signs of discomfort and hardship among the general public caused by the growing staff shortage.

Dr J de Beer, director-general of the Department of Health, Welfare and Pensions, said the staff shortage in his department had led to delays in social pensions as each application had to be checked.

He said the waiting time for applicants could now be months as officials battled to keep up with the workload.

The shortage of administrative staff at the Johannesburg Magistrate's Court has led to a reduction in service offered to the public, the Chief Magistrate, Mr J A van Dam, said.

Serious staff shortages hamper the work of the Receiver of Revenue in the city, while the Johannes-

burg Hospital has an administrative staff shortage of 40 percent and a nursing shortage of about 50 percent, resulting in the closure of half of the hospital's 2 000 beds.

Public servants warn that the drain could become worse unless the entire pay structure is raised. This year's general pay increase of 12 percent was four percent behind the 16 percent inflation rate, the public servants maintain.

The L option will produce a complete listing of the file which will include sequential line numbers. These line numbers will be used when making cor-

L Produce a complete listing of the file.

U Update. Produce a new F-cycle of the file.

I Insert. Initial insertion of data into the file.

The options field may contain the following characters:

@DATA,OPTIONS FILENAME1,FILENAME2,SENTINEL

Format:

ment.

This statement introduces, updates and corrects System Data Format Files (SDF) from the control stream. The @DATA processor operation is terminated by the @END control statement whose sentinel matches the sentinel of the @DATA state-

2.10.2 THE @DATA STATEMENT

The data element may contain control statements. Therefore, the data following the @ELI,D statement must be terminated with an @END statement and a sentinel exactly the same as found on the @ELI,D statement. The sentinel field need not be coded (Blank sentinels). It is a six-character field used to search out the proper @END sentinel. All images will be passed into the data element being created until an @END command is found with the same character string. The @ELI,D statement may be used to insert complete or partial control streams into a program file as elements which may be called later by the @START or @ADD statement.

The @ELI statement initiates the element processor, which operates in one of two modes. It inserts new elements into the program file from the control stream or updates an element already in the program file.

The options A, R, S, and D identify the element type. Types S and D are both considered source language elements and may be corrected in the same manner. A source language element in a program file has the same format as the system data format file (SDF).

in both statements (BLANKS = BLANKS).
not other @ELI and @END, then the sentinel may be left blank
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C. Times photo
People
 searched
 at court
 building

Crime Reporter

PEOPLE were searched on entering the Cape Town Magistrate's Court building yesterday morning in an attempt to prevent lawless and drunken elements from gaining access to it with weapons and liquor.

There had been a spate of drunkenness in the court building recently, because of the shortage of policemen on duty, said the Chief Magistrate of Cape Town, Mr C F W van Zyl.

He told of empty liquor bottles being found in toilets and of a "noisy" person being found outside a courtroom with a loaded pistol.

Yesterday morning there was speculation that the new security measures were a result of Wednesday morning's bombing in Observatory. After other bomb attacks and incidents, various security measures were taken by police and private businesses.

This was denied by a police spokesman, who referred the Cape Times to Mr Van Zyl.

A Cape Times reporter who went to the court yesterday said afterwards that people entering the building through a side door were stopped and questioned by a policeman and their bags were searched.

The policeman said these were "security measures".

The main entrance to the building was closed and a notice attached to the gate asked people to make use of the Caledon Street entrance.

Mr Van Zyl said he could not comment on the search of people entering the building, but described the build-up of disturbances which eventually caused him to ask the commander of Caledon Square for a guard.

He said there had always been four policemen watching the two entrances to the building keeping an lookout for people carrying dangerous weapons or liquor, but for a time they had been withdrawn because of staff shortages.

- NEWFILE = PROJX*FILEA
- OLDFILE = PROJX*FILEA
- PROJX*FILEB
- PROJX*FILEA
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- PROJX*FILEC
- PROJX*FILEB) WRITE KEYS
- PROJX*FILEA : NO READ OR

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KNWA,1234,PROJX

External Filenames

EXAMPLES:

MAN POWER — LABOUR SHORTAGE

1982

JAN. — DEC.

177

~~261~~

Jan 2/1/72

Year's goals achieved, says Tvl Administrator

Pretoria Bureau

Financial restrictions and staff shortages had not prevented the Provincial Administration from achieving most of its goals in 1981, the Administrator of the Transvaal, Mr Willem Cruywagen, said in his New Year message.

Mr Cruywagen said he was "regretful and concerned" about the services which his administration rendered that did not come up to the expectations of the public.

Where services had been reduced there would in future be an increase in the administration's commitments.

The downturn in the economy had not affected township development, the rezoning of properties and borrowing powers.

According to Mr Cruywagen, the past year saw a lot of activity within local government, and the progress made with urban transport planning had seen the birth of another metropolitan transport area, the East Rand.

A pleasing trend had appeared in nature conservation, he said, with the closer relationship between the State and the private sector.

The Department of Education had also distinguished itself with its innovative and far-seeing planning at every educational level.

THE DISEMBELLISHED PUBLIC SERVICE

IMPORTANT areas of South African life will be mutilated by the manpower crisis in the public service.

Projects vital to its growth and development are being starved because the country does not have the sufficient personnel to carry them out.

The Public Service Association reports that 27 000 vacancies exist in the public service, and that the public service is being starved of personnel.

The nursing crisis has led to the closure of many wards in the central hospitals in Johannesburg and Pretoria.

The police are reported to be substantially under strength.

Revenue collection by the tax office has been slowed up by the shortage of administrative personnel.

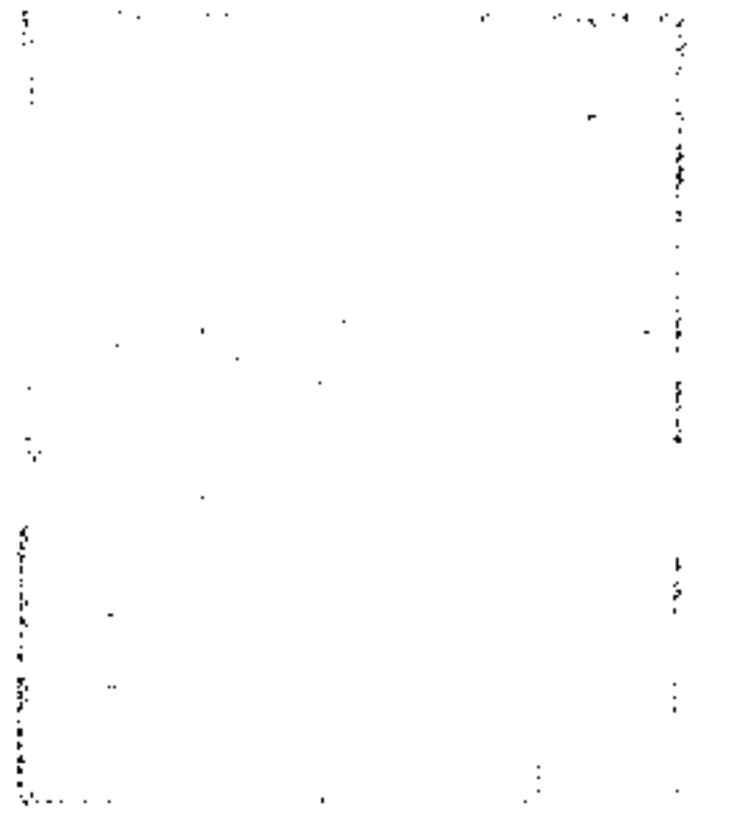
Most critically, the all important functioning of bodies directly concerned with economic growth and efficiency such as the Board of Trade and Industries, the Competition Board and the planning branch of the Prime Minister's office is being severely hampered by professional staff shortages.

Predictably the threatened break-down in State services has evoked calls for an improvement in conditions to retain trained staff and encourage recruitment to the public service.

The Public Service Association is demanding a 20 percent salary increase, a structural change in civil service grading scales and additional housing relief.

Already 130 000 white high-level workers (28 percent of all white high-level manpower) are in the public service.

For all population groups some 45 percent of the high-level manpower available in the coun-



By Dr J G VAN ZYL, Executive Director, SA Federated Chamber of Industries

try was in the service of central and local government in 1979.

There is growing pressure for the public service to follow the national and post office which are increasing their white staff in areas that need a few years ago were reserved for white workers.

Already the railways have some 150 000 blacks doing work previously classified for whites.

The Minister for the public service, Dr Indries Treurnicht, has acknowledged the need for more recruits, and has adopted. In the past, when public service vacancies were filled, the public service was closed to blacks.

It is clear that the public service is being starved of personnel. The public service is being starved of personnel. The public service is being starved of personnel.

specific communities directly.

The public service is being starved of personnel. The public service is being starved of personnel. The public service is being starved of personnel.

For a long time the public service has been an important symbol of the economic growth of the country. It is now being starved of personnel. The public service is being starved of personnel. The public service is being starved of personnel.

The nationalisation of the public service has done little to ease the manpower shortage.

It has not increased the public service. Instead the emphasis has been on maintaining the status quo. The public service is being starved of personnel. The public service is being starved of personnel. The public service is being starved of personnel.

The inheritance of the public service has been to maintain the status quo. The public service is being starved of personnel. The public service is being starved of personnel. The public service is being starved of personnel.

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What is needed is a general shift away from direct control and regulation to a greater emphasis on regulatory instruments. Those recommendations are for example, professionalisation.

This approach is in the process of being extended to the construction and transport training.

Not only is such a change in line with government's declared intentions, but it would also be favoured by the private sector which seeks more freedom to take management decisions without having to consult large numbers of civil servants equipped with extended discretionary powers.

The biggest obstacle to such a change in the style of government is ironically the programme of rationalisation of the public service itself.

With the emphasis on structural reform the present has tended to bog down in procedural ramifications and coordinating activities.

As a result the limited range of high-level manpower available cannot devote sufficient attention to the really crucial areas of the public service. The public service is being starved of personnel. The public service is being starved of personnel. The public service is being starved of personnel.

Shortage ¹⁷⁵ of skilled labour grows critical

D. Aspatch 15/1/82

EAST LONDON — The shortage of skilled labour in the Border region is reaching critical proportions and, according to industrialists, is likely to worsen in the medium term.

The shortage of artisans, particularly fitters and turners and people from middle management, is especially acute and fears have been expressed that if East London expands industrially it will not have the required labour force.

This is in spite of the fact that the Border-Ciskei-Transkei region has been recognised as having the highest unemployment rate in the country.

The construction of a technikon or some other training institution for all races has been called for but industrialists believe that even if it is built now it will be three years before the effects are felt.

Mr Tony Selley, the president of the East London Chamber of Commerce said: "We have been talking for some time about the need for a technikon. When East London takes off we are going to be stuck with a shortage of middle men and artisans.

"Throughout the country blacks are moving into white jobs and it is essential that any training centre that is established here must be for all colours."

Mr Ken Robson, the de-

By PHILLIP VAN NIEKERK
Industrial Reporter

puty chairman of the regional committee of Manpower 2000, which recently conducted a survey into the shortage of skills, said the facilities of the East London Technical College should be opened to all as soon as possible.

At the moment the only institution offering technical instruction to coloureds and Indians is a branch of the Bethelsdorp Technical College which does not cover all fields. The alternative is to study in Port Elizabeth if no local facilities exist.

For blacks there are a few technical institutions in Ciskei but, according to Mr Robson, there is no technical college in Transkei.

Many industrialists cited one of the main reasons for the skills shortage as being the inability of blacks to acquire technical training and move into the vacant positions.

Mr Robson said another important reason for the country-wide shortage of skills was the excessively academic bias of school education. "Teachers seem to have the attitude that careers in technical fields are not challenging or interesting.

"We need to make children aware of the needs

and opportunities in these fields."

Mr Robson said it was also the responsibility of employers to do something about the situation. He said there should be legislation introduced to ensure that companies that employed artisans trained a certain quota. Mr David Saunders, the president of the Border Chamber of Industries, agreed, saying that it was up to individual employers to resolve their problems. He mentioned the training centre at Car Distributors Assembly (CDA) as an example of how industry was spending a lot of time and money on training employees.

Mrs P. Dossin, who runs an employment consultancy in East London, said the shortage of skills had been getting progressively worse. She listed the most critical areas as fitters and turners, electricians, mechanics, supervisors, and people involved in personnel.

While some industrialists said there was a shortage of skilled people but no great demand for untrained school leavers, Mrs Dossin said young white males between 23 and 28 were in short supply.

"These are the people who are needed as trainees but when they finish school they just seem to disappear from East London," she said.

"There are plenty of vacancies for matriculants but many have unrealistic ideas. They want to start at the top when they have no qualifications at all. You

can't expect to manage people when you've just started working yourself."

Mrs Dossin also blamed employers for not training their workers. "Some employers prefer to steal from others rather than train people themselves."

"Another problem is that once artisans have finished their apprenticeships they are drawn to the Reef. Employers in Johannesburg pay salaries that are almost double what people can earn here."

Mr Cecil van Niekerk, a senior consultant in another consultancy concern said there was a major shortage of people in financial administration and of top executives.

He said East London salaries were comparable with those in other centres excluding Johannesburg where the cost of living was much higher. "But there are still anomalies with some firms paying very well and others not so well."

He said East London was sadly lacking in facilities for technical training and that the establishment of a technikon was essential if the situation was to improve.

An ad hoc committee has been set up by the regional branch of Manpower 2000 to look into the possibility of the establishment of a technikon.

The mayor of East London, Mr Errol Spring, said the committee had resolved to talk to the people at the Port Elizabeth technikon to see if they could offer assistance.

"This is a matter of great urgency and a branch of the Port Elizabeth technikon might help us resolve this problem." —
DDR

GENERAL NEWS

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 DISCOUNT PRICES

SONY WALKMAN
STEREO TAPE
MACHINES
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Manpower shortages hit power stations

175
~~266~~
 Star 18/1/82

By Lucille McNamara
 Municipal Reporter

Skilled manpower shortages were responsible for plant breakdowns at Johannesburg power stations as the standard of workmanship continued to deteriorate, said city engineer Mr Wessel Barnard in his annual report.

Shortages of engineering and artisan staff had affected the standard of workmanship, tasks were taking much longer to complete and equipment and plant were less reliable.

"The seriousness of the situation is clearly exemplified in the council's power stations where plant breakdown and the inability to carry out planned maintenance are becoming more and more common. Manpower shortages also extend into the operating area and as a consequence the incidence of malfunction has been on the increase."

Mr Barnard said that because local authorities had not been able to attract and retain the services of competent technical staff in recent years, emphasis had been placed on training to try to meet demand.

"The number of trainees is limited by the lack of suitable applicants. The majority of trainees are lost to commerce and industry on completion of their studies."

Mr Barnard said that because training had to be supplemented by the attraction of experienced skilled staff, his department had again undertaken a recruiting mission in the UK.

While the city council had been able to appoint artisans, the recruiting mission had been less successful in attracting engineering staff.

By Jaap
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Building yacht teaches maths

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Rothmans of Pall Mall Canada Limited presents

INUIT ART

Art of the Canadian Eskimo

A selection of Inuit Art from the collection of the National Museum of Man, Ottawa, Canada and

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15 December —
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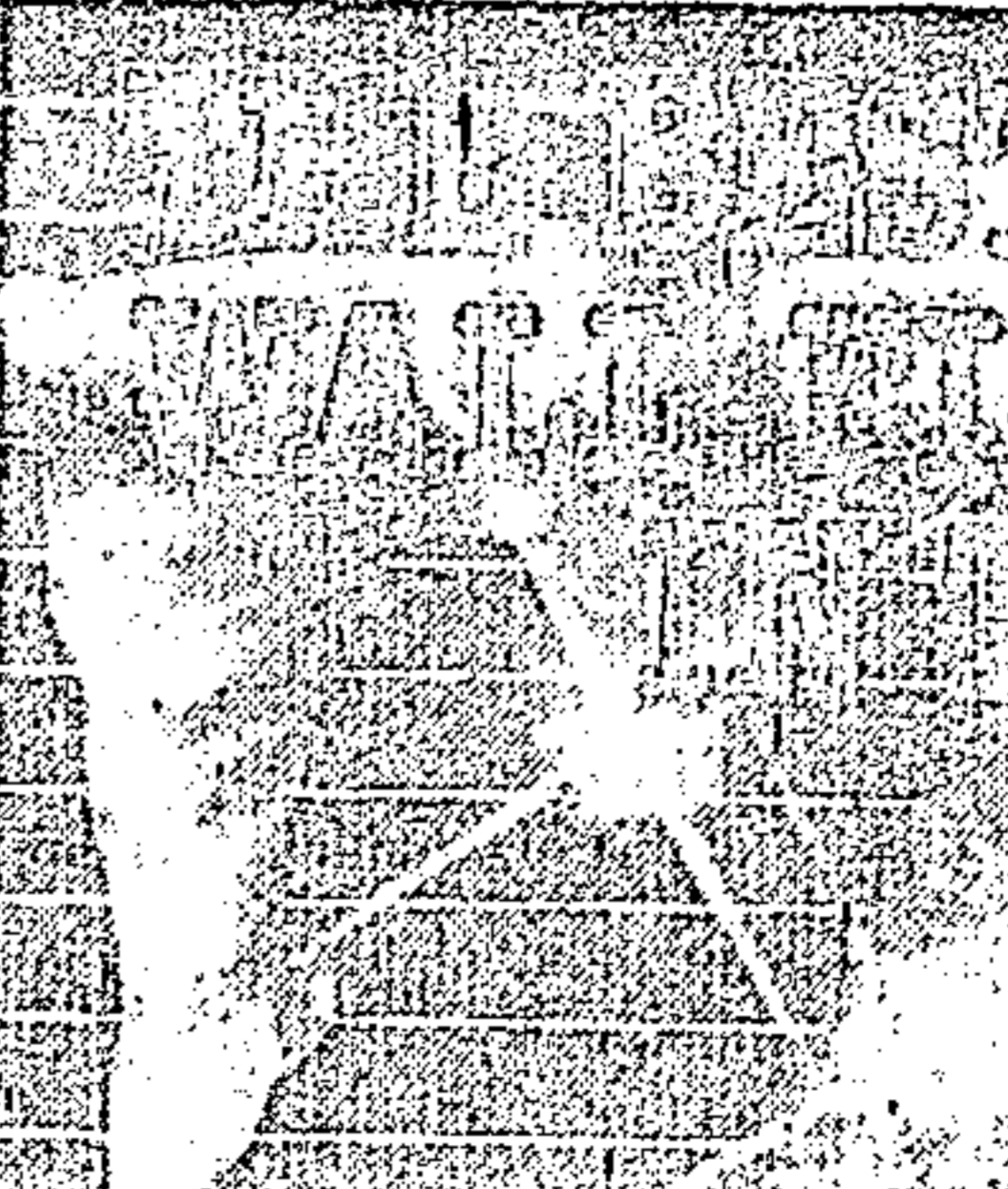
Tuesday, Thursday, Friday and Saturday
 10h00-17h00

Wednesday, Sunday and public holidays
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REVOLVING WASHING MACHINES

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WASHING MACHINES

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 the National Council for the
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EAST LONDON — The lack of higher education facilities, limited career opportunities and the lure of the big cities is causing a drain of young white East Londoners from the city.

This emerged from interviews with civic leaders, businessmen, industrialists, and young people here yesterday.

"It's the small town syndrome," said one of the young East Londoners who has chosen to remain. "Young people are leaving because of lack of job opportunities, lack of facilities and the lure of the bright lights."

On the other hand East London seems to have just what the retired over-60 person is looking for. "It has the sea, a library, pleasant outdoor facilities, a good bus service and, most importantly, it's quiet," said one over-60-year-old who has moved down in recent years from

1757 Youth exodus causes concern

By PHILIP VAN NIEKERK
Industrial Reporter

Just not coming back. There is a lack of opportunities for them all round and this is because we haven't developed economically at the same pace as the rest of the country."

"There are bowling clubs, golf clubs, the cinema, everything happens at an unhurried tempo in an atmosphere of calmness."

But the lifestyle does not seem to appeal to young people, with the notable exception of surfers, and many tend to complain that there is no future for them here.

This exodus is causing concern to industrialists who, already faced with a severe shortage of skilled manpower, now see some of the most talented and ambitious school-leavers heading for the bigger centres.

Mr Neil Oosthuizen, regional manager of an employment consultancy, says young people who are

forced to go elsewhere for university studies, technical training or to the army often do not return. He believes this is because they are snapped up by other companies before they have finished their training. "A young person studying at the technical college in Port Elizabeth is sooner or later going to get an offer from one of the big companies on the Reef or one of the local motor companies."

"Few East London companies seem to do this for some odd reason. "University students, too, are offered jobs up to six months before they graduate and many have a choice of up to six companies to work for when they qualify. "Companies are now going in to the military

camps as well to recruit people before they return to civilian life."

Mr Oosthuizen said another big factor was the wage gap between the Transvaal and the rest of the country. He said East London compared favourably with the other centres but not with the Witwatersrand.

Several industrialists said they did not view East London as being a bad area for salaries, taking into account the cost of living. One, Mr John Rich, said there was nothing wrong with the salary packages offered in East London.

"We are in line with what is being offered in

the rest of the country if one considers fringe benefits, housing loans and so on. Seven years ago when I came to East London salaries here lagged far behind the rest of the country but this has changed."

Mr Oosthuizen mentioned another possible cause of the brain drain—the promotion of people from East London to the bigger centres. "There are not enough head offices here and when people move into the more senior positions they get transferred to the head office in Johannesburg or Cape Town."

Mrs Val Viljoen of the Institute of Race Relations

agreed saying that larger firms tend to use East London as a testing ground. "When they start moving up the ladder they are moved out of East London."

But the managing director of one major company did not agree that career opportunities were the major cause of young people leaving the city. "It is just that the quality of life is more exciting and more suited for the young person of today in the big cities," he said.

And several young people interviewed yesterday said East London was a stagnant city with little to offer the young person looking for excitement. "The problem is this is not a university town," one said. "Those who do stay tend to get married young

and find themselves within suburban East London."

Others said there was not enough stimulation in East London because of the lack of entertainment facilities for the younger generation. "Let's face facts—East London is just a small town," said one.

Mr Errol Iyring, the mayor, does not intend to see East London remain like that forever. "The only way to counter this migration is to proceed with industrial development."

"Hand in hand with expansion in the area must be the establishment of adequate tertiary education facilities such as a technikon and a branch of Rhodes University."

"Our youth are going to technical centres and universities elsewhere and

Mr Tony Selley, the president of the East London Chamber of Commerce, said the main hope for East London was industrial expansion coupled with the establishment of a technikon and a branch of Rhodes University.

But with a shortage of artisans and middle management personnel already, one industrialist has warned that if industrial expansion does take place East London will be unable to meet its skilled labour requirements.

And with the continuing disappearance of young whites to other centres, industrialists have been insisting that any new higher education facility should be open to all races.

brought to the notice of his Department the irregularities referred to in paragraphs 3.1.1 to 3.1.6.19 in pages 1 to 8 of the Advocate General's Report in terms of section 5 (1) of the Advocate General Act, No. 112 of 1947, which was laid upon the Table on 16 September 1951, were subsequently disciplined; if so, on what reasons, and on whose orders; and what action was taken against them;

2) whether he will make a statement on the matter?

THE MINISTER OF ENVIRONMENTAL AFFAIRS:

- (1) No. (a), (b) and (c) fall away.
- (2) No.

Discontinuation of Government transport of goods

11. Prof. N. J. J. OLIVIER asked the Minister of Transport Affairs:

- (1) Whether the investigation into the matter of transporting goods between Bloemfontein and Swartvacht has been completed; if so,
- (2) whether a decision has been taken to build an express transport railway line from Bloemfontein to Swartvacht. If so, what is the estimated cost thereof;
- (3) whether such railway line can be operated economically; if so, what will be the estimated annual cost thereof;
- (4) whether any other decisions were taken in consequence of such investigation; if so, what decisions?

THE MINISTER OF TRANSPORT AFFAIRS:

- (1) No request has to date been received to investigate the transport of goods between Bloemfontein and Swartvacht. However, a feasibility study is

being conducted by the Department of Transport in order to determine the points at which a transport line should be constructed.

12. Mr. J. M. M. M. asked the Minister of Transport Affairs:

(Handwritten: 12. Mr. J. M. M. M. asked the Minister of Transport Affairs:)

Whether the Government will always maintain a 20 per cent discount on the fares of Government transport; if so, what is the amount of the discount?

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THE MINISTER OF TRANSPORT AFFAIRS:

- (1) The Government will always maintain a 20 per cent discount on the fares of Government transport; if so, what is the amount of the discount?
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THE MINISTER OF TRANSPORT AFFAIRS:

Whether the Government will always maintain a 20 per cent discount on the fares of Government transport; if so, what is the amount of the discount?

Q. 61-80

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(3) whether any such recommendations have been rejected; if so, (a) which recommendations and (b) for what reasons in each case;

(4) whether any recommendations have yet to be decided upon; if so, (a) which recommendations and (b) why has a decision not yet been taken in respect of each such recommendation?

The MINISTER OF JUSTICE:

(1), (2) and (4) With the exception of the recommendation contained in paragraph 34(b) of the Commission's report it has, in view of paragraph 32 of the report, been decided to consider the Commission's recommendations when the final report of the Commission of Inquiry into the Structure and Functioning of the Courts (the Hoexter Commission) is received. The recommendation in paragraph 34(b) is being considered together with the recommendations contained in the Third Interim Report of the Hoexter Commission which was tabled in Parliament during the previous session.

(3) No.

Hansard 12/2/82
175 South African Law Commission.
Q. 61.81-82

*4. Mr. D. J. DALLING asked the Minister of Justice:

(1) Whether the South African Law Commission experienced staff shortages during the 1980 calendar year; if so,

(2) whether such shortages gave rise to

delays in regard to certain projects undertaken by the Commission;

(3) (a) what is the authorized establishment structure of the staff assigned to serve the Commission on a full-time basis and (b) what vacancies exist in such structure at present;

(4) whether steps are being taken to (a) extend such structure and (b) fill such vacancies; if so, what steps in each case?

The MINISTER OF JUSTICE:

(1) Yes. Two of the eleven posts of state law adviser on the Secretariat of the Law Commission were vacant. Another post was vacant for part of the year.

(2) Because of the said vacancies certain projects inevitably took longer to complete than would otherwise have been the case. No projects were, however, cancelled as a result of such vacancies.

(3) (a) Eleven state law advisers and one administrative officer.

(b) One state law adviser.

(4) (a) No, not as far as the Secretariat of the Commission is concerned. I may, however, add that a senior officer of the Department has recently been appointed as a full-time member.

(b) Yes. An officer to fill the existing vacancy has already been identified and will assume duty in the post in the near future.

with respect to these should be taken to the Examinations Officer, Bremner Building, without delay.

READING

While the Department will try wherever possible to facilitate reading by placing texts in the short loan section of Leslie Library and distributing selected prescribed articles, you are strongly advised to make the fullest possible use of the Library. It would stand you in good stead to attend an orientation course conducted during the first

Cinemas: permits Q. Col. 133

36. Mr. C. W. EGLIN asked the Minister of Community Development:

- (1) Whether any owners of cinemas have applied for permits to open such cinemas to members of all race groups during the last six months; if so.
- (2) whether any such permits have been granted; if so, in respect of how many cinemas:
- (3) whether any such permits have been refused; if so, (a) in respect of how many cinemas and (b) why?

The DEPUTY MINISTER OF COMMUNITY DEVELOPMENT:

- (1) Yes.
- (2) No.
- (3) Yes.
 - (a) 8.
 - (b) Because it is not the policy of the Government to open cinemas to all race groups because adequate separate facilities already exist or where they do not exist they can readily be provided.

For written reply:

(175) Hansard Q. Col. 133-134
Office of the Commissioner: Inland Revenue:
staff establishment 17/2/82

13. Mr. H. H. SCHWARZ asked the Minister of Finance:

- (1) (a) What is the staff establishment of the Office of the Commissioner: Inland Revenue and (b) how many vacancies are there in such Office:
- (2) (a) what is the staff establishment in respect of inspectors in the sales tax division of such Office and (b) how many vacancies are there in this division?

The MINISTER OF FINANCE:

- (1) (a) 4 487.
- (b) 1 030.
- (2) (a) 183.
- (b) 72.

Active steps to improve the situation have already been taken and also continue to receive further attention.

(282) Hansard Q. Col. 134
Beaches 17/2/82

55. Mr. D. J. N. MALCOMESS asked the Minister of Police:

On how many occasions did the Police order Coloureds, Indians and Blacks to vacate beaches reserved for members of the White race group in (a) Cape Town, (b) Port Elizabeth and (c) East London during (i) December 1981 and (ii) January 1982?

The MINISTER OF POLICE:

- (a), (b) and (c) I can confirm that cases had occurred where the Police requested Non-Whites in Cape Town, Port Elizabeth and East London, to vacate beaches reserved for members of the White group, but statistics in this connection are not kept.

International Monetary Fund/World Bank

59. Mr. H. H. SCHWARZ asked the Minister of Finance:

What amounts have been (a) drawn or borrowed from and (b) repaid to the (i) International Monetary Fund and (ii) World Bank by South Africa since 1 April 1980?

The MINISTER OF FINANCE:

- (a) Since 1 April 1980, South Africa has not drawn on or borrowed from the International Monetary Fund or the World Bank.

Poor wages blamed for shortage of mechanics

20/2/82

By SALLY KERNOHAN
POOR wages are to blame for Port Elizabeth's critical shortage of motor mechanics — but blacks are now poised to pick up the tools.

Motorists are finding that jobs on their cars — usually done in a day — are taking up to two days and in some cases, as long as a week.

Dealers told Weekend Post this week that wages — a first-year apprentice earns R69 a week before deductions — was one of the reasons for the shortage.

Mr S C Williams, service manager of a major Port Elizabeth dealership, said the biggest problem facing dealers was that youngsters were no longer entering the trade "because of poor pay".

"Neither is the trade attracting the right type of person for this very reason," said Mr Williams.

Other dealers agreed with him. Another reason given was that companies, with their own fleet ownership workshops, were attracting journeymen at higher wages and better working conditions.

Pay rates for workers in the motor repair industry will increase by between 20% and 40% from the end of June.

But the increase has come too late.

Mr Bill Hayward, national secretary of the National Association of Automotive Components and Allied Manufacturers (Naacam), lays the blame squarely at the door of the motor industry.

"I can't accept poor wages as an excuse," he told Weekend Post.

"The industrial agreement for the motor industry prescribes minimum wages and conditions.

"But in a free enterprise system, the employer is at liberty to pay a man what he is worth."

Mr Hayward said there had been "insufficient initiative on the part of employers in regard to all races".

"And this applies to all industries and all artisan fields," he said.

"Industry as a whole has been slow off the mark to provide in-service training for blacks.

"Provided you apply selective recruitment, aptitude testing and proper training, you can produce workers of a good standard, regardless of race."

Mr Hayward accused industry of having "too many prejudices".

"We shall have to rethink and provide employment for our indigenous people — surely preferable to recruiting people from overseas at additional expense," he said.

But Port Elizabeth is in a better position than most other places.

Besides the in-service training centres operated by the big three motor manufacturers in the Port Elizabeth-Uitenhage area, Port Elizabeth is also lucky to have a unique in-service training centre on its doorstep.

At the Emthonjeni Training Centre in Struandale, in-service training for all races in all the operative spheres of practical work is provided.

And on Wednesday, the Mayor of Port Elizabeth, Mr H van Zyl Cillie, will turn the first sod in a R1.7 million expansion programme at the centre.

This new project will provide the centre with 2 821 square metres of additional space.

The extra space will provide for a new welding workshop, and a new workshop for training in the motor trades including diesel mechanics and auto electricians.

There will be another workshop for mechanical work, too.

Attacked with panga

Crime Reporter

AN alleged bootlegger is lying wounded in the Scottburgh Hospital after a farm foreman was attacked with a panga at the weekend.

Mr Charles Stewart was inspecting the Mount Albert farm compound at Umzinto on Sunday when he found illegal liquor.

When he tried to make an arrest Mr Stewart was set upon with a panga and received head wounds, police said yesterday.

Mr A Russell arrived with a .22 rifle and a man was shot in the leg.

Natal Provincial Council

Staff shortages 'cripple' the provincial services

24/179
Mercury 23/2/82

Political Reporter

SERIOUS staff shortages in the Provincial Administration, coupled with a higher worker turn-over, were adversely affecting efficiency, Mr Stoffel Botha, the Administrator of Natal, said yesterday.

People using provincial service as a step-

ping stone in career advancement prevented the building up of a reservoir of experienced staff, he said.

Opening the short February session of the council, Mr Botha said the revision of salaries for civil servants last year had not resulted in an improved staff

position.

At November 1 last year Natal had an average vacancy rate of 24 percent in clerical, professional and technical posts with an average staff turn-over in those sections of 23.4 percent.

Of 763 clerical/administrative posts, 227 or 29.7 percent were

unfilled and turn-over ran at 49.9 percent in the 12 months preceding last November.

A total of 63 out of 371 technical posts were vacant, while 24 of 176 professional posts were unfilled.

'The high turn-over of clerical staff is most disturbing and with 50 percent of the staff with less than one year's service at any given time plus a 30 percent vacancy rate, the level of efficiency in the offices of the Administration must inevitably be adversely affected.'

The posts position in schools, hospitals and regional depots was 'just as serious'. Some 13.6 percent of nursing posts were vacant with a turn-over of 38.6 percent, while for paramedicals the figures were 25.4 percent and turn-over 71.5 percent.

Mr Botha said only 7.8 percent of medical posts were vacant but the turnover was 58.7 percent.

'It is the use of the Administration as a stepping stone which presently precludes any hope of building up a reservoir of experienced staff — in the category of hospital clerical posts only 7.8 percent were vacant but the turnover in this category was 71.4 percent.'

On education, Mr Botha said there was still a shortage of teachers in some categories, notably mathematics, physical science and commercial subjects at high schools.

Nats to act over MEC's alleged 'Govt discards' comment

Political Reporter

A ROW over what Dr Fred Clarke said about the delay in the appointment of Natal's Director of Hospital Services is likely to boil over again.

The National Party opposition re-opened the issue yesterday, two months after Mr Robbie Viljoen (Nat, Port Natal) criticised the MEC and was in turn rebuked by New Republic Party spokesmen.

Mr Thys Wessels, leader of the opposition, gave notice yesterday that he would ask for a select committee to investigate whether Dr Clarke had misled the council by denying he had used the words 'has-been officials' or 'Government discards' or similar words in an address at the Addington Hospital nurses' graduation last October, or if he had used such words 'at any other occasion' when referring to the delayed appointment.

The select committee should also investigate whether Dr Clarke made statements to Durban newspapers about the

delay.

In his notice of motion, Mr Wessels referred specifically to a report published on September 30 in which Dr Clarke was quoted as saying: 'Heads of departments were often political appointments (jobs for pals) or civil service outcasts.'

Mr Wessels also referred to a report in the Mercury of October 29 which read: 'The long silence of the commission led to fears that it would be filled by a political appointee or Government discard.'

The select committee should also investigate whether 'such remarks constitute a slur on the officials of the Natal administration and, if so, to recommend steps to be taken to rectify the position'.

Dr Clarke denied that he had made the statement at the graduation ceremony. Debate on the issue continued for hours in the council last November after Mr Viljoen had refused to apologise for saying Dr Clarke had maligned unnamed provincial heads of departments.

Top trainer's husband in Vaal race track 'feud'

Mercury Correspondent

JOHANNESBURG—Police are investigating an incident in which the husband of trainer Jean Barnard was involved in a car accident with a fellow trainer, Mr Tex Lerena.

The feud between the Lerena brothers and the Barnard couple has been going on for some time and yesterday W.O.P.J. Loots of the Viliensdrif

The accident took place at the Vaal race track on February 11 when Mr Barnard and Mr Lerena apparently crashed their cars, W.O. Loots said.

He said the Vaal race track was, however, private property and he doubted if the investigation would be taken to court.

The investigation is continuing, but it is more a feud between private

EXI
ALL EXECUTIVE AND
DEMONSTR.

1982 Peugeot 505 S
Windows, 3369km. White.

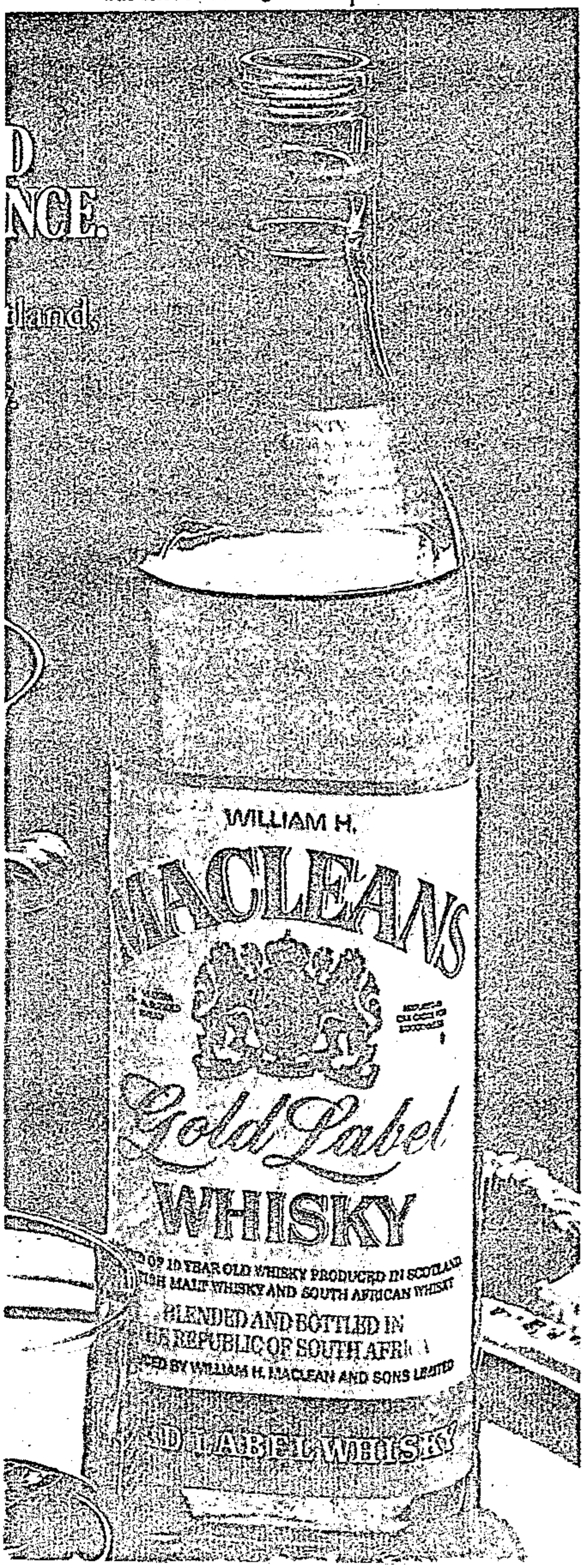
1982 Peugeot 504 S
Alarm, 3295km. Blue

1982 Peugeot 504 G

1982 Peugeot 305 N

1982 Peugeot 305 N

1981 Citroen GX Pre



Provincial staff crisis disclosed

CAPE TIMES 24/2/82 (256) 175

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(1)

Staff Reporter

THE Provincial Administration was beset with resignations and some divisions were now up to 48 percent understaffed, the Administrator of the Cape, Mr Gene Louw, announced at the opening yesterday of the second session of the sixth Provincial Council.



Mr Gene Louw

Disclosing the staff crisis, Mr Louw said that even the "very substantial pay improvements" introduced by the Minister of Finance last year had done "nothing to stem the

flood of resignations from many key groups in the Administration," Mr Louw said.

The hardest-hit areas were the clerical division, where 21 percent of the posts were vacant, and the

technical division, where up to 48 percent of the posts were vacant. In addition, there was a 33 percent shortage in the ranks of professional officers, a 22 percent librarian shortage and a 27 percent engineering shortage, Mr Louw said.

"In the general division, the percentage of vacant posts is as follows: Road clerks 22, provincial traffic inspectors 34, security assistants 24, nature conservation officers 27 and clerical assistants 20, to mention but a few."

Turning to local government, Mr Louw said an important breakthrough for local authorities and their ratepayers had been the recent decision by the central government to accept responsibility for the payment of property tax on State and provincial properties in the municipal and local areas up to a maximum of 80 percent of the assessment.

This should lift much of the financial burden on local authorities, he said.

An amount of R29-million had been set aside by the central government for this purpose for the financial year 1981/82. Of this amount, the Cape local authorities had received R8,5-million.

Only a nominal R2,4-million had been set aside for beach facilities in the coming year and any development, therefore, would of necessity have to be spread over a five to 10-year period.

Mr Louw emphasized the importance of civil defence organizations and said the number of senior provincial officials who would help with the organizing of civil defence had been increased by two.

Mr Louw said a uniform management plan concerning the preservation of Table Mountain and the southern Peninsula mountain range would soon be drafted which would "result in justice once again being done to this important reserve and recreational area".

● Di Bishop criticized in Provincial Council, page 3

300

300

300

24 000

24 000

300

24 000

300

300

Jan 2: Income from Life Policy
Income Statement
being closing entry

Jan 2: Income Statement
Insurance Expense
being closing entry

Jan 31: Bank
Debtor (Insurance Comp)
being receipt of proceed:

(2) Premiums Treated as an Asset

01, Jan 1: Life Policy
Bank

Dec 31: Income Statement
Life Policy
(Surrender value of policy
therefore no amount can b

ontinued/

(175) ROM 3/3/82

Poor pay blamed for teacher shortage

By MARTIN FEINSTEIN
Education Reporter

POOR pay and inadequate training facilities are the main reasons for the serious shortage of coloured teachers on the Rand, the chief inspector of coloured education said yesterday.

Mr J S Feldman was commenting on the shortage which has prompted the South African Defence Force to second 14 National Servicemen to help several coloured schools — one of which began the year without a single teacher.

About 70 white teachers have also come to the rescue after pleas from the coloured affairs division of the Department of Internal Affairs.

There is a current shortage of about

30 coloured teachers, particularly in physical science, mathematics and biology — but without the white helpers and servicemen the figure would stand at about 115.

Mr Feldman said many lesser-qualified teachers — particularly those with only Standard 8 and matric qualifications — had resigned because of poor pay.

"Low salaries have often been quoted as a cause of resignations ... it is a source of definite dissatisfaction," he said.

Meanwhile, the rapid growth of pupil numbers was aggravating the shortage by increasing the demand for teachers.

"A school that closed last year with about 600 pupils will have re-opened this year with about 650," he said. "and that means an immediate need for another two teachers at a school where there is probably already a shortfall."

A third reason was the lack of trained teachers coming from the Rand College in Crown Mines, the Witwatersrand's only teacher training college for coloureds.

"We are not producing enough teachers in the Transvaal ... the numbers that qualify each year from the college just do not suffice," Mr Feldman said.

He called on parents to try and influence their children to enter the teaching profession.

Smaller staff, fewer audits

2859
175

ORMANDE POLLOK
Political Correspondent
CAPE TOWN—The Auditor-General, Mr W G Schickerling, says that because of a worsening staff position in his and other

departments, audits have been curtailed and certificates issued with 'hesitation and anxiety'.

His remarks, in his report for the financial year 1980/81, have been de-

scribed as staggering by the Opposition's chief finance spokesman, Mr Harry Schwarz.

