

Saigon July 29, 1958

No. 577-TTP/CV/NNV/VP

From: The Secretary of State at the Presidency.  
To: The Vietnamese Ambassador to France.  
(c/o the Department of Foreign Affairs)  
Subject: Recruitment of Vietnamese Specialists  
Residing in France.  
Reference: Official letter No. 188-BT/M sent to the  
Department of Foreign Affairs.

Mr. Ambassador,

In the official letter mentioned above, you pointed out the reasons why Vietnamese specialists residing in France are not willing to come home and work for the Government. Also, in item B, paragraph 2, page 7, you referred to the student's concern as to the recruitment conditions in Vietnam, together with certain typical cases, indicating that they are unfair and that the personnel responsible for examining the student's records don't know the value of the specialist's degree.

To provide you with the necessary information for explanation of the above problems, I am sending you the following documents:

- Circular No. 3-CV, dated January 11, 1955, setting forth the conditions for special recruitment of the Vietnamese specialists residing abroad.
- Circular No. 12-CV, dated February 15, 1955.
- Circular No. 22-CV, dated March 28, 1955.

- Official memo No. 1480-BNV/CV/NNV/2 of June 6, 1955, concerning, together with the two Circulars mentioned above, the said matter.
- Arrêté No. 2518-TTP/CV, dated October 10, 1956, establishing the commission for evaluating foreign degrees.
- Decree No. 102-TTP, dated July 19, 1956, creating the Technical Chargé d'Affaires position at the Presidency.
- Arrêté No. 1027-TTP/CV, dated June 16, 1958, granting contractual personnel the same salary as that of a civil servant of the cadre upon which the salary of contractual personnel is computed, i.e. abolishing the previous 85 or 90% system.
- Official letter No. 1744 BPTT/VP, dated June 18, 1958, pertaining to the examination of requests for settlement allowances.
- Table illustrating salary and allowance computation.

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The recruitment conditions and procedures provided in these statements show that special treatment is given to the specialists and that they do not comply with the civil service statute, as indicated in the attached comparative table.

With regard to the specialists whose names appear in the above statements, I would like to call your attention to the fact that:

Mr. Tôn Thất Trình, Agricultural Engineer, is appointed Technical chargé d'affaires, grade 1, salary index 840, salary for single status = 16,481\$00 per month. Decree No. 102-TTP, dated July 19, 1956, (Articles 2 and 3) provided that the Technical chargé d'affaires is appointed by the President and is in charge of research and study on problems personally assigned by the President. The Technical chargé d'affaires may be on special assignment to the department to work on the assigned problems.

Thus, Mr. Trình is not working under anybody except the President and the Secretary of State with whom he is assigned to work.

The appointment of personnel to high level positions, as instructed by the President in <sup>Circular</sup> ~~Arrêté~~ No. 59-CV, dated November 13, 1954, (see attached copy) will be based on professional capacities and experience.

Mr. Trương Thái Tôn, Agricultural Engineer, is appointed Technical chargé d'affaires, grade 2, salary index 720 - salary for single status 14,012\$00 per month.

Mr. Thái Công Tung, Agricultural Engineer, is recruited as a contractual engineer, salary index 720 (about 10,012\$ per month if single). This is higher than the salary index of an Agricultural Engineer, grade 3, highest step, with eight years' service (salary for single status 8,445\$00) and the degree of Agricultural Engineer at the time of recruitment.

Mr. Võ Ngọc Jacques has to wait 3 months to get his salary because:

- Though he is Vietnamese, his name is a French one. Therefore, it has to take the long process of Vietnamization.
- Mr. Truyen (his present name) did not present his medical certificate when he was in France. Therefore he has to take a medical examination when he comes back to Saigon. The reservations of the physicians regarding Mr. Truyen's health has delayed the administrative clearances.

Mr. Nguyễn Hữu Minh.- Mr. Minh's salary in Viet Nam is comparatively lower than that which he received in France: 15.000\$ in France, 11,000\$ in Viet Nam.

This is due to the fact that Mr. Minh was careless in not letting us know the salary he received in France but merely requested the 30,000\$ per month in his letter.

Under present regulations, if Mr. Minh notifies the recruiting agency about his salary of 150.000 francs he is entitled to the special provisions stipulated in Circular No. 12-CV dated February 15, 1955, i.e. he is entitled to an allowance equal to the balance between the salary he received in France and that in Viet Nam.

At present Mr. Minh receives a monthly salary of 20,000\$00.

Evaluation of degree.

The evaluation of degrees is entrusted to a commission whose composition is stipulated in Arrêté No. 2518-TTP/CV, dated October 10, 1956, mentioned above.

