

A Proposal for the Experimental Use of Rural Reconstruction Cadres

I. Problem

- A. The present Rural Reconstruction cadre organization is too large with too many defects to change in a short period.
- B. Before adoption of any proposal for reform on a nation-wide scale, it should be tried on a small scale to see if it is feasible.

II. Proposal

- A. A district near Saigon that has an effective chief, and in which the survey cadres have been successful, should be selected for the application of the proposals of the reorganized Rural Reconstruction cadres, in particular, the new roles of village and hamlet civil government cadres.
- B. The Rural Reconstruction cadres working in the district should be trained to meet the new objectives of the Rural Reconstruction cadre program, and after training, the cadre units should be organized in accordance with the proposal, which would include the new salary scale and the appointment of unit, team and group supervisors, a district cadre supervisor and a district cadre inspector.
- C. The training should be given in the district, but the instructional staff should be the best available, including representatives of the Ministries of Rural Construction, Interior and Psychological Warfare, and the National Institute of Administration.

- D. When the program has become established, it should be used to demonstrate the techniques and effectiveness to the classes of provincial cadre supervisors, their deputies, and the provincial training directors, all of whom will be trained in Saigon.

III. Implementation

- A. First, it is necessary to get a decision from the Ministry of Rural Construction on the mission of Rural Reconstruction cadres, and a plan of action must be developed to accomplish this mission. To the extent that this mission approximates that developed by the USOM/JUSPAO/MACV paper, elements from that paper can be used in preparing the plan of action.
- B. Coordination must be made with the Ministries of Interior and Psychological Warfare in preparing the plan of action, and with NIA in preparing the training.
- C. All ministries that have programs at the village and hamlet levels must be contacted, and descriptions of the programs obtained along with instructions on how village and hamlet residents can initiate a request for each particular program. This material should be assembled in a loose-leaf note book which can be issued to each hamlet civil government cadre.
- D. Discussions must be held with province and district officials to explain the program and obtain their assistance and cooperation.

- E. The training program must be developed by the agencies involved; a place for the training must be selected that will be adequate for the methods of instruction that will be used; and the cadres notified of their selection to take the training.
- F. The training program must be conducted.
- G. After completion of the training program, district officials should discuss with members of the instructional staff the aptitudes and abilities of the cadres, with the objective of selecting those who will be supervisors.
- H. The Province Chief and the District Chief must decide on cadre assignments and put the program into operation.
- I. The Ministry of Rural Construction must follow developments closely to determine if the program is having the desired effect on the residents of the hamlets and villages where the cadres are working.
- J. The Ministry of Rural Construction must develop a schedule for training of province cadre supervisors which will utilize the experience gained in the model hamlets and villages.

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