

- h. Electricity used in living quarters shall be refunded for at rates established by the authorities of an institution.

14. Termination of Service.

a. By an employee.

- i. Doctors shall ordinarily, in the event of their wishing to terminate their services, be required to give six months' notice, or in default of such notice to surrender three months' salary.
- ii. Any other employee on the professional or administrative staff of an institution of the United Mission to Nepal shall ordinarily, in the event of his wishing to terminate his service, be required to give two month's notice, or in default of such notice to surrender one month's salary.
- iii. All other employees shall ordinarily, in the event of their wishing to terminate their service, be required to give one month's notice, or in default of such notice to surrender half a month's salary.

b. By the Employer.

- i. Where, in the opinion of the authorities of an institution, satisfaction has not been given by an employee on probation, the employer may, at any time during the probationary period, terminate the service of that employee by giving two weeks' notice, or by paying two weeks' salary in lieu of notice.
- ii. In the event of a marked decrease over a prolonged period either in the work of an institution as a whole, or in the work of any one of its departments, the continued or recurrent ill-health of an employee, or any similar circumstances, the employer may terminate service as provided hereunder:
 - (1) In the case of doctors by six months' notice or the payment of three months' salary in lieu of notice.
 - (2) In the case of other professional and administrative staff by two months' notice or the payment of one month's salary in lieu of notice.
 - (3) In the case of all other employees by one month's notice or the payment of one month's salary in lieu of notice.
- iii. In the case of a temporary appointment, service may be terminated at the end of a specified period of such appointment in accordance with the terms which had been agreed upon at the time of appointment.
- iv. Where termination of service in the case of any employee is deemed to be necessary on the grounds of breach of stated rules of the institution, the employees shall be informed in writing by the authorities of the institution. In such event his right to receive notice or salary in lieu of notice shall have been forfeited.

c. General rules relating to Termination of Service.

- i. Notice of termination of service may be given from either side on any date during a month, the prescribed period of notice, as the case may be, being reckoned from that date.
- ii. In making final settlement with an employee whose service is under termination from either side, annual leave availed of and/or due in respect of the employee's current year of service shall be taken into account and financial adjustment shall be made accordingly.

15. Appeal. When an employee or appointee of an institution has not been satisfied with the manner in which a grievance he may have has been dealt with by the institution authorities, there shall be provision for appeal. Such appeal shall always be made in writing through the institution authorities to the Area Superintendent. When a grievance cannot be settled at this level, it may be taken by the Area Superintendent to the Executive Secretary, who will, if necessary, present the matter to the Board of Managers of the United Mission to Nepal. The decision of the Board of Managers in any such matter shall be final and binding.

16. Definition of terms.

- a. Institution. Wherever in this Policy of Employment the term 'Institution' has been used, it shall be understood to refer to the hospital, school or other type of project under the control of the United Mission to Nepal in which an employee discharges the duties of his post.
- b. Institution authorities. Wherever in this Policy of Employment the term 'Institution authorities' has been used, it shall be understood to refer to that officer or to that body to which, in accordance with the provisions of the constitution and bye-laws of that institution, authority to discharge the particular duty in question has been delegated.

- c. Director of the Institution. Wherever in this Policy of Employment the term 'Director of the Institution' has been used, it shall be understood to refer to that person or officer of the institution who, in accordance with the provisions of the constitution and bye-laws of the institution, has been placed in charge as head of the institution.
- d. Professional and Administrative Staff. Wherever in this Policy of Employment the term 'Administrative and Professional Staff' has been used, it shall be understood to refer to those employees with registrable degrees or diplomas, or non-medical members with administrative positions, and those with positions of equivalent status.

UNITED MISSION TO NEPAL

POLICY OF EMPLOYMENT

Revisions approved by Board of Managers (BM-35/65 & 36/65)

8. Allowances.

- c. Special Allowance. Any such allowance may be paid only by ruling of the Board of Managers of the United Mission to Nepal where local circumstances in a given area may indicate its necessity.

