

Subject Files Regarding Finance

C/FIN/530 - Local Staff - Cost of Living - Per Diem

16/12/1960 - 20/12/1960

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INTER OFFICE MEMORANDUM

21 Pol 110/3 KAMINA 20 December

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Mr. Rajeshwar Dayal, Special Representative of the
Secretary General, Leopoldville
S. Habib Ahmed, Base Administrator, Kamina
Discontinuance of payment of rations in kind to
Congolese Workers

KA-57

I enclose for your information a copy of the
memo dated 16 December from the Director of the
MOC as well as a copy of my memo dated 20 December
in reply. This refers to my cable Kaseo 549 of
14 December and your cable in reply.

20 December

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Mr. Gauvreau, Director, HCC, Kima Base

S. Habib Ahmed, Base Administrator

Peshe

Reference your memo dated 16 December.

Your proposal to discontinue the distribution of Peshe and to substitute it by cash payment, as follows, to each worker and his dependents, is approved.

- 11.20 francs per diem to each worker
- 5.60 francs per diem to his wife
- 2.80 francs per diem to each child

2. The workers may please be informed that no Peshe will be distributed beginning 1 January 1961 and cash payments in the amounts mentioned above will be made to them along with their wages for the month of January.

3. It is noted that the Economat contractor, Mr. Salvaris Savas will have sufficient amounts of Peshe commodities available at the Economat for purchases by the Congolese workers.

4. Please let me know, in due course, how the 25 Congolese workers who will be rendered surplus as a result of the discontinuance of the Peshe are proposed to be employed. I suggest that as an immediate measure they should be placed at the disposal of the Engineers Battalion for employment in the general maintenance operations at the Base.

5. As regards Mr. Kessler who is now employed in the distribution of Peshe, I suggest that for the present he should be absorbed on your staff on such duties in connection with general labour administration as you may wish to assign him.

cc: Colonel Hoy
Major Garambich
Capt. Gundersen
Mr. Pizaud
Mr. Rposito

A V I S A U P U B L I C

Il est porté à la connaissance du public l'extrait suivant de l'arrêté n° 221/172 du 30.11.1959 de Monsieur le Gouverneur de la Province du Katanga, qui entre en vigueur à la date du 1 janvier 1960.

Salaires journaliers minimums :

Lourd	: 18,50	} Localités de Kamina, Kamina Base et Kilubi.
Ordinaire	: 16,50	
Léger	: 15,-	
Lourd	: 14,00	} ailleurs
Ordinaire	: 12,50	
Léger	: 11,50	

Allocation alimentaire

Lourd	: 13,50	} Localités de Kamina, Kamina Base et Kilubi
Ordinaire	: 11,20	
Léger	: 9,20	
Lourd	: 9,40	} ailleurs
Ordinaire	: 8,00	
Léger	: 6,40	

Salaires globaux

36,00	: Localités Kamina, Kamina Base et Kilubi.
26,00	: ailleurs.

Logement

5,00	: Localités de Kamina, Kamina Base et Kilubi.
4,00	: ailleurs.

Allocations familiales ordinaires

épouse	: 5,60	} Localités de Kamina, Kamina Base et Kilubi.
enfant	: 2,80	
épouse	: 4,00	} ailleurs.
enfant	: 2,00	

Allocations familiales spéciales.

enfant	: 1,70	} Localités de Kamina, Kamina Base et Kilubi.
enfant	: 1,40	
enfant	: 1,40) ailleurs.

L'arrêté précité est affiché au Bureau du Territoire.

Kamina, le 17 décembre 1959.
L'Administrateur de Territoire
(26) J.L. SCHUEPPE

Copie certifiée sincère et conforme

Kamina, le 16 décembre 1960.

15 December

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Mr. S. Habib Ahmed, Base Administrator
M. Gauvreau (MOC)
Posho Distribution

According to the Province of Katanga Legislation governing the salary and allowance scale to be paid to workers, an employer must provide his employee and his family rations in kind or pay him the amount prescribed by law. For the skilled and unskilled workers employed on this Base, the per diem amount stipulated is 11.20 Congolese francs per employee, 5.60 francs for his wife and 2.80 francs for each child. As this amount forms part of the workers total emoluments it is automatically deducted at source if the employee receives Posho. For example a man whose total emoluments is 100 francs per day, he will only be paid 88.80 plus Posho. If he is married, the prescribed amount for his wife and children would also be deducted from his total emoluments.

2. We cannot locate a copy of the Act pertaining to the Salary and Allowance Policy and Mr. Rypplite Nday, Chef de Poste, is unable to provide us with a copy. He has, however, affixed his signature and seal to the attached copy of the pertinent Order No. 221/172 dated November 30, 1959, which was promulgated in Kamina on December 17, 1959.

3. According to Captain Muraille of the Belgian army, Posho rations, before the hostilities, did not exceed 11.20 francs each but the price per ration has apparently risen to approximately 13.00 francs. Cash payment in lieu of Posho was a practice of the Belgian administration and 100 Congolese workers were placed on subsistence allowance every three months. According to our records, we have approximately 700 workers who are not in receipt of the allowance. Captain Muraille

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added that it was the intention of the Belgian administration to do away with Posho at the beginning of 1961. This because the Posho operation had been a constant source of worry to the Administration.

4. The number of Posho rations issued at this time is 3,200 at 13 francs per ration, the total cost is 41,600 francs per distribution. The payment of the allowance would be $3200 \times 11.20 = 35,840$ francs.

5. To issue the Posho, 25 Congolese workers must assure the distribution and the use of a 7-ton truck is required. In addition, one or two U.N. personnel must supervise the operation.

6. As the Congolese have been agitating for the allowance in lieu of rations and considering the saving in both manpower and money, it would be in our interest to discontinue the Posho. I would recommend that the effective date be January 1, 1961 and your approval is sought in this matter. The last normal Posho issue for the year 1960 would take place on December 30.

7. Mr. W. Poirier has discussed the proposed plan with Mr. Salvaris Savas and the latter has informed him that there would be a sufficient amount of Posho commodities available which the Congolese could purchase as soon as Posho is discontinued.

For your comments and decision please.