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laid by the laws and regulations to meet the positive ~~material~~ need.

Fukuoka: Equilibrium fund for the child care and DLSL fund from the dentral government, what it means? Ministry says that it is only this year way. Next year both funds will be combined together.

Mr Hayashi: Saki "Supervision". Inspect was the old term to be used. But democracy calls for new words. Superintendence is the particular word to attach to specific area and it is not general term.

Kumamoto interrupts: Kumamoto man says Miss Randolph said the concept of thwword inspection or supervision should be improved or reinterpreted. We might have been misusing or neglecting the true meaning of the words but originally these words have full meaning to meet the democratic way of thinking, so I think there should be no need to coin new strange words that will make more confusion.

Hayashi continues: "Sasatsushido" supervision is not a good work I think. It destroys the sense of democracy. The word should be the word of cooperation, help and guidance. There should be no order or to enforce them to do something in its sense. But it contains a sense of watch and it naturally means a control. nothing

NOTE: The second chapter of the welfare officials job description Sha Otsu Hatsu 31, Concept of In-service Training The improvement of job ability and staff development are not the same with in-service training. It is very ~~ambitious~~ ambiguous. I did not write it. He criticized the ministry official paper.

The element of supervision: It is a act or process, it contains cooperation or guidance; ~~to~~ assist ~~to~~ guide based on democracy and there is a sense of responsibility.

Kumamoto questions: If an official went to a professor to ask questions? It is not staff development. If any responsible person approve him to go to a certain teacher to ask, then it is a staff development. Then there exists interrelational activity between the member of the staff.
(Chicago school - semantics.)

Staff development aims the development of the comprehensive member of the staff.

Supervision: The aim of the supervision.

Economic supervision because of the people's tax money sake. What we will supervise? Contents of the officials job. Who will do the supervision? the man has the authority or duty, but he can designate persons for the job, because he might be too busy to do the job, but still the duty remains to him to bear. To make planning how to supervise the case workers to make them more efficient for the job.

(Mr Pott's definition:)

By verbal way: to attend section chief's conference
to give the knowledge to them (the supervisor)

By writing: recommendation general and specific
to get the recommendations from the workers to make it useful
The supervisor should know every detail of the organization up to date and the publicity business to the general public; every apsect of the business he should have the complete knowledge. Whenever you get any information from the chief you should get written form to indicate peoperly the points. Concerning the workers, you should have the recommendation ability to the chief whenever he is going to hire or stop officials. (It might be very difficult in Japan to make this points to work.) He can designate the specific jobs to the workers. If there are big mistakes, you can fix, withoutn getting the approval from them. Make the in-service training planning. You are not the person alway to lecture. To make them to work efficiently and when the workers make any mistakes, he should report to the higher officials. If you can prepare manuals it will help you much. them

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Case load in the States

	Old age aid	child	blind	general
Person	OAA	ADC	AB	GA
Maximum	406	230	418	406
Middle	245	105	247	95
Minimum	101	56	88	43

ADC: aid to dependent children

Summary: productivity; character of the workers
To know the ability of the workers. Education and instruction of the workers.

Physically Handicapped Program By Mr Umemoto

The ministry having definite program for the law to set up physically handicapped welfare centers within each prefecture and to put the officials in the centers. But no budget to meet the expenses. So possibly the gun office might be the substitute of the center or if the ministry's project to have w lfare district s stem, is accomplished, the district office would be the center. Physcially Handicapped Welfare official number is so short, so they can not be case workers, so they might be the supervisors and welfare case workers will be the persons to work.

We will have a little center (rehabilitation center) in each prefecture.

The job description of the case worker:
1. Assigned by the system: By the governor, the case workers will get the assigned jobs. They are prefectural officials. The striking charcter of the case workers which in Japanese Government we had none before. They are tending to be quite free to act. Not so much control or pressure from the section, dept and pref. chiefs than as the other officials do. To know the specific community's characteristics; the difference from the other communities, slum, or civic center, area of factories, or farming area has its own characteristics. Study these points fully: public and private agencies, hospital, health centers etc and Social Law for the program, Physically Handicapped Welfare Law, CWL, DLSL, Unrepatriated Persons Welfare Law, Special Employment Security Law, Pension Law, Injured Persons Insurance Law, Welfare Pension Insurance.

Local color: Old traditional feelings toward the physcally handicapped, ~~Hereditary~~ Physcially handicapped by near-relationship marriage.
Hereditary interpretation of the handicapped.

Individual Guidance: Th grasp the living way from the past. Minute record of the data. Diagnosis by all the assistance of the professional people designated by the law. Treatment: Application of the protection. Reading of the laws and instructions concerned with program.

Japan Social Work's Organization Staff Mr Maki Group Work and Community Organization: I have not enough time to discuss fully these two subjects. So better have the community organization abd if I can find some time to speak out the subject of group work it is quite happy to me. Group work is a kind of case work, so you have enough knowledge of case working nowadays and it is not quite different from the group work, and these 3 including community organization, are all related together and we can not isolate any of them from the other two.

Social Welfare "needs" Social welfare "resources": To meet the social welfare needs with social welfare resources is the goal of the job. To handle the social welfare problem within the community, to treat the community not as simple group of people but to treat organized tightly relationed people. The word of community organization tends to give some idea of to organize all the people of the community into a unit, but it is not right. Some says the proper word for the program might be said inter group work. To work toward the group (an organization) or between the groups. The problem of the activity is to make ready to use the facility of the community (resources) in controled way. Reading the paper prepared by Mr Thomas Metsker in the Basis Paper.

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To utilize the social welfare resources and to create social resources and to make to have liaison and coordination between the organization to effect them to be efficient facility.

To have the actual pictures of the social needs and social resources. About 20 years ago we established social works exchange in Tokyo and we got the records but it was not utilized but now we have the activity to get all the pictures of helpless orphans throughout Japan and we can call this a kind of community organizations.

Activity of the community organization: Investigation and study to get the facts to be available for the purpose. To put the priority to the needs which should come first and which to next.

Liaison and coordination of the planning of the projects. To set up necessary organizations and to stop the obsolete organizations. To call for all the resources for the purpose. Publicity and enlightment activity should not be any superficial activity but it should be founded on the sober interpretations of the program.

1. The workers should be alert enough to detect this important social needs.
2. The workers should be enthusiastic enough to solve the problems.
3. The works should be efficient enough to gather people who are willing to help.
4. The workers should be efficient enough to utilize every facility to its fullest point.

The present probl em (urgent) : To establish social welfare works' organization (consolidation of all those independent agencies) and to establish the concrete CCC organization in Tokyo and in prefectures. Comprehensive over all-program to have uniformity in all social works. CCC members in Japan at present lack the fundamental understanding of the project. The CCC activity is social work itself so the member themselves should recognize and themselves social workers. They think they are outside the sphere are only simple social representatives. At present the CCC rather tends to be the donators' activities not the collectors' activities. It is quite wrong. But it is quite funny to find these CCC people, one of the most active bodies of social workers because of their hard toil, of those three years for the program. New Social Works Fundamental Law will allow to gather all the people for public governmental as well as from private to establish councils. Don't unite the existing agencies together but to organize new brand new communities. To stop obsolete ones and set up new efficient agencies and have well organized committee.

On Job Training - Conclusion of the Course by Mr Kuroki : The course is quite different from the courses we had before. He had never realized the meaning when he sent out the ministry instruction. Now it become clear to him to say automatically supervising activities will improve the efficiency of the staff to meet the needs of the people. In service training is on a little higher level to instruct the officials with planning.

Why is it important? Layman attitude is not good at all. Professional handling is the most important at present. To train the officials as professionals. Mr Kuroki always referring to Miss Randolph's speech telling that by her speech he got much clarification he had never had before. You are the person in charge of the planning, of course, it is your job to find good teachers to do the program and you might be sometime the trainers yourselves. Put the goal clearly and to start from the most important points. At present cities might be the place to start. Job description might be the first to do. Analysis of the jobs of those who will attend the courses. We are going to have another inservice training courses in latter part of this year. Around October, Mr Mori said Shikoku would have Island wide course of this kind at Tokushima.

Average welfare district unit: 110,000 population 6 ri square
21 towns and villages; 740 needy people; 3 supervisors; 10 case workers; 4 clerks ; 70 cases, 50 cases, 30 cases. Details to be explained throughout Japan by Mr Fujioka.

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Mr Bruggers speech: I hope you all have fully awakened with the importance of the word and its meaning by this training course. You cannot get the meaning from the English without translation. The organization is the same. You can not get it from America directly. You must translate it into Japanese to fit well for Japan. You should produce everything by your ~~ow~~selves. You cannot depend on anything without thinking by yourselves. For example, In-service Training or Superivision, IV Staff Development, in TB-PH-WEL 22, the word or should be read in. It is an awful mistake and we never noticed the mistake before. So you must not swallow anything. You must have the taste of anything you take and think it over if it is good for Japan to take. Importance to get the concepts or the principle clearly. Objectives, motives and purpose, these words are not same, you must discriminate these words. Purposeful behavior, why he drinks too much? Why the women stays with him? Why don't you have enough money to meet the needs of the people? What happened about the tax? We Americans would give no form of answers to you. You are the person to make answers. I sincerely hope by these days' study, you have something chnaged inside yourselves. Miss Randolph had said the importance of the heart, the feeling. I can hope to expect good reflection of the change to your in-service-training-planning.

Mr Kuroki, Miyazaki Welfare Chief: You have arrived to a point from where you should start the job at once. You cannot be easy just as we had felt before when we finished the course. I would say it is the difference of the old and the new. We are asked plenty of things to acquire and we realise how poor we are at present. Was it Miss Randolph who quoted from the confucius? "I also will have an excerpt from the book. When we face the people, we must attend every points just we do to celebrate the god." We got plenty of fertilizer. Some of them are quite good to make us grow now, some of them are quite hard to be tasted good. It will take some time to know how to use them. We want to say, now we are the best qualified people as the supervisors. So we will try our best to start the program as soon as we can.

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I.R. G.Y. File

Inservice Training

IR Mc Copy to File

May 19, 1950

FROM: Governor, Ehime Prefecture (Mr Aoki)

SUBJECT: Public Welfare People's Going Abroad to Study the Subject

Answering to the Sha-Otsu-Hatsu 61, May 4, of the aforesaid subject from the Social Bureau, Chief of the Ministry, we made the following paper. We expect your special help for the program.

****

Recommendation to the Ministry

Prefectural official: Mr Takeo Sakurai
Position: Clerical, third class
Job: In charge of protection business and in-service training program.
Age: 41 years old

1. Reason for recommendation:

Mr Sakurai graduating from the English course of Aoyama College, he had been a school teacher for 15 years in Seoul High School andothers.After the war he had been an interpreter for social work and public work liaison business as a part-time social workers association. His ability as an interpreter, translator and typist was recognized fully by the general people very much. By his fine accomplishment originated by his good and enthusiastic character, the prefecture got him as full time official in the welfare section in July 1947. He has been having the responsibility of protection and in-service training programs. He translated a Japa nese book in English and wrote a book called "Social Welfare in the States". He intends to hold the present job as his life work, so if he can go the States and has a look of the business down there, we are pretty sure, his experience would not be wasted.

2. Attached papers

a. Personal history
b. The desired subjects to study and also desired country to stay.
c. Certificate to ensure his capability of speaking English .
d. Certificate to ensure his holding of social welfare business for two years after his return from the States.
e. Doctor's diagnosis to ensure his health
f. Copy of family registration
g. Photograph

3. Desired subjects to learn:

a. Welfare of the adult
b. Livelihood standard for the welfare program
c. Welfare program in the country
d. Social Laws
e. Education for swelfare program

4. Desired country to inspect:

a. USA

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SUBJECT: In-service Training - Kagawa Child Welfare
9 February 1951

Lectures have been given 4 times to institutional staffs and day nursery teachers. Speakers were Mr Kurushima, famous story teller from Nara, Mr Takeuchi from Osaka School of Social Work, Professor Mutaki from Osaka Womens College (an artist who talked on drawing for children) Mrs Soejima from welfare ministry (nursery teachers very good) Mr Saki, Kamishibai chief. Also 50 nursery teachers went to Osaka to inspect nursery school facilities and study operations. District child welfare workers attended Mr Takeuchi's lecture. A 1 month course to day nursery teachers was given by 4 local doctors, 1 board of education member, the section chief and Miss Hata.

No plans yet made for 1951-52 except Miss Hata expects to hold by monthly training on Saturday and Sundays for day nursery teachers.

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IR
GM

昭和二五年八月十五日

四、民事部厚生課
ミス、ランドルフ殿

厚生課長

現任訓練に関する件

第一次社会事業現任訓練計画書を別紙の通り提出する。

SUBJECT: Inservice Training Plant from Kagawa Prefecture

DATE: 26 August 1950 9:00 hrs

PLACE: Kagawa Ken Conference Room

Lecturers: Miss Randolph; Mr Takeuchi of Osaka Social Works School

Attendants: Pref Wel Dept (wel and Child Welfare Section)

(over)

香川県

IR
GM
File

昭和二十五年八月十二日

厚生省
民事部厚生課
ミス、ランドルフ殿

厚生省
生課長

SUBJECT: Inservice Training Plant from Kagawa Prefecture

DATE: 26 August 1950 9:00 hrs

PLACE: Kagawa Ken Conference Room

Lecturers: Miss Randolph; Mr Takeuchi of Osaka Social Works School

Attendants: Pref Wel Dept (wel and Child Welfare Section) (over)

香川県

現任訓練に関する件

第一次社会事業現任訓練計画書を別紙の通り提出する。

IPR
File

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 75015

District Office: General Affairs chief and persons in charge

City Office : Takamatsu, Marugame and Sakaide City section chiefs and concerned persons . Total approx 50.

