

G. C. Hertz

February 19, 1960

Dale L. Rose

Vietnamese Civil Service System

Attached is the information which I promised you when you were in my office.

Also attached is a draft of a proposal for a gradual transition from a cadre to a position classification system. Since there are other countries which have basically the French cadre system and which may be confronted with some of the same problems that we are here, I thought you might be interested in this proposal. While it will not give all of the benefits of a refined position classification system, it will be a basis for utilizing some of the advantages of such a system. Furthermore, it is simple enough in form so that untrained personnel can implement it. It is my belief that if these proposals are put into effect, there will be a gradual development toward better position classification techniques and that the existing cadres will develop into career programs which will provide promotional ladders similar to the trend in the United States at the present time.

Data on the Vietnamese Civil Service System

Organization of the Fonction Publique

- At the Presidency
- Directorate of Personnel Management
 - Service of Career Personnel
 - Service of Non-Career Personnel
- Directorate of Legislation and Contested Cases
 - Service of Legislation
 - Service of Contested Cases
- Central Service (Administrative, Accounting, File Management)

- Staff Membership
 - General Director: Tôn thát Trach
 - Director of Personnel Management: Trần văn Thát
 - Director of Legislation and Contested Cases: Nguyễn văn Linh
 - Chief of Central Service: Vinh Thọ
 - Four Chiefs of Service
 - Eleven Chiefs of Bureau

- Total active staff (as of now): 144, consisting of:
 - 8 Category A career personnel
 - 1 Category A contractual
 - 96 Category B career personnel
 - 2 B1 journaliers
 - 2 B2 journaliers
 - 6 B3 journaliers
 - 12 Category C career employees
 - 4 C1 journaliers
 - 3 C2 journaliers
 - 5 laborers (D1)

Personnel Categories and Statistics

- Career A, B, C, (National and Department cadres)
- Contractual A, B1
- Journalier B1, B2, B3, C1, C2, D1
- Floating D2 and agents (day workers and flat-sum paid employees)

As of December 31, 1958 (from the report of Mr. Tôn thát Trach at the XI Congress of International Administrative Science in Wiesbaden (W. Germany) on September 3, 1959), we have the following personnel statistics:

	Career	Non-Career Employees		
		Contractual	Journalier	Temporary (1)
Category A	1,028	554		
Category B	16,236		15,435	83,965 (for B and C)
Category C	7,865		14,908	
Total	25,129	554	30,343	83,965
Grand Total	139,991			

(1) A large number of the temporary employees are Civic Action and Information Department agents, and are not civil servants in the usual sense of the term. They are employed for a flat sum for a week or a month on a part-time basis. Those who might be more properly classed as civil servants total approximately 89,000.

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