

BECHUANALAND PROTECTORATE.

No. 54 of 1934.

(Promulgated 2nd November, 1934.)

PROCLAMATION

BY HIS EXCELLENCY THE HIGH COMMISSIONER.

Making provision for the preservation of health and the regulation of sanitation in matters connected with prospecting and mining operations in the Bechuanaland Protectorate.

Whereas it is expedient that provision should be made for the preservation of health and the regulation of sanitation in matters connected with prospecting and mining operations in the Bechuanaland Protectorate (hereinafter referred to as "the Territory"):

Now therefore, under and by virtue of the powers in me vested, I do hereby declare, proclaim and make known as follows:—

1. The Regulations set out in the attached Schedule shall apply to the Tati District as defined in Proclamation No. 2 of 1911 (including the native reserve within that district assigned by that Proclamation) and to such other areas in the Territory as the High Commissioner may specify from time to time by notice in the *Gazette*.

2. The High Commissioner may amend, repeal or add to any of the Regulations in the attached Schedule, and may prescribe penalties for the breach of any of such amended or additional regulations.

3. This Proclamation may be cited as the Health and Sanitation (Mines and Works) (Bechuanaland Protectorate) Proclamation, 1934, and shall have force and take effect from the first day of November, 1934.

GOD SAVE THE KING.

Given under my Hand and Seal at Pretoria this Thirtieth day of October One thousand Nine hundred and Thirty-four.

H. J. STANLEY,
High Commissioner.

By Command of His Excellency
the High Commissioner.

E. COHEN,
for Administrative Secretary.

SCHEDULE.

REGULATIONS.

PART I.

MINES AND WORKS REGULATIONS—HEALTH AND
SANITATION.

1. In the interpretation of these regulations the following terms shall have the meanings set opposite to them:

“Compound inspector” shall mean any official who may be appointed by the Resident Commissioner for the purposes of these regulations.

“Manager” shall mean the person having the immediate charge and direction of all operations in connection with any mine or works, and any deputy appointed in lieu of such manager.

“Medical officer” shall mean any duly qualified medical practitioner appointed by the Resident Commissioner for the purpose of these regulations.

“Mine” shall be taken to mean all places where operations in connection with the extraction of metals, minerals and precious stones from the ground and their treatment by mechanical or other process are carried on, but shall not include surface prospecting by trenches less than ten feet in depth.

“Mining” shall be taken to mean the intentional extraction of metals, minerals and precious stones, including all work necessary for the purpose, irrespective of whether such extraction is effected by underground mining works, open cuttings, boring or otherwise.

“Owner” shall mean the owner of a mine as herein defined and shall include a lessee, licensee or tributor of a mine.

2. Every company, syndicate or person employing not less than 300 natives on any mine or group of claims constituting a mining property shall appoint a duly qualified compound manager who shall be approved of by the Resident Commissioner and who shall be subject to supervision by the medical officer. On every mine employing 750 natives or upwards there shall be an assistant compound manager.

PART II.

HEALTH AND SANITATION—POWERS OF INSPECTION.

3. At every area where mining or prospecting operations are taking place and where more than twenty native labourers are employed, a defined area for the sole use of the native employees must be provided as a native compound or location and such compound or location shall be under the control of the person who shall be responsible for the sanitary regulations.

4. (1) Medical officers and compound inspectors may at all times enter upon any claims or any premises or workings thereon or thereunder, for the purpose of inspection generally, or of ascertaining—

(a) whether any nuisance exists upon such claims or premises as aforesaid;

(b) whether the provisions of these regulations are being carried out;

and for the purpose of giving directions and taking steps to abate and remove any such nuisance or for enforcing any such provisions.

(2) Any person who fails, neglects or refuses to allow or provide all reasonable facilities and assistance to such medical officers and compound inspectors when acting under this regulation or to comply with any direction as aforesaid of a medical officer or compound inspector or who commits a breach of any duty imposed on him thereunder, shall be liable upon conviction to a penalty not exceeding twenty-five pounds for each day or portion of a day that such failure, neglect, refusal or breach continues or in default of payment thereof to imprisonment with or without hard labour for a period not exceeding three months.

5. Compound inspectors shall be subject to supervision by medical officers and shall carry out and perform any such duties as a medical officer may direct.

LOCATIONS TO BE KEPT IN CLEANLY CONDITION.