Time:	9:00 - 9:20	Opening introduction by Wel Dept chief
	9:20 - 11:00	Outline of current social work by Mr Takeuchi
	11:00 - 12:00	Case work by Miss Randolph
		Lunch hour
	13:00 - 14:30	Re social policy by Mr Takeuchi
	14:30 - 16:00	Discussion
	16:00	Closing

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五時間割

時間	事項	担当者
九〇〇～九二〇	開會挨拶	民生部長
九二〇～二〇〇	近代社會事業概論	竹内愛二
二〇〇～一二〇〇	ケイス・ワーク の方法	ミス・ラッドルフ
一二〇〇～一二〇〇	書食	
一〇〇～二三〇	社会政策について	竹内愛二
二三〇～四〇〇	研究討論	
四〇〇	閉会	

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第一次在會事業現任訓練計画書

一、日時　八月二十六日（金）午前九時

二、場所　縣庁會議室

三、講師　四国民事部厚生課　ミス、ランドルフ
大阪社会事業学校講師　竹内愛二

四、受講者　縣民生部厚生課及び児童課員
地方事務所　総務課長及び係員
高松、丸亀、坂出各市厚生（市民）課、課長及課員
集合人員約五〇人

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五時間割

時間	事項	担当者
九〇〇～九三〇	開會 挨拶	民生部長
九三〇～二〇〇	近代社會事業概論	竹内愛二
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二三〇～四〇〇	研究 討論	
四〇〇	閉会	

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社第一〇八一号

昭和十五年八月三日

愛媛縣民生部長

四國民事部厚生課

ランドルフ女史殿

現任訓練に関する件

社第一〇二五号を以て御連絡申し上げた現任訓練の日程については、松山市における日程が都合により別紙の通り変更されたから、御通知いたします。

Alteration of Date for Ehime Jan-Sep 1942 Training Plan

Dates are 7.8.9 of Aug, 10, 11, 12 Aug in Matsuyama
21, 22 & 23 Aug in Oza Hyakuchi Temple

IR&R
Cy My
File

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

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 113013

現任訓練実施要綱

対称

社会福祉事業従事者（地方事務所、市町村民生保私員）
二年以下経験者、二年以上経験者（希望者）

期日

八月七日 八日 九日 角野町瑞應寺
八月十日 十一日 十二日 松山道後母子寮
八月二十一日 二十二日 二十三日 大洲如法寺

（前日 一四、一五、一六日と）

講習科目

社會事業概論
社會事業史
生活保護法
社會福祉私員の任務
ケイスワーク
身体障害者福祉法
兒童福祉法
社會保障制度

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日程 三日間

時間表及日課

	第一日	第二日	第三日
8		生活保護法	兒童福祉法
9			
10		社会福祉 私員の任務	社会保障制度
11			
12		晝	食
1	社会事業概論	ケイスワーク	終了式
2			
3			
4	社會事業史	自体障害者福祉法	
5			
6			
7			
8	社會福祉	問題について	
9			

午前六時 起床
七時 朝食
八時 講習
十二時 晝食
午後一時 講習
五時 夕食及自習
七時 討論
九時 就寝
十時

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Y MM
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MT/ek

SUBJECT: Kagawa Prefectural In-service Training Course at Jichikai-kan
from 9:00 to 16:00 hrs on 26 August 1950 By N. Fujimoto and Tada

1. Salutation of Mr Takahashi, Kagawa Prefectural Welfare Dept Chief

Outline: At the time when the importance of the welfare administration is emphasized and moreover the SCAP is very much interested in the promptness of welfare service, the in-service training now we have will be very useful for all of us including me.

The purpose of this training is to prodice many professional workers in a short time full of experience and techniques to manage a matter concerning public welfare perfectly. Mr Takeuchi, a skilful social worker and the lecturer at the Osaka Social Work University will teach you how to manage a matter in every case of trouble concerning welfare. Miss Randolph the public welfare section, chief, SCAR will later come to give you a lecture. Now, let us start. Thank you.

2. Outline of the lecture by Mr Takeushi, the lecturer at the Osaka Social Work University.

What is the difference between charity work and social work? Anyone may say that social work is scientific but charity work is not. Then "social work" is said "scientific charity work". It is not enough, Social work must be professional. It must be enforced by a professional person who has much experience and education. "Charity work" may be done by any person who has some interest in social welfare or has none, but can afford to make a donation of some amount of money to the orphan asylum etc. There can be needed no "professional" or in some cases no "scientific". These points are the most important differences between social work and charity work. I will now tell you a few example why "scientific" and " professional" is needed in social work.

Example 1: A klephomanic child is commonly considered as is born an abnormal child and there seems to be no way of securing society except to isolate him into prison, but no one can possibly say that he is born abnormal unless he has accepted the physical and mental test. This is what I say— social work must be scientific.

Example 2: There should be a first class person at the information desk, for a needy person who come to consult a welfare official is one who is at a loss what of what to do. If he is treated carelessly at the information desk he will probably be in a defeated condition than ever, and may be sure to destroy himself on his way from the official in despair. On the contrary if he is treated carefully at the information desk by a person who has much experience and thorough knowledge of how to treat a man who is in a defeated condition, I am sure that he will be encouraged and feel like an utterly different man. This is what I want to say - social work must be professional.

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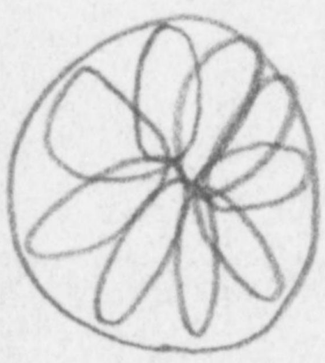
We understood how important social work is scientific and professional, but in the process of enforcing social work, social worker must be fathernal or mothernal person. (See explanation on outline of Mr Takeuchi's text book)

3. Outline of the modern social work (text book prepared by A Takeuchi)

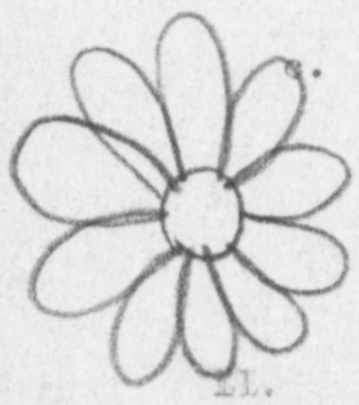
I. The most important character of the modern social work is that it is a scientific and professional work.

a. Definition of social work (by Young's Social Welfare Dictionary) Social work means a technique which adjusts individual relation or reorganizing social group.

b. Meaning of the word "scientific" is commonly understood as follows:



It can be prepared with an orange cut. The cut surface means the whole society. Every section means the organization of every sort of occupation in the society. A line around means social work. In order to enforce social work we must obtain some useful advices from every section of society. When we used up all the advices from all sections of society there cannot be left any useful advice obtainable for enforcing social work, and social work itself lose its purpose as the skin of the orange is no use when all the sections have been eaten out.



c. "Scientific" in the true scene of the word must be accompanied by "professional": It can be compared with a crysanthemum. The whole crysathemum means the whole society. Every petal means the organization of every sort of occupation in the society. Pith means the social work. Social work must be in the center of all organizations in the society and in much contact with them, enforce its original duty.

II. Definition of the professional social work.

A. Six elements of social work.

Purpose: To promote the social welfare by which the growth and development of the individual personality can be obtained.

Subject: Public or private group or a private person.

Object: A private person or a private family.

Unjustment of social relations based on the numerous living troubles.

Ways: In a technical medical ~~treatment~~ way which can be scientifically or professionally enforced.

Form: { Economic service work
Health service work
Culture service work etc

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B. From the viewpoint of education: The case, group and organization is the ways and processes through which the case, group and organization social worker let the individual, the group and the organization find out their needs by themselves by satisfying their social needs, and let them find out by themselves the needy resources individually or socially wanted.

III. Three division of social work:

A. Case work: Remedy given to a needy person from a worker, and taken by a needy person.

B. Group work: Social work which is enforced by operating the mutual relation between groups and also between group and worker.

C. Organization work: Social work enforced by operating the mutual relation between the worker and the organization.

IV. Relation between the three divisions:

A. Points common to all

(1) to satisfy the social needs
(2) to readjust the social relation

B. New meaning of the organization social work: I want to say that the organization social work must be the community organization social work. The organization social work does not mean mere organization social work independent of the other organization in the society. It must be in much contact with the other organization. When we use this word "organization social work" we must not forget that it means so-called "community organization social work".

V. Professional social work and social work administration.

A. How should the professional social work administration be? It must be such an administration as to rationalize the enforcement of the scientific and professional social work:-

1. The organization of the department and section in the public welfare administration office, is so irrational and inconvenient that we cannot enforce social work perfectly. For instance, in the Kagawa Prefectural Government, the right to decide on the personal administration and the financial program of the welfare section belongs to a person in charge of general affairs, and so a person in charge of social work cannot work so hard as he wants.

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2. Every law concerning the public welfare, must be thoroughly put in practice.

B. The most important thing in the personal administration is to get a man who fits for supervision in a new meaning.

(1) The process of enforcement:-
a. fact (need) finding
b. joint program
c. social action (promotion)
d. education (to give information)

(2) Power is a symbol of responsibility :-
Power was in selfish use, but now it is becoming servicial.

VI. Social security institution (Public assistance) and proffessional social work:-

A. Physical want and social want:-

We can bear physical want but we cannot bear social want. Social want is a feeling that a man ~~who~~ wants to be a member of any kind of organization. A man of desperate condition is a man who determines that he has been given up by every person in society. Proffessional social worker would be able to encourage him by letting him find out by himself a new way of living and pleasing his life in society.

B. Humanity spirit in the social ~~work~~ security institution: Proffessional social work seems to be very difficult, but any one who has true humanity in his mind would be able to work easily and feel pleasant in enforcing the task. There should be needed for a case, group and organization social worker to be fathernal or mothernal person. "Fathernal" or "mothernal" means to have an affection of father or mother. When you work, you should treat any kind of people who want to be rescued as a fathernal or mothernal person to a child, and as a fathernal husband or a mothernal wife to any person in any sort of trouble.

C. Meaning of the religious social work:-

"Even if ~~when~~ my father and mother leave me alone, Jehovah will welcome me".

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NF/mn

Miss Randolph's Lecture

There are various mankind in the world. They have different faces and use different languages, nevertheless there is no difference as a human being. Things they want are same which food, clothing, and shelter.

There is no problem, as a matter of fact, if you understand the above thing, in the difference of nationality or race. Means of settlement that makes the wantings filled after the War, will provide a problem.

Japanese Government was suggested by Occupation Forces to make organ as Welfare Ministry or Daily Life Security Ministry in order to save the nation. As the result of the above, Welfare Department of the Welfare Ministry was organized to play an important role to protect the nation after the War.

Welfare and health work will be as important to the nation as the heart of man is to the man. According to the history, country that kept nation healthful was prosperous, on the contrary, one that was not interested in the health of her nation had a short life.

Accordingly, it is expected to keep the majority of nation healthful. General MacArthur said, that the spirit of democracy was to give an opportunity to get object no other than give object itself.

Six processes of case work gives the poor chance to revive. The problem consists in whether they catch or not.

There is no country without problems. And also therefore it is pleasant to make effort to be settled. There are two kinds of problems. One is Chronic,and the other temporary. Unemployment problem, delequent child, misbehaviour of husband are examples of the latter.

There is a poor, and he is taken ill. He has no money, and so he can not treat completely. Municipal authority take no care of him, as it is only a personal affair. Accordingly he get worse to be serious. Thus municipal authority commence to protect him in haste.

There was a matter like this in Japan and also in America. For instance, there is a home. Family consist of husband, wife and children. Husband is a salary man. He fell pulmonary tuberculosis, and he was advised to be in hospital. Nobody took care of him. And so he was obliged to treat without labor.

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Three months passed without anything, but gradually became difficult in living and valuable furnitures disappeared. He did not get well and so he came to be anxious about his life and reversely got worse. on the other hand, wife wanted to give him nutriment, but it continued shortly, and then she came to be irritated. So it is not pleasant at home.

In the case of children, they were as unpleasant in home as in school. Such children destined to go to amusement quarter and become delinquent. His illness got worse more and more. And child was caught by police as a burglar. Thus the accident was surprised by the society, and put the case ~~put~~ on trial to accommodate in reformatory or in hospital if pulmonary complaints is infected.

The problem of this boy is not only personal but also the problem of society.

The following is a true story.

There is a widow who bore ten children and eight of them fell in pulmonary diseases in a island. One is man of twenty-one years old, and the other is woman of nineteen years old, in the remainder. He is a deliverer of boiled fish-paste and he may be fallen pulmonary complaints. The latter is tending a baby in a farmer's house. They are not protected by Daily Life Security Law. They said that the reason why they are not protected by the above law was to be shame of her son. I said that if you are not protected by the law you would be dead. She said that I was obliged to be dead.

The above is not only personal but also social problem.

Six processes of case work will be explained.

1. Recognize there is a problem
   Case worker recognize cases by Minsei-iin, general people concerning the cases and so on, but principally by application.

2. Pin it down, measure it, and understand.
   Case worker must not treat them with dignity or despise them, and take, investigate, and understand the case heartily.

3. Considered possible solution.
   Deliberate all possible solution by law and consult with them kindly.

4. Choose what seems the best solution.
   Choose the best solution that they are willingly to proceed on.

5. Get those concerned to agree upon.
   Make those concerned the case understand and cooperate.

6. Get action on the place.
   Carry the best solution into execution.

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The case worker's business is difficult, but it is also pleasant to do well. I hope you will manage the new organization by founding on the knowledge obtained in this training.

Comment by Mr. N. Fujimoto.

Throughout this In-service Training I got the outline and recognized the importance of the social work, though I could not understand the contents completely.

In some parts of lecture, it was very referential for me to guide my child. In other parts, lecture was interesting and easy to understand because the lecturer gave examples to make lecture intelligible. I have made up my mind to get fundamental knowledge of the social work as soon as possible to carry on business smoothly.

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IK/TA

Public Welfare Department
Kagawa Local Gov't
25 HATSU KO NO.303

Date: 28 June 1950

SUBJECT: On In-service Training Program
for FY 1950

TO : Chief, Shikoku C.A. Region

ATT : Chief of Welfare Sect.

In reply to your inquiry, I hereby beg to submit you the above subject report as per attached sheets.

Y. Irikura

Chief of Public Welfare Dep't
KAGAWA LOCAL GOV't.

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0. 1/

I. 1950's Program for the in-service training of the personnels concerned of social work.
(Refer to the attached sheets.)

II. Organization

Under direct control of the Public Welfare Dep't Chief, the driving council on In-service training, will be established with the following setup for the purpose of pushing forward the in-service training of the social workers and staffs concerned.

Chief of Welfare Dep't
- Chief of Welfare Sect ---Vice-Section Chief Kawamura, Assistant Miyamoto.
- Chief of Juveniles Sect--Vice-Section Chief Miyamoto.

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Various In-service Training Program For FY 1950

Name of in-service training.	Purpose.	Person to be re-oriented.	No. of persons.	Substance.
In-service training of nurses.	Improving the character and culture of nurses.	Nurses of Nursing Centers and teachers of Kindergartens.	90	Mental hygienics, Pedagogical Psychology, Method for child care.
In-service training of both the Welfare Committee and Juveniles Welfare Committee members.	Improving the professional ability of welfare commissioners (including Juvenile Welfare Commissioners).	Commissioners of both Welfare Committee and Juvenile Welfare Committee.	1648	1. Method for social investigation. 2. Duties assigned to Welfare Commissioners based on legal foundation.
In-serive training of Welfare-consultants.	Improving the Professional knowledge of social works.	Welfare-consultants.	30	On Principle of welfare administration and social enterprise. On mind of social enterprise and duties of social workers. On case work. On social guarantee system.

