

Republic of Viet Nam
Prime Ministry
No. 836-ND/NV

THE PRIME MINISTER

Considering.....

ARRETE:

CHAPTER I: General Provisions

Art. 1 - There is hereby established a special status for Technical Cadre referred to in Article 6, Decree No. 045-SL/NV, April 1, 1969.

Art. 2 - The Ministry of Interior is in charge of management and payment of Technical Cadres.

Art. 3 - Technical Cadre are generalists whose activities aim at various fields such as economy, society, culture, politics, etc.

Under the supervision of the village chief, Technical Cadre's duties are generally described as follows:

1. Assist the people in solving problems that arise with respect to the immediate needs of economy, social welfare, health, education, etc.
2. Interpret the government policy and lines, especially the pacification and reconstruction plan.

3. Explain the technique of use of social and economic facilities.
4. Answer village inhabitants' questions pertaining to laws, politics, economics, agriculture, forestry, fishery, culture, social welfare, etc.

Follow up, study, gather and submit to the village chief all legitimate aspirations of the people.

5. Assist Commissioners in carrying out their duties such as recruiting and organizing the people into groups, development, logistics, etc.
6. Assist the village chief in drafting plans aiming at raising the people's standard of living, developing and safeguarding the interests of the Village.

Art. 4 - Besides special provisions fixed for cadres of this branch, all provisions stated in the common status of cadres of various branches defined by Arrete No. 1900-UBHP/CT, November 5, 1965, will be applied to technical cadres.

CHAPTER II: Recruitment and Training

Art. 5 - To be recruited as technical cadres, applicants should meet these conditions:

- Vietnamese nationality
- Possess civic rights and good record
- 21 to 50 years of age
- Meet current military obligation procedures
- In good health
- Possess Baccalaureate Part II, equivalent or higher diplomas.

Particularly with regard to ethnic applicants, only a High School First Cycle Diploma is required. However, the said diploma is exempted for ethnic applicants completing the 4th year of High-School following the 1967-1968 academic year on condition that they followed successively 4 years of high-school and that their school records got the average of 10/20 marks up. In such case, applicants must submit copy of school-record or 4 year education certificate issued by public, semi-public or private schools in conformity with current regulations.

- Not have been discharged for disciplinary reasons if applicants were veterans or employees of public services.
- Agree to serve anywhere in the Republic of Vietnam for a minimum period of two years.

Art. 6 - Based on their background, after being graduated from the basic training course, technical cadres will be classified in accordance with the pay scale in the following article 9:

- Classified as step I, applicants possessing Baccalaureate Part II.

In order to help and encourage ethnic applicants, education requirements are lowered as follows:

- Classified as step I, applicants possessing High School 1st cycle diploma, or finishing a 4 year study at a high school in the 1967-1968 academic year and afterwards.
- Classified as step II, applicants possessing Baccalaureate II or higher degrees.

Art. 7 - Recruited technical cadres must receive a basic training course.

Art. 8 - During the training, they will enjoy a VN\$2,000 scholarship per month. They will be unconditionally discharged if they become disqualified or are incompetent, according to the recommendation of the Training Director.

In case of voluntary resignation during the training period or the 2 year service following graduation from the basic training course, the party concerned must reimburse the government the amount of scholarship received during the training period.

CHAPTER III: Salary and allowances

Art. 9 - Pay of Technical Cadres comprises:

- Basic salary, and
- Technical allowance

a. Basic pay scale is fixed as follows:

Step 1:	VN\$ 6,000	per month
Step 2:	VN\$ 6,500	per month
Step 3:	VN\$ 7,000	per month
Step 4:	VN\$ 7,500	per month
Step 5:	VN\$ 8,000	per month
Step 6:	VN\$ 8,500	per month

b. Technical allowance is fixed as VN\$ 4,000 per month, and it is only paid to technical cadres who perform in villages located outside the provincial capitals or district-towns.

CHAPTER IV: Promotions - Separation

Art. 10 - Length of service required for a promotion is one year at minimum and 3 years at maximum.