10. Leaves.

- a. Annual Leave. (The following sub-section is to be added).

iv. In cases where the annual leave is not taken entirely at one time, the total days granted shall be as in clause i, less four days in the case of 31-day leaves, and less two days in the case of 14-day leaves.

- b. Emergency Leave.

i. Emergency leave on short notice may be granted with pay. Such leave is intended primarily for occasions of death in the immediate family.

ii. (Whole clause is deleted).

14. Termination of Service.

- a. By an employee.

i. Doctors shall ordinarily, in the event of their wishing to terminate their service, be required to give two months' notice, or in default of such notice to surrender two months' salary.

ii. Any other employee on the professional or administrative staff of an institution of the United Mission to Nepal shall ordinarily, in the event of his wishing to terminate his service, be required to give one month's notice, or in default of such notice to surrender one month's salary.

iii. All other employees shall ordinarily, in the event of their wishing to terminate their service, be required to give one half month's notice, or in default of such notice to surrender half a month's salary.

- b. By the Employer.

ii. In the event of a marked decrease over a prolonged period ... etc. ... the employer may terminate service as provided hereunder:

(1) In the case of doctors, by two months' notice or the payment of two months' salary in lieu of notice.

(2) In the case of other professional and administrative staff, by one month's notice or the payment of one month's salary in lieu of notice.

(3) In the case of all other employees by half a month's notice or the payment of half a month's salary in lieu of notice.

POLICY OF EMPLOYMENT

of the Nepali Aadarsha Vidhyalaya
(Boys' Boarding School) Pokhara

Nov. 26, 1966

I. PURPOSE

The purpose of this paper is to set out the general rules of agreement between the Nepali Aadarsha Vidhyalaya (employer) and employees of the school, and to provide for the schools efficient working and to help towards the fulfillment of the aims and declared purposes of the school as laid down within the Constitution.

II. APPLICATION

An application for any appointment in the school should be made on the prescribed form to the Headmaster.

III. MEDICAL EXAMINATION

A medical examination, conducted by the doctor appointed by the school, shall be passed before a prospective employee can enter upon the probationary period of six months, which is required and set forth hereunder.

IV. APPOINTMENT

- A. Probationary Appointment. In the first instance appointment to all posts with the exception of temporary appointments shall be for a probationary period of six months.
- B. Confirmed Appointment. Only where, in the opinion of the School authorities satisfaction in both work and conduct has been given throughout the probationary period shall the appointment be confirmed at the end of such period.
- C. Temporary and Part-time Appointment. Such appointment may be made to the school staff when this is held to be necessary or advantageous to maintain efficiently the work of the school.
 1. Temporary Appointment. The particular terms relating to this appointment shall be drawn up and agreed upon in writing at the time of appointment.
 2. Part-time Appointment. The number of hours of work for such an employee will be agreed upon in writing at the time of appointment, and except where otherwise specified in the Policy, salary and allowances, leave and other benefits shall be determined on the ratio of those hours against the hours of a full time appointment to an equivalent post. Such an employee shall be subject to all the foregoing terms of this Policy.
- D. Employment Contract. At the time of appointment to any post in the school, an Employment Contract in the prescribed form in duplicate shall be signed by a representative of the N.A.V. as Employer and by the employee, a copy of the contract to be retained by each party.

V. SALARIES

- A. Salaries and all other allowances of all posts shall be paid according to the scales approved by the School Board of the N.A.V.
- B. Salary Scales will provide for a system of increments, these being subject at specified levels to the passing of an Efficiency Barrier. Increments beyond these will be payable only on recommendation by the authorities of the school. Application for continuance of increments as provided in the salary scales will be made in writing

for the consideration of the School Board. The Committee shall take into account not only the efficiency of the applicant in his work, but also his general helpfulness and contribution to the smooth running of the school. When authorization for increment has not been granted the applicant shall be informed as to when he shall be permitted to re-apply.