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ce Training Program
FY 1950

Kagawa-Ken

No. of persons.	Substance.	Lecturer.	Method.	Place and scheduled date.
90	Mental hygienics, Pedagogical Psychology, Method for child care.	MORI Hisao TAKAZUKA Hiroshi SASAKI Reizo	Lecture	Takamatsu Citizen's Public Hall. From 17 to 20 July.
1648	1. Method for social investigation. 2. Duties assigned to Welfare Commissioners based on legal foundation.	Officers in charge, of Shikoku C.A.R. and Prefectural officials concerned.	Exercise	By Gun, City, July.
30	On Principle of welfare administration and social enterprise. On mind of social enterprise and duties of social workers. On case work. On social guarantee system.	Welfare Ministry officials concerned. Lecturer of Social Work Training Institute. Professor of the University. Officers in charge of Shikoku C.A. R. Prefectural officials concerned.	Lecture and discussion.	Takamatsu-shi, August.

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Training and study meeting of school welfare officials concerned.	Contributing to the thorough enforcement of the Juveniles Welfare Law by training school welfare officials concerned.	Welfare official concerned, primary school, secondary school, and upper secondary school.	430	On Juveniles Welfare Law. On child welfare work and school education.
The Prefectural Government Officials In-service Training (includes those of the local offices).	Promotion of special technique and knowledge.	Officials of the prefectural government (includes those of the local offices).	40	On Outline of social work. On legislation of law concerning national welfare. On case-work. On group work. On community organization.
The Local Government Officials In-service Training.	Same as the above.	Officials of the local government officials as of cities, towns, and villages.	170	Same with the above.
The Social Service Institute Officials In-service Training.	Promotion of special technique.	Officials of social service institutes.	40	On theory on social work and institute.

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l ed. ry and econ- hool.	430	On Juveniles Welfare Law. On child welfare work and school education.	Child welfare administrative officials concerned.	Lecture and discussion. To be held at 13 places throughout the prefecture (By Gun, City).	School or citizen's Public Hall is in each Gun or City is used. August.
ls of fec- govern- in- those local s).	40	On Outline of social work. On legislation of law concerning national welfare. On case-work. On group work. On community organization.	Welfare Ministry Officials concerned. Lecturer of Social Work Training Institute. Professors of University. Officials in charge, of Shikoku, C.A.R. Officials in charge, of Prefectural Govt.	Lecture and discussion.	In Takamatsu city. In September.
als of cal ment als as ties, , and ges.	170	Same with the above.	Same as the above.	Same as the above.	At Kotohira-cho. In September.
ials of l ce in- tes.	40	On theory on social work and institute.	Same as the above.	Training.	In Takamatsu City. In October.

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The Training Course for Officials in Charge of Child Welfare Administration.	Perfect maintenance of child welfare administration through promoting mental culture of officials in charge of child welfare work.	Officials of juvenile homes for education and training, child protection institutes, institutes for the blind and dumb, maternity homes and nursing centers.	220	On outline of social work. On group work. On case work.	Of C. Te Tr So R

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ials of ile for tion and ing, protec- institutes, itutes for blind and maternity s and ing centers.	220	On outline of social work. On group work. On case work.	Officials of Shikoku C.A. Region. Teacher of Social Work Training Institute. Social Workers.	Three days' training.	At Kagawa-Ken Public Hall. In October.

Remarks: If urgently necessary, any additional program may be inserted into among the above items.

April 1951 EK/ek

SUBJECT: Tokushima Prefectural In-service Training Plan

FROM: Tokushima Prefectural In-service Training Countermeasure Promotion Council

I. Individual In-service Training: L.S.W.S - D.L.S.L. Content of C.W. programs P.H. Laws, regulations

II. Mass In-service Training: Mental Hygiene case work other agencies

a. By Staff · Meetings:

1. Dept chief and section chiefs meeting which consists of dept chief and 4 section chiefs. Responsible person is the Dept chief. Purpose is liaison, exchange of information, & in-service training and supervision guidance, by conference, & discussion at the Dept chiefs office. Held twice a month. Dept chief chairs the meeting

2. Dept chief, sec and sub-section chiefs meeting consisting of 19. Purpose is same as above. Method is conference and discussion, at the assembly hall twice a month. Dept chief chairs the meeting.

(sub section chiefs)

3. Dept chief and supervisors meeting consisting of 15. Responsible person is section chiefs. Held twice a month. Sec chiefs are responsible persons.

4. Dept and sections staff meeting . Number of consists of total 108. Responsible person is each section chiefs. Purpose is instruction, conference and discussion which is to be held in respective sections once a week. Each section chief will chair the meeting.

5. In-servicetraining promotion council & persons in charge, total 8. Responsible person is dept chief. Purpose is in-service training plan at Dept chief's office twice a month. Dept chief chairs the meeting.

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6. Child Welfare Center staffs meeting (13 staffs which consists of Center staff, temporary shelter staff and child welfare official. Responsible person is the center chief. Content is instruction, criticism, study etc. Once a week. The center chief will chair the meeting.

7. Physically handicapped officials research meeting (8 officials). Responsible person is Welfare section chief. Content of meeting is for instructions, discussions. Twice a month. The Welfare Section chief will chair the meeting.

8. Nursery research meeting (49 head matrons of each nursery). Responsible person is dept chief. Purpose is in-service training and supervision and research. Place is prefectural assembly hall. 4 times a year.

9. Persons engaged in child welfare programs' research meeting (12 from Center, temporary shelter and concerned institutions) Responsible person is Child Welfare Section Chief. Purpose is in-service training, research and supervision guidance. Once a month.

10. Physically handicapped officials research meeting (15 persons which consists of PH officials and concerned staffs from concerned agencies) Responsible person is Welfare Section chief. Discussion and conference . Once a month.

11. Meeting for Head Matrons of Mothers Home (5 head matrons). Responsible person is Child Welfare Section chief. Content is discussion and conference at the pref assembly hall. 4 times a year.

12. Meeting for persons concerned with workshops (20 staffs) Responsible person is Welfare Section chief. Conference and discussion meeting held at pref assembly hall. Held 4 times a year.

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b. Other irregular round table conferences and research meetings:

1. DLSL research meeting with gun offices and city office people who are concerned (18)staffs) Responsible person is the Welfare Section chief. Purpose is the DLSL and elevation of ability for work. Three times a year.

2. DLSL concerned staffs Accounting meeting with gun and city staffs in charge (18 staffs) Responsible person is Welfare Section chief. Purpose to elevate account business. Held 3 times a year.

3. Statistics meeting. with gun and city staffs in charge (18) Responsible person is Welfare Section chief. Held 3 times a year.

4. Medical aid research meeting with gun and city, town and village persons in charge. (160 staffs) Responsible person is welfare section chief. Held 2 times a year.

5. Physically handicapped persons welfare research meeting with gun and city staffs in charge (18) Responsible person is the Welfare Section chief. Held 3 times a year.

6. Research meeting for representatives of public aid institutions (80 staffs) Responsible is respective section chiefs. Held twice a year.

7. Disaster relief meeting with gun and city staffs and other persons in charge. Responsible person is Welfare Section chief. Held twice a year.

8. Meeting on LARA with gun and city staffs in charge and receiving agencies (100) Welfare section chief is the responsible person. 2 times a year.

9. Consumers Cooperative Livelihood meeting (70 staffs) with persons in charge and concerned persons. Welfare Section is the responsible persons. Held twice a year.

10. Public pawnshops meeting with concerned persons (12) Held twice a year.

11. Reformatory and dependent homes staff's research meeting with concerned representatives (10) Child Welfare Section chief is the responsible persons Purpose is case work study , exchange of information and instructions. Held twice a year.

12. Meeting with persons engaged in child welfare institutions (50 staffs) Purpose, casework study, exchange of informations and instructions. Held twice a year. CW Sec chief is responsible person.

13. Meeting regarding UNICEF with receiving agencies (100) Child Welfare Section chief is the responsible person. Purpose regarding distribution. Held twice a year.

14. Rehabilitation fund meeting (loan and compensation) with gun and city staffs in charge and offices. (15 persons) Welfare Section chief is responsible person. Purpose to discuss loan and efficiency of compensation. Held twice a year.

15. Foster parent research meeting with foster parents (70 foster parents) to discuss rear of foster children. Held twice a year.

16. NHI meeting with persons in charge of gun and city offices. (18 staffs) Held twice a year. Responsible person is Insurance Section chief.

17. NHI management institution meetings with heads of management institution staffs. Responsible person is Insurance Section chief to discuss operation of insurance institutions and elevation of techniques. Held twice a year.

18. Meeting with staffs concerned with medical treatment (200 persons) Dept chief is responsible person. Held twice a year.

19. Child Welfare Center research meeting on consultation, classification and protection with Center, temporary shelter and concerned institutions (30 staffs). Responsible person is the Center chief. Three times a year.

NOTE: The above meetings are all held for conference and discussions.

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c. In-service training outside of the office: (Method of meeting is conference and discussion)

1. Chief of gun offices meeting (with chiefs and welfare staff that total 14) Responsible person is the dept chief. Held once every quarterly period. Dept chief chairs the meeting.

2. Meeting with city wel sec chiefs and gun officials in charge (18 staffs) to discuss new articles, research meeting, in-service training and supervision. Held twice a month. Dept chief chairs the meeting.

3. City, town and village welfare chiefs meeting (185). Dept chief is the responsible person. Held once a month. (Held in respective guns) Pref person in charge also attends.

4. Child welfare official and center chiefs meeting (3 CWO and 1 center chief) Held once a month. Dept chief chairs the meeting.

5. Physically handicapped officials and concerned persons meeting. (7 PHO and 2 concerned persons) Held once a month. Dept chief is the responsible person and chairs the meeting.

6. Social welfare secretaries round table conference (40 SWS) Dept chief is the responsible person and chairs hte meeting. Held once a month. ?

7. Cities case work research meeting (20 case workers) to discuss case work technique and study and criticism. Held once a month. Dept chief is the responsible person and chairs the meeting. ?

8. Supervisors meeting from each cities and gun offices. (18) Held once a month and Dept chef chairs the meeting.

9. Meeting for staffs concerned with social work (40) Held 4 times a year. Chaired by Dept chief who is the responsible person. T+V ?

10. Meeting with staffs concerned with child welfare (40) . Held 4 times a year. Dept chief chairs the meeting and is responsible person. T+V ?

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d. Training courses:

1. Training course to obtain qualification as social welfare secretary (40 SWS) to obtain qualification and to obtain professional techniques. 8 times a year. Dept chief is the responsible person. To call professional lecturer.

2. Social work professional training course for concerned staffs in ken, gun and city offices. (35 staffs) to discuss case work, group work, community organization. Held 4 times a year. Scheduled to call professional lecturer.

3. Course for staffs of social work institutions (50 staffs) Twice a year. To call lecturer.

4. Course for staffs concerned in child welfare (30) . Twice a year and plans to call lecturer.

5. Day nursery teachers guidance course (also includes course to obtain qualification) for 150 to discuss nursery theory and actual review. 3 times a year.

6. Course for supervisors (15 supervisors) to discuss laws and professional techniques. Held twice a year. A professional lecturer will be called.

7. Apprenctice training course for newly appointed workers and employees to get understanding of DLSL. Twive a year.

NOTE: Welfare Department Chief is responsible person for above mentioned courses.

III. In-service training in connection with supervision: (Translated by Y Morimoto)

To achieve the purpose of social welfare policy the development of case workers' capacity is to be promoted through in-service training which is closely communicated with supervision. Supervisors are required, in order to raise actual effects, to enforce supervision in the course of in-service training and to be prepared with full knowledge and tactics when performing supervision so that it may efficiently be conducted. At the same time, they must furnish and accurate data about worker's thought, knowledge and capacity obtained through supervision andotherproblems on policy and organization of the concerned agencies, and by

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so doing smooth administration of in-service training is to be aimed, letting workers take part in selection of the contents of training, choice of instructive materials as well as its performance and appreciation.

IV. In-service training shall be performed through distribution of letter, law, report, statistics and other printed materisl of the like or sending essays and lecturers or issue of organic paper now under preparation.

a. As a guidance of workers' performing duty, a manual containing necessary laws and other regulations for social welfare officials will be prepared and distributed to serve it a compass to carry out their duties. good

b. A book "material for in-service training" shall be published which may serve as a refererence for specific knowledge and art needful for social welfare workers and also as a text when in-service training is put to enforcement.

V. In-service training by books of social welfare works:

A sort of "Social Welfare Library" is on plan, which will be equipped with lot of excellent books on social welfare work recommendable as reference for in-service training. Case workers shall fully make use of this facility and offer their opinion and suggestion so as to develop and select the concerned books they want. fine

VI. In-service training by way of encouragement:

We have decided in this year to send 4 workers for study to the Tokyo University of Social Works by the support of prefectural expense. As for this selection, we shall establish a board to make it right andperfect, and shortly are to increase the number by 3 with the increase of prefectural expense. good

VII. In-service training by inspection :

It is expected that inspection at actual instances is helpful for the promotion of this in-service training. We are going to send supervising staffs of the prefecture and local office to the typical institutions of other prefectures and further to the Central lecture meeting of in-service training, making them study widely and develop their specific knowledge and tactics. good

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1. Welfare Section

Section chief and supervisors	4
Others	15

a. DLSL, PHL
b. Disaster relief law
c. Consumers cooperative livelihood association law
d. Public pawnshops
e. Oversea repatriates relief
f. Minsei-iin
g. Rehabilitation (vocational) fund
h. LARA goods
i. Other works concerning social welfare

2. Child Welfare Section

Section chief and supervisors	3
Others	6

a. Child Welfare Law
b. Welfare for child, expectant s and widows
c. UNICEF goods

3. Insurance Section

Section chief and supervisors	6
Others	37

a. Welfare insurance
b. Health insurance
c. National health insurance
d. Seamen's insurance
e. Social insurance

4. Demobilization Section

Section chief and supervisors	5
Others	32

a. Undemobilized soldiers and civilians attached to army
b. Bereaved families , war dead
c. Payment for disaster (articles regarding)

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5. Child Welfare Center 7 ; Temporary shelter 4

6. Welfare sections in gun offices

No. of gun offices	7
No. of supervisors in each gun office	1
Others in each gun	6

7. City Welfare Section

Tokushima city sec chief and supevisors	3
Others	20
Naruto city sec chief and supervisors	3
Others	12

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SUBJECT: Tokushima Prefectural Welfare Dept Organizational Chart as of March 1951

徳島縣民生部組織機構並びに職員配置概況一覧表

Welfare Dept Chief Mr Tamama

民生部長

~~Scheduled to have councils & committees to assist respective section chiefs~~

協議會委員は民生部各課長各課長補佐をもって充当するも將来必要に応じ部外課長も委員に委嘱の予定

Scheduled to have outside section chiefs commissioned in councils or committees instead of only wel sec chief's and its assistance.

