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リ、生活保護法
ヌ、児童福祉法
ル、身体障害者福祉法
ヲ、民法
ワ、保健衛法

第三に土地の人情、風俗、習慣についての知識をもたなければならない。身体障害者については一般の人々はとかく因果応報の感念をもつものであるが、こうした考えを一掃することに努めることも本福祉司のなすべき仕務の一つであると言はなければならない。それ故に、その土地の人情風俗、習慣についての知識をよくわきまえていなければならない。

個別指導を行うについても、その調査は客観的事実に立脚して行ふべきである。まづ調査は身体障害者の生活史につき、これを発展的経路を時間的に変化してゆく諸相を考察しなければならない。まづ家族及びその環境について、と同時にその家族の経厂・祖先の状況等従横にこれを調査しなければならない。そしてその結果については、これを主観的立場において診断しなければならない。診断については、医師の診断、恥能調査、心理検査及びケイスワーク等の綜合診断によって行うのである。最後にこれが決定に当っては、四つの診断、即ち、身体的診断、恥業診断、経済的診断、及び心理学的診断の結果互に一致する点を見出してこれに解決を与えなければならない。

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身体障害者福祉司は以上の如く綜合的な判断を行うためには深い知識を必要とする訳であるが、絶対必要の範囲における知識として左の如きものを身につけていなければならない。

身体障害者福祉司は以上の如く綜合的な判断を行うためには深い知識を必要とする訳であるが、絶対必要の範囲における知識として左の如きものを身につけていなければならない。

イ、身体障害者の障害の範囲について知っていなければならない。

ロ、身体障害者に必要な補装具の種類、その作用について確認すること。

ハ、身体障害者に適応する私業の種類を知っておくこと。

二、物理療法についてその概要を知っておくこと。

ホ、身体障害者の指導に必要な図書、関係法規について知っておくこと。

ヘ、医学、予防法、心理学、統計学、経済学、精神衛生学、公衆衛生学、社会学等の概略について知っておくこと。

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兒童福祉司

兒童福祉法第十一條に兒童福祉司は知事の定める担当区域にあいて兒童及び妊産婦の保護、保健、その他福祉に関する事項について相談に応じ必要な指導を与え、市町村長に協力を求めて、その任務を遂行するのである。兒童福祉司は事務吏員又は技術吏員である。兒童福祉司は次の資格を有するもの〻中から任用されるのである。

イ、兒童及び妊産婦の保護、保健その他福祉に関する事業に、二年以上従事した者、

ロ、大学の学部で、心理学、教育学、又は社会学を専修する学科を修め学士と称することを得るもの。

ハ、医師

二、厚生大臣の指定する兒童福祉又は兒童福祉施設の職員を養成する学校その他の施設を卒業した者。

ホ、前各号に準じ兒童福祉司として適当な資格を有する者。

兒童福祉司は身体障害者福祉司と同様に多くの知識と技術をわきまえてゐなければならない。まづその地域にあける次に示す如き七項目について充分に調査し、これを熟知しておかなければならない。

イ、人口及び世帯の静態

人口数、世帯数、妊産婦の数、児童数、特殊児童数、(孤児、不良児、浮浪児、精神薄弱児、肢体不自由児、盲児、聾唖児、被虐待児等)

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学校別児童数、児童福祉施設への入所児童数、母子世帯数、要保護世帯数、
被保護世帯数、

ロ、人口及び世態の動態
出生数、児童の死亡数、流産数、児童の出生数、死産数、転入転出数

ハ、職業状況
取業別世帯数、収入状況、失業者数、母子就労状況

二、衛生状況
小児伝染病、小児疾病の状況、病院、診療所、保健所の状況、
一般地方民の保健衛生に関する知識の程度

ホ、教育状況
未就学児童数、児童出欠状況、長期欠席児童、児童及保護者の教育程度、
児童図書館等の利用程度、地方民の教育に対する関心の程度

ヘ、児童福祉施設の状況
設備、取員、入所児童の状況、その他運営状況

ト、其他
青少年犯罪傾向、読物、娯楽、遊び場、住宅の状況等。

この他に児童福祉司は関係方面との連絡が緊密でなければならない。即ち、学校、役場、警察署、児童福祉施設、少年審判所、取業安定所、労働基準局、保健所、病院、P.T.A.婦人会、民生委員協議会、青年団、其他必要ある関係方面との連絡は常に保

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っていなければならない。

かくて福祉司は個別指導においても集団指導においても充分な指導方法が生れる訳であって、この指導を行うためにはソイスワークの技術をわきまえていなければならない。

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NF/mn

TO: Miss Randolph 25 Sept., 1950

FROM: N. Fujimoto

SUBJECT: In-Service Training Course at the Town Office of Kawanoe in Uma-gun, Ehime Pref. from 10:30 to 15:40 on the 18 Sept., 1950.

Attendance: Welfare officials of the Prefectural office, District office, 21 town and village offices and Minsei-iin (estimated 50 in all) in Uma-gun.

Opening address: Chief, UmaDistrict office, Ehime Pref.
Outline of address: He introduced Miss Randolph to attendance speaking her carser concisely.

Salutation: Mr. S. Goshima, Chief of Child Welfare Section, Ehime Pref.
Outline of address: He emphasized the importance of in-service training for welfare officials and Minsei-iin to carry on welfare business and he wished the attendance to have something learned from this course.

Miss Randolph: Outline of lecture.

I am glad to see you towns and villages welfare officials and others this morning. Business that you are now carrying on is very important and you are standing on the period acquainting yourselves with the living conditions of needy persons and on the other hand you have to carry on your business effectively.

You will be troubled if you meet the affair that you can not understand how to dispose it, but only the work for unknown problems will be the great work.

You may say that there was social works also in Japan. Indeed as you say, but the meaning of social work is regarded to protect particular person not to protect general people in Japan.

Thus, the organ such as the Welfare Ministry was established to protect general people abolishing the social work system or laws objecting the relief of particular person as before.

We, brought up in democratic country, feel that the welfare of the people is as important to the nation as the heart of man is to the [illegible] and think that the country considering no welfare of each people will be ruined.

Reading the history you will find the fact that country wishing the welfare of the nation was prosperous and country did not so was ruined.

After the War, Japan became a defeated country and was despised by other countries, but Americans came to such a Japan and are making effort to encourage and rehabilitate the Japanese. To become country not inferior to the powers of the world does not always means to be rich economically, but to be a peaceful country understanding the spirit of cooperation.

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The first thing to do by Americans in Japan was to make the emergency measure for sanitation and food for want of food by the power of Minsei-iin, the volunteer hitherto. If one get injured seriously, artery must be bound instantaneously to stop blood.

Though the emergency measures must be taken by the untrained instantly, the treatment later must be entrusted to the professionals.

In like manner, after the disposition of the Minsei-iin, the later treatment of the social work protection has come to the stage to ask the specialist.

Considering the condition that the Welfare Administration in Japan is facing, you will find what is meant by that the instruction requiring the paid welfare officials to have such and such career. As the result of preliminaries that despatched officials to study systems and so on, the welfare ministry changed social work systems, confirming the change in system to be better.

SCAP advised how should be the social work in Japan to Japanese government. The recommendation was not compulsory, but the new system was adopted as the result of study and conference.

You may say that you had better carry on welfare business in Japanlike as you are in the special condition of Japan. For the above problem I will explain you that there are many species of mankind in the world, but they are the same in the respect that they are human beings. Every man is the same in the respect to be a human being. Human race is making effort for the same object. Though the countries in the world are different in their economical conditions, they are forwarding to the same direction. Then, what is the object?

There are many common problems in the world, for instance, to be old, to fall chronic diseases, to be born deformity, etc.. We have all these things generally, and nobody can escape from them. The above instances are chronic, but on the other hand there are many temporary affairs, for instance, unemployment problems, two or three months sickness, how to live if the worker of the household fall ill, delinquent child, etc.. And the above are not only the problems in Japan but also in other countries.

If the community is the active and peaceful one, the will endeavor to solve the problems as above. In case that the problem is unable to solve personally, it is a progressive community to endeavor to solve socially. If the community is deeply interested in the life of people, it always affect the each class of community.

For instance, provided that there is a household consisting of master, his wife, and few children, and they are living peacefully though they cannot make money. The master was a tuberculosis case. If the community don't take care of him, he must treat by himself.

Generally the treatment of tuberculosis is not so difficult as you think. But it is difficult if one treat it with unproper method. Considering the living of his family, he must take care of them in spite of his sickness. The wife give him nutriment to make him restored to be healthful, but it continues not so long, and main furnitures in the house disappear. And when the master and wife can not understand how

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they should do, they begin to quarrel each other. Children are also unpleasant in the home, and they become unfaithful to learn, accordingly they are scolded by teacher. Such being the case, they are as unpleasant in home as in school, and so they become to commit a offence to be arrested. Thus, one of social problems break out. This is not a true case. It is caused by no considering of the home at first, and it is possible to be occurred in every countries in the world.

In such a case as above, assuming that there is an idea of the social welfare work in the society and there are proffessional social welfare workers and the inhabitant understand to consult with specialist in such a case like this, such a problem like this cannot be occurred.

(I could not hear the last part of the lecture because I was speaking with the Chief of Child Welfare Sec. Kagawa Pref. by phone.)

Discussion: Disaster by Typhoon Kezia in Uma-gun is as follows:(as of 17 Sept.'50.)

Bank destroyed	60	Bridges washed away	23
Road destroyed	43	Paddy field watered	246 chobu
Paddy field washed away & buried	10.5	Vegetable field watered	7
		Vegetable field washed away and buried	4.2

Houses watered above floor	232
Person affected	751
Houses watered below floor	407
Person affected	2053
Houses half destroyed	7
Person affected	34
Houses completely destroyed	1
Person affected	5

Men killed	0	Men missed	0
Men injured seriously	0	Men injured slightly	5
Sufferers in all	2848		

Discussion: Q: On the application of the Daily Life Security Law for the sufferers by the Typhoon Jane.

A: The assistance of the Daily Life Security Law should be applied only when they can not maintain minimum living. Respecting the sale of spare furnitures (unnecessary to maintain minimum living), condition of home must be investigated thoroughly and on that result assistance should be applied.

Q: I think that the mayor of town has decisive power whether he give assistance or not to the needy person, but the needy person seems to increase in future. I have heard that the share of town and village is 10 % of all, and the share of town and village will increase in the next year. If the share of town and village increases, town and village will become difficult to bear their share economically when the needy person increases, I think. May I apply the law to everybody if the conditions are satisfied?

A: Mayor of town and village decide naturally whether they give assistance or not to the needy person. The power of decision to apply the law or not is entrusted to mayor of town and village on the responsibility of the country. And so the mayor of town and village should apply the law without any restriction, if the conditions are satisfied without considering economical department. Provided that

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the mayor of town and village apply the law thoroughly, proper measures Shall be taken by the country authorities.

the amount of assistance can not be charged by the country as ~~authorities.~~ But the measure shall be taken by the country authorities after all, and so the officials of town and village had better having no concern in that measure.

If the town and village officials apply the law restrictedly considering that they become difficult to charge the amount of assistance incase that the recipients increases, they may have disadvantage when the counter measures to the increased amount of assistance are taken.

Q: Should we apply the law in case that the recipients apt to rely upon the assistance without holding no courage of regenerating themselves?

A: It depend upon the ability of case worker, but if one is afraid of death without assistance he should be protected.

Q: There is an old aged couple. Their son lives in Hokkaido. Old couple cannot live without assistance. Their son can live with them in Kokkaido, but he is unable to remit in his income. Husband want to go to Hokkaido, but wife does not want to go, saying it looks like to go to die in Hokkaido. Should we send them to Hokkaido even if we give money to carry them in such a case like this?

A: You should take disposition as the provisions in the Daily Life Security Law. In America, if parent exhausted their property, investigate the property of their son, ask, how to dispose his parent, and then ~~make~~ give him responsibility him take care of parent.

making plan for

Q: There was a couple with two children. Wife divorced and husband married the lady with three children and another three children were born, to be eight children. The couple departed the home leaving all children. When town authorities were going to apply the Daily Life Security Law, the couple came back and the husband had been fallen tuberculosis slightly. The town authorities is applying the Daily Life Security Law for this household. How should they dispose about them?

A: In this case, they had better explain the necessity of birth controll or teach the couple where the method of birth controll is guided, but they must not enforce the couple not to bear child, as the Daily Life Security Law is applied to the home. They can guide but not enforce.

Q: Every time the Daily Life Security Law revised, needy person increased. We cannot solve the problem only with sincerity for such an increased person requiring assistance. Increase of the unemployment is far from comparing with the sufferers of the Typhoon Kezia.
He asked Miss Randolph to demand the central authorities concerned to take some counter measures.

