

- g) Drinking water. BAP will make surveys for villages which have not yet installed safe drinking water systems, and then proceed with the installation.
- h) Agriculture. BAP will continue studying those diseases which affect local crops and their prevention, and local cropping systems and how they can be improved. Various means of improving agricultural production which are appropriate to the area will be tested, and then the results will be extended to villagers.
- i) Education. BAP will continue to give scholarships to disadvantaged students, and seek ways of providing help to Buling Tar High School so that it can be more secure financially. BAP will seek also to find opportunities of training its staff in non-formal education.

**D) Inter-relationships with other projects.**

- a) Palpa Community Health Program has seconded three medical personnel to BAP. The CHP supplies medicines for MCH and dispensary. The CHP Director provides professional guidance, support, supervision and assistance in integrating services into the overall primary health care facilities of the district. She arranges for a doctor's visit to Bojha twice a year, and will visit the medical workers three times a year. She will assist in planning and budgetting, and will advise the BAP Project Director on request.
- b) Development and Consulting Services. DCS provides accounting and business management services for BAP. BAP assists DCS in the development of milling machinery and testing of prototypes.
- c) Animal Health Improvement Program. AHIP provides training in animal health to BAP staff and local people, and supports BAP by supplying animal medicines, advising staff in carrying out animal health programs, and by making periodic visits to BAP.

**E) Community involvement.**

Leaders of the panchayats are consulted in BAP matters and participate in making decisions. As much as possible our aim is to make each program one which the people feel is theirs, in that they started it, they implement it, and they benefit from it. Our goal is to assist them in this process.

**F) Research and evaluation.**

According to BAP agreement with HMG, an evaluation by an outside independent organization should be done towards the beginning of 1982. The evaluation should cover: how well BAP's objectives have been fulfilled, who has benefitted, and the overall effect of BAP. This should be done prior to expending the project to other panchayats.

**G) Personnel and Training.**

There are posts for five Nepali staff, and other opportunities for training will be given as available and appropriate. Health personnel are given opportunities for short training periods in Tansen Hospital.

## 1. Study and research

## 2. NICKEL

a) To survey health

b) To study the

## PROGRAM FUND BUDGET FOR 1982

	Program Budget 2 years	Approved budget 1981	Actuals for 6 months	Approved budget 1982
<b>Receipts:</b>				
Misc. small gifts	-	-	3,321.	-
C.f. from Food for Work	-	-	150,055.	-
C.F. BAP capital funds	889,100.	737,600.	-	151,500.
TEAR Fund grant	-	-	280,000.	-
Sale of medicines	73,000.	23,000.	17,284.	50,000.
Payment of loan from Mill	70,000.	-	5,000.	70,000.
Sale of Agric. inputs	1,500.	1,500.	-	70,000.
Personnel Contrib. Services	144,000.	72,000.	36,000.	72,000.
	<b>1177,600.</b>	<b>834,100.</b>	<b>491,660.</b>	<b>343,500.</b>
<b>Payments:</b>				
a) <u>Recurring</u> -				
Salaries (health personnel)	72,000.	36,000.	12,705.	36,000.
Personnel Contrib. Services	144,000.	72,000.	36,000.	72,000.
b) <u>Capital</u> -				
Nutrition studies	800.	400.	-	400.
Cottage industries	5,000.	2,000.	-	3,000.
Food post-production techy.	5,000.	5,000.	-	-
Food processing and agro-industries	118,200.	38,300.	-	80,000.
Health (not incl. in Salaries)	80,900.	52,900.	8,015.	28,000.
Animal health	31,000.	26,000.	-	5,000.
Drinking water	574,100.	502,000.	379,908.	72,100.
Agriculture	4,000.	2,000.	-	2,000.
Tin for Buling High School	45,000.	45,000.	-	-
Scholarships	22,000.	12,000.	8,000.	10,000.
Administrative costs	55,500.	40,500.	5,588.	15,000.
Evaluation	20,000.	-	-	20,000.
	<b>1177,600.</b>	<b>834,100.</b>	<b>450,216.</b>	<b>343,500.</b>

A PROGRAM FOR PROMOTION OF APPRENTICESHIP TRAINING IN NEPAL

UMN has, through BTI, been involved in a program of industrial apprenticeship training for 17 years. The handing over of BTI to HMG, scheduled to take place two years ago, now finally may take place. It is high time for UMN to make an appraisal of its involvement in the BTI type of production-cum-training activity.

