

BECHUANALAND PROTECTORATE.

HIGH COMMISSIONER'S NOTICE No. 149 of 1940.

It is hereby notified for general information that, under and by virtue of the powers vested in him by section *seven* of the Bechuanaland Protectorate Public Service Proclamation, 1924 (No. 32 of 1924), His Excellency the High Commissioner has been pleased to cancel Chapter I of the Bechuanaland Protectorate Public Service Regulations, published under High Commissioner's Notice No. 145 of 1925, as amended by High Commissioner's Notice No. 71 of 1938, and to substitute the following Chapter.

By Command of His Excellency
the High Commissioner.

H. E. PRIESTMAN,
Administrative Secretary.

High Commissioner's Office,
Pretoria, 2nd September, 1940.

CHAPTER I.

GENERAL.

1. The regulations for His Majesty's Colonial Service (hereinafter referred to as the Colonial Regulations) shall *mutatis mutandis* and in so far as they may be applicable apply to all members of the Public Service of the Bechuanaland Protectorate or in the employment of the Government of the Bechuanaland Protectorate, except in so far as they may be modified by regulations made by the High Commissioner under the provisions of section *seven* of the Bechuanaland Protectorate Public Service Proclamation, 1924.

2. No person shall be appointed to a pensionable office unless he shall have attained the age of eighteen years and has not, at the date of his probationary appointment, passed the age of thirty-one years; provided that the High Commissioner may exempt any person who may be considered eligible for appointment to a pensionable office who is over the age prescribed by this regulation.

3. (1) An officer appointed as a cadet in the Administrative Service will be on two years' probation from the date of his first arrival in the Bechuanaland Protectorate. He will not be confirmed in his appointment as an Assistant District Commissioner until he shall have—

(a) passed the first part of the Civil Service Lower Law examination of the Union of South Africa or such other examination in Law as may be approved by the High Commissioner; and

- (b) passed the examination (written and oral) for the third grade of proficiency in the local native language; and
- (c) been certified by his District Commissioner from that officer's own knowledge of the cadet's work that—
 - (i) his work is thoroughly satisfactory;
 - (ii) he has a sufficient knowledge of the approved accounting methods to enable him to take complete charge of district accounts if required;
 - (iii) he has a sufficient knowledge of the approved methods of accounting for, and dealing with, Government stores;
 - (iv) he is competent to file and deal with correspondence.

In forwarding the above-mentioned certificate the District Commissioner shall in like manner report generally on the cadet's ability and future promise.

(2) No officer shall be qualified to pass the efficiency bar placed at £500 in the scale of pay of Assistant District Commissioners until he shall have—

- (a) passed both parts of the Civil Service Lower Law examination of the Union of South Africa or such other examination in Law as may be approved by the High Commissioner; and
- (b) passed the examination (written and oral) for the second grade of proficiency in the local native language; and
- (c) been certified by his District Commissioner, or, in the case of an officer acting as District Commissioner or posted to the Secretariat, by the Government Secretary, to be in every respect an efficient Administrative Officer.

(3) No officer shall be qualified for promotion to the post of District Commissioner until he shall have—

- (a) passed both parts of the Civil Service Lower Law examination of the Union of South Africa or such other examination in Law as may be approved by the High Commissioner; and
- (b) passed the examination (written and oral) for the second grade of proficiency in the local native language.

(4) No officer appointed after the 1st January, 1937, shall be qualified to pass the efficiency bar placed at £500 in the scale of pay of Inspectors of Schools until he shall have—

- (a) passed the examination (written and oral) for the second grade of proficiency in the local native language; and
- (b) been certified by the Director of Education to be in every respect an efficient officer and competent to perform all duties pertaining to the post of Inspector of Schools.

(5) (1) An officer appointed to the post of Assistant Superintendent of Police will be on two years' probation from the date of his assumption of the duties of his post in the Bechuanaland Protectorate.

