

CONFIDENTIAL.

21st. March 66

The Chairman,  
Public Service Commission,  
Al-Jabaly Building,  
CRATER.

through: The Director of Establishments,  
Al-Jabaly Buildings,

through: ~~CRATER.~~  
The Permanent Secretary,  
Ministry of Education,  
AL-ITTINAD.

Sir;

Subject: ARABIZATION.

In Regulation 20 of the Public Service Commission (General) Regulations, 1965, which appeared in the Aden Gazette No. 70 of 28th October, 1965, as Government Notice No.171 of 1965, it reads as follows:-

20-(1). The Commissioner, in giving advice to the High Commissioner, shall at all times have regard to the maintenance of the high standard necessary in the Public Service and shall:-

(a). In the case of appointments to, and promotions (underlining always mine) within the Public Service, give preference to South Arabian candidates who possess the  requisite qualifications; and

(b). In the case of officers in the Public Service take into account qualifications, experience and merit before seniority in the service.

In the Establishments Circular No. 17/65 dated 30th October 1965, headed "Preference in Promotion for South Arabians," the following extract is being reproduced:-

4.(2)(b). On replacement by a South Arabian.

If a Permanent Secretary/Head of Department considers that there is a qualified South Arabian suitable for appointment to a post or for promotion within his Ministry/Department, but there is no post vacant, he shall refer the matter to the Director of Establishments who, on behalf of the High Commissioner will then consult the Public Service Commission. Similarly the Director of Establishments may initiate such consultation of his own volition. If, following such consultation, the High Commissioner is satisfied that there is a suitably qualified South Arabian but no vacancy into which to appoint/promote him, the Director of Establishments will write through the Permanent Secretary/Head of Department to each non-South Arabian whether in the Ministry/Department which may have initiated the matter or another one, who holds a post to which the South Arabian concerned might be appointed/promoted, enquiring if any of them would wish to retire to make way for the South Arabian.

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From the first extract the following two points will emerge:-

- I. (i). That preference will be given to South Arabians who possess the  requisite qualifications.
- (ii). That the four factors determining the promotion of South Arabians have been arranged in the following order of importance:-
  1. Qualifications.
  2. Experience.
  3. Merit.
  4. Seniority.

in other words, these Regulations make Qualifications as the foremost determining factor.

II. From the second extract the following fundamental points will also emerge:-

- (i). There is emphasis again on the qualified South Arabian and a suitably qualified South Arabian.
- (ii). That according to the Arabization Scheme, the promotion of a qualified South Arabian would now be possible to be made either within his own Department or outside it.

With Arabization now in full swing, it is anticipated that Recommendation for the Arabization of the post of Deputy Permanent Secretary, Administration (the chief Educational Administrator of this Ministry) would soon be submitted to you for consideration. However, due to the present set-up of the Civil Service and its fragmentation into a number of different and distinct lists or Departments, with such rigidity that it will not allow for the easy and free interchangeability of the staff between the lists, it is likely that the above recommendation for the filling of the post of D.P.S.(A) may exclude the name of another South Arabian who is the only one qualified in the subject of Educational Administration at a post-graduate level. He had in 1963 been sent by the Overseas Training Board to the United Kingdom to obtain the Reading University Diploma in Educational Administration.

I am sure you will agree with me that a system which gives preference to the non-qualified over the qualified, especially at the present stage of our National Existence, when every effort should be made to make the best use of our limited trained manpower, is indeed a very bad system.

This should explain the fact why I am initiating action myself, and thus furnishing you with details of my qualifications and experience, the two factors most needed for any kind of promotion. As to the third determining factor i.e. merit - this I am leaving to my Head of Department, ~~in~~ whose judgement I have no reason to doubt.

#### 1. MY QUALIFICATIONS.

- (i). Nine G.C.E. Subjects (including two at "A" Level).
- (ii). Teacher Training Certificate (1955).
- (iii). B.A. (A.U.S.), 1961 - On Government Scholarship.
- (iv). Diploma in Educational Administration (Reading University) 1964 - On Government Scholarship.

#### 2. MY EXPERIENCE.

(continued overleaf).