A: To report about you is our business, but I have no power to demand. I advise you to demand the central authorities concerned as they are the problems of the Japanese government office.

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Q: Explain precisely how the public assistance and the community chest should be.

A: Public assistance is the business by the public official in accordance with the law. Concerning the private social work, though there is no provision in the law, it is carrying on by their free will.
The object of community chest movement is to carry on the private social works. If there is social work institution in Matsuyama city, people should regard it as necessary to the whole prefecture, and not interfere in allotment of money to the institutions.
Contribution in the movement of community chest must not be enforced but voluntary. If one want not to contribute, he had better refuse. In America, there are private social works too, but it is different in giving assistance. At first, needy person is accommodated in the private social work institution and if it becomes hardly to accommodate in the institution then he is removed to the public institution. The public and private social work institution are emulating to improve in America. Subsidy was given to the private social work institution so far in Japan, but ~~[illegible]~~ made Japanese Government stopped to give subsidy to such a private institution, the movement of the community chest began to contineu them. It is permitted that the public officials are interested in community chest and support the movement in the backgraound but they can not participate and interfere the movement generally. I think that there is difference in the growing process of the private social work between in America and in Japan. It is important to investigate the content of the institution. I expect that you will do it.

In this spring, I requested the each prefecture in Shikoku to make the Community Chest Commission reliable and make the public officials not participate in the Community Chest movement. I don't know how does it stand now in Ehime Prefecture.

I wish you to have 3 committees in each town and village, 35 gun committees, by all the town and village committees and finally the 15 prefectural committees in 35 gun committees. These committees should take initiative to operate business supported by the prefectural officials in the background. Community Chest must not refer the amount of tax. If one contribute 50 sen you should receive it without objection as in case of receiving 1 million yen.

Q: If they do as above they shall be unable to fulfil the assigned amount. How about it?

A: Only thing I can tell is that parties concerned must make people understand the meaning of the Community Chest thoroughly by the radio broadcasting, newspaper, and pamphlet etc., and call at every house to receive contribution.

Q: As a matter of fact, in the present economical, cultural, and other condition, if one receives voluntary contribution not enforcing the people, the assigned amount cannot be reached.

A: Parties concerned must make people understand the meaning of the meaning of the Community Chest thoroughly and then they should be conributed voluntarily. To enforce the contribution is prohibited by law, contribution must be done voluntarily. If the expected amount is not reached,

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it must be caused by that there is an institution supported by no people of the prefecture or that the people do not understand the meaning of the Community Chest thoroughly, and it is the responsibility of the Commission. But under the present condition, not by incredible for institution, but by the reason that they cannot contribute though they want to contribute, I think.

Q: Explain about that the public officials had better not participate directly the movement and should support in the back.

A: As the public officials are employed by the people to carry on public business, it seems to commit the offence to work to aid the Community Chest movement to operate private social work. But they had better aid in the back with apprehension.

Of course, to be interested in the movement and assist in the back is necessary and important, I think, and in your standpoint that it is necessary to advise the people to contribute properly as they raise the contribution with such an object.

I have heard an interesting affair recently. Reading the provisions of law, some mayor know that the public officials must not participate the Community Chest movement directly, and so he resigned his post as the chair man of the Community Chest Commission, and made city officials retreat the first line. A newspaper reported that the mayor opposed the Community Chest movement, but it was a sophistry by a pressman, and the mayor was right.

Closing address: Mr. S. Goshima

Outline: In the barbar's shop, the shopmaster sharpen the razor five times a day, I hear. He is a professor in shaving, none the less he sharpen the razor so frequently a day.

We are the beginners in social work, and the business of social work is difficult even by professional social worker without learning hard, much more we beginners must study continuously to carry on social work business.

Wishing you a further study in social work.

Comment: As the date of the training was after the disaster of the Typhoon Kezia by chance, I have heard several instances of case work concerning or not concerning the disaster of the Typhoon Kezia. Hearing these discussion in the afternoon between the eager attendants and officials concerned or Miss Randolph, the outline of case work became to be understood little by little. Especially, Respecting the object, character, and organization or how the Community Chest movement should be, I understood generally, though I knew little so far.

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June 1950.

Translated by Translate Section

SUBJECT: Ehime Prefecture In-Service Training Plan

1. Purpose: The in-service training for full time paid officials in charge of social works aims at promoting social work at present when the importance of professional education for social work is emphasized.

a. Concerning appointment of officials in prefectural welfare department competent officials will be selected from among social welfare officials in local offices, city, town and village offices.

b. The appointment of social welfare officials in local offices will be made in the same way.

c. Concerning change among officials, a list of officials records will be made by way of examinations.

d. Commendation of long service officials

e. Competent officials will be sent to a social work school under the scholarship system.

I. A. Training of officials in welfare department

Objective: This aims at facilitating liaison among officials by giving them fundamental knowledge.

Method: Each official will express his opinion on his duty or announce his study for specific problems and then, discussion will be made among them.

Date: On every other Saturdays from 13:00 to 15:00 hours

Attendants: All officials in sections under supervision of welfare department.

B. Liaison Conference

Objective: A liaison conference will be held for expediting disposal of business affairs not only by unifying section but also by discussing about important matters.

Method: Studying and discussion will be made for a plan of disposal of important matters under the sponsorship of section chief.

Date: Every Monday from 8:00 to 9:00 hours

C. Inspection of office

Officials business will be inspected on demand by section chief and chief official.

D. Training for employees and messenger boys

A training course will be held for employees and messenger boys in sections under supervision of welfare department once a month in order to give them fundamental knowledge about social works.

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Weekly Report - 29 April 1950
Continued

PREFECTURE	SCARLET FEVER Current Cases	SCARLET FEVER Current Deaths	SCARLET FEVER Cumulative Cases	SCARLET FEVER Cumulative Deaths	EPIDEMIC MENINGITIS Current Cases	EPIDEMIC MENINGITIS Current Deaths	EPIDEMIC MENINGITIS Cumulative Cases	EPIDEMIC MENINGITIS Cumulative Deaths
HOKKAIDO	5	-	75	1	-	-	32	9
AOMORI	-	-	15	-	3	-	10	1
IWATE	1	-	21	1	-	-	6	3
MIYAGI	-	-	20	-	1	-	33	8
AKITA	-	-	24	-	-	-	5	1
YAMAGATA	-	-	8	-	1	-	20	3
FUKUSHIMA	-	-	10	-	2	1	10	4
IBARAKI	1	-	5	-	-	-	11	2
TOCHIGI	-	-	4	-	-	-	7	-
GUMMA	12	-	27	-	1	-	4	-
SAITAMA	3	-	52	1	-	-	9	3
CHIBA	-	-	21	-	1	1	9	4
TOKYO	26	-	370	1	3	-	76	14
KANAGAWA	10	-	104	-	1	-	18	8
NIIGATA	-	-	13	-	-	-	5	-
TOYAMA	1	-	13	-	-	-	7	-
ISHIKAWA	-	-	5	-	1	-	4	-
FUKUI	1	-	42	-	1	-	1	1
YAMANASHI	-	-	7	-	-	-	4	2
NAGANO	5	-	70	1	-	-	9	1
GIFU	1	-	8	-	-	-	5	1
SHIZUOKA	1	1	19	1	-	-	7	2
AICHI	8	-	77	-	-	-	8	2
MIE	-	-	23	-	2	-	4	-
SHIGA	1	-	38	-	-	-	6	2
KYOTO	7	-	92	-	1	1	8	3
OSAKA	4	1	108	1	2	-	24	5
HYOGO	2	-	44	-	-	-	4	-
NARA	-	-	7	-	-	-	-	-
WAKAYAMA	3	-	-6	-	-	-	2	2
TOTTORI	-	-	-	-	-	-	3	1
SHIMANE	2	-	18	-	-	-	-	-
OKAYAMA	1	-	25	-	-	-	2	-
HIROSHIMA	1	-	18	-	1	-	7	3
YAMAGUCHI	-	-	2	-	-	-	5	2
TOKUSHIMA	-	-	4	-	-	-	1	-
KAGAWA	1	-	3	-	-	-	3	-
EHIME	-	-	2	-	-	-	3	-
KOCHI	-	-	5	-	-	-	-	-
FUKUOKA	1	-	16	1	1	-	18	3
SAGA	1	-	2	1	-	-	-	-
NAGASAKI	1	-	7	-	-	-	5	1
KUMAMOTO	-	-	3	-	-	1	5	5
OITA	2	-	2	-	-	-	2	-
MIYAZAKI	-	-	5	-	-	-	2	1
KAGOSHIMA	-	-	-	-	-	-	3	-
TOTAL	102	2	1,440	9	22	4	407	97
RATE								
Current	6.6	0.2	5.5	0.0	1.4	0.3	1.5	0.4
Previous	9.3	0.1			1.7	0.8		

See footnotes at end of table.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115015

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Methods: Each official will express his opinion on his duty or announce his study for specific problems and then, discussion will be made among them.

Date: On every other Saturdays from 13:00 to 18:00 hours

Attendants: All officials in sections under supervision of welfare department.

B. Liaison Conference

Objective: A liaison conference will be held for expediting disposal of business affairs not only by unifying section but also by discussing about important matters.

Methods: Studying and discussion will be made for a plan of disposal of important matters under the sponsorship of section chief.

Date: Every Monday from 8:00 to 9:00 hours

C. Inspection of office

Officials business will be inspected on demand by section chief and chief official.

D. Training for employees and messenger boys

A training course will be held for employees and messenger boys in sections under supervision of welfare department once a month in order to give them fundamental knowledge about social work

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115013

Weekly Report - 29 April 1950
Continued

PREFECTURE	MALARIA Current Cases	Current Deaths	Cumulative Cases	Cumulative Deaths
HOKKAIDO	-	-	3	-
AOMORI	-	-	2	-
IWATE	-	-	1	1
MIYAGI	-	-	-	1
AKITA	-	-	3	1
YAMAGATA	-	-	2	-
FUKUSHIMA	-	-	4	1
IBARAKI	1	-	8	-
TOCHIGI	-	-	2	-
GUMMA	-	-	10	-
SAITAMA	-	-	9	-
CHIBA	1	-	2	-
TOKYO	-	-	18	1
KANAGAWA	-	-	3	-
NIIGATA	-	-	2	-
TOYAMA	-	-	4	-
ISHIKAWA	-	-	4	1
FUKUI	-	-	3	1
YAMANASHI	-	-	3	-
NAGANO	-	-	6	1
GIFU	-	-	4	1
SHIZUOKA	-	-	3	-
AICHI	1	-	5	-
MIE	1	-	6	-
SHIGA	-	-	6	1
KYOTO	-	1	6	1
OSAKA	-	-	-	-
HYOGO	-	-	5	-
NARA	-	-	1	-
WAKAYAMA	-	-	1	-
TOTTORI	-	-	2	-
SHIMANE	-	-	1	-
OKAYAMA	-	-	4	-
HIROSHIMA	-	-	7	-
YAMAGUCHI	-	-	2	-
TOKUSHIMA	-	-	-	-
KAGAWA	-	-	1	-
EHIME	-	-	3	-
KOCHI	-	-	1	-
FUKUOKA	2	-	18	2
SAGA	-	-	5	-
NAGASAKI	-	-	7	-
KUMAMOTO	-	-	2	-
OITA	-	-	4	-
MIYAZAKI	1	-	3	-
KAGOSHIMA	3	-	6	5
TOTAL	10	1	192	18
RATE				
Current	0.6	0.1	0.7	0.1
Previous	0.6	-		

See footnotes at end of table.

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II. In-service training for District and city Office Officials

As regards training for officials of district and city offices, about 100 officials in charge of social welfare will be trained according to the following schedule.

a. Official with service below one year: 5 days
Officials with service above one year: 5 days

Lecturer: Prefectural officials and educated and experienced persons.

Subject: Fundamental education

Primary school graduates: 5 days
Middle school graduates: 3 days

Theory and Practice

Primary school graduates: 5 days
Middle school graduates: 2 days

II a.

b. Inspection of business: Inspection for documents and accounting will be made

III. In service training for town and village officials

A training course will be held by prefectural authorities in town s and villages under the jurisdiction of each local office according to the following schedule.

a. Officials with service below one year:
Sponsored by: Prefectural authorities
Term: 5 days at Kencho
Lecturer: Prefectural officials and educated and experienced persons

b. Officials with service over one year
Sponsored by prefectural authorities
Term: 3 days
Place Local office
Lecturer Same as above

c. Officials in charge of welfare in all towns and villages
Sponsored by prefectural authorities
Place 4 places in prefecture
Term 3 days
Lecturer — same as above

III.

