

Ⅲ ザンビア大学の概要

1. ザンビア大学

ザンビア大学は1965年に設立された。発足当初から教育、学位計画策定に際し、実習重視の基本方針が貫かれている。大学はLusaka CampusとKitwe Campus(北部Copper Belt州)の2ヶ所にあり、11学部を有する。自然科学部、鉱山学部、工学部、環境学部、農学部、医学部、人文社会学部、教育学部、法学・経営学部、産業学部、獣医学部。

また、「大学」には成人に教育機会を提供する、Continuing Education Centerがあり、ザンビア大学は国内のいたるところで、セミナー、ワークショップ、講義、講演を運営している。

「大学」は4つの研究機関を有する。①アフリカ問題研究所 ②農村開発研究局 ③人間関係研究所 ④教育開発局。

1965年の設立から1983年までに大学の学部卒業生は5841人になる。うち人文系が3614人、科学、技術系が2227人である。国のニーズに対応して、教育システムにも柔軟性をもたせるよう大学は望んでいる。最近の事例としては電気通信学科、測量学科、人材計画学科、そして獣医学部が挙げられる。

2. ザンビア大学獣医学部

1) 獣医師の必要性

1979年にFAOは南部アフリカの獣医教育に関する調査団(Identification Mission)を派遣した。

以下FAO調査報告から引用する。

南部アフリカにおける家畜衛生の現状は多様な家畜伝染病とvectorに媒介される寄生虫病に特徴づけられる。加えて、家畜の栄養失調や劣悪な飼養管理に起因する疾病が多い。訪問した国々では、口蹄疫などの家畜伝染病の対策を主に取り組んでいる。主要家畜伝染病の対策組織は獣医師補のグループの中核に専門技術を有する獣医師がおり、家畜衛生組織を構成している。

牧場単位で家畜生産改善や家畜診療はほとんど対応がなされていない。また疾病で死んだ家畜の生肉を食べる慣習がある。これらが多くの人畜共通伝染病(とくに炭疽)伝播の原因となっている。獣医分野の人的資源不足は、ザンビアには752,618平方Kmの国土に200万頭の牛、30万頭の山羊、32万頭の羊、20万頭の豚がいる。

家畜生産に適する気候、土地など相当の発展可能性があるにも拘らず、家畜の数が割と少ないのは上述の劣悪な家畜衛生の状況が畜産振興の阻害要因となっているからである。これらの状況に対処する獣医師がきわめて不十分である。1982年時点では国全体で獣医師