This commission is assisted by sub-committees in charge of studying and determining the value of French, American, and English degrees. The composition of the sub-committee in charge of French degrees is as follow:

- Rector of the University	President
- Representative of the Directorate General of Planning	Member
- Representative of the Directorate General of Civil Service	Member
- Representative of the Directorate General of Educational Affairs	Member
- Directorate of Technique and Art	Member
- N.I.A.	Member
- Engineers and Technicians Association	Member
- Superior School of Electricity	Member
- Faculty of Science	Member
- Faculty of Medicine	Member
- National School of Music	Member
- Secretary General of the Rectorate	Member

#### Evaluation method

The sub-committee selects a civil servant holding the same degree or a degree equivalent to that of the person to be recruited to serve as a reporter.

If the necessary information is available, the reporter will study and report the matter to the sub-committee. If any

doubt arises, the reporter must write to the foreign institution concerned for further information. The sub-committee then discusses and submits its conclusions to the commission for a decision. The decision of the commission must be approved by the President.

Incidentally, we would like to bring to your attention that:

1. In practice, the recruitment of students graduated from foreign universities has been carried on contrary to the regulations, with special treatment given to them. This is to encourage the graduated students to come home and work for the Government. The following comparative table shows that the students graduated abroad enjoy material advantages over the civil servants of the cadre with equivalent degrees.

Degree	Civil Servant of cadre in V.N.		Specialist returning from France		
	Salary Index	Monthly Salary for a single person	Salary Index	Monthly Salary for a single person	Position
Agricultural Engineer (Agronomic Institute)	550	7,528\$	840	16,481\$	Technical chargé d'affaires 1st grade (Mr. Tôn Thất Trình)
Agricultural Engineer (Superior School of Agriculture)	510	7,067\$	720	14,012\$	Technical chargé d'affaires 2nd grade (Trưởng Thái Tôn, Trịnh Văn Hy)

Agricultural Engineer (Superior School of Agriculture)	510	7,067\$	720	10,012\$	Contractual engineer (Thai Công Tụng)
Bridges and Highways Engineer	550	7,528\$	720	14,012\$	Technical char- gé d'affaires 2nd grade (Bùi Hữu Tuấn)
Engineer graduated from the Superior School of Electro- Technique and Hy- draulic	510	7,067\$	720	14,012\$	Technical char- gé d'affaires 2nd grade (Nguyễn Khắc Nhân, Dương Kịch Nhưỡng)
Engineer Graduated from the French school of paper-in- dustry and from Na- tional Superior School of Electro- Chemistry	510	7,067\$	720	14,012\$	Technical char- gé d'affaires 2nd grade (Bùi Phát Vượng)
Chemistry Engineer graduated from the Chemistry Institute	470	6,607\$	720	14,012\$	Technical char- gé d'affaires grade 2. Con- tractual engineer (Nguyễn Văn Hai, Cao Thái Sao)
Engineer graduated from the National Superior School of Tele-communications	550	7,528\$	720	14,012\$	Technical char- gé d'affaires (Trần Hữu Cung)
			720	10,012\$	Contractual engineer (Nguyễn Quang Tuấn, Trịnh Văn Tân)
			690	8,000\$	
Electrical Engineer University of Toulouse	550	7,528\$	720	14,012\$	Technical char- gé d'affaires 2nd grade (Nguyễn Đình Thu)
Superior School of Electricity	550	7,528\$		20,000\$	Contractual engineer (Nguyễn Hữu Minh)

Charliat School	430	6,147\$	480	9,075\$	Technical chargé d'affaires 2nd grade (Vu Đình Chí)
Ampère School	430	6,147\$			Lương Xuân Minh Nguyễn Văn Hùng Lê Tài Quát
Violet School	430	6,147\$	480	9,075	Bùi Xuân Nghiêm
Electricity School of Marseille	430	6,147\$	480	9,075\$	Trần Văn Mạo
Docteur en droit (Mr. Ung has previous employment with the Government)	510	7,067\$	840	16,481\$	Technical chargé d'affaires 1st grade (Nguyễn Văn Ung)
Docteur en droit			720	14,012\$	Technical chargé d'affaires 2nd grade (Đoàn Triệu Yên)
Architect (Superior School of Fine Arts of Paris)	510	7,067\$	720	14,012\$	Technical chargé d'affaires 2nd grade (Nguyễn Mỹ Lộc, Bùi Quang Hanh) (a)
Liencié en droit	430	6,147\$	480	9,075\$	Specialist assistant 2nd grade (Huỳnh Hữu Luân, Nguyễn Hoàng Cường)
Architect (Superior School of Fine Arts of Paris)	510	7,067\$	730 (a)	9,580\$	Technical chargé d'affaires 2nd grade (a)
	510	7,057\$			The salary received in French was maintained Lâm Dụ Tốt

(a) Appointed professor of the Superior School of Architecture.