6. Every responsible person in charge of any mine or works, including all dwelling places within the area over which he shall have supervision or control, shall cause them to be—

- (a) kept in a proper sanitary condition;
- (b) drained of rainwater, and kept in a cleanly condition to the satisfaction of the medical officer or compound inspector.

DISPOSAL OF REFUSE.

7. (1) The owner, responsible manager or lessee, shall select suitable sites approved by the medical officer or compound inspector for the deposit of rubbish and refuse, both solid and liquid, other than mineral refuse produced by mining operations.

(2) No person shall deposit, or cause to be deposited any rubbish or refuse at any place other than the site so appointed, except temporarily for the purpose of removal to the appointed site within forty-eight hours.

(3) All carcasses of dead animals shall, within twelve hours of death, be either—

- (a) removed by the owner to an appointed site and buried at a depth of at least three feet beneath the surface of the ground; or
- (b) effectually destroyed by the owner by fire.

(4) In the case of dispute or difficulty as to any such site, the determination of the Resident Commissioner shall be final and conclusive.

BURIAL OF DEAD.

8. (1) At any mine or works there shall be set aside suitable and convenient places for the burial of the dead, the site to be fixed by the medical officer or compound inspector after consultation with the owner, responsible manager or lessee.

(2) The interment of all persons dying whilst employed or residing at any mine or works shall be made within thirty-six hours of death, and at a depth of at least six feet below the surface of the ground.

LATRINES AND DISPOSAL OF NIGHT SOIL.

9. (1) Every owner or responsible manager of a mine or works shall provide sufficient and suitable latrines to the satisfaction of the medical officer or compound inspector for the use of all employees and labourers employed on such mine or works. All such latrines shall be screened from public view, periodically disinfected, and generally maintained in a proper and sanitary condition to the satisfaction of the medical officer or compound inspector.

(2) Where, in the opinion of the medical officer or compound inspector, the latrines or urinals provided are inconvenient or insufficient, or for any reason insanitary, such latrines or urinals shall be removed or renewed within a reasonable time. In places where the medical officer is of opinion that the open trench system is unsuitable or constitutes a danger to the community dwelling either on the mine or in the vicinity, he may direct that the bucket system shall be adopted for the collection of all night soil and urine.

(3) Every owner or responsible manager of a mine or works shall make suitable and adequate arrangements, to the satisfaction of the medical officer or the compound inspector, for the removal and innocuous disposal of all night soil.

(4) Every mine shall be provided at each level with a sufficient number of buckets for the collection of urine and night soil, at a minimum of one bucket for every fifty persons employed on each level.

COMMITMENT OF NUISANCES.

10. All persons, whether European or Native, employed on or about any mine or works shall make use of the separate latrine accommodation provided, and any person found committing a nuisance on or in the vicinity of any mine or works, or in the underground workings of a mine, shall on conviction be liable to a fine not exceeding five pounds, or to imprisonment with or without hard labour for a period not exceeding one month.

NATURE OF OCCUPIED PREMISES.

11. (1) Every mine or works shall, to the satisfaction of the medical officer or compound inspector, be provided with suitable premises for the accommodation of all natives employed thereat and for all other persons entitled under the terms of their contract to free housing.

(2) Sleeping accommodation shall not contain less cubic air space than 600 feet for Europeans and 250 feet for natives.

(3) Such premises shall at all times be maintained in a fit state of repair and cleanliness.

(4) Where huts are provided for the accommodation of native labourers, they shall conform as far as possible to the specifications laid down in Schedule "A" of these regulations; provided that it shall be competent for the medical officer or compound inspector to permit variations of the conditions prescribed in the said schedule if, in his opinion, such variations are warranted by special circumstances. Where other forms of accommodation are proposed, plans shall first be submitted to the medical officer for approval, and shall conform to specifications laid down in Schedule "A", Part II.

(5) Huts, rooms or other dwelling occupied by native mine labourers shall be properly cleaned out and disinfected as to floors, walls, thatch and ceilings at least once in every fourteen days.

(6) Where, in the opinion of the medical officer or compound inspector, the inhabited premises provided are insufficient or faulty in construction, or in a defective state of repair, the medical officer or compound inspector may order such premises to be removed and suitable premises erected, or that defects in existing premises be remedied within a reasonable time. Such order shall at all times be given in writing, the time allowed for removal or repair of defects to be specified in the order.

(7) Any quarters provided for the occupation of European employees shall be subject to the inspection and approval of the medical officer.

ORDERS BY MEDICAL OFFICER OR COMPOUND INSPECTOR.

