

V.C. Questions Marked X Have been sent to Mr Smit for comment by 13/11/79.

STAFF ASSOCIATION : QUESTIONS FOR THE VICE-CHANCELLOR

1. Would the Vice-Chancellor care to comment on the principle of having one staff association for all permanent employees at Rhodes?
2. What plans are being made by the university to cater for the increasing demand for university places by black students?
- X 3. Employment of Black Workers by the University
- (a) How many blacks (in the sense of Africans) were employed as domestic servants and as gardeners by the University at the beginning of 1974?
- (b) How many blacks does the University currently employ in these categories.
- (c) If the number of black employees in these categories has diminished, how much per annum has this economy saved the University?
4. Rhodes Memorial Lecture and Special Graduation Ceremony
- In view of the controversy that surrounded this year's Rhodes Memorial Lecture and Special Graduation Ceremony would the Vice-Chancellor please tell the staff
- (a) What was the value of the gold medallion presented to Professor Adams?
- (b) Whether Professor Adams has in fact contributed this amount to the Mfengu Bursary Fund?
- (c) What was the total cost to the University of Professor Adams' visit to Rhodes?
- (d) Would the University authorities consider the suggestion that in future, when selecting the speaker for the Rhodes Memorial Lecture, they should give preference to ex-Rhodian Rhodes scholars who have achieved eminence in their fields, whether in this country or abroad?
5. In a recent investigation of the problem of the first year failure rate at South African universities, it was commented by an expert on university teaching methods "there is hardly a university where the students aren't grossly overtime-tabled. The ratio of class to private study should be 1:3 or 1:4. In fact very few students had under twenty timetabled hours per week, and some had as many as thirty class hours." Does the Vice-Chancellor think that we have got the balance right at Rhodes?

① Academically qualified: acc  
② Residence: Place for over 100  
③ Special coun  
Ask Fac the  
④ Financially certain and about any n  
⑤ In service training  
⑥ Staff Run

> R200

I can pass this on to the appropriate officer under 1/a.

More or less

3rd year 10-12 classes  
2nd year 15  
1st year 20  
General Public > 50 hrs per year 3 hrs week

40 hours total  
18 hours per week  
2 hrs 6 hrs day  
Pity we don't lecture on

Some students esp in Law Fac tell me they haven't got enough to

2/....

6. Ought the university to have a more comprehensive orientation programme for first year students?

Up to a point. How much good does it do? All kinds of experiments. Results inconclusive.

Real question is motivation. Start from scratch. Start hard.

(a)

Depends on discipline. Critical Mass

7. Is the small size of the university a drawback for the research student, who may not have many fellow workers in his discipline? Ought not departments to be encouraged to establish links with UPE and other universities, e.g. joint research seminars, inviting teachers from other universities to seminars here?

(b) Answers in Yes, but quite a lot is done: up to individual academic department.

- × 8. Some South African universities stipulate the teaching contact load in their job advertisements. What does the Vice-Chancellor think would be a reasonable contact load for a newly appointed lecturer at Rhodes?

10-12 hours average. Maybe 8-10 for a neophyte.

- × 9. It has been suggested that the university ought to introduce identity cards for all members of staff. These would be useful for campus security and facilitate visits to libraries and other institutions outside Grahamstown.

I think this is a matter your Staff Assoc ought to consider. Mechanism exists.



## QUESTION 1 - ESTABLISHMENT OF ONE STAFF ASSOCIATION

In principle there is no objection to one staff association representing all permanent employees at Rhodes. It should, however, be appreciated that the needs of the Junior staff are quite different from those of other categories of staff. It may be difficult for them to participate fully in the activities of a single Staff Association. At present they negotiate by means of an Informal Liaison Committee consisting of 4 members appointed by the University Council and 4 members nominated by the Black Workers Association. This matter would need very careful consideration before a final decision is taken.

Indications are that the Black Workers Association would wish to retain the existing negotiating machinery although they would have no objection to representations on the Executive Committee of the Staff Association.

## QUESTION 3 - EMPLOYMENT OF BLACK WORKERS

In 1974 there were about 240 black staff employed in the Residences and about 120 in the Grounds Section. At present 174 are employed in the Residences and 69 in the Grounds Section.

Since 1st July 1976 the salaries of the bulk of the University's general workers have increased by between 75% and 86%. For most of the Hostel workers the increase has been between 40% and 45% since that date.

In addition all members of the Junior Staff have been admitted to the Associated Institutions Pension Fund from 1st July 1976. Other benefits include:-

- (1) Annual vacation bonus of approximately 1 month's salary.
- (2) 2 meals a day for hostel workers plus subsidized transport to and from work to the extent of 57%.
- (3) A midday meal for all general workers.
- (4) Medical treatment on the campus at a nominal charge.
- (5) Assistance towards the tertiary education of the children of workers.

The estimated annual saving to the University at current costs is:-

Grounds	R79000
+ 20% employer costs	R15800
	<u>R94800</u>

Hostels	R58000
+ 20% employer costs	R11600
	<u>R69600</u>

TOTAL

R164,400

✓ extra

It should be emphasized that it would not have been possible to improve salaries and service conditions to the above extent had we continued to employ excess labour based on the 1974 figures.

The reduction of staff has been by normal wastage. No staff member has been retrenched.

QUESTION 8 - TEACHING LOADS

A reasonable teaching load would be between 10 and 12 contact periods per week, half of which would normally be devoted to formal lectures and the other half to practicals and tutorials.

QUESTION 9 - IDENTITY CARDS

All members of the Junior Staff have been issued with identity cards.

The need for senior staff to be issued with similar documents has not arisen. Because of the size of Rhodes, it is doubtful whether the cost and administrative work involved would be justified.