	730 (a)	9,580\$	The salary received in French was maintained		Phạm Văn Thăng (a)
	730 (a)	9,580\$	" "		Lê Văn Lãm (a)
Engineer graduated from the special school of T.P. for building and industry	510	7,067\$	600	11,044\$	Specialists assistant 1st grade (Lương Kiên Thành)
Conductor of Public Works (Superior School of Public Works)	410	5,917\$	480	9,075\$	Specialists assistant 2nd grade (Nguyễn Khắc Thành)
Chemistry Assistant graduated from School of Scientia	250	4,076\$	380	5,572\$	Contractual personnel (Nguyễn Tăng Cát)

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(a) Appointed professor of the Superior School of Architecture.

2. The Departments have to rely on the general statute in making salary proposals. If the returning students come under the provisions of this statute, their cases will be thoroughly reviewed. For instance:

	Salary index received before returning		Salary index granted after returning	
Mr. Nguyen Quang Tuan Engineer E.N.S. of Tele-communications	Contract	7,200\$	720	10,012\$
Mr. Ha van Than ITPA 2 year's study at the Institute of Superior Study of Rural Laws	410	5,917\$	480	6,822\$
Mr. Le Tuyen, Licence es-lettres and Licence en droit	470	6,607\$	550	7,528\$
Mr. Thai Cong Tung Engineer E.N.S. of Agriculture	690	9,138\$	720	10,012\$
Mr. Doan Minh Quan Engineer E.N. - of Agriculture	430	6,147\$	Contract	9,000\$

3. As mentioned above, the students graduated from foreign universities enjoy obvious privilèges. Still, complaints, often unjustified, have arisen.

	Salary index received under statute	Salary index actually earned	Salary index requested
Mr. Nguyen Tang Cat graduated from Scientia Chemistry School	250 = 4,076\$	380 = 5,572\$	480 (equivalence of that of Spe- cialist Assis- tant grade 2) 9,075\$
Mr. Doan Minh Quan graduated from the National School of Agriculture of Rennes	430 = 6,147\$	Contractual sa- lary - 9,000\$ Equal to that of a specialist assistant grade 2.	720 (Technical chargé d'affaires grade 2) 14,012\$
Mr. Nguyen Khac Nhan graduated from E.N.S. of Electro-Technique and hydraulic.	510 = 7,067\$	720 Technical chargé d'affaire grade 2: 14,012\$	840 (Technical chargé d'affaires grade 1: 16,481\$
Mr. Vo Ngoc Truyen (Ex-Vo Ngoc Jacques) graduated from Central School of TSF (private school)	320 = 4,881\$	350 = 5,226\$	380: 5,571\$ (request for salary increase Though not meet- ing seniority requirements

The above comparative table shows that these specialist's complaints are subjective and groundless.

They often forget that the Government stands ready to help the returning specialists:

- a. To compensate for their losses if they do get a higher salary in France.
- b. The reconstruction of our country calls for specialists in all fields. The Government has granted scholarships to students in the hope that, after graduation, the students will think of their duties as a citizen in the reconstruction phase and come back to serve the people.

There is no reason why the returning specialists should worry about salary because:

- a. Their complaints will be given careful consideration and, if justified, corrective action will be taken accordingly.
- b. If their complaints are unjustified, the agency employing them will also consider the complaints and explain why their salary cannot be increased.

4. Usually, the highly qualified specialists are admitted to the technical chargé d'affaires cadre created by Decree No. 102-TTP, dated July 19, 1956. The following comparative table shows the advantages of this cadre.

Technical chargé d'affaires and Specialist Assistant				Civil servant of National cadre with University degree			
Grade-Step	Salary index	Family and cost of living allowance (single)	Monthly Special Allowance	Grade-Step	Salary index	Family and cost of living allowance (single)	Special Allowance
Special Assistant				Beginning	430	1,200\$	None
Grade 2	480	1,200\$	2,000\$	after 2 years	470	1,200\$	"
" 1	600	1,200\$	2,500\$	" 4 "	510	1,200\$	"
Technical chargé d'affaires				" 6 "	550	"	"
Grade 2	720	1,200\$	4,000\$	" 8 "	590	"	"
" 1	840	1,200\$	5,000\$	" 10 "	640	"	"
Head Technical chargé d'affaires				" 12 "	690	"	"
Grade 2	920	1,200\$	8,000\$	" 14 "	740	"	"
" 1	1000	1,200\$	10,000\$	" 16 "	790	"	"
				" 18 "	840	"	"
				" 20 "	890	"	"
				" 22 "	940	"	"
				" 24 "	1000	"	"
				" 26 "	1060	"	"
				" 28 "	1120	"	"
				" 30 "	1160	"	"