Subject of course

Fundamental education	Primary school graduates	5 days
	Middle school graduates	3 days
Theory and Practice	Primary school graduates	5 days
	Middle school graduates	2 days

DLSL, CWL, PHL, Case work, Outline of social work

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115013

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Lecturer Same as above

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Inspection of office work: Business ~~xxxx~~ inspection in all towns and villages will be made by District Office and prefectural authorities. Duties of town and village officials in charge of public protection business are considered most important at present, therefore a training course in the item of II a and III will be held thrice an year.

IV. Training method for Minsei-iin

Programs for minsei-iin and jido-iin will be carried out under the joint auspices of Social Affairs Section and Child Welfare Section. The programs are as follows:

Prefectural minsei-iin convention:	sponsored by prefecture	
	Attendants:	1000
	Place :	Kawatsu town
	No. to be held annually:	once a year
District and City Minsei-iin Meeting	Sponsored by	City & District Office
	Attendants	2400
	Place	50 places
	No. to be held annully	once a year
Womens Minsei-iin Convention	Sponsored by	Prefecture
	Attendants	100
	Place	Matsuyama city
	To be held once a year	
~~xxxxxxxxxx~~Minsei-iin standing committee meeting	Sponsored by city and District Office	
	Attendants	250
	Place	18 places
	To be held twice an year	
Chairmen of Minsei-iin standing committee meeting	Sponsored by	Prefecture
	Attendants	20
	Place	Kencho
	To be held 4 times a year	
Newly employed minsei-iin	Sponsored by	District and Local Office
	Attendants	400
	Place	18 places
	To be held once a year	

Members of minsei-iin committee will also be dispatched to national conventions of minsei-iin. women members of minsei-iin committees and social workers.

V. Training method for employees of social work institutions and organizations

Fundamental education of social works will be given to employees of job training workshops, welfare institutions, medical institutions, social work organization and community chest committee members. Prefectural association of social works will cooperate for this.

VI. Special Training

a. Training for public health nurses, kindergarden teachers and officials of child welfare center.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115013

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b. Practice of disaster relief:

A practice of disaster relief will be enforced at Ozu town, Mishima town and Matusyama city.

c. Enforcement of social investigation : investigation for the poor and needy; investigation for the living condtion of widows; physically handicapped persons; medical protection, repatriates and social work institutions.

Training methods of minsei-iin in each city, town and village will be made on the basis of the above investigations.

d. Inspection of model districts

Inspection tour to otherprefectures (Kobe, Kyoto and Osaka) will be made on public protection business. Municipal officials in charge of public welfare will make a inspection tour to model districts in the prefecture for the imporvement of social works.

e. Information of social works

Data on the present condition of social works inside and outside the country will be announced in the information news and it will be distributed to city, town and villages, minsei-iin and employers of social work institutions.

f. Sending of officials to social work school under the scholarship system

Competent officials in prefecture, city, town and village offices will be sent to Japan Social Work School in Tokyo or Osaka in order to cultivate competent leaders under the scholarship system.

Conclusion:

This in-service training aims at realizing the immediate acquir ment of fundamental knowledge about public welfare and social work. On the other hand, the cultivation of leader is so important at present that prefectural officials must be trainied for imporvement of their quality and ability.

The subject to be taught in the courses are as follows:

1. Introduction to social work , History of social work, administration (budget, accounting, statistics)
2. Legislation of laws (DLSL, CWL, PHL etc)
3. Case work, group work, ~~community organization~~
~~4. Persons~~

Persons in charge of in-service training are:

Chief of social welfare dept
Chief of social welfare sec and other sec chiefs
Sub section chiefs of each section
Person in charge of in-service training

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115013

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Mr. Kubo July 8,
Please translate this for me today if possible.
J. Randolph

Ehime Pref In-service Training Plan

社會事業従事者現任訓練計畫

愛媛縣

目的

社會事業專門教育の強調せられている現狀に鑑み 現在社會事業に従事している專任者を對象として現任訓練を実施し、社會事業の推進をはかり眞に國の責任において行う福祉事務の向上をはかることを目的とする。

一、縣民生部職員の任用については、地方事務所民生係 市町村民生係の中より銓衡し優秀な吏員を任用する。

一、地方事務所民生係の吏員の任用についても同基準による

一、配置職員の適否については隨時巡查等の方法により成績表を作成し将来の參考に資する。

一、永年勤続者の表彰

一、給費生制度により社會事業學校の在學生として優秀なるものを在学せしめ人物養成を目途とする

民生部職員の訓練 （社會課関係他課はこれに準ず）

Mr. Kubo ① July 8,
Please translate this for me today if possible.
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Ehime Pref In-service Training Plan

社會事業從事者現任訓練計画

愛媛縣

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一、地方事務所民生係の吏員の任用についても同基準による

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115015

(A)

イ、目的

基礎的智識を授けて相互の事務連絡を円滑に行はしめることを目的とする。

ロ、方法

ディスカッション(討論)の方法を採用し自己の分担する任務について意見発表を行い、或いは特殊研究に関する発表を行い、これらを中心として討議する。

ハ、日時

隔週土曜日午後二時より三時まで

ニ、参加者　課員全員

(B)

事務連絡打合會

イ、目的

事務連絡打合會を開き、課内統一、重要事項の検討を行い以て事務の推進を図る。

(2)

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ロ 方法

課長を中心として重要事項の処理方針を研究討議する。

ハ 日時

毎週月曜日午前八時―九時 （冬期は九時―十時）

(C) 事務監査

課長主任は各個人の事務内容につき随事監査を行う

(D) 雇、給仕に對する訓練

民生部各課の雇、給仕に對し毎月一回社會事業基礎講座を設け指導に從事し社會事業の基礎的智識の啓発をはかる。

(3.)

(2) 地方事務所

地方事務所 市職員に對する訓練方法

地方事務所 市職員に對する訓練としては、厚生関係職員約一〇〇名に對し二區分に分けて行う。

	期間	講師	講習要目		
(イ) 就任一年未満	五日	縣職員	基礎教育	小卒	五日
		學識及經驗者		中卒以上	三日
就任一年以上	五日		理論と實際	小卒	五日
				中卒	二日

ロ 事務監査

文書經理等に関する処理状況について監査する。

町村吏員に對する訓練方法

町村吏員（民生係）に對し地方事務所單位として講習を行う。經驗年數を考慮し地方事務所 市吏員に於けると同等二區分する

		場所	日時	講師	講習要目
(イ)	就任一年未満のもの	縣主催 縣庁	五日	縣吏員 學識經驗者	基本教育（小卒五日 中卒三日）理論と實際（小卒五日 中卒二日）
	就任一年以上のもの	〃 地方事務所	三日	〃 地方事務所吏員	
	全町村民生係職員	〃 縣内四ヶ所	二泊三日	〃	生活保護法、兒童福祉法、身体障害者福祉法、ケイスワーク、社會事業概論。

(ロ) 事務監査

地方事務所は監督官全町村を、縣は抽出的に監査を行う。

特に公的保護事務に伴う今後の市町村吏員の責任は一層重要視せられる処であり、これが訓練は特に訓練を置くことが必要であるから3－(イ)の講習及2－(イ)の講習は年三回行う。

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(4) 民生委員に對する訓練方法

民生委員、兒童委員に對しては、社會課、兒童課と提携し綜合せる訓練を行う

計画

		主催	參加人員	場所	開催回數(年)
イ	民生委員大會(縣)	縣	一、〇〇〇人	小松町	一
ロ	郷別民生委員協議会	市 地方事務所	二、四〇〇人	五〇ヶ所	一
ハ	婦人民生委員大會	縣	一〇〇人	松山	一
ニ	民生常務委員協議會	市 地方事務所	二五〇人	一八ヶ所	二
ホ	民生常務委員協議會長會議	縣	二〇人	縣廳	四
ヘ	新任民生委員講習會	市 地方事務所	四〇〇人	一八ヶ所	一

其他全國民生委員大會、全國婦人民生委員大會、全國社會事業大會等に民生委員の代表を派遣する。

(5) 社會事業施設團体職員に對する訓練方法

主として授產施設、收容施設、医療施設、共同募金委員會 其他

社會事業関係團体の職員に對し社會事業の基礎教育を行う。縣の社會事業團はこれに協力するものとする。

特殊訓練

1、保健婦、保姆、兒童相談所員に對する訓練

2、災害救助演習

縣内における水害可能地大洲町、地盤沈下地三島町附近を假想し且六市中一ヶ所（松山市）を火災危險地區としこの想定の下に災害演習を実施する。

社會調査の実施

イ 要保護者一斉調査

ロ 未亡人世帯生活調査

ハ 身体障害者生活調査

ニ 医療保護一斉調査

ホ 引揚者実態調査

ヘ 社會事業施設実態調査

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115013

右の調査を基本として生活実態の把握、ケースワーク、グループワーク
コミュニティ、オーガニゼイション等の訓練を兼ね市町村民生係員の現任訓練
を実施する。

4. モデル地区の視察
公的保護事務について県外視察を行う（神戸、京都、大阪）
市厚生職員の視察並びに県内優良地区について他町村よりの視察を行い
事務の向上をはかる。

5. 社会事業弘報の発行
県社会事業團において海外、國内の社會事業の現況についての資料を
弘報に掲載し各市町村、民生委員、施設職員等に頒布、指導啓発
を行う。

6. 給費生による社會事業学校への派遣
年一回考査制度により優秀なる市町村吏員、県吏員を県の給費生
として日本社會事業学校（東京）及び社會事業短期大学（大阪）へ派
遣せしめ指導者の養成をはかる。

結語

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 175015

イ、現在教育の目的は基礎教育を早急に実現し、第一線活動に従事せしむることを第一とする。又指導者の養成を忽にすることができないのであるから、縣、地方事務所職員の資質向上、給費生による人物養成等を併せ訓練するものとする。

ロ、講習科目は左の通りとする。

(1) 社會事業概論　社會事業史、行政（予算、決算、統計）

(2) 厚生立法（生活保護法、身体障害者福祉法、児童福祉法、社會事業法）

(3) ケイスワーク、グループワーク　コミュニティ、オーガニゼイション

ハ、現在教育担當者

民生部長

社會課長及他課の課長

主任（各課）

現在教育担當係

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

昭和二十五年度社会事業従事者現任教育実施計画表

愛媛縣

月	名称	目的	参集人員	場所	期日	方法	対象
四月	1. 全國民生委員大会	民生委員ノ能力向上	二四	金澤	三日	討議式	民生委員
	2. 民生委員郡別協議会	〃	二〇〇	[illegible]和	四日	講演式 討論式	民生委員 町村吏員
	3. 身体障害者福祉法事務打合会	事務指導	一〇〇	縣庁	二日	協議	縣地方事務所係員
	4. 婦人民生委員四國大会	民生委員ノ能力向上	一〇〇	松山	一日	〃	婦人民生委員
五月	1. 生活保護事務指導	事務指導	五〇	関係地方事務所	六日	監査兼指導	町村吏員
	2. 民生委員郡別協議会	民生委員ノ能力向上	五〇	伊予、喜多	四日	講演式 討論式	民生委員
	3. 生活保護事務打合会(四国九州)	事務指導	三〇	岡山	二日	協議	縣吏員
	4. 仝	〃	一五〇	郡市	一〇日	〃	市町村吏員

月							
	5. 社会事業現任教育訓練	研究	二〇	宮崎	五日	講演及討論式	県吏員
六月	1. 社会事業教育講習会	研究	七〇	[illegible]	五日	〃	町村吏員
	2. 新任吏員講習会	〃	五〇	南部	二日	〃	〃
	3. 仝	〃	七〇	東部	三日	〃	〃
	4. 授産事業施設監査	事務指導	三〇	全地域	一〇日	監査及指導	施設従事者
	5. 民生委員協議会長会議	〃	二〇	県庁	一日	協議	民生委員協議会長
七月	1. 生活保護事務監査	〃	五〇	十七市町村	一〇日	監査並指導	町村吏員
	2. 社会事業教育講習会	研究	五〇	[illegible]	四日	講演及討論式	〃
	3. 社会事業不振地区指導	事務指導			三日	監査	〃
	4. 新任吏員講習会	研究	一五〇	中部	三日	講演及討論式	〃