BTI has been and still remains the only project in Nepal where industrial apprenticeship training is carried on. Attempts have been made to take up similar production-cum-training projects elsewhere, but they have either fizzled out or turned into technical trade schools (like Balaju).

Why has BTI not been copied elsewhere? The answer can hardly be that the BTI concept does not work. The fact is that BTI has continued to function reasonably well also after most UMN personnel and support was withdrawn several years ago. It is a fact that more than 90% of the tradesmen who have been trained in BTI are working successfully in their trades, a record without any parallel among comparable training programs in Nepal. It is also a fact that a number of these tradesmen have been successful in setting up their own business, sometimes employing a dozen or more people.

HMG has taken note of these results, and has on several occasions and in different ways expressed that BTI should be copied elsewhere in Nepal. The trouble is that only very few Government officials understand the reason why BTI has been a success in this respect. The concept of "production-cum-training" is not understood. People are stuck in their traditional belief that training and education is always something academic which is done in a school. They think that BTI can be copied simply by building an institution similar to BTI and staffing it with good instructors. The importance of carrying out the training within a functioning industrial environment is not easily understood.

Now as BTI is about to be turned over to HMG, one might ask: Is BTI going to be a "one shot" thing, an episode only - likely to fade away in its original concepts and philosophy, when UMN's influence in BTI disappears? Or does UMN now wish to make an effort to make use of these 17 years of experience and actively promote the idea of apprenticeship training at a national level?

There can be no doubt that BTI and UMN have been weak on the promotional side. A Rs.5,000. grant towards printing a simple leaflet about BTI has remained unspent for several years. There is a plan to prepare and publish material for a course on industrial behaviour and ethics for apprentices which is not being implemented. The reason is shortage of personnel who are qualified and motivated to do this type of work, whether UMN workers or Nepali employees.

There is now an opportunity to secure a Nepali person who from years of experience in BTI and in working with Government, and in terms of personal qualifications and motivation, is extremely well suited for this task of promoting apprenticeship training in Nepal. And the direct reason for submitting this project proposal at the present time is the wish to buy up this opportunity which otherwise may be lost forever.

The main objectives of the Project would be:

1. Study and research related to industrial manpower training
2. Preparation of literature
3. Involvement in ongoing UMN activities related to training in industry
4. Liaison with Government and Industry

These objectives are outlined in more detail in the following.

1. Study and research to be carried out as follows:

- a) To survey Nepal's industrial manpower needs, today and in the future.
- b) To study apprenticeship training in other countries, particularly in India, and interpret methods and experience from other countries in context of the Nepal situation.
- c) To study how the BTI pattern of apprenticeship training could be adopted elsewhere in Nepal.

2. Preparation of literature in the following manner:

- a) To prepare suitable literature in Nepali describing the philosophy of BTI as a production-cum-training center for promotion of apprenticeship training in Nepal, and to seek ways of publishing and distributing this, possibly in cooperation with the UMN-EB "Materials Development Project". (Some funds already available for this.)
- b) To continue working on study material for apprenticeship training, for example the development of a "Behaviour and Ethics Course" for industrial apprenticeship training, which has already been drafted in a preliminary way, and seek to have this published, possibly in cooperation with the UMN-EB "Materials Development Project".

3. Involvement in UMN activities as follows:

- a) To advise on apprenticeship training in ongoing or new UMN training activities.
- b) To liaison between BTI and such UMN projects where related kinds of training are carried out.
- c) To be responsible for continuing UMN involvement in industrial foremen's training, to develop the program and expand to new areas and places.

