

Report submitted to the President of the Republic  
by the Director of the Institute of Administration relative  
to the petition of the National Revolutionary Civil Servant  
League (NRCSL).

Mr. President,

The Research Committee on Fonction Publique has examined the petition submitted by the N.R.C.S.L., and has come to the following conclusions:

1. Concerning the establishment of a unique cadre of civil servants.-
  - a) The Committee does not agree with this principle; it also does not agree with the principle proposed by the N.R.C.S.L. that there should be no difference based on specialisation or rank in government.
  - b) In order to reorganize the society and provide the civil servants who show great interest and ability in learning with the facilities for making further studies at home, the Inter-departmental Research Committee on Fonction Publique recommends that:
    - There be created a big Institute having professional training and popular classes operating during the day and in the evening for civil servants and the public.
    - The competitive examinations for recruitment of personnel be accessible to a greater number of people.
    - The capable Civil Servants be given opportunities of promotion to higher cadres.

- The contractual and journalier personnel be given opportunity to integrate regular cadres.
- The present cadres be maintained, but the terminology should be modified and the current salary scale be improved.

#### 2. Problem of salary.-

The Research Committee does not approve the suggestion of the NRCNL to reduce the salary index from 1200 to 900 (because the number of high ranking officials is very limited). It proposes to raise the lowest index from 100 to 120. This measure will affect a much greater number of civil servants. Of course this measure whose purpose is to reduce the difference in salary between civil servants should be applied only when the salary of soldiers has been increased.

#### 3. Problem of allowances.-

In principle the Committee approves the suggestion of the NRCNL to level up all sorts of allowances among all civil servants. But the members of the Committee do not agree on the means to carry it out. Following are few suggestions made by members of the Research Committee. To bring allowances of Category C civil servants to the same level as Categories B and A.

- a) Cost of living allowance: The limit of number of children should be maintained.
- b) Family allowance: The limit of number of children as fixed in Decree No. 28 NV should be abolished.

#### 4. The Problem of Recruitment.-

The requirements of degrees for recruitment of civil servants of Categories 1, 2, 3, as proposed by the NRCNL are the same as the

presents requirements for entering Categories C, B and A.

The Research Committee does not approve the suggestion of the NRCNL to exempt from degree requirements the cadre personnel who wish to take examination for a higher cadre or to give them a number of points based on their achievements either in political or technical fields.

5. Establishment of a High Council of F.P. and of Personnel management Commissions in all Departments, regional Delegations, provincial services.

11. High Council of F.P.

a) In principle the suggestion of the NRCNL is not as extended as Article 20 of Ordinance No. 9 of July 14 1950 which provided 2 different High Council of F.P.

b) About its composition the proposal of the NRCNL is not very different from the general statute of Civil Servants, the Committee maintain Article 20 of Ordinance No. 9, provided that there be less representatives of field organizations.

c) Ordinance No. 9 provides that the High Council is only a consultative council; now the NRCNL proposes to give it power of decision. The Research Committee proposes to maintain the principle of Ordinance No 9, because the final decision should be made by the President.

2. Personnel management Commission. There is no great difference between the composition of the Personnel Management Commissions of the ministries and regional delegations as fixed by Ordinance No 9 and as proposed

by the NRCSL. The Research Committee proposes to maintain the old statute and it does not agree with the suggestion of the NRCSL to establish a Personnel Management Commission in each Directorate each province.

6. Leave.-

The Research Committee notes that this question has been fixed in the General Statute and suggests that a circular relative to leave regulations be issued.

7. Disciplinary action.-

The Research Committee proposes not to change the provisions of Ordinance No. 9.

8. The Civil Guard.-

The Statute of the Civil Guard personnel will be discussed with the problem of Governmental Cadres.

9. Civil Servants dismissed by French authorities for political reasons.-

The opinion of the Research Committee is that each case must be examined separately. These civil servants can re-integrate their cadres but will not enjoy seniority.

10. Civil Servants returning from Vietminh Zône.-

The Research Committee proposes to let them re-integrate their former cadres <sup>after</sup> the police investigations concerning their activities are satisfactory, but not to let them enjoy seniority for promotion.

11. Non-cadre personnel be allowed to integrate regular cadres.-

The Research Committee proposes to let them integrate cadres only if they meet the requirements.

12. Female Civil Servants be given equal rights with male Civil Servants.-

This principle has been discussed and approved.

13. Application of the new statute to all Government agencies.-

The majority of the Research Committee have approved.

14. Representatives of NRCNL in equal number with representatives of different departments in the interdepartmental Committee which will draft the new Statute.

The Research Committee does not approve this suggestion. The NRCNL is a legally constituted group but many other associations are so too, for instance the Engineers' Associations and other professional associations. It is not possible to let them all send their representatives.

15. Allowances.- The Research Committee proposes to maintain the function allowances and the housing allowances.

16. Bonus system.- The Committee agrees that bonus should be reduced but proposes that this question be settled by a competent commission.