He called on the Minister of Finance, Mr Owen Horwood, to 'take urgent

action to correct this very serious situation which could be costing the taxpayer money'.

Mr Schickerling said: 'Out of a total of 546 posts on the authorised establishment as at November 1, 1981, only 322 were filled by permanent units, and after taking into account the temporary staff, there were 152 vacant posts.'

'Owing to the ever-worsening position concerning the audit staff, the scope of audit has, from sheer necessity, been curtailed even further during the year and, bearing in mind the general staff shortage in the Public Service, which must inevitably have a detrimental influence on effective internal control measures, the certificate regarding the correctness of the accounts is not furnished without hesitation and anxiety.'

Inspected

He said that out of 2 040 offices and institutions on the audit register including 340 defence depots, only 641 had been inspected.

As a result of 1 375 queries, R280 299 had been recovered, R158 141 less than the previous year.

The amount recovered on income tax queries had also dropped — from R803 880 to R637 112.

'This is a very serious situation which could be costing the taxpayer money,' said Mr Schwarz.

'There could also be other serious shortcomings because if the audit is not done thoroughly, the possibility exists that people will not only take advantage of this through slackness, but irregularities could go undetected.'

'In these circumstances one would expect the minister to take urgent action.'

Mr Schwarz said that the audit staff could only do 'spot checks' and that with fewer people to do the work there would have to be fewer checks — to the possible detriment of the taxpayer.

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Staff shortage in City Council

CAPE TIMES 5/3/82 213 175

Chief Reporter

THE retiring Town Clerk, Mr Granger Heugh, warned yesterday that standards in Cape Town's municipal services would deteriorate if the City Council's acute staff shortage — particularly in specialist fields — was not overcome.

Of 18 000 posts in the municipal service, he said in a pre-retirement interview, fewer than 16 000 were filled.

"We are very short of top technical and administrative personnel particularly, and we are having to resort to all sorts of stratagems and schemes to get the work done.

"For instance we have had to bring a team of specialists from overseas to do essential maintenance on electrical generating plant, at tremendous additional cost, because we do not have the staff to do the work.

"Last year we sent a recruiting team overseas, and as a result we have been able to make more than 70 appointments to engineering and other technical posts — posts to which we had failed to attract the right people in this country through unceasing advertisement over a number of years."



Mr Granger Heugh

Mr Heugh, who is 65 and has been Town Clerk for 12 years, retires at the end of this month and will be succeeded from April 1 by the present Deputy Town Clerk, Dr Stanley Evans.

Mr Heugh said the municipality's salary structure unfortunately lagged behind the other two tiers of government — central and provincial — and its pension and fringe benefits did not compare.

"We have one trump card — and that is that people want to live in Cape Town and in many cases are prepared to forego more attractive

prospects elsewhere."

● Mr Heugh also called for greater autonomy and more freedom of action for the larger municipal councils in South Africa, and said "unwarranted and unjustified" government and provincial interference in civic affairs had a stultifying effect on local government.

He cited the central-City Golden Acre project in the 1970s as an example.

Delays

"That whole scheme nearly foundered through delays not of our own making and because one government official thought he knew better as to how this valuable site should be used than all the experts and planners who had examined the project from all sides and in the minutest detail.

"By and large our relationships with provincial and government departments are pretty good — but there is always this danger of a very worthwhile project being stymied by unwarranted interference, and for reasons not based on scientific fact and study."

● Mr Heugh said the post of Town Clerk, with all the responsibilities it carried, had become a progressively-demanding and onerous one, and he felt there should be more protection and "insulation" of the City's chief executive and administrative officer.

Daily burdens

The Town Clerk was in an extremely vulnerable and "flak-catching" position and should be freed from the burdens of day-to-day minutiae to enable him to devote more time to forward planning and to co-ordinating municipal endeavour.

Although the term "town clerk" had a long tradition going back to biblical times, the trend in Britain and elsewhere was to move away from it because of the incorrect connotations it could be given in modern times, and to refer to holders of this post more precisely as "chief executive".

"For practical reasons I would be fully in favour of Cape Town's following this trend," Mr Heugh added.

● He said he had avoided committing himself to any post-retirement activity. "I want to find my balance first and adjust myself to life in retirement before deciding how best to occupy myself usefully."

Mr Heugh and his wife intend to continue living at their home in Newlands.

THE ASSEMBLY — The government made savings of more than R24 million during the 1980-81 financial year because of the number of staff vacancies in the civil service.

In the report of the Auditor-General for the year, tabled in Parliament yesterday, most departments reported savings because of "vacant posts" or "posts not suitably filled," and related problems.

Even the Prime Minister's Department reported that it had not spent all the money budgeted for salaries because of "staff vacancies and new posts not filled timeously."

Although other factors were also involved, the Prime Minister's Department saved R82 187 under this section of the

Staff vacancies save govt R24m

175
Dispatch
19/3/82

audit.

One department, however, saved through staff vacancies but then found it had to spend more on telephone bills because of the staff shortage.

This was the Department of Statistics which, at the time, was headed by the former minister, Dr Andries Treurnicht, who is now the leader of the rebel Nationalists in Parliament.

The department said that "as a result of serious staff shortages it is not always possible to follow up outstanding

questionnaires in the customary way. In order to ensure that information is obtained timeously, it has, from sheer necessity, been obtained telephonically."

Because of this, R73 877,49 more than had originally been budgeted had been spent under "administration."

But the Department of Statistics made savings because of a decrease in the number of surveys on unemployment because of the non-availability of enumerators.

Among the other departments which made savings because of staff shortages were the President's Council (R352 554), the Department of Co-operation and Development (R3,5 million), the Department of Agriculture (R115 135), the Depart-

ment of Commerce (R1,7 million), the Department of Industries (R245 954), the Department of Finance (R45 227), the Audit Department (R40 831), the Department of Coloured Affairs (R54 558), and the Department of Indian Affairs (R678 558).

Also named were the Department of Interior (R647 138), the Commission for Administration (R143 085), the Department of Foreign Affairs (R3,2 million), the Department of National Education (R27 185), the Department of Statistics (R666 161), the Department of Education and Training (primary education — R9 million and general staff — R3,4 million) and the Department of Health (R412 917).

This means that some R24,2 million was saved because of staff shortages. — PC.

Shortage of white nurses up in T'vaal

By JOUBERT MALHERBE

THE shortage of white nurses in the Transvaal increased by up to 22% in the last year, according to the Director of Hospital Services in the province, Dr Hennie Grove.

Speaking in Pretoria last night, Dr Grove said there was a shortage of more than 5 000 white nurses in the Transvaal. This represented a total shortage of 40%, he said.

At the end of February last year, there was an overall shortage of 3 749 nurses in the province — a 31% shortfall.

The shortage of experienced white nursing sisters had increased by 22% in the last year. In this category, the staff shortage now was 36%.

Dr Grove also announced a 1% increase in the shortage of black nurses. More than 2 000 posts in this category were vacant, he said.

The shortage of coloured and Asian nurses had de-

creased by 6% from last February but there was still a shortage of 38%.

With regard to white student nurses, the shortage was 46% — an increase of 6% over last year's shortage.

Mr Sam Moss, official Opposition spokesman on hospital affairs in the Provincial Council, called on the Government to appoint a commission of inquiry into the situation "because we are heading for a catastrophe".

The inquiry should be all-embracing and it should recognise that race should play no role in the appointment of nurses, he said.

He called for the total integration of the nursing services in the country so nurses could be appointed where they were most needed regardless of their race.

He added: "This has to be done as a matter of urgency".

The inquiry should also investigate the working conditions and salaries of nurses in relation to the remuneration of people employed in allied medical professions.

TUESDAY, 23 MARCH 1982

†Indicates translated version.

For written reply:

~~772~~ (775) *Handwritten: Hansard*
Staff shortages Q. Col. 444
- 445

112. Mr. D. J. DALLING asked the Minister of Justice:

Whether any services provided by his Department were suspended in 1981 owing to staff shortages; if so, (a) what services and (b) where?

The MINISTER OF JUSTICE:

(a) and (b) During the first half of 1981 all criminal courts could, especially in Johannesburg, not function at all times as a result of a shortage of legally qualified staff. After the institution of a special allowance and other improved conditions of service with effect from 1 April 1981, the position improved to such an extent that a sufficient number of legally

445

TUESDAY, 23

qualified persons are at present available to suitably fill almost all posts of magistrate and public prosecutor. As far as administrative services are concerned, the telephone enquiry facilities for maintenance recipients at the Magistrate's Office, Johannesburg were suspended. A shortage of clerical staff at a few offices, mainly on the Witwatersrand, also had as a result that during the second half of 1981 certain sections of the offices concerned were only open to the public until 13h00 instead of 16h30 daily. With a few exceptions, these problems have since been solved by means of internal arrangements.

175

Manpower shortage is problem for Commando commanders

Own Correspondent

PRETORIA — The image of the proud South African clutching his gun in the defence of his country — *die Boer en sy roer* — has been shattered by statistics released by the South African Defence Force.

They show that South Africa's Commando system — which the Minister of Defence, General Magnus Malan, regards as the backbone of South Africa's defence capability — is critically undermanned in most parts of the country.

The problem is that white men are no longer prepared to volunteer for

service in the Commandos and the Defence Force has had to draft national servicemen to prevent a collapse of the system.

Most Commando units are 37 percent undermanned, on average, and available manpower has been stretched to breaking point to try to cope with the situation.

Commanders are not satisfied with the volunteer system, saying that it is an unreliable source of manpower.

A volunteer can resign at any stage he chooses, normally when the army calls on him in an emergency.

"Volunteers report for duty when it suits them. They are enthusiastic enough when they join, but many of them soon lose interest and there is nothing we can do", one commander lamented.

In one instance near Pretoria last year, there was such a poor turn-out when a Commando force was called up for a particular operation that national servicemen who had just returned from an 84-day stint in the operational area had to be recalled to do the job.

Army commanders complain that the average South African male prefers his social life, sport

and work above defending his country. In many instances employer dis-courage their employees from volunteering because of the periods they will be away from their jobs.

"The attitude of the man-in-the-street is that Defence Force and the police are responsible for the defence of the country, for which they have to pay taxes. So why should they serve in the army?", a Commando commander said.

Another complained: "Because white collar workers lead sedentary lives they are unwilling to submit themselves to the rigours of military life

and in many instances wives stop their husbands from volunteering for their own selfish reasons."

The volunteer has become an uncertain factor when it comes to operational duties and some commanders are now saying they would rather have no force than a large pool of unreliable men.

The new Defence bill is aimed at eliminating the Commando shortages by making every white male between the ages of 17 and 60 register for military service, which means that men could be drafted at any times to eliminate manpower shortages in the commandos.

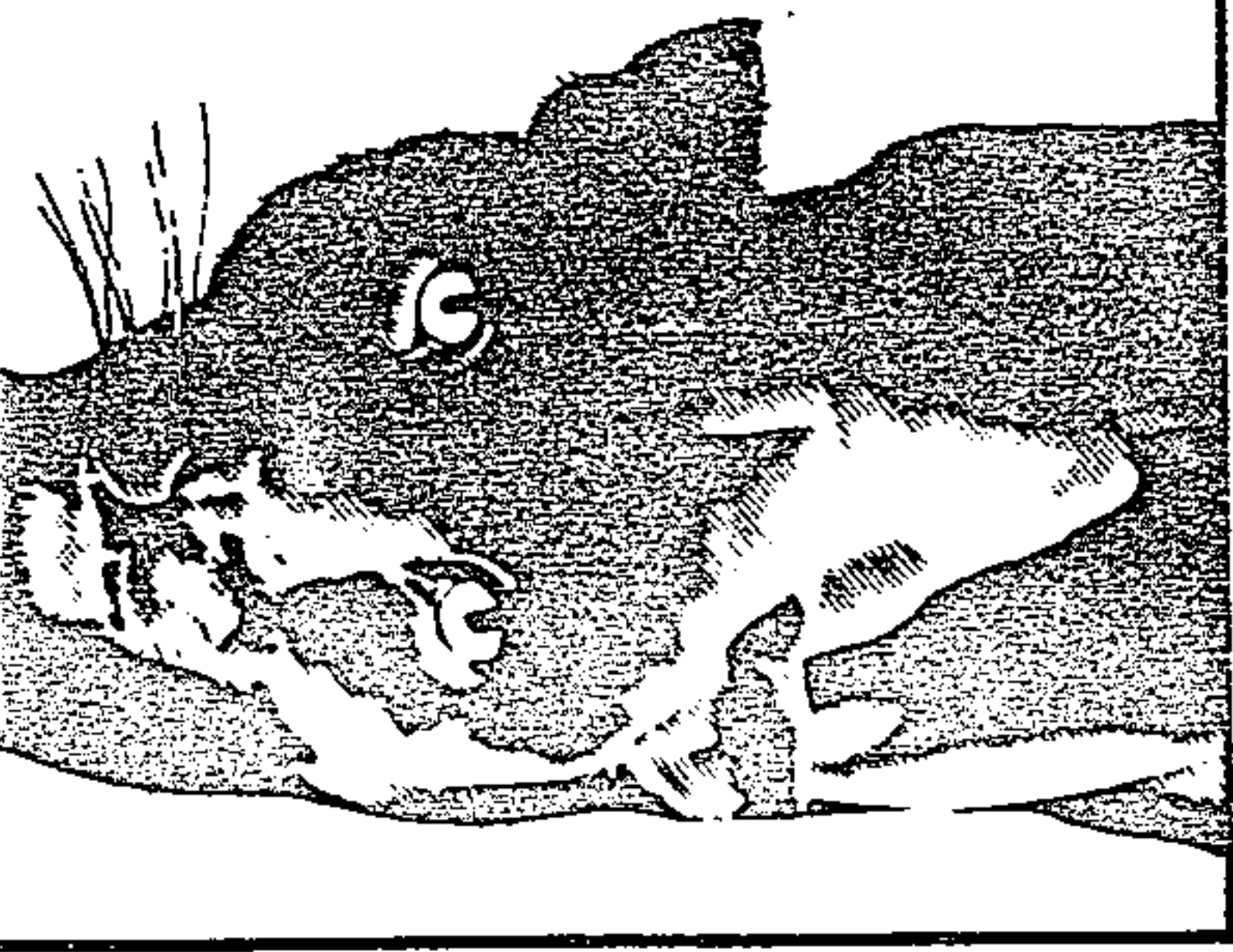


Julie, the young Budapest Mihaly Seres

70% PAID QUARTERLY IN ADVANCE

PARTICIPATION MORTGAGE INVESTMENTS

- Excellent security and a high yield
- Effective rate in excess of 18%
- Investment of R1 000 or more



ASH the I

Own Correspondent
JOHANNESBURG. — Two Johannesburg buildings will fall like a pack of cards on Sunday morning when they are scientifically blasted in the first lay

From May 1st 1982 on new investments

(175)

Training experts gear up to offset defence drain

By Tony Davis, Labour Reporter

The training of skilled manpower will have to be stepped up in order to offset the effects of increased military service.

Manpower experts fear an extended call-up will aggravate the existing shortages of skilled workers.

A recently announced Bill provides for the Defence Force to tap a pool of 800 000 white male South Africans between the ages of 17 and 60.

Previously defence commitments had been borne by about 25 percent of the white male population, the

Defence Force and employers are catering for close liaison between the private sector and the military so that new call-up lists do not leave a vacuum in manpower training requirements.

The Management and Manpower Foundation of Southern Africa has estimated at least half a million people will have to undergo training annually to meet current manpower demands.

Of this number half would receive initial training and the other half would require re-training.

The executive director of the Management

and Manpower Foundation, Mr Paul Penzhorn, said the volume and pace of current training programmes would have to be increased to offset the new military demands.

He warned it was necessary to ensure those who were called up were not "standing idly" but were constructively employed.

Employers were generally in agreement that if the increased call-up by the Defence Force was necessary it could not be avoided. But they felt the system had to be streamlined to avoid wastage.

Officials at the Stellenbosch Bureau for Economic Research

view the extended call-up as unlikely to have a major impact on manpower planning.

National service will probably be extended from 240 to 720 days. But this service will spread over 12 years — rather than eight, as in the past.

For the 800 000 registered citizens liable for call-up the initial period of training is likely to be 30 days in the first year. It is proposed this be followed by a maximum of 12 days annually until the age of 60.

The new Defence Force requirements will not alter the current system of exemptions for students and

apprentices.

Part-time students and those doing correspondence courses were likely to be liable for call-up. It was argued they were able to resume their studies after the period of service, education sources said.

The Afrikaanse Handelsinstituut has also expressed the view that the new call-up measures would have to be implemented with caution in order to avoid disrupting the private sector industry. The AHI has said the country's security requirements should be met by drawing on various black communities.

Missile plan blocked

WASHINGTON — President Reagan will almost certainly have to send his MX nuclear missile plan back to the drawing boards yet again — after a key Senate subcommittee voted to stop the controversial programme in its tracks.

The Senate Armed Services subcommittee on strategic arms voted unanimously on Monday to drop from the budget \$1 500 million for MX production. This will prevent any missiles being built next year.

It also cut about \$700 million earmarked for Air Force MX missiles. Chairman John Warner said his panel voted to cancel the temporary MX basing plan because it



President Reagan Minuteman missile silos while a permanent system is developed to make the missiles less vulnerable to a surprise Soviet attack. Subcommitlee chairman John Warner said his panel voted to cancel the temporary MX basing plan because it would allow missiles to be moved to a first strike site.

New angle on caring for child of

The Minister of Foreign Affairs, Mr P. K. Botha, will speak at the dedication service of a new children's home which needs a major change from the traditional dormitory-styled institutions.

More than 7 000 people are expected to

attend the ceremony on April 9 in the AFM Central Camp Hall in Lyndhurst.

Pastor P. P. ... pool, director and founder of the V.P. ... the estimated cost for the 20 cottage village with its chapel, sports-fields and playgrounds

was about R1.6 million. About R250 000 is still needed to meet the building costs.

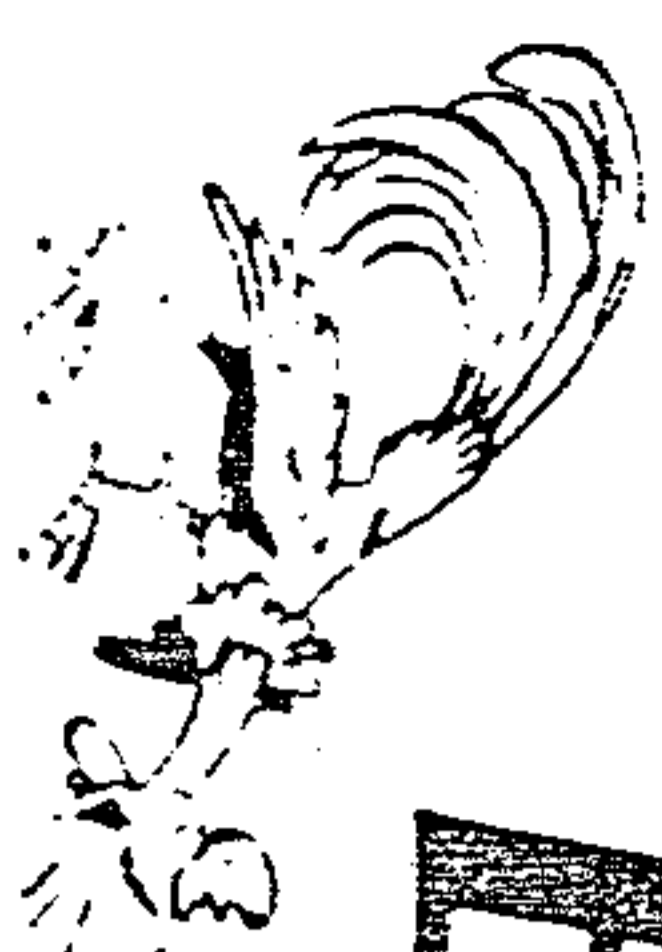
The Children's Village was "born out of faith," said Pastor Pogge, and he embodied the project as a "project."

of the Child care centres family unit. Each cottage accommodates 10 and a couple

THE BUDGET STORE

EARLY

BARND



(175) Industrial Week
30/3/82

Staff vacuum chokes new developments

By Priscilla Whyte
EXTENSIVE research on behalf of industry is being hampered by a shortage of staff at the CSIR says Alec Johannsen, head of CSIR's heat mechanics division.

"We have financial grants for industrial research on air conditioning, refrigeration, heat exchange, and solar energy and this work could go further if we had more staff," says Johannsen.

Efforts are being made to recruit air conditioning, refrigeration and heat transfer engineers and technicians from

overseas.

He explains that a project investigating heat pumps for heating water is being slowed down because of short staffing.

The heat pumps in this application would use a third of the energy used by conventional electrical heating methods, reducing the load on local power stations and cutting down on black outs.

Johannsen adds that a temperature and humidity controlled wind tunnel worth R400 000 for testing air conditioning equipment is under construction at the CSIR.

The wind tunnel will be capable of testing heat and mass transfer equipment using hot, chilled or pressurised water up to 120°C, and saturated steam up to 700kPa.

The test section is 600 x 600 mm, the air flow up to 5 m³ per second and

heating and cooling capacity for large equipment is 150 kW.

The CSIR has a laboratory for testing air diffusion equipment and investigating air flow patterns.

Simac, a computerised simulation air conditioning system, was developed by the CSIR for consulting and contracting engineers.

It computes design, heating and cooling loads as well as the energy requirements of air conditioning plants, and takes into account the heat storage of the building and the shadow effect of the sun.

Johannsen's heat mechanics division also has a series of psychrometric charts covering the different altitudes, temperature and humidity ranges for the local refrigeration, air conditioning and drying industries.

- (2) Altogether five reports were presented on 12 July 1977, 4 November 1977, 27 April 1978, 23 November 1978 and 20 November 1979 respectively to the depositors of the bank and the Registrar of Banks.
- (3) No.
- (4) No further investigations were necessary.
- (5) There is no statutory obligation to lay the reports upon the table of Parliament. Depositors accepted an agreement in terms of Section 311 of the Companies Act 973 in terms of which

1. The bank was sold.
2. All subsidiaries of the bank as well as the assets of the bank were transferred to a newly established company within the group; and

3. The depositors of the bank acquired, on a proportional basis, shares in the newly established company in exchange for that part of their funds which was not repaid to them so that they own 100 per cent of the share capital of this company. All remaining claims of depositors were converted to shareholders loans to the aforementioned company.

After the abovementioned agreement was confirmed by court, the curatorship of the bank was terminated.

African International Publishing Company

*4. Mr. D. J. N. MALCOMESS asked the Minister of Foreign Affairs and Information:

- (1) Whether any funds or portion thereof paid to the African International Publishing Company were deposited by that company with a banking institution the name of which has been furnished to the Minister's Department for the purposes of his reply; if so, (a) when and (b) what amount (i) was so de-

posited and (ii) has been recovered to date;

- (2) whether it is anticipated that further funds will be recovered; if so,
- (3) whether such further funds will be paid over to the State Trust Board; if not, why not?

†The MINISTER OF LAW AND ORDER (for the Minister of Foreign Affairs and Information):

- (1). (2) and (3) The State Trust Board has no claim against *African International Publishing Company (Pty) Ltd*. For particulars regarding this are contained in the *Special Report of the State Trust Board* dated 10 June 1980 which was tabled on 13 June 1980.

Alfeskor Trust

*5. Mr. D. J. N. MALCOMESS asked the Minister of Foreign Affairs and Information:

On what date or dates was the amount of R395 437,50 deposited through Alfeskor Trust with a certain banking institution, as referred to in his reply to Question No. 12 on 26 February 1982?

†The MINISTER OF LAW AND ORDER (for the Minister of Foreign Affairs and Information):

On 10 August 1976.

*6. Mr. P. R. C. ROGERS asked the Minister of Justice:

- (1) Whether his Department is experiencing a shortage of staff; if so,
- (2) whether such shortage is affecting the administration of justice in respect of the time (a) taken for cases to come before the courts and (b) spent in prison by accused persons awaiting trial; if so, to what extent in each case?

The MINISTER OF JUSTICE:

- (1) Yes, as far as clerical staff is concerned.

(2) (a) and (b) No. I wish to add that the number of cases enrolled every day is determined by the number of courts available to try those cases and is unlikely to be adversely affected by periodical shortages in supporting clerical staff which are presently being alleviated by reorganization and the working of overtime. No statistics are available to indicate whether or not the shortage of clerical staff caused any delay in bringing accused persons to trial. Even if reports in this regard were called for from every court in the Republic (there are more than 300 magistrates' offices) it is most unlikely that delays, if any, resulting from clerical staff shortages would be distinguishable from other delaying factors such as absence of witnesses and remands.

East London: foot patrols

*7. Mr. P. R. C. ROGERS asked the Minister of Law and Order:

- (1) Whether police personnel are available for foot patrols in the commercial centre of East London during the (a) day and (b) night; if not, why not; if so,

(2) whether it is his intention to increase the police personnel available for such patrols?

The MINISTER OF LAW AND ORDER:

- (1) (a) and (b) Yes.

(2) No, unless circumstances require it and the manpower position is such that more members can be made available for that purpose.

Normalization of sport

*8. Mr. D. J. DALLING asked the Minister of National Education:

Whether, pursuant to the recommendations of the report on the normalization of sport in South Africa which was published by the Human Sciences Research Council in 1980, he (a) intends to take or (b) has taken any action relating to the Reservation of Separate Amenities Act, No. 49 of 1953; if not, why not; if so, (i) what action and (ii) when?

†The MINISTER OF ENVIRONMENT AFFAIRS (for the Minister of National Education):

In a press statement dated 22 May 1981 I pointed out that the Government agreed that a further in-depth investigation of all aspects of the Reservation of Separate Amenities Act was desirable, but that apart from legal experts, experts in other fields too would have to be involved. This investigation has meanwhile been referred by the Department of Community Development to the Technical Committee investigating the Group Areas Act and related Acts.

Unscaled drinking straws

*9. Mr. P. C. CRONJÉ asked the Minister of Health and Welfare:

- (1) Whether he has received any representations regarding health hazards arising from the dispensing of unscaled drinking straws on serving counters; if so,

(2) whether he will consider introducing measures to stop this practice?

†The MINISTER OF HEALTH AND WELFARE:

- (1) No;

(2) falls away.

†Mr. P. C. CRONJÉ: Mr. Speaker, arising out of the hon. the Minister's reply and in view of the fact that this practice does in fact exist, could the hon. the Minister tell us whether he considers the said practice as healthy?

Councils on problem of staff drain in call-up

By SHELAGH
BLACKMAN
Municipal Reporter

THE pressure likely to be felt by municipalities as a result of the extended military call-up will be thoroughly debated at the 75th congress of the Cape Province Municipal Association in East London.

Three motions involving military service are on the agenda of the congress, which will be held from April 19 to 22.

Beaufort West has proposed that people occupying "key posts" in local government should be exempted from military service.

A motion submitted by Carnarvon points out that smaller local authorities experience difficulties when annual budget and financial statements are compiled, and suggests that the authorities should be "more lenient" when application is made for a postponement or alteration to the period of military training of those in key positions.

Grahamstown has asked that the Government be approached to grant temporary exemption to registered apprentices in the employment of municipalities on the same basis as it is granted to full-time

university students.

Grahamstown has also proposed that councils should be given greater freedom to develop housing schemes at reduced standards with funds made available from the Department of Community Development.

Stressing the critical shortage of housing, the statement says: "The recent reduction in housing funds from the Department of Community Development is stifling essential development in the non-European areas."

The Grahamstown Town Council says that it seems clear that a large percentage of the population will never be able to afford housing of the standard laid down by the Department of Community Development.

Motions submitted by Port Elizabeth include:

- That the Administrator be requested to endeavour to obtain a 87½% subsidy from the Central Government for municipal fire brigade services in the Cape Province.

- That regional committees be established for the co-ordination and standardisation of various aspects of traffic control in cities and towns in close proximity.

Argus 8/4/82-175

Courts can no longer keep pace, says judge

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MR Justice Diemont

Argus Correspondent
OUDTSHOORN. — An Appeal Court judge, Mr Justice Diemont, said here last night that although in years gone by six judges could cope with the volume of work, today 18 judges in Bloemfontein could not clear their desks working seven days a week.

He was speaking at a centenary dinner for old boys of the Oudtshoorn Boys' High School.

He said that while there were many prob-

lems in South African society such as racial friction, an unstable gold price and a shortage of housing, the upsurge in violence was seldom mentioned.

Jails were packed and the courts could not keep pace. Even if there were a two-year moratorium with no rapes, shootings or major frauds, it would still take the Appeal Court judges two years to complete the cases waiting to be heard.

Mr Justice Diemont, an old boy of the Oudtshoorn Boys' High School, said if there were more discipline in the classroom there would be less violence on the streets.

In his day teachers chose their canes from a handy quince hedge and used them effectively.

In his opinion caning in schools did not encourage violence, although there had been calls in South Africa that caning be banned.

Natal artisans quitting for life Down Under

By TICKS CHETTY

NATAL'S coloured artisans are quitting South Africa for Australia in large numbers.

And as the manpower drain continues unabated, industrialists this week described the development as "alarming" and said it should be a matter of concern to the country as a whole.

Relatives of families who have already settled in Australia said the country has become a major attraction for skilled coloured workers in recent times because it offered better job opportunities, more freedom and a chance for their children to have a better life.

One of the major industrial growth points most affected by this manpower drain is

Maritzburg, where several jobs for skilled workers are going begging.

Mr Nico Vermeulen, a director of the Maritzburg Chamber of Industries, said: "I find this development disturbing. The country is desperately short of skilled labour and it is sad to learn that the people we need are leaving."

Mr Norman Middleton, a trade unionist and a former senior official of the Labour

Party, said he knew of several families who had left South Africa recently to settle in Australia.

"The tragedy is that the people who are leaving are young and skilled. They are leaving to seek a better life for their children.

"Apartheid has played a big part in determining their decision.

"I have heard people who had left for Australia say: 'I don't want my child to grow up in this strange society. Why should they put up with the restrictions which determined my life?'"

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175 S. Times 11/4/82

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E. Post 14/4/82

Building industry troubles

Post Correspondent

JOHANNESBURG — Many artisans have left the building industry in South Africa for other fields because of the unstable situation in the building industry, which has been hit by labour problems.

Mr Lou Davis, director of the Building Industries Federation of South Africa, confirmed this today.

He said since the building slump in 1976, at least 40% of artisans had left the industry and were not interested in returning.

The state of the industry had varied violently from too much work to too little and this had driven artisans to more stable fields where they were guaranteed regular work.

Mr Davis said it was estimated that in the next 18 years, the industry needed to train 200 000 people at a minimum cost of R400 million to cover future needs and the backlog that had developed.

Alarm grows over expected SA shortage of engineers

175
star
16/4/82

By Dirk Nel
Northern Transvaal
Bureau

PIETERSBURG — There will be a shortage of an estimated 1 000 engineers in South Africa every year in the near future, according to an investigation by the Council for Scientific and Industrial Research (CSIR).

This and other alarming statistics were given yesterday by Dr C F Garbers the president, in his address at Interscience 82, a

symposium of scientists and researchers at the University of the North, near Pietersburg.

Dr Garbers said the expected shortage of engineers should be viewed seriously because of the close relationship between the number of engineers and the GDP (gross domestic product).

On the subject of the manpower situation, Dr Garbers said the challenge of training people at a fast enough

rate was formidable in view of such budgets as those of the mining industry (R12 000 million over five years), Escom (R14 000 million over 10 years), Sasol (R6 000 million over four years) and others.

He said there could be no doubt that blacks, coloured people and Indians would play an increasingly important role in the country's economy.

Mr G N Foukaridis, of the University of the North, said 648 posts for chemists had been advertised in 1981.

There was a large demand for analytical chemists in laboratories. About 75 percent of the posts required BSc degrees or diplomas.

Speakers from various universities and institutes delivered papers on mineral, animal, nature, medical and chemistry research projects.

Hospital

175 (H) (S)

turns away critically ill

star 19/4/82

By Pamela Kleinot

More and more critically ill patients are being refused admission to the Johannesburg Hospital because of the drastic shortage of nurses.

In some cases the hospital cannot even continue to treat critically ill people who have already been admitted. They have had to be transferred to the J G Strijdom Strijdom Hospital.

Doctors at the hospital are concerned about the deteriorating situation in the past year, which has led to the closure of many beds.

Half the wards at the 2 000-bed hospital are permanently closed because there is not enough staff to man them. Some wards were never opened.

By February this year there were 100 fewer nurses at the hospital than last year. Only 56,4 percent of nursing posts were

filled compared with 60,6 percent last year.

"The Johannesburg Hospital can no longer fulfil its role as the final referral centre for problem and critically ill patients," said a doctor.

"For many years the hospital was the last port of call for patients from all over the Witwatersrand requiring intensive care.

"The hospital has the medical staff and equipment for this purpose but it no longer has the adequate nursing back-up. "The result is that critically ill patients are being refused admission."

Dr Neville Howes, superintendent of the Johannesburg Hospital, said:

"We still have a problem with acute patients. We are concerned and making every endeavour to solve the situation."

In Pretoria the superintendent of the H F Verwoerd Hospi-

tal, Dr E van Wyngaard, said his 1 350-bed hospital had closed 250 beds in the past year because of the shortage of nurses and other manpower.

"Although we have not yet refused admission to critically ill patients we will be in trouble if things get worse," he said.

Mrs Irene Menelle, a PFP spokesman on health matters in the provincial council, said: "The crisis in hospital services is the result of an extraordinary snarl-up due to poor planning and gross maldistribution of curative medical services."

"We are faced with the ridiculous situation of an oversupply of beds and an under-supply of nurses in the white sector and in the black sector an under-supply of beds and an oversupply of staff.

"The hospital service ticks on only because of the heroism of the staff."

New coat for Louis Botha Ave

For the next four weeks Johannesburg municipal workmen will be resurfacing Louis Botha Avenue between Savoy and Orchards.

Peak hour traffic will not be affected.

surfacing will take place only between 9 am and 3 pm.

The city engineer's liaison officer, Mr John Bates said only one lane at a time would be re-

to minimise in-

convenience to motorists on this heavily congested route.

The stretch which will be resurfaced is between Grenville Avenue in Savoy and Garden Road in Orchards.

Medical ^(9/28)
AKG: S 21/4/82 175
drain slows

THE number of doctors who left South Africa permanently dropped from 123 in 1979 to a preliminary estimate of 55 last year.

This was disclosed yesterday by the Prime Minister in a written reply to a question by Dr Alex Boraine (PFP, Pinelands).

Mr Botha said 123 medical doctors left South Africa permanently in 1979, 59 in 1980 and the preliminary figure for 1981 was 55, — Sapa, 8

General: police still perform all duties

29/4/87 D. Dispatch 175



EAST LONDON — Much had been made of the shortage of manpower in the police force but in spite of the shortage of personnel the police were still in a position to safeguard internal security, maintain law and order and combat crime the Commissioner of Police, General M. C. W. Geldenhuys, said here yesterday at the opening of the new Fleet Street, police station

Gen Geldenhuys also emphasised that police would not allow any organisation, leftwing or rightwing, to take the law into their own hands.

"We will not tolerate any form of unlawful practice and those who incite public violence can take notice of this," he added.

South Africa today was more sensitive to the challenge of communism

and terrorism than ever before. Police knew these forces were determined to overthrow the social order and everything South Africans held dear

"For that reason we must at all times be on our guard, not only for terrorists but also against fellow-travellers who are preparing the way for subversive elements," Gen Geldenhuys said.

Although South Africa had its problems, respect for law and order had not been affected to such an extent as to upset the normal harmony of a peaceful society, Gen Geldenhuys added.

The police, regardless of race or sex wearing the uniform deserved the support and co-operation of every inhabitant in South Africa, he said

During yesterday's ceremony, Gen Geldenhuys also presented long-service medals to 16 members of the force. Following the medal presentation he unveiled a plaque at the new police station and then signed the occurrences book.

Guests at the ceremony included the mayor, Mr Errol Spring and his wife, the MP for East London City, Mr

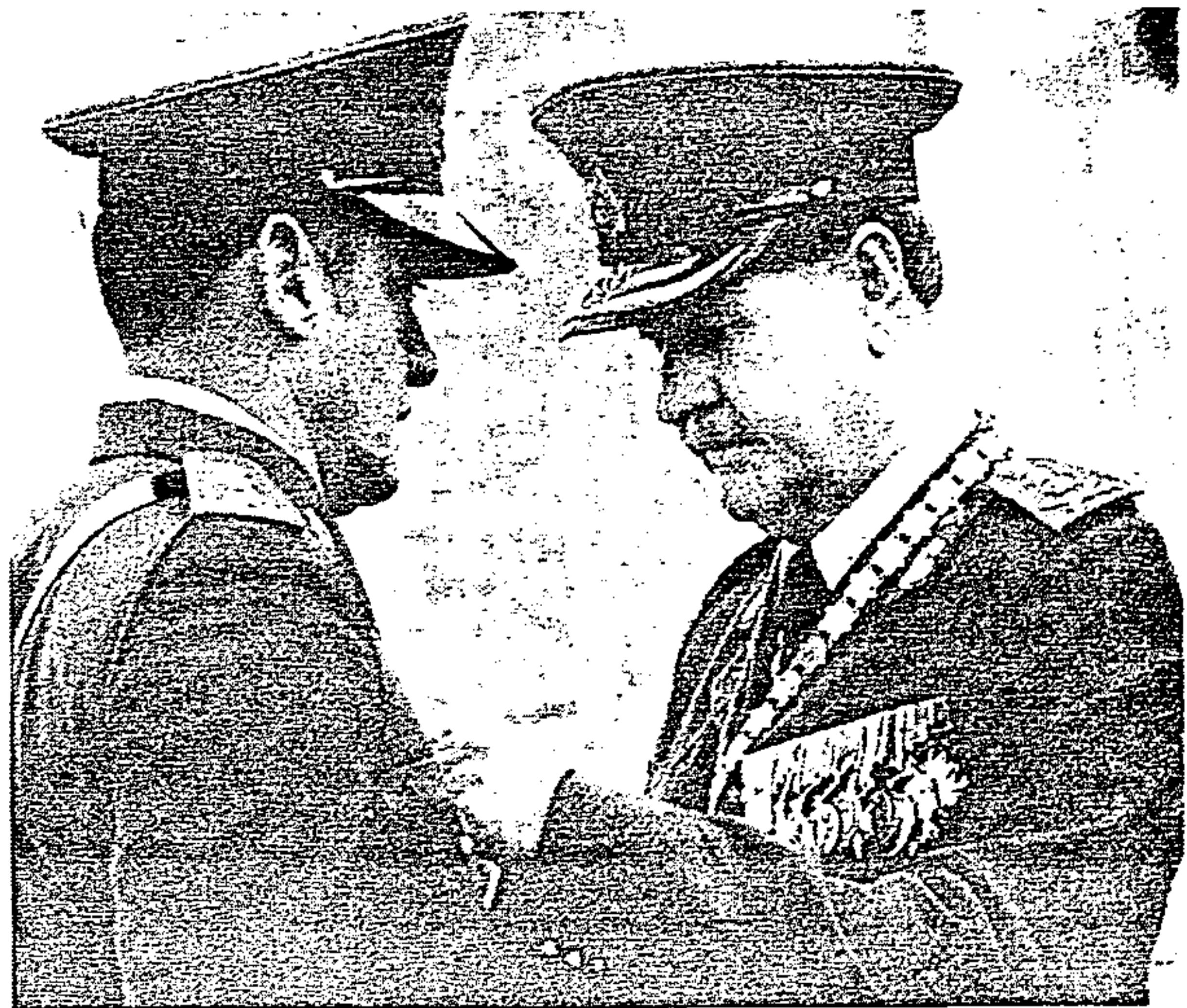
Peet de Pontes and his wife, the MPC for EL City, Mrs Elsabe Kemp

The following received 10-year service medals.

Capt C. J. D. Venter, Lieut P. C. Pretorius and Warrant Officers J. J. Botha, J. C. Rautenbach, F. J. Le Roux, F. N. C. Louw, J. E. Williams, P. A. Milford, G. C. Venter, W. C. Kemp, and Sgt N. D. Parant.

Twenty-year service medals were awarded to:

Capt A. J. du Rand and Warrant Officers D. Lotter, A. R. Mitchley, P. W. van Heerden and Q. C. Wilmot. — DDR.



Captain A. J. du Rand, branch commander of the radio and dog unit in East London, receives the 20 years service medal from General Geldenhuys.



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175 ~~175~~ D. Dispatch
29/4/82

Roads department hit by staff shortages

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CAPE TOWN — Critical staff shortages are disabling the Provincial Administration's Department of Roads and salaries are at least partly to blame, according to the annual report of the provincial roads engineer.

The report follows the announcement in February by the Administrator, Mr Gene Louw, that the Provincial Administration as a whole was beset with resignations, some divisions being up to 48 per cent understaffed.

According to the roads report, which accounts for the financial year 1980-1981, the shortage has resulted in increasing use being made of women and coloured staff in some departments and it calls for immediate positive steps to offer a more attractive salary structure.

Details of the shortage are listed as follows:

- Three out of 10 posts are vacant in the mechanical division.
- In the survey division, eight officers resigned while only two pupil survey officers could be recruited.
- In the material con-

trol division, five pupil technicians were recruited while the services of two qualified officers were lost.

● In the administrative/clerical divisions "endless difficulties" were being experienced in recruiting suitable candidates. The services of 14 officers were lost while only two were appointed.

● The "critical" shortage of male roads clerks, with 19 resignations and only eight appointees, had resulted in a continued reliance on female staff and about 50 per cent of all posts in this division were occupied by women.

● The "critical" shortage of white provincial traffic officers had resulted in an increasing use being made of coloured traffic officers. During the year 37 white officers resigned and only 17 were appointed. "In most of the cases the officers are attracted to the better salary being offered by local authorities".

Mr J. A. Pienaar, MEC in charge of roads, could not comment yesterday as he had only just re-

ceived the report and needed time to study it.

However, Mr Frank van der Velde, MPC and chief opposition spokesman on roads, said: "I believe the province is doing far too many roads departmentally.

"A certain proportion of the budget for road building is carried out by putting it out to tender and the rest is done by Provincial Council roads department officials.

"If they have staff problems, they must cut back on this and put more out to private enterprise."

Mr Van der Velde said this would have two benefits — the province would not have to carry such a large number of staff or so much capital plant.

"In February, I asked for a break-down of the costs related to departmentally-built roads in the previous two years and the MEC in charge was able to give me only overall costs without the details.

"Any private company would have those broken-down costs at its finger-tips," Mr Van der Velde said. — DDC.

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Official Secretary: A.J. van der Watt

Area of Operation: National

Founded:

Registration: Yes

- Industrial Council:
- 1) National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry
 - 2) Industrial Council for the Pulp and Paper Manufacturing Industry
 - 3) Industrial Council for the Sugar Manufacturing and Refining Industry

Membership: 1981 - 6 000 blacks
- 17 000 coloured
- 22 000 whites

1980 - Receives permission to open membership to all races.

The Union disaffiliated from TUCSA in 1977 but had rejoined by 1980.

Call for more skilled workers

Argus 30/4/82

Argus Bureau

PORT ELIZABETH. — The far-reaching recommendations proposed by the De Lange report on education had come at a time when South Africa was in "dire need" of a revised system that would be able to cope with the demands of the years ahead.