4. Contacts with Government and Industry to be maintained and strengthened as follows:

- a) After the handing over of BTI to HMG, to maintain good contact with the new body set up to manage BTI, and to offer advice and assistance as desired by the BTI management, and to do what is possible to support and strengthen BTI as a production-cum-training center.
- b) To maintain contact with and offer support to concerned officials of HMG who deal with matters related to industrial training in general and apprenticeship training in particular.
- c) To seek to build up a general understanding, both inside and outside Government circles, of importance of introducing apprenticeship training as an integral part of industrial development in Nepal, and of laying this down through legislation in the form of an "Apprenticeship Training Act".
- d) In cooperation with concerned departments of HMG as well as private industrialists to develop suitable ways of introducing apprenticeship training in various industrial centers in Nepal, along those lines indicated in the paper which the BTI director presented to the BTI Board at its meeting.

This Project should be attached to the central office of EDB in Kathmandu because one of its main functions would be to keep in constant touch with Government officers and agencies. One would make use of existing secretarial and other facilities, and the only staff would be the Nepali Project Director working closely together with such UMN personnel within or outside EDB who could be of help in this field.

Funding for the Project should be sought on the basis of program funding over a 5-year period, with a budget as follows:

Salaries (including overhead)	Rs. 44,000. a year	=	Rs. 220,000.
Office services, travel, etc.	10,000. a year	=	50,000.
Printing			80,000.
			<u>350,000.</u>

## APPENDIX HH

## UMN APPROVED POSTS, DECEMBER 1981

## 1) SUMMARY.

	Posts for personnel	Posts for personnel	Posts for personnel	Posts for personnel	Total posts in projects
	H.S.B.	E.D.B.	E.B.	Admin.	
Posts in HSB projects	87 <sup>+</sup> (+ 11 adm.)	15 <sup>+</sup>	?	2	11 <sup>++</sup> 115
Posts in EDB projects	?	74 (+ 3 adm.)	0	0	3 <sup>++</sup> 79
Posts in EB Projects	4	7	43 (+ 1 adm.)	1 <sup>++</sup>	55
Posts in administration	11 <sup>++</sup> 3 <sup>++</sup>	3 <sup>++</sup>	1 <sup>++</sup>	16 (+ 5 FSs)	31
Posts in non-UMN related projects	1	1	1	1	3
Total posts in functional boards and projects	105	100	46	32	282 15 <sup>++</sup> 268

## Notes:

- + These figures are inflated at this point to include additional posts needed in the SBH/PHP building and change-over; and also posts now filled by Board Appointees who will be replaced by Nepalis in 1982.
- ++ 15 administrative posts in FB projects have been added in twice to give the full figure in terms of either personnel in FB posts or in project posts. So the total actual number of posts is 268.
- \* Posts which need to be filled or replaced in 1982.
- # In a number of projects two names are listed for one post, normally where a new assignee is taking over and releasing the present one (first named) for other assignment.
- X In addition to those listed, the following numbers of workers are on furlough or expected in the February 1982 LOP/LAMP programs, available for assignment later on. Workers expected in August have not been included. Also a few on furlough whose return is very indefinite have not been counted.
  - HSB: 11 on furlough, 8 in language study = 19
  - EDB: 8 " " 9 " " " = 17
  - EB: 1 " " 4 " " " = 5
  - Admin: 1 " " 1 " " " = 2.
- XX While all approved projects and posts have been listed as under the UMN Functional Boards, it is of course recognised that quite a number of these are government projects, or posts in govt. and other projects. But they are "UMN approved posts" in the sense that we are actively involved in the work and committed to seeking workers to fill these posts. Those actually listed as 'seconded posts' in the last section of each FB are inter-functional, or in projects outside direct UMN involvement.

2) HEALTH SERVICES BOARDHEALTH SERVICES OFFICE

		HSB	EDB	EB	ADMIN
*Health Services Secretary	S. Mogedal	1			
Assoc. Health Services Secy.	P. Spivey	1			
Secretary	S. King	1			
Nutrition Advisor	R. Angove	1			
Senior Health Consultant	C. Friedericks (inc. in Sec. Pers.)	1			
*Nurse Consultant	-	1			
*Hospital Management Consultant	-	1			
*Health Education Consultant	-	1			

