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PREPARATION AND TRAINING OF INDIGENOUS CIVIL AND TECHNICAL
CADRES IN NON-SELF-GOVERNING TERRITORIES

Note by the Secretary-General

In accordance with General Assembly resolution 1697 (XVI) of 19 December 1961, the New Zealand Mission to the United Nations, by a communication dated 24 April 1962, has transmitted to the Secretary-General the attached special report on the preparation and training of indigenous civil and technical cadres in the Cook Islands, Niue and the Tokelau Islands.

SPECIAL REPORT BY THE GOVERNMENT OF NEW ZEALAND

COOK ISLANDS

1. The Cook Islands consist of fifteen small islands widely scattered throughout 850,000 square miles of ocean. The total land area is 93 square miles; the population on 25 September 1961 was estimated at 18,369. The biggest island, Rarotonga, whose area makes up more than one quarter of the whole group, has a population of 8,667.
2. At present the Cook Islands Public Service is substantially similar to the New Zealand Public Service with all departments under the control of a central office which has a Resident Commissioner at its head. In most cases the heads of departments are New Zealand officers with predominantly Cook Islands staff.
3. It is the policy of the New Zealand Government to have Cook Islanders take an increasing share in the responsibility of the administration of the Group. To this end Islanders are being trained in all aspects of administration.
4. Tuition in the Qualifying Examination required to be passed by all entrants to the Public Service is given in schools. Internal or in-service schemes then instruct public servants in Maori, English, arithmetic, social studies, government service knowledge, accountancy and clerical practice. Senior public servants give tuition to junior officers to assist them to pass the "Junior Examination" for which an incentive is provided by a salary bar. The "Senior Examination" was instituted in 1961.
5. Advanced study is offered to Cook Islanders through the New Zealand Government scholarship scheme, and advantage is taken of fellowships and study awards offered by the United Nations international agencies, such as the World Health Organization (WHO) and the International Labour Organisation (ILO). The scholarship scheme is beginning to show results, and in 1960 three Cook Islanders gained degrees. One student was successful in the final examinations for his degree in medicine, one student gained the M.A. degree, and another the LL.B. degree.

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6. This scheme should in future provide many senior public servants. The following positions are already held by Cook Islanders trained outside the Territory:

- 16 assistant medical officers trained at the Central Medical School, Fiji, including the Officer-in-Charge of the Tuberculosis Sanitorium;
- 3 assistant dental officers and 1 dental nurse;
- 2 agricultural field officers with diplomas in horticulture;
- 6 teachers with New Zealand Certificates;
- 2 policemen trained in New Zealand.

7. In addition, two Cook Islanders who obtained New Zealand degrees in law and economics in 1961 took up senior positions, one as deputy Registrar of the High Court and the other as administrative assistant in the office of the Secretary to the Government. Other senior positions held by Cook Islanders include the Agricultural Field Supervisor in charge of the citrus scheme, the Resident Agent of Pukapuka and the Clerks-in-charge of Mitiaro and Rakahanga. Cook Islanders also hold positions as senior co-operative staff, nurses, X-ray and dental technicians, foreman carpenters and public works overseers. All primary schools, save the "side" school, are fully staffed (and headed) by Cook Islanders. At present a total of 86 Cook Islanders in New Zealand are studying under the scholarship scheme for both technical and academic qualifications. They are expected on their return to the Cook Islands to serve the Administration. In addition, Cook Islands students are attending Avele Agricultural College in Western Samoa, and are studying at the Central Medical School, Suva. (Other Cook Islanders receive training locally at Tereora College and the Teachers' Training College.)

8. The following is a summary of the results of the scholarship scheme for 1961:

- 2 teachers gained Teachers "C" Certificates and one student was successful in examinations towards his B.A. degree;
- 1 student was registered as a fully qualified New Zealand surveyor and another student passed units of his B.E. degree;
- 1 further student completed the first section of the Third Professional Medical Examinations;

2 students passed their School Certificate Examination and 1 student passed the University Entrance Examination.

9. In addition, 17 students were serving trades apprenticeships or receiving on-the-job training in New Zealand. Other students were attending teachers' training colleges, were training as nurses, attending business colleges, etc.