It is obvious that the technical chargé d'affaire cadre enjoys great advantages over the national cadre. The former is created with a view to giving special treatment to the highly qualified specialists without hurting the long-standing specialists of cadre with equivalent degrees and much more experience. The latter deserves being helped too.

5. It is not advisable that the recently graduated student, though enjoying a higher salary, be assigned to supervise the senior cadre specialists who have a lower degree but much more professional experience.

I request the Ambassador to explain to the students that:

They are much more fortunate than the former generation in achieving extremely superior training but they should keep in mind that many technical directors in Vietnam have either studied abroad or possess valuable experience and they should not consider themselves ill-treated if they are placed under them.

Besides, no matter how broad their academic studies are, they have to become familiar with the practical conditions in Vietnam and should not claim important positions, although the Government is ready to entrust important functions to them if they prove to be qualified or if the present high level officials are to be replaced.

6. In making important appointments the agencies have to comply with the instructions of the President provided in Circular No. 59-CV, dated November 13, 1954, mentioned above. Therefore

though newly recruited, certain specialists are assigned to important functions such as:

Name and family name	Degree	Position
Tran Ba Thach 32 years	Graduated from Institute of Political Science of Paris	Specialist Assistant Grade 1. Assistant to the Director of Planning (Directorate General of Budget)
Nguyen Ba Nhan	Graduated from the University of Bordeaux Political Science	Specialist Assistant Grade 2 - Chief of Administrative Service (Directorate General of Budget)
Tran Van Mao 28 years	Electrical Engineer Professional School of Electricity Marseille	Chief of Foreign Aid Equipment Service
Bui Huu Than 28 years	Road Engineer	Successively in charge of Head Inspector of Foreign Aid, Director of Superior School of Public Works, Deputy Director of the Roads, Direction of the Department of Public Works
Vo Van Hue	Radio Engineer Central School of Radio Paris	Manager of the Dalat Broadcasting Station.
Buu Khai 26 years	Motion Picture Engineer graduated from the National School of Motion Pictures Paris	Headmaster of the Motion Picture School
Tran Van Buu	Graduated from the Superior School of Motion Pictures	Manager of Movie-Center

Nguyen Ngoc Nha 27 years	Printing Engineer	Manager of National Printing office
Nguyen Khac Nhan 27 years	Engineer of Water Resources and Hydro-electricity of Grenoble Super- ior School of Water Resources	Director of Superior School of Elec- tricity and Deputy Director of National Technical Center
Nguyen Đuốc 41 years	Engineer graduated from the Central School of Techni- que and Work-shop	Director of Technical and Fine Arts Educa- tion (Department of Education)

### 7. Conclusions

On the basis of the above facts we conclude by saying that the Government has taken the following measures to help the students studying abroad.

- a. Granting scholarships.
- b. Creating better working conditions for the graduates than that provided in the general statute.
- c. Paying for travel expenses for those willing to come home.
- d. Granting of settlement allowances.
- e. Creating the technical chargé d'affaires and the specialist assistant cadre to employ the highly qualified specialists.

Thus, the Government has done the best it can to help the returning specialists. It is thought that the specialists should not be so subjective as to forget their duties towards the country and the people in the present national reconstruction phase.



We request the Ambassador to explain the above to the students.

Yours respectfully,

Signed: NGUYEN-DINH-THUAN

No. 3251-TTP/CV/NNV/2

Saigon August 6, 1958

From: The Director General of Civil Service  
To: The Director of Cabinet of the Department  
of Foreign Affairs.  
Subject: The Recruitment of Vietnamese Specialists  
Residing Abroad.

We respectfully transmit herewith copies of official letter No. 577-TTP/CV/NNV/VP, dated July 29, 1958, from the Secretary of State at the Presidency to the Vietnamese Embassy in Paris pertaining to the recruitment of Vietnamese specialists residing in France.

The Secretary of State has instructed me to ask you to distribute this statement to the Vietnamese Embassies abroad to serve as an explanatory document for the students who are not clear about the recruitment conditions in Viet Nam.

For the Director General of Civil Service  
Director of Personnel Management Direction.

Trần Văn Đát