In-service Training Promotion Council

現任訓練推進協議会

NOTE: IST stands for in-service training

4 persons in charge of IST

現任訓練係 (4人)

Demob Sec (37)

世話課

1. 未復員者元軍人軍属に関する事項
2. 復員者在外留守宅戦没者に関する事項
3. 災害給與に関する事項

課長査察指導職員 5人
外事務職員 32人

Insurance Sec (42)

保險課

1. 厚生保險
2. 健康保險
3. 國民健康保險
4. 船員保險
5. 社会保險

課長査察指導職員 6人
外事務職員 37人

Child Wel Sec (9)

児童課

1. 児童福祉法
2. 児童及び妊産婦及び未亡人の福祉
3. ユニセフ物資

課長査察指導係 3人
外事務職員 6人

Welfare Sec (19)

福祉課

1. 生活保ゴ法
2. 身体傷害者福祉法
3. 災害救助法
4. 消費生活協同組合法
5. 公益質屋
6. 外地引揚者援ゴ
7. 民生委員
8. 生業資金
9. 与与物資
10. その他の社会事業に関して

課長査察指導係 4人
外事務職員 15人

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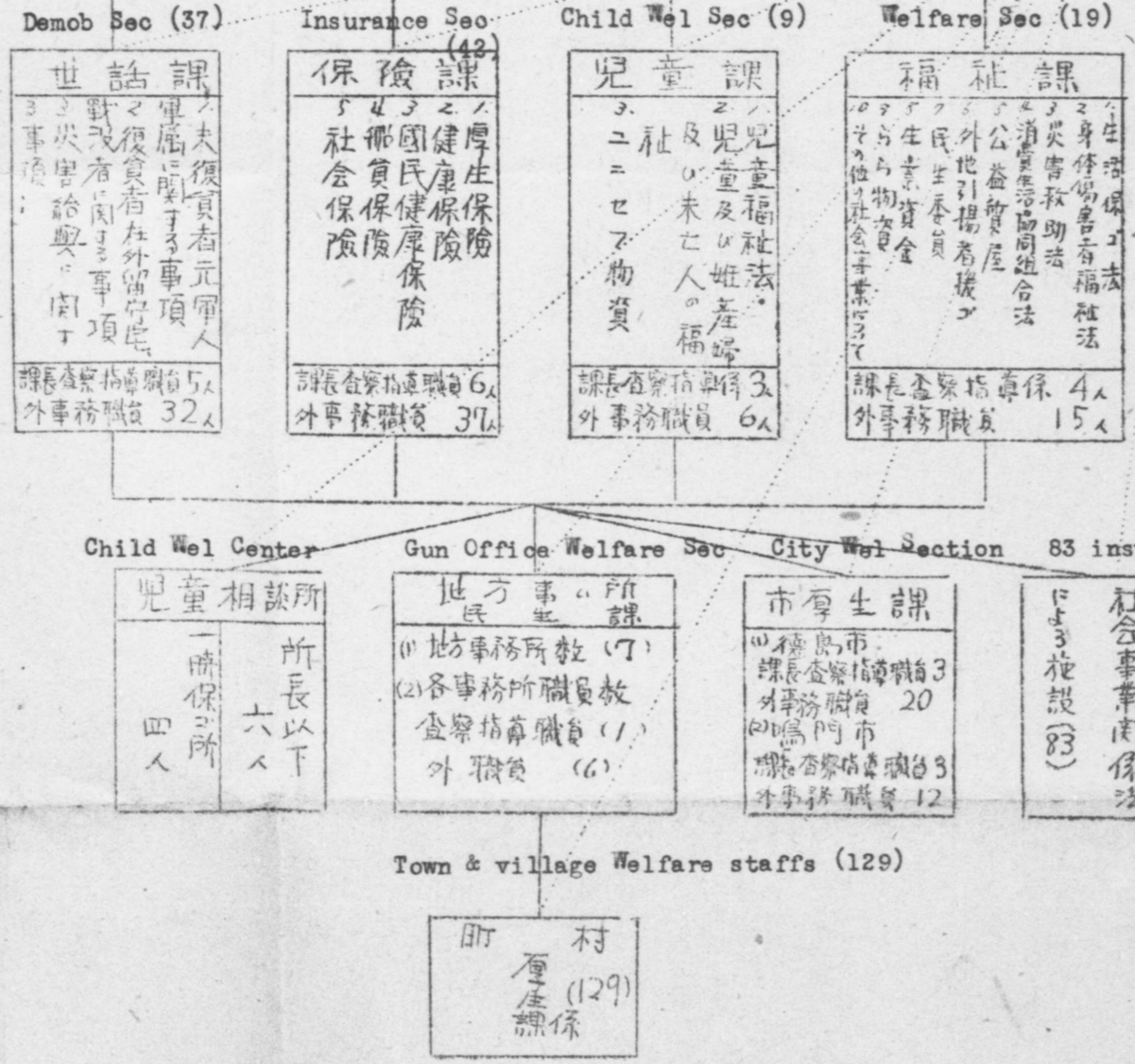

NOTE: See attached paper for detail of sections.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 113013

SUBJECT: Tokushima Prefecture In-service Training - Jan 27, 1951

In Welfare Section under the direction of Mr Akiyama who has had nor formal training Mr Okuo (Child Welfare Section) attended the course given by Welfare Ministry in 1949 and is used to assist Mr Akiyama in planning. Unit organized August 1951. Gave one 3 day course twice in Sept 1950 to city, town and village case workers (split ken) For this course had lecturers from Welfare Ministry & Osaka School of Social Work. Gave a 6 day course in Jan 1951 to the 20 new welfare secretaries. Gave a 2 day course in December 1950 for institutional workers. Plans for a 1 day course in each district for town and village staffs. Also further training to welfare secretaries in Feb.

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EK/ek

FUKU #33

12 January 1951

FROM: Tokushima Prefectural Welfare Department

SUBJECT: In-service Training and Attendance to Central Social Welfare Council Formation Preparation Meeting

1. First in-service training course for the 20 newly appointed welfare secretaries

   a. DATE: 16 Jan - 20 Jan (5 days) from 9:00 to 17:00 hrs

      SUBJECT and LECTURER:

      (1) Present condition of social work - Welfare Dept Chief
      (2) Social work administration - Welfare Sec Chief
      (3) Others as on annexed paper

2. The official who attended the Central social work council formation preparation meeting is Mr Hattori, a official of the Welfare Section representing the Welfare Section Chief.

SUBJECT: Outline of in-service training course

1. PURPOSE: To elevate the the social welfare secretaries quality and techniques.

2. AIM: Acquire ~~to~~ basic knowledge for social workers and operational method

3. METHOD: Lecture and discussion
   To write an essay

4. PERIOD: First term is from 16 Jan - 20 Jan 1951
   Second term is about the beginning of February

5. PLACE: Tokushima Prefectural Self Government Hall (Jichi Kaikan)

6. AUDIENCE: 20 social welfare secretaries

7. CONTENT OF LECTURE: See annexed sheet

8. ACCOMMODATION: At the Jichi Kaikan - ¥120 per night
   Meal at the Prefecture Mess Hall
   ¥60 per meal (bring staple food)

9. EXPENSE: Under consideration

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10: OTHERS: Materials to be prepared by the prefecture
All to bring their own concerned laws

Persons who will be absent is to submit the reason to the Welfare Dept Chief.

ANNEX SHEET L - LECTURE AND TIME

1. 16 January 1951 (First day)

9:00 - 10:00	- Salutation Present condition of social work by Wel Dept Chief
10:00 - 12:00	- Social welfare administration by Wel Sec chief
13:30 - 15:30	- Outline of public assistance work - DLSL Supervisor
15:30 - 17:00	- DLS system and its development - "

2. 17 January 1951 (Second day)

9:00 - 10:00	- Theory of public assistance - DLSL supervisor
10:00 - 17:00	- Interpretation of DLSL - DLSL supervisor

3.

9:00 - 9:40	- Welfare statistics and transition of protection condition
9:40 - 10:20	- Account of protection expense - DLSL supervisor
10:20 - 12:00	- Discussion
13:00 - 14:00	- Child welfare administration - Child Wel Sec chief
14:00 - 16:00	- Child Welfare regulations - Shirakawa, official
16:00 - 17:00	- Minimum standard of institution, official of CW Sec

4. 19 January 1951 (Fourth day)

9:00 - 11:00	- Child consultation work - Director of Child Welfare Center
11:00 - 12:00	- Discussion
13:00 - 17:00	- Method of child welfare - official from CW Sec

5. 20 January 1951 (Fifth day)

9:00 - 11:00	-Interpretation of physically handicapped regulations and definition of in-service training - In-service training planner
11:00 - 14:00	-Method of physically handicapped persons welfare and knowledge of equipments - Physically handicapped officia
14:00 - 15:00	-Discussion
15:00 - 16:30	-To make their essay
16:30	Close of course

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 113013

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File

November 15, 1950

To : Chief of Public Welfare Section SCAR

From : Chief of Welfare Division, Tokushima Pref.

Subject: Operation of In-Service Training for Public Social Service Personnel.

This is to report to you that regarding the subject matter the plan has been made as per enclosed outline.

S. Tamama

Shigemoto TAMAMA
Chief of Welfare Division,
Tokushima Pref.

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Outline of In-Service Training Operation

1. Purpose of training:

To elevate business ability of personnel in charge of social service of Prefectural Office, Local Offices (including cities, towns, and villages).

2. Points aimed at:

(1) Standardization of interpretation of Daily Life Security Law.

(2) Trends of current social work in general.

3. Objective persons of training:

Prefecture: Chiefs of all sections in Welfare Division, all the personnel in charge of the work and others concerned.

Local Offices: Chiefs of Welfare Sections, all the personnel in charge of the work and others concerned. 33

City, Town and Villages: Chiefs of Welfare Sections or heads in charge. 140

Total 173

4. Method of training:

Lecture with discussions.

5. Subject of lecture and lecturer:

Subject: How to handle the Daily Life Security Law and Trends of Current Social Work.
Lecturer: Mr. Shinjiro KOYAMA, Chief of Daily Life Security Section, Social Affairs Bureau, Welfare Ministry.

6. Date and place:

Nov. 24 (Fri): 9:00 - 16:00 ; at lecture hall of Tokushima-Ken Communal Association Hall

Nov. 25 (Sat): 9:00 - 16:00 ; at lecture hall of Ikeda Monopoly Corporation, Ikeda Cho, Miyoshi-Gun.

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SUBJECT: Report of the In-service training MT/mn

Place: At the lecture hall of the Tobacco monopoly Bureau in Ikeda-cho.

Date & hours: Sept. 8 from 9 a.m. to 4 p.m.

1. Salutation of Mr. S. Gōji, the Chief of the local office of Tokushima-Prefecture.

Omitted:

2. Salutation of Mr. S. Tamama, the Social Welfare Department Chief of the Tokushima prefectural office.

Outlined:

Social work does not mean a charity work. It ought to be done the Government and To, Do, Fu, prefecture and city, town, village and so on. Persons in charge of the social welfare ought to be paid by the Government and To, Do, Fu, prefecture and city, town, village and so on. Social work was not considered a important work and so, a person in charge of social welfare was not always an able man. But, now that the importance of the social work is recognized, a person in charge of social welfare should be a thoroughly trained and purposely educated person. There are only 2 social work universities in Japan, one at Osaka and the other at Tokyo. They were established a few years ago, and so the graduates of these schools are very few. We are in need of producing many excellent social workers in a short time. This In-service trainning is utterly from this purpose.

3. Lecture of the same person.

Subject: On the present condition of the social work in Tokushima Prefecture.

1. The movement of the present social welfare work:
Up to now, it was thought that a charity work was nothing but a social work. It is true that the origin of social work is the instinct of charity, one of the various kinds of instinct, such as the instinct of eating, sex, saving and so on. Social work started, developped and was maintained in a form of charity work.

But now exist the clients caused the inevitable reason which in almost all cases due to the social responsibility.

These clients should be protected by the society except when they dessipated or played for money to their financial failure. For instance, a person who is in a defeated condition by the reason of his being left alone because of his family's death should be protected by the society.

Social work must be enforced by the society, for, society itself is responsible for it. For example, daily life security regulation says clearly that it is the right of the client to ask for the protection. The social security system was established by the government, basing on the new constitution article 25, inorder to secure the life of every person in any kind of society.

This system aim at establishing bright society where exists no one who cannot live like a human being. The living competition is very hard in the society, and the more complexified the society, the harder competition.

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After the war, the democratic society secured the equal oppotunity to every person in Society. But it will be impossible to lay the ax to the root of the social failures' problem for every person has his own character and circumstance.

England is the topmost country to have the program "from the cradle to the grave". We cannot adopt this kind of good program. But we have good programs toward the goal. Insurance, compensation, D.L.S.L, C.W.L. and so on. But these laws were made at random and there is no relation between them, and uniformity had been sought so long.

2. The general survey of the practice of D.L.S. program in the prefecture:

	Number	Amount	June 1950
Protected	28,612	10,579,000	
Medical aid	3,383	5,670,000	
Total		16,139,000	

a. The number of the protected is very big for the population. It shows $\frac{30}{1000}$
(Maximum $\frac{51}{1000}$ at Saga, minimum $\frac{6}{1000}$ at Fukuoka)

b. Average amount of money distributed to the protected is only ¥ 480. (maximum ¥ 852 at Osaka)

c. Every city, town and village distribute different sum of money. Unbalance is very large.

Medical aid program

	Number	Amount (Unit ¥)
1948 Dec.	1,437	3,380,000
1949 June	1,805	3,722,000
1949 Dec.	2,442	4,785,000
1950 June	2,500	5,460,000

It is increasing year after year. Examination should be applied to this program.

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August 23, 1950

To : Chief of Welfare Section,
Shikoku Civil Affairs Region

From : Chief of Welfare Division, Tokushima-Ken

Subject: Re carrying out of in-service training of officials engaging in public social work.

I am very much pleased, if you could attend as a lecturer the in-service trainings which are going to be carried out as per program stated on the separate papers. I should like to receive an answer from you as it may be necessary to change the schedule.

S. Tamaoka
Chief of Welfare Division,
Tokushima-Ken.

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Principal Items for Carrying Out of In-Service Training

1. Purpose of training:

Promoting clerical efficiency of welfare officials of cities, towns and villages, and giving technique necessary to have as a case-worker.

2. Details and aim of training.

Re important items for carrying out of case-works for public assistance and community organization.

(1) Re how to conduct basic case-works under the revised Daily Life Security Law.

(2) Re establishment an criterion for various case-works that have been heretofore conducted by cities, towns and villages.

3. Officials to be trained:

Chiefs in charge of welfare and officials concerned of cities, towns and villages, 180

4. Lecturer and Subject:

Chief of Welfare Section, Shikoku Civil Affairs Region.

Re purpose of in-service training and service regulation of welfare officials of cities, towns and villages.

Mr. Sadao TANIKAWA, Professor of Social Work College

Re outline of case-work.