12. The medical officer or compound inspector, in issuing any order under these regulations which requires the erection, provision, removal or alteration of any building whatsoever, latrine, or urinal, shall give reasonable consideration to the probable length of life of the mine or duration of the works to which such order refers.

CHANGE HOUSES.

13. The responsible owner, manager or lessee of any mine or works shall, when called on by the medical officer, provide a suitable change house, to be approved by the medical officer. All employees and native labourers working underground shall use such change house, and shall conform to all rules drawn up for the use of such change house, which rules shall be first approved by the medical officer. Any labourer contravening any such rules shall on conviction be liable to a fine not exceeding ten shillings, or to imprisonment for a period not exceeding seven days.

DAY OF REST.

14. All native labourers shall be given at least twenty-four consecutive hours' rest in seven days.

CARE OF SICK.

15. (1) Provision shall be made at every mine or works for the proper care and treatment of all persons employed thereat when sick or injured, which shall include attendance by a duly qualified medical practitioner.

(2) At every mine employing native labourers to the number of 300 or over, provision shall be made for regular medical attendance on native labourers by some duly qualified medical practitioner. Separate attendances shall at no time be less frequent than once in every seven days.

(3) At every mine employing less than 300 natives the medical officer may, in case of unusual or excessive sickness, direct that medical attendance shall be provided for any prescribed period, which prescribed period shall be laid down in writing.

(4) There shall be kept and maintained at every mine or works a supply of drugs and dressings as specified in Schedule "C" of these regulations, for the immediate temporary relief of all accidents, burns and other injuries likely to occur. Such drugs and dressings shall be kept in a receptacle capable of being conveyed to the underground workings, in premises adjacent to the mine head and at all times available for immediate use.

(5) Sick natives shall not be housed in any building or part of a building occupied by healthy natives. The absence of any native from attendance at daily shift shall at once be inquired into. If it is found that the absence is due to indisposition, the native shall without delay be removed to the quarters provided for the sick as hereinafter specified.

(6) The medical officer, whether resident or visiting, shall render monthly a return of all sick employees on the mine during the preceding month, whether in hospital or not, the nature of illness and the result, accompanied by a report on the general health and sanitation of the mine, and the provision for supplying drinking water underground. This report shall be transmitted through the mine manager to the principal medical officer or such other official as the Resident Commissioner may from time to time direct.

(7) The mine manager or other person in charge shall take steps for procuring immediate treatment of all cases of sickness.

HOSPITALS.

16. (1) At every mine a separate hut or building shall be set apart for the accommodation of the sick, but where no central or district hospital is made use of, whether public or private, the owner or responsible manager or lessee shall, when required by the medical officer, erect and equip a hospital to meet the requirements of the native labourers employed. Every hospital so erected shall be subject to the approval of the medical officer, and shall conform to the requirements specified in Schedule "D" of these regulations.

(2) At every mine where a hospital is maintained provision shall be made for the medical supervision of such hospital by some medical practitioner, and there shall be placed in charge of such hospital a competent person, who shall be responsible for keeping such hospital, its furniture and equipment in a cleanly condition, and for attending upon all persons who may from time to time be lodged in such hospital.

(3) On failure by the person responsible to provide sufficiently for the accommodation and treatment of the sick, as in this regulation provided, or if it appears that no provision for the efficient treatment of any special case of sickness exists, a medical officer or compound inspector may, at his discretion, order the removal of sick persons affected for treatment to the nearest hospital. The cost of such removal and subsequent treatment shall be borne by the person responsible for the care of such sick persons, but payment thereof shall not exempt him from any other liability for failure to comply with these regulations.

DIET OF NATIVE LABOURERS.

17. (1) Every employer shall provide all natives employed by him on any mine or works with rations of good quality in accordance with Schedule "B" of these regulations, and the meal hours shall be so arranged as to allow of natives partaking of food at least twice daily, once before noon and once after noon with an interval of at least five hours between the meals.

(2) No employer shall supply or cause to be supplied to any native, for the purpose of consumption by such native, any article of food or drink which is diseased, unsound or unwholesome, or unfit for the food of man.

(3) Rations shall be issued raw, to be cooked by the natives themselves, sufficient time being allowed for this purpose; provided that any owner or responsible manager or lessee may of his own accord erect and maintain a proper kitchen for the cooking of native food, which kitchen shall be under proper supervision.

WATER SUPPLY.

18. (1) Every mine shall be provided with a proper and sufficient supply of pure water for all domestic purposes, to the satisfaction of the medical officer or compound inspector.