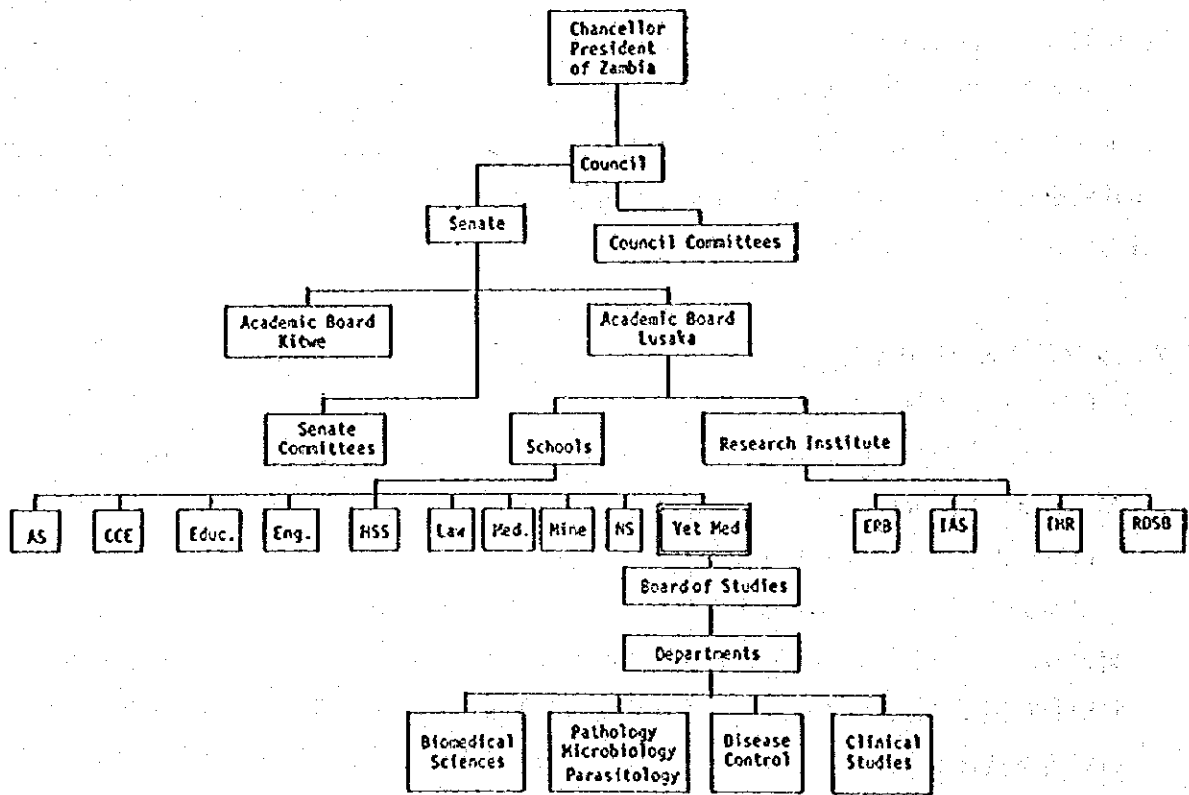
は70名であり、うちザンビア人獣医師は8名である。

2) 獣医学部の設立

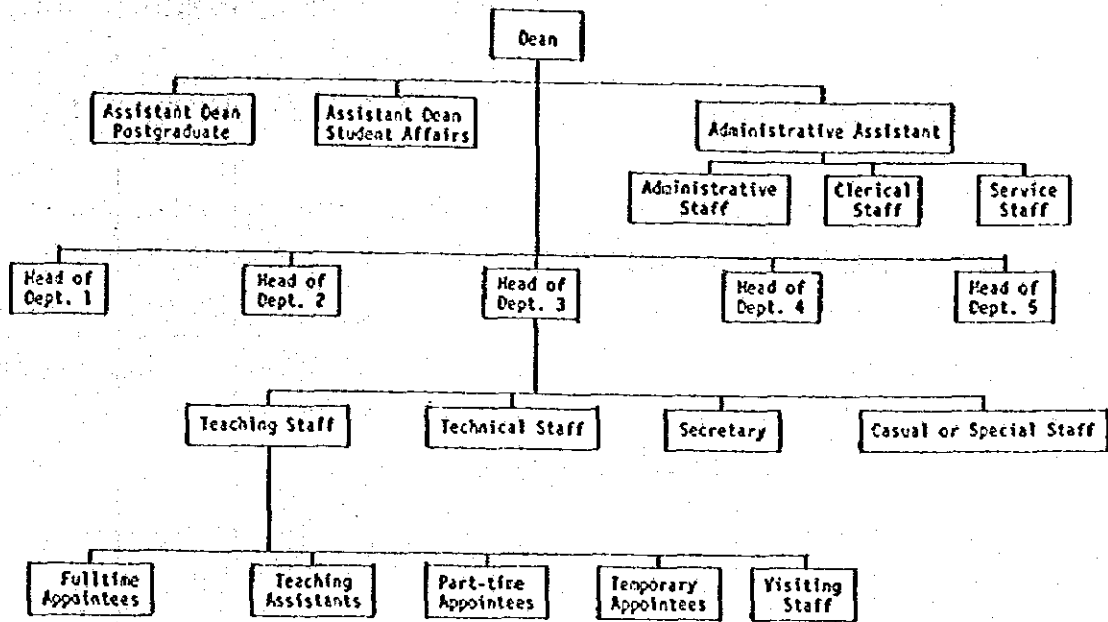
1982年、日本政府はザンビア政府の要請に対応してザンビア大学ルサカキャンパスの農学部隣接する用地に獣医学部を建設することを計画した。建設工事は1984年3月に開始され、1986年2月には完成する予定である。建物面積、延12,830平方米、事業費は約1200万US\$（39億円）である。