- C. Should a husband and wife both be appointed to the staff each shall be considered separately and on their own merit and shall each draw their salary for the post to which they have been appointed.
- D. Salaries will be paid monthly as soon after the end of the calendar month as may be practicable in respect of the services rendered.
- E. Advances and loans against salary will not ordinarily be granted.

VI. ALLOWANCES

A. Travel Allowance

- 1. Joining duty. On the occasion of taking up a new appointment with the school the following allowances will be granted:
 - a. Travel in India. III Class Rail fare to the Indo-Nepal border Nautanwa, plus $\frac{1}{4}$ th of the same for luggage.
 - b. Travel in Nepal. Bus and Air fare to Pokhara plus $\frac{1}{4}$ th of the same for luggage.
 - c. Where bus or air services are not available, cost of up to 2 porters will be paid.
 - d. In the event of termination of service by the institution either during or at the end of the probationary period, travelling allowance equivalent to that paid on joining duty will be paid in respect of the return journey.
 - e. Travel allowance as provided above shall be granted to the appointee only and not to any members of his family.

B. Rent Allowance. Rent allowance may be paid in accordance with the provision of this policy as determined by the School Board. (See also Policy section IX.)

C. Annual Holiday Travel Allowance. An annual holiday travel allowance shall be given to teachers whose homes are in Nepal, as follows: air or bus fare or cost of one porter for round trip from school to their home, by the most direct route.

D. Out of Country Allowance. An Allowance may be given to teachers whose homes are outside Nepal, the sum to be fixed for each case on its own merits by the School Board.

E. Special Allowances. Any special allowances may be paid only by the ruling of the School Board where circumstances may indicate as necessary.

F. Tuition Concessions. Sons of widowed teachers of this School will be given free tuition. Any other such concessions may only be granted by the School Board.

VII. LEAVES

A. Annual Leave. The time of annual leave shall be determined by the recognized school holidays. These shall be fixed by the School Board.

B. Emergency Leave. Emergency leave on short notice may be granted with pay. Such leave is intended primarily for occasion of death in the immediate family. Emergency leave may be granted up to a total of 15 days within the year of service. Arrangements and terms of emergency leave must be made with the school authorities in advance.

C. General Rules Relating to Annual and Emergency Leave

1. A leave register shall be maintained in the School office and notification of departure and intended return from leave shall be submitted in writing for recording in the register. Intended address while on leave should also be noted so that in case of some emergency approach may be made with view to possible return to duty.
2. Annual leave may not be accumulated beyond the employee's year of service unless it is specially approved by the school authorities.
3. Cash compensation in lieu of accumulated leave shall not be granted.
4. Calculation of annual leave due an employee shall be reckoned as from the beginning of his first full month of employment.

D. Sick Leave

1. All sick leave shall be granted only on the certification of a doctor appointed by the School Board.
2. Such leave shall be granted on the ratio of one day for each month of service; the actual number of days however which shall be available to him at any one time shall be the number of days calculated on this ratio basis, less the number of days already availed of since the beginning of his service provided that ordinarily such leave shall not exceed ninety days at any one time.
3. A record of sick leave granted to each employee shall be maintained in the school office.

E. Maternity Leave. A married lady whose appointment to the staff has been confirmed shall be entitled to 28 days maternity leave with pay over and above annual and sick leaves.

F. Any leave on terms other than those specified in the foregoing clauses shall require special sanction.

G.

VIII. RULES RELATING TO SICKNESS

- A. It shall not be the responsibility of the School to treat or correct illness or conditions which are present at the commencement of employment, or which may develop thereafter.
- B. A physical examination shall be given to each applicant and his acceptance will only be subject to this being satisfactory.
- C. On the job injuries, regardless of how trivial they may appear at the time must be reported to the school authority immediately.
- D. Absence from duty because of illness must be reported to the School authority in accordance with the rules which pertain.
- E. If, owing to continued or recurrent ill health, an employee is unable satisfactorily to perform his duties, his employment shall be liable to termination.