(2) Due care shall be taken so to conserve the source of water supply to the community as to reduce the risk of pollution to a minimum.

(3) No washing of clothes shall be allowed at places other than such as may be appointed with the consent and approval of the medical officer or the compound inspector.

POLLUTION OF WATER SUPPLY.

19. (1) When any source of water supply is so polluted with noxious matter as to be a likely source of danger to the inhabitants of any mine or works, the medical officer or compound inspector may direct that such source of water supply shall be immediately cleansed.

(2) Where any other source of pure water is available, no water shall be taken or drawn from the polluted source for the uses or purposes of the mine or works until the medical officer or compound inspector shall determine that the same is no longer polluted, and therefore available.

(3) In cases where no other source of pure water is available, the medical officer may give such direction as he may deem requisite in the circumstances.

WASHING ARRANGEMENTS.

20. (1) At every mine native labourers shall be provided with adequate arrangements for the washing of their persons, and, in the absence of natural facilities, for the washing and drying of their clothes.

(2) Where, in the opinion of the medical officer or compound inspector, the washing arrangements are insufficient or unsuitable, the medical officer or compound inspector may order the employer to provide suitable arrangements within a reasonable time. Such order shall be given in writing, and the time allowed for completion of the arrangements shall be specified in the order.

NOTIFICATION OF INFECTIOUS DISEASES.

21. (1) Should any case of infectious disease occur amongst the employees of any mine, the person having control or direction of such mine shall without delay report the same to the magistrate of the district, who may either direct the medical officer or some other qualified person to visit such mine, and report as to the nature of the outbreak and the adequacy of the means being adopted for the isolation and proper care of the persons infected or likely to become infected.

(2) Such person as aforesaid shall cause adequate provision to be made for the isolation of all cases of infectious diseases occurring amongst the employees of the mine under his control.

ISOLATION AND CARE OF PERSONS SUFFERING FROM INFECTIOUS DISEASES.

22. (1) Persons suffering from any infectious disease at any mine shall be attended by the medical officer (if any) attached to such mine, or by some other medical practitioner whom the person having control or direction of such mine may appoint.

(2) The medical officer shall, if required or directed by the magistrate, have access at all times to any mine, in order to satisfy himself that due or proper precautions are being taken or carried out to secure the isolation or care of persons infected or deemed to be infected.

NOTIFIABLE DISEASES.

23. The following diseases are held as notifiable infectious diseases, and shall be dealt with in the manner laid down in the preceding sections; plague, small-pox, chicken-pox, kaffir-pox, scarlet-fever, diphtheria, measles, erysipelas, cerebro-spinal meningitis, beri-beri, leprosy, syphilis, enteric fever, typhus fever, and such other diseases as may be included from time to time by direction of the Resident Commissioner.

RENDERING OF RETURNS.

24. Every owner, responsible manager or lessee of a mine or works or batteries with which mining or milling operations are being carried on shall render monthly, on or before the eighteenth day of the succeeding month to the Mining Commissioner of the district, a health and mortality return and a labour return, as specified in Schedule "E" and "F" of these regulations, or any further return as may from time to time be desired.

RIGHT OF APPEAL.

25. (1) When any order to comply with the provisions of any of these regulations is given to any owner or manager of a mine by a medical officer or compound inspector, the said owner or manager, if he considers such order unreasonable, may at once notify to the officer giving the order that he intends to appeal from such order to the Resident Commissioner. Such appeal shall be forwarded to the Resident Commissioner within fifteen days after the making of the said order, and no further proceedings shall be taken pending the communication to the owner or manager of any decision the Resident Commissioner may deem it expedient to make.

(2) Should the Resident Commissioner confirm the order of the medical officer or compound inspector or make an alternative order, failure to comply with his decision shall render the owner or manager liable to the penalties hereinafter prescribed.

26. For the purposes of these regulations the owner, responsible manager or lessee of any mine or works shall be held to be responsible in so far as these regulations apply to natives employed by any contractor working for him, whether these natives work underground or on the surface or are in any way connected with mining operations.

27. These regulations—as far as they apply to the construction of huts, mine hospitals and other buildings—shall only be applicable to buildings erected or re-erected after the promulgation of these regulations.

28. The Resident Commissioner may in his discretion require any person, syndicate or company engaged in mining operations to refund to the Government any such portion of the salary, mileage allowance or other expense of a compound inspector, as may be determined by the Resident Commissioner.

PENALTY.