If you approve the proposals of the Committee, I would appreciate it if you give instructions to the Directorate General of Fonction Publique to draft another Ordinance amending Ordinance No. 9 fixing the general statute of civil servants.

Signed by VŨ QUỐC THÔNG  
Director of the NIA  
President of the Research Committee  
ou Fonction Publique.

Summary of the petition sent by the National Revolutionary Civil Servant League to the President on December 6, 1955.

The Executive Board of the National Revolutionary Civil Servant League during its special conference of Nov. 13, 1955 unanimously adopted the following petition to be submitted to the President of the Republic.

We recommend that a new statute for civil servants be set up

## 1. Organization.

Establishment of a unique cadre called "The Republic of VN Civil Servant Cadre".

This cadre is composed of 3 classes, and each class is subdivided in 10 grades.

## 2. Salary and allowances.

The indexes of basic salary varies from 100 to 900.

- class 1 \* \* \* \* \* \* \* \* \* from 100 to 300  
- class 2 \* \* \* \* \* \* \* \* \* from 200 to 600  
- class 3 \* \* \* \* \* \* \* \* \* from 300 to 900

All civil servants should receive cost of living and family allowances on the same basis and without limit as to the number of children.

### Recruitment.

- Class 1, same educational requirements as for class C, civil servants under the old system.
- Class 2, same educational requirements as for class B.
- Class 3, same educational requirements as for class A.

The cadre personnel who wish to take the examination for a higher cadre will be exempted from degree requirements and will enjoy a number of points fixed as follows:

- achievement in a political field . . . . 25 pts (max.)
- achievement in their technical field. . 25 pts (max.)

## Establishment a High Council of Fonction Publique.

### Composition of the High Council of Fonction Publique

- The President or the Minister in charge of F.P., or his delegate \* \* \* \* \* Chairman
- Ministers or their delegates. \* \* \* \* \* Members
- Representatives of the N.R.C.S.L. in equal number with the representatives mentioned above \* \* \* \* \* Members
- One staff member of the Directorate of F.P. Reporter (Cannot vote)

This Council is charged with examining and deciding the important problems relative to F.P. and to salaries.

Personnel Management Commission in a Department or Regional Delegation.

Composition:

- The Minister, or the Regional Delegate or their delegates \* \* \* \* \* Chairman
- The Director concerned or the province chief \* \* \* \* \* Member
- Representatives of the N.R.C.S.L. in equal number with the members mentioned above \* \* Members

This commission has the authority to decide on problems relative to promotion, disciplinary action transfer as a disciplinary action, change of cadre etc.

Personnel Management Commission in a Regional Directorate or a Provincial Service.

Composition:

- Director or Chief of Service, or Province Chief \* \* \* \* \* Chairman
- Chief of the bureau concerned or chief province technical service. \* \* \* \* \* Member
- Repres. of N.R.C.V.L. in equal number with the members mentioned above \* \* \* \* \* Members

This Commission has the authority to decide on problems relative to promotion disciplinary action transfer ~~as a~~ <sup>for reason</sup> disciplinary action, change of cadre...

*of*   
Disciplinary action:

Leave:

Except for teaching personnel who enjoy a special leave system, a civil servant is entitled to a 30 days leave with pay after a year's work.

Disciplinary action:

In case of heavy penalties such as transfer, dismissal, transfer as a disciplinary action, the concerned person has the right to explain his actions before the Personnel Management Commission. After the Commission has examined the case and made its decision the Minister or the regional Delegate will issue a decree to approve the decision.

This does not apply to persons charged with high treason or for political reasons.

We further propose that:

- The salary system of the Security and police personnel be applied to the Civil Guard personnel.
- The civil servants who were dismissed by the French authorities for political reasons be authorized to re-integrate their cadre.
- The Civil Servants with nationalistic tendencies <sup>who return</sup> from the Viet-Ninh area where they have been struck for several years, be authorized to re-integrate their former cadre and enjoy promotion seniority for the year spent in the VII zone.
- All non cadre personnel (contractual, journalier and temporary employees) be integrated into cadres.
- Women be allowed to assume important functions, except in the military agencies, on an equal footing with men.
- The new statute be applied to all government agencies.
- Representatives of the N.R.C.S.L. in equal number with representatives of different Departments participate in the meetings of the Interdepartmental Committee responsible for the establishment of the new statute.

As Civil Servants enjoy many rights, they should also have obligation towards the government. Moreover the national budget is small and the application of the new statute will involve great expenditures. In order to avoid a deficit for the budget we propose that:

- The administrative machinery be improved by eliminating lazy and uncapable employees and all those who sympathy with the Viet-Minh.
- Civil Servants who belong to top cadres but are uncapable or assume the functions of a lower cadre receive salaries based on their actual functions not on their cadres.
- All function and housing allowances be abolished.
- The bonus system of civil servants working at the offices of Customs, of Land Registration or Taxes be revised.
- The public building the official vehicles be distributed more rationally.