-3-

2. MY EXPERIENCE.

- (i). Confirmed in Service since 1956.
- (ii). 1956 to 1961. - Served as a Teacher at an Intermediate School.
- (iii). 1961 to date. - Division One Officer serving as follows:-
  - (a). 1961 to 1964 - Teacher, Scale B2/5, Government Boys' Secondary School.
  - (b). 1964 to date - Education Officer, Scale A1-2, engaged in work mostly connected with your Department or that of Establishments.

In view of the above, I would be most grateful if you would kindly give this serious consideration.

I remain, Sir,  
Your Most Obedient Servant.

*S. A. Nasi*  
S. A. Nasi  
(Education Officer).

c.c. The Permanent Secretary, Ministry of Education.  
The Director of Establishments.



GOVERNMENT OF ADEN

In reply please quote: PF2843

ESTABLISHMENTS DEPARTMENT  
P.O. BOX 7041,  
Al Ittihad (via ADEN),  
Federation of South Arabia.

28th May, 1966

Sultan Abdu Nagi, Esq.,

u.f.s. Permanent Secretary,  
Ministry of Education.

Sir,

I have the honour to refer to your letter of 21st March, 1966, addressed to the Chairman of the Public Service Commission, through myself, requesting that consideration should be given to you being promoted on Arabisation grounds to fill the post of Deputy Permanent Secretary (Administration) in the Ministry of Education. I regret the delay in dealing with this matter, but your personal file has been in action of late in connection with offering you a transfer to the Federal Public Service.

2. The Chairman of the Public Service Commission does not receive applications in the manner of your letter from serving members of the Public Service. I am, therefore, not forwarding your letter but would like to point out certain matters in reply to it.

3. In the middle of page 2 of your letter you decry the present "fragmentation (of the Civil Service) into a number of different and distinct lists or Departments". This is a subject upon which there are strongly opposing views. Certain professions are very jealous that persons from outside their particular speciality should not be allowed to transfer into it, whereas other professions, and you would appear to support this view, consider that there should be further interchangeability between staff in different professions. The post of Deputy Permanent Secretary (Administration) was created at the time of the Aden Ministry of Education becoming, with the States Branch, part of the larger Federal Ministry of Education. This post was intended to be filled by a person with purely administrative qualifications and it is not a post for a professional educationalist, even though that officer may have administrative training. If that post is to be Arabised, it would be filled by a South Arabian officer from the Administrative General List.

4. If you wish to leave your profession as an Educationalist and become an Administrative Officer, you can do so in either of two ways:-

- (i) You can request an interdepartmental transfer, i.e., from Education to Administration, in accordance with the terms of Regulation 15 of the Public Service Commission (Procedure) Regulations, and if this is approved you would then become an Administrative Officer in Scale A1-2 and would be considered for promotion in that list alongside the Administrative Officers Class IV, i.e., Scale A1-2, who are already in that list.
- (ii) You could answer an advertisement circulated by the Public Service Commission advertising potentially vacant posts in the Administrative General List with a view to filling them with officers in General Lists or Departments other than Administration if in fact the Public Service Commission is satisfied that the vacancies in the Administrative General List cannot be filled by

/the




- 2 -

the promotion of officers within that list.

This latter alternative would only become available in the event of the Commission being satisfied in this manner and advertising the post, and I am not in a position to say whether or not this will in fact occur.

5. Finally, I can assure you that the Public Service Commission and my Department are fully conversant with the terms of Establishment Circular No.17/65 and the Public Service Commission Regulations, and everything possible is being done to speed up the process of Arabisation where there are suitably qualified South Arabian officers available, either to fill vacancies or to replace non-South Arabian officers. You may rest assured that your qualifications are known and that your suitability for advancement will not be overlooked.

I have the honour to be, Sir,  
Your obedient Servant,

  
(F.N.M. Pusinelli)  
Director of Establishments

1. Date received 24/5/66 4935  
2. By AF 1008  
3. Reference AF  
4. Unit Address  
5. Sent to AF  
6. Date to P. A. on  
7. Date to P. A. on  
8. Signature [Signature] Date

180

6th June, 66.

The Commissioner of Lands,  
Lands Department,  
Crater.