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775015

月	名称	目的	参集人員	場所	期日	方法	対象
八月	1. 生活保護事務監査	事務指導	五〇	十ヶ町村	一〇日	監査	町村吏員
	2. 社会事業教育講習会	研究	五〇	県庁	二日	講習	県民生部職員
	3. 仝	〃	五〇	宇摩	一日	講演討論式	町村吏員
	4. 社会事業従事者講習会	〃	六〇	東予南予	五日	講演式	施設経営者
九月	1. 全国社会事業大会	事務向上	一〇〇名	東京	三日	講演討論式	社会事業関係者
	2. 県下民生委員大会	民生委員事務向上	七〇〇名	小松	三日	〃	民生委員
	3. 民生委員常務委員協議会長会議	事務指導	二〇	県庁	一日	協議	民生委員常務委員協議会長
	1. 民生委員講習会	民生委員事務向上	三〇〇	東予、南予	七日	講演討論式	民生委員
十月	1. 全国婦人民生委員大会	〃	五	横浜	三日	〃	婦人民生委員
	2. 民生委員講習会	〃	五〇〇	上浮穴 温泉 松山	六日	〃	民生委員

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3. 被保護者全国一斉調査	生活指導	—	全地域	一ヶ月		町村吏員
4. 社会事業教育講習会	研究	五〇	温泉 喜多	五日	〃	町村吏員
5. 仝	〃	五〇	縣庁	一日	〃	民生部員、給仕
十一月						
1. 民生委員講習会	民生委員資質向上	四〇	宇和島、八幡浜	四日	〃	町村委員
2. 生活保護事務監査	事務指導等	五〇	十ヶ町村	一〇日	監査	〃
十二月						
1. 民生常務委員協議会長会議	〃	二〇	縣庁	一日	協議	民生常務委員協議会長
2. 社会事業教育講習会	〃	五〇	伊予 西宇和	四日	[illegible]	町村委員
3. 民生委員講習会	〃	四〇	越智 上浮穴	五日	〃	民生委員

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

月	名称	目的	参集人員	場所	期日	方法	対象
一月 八	社会事業教育講習会	研究	五〇	松山 伊予	四日	講演式 討論式	市町村吏員
五	民生委員講習会	民生委員 職務向上	五〇	新居 西条、宇摩	四日	〃	民生委員
二月 八	社会事業教育講習会	研究	五〇	東予 八幡浜市 宇和島市	七日	〃	市町村吏員
一	民生委員講習会	民生委員 職務向上	五〇	今治 松山	四日	〃	民生委員
三月 八	社会事業教育講習会	研究	五〇	今治 松山	四日	〃	市町村吏員
一〇	会	〃	五〇	県庁	二日	〃	県民生部職員

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115013

SHA 1025 21 July 1950

SUBJECT: Outline of In-service Training Program in Ehime Prefecture

1. Name of training course: Ehime prefecture Social Workers In-service Training

2. Object: Gun, city, town and village social workers who have social experience under 2 years (About 40 per place)

3. Date: 7 August (Monday)
8 " (Tuesday) in Eastern Ehime , Tsunono
9 " (Wednesday)

14, 15, 16 August middle Ehime, Matsuyama

21, 22, 23 August soutern Ehime , Ozu

4. Courses:

Time:	8 9	10, 11, 12	1 2 3	4 5 6 7	8 9
First day			Outline of social work	History of social work	social welfare problems
Second Day	DLSL	Duty of full paid officials	Case work	PHL	
Third Day	CWL	Social Guarantee System	Completion ceremony		

5. AGENDA:

6:00 wake
7:00 breakfast
8;00 - 12:00 courses
12:00 - 13:00 lunch hour

13:00 - 17:00 courses
17:00 - 19:00 Supper and free study

19:00 - 21:-- Discussion

22:00 Bed

6. Lessons:

Outline of social work
History of social work
DLSL
Duty of paid officials
Case work
Physically handicapped law
CWL
Social guarantee system

7. After training in-service training certificate will be given.

* Miss Randolph's attendants for guidance is desired.

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NO. _____

COMPLETION CERTIFICATE

NAME:

Name of city, town or village:

I certify that the above has completed the in-service training course. on _____ date.

s/ Governor of Ehime Prefecture

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775015

社第一〇二五號

昭和二十五年七月二十一日

四國民事部福祉厚生課長殿

愛媛縣民生部長

社會福祉事業從事者現任教育訓練実施要綱送付について

来る八月七日より実施の現任教育訓練実施計画表を別紙の通り御送付いたします。ついては、ランドルフ女史の御指導を得たく御依頼申し上げます。

Translated : Ehime Pref. In-service Training Program for August 1950.

愛媛縣

社第一〇二五號

昭和二十五年七月二十日

四國民事部福祉厚生課長殿

愛媛縣民生部長

社會福祉事業従事者現任教育訓練実施要綱送付について

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Translated: Ehime Pref. In-service Training Program for August 1950.8

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775015

社會福祉事業従事者現任教育訓練実施

一、訓練名称　社會福祉事業従事者現任教育訓練

二、對象　郡、市町村民生係職員中社會事業経歴二年以下の者（一ケ所四十名）

三、期日　八月七日（月）八日（火）九日（水）東予
　　　　十四日（月）十五日（火）十六日（水）中予
　　　　二十一日（月）二十二日（火）二十三日（水）南予

四、場所　角野、松山、大洲

五、講習課目及日課

時間	第一日	第二日	第三日
8–10		生活保護法	児童福祉法
10–12		社會福祉主事の任務	社會保障制度
12–1		昼食	昼食
1–3	社會事業概論	ケイスワーク	終了式
3–5	社會事業史	身体障害者福祉法	
5–7			
7–9	社會福祉問題について	社會福祉問題について	

日課

午前六時　起床
七時　朝食
八時―十二時　學課
十二時―一時　昼食
午後一時―五時　學課
五時―七時　夕食及自由研究
七時―九時　討論
十時　就寝

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第一日	第二日
生活保護法	児童福祉法
社會福祉主事の任務	社會保障制度
晝食	
ケイスワーク	終了式
身体障害者福祉法	

日課

午前六時 起床
七時 朝食
八時―十二時 學課
一時 晝食

午後一時―五時 學課
五時―七時 夕食及自由研究
七時―九時 討論
十時 就寢

六科目

社會事業概論
社會事業史
生活保護法
社會福祉主事の任務
ケイスワーク
身体障害者福祉法
児童福祉法
社會保障制度

七講習日

講習終了後は別紙の通り講習証を授く

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

第　　號

修了証

市町村名

氏　　名

右は社會福祉事業従事者現任教育訓練において講習科目を修了したことを証する。

年　月　日

愛媛縣知事　青木重臣

EK/ek

SUBJECT: Kochi Prefectural In-service Training Plan for 1951 Fiscal Year

Name	Aim	No.	Place	Period	For	Remarks
SWS training course	Elevate techniques & professional knowledge	50	City	6 times a yr 3 days at once	SWS	Meeting & discussion
Physically handicapped officials course	"	8	City	4 time a yr 2 days at once	PHO	"
Child Welfare Official Research meeting	"	10	City	2 times a year 1 day at once	CWO	"
City, town & village staffs course	"	170	City	2 times a yr 2 days at once	City, town & village staffs	"
Nursery teachers course	"	400	City	once a year 30 days	Nursery teachers	"
Staffs at Home for Aged	"	10	City	Once a year 2 days at once	Old people's home staff	"
School welfare concerned staffs	"	50	City	3 times a yr 1 day at once	School concerned staffs	"
Staffs of child welfare institutions	"	50	City	3 times a yr 2 days at once	Child welfare institution staffs	"

NOTE. The 1951 fiscal year in-service training is mainly for the newly appointed SWS and city, town and village welfare staffs.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

SUBJECT: Kochi Prefectural In-Service Training Plan for Social Welfare Staffs for 1951 Fiscal Year

Month	For	Purpose	Content	Place	Days	Lecturer
April	SWS (50)	Elevate professional knowledge	Laws & techniques	Kochi	3	Ken staff & experienced persons
	PHO (8)	"	Basic knowledge & techniques	Kochi	3	"
	CWO (10)	"	Laws and techniques	"	1	Ken staffs
	Aki-gun town & village staffs (23)	"	Case work & DLSL	Aki-gun	2	"
May	School welfare staffs (50)		School case work	Kochi	1	"
	Takaoka-gun town & village staffs (36)	"	Case work & DLSL	Suzaki, Takaoka, Sagawa & Kubokawa	2	"
	Kami-gun town & village staffs (26)	"	"	Noichi. Mirafu	2	"
	Child Welfare Officials (10)		Laws & techniques	Kochi	1	"
June	SWS)50)	"	Laws & techniques	Kochi	3	CA, Wel Ministry, Ken staffs & experienced
	Hata-gun town & village staffs (32)	"	Case work & DLSL	Nakamura, Shimizu, & Togawa	2	Ken staffs
	Child Welfare Officials (10)		Laws & techniques	Kochi	1	Ken staffs
	Staffs of child welfare institutions (50)	"	Basic knowledge & techniques	Kochi	2	Ken staffs

NOTE: Method of conference is discussions and conference

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July	Nagaoka & Tosa gun town & village staffs (29)	To elevate DLSL operation	Case work & DLSL operation	Gomen, Motoyama	2	Ken staffs
	CWO (10)	To elevate professional knowledge	Laws & techniques	Kochi	1	Ken staffs
	Agawa gun town & village staffs (22)	"	Case work & DLSL	Ino, Ikegawa	2	Ken staffs
	PHO (8)	"	Basic knowledge & techniques	Kochi	3	Experienced & Ken staffs
August	SWS (50)	"	Laws & techniques	Kochi	3	"
	CWO (10)	"	"	Kochi	1	Ken staffs
September	Nursery Teachers (400)	"	Techniques & professional knowledge	Kochi	3	Ken & experienced staffs
	CWO (10)	"	"	Kochi	1	Ken staffs
	School welfare staffs(50)	"	School case work	Kochi	1	Ken staffs
October	Aki-gun town & village staffs (23)	"	DLSL & case work	Aki, Muroto	2	Ken staffs
	SWS (50)	"	Laws & techniques	Kochi	3	CA, Ken , Welfare Ministry & expereinced
	CWO (10)	"	Laws & techniques	Kochi	1	Ken staffs
November	Takaoka-gun town & village staffs (36)	"	DLSL & case work	Suzaki, Takaoka, Sagawa & Kubokawa	2	Ken staffs
	CWO (10)	"	DLSL& techniques	Kochi	1	Ken staffs
	PHO (8)	"	Basic knowledge & techniqes	Kochi	3	Ken & expereinced staffs
	Child welfare institution staffs (50)	"	"	Kochi	2	Ken staffs

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December	Kami-gun town & village staffs (26)	To elevate professional knowledge	DLSL & tecnhiques	Noichi, Mirafu	2	Ken staffs
	SWS (50)	"	"	Kochi	3	Ken & experienced
	CWO (10)	"	"	Kochi	1	Ken staffs
January	Hata-gun town & village staffs (32)	"	Case work & DLSL	Nakamura, Shimizu, Togawa	2	Ken staffs
	CWO (10)	"	Laws & techniques	Kochi	1	Ken staffs
	School welfare staffs (50)		School case work	Kochi	1	Ken staff
February	Nagaoka-Tosa-gun town & village staffs (29)	"	Case work & DLSL	Gomen, Motoyama	2	Ken staffs
	Old People's Home staff (10)		Study of work	Old people's home	2	Director of Old people's home
	SWS (50)	"	Laws & techniques	Kochi	3	CA, Wel Ministry, Ken & experienced
	CWO (10)	"	"	Kochi	1	Ken staffs
March	Agawa-gun town and village staffs (22)	"	Case Work & DLSL	Kochi	2	Ken staffs
	CWO (10)	"	Laws & techniques	Kochi	1	Ken staffs
	PHO (8)	"	Basic knowledge & techniques	Kochi	3	Ken & experienced
	Child welfare institution staffs (50)	"	"	Kochi	2	Ken staffs

NOTE: This does not include the plans sponsored by welfare ministry
Research meetings by each section will be held when necessary by the section chief
Will introduce reference books, distribute and publis pamphlets

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Cross Reference.

See "Subject: Kochi Pref. In Service Training Planner", dtd 19 Mar. '51 in Kochi Pref. Welfare file.

file No. 117A.

Aug 23, 50

Subject: Kochi Prefectural In-service training planning to the Welfare Secretaries.

Schedule for In-Service Training in Social work
社會事業現任訓練計画

Welfare Dept. Kochi Pref.
高知縣民生部

Aim of the training
一、現任訓練の目的

The aim of training is to give necessary discipline and improve ability of officials in charge to enforce the social work by the specialist as a premise to modernize the social work.

