

# UNITED NATIONS ECONOMIC AND SOCIAL COUNCIL



56589



Distr.  
RESTRICTED  
E/CN.14/UAP/MIN/4  
6 October 1962  
Original: ENGLISH

ECONOMIC COMMISSION FOR AFRICA  
Seminar on Urgent Administrative  
Problems of African Governments  
Addis Ababa, 2-12 October 1962

## MINUTES

### OF THE FOURTH MEETING OF THE SEMINAR ON URGENT ADMINISTRATIVE PROBLEMS OF AFRICAN GOVERNMENTS (Friday, 5 October 1962)

During the morning committees I and II held meetings to discuss the topics assigned to them.

Afternoon plenary session to receive the paper on Personnel Administration and Training.

The meeting began at 2:45 and Dr. M.T. Ramzi presented the paper prepared by Dr. J. Donald Kingsley.

The chairman, in summarizing the presentation, stated that there were two main parts which should guide the discussion, namely: the organization necessary for recruitment and allied subjects and that of training.

It was recorded that some terms appearing in the French translation were inaccurate and this would require a further revision.

The participant from Ghana referred to statements made in the report which he thought did not reflect the true situation in Africa. Particularly, he states that the training of personnel had been efficiently done by the African staff in supervisory posts and that he did not think the actual situation was as critical as Dr. Kingsley supposed. This led to the expression of a series of opinion supporting his view.

The participant representing WHO stated that his organization had considered the training of personnel in health services and was prepared to assist countries by various methods to overcome the shortage in this sphere.

Participants expressed themselves on the subject of the necessity of training middle grades and integrating these plans in the overall requirements of the civil service. Staff rotation as a method of training was a necessity and also a problem because of the low productivity during the apprenticeship period and the high costs of these programmes.

Training in university as opposed to in-service training, done by competent and experienced personnel was mentioned and several participants expressed the opinion that much coordination was needed in this field. Also

the opportunity of training through scholarship abroad was explored.

Finally, a lengthy discussion took place regarding the type of person who should train. Should it be a practical person or one who has didactic experience? The consensus of opinion seemed to be that a mixture of both are essential to carry out satisfactory programmes.

The chairman concluded by reporting the progress of the committee and expressed the opinion that the discussion had been very useful in orienting the committee in its future discussions.

There being no further business, the session was adjourned at 17:30 p.m.