PALPA PROJECTa) Hospital

General surgeon	K. Anderson	1	LONG HAWAII ATOMIC
Surgeon /gyn.-obs.	(G. Pike)	1	LAHQH
Paediatrician	L. Beard	1	
*Internist/G.P.	F. Beck	1	DRY HARBOR - BELL
*G.P./Project Director	D. Haug	1	DRY HARBOR - BELL
G.P.	G. Judkins	1	DRY HARBOR - BELL
G.P.	G. Kurlberg	1	DRY HARBOR - BELL
*G.P.	L. Steiderwald	1	DRY HARBOR - BELL
*Dentist	-	1	DRY HARBOR - BELL
Nurse anaesthetist	#B. Olsson/R. Jonzon	1	DRY HARBOR - BELL
Pharmacist	N. Sølvik	1	DRY HARBOR - BELL
Ward sister/midwife	#S. Wynne/A. Bjerke	1	DRY HARBOR - BELL
Lab. technician	G. Spoelstra	1	DRY HARBOR - BELL
Physiotherapist	J. Baldwin	1	DRY HARBOR - BELL

b) Administration

Business Manager	#R. Layman/H. Blom	1	DRY HARBOR - BELL
Maintenance supervisor	S. Kostamo	1	DRY HARBOR - BELL
Hostess	D. Maggs	1	DRY HARBOR - BELL

c) Community Health Program

CHP administrator	M. Bergh	1	DRY HARBOR - BELL
C.H. physician	K. Snider	1	DRY HARBOR - BELL
C. H. nurse/midwife	R. Carnahan	1	DRY HARBOR - BELL
C.H. nurse/midwife	I. Skjervheim	1	DRY HARBOR - BELL
C.H. nurse/midwife	H. Matthews	1	DRY HARBOR - BELL
C.H. nurse/midwife	S. van der Wal	1	DRY HARBOR - BELL
*C.H. nurse/midwife	-	1	DRY HARBOR - BELL
*C.H. nurse/midwife	-	1	DRY HARBOR - BELL
Social worker	A. Matthias	1	DRY HARBOR - BELL
Comm. Dev. Field worker	P. Storey	1	DRY HARBOR - BELL
*Comm. Dev. Field worker	-	1	DRY HARBOR - BELL
*Non-formal educator	-	1	DRY HARBOR - BELL

GORKHA PROJECTa) Hospital

General surgeon/Med. Dir.	T. Hale	1	DRY HARBOR - BELL
G.P./ obs.	H. Huston	1	DRY HARBOR - BELL
G.P.	D. Stengel	1	DRY HARBOR - BELL
G.P./paediatrician	#C. Hale/T. Nap	1	DRY HARBOR - BELL
Nursing Superintendent	#R. Hildershavn/K. Pederssen	1	DRY HARBOR - BELL
Ward Sister	K. Crombie	1	DRY HARBOR - BELL
Business Manager	E. Ahonen	1	DRY HARBOR - BELL
*Social worker	-	1	DRY HARBOR - BELL

MONDAY 18 NOV 1985

b) Community Health Program

Administrator  
 C.H. nurse/midwife  
 C.H. nurse/midwife  
 C.H. nurse/midwife  
 C.H. doctor  
 Comm. Dev. field worker  
 Comm. Dev. field worker  
 Comm. Dev. field worker

J. Brown  
 M. Koski  
 B. Johansson  
 W. Moore  
 E. Knox  
 J. Lorenzen  
 N. Holbrook  
 S. Fry

HSB EDB EB ADMIN.

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Food technologist	M. Tolvanen	1
Forester	A. Iles	1
Non-formal educator	C. Evans	1
Non-formal educator	K. Horton	1

PATAN HOSPITAL PROJECT (in addition to SBH posts)

Director (Building Program)	M. Thomas	1
Site supervisor	T. Haggerty	1
Site engineer	G. Hafvenstein	1
Electrician	P. Ericsson	1
Business Manager	N. Anderson	1
*Paediatrician	-	1
*Ward sister	-	1
*Ward sister	-	1
*Hospital administrator	-	1

OKHALDHUNGA PROJECT

a) Dispensary

*G.P./Med. Supt.	P. Dalziel	1
G.P.	M. Lehti	1
Nursing Superintendent	H. Johansen	1
Business Manager	A.L.Jokinen	1

b) Community Health Program

C.H. nurse/administrator	K. Kirjavainen	1
C.H. nurse	O. Johansen	1
*Comm. Dev. field worker	-	1