社會事業近代化の前提條件としての專門家による社會事業の実施を圖るため関係職員に必要な訓練を与え資質の向上を図ることを目的とする。

Concept of the training
二、現任訓練の概念

In-Service Training means the scheduled, organic, educational action to assist officials to carry out their business effectively that they have to carry out at present and shall have to carry out in future by improving each official's ability not through the power of supervision, regarding necessary thought, knowledge, technique attitude etc. in case of each official carry out their business individually.

現任訓練とは各職員が個々の職務を遂行するに当り必要な思考、知識、技能、態度等について「指導監督」の権限を通じないで各職員を向上させることにより、職員の現在又は将来行うべき職務を効果的に遂行出来るよう援助する計画的組織的教育活動をいうのである。

Organization
三、組織

Structure
1 機構

Inservice training promotion Board
dept and all the sections chiefs are the member of the board. Besides these, as secretaries to the board, officials who are in charge of the training under the dept are appointed

現任訓練推進協議會を設置し民生部長を委員長、部内各課長を委員

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と云う。

協議會に幹事若干名を置き部内現任訓練担当職員を以てあてる。

(三) 任務

協議會は現任訓練計画、計画の連絡実施の推進にあたり、幹事は本部長の命を受け協議會の事務を処理し、現任訓練の実施、現任訓練に関する調査研究、情報の交換、その他必要な事項を処理する。

Duty to be transacted by the Board.

The ~~duty of~~ responsibility of the board is to enforce the ~~out~~ operation of the well meditated in-service training plan. The responsibility of the secretaries is, getting the instruction from the chief the the Board, to fix the business and to enforce the training and investigation, ~~training~~ study and exchange of information, public relation, and liason between the sections) of the matters concerned with the business, and any other necessary business.

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とする。

協議會に幹事若干名を置き、部内現任訓練担当職員をこれにあてる。

(二) 任務

協議會は現任訓練計画、計画の運営実施の推進にあたり、幹事は委員長の命を承け協議會の事務を処理し、現任訓練の実施、現任訓練に関する調査研究、情報の交換、その他必要な事項を処理する。

Duty to be transacted by the Board

The ~~duty of~~ responsibility of the board is to enforce ~~the~~ the operation of the well meditated in-service training plan

The responsibility of the secretaries is, getting the instruction from the chief the the Board, to fix the business and to enforce the training and investigation, ~~training~~ study and exchange of information (public relation) and liaison between the sections) of the matters concerned with the business, and any other necessary business.

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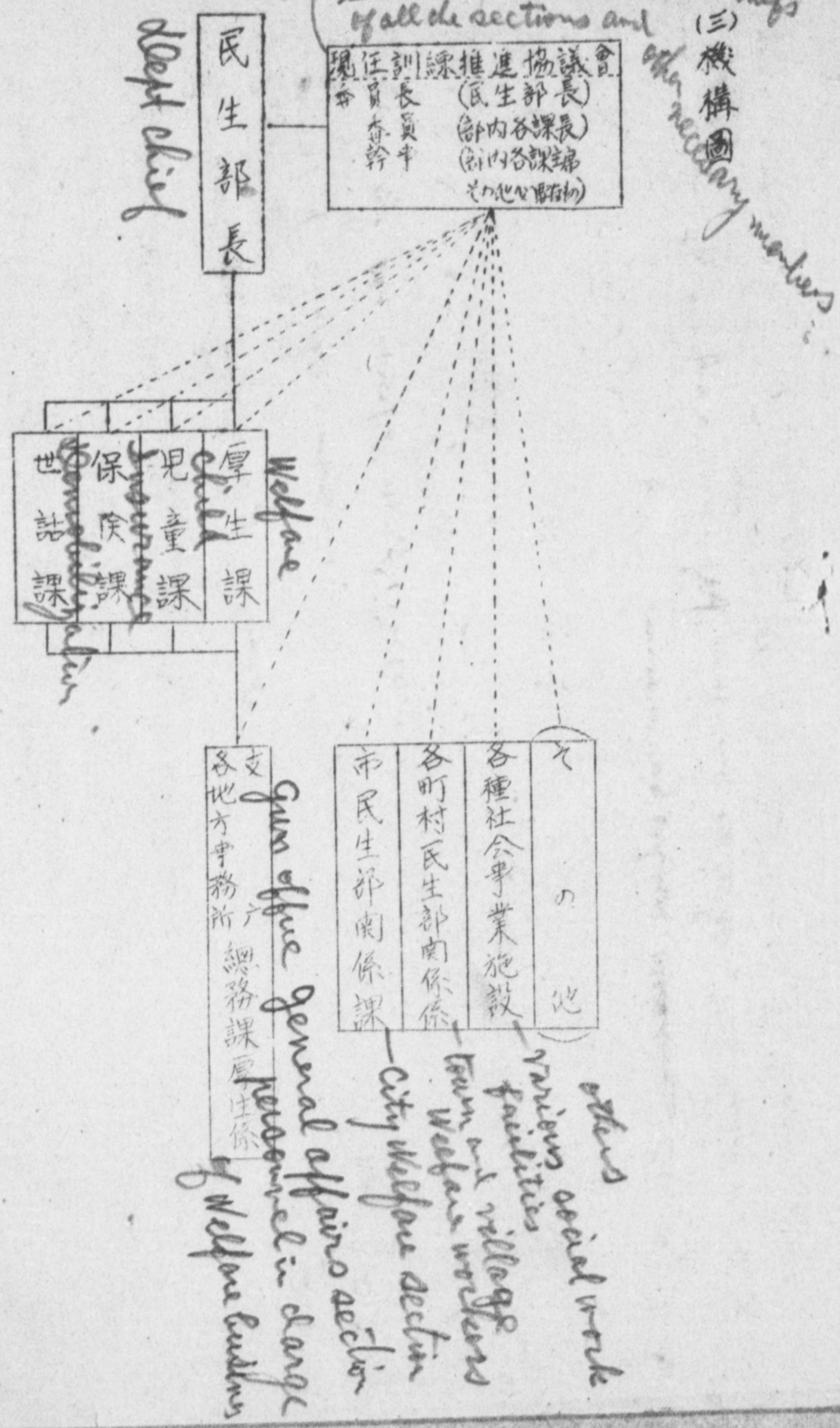
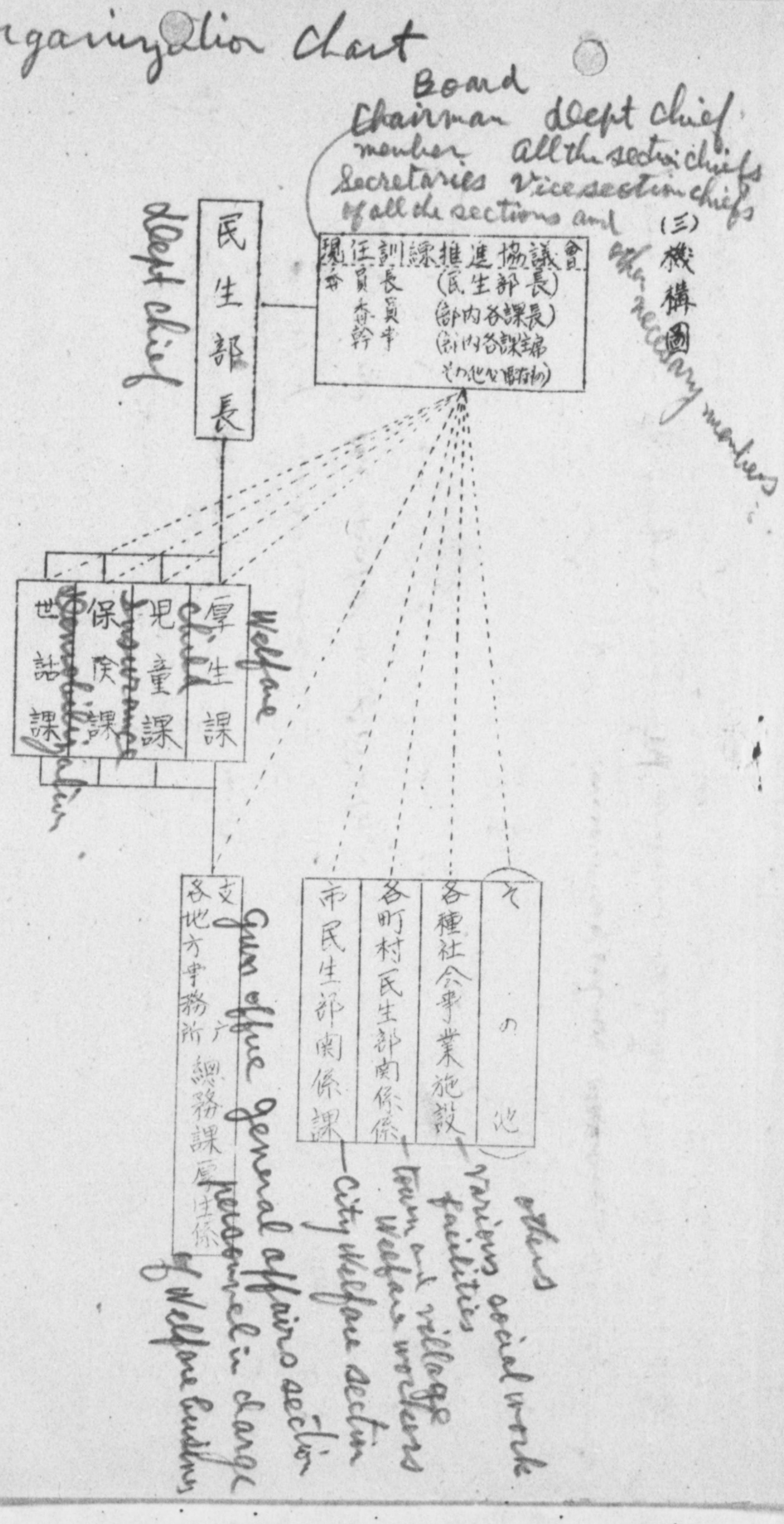
Organization Chart



Organization Chart



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三、対象 People to be trained

(一) 社會事業施設関係職員
Officials of social work institution.

(イ) 生活保護法による保護施設の職員
Officials of protective institutions based on the D.L.S.L.

(ロ) 児童福祉法による保護施設の職員
Officials of protective institutions based on the C.W.L.

(ハ) 身体障害者福祉法による福祉施設の職員
Officials of welfare institution based on the P.H.L.

(ニ) 社會事業法その他による施設の職員
Officials of institutions based on the S.W.L. and others.

(二) 社會事業施設外関係職員
Other officials than ~~over~~ social work institutions

(イ) 民生部内各課職員
Officials of each section in the welfare dept.

(ロ) 市民生部関係職員
Officials of city welfare dept.

(ハ) 各地方事務所(支庁)民生部関係職員
Officials of welfare dept. of district off. (branch office)

(ニ) 各町村民生部関係職員
Officials of welfare dept of each town and village.

(ホ) その他

四、訓練方法 The way of training

現任訓練方法の決定に当っては対象の種別に応じ、各職員に対する適否、訓練の継續性とを考慮し、最も效果的な方法を採用する。
In case of deciding the way of In-Service Training, corresponding the faculty of persons to be trained, and consider the adaptation and continuum of the training to each officials, and adopt the most effective way.

三、対象 People to be trained

(一) 社會事業施設関係職員
Officials of social work institution

(イ) 生活保護法による保護施設の職員
Officials of protective institutions based on the D.L.S.L.

(ロ) 児童福祉法による保護施設の職員
Officials of protective institutions based on the C.W.L.

(ハ) 身体障害者福祉法による福祉施設の職員
Officials of welfare institution based on the P.H.L.

(ニ) 社會事業法その他による施設の職員
Officials of institutions based on the S.W.L. and others.

(二) 社會事業施設外関係職員
Other officials than social work institutions

(イ) 民生部内各課職員
Officials of each section in the welfare dept.

(ロ) 市民生部関係職員
Officials of city welfare dept.

(ハ) 各地方事務所(支庁)民生部関係職員
Officials of welfare dept. of district off (branch office).

(ニ) 各町村民生部関係職員
Officials of welfare dept of each town and village.

(ホ) その他

四、訓練方法 The way of training

現任訓練方法の決定に当っては対象の種別に応じ、各職員に対する適正訓練の継続性とを考慮し、最も效果的な方法を採用する。

In case of deciding the way of In-Service Training, corresponding the faculty of persons to be trained, and consider the adaptation and continuum of the training to each officials, and adopt the most effective way.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775015

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The way of Training

訓練方法

(一) 講話、講議、協議會、討論會、研究會、知財講習會等各種會合による訓練

Training by talk, lecture, conference, discussing meeting, mutual study, short term course etc; various meeting

(二) 見学出張、実地教育、模疑状況等による訓練

(三) 文書、印刷物等による訓練

Training by document and prints etc

(四) 個人的協議等による訓練

Training by personal conference etc.