This was said by Mr P M Searle, managing director of Volkswagen of South Africa, at the Port Elizabeth Technikon's diploma ceremony yesterday.

Mr Searle said the recent economic boom brought into sharp focus the shortcomings of this country's educational system as vacancies for skilled manpower soared to record levels in all sectors of the economy.

At the same time, however, the boom brought

little prosperity to the thousands of unfortunates who lacked even the most rudimentary skills required for employment.

"Steps must be taken to prevent the recurrence of such senseless paradoxes," he said.

Mr Searle said it was generally recognised that a minimum of 5.5 percent growth rate was necessary for South Africa to come close to employing the new job seekers of the future but this was impossible to achieve unless the shortage of skilled manpower was overcome.

TRAINING RATE

"To maintain an economic growth rate of even 4.5 percent requires an annual output of 23 000 artisans into the labour market and the present training rate of 10 000 a year is obviously inadequate."

Industry of the R.S.A.

Textile,

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1980 - Receives perm membership to blacks

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Year	Membership		
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1978		5 086	5 086
1977		5 086	5 086
1976		4 976	4 976
1975		4 223	4 223
1974		3 455	3 455
1973			2 000
1972			2 000
1971			2 000
1970			2 000
Total			



Mr John Wiley



Mr Philip Myburgh



Mr Harry Schwarz

Civil service staff crisis is deepening

Political Staff

HOUSE OF ASSEMBLY. — The staff crisis in the civil service deteriorated even further during the 1980-81 year, the commission for administration reported yesterday.

The commission, whose report was tabled in Parliament, said there were 19 650 vacancies in the civil service — 16,32 percent of all posts — at the end of June last year.

It added: "The incumbents of a substantial percentage of the posts which were in fact filled did not have the requisite qualifications or were appointed on a temporary basis."

The commission added that from July 1, 1980, "the already grave per-

sonnel position in the six divisions of the civil public service deteriorated even further".

At the end of March last year only 33 225 (60,57 percent) of the vacancies were filled by permanent incumbents.

The commission went on: "In specific personnel categories and occupational groups the situation is considerably worse than reflected in the global statistics.

'Not competitive'

"Vacancies in the entry grades of some occupations are as high as 85 percent."

The commission commented: "It is clear that the public service is not competitive on the labour

market during periods of economic prosperity."

"The worsening personnel position becomes even more apparent when it is taken into account that the employment of temporary personnel is on the increase, while losses of permanent male personnel have increased sharply."

During the 1980-81 year, 91,81 percent of the white personnel who left the public service had resigned. Of those 52,56 percent gave "better remuneration elsewhere" as their reason for resignation.

The report showed that there were vacancies of 19 273 people of all races in the civil service at the end of June 1981.

CAPL Times 4/5/82 (2/5/82) 175

Staff crisis in civil service

ARGUS ~~200~~
4/5/82
175

Parliamentary Staff
THE serious staff situation in the civil service continues to worsen, in spite of efforts to improve conditions of employment.

This is the dire message from the Commission for Administration's report for 1980-81 tabled in Parliament yesterday.

ES Troubled by serious shortages in almost every category, it says a disturbing aspect is the fact that more than 83 percent of white personnel losses occurred among those under 40.

This could lead to "serious problems with the filling of senior positions".

Losses of highly qualified staff also increased "considerably" during the year — from 95 staff members with qualifications beyond standard 10

the previous year to 690 last year.

Equally "alarming loss of experience" continued in the administrative, clerical, professional and technical divisions where the man-years experience lost came to 27 273 compared to 3 219 five years before.

About 18 percent of the white personnel who left last year were "officers with above average ratings." Of the 91,81 percent whites who left the civil service, 52,56 percent said their reason was better remuneration, elsewhere.

The report draws a distinction between white and black staff situations — and a striking aspect is the discrepancy between the shortages in the two categories.

Of the approved establishment of 120 440 posts,

which excludes teachers, 80 549 are for white occupation and 39 891 for other population groups. On June 30 last year, 14 187 posts for whites were vacant and 5 463 posts were reserved for other population groups.

Of the occupied posts a "substantial percentage" were filled by those who did not have the requisite qualifications.

The civil service has been trying to counter the situation by more intensive application of merit assessment and methods to identify above average personnel.

Other methods included more efficient organisational arrangements, the reduction and simplification of legislation, the elimination of unnecessary work, the application of incentive schemes and the granting of greater managerial self-sufficiency to departments.

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Engineering and Allied Workers Union of South Africa
Electrical and Allied Trades Union of South Africa
Building Workers Union
Building, Construction and Allied Workers Union
Blankenbrouwerkersvakbond
Black Allied Workers Union
Amalgamated Union of Building Trade Workers
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers

CONSTRUCTION

Cape Town Gas Workers Union
Escam (Cape Western Undertaking) Salaried Staff Association
Escam Salaried Staff Association
Escam Workers Association
General Workers Union
Johannesburg Municipal Water Mechanics Union

ELECTRICITY, GAS AND WATER

Diamond Cutters Union of South Africa
Jewellers and Goldsmiths Union
Optical Workers Union
S.A. Association of Dental Mechanicians
S.A. Diamond Workers Union

Other

Chemical & Chemical Products, Coal, Rubber & Plastic Products

Black Allied Workers Union

Cape Explosives Industrial Workers Union

Chemical and Allied Workers Union

Chemical Workers Industrial Union

Chemical Workers Union

Durban Rubber Industrial Union

Engineering and Allied Workers Union

Engineering Industrial Workers Union of S.A.

Federated Mining, Explosives and Chemical Employees Union

Industrial Salaried Staff Association

General Workers Union

Metal and Allied Workers

National Union of Enginee

National Union of Motor A

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Glass Workers Union

National Cement Employees

National Union of Brick an

Transport & General Worker

Base Metal Industries and

Machinery and Equipment

Amalgamated Engineering Un

Amalgamated Society of Wood

Black Allied Workers Union

Electrical and Allied Trade

Electrical and Allied Work

Engineering and Allied Work

Engineering Industrial Work

General Workers Union

General Workers Union of So

Iron Moulders Society of So

Metal and Allied Workers Un

Motor Assembly Components W

Motor Industry Employees Un

Motor Industry Combined Wor

Motor Industry Staff Associ

National Union of Engineeri

National Union of Motor Ass

Radio Television, Electroni

S.A. Boilermakers, Iron and

S.A. Electrical Workers Un

S.A. Iron, Steel and Allied

S.A. Tin Workers Union

South African Allied Work

Steel, Engineering and Allie

Transvaal, Radio, Televisio

United African Motor and Al

News briefs

Black labour

MORE and better use of black labour in all sectors of South Africa's economy was the only solution to the country's acute shortage of skilled and educated manpower, Mr Joseph Tshabalala, chairman of the Atteridgeville/Saulsville Community Council, said yesterday.

Speaking at the inaugural meeting of the Liaison Committee for Employees of the local community council, Mr Tshabalala said there was no better place in which a start could be made in this fruitful use of black manpower than in the local Government.

Military action

COLONEL Mike Hoare yesterday described the aborted Seychelles coup as a military action.

Cross-examined by Attorney General Mr Cecil Rees SC, he said that "like in all military actions, post-mortems are avoided".

Mr Rees: "This was not a military action."

Col Hoare: "I beg to differ, it was one."

Col Hoare was questioned on his statements that he had refused permission for the Air India Boeing to land at Mahé and that his orders had not been followed.

ed Workers of S.A. ders and Welders lon

Africa

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ted Metal Products

led Workers of South Africa

WANTED:

175

250 000 top

S. Times

personnel

28/2/82

SOUTH Africa will have to produce an additional 250 000 top professional men and women within the next 10 years if economic growth is not to be stifled.

This is the estimated shortfall at the top in industry and business in the next decade — given an annual economic growth rate of 2%-3% — according to projections made by Human Resources Development, a division of South Africa's largest management consulting group, P. E. Consulting.

The top level category includes scientists, engineers, people with diplomas and all professional and managerial staff.

Of necessity, they will still have to come mainly from the white sector of the population over the next decade.

This relatively large percentage growth at the narrow top of South Africa's labour pyramid will be essential to lead, manage and direct an estimated economically active population of just under 19-million by the year 2 000. The current economically active population is 11,5-million.

The shortfall in the next echelon — clerical and office workers, salesmen, draughtsmen, secretaries — is estimated at 1,5-million. Whites will still make up the majority in this work category, so the shortfall of white clerical and office workers is estimated at 1-million.

The shortfall in skilled and semi-skilled staff, mainly black, will be around 7,5-million, according to Human Resources Development's projections for the next 10 years.

Professor J L Sadie, manpower expert at the University of Stellenbosch, places

By Elizabeth Rouse

projected requirements in the white-collar worker category (for whites only) at a total of 576 000 from 1980 to 2 000.

This work category is broken down as follows: 136 000 executives, 139 000 skilled, 295 000 semi-skilled and 6 000 unskilled workers.

Professor Sadie has also done a projection of training requirements for the years 1979 to 1987.

At management level total demand for training is 484 772.

That means that training facilities will have to be large enough to cope with almost 3-million people.

Barlows chairman Mike Rosholt, recently stressing the importance of training South Africa's workers, said the national bill would be R1 200-million a year if the country spent R125 per employee on training (as Barlows does).

Mr Rosholt considered this to be a modest amount as the seemingly huge spending represents a mere 2% of South Africa's 1980 gross domestic product.

GLEN ANIL AND THE MYSTERY

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers
 Orange-Vaal General Workers Union
 General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
 Farmworkers Union

Food and Canning Workers Union
 National Certified Fishing Officers Association

Orange-Vaal General Workers Union
 Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers
 Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union
 Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union
 Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa
 Mine Surface Officials Association of South Africa

Mine Workers Union
 S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society

S.A. Electrical Workers Association
 S.A. Engine Drivers, Firemen and Operators Association

S.A. Technical Officials Association
 Underground Officials Association of S.A.

MANUFACTURING

Food & Beverages

African Food and Canning Workers Union
 Amalgamated Engineering Union of South

Bakery Employees Industrial Union
 Black Allied Workers Union

Boland Immaakwerkersvereniging (Paarl)
 Brewery Employees Union (Cape Peninsula)

Cadbury In-Company Union
 East London Meat Trade Union

Food and Canning Workers Union
 Food, Beverage & Allied Workers Union

General Workers Union

General Workers Union of South Africa
 Natal Baking Industry Employees Union

Natal Sugar Industry Employees Union
 National Milling Workers Industrial Union

National Union of Dairy Employees
 National Union of Operative Biscuit Maker

National Union of Sugar Manufacturing and
 National Union of Wine, Spirits and Allied

Operative Bakers, Confectioners & Conductor
 Pretorise Bakmywerheidsvereniging

2034 27/5/82
 Boksburg
 short of
 28 firemen

By JOHAN BUYS

THERE IS a critical shortage of permanent staff at the Boksburg Fire Station because of a lack of suitable facilities for married firemen and other adverse conditions in the single quarters.

This has forced the fire department to recruit volunteers from first aid organisations to crew ambulances. The department, which serves the Boksburg/Benoni Hospital, has vacancies for 28 men.

The Boksburg Town Clerk, Mr Leon Ferreira, said in a report to the Town Council that reasons for the shortage also included lack of recreational and training facilities.

The department has been forced to employ volunteers from the local Red Cross, St John Ambulance Brigade and the Noodhulpliga.

Manpower famine drags on

175

S. Times
30/5/82

SOUTH Africa is still desperately short of trained personnel, particularly in the professional, semi-professional and technical sector.

Statistics released this week by the Department of Manpower show that in this sector only 92,8% of the posts were filled by April last year.

The biggest shortages are of electronics and electrical technicians, each short by 22%.

Also in need of recruits are agriculturists, horticulturists and foresters, who total 3 120 but who need a further 535, or 17%, to bring the professions up to full strength.

Chemical engineers, too, are hard hit — another 151, or 16%, are needed to support the existing 909.

Although the figures break down the workforce job by job into white, coloured, Indian, coloured, male or female, the locations of the shortfalls are not given.

For instance, the civil en-

By Ireen Spicer

gineering profession requires a further 795 to boost the existing 5 824 to full strength, but 755 of these should be white males.

Optometrists and attorneys, according to the figures, are doing very nicely, thank you. Both areas were short of only three people in April last year.

The country is short of only 18 white male and one Indian managing director.

By the end of April 1981 there were 18 866 white male

managing directors, 887 white females holding down the top job, 265 coloured men, 5 coloured women, 946 Indian men, but only 53 Indian women and 73 black men.

There were no black women MDs.

Taken as a group, managerial, executive and administrative employees totalled 163 551 in April 1981 but were short of 3 358, or 2%.

The clerical sector is also suffering from a shortfall of 2,7%, and every area from

unregistered internal auditors to shorthand typists to factory clerks is in need of additional strength.

Obviously women have yet to make their mark as artisans and apprentices. In April last year only 8 405 were recorded, most of whom enrolled as hairdressers.

Looking at the total workforce, 4 228 190 men were employed in April last year and 1 279 536 women. The shortfall was 154 105 men and 34 242 women.

Or you could say that South Africa is operating at only 96,6% of capacity.

1980/81

Report Fosatu Annual

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Year	Membership			Total
	African	Asian and Coloured	White	
1980				460
1979				445
1978				..
1977		30	347	377
1976		21	201	222
1975		26	305	331
1974		28	294	322
1973		98	320	418
1972				
1971				
1970				

JEWELLERS AND GOLDSMITHS UNION



SA ignores past lesson

Industrial Week 175

By Hugh Poulter

SOUTH African industry will be caught flat-footed during the next economic upswing unless management takes immediate steps to train personnel.

If this is not done a similar situation to that of 1981 will occur where 154 105 positions for men and 34 242 for women stood vacant in the professional, semi-professional and technical sectors of industry.

These startling statistics were released by the Department of Manpower only last week.

More emphasis must be placed on training in order to catch up on the massive backlog that resulted in only 92.8% of

the positions in these sectors being filled.

The report, which covers a period up to April 1981 says the hardest hit areas were the electronic and electrical sectors of industry which are suffering a 22% shortage in technicians.

Duty

"South African employers have not been doing their duty," says Ed Verburg, economist for the Johannesburg Chamber of Commerce. "They have not trained enough people, maybe they think someone else will do it".

"There is also a serious shortage of middle management and now is the time that management should be concentrating on training personnel in preparation for the next economic upturn," says Verburg.

Paul Penzhorn, executive director of the Marketing and Management Foundation of SA, says SA has not been training enough personnel because management are not very training conscious.

"In times of recession management tend to cut training expenditure which is the worst thing they can do.

"We have the manpower in the country and the ability to train them and it is a top priority to do

this," says Penzhorn.

Ed Verburg adds that another factor influencing the manpower shortage is the poor education system for Blacks, Coloureds and Indians.

"A large number of the unskilled people available are untrainable due to not having a sufficient educational background.

"It is vital that the Government improves the quality of schooling," says Verburg.

The civil engineering profession needs a further 795 employees to boost the existing 5 824 to full strength, according to the report.

Students

Professor Gideon von Willich, deputy president of the Institution of Civil Engineers says he is concerned with the lack of students entering the civil engineering profession.

"The number of students entering the civil engineering course at university is 17% fewer than 10 years ago and I think the shortage is going to get worse," says Prof von Willich.

"This is a result of the industry cutting back on bursaries when times are hard, the increasing glamour of other engineering fields and the relatively low salaries offered in the civil engineering profession."

Coming events

- MANPOWER and Management Foundation — driver training seminar — June 16
- BIRMINGHAM Chamber of Commerce trade mission June 18 to July 3.
- MARKETING Warfare seminar — main speaker Lieutenant-General Peter Walls, Carlton Hotel, June 22 to 23.
- ACADEMY of Applied Technology symposium on aluminium — June 24.
- PARSCON Production Management course (Theory and Practice) — June 28 - 30.
- THE Manpower and Management Foundation — two-day workshop for managers of small manufacturing businesses — June 30 to July 1
- ASIAN International Security Exposition and Conference, Hong Kong, July 21 - 24.
- A training session on Meta-Talk and Body Language for negotiators, Durban, 19 - 20 July, Johannesburg 22 - 23 July. Phone (011) 789-1574.
- INTERNATIONAL Coal Conversion Conference, organised by CSIR, Pretoria, will be held in Pretoria, August 16 - 20.
- NOSA's Regional Awards Function will take place at the Old Edwardian Society on August 27

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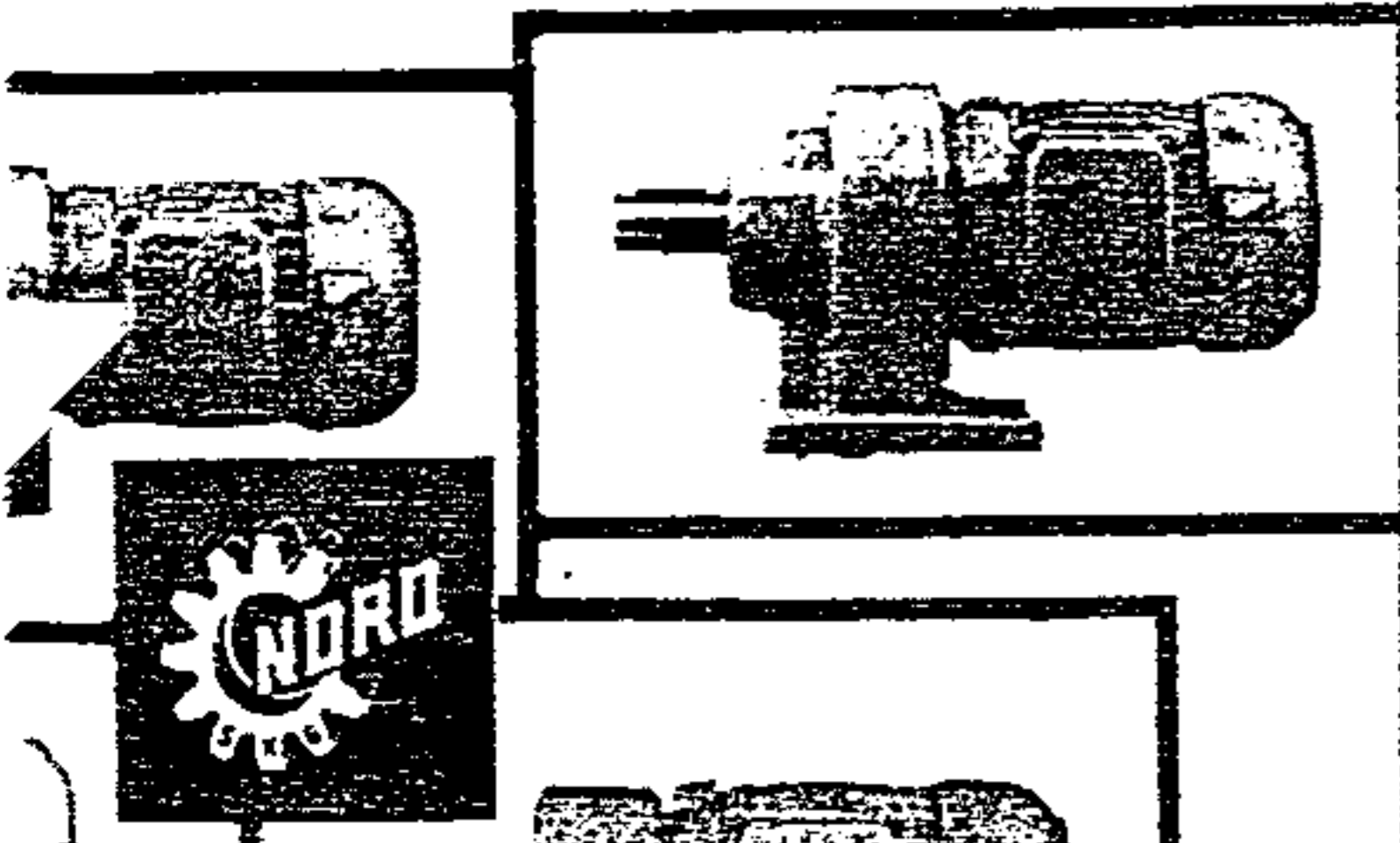
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SA in

Industrial Week 6/7/82 spot

THE SUBJECT was the shortage of welders and the efforts of the SA Institute of Welding (SAIW) to train personnel — when Chris Smallbone, executive director of the SAIW, Eric Langton, quality control manager of Engineering Management Services and a quality control inspector from a Durban shipyard were questioned by Priscilla Whyte, last week.

Question: Welding is a key trade in the metal industries. What is its contribution to the SA economy?

Smallbone: In the US welding is related to 50% of the gross national product. In SA I would imagine it is similar.

bers with the correct skills and the level of welding supervision in SA is relatively poor.

We have 2 000 supervisors but they do not all have the correct skills. It is only by training that we will increase productivity and decrease defects. By the end of the decade we will need 4 000.

The SAIW introduced the certificate scheme for supervisors and one of the objectives is to train the trainer. The problem in SA is one of communication, because of the different socio-cultural backgrounds of the welders and the supervisors, which becomes critical in the product chain.

Ideal

Question: Technological advances — robotics and increased mechanisation — will they conflict with the conventional role of the welder in the long term?

Smallbone: Robotics are ideal for certain applications but there is no way in SA that they will replace a fair proportion of welders.

Quality control manager from a Durban shipyard: We are experiencing a problem in getting welders to use the semi-automatic flux-cored process in preference to the stick electrode method, which is comparatively inefficient and low in productivity. We are meeting with resistance from supervisors and operators. The

Critical

Question: According to figures published by the Dept of Manpower on 24 April 1981 the shortage of welders is roughly 4%. Is this really a critical shortage?

	shortage
11 529 artisans and apprentices	529
9 927 operators	297
21 456	826

Smallbone: I agree with the figures but by the end of the decade it is anticipated that we will need 40 000 personnel to do welding. A shortage of personnel is not just a matter of numbers.

At welder level we do not have the right num-

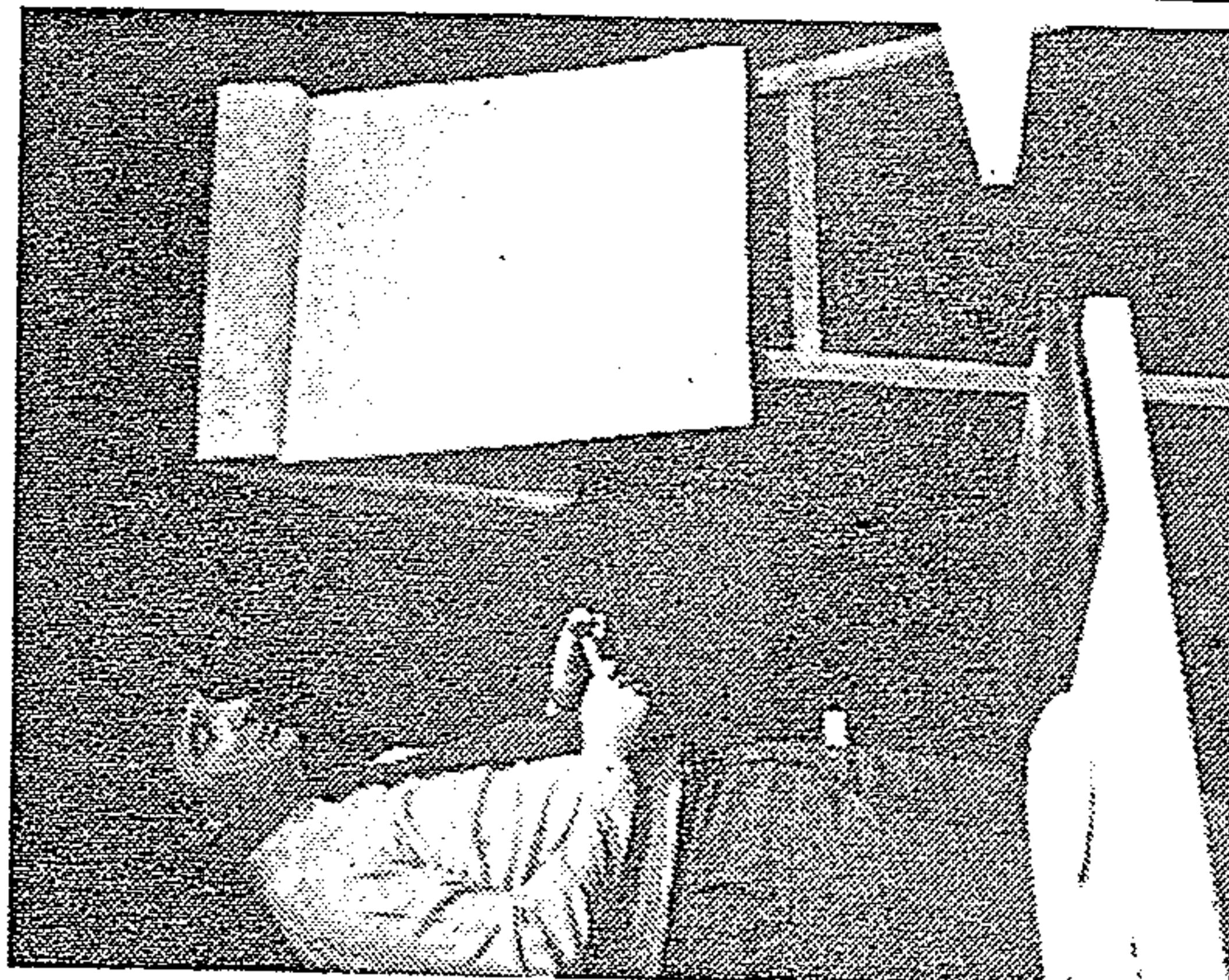
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(to be copied from the heading on the Examination)

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Myra, Lee

NOTE

- The material was written by the author.
 - Enquiries should be directed to the author.
 - Blatant plagiarism is prohibited.
 - Any other information should be sent to the author.
- problem is the lack of training and in particular that of the supervisor.
- Invaluable**
Smallbone: In the US 12% of all welding is flux-cored and 25% is mig-mag. This helps account for their higher productivity in comparison to ours.
- Langton: The SAIW's



Chris Smallbone ... training the trainer.

the University

Personnel

(175) *st au*
boss spells

out demand

for ^{7/7/8} skills

The biggest demand for skilled labour in future will come from the agricultural and technical sectors, according to the director of the National Institute for Personnel Research.

Addressing a conference in Pretoria this week on the need for career counselling and vocational training, Dr G K Nelson predicted that the country's work force would number about 5,2 million by the year 2000. Of these workers 576 000 would be white and the remaining 4,67 million would be drawn from various black groups.

The current demand for skilled blue collar workers and less skilled white collar workers was three times as high as in the period 1959-1979.

LIMITS

In respect of highly skilled white collar professionals the demand was six times higher than in the previous two decades.

There were two major limits to the absorption of black groups into the skilled labour force, Dr Nelson said.

Only 0,7 percent of urban blacks and 0,2 percent of rural blacks had passed matric despite an increase of 45 percent in the number of blacks in matriculation classes from 1980 to 1981.

ASPIRATIONS

Another problem was that the occupational aspirations of black people in South Africa clustered on social science and medical careers. Least interest was shown in areas of great need such as practical, technical and outdoor occupations.

Because of shortsightedness in the past South Africa had to wrestle with a black education system which was a bad copy of an irrelevant and grossly inefficient system for whites.

In a situation of accelerated social, political and technological change neither vocational counselling nor concentrated attention on the developing training programmes would be sufficient to solve the country's manpower shortage, Dr Nelson said.

'Don't fear shortage of mechanics'

More

Mercury Reporter

CAR owners need not fear bad servicing of their vehicles because a shortage of mechanics did not mean inferior servicing, spokesmen for major dealers said yesterday.

Mechanically, cars are very much the same, and because of this those journeymen dealing with the cars had to reach a level of proficiency before being allowed to do so.

'In spite of dealers sending their tradesmen on update courses with the manufacturers, most cars are much the same. For example, the small ones are mostly water-cooled, transversely-mounted front-engined and front-wheel driven,' a spokesman explained.

Therefore, the basic skills required were the same.

The spokesman pointed out that internationally manufacturers realised there were many owners who in the post-warranty period wanted to do minor services on their cars.

So they simplified the mechanics of the car. This also made it easier for cars to be serviced.

A few years ago before the 'simplistic age', cars were serviced every 2 500 km. Today this had been extended to every 7 500 km and more.

He added that the journeyman shortage would be reduced now that black 'repair shop assistants' had been given the opportunity to become bona fide journeymen.

Mercury

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The dollar and interest rates
in the US.
Another factor in favour
of a rising gold price is that
industrial demand for gold

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Venterpost and Leslie.

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more than R2-million which

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age bill for the next seven

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Davidson said he planned to
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earlier for expansion finance
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not just daisies."

said that one of the main
the group was that he set his
he beginning and stuck to them
editors raised theirs in the boom

has just broken into the export
will be exporting goods worth
to Britain.

WHAT'S NEW IN INDUSTRY

THE adhesives manufacturing in-
dustry in South Africa is so short
of qualified staff that it is looking
for recruits in Britain, Europe
and Israel.

Brian Sutherland, chairman of the
National Adhesive Manufacturers As-
sociation (NAMA), said

"Member companies have
representatives abroad look-
ing for recruits. One com-
pany has even hired an em-
ployment agency in Israel to
find candidates. Israel has
an excellent reputation for
top-rate technical person-
nel."

South African adhesive
manufacturers urgently
needed to augment the rela-
tively small pool of qualified
workers who were "chasing
each other around" as rival
companies vied for their
services.

"We are also trying to en-
courage South African
youngsters to take up this
aspect of the chemical indus-
try because prospects for
university science graduates
are very good indeed," said
Sutherland, who is also man-
aging director of the Protea
Holdings subsidiary General
Chemical Corporation.

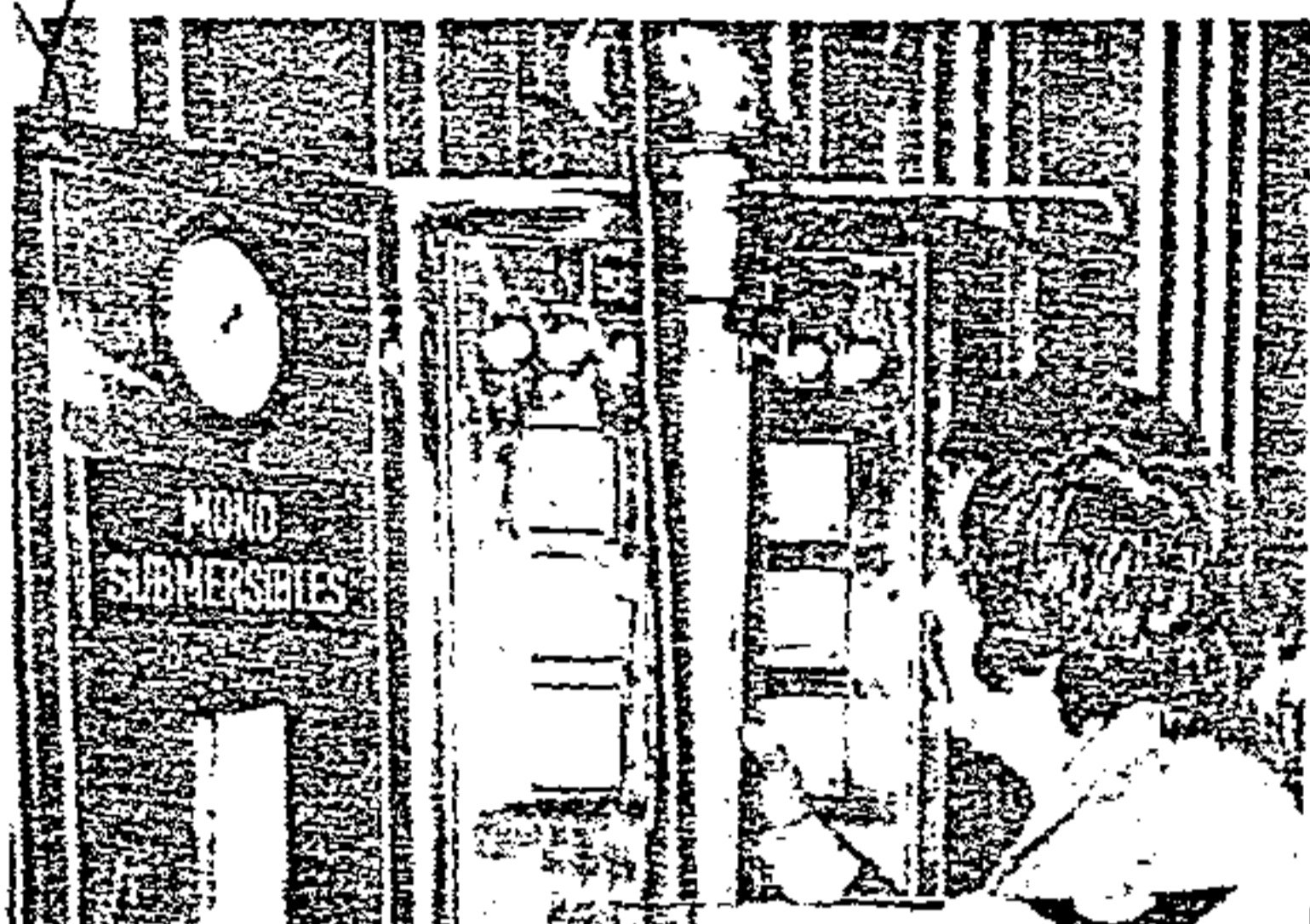
**Afrox switches
on the robots**

AFROX has moved into ro-
botics. Under agreement
with Osaka Transformer
Company (OTC) of Japan,
the group is marketing arc-
welding robots under the
name Transarc-K.

Afrox completed an inter-
national study on the use of
robotics in arc-welding pro-
cesses before introducing
the Transarc-K to South
Africa.

Transarc-K robot welders
suit producers of repetition-
welded assemblies and any
company engaged in produc-
tion-welding of automotive,
hydraulic, structural, agri-

**An industry turns
help solve a sticky**

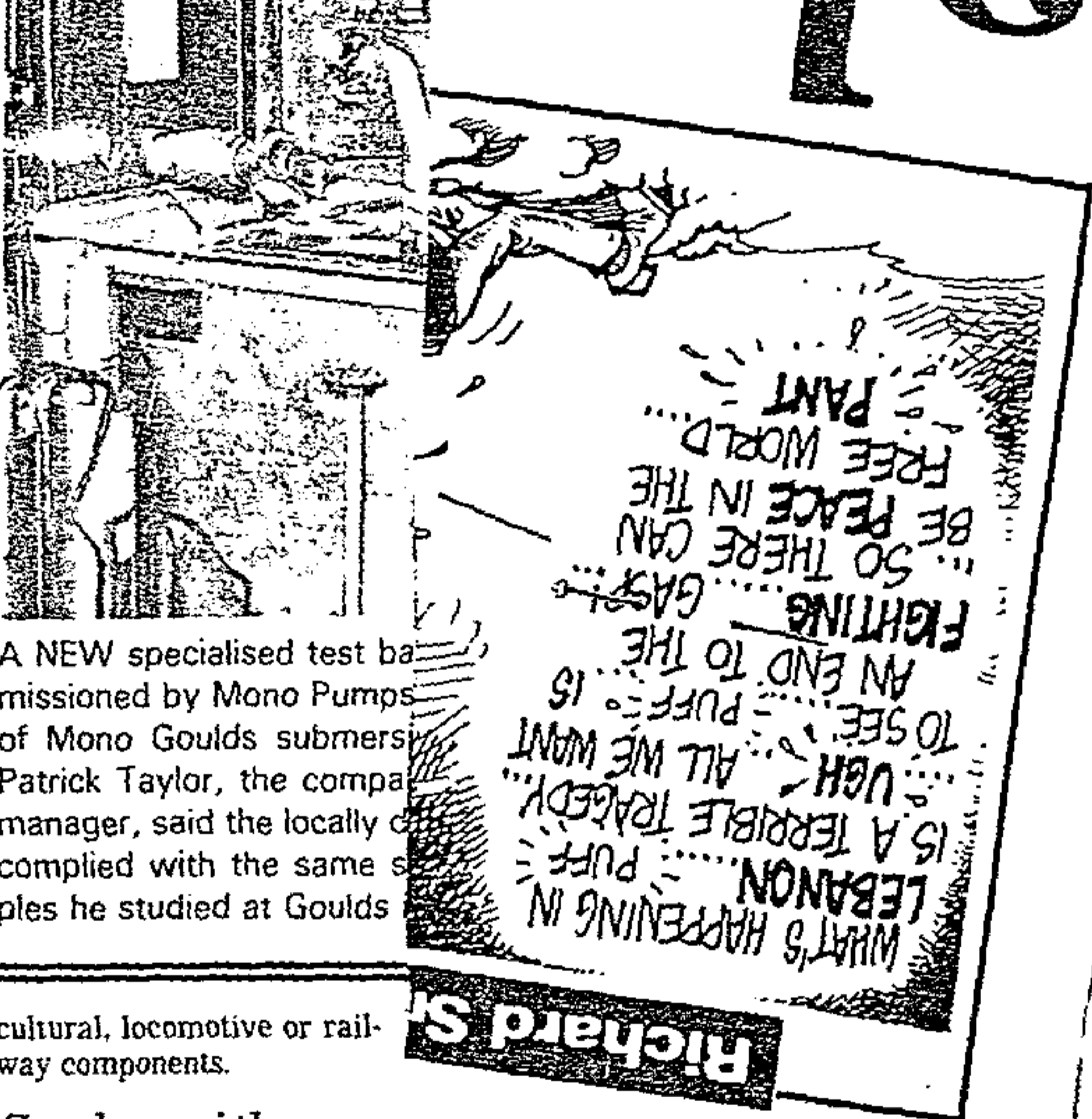


and transport goods, includ-
ing powdered chemicals and
granulated fertiliser.

Consol's entry into the
market will fill what is vir-
tually a vacuum in this type
of plastic packaging technol-
ogy in South Africa.

**Small exchange
goes digital**

AEI Henley Africa is to
manufacture and market a
new digital electronic PABX
for small companies.



A NEW specialised test ba-
missioned by Mono Pumps
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Patrick Taylor, the compa-
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way components.

**Sacks with
a difference**

CONSOL Limited will invest

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**Advertising
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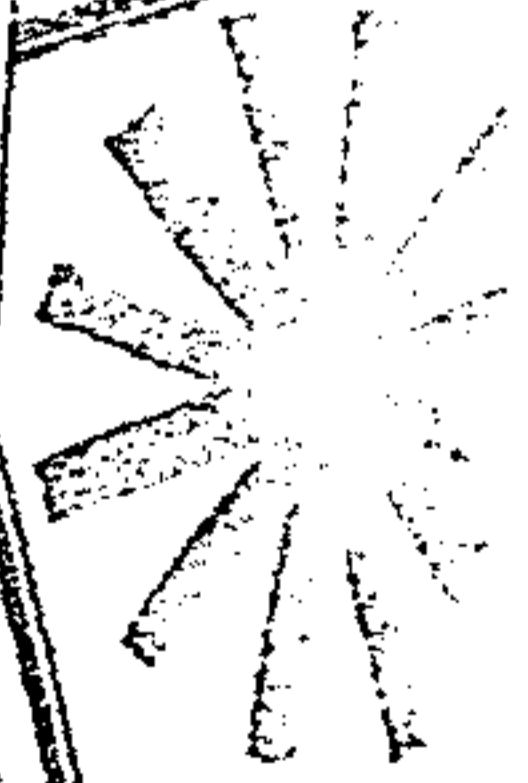
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I have
truck, but I have
terrorists bound and blind
folded. The roads are worse
than ever, because now there
is a constant stream coming
towards the front, and we
are going back to reload.
This day, this journey, is
the most terrifying time of
my life, more so than the
bombardments.
All the way — "Shma" and
are throwing
We get to Kiryat
and only then do we hear
there is a ceasefire with Syr-
ian forces. We get out of our
truck, and kiss and hug. This
is the end we think — soon
we'll be home.
(How naive we were).

I cry —
does she.
By afternoon we are back
in Marjaoun, and off-loading
ammo. Tonight the world
starts, and here I am.
ing. —
see it again.
Afula.

**EXCLUSIVE
ANTHILLS**



RDH 21/7/82



175

Critical therapist shortage

OCCUPATIONAL therapy had become an endangered profession, the Opposition spokesman on Health, Dr Marius Barnard, said in Johannesburg yesterday.

Opening the national congress of the SA Association of Occupational Therapists, he urged health authorities to take urgent steps to save the situation.

Occupational therapists are involved in many areas of health promotion.

People of all races, sex or age were entitled to occupational therapy once their lives had been disrupted by disease or injury, Dr Barnard said. Instead, occupational therapists had become a "helpless handful".

Only 800 occupational therapists were registered with the SA Medical and Dental Council. They had to serve a country with a population of more than 25-million.

The main reason for the shortage was poor salaries, he said. — Sapa.



Emergency in the wards

By Jean Hey

The Johannesburg Hospital desperately prepared to work unusual hours to help ease its staff shortage.

Women who wish to work flexible or part-time are being accommodated as far as possible because the hospital needs all the manpower it can get.

The shortage is so acute that in an effort to curb its

problem the hospital runs a bus service to nearby towns such as Vereeniging and Vanderbijlpark.

In these areas jobs are scarce and pay is lower than in Johannesburg.

The hospital has also had to rely heavily on refresher course recruits to fill the gap in staff.

Last year the refresher course department was saved from a serious

breakdown by refresher course members.

In a further effort to find staff, the hospital sent a recruitment team to Europe last year.

It now has about 50 Britons and Germans working as nurses, radiographers and in administration.

The most understaffed section at the hospital is administration with nursing a close second.

The telephone exchange, which needs 42 people, is run-

ning on a skeleton staff of 16.

The hospital's creche, too, needs more workers. It was recently expanded to take 200 children, but because of the staff shortage the staff cater for only 77.

"In the nursing section, we will train women with no experience," says Miss M. Somers, the hospital's chief matron.

"We find older women are generally good employees because they are

settled with a family.

"They are also more capable of dealing with stress situations because they encounter them frequently in the family."

However, joint taxation has meant that many married women limit working hours in order not to pay the heavy tax that married couples do.

"This taxation system works against us," said Dr Neville Howes, hospital superintendent.

"Without it many women would be prepared to work longer hours."

However, pay was at the heart of the staff shortage, he added.

"In the nursing field we are competing with private doctors and private hospitals," he went on.

"In the administrative sections our rival is free enterprise.

"Job opportunities for women are far greater than they used to be,

particularly in big city centres such as Johannesburg.

"At the hospital we cannot match salaries offered by business."

"Still, if the hospital is to operate smoothly it needs more workers.

"It is important to get trained people back on our staff, whether full-time or part-time," said Dr Howes.

Telephone 643-0111. Ask for Personnel Department, extension 2100.

SAAs gives your wallet a holiday...

Pay now, Pay later



... after being dropped there from a vehicle which pre-

... operation the saboteurs returned to the hole in the

... ground attack jet, three old Hawker Hunters and a

... Zimbabwe's air strength has now been lost. — Sapa-AP

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Another polio case

PRETORIA — Another polio case has been reported in Giyani, bringing the number of children hospitalised to 254.

The Deputy Director-General of Health, Dr James Gilliland, said today the latest polio victim had been admitted to the Nkhensani Hospital.