CASUAL LEAVE - PASSED DEC 5, 1969 - 5 DAYS - NOTICE 3 DAYS IN ADVANCE.

REASONS - LEGAL, SEMI-LEGAL FAMILY BUSINESS, MARRIAGE OF EMPLOYEE, RELIGIOUS EVENT.

- F. An employee of the School shall be eligible to participate in the School Health Insurance plan, abiding by all the rules laid down in this plan, and eligible for all benefits as stated in the plan.

IX. QUARTERS FOR STAFF

- A. Employment does not establish a claim to quarters or to rent allowance, but if quarters are available they may be offered.
- B. The allocation of room or quarters for residence of staff shall be the responsibility of the authorities of the School and no member of staff may claim the right to occupy any particular room or quarters.
- C. If quarters are not available, a rent allowance may be offered.
- D. No quarters shall be provided or rent allowance granted to part-time employees.
- E. Family quarters shall not ordinarily be provided nor rent allowance granted to a married lady employee. Cases may be referred to the School Board.
- F. Rent allowance will not ordinarily be granted to an employee who owns his own house nearby or who is living with relations.
- G. Should an employee choose not to occupy quarters which have been allocated to him, rent allowance shall not be granted nor alternative rent-free quarters arranged for.

X. TERMINATION OF SERVICE

- A. Termination by an Employee. Any employee wishing to terminate his service shall be required to give 30 days notice or in default of such notice to surrender one month's salary.
- B. Termination by the Employer
1. For employee on probation: where satisfaction has not been given in work or unhelpful attitude is maintained, his service may be terminated by giving two weeks notice or by paying two weeks salary in lieu of notice.
 2. For a Confirmed Employee service may be terminated by giving 30 days notice or payment of a month's salary in lieu of notice.
 3. For a part-time employee: service may be terminated according to the terms agreed upon at the time of appointment.
 4. Where termination of service of any employee is deemed necessary on the grounds of breach of stated rules, the employee shall be suspended by the Head Master and his dismissal shall be dealt with by the School Board.
- C. General Rules of Termination of Service
1. Notice of termination of service may be given from either side on any date of the month, the prescribed period of notice being reckoned from that date.

XI. APPEAL

When an employee has not been satisfied with the manner in which a grievance has been dealt with by the Head Master, appeal may be made in writing to the School Board. The decision of the School Board shall be final and binding.

SALARY SCALES

For Nepali Aadarsha Vidhyalaya, Pokhara
Approved by School Board Minute 2BM-10/66.
November 26, 1966

<u>Teachers</u>	Basic	Increment	Efficiency Barrier
Class VI certificate	Rs. 75	3 x 10	E.B. 4 x 10
Class VIII certificate	95	4 x 10	E.B. 5 x 10
CLASS IX	115	4 x 10	5 x 10
S.L. Certificate	140 155	5 x 10	E.B. 7 x 10
I.A. Certificate	180 200	7 x 10	E.B. 10 x 10
B.A. Certificate	240 300	10 x 10	E.B. 12 x 10
M.A. "	400	12 x 10	14 x 10
<u>Administration</u>			
Hostel Manager	160	6 x 10	E.B. 8 x 10
B.ED or B.T.	350	11 x 10	" 13 x 10

Other Allowances:

For teacher training: Rs. 20 for each year of training passed.
Other training related to teaching: Rs. 10 for each year passed.
Headmaster's allowance: Rs. 20.
Special Cost of Living Allowance: Rs. 30. 50

Note regarding Increments:

The first 10 annual increments shall be automatic. The last 10 annual increments shall be applied only after the passing of an efficiency barrier according to the procedure as set out in the Policy of Employment section V.B., from which time they shall continue automatically.