Mr. Shin-ichi SATO, Chief of Enlightenment Section of Central Committee of Community Chest.

Re Community Organization.

Chief of Welfare Division, Tokushima-Ken.

Re present situation of social works in the prefecture.

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5.30

5. Date and location:

Sep. 6 (Wednesday))
Sep. 7 (Thursday)) Hiwasa Middle School, Hiwasa Town, Kaifu-Gun. (scheduled)
90 welfare officials cities, towns and villages under the jurisdiction of Tokushima, Katsumyo, Naka and Kaifu District Offices.

Sep. 8 (Friday))
Sep. 9 (Saturday)) Hashikura Temple, Hashikura-Son, Miyoshi-Gun.
90 welfare officials of city, towns and villages under the jurisdiction of Naruto, Itano, Awa-Oe, Mima and Miyoshi District Offices.

6. Time table of lectures:

	8	9	10	11	12	13	14	15	16	17	18
1st day		Chief of Welfare Section S.C.A.R.		Chief of Welfare Division Tokushima Ken.	Tiffin	Chief of Communuty Chest Enlightening Section				Lodging	
2nd day		Professor, Tanikawa			"	Professor Tanikawa Discussion				Adjournment	

A round-table conference will be held, if necessary, after supper.

7. Day's program of lecture of Chief of Welfare Section, Shikoku Civil Affairs Region.

Sep. 6	9 a.m. - 10.30 a.m.	Hiwasa Town, Kaifu-Gun.
Sep. 8	9 a.m. - 10.30 a.m.	Hashikura Temple, Hashikura-Son, Miyoshi-Gun.

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28 June 1950

SUBJECT: Tokushina Prefecture In Service Training Draft

1. Purpose and concept of in service training

Purpose: To train staffs to have professional knowledge and techniques to promote welfare work and to develop social work administration function efficiently.

Concept: To develop the necessary knowledge, ability, techniques, judement to achieve their respective duties and is a "planned ~~organized~~ formed education activity" to assist in achieving the staffs present and future welfare work efficiently.

2. Organization:

a. In service training structure council

Chairman .....Welfare Dept chief
Committee.....Respective section chiefs, sub section chiefs in wel dept and persons with knowledge and experience in welfare administration.
Duty.....Establish an inservice training plan and promotion of execution.

b. Person in charge of in service training

Structure.....1 person from each section under wel dept supervision and other necessary staffs.
Duty.....Administers inservice training committee's clerical work.
Liaison with other various organs out of pref office for necessary investigations, research, information etc for execution of in-service training plan.

c. Structure chart

: Wel Dept Chief :

Promotion Council

Person in charge of in service training

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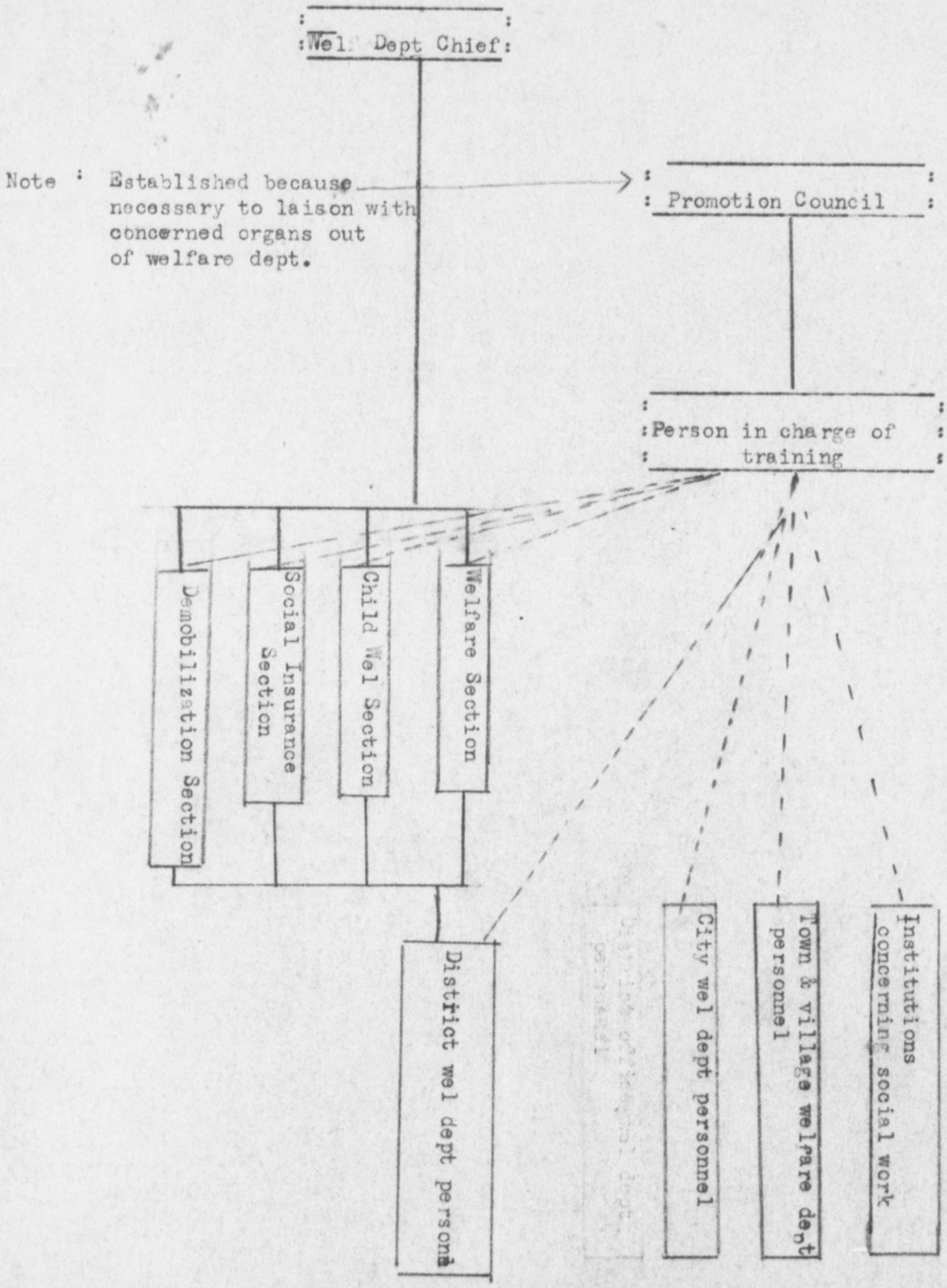
c. Structure chart



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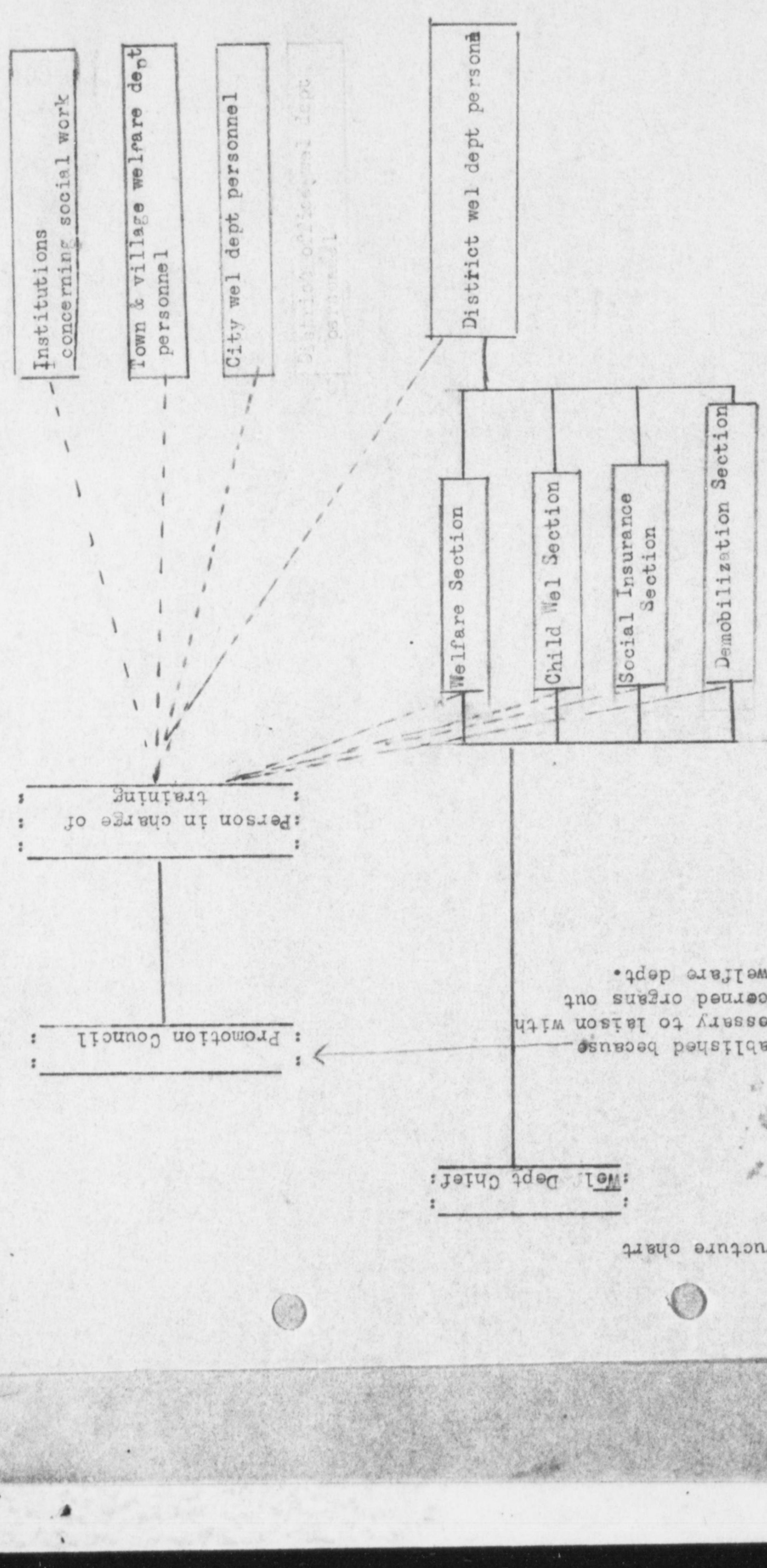

Note : Established because necessary to liason with concerned organs out of welfare dept.

c. Structure chart

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3. Object:

a. Personnel concerned with social welfare institutions

(a) Personnel in protedtion institution in accordance with DLSL
(b) Personnel in child welfare institutions in accordance with CWL
(c) Personnel in welfare institution in accordance with Physically Handicapped Law
(d) Other personnel in institutions concerned with Social Welfare Law

b. For concerned personnel out of social work institutions

(a) Personnel in each sections of Welfare Department
(b) Personnel in each District Office in Wel Dept
(c) Personnel in each City Welfare Dept
(d) Personnel in each town and village wel dept

4. Method:

a. Training at the office

(a) Individual training: The person in charge of training and the supervisors to cooperate in achieving each staffs duty standard to promote his or her work ability.

Note: The supervisor to make a chart of each staffs duty standard.

(b) Mass training: Mass training for persons who have same problems or for staffs enagaged in same works for specific purposes. To open staff meetings by unit of organization or use to field reports, specific teaching materials etc for execution.

b. Training out of the office

A training for persons who have special or same purpose problems. They are lectures, courses, reseach meeting, discussion meeting etc. and others such as field inspection, teaching, laboratory, reading guidance and communication education, seminars etc.

c. Training concerning guidance and supervision

A person who has a position of supervisor, through his authority should guide and supervise the staffs. This should be classified clearly with in service training on ideas. But both sides division and relation should be fully considered and submit the opinions that the supervisor obtains through his authority to the in-service trainers and cooperate in deciding necessary materials and content for training.

d. Training for model district and institutions

~~To establish a model district for promotion of district social work and~~

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A training to do actual study on group work, case work, community organizations etc with public protection works, various accommodating institutions and a model district.

e. Guidance training by printing materials
Circulation and distribution of
Reports, annual, publications, other reference library materials and etc.

f. Other trainings

A learning teaching system for new paid officials. on the job. training by using part of their hours for training. To study mutual activities of staffs, inspections and etc.

SUBJECT: In-service Training Plan for 1950 Fiscal Year

Theexecution of in service training will be done by a in-service training plan. First we wish to put our main points on the consolidation and strengthening of organization. After this training will be put into practice.

1. Preparation, attitude and immediate establishment of organization.

2. To make a "duty standard" for training at the office of each section, district office, institutions etc. After determination to make a study of the "training schedule program"

3. For the other training to put main point on " out of the office" training.

I. In-service training at the office

a. To make duty standards of each staff in the following order

(a) Each section in welfare department at Kencho
(b) Wel section personnel of District Office
(c) City, town and village welfare personnel
(d) Institution, agency personnel

b. Method

(a) To hold meetings with responsible persons from each section and study and determine a concrete method
(b) To obtain basic materials for training and make investigations on classifications of jobs.
(c) To obtain full liaison with personnel section for paboveus execution.

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Method: Lecture from persons with experience and knowledge or section chiefx
Question and answer period
Discussion
Actual training

Expenses: As a rule from each sections guidance and operation expense.

Remarks: To bring a "duty standard " of staffsengaged for references

dxxxTxxxixixxgxxxxxxxxxfxrxxxxxxixxlxxxrkxxxgxxxxixxxxxxxdxxxxxixxlxxxrk
ixxxxixxxixxxx.

Time & place:

a. Synthetic training course once a year in 3 places throughout prefecture for 2 days and 1 night.

b. Others: once in three months in each jurisdiction. a one day training course

d. Training courses for social work agencies and institutions

Time and place:

a. Synthethic training course once a year in one place throughout prefecture for 2 days and 2 nights.

b. Once every three months at kencho for one day.

Content:

a. Social work and welfare administration
b. DLSL and various standards
c. Child Welfare Law and minimum standard
d. Social security
e. Case work, group work
f. Dietitic and medical science
g. Psychology
h. Spirit of social work and duty
i. Inspection of superior institutions

Method: Same as city, town and village

Expense: Planned to include in budget

Remarks: To bring experinced record, physical examination record along.

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c. Establishment of "research library"

To equip varicus concerned books such as social work materials, Psychology, Health, Physician's regulation etc for reseach.

d. Education on the spot

To dispatch various institutions staff and teach and guide on the spot.

II. Training out of the office

a. Discussion meeting

Wel Dept section chief's meeting (twice a month) (At kencho
Section and sub-section chief's meeting (once a month) "
City & District Wel Sec chief conference (once a month) "
City, District Staff Liaison conference (once a week) City of D. C
Liaison conference with social work agencies (oncea month) At ken
Liaison conference with Community Chest Committee (Once a month) at kencho
Juvenile Protection Promotion Council (once a month) at kencho
Day nursery directors council

b. Research meeting

Each sections staff meeting (twice a month)
All wel dept 's reseach meeting (once a month)
Each city and district office research meeting (once a month)
Instution staff's research meeting (once a month)
Child welfare staff's research meeting (three times a month)
Child welfare official research meeting (once a month)
Physically handicapped persons research meeting (once a month)
Prevention of juvenile delinquency meeting (once a month)

NOTE: The person in charge of each section are to make the draft to submit to In Service training Counter measure Promotion Council (

c. Training courses for staffs engaged in city, town and village social works.