ザンビア大学内で本獣医学部に関する組織は下記の通りである。

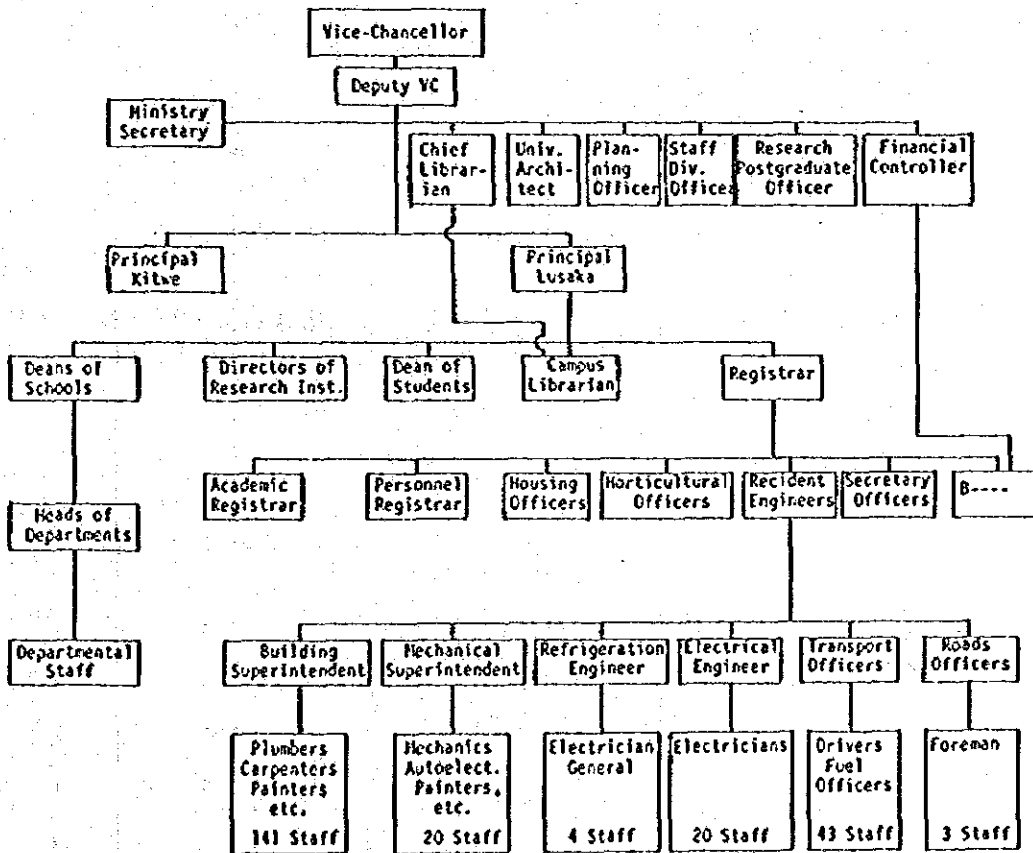
ザンビア大学組織図



ザンビア大学学部スタッフ配置図



ザンビア大学管理運営組織図



3) 教育科目 (academic programme)

獣医学部は6年制であり、卒業すれば学位 (degree of Bachelor of Veterinary Medicine) が授与される。

第1学年学生は自然科学部において化学、物理学、生物学、数学の基礎教育科目を履修する。

1学年末に満足すべき成績で終えた学生は獣医教育課程に進級できる。第2学年学生は、畜産学 (初歩)、獣医解剖学、獣医生理学の基礎教育課程を履修する。第3学年学生は家畜生理学、生化学; 解剖学 (組織学、発生学も含む); 家畜栄養学の専門教育科目を履修する。