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Personalanforderungen

UMN

Oberschullehrer: Mathematik und Englisch
Sport

Krankenschwestern
M.T.A.

Verkaufsleiter (purchasing agent)

Verwaltungsleiter Krankenhaus

Builders (supervisor)

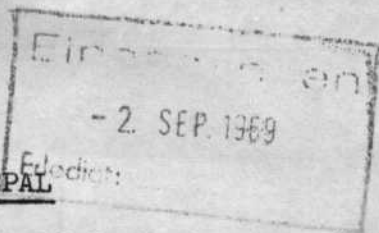
Heizwerkstatt (supervisor)

Automechaniker

House.keeper-matron



21202



UNITED MISSION TO NEPAL

At the Special Executive Committee Meeting held in Lucknow on July 9, 1969, note was taken of certain leadership posts needing to be filled (SEC(2)-6/69). One was the post of Executive Secretary, Mr. Lindell's term expiring in March 1970. Mr. Lindell asked that he not be considered for re-appointment. It was RESOLVED to appoint Dr. T. Strong (President of the Board), and Rev. E. Lowe to constitute a Committee to lead in the consideration and nomination to the post of Executive Secretary.

To: Members of the Board of Directors
UMN Board Appointees
Executives of Member Bodies

The Duncan Hospital,
Paxaul P.O.,
Champan District,
Bihar, India.

August 15, 1969.

Dear Friends,

I wish to bring to your notice for your prayerful consideration a very important matter which will require decision and action by the Board of the U.M.N. next Spring.

Mr. Jonathan Lindell is now completing ten years of service as Executive Secretary, and at the recent July meeting of the Executive Committee in Lucknow he asked that he might not be considered for re-appointment to this office. The members of the Executive Committee expressed their reluctance to seek any alternative as they felt that he has been serving the mission so very faithfully and so very well. Mr. Lindell explained some of the reasons why he wished to be relieved of his present responsibilities and duties. I have now received from him a letter in which he has set down his thoughts and feelings in relation to this appointment. I am sending you a copy of this letter.

Let us each one give most careful thought to this whole matter and let us pray that the Lord's will may be clearly shown to us. Let us consider also the possibility of adopting the compromise solution whereby Mr. Lindell would be given a year of sabbatical study-leave and an interim arrangement be made for the post of Executive Secretary.

Mr. Eric Lowe and I will be glad to hear from any of you in regard to this most important subject. Let us pray that the Lord will give His special blessing and inspiration to the leadership of the Mission in these uncertain and unsettling times, and let us each one throughout the whole fabric of the Mission heed the message of St. Paul to the Corinthians: 'Therefore, my beloved brothers, stand firm and immovable, and work for the Lord always, work without limit, since you know that in the Lord your labour cannot be lost'. I.Cor.15:58 (N.E.B.)

Yours sincerely,

Trevor N. Strong.

On behalf of the Executive Committee:

Rev. Eric Lowe, Edgehill, Landour, Mussocrie, Dehra Dun Dist., U.P.,
India.

Dr. T.N. Strong, The Duncan Hospital, Raxaul, Champan Dist., Bihar,
India.

Dr. Trevor Strong,
President, UMN Board of Directors,
Duncan Hospital,
Raxauli, Champaran Dist.,
Bihar, India.

United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal.

July 25, 1969.

Dear Dr. Strong,

At this stage our Mission is large and full of 'vision' and energy. It is entering a new stretch of road, under a new Agreement with Government, within a society in ferment, in rapidly changing and developing conditions. Within these factors the Mission must, on the one hand, be ever aware to avoid hindering rigidity, and on the other hand review its work forms, shape its policies, and run its course to fulfil its aims in the best possible way. In order to do this in as strong and healthy a way as possible in the stretch ahead, I think the Mission should seek fresh and capable leadership in the post of Executive Secretary. Appointment to this post should be made again by the Board in March 1970, following review and nominations by the Executive Committee and Workers Conference.

