

A PROPOSED STATUTE FOR RURAL CONSTRUCTION CADRES
Draft # 6 as modified in conferences between MLG Work Group & Min. RC.
Officials and as now believed to be acceptable to the Rural Construc-
tion Minister.

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CHAPTER 1

GENERAL PROVISIONS

Article 1. A special statute is hereby established for Rural Construc-
tion Cadres.

Article 2. Rural Construction Cadres are full-time cadre as described
in Article 2 of Decree 1900-UBNP/CT, dated November 5, 1965 establishing
the general statute for cadre of all categories.

Article 3. Rural Construction Cadre must have self-defense capability
in order to carry out their responsibilities, the principal ones of
which are:

1. Propaganda and Defense

- a. Explain government pacification policy
- b. Carry on activities among the people to help the rural population in
the area being pacified and to meet various urgent needs in the fields
of social welfare, health and education.
- c. Study the area projected for pacification.
- d. Organize and train a people's self-defense force.
- e. Detect and destroy the political/military infrastructure of the
Viet Cong in rural areas.

2. Survey

- a. Survey and classify the people in the area being pacified.
- b. Keep track of the thinking and activities of the friendly and enemy
infrastructure, gather information and report about the genuine aspi-
rations of the rural people.

3. Civil Affairs

- a. Temporarily undertake the village/hamlet administration if necessary
during the transition period; strengthen existing village/hamlet
governments.
- b. Urge the people to organize into groups to facilitate day to day
activities.
- c. Urge the people to assist the government in organizing the election
of administrative committees and village citizen's councils.

4. Development

- a. Assist the people to avail themselves of the social and economic benefits offered by the government, through such means as:
 - 1) Self-help projects in which government agencies provide the materials and the people contribute their labor.
 - 2) Economic development projects, such as road improvement, markets, etc.
- b. Bring in direct government assistance, such as help from technicians, improved seeds, fertilizer, etc.
- c. Assist in providing social services, such as schools, clinics, etc.

Article 4.- The basic unit of the rural construction cadre is the rural construction cadre group.

The rural construction cadre group is placed under a group leader and a deputy group leader and, in principle, may consist of the following elements:

- a. Leadership elements
- b. Elements charged with public opinion survey
- c. Elements for motivating and organizing people
- d. Civil affairs elements
- e. Development elements
- f. Armed propaganda elements

In addition, the group can be strengthened by a number of technical service cadre. A document from the Ministry will define details of the organization and tasks of each group of rural construction cadre.

Article 5.- There will be only one single category for Rural Construction Cadres. These cadres can occupy the following different positions:

Team Member
Team Deputy Chief
Team Chief
Inter-team Chief
Group Deputy Chief
Group Chief.

CHAPTER II

RECRUITMENT AND TRAINING

Article 6.- The recruitment of Rural Construction Cadres shall be carried out as follows:

1. If the applicant can respond to article 7 below, he will be considered as temporarily recruited and will have to attend a training course of at least two months, including six weeks of theoretical training at the National Training Center for Rural Construction Cadres (TTCL/CBMDWT/TU) and two weeks of on-the-job training in the locality.
2. His official recruitment will be effective only after graduation from such a training course.

Article 7.- To be considered a temporary recruit, an applicant must meet the following conditions:

1. Be a Vietnamese citizen.
2. Be entitled to civil rights, and of good behavior.
3. Be within the 17 to 50 year age bracke.
4. Have performed his military service, or have legal standing with regard to his military obligations.
5. Be of adequate physical condition.
6. Pledge himself to work as a rural construction cadre for at least two years.
7. Never have been terminated from civil or military service as a disciplinary measure.

Article 8.- An applicant is temporarily recruited at the province level by a committee for recruitment and then will be sent to the Central Training Center for Rural Construction Cadres. Official recruitment, which takes place after the training period, will be carried out by the Ministry of Rural Construction. The recruited applicant shall normally be assigned back to the province where he was temporarily recruited previously.

Article 9.- During the training period, the incumbent will live as a boarder: he will receive his basic salary and his food will be financed by the Government. Decisions on food rates will be made separately for each training course, depending on the cost of living and the proposals of the Ministry of Rural Construction. The same regulations will also be applied for various refresher courses.

Article 10.- During the training period, should any trainee prove to be incapable or unqualified, he shall be eliminated unconditionally by the Ministry of Rural Construction based on the proposal of the National Training Center for Rural Construction Cadres.

Article 11.- A cadre, after his graduation and assignment, who leaves his job of his own volition during the contracted duty term shall refund to the Government the basic salaries and food allowances he has received during his training period.

CHAPTER III

SALARIES AND ALLOWANCES

Article 12.- Based on seniority, Rural Construction Cadre shall be entitled to salaries at various levels as described in Article 15 of decree 1900CBHP/CT.

Article 13. Rural Construction Cadre working in rural areas shall receive a monthly risk allowance of VN\$500. Technical service cadre attached to rural construction cadre groups shall receive the same allowance from the Ministry of Rural Construction.

Article 14. Monthly position allowances for RCC shall be as follows:

- Team Deputy Chief 500 VN\$
- Team Chief 1000 VN\$
- Inter-Team Deputy Chief 1500 VN\$
- Inter-Team Chief 2000 VN\$
- Group Deputy Chief 2500 VN\$
- Group Chief 3000 VN\$

Article 15 - Training courses for Team Chiefs, Inter-Team Chiefs, and Group Chiefs will be organized at the National Training Center. A trainee who makes an average score from 15/20 to 20/20 shall be graduated as a unit chief; if he makes a score from 10/20 to under 15/20 he will be graduated as a unit deputy chief; if under 10/20 he will be considered non-graduated.