HEALTH PROJECTS SUPPORT OFFICE

Project Director	A. Maw	1
Pharmacist, drug store	F. Phillips	1
Bio-medical technician	J. Pettibone	1
Maintenance consultant	G. Phillips	1
Library assistance (parttime)	A. Johansson	1

INSTITUTE OF MEDICINE

Lecturer, IOM	H. Asaoka	1
Professor, IOM	C. Friedericks	1
Professor, IOM	J. Dickinson	1

SECONDED POSTS

a) <u>EDB projects:</u>				
Buling/Arakhala, nutritionist	A. Dietz	1		
B.A.P., C.H. motivator	N. Waening	1		
b) <u>EB projects:</u>				
Jumla, doctor	J. Henderson	1		
Jumla, C.H. nurse	J. Sutton	1		
Jumla, health trade instr.	--	1		
Mahendra Bhawan, nurse	K. Kormu	1		
c) <u>Non-UMN-related projects:</u>				
Paimey, social worker	M. Cundy	1		

3) ECONOMIC DEVELOPMENT BOARD

EDB SERVICE OFFICE

		EDB	EDB	EB	ADMIN
Economic Development Secy.	A. Schlorholtz			1	
*Assoc. Economic Dev. Secy.	T. Mogedal			1	
Tech. Assistant to EDS	A. Kammensjo			1	

BUTWAL AREA

\*Hostess

DEVELOPMENT AND CONSULTING SERVICES

a) Administration and Design Office

Director	K. Webster	1
*Design Office, surveyor	-	1
D.O., Architect/coordinator	C. Eaton	1
D.O., Civil Engineer	K. Brookes	
	(incl. in Himal Hyd.)	
D.O., Structural Engineer	-	1
D.O., Civil/structural eng.	A. Hinkle	1
D.O., AHREP Design consultant	D. Poppe	
	(Inc. in Himal Hyd.)	1
D.O., Building Cost Managmt.	J. Larsen	1

b) Consultants, etc., R. & D. Programs

*Rural Electrification, In-charge	-	
R.E., development engineer	L. Boyum	
*R.E., electrician	-	1
*R.E., STM, Field engineer	-	1
*R.E. & STM, sociologist	-	1
Small Turbines & Mills,		
In-charge	K. Webster	
(inc. in Admin.)		
*STM, survey/field engineer	-	1
*STM, Civil eng/extension wkr.	-	1
*R. & D., Design engineer	#L. Wiebe/R. Lunden	1
*R. & D., rural equipment		
design engineer	(R. Friesen)	1
R. & D., master mechanic	D. Buder	1
Gobar Gas R.D., bio-gas const.	D. Fulford	1
G.G., R.&D., research consult,	J. Finlay	1
S.G., R & D., chem. eng. const.	M. Wong	1
G.G., R. & D., sociologist	A. Bulmer	1
*Ferrocement, tech. asst.	-	1
*Ropeways consultant	-	1
Food Technologist (under BAP)	M. Dietz	
Industrial eng./management	T. Wong	

BUTWAL TECHNICAL INSTITUTE

*Product dev. engineer, BEW	-	1
*Tooling/production eng., BEW	-	1

GOBAR GAS COMPANY

Extension worker	A. Bulmer	
	(inc. in G. Gas)	
Extension worker	-	

HIMAL HYDRO CONSTRUCTIONHSB EDB EB ADMIN.