A total of 25 children have died since the epidemic broke out at the end of March. — Sapa

Tight job market in PE except for skilled

232 175

S. Post 27/7/82

By SIMON BLOCH

WITH the national economy winding down, job opportunities in Port Elizabeth have become scarce.

And for the thousands due to leave school or graduate from universities and technikons at year's end, the job prospects are grim, according to personnel consultants.

The country's biggest employer, the South African Transport Services, is not taking on new staff in a bid to reduce its salaried numbers by 7 000 to cut costs.

In Port Elizabeth there is still a "fair demand" for skilled and trained workers. But for unskilled workers, employment prospects are extremely poor.

Women are the worst affected group. Other than temporary junior secretarial jobs and lower-to-middle income jobs such as barmaids, waitresses and clerical workers, little is available.

Two consultants said they had far more unemployed women "hopefuls" on their books than men.

"But with so many women looking for almost anything to bring in a steady income, the few vacancies that do arise are snapped up almost immediately," one said.

Consultants report that the number of enquiries for jobs had increased steadily this year, while the number of vacancies had steadily decreased. The situation had become worse in the past two months, they say.

One consultant, Mrs Julie

Hess, said the number of vacancies advertised by firms last month had dropped by 41,4% compared to June last year.

The administration personnel officer at Barclays Bank, Mr J Becker, said most firms were not taking on new staff and were looking instead for increased productivity from existing staff.

The director of the Emthonjeni Training Centre, Mr Dieter Kussel, felt that the shortage of jobs was temporary. A bad economy was the best time to train staff in preparation for an economic upswing.

"Instead of laying off workers, employers should rather send them on training courses. There is little cost in this because companies can obtain tax concessions for courses offered and on the salaries of staff who are being trained," he said.

One consultant said employers were making staff redundant and then leaving the vacancies unfilled.

Top management personnel were often the casualties with firms opting to dispense with their services rather than lose the services of skilled workers.

Consultants spoken to agreed that top level jobs offered the fewest opportunities.

They also said that employers had become more "discerning" in their selection. "They are not taking chances any more in hiring a pretty face or a smooth talker to do the job."

Diana Dakin dies aged 45

Post Reporter

MRS DIANA DAKIN, wife of the president of the Eastern Province Cricket Union, Mr Geoff Dakin, died early today in the Port Elizabeth Provincial Hospital.

Mrs Dakin, 45, was admitted to hospital on Sunday after suffering a major brain haemorrhage while playing in a golf tournament in Port Elizabeth.

Her husband, who is vice-president of the South African Cricket Union, had returned home the previous day from a fortnight in Britain where he tried to help put South Africa's case for readmittance to the cricketing fold to the International Cricket Conference.

Mrs Dakin was selected to represent Eastern Province at golf on a number of occasions. She leaves her husband, a married daughter, Jenny, and two sons, Grant and Bryce.

A funeral service will be held at noon tomorrow at the St Cuthbert's Anglican Church in Port Elizabeth. The family has requested that donations in lieu of flowers be made to St Cuthbert's Church.

from beauty



LIMA — Miss Canada, Karen Dianne Baldwin, last night won the Miss Universe title from five other finalists.

The 18-year-old university student received the crown from Irene Saez, who won the title last July in New York City.

Miss Guam, 18-year-old Vatty Chong Kerkos, was first runner-up.

Miss Italy, 21-year-old Cruzia Frowlepouti, was third, Miss Greece, 19-year-old Tina Rossou, fourth and Miss USA, 20-year-old Terri Utley, fifth.

There was near pandemonium on the stage immediately after a tearful, dazed Miss Baldwin received her crown. She broke into a big smile, then began crying and put her hands to her face when her name was called.

A scheduled Press conference set for immediately after the pageant was cancelled without explanation and Miss Universe was whisked off to a celebrity ball at the luxurious Bolivar Hotel in downtown Lima, where the 77 contestants were housed for three weeks while rehearsing the pageant.

Miss Canada told judges before last night's contest her ambition was to have her own business in the beauty, fashion and modelling industry.

The 1,8-metre tall beauty has chestnut hair, green eyes and weighs 55 kilograms. She told the judges she considered the Roman Catholic missionary, Mother Teresa, the greatest person in the world today.

Among the finalists, Miss Guam is a dance instructor from the city of Tamuning, Miss Italy is a student from Rome, Miss Greece is a model from Athens, and Miss USA a

Screaming to victory

MONFORTE D'ALBA, Italy — A 90-year-old farmer has beaten 40 younger participants to win the fifth annual screaming contest held in this north-western Italian town.

Carlo Rappalino's voice boomed to 124 decibels

Price of matches up

Post Correspondent

JOHANNESBURG — The price of matches has gone up by 50%, from 2c to 3c a box.

The Lion Match group says it is the first price increase since 1977. A spokesman said the new price compared favourably with the rest of the world.

WHEN YOU WANT
**QUALITY
 PAINT**

Mercury
29/7/82

Job offers plentiful for skilled EL workers

175

EAST LONDON — The chill of the economic recession is being felt by unskilled workers — but there are still opportunities for skilled workers and men fresh out of the defence force.

This emerged from interviews with personnel consultants and the local office of the Department of Manpower Utilisation.

The regional manager of a large multinational personnel consultancy, Mr Neil Oosthuizen, said jobs were getting "tight" but that the situation was "not critical in any sense."

Mr Oosthuizen said there were still a lot of vacancies to be filled, particularly for people qualified in technical skills or middle-management financial managers.

"It is true that some of our clients have asked us to cancel a vacancy they wanted filled. but

this is only about five per cent of the total number of vacancies we have on our books," he said.

The owner of a locally based personnel consultancy, Mrs Pauline Dossin, said the economic recession had not really affected the employment market yet.

"We have just as many jobs on our books available and there haven't been droves of applicants.

"Some companies, if they are not retrenching staff, are freezing vacancies. They are not filling a job if it becomes vacant."

The employment and vocational guidance officer of the Manpower office here, Mr P. le Grange, said there was a problem with people who had little or no qualifications, but that otherwise there were few obstacles.

"For skilled workers

or people who are prepared to be trained as skilled workers there are more than enough opportunities," he said.

"In the clerical positions there is also a demand for people who have matric.

"As for opportunities for young men straight out of the defence force, there is a big demand. I am constantly being asked by employers if there are any young men out of the army available.

"If only army leavers would come to us at our Hill Street offices or phone us, we could fix them up pretty quickly."

Mr Oosthuizen said there had been no noticeable difference in the numbers of people applying for Unemployment Insurance Fund benefits.

He also said the numbers of first applications for UIF cover had stayed the same. — DDR

Shortage of police in cities is 'serious'

175 (175) (175) Sta 29/7/82

By Mike Cohen
Crime Reporter

A South African metropolitan police areas are facing a serious shortage of officers and other ranks, according to the Minister of Law and Order, Mr Louis le Grange.

S Addressing the Johannesburg Press Club yesterday Mr le Grange said a report he received this week stated that there was a

F 40 percent shortage of officers and other ranks at three of the most important police stations in Johannesburg.

D "Throughout South Africa we have a 48 percent staff shortage but we are still achie-

ving good results," Mr le Grange said.

Referring to the high crime rate in Yeoville, Johannesburg, the Minister said special steps had been taken.

"I would like to assure the people of Yeoville and Johannesburg as a whole that we are as concerned as you are.

YEOVILLE

"Additional steps have been taken in the Yeoville area to enforce law and order. Special radio units working 24-hour shifts have been introduced and the crime prevention and anti-riot units are beginning more diversified shifts in the area to assist.

"Several units, con-

sisting of about 30 men each, are patrolling the streets," he said.

At one police station in Johannesburg there was a 51 percent staff shortage among the lower ranks. The men were working long hours under difficult circumstances, the Minister said.

He said a campaign to protect Johannesburg's elderly people had been started with the help of pamphlets, talks and newspaper articles about certain dangers. Placards had been printed and were being displayed in crime areas throughout the country, he said.

"There has been a drop in crime because of the campaign," Mr le Grange said.

RY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has answered); leave columns (2) and blank.

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Lack of skilled men inhibits us: Rosholt

By Caroline Dempster

South Africa could not cope with another boom period of economic growth, such as that of 1980, the chairman of Barlow Rand Ltd, Mr Mike Rosholt, said last night, when he became the sixth Chancellor of the University of the Witwatersrand.

The lack of skilled and trained manpower was causing a bottleneck, he said.

"Even if the opportunity were there, we could not cope with another GNP rise of 8 percent," he said.

PROBLEM

Mr Rosholt told convocation members that the provision of adequate education and training for all sections of the community at all stages of their development was the biggest problem facing the country.

"Business should, therefore, provide financial support but should also keep close

links with the universities in overcoming what has been belatedly recognised as a national problem."

The call for a common educational system for all race groups was not a political statement, said Mr Rosholt. It was a belief by many people that there was no other way that the educational system would be able to provide the skilled manpower for the present or the future.

The next 10 years would determine whether South Africa could progress to a stage where its population groups could live in a mutually acceptable way.

It was also important to recognise that separate educational facilities were inherently unequal, said Mr Rosholt.

"I might add that business has proof of this because, in many cases, graduates from ethnic universities find themselves at a disadvantage when they enter business — despite their qualifications.

"We live in a coun-



Mr Mike Rosholt . . . sixth Chancellor.

try capable of providing unlimited opportunities for all its people yet the most constraining factor we are facing in the development of South Africa is the lack of skilled and trained people."

There was a time when it was thought education was a field for academics and Government. "But that time is past and all sections of our community must contribute as best they can," said Mr Rosholt.

The neglects of the past could not be rectified or overcome easily, he said, and the long-term answer could lie only in improving

the basic education of all sections of the population.

"This is an area in which I believe there is an urgent necessity for educational institutions and the private sector to co-operate very closely."

Mr Rosholt proposed the elimination of labour restrictions and influx control; job reservation, particularly in the mining industry; land tenure regulations for blacks; housing regulations; restrictive business licensing regulations; certain of the security laws and the plethora of agricultural control boards.

REJECTION

"Since 1948 the black share of the economy has remained the same — and this is, to my mind, the fundamental problem the private enterprise system faces today.

Unless the black was in a position to enjoy the fruits of free enterprise, he would continue to reject it, warned Mr Rosholt.

South Africa is drastically short of skilled labour, Mr Fanie Botha, Minister of Manpower, told the annual meeting of the Johannesburg Chamber of Commerce last night.

In some areas the shortage had increased by more than 150 percent, and the total shortfall was 187 897 in various occupations, Mr Botha said, and he stressed the need for private enterprise to become involved in training people for skilled jobs.

The president of the JCC, Mr M R Keyser, said that unskilled labour was continuing to flow from the rural areas into the city — increasing unemployment and the strain on housing and other services and raising the threat of further labour unrest.

Mr Botha said that, in the professional, semi-professional and technical occupations, a shortage of 37 509 people was revealed by a recent survey conducted by the Department of Manpower.

This was an increase of 73,4 percent since 1979.

In managerial, executive and administrative posts there was a shortage of 3 358 people — an increase of 65,4 percent over the past two years.

"If we look at the position of artisans and apprentices the position is even worse," said Mr Botha. "The shortage in April 1981 was 27 562 compared with 10 972 in 1979. This is an increase of 151 percent over two years."

Training

Mr Botha urged employers to train effectively for their own requirements, paying particular attention to manpower planning, training standards, the motivation of trainees, technological developments and changes in training techniques.

He said employers had at least four major responsibilities towards their workforces. These included the maintenance of harmonious relationships on the shop floor, training and retraining, the maintenance of satisfactory productivity levels, and the protection of the security, safety and health of workers.

Framework

"Insofar as the supportive role of the Government is concerned it needs to be emphasised that one cannot legislate for industrial peace and that one cannot force harmonious relationships upon employers and employees," Mr Botha said.

What the Government would do, and had done, was to provide a legal and institutional framework to promote such harmonious relationships.

He said the Government would not hesitate to change the

By Sheryl Raine
and Tony Davis

present frameworks provided in the Labour Relations Act and was considering introducing changes next year.

Unrest

Unemployment and a lack of job opportunities could cause further labour unrest. Mr Keyser told the meeting.

He said that if influx control could not be properly applied, alternative solutions were required to encourage workers to stay in rural areas.

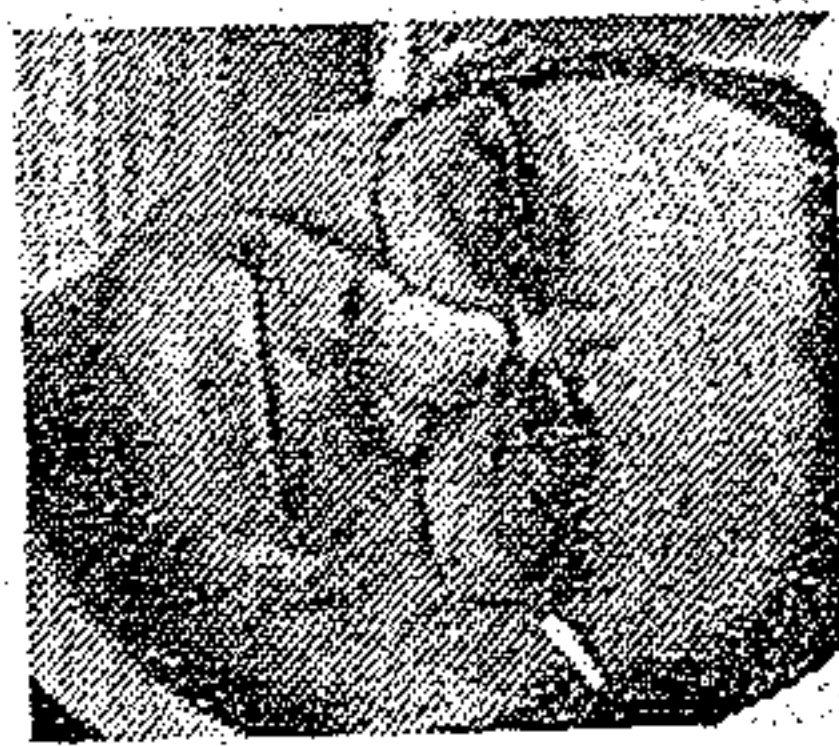
But, Mr Keyser said, proposals in the new Orderly Movement and Settlement of Black Persons Bill appeared to be a step backward.

The Government's decentralisation policy could work if it undertook new joint ventures in the areas as well as attracting foreign investment.

Mr Keyser painted a gloomy picture of the economy with a continuing balance of payments deficit, higher taxes and little prospect of a sustained increase in the gold price over the next 18 months.

'Skilled labour position drastic'

Mr Fanie Botha
warning of a manpower
crisis.



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12/9/82

Hospital staff shortage 'critical'

CAPL Times
17/8/82
175

By JANE ARBOUS

SERIOUS shortages of medical staff at Groote Schuur Hospital are continuing, often to the detriment of patient care, according to many of its departments.

In the hospital's annual report for 1981, departments from pathology to engineering and maintenance reported little or no improvement in the staff situation over the previous year. The shortages in some areas were "critical".

The report comes after a warning earlier this year by Dr R L M Kotze, the Director of Hospital Services, to all provincial hospital heads that their annual reports should be "drawn up in a responsible manner".

While the Chief Medical Superintendent, Dr H Reeve Saunders, referred in her report to recruiting problems in the clerical, nursing and radiographic areas, the head of the Division of Medicine, Professor S R Benatar, reiterated the lack of adequately trained nursing staff.

Many of the nursing posts had been filled by nurse aides during last year and the number of senior student nurses or trained staff "has often been inadequate to permit delivery of the high standard of care we should like to see our patients receive", he said.

He praised the dedication of existing senior staff who voluntarily worked in the hospital over weekends outside their normal hours.

The Carinus Nursing College reported that the first white intake applications for this year were a third below normal, while the current establishment of all students from all affiliated hospitals was also a third below normal. The trend — which was seen as a result of the need for improved service conditions, the national manpower short-

age and the negative influence of media reports — was expected to continue.

The hospital's Chief Matron, Miss L J du Preez, said all categories of nursing staff had responded to the call to work overtime to keep the wards and departments "covered".

Professor Chris Barnard, head of the Department of Cardiac Surgery, cited the continuing shortage of trained nursing staff, particularly in the intensive-care units, as a factor hindering the work of the department.

One of the most "critical" shortages throughout the year was in radiography, forcing the Diagnostic Radiology Department to rely heavily on part-time radiographers, many of whom did not do night work, according to Professor R E Kottler.

In the Department of Biomedical Engineering, Dr G Jaros said the shortage of technicians created "a major problem" in providing an efficient service to patients. While this had improved with a revision of the department's technical structure, the support staff remained critically low.

Professor C J Uys, head of the Division of Pathology, pointed to the increased workload and demand for more-sophisticated investigations and



The Leader of the Opposition, Dr Van Zyl Slabbert, at a Party press conference yesterday. Behind him is a sign for the Pinelands constituency.

Slabbert outlines

Political Correspondent

THE Leader of the Opposition, Dr Van Zyl Slabbert, plans to highlight weaknesses in the government's constitutional proposals through a series of penetrating questions.

Dr Slabbert believes the plan for a three-chamber parliament under an executive president contains a number of fatal flaws and that, without substantial alteration, the system will be unworkable.

Last week he focused on the domination built

into the proposals, asking whether the Prime Minister, Mr P W Botha, would be prepared to serve under a coloured or Indian executive president in the system now suggested.

He predicted Mr Botha would not because it would give them the same domination over him that Nationalists planned to exercise over other races through the proposals they had devised.

Dr Slabbert has compiled a list of questions to be posed in a tour of

Irish: Handle with care

LONDON. — The Irish in Britain Representation Group is claiming its first victory in its campaign to force the withdrawal from sale of joke Irish mugs. The mugs have the handle on the inside.

A London retailer, the Covent Garden General Store, had stopped selling the mugs and returned unsold stocks following

Police accused of hitting

CAPL Times 17/8/82
Owl Corr.

JOHANNESBURG. — Two charged with assaulting a c a Regional Court magistrat The State had alleged Deetlefs, 32, of Beech Avenue Officer Lawrence Charles assaulted Miss Barbara Anne tained at John Vorster Square

FINAL DRASTIC REDUCTIONS

ROMENS WINTER SALE

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Shortage 'critical'

By JANE ARBOUS

SERIOUS shortages of medical staff at Groote Schuur Hospital are continuing, often to the detriment of patient care, according to many of its departments.

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Professor C J Uys, head of the Division of Pathology, pointed to the increased workload and demand for more-sophisticated investigations and said that in some of his departments the shortage of trained technologists "is beginning to assume critical proportions".

This was a manifestation of the general shortage of skilled manpower and he hoped the situation would improve this year.

According to the Department of Ophthalmology, adequate use could not be made of a second operating theatre because of the shortage of nursing staff. This resulted in emergency cases having to be handled in the routine operating lists - "an unsatisfactory state of affairs".

FINAL DRASTIC REDUCTIONS

ROMENS WINTER SALE 3-PIECE SUITS

Best known
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From
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R59.95

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 Trousers,
 Raincoats,
 Overcoats, etc.



Shortage of

nurses in

West Cape

still 'critical'

Medical Reporter

THE nursing shortage in the Western Cape is still critical, according to the Groote Schuur Hospital group's report for 1981.

And the continuing decrease in students enrolling for a nursing career at Cape Town's Carinus Nursing College "is a reflection of a critical shortage of white students experienced throughout the country."

Writing in the report, the senior principal of Carinus, Mrs B Goodchild-Brown, says the shortage reflects a state of affairs requiring urgent attention.

INTAKE

Mrs Goodchild-Brown says the 1982 first intake applications for women entering the nursing profession are one third of the normal.

The present establishment of all students from all affiliated hospitals is also only a third.

The trend, she adds, is expected to continue.

Mrs Goodchild-Brown says in her report the pertinent problems seem to arise from the national manpower shortage, the competition from the private sector, the need for improved conditions of service, improvement of image and status of the profession and the negative influence of mass media reports.

WAITING LIST

In her report on the nursing division of the group, the chief matron, Miss L J du Preez, says the number of appointments of white student nurses continues to decrease, while there is a waiting list for black nursing students and pupils.

Miss du Preez says: "There were 121 appoint-

ments (of white nurses) in 1981, compared with 186 for the previous year."

This represents a decrease of about a third over a year.

Miss du Preez says that "all categories of nursing staff responded to the call to work overtime in order to keep the wards and departments covered."

OVERTIME

She added that implementation of the overtime system in February placed a tremendously heavy burden on the already overloaded nurse administrators.

Because of a lack of clerks, university students were employed part time to assist with the clerical work.

The nursing shortage is affecting several departments in the group.

One of them is the department of cardiac surgery.

According to the department's head, Professor Chris Barnard, work was limited at intervals by the continuing shortage of trained nursing staff.

PROBLEM

The department of physiotherapy says in the report that the treatment of patients requiring long-term rehabilitation remains a major problem.

"The facilities for caring for these patients are inadequate and many patients who would benefit from the specialised physiotherapy available, are deprived of this due to their premature discharge to unsuitable home experiences."

Tributes are paid by other departments to nurses for their dedication while working under pressure.

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17/8/82

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Disgruntled artisans quit union

Mail Correspondent

CAPE TOWN. — The Public Servants' Association (PSA) is facing a walk-out by disgruntled artisans and technicians, who accuse it of "years of fruitless bargaining".

They say that despite a grave shortage of skilled people in the public service — estimated at between 30 to 40% — their salaries have remained extremely low and uncompetitive.

The final straw for many PSA members in the Western Cape is a hike in their monthly subscriptions from R1,50 to R2,50. "We can no longer afford to belong to a representative body which accomplishes nothing," ex-members said yesterday.

They allege that the all-white PSA is controlled by the Broederbond and therefore does not want to confront the Government with higher salary demands for its members.

The chief manager of the PSA, Mr R H Landman, said yesterday that the Government had agreed in principle that the public service should be in a position to compete

with the private sector. However, funds were not available to overcome the huge backlog.

"Not all groups can be granted the new structures simultaneously, but artisans will most probably receive their increases in the course of the year," he said.

Sources inside the association conceded, however, that artisans and inspectors of works had received a raw deal and there was dissatisfaction among "lower structure" employees though the vast majority remained loyal to the PSA.

"There has been a spate of resignations in the Cape but we believe this has been organised by certain people for their own ends," a PSA official said. "Besides those resigning are only a small proportion of our total 40 000 membership."

Mr H P Loots, former Western Cape vice-chairman of the PSA, who has resigned his PSA membership, said many trained artisans and inspectors of works had left the public service to work for more than double their salaries outside.

(175) (23) RDM 19/8/82

Government seeks 25 000 recruits

Pretoria Bureau

THE Commission for Administration has launched an intensive campaign to fill 25 000 vacancies in the civil service.

Recruiting officers will visit high schools, technikons and universities during the next three months in one of the biggest staff drives ever.

The drive coincides with the announcement of an increase in the commissions bursaries for university study to R2 400 a year.

The greatest staff need is in the auxiliary services — stores and clerical staff, personnel officers and others.

The Public Servants' Association

(PSA) believes, however, that despite the economic downswing and the general shrinking of job opportunities, pay levels in the service are still too low to attract staff of quality in sufficient numbers to relieve the shortage.

A PSA delegation told the new Minister of State's Administration, Mr F W de Klerk, last week that staffing salaries were hopelessly non-competitive and "urgent adjustments" were necessary.

The issue will be discussed at the PSA annual conference in Pretoria next month.

According to the commission, some Government departments are recruit-

ing Polish refugees in Vienna.

The commission sent an official to Vienna last week to find suitably qualified potential emigrants.

The Transvaal Provincial Administration is also recruiting in Vienna, mostly for doctors.

But, as it was stressed at last week's conference on public administration in Pretoria, South Africa cannot solve its manpower problem through immigration.

Authorities said at the conference the solution was to educate and train other population groups for skilled work in the service and elsewhere and remove legal barriers to their employment.

By Sheryl Raine, Pretoria Bureau

A glance at the many annual reports published by Government departments this year shows unmet projects shelved or crippled by severe staff shortages.

Although 383 investigations into the effective use of office machines and other labour-saving devices were carried out last year, little seems to have eased the manpower crisis. A shortage of highly skilled technical and professional workers and sufficiently experienced clerical employees prevails in most departments.

The recruitment of staff has become a continuous process. Some departments prompted by desperation, have carried their appeals to London and the European Press. Even the National

Manpower Commission whose job it is to review labour matters, carry out research and make recommendations has several projects locked in the pipeline awaiting qualified staff. In the research field, projects awaiting staff include investigations into:

- The position of women in the South African working world.
- The occupational mobility of black workers.
- Fear of work among the unemployed.
- The employment potential of the informal and small business sectors.
- The cost — effectiveness of immigration incentives.

• A talent survey for blacks similar to one conducted for whites.

Persistent staff shortages have delayed reports and information programmes necessary for timely research on relevant manpower issues.

Land surveying services have also been curtailed in the homelands because of a lack of personnel. There are four national states which urgently need land surveyors.

The only qualified black land surveyor in the country resigned from the department of Co-operation and Development last year and 40 percent of the posts in the survey division

were reportedly vacant.

Engineers are also in demand. The liaison engineering section of the department has three assistant engineers, each of them responsible for two or more national states.

Work pressure has become so great that three engineers were seconded from private companies last year.

The projects division, responsible for the physical development of land for black resettlement purposes, has also been severely undermined by lack of staff.

Consultants have been used in the Transitional to help with resettlement projects and

national servicemen have also been involved.

In the data processing division a lack of fully trained computer programmers has meant that the division has not been able to take on new projects. In spite of many hours of overtime work, only existing projects could be maintained.

Vacancies in the Department of Community Development, have prompted the department to advertise extensively within the country and abroad.

During 1981 the publicity officer for the Commission for Administration in London was asked to do personal recruiting abroad

and an advertising campaign was begun in the European Press.

Despite these efforts little success in alleviating staff shortages has been achieved.

The Department of Community Development, authorised 857 225 hours of paid overtime last year and departmental employees volunteered to work 199 442 hours of unpaid overtime.

Students and school pupils have been employed regularly during holidays to supplement staff. Part-time staff have also been paid hourly rates to help close the gaps left by staff shortages of between 20 percent and 87 percent.

Within the Department

ment of Agriculture and Fisheries (since split into two separate departments) important research projects are not receiving the priority they warrant.

A major reason for this is a shortage of funds for expansion of research and development activities. The department is also unable to attract its rightful share of scientific and technical manpower.

It is believed that a recent circular distributed in the department advised staff to shelve certain projects for which there were no staff.

In recent years the Department of Public Works has reached formal agreements with consulting firms to

Staff Crisis Cripples Govt

Star 20/8/82

The Star Friday August

be transferred to other centres such as Durban and Cape Town.

An investigation is being carried out to establish the feasibility of transferring the workload, he said.

It was reported in the department's annual report that in centres such as Durban and Cape Town, Indian and Coloured workers could be employed. Some departments guard the secrets of their staff shortages carefully. For others, such as the Department of Statistics, the task of keeping their skeletons in the cupboard is impossible.

Although officially defunct and transferred into Statistical Services of the Office of the Prime Minister, the Department of Statistics is still issuing reports — some of which date back to 1978.

meet demands made upon it.

A total of 574 such contracts were signed in 1979 compared with 319 the previous year.

The Department of Internal Affairs is severely short of staff — particularly in Pretoria and Johannesburg.

This is having a detrimental effect on the provision of services. The situation is particularly bad among more experienced staff members resign or retire, the problem is spreading.

The Chief Director of Civic Affairs, Mr J Pretorius told The Star certain sections of the departments' work would most probably

Welders turn to blacks to solve labour crisis

175 Industrial Week

By Hugh Poulter

31/8/82

THE welding trade in SA will be completely manned by black personnel by the end of the decade, according to Chris Smallbone, executive director of the South African Institute of Welding (SAIW).

Smallbone said that at the moment most of the professional and managerial supervisory positions are filled by whites but considering that the white labour force is growing at only 1,7%, in the future such positions must be filled to an increasing extent by black personnel.

By 1989 it has been estimated that 20 000 welders and welding operators will have to be trained to serve industry.

Of these approximately 16 000 will be non-white and 4 000 to 5 000 will be white.

Due to the lack of training facilities the SAIW is to build a R3-million multi-racial training centre in Johannesburg with all finance coming from South African industry.



Chris Smallbone.

To date the Institute has had cash donations and commitments from industry of financial support to the tune of R1,4-million and welding equip-

ment worth R300 000 has already been donated.

A further contribution of R50 000 was made by AECI last week.

"Although formal education establishments such as Universities, Technikons and Technical Colleges are already in existence, an establishment for informal education work has not yet been available.

"It was with this in mind that the Institute has approached industry for help in establishing a headquarters building from where better control and co-ordination on a national basis will be carried out," said Smallbone.

"The number of welders and welding operators must double by 1990 and the Government has set up various training

To Page 2

More black welders

From Page 1

centres to try to overcome this problem.

"It has also encouraged industry to set up training facilities for in-house training, however, not enough thought has been put into the co-ordination and the social problems that arise with these efforts."

"This serious manpower shortage in the welding trade is due to the

neglect by the industry of their training needs during the past 30 years.

"This has been mainly due to ignorance of the role welding technology plays in any developing country," said Smallbone.

Smallbone said that he was delighted with the response from industry so far and he is confident that the R3-million target will be reached shortly.

The centre, registered with the Department of

Manpower, will train welders, instructors, supervisors, inspectors, non-destructive test personnel, engineers and technician engineers of all race groups.

Courses will be run for 48 weeks of the year and indications are that the Institute will be handling 600 to 700 trainees a year.

"Of these we expect to train 200 supervisors, 300 welders, 60 inspectors and between 60 and 70 engineers and non-destructive test personnel each year," said Smallbone.



NEWS

Overtime watches workers



TR Services has introduced a time clock - Omnitime - which gives supervisors up to the minute information on all aspects of time at the touch of a button. It offers management complete reports on lateness, absenteeism, overtime and hours worked.

Urgent plea to save industrial training

By Lynn Carlisle

175 14/9/82

INDUSTRY must not be "short-sighted" and cut training, but should constantly evaluate its effectiveness, especially in relation to higher productivity.

This appeal was made by Government and industrial executives at last week's opening of the Ste-warts & Lloyds Training Centre at Vereeniging.

Cut backs

With the control of expenses receiving widespread attention as the economy continues its downward swing, firms may be tempted to cut back training, said Ste-warts & Lloyds MD Percy Levick.

"It would be extremely

short-sighted to make savings by reducing the number of apprentices or by cutting training.

"The seeds sown today will germinate during the down-turn and be fully grown and ready for the up-turn."

But if training was not based on a thorough task analysis to determine clear and measurable objectives, it would not be meaningful, said Dr Piet van der Merwe, director general of Manpower.

He also suggested that

firms should co-operate with each other thereby sharing their expertise and programmes.

Cost effective

"If training does not produce more than what it costs then it is not cost effective and serves no purpose," said Dr Van der Merwe.

"Nobody is prepared to fork out money on something for which there is no

return. "The Government cannot be expected to channel public funds towards training which does not deliver a better worker."

Companies should reward those employees who participate and successfully complete training courses.

"This will encourage and motivate other employees", said Dr Van der Merwe.

Giant pallet set to suit all tastes

A ONE-PIECE plastic pallet made from the biggest single injection moulding ever done in SA is claimed to be a major break-through for local manufacturers, writes Wren Mast-ingle.

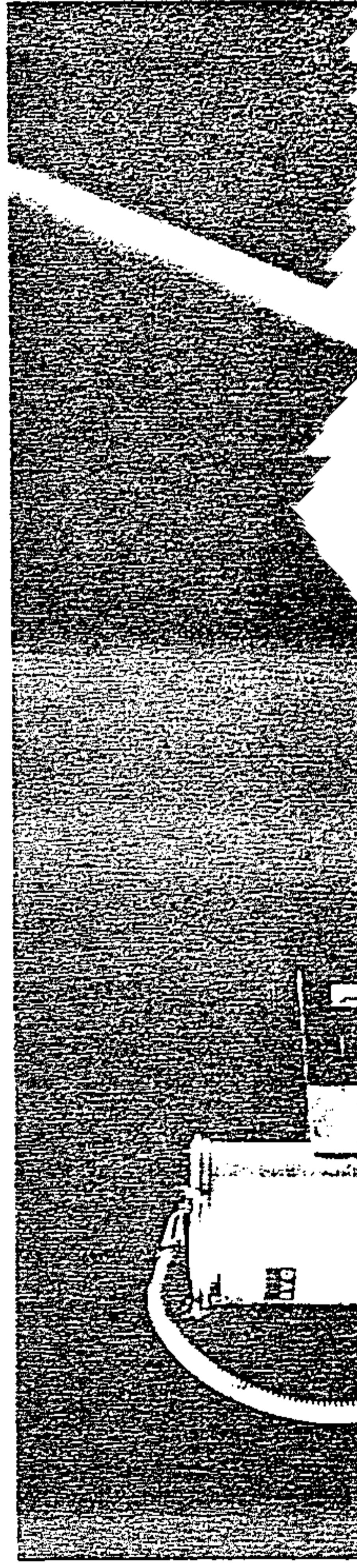
Ivan Cohen, a director of Rand Plastics said the pallet is now being mass produced.

"The one-piece moulding made from Hostalen polyethylene is 1,2 x 1 m x 150 mm and weighs only 15 kg - less than half the weight of most wooden pallets," said Cohen.

- It can be washed and does not absorb moisture.
- It can operate through

"As a one-piece unit it is very much stronger than the foamed or two-piece plastic pallets. "It is virtually maintenance free and will stand up to constant re-use."

He said that benefits of the pallets are:



Skills shortage 'forcing new look at SA laws'

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- Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
- Do not write in the left hand margin.

Argus Bureau
NEW YORK. — South Africa's severe shortage of skilled labour is forcing the country to re-evaluate its repressive laws, the influential Wall Street Journal reports.

In an article in America's largest circulation national daily, associate editor Thomas J Bray writes that the skills shortage is one of the most striking aspects of the South African economy, and is both good and bad news for the country.

Mr Bray recently visited South Africa for three weeks and interviewed prominent South Africans, including business leaders and economists.

LIBERTIES

He writes that the shortage of skilled staff is bad news because it reflects decades of apartheid in which blacks were stripped of political and economic liberties by whites, restricted in where they could live, denied equal access to training and education, prevented from holding higher paying jobs reserved for whites and denied property and voting rights.

It is good news because it has forced a re-evaluation of those laws. As a result, job reserva-

tion has been largely abolished, blacks are freer to move where the jobs are and to hold property if they can earn enough to buy it.

SPENDING

Spending on black education and training is soaring, wages are rising and trade unions are being allowed, he says.

However, adds Mr Bray, "it is debatable whether anything fundamental has changed or is likely to simply as a result of economic forces".

South Africa, he says, is a democracy for its whites and a police state for its blacks.

"The pass laws, Group Areas Act and security legislation that give the white minority almost total control remain a dismal fact of life."

CHANGE

But there has been political movement, and much of it has been driven by the economy.

In spite of the backlash against modest steps taken by the Government, most observers believe there has been a fundamental change, "if not in the political structure, then at least in the climate of opinion".

Mr Bray says sections of Soweto would do credit to affluent suburbs anywhere in the world, but it is not easy to for-

get that it is a "bedroom reservation to which one million must return by law after working in even the most glittering white areas".

He says on balance economic growth seems to offer the best climate for non-violent, lasting change in South Africa. It creates space for political development.

TRAP

In conclusion, Mr Bray warns that the "reform" path in South Africa may lead into the trap of buying social peace with

increasing social spending on education, housing and income transfers since the Afrikaners have always favoured strong State intervention in the economy.

"It is a fair question whether the white elite, in spite of its rhetorical commitment to the marketplace and free enterprise, is in much of a position to resist the social welfare demands of the black, coloured and Asian majority, even if they don't become fully enfranchised.

Exami- ners' Initials		

WARNING

- No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- Candidates are not to communicate with other candidates or with any person except the invigilator.
- No part of an answer book is to be torn out.
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

CAPE Times 16/9/82

Causes of Cape labour strife

Industrial Reporter

A SHORTAGE of unskilled labour in the Cape is causing social, political and economic problems, according to the Minister of Manpower, Mr S P Botha.

The latest issue of the Cape Chamber of Industries weekly bulletin released yesterday says the minister told businessmen at a meeting in the City this month that the shortage necessitated the importation of contract labour from Transkei and Ciskei, which led to problems including squatting.

The minister referred to illegal strikes and negotiating problems, the bulletin said.

Bargaining

He noted that some unions had a strong preference for bargaining at plant level and many employers had entered into such agreements.

"There was no legal objection to this, but the industrial council system was being attacked and undermined in certain quarters."

Mr Botha provided statistics showing that time lost from strikes and the average duration of strikes in South Africa compared well with other industrialized countries.

The country needed industrial-relations specialists, he said, leaders and managers who were capable of handling problems and managing change; it also needed workers who were loyal to their organizations.

Staff shortages disrupt State services

Mercury Correspondent

PRETORIA—Staff shortages in Government departments were disrupting State services, the president of the Public Servants' Association, Dr Colin Cameron, said last night.

Addressing a press conference after the close of the annual congress of the PSA, Dr Cameron said the implications of the too rapid turnover of staff in the service were serious. He stressed the vital importance of salary levels in the service which could compete with those in the private sector.

'If we cannot recruit the right calibre of person to the service the long term effects will be extremely serious.'

Obviously the quality and efficiency of services were threatened if there was a lack of efficient and well trained manpower.

The shortage had been put at between 18 000 and 20 000.

A situation had developed, Dr Cameron said, where there were too few officials of the right standard to promote to senior posts.

'If we don't reverse this trend the threat to services supplied by the State can only become greater.'

Reflection

A point had been reached where a people outside the service were being appointed. This was a serious reflection on the country's public service.

Human Sciences Research Council studies had shown the service was getting far less than its fair share of the country's top brain power.

However Dr Cameron said he could give an assurance there was no talk of a collapse of services.

It was vital, however, that sufficient funds be made available to make possible the recruitment of the right people. 'We must be able to compete in the manpower market on equal terms with other employers.'

Dr Cameron said the conference had flatly rejected suggestions that the PSA should convert into a full blown trade union, incorporating striking rights for Government workers.

Arbitration was also rejected. What was wanted was more machinery with entrenched rights of negotiation.

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Shortage of engineers 'serious'

Science Reporter.
SOUTH AFRICA has a serious shortage of professional engineers and the problem is unlikely to improve in the foreseeable future.

The Federation of Societies of Professional Engineers says in the third in a series of manpower studies that last year only 900 professional engineers entered the

field, while demand was for 2 800 — a shortfall of about 68 percent.

By 1985 the shortfall is expected to be 64 percent against a demand for nearly 3 300.

In civil engineering, "the area of greatest concern", a little more than 300 trained people were last year available to fill 1 100 posts. By 1985, with demand at about the

same level, only about 225 qualified people are expected to enter the field.

The federation says it must rely in the immediate future on the white male workforce, but will have to work towards recruiting increasing numbers of women and members of other population groups.

It called on the De-

partment of Internal Affairs and the Department of Manpower to encourage more immigrants with professional engineering qualifications.

It also recommended that those interested in engineering, but who had lower grades in matric maths and science, should be encouraged to undertake further education at technikons.

The civil service

LOW salaries, manpower shortages and the poor image of governmental organisation are the main causes of staff shortages in the public service, says the president of the Public Servants Association.

Dr Colin Cameron said that the nationwide average of a 20 percent shortage is inaccurate and non-indicative of the true situation.

"The turnover is high — especially in the entry ranks — and the quality of personnel for recruitment is not adequate," Dr Cameron said.

Few people made a career of the public service and the proportion of top quality people recruited was small.

Salaries

"As an example, the normal distribution in terms of quality would be: five good, 10 average, and eight low average.

"But the public service, for example, would be recruiting in the ratio three-12-eight, and resignations would be about 12-10-two."

This, he said, meant that recruitment and losses were ineffective in terms of quality, but added that "one cannot be absolute in this".

The reason for this was the lack of competitive salaries.

The Public Servants Association had suggested a 15 percent salary increase "to maintain the standard of living".

"Especially in the lower and entry grades, we think that is essential. However, we have had no formal reply and will only hear when the

S. Times
26/9/82
has the blues

By CHARMAIN NAIDOO

budget is presented in March," Dr Cameron said.

He said he had doubts about whether civil servants would be granted the increase asked and in any case the suggested 15 percent would merely compensate for the inflation rate.

"This applies particularly to the lower grades who are directly affected by price increases."

However, merely raising salaries would not overcome the drastic manpower shortage throughout the country.

"But better salaries will allow the public service to stabilise its work force and recruit at the same proportion as everyone else."

The Commission for Administration had suggested the adjustment of salaries within the various categories built into a system of career differentiation.

Setback

"The adjusting of salaries internally over a period of time is an excellent idea, provided the commission does not procrastinate," Dr Cameron said.

Dr Cameron said that pension schemes, housing subsidies and security formed the total remuneration package.

"All these factors have to be considered to come up with a salary level that is acceptable," he said.

Another serious setback was that the public service did not have a good image.

"This is an unfair image and has a marked effect on recruitment. The only way this can be changed is through the efforts of the individual public servant."

Rom 29/10/82

More pay for workers in key Govt areas

Pretoria Bureau

THOUSANDS of Government workers in areas where staff shortages are critical are to get additional pay increases this year, according to the Commission for Administration.

The Public Servants' Association has warned repeatedly that unless conditions are made more attractive in certain key areas, there would be breakdowns in services.

The categories to benefit are para-medical staff, health inspectors, forensic chemists, office personnel of customs and excise, storemen and stores personnel, financial and audit staff, engineering technicians, prison staff, nature conservation officers, artisans and the group which includes architects, land surveyors, town planners and cost accountants.

The chief director of the commission Mr Piet Colyn said the Minister of Finance Mr Owen Horwood set aside R150-million in his Budget for occupational differentiation increases. About half of this had already been spent.

Most of the rest would be devoted to improving the earnings of the 12 categories.

Mr Colyn said it was impossible to say just how much the new increases would cost as the matter was still being investigated.

However, the increases would depend on merit, length of service and qualifications.

The special increases would be confined to State and provincial departments and certain semi-government institutions.

However, Post Office and Railways employees would not be included in the deal.

The president of the Public Servants' Association Dr Colin Cameron said he welcomed the commission's move to improve earnings in areas where staff difficulties were acute.

He said the efficiency of some departments was threatened because of staff shortages and he hoped the new increases would attract suitable recruits to the service.

"We also hope that some of the categories not included this time round will receive the urgent attention of the commission," Dr Cameron said.

Ram 20/9/52

Govt in bid to stem clerical staff shortages

By GERALD REILLY
Pretoria Bureau

STATE departments are to resort to a work-at-home policy for part-time workers in a bid to relieve the acute shortage of clerical staff.

In a statement in Pretoria yesterday, the chairman of the Commission for Administration Mr Jimmy van der Merwe said there were experienced clerical workers who wanted to enter the labour market but were unable to do so for a full day, or even a fixed half day.

The commission has laid down various bases on which this category of clerical workers can be employed.

In addition to clerks working on a full-day basis, or fixed half-day basis, two further categories of clerical workers have been created.

These are:

- Occasional work which can be performed on a more flexible basis so long as supervision is possible.

- Work-at-home in cases where production norms can be laid down, and direct supervision is, therefore, not necessary.