第4学年学生に対する病理学、免疫学、寄生虫学、微生物学及び薬理学、家畜生産学の para clinical の教育科目の講義は1985年10月から開始される。続く第5、第6の2学年は次の臨床、家畜疾病予防中心の教育科目となる。

表1-2 ザンビア大学獣医学部教官スタッフ要求人員

学 年 次	講 座	教 授	助教授	上級講師 講 師	計
1984/85	生 物 医 学 講 座	1	3	9	13
1985/86	病理学・微生物学・寄生虫学講座	1	4	8	13
1986/87	疾 病 予 防 学 講 座	1	4	9	14
1987/88	臨 床 獣 医 学 講 座	1	3	7	11
	合 計	4	14	33	51
他学部教官	農 学 部		1	1	10
	自 然 科 学 部				1

事前調査団の質問に対する回答としてザンビア大学から提出された1984年4月12日付資料による。

参考-2 主要教官の配置計画

講 座	学部長	教 授	助教授	講 師	主席技官	計
生 物 医 学 講 座		1	3	4	1	9
病理学・微生物学・寄生虫学講座	(1)	1	3	3	1	7
疾 病 予 防 学 講 座		1	3	4	1	9
臨 床 獣 医 学 講 座		1	3	4	1	9
計	1	4	11	15	4	35

表1-3 ザンビア大学獣医学部教官スタッフの年次別配置計画

(これは事前調査団の質問に対する回答としてザンビア大学から選出された1984年4月12日付資料による)

学年次	講座名	学科名	職名			備考
			教授	助教授	上級講師	
1984/85	生物医学講座	解剖学・生理学	1		1	講座主任 農・獣医両学部の学生に教授；獣医学部所属教官
		獣医胎生学			1	獣医学部2年学生
		動物遺伝学・育種学			1	農学部所属教官
		飼料作物学・牧場管理学			1	農学部所属教官
		有機化学・生物学			1	農・獣医両学部の学生に教授；獣医学部所属教官
		生態学・発生学			1	自然科学部所属教官
		確率論・統計学			1	農・獣医両学部の学生に教授；農学部所属教官
		獣医解剖学	1	1	1	獣医学部の学生にのみ教授
		獣医生理学	1	1	1	同
獣医生化学	1	1	1	同		
		動物栄養学〔基礎と応用〕			1	農・獣医両学部の学生に教授；農学部所属教官
1985/86	病理学 微生物学	獣医病理学	1	1	1	講座主任 獣医学部の学生にのみ教授
		獣医微生物学	1	1	1	同
		獣医寄生虫学	1			同
		虫学			1	同
		原虫学			1	同
		外部寄生虫学			1	同
		獣医薬理学	1	1	1	同
		動物生理学	1	1	1	農・獣医両学部の学生に教授；農学部所属教官
1986/87	疾病予防学講座	獣医内科学	1			講座主任 獣医学部の学生にのみ教授
		寄生虫疾病			1	同
		細菌性疾病			1	同
		ウイルス性疾病			1	獣医学部の学生にのみ教授
		家禽疾病			1	同
		全身性疾病			1	同
		代謝性疾病			1	同
		獣医疫学・経済学	1	1	1	同
		獣医臨床病理学	1	1	1	同
獣医公衆衛生学 食品衛生学	1	1	1	同		

学 年 次	講 座 名	学 科 目	職 名			備 名
			教 授	助 教 授	上 級 講 師	
	臨床獣医学講座	学 外 科 学	1			講 座 主 任
		獸 医 外 科 学		1	1	獣医学部の学生にのみ教授
		小 動 物			1	同
		反 畜 動 物 学			1	同
		放 射 線 学			1	同
		繁 殖 学 ・ 産 科 学				
		繁 殖 学		1		獣医学部の学生にのみ教授
		産 科 学		1	1	同
		雌 性 生 殖 器 学			1	同
		雄 性 生 殖 器 学			1	同
	農 村 社 会 学			1	農・獣医両学部の学生に教授：農学部所属 教官	
1987 88	疾病予防学講座	1986 87 と同じ				
	臨床獣医学講座	1986/ 87 と同じ				
		農 事 普 及 と 経 営			1	農・獣医両学部の学生に教授：農学部所属 教官
合 計		獸 医 学 部	4	14	33	
		農 学 部		1	9	
		自 然 科 学 部			1	