Article 16. The assignment of cadre to the positions stated in Article 5 will take place only after graduation from training.

Article 17. The provincial authorities will assign cadres to positions from Team Deputy Chief to Inter-Team Chief. The assignment of cadres in Group Deputy Chief and Group Chief positions will be decided by the Ministry of Rural Construction based on the proposals of the Promotion Committee at the province level.

Article 18. In accordance with work requirements, a cadre will receive each year some of the following equipment: rain-coat, mosquito net, blanket, etc. in conformity with the decision of the Ministry of Rural Construction. Technical service cadre attached to rural construction cadre groups shall receive the same equipment, provided by the Ministry for Rural Construction.

CHAPTER IV

PROMOTIONS AND AWARDS

Article 19. The minimum requirement to obtain a salary step increase is one year. The maximum waiting period for a step increase is three years.

Article 20. To obtain a promotion, cadres must be recommended by their direct leaders, and selected or proposed by the Promotion Committee at the province level. The promotion committee at province level is composed of:

- Province Chief Chairman
- Secretary General of the Provincial Rural Construction Council Member
- District Chief in the operational area of the Group -"-
- Group Chief of concerned cadres -"-

Article 21. All cadres who have accomplished notable deeds may receive from the province chief the following awards:

- Award Certificate and bonus	:	200\$
- Award Diploma and bonus	:	300\$
- Citation and bonus	:	400\$
- Honorary Diploma and bonus	:	500\$

CHAPTER V

SPECIAL AND TRANSITIONAL PROVISIONS

Article 22. During their period of service, rural construction cadres are granted military deferment.

Article 23. Three groups of existing cadres -- New Life Hamlet cadres, Mobile Administrative Cadres, and Rural Political Cadres -- are merged into Rural Construction Cadres in accordance with the transitional provisions stated in the subsequent articles.

Article 24. New Life Hamlet Cadres

1. From January 1, 1966, all existing New Life Hamlet cadres, if volunteering and fulfilling the requirements stated in Article 7, will temporarily receive step 1 salaries and will be sent to the National Training Center for Rural Construction Cadres.
2. New Life Hamlet Cadres who do not fulfill all requirements stated in Article 24/1 will be released after completion of their present service contract.
3. Team members should graduate from the basic training course at the Central Training Center for rural construction cadres to be considered as official team members. Otherwise they will be released after completion of their present service contract.
4. In order to be considered officially as team chief a leader must have graduated from the course of training designed for team chief at the National Training Center for Rural Construction Cadres

Those who do not receive the required score shall be placed in a lower position. If they refuse, these trainees will be released after completion of their present service contract.

Article 25. Mobile Administrative Cadres (ie. GAMO)

1. From January 1, 1966 all existing Mobile Administrative Cadres, if volunteering and fulfilling all requirements stated in Article 7, will temporarily receive Step 1 salaries and will be sent to the National Training Center for Rural Construction Cadres. If the total amount of the new salary (and allowances) is less than the current salary (and allowances) the cadres concerned will receive the difference.

Administrative

2. All Mobile/Cadres who do not fulfill the requirements stated in Article 25/1 will be released after completion of their present service contract.

3. Team members should graduate from the basic course given at the National Training Center for Rural Construction Cadres to be considered as official team members. Otherwise, they will be released after completion of their present service contract. (see Article 27)
4. Team Deputy chiefs, team chiefs, inter-team deputy chiefs, inter-team chiefs, group deputy chiefs and group chiefs should be trained respectively in a Rural Construction team chiefs course, inter-team chiefs course and group chiefs course.

Those who do not receive the required score shall be placed in a lower position. If they refuse, these trainees will be released after completion of their present service contract.

Article 26. Rural Political Cadres

1. From January 1, 1966, Rural Political Cadres, if volunteering and fulfilling all requirements stated in Article 7, will temporarily receive Step 2 salary and will be sent to the National Training Center for Rural Construction Cadres/ (if the total amount of the new salary and allowances is less than the current salary and allowances, the cadres concerned will receive the difference).
2. Rural Political Cadres who do not fulfill the requirements stated in Article 26/1 will be released after completion of their present service contract.
3. Hamlet and village level cadre must graduate from the basic course given at the National Training Center for Rural Construction Cadres to be considered officially as team members. Otherwise, they will be released after completion of their present service contract. (see Article 27)
4. Cadres at the district level as well as instructors of Rural Political Cadre and cadres at province level must undertake training designed respectively for Rural Construction Inter-team chiefs course and Group chief.

Those cadres who do not receive the required score will be placed in a lower position. If they refuse, these trainees will be released after completion of their present service contract.

Article 27. No cadre will be released for failure to attend a training course until he has been afforded the opportunity to do so..

Article 28. All provisions relating to the three categories of cadres -- New Life Hamlet cadres, Mobile Administrative Cadres, and Rural Political Cadres -- signed prior to issuance of this Decree and contrary to its provisions, are automatically repealed.

Article 29. Commissioners General, Commissioners and Deputies to Commissioners are charged, each to that which concerns him, with the execution of the present Decree.