

*Rose*

Lecture given by Mr. Nguyen-Van-Trung  
at NSU 's office on Saturday 2nd March 1957.

Reporter T. V. Khang

**Report.**

I am very glad to be with you again, I explained to you 2 weeks ago the present organization of the Directorate General of Function Publique, and the proposed organization of that Directorate. Please let me describe briefly these organization charts.

(Please see the present and proposed charts figured on the report of the last meeting)

According to my own opinion, Mr. Trung continued, if the Directorate General of Function Publique keeps the same functions as follows:

- preparation of regulations for the Function Publique for the whole country.
- Direct management of administrative cadres
- Control of management of specialized cadres of the other departments.

its re-organization would be advisable.

In case that there is change in functions, it must be subject to some organizational changes.

The Directorate general of Function Publique should be raised to the level of a Department.

If there were done the President could delegate all his authorities to the chief of the department. At present the President can delegate only a small part of his authorities to the Director General.

Under the present organization, the President devotes too much of his time to miscellaneous affairs concerning Function Publique.

General opinion concerning the organization of the different Departments in Vietnam.

Mr. Trung continued: The organization of some Department in Vietnam is not very rational. We are well aware of this fact which is due to the 2 following reasons:

- 1) Shortage of Budget
- 2) Lack of qualified personnel.

For instance:

At the Directorate General of Fonction Publique, we should have a chief of service at the head of In-service training, but due to the shortage of Budget and especially to the lack of qualified personnel it will be established only as a bureau under the Service of Contentious Affairs. According to the decision of the Inter-Departmental Committee, each department must have its own In-Service-Training Center. The bureau of In-Service Training of the Directorate General of Fonction Publique doesn't only train its personnel, but also drafts the regulations for the others departments. So I think confirmed Mr. Trung, this problem needs to be examined.

Mr. Nade then asked: what were of the relations between the Directorate General of Fonction Publique and the personnel bureaus of other Departments and how duplication of work could be avoided?

Mr. Trung answered:

- The Directorate General of Fonction Publique is the only agency which is in charge of:
- Drafting regulations for the Civil servants for the whole country. The personnel bureau of other departments has to follow these regulations.

and on the other hand, the personnel of each Department is administered directly by its respective personnel section; the Directorate General of Fonction Publique controls only this administration.

Mr. Nade's question:

When a department wants to recruit a civil servant that it considers necessary, how long does it take to set up the files in order that the new civil servant will receive his salary.

Mr. Trung answered:

"In principle civil servants are recruited on the basis of difficult examinations, but in urgent cases the personnel can be recruited as contractuels by the departments themselves.

Mr. Nade then asked:

Who is in charge of preparing and organizing this examination?

Mr. Trung answered:

"If it is an examination for recruiting administrative personnel it must be organized by the Directorate General of Fonction Publique (Service of personnel administration). As for the recruitment of

specialized personnel such as teachers, engineers. The concerned department must draft the regulations and conditions of the examination and then submit them to the Directorate General of Fonction Publique (service of legislation) for approval. The examination is handled by the concerned department.

Mr. Rose's questions

How do you have the recruitment of personnel who are paid from the National budget but who work in the province.

Answers

Since the Decree No. 17 of December 24, 1956 abrogated the legal status of the regions, and by decree 37 A of October 24, 1956 local budgets were abolished, there is no particular status assigned as yet for the provincial cadres.

However I can give you, said Mr. Trung, some information about the National, regional, and provincial cadres.

Under the French system, there were National, regional and provincial cadres, but since this regime has been abolished, there are only national cadres.

Mr. Trung continued, possibly in the near future the provincial personnel will be recruited by province chief, and they will be paid by special budget.

Mr. Rose then asked:

Have you any interesting ideas about procedures and policies of the present or proposed organization of the Directorate General of Fonction Publique?

Answers

If it is a complicated matter that require sufficient time to explain in a rational way I hope to give you some ideas about this question during the next meeting.