Shorter hours of duty apply for both these categories than for the full-day and fixed half-day categories.

Those who do occasional work or work at home are paid at competitive hourly tariffs.

People interested can apply to the personnel divisions of State departments for further particulars.

Senior public servants said yesterday the work-at-home policy for part-time staff was a measure of how desperate the service was for personnel, particularly in the clerical division.

It was also announced this week that thousands of Government workers in areas where staff shortages are critical are to get additional pay increases this year.

The categories to benefit are para-medical staff, health inspectors, forensic chemists, office personnel of the Department of Customs and Excise, storemen and stores personnel, financial and audit staff, engineering technicians, prison staff, nature conservation officers, artisans and the group which includes architects, land surveyors, town planners and cost accountants.

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However, they would depend on merit, length of service and qualifications.

Sowetan 11/10/82

Skilled labour warning



175

SOUTH Africa had a serious shortage of skilled labour in critical categories, Mr Dennis Etheredge, executive director of Anglo-American Corporation, said at Sun City at the weekend.

Addressing a plenary session of the final day "Third World" Institute of Personnel Management convention, Mr Etheredge said there was an arrogant attitude that if there were enough whites to fill the skilled posts in South Africa, there would be no

need to train blacks.

"I hope that this view is not widely held among personnel managers and industrial relations specialists, but it is common elsewhere. Fortunately, most of us believe that men and women should be given equal opportunities for training to the limits of their capacity and that should be filled on merit."

Mr Etheredge said there was the "greatest imperative need" to educate and train

the non-white population and this should not be measured by the shortage of white skilled workers.

"I would like to make an appeal to the Government to apply favourable tax treatment to literacy and numeracy training. It is regarded as education, but it is not at the level which attracts tax-free donations and because it is education, this training cannot be registered as industrial training to gain those tax concessions." — Sapa.

Police staff shortage 'acute'

CAPL TIMES 15/10/82

175

By STEPHEN WROTTESELEY
Crime Reporter

THE Minister of Law and Order, Mr Louis le Grange, has admitted that the South African Police are facing an "acute" staff crisis.

He says there is a 40 percent shortage of non-commissioned officers and constables in some major metropolitan areas.

The announcement was made by Mr Le Grange in the latest edition of *Servamus*, the official police magazine.

The fact that the force was undermanned has been common knowledge. But until Mr Le Grange's article appeared, the extent was not known.

Mr Le Grange wrote that the small increase in serious crimes in South Africa was something to be thankful for.

He continued: "The police are also experiencing an acute shortage of men, especially in the major metropolitan areas, where a shortage of 40 percent among other ranks at most stations on any given day is not the exception."

In spite of this, he added, the police managed to provide an adequate service and to achieve "outstanding successes".

A recent report by the Commissioner of Police, General Mike Geldenhuys, stated that the force was short of more than 9 000 men — a 21 percent shortfall.

Although police statistics show an increase in

some crimes, such as murder and rape, the number of robberies countrywide has decreased by 9.75 percent.

During 1980/81, serious crime increased by only 0.18 percent, according to police statistics.

Shortage hits City

One of the major metropolitan areas hit by the police shortage is Cape Town.

Suburban areas on the Cape Flats are suffering from gangsters.

An explanation is the lack of policemen and stations.

Police are already hard-pressed fighting City crimes — muggings, car thefts and thefts from cars.

The apparent increase in lesser crimes such as shop break-ins, and in City muggings, worries insurance experts.

They feel that the shortage of police in metropolitan areas can only worsen matters.

'Walking police best'

Experts feel there is nothing to compete with the policeman on the beat to combat crime, especially in the City's central business district.

But it is almost impossible to put men on the street, because the police force is seriously undermanned.

One explanation of the staff shortage given in the past was the lower pay and fewer benefits in the police as against the private sector.

City department hit by staff crisis

E. POST 18/10/82

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By SHELAGH
BLACKMAN
Municipal Reporter

SEVERE staff shortages hampered the work of nearly all the divisions of Port Elizabeth's City Engineer's Department last year.

This emerges from the annual report of the City Engineer, Mr Arthur Clayton.

In the town planning division, the staff situation "declined to an all-time low" last year with the division having to operate "with half its usual professional staff complement" for most of the time, according to the Chief Town Planner, Mr T M V Sandham.

Metropolitan planning virtually came to a standstill last year, he said.

However, an active staff recruiting campaign towards the end of the year "bore fruit" and it was possible that a number of new town planners would be attracted to the city.

The division was striving for a balance between experienced and less exper-

enced staff, which had not always been possible to achieve — the less experienced usually being in the majority, he said.

The mechanical workshops lost one superintendent and 23% of its artisans during the year, the chief mechanical engineer, Mr M F Horn, reported.

The loss of experienced staff presented a problem at times of high demand for skilled staff and ultimately implied a loss in efficiency, he said.

"The importance of a constant labour force for the repair and maintenance of equipment associated with essential services, cannot be over-emphasised," he said.

"A major factor in efficient maintenance is familiarity with the equipment maintained and this aim cannot be achieved with a constantly changing labour force."

Productivity fell in the automotive division last year with the loss of eight experienced artisans, the chief automotive engineer, Mr J A P Evans said.

The only additions to the artisan strength were four apprentices who qualified during the year.

Since these four only changed status from fifth-year apprentices to artisans, they did not represent a gain in manpower.

In reality, the situation was worse because three more artisans were promoted to take the place of two chargehands and one inspector.

Thus the real loss was 11 artisans, or 25% of the skilled work force, he said.

The administrative officer, Mr J A Wignall, said his department had started the year with 111 vacancies and had ended the year with 136 vacancies.

During the year the department continued to lose many of its professional and technical personnel, mainly due to higher pay offered by outside bodies.

The chief land surveyor, Mr H Richards, said his division was faced with a "considerable backlog" of work which was causing inconvenience and delays in the processing of land mat-

ters.

Measures to rectify this by recruiting qualified staff had not been "entirely successful", he said.

The roads and stormwater division was not able to meet the demand for testing last year as two fully trained laboratory technicians resigned at the beginning of the year, according to the roads and stormwater engineer, Mr R T Street.

The design engineer, Mr M W Watson, said the work of the design division was restricted because of staff shortages.

"Despite countrywide and overseas advertising, no personnel were recruited," he said.

The waterworks engineer, Mr T H Proudlock, said difficulty had been experienced in recruiting artisan staff and treatment works staff last year.

A table in the report on the movement of salaried staff for the City Engineer's Department shows that 75 people resigned last year and 61 newcomers were signed on.

Women

Call for more to join reserve

Cape Times 22/10/87 (284) 175

Crime Reporter

A CALL was made yesterday by the Minister of Law and Order, Mr Louis le Grange, for more members of the public to join the police reserve.

He made the call after reporting for the second time in less than a month a serious shortage of policemen. The minister was speaking at the official opening of the new district police headquarters, police station and magistrate's courts at Wynberg.

Opening the new complex, Mr Le Grange said that over the years the professional criminal had made large strides in his assault on society.

Fortunately the police had changed their methods to keep pace with the changing times.

He told of the good relationship between the police in South Africa and forces elsewhere in Africa and the world. He repeated crime statistics released earlier this month which showed a decrease in crime.

He then said that though Wynberg was not short of policemen, other places in South Africa were.

In certain metropolitan areas it was difficult to maintain normal police strengths.

However, staff shortages affected the entire public sector. There were also shortages in the private sector.

The reasons were not always salary structures and service conditions, but in South Africa's not having enough educated and trained people.

The police were planning for the future, he said.

Mr Le Grange was convinced that "in the next few years, many of our problems of staff shortages will be solved".

He said that 24 reservists in Wynberg had put in 3 657 hours' duty in 12 months.

"I want to call on the public to join the reserve in greater numbers."

Manpower at critical stage, says Hersov

175
Cape Times 5/11/82

JOHANNESBURG. — In his annual review, Mr Basil E Hersov, chairman of Anglovaal, said complex problems were emerging in the manpower field because of the local shortage of skills and because of the difficult period the country was undergoing while effective collective bargaining methods were being developed.

But he said the critical industrial relations issue must not be seen in isolation as there were many factors which influenced this sensitive area. These ranged from the exclusion of blacks from the proposed constitutional reform, to controlling the movement of people and thus their ability to offer their services in terms of free-market principles and contribute to the country's economic growth.

Mr Hersov continues: "For as long as one of the main platforms for effective expression of black political opinion remains the labour field, commerce and industry must be prepared to face particular challenges in this area. The manner in which the government proceeds to deal with these and other issues will, accordingly, strongly influence development in the field of industrial relations."

He was encouraged by the way the government changed the draft bill covering new local government structures for blacks, following pressures from the private sector headed by the Ur-

ban Foundation. Although the "critical issue" regarding the provision of finance still had to be resolved, the act seemed to confer real power on the new black municipal authorities and had removed the ministerial discretion.

On the other hand, the proposed Community Development Bill appeared to contradict the new direction of the local government act. Mr Hersov hoped the parliamentary select committee, which now has the bill, would change it "to bring it into line with the spirit of the new local government legislation".

The third bill covered influx control and was the most critical.

"In many respects," the chairman continues, "it falls short of the recommendations of the Riekert Commission accepted by government and fundamental amendments will have to be made to bring it into conformity with the minimum requirements of business in South Africa. The continuing affront to human dignity, the adverse impact on race relations and the frustrations and cost to commerce and industry in the past are too heavy a burden to pay for the futile attempts to control urbanization through penal provisions."

Encouragingly it had been decided to postpone introduction of this legislation until after the election of local black authorities in terms of the new act.

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Men teachers shortage becoming more serious

com 9/11/87

By GERALD REILLY

THE shortage of men teachers, particularly in English medium schools, continues to become more serious, said educationists spoken to yesterday.

They were reacting to figures released by the Department of Education which show that of the province's 24 904 teachers, 18 151 or 72.9% are women, and only 6 747 or 27.1% are men.

Educationists say the shortage of English-speaking men teachers has been chronic for nearly a decade, and there are no signs of relief.

Some primary schools have no men teachers, so their pupils first come into contact with male educators as late as

Standard 5 - which many educationists believe does not encourage a balanced education.

The rector of the Johannesburg College of Education, Professor Napier Boyce, said of the 218 writing their final senior primary certificate examination at the college this year, only 16 were men.

In the secondary course only 14 out of 40 are men.

Prof Boyce said so far 526 applications had been received for admission to the college next year - and only 25 were men.

"It's even worse than last year. We are told we are in a recession, but it has made little difference to the numbers of men applying to enter the teaching

profession"

Prof Boyce said the shortage was critical, and the quality of education suffered as a result.

Male matriculants were being attracted to other, better paid occupations, he said.

The number of men writing their third-year exam in a four-year degree course in primary education was only six in a total of 47.

The secretary of the Transvaal Teachers' Association, Mr Jack Ballard, said the ideal situation was 40% men and 60% women - "but we are far from this ideal".

"We have been concerned for years about the problem. Our recruiting campaigns have met with very little success in the past few years."

Afrikaans parents form education body

Mail Reporter

THE Transvaal Afrikaans Parent Association for Christian Education was formed in Pretoria at a meeting attended by about 700 people at the weekend.

It will join similar associations in other provinces to become part of a national association by March next year.

This was confirmed by the chairman of the new association, Professor H J S Stone, a professor in education at the University of South Africa, in an interview last night

"The association has two functions," he said. "Firstly to help parents in modern times with the education of their children, and secondly

it will be a mouthpiece for parents to express their views and wishes as far as the education of their children goes."

According to Prof Stone the association takes the word Christian to be "education according to the Bible".

"As far as the Afrikaner is concerned," he said, "Christian education is part and

parcel of their heritage and present way of life"

Prof Stone said that the role of the parent in education has been a point of discussion since 1917 when the Malherbe Commission said that "parent energy" was not being fully exploited.

"The association will not clash with other associations," Prof Stone added.

Manpower crisis hits growth rate

175
Industrial Week
16/11/82

By Priscilla Whyte

THE shortfall of trained personnel especially middle management is stunting SA's productivity according to the National Productivity Institute (NPI).

Louis Pepler deputy director of the NPI told Industrial Week: "SA's productivity growth rate is lower than other industrialised nations (only ex-

ceeded by Zambia and Switzerland, which both registered negative growth rates for the period 1972 to 1979) and the three main reasons are related to training deficiencies."

Firstly Pepler said South Africans have not been trained and educated to be productivity conscious.

Education

Secondly training is inadequate because the basic level of education of the average South Africa worker is lower than that of other industrialised nations.

Thirdly there are too few trained managers and the proficiency of incumbent managers is hampered by lack of training.

Pepler singled out middle management as an area, where there is a particular lack of training.

The South African Society for Training and Development (SASTD) is currently co-operating with the NPI on identification of competency profiles for the training profession and the determination and standardisation of the formal qualifications and train-

ing which a training practitioner requires.

Allan Grimble, chairman of the Transvaal region of the SASTD said: "In the last five years training courses have proliferated to such an extent that not only is the company trainer becoming confused about what is available but the 'reinvention of the wheel' is in many instances taking place between one training package and another".

To assist all parties concerned the SASTD will be holding the first training and development congress at the Sandton Holiday Inn from 8 - 12 August 1983.

Analysis

Training companies and in-company training personnel will be offered platform time for the private and public sector to analyse their training packages (registered).

The SASTD wants this congress to be truly representative of the whole training field and will be inviting personally all training companies to participate.

Training companies that have not been contacted yet are encouraged to come forward.

Business: "No more troops"

By Vera Beijakova

SOCIO-economic problems will increase in South Africa if the Government thrusts ahead with its recruiting programme for older men by increasing the call-up age.

The need for more manpower to defend this country with what is now termed a "granddad's army" will play havoc within the business community, say most white South Africans.

Market Research Africa's (MRA) latest survey on this thorny subject shows that:

● A huge 72% of white South Africans expect that an extended call-up will adversely affect the running of industry and commerce, while only 19% believe businesses will remain unaffected.

● As can be expected, rich whites in the top two A and B income groups are the most reluctant, for economic reasons, to give up the office for the gun.

● About 40% of rich whites in the A-plus income group, earning more than R2 000 a

MOST FEEL BUSINESS WOULD BE CRIPPLED

month, say 'no' to older soldiers, as against 34% of respondents in the D income group with earnings under R499 a month.

● More English speakers than Afrikaners are sure business life will suffer from an increased call-up age — 54% of the English speakers feel the call-up age should not be extended, as against 45% of Afrikaners.

● Among the young, 76% in the 25-34 age group expect a

general decline in business activities if more men don the military uniform, and 68% of those aged over 50 agree on that subject.

● 60% of all young South Africans, aged between 16 and 24, feel the call-up age should not be raised, and 44% of those aged over 50 years share that sentiment.

● Almost half (49%) of all South Africans questioned think there should be no extend military call-up age at

all, even temporarily, with more women than men against the idea of the State relying on elderly males for protection.

● Though female conscription is rare in most countries, more than half (52%) of South Africans believe it is necessary as opposed to 41% who disagree.

● Amazingly, women are more in favour (53%) than men (50%) of offering themselves for military service.

... South Africans want far more foreign investment

MOST white South Africans would like to see more foreign investment in this country.

Nearly 70% of Market Research Africa's Omnijet survey voted for foreign financial involvement, with men showing more enthusiasm (75%) than women (65%).

Rich whites (86% of the A-income group) see the advantages of foreign capital more clearly than less-well-off whites, of whom only 51% in the D-sector favoured such investments.

WHAT have Russia, the US, Libya and the Middle East in common?

These are the four foreign countries named by South African urban whites as representing the greatest threat to the stability of this country — economic as well as social.

Market Research Africa's latest survey shows that 71% of whites believe Russia is

Moreover, 76% of English-speakers as against 65% of Afrikaners are in favour of foreign funds.

Those between 25 and 49 are more in favour than both the very young and the elderly, although marital status does not play an important part in the issue.

City dwellers are keener than village folk and more Transvaalers see the advantages than do those from the Free State.

... and four 'foes'

the greatest threat to this country, and the other three

nations scored 4% each.

MRA's results are fairly similar to those obtained in Australia by McNair Anderson, whose survey named Russia as the greatest threat (67%), followed by the US (8%), Iran (7%), China (5%) and the Middle East (3%).

Iran and China scored only a 1% danger rating in this country.

ARGAS 8/12/87

Engineer shortage worries Heunis

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Staff Reporter

SOUTH AFRICA had a 25 percent shortage of trained civil engineers in 1980 and this was expected to increase to 64 percent by 1985, the Minister of Constitutional Development, Mr Chris Heunis, said in Stellenbosch last night.

Mr Heunis, speaking at a prizegiving ceremony at the Department of Civil Engineering at the University of Stellenbosch, described the shortage as "pressing" and said great problems were being experienced in the civil engineering field.

He said the utilisation of white men in engineering should be increased, while white women and other population groups

should be considered increasingly to bridge the shortfall of engineers and technicians.

It was estimated that while 1 050 people would have to join the engineering profession each year to make up the shortage, not more than 874 white graduates would join the profession annually, he said.

What further complicated the case was that in the past few years a diminishing percentage of students had studied the physical sciences or the engineering sciences.

Mr Heunis said South Africa was not enjoying the full potential of its civil engineers because many were involved in duties which could be performed by technicians.

RCBA 9/12/82

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Govt reform threatened by staff shortage

By GERALD REILLY
Pretoria Bureau

THE implementation of the Government's constitutional reform plans would be seriously hampered by an "under-staffed, under-paid and under-qualified" bureaucracy, senior public servants warned in Pretoria yesterday.

The plans, which will create an even heavier and clumsier legislative arm of government than the existing system — a three-chamber Parliament and the President's Council — will generate a demand for several hundred back-up workers, including typists, secretaries and other administrative personnel.

This, Government workers said, would aggravate an already serious shortage of administrative personnel.

They said despite the recession and growing unemployment the service was still short of thousands of workers — up to 15 000 — and in many areas standards of efficiency had dropped.

The president of the Public Servants' Association, Dr Colin Cameron, has also warned

that the Government's constitutional plans would place greatly increased work burdens on a depleted public service.

The Cabinet's decision — not yet officially announced — that there are to be no general wage increases in the public sector next April would have a serious effect in the commission for administration's recruiting campaign, it was stated.

The campaign started earlier this year when officials of the commission visited schools and universities, canvassing for matriculants and graduates.

Most serious staff shortages, it is pointed out, are in the lower levels of the service and the starting grades.

Senior Government workers say until salaries at these levels are substantially increased to compete with the private sector, the chronic shortage of workers will persist.

Economists pointed out that although the country was moving into a recessionary trough, white unemployment was unlikely to become serious. At present it stood at about 1% of the workforce.

Under these conditions the public service was likely only to get private sector rejects, it was claimed.

MANPOWER — LABOUR SHORTAGE

1983 — 1984 — DEC

State

CAPE TIMES

20/1/83

losing millions in taxes

250
175

175
20/1/83
From page 1

Mr Van der Walt said 10 percent of company returns and 20 percent of individual assessments were chosen for random checks by Inland Revenue.

The checks had shown an average error of 4.7 percent in individual assessments and eight percent in company assessments. Mr Van der Walt said

Inland Revenue had 1 030 vacant posts and a staff shortage of 22.9 percent as compared with 17.6 percent in the public service as a whole.

Mr Van der Walt also disputed a press estimate that R800 million in sales tax had gone uncollected in a 45-month period. He said the 90 percent recovery rate for sales tax was high because most of it came from a small number of large chain stores.

Political Correspondent

SOUTH AFRICAN taxpayers could be getting away with R100 million a year in due taxes while the government is unable to run proper checks on the expenditure of its own departments.

All this is due to a severe shortage of accounting and auditing staff in all government departments, including Inland Revenue.

The shortage is highlighted in evidence given to the parliamentary select committee on public accounts. The committee has expressed "grave concern" at the situation and is to take further evidence on the matter.

The Auditor-General's report on government departments for the 1980-81 tax year, and questioning by the select committee, show that:

● The Auditor-General, Mr W G Schickerling, cer-

tified the correctness of the accounts of government departments with "hesitation and anxiety".

● Millions of rand in uncollected taxes is lost annually because Inland Revenue lacks staff to perform sufficient checks on tax assessments.

Unrefunded

● People unwittingly paying too much tax could go unrefunded for the same reason.

● There is deteriorating internal financial control in government departments, where staff shortages have led some departments to tell the Treasury that they simply

cannot cope.

● There is no assistant auditor in either the Department of Community Development or the Department of Transport, where a total of nine such posts are vacant, while nearly every other government department is understaffed.

● The Auditor-General's department does not employ a single qualified chartered accountant because it cannot offer competitive salaries.

Mr Schickerling and the Commissioner for Inland Revenue, Mr Mickey van der Walt, were both questioned by the committee on the auditing of income tax assessments and the amount of potential tax which went uncollected.

Mr Schickerling said that in the 1980-81 financial year, his auditors had carried out checks at only 11 of the 32 Inland Revenue offices. Only two percent of the returns at these offices, which excluded the major centres, had been checked, but the audit had resulted in nearly R640 000 in additional due taxes being collected.

He estimated that, if a 50 percent or 60 percent audit could be carried out, the additional revenue could amount to R100 million.

He said income tax auditing, particularly of companies, was a complicated task and the public service suffered both from a shortage of trained staff and a high turnover of personnel.

As far as he could establish, there was no auditing at all of company tax assessments by the Auditor-General's department, although Mr Van

State staff chaos is race relations threat

23/1/83

~~20~~ 179

S. Times

THE GOVERNMENT was warned yesterday that the chaos reigning in some of its departments poses a threat to race relations.

The warning came from Mr Harry Schwarz, Opposition finance spokesman, in the wake of amazing disclosures this week that staff shortages were creating havoc in the public service and costing the country millions of rands in unclaimed taxes.

Mr Schwarz said he was "very concerned" that two sensitive government departments dealing with the black community were affected.

By **BENNIE VAN DELFT**

The upheaval came to light this week with the publication of the first and second reports of the parliamentary select committee on public accounts.

The reports exposed a mountain of untended paperwork in the Department of Education and Training, which deals with just over 40 000 black teachers:

Staggering backlogs in this department have meant that by June 3 1981 there were:

• 3 500 leave applications waiting to be processed.

• 700 newly appointed teachers who were waiting up to five months to receive their first salaries.

• 41 000 teachers still waiting after two months for their salary adjustments.

• 635 teachers were still waiting after more than a year to receive their letter of appointment.

• 18 000 items of registered mail awaiting attention.

In the main government ministry dealing with black affairs, the Department of Co-operation and Development, the salary section is also reported to be unable to cope with all its work.

Although the select committee reports cover the period of 1980/81, there is no indication that these two departments have shown improvement over the past year.

Mr Schwarz, who is a member of the committee, said this week that he was very concerned at the state of affairs in these two departments.

"They operate in the most sensitive race relations field and one would have expected that a responsible government would have ensured priority for these departments.

"But this apparently has not been done.

"The commission on public accounts sat this week again and the rules of Parliament prevent me from commenting on what transpired there.

"But we hope that a report will be tabled in Parliament soon after the beginning of the session when recommended improvements can be disclosed and the whole matter debated."

The auditor-general, Mr W G Schickerling, states in the select committee reports that the "certificate of correctness of the accounts was not furnished without hesitation and anxiety".

Observers see this as a clear indication that the auditor-general did not know whether the accounts were right or wrong.

Evidence before the committee blamed the staff shortage for the various problems and backlogs of work encountered by government departments.

Although only certain departments and their problems are mentioned by the select committee, it is believed to be only the tip of the iceberg.

Shortage

The reports also revealed other problems, including:

• The State losing millions of rands in tax due to a severe shortage of accounting and auditing staff.

• And the Department of Customs and Excise unable to keep a proper check on imports.

In the Department of Community Development no checks at all were being undertaken on expenditures, said the reports. The keeping of statistics regarding property registers of the Community Development Fund and Housing Fund have come to a complete standstill.

Mr Mickey van der Walt, commissioner for Inland Revenue, told the committee that his department was 1 030 workers short. This represented a shortage of 22.9 percent as against the 17.6 percent experienced by the general public service.

Mr H J van Eck, deputy auditor-general, told the committee that the situation was so serious that they had to take on anybody, whether they had accounting experience or not.

He confirmed that they had not a single qualified chartered accountant on their staff, because "we cannot offer him nearly what he wants".

The auditor-general, Mr W G Schickerling, told the committee his department had been able to make only a basic check at 11 of the 32 Receiver of Revenue office because of severe staff shortages.

This two percent audit showed a shortfall of R637 112. He said if a 50 to 60 percent audit was undertaken, the amount could reach R100-million.

DOES ANYONE AUDIT GST?

WATCHDOG SILENT

ON THE TAX HAUL

BY JEAN LE MAY, Political Reporter

WITHIN weeks of a Sunday Express disclosure that R600-million in GST had not reached the State, the Government's watchdog on public expenditure told a Parliamentary committee he did not know if his staff audited GST.

This has emerged from remarks by the former Auditor-General, Mr W G Schickerling (who has since retired) to the Parliamentary Select Committee on Public Accounts.

The committee's report has just been published. And yesterday, the present Auditor-General, Mr A P Ellis, was also unable to say if GST was audited. "I can't comment as I do not have the facts."

The Sunday Express disclosure, in January last year, led to a major Parliamentary debate — and an acknowledgment by the Minister of Finance, Mr Owen Horwood, that South Africa lost large amounts in uncollected GST.

that in 43 months more than R628-million in GST payments had not reached the State's coffers. SA's 'compliance' (tax collection rate) was 90%, he said, and the missing money represented the the 10% in taxes that have not been collected.

However, the Government's own experts told the Sunday Express that their calculation on losses was higher — 14% (R809-million). The investigation showed that the losses had been caused largely as a result of growing staff shortages in the Inland Revenue Department, which did not have the means to trace, process and collect all taxes.

The Select Committee on Public Accounts report this week also disclosed that deteriorating internal control measures in the public service and critical staff shortages were costing the State millions of rands in uncollected taxes as well. Mr Schickerling told the committee his department had been able to carry out a basic check at only 11 of the 32 Receiver of Revenue offices because of staff shortages.

An audit of only 2% showed shortfalls of R637 000, and he estimated that if a 50% to 60% audit was undertaken, the amount could reach R100-million. However, in regard to GST losses, the report discloses that Mr Schickerling was asked by Progressive Federal Party MP for Yeoville, Mr Harry Schwarz, whether his department was auditing GST.

Mr Schickerling: These things are audited, but it is in the hands of the field staff. Mr Schwarz: It was not done this year (1981). You have only done income tax. Mr Schickerling: It is not specifically reported. Mr Schwarz: Either you are not reporting them, or alternatively there is nothing wrong and I will not accept that proposition. Do you audit (general) sales tax?

Commissioner for Inland Revenue, told the committee that transgressions in not paying GST were most likely among small traders, but that "as far as the total volume of tax is concerned, it is rather negligible". The 90% recovery rate of GST was much higher than that for income tax, which he estimated at 85% for businesses and "much higher" for salaried people.

Sunday Express

3835 BUITENSAIG Tax 2c Price: 0.95whoro-on-Back-Page

Perks tax could feed inflation

REVEALED: You'll pay more because R400-million in GST has gone astray

SAS GREATEST TAX SWINDLER

FLASHBACK: The exclusive Sunday Express report of January 24

Govt men say staff shortages are the cause of improper audits

MOST of the senior Government and Army men who appeared before the 1982 Parliamentary Select Committee on Public Accounts complained of inability to comply with auditing requirements because of critical staff shortages.

Among the departments experiencing difficulties with accounting under a new system introduced by the Treasury was, apparently, the South African Defence Force.

The committee thrashed out the difficulties of stock-taking under operational conditions but the main concern was with the position at technical stores depots.

At one of these, the last complete stock-taking had been done in 1959/60, — 22 years ago.

During a complicated discussion on certificates of exemption from stock-taking the head of the Army, General Constand Viljoen, admitted to Mr Harry Schwarz (PFP) that "the enemy was far easier to cope with than the administration".



● General Viljoen: "The enemy was far easier to cope with than the administration".

The Department of Prisons, which exceeded its budget by R18,5-million in 1981, also had problems with meeting audit requirements.

Mr H J van Eck, deputy Auditor-General, told the PSC that there was "not a proper audit" for the department because more than 10 000 vouchers were missing.

Lieut-General W H Willemse, deputy Commissioner (staff services), said that this was because new accounting procedures had been introduced following "rationalisation" when the Prisons Department, formerly a separate Government department, was placed under the Department of Justice.

The PSC report also disclosed that the State Trust Board had written off an amount of R30 000 paid to Mr Chris van der Merwe by the then Secretary for Information, Dr Eschel Rhodie, for losses incurred on a prestige book about Transkei which he published in 1976 at the request of the Department of Information.

The report also deals with the PSC scrutiny of the SA Transport Services, during which the Director-General, Mr A B Eksteen, was questioned by Mr Schwarz about the activities of the salvage tugs operated under the Oil Pollution Prevention Fund.

Mr Eksteen said one of the tugs had towed oil rigs from Mobile, Alabama in the United States, through the Straits of Magellan to Los Angeles and from Trinidad in the Caribbean to Mobile.

MR SCHWARZ: I thought the purpose of these vessels was to combat oil pollution on the South African coast. I do not understand what we are doing towing things all over the world.

MR EKSTEEN: The purpose of that is to make more money.

The inability of State departments to comply with auditing requirements was reflected by Mr J H van der Walt, Commissioner for Inland Revenue, in his evidence to the committee.

Asked if the merging of the Treasury, Inland Revenue, and Customs and Excise departments with the Department of Finance had increased the effectiveness of his office, he replied: "Unfortunately, no."

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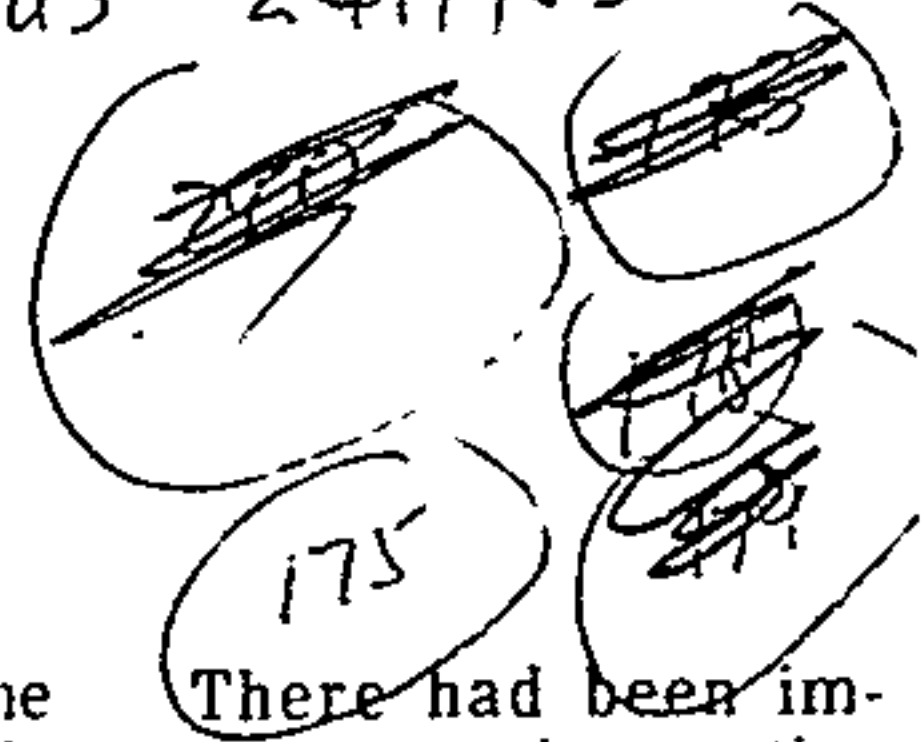
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Public Service 'leaders in training'

ARGUS 24/1/83



Political Staff

THE chairman of the Commission for Administration, Mr Jimmy van der Merwe, says the Public Service has taken the lead in the utilisation and training of personnel from all population groups.

The staff situation was not as bad as some people made it out to be, and considerable use was already being made of coloured, Asian and black personnel, he said.

Mr van der Merwe had been asked to comment on reports about serious staff shortages in the Public Service, including reports based on evidence to the Select Committee on Public Accounts.

The committee's latest reports indicated that the State was losing millions

in uncollected tax because of staff shortages, and that most departments had staff difficulties.

Mr van der Merwe said the need for more personnel was a matter that could not be generalised. There were many facets of personnel requirements, some unrelated to others.

Although certain needs existed in some areas of the service, there were other areas where considerable progress had been made in the use and training of personnel.

CIRCUMSTANCES

He did not like the term "shortage" and preferred to speak of "needs".

Personnel needs in the public sector were also determined by circumstances, such as in times of drought or when disasters occurred.

Public Service personnel needs were also re-

lated to conditions in the labour market in specific fields.

Mr van der Merwe said some Press reports about the reports of the Select Committee on Public Accounts had given a distorted impression of the personnel situation.

Asked whether any steps were being considered to use more black, coloured and Asian staff, he said he preferred not to consider this matter in terms of race.

The Public Service had made considerable use of personnel from all population groups over the years.

Because of steps taken by the State in recent years, there had been "good progress" in the personnel situation in such areas as Inland Revenue, Finance and the judiciary.

There had been improvements in meeting qualitative needs. In education there had been considerable improvements through the upgrading of black, coloured and Indian teachers, for example.

Full use would be made of all personnel, irrespective of race, if they had the right qualifications.

Many job opportunities had been created for black personnel through the development of the national states.

UNDERESTIMATED

The total utilisation of personnel from all population groups by the Public Service was underestimated.

The public sector was giving the lead in the utilisation and professionally orientated development and training of personnel from all the population groups, Mr van der Merwe said.

4/2/83
Posts and Telecommunications: vacant posts
175 ~~175~~ Hansard Q Col. 29
*17. Mr. A. B. WIDMAN asked the Minister of Posts and Telecommunications:

How many posts on the establishment of his Department were vacant as at 31 December 1982?

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

4 174—based on the authorized establishment of the Department.

*18. Mr. C. W. EGLIN: Internal Affairs—[Withdrawn.]

175

Hansard Q. Col. 46 -
Public Service: personnel

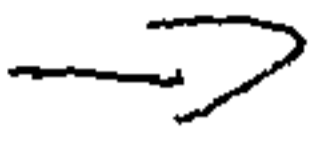
9/2/83

11. Maj. R. SIVE asked the Minister of Internal Affairs:

- (1) Whether his Department is planning steps to overcome the staff shortages in the Public Service; if so,
- (2) whether such steps include the recruitment of (a) Black, (b) Coloured and (c) Indian persons; if not, why not; if so, in which (i) State departments and (ii) ranks of the Public Service is such recruitment planned;
- (3) whether any other steps to overcome such shortages are being planned by his Department; if so, what steps?

175 Hansard Q. Col. 45 -
Public Service: personnel 46
9/2/83
*10. Maj. R. SIVE asked the Minister of
Internal Affairs*

What amount was spent in the 1981-'82
financial year on (a) advertising and (b)
publicity for the recruitment of personnel
for the Public Service?



FEBRUARY 1983 46
The MINISTER OF INTERNAL AF-
FAIRS:
(a) R557 496.
(b) R243 943.

11/2/83 (175) RDM
Staff shortage warning

By GERALD REILLY
 Pretoria Bureau

STATE administration was in imminent danger of collapse because of chronic staff shortages, Mr Schalk Visser (Progressive Federal Party, Sandton) warned in the Provincial Council yesterday.

Speaking during the second reading of the Part Appropriation Draft Ordinance, Mr Visser warned that "the country is heading for a catastrophe".

The Auditor-General had stated that deteriorating internal control measures in the public service and critical shortages of staff were costing the State millions of rands in uncollected taxes.

Inland Revenue sources

had claimed the amount was as much as R700-million and economists said it could be R1 000-million. "Whatever the exact figure is it is massive."

Much of the problem was deliberate tax avoidance and even evasion.

Businesses had also found loopholes through which to evade tax.

Mr Visser said large amounts of GST were also being lost to the State. The tax had been introduced with undue haste which had encouraged errors and deliberate tax evasion.

The civil service had been collapsing for some time and was now at the point where if it collapsed further the Gov-

ernment would be unable to administer the country.

Civil servants, particularly senior ones, worked longer and longer hours to try to cope with the work but as more members resigned the work load merely increased.

The staff structure was continually being weakened at mid-management level, which meant an eventual inability to fill senior posts adequately.

"We will soon have a State with more laws on the statute book than any other country but without the administration ability to enforce them."

Mr Visser said the desperate staff situation demanded that all jobs be opened to all races and they must be paid equally for the same work.

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1)	3	

Date 4TH NOVEMBER, 1975

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.) B.A. DEGREE

Subject ECONOMICS IA
 (to be copied from the heading on the Examination Paper)

Paper No. PAPER I
 (to be copied from the heading on the Examination Paper)

Exami- ners' Initials		

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

WARNING

1. No books, notes, pieces of paper or c... may be brought into the examination candidates are so instructed.
2. Candidates are not to communicate candidates or with any person except t...
3. No part of an answer book is to be to...
4. All answer books must be handed to sioner or to an invigilator before leavin... ination.

Any dishonesty will render the candidate liable to disqualification and to possible excl... the University

Finance Reporter
SOUTH Africa will go into the next upsurge of its economy with more locally-trained skilled people than it has ever had before.

This is a factor that could make it possible for the next upswing to last longer than any of its predecessors, says Steve Naude, chairman of the National Training Board.

Naude warned, however, that he thought it unlikely that the country's entire demand for skilled people would ever be satisfied with locally-trained men.

"There will always be a need for us to entice immigrants to South Africa," he said.

"It will be healthier that way, because it will mean that we will be able to place all the skilled people we produce."

Naude said that in 1981, when the country was still gripped by euphoria produced by the boom, the skills of about 400 000 people were improved by in-service training schemes. Last year the number was 500 000 and this year the pattern should continue.

But he does not believe that the shortage of skilled people is being exaggerated,

1175 s. Tribune 13/2/83
Always a need for skilled immigrants

ed, as some people claim, or that the immigration programme should be put on ice.

"We can never have enough skilled people, and, far from turning off the immigration tap because we're in an economic downturn, we must try to get all the skilled immigrants we can and we must train as many of our own people as possible," he said.

"The time to train people, to have them ready to sustain the next economic upswing, is when the economy is in a downturn.

"My department has two counter-cyclical training schemes designed to improve the employability of work seekers. We believe that irrespective of race, creed or colour, everyone in South Africa must be trained to the highest possible level."

Dr Hennie Reynders, chairman of the Manpower Commission, said he was very worried there were influential people who believed that as soon

as there was a recession, immigration should be stopped.

"These shortages persist in spite of recessions," he said.

He added there were still shortages of artisans, high-level technicians, management material and shortages in the professions.

His commission had asked the National Productivity Institute to do an in-depth survey on the country's manpower needs and how training is coping with the problem of filling that need.

The report has been handed to the commission, but its contents have not yet been made public.

"They won't be made public until we have shown the report to the minister, and until we have overcome our own manpower problem and can prepare it for publication," said Reynders.

He added his organisation would be looking at immigration in the next few weeks.

"We will publish our findings in our annual report, but that won't be before the end of April," he said.

Dr Johan van Zyl, ex-

ecutive director of the Federated Chamber of Industries, said the increased numbers being trained proved that the business community had reacted to the shortage of skills and was actually doing something about it.

"We will have to dove-

tail immigration into what we are doing locally," he said. "As we make more progress in producing our own highly skilled men, we will have to become more selective about the immigrants we allow into the country."

It is understood the Economic Advisory Council has appointed a sub-committee to investigate the country's immigration policy, with a view to streamlining procedures and improving the basic policy.

4	8	
5	9	
6	10	
9	29 1/2	
	47 1/2	
Examiners' Initials		

Subject..... ECONOMICS I
(to be copied from the heading on the Exam paper)

Paper No.....
(to be copied from the heading on the Exam paper)

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

(2) No, the selling prices are based on costs with due cognizance of market value.

Television viewers

176. Mr. D. J. DALLING asked the Minister of Foreign Affairs and Information:

(a) What is the estimated number of viewers who watched (i) TV1, (ii) TV2 and (iii) TV3 as at 1 February 1983 or the nearest specified date for which figures are available and (b) how are such estimates arrived at?

The MINISTER OF FOREIGN AFFAIRS AND INFORMATION:

(a) The latest available figures are for the period July—September 1982, average per day, Monday to Friday and reflect the number of persons who tuned in on the various channels at any time of the day. Figures for individual days are not available.

(i) TV1	
Whites	2 578 000
Coloureds	738 000
Asiatics	387 000
Members of the Black population groups	879 000
Total	4 582 000
(ii) and (iii) TV2/3	
Members of the Black population groups	978 000
Coloureds	107 000
Asiatics	83 000
Whites	61 000
Total	1 228 000

Separate figures for TV2 and TV3 are not available since the channels had not been split at that stage.

(b) The assessment of television viewer figures form part of a joint project to measure the size of audiences of newspapers, magazines, cinemas,

outdoor advertising as well as radio and television. The research is done primarily on behalf of the S.A. Advertising Research Foundation by an independent market research organization. The surveys are done on a country-wide sample basis. Results with regard to radio and TV audiences are released quarterly and the main report, which also contains a variety of other information, once a year. The method and size of samples, i.e. the number of persons questioned, are such that it complies with accepted statistical norms of validity.

30 *Richardson/Houssend*
280 *Houssend*
23/2/83
194. Mr. R. R. HULLEY asked the Minister of Environment Affairs and Fisheries:

What estimated percentage of the catch of (a) pilchards and (b) anchovies were immature juveniles in 1981 and 1982, respectively?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES:

	1981	1982
(a)	76%	84%
(b)	75%	84%

Land Acquisition Fund

197. Mr. R. R. HULLEY asked the Minister of Environment Affairs and Fisheries:

(a) What money has been collected in the Land Acquisition Fund for the National Parks Board in each specified year since its inception and (b) what land has been purchased by the Fund during this period?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES:

(a) 1980—R 13 775,46.
1981—R110 451,54.
1982—R245 849,00.

(b) None.

Investigation into sport

224. Mr. D. J. DALLING asked the Minister of National Education:

What has been the total cost to the State of the investigation into sport in South Africa carried out by the Human Sciences Research Council and reported on so far by the said Council?

The MINISTER OF NATIONAL EDUCATION:

The contract fee amounted to R402 000.

Sales tax

228. Mr. H. H. SCHWARZ asked the Minister of Finance:

(a) How many cases of irregularities in respect of sales tax have been discovered since 1 April 1982 and (b) what is the amount of the tax involved?

Division	Approved establishment		Vacancies	
	White	Other	White	Other
Administrative	8 000	207	400 ⁽ⁱ⁾	10 ⁽ⁱ⁾
Clerical	17 405	243	3 295	47
Professional	10 078	1 234	1 933	140
Technical	9 060	130	2 348	58
General A	1 956	99	320	4
General B	30 274	15 713	5 536	1 613
Non-classified	6 069	27 852	434	1 678
Education ⁽ⁱⁱ⁾	9 251	86 361	Not available	Not available
Services ⁽ⁱⁱⁱ⁾	8 579	7 899	Not available	Not available

Notes:

⁽ⁱ⁾ Particulars not available: estimated at 5% of the establishment (vacancies normally filled by way of promotion.)