I would like to ask that I not be considered for re-appointment to this office. By spring I will have served 10 years in this position (one as Acting Executive Secretary and three 3-year terms). During this time the Mission has doubled in size and we have gone through our second General Agreement of ten years. I often realise and experience my personal lacks and inabilities to do many of the tasks that should be done in this position, and I feel that the Mission would benefit if someone else could be appointed to the post.

During these ten years in the office I have largely shelved and been unable to pursue some of the urges and desires within me in terms of missionary work. If possible I would like an assignment in the Mission in which I would be able to give some of the years ahead more directly in working along these lines. These are:

- a) Time to study, think, learn, in the theology and science of missions in our present time and place.
- b) Live and work much more closely with Nepalese, both Christians and non-Christians, to learn, fraternise, and study the things of God together, and to seek the spread of the Gospel and the growth of the Church.
- c) To try to understand and get to grips with the live issues that are 'cooking' in the Nepal society today, and to try and enter into them with the people, to try and understand and inject into them the answers and help which God has given.
- d) To try and do some of the above by writing suitable materials to be used in this country.

In connection with the assignment which you have to "lead in the consideration and nomination to the post of Executive Secretary", Dr. Bill Gould wrote to me following the Lucknow meeting asking that his suggestion of a year of sabbatical study-leave for the Executive Secretary be considered in this connection. I did not include it in the Minutes because it was a part of discussion only and not of action, as I understood it.

I pray the Lord will guide us all in this matter for the good of His cause in this land.

As ever,

Jonathan Lindell
Executive Secretary

MEMO TO UMN MEMBER BODIES:

January 1, 1969

Needed Personnel - 1969

According to approved plans for work in 1969 and following, the UMN is asking its member bodies to recruit and offer to the UMN the following new additional workers for specific posts in its Projects. For all of these posts, except where otherwise mentioned, the Mission prefers to receive workers who are offering to serve on a long-range basis. It is difficult to give detailed qualifications here. Regarding possible offers of service, please correspond with Canon Sam Burgoyne, Chaplain. He is assistant to our Executive Secretary and in charge of Personnel matters. We welcome your careful and prayerful partnership in seeking to send more workers to the United Mission.

Headquarters

- 1.) Supervisor for Hostel of missionary children. This is a "special project" in the Mission. Member bodies could offer a regular worker for this post, or forward offers for direct appointment. A single lady, or a couple.
- 2.) Qualified chartered or certified accountant, to handle accounts, audit the books of the Mission, and advise in the accounting procedures of the projects.

UMN-HQ Building Department

- 3.) Senior Engineer: a chartered architect or civil engineer (ARIBA or AMICA or equivalent), with several years of practical experience, if possible in the Indian sub-continent. To be the site engineer for the Pokhara Boys' School job, or in charge of the UMN Building Department. Could be a 3-4 year offer, or longer.
- 4.) General Builder: Academic qualifications not necessary, but should be handy, practical, and experienced in building work. To supervise work on the spot, and move occasionally from one job to another.

Tansen Area

- 5.) Pharmacist who could also be Maintenance Supervisor, on the Hospital staff.
- 6.) Nurse for itinerant district medical work and public health, based in the Hospital. We will assign an experienced nurse to this work, but will need to replace her with a new recruit.
- 7.) Teacher, to contribute to a local non-UMN school in a proposed East Palpa new work, when HMG permission is received; elementary or high school.