(五) その他必要と認める訓練

Training that is recognized other than above.

The way of Training

訓練方法

(一) 講話、講議、協議會、討論會、研究會、短期講習會等各種會合による訓練

Training by talk, lecture, conference, discussing meeting, mutual study, short term course etc. training meeting

(二) 見学出張、実地教育、模疑状況等による訓練

(三) 文書、印刷物等による訓練

Training by document and prints etc.

(四) 個人的協議等による訓練

Training by personal conference etc.

(五) その他必要と認める訓練

Training that is recognized other than above.

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Plan of In-service training schedule in 1950 fiscal year

昭和二十五年度現任訓練計画表

一、各種會合による訓練 (Training by various meetings)

(一) 研究會 — Mutual study

名稱 (Name)	目的 (aim)	対象 (person to be disciplined)	人員 (Number of people)	内容 (content)	講師(責任者) (lecturer)	方法 (method)	場所 (place)	期日 (date)
課別研究協議會 (To Pref officials)	職員の資質向上 (improvement of faculty of officials)	民生部各課職員 (officials of each section welfare dept)	一五〇 (150)	各職員所管事項に関する研究協議意見発表等 (study, conference, and expression concerning the business in charge by each officials)	各課長 (each section chief)	討論 (discussion)	各課 (each section)	毎月一回 (once a month)
婦人民生委員研究協議會 (To Women minsei-iin)	一、婦人民生委員の社会福祉事業に対する意識の向上 (improvement of passion of female minsei iin for social welfare work) 二、婦人民生委員の活動方針の確立 (Establishment of activity plan of female minsei iin)	婦人民生委員 (female minsei iin)	三七〇 (370)	一、婦人民生委員の今後のあり方 (How to be the female minsei iin hereafter) 二、要保護家庭の生活指導 (guidance of livelihood for needy households)	縣厚生課職員 (officials of welfare section of pref. office)	討論講義 (discussion and lecture)	高知市外支庁、各地方事務所在地 (Kochi city, located place of branch office and district office)	自七月二十五日至八月八日 (一日間) (from 25 July to 8 aug. (a day))
民生委員常務委員研究會 (To minsei iin chairman)	民生事業の振興 (development of welfare work)	民生委員常務委員 (minsei iin chairman)	一七〇 (170)	情報の交換、資料提供、関係法令、民生委員協議会の指導方法、地区社会事業の振興方法等の研究 (Study of exchange of information, supply of data, laws concerned minsei iin conference, guiding method of minsei iin, developing method of district social work)	常務委員会長、縣関係職員 (chief of chairman, prefectural officials in charge)	討論 (discussion)	高知市外支庁各地方事務所在地	十二月 (一日間) (December (a day))
社會事業施設(児童福祉関係)職員研究会 (To workers in institution)	施設職員の資質向上 (improvement of faculty of institution officials)	児童福祉施設職員 (officials of child welfare institution)	九〇 (90)	一、施設職員の業務 (business of institution officials) 二、児童の取扱方 三、施設の経営 (management of institution)	縣児童課職員 (officials of child sect. pref.)	討論講義 (discussion and lecture)	高知市外支庁各地方事務所在地	十月 (一日間) (October (a day))

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To child Welfare officials / To supervisory officials

名稱	目的	対象	人員	内容	講師(責任者)	方法	場所	期日
児童福祉司研究會	基礎的知識 技術の向上 (Fundamental knowledge, improvement of technique)	児童福祉司 (Child welfare official)	六 (6)	基礎学、関係法令の研究、ケースワーク、グループワークの研究並実習	児童課長 (Chief of child section)	研究発表 討論 (Expression of study, Discussion)	縣庁 (Prefectural office)	毎月二回 (twice a month)
査察指導職員 現任訓練職員 連絡会	職員の資質向上に最も適切な方法の発見 (Discovery of the most proper method to improve the quality of officials)	査察指導職員 現任訓練職員 (Inspecting officials, official for in service training)	一〇 (10)	情報の交換、資料の提供、相互研究 (Exchange of information, supply of data, mutual study)	民生部長 (Chief of welfare dept)	討論 (Discussion)	縣庁 (prefectural office)	随時(概ね月一回) (Once a month generally)

Study of fundamental learning and laws concerned, study and practice of case worker & group worker

二、講習會 Lectures and study course for nursery teachers

To Nursery Teachers

名稱	目的 (aim)	対象 (persons to be disciplined)	人員 (No. of person)	内容 (content)	講師(責任者) (lecturer)	方法 (method)	場所 (place)	期日 (date)
昭和二十五年度保母資格認定講習會	(一)児童福祉法施行令第十三條第一項第一号の規定による資格の附与 (二)保母の資質の向上 (三)保母志望者に対する教養と技術の附与	保母並に保母志望者 (Nursery teacher & applicant for nursery teacher)	二五〇 (250)	(一)児童福祉に関する法令 (二)社会事業一般 (三)栄養学及実習 (四)保健衛生学及生理学 (五)児童心理学及精神衛生 (六)小児病学 (七)教育学 (八)教育心理学 (九)看護学及実習 (十)育児法及実習 (十一)ケースワーク (十二)グループワーク (十三)保育理論 (十四)実際指導(遊戯) 1) Laws concerning the child welfare 2) General social work 3) Sitiology & practice 4) Health hygienics & physiology 5) Child psychology & psychohygienics 6) Pediatric pathology 7) Pedagogics 8) Pedago-psychology 9) Science for nursing 10) Rearing of infants and practice 11) case work 12) group work 13) nursing theory 14) practical guidance (playing)	縣関係職員 高知女子大學教授 日赤医師 中学校教諭 (Prefectural concerned officials, Prof. of Kochi Ladies University, Doctor of J.R.C.S., Teacher of middle school)	講義 討論 實地教育 (Lecture, Discussion, Practical education)	高知女子大學 (Kochi Ladies University)	自八月七日至九月二日(一九三時間) (from 7 Aug. to 2 Sept. (193 hours))

giving the qualification by No.1 of paragraph No.1 of the provisions No.13 of the enforcement regulation of the Child Welfare

Improvement of quality of nursery teacher

Endowment of culture & technique for the applicant of nursery teacher

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775015

Analysis Section,
Statistics & Research Division
Welfare Minister's Secretariat

○ 1. Improvement in quality of town & village officials concerned. 2. Improvement in professional knowledge and technique
→ 1. Improvement in quality of officials 2. giving the professional knowledge and technique

名稱 (Name)	目的 (object)	対象 (persons to be disciplined)	人員 (Number)	内容 (contents)	講師 (責任者) (Lecturer (responsible man))	方法 (method)	場所 (Place)	期日 (Date)
生計調査員指導講習会 (To investigation of livelihood)	社会保障制度基礎調査 (Fundamental investigation for social guarantee system)	調査員 (Investigator)	一〇 (10)	生計調査票記載事項 (outline of filling up the livelihood investigating card)	厚生大臣官房調査統計部統計調査課長	講議 討論 (Lecture Discussion)	縣庁 (Prefectural office)	八月十四日 (14 Aug.)
消費生活協同組合監事講習会 (To consumer cooperative association secretaries)	組合監事の資質向上 (Improvement in quality of cooperation inspector)	消費生活協同組合監事 (consumptive or living cooperative assoc. inspector)	二〇 (20)	経理簿その他組合経営状態の監査方法	縣関係職員 (Prefectural officials concerned)	講議 討論 (Lecture Discussion)	高知市 (Kochi City)	九月上旬 (二日間) (1st/10 days of Sept. (2 days))
地方事務所 市社会事業関係職員講習会 (To gun and city welfare workers)	(一)職員の資質向上 (二)専門知識技術の附与	地方事務所 市社会事業関係職員 (City branch office and each district officials in charge of social work)	三〇 (30)	(一)社会事業一般 (二)関係法規 (三)監督指導の方法 (四)事務処理方法	縣関係職員 (Prefectural officials concerned)	講議 討論 (Lecture Discussion)	高知市 (Kochi City)	九月中旬 (三日間) (2nd 10 days of Sept. (3 days))
町村社会事業関係職員講習会 (To town village welfare workers)	(一)町村関係吏員の資質向上 (二)専門的知識並に技術の向上	町村社会事業関係職員 (Town & village officials in charge of social work)	一七〇 (170)	(一)社会事業一般 (二)関係法規 (三)定期報告その他町村社会事業関係実務について (四)ケースワーク、グループワークについて	縣関係職員 (Prefectural officials concerned)	講議 討論 (Lecture Discussion)	支所、各地方事務所 (Located place of branch office and district office)	自十二月至二月 各所(三日間) 六ヶ所 (From Dec. to Feb. 6 places (3 days each))
社会福祉主事講習会 (To Welfare Secretaries)	(一)基礎知識の附与 (二)ケースワーク技術の向上 (Giving the fundamental knowledge; improvement in case work technique)	市支所各地方事務所社会事業担当職員 (City branch office and each district office officials in charge of social work)	五〇 (50)	(一)社会事業一般 (二)ケースワーク、グループワーク研究並実習 (三)関係法令 (四)監察指導の方法	縣関係職員 (Prefectural officials concerned)	講議 討論 (Lecture Discussion)	高知市 (Kochi City)	自十一月至二月 (三日間) (From Nov. to Feb. (3 days))

Notes:

- (Consumer cooperative associations) accounting ledger etc., inspecting method of managing condition in cooperative association.
- (Gun and city welfare workers) 1. general social work. 2. Laws concerned 3. Supervising method 4. Disposing method of business
- (Town & village welfare workers) 1. General social work. 2. Laws concerned 3. Concerning the periodical report & actual business of town & village social work 4. Concerning case work & group work
- (Welfare secretaries) 1. general social work. 2. Study & practice of case work & group work 3. Laws concerned 4. Supervising method.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775015

To old People's home workers

三、実地教育による訓練 Training by Practice.

名称	目的 object	対象 persons to be disciplined	人員 No. of person	内容 contents	講師（責任者） lecturer	方法 method	場所 place	期日 date
養老施設従事者実地訓練	1.職員素質の向上 2.収容者処遇方法の向上	縣立養老院職員 Officials of perfectural Old-aged Institution	8人	各職員が職務内容に応ずる訓練 Training corresponding the office content of each officials	十松園長 縣関係職員 Chief of Senshoen Prefectual officials concerned	実地教育 practical education	縣立養老院十松園 Prefectural Old-aged Institution called Senshoen	九月下旬二日間 last 10 days of Sept. (2 days)

1. Improvement in quality of officials
2. Improvement in treating method for the accommodated

四、その他の方法による訓練
Training in any other method

社會事業文庫の開設 Establishment of social work library
参考資料、参考圖書の蒐集購入を行ひ、随時職員に閲覧させ教養の附与資質の向上を計る。
collect and purchase the referential materials or books, make officials read at any time, and expect to give culture and improve quality

distribution of printed matters to the workers

五、文書、印刷物による訓練
Training by documents and prints

(イ) 高知縣社会事業概況」を拡充継續す版配布する。
Strengthen the prints "the outline of the social work in Koch pref." to publish and distribute continuously.

(ロ) 社会事業従事職員執務必携を作成配布する。
Compile and distribute the "handbooks of business for officials in charge of social work"

六、備考 Remarks

以上の訓練計画のほか必要に応じ計画立案し本計画に附加する。
Besides the above training schedule, make plan on demand and add it to this schedule

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115013

1N.

Schdule of in service training of ~~two~~ welfare workers in Kochiken in 1950 fiscal year.

1. purpose

purpose of this training is to elevate quality of welfare workers in Kochiken.

2. plan

1. renewal of staff

a. person affiliated to prefectural government.

As staff of welfare department required professional-knowledge and technique in reference to caracteristic of their work which is different from that of another work, appointment or transfer of staff of welfare-department of prefectural government, branch office, and district office, should be carried out carefully in connection with personal affairs section.

b. person affiliated to city town village office.

In view of the fact that there are number of welfare officer in city town village office who has been engaged in another work concurrently and that their age is rather young and long experienced person are few, beside their transfer carried out frequently, we think, it is necessary to promote guidance of mayor of city, town, village regarding appointment of ~~staff~~ welfare officer and have them recognize importance of welfare-work.