⁽ⁱⁱ⁾ Departments: Education and Training, National Education and Internal Affairs.

⁽ⁱⁱⁱ⁾ As far as the Services posts are concerned, the figures relate only to the Prisons Directorate of the Department of Justice.

The MINISTER OF FINANCE:

(a) From 1 April 1982 to 31 January 1983—6 256.

(b) Tax..... R26 486 203
Penalty..... R 6 975 829

Total..... R33 462 032

175 *Houssend* *23/2/83*
Public Service: posts
281
283
232. Mr. H. H. SCHWARZ asked the Minister of Internal Affairs:

(1) (a) How many posts are there in the Public Service at present and (b) how many such posts are vacant;

(2) how many (a) appointments to and (b) resignations from the Public Service were there in 1982?

The MINISTER OF INTERNAL AFFAIRS:

(1) (a) and (b) Particulars as on 30 June 1982:

(2)(a) en (b) Particulars only available for Whites in the various divisions.

Division	Appoint-ments	Resignations
Administrative . . .	327	322
Clerical	4 528	3 030
Professional	1 051	871
Technical	694	639
General A	237	191
General B	7 405	5 090
Total	14 242	10 143

~~270~~ Airways: technical staff
(175) Hansard Q. Col. 348
168 Mr. R. A. F. SWART asked the
Minister of Transport Affairs:

- (1) Whether the South African Airways has a shortage of technical staff involved in aircraft maintenance; if so, how many posts are vacant;
- (2) whether the intake of apprentices in this category of employment was increased in 1982; if so, what was the extent of the increase?

The MINISTER OF TRANSPORT AFFAIRS:

- (1) No.
- (2) No.

Professors named on Kaye gift list

Health
chiefs
plead
for staff

By BARRY STREEK

MEDICINES had to be hastily withdrawn from the market because of an acute shortage of inspectors in the Department of Health.

In its annual report tabled in Parliament this week, the department admitted its inspectorate was operating with only 25% of its normal staff. Quality had suffered as a result.

The department was unable to conduct the necessary routine inspections of pharmaceutical manufacturing facilities, the report said. Inspections had been limited to factories with serious problems.

"Serious incidents occurred where the relevant medicines had to be hastily withdrawn from the market as a result of the total lack of quality of the products concerned."

These incidents emphasised the "absolute necessity" for obtaining necessary staff.

In the Witwatersrand area recruiting came to a standstill last year because starting salaries could not compete with those paid in the private sector, the report said.

The position with approved staff was even more serious, the report said.

In the circumstances, the department's staff position was far from healthy.

FIVE medical professors have been named in company documents as being among those who were given gifts from Mr Isaac Kaye's Alumina group of medical supply companies.

The doctors named were:

- Professor Saul Zwi, dean of the University of the Witwatersrand Medical School.
- Prof Brian Cremin of the Department of Radiology at the University of Cape Town.
- Prof Albert Solomon, former head of radiology at Soweto's Baragwanath Hospital.
- Prof F Zaidy, formerly of the Department of Medicine at the University of Pretoria, now at 1 Military Hospital, Voortrekkerhoogte.
- Prof Andre van As, formerly of the University of the Witwatersrand and head of the Department of Medicine at the J G Strijdom Hospital.

Earlier the Sunday Express reported that Prof Harry Seftel had accepted a TV set from Continental Ethicals, a company in the Alumina group, in return for carrying out medical trials for the company.

Asked by a Johannesburg newspaper to comment on Prof Seftel's TV set, Prof Zwi was quoted as saying he was "not aware" of any action planned against Prof Seftel.

This week Prof Zwi was asked if he could explain a number of credit card payments recorded as having been made in his favour by the same company. He replied: "Not really."

The payments for Prof Zwi made in 1975, are described in company docu-

ments as "advertising and gifts". They were: R115,70 in June, R45 in August and a further R104,15 in September, the latter described as "gift for Prof Zwi".

Also in September the company paid R386,20 to Rennies Travel for Prof Zwi.

According to documents in 1976 two further payments were made for Prof Zwi: R112,76 in February and R57,75 in March.

Asked about his dealings with CE and Mr Isaac Kaye, Prof Brian Cremin at first said he knew nothing about



● Prof Albert Solomon
... left SA in 1979



● Prof Saul Zwi
... credit card payments



● Prof F Zaidy
... travel payments

By ABLENE GETZ

such a company or a Mr Kaye. But, when reminded of a letter signed by him to "Dear Isaac" in July 1978, in which he wrote of sending "some port" to Mr Kaye and a Mr Mike O'Dillon, Prof Cremin broke in: "One bottle."

He denied receiving anything at all from Mr Kaye or his companies.

Telephoned again this week, Prof Cremin denied that CE had paid for a visit by himself and his wife to the X-ray film factory of 3M Italia, Ferrania, Italy in 1975.

"Nobody paid my fare to Italy," Prof Cremin said. He added: "I have no influence on decisions or contracts about Continental Ethicals, none at all."

"I was there and might have been visiting the factory and looking at some film, but I have no knowledge that I or my wife's fare was ever paid for. In fact it wasn't."

Prof Cremin said that if he had visited Italy in 1975 he would have paid his own expenses.

According to invoice No. 28454 of World Travel Agency in Johannesburg, dated April 1975, 3M Italia were charged R4 237 for visits to Italy by Prof and Mrs Cremin and Prof and Mrs Solomon, described as "heads of radiology department at Groote Schuur Hospital and Baragwanath Hospital, respectively".

The account was, addressed to 3M's agents in South Africa at the time, Continental Ethicals. The account was, however, paid from Italy by 3M, Ferrania.

Prof Solomon left South Africa in 1979 and could not be contacted this week.

Earlier company documentation shows a bank draft was obtained by the company in favour of Prof

Cremin for R327,63 in August 1973. Continental Ethicals was reimbursed for this amount by Ferrania.

Pretoria's Prof Zaidy confirmed that CE had paid his travel bills totalling more than R3 600 to attend cardiac congresses in Amsterdam in 1976 and Tokyo in 1978.

He had been about to test a drug for angina which the company wished to market, but, he said the trial "never got off the ground."

Prof Zaidy said he had not done any testing for CE either before or after that time.

He had discussed drugs for inclusion in the hospital codes while on the therapeutics committee of the H F Verwoerd Hospital, but could not recall any discussions about Continental Ethical products.

Telephoned at the School of Medicine of the University of New Mexico, Prof Van As said what was paid to academic doctors for research was "nickels and dimes" compared to the vast amounts paid to Government officials who could help drugs companies grab Government tenders.

While he had been at the J G Strijdom Hospital he had been involved in the testing of an asthma drug for CE,

then controlled by Mr Isaac Kaye and partners.

He said the company might have paid R2 333 in 11 post-dated cheques to Stanic — through which he had bought several cars — for the hundreds of hours he had put into advising them on their products and how to market them.

"I cannot actually say if CE paid me in this way because I advised so many pharmaceutical companies," he said.

Dr Van As said he had always resented the fact that academics who had done so much work for drugs companies to advance research were compensated so little for their work.

"But among some officials helping to get the drugs coded and so on — there was a different ball game going on there."

He said it was common practice for drugs companies to pay travel expenses for academics attending congresses. He recalled that CE had paid for himself and his son to travel to Cape Town where he had delivered a lecture at Tygerberg in 1975.

Dr Van As named several Government officials who, he said, were known to accept large bribes. He was assured inquiries would be made.

A spokesman for the Provincial Secretary in Pretoria said doctors employed in Provincial hospitals were prohibited from doing work or receiving payment in cash or kind outside of their official employment.

In exceptional circumstances permission could, however, be obtained from the Administrator to take after-hours employment. If work was done without this permission, however, the cash or the equivalent in cash of goods received in payment had to be paid in to the treasury.

~~377~~ (175) Harward
 Environment Affairs and Fisheries: posts
 C. Col. 391-394 1/3/83
 218 Mr R. R. HULLEY asked the Minister of Environment Affairs and Fisheries:

What posts (a) had been approved and (b) were vacant in respect of each specified branch of the three Directorates of his Department as at the latest specified date for which figures are available?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES:

The particulars as at 17 February 1983 are as follows:

DIRECTORATE OF FORESTRY	(a)	(b)
Branch	Approved posts	Vacancies
Forest and Timber Industries	74	24
Research, National Forestry Planning and Information	103	24

393 TUESDAY, 1 MARCH 1983 394

	(a)	(b)
	Approved posts	Vacancies
Environmental Conservation	27	4
Marine Development	616	155

In addition 9 regional organisations with 2 821 approved posts and 504 vacancies are in existence.
 There are also a further 11 281 formal

authorities in respect of local wage workers which are not included in the above-mentioned figures and where 692 vacancies exist.

DIRECTORATE OF WATER AFFAIRS

Branch	(a)	(b)
	Approved posts	Vacancies
Scientific Services	270	129
Water Resources	304	133
Water Quality	127	45
Works	461	212
Water Supply	1 021	394

There are a further 6 081 approved posts, with 455 vacancies, for local wage workers which are not included in the abovementioned figures.
 In terms of section 3(2) of the Water Act, 1956 (Act 54 of 1956) persons can be

employed on a temporary basis according to Departmental needs. These employees are naturally not included in the above-mentioned figures. At present there are 11 377 such temporary employees in the employ of the Department.

DIRECTORATE OF ADMINISTRATION

Branch	(a)	(b)
	Approved posts	Vacancies
Law Administration	116	24
Financial Administration	174	24
Staff Administration	154	16

There are also a number of divisions and subdivisions with 226 approved posts of which 34 are vacant which do not fall directly under the abovementioned branches organizationally.

~~170~~ 175 Hansard
Air traffic controllers
Q. 61,385 1/3/83
186. Mr. R. A. F. SWART asked the
Minister of Transport Affairs:

Whether his Department is experiencing
a shortage of air traffic controllers; if so,
what is the relevant figure?

The MINISTER OF TRANSPORT AF-
FAIRS:

Yes. Eighteen posts out of a total of 108
posts for qualified air traffic controllers are
presently vacant. Twenty cadet air traffic
controllers are, however, undergoing
training.

~~200~~ (175) Hansen x
 Justice: clerical administrative staff
 Q. W. 467 - 469 2/3/83
 278. Mr. D. J. DALLING asked the Minister of Justice:

Whether the position in respect of the clerical/administrative staff of his Department, as referred to in paragraph 1.11 on page 45 of the report of his Department for the period 1 July 1980 to 30 June 1981, has changed since then; if so, what is the current position expressed in the same terms as set out in the said paragraph 1.11?

The MINISTER OF JUSTICE:

The position has improved. As at 31 December 1982 the position was as follows.

Directorate: Prisons

Chief: Organization and Work Study
 Chief Organization and Work Study Officer
 Organization and Work Study Officer

Totals

Directorate: Justice

Chief: Organization and Work Study Officer
 Organization and Work Study Officer

Totals

Administrative Officer	95%
Senior Administrative Assistant	53%
Administrative Assistant	72%
Senior Clerical Assistant	50%
Typist	87%

Justice: Organization and Work Study Division

279. Mr. D. J. DALLING asked the Minister of Justice:

(a) What is the authorized establishment of the Organization and Work Study Division of his Department and (b) which positions in this division are (i) filled and (ii) vacant at present?

The MINISTER OF JUSTICE:

(a) Number of Posts	(b)(i) Posts filled	(b)(ii) Posts vacant
1	1	—
3	3	—
17	9	8
21	13	8

(a) Number of Posts	(b)(i) Posts filled	(b)(ii) Posts vacant
1	1	—
8	1	7
9	2	7

WEDNESDAY, 2

The services of three officers in the Division Inspectorate are temporarily being utilized in the Division Work Study.

MONDAY, 7

MONDAY, 7 MARCH 1983

Q. Col. 521
Hansard

*Indicates translated version.

For written reply: (TUSA) (175)

Inland Revenue: staff establishment

161. Mr. H. H. SCHWARZ asked the Minister of Finance:

- (1) (a) What is the staff establishment of the office of the Commissioner: Inland Revenue and (b) how many vacancies are there in such office:
- (2) (a) what is the staff establishment in respect of inspectors in the sales tax division of such office and (b) how many vacancies are there in this division?

The MINISTER OF FINANCE:

- (1) (a) 4 491.
(b) 118.
- (2) (a) 140.
(b) None.

As a result of improved prospects brought about by the introduction of occupational differentiation, recruiting has been exceptionally successful from the second half of 1982. The majority of the officers is, however, still inexperienced and it will only be possible to utilize them fully after they have received the necessary training.

MONDAY, 14 MARCH 1983

650

649

~~650~~ Justice: resignations Q-601. 649-650

424. Mr. P. R. C. ROGERS asked the Minister of Justice:†
175 Howard 14/3/83

(1) Whether any resignations were received from legally qualified persons

nel in his Department in 1982; if so, how many in each category:

(2) whether any of these posts have since been filled; if so, how many in each category?

The MINISTER OF JUSTICE:

(1) and (2)

Rank	Number of resignations	Number of posts filled
Deputy Attorney-General	1	1
Senior State Advocate	6	6
State Law Adviser	2	1
State Advocate	11	11
Senior Assistant State Attorney	1	1
Assistant State Attorney	16	16
Magistrate	17	17
State Prosecutor	73	73
Estate Controller	9	9

MONDAY, 14 MARCH 1983

†Indicates translated version.

For written reply:

~~257~~ 175 Hausard
Court interpreters 14/3/83
Q. Col. 641 - 642

201. Mr. D. J. DALLING asked the Minister of Justice:

- (1) (a) How many posts are there on the establishment of his Department for court interpreters and (b) how many vacancies are there in respect of such posts;
- (2) whether any such posts are filled by persons who are not in possession of the requisite qualifications; if so, (a) how many and (b) what are their qualifications?

The MINISTER OF JUSTICE:

- (1) (a) 588.
(b) 8.
- (2) Yes. (a) and (b) Although academic qualifications as such is not a requirement for appointment as court interpreter, there are various other requirements for appointment and a formal selection test also has to be passed. Among others it is required that the person concerned should, in addition to one or more Black lan-

guages, also be proficient in both official languages. At present there are 37 persons on probation because they are not yet sufficiently proficient in both official languages and 5 because the required standard of interpreting ability has not yet been achieved.

Parliament and Politics

the Union

19/3/87

(175)

~~22/4/87~~

UME 'concerned' about staff shortages

Municipal Reporter
ONE of the most important debates of the 110-item agenda of the United Municipal Executive meeting was on the critical staff situation in local authorities, the outgoing president, Dr T G Schlebusch, said yesterday. Commenting on the two-day meeting at a press conference with the newly-elected UME president, Mr N "Zingi" Harrison of Natal, Dr Schlebusch said the UME would be taking

up an offer of help made by the Minister of Manpower, Mr Fanie Botha, at the opening of the meeting.

The UME was very concerned over staff shortages, recruitment, retention, and training. Autonomous black townships were envisaged in the new constitutional deal, but there were not even enough employees to run the white municipalities, he said.

On the aspect of train-

ing, Dr Schlebusch said the UME would ask for direct financial assistance, and perhaps tax reductions.

The UME was working closely with the government on moves to bring about local government reform, particularly on the practical application of a new constitution.

In the past, the government had often by-passed the UME with new legislation. "The opposite applies now," Dr Schlebusch said.

● The UME is to consider the leading of traffic fines, that is levying an additional amount on a fine which is not paid immediately. The extra "fine" would go towards administration costs and to stop people waiting until the last minute before paying. Dr Schlebusch said an extensive investigation would have to be conducted, as it appeared that local authorities had no legal right to levy the penalty.

● Private aircraft owners who use municipal aerodromes such as Rand Airport and Virginia Airport will have to pay a new set of landing fees soon because of a change in the tariff structure linked to a new aerodrome grading system. Fees will go up at some aerodromes, while others will be reduced.

● The new Sea-Shore Bill, soon to appear in Parliament, will give local au-

thorities more control over problems such as littering and driving on beaches. Dr Schlebusch said that although the UME was not entirely happy with the bill, it was considered better than current legislation. The UME is to ask for an additional clause to be inserted, making provision for the codification of lifelines. Anyone caught with even a piece of the uniquely-coloured lifeline could then be arrested, he

said.
● The UME is to ask for greater representation on the on-going Croeser working group which was appointed to investigate the recommendations of the Brown Committee on local government.

● The new UME president, Mr Harrison, who is also head of the Natal Municipal Association, said the biggest challenge he faced was the "tough decisions" in the constitutional debate.

Cape Times 20/7/83

Internal Affairs severe staff shortage

HOUSE OF ASSEMBLY. — The Department of Internal Affairs is battling with a severe staff shortage.

This emerged from the department's annual report for the year ending June 1982 — tabled in Parliament yesterday.

Certain head-office (Pretoria) functions are now being performed in Durban and Cape Town, where the staff shortage is less severe.

In Pretoria and the Witwatersrand it was found impossible to recruit enough suitable candidates.

The percentage of vacant posts totals 23,1 percent — 13,4 percent for whites, 5,6 percent for coloured people and 4,1 percent for Indians.

According to the report, the department is using part-time and occasional workers and extensive organized overtime, but feels these measures will not provide relief in the long term.

MONDAY, 21 MARCH 1983

the service dispensation of, among others, extension officers from which and improvement in the service conditions may flow.

21/3/83
 †Indicates translated version.

For written reply: ~~3~~ ~~259~~ 175

Agricultural extension officers

Hansard A. Col. 741-742
 474. Mr. J. H. VISAGIE asked the Minister of Agriculture:†

- (1) (a) How many posts for agricultural extension officers are there in the Republic, (b) how many vacancies are there at present and (c) what is the ratio between such extension officers and farmers in the Republic;
- (2) what are the salary scales of extension officers;
- (3) whether qualifications in agriculture are taken into account in determining the notch of the scale on which appointments are made; if so, what are the minimum qualifications for appointment as an extension officer;
- (4) whether any additional benefits are offered in order to make such posts more attractive; if so, what additional benefits?

The MINISTER OF AGRICULTURE:

- (1) (a) 207.
 (b) 44.
 (c) Approximately 1 : 429.
- (2) R8 406 × 414 - 10 890 × 570 - 14 310/14 880 × 570 - 16 590 × 849 - 18 288/18 288 × 849 - 22 533.
- (3) Yes. The applicable four year degree in agriculture.
- (4) Yes, additional benefits forming part of the normal conditions of employment in the Public Service. The Commission for Administration is at present conducting an investigation into

→

(a) R170,3 million.

(b) (i) R149,6 million (excluding maintenance and capital costs).

(ii) R11,2 million.

(c) R22,7 million.

~~27~~ (175) Hansard
Social workers
Q. 61.924 31/3/83
661. Dr. M. S. BARNARD asked the
Minister of Justice:

(1) Whether any posts for social workers in his Department (a) were vacant and (b) had been filled as at 1 November 1982;

(2) whether any such posts lapsed in that year; if so, how many?

The MINISTER OF JUSTICE:

(1) (a) Yes: Sixty three (63).

(b) Yes: Ninety nine (99).

(2) No.

I also wish to draw the honourable member's attention to my answer on question No. 2 for oral reply on 25 February 1983.

Staff crisis hits pensions office

By Sheryl Raine

The Registrar of Pension Funds has revealed that staff shortages in his office have reached such proportions that it is no longer possible to perform even the most basic checks on pension funds involving more than 5,3 million members and assets valued at over R20 000 million.

Mr E W van Staden, Registrar of Pensions in the Department of Finance, just released his financial report for 1980 in Pretoria this week.

A spokesman for the Registrar's office, said the staff situation reflected in the report had "remained unchanged" even though two years had lapsed.

"I regret to report that the staff position of this office has now deteriorated to a point where it is no longer possible to perform effectively all the functions that are required of it by the Pensions Act," Mr van Staden wrote in his report.

"As a result of resignations, particularly by staff in the entry and middle grades, and the inability to recruit replacements at the prescribed salary, the stage has now been reached where not even the most basic of functions, such the examination of financial statements and actuarial valuation reports submitted by pension funds, can be attended to properly.

"Efforts to recruit sufficient and suitably qualified staff at the rates of remuneration which the Department is allowed to offer, have failed," he concluded.

This week, the Minister of Finance confirmed in his Budget speech what civil servants

and the Public Servants Association had feared.

Civil servants will get no salary increases this year unless the economy improves dramatically.

There will, however, be R295-million set aside to improve service conditions. These benefits are unlikely to ease the recruitment of staff particularly at entry and middle levels.

At the end of December 1980, there were 11 111 pension funds registered with the Financial Institutions Office of the Department of Finance.

All these funds together had R5 323 770 members, including 301 892 pensioners and assets valued at about R20 059-million.

During 1980 members and employers contributed R1 978-million to pension funds governed by the Pensions Act while total contributions to all funds amounted R2 742-million.

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Labour picture is "not as bad as painted"

Sunday Times Reporter
PROFESSIONAL and white-collar workers are still in strong demand in the job market despite the current downturn in the South African economy.

There is still an abundance of good jobs for qualified and competent people, according to personnel consultants, who this week dismissed suggestions that unemployment was spreading to the white-collar sector.

"It is unusual when a good professional person can't find a job," said Mr Colin Katz, a specialist personnel consultant in Johannesburg.

Unrealistic

If any people in these work categories are walking the streets in search of a job, it is probably because they have poor employment records, are not fully qualified, hold "totally unrealistic" salary expectations, or are over the age of 55, he said.

Mrs Connie Paluzzi, another Johannesburg consultant, said the only people who were really being affected by the downturn in the economy were artisans and labourers.

Mr Philip Park, a personnel consultant who specialises in the engineering field, said: "The general gloomy picture that has been painted is not as black as some people think."

"A person with qualifications should have no difficulty in finding a job."

Mr Park added, however, that senior engineers are finding it more difficult finding a job than their younger colleagues.

He said employers were demanding specialist engineers to suit their specific needs.

"But that doesn't mean there are no jobs for top senior engineers," he said.

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Staff shortage is hampering development

By Sheryl Raine,
Pretoria Bureau

Acute staff shortages hampered the activities of the Department of Co-operation and Development last year, says the department's annual report.

The report, released in Pretoria recently, detailed areas of operation affected by the lack of trained staff.

In the agricultural division, the report noted that, although existing training facilities were being fully used to train

agricultural extension officers, they were supplying only enough recruits to make up the annual loss of staff.

There was a shortage of trained agricultural officers in all the homelands.

The department is supposed to render professional agricultural services to six homelands, two independent homelands (Ciskei and Venda) and to the black areas of Namibia.

One of the most serious problems facing these areas is over-grazing. An-

other is keeping food production in step with high population growth.

The activities of the civil engineering section were also affected by staff shortages last year.

Several resignations during the year aggravated the situation, particularly as some of them were from management staff.

The planning and design division had to rely entirely on consultants last year to carry out its work which included plans for projects worth more than R200 million.

Staff shortages in the construction and maintenance of services division was "disquieting", the report said, and work was done under "extremely trying conditions".

This division has only one part-time assistant chief engineer who is also required to act as liaison engineer for Qwaqwa.

But, despite staff shortages, all construction work planned for kwaNdebele was completed during the year, including the building of 14 new schools.

In the financial administration section, staff shortages, particularly the shortage of experienced staff at certain levels, were "perturbing", the report said.

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~~(175)~~ *Howard* 18/4/83
 Social workers
 Q. No. 1006 - 1008
 664. Dr. M. S. BARNARD asked the
 Minister of Health and Welfare:

(1) How many posts for social workers subsidized by his Department (a) were vacant and (b) had been filled as at 1 November 1979, 1980, 1981 and 1982, respectively;

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(2) whether any such posts lapsed in any of these years; if so, how many in each such year;

(3) (a) how many posts for social workers are there in his Department and (b) how many such posts (i) were vacant and (ii) had been filled as at the latest specified date for which figures are available?

The MINISTER OF HEALTH AND WELFARE:

	1979	1980	1981
(a)	10	2	6
(b)	757	784	813

Particulars as at 1 November 1982, are not yet available.

(2) 1 Nil Nil

(3) As as 31 January 1983—

(a) 415.

(b) (i) 72.

(ii) 343.

Water Research Commission

710. Mr. R. R. HULLEY asked the Minister of Environment Affairs and Fisheries:

(1) (a) What funds were collected by the Water Research Commission in each of the latest specified five years for which figures are available, (b) what were the sources of the funds and (c) in what manner were they disbursed in each such year;

(2) what persons are employed by the Water Research Commission at present?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES:

(1)(a) and (b)

Financial year	Rates and charges (R)	Interest on rates and charges (R)	Interest on investments (R)	Sundry revenue (R)	Total (R)
1978	3 617 676	1 397	286 149	200	3 905 422
1979	3 843 872	1 838	211 218	284	4 057 212
1980	4 106 583	2 352	212 035	434	4 321 404
1981	4 611 130	1 198	451 468	5 727	5 069 523
1982	5 873 696	1 630	610 847	11 938	6 498 111

(1)(c)

Financial year	Administrative expenses (R)	Research projects and grants (R)	Specialist and consultation services (R)	Total (R)
1978	773 514	2 994 277	220 099	3 987 890
1979	757 937	2 793 761	219 608	3 771 306
1980	877 420	2 574 134	204 531	3 656 085
1981	1 080 978	2 851 201	217 512	4 149 691
1982	1 564 604	4 542 613	191 743	6 298 960

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TUESDAY, 1

(2) Professional staff:

Chairman and Chief Executive Officer	1
Chief Advisers	2
Senior Advisers	8
Adviser	1
Specialist Consultants	2

Administrative staff:

Secretary/Treasurer	1
Accountant	1
Administrative Officers	4
Administrative Assistants	4

Manpower policy slammed

ARGUS
20/4/83
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Education Reporter

THE serious shortage of skilled manpower in South Africa could be attributed to the short-sighted policy of undertaking the training of personnel on an ad hoc basis, Dr P S Meyer, director general of the Department of National Education, said today.

He was addressing the prize-giving ceremony for 179 trainees who have completed a year's intensive training at the Westlake Training Centre.

"The fluctuating enrolment of apprentices and technicians reflects this phenomenon of training to satisfy the immediate labour requirements instead of the estimated future requirements.

"Unfortunately this policy cannot solve the problem because the recruited persons can only bring relief after years of study and experience."

Dr Meyer said the relative success of the Western World in the field of industry and commerce was based on the system of capitalism and he told trainees it was their duty to work efficiently so that their employers "can make a profit, expand their activities and employ more people".

"It is a simple fact that if he (the employer) does not show a profit, he won't be able to continue his activities and you won't have an employer."

He urged the trainees to keep pace with the latest developments in industry.

"It is a common experience in industrialised countries that the poorly educated and the unskilled are the first to fall by the wayside as a result of changes brought about by technical innovations."

SA must draw on black labour for top skills

VIEWPOINT by



Mr Don King, personnel director of Rand Mines, comments on the need for black training programmes aimed at helping the individual to shed cultural blocks that hinder his progress to top positions in business.

South Africa must look to its own resources to meet the demand for skilled labour over the next five to 10 years, and quite obviously this will require a swift increase in the use of blacks in skilled positions.

Rand Mines has re-thought its fundamental approach to training. The R15 million spent recently on improving facilities at its training centres will be put to ever-increasing use as the group moves to implement more advanced training programmes than it has ever attempted before.

Training in the overall sense now has to encompass a sophisticated approach to increasing skills from basic literacy through supervisory and management skills to leadership qualities.

Finishing touches

Rand Mines' commitment to training is underlined by the fact that the group has budgeted to spend some R14 million a year over the next few years on meeting the operational costs of its various training establishments for workers at all levels.

The group is presently putting the finishing touches on its two newest centralised training establishments constructed at a cost of some R15 million.

These are the R7 million trainingcentre in Johannesburg, which provides supervisory and technical training, and the R8 million engineering training centre at Virginia in the Orange Free State, which trains apprentices for the group. Both centres are multiracial.

Now that we have spent so much money on the facilities, we believe we will meet our preliminary objective for 1983 and beyond of ensuring a flow of highly trained and skilled people from all race groups.

At the one end of the spectrum we are providing in-company literacy and numeracy training to equip workers with the necessary basic education to enable them to cope with the higher training demands that they will encounter later.

At the other end of the spectrum, we already have more and more black workers coming onto more senior supervisory and management programmes, and it is here that we are exposing them to the culture of the new business environment in which their newly acquired skills will be put into practice.

Anyone who thinks that the management and skills requirements which South Africa will face over the next five to 10 years can be met by the reservoir of white labour is living in a dream world.

We must tap the potential of our black market, and that means not only train them but also create opportunities in which their higher skills can be applied. Otherwise, frustration will be the net effect of our efforts.

To keep pace with the huge increase in sophistication and growth in the South African economy in the past decade, training for the appeasement of conscience, tax rewards or for minor productivity increases

will have to be replaced by sophisticated programmes which will indeed turn out the quality of leadership and commitment that commerce and industry requires.

Rand Mines hopes to start by June this year a pilot scheme which will aim to impart skills other than technical and which will help the trainee accept the business culture more readily than has been the case up to now.

For the black worker to be able operate effectively he will have to demonstrate his ability in the work place, and this means that simple factors such as free enterprise, profit and loss and competition will have to be assimilated.

The problems he encounters in his black culture of tribalism, the Soweto culture, commuting fears and stresses and the white business culture will have to be identified and overcome.

Naturally, a person's cultural attituded cannot be changed overnight. But to solve the problems and lack of widespread upward movement by the blacks in the business community, the fundamentals will have to be highlighted, studied and treated honestly and openly.

Equally, this applies as directly to the white worker's acceptance that blacks have a role to play in business and industry.

Overseas recruitment will not solve the problem. It is nothing but a palliative and a short-term measure. We cannot hope by recruiting overseas to solve the long-term skills requirements of this country.

EXPRESSSCOPE LOOKS AT A CITY'S B

Jo'burg services are in the dumps as top st

Better pensions may help stem t

THE out-going Johannesburg City Engineer's report, revealing a "brain drain" of top management staff and warning of public services being affected, is neither alarming nor does it reflect a critical situation.

This was said this week by the chairman of the Johannesburg Council Staff Board, Mr J de Villiers.

He described the staff exodus as "a consistent annual stream" and said the situation was being "contained".

"Being a large local authority, once someone has been through the mill here and knows something about engineering, he becomes a sought-after man and we have lost many men to other local authorities."

But staff shortages were not alarming.

"Local authorities, terms of pay, are competitive and we always run the risk of losing staff to other local authorities."

Improved service benefits had been introduced and it was hoped these would help to retain staff and attract recruits.

THE Johannesburg City Council — the largest in South Africa — has been hit by crippling staff shortages in several vital departments.

The retiring City Engineer, Mr Jock Stewart, warned in his annual report that the standard of public services was almost certain to drop.

And as the 'brain drain' stretches the capacity of top management to the limit, departmental heads are predicting that even more people will leave to more attractive jobs as the economy improves.

To meet the critical situation, the municipality has even gone on a drive to recruit pensioners, but met only with partial success.

In his annual report, Mr Stewart disclosed that 319 skilled staff members left the service of the council in 1981/82.

Of them, 191 left for better pay. Meanwhile, in other developments:

- The Electricity Department is down to 55% of its full mechanical engineering complement.

- In the Health Department, 18 out of 89 posts for inspectors are vacant, 11 are filled by pensioners, and four people had to be seconded from other duties to help.

However, the chairman of Johannesburg's Management Committee, Mr Francois Oberholzer, said the situation would not affect the standard of service the municipality offered, although he admitted some services were dwindling.

But, said Mr John Bates, liaison officer of the City Engineer's Department, once the current economic situation improved, the department itself was "going to be in serious trouble".

Mr Bates said the situation in the department was not critical yet — "there are not that many jobs available in the private sector at the moment".

"There is no way we can compete with salaries in the private sector. That is our

main problem — money," he said.

"At the moment we are reasonably well off on the professional side, but it is the artisans — the plumbers and fitters and turners — who are leaving," he said.

Mr Stewart said his department continued to lose skilled and experienced staff, but the loss at management and executive levels was of particular concern.

"The combined effects of financial stringency and staff losses placed severe strain on the rest of the department and detrimental effects will no doubt be felt in the future," he said.

Recruitment drives in Britain had helped to relieve the high staff turnover, while there had been a poor response to advertisements for staff.

A similar situation exists in the city's electrical and health departments.

The Senior Deputy City Electrical Engineer, Mr R A Leigh, said: "Our mechanical engineers' situation is bad. We are down to 55% of our full complement.

"We were hoping that the economic downswing would

improve the situation, but we were disappointed."

It was also distressing to note the longer hours that staff members had to work because of these shortages, he said.

Recruitment drives were failing. The department had recruited some overseas engineers, but "between applying and arriving, they somehow got lost", he said.

Johannesburg's Medical Officer of Health, Dr B R Richards, said his department was also feeling the strain of the nationwide shortage.

The council had tried a trainee health inspector scheme and at one time, had 21 learners studying three-year technikon post-matric courses fulltime.

But those who passed the course were snapped up by other municipalities offering higher starting salaries, Dr Richards said.

Ambulance and fire emergency services were not affected by any staff shortages.



● Mr Jock Stewart
... retiring city engineer

Reports by
ANDREW DONALDSON



● Scenes like this could become common if Johannesburg's staff shortages really hit home.

SCOPE LOOKS AT A CITY'S BRAIN DRAIN

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Better pensions and pay may help stem the exodus

"Being a large local authority, once someone has been through the mill here and knows something about engineering, he becomes a sought-after man and we have lost many men to other local authorities."

But staff shortages were not alarming.

"Local authorities, in terms of pay, are competitive and we always run the risk of losing staff to other local authorities."

Improved service benefits had been introduced and it was hoped these would help to retain staff and attract recruits.

Mr de Villiers said the benefits included increased pension funds, a revised salary structure and a bonus service for the pension scheme.

"We are managing to contain the situation," he said. "We lose engineers all the time and we are recruiting

them all the time."

In-house training programmes were introduced to train personnel from lower ranks to assume higher skills and these were continuing, the report stated.

In addition, the council bursary scheme, ensuring that several vacancies would be filled.

The changes in salary and improvements in benefits were implemented in July 1981.

Problems as top staff quit

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● Scenes like this could become common if Johannesburg's staff shortages really hit home.

Let them go says Obie

THE Johannesburg Municipality could quite happily accommodate more staff leaving, the chairman of the Management Committee, Mr J F Oberholzer, said this week.

In fact, he said, he would welcome a 10% exodus of staff from some municipal departments, but refused to name them.

"No-one is overworked in this council, except the top echelons," he said.

He said shortages were not critical.

"We're not filling vacant posts for financial reasons; others just have to cope," Mr Oberholzer said.

"If it had, we would certainly have done something about it. In fact, efficiency has improved," he said.

"We're doing with 5 000 black staff members less than we had 10 years ago, and this is in a period of considerable growth.

"We don't retrench people, we just don't replace them."

He said nobody in the private sector could offer a more protected employment than the municipality.

There were also demands from employees to raise salaries according to the inflation rate, which was "obviously impossible", he said.

Although this limitation restricted the buying of equipment, the council had set aside cash to contract



● Mr J F OBERHOLZER ... would like a 10% exodus

work outside the municipality.

Emergency water and electricity services that were likely to be affected by a 'brain drain' would be covered by these outside contractors, he said.

"And in larger emergencies, like the '76 riots, we would approach the Central Treasury for more funds for obvious security reasons."

Mr Oberholzer said some services were dwindling.

These included the cutting of grass, cleansing services, and the sweeping of pavements, amongst others.

This had been happening all the time.

"For instance, we used to empty dustbins once a day. Now it is only once a week," Mr Oberholzer said.

17 MAY 1983

1286

science teachers and (b) percentage of inadequately trained physical science teachers in White schools in each province of the Republic as at the latest date for which figures are available.

The MINISTER OF NATIONAL EDUCATION:

175 *Hansard* Physical science teachers
16/5/83 G.G. 1.285 - 1.286
829. Mr. H. E. J. VAN RENSBURG asked the Minister of National Education:

What was the (a) shortage of physical

	(a) Number of vacancies	(b) Percentage of inadequately qualified teachers	Latest date for which figures are available
Education Department	10	56.2	17 November 1982
Transvaal	Nil	52.3	1 February 1983
Orange Free State	Nil	23.8	1 February 1983
Cape	Nil	42	6 May 1983
Natal	Nil	13	1 February 1983
National Education	Nil		

1281

MONDAY, 16 MAY 1983

1282

MONDAY, 16 MAY 1983

The MINISTER OF LAW AND ORDER:

+Indicates translated version.

For written reply:

Newspaper Press Union: agreements

792. Mr. D. J. DALLING asked the Minister of Industries, Commerce and Tourism:

Whether any agreements between him, his Department or any departmental agency under his jurisdiction and the Newspaper Press Union are in existence; if so, (a) how many and (b) what is the subject matter of each such agreement?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM:

Juvenile rape

811. Mr. P. R. C. ROGERS asked the Minister of Law and Order:

What are the latest available statistics in respect of cases of juvenile rape by groups of males in (a) each province of the Republic and (b) the Western Cape?

812. Mr. P. R. C. ROGERS asked the Minister of Law and Order:

What are the latest available statistics in respect of cases of juvenile rape by (a) White males of (i) White, (ii) Coloured, (iii) Asian and (iv) Black girls, (b)(i) Coloured, (ii) Asian and (iii) Black males of White girls and (c) non-White males of non-White girls reported in (aa) each province of the Republic and (bb) the Western Cape?

The MINISTER OF LAW AND ORDER:

For the period 1 January to 31 December 1982:

	(i)	(ii)	(a)	(b)	(c)
(aa) Cape Province	5	6	—	—	1 035
Natal	2	—	—	—	226
Orange Free State	5	—	—	—	56
Transvaal	58	4	—	—	744
(bb) Western Cape	2	—	—	—	318

Handwritten: 1750 Hansard Police: Resignations/recruits/shortage P. Co. 1, 1281-1284 16/5/83 822. Mr. S. A. PITTMAN asked the Minister of Law and Order:

(1) (a) How many policemen of each rank resigned from the Police Force from 1 January to 31 December 1982

and (b) how many new recruits were there during the same period; (2) what is the shortage of policemen of each rank in each province?

The MINISTER OF LAW AND ORDER:

MONDAY, 16 MAY 1983

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	Transvaal	Orange Free State	Natal	Cape Province
(1) (a) Colonel	1	—	72	60
Major	2	—	204	—
Captain	10	—	265	—
Lieutenant	28	—	—	1 342
Warrant Officer	—	—	—	131
Sergeant	—	—	—	488
Constable	—	—	—	1 098
Student	—	—	—	219

(b) 5 376.

	Transvaal	Orange Free State	Natal	Cape Province
(2) Lieutenant	187	21	72	60
Warrant Officer	—	—	—	—
Sergeant	362	—	204	—
Constable	1 709	—	265	1 342

Blacks women hold answers

20M '175
23/5/83

By SIMON WILLSON
Industrial Editor

CAPE TOWN. — Because the manpower shortage was a major obstacle to increased growth in the South African economy, it was time not only to develop the country's black people but also to use women more effectively in the labour market, the AHI congress heard yesterday.

Mr Pierre Steyn, general manager of Sanlam, told delegates to the Instituut's annual congress that no country could afford to ignore any source of high potential.

The manpower survey of 1981 had revealed a shortage of 109 000 workers in areas which still largely made use of whites. It was therefore in the national interest to analyse the situation and plan for the more effective use of female labour.

It was not only a matter of bringing more women into the market but also a question of making best use of women in the present workforce.

Mr Steyn quoted research which had shown the factors contributing to the under-use of women in the national labour force. These included:

- Tending to regard women's service as temporary because of family obligations.
- Thinking that women are less willing to be transferred, to embark on business trips or to work after hours.
- Assuming that women are less inclined to improve their qualifications through part-time study.
- Women undervaluing themselves in relation to men.
- Male prejudice.

Mr Steyn called on business leaders to create a climate which would change a woman's attitude to her job from that of a short-term expedient to a long-term career.

The process of filling vacancies should not discriminate against women.

SA runs out of people to supply apartheid

29/5/83

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S. S. S. S. S.

BY BARRY STREEK
TWO Government departments that administer the day-to-day lives of millions of blacks have been hit by a severe staff crisis.

They are the Department of Co-operation and Development and the Department of Education and Training. Their staff losses are higher than in any other Government department. In evidence to the Select Committee on Public Accounts, the

departments have disclosed growing countrywide personnel shortages in key positions.

PrP MP Harry Schwarz, a member of the committee, described the position as "disturbing" — especially as both departments were important in the sensitive area of race relations.

He demanded to know why the staff shortages had been allowed to develop.

In evidence, the director-general of Co-operation and Development, Mr R J Raath, said four of the six posts of administrative assistants in the audit section were continually vacant, the post of accountant and assistant accountant were temporarily filled, and all four of the administrative assistant posts in the accounting section were vacant.

In the eight commissioners' offices, where officials had to handle financial transactions, the situation was little better. At the Witwatersrand offices, there were 658 approved posts,

but only 288 were filled. A further 204 were temporarily filled but 166 were vacant.

Mr Raath said there were 150 vacancies in the Western Transvaal office, 104 vacancies in Natal, 29 in the northern areas, 17 in the Western Cape, 49 in the Eastern Cape and 58 vacancies in the Free State.

He also said there was a large changeover of personnel, which detrimentally affected training. The department had problems finding qualified people.

"At present, we must use people who do not have suitable legal qualifications and this leads to all sorts of problems and also to unfavourable criticism," Mr Raath said.

Despite salary improvements, there had been no improvement in recruiting matriculants who wanted to make a career in the department.

The director-general of the Department of Education and Training, Dr A B Fourie, reported that half the posts in the financial section of his department were vacant.

As a result legal claims could become prescribed because there were no officials to deal with the files.

The department was also not able to deal with all the incoming mail immediately and at times there had been 18 000 unanswered letters.

Dr Fourie said the amount of unanswered mail fluctuated "but it is impossible for me to give an exact figure".

He also said the number of vacancies in administrative sections amounted to 50% and although the department was seeking black people for these posts "they are just not available".

The department was unhappy that 700 of the 40 000 teachers employed were not being paid but it was hoped that through decentralisation this situation would be relieved.

In his evidence, Mr Raath said one of the reasons for the staff crisis could be "the concentration of blacks in working conditions which are not too pleasant".

PE pupils are part of work force

ARGUS
30/5/83

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175

Argus Bureau
PORT ELIZABETH — A survey has found that more than 25 percent of white Port Elizabeth high school pupils do part-time work.

Conducted at Westering High School by teacher Mr Gavin Akers, the survey found that 156 out of a total of 616 pupils from Standards 6 to 10 had some form of paid part-time employment.

Mr Akers, an executive member of the South African Teachers' Association, said the survey applied to all schools in Port Elizabeth, with adjustments for differing socio-economic areas.

The survey found that 50 percent of Standard 10 pupils worked, decreasing to 10 percent in Standard 6. The reasons varied from "economic necessity" to "philanthropic".

Mr Akers said: "Those working out of economic necessity make some definite contribution to the family's income, while those working for philanthropic reasons

would work even if they were not paid.

"But well over half said they worked only to get money for themselves."

He said that while he felt part-time work should not be banned, it should definitely not be encouraged because it did have an effect on the

child's school performance.

"The work these children do varies quite a lot; from the afternoon paper run which takes up 30 minutes to an hour a day, to the extreme of one boy who works a 40-hour week in his father's shop during school terms and up to 70 hours a week during holidays."