29. Any person contravening these regulations or failing to comply with any lawful order issued thereunder shall, unless some special penalty is provided in relation to the act or omission complained of, be liable upon first conviction to a fine not exceeding twenty pounds, or to imprisonment, in default of payment, with or without hard labour, for a period not exceeding three months, or to both such fine and imprisonment, and upon a second or subsequent conviction such person shall be liable to double such fine and imprisonment.

SCHEDULE "A".

HOUSING ACCOMMODATION—NATIVE HUTS.

1. Huts shall be built as far as possible in rows, and there shall be fifteen feet between each hut, reckoning from eaves to eaves.

2. The ground on which any hut shall be erected shall be cleared for a distance of at least twenty-five feet beyond the limit of the outer row of huts, and shall be efficiently drained.

3. The floors of all huts shall be raised at least six inches above the surrounding ground all round, and shall be maintained at this level.

4. A minimum air space of four inches all round shall be left between the walls and the thatch or roof of every hut.

5. Every hut shall be supplied with a door properly fitted and swung.

6. Huts with walls of plain iron or iron lined with match-board will not be approved.

7. The inside measurements of all huts shall conform as far as possible to the following—

- (a) for six natives—diameter, 16 feet; height of walls from floor to thatch, 6 feet;
- (b) for five natives—diameter, 15 feet; height of walls from floor to thatch, 5 feet;
- (c) for four natives—diameter, 14 feet; height of walls from floor to thatch, 5 feet;
- (d) for two natives—diameter, 10 feet; height of walls from floor to thatch, 4 feet.

Variations in these dimensions or form may be permitted; provided always that the cubic air space per head be not less than 250 cubic feet, and that no hut shall have a lesser height than 8 feet, measuring from the centre of the floor to the apex of the hut.

8. Exceptions may be made in the case of temporary or prospecting mining camps, or where in the opinion of the medical officer or compound inspector the expense is not considered justifiable, having in view the probable life of the mine.

OTHER TYPES OF BUILDINGS FOR THE ACCOMMODATION OF NATIVE LABOURERS ON MINES.

1. No building in which the living rooms are arranged "back to back" will be approved.

2. Provision shall be made in every living room for adequate cross ventilation.

3. Floors shall be raised at least six inches above the surrounding ground on all sides, and shall be maintained at this level.

4. Walls of plain iron or of iron with matchboard lining will not be approved.

5. Every living room shall be supplied with a door properly fitted and swung.

6. The cubic air space per occupant shall not be less than 250 cubic feet, and in calculating this air space not more than 12½ feet of the average height from the floor shall be taken into account.

7. No single living room shall contain more than twelve occupants.

8. Employers may submit plans and recommendations for different types of building to be occupied by natives, but such plans and recommendations must comply with the broad lines laid down in paragraphs 1 to 8 hereof.

SCHEDULE " B "

SCALE OF RATIONS.

1. Minimum ration scale:—

- (a) Meal—mealie meal, rapoko, mabele, inyouti, and the like, 1½ lb. per day.
- (b) Beans—2 lb. per week.
- (c) Meat—2 lb. a week; 1 lb. to be issued twice a week.
- (d) Vegetables (fresh)—2 lb. a week (such as tubers, gourds, wild spinach, cabbage, onions, etc.).
- (e) Peanuts (shelled)—1 lb. per week.
- (f) Salt—3½ oz. a week.

Alternative rations to above:—

- (a) Fish—2 lb. of fish a week may be given to the non-meat eating races, or 1 lb. of fish may be given to replace 1 lb. of meat as an alternative and variety to the routine, but in the latter case this issue shall not be given oftener than twice monthly.

- (b) In places or at times when fresh vegetables are unobtainable, their place shall be taken by *meat*—an extra ration of $\frac{1}{2}$ lb. meat a week.
- (c) *Animal fat*.—When peanuts are unobtainable, their place may be taken by $\frac{1}{2}$ lb. of animal fat per week.
2. *Hot drinks*.—Natives, both surface and underground, on coming off night shift, shall be given 1 pint of hot soup, coffee, or cocoa.
3. *Mealie meal*.—Mealie meal shall be well ground and sifted and at least 75 per cent. of any sample must pass through a sieve of 30-inch mesh.
4. Employers may, with the consent of the medical officer or compound inspector, make variations in the above rations, provided always such changes do not reduce the value of the diet.
5. *Recommendations*.—
- (a) The following foodstuffs are recommended as valuable and adding variety to the diet: molasses or sugar, fruits (dried or fresh), and madila or native soured milk.
- (b) It is recommended that variations in the meal issue should be encouraged, and the native should as far as possible be allowed to draw what particular meal he may fancy.
- (c) The making of magen is recommended; but the meal used for this purpose cannot be reckoned in the daily ration.
- (d) Natives going on shift in the morning should have an opportunity of first obtaining a hot meal.