Lease of 'B' class Residential  
Plot No. 6, in Block 51, Al-Mansora

I have the honour to refer to your L/AP/2159 dated 31st August, 1965 and inform you that I intend to submit an application for loan from the Housing Loan Scheme. However, to get such loan, I shall be required to deposit the Lease of my plot with the Board of Management for the period of payment. I shall be grateful, to receive the Lease as soon as possible.

I am proceeding on leave at the end of this month and hope, therefore to finish all arrangements before my departure.

Yours faithfully,

*E Sultan A. Magi*

E Sultan A. Magi  
(Education Officer)

ADEN STATE GOVERNMENT

Chief Minister's Office,  
Tawahi, ADEN.

Ref: HLS/66/117

Date: 15th June, 1966.

Sir,

Reference your application dated .. 9th June, 1966.....  
for a loan to ~~construct~~ to construct a new house, I should be  
grateful if you would furnish me with the following particulars;

- (a) Your House address
- (b) The monthly rent paid
- (c) The names of dependants at present residing with you.
- (d) Hardships concerning residence.

Yours faithfully,

SECRETARY  
BOARD OF MANAGEMENT

Mr. Sultan A. Nagi,  
u.f.s. Permanent Secretary,  
Ministry of Education,  
ADEN.

*SNP*  
*16/6/66*



WEST BLOCK



THE UNIVERSITY, READING

Telephone No. 81774

24 AUG 1966

Dear Mr. Nagi

We have been asked by UNESCO to prepare a report on the courses that are offered here for students from overseas. One of the points upon which UNESCO has particularly asked for information is about the extent to which students have been able, on their return, to make use of the training and experience that they were given while at Reading. It is over this point that we particularly need your help.

After consultation with the UNESCO authorities in Paris, and others, the enclosed questionnaire has been prepared, and it would greatly help us if you would complete it and return it to me as quickly as possible.

This is the first time that UNESCO has undertaken an inquiry of this nature, and if it is successful it may form the model for a worldwide series of similar inquiries. Its success depends upon the cooperation of all who have studied at Reading University. It is for this reason that I am asking you, most earnestly, to help by filling in the questionnaire and sending it back as quickly as you can in the enclosed envelope. Coupons are enclosed, which will, I hope, cover the cost of the Air Mail postage.

With best wishes,

Yours sincerely,

J. HARTLEY

for Professor C. H. Dobinson

Mr. S. A. Nagi.



WEST BLOCK,  
THE UNIVERSITY, READING

JH/VS

19th September, 1966.

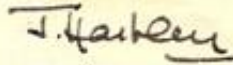
Dear Mu Naqi

Four weeks ago I sent you a questionnaire which we prepared on behalf of UNESCO about the course that you took in Reading. We are now in process of classifying the replies that we have received, with a view to reporting back to UNESCO as quickly as possible.

It would greatly help us if you would send back the completed questionnaire as soon as you possibly can, as, naturally, the wider the response there is to the questionnaire, the greater will be the value of the final report.

I am sorry to bother you again over this, but your help is badly needed.

Yours sincerely,

  
J. HARTLEY

Mu Sultan Abdo Naqi  
Aden

اتحاد الجنوب العربي  
FEDERATION OF SOUTH ARABIA

Ministry of Education,  
Al Ittihad

وزارة المعارف ، الاتحاد  
تلفون ٦

Telephone 6

Ref. PF/1008/2

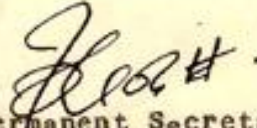
الرجع

Date 11th Nov., 1966.

التاريخ ١٩

Departmental Order

Mr. Sultan Abdo Nagi ( ? ), Education Officer,  
Ministry of Education, Headquarters, Al-Ittihad,  
resumed duty with effect from 3rd November, 1966.

  
for: Permanent Secretary  
Ministry of Education

c.c.  
Mr. Sultan Abdo Nagi,  
Accountant General,  
Senior Accountant, 2 copies,  
3168/17.

ASHA/AK.



The Permanent Secretary,  
Ministry of Education,  
Al Ittihad.

