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'0' ch. I'Pctrlnltn of 300th .mc." Ill." w  
TO: ALL STAFF, REGIONAL COMMITTEES AND NCCR MEMBERS  
FROM: BROTHER JUDE, VICE-CHAIRPERSON NCCR  
RE: NCCR 1993

. DATE: 1992-11-18  
You are well aware of the fact that the NCCR Programme has  
come to the end of an important phase of its operation. In  
excess of 14 000 exiles are now home. They have been  
assisted by you to handle the difficult task of  
resettlement, given the as yet unresolved new political  
dispensation for our country and the extremely poor  
socio-economic situation. People returned aware of these . .-  
factors but often the reality was more of a shock than was ' ?;?a  
anticipated. While we would all have wanted to do more than .1- ;f:  
has been done, there have been many restraining factors on . 3f  
our operation that have prevented this. But, for all you . j ;  
have done, on behalf of the NCCR, I wish to say a very big ' 5;  
thank you.

The NCCR is still hoping that it will be able to get  
sufficient finance from the UNHCR and other donors to ensure  
. that all those who have returned by the end of this year  
will receive their full grant allocation by the year' s end.  
As for next year, the UNHCR has indicated that some 4 000  
people in exile have been cleared to return. Depending on  
political developments that number could, of course,  
increase still further. By how much no one really knows at  
this stage. However, for planning purposes and financial  
reason it is quite clear that the programme will need to  
operate with a substantially reduced staff. If the number  
of returnees warrants, the number of staff will be increased  
as needed. You have already been informed that the  
termination of all staff contracts'on 31 December holds.  
The posts as from 1 January are given below.. .All present  
staff may apply. It was felt that this was the fairest and  
best way to handle the situation.

Having evaluated our experience of the programme's operatnmnsince  
its inception in August 1990 and having attempted to assess  
the needs for 1994, the NCCR decided at its meeting of 13  
November to bring about c ain changes in name and function  
of various posts to descr 0 more accurately the work  
requirements. '5' t

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A. ms NATIONAL OFFICE

Applicants'ere sought for the following positions.

1. General Secretary. The person sought for this post will be responsible for the day to day running of the programme and will be responsible to the NCCR through the NBC.
2. Administrative Secretary
3. Trahsport/Logistics Officer
4. Accountant
5. Services Coordinator. This person will be responsible to the General Secretary for handling all matters relating to counselling training and. employment, inquiries and needs. The person will be expected Lo liaiee with already existing service bodies. ' '
6. Receptionist
7. General Assistant
8. REGIONAL OFFICES

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In general it is envisaged that the regional offices will be staffed by social workers and administrative secretaries. The number and other ossible posts will be determined by the anticipated number of returnees expected in a region.

The name social worker, rather than that of counsellor, was considered to,reflect more accurately the work that would be needed to be done. This person would be accountable.to the National Office and would be responsible at local level for linking returnees with the various services provided by church, government and other welfare, education and employment agencies. The person would not have to handle the issuing of grants. This will be dealt with in a very restricted manner, most probably through a banking institution.

The PWV Region

1. Regional Secretary
2. Administrative Secretary
- 3. Logistics Officer 5,
4. Accountant 2' ,Q:"' 1
5. Social Worker
- " 6. Social Worker
7. Typist '
8. Receptionist

The W Cagez E Cage, N/E Transvaal and OFS Regions

- .-- -

1 Social worker 3 '-

1 Administrative SeETetary, each.

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2 Social Whrkers

1 Administrative Secretary, each.

Staff interested in applying for any of the above positions  
Yr: are kindly requested to forward their applications and  
supporting documentation without delay and before 4 December

"rto: .-

The Chairman NCCR

Box 4921

2000 Johannesburg

You will notice that no reference has been made so far to  
0. reception centre personnel and to project officers.

Reception centres and their needs are being looked at  
separately and people involved in them will be contacted as  
soon as clarity is obtained as to the future of the centres.

As regards project administration the NCCR has decided to  
separate out this function from the reception and V

resettlement services as much as is ossible. The final  
details intthis regard will be made own within a week.

Several staff have inquired about the taking of leave. The  
NEC has instructed the National Co-ordinator to supply it  
with full details-about leave owing to all staff as a matter a-  
of urgencywso that a decision can be made as how best to a!  
handle outstanding leave,given the demands of the programme  
and the limited time remaining.

tricky. The matter is however being dealt with as a matter  
of extreme urgency and importance,and negotiations with the  
UNHCR have been entered into for the release of further  
funds.

With renewed thanks for all you have done to provide the  
assistance you havemto all those who have\_returned from  
exile. ,

Yours sincerely

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Brother e Pieterse

VICEeCHAIRPERSON

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