Building industry faces brick shortage — BER

ARGUS 23/6/83

THE building industry in the Western Cape will face a serious shortage of face bricks and of good quality labour, particularly foremen, when the economy revives.

This is suggested in the quarterly building survey published today by the Stellenbosch Bureau for Economic Research.

The survey says that although most building materials are freely available shortages of face bricks have been reported in the Western Cape, Durban and Pinetown, Pretoria and to a lesser extent the Witwatersrand.

BOTTLENECKS

"Extremely serious brick shortages are to be expected once the economy revives, in view of the fact that all bottlenecks have not been eliminated despite the severe economic downswing in certain sectors of the economy."

The survey says that although the shortage of artisans has eased, the shortage of foremen has become slightly worse.

"It should be realised that relatively serious labour bottlenecks at this stage of the building cycle do not augur well for any revival in building activity during the years to come."

DISSATISFIED

Many firms are also dissatisfied with the quality of labour available.

"The organised building industry is, however, fully aware of the unsatisfactory labour situation and is doing what it can by way of education and training to improve matters with a view to long-term growth."

Labour hitch

175
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 E. Post
 25/6/83

delaying

Plet project

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Weekend Post Correspondent

PLETTENBERG BAY — Labour problems have caused the multi-million-rand Formosa Garden Village retirement project to be delayed by more than seven months.

This was contained in the reviewed delivered by the chairman of the Garden Village executive, Mr Ken Redfern, said at its annual meeting this week.

Labour has been in short supply and available hands have not always been experienced ones.

The inclement weather last year was another delaying factor, and instead of being ready in October, 1982 the village will only be fully occupied in August this year.

Despite the problems nine of the cottages are already occupied.

The committee hopes to have the sanatorium, Frailhaven, with six beds, in use in August.

Mr Redfern announced that the Frailhaven was not a fully-fledged geriatric sanatorium. One envisaged for 40 people would be built on land adjoining the retirement village in the next five to seven years.

Apart from 150 elderly people who would live in the village, other couples were retiring to Plettenberg Bay and it was imperative that facilities for people requiring 24 hour nursing service be made available, he said.

The village has aroused unprecedented interest and all 30 units built with a Government loan were allocated this year, he said.

Of the 60 units built for sponsors, only one flat was available for sponsoring.

Thirteen members who have donated cottages will only occupy these later and they can be leased.

This leaves 12 cottages and flats to let. The Formosa Garden Village has fixed assets of R3 353 810.

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WARNING

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used.
1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

AP642 1/7/83 175

Whites alone can't defend SA — Malan

By JOHN FENSHAM
Defence Reporter

WHITES were unable to bear South Africa's full defence burden and there was no option but to involve other population groups, the Minister of Defence, General Magnus Malan, said in Port Elizabeth today.

"It is now the privilege of all of us to have a share in the defence of our beloved country," he said.

"National security concerns all the inhabitants of this country."

BECOME SLAVES

Addressing a special award presentation forming part of the 71st Army Day celebrations, General Malan said representatives of other population groups should be given the opportunity to contribute to the defence of South Africa.

"If we stand together we will win together and secure our freedom and prosperity. Divided we will become slaves of Marxism and later of communism."

He said South Africa could not rely on its traditional Western allies. It had not only to maintain,

but improve, its military preparedness.

"I wish to stress, however, that the onslaught is not only of a military nature, but is aimed at our entire social order.

"By disrupting our political and socio-economic set-up, undermining our culture and demoralising us spiritually, our enemies will also be able to undermine South Africa's military preparedness.

"The ultimate armed conflict which inevitably has to follow will be a mere formality because, I assure you, the armies of a morally defeated people have never yet won a war."

Eight members of the Defence Force received the Honoris Crux decoration for bravery while in danger.

All the men were awarded the decorations for acts of bravery performed under fire in the operational area since March last year.

The celebrations will feature a parade by more than 600 troops and cadets, as well as a steam-past by naval units and a SAAF flypast.

The main feature of a static weapons display will be South Africa's G6 mechanised cannon, rated as one of the most advanced pieces of field artillery in the world.

Could private schools cope with computer staff shortage?

S. Fan (175) 1/7/83

The computer industry is moving towards a staff crisis which can be measured not only in numbers but also in quality.

The debate taking place now is whether the industry as a whole, as represented by the Computer Users Council, will have to intervene to deal with the problem or whether it is realistic to rely on independent training schools to upgrade the supply of computer personnel both in number and skills.

This argument derives from the study commissioned by the CUC and performed by a unit of the National Productivity Institute.

The NPI investigation suggests strongly that unless there is intervention the industry will come short on both counts.

Three major areas of concern have been identified.

● The traditionally accepted qualification for entry to the DP career has been a matriculation certificate coupled with an ability to pass an aptitude test.

Since 51 percent of matriculants are women, it is of concern that in programming only 34 percent of the incumbents are female.

As one goes up the hierarchy the picture worsens, with only six percent of DP management positions being filled by women.

Even if the percentage balance were changed quite marginally, most of the manpower requirements of the industry would be solved.

With the developing possibilities of programming and certain analytical work being undertaken at a woman's home, some leaders in the industry are now experi-

The computer industry will have to decide whether it is realistic to rely on free enterprise, in the form of independent training schools, to upgrade the number and quality of computer personnel. Star Business today publishes the second in a series of articles looking at the manner in which looming staff shortages are being tackled.

menting to see if they can solve their problems in this way.

● Problem number two is the source of entrants to the DP world. A survey of DP managers indicates that the majority have no qualification higher than matriculation and that only about 20 percent are graduates.

This was suitable when DP was a separate unit. It seems likely to be an inadequate level of training now that the DP function permeates the entire structure of industry and commerce.

More and more, the DP manager will have to be the product of a university commerce faculty with associated computer management departments.

To some extent the emphasis at university will move from computer sciences to computer management.

● The third problem may eventually prove to be even more serious. The NPI survey shows that most DP managers entered the ranks at the level of programming.

This is still regarded as the traditional entry. But an examination of programmer training, particularly in the privately-run schools, throws up some disturbing facts.

Generally, programmers are still being trained for what may be called the "bottom end" of programming, a field rapidly becoming obso-

lete. The need for high quality programming abilities on the other hand is rapidly increasing.

One reason for this may be that the proprietors of privately-run training schools are selling yesterday's knowledge and yesterday's skills without having access to the vast quantities of new material available from overseas.

This is another area in which it has been suggested that the CUC should intervene, forming at least a dialogue with the programming schools to assist them in keeping up to date in material and also identifying the staffing needs of the industry.

Curiously enough the NPI study places little emphasis on the need for introducing more blacks into DP.

It feels instead that if more women can be introduced to the industry, and retained in it, and if the graduate supply problem is resolved, then most of the manning problems will disappear.

60% maths, science teachers 'ill trained'

12/7/83 (75) 2104

BLOEMFONTEIN. — More than 60% of teachers of natural sciences and mathematics were under-qualified, Professor Wynand Mouton, rector of the University of the Orange Free State and chairman of the SABC board, said yesterday.

Speaking at the tenth national convention of teachers of mathematics, physical science and biology at the university, Prof Mouton said figures showed that at the senior secondary level, 60,7% and at junior secondary level 65,6% of the teachers were under-qualified — almost 10 000 in all.

This must affect the quality of education and implied that daily a large number of teachers tried to convey concepts which they themselves had not completely mastered, said Prof Mouton.

He said the country was indebted to

those teachers who, despite inadequate qualifications, took on the enormous task of teaching mathematics and physical science.

It was a fact that, in the midst of a shortage of adequately qualified teachers, relatively few classes had no mathematics or physical science teachers.

Prof Mouton added his voice to the many pleas that teachers should be better equipped for the tasks they performed.

He said it was important to note several institutions had started to pay attention to special courses for mathematics and physical science teachers.

The existence of such a large number of under-qualified teachers required sound co-operation between the various departments of education, universities

and colleges to co-ordinate the application of resources and manpower, he added.

Prof Mouton said it was gratifying to know that an investigation into the present situation had shown certain necessary structures already existed, "but where they do not exist, they ought to be established as a matter of priority".

Emphasis therefore had to be placed on co-ordination and liaison. Where the necessary structures and liaison mechanisms did not exist, urgent attention would have to be paid to establishing them.

However, structures for the better preparation of teachers were emerging and the crisis had begun to decrease to the extent where the authorities would make the necessary inputs to overcome the problems, Prof Mouton concluded. — Sapa.

27 Feb 1983

(175)

BUSINESS

SA's skills shortage is worsening — Maree

By Malcolm Fothergill

South Africa is building up a shortage of 23 000 skilled workers a year, Mr John Maree, an executive director of Barlow Rand and former chief executive of Armscor, warned in Johannesburg today.

He told the annual conference of the South African Property Owners' Association the country needed 35 000 skilled workers and technicians a year, but was training only 12 000.

"This shortage of skills and the utilisation of people who are not adequately trained or developed to do the jobs at hand is clearly affecting productivity," he said.

Production capability lost

The economy would be capable of a high rate of growth — an average of five percent to 15 percent would not be unreasonable — until the end of the century, which would mean the economy would more than double in the next 18 years.

But there was a shortage of skilled people and a surplus of unskilled.

"Therefore, should we have a large growth in the economy we are going to have enormous skills problems."

Mr Maree said that as the world economy recovered — "and recover it will, even though this recovery may be relatively slow" — the prices of raw materials would increase rapidly.

"This is due to the fact that world-wide very little money has been invested in the last number of years in the development of new sources of raw materials. In fact, in many cases, existing production has been closed down or, in the case of Third World countries, the capability to produce has been lost."

Thus one could expect an export-led growth in South Africa. "In the past, as soon as the South African economy picked up, imports rose rapidly with a negative effect on the balance of payments.

"Growth had to be choked off to get the balance of payments in line. We were in fact suffering from that very problem recently.

"Our own manufacturing ability has, however, undergone a very considerable change over the past number of years. We are able to supply just about all our consumer goods from our own factories and farms and, in addition, much of our capital goods requirements.

"Thus the need for imported goods in a growth phase of our economy is much less than in the past. So in future the economy will be able to continue growing much longer be-



Mr John Maree... people are promoted to positions for which they are less qualified than their counterparts in Europe.

fore the balance of payments will necessitate that growth be curtailed."

Mr Maree said it was clear South Africa would be able to achieve the growth it was capable of only by making proper use of the resources at hand.

"We cannot satisfy that demand for skills from the white population only, but will have to utilise non-white skills to a great extent.

"In 1980 there were 83 736 children who matriculated, of whom 49 776 were white and 33 961 were non-white. This year, for the first time, there are more non-whites coming out of school than whites."

By the year 2000 the country could expect 272 000 matriculants of whom 219 000 or 80 percent would be non-white.

"Here is the basic material with which to fill our skills shortage. But to do so, we will have to do an immense amount of training.

"This is an activity which cannot be left to Government

but which will have to be undertaken by every employer of labour.

"It is not going to be possible for a company to meet its skills needs by poaching from the firm next door, because these skills will not be available there either."

Mr Maree said South Africa's productivity was low for three reasons:

● Wage increases were given without a corresponding rise in productivity;

● The shortage of skills resulted in people being paid premium salaries, "again without a commensurate improvement in productivity"; and

● People were promoted into positions for which they were less qualified than their counterparts in Europe, which also had a negative effect on productivity.

This was likely to continue for the foreseeable future. Since low productivity had a direct influence on inflation, inflation would probably continue at about its existing level.

"I don't believe that the Government will ever really clamp down on inflation if it means large black unemployment over a long period of time," Mr Maree said.

"Fighting inflation by deflation, resulting in bad economic conditions and unemployment, is like fighting a war by trying to draft people into a kamikaze corps — people are not very keen to join."

Mr Maree said South Africa would have to make a great effort to incorporate blacks into management teams as lack of management skills was one of the greatest impediments to the country's continued growth.

"I believe that in any event we will have to find new management techniques to tap the skills, experience and capabilities which exist in the management teams at our disposal.

"One has to develop new management styles which will encourage the participation of senior, middle and lower management in the solution of problems."

South African managements tended to decide at the top and pass the decision down.

"We do not ask the lower levels, the people at the rock-face, for their inputs... we do not adequately tap the knowledge and experience at these lower levels.

"I believe that this has to be done and that we will have to move from authoritarian to participative management."

Mr Maree said that in the South Africa of the future the population would be blacker, "living in bigger cities with better qualified and well trained blacks doing more skilled and responsible jobs, belonging to trade unions led by sophisticated and experienced people and making increasing demands for their members."

SAW 12/8/83

Skilled staff shortage to put brake on -Etheredge

Staff Reporter

175

A lack of skilled labour will limit this country's economic growth during an expected economic boom, the executive director of Anglo American Corporation, Mr Dennis Etheredge, said yesterday.

Speaking during the presentation of the mining industry's apprentice of the year award at Hartebeesfontein, Mr Etheredge said it was inevitable that the recession would be followed by a boom.

"I would suggest to you that the country is not ready for a boom, and that while boom conditions may offer the opportunity of growth around eight to 10 percent our lack of skilled labour will limit us to something like five or six percent," he said.

A recent International Monetary Fund study of South Africa showed that a shortage of skilled manpower would restrict growth in South Africa to five percent in any year, he said.

Mr Etheredge presented the apprentice of the year award to Mr Jan Nel, a 23-year-old plater. His award consists of the Chamber of Mines floating trophy with other prizes worth a total of R700.

Advances led declines nearly 2 to 1 on the New York Stock Exchange, whose composite index rose 1.05 to 95,51. — Sapa-AP.

Rand today

BARCLAYS BANK rates for the rand today:

	Sell	Buy
US dollar	0.8945	0.9005
Sterling	170.9335	168.3505
Can dollar	1.0960	1.1145
Belg franc C	45.7500	47.5500
Belg franc F	47.0000	47.8000
Swiss franc	1.9040	1.9200
French franc	7.0375	7.1305
Italian lira	1392.5000	1411.5000
Dutch guilder	2.6185	2.6525
Deutschemark	2.3400	2.3715
Swede krone	6.9420	7.0330
Norw krone	6.5775	6.6645
Danish krone	8.4585	8.5680
Austrn schü	16.4500	16.7000
Port escudo	107.6000	109.1500
Jap yen	216.0500	219.1000
Span psta A	132.5000	134.3000
Aus dollar	1.0070	1.0230
NZ dollar	1.3520	1.3740
Zamb kwacha	1.1435	1.1535
Mal kwacha	0.9920	1.0430
Indo dollar	0.9094	0.9255
Ing Kng dol	6.5830	6.6655
ndian rupee	9.0560	9.2540
Kenya shilling	11.9120	12.2115
Pak rupee	11.6435	11.8715
Botswana pula	0.9890	0.9972
Laos rupee	10.2090	10.3395
Myan rupee	5.8500	5.9290

Wall St golds

	ASA	Homestake
Aug 17	70.75	36.25
Aug 16	70.5	35.775
Aug 15	70.5	35.775
Aug 12	68.625	34.625
Aug 11	68.375	34.00
Aug 10	68.875	34.00

Porter's turnover up

RIAN PORTER Holdings reports that the recession caused a sharp all-off in sales of new cars in the year to June, although sales of second-hand cars remained satisfactory and there was a increase in sales of spare parts and service.

early loss of 3,1 and closed 3,2 up at a record 736,0.

South African Golds recovered strongly after an unsettled opening.

Unit trusts

	Buy	Sell	Yield
Mutual	592.50	554.04	5.78
NGF	(590.62)	(551.48)	(5.79)
Sage	309.08	291.39	6.22
	(306.27)	(288.75)	(7.33)
UAL	600.15	560.76	6.68
	(596.97)	(557.72)	(6.72)
Sats	589.60	556.88	4.81
	(585.18)	(552.71)	(4.84)
Sanlam	248.83	234.86	6.31
	(247.35)	(233.47)	(6.35)
Trust	528.33	498.75	6.53
	(524.72)	(495.35)	(6.57)
Santam	136.45	129.88	6.96
	(136.43)	(128.87)	(6.96)
Inter	188.47	178.12	10.35
	(187.63)	(177.33)	(10.39)
Gdbk	145.74	137.93	6.22
	(144.62)	(136.87)	(6.27)
Stand	556.79	525.76	5.92
	(551.36)	(520.65)	(5.98)
Std Inc	322.51	306.30	5.86
	(319.15)	(303.12)	(5.93)
Std Gld	88.42	87.04	13.06
	(88.42)	(87.04)	(13.06)
	126.29	117.93	7.39
	(125.05)	(116.78)	(7.46)

Kruger rand

KRUGER RAND today:
Banks, sell R563,23 (R563,23),
half R288,66 (R288,66), quarter
R147,85 (R147,85), tenth R61,02
(R61,02).
Cape Gold Coin Exchange,
buy R543 (R542), sell R545
(R545); half, buy R248 (R248), sell
R282 (R282); quarter, buy R127
(R127), sell R148 (R148); tenth,
buy R51 (R51), sell R61 (R61).

Turnover rose to R112,9-million (R105,9-million).

But net income after tax fell to R642 000 (R1-million) and the final dividend has been cut to 3c (5c), making a total of 7c (15c) for the year.

Audrey d'Angelo

STACKING CHAIR
R15

SAPELE DESK
R130

NEW AND USED OFFICE FURNITURE
IPMENT
VE 55-1063, 55-1061

New ICI group

Argus Foreign Service LONDON. — Imperial Chemical Industries has announced a new group, ICI Speciality Chemicals, with annual sales of R255-million.

Course on micros

MANAGING consultants Whitehead Morris are bringing Dr Samuel A Lynch of Zatyko Associates of California to Johannesburg to run a course on micros, desktop technology and local networks from August 24 to 26.

market rates have resumed their upward trend, putting further pressure on the banks' prime lending rates.

The present prime rate of 18 percent has been in effect for barely a week but a further rise to 19 percent now seems imminent if money market

The market's key 90-day liquid bank acceptance rate rose sharply in early trading today to around 17,10 percent bid, after being fixed substantially higher at 16,75 percent at the opening

This was up from 16,45 percent yesterday — Reuter

Shortage of skills hits productivity

Argus Correspondent

JOHANNESBURG — South Africa is building up a shortage of 23 000 skilled workers a year, Mr John Maree, an executive director of Barlow Rand and former chief executive of Armscor, warns.

He said here the country needed 35 000 skilled workers and technicians a year, but was training only 12 000.

"This shortage of skills and the utilisation of people who are not adequately trained or developed to do the jobs at hand is clearly affecting productivity."

THREE REASONS

He listed three reasons for South Africa's low productivity:

- Wage increases were given without a corresponding rise in productivity.

- The shortage of skills resulted in people being paid premium salaries, again without a commensurate improvement in productivity.

- People were promoted into positions for which they were less qualified than their counterparts in Europe, which also had a negative effect on productivity.

This was likely to continue for the foreseeable future. Since low produc-

tivity had a direct influence on inflation, the inflation rate would probably continue at about its present level.

"I don't believe that the Government will ever really clamp down on inflation if it means large black unemployment over a long period of time.

"Fighting inflation by deflation, resulting in bad economic conditions and unemployment, is like fighting a war by trying to draft people into a kamikaze corps — people are not very keen to join."

South Africa would have to make a great effort to incorporate blacks into management teams as lack of management skills was one of the greatest impediments to the country's continued growth.

"I believe that in any event we will have to find new management techniques to tap the skills, experience and capabilities which exist in the management teams at our disposal.

"One has to develop new management styles which will encourage the participation of senior, middle and lower management in the solution of problems."

South African managements tended to decide at the the top and pass the decision down.

profitability.

AHI chief warns on border industries

PHALABORWA. — South Africa had to guard against decentralisation for the sake of decentralisation "because advantages currently being offered are such a strong root that this may encourage unproductive industrial decentralisation," president of the Afrikaanse Handelsinstituut Mr Hennie Klerck said here.

"If this happens the burden on the taxpayer's paying ability may become so bad as to counteract everything we are trying to build up," he told the regional conference of the AHI.

Unproductive industrial decentralisation might lead to a financial disaster because 80 percent of the industries in the four major growth points "will have to help pay with tax to subsidise less productive competitors".

This might place a permanent burden on the country.

The AHI wholly supported productive, planned and meaningful industrial decentralisation, but where it could not be productive in the purely economic sense, it should at least be effective in terms of the socio-economic and socio-political aims of the programme.

He asked whether a sound and viable main centre in a region would not be preferable to a few service centres with an average existence.

By concentrating higher priority services in such a centre, leakage of money from an area would be reduced because more of the local inhabitants would be caught up in their own area and would spend less money in other major centres. — Sapa.

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Jo'burg battles to find workers

By Stephen McQuillan

Employers in Johannesburg are battling to fill vacancies — despite widespread and rising unemployment throughout South Africa.

But an island of opportunity in the growing tide of jobless people is the fact that skilled workers are desperately needed.

Personnel agency managing director Mr Neville MacKay said there were more general office jobs than people to fill them.

"There is no surplus of skilled people. General office workers with any experience are in demand.

"These people can still pick and choose and if they are not placed within two weeks I would be very surprised."

Mr McKay said that throughout the recession there had been a shortage of skilled people. One of the problems was that people were generally not willing to move around to find work.

The battle to fill vacancies in skilled areas had intensified, indicating an upswing from the recession.

But many unskilled people were fighting for a job. Labourers and factory workers were badly hit.

Available

Mrs Molly Kopel, a personnel agency market research and public relations manager, said any number of jobs were available from white-collar workers upwards.

"I'm looking for a half-day secretary — receptionist and typist — and I've had an advertisement in the newspapers three times.

"The position is still vacant," she said.

Top computer programmers, book-keepers, librarians, buyers, sales representatives, accountants, draughtsmen, insurance investigators and brokers, legal secretaries, specialist clerks, tele-sales staff, qualified secretaries, architects, quantity surveyors and technicians were badly needed.

Secretaries

"I could fill 50 positions for legal secretaries tomorrow," said Mrs Kopel.

Personnel agency manager Mr Ian MacLeod said he advertised 41 jobs, ranging from sales people to computer programmers, and did not receive any response.

"They did not even phone us," he said. "It seems banks — notoriously bad payers — were prepared to pay R900 for secretaries. No one was interested."

● Unemployment in South Africa (excluding homelands) reached 72 788 in May, according to statistics released by the Department of Manpower. The black worker was the hardest hit of the four population groups with 33 255 jobless.

175

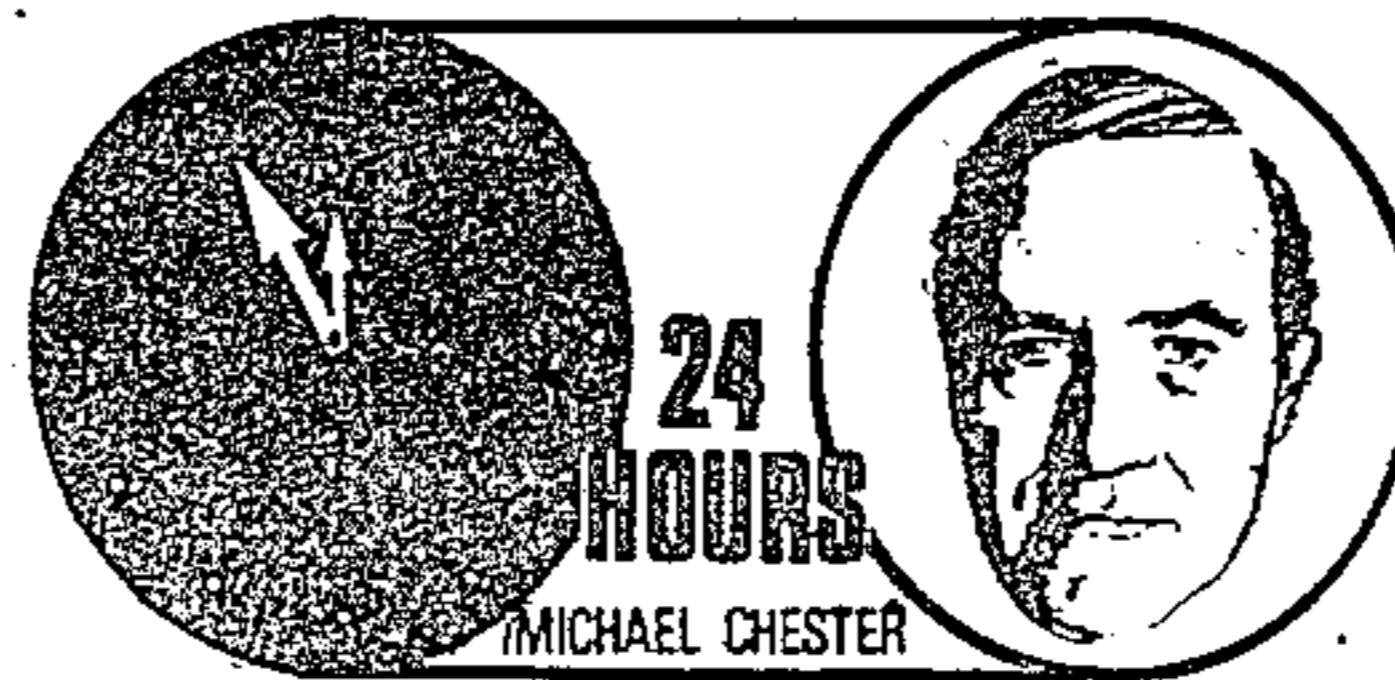
Lack of trained staff may cause SA to miss new boom

Prospects of a fast recovery out of recession in the next 12 months are being threatened by the failure of business firms to plan ahead to fill critical skilled manpower gaps, according to economists and labour experts.

There is broad agreement among them that South Africa will be badly handicapped in joining a global move towards a new boom, because cutbacks in training programmes will leave most companies short of the skilled labour needed to cope with a resurgence on production lines.

"Time is running out if we hope to trigger an economic revival in mid-1984," said Mr Martin Westcott, managing director of one of the country's larger management consultancies.

"The recession delivered a golden opportunity to direct more attention to training programmes while business was slack," he said. "Instead, incredibly, industrial and commercial



companies have cut back heavily on manpower development schemes.

"We have muffed it — and we will pay the penalties."

Mr Westcott forecast: "There will be nowhere enough management talent to go round to handle an economic recovery. All we will see is a blank-cheque scramble for skilled labour in a poaching exercise that will leave all companies in a mess.

"We were advised by the National Manpower Commission back in 1981 that we needed to increase the supply of trained engineers five times over — and at least double the supply of skilled artisans.

"Our estimates say at least 25 percent of middle management posts must go to black manpower over the next decade.

"We ignored all the advice."

Added Mrs Molly Kopel of a recruitment agency: "Even in the recession companies are finding that the availability of talent is stretched to the limit.

"Firms have made a dreadful mistake by cutting back on training schemes to save a few cents while the going has been hard."

Dr Hennie Reynders, chairman of the National Manpower Commission, said the pace of training of semi-skilled labour was encouraging, but the devel-

opment of more supervisory and management level trainees was lagging behind.

"South Africa has talent at the very top that can match or better competitors anywhere in the world. But the middle management layer is far too thin."

Mr Pat Richards, operations director of a personnel consultancy, said there was now clear evidence that South Africa was ill-equipped to deal with an upswing.

"If an economic revival faces us next year, we won't cope".

Said Dr John Burns, executive director of the Manpower and Management Foundation: "Retrenchments — especially of black workers — have often gone too far when there should have been grooming for higher jobs.

"The fault, of course, is neglect of long-term planning in schemes to train men and women for promotion."

29/9/83 (175) 2004

Skills shortage looming

Financial Reporter

A SHORTAGE of skilled labour and a rise in unemployment among the unskilled is forecast for the eighties by Mr Attie de Vries, deputy director of the Bureau for Economic Research.

He told the 27th annual convention of the International Institute of Personnel Management in Sun City, there would be a further, if slower, redistribution of salaries and wages in favour of unskilled workers and an upward movement of non-white workers in the skills hierarchy.

He said: "It is expected that domestic inflation will remain appreciably above that of our main trading partners in the eighties, which will be reflected in a further weakening of our terms of trade."

Given the existence of import replacement projects, such as Sasol and Armscor, imports should decline from the 26,3% of Gross Domestic Product of the seventies to below 20% in the eighties, he

said.

"Unfortunately, exports will decline from the 29,9% of GDP in the seventies to about 25% during the forecast period. And if the current account of the balance of payments, although negative for that period as a whole, is a less inhibiting factor to growth than previously, interest rates will have to remain at much higher levels to attract foreign capital."

In order to contain inflation, the average growth rate would be even lower in the eighties than in the seventies, Mr De Vries said. This, in turn, will have a negative impact on South Africa's growth potential, as will skilled labour shortages and increases in defence spending.

While no large economic projects were foreseen, the need to increase the capacity of the existing infrastructure — railways, electricity, telecommunications and roads — would continue, with productive resources channeled into social projects, especially housing and education,

said Mr De Vries.

He forecast an annual average growth rate of only 2,75% in the eighties.

The authorities were expected to continue curtailing their share of the economy to allow more room for manoeuvre for the private sector. More emphasis would be placed on control of the money supply while interest rate control had virtually been abolished.

The move from hidden towards open subsidies in the economy should eliminate distortion while spending on education and training was expected to continue.

Finally, decentralisation with the emphasis on creation of job opportunities and the announced phasing out of investment allowances in manufacturing should, in the long run, help create a better balance between employment and mechanisation.

But, warned Mr De Vries, these were long-term changes which would have, at best, only a marginal effect in the eighties.

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~~2/2/83~~

175

Paul 6/10/83

Women and other disadvantaged groups could be used to overcome the shortage in skills in South Africa, but employers had to change their employment policies and practices first, Professor Dick Sutton said in Johannesburg on Tuesday.

Professor Sutton, from the University of South Africa's School of Business Leadership, said at a "Realise Your Womanpower Assets" seminar that the solution to the skills shortage was to develop the country's under-utilised human resources — blacks and all women.

Although those groups would naturally move into the market by replacing white men who had moved into higher jobs, the process was not fast enough for South Africa's needs.

Employers had to formulate human resource plans which catered for their firm's long-term skills needs and helped utilise disadvantaged groups.

Skills shortage: more women, blacks needed

Women and other disadvantaged groups could be used to close South Africa's skills shortage gap. But employers will have to change their ideas and practices first, as KATE McKinnell found at a seminar on womanpower this week.

Professor Sutton said a firm could implement such a programme in several ways:

- Positions at all levels could be set aside for experiments in employing members of disadvantaged groups.
- Existing staff members, or outsiders, who were from disadvantaged groups could be promoted to positions for which they were not qualified

but might have the potential to do.

He said people from disadvantaged groups could be helped to cope with the higher level jobs by the guidance of experienced staff and employers providing programmes to:

- Up-grade their levels of education.
- Provide relevant specialist qualifications.
- Teach necessary social

and inter-active skills.

However, individual employers would not have sufficient finances to provide extensive programmes so the State or community agencies would have to help out, Professor Sutton said.

White women could most easily be brought into the job market because their social and educational disadvantages were less than

those of other disadvantaged groups.

Progress had undoubtedly been made in removing resistance against the unrestricted employment of women.

However, the pace of change remained slow because of lingering prejudice and a failure to recognise how women could be used to rectify the skills shortage, Professor Sutton said.



PROFESSOR DICK SUTTON — "the change of pace remained slow because of lingering prejudice."

SA needs additional 95 000 nurses

AKG 7/10/83 Argus Correspondent

PRETORIA. — South Africa needs an additional 95 042 nurses to provide for the population growth and maintain the current nurse-patient ratio by the year 2000.

Speaking at the opening of an exhibition here called "The Image of the Nurse", the Minister of Health and Welfare, Dr CV van der Merwe, said the current average ratio was one nurse to 408 people.

Dividing this into race groups meant: whites 1:148; coloured 1:549; Indians 1:745 and blacks 1:707.

"To provide for the population growth and to maintain the present ratio by the year 2000 means that an additional 39 304 white nurses, 6 559 coloured nurses, 1 487 Indian nurses and 47 692 black nurses are needed," Dr van der Merwe said.

He praised the exhibition, presented by the Witwatersrand and Vaal Triangle regional board of the South African Nursing Association as looking to the country's future nursing needs.

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175 ROM 10/10/83

Critical shortage of trade inspectors

By PAT SIDLEY
Consumer Mail

THERE is a critical staff shortage in a major Government department.

It is the department of trade inspections which is part of the Department of Industries and Commerce.

And the people suffering as a result of this shortage are the consumers of South Africa, who are protected by this watchdog arm of the department which falls under Commerce and Consumer Affairs.

The department of trade inspections ensures that commerce puts into effect all the laws, rules and regulations which make them conform to minimum standards and protect consumers against possible exploitation.

The staff shortage is countrywide. Some offices are believed to have less than one-fifth of their staff complement.

The trade inspectors and trade metrologists (assize officers), who man the offices, check that:

- Credit laws are not infringed.

CONSUMER MAIL

- Contents of packages conform to what is stated on the package.

- Advertisig is correct.

- Petrol pumps are correct.

- Scales, for instance in butchers and grocers, are correct.

- Individual complaints of consumer exploitation, referred to them by the Consumer Council, are dealt with effectively.

- Price controlled commodities are not overcharged.

They are, effectively, consumer watchdogs who ensure that the law is effected.

The deputy director of the Department of Commerce and Tourism, Mr C F Scheepers, confirmed yesterday that staff shortage was a problem.

The training of metrologists (who need a matric with a good mathematics symbol) is one of the greater problems. It takes four years to fully train a metrologist.

After training had been completed, the department then had to compete in the labour market from the private sector.

Mr Scheepers said his department could not effectively compete with salaries offered by the private sector.

However, he said even if offices were fully manned, they would be unable to cover the full commercial spectrum. One could not go on the premise that "all commerce and industry are rogues".

Another senior spokesman in the department said the shortage on the trade inspections side was less acute. There were slightly less stringent requirements but the matriculant had to have bookkeeping.

Although there were many more trainees as a result of the recent increase in salaries, it was still difficult to compete in the open labour market. The new recruits, however, would be a "long term" gain, he said.

There were also too few black applicants despite no racial differentiation in trade inspectors jobs.

175 17/10/83

South African retail industry facing severe skills shortage

By MIKE JENSEN

THE shortage of skilled management staff in South Africa is becoming a major issue in the mushrooming retail industry.

Checkers, which plans to open 10 stores by December as part of its R120m expansion effort, is facing severe shortages of store and sales managers.

As a result, it is looking to recruit overseas, particularly in the UK.

OK Bazaars expects to open about nine stores this year and is

facing similar difficulties.

The managing director of Checkers, Mr Gordon Utian, said the necessary broad-based management skills could not be easily found in South Africa.

Mr. Nicholas Allix, national recruitment manager for OK, said: "We experience similar problems in the need to staff new stores and to replace the natural turnover in existing operations."

The personnel manager for Pick'n Pay, Mrs Linda Sax-Morris, said:

"We have seven stores opening within a year and so the demand for good people is very heavy."

Professor Karl Hofmeyr, of Unisa's School for Business Leadership, believes the problem is largely caused by insufficient attention being paid to the management potential of SA's women and blacks.

"There is a sleeping giant on our doorstep which is being ignored. We have the potential in the country but as yet it is not being developed," he said.

"There is no question that there are many competent women and blacks who could be trained for these positions but it needs top management to make an effort to overcome the barriers.

"Enough examples of these groups holding down fully-fledged line management positions are available to show that it works."

Recent figures from the University of Stellenbosch indicate that far more black executives will have to

be employed to maintain SA's projected economic growth.

About 82% of higher level management positions are already occupied by white males and Prof Hofmeyr believes this can not be stretched much further.

Between 1959 and 1979, SA produced only 300 black executives a year. To meet SA's economic targets, about 3-800 will have to be produced every year for the next 20 years.

ARGUS 9/1/83
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Bifsa plans upgrade for artisan training

Property Correspondent
ARTISAN training in the building industry is to be upgraded to help stabilise the cost of building.

This is the goal of Mr Hedley Rowles of Kimberley, new president of the Building Industries Federation.

In an interview, Mr Rowles said his industry existed to serve the public. It was important for the industry to contain costs as far as possible.

He disclosed plans for a new apprenticeship system which would see Bifsa — instead of individual firms — assuming responsibility for trainees.

A drawback of the existing system was that many employers were reluctant to take on apprentices because of economic uncertainties.

It was hoped the new system could be introduced in the next 12 months.

The industry was poised for a boom but it lacked manpower. "There is no shortage of labour resources but recruitment and training is a priority."

Because trained workers were in short supply they were able to command high wages without necessarily working at their best. Experience had shown that training boosted productivity and promoted stability of labour.

Mr Rowles said Bifsa would be paying more attention to housing and other benefits for the industry's workers.

In the 55 years since he started at a trade school Mr Rowles has risen through the ranks from artisan to teacher to top management. He headed LTA'S Free State and Northern Cape operations until his retirement last year.

He took over the presidency from Mr Pat Morris.

17/11/82
175
R.P.M.

We need 'artisennes' says Dr Piet, manpower boss

WOMEN artisans should be encouraged in suitable trades, the Director-General of Manpower, Dr Piet van der Merwe, said yesterday.

Opening the Metal and Engineering Industries Education and Training Board's new training centre in Benoni, he said there was still a shortage of artisans in most trades despite a steady increase in the number of indentures over the past few years.

"Drastic intervention is

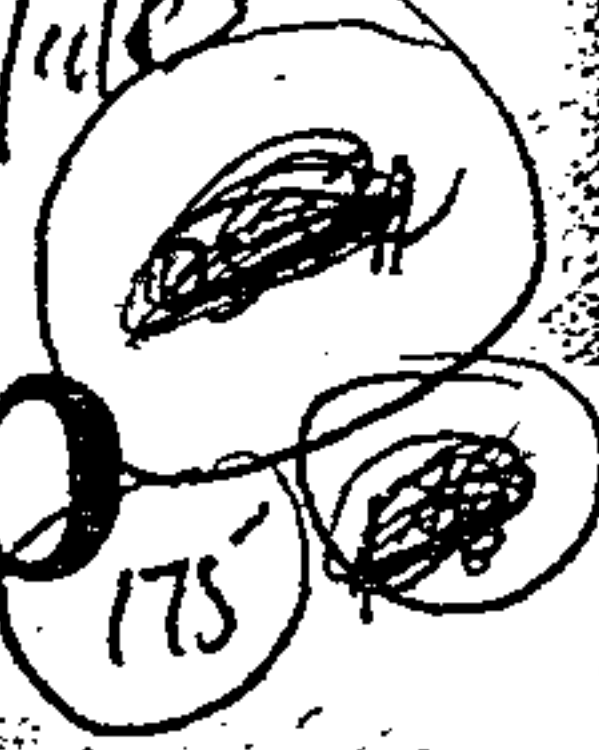
needed to supplement the ranks of artisans if we are to enjoy the full benefit of an economic upswing," he said, adding that a campaign to recruit school-leavers as apprentices was needed.

"A special effort should be made to attract females to those trades in which they should excel — for example, radio and television, radio communications, telecommunications, electronics and industrial instrumentation, and process control," he said.

— Sapa.

Too skilled to land a suitable job

HR 643
25/11/83



By STEPHEN NTŞANE
Staff Reporter

A 40-year-old Guguletu woman who has a master's degree in social science and business administration from Columbia University in New York cannot find a suitable job in South Africa.

To pay her rent she had to take a temporary clerical job that requires the services and pays the salary of the holder of a Junior Certificate.

In an interview Miss Sindiwe Magona, a former teacher at Fezeka High School, said her qualifications seemed to be the stumbling block. One major South African insurance company to which she applied told her she was over-qualified.

"Some people in Guguletu have actually advised me not to mention my qualifications when I apply for a job and only to do so once I have been given a job," she said.

She said the other frustrating factor was that South African companies were not obliged to give reasons for turning down applications.

Miss Magona's plight is ironical in view of the demand in South Africa for qualified blacks.

She said she was aware there was a high unemployment rate in South Africa, but could not help wonder — if advertisements were anything to go by — how many white graduates were queueing for jobs.

She is convinced that the main reasons why her applications are being turned down are her race and sex.

"I could improve myself by getting higher education, but to expect me to change from being a female and black is rather cruel," said Miss Magona.

Her qualifications enable her to function in the personnel arena and her forte is in training



Miss Sindiwe Magona — "I can't change from being a woman, and black."

and management of supervisors and management.

Two months ago, after being interviewed by a director of a large Cape Town company, the firm flew her to Johannesburg. There she was told by the person who was supposed to make the final assessment that she was "too elegant".

In 1977 Miss Magona obtained her BA degree and majored in history and psychology after studying privately with

the University of South Africa (Unisa) for four years.

She then obtained her honours degree in psychology and in 1981 was awarded a scholarship by International Telephone and Telegraph (ITT), which enabled her to study for two years at Columbia University.

Miss Magona is convinced she is not unemployable. Her dream is to go into industry in personnel, preferably in training and development.

Staffing

Mercury

'a massive headache

7/12/83

175

for hotels

Mercury Reporter

HOTEL groups in South Africa had a massive problem staffing in their hotels, Mr Alan Gooderson, chairman of the Durban and District Hotel and Bottle Store Association, said in Durban yesterday.

Speaking at an awards presentation at Sastri College, he said there were not enough trained, qualified or competent hoteliers available in South Africa to fill the vacancies.

'Consequently, we have a situation today where many of the service-orientated positions are occupied by people who lack anything near the proficiency required to fill their positions.

Accepted

'Probably our weakest point in the infrastructure at this stage is the lack of experienced people coming through the ranks to occupy the desperately needed middle-management positions.'

Gone were the days when black waiters and wine stewards were unacceptable in the hotel industry. Today they had not only become accepted but filled the vacuum created when the best staff moved into supervisory positions.

In all hotels of the major groups the majority of employees in head-of-department capacities were non-whites occupying positions as head waiters, head wine stewards, banqueting managers and liquor and cellar managers.

'I believe that at present, and more so in the future, Indians are best suited to move into assistant managerial posts.

'Several hotels have al-

ready taken this step and these men are proving a vital link between the general manager and the first-line supervisors,' he said.

Hoteliers recognised the vital role Indians played in ensuring high standards of service and control in their hotels, he said. Job opportunities for Indians in any hotel were guaranteed should they prove their ability to adapt, learn and assume the responsibilities of leading.

Mr Gooderson said a further 15 000 people would be needed to fill skilled labour positions in hotels and related institutions in the next decade alone.

Emphasising the need for adequate training institutions, he said it was unfortunate that the number of schools and colleges to teach employees right through to management was seriously inadequate.

He called for 'a properly-integrated training system' which would be nationally recognised and strongly influenced by the industry. 'This could be in the form of training centres in all the major cities,' he said.

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(175) ROM
16/12/83

Male teacher crisis 'will get worse' in 1984

By GERALD REILLY
Pretoria Bureau

THE critical shortage of English-speaking men teachers will worsen next year.

That is the opinion of the secretary of the Transvaal Teachers' Association, Mr Jack Ballard.

He was commenting on the fact that this year only 19 men and 160 women graduated from the Johannesburg College of Education, after the four-year diploma course.

Mr Ballard considered it unlikely that the proportion of men graduating with Bachelor degrees in education and in primary education was any better.

And according to the rector of the college, Professor R Conacher, the number of men students who had so far applied for admission to the college next year was only 58, against 594 women.

Mr Ballard said the number of men teachers who qualified this year would not

be enough to replace those who had died or retired.