The following table shows the relative proportions of overseas and local appointees as at 31 March 1960:^{1/}

	<u>New Zealand officers</u>		<u>Locally appointed</u>		<u>Sub-total</u>
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	
Agriculture	8		25	2	35
Education	17	4	180	169	370
Health	3	5	75	75	158
Justice	2		6		8
Police	2		56		58
Printing	1		4	1	6
Power supply	3		2		5
Post office	2		9	1	12
Public works	11		14	1	26
Radio	6		31		37
Social development	4	1	17	3	25
Treasury	6		9	3	18
Survey	4		4		8
Outer Islands (resident agents, etc.)	4		24	6	34
Administration Office (including hotel and freezer) ^{a/}	6	2	4	11	23
Miscellaneous			<u>25</u>		<u>25</u>
Total	79	12	485	272	848

^{a/} Does not include three ministerial appointees.

^{1/} Regulation 130 employees (employed on a day-to-day basis mostly by the Public Works and Agriculture Departments on unskilled work) are not included in the table.

10. As as 31 March 1961 the total number of officers in all departments was 896, comprising 104 New Zealand officers and 792 local employees. No break-down of these figures is as yet available.

NIUE ISLAND

11. Niue Island has an area of just over 100 square miles and a population, on 25 September 1961, of 4,863.

12. The Niue Island Administration has, as a general policy, the aim of training Niueans to take an increasing share in the administration of Niue. To this end, departmental training similar to that of the Cook Islands Public Service operates, and use is made of the New Zealand Government scholarship scheme, the Central Medical School in Suva, Avele Agricultural College and WHO or other fellowships and awards. Teachers and other specialists are also brought to New Zealand for training.

13. At present most senior officers of the Administration are New Zealand officers, but it is envisaged that the future administration of Niue will be in the hands of Niueans who have received advanced training and education in New Zealand and other countries. Details of this training and education are given below.

14. In 1962 there are 28 Niueans in New Zealand under the scholarship scheme taking the following courses:

Accountancy	1
Teachers' Training College	3
Nursing	1
Apprentices (carpenter)	1
Business college	1
Post-primary	21

15. Two fully qualified teachers returned to Niue last year and another student had examinations successes towards a degree in accountancy. In addition, students are attending the Avele Agricultural College, and nurses are receiving training in Western Samoa. Post-graduate nursing training and training for assistant

medical officers is given at the Central Medical School, Suva. Other Niueans are trained locally at a post-primary school (up to form IV) and a teachers' training centre.

16. The majority of positions in the Administration are held by Niueans, and it is the policy wherever possible to fill a vacancy by appointing a Niuean. Two Niueans trained overseas already hold the senior positions of Officer-in-Charge of Dental Services and Administrative Assistant to the Resident Commissioner. Four Niuean teachers have obtained their certificates in New Zealand. Niueans also hold senior posts as Registrar of the Native Land Court, Postmaster, Public Works Overseer and Senior Clerk in Treasury.

17. On 31 March 1961, the total number of regular employees was 202 Niueans and 41 Europeans, 2 Maoris and 2 Fijians.

TOKELAU ISLANDS

18. The Tokelau Islands consist of three atolls, about 50 miles apart, with a total land area of 4 square miles and a population at 25 September 1961 of 1,870.

19. The High Commissioner for New Zealand in Western Samoa, which lies some 300 miles south of the group, is the Administrator of the Tokelau Islands and is assisted by a New Zealand administrative officer. Officers of the Government of Western Samoa visit the group regularly and their technical advice is freely available to the Administrator.

20. Local public services on each atoll are under the general supervision of an elected Faipule who is also a magistrate and who is assisted by local mayors and officials.

21. All 17 of the trained teachers in the group are Tokelau Islanders. The 3 medical practitioners are Samoans but 2 Tokelau youths are attending the Central Medical School in Fiji on scholarships. There are Tokelau students in training at Samoa College, Avelé Agricultural College, mission schools and the Samoan Teachers' Training College, as well as nursing trainees at the Samoan Hospital and clerical trainees working in Samoan government departments (e.g. post office, radio and Prime Minister's office).