General Manager	A. Kammensjo	1
Administrative Advisor	O. Ndukwe (inc. in Andh.Pro.)	
Site engineer, civil	K. Brookes	1
*Site engineer, civil	-	1
*Site engineer, civil	D. McCauley	1
*Site engineer, mechanical	-	1
Asst. Site engineer	T. Skeie	1
Asst. Site engineer	A. Slater	1
*Installation/maint. engineer	-	1
*Engineering geologist	-	1

BUTWAL POWER COMPANY

Manager	K. Brookes (inc. in Himal Hyd)
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ANDHIKHOLA PROJECT

Project Director	T. Mogedal/ (D. Poppe)	1
Consultant coordinator	O. Hoftun	1
Business Manager	O. Ndukwe	1
Rural development worker	J. Poppe	1
Rural development worker	D. Cooke	1
Rural development engineer	E. Thiessen	1
Rural development engineer	R. Friesen	1
*Research worker, rural dev.	-	1

SURKHET INDUSTRIAL CENTRE

Director	T. Mogedal/M. Anhorn	1
*Coor. outreach/ agro-engineer	-	1
*Sociologist/dev. field worker	-	1
*Supervisor/instruct. building	-	1
*Supervisor/instr. mechanical-auto	-	1
*Development/field worker	-	1

BULING/ARAKHALA PROJECT

Director/agric. engineer	J. Williamson	1
Agriculturalist	M. Grimes	1
*Rural dev. field worker	-	1
Food technologist (DCS)	M. Dietz	1
Nutritionist (HSB)	A. Dietz	1
Com. Health motivator	N. Waanning	1

RURAL DEVELOPMENT DIVISIONa) Administration and General

Director	A. Craven/(S.Clark)	1
*Business Manager	-	1
*Village water supplies	-	1
Comm. Dev. sociologist	B. Bridges	1
*Gen. community field worker	-	1
*Cottage ind/handicraft spec.	-	1
*Rural development worker	-	1
*Rural development engineer	R. Friesen	1
Local school teacher	N. Garcia	

b) Agricultural resource personnel

Farm Manager, RDD farm	G. Sanneman	1
*Livestock specialist	-	1
*Agronomy specialist	-	1
*Horticulture specialist	-	1
*Marketing/economics spec.	-	1
*Forester consultant	-	1
*Agric. extension worker	-	1
*Agric. extension worker	-	1
Veterinarian	A. Craven	1
Veterinarian	P. Quesenberry	1
*Forester	-	1

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#### SECONDDED POSTS

a) To HSB projects:

Palpa, Maintenance supvr.	S. Kostamo	1
Palpa, Comm. dev. field wkr.	P. Storey	1
*Palpa, Comm. dev. field worker	-	1
Gorkha, Comm.dev. field wkr.	N. Holbrook	1
Gorkha, Comm.dev. field wkr.	J. Lorenzen	1
S. Lalitpur, agric. worker	#H.Simrose/ W. McCaslin	1
S. Lalitpur, comm. motivator	L. Brennan	1
S. Lalitpur, forester	A. Iles	1
*Okhaldhunga, Comm. dev. field worker	-	1
Patan, Design consultant	M. Thomas	1
Patan, Site manager	T. Haggerty	1
Patan, Site engineer	G. Hafvenstein	1
Patan, Electrician	P. Ericsson	1
HSB, Bio-chemical technician	J. Pettibone	1
HSB. Maintenance advisor	G. Phillips	1

b) To EB projects:

Jumla, Site engineer	B. Buckner	1
Jumla, Design engineer	A. Los	1
Jumla, Construction supvr.	D. Wyse	1
Jumla, Agriculturalist	B. Deines	1
*Jumla, Agriculturalist	-	1
*Jumla, Forester	-	1
Rural Youth Training Pgm., Agriculturalist	M. Voutilainen	1

c) To non-UMN-related project:

4) EDUCATION BOARD

FB SERVICE OFFICE

		HSB.	EDB	EB	ADMIN.
Education Secretary	R. Clark				
Culture Resource Worker/					
Orientation Administrator	B. Sydnor				
Consultant librarian	S. Chilcote				
Materials Dev. Coordinator	E. Chilcote				
Non Form educator	R. Pressly				
Functional literacy worker (OASIS)	-				

POKHARA DISTRICT

		HSB.	EDB	EB	ADMIN.
GAMV, Admin. advisor/teacher	D. McConkey				
GAMV, English teacher	E. Forsgren				
GAMV, Maths/science teacher	R. Cameron				
*GAMV, hostel parent	-				
*GAMV, hostel/maintenance	F. & E. Eglin				
RYTP, Agric. educator	M. Voutilainen				
*Kaski District, teacher	-				
*Kaski District, teacher	-				