He will not be confirmed in his appointment as an Assistant Superintendent of Police until he shall have—

- (a) passed an examination in subjects prescribed by the High Commissioner by notice in the *Gazette*; and
- (b) passed the examination (written and oral) for the third grade of proficiency in the local native language.

(2) No Assistant Superintendent of Police shall be qualified for promotion to the post of Superintendent of Police until he shall have—

- (a) passed an examination in subjects prescribed by the High Commissioner by notice in the *Gazette*; and
- (b) passed the examination (written and oral) for the second grade of proficiency in the local native language.

(6) The High Commissioner may exempt from one or more of the conditions in this regulation any officer the length and character of whose service shall in the High Commissioner's opinion entitle such officer to special consideration.

4. The grades of proficiency in the local native language shall be determined by examinations to be held in such manner and at such time and place as the Resident Commissioner may direct, and the tests for the respective grades shall be as follows:—

- (a) To attain the third grade, a candidate must satisfy the examiners that he can understand the local native language reasonably well when spoken, that he can speak the language reasonably well, and that he can translate simple passages from the language into English, and *vice versa*;
- (b) to attain the second grade, a candidate must satisfy the examiners that he has the ability to converse freely in the local native language on ordinary subjects without the aid of an interpreter, and to translate more advanced passages from the language into English, and *vice versa*;
- (c) to attain the first grade, a candidate must satisfy the examiners that he has a thorough conversational knowledge of the local native language, and the ability to translate passages of an advanced nature from the language into English, and *vice versa*, demonstrating his competence to act as a fully qualified interpreter in such language;

provided that it shall be necessary for a candidate, in order to satisfy the examiners as to his proficiency in such language, to obtain—

- (i) for the third grade, eighty marks out of a possible maximum of two hundred marks in the oral portion of the examination, and forty marks out of a possible maximum of one hundred marks in the written portion of the examination;
- (ii) for the second grade, one hundred marks out of a possible maximum of two hundred marks in the oral portion of the examination, and fifty marks out of a possible maximum of one hundred marks in the written portion of the examination;
- (iii) for the first grade (Class B), one hundred and twenty marks out of a possible maximum of two hundred marks in the oral portion of the examination, and sixty marks out of a possible maximum of one hundred marks in the written portion of the examination;
- (iv) for the first grade (Class A), one hundred and fifty marks out of a possible maximum of two hundred marks in the oral portion of the examination, and seventy-five marks out of a possible maximum of one hundred marks in the written portion of the examination.

A candidate who has failed to pass one portion of any of the local native language examinations, but has secured not less than seventy-five *per centum* of marks in the other portion, shall be exempted from the portion in which he has passed if within a period of two years he shall pass at a subsequent examination the portion in which he failed.

5. (1) There shall be paid a bonus of fifty pounds to any officer holding a pensionable office who is required to pass both parts of the Civil Service Lower Law examination of the Union of South Africa or such other examination in Law as may be approved by the High Commissioner in order to qualify for promotion in the Service, or who shall have obtained the approval of the High Commissioner prior to his entering for the examination, and who shall pass such examination.

(2) There shall be paid to any officer holding a pensionable office, who shall pass the examination in the native language prescribed in paragraphs (b) and (c) of Section 4 of this Chapter, a bonus as follows:—

- (i) to an officer who attains the second grade of proficiency, a bonus of twenty pounds;

(ii) to an officer who attains the first grade (Class B) of proficiency, a bonus of thirty pounds; and to an officer who attains the first grade (Class A) of proficiency, a bonus of fifty pounds;

provided that if such officer shall have already received a bonus in respect of the first grade (Class B) of proficiency, the further bonus payable to him upon attaining Class A shall be twenty pounds; and provided further that the bonus to be paid to an officer who attains the first grade of proficiency shall, if he has not previously received a bonus in terms of paragraph (i), be increased by the sum of twenty pounds.