The shortage of English-speaking men teachers would, therefore, "become more serious".

The situation seemed different in the Cape where numbers of students with excellent matric results were unable to gain admission to the Cape college.

"We believe if transfers could be more easily and more speedily arranged there might be a possibility of relieving the crisis in Transvaal schools with Cape teachers."

It was possible, he said, that transfers would be made easier after the new education dispensation was instituted.

But meanwhile the Transvaal would continue to struggle with a crippling shortage of men teachers, he said.

Mr Ballard said the lack of English-speaking men teachers in Natal was probably as serious as in the Transvaal.

Inadequate spending on education

Education handicap for blacks

Star 7/1/84

By Joao Santa Rita

CAPE TOWN — The "appalling" 1983 senior certificate pass rate of 50,04 percent for Africans, and the disparity between this and the pass rates of other education departments was a direct result of the inequal expenditure on education for pupils of different race groups, a Cape educationalist, Mrs Daphne Wilson, said yesterday.

Mrs Wilson is the founder principal of the Institute of Race Relations' Enrichment Programme for black pupils in the West ern Cape.

Black teachers speak out

The Star Bureau

PORT ELIZABETH — A ringing condemnation of racist education has been issued at the end of the 62nd annual conference of the African Teachers' Association of South Africa (ATASA).

ATASA yesterday condemned the education system which will be implemented under the new constitution, because it would effectively entrench discrimination in education.

The Association declared: "We reject the restructuring of education into five ministries in spite of the fact that the Human Sciences Research Council investigation into education, along with other bodies, such as ATASA, strongly recommended a single ministry of education, differentiated into geographical units only — not in terms of race, colour, religion, sex or any other extraneous conditions of culture or language."

ATASA called for the scrapping of all discriminatory laws such as the Group Areas Act, Separate Amenities Act and influx control regulations.

As a result of the conference, a three-man commission will be appointed to investigate the low level of black matric passes, the leaking of examination papers, and the system of marking and invigilation.

The pass rate of candidates for the white Cape Senior Certificate was 92,3 percent, and that of coloured candidates in the Department of Internal Affairs was 71,3 percent.

Mrs Wilson, who is also chairman of the Institute's Bursary Fund, said the amount spent on white pupils from 1982 to 1983 was R913 per capita as opposed to R253 for coloured pupils and R140 for African pupils.

"Clearly, when six-and-a-half times as much money is spent on a white pupil as on a black pupil, there will be a disparity in the respective pass rates.

"The recent appalling results in the African Senior Certificate pass rate stems partly from the vast disparities in lifestyles between whites and blacks, but also from disparities arising from the enforced departmental ethnic divisions in education in this country.

"They indicate the urgent need for a unified system of education.

As an immediate remedy, Mrs Wilson said properly qualified teachers of any race should be found for African schools, and money should be made available to pay them.

"There are tremendous problems for black pupils.

"Many experience overcrowded living conditions, a lack of home educational background.

"In the schools they find a lack of teachers for specific subjects, and far too few qualified teachers.

"Our experience with black matriculants in our Enrichment classes over the past two years has shown an appalling lack of basic groundwork in all subjects, and a lack of general knowledge.

"Students are handicapped in comprehension in all subjects because of their inadequate command of English.

A lower standard of education, a different cultural background and racism places black matriculants in a far worse position in the job market than their white counterparts, leading employers and employment agencies have said.

This year's poor black matric results have again resulted in a controversy over the standard of education for blacks, but according to some employers that is not the only factor which places the black matriculant in a worse position.

"The standard of education is definitely lower, but that is often not the main cause of disadvantage," Mrs Molly Kopel, spokesman for a leading employment agency said.

"We have found out through our experience that many black matriculants might have a good knowledge of the subjects they learned at school, even better than some white students, but their different cultural background often makes it more difficult for them to understand the commercial world," she said.

The education system should take into account this difference and cater for it, she said.

Dr Henry Fabian, Standard Bank's personnel manager, said experience had shown the cultural background to be the main handicap with black matriculants.

"This can be attributed to many factors including the lack of opportunity to have more contact with the realities of Western culture," he said.

When asked about the general standard of black education, Dr Fabian said black matriculants were now of a much better standard than some years ago.

"They are also much younger. A few years ago black matriculants were 20 years or older. Now they are younger," he said.

Other employers agreed that firms were now accepting more black matriculants, but their chances of reaching top posts were slim.

A spokesman for a national company said black matriculants were often of a lower standard.

'Employers will have no choice'

Own Correspondent

Employers have no choice but to employ blacks in the technical fields and other areas which were in the past predominantly white, a Human Sciences Research Council report says.

Training of blacks, Indians and coloureds will also have to be stepped up, given the declining growth rate of the white labour force, the report says.

"The educational level (of blacks) of at least standard 10 is increasing at an accelerating rate," it states.

The number of black Standard 10 pupils passed that of whites for "the first time in history" last year, the report says.

The present percentage of black apprentices

bour union membership with its accompanying chances of "upward mobilization" because he "sees himself as an endangered species which should be protected".

"Employers can only delay the day when they are forced through economic and demographic factors to employ blacks artisans and technicians. They cannot escape it," the report says.

Turning to skilled and unskilled labour, the report points out that the percentage of whites in clerical positions decreased from 83 percent a 1965 to 65 percent in 1981, while that of blacks doubled in the same period.

Taking sheer numbers into account, the annual increase in the labour force — 292 000 a year for 1980 to 1985 — could wipe out the shortage of skilled and semi-skilled labour.

Plastics industry has acute skills shortage

~~175~~ 175 R.D.M. 10/1/84

By PRISCILLA WHYTE

THE persistent shortage of skilled manpower in the plastics industry appears to have taken a turn for the worse.

The Bureau of Economic Research in its July survey said 47% of respondents considered the lack of skilled labour to be a major impediment to economic growth in the plastics industry. By October, this percentage had increased to 71%.

Mr Bill Naude, the executive director of the Plastics Federation,

says an effort is being made to increase shop floor skills in anticipation of the next upturn which.

At the federation's Edenvale training centre, programmes are being run for one-day-a-week attendance for a period of six weeks.

At technikons, attendance is half a day a week for nine weeks.

Courses cover such production techniques as blow-moulding, injection-moulding, extrusion, glass-reinforcing of plastics, identification, properties and processing methods of raw materials and the principles

and practice of supervisory management.

The courses aim at training machine-setters, supervisors, design engineers, toolmakers, process engineers and staff involved in quality control/assurance, research, development, maintenance, marketing and purchasing.

Mr Christopher Vorwerk, the training director of the Plastics Federation, says that out of the 36 students who wrote the raw materials exam in September/October, 35 passed and 17 obtained distinctions.

Shortage of engineers ¹⁷⁵

Education Reporter

THE critical shortage of professional engineers will probably increase, according to the president of the South African Council for Professional Engineers (SACPE), Professor D W de Vos.

In the 1982/83 annual report of SACPE, Professor De Vos said that to meet the demand, the "practically untapped source" of potential engineers among black people would have to be exploited.

He said the demand in 1981 had been for about 2 800 additional professional engineers, while the supply was only 900, leaving a shortfall of 1 900.

It appeared this shortfall would increase.

Among Afrikaans-speaking white people there were potentially many more students interested in studying engineering. The recently-established facilities at the Rand Afrikaans University and at Potchefstroom would attract more students.

The report recommended that the supply of engineers be boosted by immigration and by attempts to attract more white women and black people into the profession.

The report said that in 1981 there were 306 civil engineers in the country, while the demand was for 795. The estimate for 1983 was that there were 245 civil engineers and 773 vacancies.

and (d) Black members of the South African Police Force of each rank?

The MINISTER OF LAW AND ORDER:

No. I still hold the view set out in my reply to the hon member's Question No 13 on 7 October 1981.

329 (251) Hunsford
Deaths in custody *51* *3/2/84*
110. Mr P H P GASTROW asked the Minister of Law and Order:

(a) How many persons died in police custody in 1983 and (b) what were the causes of these deaths?

The MINISTER OF LAW AND ORDER:

(a) 120
(b) Injuries sustained before arrest ... 23
Assaulted by fellow prisoners ... 8
Suicide ... 36
Natural causes ... 53

220 (172) Hunsford
Firemen *51* *3/2/84*
114. Mr R A F SWART asked the Minister of Transport Affairs:

How many (a) posts and (b) vacancies are there for firemen at present at (i) Jan Smuts, (ii) Louis Botha, (iii) D F Malan, (iv) H F Verwoerd, (v) Ben Schoeman, (vi) Bloemfontein, (vii) Kimberley, (viii) Upington and (ix) Windhoek Airport?

The MINISTER OF TRANSPORT AFFAIRS:

	(a) Posts	(b) Vacancies
(i) Jan Smuts	96	35
(ii) Louis Botha	38	9
(iii) D F Malan	38	1
(iv) H F Verwoerd	28	1
(v) Ben Schoeman	23	4

	(a) Posts	(b) Vacancies
(vi) Bloemfontein	26	10
(vii) Kimberley	21	3
(viii) Upington	15	4
(ix) Windhoek	23	7

Official visits

132. Dr F A H VAN STADEN asked the Minister of Constitutional Development and Planning:

Whether he paid any official visits abroad in 1983; if so, what (a) were the dates and was the (b) duration, (c) cost and (d) purpose of each visit?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

No.
(a), (b), (c) and (d) fall away.

Official visits

136. Dr F A H VAN STADEN asked the Minister of Posts and Telecommunications:

Whether he paid any official visits abroad in 1983; if so, what (a) were the dates and was the (b) duration, (c) cost and (d) purpose of each visit?

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

No.

Official visits

144. Dr F A H VAN STADEN asked the Minister of Environment Affairs and Fisheries:

Whether he paid any official visits abroad in 1983; if so, what (a) were the dates and was the (b) duration, (c) cost and (d) purpose of each visit?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES:

No (a), (b), (c) and (d) fall away.

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Parliament

Post Office reports fewer resignations

175 *E. Post*
9/2/84

By JOHANN POTGIETER
Political Correspondent

CAPE TOWN — The rate of resignations from the Department of Posts and Telecommunications showed a "marked decrease" in the 1982-83 financial year, according to the Postmaster-General's annual report published here.

However, the work of the department is "still being handicapped by a lack of staff — particularly men".

In his report, the Postmaster-General, Mr Henry Bester, said staff expenses amounted to R750 million and currently formed 49% — the largest component — of total operating expenditure.

In the year under review the full-time staff complement increased by 10% from 80 087 to 88 183, of which 49 485 were white and 38 698 coloured, Indian and black.

A total of 17 739 full-time staff members left the department in the financial year, compared with 21 764 in 1981-82.

Mr W Ridgard, Deputy Postmaster-General for Personnel and Postal Ser-

vices, said the improved position was the result of the unfavourable economic climate, and of the improvement of service conditions.

The department's recruiting efforts had "not yet met with the degree of success hoped for".

By March last year 196 technical staff had been recruited abroad.

During the financial year 4 968 applications for loans under the department's housing loan scheme were received, of which 681 were approved. A total of R52,5 million had so far been made available for loans.

In his introduction to the report Mr Bester said the post office had faced "considerable cost increases" in the year under review.

"Capital expenditure per additional telephone, for example, escalated by 46% from R1 600 to R2 342. The total investment in equipment per telephone similarly increased by 12,2% from R837 to R939," he said.

To meet financial requirements a net amount of R491 million was borrowed on the domestic and

foreign capital markets, and the self-financing component of capital expenditure was only 29,3%.

"This ratio," the report said, "is totally out of step with our financing policy of a median of approximately 50% from own funds and 50% from loan funds."

A total of 262 789 additional telephones were provided during the year, which was only 4,7% fewer than in the record-breaking previous year.

The total number of telephones came to 3 471 519, and the waiting list grew by 16,5% to 225 321.

Other sections of the report reveal the number of licensed citizen band radio stations decreased sharply from 67 906 to 48 284 in the year under review.

Post office vehicles were involved in 3 324 accidents during the year, and compensation totalling R381 000 was paid to other parties.

The department's vehicle fleet grew to a total of 13 971; a total distance of 169,1 million kilometres was travelled consuming 28,95 million litres of fuel.

1 800 nursing posts unfilled in Transvaal

175 (AVB) Stav 9/2/84

Pretoria Bureau

More than 1 800 of the Transvaal's 9 700 posts for registered nurses were vacant at the end of last year with qualified teaching staff and matrons being in particularly short supply.

This emerged from statistics given during yesterday's session of the provincial council by the MEC for Hospital Services, Mr Daan Kirstein.

His figures revealed that the shortage of nurses was most serious in the coloured and Indian communities, where nearly two out of every five posts were vacant. The province needs a total complement of 537 coloured and Indian nurses.

One third of the 4 800 posts for black nurses in the provinces had still to be filled at the end of last year.

However the number of white posts still vacant was relatively moderate, with 3 480 of the 4 318 posts being filled.

Only 12 of the 22 teaching posts in coloured and Indian hospitals had been filled while 91 black nursing teachers had been found to take up some of the 148 available positions.

In white hospitals, 141 out of 224 posts were occupied.

More than one third of posts for black, coloured and Indian matrons were unfilled at the end of 1983.

Other figures given by Mr Kirstein showed that the intake of new student nurses at some hospitals during 1983 was well below the maximum.

At the Johannesburg Hospital, which can accept 335 new trainees a year, only 204 were enrolled.

At Baragwanath Hospital near Soweto, 302 trainees were enrolled instead of the maximum intake of 389 and at Tembisa 78 out of 99 student places were filled.

At Pretoria's H F Verwoerd Hospital, however, last year's intake of 241 students exceeded the hospital's annual quota by 24.



EP Newspapers' carriers who always n is his mom, Mrs A GEORGE. Mark money and can be seen hard at work in f the suburbs, but more "moms" and ewater Bay, Swartkops, Newton Park n Suburbs. Anyone who is interested 3470 extension 119.

Race fight underlines the shortage of medical staff, says Hendrickse

S. Post 11/2/84

By SHARON LI GREEN
A RACIAL flare-up which led to several whites and coloureds being hurt highlighted the shortage of medical personnel at Uitenhage's Provincial Hospital.

This was said today by the leader of the Labour Party, the Rev Allan Hendrickse, who was called to the casualty ward at 2am last Sunday.

He said his only purpose in being there was to defuse a tense situation.

It had been alleged that whites were being given preferential medical treatment.

He denied that one of his sons, Peter, who accompanied him to the hospital, had been involved in the fight.

When he arrived there, the white men involved in the fracas had already left.

Mr Hendrickse said the racial incident highlighted the lack of medical personnel.

Only one intern and one

nursing sister were on duty. There were about 25 patients to deal with.

"The staff were unable to give immediate medical attention to many patients, which was one of the grievances of the coloured youngsters.

"Among those requiring immediate attention were a couple who had been stabbed and a pregnant woman who had apparently been kicked by the white guys," he said.

"I managed to defuse the tension."

As a result of his intervention, two more doctors were called in to help.

The medical superintendent of the Provincial Hospital, Dr S Schoeman, confirmed there was only one houseman on duty. He said serious injuries were given priority.

Mr Hendrickse said there was anger on the part of the coloured youngsters.

"If coloureds had attacked whites in the white casualty ward, the riot police would have been called

out. "But because whites attacked coloureds in the coloured ward, only the police were called out. They left without having calmed the inflamed tempers."

The whole incident started outside a snack bar in Market Street on Saturday night when two white men who were having problems with their car allegedly beat up a coloured man who refused to help them.

The white men moved to Harry's Roadhouse later, followed by the group of coloureds allegedly armed with "reinforcements".

Women and children were also involved in the fracas.

The roadhouse fight continued at the hospital casualty ward where the injured were treated.

Mr Hendrickse said he was told the white men invaded the coloured casualty ward armed with "all kinds of instruments."

He was called there after returning from a party in Port Elizabeth.

WISHEST CORRECT ENTRY

Wish — with a to ST JOHN P.O. Box 2012,

22, 1984

th. Gardens. Sea Point. Permutation Square. Checkers Centre. Keerom Street. Mutations are acceptable

alternative words. Next

Revel x2

divide your total by 2 and permutation address to be written on and postal orders are to

postal entries. Do not use in one envelope. Any will be returned to the

RESPONSE WILL BE

John Ambulance and prizes of prize winners will



ACROSS

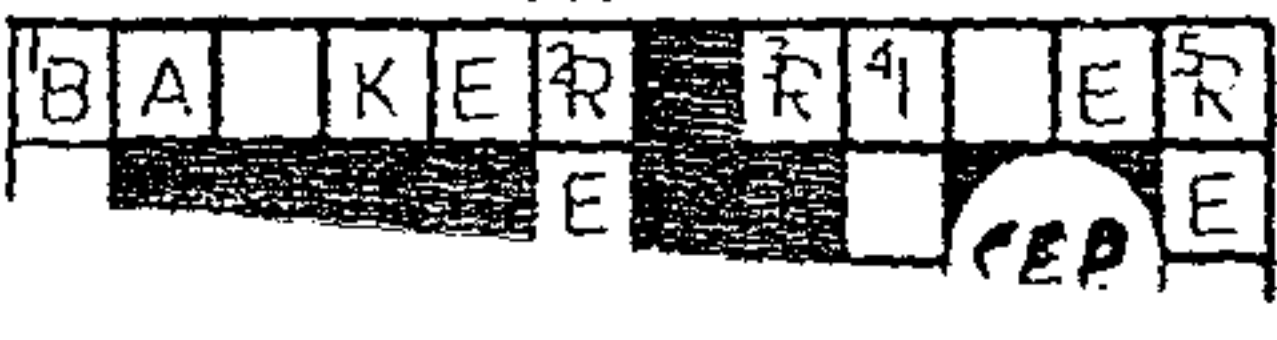
1. — may well have the last word in any difference of opinion with businessman BANKER/BACKER
3. It's no surprise if early — is still a little on the drowsy side RIDER/RISER
6. The man of action type is likely to — a problem much quicker than the average man RESOLVE/REVOLVE
8. It's a rather foolish person who disregards warning not to enter a DEN/FEN
9. Person — a stiff exam just can't afford to be careless SITTING/SETTING
10. Much may depend, of course, on last — of the day BET/BAT
11. Finding — used by a vanished race may afford much evidence to the expert PIT/POT
14. Shrewd — would know how to stick to the point LEADER/LENDER
17. It might require considerable tact to tell a person to stop — GUSHING/PUSHING
19. — might be hard to explain SLIP/SLAP
20. — is someone accustomed to working on a really big scale PLANNER/PLANTER

DOWN

1. Some — have a really wide range BIRDS/BARDS
2. Sometimes search for — is pursued in a desperate spirit REVENGE/REVENUE
4. Fierce wind may well make one glad to get away from exposed INLET/ISLET
5. One — may flatly contradict another REPORT/RETORT
7. Much used cereal OATS
10. People sleep on them BEDS
11. — naturally know how to play on people's feelings PAPERS/PIPEF
12. School's team captain should soon pick out youngster — to shine at football KEEN/SEEN
13. The kind of person referred to as a — might be the subject of comment TRUMP/FRUMP
15. Typical — is not the sort to complain about an occasional drenching ROVER/ROWER
16. To the unobservant eye, one small — often looks very much like another SHIP/SHOP
18. Crudely made — is clearly dangerous GIN/GUN

No. 499

No. 499



Man found hanged

Weekend Post Reporter
A YOUNG Port Elizabeth man, Mr Johannes Janse van Rensburg, 21, was found by his wife early today hanging from a beam in a storeroom at his home, in Mackay St, Central.
A crime is not suspected.

WHOLESALE

THE DIAMOND

ALPHAVEN

VEHICLE

DR

WHOLESALE

'SA's skills shortage is political'

27/2/84

By Jean Hey,
Education Reporter

175
Staw

The skills shortage in South Africa is not only a technical problem; it is also a political one.

This is one of the conclusions of University of the Witwatersrand education lecturer Miss Linda Chisholm after completing research for the Carnegie inquiry into poverty and development in Southern Africa.

Miss Chisholm said the boom in technical education was a political issue which had not been adequately tackled by the Press or by academics.

"The Government wants to create a class of blacks firmly wedded to capitalist values who will not only meet the skills shortage but who will also pose no threat to the free enterprise system," she said.

The Government and the private sector relied on a stable, efficient and motivated workforce that the present black school system had failed to create.

"Bantu Education might have produced enough manual and semi-skilled workers, but school unrest shows it has also produced people who fight apartheid, capitalism and separate education."

MILITANT SCHOOL-LEAVERS

"The significance of this is not to be underestimated. Every year more politically aware, highly militant school-leavers are joining the ranks of the increasingly active trade unions."

Private enterprise was pouring money into technical education at a rate unprecedented in the country's history, she said.

The Department of Education and Training (DET) had given the highest priority to black technical education in the past three years.

"While this is not an entirely new departure, the scale certainly is," said Miss Chisholm. The DET had in 1982 introduced a massive programme to transform Bantu Education schools into technical and commercial high schools.

At the same time academic education was likely to become the privilege of a few blacks whose parents could afford private education.

The De Lange Report stated that most pupils needed vocational training rather than academic education to become employed.

This idea was reinforced by the fact that, according to the De Lange report, academic education after the age of 12 would no longer be free.

A key issue, said Miss Chisholm, was that the Government was prepared to improve education only on its own terms.

KDM 29/2/84 (175)
Nurse shortage is critical

Mail Correspondent

CAPE TOWN. — Less than half of the Department of Health and Welfare posts for whites were filled permanently at the end of last year.

The department's annual report, tabled in Parliament this week, shows that of 6 955 authorised posts, only 3 332 are permanently filled. A total of 1 559 actual vacancies existed, while 1 736 were filled temporarily and 328 part-time.

Of 2 070 posts for professional nurses, only 1 143 were

filled permanently while 528 vacancies existed. Of 447 posts for staff nurses, only 134 were filled permanently, and there were 129 vacancies.

There were 40 vacancies for student nurses out of 55 posts, only two of which were permanently filled. Out of 45 posts for student male nurses, 38 were vacant, and two filled permanently. Forty posts for pupil nurses were vacant out of a total of 58, and 13 were filled permanently.

Staff shortages may wreck Jo'burg services

By Colleen Ryan,
Municipal Reporter

Crippling staff shortages continue to plague key departments in the Johannesburg City Council.

The "brain drain" has hit operations such as civil and electrical engineering, town planning and the city health department.

It has caused delays in the planning and implementation of some important programmes.

These shortages have placed a great strain on staff and this has led to an increase in stress and resignations.

In his latest report, the director of Technical Services, Dr John Mortimer,

said 192 employees resigned from his department during the financial year which ended in June 1983. Of these, 112 left for "personal betterment".

A spokesman for the department said that in the financial year to date, 222 people had resigned.

The city engineer's department has also been hampered by illness among senior staff members, Dr Mortimer said in his report.

"A disturbingly high number of senior officials were victims of serious illness, a number of which appeared to be

stress-related," he said.

The department had continued with its overseas recruitment programme to make up for staff shortages, he said.

The building survey branch has been particularly hard hit by resignations.

"The plans examination section remained critically understaffed and many resignations were attributed to the work overload.

"Training and communication sessions were, by force of circumstance, severely curtailed," he said.

The city electrical engineer, Mr Wessel Barnard, gave a similar account of the "brain drain" in his annual report.

"The acquisition of qualified engineers and skilled staff with experience in maintenance and operation of high voltage networks and in particular power stations, continues to pose major problems for the department," said Mr Barnard.

Mr Noel Salmon, chief administration officer for the city health department, said there was a desperate shortage of health inspectors in

Johannesburg.

"Although we try to be competitive, we are losing staff to employers offering better salaries."

And, in the town planning department, a staff shortage is delaying an important report on suburban shopping centres.

Last year the council's management committee called for the report to determine the financial contribution shopping centres should be making towards building new roads and improving parking facilities.

"No attention can be given to this matter until the staff shortages have been alleviated," the director of forward planning, Mr Bernie Carlsson, said in a recent Press statement.

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Concern over lack of skilled labour

BLOEMFONTEIN — South Africa was becoming impoverished because it could not succeed in raising its labour productivity, the regional training committee at the University of the Orange Free State heard here yesterday.

An empirical study undertaken in the Free State in 1982 by Dr J. J. van Lill, rector of the OFS technicon, showed that between 75.59 and

83.33 per cent of white employees in urban and country areas had had no formal post-school training.

Figures for employees of other colours were between 99.26 and 100 per cent.

Dr van Lill said there was scope for improvement in the training of whites, but a disturbing situation existed in regard to the skills of those of other colours.

He was convinced the chronic shortage of skills in the labour market was detrimental to South Africa's ability to grow.

Dr Van Lill said the system that had been created to meet the educational requirements of employees was effective but it was not good enough to remove the chronic shortage of skilled staff, not even in times of low conjuncture

such as the present.

A concerted effort would have to be made by all concerned for the better training of present and future employees.

Dr I. F. Potgieter, lecturer in industrial psychology at the UOFS, said greater attention should be given to improving training of instructors, better methods of selection to identify candidates for

training and better orientation programmes should be undertaken for the incorporation of black workers into the South African business world.

Skills Creation, a publication issued by the Bloemfontein and Northern Free State training centres has called on employers to take maximum advantage of the freedom offered by the new labour dispensation. — SAPA

Staffing at Provincial Hospital 'totally inadequate'

● From Page 1

are only filled after special applications have been made and considered."

Mrs Blackburn said the nurses also complained that all post-operative cases were normally returned to their wards by the recovery room staff but that an exception was made of the orthopaedic unit. These cases were made to wait while the sister herself did trips backwards and forwards to accommodate porters with patients.

Mrs Blackburn said the report said that, because of heavy pressures of work, procedures were often carried out half-heartedly and short cuts were used.

Mrs Blackburn said nurses often had to work five and six late nights consecutively and if anyone complained they were told that their jobs came first.

However, Mrs Blackburn said that after presenting the

report at the session, the MEC of hospital services, Mr P J Loubser, said the matter would be looked into and she felt from his tone that he meant what he said.

● The Chief Matron of the Provincial Hospital, Matron Leonie Stander, today denied that the hospital had a shortage of nursing staff.

She said there were sufficient trained members of staff — in fact, there was even a waiting list — and 123 student nurses had joined the staff between January and May.

Matron Stander did agree, though, that there had been an increase of almost 1 200 in-patients to the hospital between 1982 and 1983 without any increase in the nursing staff complement.

"The junior nurses are not having to shoulder responsibilities as suggested by the report — there are three to four sisters per ward and the juniors are never left on their own. At night there is a sister present to support the nurses."

She said there was not a particularly high absenteeism rate at the hospital and that the 51 nurses off sick today, were all accounted for. She said they had not been replaced by additional nurses.

She denied that patients from the orthopaedic section of the hospital often had to wait outside the theatre before a porter could be found to take them back to their wards. She said that if it did happen, it was rare.

Matron Stander said procedures done "half-heartedly" had never been brought to her notice. Her matrons doing ward rounds had never received complaints from patients about this.

She also denied that nurses were reluctant to work on consecutive late nights. "Many nurses actually ask to work late nights and anyone working overtime is paid for doing so," she said.

● See Page 9

Staffing at PE hospital 'totally inadequate'

E. Post 175
5/6/84

By WENDY FRAENKEL

THE nursing staff at the Port Elizabeth Provincial Hospital is "totally inadequate" and even the most basic nursing care is sometimes absent.

This alarming statement forms part of a combined report on the lack of funds allocated to the Eastern Cape for staff and hospital equipment, drawn up by doctors and nursing staff attached to the Provincial Hospital.

The report was presented by Mrs Molly Blackburn (PFP MPC for Walmer) in the Provincial Council yesterday.

In an interview today, Mrs Blackburn said she gleaned from the report that even though the in-patients at the hospital increased by almost 1 200 from 1982 to 1983, no additional nursing posts were created.

She said she had submitted this combined report to the Department of Hospital Services in February. She heard nothing from them for a fortnight.

"I phoned them and was told that I would be contacted but after waiting another four months without hearing a word, I was forced to present it at the session yesterday."

"The main emphasis of the report was the shortage of nursing staff and the fact that additional posts cannot be created, especially for theatre and the orthopaedic wards."

"The report even quoted an instance of one sister being responsible for two orthopaedic floors, 68 beds and also being on call for tractions in the rest of the hospital."

"On most nights she only had two junior staff members on each floor to cope with patients."

Mrs Blackburn said the hospital urgently needed 50 additional nursing assistant posts to compensate for the fact that student nurses no longer were of any use in the day-to-day care of patients.

"The nursing staff stressed that the nurses allocated to the wards were too junior and they were too junior to be trusted with more than simple, menial tasks," she said.

"There is also a high rate of absenteeism and resignations because of the exhausting overwork. It appears that nurses resigning are often not replaced and their positions"

● Turn to Page 3

Matron says PE hospital has sufficient nursing staff

175
6/6/84

By WENDY FRAENKEL

THE Chief Matron of the Port Elizabeth Provincial Hospital has denied that the nursing staff at the hospital is "totally inadequate" and that even the most basic nursing care is sometimes absent.

Matron Leonie Stander was reacting to the shock report tabled in the Cape Provincial Council by Mrs Molly Blackburn, PFP MPC for Walmer, this week.

The report said that there was a lack of funds allocated to the Eastern Cape for nursing staff and medical equipment.

The main emphasis of the report was directed at the shortage of Port Elizabeth Provincial Hospital nursing staff, especially staff in the theatres and orthopaedic wards.

"There are sufficient registered nurses on the staff — in fact, there is even a waiting list," Matron Stander said. "We even had 123 students joining us between January and May this year."

Matron Stander did agree, however, that there had been an increase of almost 1 200 in-patients at the hospital between 1982 and 1983, without any increase in the staff complement.

"The junior nurses are not having to shoulder responsibilities as suggested by the report — there are three to four sisters per ward and the juniors are never left on their own,"

she said. "At night there is a sister present to support the nurses."

She also denied that there was also a high rate of absenteeism because of the exhausting overwork. She said that all absenteeism could be accounted for and that of the 51 nurses who were absent from work on Monday, 40 were ill and the rest had to take care of sick children.

She added that these nurses had not been replaced, but that the hospital had coped without them.

She also denied that work overloads resulted in "half-hearted" procedures, shortcuts and delegation of work to unskilled nurses.

She said that matrons doing ward rounds had never received complaints from patients.

"I agree that nurses often work five and six late nights consecutively, but they never complain and those who do work overtime often request to do so anyway," Matron Stander said. "Anyone working overtime is always reimbursed."

● The Medical Superintendent of the Provincial Hospital, Dr John Harvey, agreed that more funds were needed for additional nursing posts, equipment and facilities, but he felt that patient care had not suffered as a result.

He said the nursing situation at the Provincial Hospital had improved since last year.

Nurses call for ^{Sana} inquiry as staff ^{11/10/84} shortage ⁽¹⁷⁵⁾ worsens

Pretoria Correspondent

The South African Nursing Association (Sana) has called for an investigation into nursing education because of a major and increasing shortage of nurses in the country.

An article in the latest edition of *Nursing News*, issued by Sana, says that in developing countries at least two registered nurses are required for every 1 000 people to provide a basic health service.

In South Africa, which is partly a developed country, there are not enough nurses in the black, coloured and Indian groups to meet this norm.

To retain only the present ratios at least another 8 700 white, 1 500 coloured, 300 Indian and 23 500 black registered nurses must qualify by the year 2000.

Although all nursing education needs attention, it is of critical importance to increase the number of black registered nurses. The number in the profession must double to reach the proper ratio for the population, the article says.

Aspects that need attention are increased training facilities, including those for degree courses, better use of facilities on a decentralised basis, extension of facilities in the private sector and the financing of nursing education.

RBM 25/10/84 (24) (175) (1)

Skills shortage threat to mining industry

Industrial Editor

A SEVERE skills shortage is threatening the mining industry, says Mr George Nisbet, president of the Chamber of Mines.

He added yesterday: "SA's white population can no longer keep pace with the country's growing requirements for skilled manpower, but the black population cannot assist because of inadequate education."

Up to 90% of workers in the industry could be classed as illiterate, he said.

This overabundance of unskilled labour and lack of skills threatened increasingly to retard the future of mining.

Mr Nisbet was speaking at a regional business outlook conference — Focus on the Western Transvaal.

The one-day conference, organised by the Manpower and Management Foundation, was held at Vaal Reefs gold mine, Orkney.

Mr Nisbet said mining companies must do everything possible to overcome the skills problem by promoting education and on-the-job training.

The situation was made more urgent by the growing career aspirations among black workers

and particularly by the emergence of black trade unions.

"The mining industry's black labour force has been slower than some other sectors of the economy in becoming unionised.

"Nevertheless, since 1981 we have seen a number of emerging unions and, very recently, strike action. It is clear that such unions will in future play a role in the determination of wages and other conditions of employment.

"It is also probable that these black trade unions will be used by their members to try to overcome socio-political problems, such as frustration at their inability to advance to higher job categories.

"It is therefore imperative that the industry continue to encourage the better utilisation of all its manpower to ensure that top jobs are filled by employees with the necessary skills, motivation and dedication."

Despite the problems, Mr Nisbet predicted gold mining in the western Transvaal — "far and away the largest gold mining area in the world" — would continue to thrive into the next century. The gold price, however, was the decisive factor in determining production.

The mines had no control over the gold price and had to live with its vacillations. Their only protection lay in keeping costs to a minimum.

"How are rising costs being combatted in day-to-day mining operations?" Mr Nisbet asked. "Apart from tighter control of costs generally, where loss control programmes are making a major contribution, productivity is the key factor. And here there are encouraging signs of progress."

While the depth and physical problems of mining limited increased mechanisation to improve productivity, researchers were involved in projects examining the use of water as the prime source of power for driving machines in deep mines.

"A logical development from the technique of using chilled service water to cool deep mines, the hydropower concept should make it possible for mine service water to be used not only for cooling, but also to drive machinery by utilising the hydrostatic pressure in the shaft column," Mr Nisbet said.

"Work such as this being done by our researchers will have a material effect on the longevity of our gold mining industry."

Engineer^{Star} shortage⁽¹⁷⁵⁾ now 'CRISIS' situation'

By Susan Fleming

By 1987 South Africa will experience a shortage of about 2 000 engineers, according to a report by Dr Phillip Lloyd and Professor Bob Plewman of the Federation of Societies of Professional Engineers.

There will be about 1 500 engineers and a demand of about 3 500. At present South Africa has about 1 250 engineers — and 35 percent of these are immigrants.

According to the two researchers more than two jobs will be available for every graduating engineer by 1987.

The most hard hit sector of the profession will be civil and heavy-current electrical engineers.

Civil engineers graduating in the late 1980s will find more than three jobs available and heavy-current electrical engineers will have the choice of more than four jobs.

The shortage of engineers was described as a "crisis situation" and the report pointed out that even if salaries were increased, it would be too late to prevent the shortage of engineers from "restricting the country's growth".

The report added that as long as South Africa relied on white males for most its engineers, the gap would grow.

"White women, coloureds and Indians are beginning to make a contribution, but it is not growing nearly fast enough to close the gap," said the report.

For every engineer, two jobs to be filled

175 S. Times 11/11/84

ONE is never certain about talk of skills shortages and vacancies waiting to be filled.

There are people out there battling to land jobs in fields which are said to be crying out for specific skills.

Although many employment agencies say there are plenty of openings for computer boffins, engineers, accountants and the like, the squeeze on corporate profits has trimmed vacancies in other areas.

Biggest gap

Engineering is one profession where there is unquestionably a shortfall of qualified people.

The Federation of Societies of Professional Engin-

eers, whose members include most of the individual engineering disciplines, insists that there are critical shortages throughout the engineering professions.

The biggest gap between supply and demand is for civil engineers and heavy-current electrical engineers.

Accurate

The federation says about 1 200 engineers entered the job market last year — but there were still 1 600 vacancies, making a total demand of 2 800.

This means there are more than two jobs available for the average engineer looking for a position.

Numbers and percentages are thrown about in surveys, but the authors of the federation's survey on engineering supply and demand for 1984

say theirs has been tested and is accurate within 10%.

Annual supply of engineers comes from SA universities, engineers passing exams to attain professional status, and immigrants with professional qualifications.

In the past few years, the flow of immigrants has increased. Without them, there would be a huge shortage.

SA's universities produced 208 civil engineers last year and 88 immigrated from abroad.

Defence net

The federation calculates demand from the simple addition of supply and vacancies. With 305 civil engineers coming on stream in 1983 and unfilled vacancies at 551, the demand of 856 was less than half met.

Immigration provides

about 20% of SA's engineers, a percentage that is likely to be maintained in the foreseeable future.

However, the spreading of the Defence Force net to catch immigrants for military service could reduce immigration.

Electrical

Young graduate engineers coming to this country from the United Kingdom and who are under 25 might be deterred by the prospect of two years in uniform.

Older engineers may not fancy settling here as their sons would become eligible for national service.

Next year, the demand for engineers of all sorts will be close to 3 200 and there will be no more than 1 200 graduates to fill this need.

The shortfall in 1985 will

exceed the total demand for engineers back in 1973.

Of particular concern in industry is the shortage of electrical engineers at a time when electronics is booming.

Although the light-current sector is fairly well supplied, the heavy-current sector has more than four jobs on offer for every SA graduate.

Last year there were 316 electrical and electronic engineering graduates and 44 immigrants — but there were still 550 vacancies.

Even mining engineering is being neglected by school-leavers in a country which offers tremendous long-term opportunities for advancement.

So if you can't put your son (or daughter) on the stage, Mrs Worthington, what about engineering?

Post Reporter

THE Senior Medical Superintendent of Port Elizabeth's Provincial Hospital, Dr Leon Cilliers, today said the problem at the hospital was that it had a shortage of posts allocated by the Cape Provincial Administration.

Confirming figures given by the MPC for Walmer, Mrs Molly Blackburn, indicating a roughly 5% monthly increase in cases handled by the hospital over the past two years, Dr Cilliers said this was attributable mainly to the fact that surgeons were sending their patients home earlier and therefore there was a bigger turnover.

He said the number of beds in the wards had not changed over the past two years, so nurses were still handling the same number of beds but with a bigger number of patients.

Dr Cilliers said "as a matter of course" the hospital would again be making an application at the end of the year for the allocation of more posts for consideration in the budget of the Provincial Council next year. He said the

present economic conditions would be a major factor in the outcome of the application.

Dr Cilliers said the public was not fully aware of the fact that some of the pool of trained staff available for the general duties at the hospital now worked exclusively in the various "sub-specialities" at the hospital. These included the hyper-alimentation unit where patients were fed intravenously, the renal analysis unit and the open heart surgery unit, all of them performing "an extremely valuable function".

Referring to a report that a woman had brought a friend, apparently suffering from a stroke, to casualty and the patient was made to wait an hour with-

out being treated, Dr Cilliers said he could not comment until he had made full inquiries.

He did say, however, that "no patient in need of immediate care will be turned away". It was the sister's job to judge which patient received first treatment.

Dr Cilliers said there was a large turnover of patients at the casualty department, many of whom were private patients, and the sisters had a problem getting doctors to see these private patients.

He said it happened that people lost their tempers when their friend or relative was not treated as first priority.

Casualty unit alterations should be complete by the end of the year and this

would "vastly improve" the unit.

Work was still being undertaken on a third theatre.

In an earlier statement, Dr Cilliers said he was willing to discuss the details of criticism levelled at the hospital last week "with any doctor or specialist".

The statement, which came in the wake of controversy surrounding the death at the hospital last Monday of a 17-year-old motorcycle accident victim, Terrence Simmons, continues:

"As the death followed an accident, no comment can be made until the findings of the inquest magistrate have been made public.

"It is regrettable however that newspapers, seek-

ing sensation, undermine the public's confidence in their hospital by publishing unverified statements by laymen regarding the handling of accident cases by the hospital staff.

"This is followed by a chain reaction where all and sundry climb on to the bandwagon to air their personal grievances. Instead of ascertaining the facts a newspaper quotes a nameless doctor's receptionist as saying that chaos will reign in the Casualty Department if a mass disaster should occur.

"I cannot believe that this receptionist spoke on behalf of 'her' specialist. I am willing to discuss the details of her criticism with any doctor or specialist who wishes to do so.

"I want to assure the general public that plans to cope with a mass casualty situation are constantly being reviewed to ensure that accident cases receive the best possible attention."

In a post-script, Dr Cilliers added that he had received a letter from Mrs Blackburn, in which "she states that the family of Terrence Simmons are particularly distressed that negligence on the part of hospital staff is implied in a certain newspaper report".

● The Evening Post is satisfied that the spokesman for the specialist, quoted in a report last week after she had telephoned the newspaper, was acting with the specialist's approval.

Shortage of posts the problem, says Cilliers

175

MEC's reply on shortages 'superficial'

4/12/84

(97)

E. Post

(175)

By KIN BENTLEY

IF the 14-line reply from the MEC in charge of Hospital Services, Mr P J Loubser, represented the findings of a 10-month inquiry into staff shortages at the Port Elizabeth Provincial Hospital "he has grossly under-estimated both the intelligence and the anger of our doctors, our nurses and our deeply concerned public".

This was said by the MPC for Walmer, Mrs Molly Blackburn, in a statement today.

Mrs Blackburn dismissed Mr Loubser's reply on staff shortages in the orthopaedic wards as "superficial and casual".

"We ask him to stop talking in rhymes and riddles and simply to admit openly the problems besetting the hospital services and above all the reasons why Province is so critically short of money.

"For the first time — to my knowledge — the MEC admits to the staff shortage in the orthopaedic wards. But a serious appraisal of his remedies reveal nought for our comfort," she said.

In his reply Mr Loubser said that the "staff shortage experienced in the orthopaedic unit has been remedied by allocating orthopaedic follow-up visits to the Orthopaedic Community Service team and the re-organisation of staff duties".

He said that "an investigation of the alleged dissatisfaction with the matron in charge of the orthopaedic unit, revealed no substantiating complaints or incidents".

Referring to allegations made by a local doctor which Mrs Blackburn raised with him, Mr Loubser said "his allegation regarding the non-appointment of available part-time staff could not be verified and his remark regarding day staff being expected to do night duty appears to be un-

founded as separate staff allocations are done for day and night duty".

He added that a "separate team is also placed on call in case of emergencies".

In a footnote he adds that the image intensifier, a modern X-ray machine, for orthopaedic use was approved in principle during July and a tender for its supply, together with similar units to five other hospitals, was processed during August. Unfortunately due to the shortage of funds, the Port Elizabeth Provincial Hospital could not buy the machine, he said.

Mrs Blackburn says she was reliably told that the Orthopaedic Community Service sister was taken out of the orthopaedic unit and put into a mornings-only job which apparently is more closely allied to social work than the specialised form of nursing for which she is trained.

She says in his second remedy, the "transferring of long-term patients to a recently established ward at the Walton Orthopaedic Unit he is presumably referring to geriatric patients".

She adds that "it would be interesting to know whether this step has resulted in an increased rate of patient turn-over in the orthopaedic wards at the Provincial and if so whether the nursing posts have been increased accordingly".

She said the MEC had "coolly dismissed" the request for an image intensifier due to "shortage of funds" after a debate in June this year in which he clearly said that funds were available.

Due to surgeons having to use conventional X-ray machines she asks whether surgeons, patients and theatre staff had been instructed by Mr Loubser to wear lapel discs "which monitor the degree of radiation to which the wearer is exposed".