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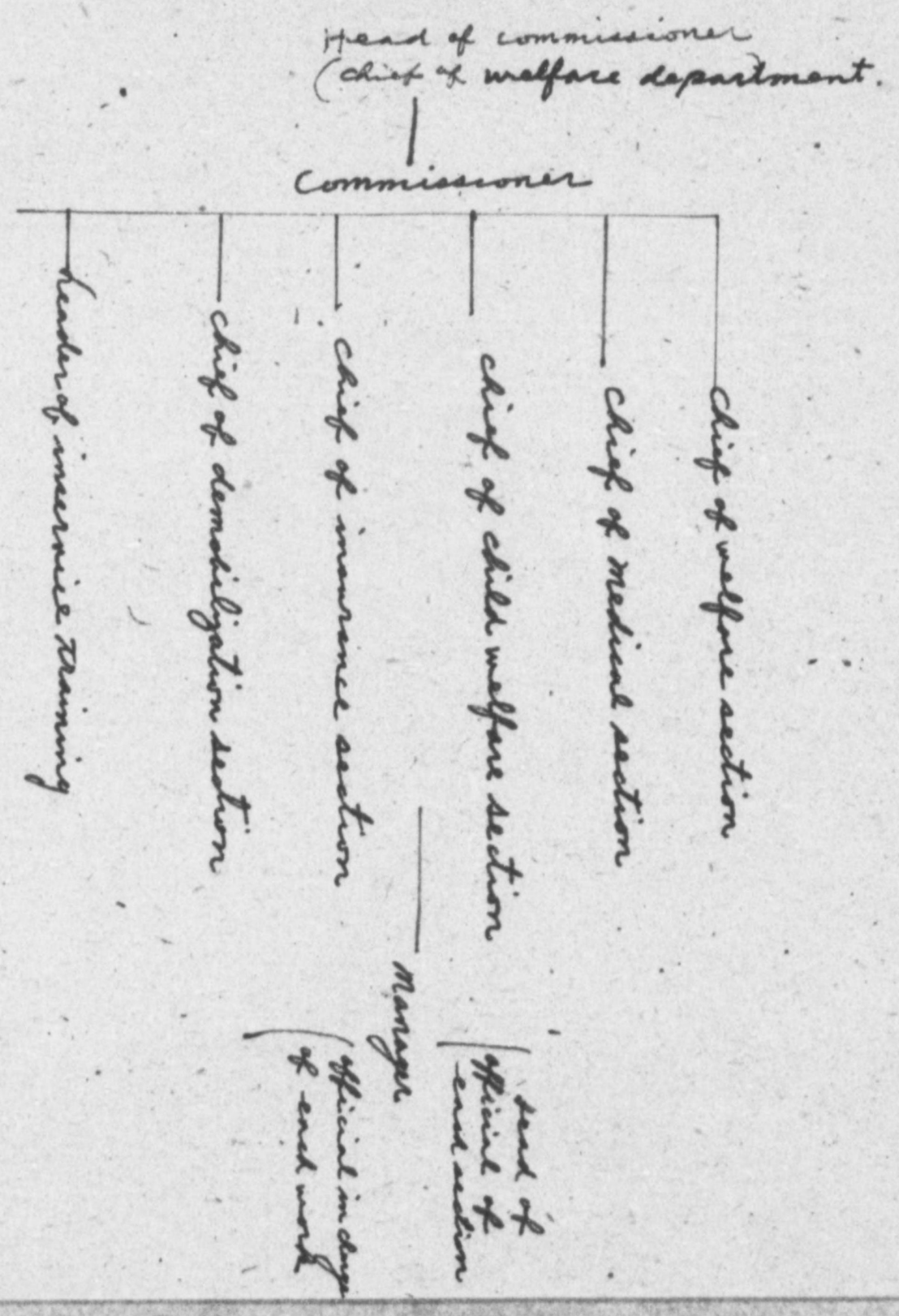
d. Establishment of organization - prefectural government.

1. Establishment of Kochiken ~~xxx~~ welfare workers' inservice training council.

a. purpose

To plan and propel guidance and training of welfare workers in Kochiken and hold conference on necessary matters.

b. commissioner



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C. Management.

1) To hold regular council once a month to discuss in-service training, especially in budget making, it is important to connect with other concerned organization or office.

2) Managers should make a plan of each section in exution of schedule decided by the council (If necessary, cooperate with other concerned section)

3. Method of inservice training

1. Object.

a. Officials affilated to prefectural government. (Child welfare official, health nurse, officials of health center, nursing teacher, medical worker, general officials concerned.)

b. Chief of general affairs section of district office, welfare officer, officials of child welfare center.

c. Officer in charge of welfare in city, town, village

D Hinseiin (child welfare worker)

E. Responsible person of institution.

2. Method

a. Training course, reserch meeting, conference, ~~conference~~ guidance through correspondence, Inspection.

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b. Establishment of library and enrich its content.

c. monthly publication (Minaei geppo)

d Inspection of advanced area.

3. In service training of officials affiliated to prefectural government.

Object	method	content	lecturer or responsible person	Term and frequency.
Officials of welfare department. (carried out in each section)	reserved meeting	Important items of each section and fundamental item.	Chief of concerned section	twice a month. one hour each time
Chief of general affairs section and welfare section of branch office, district office and city office	conference	〃	〃	once a month whole day
Official in charge of welfare of branch office and district-office.	training course	concerning laws case work. Management of business and others.	Chief and staff of concerned section	twice a year. 3 days (2 night)
Official in charge of welfare of city town village	〃	〃	〃	〃
Child welfare officials and head of child welfare center.	study conference	Improvement of professional duty case work group work. statistic material	〃	more than once a month Half day or whole day.

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Object	Method	content	lecturer or responsible person	term and frequency
Health nurse Medical worker	training course	public assistance case work content of duty	〃	twice a year 2 days (one night)
nursery teacher	〃	public assistance content of duty	〃	〃

4 In service training of Minaciin (child welfare worker) and responsible-person of institution

Object	Method	content	lecturer or responsible person	term and frequency
Minaciin (child welfare worker)	training course	case work community organization	chief and staff of concerned section	twice a year in each city branch, and district office 2 days (one night)
Responsible person of institution	〃	treatment of inmate basic knowledge	〃	twice a year whole day

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 115013

昭和二十五年度高知縣社会事業從事者現任教育計畫書

一、目的　高知縣に於ける社会事業從事者の資質の向上を図るを以て目的とする

二、企画　第一　人事の刷新

一、縣庁関係

民主部関係職員は一般事務職員と異なり其の仕事の性格よりして専門的知識技術を要するので本庁、支庁、地方事務所民主部係職員の任用配置轉換については充分留意し人事課と充分連絡すること

二、市町村関係

市町村に於ける民主部関係職員は二種以上の兼務者多く比較的若者を之に充当し長期勤務者少く異動もはげしくので市町村長に対し職員の任用について指導を強化し民主事業の重要性を認識するよう留意すること

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三 県庁関係職員の現任訓練

対照者	方法	内容	講師又は責任者	期間及回数
民主部各課全職員 各課毎	研究会	各課重要なる事項及基礎的事項	関係課 課長	月二回 一回一時間
支庁地方事務所 市総務課長厚生課長	協議会	右仝	右仝	月一回、一日
支庁地方事務所 係職員	講習会	関係法規 ケースワーク 事務処理事項その他	関係課長及係員	年二回 一回二泊三日
市町村係員	右仝	右仝	右仝	右仝
児童福祉司 児童相談所長	研究協議会	専門職務の内容改善 ケースワーク・グループワーク 統計資料について	右仝	月一回以上 一回一日又は半日
保健婦 医療社会事業家	講習会	公的扶助ケースワーク 職務内容について	右仝	年二回 一回一泊二日
保母	右仝	職務内容 公的扶助	右仝	右仝

四 民生委員（児童委員）施設責任者の現任訓練

対照者	方法	内容	講師又は責任者	期間及回数
民生委員（児童委員）	講習会	ケースワーク コミュニティーオーガニゼーション	右仝	各市支庁地方事務所毎に 年二回、一回一泊二日
施設責任者	右仝	収容者の取扱について 基礎知識について	右仝	年二回 一回 一日間

高知県

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Jun 1950

IR IR File

SUBJECT: Kochi Prefectural In Service Training Plan

1. Outline of In service training

This training program is a symtematic educational activity aiming to aid the present present social welfare officials to perform efficently their current and future duties by training them, not through "authoritative guidance and supervision", on necessary knowledge, techniques, attitude etc.

2. Formation

a. Structure

The inservice Training Propulsion Council will be formed by chief of the Pref Wel Det and the chiefs of all sections of the dept.

The council shall have some managers who shall be those in charge of the training program within the department.

b. Duties

The council shall accelerate planning, management and execution of the in-service ~~training~~ officials training program. The managers shall deal with general affairs of the council, enforcement of the training program, investigation and research for that, exchange of informations and other necessary activities.

c, Chart of structure

As on attached paper

3. Trainees

a. Staffs of social work institutions

(a) Staffs of protection institutions of DLSL
(b) Staffs of " " of CWL
(c) Staffs of welfare institutions of physically handicapped Law
(d) Staffs of other institutions of Social works Law

b. Staffs not in social work institutions

(a) Staffs of each section in wel dept
(b) City Welfare section staffs
(c) District office welfare staffs
(d) Town and village welfare ataffs

4. Training methods

a. Masstraining outside the office

This is a training program necessary for officials having a particular object or the same object and problem. This includes lectures, inspections, field trips, on- the -spot education, sham drill, conferences

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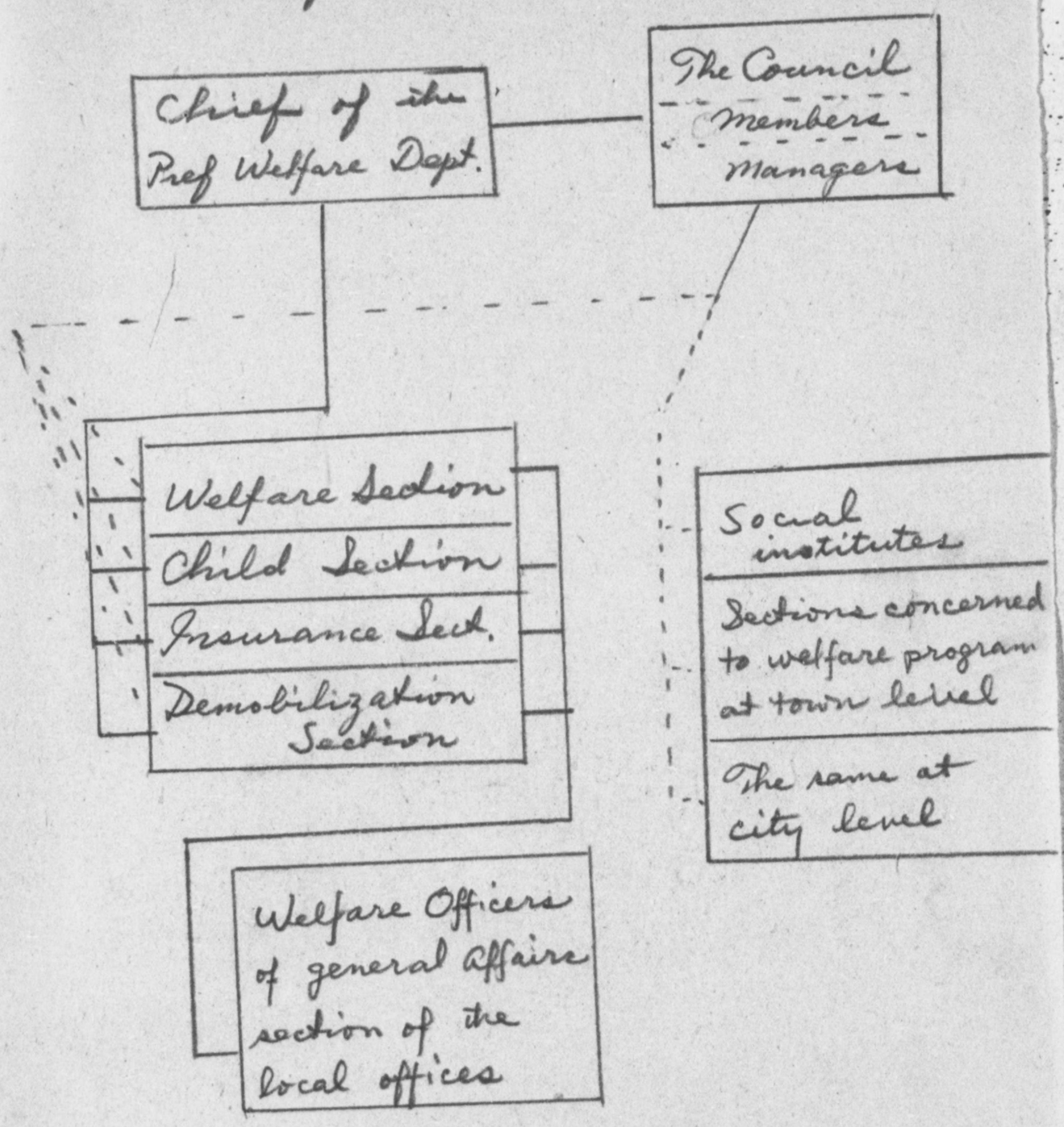
(C) Chart of the machinery