Dear Sir,

When officers are made to discharge full responsibilities of higher posts they have the opportunity to demonstrate their ability in these higher responsibilities and so qualify themselves for promotion. As a matter of fact the Public Service Commissioner has often stated in several of the important advertisements that preference would be given to those who have had experience of acting in higher posts. Is there any reason, therefore, why I should not be given a chance to act as the Regional Director of Education (Aden) in the absence of the substantive holder on leave?

In this connection I would like to mention the following two points.

(i) Last year the Director of Establishments did not accept the Ministry's proposal for the new creation of the post of Assistant Director of Education mainly because such a creation would result-as he has stated-in the deprivation of other officers from getting an opportunity to act in place of the two directors when the latter go on leave.

(ii) One of the colleagues had within the scope of the last two years, been twice made to act in one of the above two posts during the absence of the substantive holder on leave.

Therefore, I hope that (a) the policy laid down by the Director of Establishments would be implemented and (b) similar treatment as that of (ii) above, be extended to other officers working under your kind direction.

Yours faithfully,

*Sultan A. Nagi*

SULTAN A. NAGI

12.11.66.



PUBLIC SERVICE COMMISSION,  
P.O. Box ~~CONSUL~~ 7051,  
Al-Ittihad. ~~ADDIS~~

PSC/V/144

17th November 1966.

Dear Sir,

Thank you for your application for appointment as Senior Administrative Officer. I have to inform you, with regret, that your application has been unsuccessful.

I am, Sir,  
Your obedient servant,

Secretary to the Public Service Commission.

To:

Mr. Sultan Abdu Nagi,  
u.f.s. Permanent Secretary,  
Ministry of Education,  
Al-Ittihad.

Seen  
12. 11. 66



FEDERAL GOVERNMENT

FTP-10L  
ORIGINAL

Head of Estimates VOTE: 6 MINISTRY OF EDUCATION Treasury Voucher  
Other Charges HEAD: 1 OFFICE OF MINISTER & H.O. No.  
S/N. 7 PASSAGES Deptl. Voucher  
Dr. To MR. SUZIAN ABDU NAGI No. ME/1/536

Date	Detailed description of Service or Article	Quantity	Rate	Amount	
				Sh. S.S.	P.
	Leave subsistence allowance for the following periods:-				
	<u>U. K.</u>				
	24.7.66 to 25.8.66 = 33 nights				
	<u>MIDDLE EAST</u>				
	27.8.66 to 21.9.66 = $\frac{26}{33}$ nights				
	28 nights @ S. 1.650 = S. 46.200				
	5 " @ S. 1.150 = 5.750				
	26 " @ S. 0.700 = 20.488				
				72.438	
	<u>TOTAL:</u> Unspent of passages amount			21.000	
				93.438	

*h  
b/w*

Authority GENERAL WARRANT FOR 1966/67 Total Sh: S.S. 98 438

I certify under Colonial Regulation No. 219 that the above account is correct and was incurred under the authority quoted and that the \*Rate(s)/Price(s) charged is/are according to regulation/contract and fair and reasonable and that the payments will not cause an excess over the amount allocated to me. I also certify that the amount of (in words) Sh.

S.S. FORTY EIGHT & PLS. FOUR HUNDRED & THIRTY EIGHT

has been entered in my Departmental Vote Book against Treasury Warrant No.

\*Strike out whichever is inapplicable.

Signature A. A. S. BEDW

Date 14th December, 1966 For: PERMANENT SECRETARY Department: EDUCATION

2. Received this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_, in payment of the above account the sum of Sh. \_\_\_\_\_ c.

MR/SCH/0090/39

31th December 66

The Senior Accountant,  
Ministry of Education,  
Al-Ittihad.

MR. MUHAMMAD ISMAIL  
MUHAMMAD  
DEPENDANTS ALLOWANCE

The Overseas Scholarships Board at its 67th meeting of 19th December, 1966, have directed that a monthly allowance of £5 only be paid to the above-named Government Scholar as dependant allowance for his mother. Mr. Muhammad has authorised payment to Mr. Sultan Abdo Nagi of this Ministry who will be collecting the allowance at the end of each calendar month.