Content of training course:

1. Re social work and welfare administration
2. Democratic principles necessary for public assistance
3. Operation, system and law of various works and DLSL & CWL
4. Re social security
5. Social investigation and statistics
6. Case work, group work, community organization
7. Public sanitation and physical physiology
8. Psychology and mental analysis
9. Duty of social workers and responsibilities
10.

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Note: The paid official in city, town and village, various social work guidance staff, day nursery teachers and other classified staffs training courses are to planned and conferred at each jurisdictions section and submitted to the In service training countermeasure promotion council

III. Result of ~~trainings~~ training

The result of discussion meetings, training courses, are to be reported to the head of the In-service Training Countermeasure Promotion Council.

IV. Speical training for new employed paid officials

After this problem is made concrete it is scheduled to be examined at the council.

SUBJECT: Regulations for Tokushima Prefectural In Service Training Promotion Countermeasure Council

Art. 1 This meeting is called the Tokushima Prefectural In-service training Promotion Countermeasure Council.

Art. 2 The office will be set in the Tokushima Prefectural Welfare Department. Welfare Section.

Art. 3 The purpose of this in-service is to elevate the staffs knowledge, abilty, techniques without going through "authority of supervision guidance" to acheve their duty in welfare administration. It is a planned formed educational training activity to assist the present and future welfare work efficiently.

Art. 4 To achieve the purpose of in previous articles the council will establish plans and discuss of necessary methods for execution and operation.

a. Articles concerning DLSL
b. Articles concerning CWL
c. Articles concerning Physically handicapped Law
d. Arricles concerning guidance of general social work and Social Works Law.
e. Articles concerning social insurance work
f. Articles concerning maintenance and promotion of social work insutitions
g. Articles concerning disaster relief goods
h. Others deemed to be necessary in achieving welfare administration

Art. 5. This council will be organized by 1 chairman and several committees
Art. 6 The chairman will be the welfare department chief
The chairman will supervise the the council's duties
In absence of the chairman the chairman will designate a person to represent him.

Note: The paid official in city, town and village, various social work guidance staff, day nursery teachers and other classified staffs training courses are to planned and conferred at each jurisdictions section and submitted to the In service training countermeasure promotion council)

III. Result of trainings

The result of discussion meetings, training courses, are to be reported to the head of the In-service Training Countermeasure Promotion Council.

IV. Special training for new employed paid officials

After this problem is made concrete it is annulled to be examined at the council.

SUBJECT: Regulations For Tokushima Prefectural In Service Training Promotion Countermeasure Council

Art. 1 This (meeting is called the Tokushima Prefectural In-service training Promotion Countermeasure Council.

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a. Articles concerning DISI.
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f. Articles concerning maintenance and promotion of social work Institutions
g. Articles concerning disaster relief goods
h. Others deemed to be necessary in achieving welfare administration

Art. 5. This council will be organized by 1 chairman and several committees

Art. 6 The chairman will be the welfare department chief

The chairman will supervise the the council's duties

In absence of the chairman the chairman will designate a person

public protection work, various accommodating institutions to study group classes work and community organization.

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Art. 7. The chairman will commission the committee members. The section chiefs of each section, sub section chiefs and from persons will knowledge and experience in welfare administration.

Art. 8 A few managers will be placed in the council to administer council affairs. The managers will be appointed by the chairman and persons in charge of in-service training.

Art. 9 The council will be convened when deemed necessary aby the chairman and he will chair the meeting.

Art, 10 The opinions will be collected from the persons present.

Artl 11 Each sections of the welfare department will make a draw up a in service training plan quarterly and before each quarterly period will submit and be discussed through the council.

Art. 12 The articles discussed at the council will be the basic principle of welfare administration. It will be put in the execution of in-service training and each section of the welfare dept will go into practice.

Supplementary rules.

This regulations will be applicable from ------day of ----month 1950.

Reference:

List of departments that social workers should learn.

1. General culture

   a. Culture science (history, logic)
   b. Natural science (psychology, medical science, statistics etc)
   c. Social science (social, economic, education, laws)

b. Professional culture

   a. Basic department (social work outline. social study of cities and villages. dietitics. medical science ,etc)

   b. Applied science
   c. Special science

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Reference

Subject and hours of work for city, town and village social workers

Subject:	Attidude for social workers	2	
	Laws and outline of social work	4	
	History of social work	2	(Japan & US)
	DLSL work	4	
	CWL work	4	
	Social insurance work	2	
	Economic protection work	2	
	Medical aid social work	1	
	Education social work	1	
	Village social work	1	
	Social security system	2	
	Group work	1	
	Case work	6	
	Organization	2	
	Social investigation & statistics	1	
	Social science	2	
	Psychology	2	
	Outline of medical science	1	
	Dietitics	1	
	Research and discussion	19	
	TOTAL	60	

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二 維 銃

小規模訓練推進協議会

次 第

一 挨 拶 ―― 部 長

二 協議事項

(一) 機関銃の訓練について

(イ) 機関銃訓練の重点

(ロ) 現況

(ハ) 機関銃訓練推進協議会

(ニ) 機関銃訓練の実施

(ホ) 機関銃訓練の推進

(ヘ) 機関銃訓練の問題点

(ト) 機関銃訓練の実施

(チ) 機関銃訓練の推進

(リ) 機関銃訓練の問題点

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(オ) 機関銃訓練の推進

(ク) 機関銃訓練の問題点

(ヤ) 機関銃訓練の実施

(マ) 機関銃訓練の推進

(ケ) 機関銃訓練の問題点

(フ) 機関銃訓練の実施

(コ) 機関銃訓練の推進

(エ) 機関銃訓練の問題点

(テ) 機関銃訓練の実施

(ア) 機関銃訓練の推進

(サ) 機関銃訓練の問題点

(キ) 機関銃訓練の実施

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(ケ) 機関銃訓練の問題点

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(コ) 機関銃訓練の推進

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(テ) 機関銃訓練の実施

(ア) 機関銃訓練の推進

(サ) 機関銃訓練の問題点

(キ) 機関銃訓練の実施

(ユ) 機関銃訓練の推進

(メ) 機関銃訓練の問題点

(ミ) 機関銃訓練の実施

(シ) 機関銃訓練の推進

(ヒ) 機関銃訓練の問題点

(モ) 機関銃訓練の実施

(セ) 機関銃訓練の推進

(ス) 機関銃訓練の問題点

(ン) 機関銃訓練の実施

Jokoshima Prefectural Inn-Service training Planning (draft)

June 28. 50.

社會事業從事職員に対する現任訓練計畫（案）

一、現任訓練の目的及概念

（目的）職員に專門的知識技能をもたしめ公的社會事業の運營に遺憾なきを期し社會事業行政機能を益々効果的に發揮するために現任訓練を実施する。

（概念）現任訓練とは各職員が個々の職務を遂行するにあたり必要な思考、習慣、知識、技能等について各職員の資質を向上させることにより職員の現在又は將來行うべき職務を効果的に遂行出來るよう指的する計畫的・組織的教育活動である

二、組織

（1）現任訓練推進協議會

會長 ―― 民生部長

委員 ―― 部内各課長同主任、及び厚生行政に學識経驗のある者

(1)

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六 組織

ある

(イ) 現任訓練推進協議會

會長 ―― 民生部長

委員 ―― 部内各課長同主任、及び學生行政に学識経験のある者

任務 ―― 現任訓練計畫の樹立及これが実施の推進

(ロ) 現任訓練係

構成 ― 部長直属とし各課より一名の訓練係を選定その他必要な職員を以つて講成する

任務 ― 訓練委員會の事務處理、訓練計畫の実施訓練に必要な調査研究、報、交換、訓練に関する部外諸機関との連絡其の他

(ハ) 機構圖

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June 28. 50.

Tokushima Prefectural In-Service training Planning (draft)

社會事業從事職員に対する現任訓練計畫（案）

一、現任訓練の目的及概念

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會長 ―― 民生部長

委員 ―― 部内各課長同主任、及び學生行政に學識経驗のある者

現任訓練計畫の樹立及これが実施

（1）

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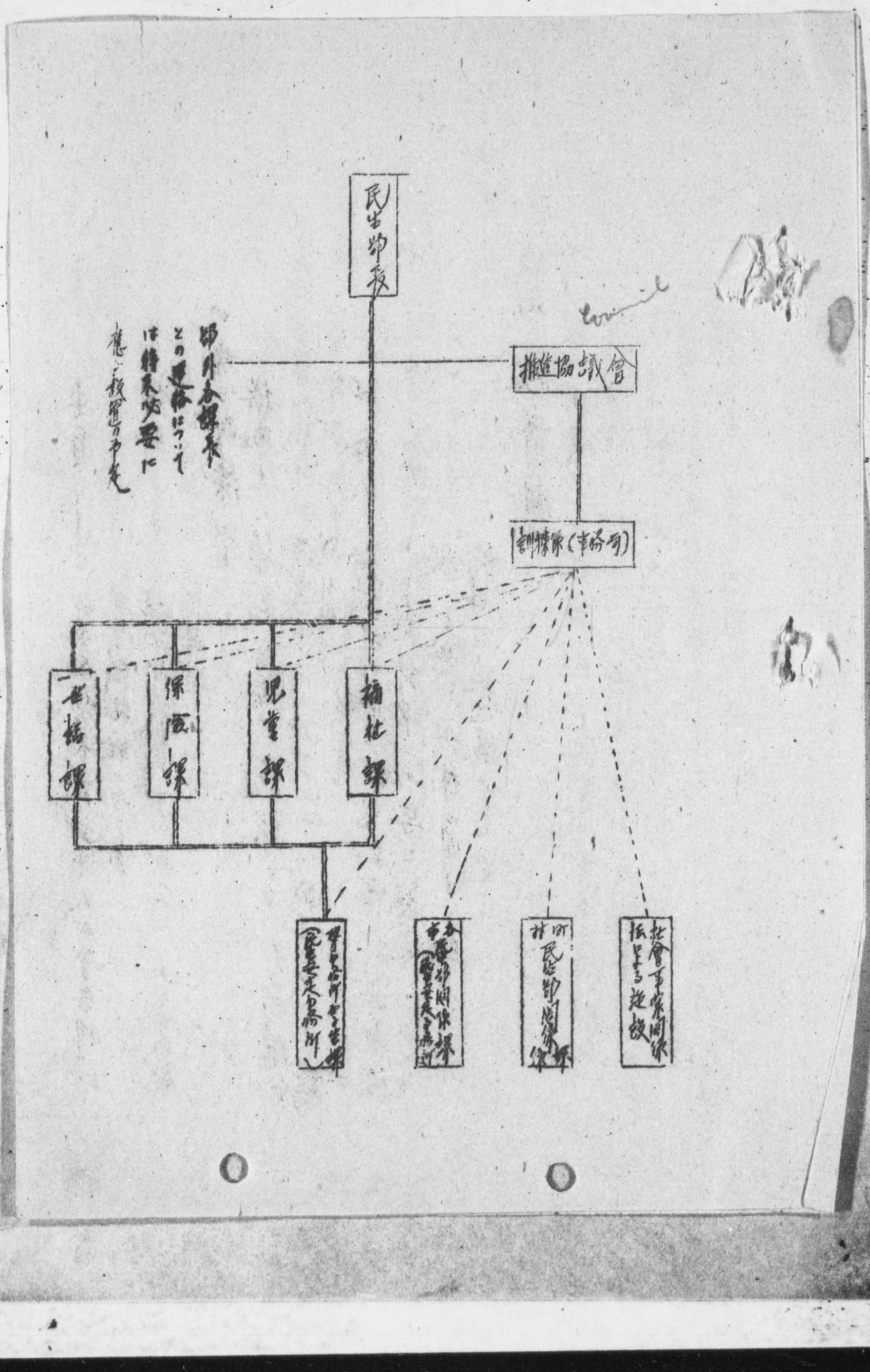

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三 対象

(1) 社會事業施設関係職員

a 生活保護法による保護施設の職員

b 児童福祉法による福祉施設の職員

c 身体障害者福祉法による施設の職員

d 社會事業法その他による施設の職員

(2) 社會事業施設外関係職員

a 民生部内各課本各廨職員

b 各地方事務所民生部関係職員

c 各市民生部関係職員

d 各町村民生部関係職員

四 方法

(1) 職場に於ける訓練

a 個人訓練 直接上司に於いて職員の責任と権限の一覧表を作りこれにより全職員夫々の義務基準を設定する訓練係は義務上監督の責任を有する上司と協力し各職員の義務基準の遂行を職務能力何上のために行う個別的訓練である。

(2)

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b 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つて行う集団訓練であつて組織単位毎に職員會を開き或は出張報告書一定の教材 職員考課表等を利用して之を実施する

(四) 職場外に於ける訓練

特別又は同一の目的不問題に関する職員に必要なものとして計画された訓練であつて種類を共げれば講話、講習、協議研究、討論等の各種會合その他見学出張実施、教育模擬状況、実験、実習、書指導通信教育 セミナール等がある

(八) 指導監督に関係しての訓練

監督の地位にある者がその権限を通じて行う職員の指導監督と、現任訓練とは観念上明確に区別すべきものであるが両者の区別と関係を充分考慮し監督者が監督を通じて得た意見等を現任訓練者に提供し現任訓

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(二)

練の必要内容を教材の決定等に協力して行う訓練である

モデル地区並施設による訓練

公的保護事業、各種收容施設、地域社會事業等機関のため、モデル地域を設定しケースワークグループワーク、コミニアオーガニゼーション等社會事業の方法に関する実地研究を行う訓練である

(水)

印刷物による指導訓練

年鑑、調査書、事務提要、機関代等の出版その他参考図書資料の回覧、配布等印刷物による訓練である

(ヘ)

其の他の訓練

針規採用者（社會福祉基事）に対する見習教育助手別方、職員特別教育のための教育休暇、一般のうち所時間を割いて行うパートタイム教育等による訓練、その他職員相互會の活動、職員レクリエーション事業視察見学等を利用して行う訓練等

(3)

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現任訓練 二十五年度実施計画

本年度の訓練実施は前記「訓練計画」に基き実施せられるのであるが計画当初でもあり先づ組織の整備強化に重点をおき本計画内容のしんとうに務めることとし然る後始めて本格的トレーテイングに着手するものとする。