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discussion and research meetings, training courses etc.

b. Individual training outside the office

This is a training program through reading, guidance in researches, correspondence education etc.

c. Mass training outside of the office

This is a collective training program with a particular object for officials engaging in common or same duties. This shall be given mainly through reports after on-the-spot inspections, specific teaching materials, mark-books officials attainments.

d. Individual training inside the office

This included individual consultation between officials or between those responsible for supervision of their duties, and regular offidals conference which will be participated by all officials with a plan mapped out collectively to improve individual capacity.

e. Other trainings

(a) Education for new paid officials on probation, and training in assistant official system.
(b) Training through printed matters and others
(c) Training in educational furlough or part-time education

SUBJECT: In-service Training Program for 1950 Fiscal Year

1. Training based on various meetings

a. In-service training Promotion Council (once a month)
b. City, city branch, all district offices section chiefs conference (every other month)
c. Research meeting of sectionc separately (once a month)
d. Each sections "person in charge" research meeting (Anytime)
e. Each city, city branches, district offices research meeting (once a month)
f. Town and village welfare section meeting (2 times an year)

SUBJECT: In service Training Plan for 1950

1. Training based on various meetings

Name	Purpose	Person to be reoriented	Responsible person	Content	Term
Inservice Training Promotion Council	Plan, operation of plan etc	Committee & managers	Wel Dept Chief		Once a month
City, branch office district office, welfare section daily conference	Instruction, liaison conference	Indicated section chiefs	"	Instruction, liaison discussion	Every other month
Each sections research discussion meeting	Research, discussion liaison	Staffs of each section	Each section chief	Research, discussion express opinions etc	Once a month
Each sections head officials meeting	Office liaison, research etc	Each sections head officials	Each head officials	reasearch, discussion	Anytime
City, branch office, each district office research meeting	Office liaison research, discussion	Concered staffs of city, branch, district offices	Section chief of each places	Meeting of new worksization	Once a month
Town & village welfare section meeting	Office guidance and liaison	Town and village welf dept staffs	Each section chief	Instruction, liaison discussion	2 times an year
Director of institutions meeting	Guidance	Directors	Concerned section chiefs	Clerical liaison guidance	"
Each institutions staff meeting separately	Elevation of operation	All staffs of each institution separately	Concerned sec chief	Guidance, accounting,	"
Home visitors research meeting	Technique guidance meeting	Home visitors	Section chief	Case work etc	Once a month
Supervision staffs in service training	Office liaison	Staffs in position of supervisiors	Wel dept chief	Mutual study Exchange of information	Once a month
Child Welfare Official Research Meeting	Case techniques & guidance	Child Welfare official	Section chief	Case work Group work, discussion	Twice a month

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2. Training Courses

a. Training course for city, town and village staffs engaged in social work

Purpose	Trainees	Content	Term	Remarks
Basic principles concerning welfare administration & general knowledge	City, town & village social workers	Basic of social work Theiry and execution	3 days	in 7 places

b. Welfare Department staffs training course (including branch and district office)

Purpose	Trainees	Content	Term	Remarks
Same as above	Wel Dept staffs, branch & district office staffs	Same as above	3 days at once (2 times a year)	In 1 place

* The above research meetings, training courses will be added to actual plan if necessary

2. Printing materials

a. To publih and distribute the Kochi Prefectural Social Work Outline

b. To make and distribute social work staffs ? ________ can't understand in Japanese word

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社会部の職員現任訓練計画（案）

高知縣

一、現任訓練の概念

現任訓練とは各職員が個々の職務を遂行するに當り必要な思考、知識、技能、態度等について「指導監督の権限」を通じないで各職員を向上させることにより、職員が現在又は将来行うべき職務を効果的に遂行出来るよう援助する計画的、組織的教育活動をいうのである。

二、組織

(a) 機構

現任訓練推進協議会を設置し、民生部長、部内各課長を委員とする。

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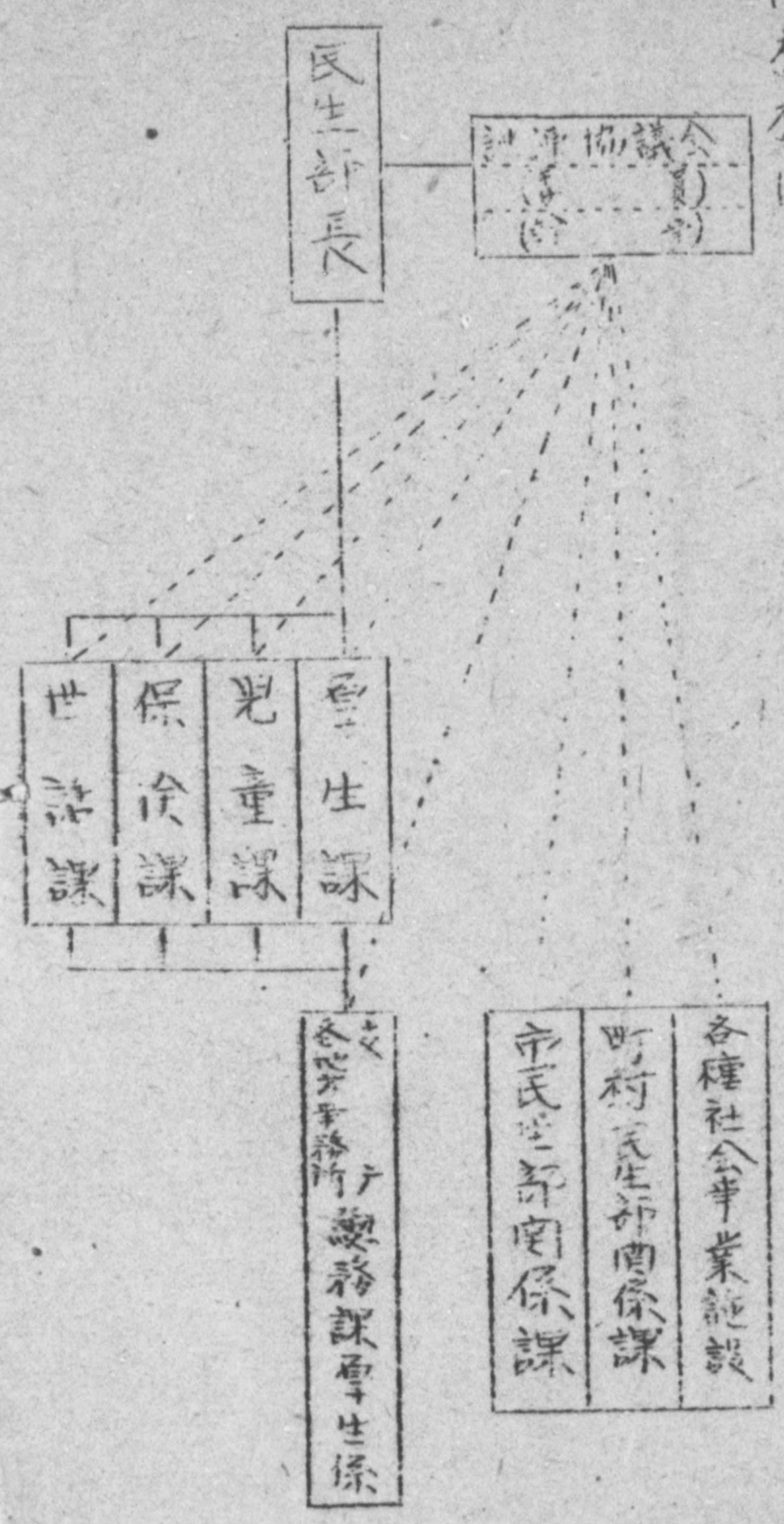
協議会に幹事若干名を置き所内現任訓練担当職員をこれにあてる。

(イ) 任務

協議会は現任訓練計画の企画、計画の運営、実施の推進にあたり、幹事は協議会の事務を処理、現任訓練の実施、現任訓練に関する調査研究、情報の交換、その他必要な事項を処理する。

(ロ) 機構図



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三、対象

(イ) 社會事業施設関係職員

(ロ) 生活保護法による保護施設の職員

(ハ) 児童福祉法による保護施設の職員

(ニ) 母子福祉法による福祉施設の職員

(ホ) 社会事業法その他による施設の職員

(ヘ) 社会事業施設外関係職員

(ト) 民生部内各課職員

(チ) 市民生部関係職員

(リ) 各他方面事務所(支庁)民生部関係職員

(ヌ) 町村民生部関係職員

四、訓練ノ方法

イ、私塾外ノ集団訓練

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特別の目的又は同一の目的及び問題に関係する職員に必要なかとして計画された訓練であって講話、講議、見学出張、実地教育、模擬状況、協議会、討論会、研究会、短期講習等がある。

乙 2. 職場外の個人訓練

読書、研究指導、通信教育等による訓練

乙 3. 職場外における集団訓練

共通の問題又は同一の仕事に従事する職員のために特定の目的をもって行われる集団訓練であって主に現場出張報告、一定の教材ケース又は資料、職員参考資料等を利用して行われる訓練である。

4. 職場における個人訓練

主として各職員相互又はその義務上の監督の責任を有する地位にある者の間で個人的協議(相談)を行う個人的協議と定期的行事として集団的過程によって計画をたて全員が参加の方法によって個人の能力を向上せしめる職員会議とがある。

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六、其の他の訓練

(a) 新規採用者に対する見習期間の教育則手制度による訓練

(b) 印刷物等の利用による訓練

(c) 教育休暇又はパートタイム教育による訓練

昭和二十五年度現任訓練計画表

一、各種会合による訓練

名称	目的	対象	責任者	内容	期日	備考
現任訓練推進協議会	現任訓練計画に関する企画、計画の運営、実施の推進	協議会委員及び幹事	民生部長	現任訓練計画の実施その他現任訓練に関する事項	毎月一回	
市支庁、各地方事務所総務(厚生)課長会議	指示、連絡協議	市支庁、各地方事務所総務(厚生)課長、係	民生部長	当面の厚生行政に関する指示連絡、討議	隔月	
課別研究協議会	事務連絡、研究、協議	各課 全職員	各課長	各課所管事項に関する事務連絡、研究、協議、説明、意見発表	月一回	

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各課係別研究協議会	事務連絡、研究協議	各課各係全職員	各係長	各係所管事項に関する打合、研究、協議	随時	
市支所、各地方事務所別研究協議会	事務連絡研究、協議	市支所、各地方事務所関係職員	市支所、各地方事務所総務、厚生課長	新規事業に関する打合、その他研究協議	月一回	
町村厚生係会議	事務指導連絡	町村民生部関係職員	各課長	当面の事項に関する指示連絡、協議	年二回	
社会事業施設長協議会	施設及経営指導	施設長	関係各課長	事務連絡並指導	年二回	施設の種類により夫々別個に實施
社会事業施設別職員協議会	施設運営向上	各施設毎全職員	関係各課長	施設職員の職務事務整理指導	年二回	
家庭訪問員研究協議會	技術指導、事務打合	家庭訪問員	課長	ケースワーク等の技術指導發表研究	月一回	実地指導を併用
査察指導職員現任訓練職員連絡会	事務連絡	査察指導職員現任訓練職員	民生部長	情報の交換相互研究	月一回	
児童福祉司研究会	ケース技術指導	児童福祉司	課長	ケースワークグループワーク研究発表討論	月二回	

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二、講習会

(イ) 市町村社会事業従事者講習会

目的	対象	内容	期日	備考
厚生行政に関する基本的知識並に事務遂行上の一般知識技術を習得させる。	市町村関係職員	社会事業に関する基礎理論並に実務に関する科目	三日間	縣下七ヶ所において開催

(ロ) 民生部職員講習会（支庁、地方事務所関係職員を含む）

目的	対象	内容	期日	備考
厚生行政に関する高度の知識並技術を習得させ指導的職員の養成を目的とする。	民生部関係職員並に支庁、地方事務所職員	社会事業に関する高度の理論並に実務に関する科目	一年二回 一回三日	縣下一ヶ所

以上の研究会、協議会、講習会については必要に応じ立案し本計画に附加する。

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三、印刷物

(a) 高知縣社会事業概況を拡充継續出版配布する。

(b) 社会事業職員執務心得を作成配布する。

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