GORKHA DISTRICT

		HSB.	EDB	EB	ADMIN.
Makaisingh, teacher	J. Baird				
*Makaisingh, teacher	-				
Lamagara, teacher	R. Takatsu				
Ahal Bhanjang	M. McCombe				
*Teacher	-				
*Teacher	-				
*Teacher	-				
*Teacher	-				

MAHENDRA BHAWAN, KATHMANDU

		HSB.	EDB	EB	ADMIN.
English teacher	A. Patila				
*Primary teacher	-				
*Maths teacher	-				
Hostel worker	E. Hokkanen				
School nurse	K. Kormu				

JUMLA PROJECT

		HSB.	EDB	EB	ADMIN.
Proj.Dir/Trade School Princ.	L. Asher				
Building trade teacher	A. Davies				
*Building trade teacher	-				
Agric. trade teacher	F. Younkin				
Doctor/Health trade teacher	J. Henderson				
*Asst. Health trade teacher	-				
Business Manager	F. Martin				
Librarian	H. Buckner				
*Hostel Superintendent	-				
Building site engineer	B. Buckner				
Construction engineer	D. Wyse				
Design eng/ instructor	A. Los				
*Forester	-				
Agriculturalist	B. Deines				
*Agriculturalist	-				
Community health nurse	J. Sutton				
Local school teacher	G. Walker				
Local school teacher	N. Garcia				

	EDUCATIONAL SCHOOLS	HSB	EDB	FB	ADMIN.
*Local school teacher	-	1			
*Local school teacher	-	1			
*Teacher trainer	-	1			
*Teacher trainer	-	1			
<u>LANGUAGE AND ORIENTATION PROGRAM</u>					
Language consultant	D. Smith				
Orientation admin. (part-time)	B. Sydnor (inc. in EBSO)				

#### CHILDREN'S HOSTEL

Hostel parents E. & E. Shields

#### BUSINESS SCHOOL

\*Business studies instructor B. Wallace  
\*Secretarial studies instructor P. Wallace

#### JANAKPUR TECHNICAL SCHOOL

\*Trade teacher -  
\*Trade teacher -

#### SECONDED POSTS:

##### To HSB projects:

S. Lalitpur, non formal edr. C. Evans  
S. Lalitpur, non formal edr. K. Horton

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#### 5) ADMINISTRATION

##### HEADQUARTERS

Executive Director	C. Johansson
(Functional Secretaries & LOP listed under own FBs)	
Treasurer	E. Wennemyr
Treasurer's Assistant	C. Law
Treasurer's Asst. (Part-time)	F. Swenson
HQ Business Manager	F. Swenson
Personnel Secretary	B. Young
Administrative Secretary	W. Townsend
Secretary, Treasurer's office	E. Clark
Secretary, Mailroom	R. Overvold
*Auditor/accounting advisor	D. Moller
CSD Director	T. King
Information officer	G. Bonnedal
Hostess, Asha Niketan	L. Russell/ F. & T. Peters
Hostess, Salayan House	L. Lewis
Hostess, Fleming House	J. Carter

UMN GENERALHSB   EDB   ED   ADMIN

Personal Counsellor	H. & B. Barclay	1
Personal Counsellor	(N. Vickers)	1
		16

POSTS IN FB PROJECTS:a) HSB Projects:

HSO Secretary	S. King	1
Palpa Business Manager	R. Lavman	1
Palpa, Hostess	D. Maggs	1
Gorkha Business Manager	E. Ahonen	1
Gorkha, Admin. Asst.	-	1
SBH Hostess	R. Peterson	1
SBH Secretary	O. Miller	1
PHP Business Manager	N. Anderson	1
*PHP Hospital Administrator	-	1
Okhaldhunga Business Mangr.	A. L. Jokinen	1
HPSO library assistant	A. Johansson	1

b) EDB Projects:

*Butwal hostess	-	1
Andhikhola Bus. Manager	O. Ndukwe	1
*RDD Business Manager	-	1

c) EB Projects:

Jumla Business Manager	F. Martin	1
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SECONDED POSTSTo Non-UMN-related project:

Godavari Alumni Assn.	D. Wagoner	1
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