SCHEDULE " C ".

EMERGENCY DRUGS AND DRESSINGS TO BE KEPT IN PREMISES ADJACENT TO THE MINE HEAD TO MEET CASES OF ACCIDENTS OR INJURIES.

For every 100 persons employed the following:—

1. Absorbent wool: 1 lb.
2. Surgeon's lint: 1 lb.
3. Oiled silk: 1 yard.
4. Bandages, 3 inch: 1 dozen.
5. Army first field dressings: 10 only.
6. Powdered boracic acid (for dusting on burned and scalded surfaces): 1 lb.
7. Carbolic acid lotion (for washing wounds) (strength, 1 part in 20 parts water): 1 quart.

In addition, each box shall contain the following equipment for first aid:—

1. Liston's long splint, jointed.
2. 1 pair each Cline's right and left leg splints.
3. 1 half set Pott's wood arm splints.
4. 2 Esmarek's tube tourniquets.
5. 6 triangular bandages.
6. 1 pair round-pointed scissors.
7. 1 box safety pins.

SCHEDULE " D ".

HOSPITAL ACCOMMODATION.

1. All wards for the accommodation of patients shall be provided with adequate cross ventilation.

2. Glazed windows shall be provided in all wards, and the window space shall not be less than one-tenth of the floor space.

3. Floors shall be of impermeable material, sloped so as to allow of their being flushed and drained.

4. Every hospital shall be provided with a dispensary, a kitchen, and separate latrines and urinals for the exclusive use of the patients.

5. Proper facilities shall be provided for bathing and washing.

6. The cubic air space provided shall not be less than 600 cubic feet per bed.

7. In every hospital there shall be kept, to the satisfaction of the medical officer, a supply of drugs, surgical appliances and domestic equipment.

8. The medical officer may order the following additional buildings to be provided within a specified time—

- (a) operating room;
- (b) an isolation ward for the segregation of infectious or offensive cases;
- (c) a mortuary;
- (d) a bathroom with plunge bath.

CLASSIFICATION OF ABOVE NATIVE DEATHS.

Territories.	Malarial Fever.	Scurvy.	Syphilis.	Pneumonia.	Phthisis.	Other Diseases of Chest.	Dysentery.	Diarrhoea.	Other Intestinal Diseases.	Heart Disease.	Debility.	Influenza.	Other Diseases.	Accidents.	Totals.
Bechuanaland Protectorate.....															
Southern Rhodesia....															
Portuguese East Africa															
Northern Rhodesia....															
Nyasaland.....															
Other Natives.....															
TOTALS.....															
<i>Under Ground.</i>															
Machines, Drills.....															
Hammer Boys.....															
Trammers and Lashers															
Other Underground...															
<i>Surface.</i>															
Mill and Reduction Plant.....															
Other Surface.....															
TOTALS.....															

I,, do hereby certify that the information shown above is true and correct.

Signature.....

In what capacity signing.....

Dated at.....this.....day of.....19....

NATIVES UNDER ENGAGEMENT OF CONTRACT OF EMPLOYMENT.

		Actual No. at End of Month.	Daily Average.	Average Pay, in Shillings, per Month.
Under- ground	Machines, Drills.....	.....	.....	.....
	Hammer Boys.....	.....	.....	.....
	Trammers and Lashers.....	.....	.....	.....
	Other Underground.....	.....	.....	.....
Sur- face	Mill and Reduction Plant.....	.....	.....	.....
	Other Surface.....	.....	.....	.....
TOTAL.....		.....	.....	.....

**ANALYSIS OF SOURCES OF SUPPLY OF ACTUAL NUMBER AT
END OF MONTH.**

1. Bechuanaland Protectorate.....	.....
2. Southern Rhodesia.....	.....
3. Portuguese East Africa.....	.....
4. Northern Rhodesia.....	.....
5. Nyasaland.....	.....
6. Other Sources.....	.....
TOTAL.....	.....

Length of shifts (in hours).....

Average period natives remain at mine (in months).....

I,, do hereby certify that
the information shown above is true and correct.

Signature.....

In what capacity signing.....

Dated at.....this.....day of.....
19.....