Payment should be made with effect from 1st October, 1966.

A. A. IBRAHIM

Secretary,  
OVERSEAS SCHOLARSHIPS BOARD

C. C.  
The Accountant General  
The Director of Audit  
Student Liaison Officer,  
95 Park Lane London W.1.  
✓ Mr. Sultan Abdo Nagi  
C/o. Ministry of Education.

AAI/AAK





THE UNIVERSITY, READING

TELEPHONE No. 81771

24<sup>th</sup> Aug 66

Dear Mr Shelley,

This is to reintroduce  
Mr Sultan Abdu Naqi of the  
S. Arabia Federal Ministry of  
Education. He took our  
course here in 1963/4. He is now  
on leave and wants to take the  
opportunity of bringing his personal  
library up to date. It would be a  
great kindness if he could look  
through the Education shelves and  
note the names of books or their  
publishers that might be of value  
to him and also have a chance  
to go through the Royal Institute's own  
recent publications with the  
possibility of making a few purchases.

Yours sincerely  
J. Hartley.



THE UNIVERSITY, READING

TELEPHONE No. 81771

## Books

There is a good Penguin on  
English Education -

'A Guide to English Schools'  
by Tyrrell Burgess. 3/6.

Longman's has a new book  
on 'Programmed Learning  
in Schools' by J. Hedlam and  
D. Unwin in their Education  
Today series. The

Cooke & Darhill's 'Short Guide  
to Educational Administration' London  
Univ. Press is rather superficial  
but has a few ideas.

Most heavier stuff that we  
are using are UNESCO  
productions. Some of these are: -  
P.T.O.



- and social aspects of
- a) ~~Economic Aspects of Science~~ & educational planning 1964
  - b) Social Change & economic development 1963.
  - c) Problems and Strategies of Educational Planning  
Lessons from S. America 1965  
UNESCO - Institut International  
Institut for Educational Planning

Two good but expensive American books available in England are

An Introduction to School Administration M. Chester Nolte  
(Macmillans)

Education & Political Development  
Ed. James S Coleman  
Princeton Univ Press.



THE UNIVERSITY, READING

TELEPHONE No. 81379

It might be worth calling  
at the office of the

Overseas Development Institute  
160 Piccadilly (Near the  
Ritz Hotel) and seeing what  
they have available there. Their  
stuff is good.

I enclose a letter to  
Mr Shelley the librarian  
of the R. I. P. A. which  
is self explanatory, if you  
care to use it.

I am smoking your pipe  
with great pleasure. It is  
a beauty.

Yours  
Jim Hartley



THE UNIVERSITY, READING

TELEPHONE No. 81771

Course in Educational Administration (Overseas)

Dear Mr Nagi,

We have been asked by UNESCO to prepare a report on the courses that are offered here for students from overseas. One of the points upon which UNESCO has particularly asked for information is about the extent to which students have been able, on their return, to make use of the training and experience that they were given while at Reading. It is over this point that we particularly need your help.

In order to obtain relevant and easily classifiable information from a large number of ex-students in a wide range of countries, we shall have to send out a questionnaire. It would greatly help us in preparing a worthwhile questionnaire if you would fill in the enclosed 'try-out', and return it to me by air mail as soon as possible. When your reply and the replies of a number of other selected ex-students are received, we hope to have sufficient information to enable us to decide on the best form for the final questionnaire, which will go out to all who have taken courses in Reading. If, in addition to filling in this 'try-out' questionnaire, you would let us have a covering note giving your own views on what the form and scope of the questionnaire should be, it would be extremely useful.

Please send your reply to me at "West Block, The University of Reading, London Road, Reading, Berks."

Yours sincerely,

John Hartley

Mr. S. A. Nagi,  
c/o Ministry of Education,  
Aden.

How are things going with you in these difficult times? One reads of student unrest and schools being shut and personal trouble at the Qili College. It must be heartbreaking for you all, but perhaps, as I very often



much hope things are not as bad as the newspapers  
make out. Please give <sup>his</sup> Abdel Rahim, the Qhanans  
and the Alaihi humans and everyone my warm  
regards, and my very special regards  
to your family

With best wishes

Tom Hartley