よって以下の実施計画についても一應の基準であり遂次各関係課と前進的討議の結果補足追加の方針である

(一) 準備態勢組織の急速なる確立

(二) 職場に於ける訓練については差し当り各課・地方事務所施設等職員の「職務基準」作成に着手し之が決定の上は各職階別の訓練予定計画につき研究を進める

(三) 其の他の訓練については差し当り職場外の訓練に重点を置き之を実施する

一、職場に於ける現任訓練

a. 職務基準の作成

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全職員につき各個の職務基準を作成する必要がある
が一時に之を行うことは不可能につき次の如く順次之を完
成する

イ 部内各課職員
ロ 地方事務所厚生課職員
ハ 市町村更生関係職員
ニ 施設団体職員

b 会右方法

イ 各課責任者の打合會を開催具体的作成方針
方法等を研究決定する
ロ 作成並に今後訓練実施の基礎資料を得る為
各職員別職種調査を行う
ハ 前項実施に関しては人事課と充分連絡をとる
こととする

c 研究文庫の設置

社會事業圖書 心理 精神 衛生 医学法規等の

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関係書籍を備之職員の研究錬磨を図る

d 現場教育の徹底

各種施設之職員を派遣し現状に即應した教育指導である

二、職場外における訓練

a 協議會

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a. 協議會

種別	目的	対象	責任者	内容	日時	場所
民生部課長会議	部内業務についての指示打合せ	部内課長	部長	指示事項 連絡事項 情報交換	第一、第三、月曜日 午前十時 —十一時	部長室
同部課長主任者会議	重要事項の企画と事業の連絡	課長 主任 関係業務 擔当者	〃	各課の重要事項に対する内容の交換と討画の検討	毎月一日 午前九時 —正午	庁内 縣会議室
市及地方事務所主務課長会議	指示連絡 協議のため	市、地方事務所関係係長及関係職員	〃	指示連絡協議 討論、自己反省	毎月五日 午前九時 —午后三時	〃
市、地方事務所別職員連絡会	事務連絡打合せ	全課員 必要に応じ関係職員	市又は地方事務所の各課長	指示連絡 協議討論	毎週一回	市又は地方事務所
社会福祉団体との連絡協議会	事務連絡	縣社会福祉協会関係役職員	部長	連絡協議討論 申合せ事項の徹底	毎月中旬 午前十時 —正午	庁内

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b 研究會

種別	目的	対象	責任者	内容	日時	場所
共募委員会との連絡協議会	事務連絡	共募関係役職員	福祉課長	連絡協議討論申合せ事項の徹底	毎月下旬 午前十時 ―正午	庁内
青少年保護育成協議会	青少年の不良化防止保護育成	裁判所警察教育庁その他関係機関	部長	環境調整原因究明綜合対策連絡	毎月一回	〃
保育所経営者協議会	保育運営取扱研究	保育所関係役職員	児童課長	指示連絡及び申合せ事項の徹底並びに指導		
課別職員研究会	業務連絡並びに円滑なる運営	各課職員	各課長	新規法令通牒等の連絡相互批判研究討論	毎月第一第三木曜日 午后三時より	各課
民生部全員研究会	一般教養知識の修得	民生部全員（市も含む）	部長	部外講師を招聴する	毎月第二土曜日 午後一時 ―三時	庁内

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市地方事務所別職員研究会	連絡研究	全課員	民生部名課長	査察指導ケースワークその他研究発表	毎月一回	市又は地方事務所
施設職員研究会	事務連絡現任訓練	保ゴ施設児童福祉施設関係役職員	部長	専門知識の習得教養及び技術の向上	毎月一回	庁内
児童福祉関係者会議	ケースワーク技術の向上	児童福祉関係職員	児童課長	対象者別にして適宜行う専門家より指導を受ける	毎月三回	庁内或は相談所
児童福祉司研究会	専門知識の向上技術の訓練	児童福祉司(六)	〃	心理メンタルハイジンケースワーク社会学医学	毎月一回五時間	庁内
身体障害者福祉司研究会	〃	身体障害者福祉司(四)	福祉課長	メディアルケースワーク、医学、心理、メンタル、ハイジン社会学法律義務等の機能訓練について	毎月一回(予定)	〃
不良化防止研究会	青少年不良化防止	警察学校裁判所職員	部長	資料持寄による対策研究	毎月一回	〃

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右の外各種事業別研究会に関しては夫々各課別に担当事務主任に於いて提案せしめこれに基づいての計画を本計画に附加実施するものとする。特に保険課世話課関係分の訓練計画については早急に樹立の上対策協議会まで提出のこと。

C 講習会

(一)市町村社会事業従事職員講習会

目的及対象	期日場所	講習内容	同方法	経費	摘要
厚生行政に関する基本知識の習得一般知識並技術の向上を計り第一線従事者の職務遂行力と指導力とを涵養せんとするにある。	年に一回 綜合的講習会の実施 県下三ヶ所 二日一夜 他に 三ヶ月に一回毎 各管内毎にて (市は両市合併) 一日講習会を実施する。	一、社会事業並厚生行政について 一、公的扶助に必要な民主々義の諸原則について 一、生活保護児童福祉その他各種事業の法制及運営 一、社会保障について 一、社会調査及統計について 一、ケースワーク 一、グループワーク 一、コミニウテイオイガテイセイション 一、人体生理及び公衆衛生について 一、心理学及び精神分析について 一、社会事業従事者の義務と責任について(倫理的な面)	部課長当該事務主任者及外部学識経験者を講師として庫に講義のみならず 一、質疑応答 二、ディスカッション 三、実習答案作成等に重きをおく	現状の現任訓練対策実施費にては賄いきゆないので追加で遂次予算を計上の方針であるが原則としては関係各課の指導運営費の持寄とする	本講習のために従事職員の職務基準表並びに行政能力上の考科表等をつくりこれ等を参考して個別的指導及び相談も実施の予定である。

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(二) 社會事業団体並同施設從事者講習会

目的及対象	期日場所	講習内容	同方法	経費	摘要
団体の運營及び施設管理に必要な知識と技能を涵養し又人間としての敵養を向上する この会私団体並に施設の責任者從事職員を対象として行うものである	年に一回綜合講習會の実施 昭下一ヶ所 二日二夜 他に三ヶ月に一回 各県ノ所において一日講習会を実施する	一、養育事業並に行政の原理 一、出産保護法と諸基準について 一、児童福祉法と最新基準について 一、社會保障について 一、ケースワークについて 一、グループワークについて 一、業務及医学について 一、心理学について 一、社会事業精神と從事者の義務について 一、優良施設の見学	市町村 從事員の場合に同じ	旧講習については追加で予算計上したこと予定である	受講習の経ノ身状調査書等を作成しこれらを参考とする

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以上の他、市町村有給吏員或は各種事業指導職員保姆
寮母その他の業務別職種別の講習會に関しては主管
各課に於て立案合議の上現任訓練対策協議會まで
提出のこと。

三、訓練の成果はその確認
協議會、研究会、講習會の実施状況及び成果について
はその都度各担任者において現任訓練指導対策
協議會長宛報告のこと

四、計、現採用者に対する特殊訓練について
近く採用し社會福祉主事に対する現任訓練について
は本問題が具体化してから協議會において検討の
予定。

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徳島縣現任訓練推進対策協議會々則（案）

第一條　本會は徳島縣現任訓練推進対策協議會を稱する

第二條　本會の事務所は徳島縣民生部福祉課内に置く

第三條　本會は個々の厚生行政に関する職務を遂行するに当り必要な知識技能について指導並督の權限を通じないで各職員の向上を圖り職員の現在又は将来行うべき職務を計畫的に遂行出来るよう指明する計畫組織及び教育訓練活動を整備推進することを目的とする。

第四條　本會は前條の目的を達成する為の左の現任訓練に関する計畫の樹立及びその遂行実施に必要な手段方法について審議を行う。

一、生活保護法に関する事項

二、児童福祉法に関する事項

三、身体障害者福祉法に関する事項

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四　社會事業法及び一般社會事業の指導に関する事項
五　社會保險事業に関する事項
六　社會事業施設の維持育成に関する事項
七　一般生活困窮者の更生援護に関する事項
八　救濟用援護物資に関する事項
九　その他所長の行政の遂行に必要と認める事項

第五條　本會は會長一名及び委員若干名を以て組織する

第六條　會長は民生部長これに当る
會長は會務を統轄する。
會長が事故あるとき又は欠けたときは予め會長が指定した委員がその事務を行う。

第七條　委員は民生部の各課長、主任及び厚生行政に つき学識経験ある者の中から会長が委嘱する。

第八條　本會の事務を処理するため幹事若干名を置く
幹事は現任訓練組当者及び會長が適当と認めた者の中から任命する。

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第九條　協議會は必要の都度會長がこれを招集して
その議長となる

第十條　會議の議案は出席者の意見を徴し議長の決
するところによる。

第十一條　民生部各課は各一四半期分の現任訓練計畫を
立案し各期前に協議會の審議を経なければならない。

第十二條　協議會で決定した事項は厚生行政の基本方針
として現任訓練の実施に移し民生部各課において
これを実行する

附　則

本會則は昭和二十四年　月　日から適用する。

(11)

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参考

社会事業従事者の習得すべき諸知識部門一覧

A 一般教養に関するもの

a 人文科学　厂史　倫理学（7・宗教）

b 自然科学　医学、生理解剖学　統計学　心理学

c 社会科学　社会学、経済学、教育学　法学

B 専門教養に関するもの

a 基礎部門
- 社会事業概論、日本及欧米社会事業史社会事業法制
- 栄養及医学知識、精神分析学　都市農村社会学

b 応用部門
- 社会事業各論、社会事業行政ケースワーク グループワーク
- コミュニティーオーガニゼーション社会調査、社会統計農村郡市社会事業、社会事業経営、並組織論　社会事業現況

c 特殊部門
- 社会保険　社会問題（労働　人口　婦人　農村　等各問題）協同組合　社会思想史　レクリエーション

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参考

市町村社会事業従事者講習会講習科目並に時間案

科目	時間	備考	科目	時間	備考
社会事業従事者の心構	二	開閉講の辞に引きつゞく	ケースワーク	六	理論、技術実例等
社会事業概論並に法制	四	社会事業の基本法身体障害者法その他各法制	グループワーク	一	
社会事業史	二	日本及欧米事業史	オーガニゼーション	二	セニツルメントワーク 隣保事業を含む
生活保護事業	四	民生委員制度を含む	社会調査並に統計	一	
児童福祉事業	四	最低基準説明を含む	社会学概論	二	
社会保険事業	二		心理学概論	二	
経済保護事業	二	政府事業協同組合論を含む	医学概論	一	
医療社会事業	一	医学概論を含む	栄養学概論	一	
教化社会事業	一	グループワークと併せ	研究討議	一九	
農村社会事業	一	栄養学又はオーガニゼーションに併せ	計	六〇	
社会保障制度	二				

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Fred,
This is the inservice training plan submitted by Tokushima Pref. I think it is good - please return to me by ~~Draft~~ of In-service Training Plan

Tokushima Pref.

1. The object: Considering the importance and special feature of welfare administration, education of technical knowledges will be given to welfare officials and persons engaged in welfare works to improve their efficiencies.

2. The persons who will be trained:

1. Pref. welfare officials.
2. Mayors & welfare officials of city, towns & villages.
3. Officials assigned in social work institutions.(Pub).
4. Minsei-iin (Child Welfare Workers).
5. Persons assigned in social work institutions (Pvt).
6. Others.

3. The way of in-service training:

1. Establish a system to carry out the training.

a. Establish an inservice training council: Under the supervision of Welfare Dept Chief, an in-service training council will be established. The member of the council will be the section chiefs within the Welfare Dept. The council will discuss and give decision on planning, organization, finance etc and coordination. The vice-section chiefs within Welfare Dept will be responsible for the execution of the council as secretaries.

b. Appoint officials in charge of in-service training: Officials in charge of in-service training will be appointed in each section within Welfare Dept. and in district offices and in-service training business will be handled by them.

2. Adjustment of organization: In relate to personal affairs, pertinent work will be given to the personnel according to their school career, occupation career, personality, appearance and knowledges. Change of assignement of personnel will be avoided to the utmost and enable them to engage in their special profession.
Arrangement of tables in the office will be taken into consideration as to avoid leakage of secrecy that told by the clients when they come to the office to consult their personal problems, and also pay attention to improve efficiency of the office.

3. Guidance through inspection: The squad of guidance through inspection with the section chiefs as its staff will be organized and will carry out its duty strictly.

4. Holding conference in each working place: In order to promote synthetic working ability of the personnel, conference in each working place will regularly be held.

5. Thorough education of documents: Endeavor on documents education by establishing Social Work Library and through distribution of guidance pamphlets for the personnel concerned.

6. Establish Model Welfare Administration District: In order to promote welfare administration of district, 9 Minsei-iin areas and 3 child welfare area will be appointed as the Model area and special guidance will be given to them.

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STRENGTH STATUS REPORT

REPORTS CONTROL SYMBOL
QGA-11

FOR MRU USE ONLY

1. ORGANIZATION DESIGNATION	
2. STATION	
3. MAJOR COMMAND	
4. T/O & E NUMBER / 5. T/O & E DATE	
6. RACE	
7. MO. & YR. SCHEDULED FOR INACTIVATION	
8. MO. & YR. SCHEDULED FOR ACTIVATION	
9. ARM OR SERVICE	
10. TYPE OF PERSONNEL	

SEC. A - ASSIGNED & RETAINABLE STRENGTH BY GRADE

	GEN O / M/SGT	COL / IST SGT	LT COL / T/SGT	MAJ / S/SGT-T/3	CAPT / SGT-T/4	IST LT / CPL-T/5	2D LT / PFC	CWO / PVT	WOJG-FO	TOTAL PERSONNEL
11. AUTH										
12. PRESENT ASGD STR										
13. 6TH MO. IST DAY										
14. 7TH MO. IST DAY										

SEC. B - RETAINABLE STRENGTH BY MOS & REQUIREMENTS

MOS	AUTH STRENGTH	RETAINABLE STRENGTH	REQUIREMENTS					
			COL / IST GR	LT COL / 2D GR	MAJ / 3D GR	CO GRADE / OTHER GR	W/O	TOTAL REQUIRED

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Draft of In-service Training Plan (Cont'd)

7. In-service training by holding lecture meetings: - Who will lecture?

Object	Method	The persons who will be trained	Contents
To train Case Workers	Regular meeting will be held 2 times a month. How long? Where?	Officials concerned, Child Welfare Officials, Medical Social Workers, Personnel working in institution.	Technique of Case Work, Psychology, Mental Hygiene, General Medicine, Laws & regulations regarding Welfare, Discussion and Group work.
To train management of institution.	Once a month How long? Where?	Personnel working in institution.	Management of institution, Health & sanitation, Laws & Regulations regarding welfare, Discussion.
To train Pref. Welfare Officials.	1 month (Afternoon only) (Through a year) don't understand	Welfare Officials in Ken and District Offices.	Daily Life Security Law, Child Welfare Law, Social Insurance, Social Works, Case Work, Group Work, Administration, Others. What is this?
To train Minsei-iin (Child Welfare workers).	Pref. will be devided in 10 districts and each district will have 2 day course twice a year.	Minsei-iin (Child Welfare Workers). Personnel working in institution.	ditto
To train Welfare officials in towns & villages.	Pref. will be devided in 10 districts and each district will have 3 day course once a year.	Mayors of towns & villages, Welfare officials in towns & villages, Directors of private social work institution.	ditto.

