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C O N F I D E N T I A L

June 6, 1980

SMFC/3/1

The Co-ordinating Secretary
Education and Culture
African National Congress (SA)
LUSAKA

Dear Comrade,

RE: BUILDING MANPOWER

I have just been thinking of late that we have not started building experienced manpower for our future Department of Education. This is now possible and necessary because:

- 1) There is certainly a growing volume of work in various areas of our educational activity.
- 2) In certain areas of teaching, we are gradually becoming over-staffed.

In view of these objective factors it seems to me that our Department could start creating specialised sections with clearly appointed persons to develop them. This would stimulate the development of our department as well as afford specialised experience to our cadres thereby building a future reservoir of necessary manpower.

Some of the areas in mind here include making special appointments of:

- 1) a Head of Education and Culture at headquarters to work there full time under your direction in the implementation of our education policy.
- 2) A director on the project site at Mazimbu to co-ordinate planning and development activities of our construction, agricultural and vocational and the College units.
- 3) In addition to the posts of Project Manager and Principal already existing, a special Vocational School Principal could by now be appointed to co-ordinate preparations for this aspect of our project. It is not too early to do so because vocational school equipment and campaigns to support this branch of the College are already in full swing in our support groups.
- 4) We need to assign some one the full responsibility of founding our educational planning unit. This comrade would work on our blueprints for our future educational system drawing on our admittedly young experience in this College. It is reasonable to believe that in our existing objective conditions we may have to expand our provision of educational

facilities beyond Mazimbu. This must be planned early even on a tentative basis. The scholarship placement could be under his direction as well.

5. We need a full time co-ordinator of the solidarity campaigns and the material resources currently flowing in very promisingly.

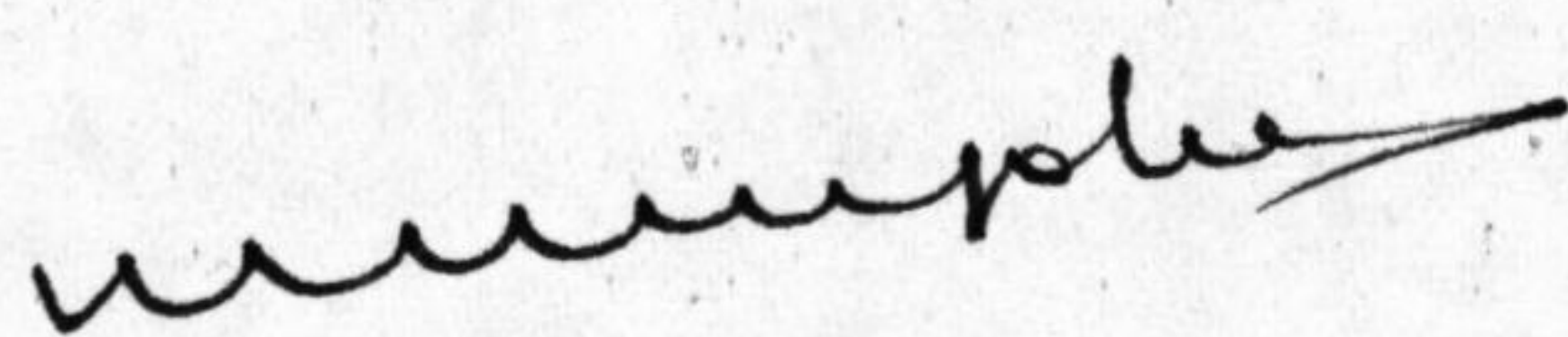
6. We need a specially appointed curriculum development officer to plan and co-ordinate our curriculum development and the production of text books from primary upwards.

7. The sooner we have a Vice-Principal appointed to gain experience in administering our school system the better it must be. We must build a reservoir of experienced school principals and vice principals, etc. We may in fact have to consider the separation of the posts of Vice Principal and Commisar. The reason is simply that each one carries a heavy work load. The separation of the two would also afford experience to a wider range of personnel.

8. In the last report I have also called for appointments to primary and adult education sections. It is no choice to have these; they just emerge in a demanding way.

Recruitments of personnel for appointments of this kind could be:
a) from our own teaching staff in situations where we are gradually becoming over-staffed; b) from the same sources from which we recruit teachers. We could then not only be offering teaching opportunities which may be unattractive to others but also other occupations as listed above.

Forward to a people's government!


M. W. Njobe,
Principal

cc: Office of the Secretary General ✓
Office of the President

MWN/kp

fa comment and
advice

PRINCIPAL