臨床獣医学、毒物学、治療学、臨床病理学；外科学、麻酔学、放射線学；繁殖疾病、産科学；疫学；畜産経済学、獣医公衆衛生学、食品衛生学、獣医法規学、畜産普及。

4) 管理運営

現在、獣医学部は4つの大講座制をとっている。生物医学講座は生理学、生化学、解剖学、組織学、発生学の講義を第2学年、第3学年の学生に行う。

第4学年の講義科目であるが薬理学も含まれる。自然科学部が第3学年の家畜栄養の講義を受けもつ。

病理学・寄生虫学・微生物学講座は免疫学も含む、これらの教育科目を第4学年学生に教える。家畜臨床学及び予防疾病学は、第5学年及び第6学年の学生に対し、農学部学生とともに講義実習を行う。今後、教育科目の発展過程の中で、この他の講座が設置される可能性がある。

5) 教職員配置計画

当初の教官配置は獣医学部長、教授(4)、助教授(11)、上級講師・講師(15)の

計31名である。

講 座	教 授	助教授	上級講師・講師	計
生 物 医 学	1	3	4	8
病理学・寄生虫学・微生物学	1	2	3	8
臨 床 獣 医 学	1	3	4	8
疾 病 予 防 学	1	3	4	8

この他、主任技師(5)(各講座に一人ずつと中央供給設備に一人)、上級技師(9)、技師(15)、薬剤師(1)、放射線(1)、事務職員(2)、秘書(9)及び補助員(36) 獣医学部設立初期においては、短期ベースの各員教授、講師、技師により補充することが考えられる。

6) 学 生

1984/85教育年度(academic session)では第2学年19名、第3学年13名の学生が登録されている。今後、獣医学部が整備されるに従い、年間30名の卒業生の規模まで増加する。

7) 暫定施設

獣医学部施設が1986年初頭に完成されるまでの間、第2学年学生は農学部で、第3学年学生及び教官は鉱山学部施設を借りて講義が進められている。

1984/85教育年度においては、農業水資源開発省の協力で中央獣医研究所(Balmoral)の施設が学生の解剖実習施設として利用されている。

8) アイルランド政府援助

1985年、アイルランド政府(HEDCO)は、解剖学、微生物学、臨床病理学の分野から1名または複数の講師、雇用契約補助する予定である。

(ザンビア大学とアイルランド人教官との雇用契約に基づく給与を通常のアイルランド政府派遣専門家の給与との差額をアイルランド政府が補填するシステム、Lee 学部長もこのシステムによる派遣)

1985年10月から開始される講義に間に合うよう参加することが望まれる。

この他HEDCOは1985年に、アイルランドの大学、研究機関から、3ヶ月の短期教官派遣を計画している。

組織学、微生物学、薬理学分野が予定されているが、長期教官の採用状況にもよるので、生物医学、臨床分野も考えられている。

1985/86 academic session 開始までに、日本政府から病理学、免疫学、微生物学、寄生虫学の教官派遣が期待される。

(連絡先)

Professor R. P. Lee
Dean, School of Veterinary Medicine
University of Zambia
P. O. Box 32379
Lusaka
ZAMBIA

3. ザンビア大学教職員の契約条項要旨

(Terms and conditions on academic staff)

1) 基本給与(年俸)	Academic Staff
ACS 1 教授	K 14208 / 15108 / 16008
ACS 2 助教授	K 12480 / 13200 / 13920
ACS 3 上級講師	K 10500 / 10980 / 11460 / 11940 / 12420
ACS 4 講師(Ⅰ)	K 10056 / 10380 / 10740 / 11100 / 11460
ACS 5 " (Ⅱ)	K 8400 / 8640 / 8880 / 9120 / 9360 / 9600
ACS 6 " (Ⅲ)	K 7584 / 7788 / 7992 / 8196