To the persons not covered by the above mentioned program, similar training will be given pertinently. Who?

8. Training of professional employee in the social work: In order to train professional employees of the social works, supply with school expenses system will be established and the lecture meetings will be held. - Don't understand this -

What else will the local welfare officials have? 3 days a year enough?

Just if town directors need same as welfare officials in town Offices? And Mayors? Maybe the course planned is basic & general, and they do the basic part - to, then the welfare officials need more from themselves.

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STRENGTH STATUS REPORT

REPORTS CONTROL SYMBOL QGA-11

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1. ORGANIZATION DESIGNATION	
2. STATION	
3. MAJOR COMMAND	
4. T/O & E NUMBER	5. T/O & E DATE
6. RACE	
7. MO. & YR. SCHEDULED FOR INACTIVATION	
8. MO. & YR. SCHEDULED FOR ACTIVATION	
9. ARM OR SERVICE	
10. TYPE OF PERSONNEL	

SEC. A - ASSIGNED & RETAINABLE STRENGTH BY GRADE

	GEN O	COL	LT COL	MAJ	CAPT	IST LT	2D LT	CWO	WOJG-FO	TOTAL PERSONNEL
	M/SGT	IST SGT	T/SGT	S/SGT-T/3	SGT-T/4	CPL-T/5	PFC	PVT		
11. AUTH										
12. PRESENT ASGD STR										
13. 6TH MO. IST DAY										
14. 7TH MO. IST DAY										

SEC. B - RETAINABLE STRENGTH BY MOS & REQUIREMENTS

MOS	AUTH STRENGTH	RETAINABLE STRENGTH	REQUIREMENTS					
			COL	LT COL	MAJ	CO GRADE	W/O	TOTAL REQUIRED
			IST GR	2D GR	3D GR	OTHER GR		

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DATE:

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29 December 1950

SUBJECT: In-service Training Program in Ehime Prefecture
by Mr Fujioka

Ehime Prefecture began the in-service training course for prefecture, cities, towns and villages this summer 1950 for the welfare workers. They were cautioned to cut off the town and villages because welfare districting would exclude the workers from the welfare field, so they revised the training schedule.

1. Training schedule to 65n newly appointed welfare secretaries in ken and gun offices

Date	Place
Nov 27-2 Dec	Matsuyama City
Jan 20-Jan 25	Sumino Town
Mar 27- Apri 1	Imabari City
May 20-25 May	Osu town
Jul 28-Aug 2	Uwajima City
Oct 20-Oct 25	Matsyyama

No 1

Subject and Total hours	
	20 hours
Basic principle of social welfare works	10
Administration of social welfare works	45
Public assistance	35
Child welfare	20
Physically handicapped	30
Social work method	20
Social investigation and statistics	20
Supervision of social welfare institution	20
Psychology	20
Mental hygiene	15
Social work history	20
Social welfare law	15
Social security	
TOTAL	290

Chief of In-service Training
Mr. Nagano - middle sch educ. Has been in Soc. Welf
Sect Sec. for long time

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2. In-service training for the city social welfare secretaries (67 social welfare secretaries) for 6 cities)

Dec 25-27 Dec Jan 10-Jan 12	Yahatahama City Imabari City	25 hours
Feb 10-Feb 12	Saijo City	26 hours
Feb 20-Feb 23 Feb 25-Feb 27	Matsyama City Niihama City	29 hours
Mar 10-Mar 12 Mar 17-Mar 19	Yahatahama City Imabari City	30 hours
Apr 10-Apr 12 Apr 18-Apri 20	Imabari City Saijo City	29 hours
May 3-May 5 May 7-May 9	Matsuyama City Niihama City	28 hours
Jun 3-Jun 6 Jun 8-Jun11	Yahatahama City Imabari City	33 hours
Jul 5-Jul 8 Jun 30-Jul 3	Uwajima City Saijo City	27 hours
Aug10-Aug13 Aug 16-Aug 19	Matsuyama City Niihama City	27 hours
Sep 10-Sep 13 Sep 17-Sep 20	Yahatahama City Imabari City	27 hours

Subject	Total hours

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SUBJECT: Ehime Field Trip Report from 26 Nov to 28 Nov 1950
by Mr N Fujimoto

1. First day of the 6 day in-service training course for the 46 newly appointed social welfare secretaries of Ehime Prefectural Welfare Department on 27 Nov 1950

a. Lecture by chief of Personnel Section , Ehime Prefecture from 11;25 to 12;40 hrs 1950 , subj, Duty as local public servant

The local public service bill is scheduled to be introduced to the national diet now in session and will pass soon after. In former times state and public officials were mperor's official, but they are public servants for people nowdays. Public servants are servants not for a part of people but all people as provided in the Constitution.

In short, local public servants should perform their duties sincerely as servant for prefectural people and it is not a difficult thing for common people. A tendency that the trifling misdeed of prefectural official is criticized strictly by people is getting harder after the war too. In other words, prefectural officials should be typical in their personality in order to maintain people's dependence. Public servants are the servants for the public and they should be sincere in executing their duties. Duties to be obeyed by prefectural officials are as follows:

(1) Duty to obey the laws and regulations and order of senior

It goes without saying that prefectural official should obey the laws and regulations, official orders by the senior on organization should be naturally obeyed. Even the senior, he is a man, of course, he will have wrong ideas sometimes. If it is deemed to be wrong, one should express his opinion and discuss with his senior. If they are not agree with by any means, and it does not mean the obedience without any criticism.
one should obey his senior's order

(2) Duty to perform office exclusively

It is natural duty as for the public servant to execute his office during business hours.

(3) Duty to maintain status

Public servant should be faithful for his business. If one is faithful and courageous, he is a man of sincerity. If it is deemed to be right, one should execute it even if it is difficult to do. Within the prefectural official, there ~~was~~ were some who committed misdoing, but majority of them were not so wrong once. But they could not overcome the temptation as they want of courage to reject it. Some of the public officials made themselves rank higher than common people, but it is desirable that they are good fellow in the different meaning from the model of the common people.

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（三十五年度）現任訓練計畫案（十一月―三月）

目的

社会事業の専門化に伴う現代の趨勢に鑑み、現在社会事業に従事している者、所謂社会福祉主事のの設置に伴う法律に基く社会福祉主事に対する現任教育並びに社会事業をむざす者の養成のために現任教育計画を樹立し、社会事業奉仕意慾の昂揚と人事刷新、人材登用の道を招くことを目的とするものである。

現任訓練の種類

(イ) 一、縣民生部関係職員及地方事務所関係職員に対する訓練
二、同じく関係部並地方事務所関係職員中新任者に対する訓練
三、市町村関係職員に対する現任訓練
四、給費制度により社会事業学校に給費生を派遣せしむる事項
五、施設関係職員に対する現任訓練

(ロ) 一、学科、討議、実習によって行う
二、研究発表、事務監査、一斉調査等によって行う

(ハ) 弘報発行、保健婦、保姆教育、成人講座を行う

現任訓練科目

厚生省指定による必須科目並びに選択科目

現任訓練担当者

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イ、民生部長
ロ、民生部各課長
ハ、民生部各課主任
ニ、学識経験者
ホ、その他適当と認めたもの

昭和二十五年度十一月―三月に至る現任訓練実施計画表

十一月	社会福祉事務打合会	全県下各五ケ所	四〇〇	一三―一八	
	保健婦講習	松山	一〇〇	一―三〇	
	民事部ランドルフ女史現任訓練	松山	五〇	一八―二一	
	資格認定講習会	松山	五〇	二七―二	
	監査			五―一二	
十二月	査察指導講習会	高松	八〇		
	監査	県下六市	一〇〇	一〇―一八	
	市関係私員現任訓練	宇和島	七〇	二〇―二三	
	北宇和、南宇和、各町村吏員訓練	八幡浜	六〇	二五―二七	
	東宇和、西宇和 〃				

地方事務所私員	査察訓練	高松	八〇	
市町村吏員				
保健婦	新任社会福祉主事	松山	一〇〇	
新任社会福祉主事	新任社会福祉主事	松山	五〇	
新任市関係私員講習会		県下六市	一〇〇	
町村民生私員	〃	宇和島	七〇	
		八幡浜	六〇	

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一月

監査	喜多、各町村吏員訓練	一〇—一三	六〇	大洲 町村民生取員
伊予各町村吏員訓練		一五—一七	六五	郡中 〃
温泉各町村吏員訓練		一九—二一	七〇	松山 〃
施設関係取員訓練		二五—二七	四〇	宇和島
〃		二九—三一	五〇	今治

二月

監査	上浮穴町村吏員訓練	三—六	二〇	久万 町村民生取員
越智 〃		八—一〇	六〇	今治 〃
周桑 〃		一三—一四	三〇	丹原 〃
市関係取員訓練		二〇—二七	一〇〇	縣下六市 市民生取員訓練

三月

監査	新居町村吏員訓練	六—八	四〇	西條 町村民生取員
宇摩 〃		一〇—一二	六〇	川之江 〃
地方事務所関係取員訓練		一五—二三	六〇	松山 地方事務所取員

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社會福祉主事

社會福祉主事は法律によって定められた社會福祉事務に携る縣及び市町村の社會福祉主事の設置に恥員である。この法律は昭和二十五年五月十五日に公布された「社會福祉主事の設置に関する法律」と言う。

社會福祉主事は知事又は市町村長の事務の執行を補助する事務吏員又は技術吏員であって、生活保護法、児童福祉法、身体障害者福祉法の三つの法律に関連して社會福祉事務を行うのである。社會福祉主事は單に机の上の事務を行うものではなく、実地における指導調査を行うケイスワーカーでなければならない。

この社會福祉主事は資格がなければならないのであって、その資格は次の四つの中の一つをもつものでなければならないのである。

一、学校教育法に基く大学、旧大学令に基く大学、旧高等学校令に基く高等学校又は旧専門学令に基く専門学校において、厚生大臣の指定する社會福祉に関する科目を修めて卒業した者

二、厚生大臣の指定する養成機関又は講習会の課程を修了した者

三、厚生大臣の定める社會福祉事業従事者試験に合格した者

四、この法律施行の際、現に社会福祉事業に従事している者で、昭和二十一年一月一日以降において二年以上、國若しくは地方公共団体の公務員として、厚生大臣の指定した団体若しくは施設の有給専任恥員として社會福祉に関する事務に従事し

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た経験を有する者又はこの法律施行の際現に社会福祉事業に従事している者で、最近五年の間において三年以上、社会福祉、公衆衛生、学校教育、私業安定、婦人年少保護若しくは司法保護に関する事務に従事した経験を有する者。

年令については二十才から四十五才までであるが、これは新しく任用される場合であつて、この法律施行の際現に國又は地方公共団体において社會福祉事業に従事している者については年令四十五才以上のものであつても差支えないのである。

社会福祉主事は人間的にみても立派な人格の所有者でなければならないことは言うまでもない。その人間的な能力においても次の如きものは是非共備えなければならない。

イ、社會調査の資料を蒐集してこれを分析してゆく能力の所有者であること。

ロ、厚生法規並びに関係法規については充分に理解する能力の所有者であること。

ハ、社會施設についてよくこれを知り、必要とする者に対して最も適当な機関へ紹介する能力の所有者であること。

ニ、ケイスについての記録を書く能力の所有者であること。たゞ書く丈でなく、書いたものが生命ある素材として活用されうるように記録する能力であることが必要である。

ホ、多数の問題を手ぎはよく処理し、正しい判断によつて解決しうる能力の所有者であること。

ヘ、社会福祉事業が如何にして行はれているか、特に一般の税金によつて賄はれている公的扶助の金銭がいかようにして有効適切に用いられているかについて一般の人々に充分に理解させるように説明し得能力の所有者であること。

以上は能力の点について述べたのであるが、勿論健康な体力の所有者であり、如何な

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る隔意の地にも自ら出かけて行つて指導しうる熱意のある者である事が必要である。思想的においても円満なるものでなければならない。常に建設的な意見をもち・明朗で温い心の持主であらねばならない。特に社会福祉主事は生活に困窮する者や身体障害の人々に接するのであるから、他人の秘密を最守し得る人でなければならない。

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身体障害者福祉司

身体障害者福祉司は身体障害者福祉法第九條より第十二條までにその職分が規定されている。身体障害者福祉司は知事の命を承けて身体障害者の更生援護その他の福祉に関する事務を行い担当区域において私務の遂行に当るものである。その身分は事務吏員又は技術吏員であり、市町村長は身体障害者福祉司の行う事務に協力するものである。

身体障害者福祉司となるための資格としては次の五つの中の一つに該当するものの中から得られるものである。

1、身体障害者の厚生援護その他の福祉に関する事業に二年以上従事した者
2、学校教育法による大学、又は大学令による専門学校と認められている大学、専門学校令による専門学校として認められた大学又は専門学校において厚生大臣の指定する社会事業に関する学科を修めて卒業したもの
3、医師
4、身体障害者の更生援護の事務に従事する私員を養成する学校その他の施設で厚生大臣の指定するものを卒業した者
5、前各号に準じ身体障害者福祉司として適当な資格を有する者、

身体障害者福祉司の仕事と児童福祉司の仕事と同じく従来の法の観念において行政機関の中にケは考えられなかった特殊の分野があるのである。従来の法の観念ではイスワークをするという観念はなかったのである。従来人が仕事をするというよりは、

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行政機構そのものが仕事をすると言った観念が強かったのである。福祉司は技術的に権限が与えられており、同時に事務吏員としての仕事を行うものであって、所謂、技官と人の仕事とを兼ねているからである。福祉司が単に行政系列の一つの中にあって、仕事をする丈であれば、その行動に制約をうけ充分な活動が行はれ得ないのである。

身体障害者福祉司として基本的に把握しなければならないものに三つある。第一に担当地域の把握である。特有の社会組織及び経済組織を知り、意義と認識と批判を作らなければならないのである。即ち、その社会の入口脈業、衛生、施設、娯楽、貧困状態、産業、農業、児童の生活等あらゆる角度から視察して認識と批判を作らなければならないのである。

第二に公私の社会施設の状況を知り、社会立法の運用状況を悉知しなければならない。社会立法については少くとも次のものを知ってあかなければならない。

イ、未復員者給与法
ロ、特別未帰還者給与法
ハ、恩給法
ニ、公共私業安定法
ホ、労働者災害補償保険法
ヘ、労働基準法
ト、厚生年金法
チ、国家公務員法