Art. 11 - The annual promotion should follow the procedure:

- Village Chief, District Chief, Province Chief keep scores
- The Promotion Council selects
- The Ministry of Interior determines.

Art. 12 - Composition of the Promotion Council is fixed by the Minister for Interior.

Art. 13 - Age limit for retirement of technical cadres is 55 years old.

Art. 14 - Distinguished technical cadres may receive from the Ministry of Interior:

- Congratulation Certificate
- Reward degree
- Citation degree
- Honorary degree
- Decoration.

In case of services or achievements considered by the MOI as outstanding, or in case of being seriously wounded in performance of duty, technical cadre may be promoted one step with seniority unchanged.

CHAPTER V: Punishment

Art. 15 - The following disciplinary measures may be applied to technical cadres:

- Warning
- Reprimand recorded in personal file
- Transferred as a result of disciplinary reason
- Promotion delayed one or two years
- Downgraded 1 or 2 steps
- Leave without pay from 1 to 3 months by force
- Dismissed without discharge allowance, and disqualified for employment by public services, irrespective of qualifications.

Art. 16 - Village Chief may give warning. Province Chief may:

- Reprimand the interested party and record it in his personal file
- Transfer the party concerned within the province as a result of disciplinary reason.

Other punishments are under the jurisdiction of the Minister of Interior, according to the Disciplinary Council whose composition will be fixed by the former.

Art. 17 - Prior to appearing before the Disciplinary Council, the technical cadre must be notified of the charges so that he can prepare his justification.

Art. 18 - During the detainment or bail, detained cadres will be paid in accordance with pay system applied to day employees (non-career).

CHAPTER VI: Interests

Art. 19 - In order to assist the Village/Hamlet administrative reform to achieve maximum good results, during their period of service, technical

cadres are exceptionally exempted from military obligations in accordance with procedures applied to the Village Council, Village Administrative Committee and Hamlet Management Board.

Art. 20 - Technical cadres and their families (lawful wife and minor children), when sick, will receive medical examination and treatment free in the public hospitals in accordance with current regulations applied to village/hamlet officials.

If they are attended by private hospital, the government will only reimburse them an amount equal to the subsistence charge in a public hospital.

Lawful wives of cadres, when delivering, will be attended by public maternities in accordance with procedure applied to village/hamlet officials.

If they are attended by private maternities, the government will only reimburse them the amount equal to the subsistence charge in a public maternity within the limitation of 10 days.

Art. 21 - a. After hospital treatment due to ordinary sickness, technical cadres will be allowed a convalescent leave up to 7 days with pay, according to the recommendation of the public physician.

b. If their sickness results from their duty performance, according to the recommendation of a public physician, they will be allowed a convalescent leave up to one month with pay.

c. If they are wounded during their duty performance as confirmed by the Medical Examining Council, technical cadres will be allowed a one-year convalescent leave with pay.

Art. 22 - At the expiration of leave mentioned in Article 21, paragraph C, technical cadres must report to the office. The latter then establishes procedure to send them to the Medical Examining Council which will decide their continuation or separation for reason of health. Their pay will be continued following the date of their presence at the office. In case of separation decided by the Council, they will be allowed a severance pay as stipulated in the article 24 of this Arrete.

Art. 23 - Sick leave is not to be deducted from annual leave fixed in the common status for cadres of various branches.

Art. 24 - In case of termination, except for disciplinary reasons, technical cadres will be allowed a 15 day severance pay for one year of service (over 6 months is considered 1 year, following the first year).

No severance pay is allowed to cadres who request resignation.

Art. 25 - Death, invalid benefits and on the job accident indemnity paid to technical cadres or their relatives are applied in accordance with procedure stipulated in Decree No. 125-SL/HDCV, August 21, 1967 supplemented by Decree No. 049-SL/Th.T/CV, April 4, 1969.

Art. 26 - The Deputy Prime Minister, Minister of State, Ministers, Secretaries of State, Mayors and Province Chiefs are in charge, each as to that which concerns him, with the execution of this Arrete.

Saigon, July 30, 1969

s/ Tran van Huong