2) 契約期間

外国人教職員の契約期間は2年乃至4年間。

60才の定年(大学の特別許可があれば最高65才まで)で退職しなければならない。

3) 年金制度(略)

4) 住 宅

教職員の赴任時に大学住宅が割当られるが、available でない場合、1ヶ月K300の住宅手当が支給される。

大学住宅の家賃は年間K168~624の範囲で定められている。大学住宅には hard furniture store (electric cooker) が備え付きだが Soft furniture はない。電気料、水道料、電話代は家賃とは別に借主の負担となる。但し、下水処理、ゴミ処理料は無料である。

5) 住居手当

(a) 自己所有の住宅を有する者には月K20~K300の範囲で住居手当が支給される。

(住居手当の支給を受けている限り、大学住宅の申込資格はない)

6) 長期休暇

(1) 2年以上の契約をもって雇用された教職員は90日の期末休暇(terminal leave)を付与される。休暇は21ヶ月経過後で、学期休み(7月~9月、Long Vacation)にとるものとする。

- (2) 3年契約の場合は最初2年間に、90日の長期休暇及び、2年を越える場合1ヶ月3日の割合での期末休暇を付与される。
- (3) 4年契約の場合は、2年目の90日の長期休暇及び4年目の90日の期末休暇を付与される。
- (4) 長期休暇の付与期間については副学長が承認する。とくに定めがない限り、2年以上の契約ベース、生涯雇用の教職員は2年目の Long Vacation (3学期の終り)に休暇をとるものとする。
- (5) 副学長がとくに休暇の終わる前に帰任を求めた場合、長期休暇未取得分は現金をもって換えられる。単に休暇を消化しなかった場合はこの限りではない。

7) 研修休暇 (study leave)

- (1) 教職員は4年間のサービスを終えた後、副学長に研修休暇を申請することができる。
- (2) 長期休暇の前 or 後に3ヶ月の研修休暇(有給)が付与される。但し、帰任後少なくとも9ヶ月契約期間のある者に限る。
- (3) 研修内容、希望期間他の資金援助源の詳細を付し、申請するものとする。

8) 病氣休暇

- 1年以上、契約期間を過ぎた教職員は、最大6ヶ月以内の病氣休暇をとることができる。医師の診断書によって、引続き6ヶ月間給与半額の条件で病氣休暇を付与される。
- 1年未満の場合、実際に働いた期間の半分の期間内で病氣休暇が付与される。

9) 赴帰任旅費

(1) 赴任時

- 航空賃 任地よりルサカまで、本人、家族(4人以内)分
- 荷物輸送料 最大K800、身廻品等の輸送に要した実費、家族(妻)分最大K400
- 但し、他から資金補助があった場合、その額を減額するものとする。

10)

- (1) 子女手当 (Children's Allowance) ザンビアに滞在する教職員の子女1人当年間K100支給
- (2) 子女教育手当 (Children's Educational Allowance) 国外の学校に就学する子女1人当年間K400上限として実費支給
- (3) 子女呼寄手当 (Educational Travel Grant) 教職員の子女がザンビア国外またはhome country で就学している場合21才まで12ヶ月に1回休暇旅費が支給される。または子女をザンビアに呼寄せる代わりに、親が子女を年1回訪問する運賃を支給する場合もある。

◆ (注) 以上は大学教職員に適用される規定であり、JICA 専門家は原則的には住宅提供を除いてはJICA 専門家諸規定によりカバーされる。(細部は今後の調整による)