Butwal Technical Institute

- * 8.) Business Manager: a qualified accountant, with knowledge of cost accounting, and business manager to run the office of the Institute. Long-term, if possible.
- 9.) Office Secretary: (male or female) with good knowledge of English correspondence, typing, filing, etc., who could also train Nepali office workers. Short or long term. (A knowledge of German would be very useful, though it is not essential.)
- * 10.) Woodshop Supervisor: To replace the present supervisor by March 1970 and to carry on for some years until replaced by a Nepali counterpart. Does not need to be a "Meister," but should be well trained in furniture production (cabinetmaker).
- 11.) Electrical Engineer: Trained and experienced for electrical wiring, house wiring and industrial wiring, and some administrative experience, to carry full responsibility for electrification programme in Butwal

town: wiring houses, overhead distribution lines, etc., maintenance and operation. Also to train Nepali workmen on the job.

12) Civil Engineer: Construction work for the Power Plant, tunneling, and building of power plants on site.

Gorkha Project

13) Teacher in Physical Education: Short-term, to teach and train Nepali teachers in 3-4 UMN schools.

14) Second doctor for new small hospital: We have had one doctor right along, but it is a very heavy load day-in-and-day-out all year around. The idea is to have one general doctor with surgical experience, and another doctor to be a general doctor with a working specialty in public health outreach. The latter would help in the hospital, but would give major service to itinerant public health work of a kind suitable for this situation--such as district clinics, leprosy, Tb, health education, immunizations, maternal and child health, etc.

United Mission Medical Center (Shanta Bhawan Hospital, Kathmandu)

We would like to emphasize that for the senior staff of this hospital we should do our best to appoint persons who offer to serve on a longrange basis.

General Surgeon who does orthopaedic work.

2 Internal-medicine Physicians, one of whom is also a radiologist.

Obstetrician-gynaecologist (woman).

16 Leave !! Clinical Pathologist: to head up and be responsible for all aspects of laboratory work.

* Anaesthetist.

15-30 Medical Director of the Hospital. We will soon need to replace this officer, who is also one of the staff doctors of the Hospital.

Physiotherapist: could be for a short or long term.

* Nurse: Operating room supervising nurse.

Nurse: Wards supervising nurse.

Public health nurse.

Medical Records Librarian: short-term, to develop procedures and records.

Office Secretary: short or long term. A knowledge of medical terminology would be helpful but is not essential.

Public Relations Officer: Especially to help in the building of the new hospital, in reporting, informing, fund-raising, publicity relations, etc. Short or long term.

Purchasing and Supply Agent: Beginning with such a service in UMMC, and expanding to serve the Mission.

Builder, with general practical experience, to supervise current building jobs. Short term, could be a young single man.

Bhatgaon Hospital and District Clinics (Kathmandu Valley)

31/ Business Manager-Accountant to serve both Projects.

Agricultural Development

32-39) We hold in general the desire to do more work in this area, but are heavily involved in seeing eight new workers get work planned and going and financed in new projects. We have to go carefully, for now, in seeking still more such workers. Let us know if you have a specific candidate and we will discuss the case with you.

Okhaldhunga Project

- 40.) Second Doctor, to help in the Dispensary, but mainly for district public health work of the kind described under the Gorkha Project (see above).
- 41.) Nurse: To help in the Dispensary, but mainly to work in itinerant clinics and public health work of the kind which is suitable to this situation. (Not Western type of public health.)
- 42.) Teacher: Elementary or high school, to second to a local non-UMN school, if and when we get HMG agreement for it.

Adult Literacy Education

- 43.) One person trained for this work, to join one already appointed, both of them to lead in the planning and carrying out of new work in this area.

School Teachers

- 44-47.) Certain specific posts have been listed in the Projects above. We are prepared to consider teachers (elementary, high school, or college) to appoint to UMN existing schools, and also to appoint to non-UMN schools where we have invitations to place a teacher.

Nurses

- 48-50.) We continue to need several nurses. If possible, they should be regularly certified, registered nurses, with midwifery training. If they have a third certificate, so much the better. Certain posts of need are listed in the Projects above. When we receive new nurses we generally post them to existing defined hospital posts, and release an experienced nurse to go out and begin a new post.

JONATHAN LINDELL,
Executive Secretary
United Mission to Nepal