IV ザンビアの畜産事情

1. 牛

ザンビア国内の牛の飼養頭数は約160万頭であるが、このうち約20万頭は Commercial Production により、残り120万頭は、traditional african cattle keepers により飼養されている。ザンビア国内の牛肉の消費量は年間約11.8万頭であり、このうち40%は輸入に依存し、その額は80万 Kwacha である。ザンビアが牛肉を国内自給できないのには多くの理由がある。ザンビア国の大半がツェツェバエの汚染地域である。北西部、中央部、南部を中心に広がっている。ツェツェバエはトリパノソーマを媒介し、家畜を死亡に至らしめる。ツェツェバエの防除は技術的にも経済的にも困難であり、ツェツェバエを根絶させなければその地域に家畜を飼養することはできない。

この他には Redwater, heart water, East Coast Fever, 黄痘, Blug leg 伝染性 Bovine Pluro-Pneumonia のようなダニ媒介を含む疾病がある。1970年には Western Province で Bovine Pluro-Pneumonia で1万頭の家畜(牛)が死亡するなど、被害を生じている。

多くの traditional cattle owners は牛を“生産”のためではなく Prestige のために保有している。即ち、牛は富のシンボルであり、保険である。

それゆえ、彼らは家畜を売却したがる。彼らは家畜の頭数のみに関心があり、家畜の質は大変劣る。彼らにとっては所有する家畜の数が重要であって、家畜の形質 breed and quality はさして問題ではない。この結果として豊かでない放草地での overstocking の問題がしばしば生ずる。家畜が狭い草地の草を食いつくし、土壌浸食(erosion)に至る。

さらに飼料が不十分なことと未熟な飼養管理により、わずか3分の1の仔牛が生き残り、出産時の死亡率も高い。農民(牧畜)は家畜を耕作地や輸送(drawing cart)の荷役に使うので、大型でこの目的に適する雄牛は去勢され、劣性の雄牛が繁殖用に残される。家畜の多くは草の少ない森林地で飼われるため、栄養が十分でない。長い乾季に草以外の追加飼料(extra feeding)をやることはない。

commercial producer が年間15%の牛を屠場に売却するが traditional owner はわずか3%を売るに過ぎない。また、commercial 牛の平均体重は225kg、traditional の牛の平均体重は170kgと格差がある。

牛肉生産の面では、Commercial 牛1頭当り年間30kgになるが、traditional 牛はわずか5.5kgである。仮にザンビア国内のすべての家畜を適正に飼養管理できれば、年間18万頭屠場で生産が可能になると推定される。ザンビアの気候は牧畜にあまり適していない(現在7万頭)北部のある地域では年間雨量が1000mmを超え、南部では800mm以下であり、家畜分布に次のような影響を与える。

(a) 多雨地域では森林、少雨地域は草地

(b) 多雨地域の土壌は流出し、貧弱な植生となる。この結果、牧畜は南部に限定される。

家畜の種類はlocal and mixed breeds であるため、気温による飼養環境の変化の影響は少ない。

1972年時点で、ザンビアtraditional cattle owner が1,489,000頭の牛を保有している。ザンビアの部族すべてが牧畜民ではなく北西部、北部(Bemba州 etc)にはcattle owner が少なく、仮にツェツェバエがいなくても、家畜を飼わないだろう。

主な牧畜地帯はWestern Province のLozi, Southern Province のTonga, Ila, Eastern Province のAngoni, タンザニア国境のMambwe などである。ザンビアのlocal breeds の中ではNgoniが最高であり、ザンビアの自然環境においてはBritish breeds より産肉性がよい、これらの家畜はopen land で飼われ、乾季にはflood plainsや"dambos" (川辺の草の多い柔らかな土地)で飼われる。Buluzi plain Kafue Flats 'transhumance' では、このような家畜移動が行われる。雨季に土地が流水で冠水した時期は、高地に移動する。平地の水が引けば再び平地に家畜を移動する。

Commercial 牧畜地帯は"line of rail" に集中している。この理由は

a) 政府奨励策で外国人牧畜者がこの地域に定着したこと

b) 市場に近いこと(輸送が有利)

c) upper valley soil の最も肥沃な土地地帯であること(とくにKabweとChomaの間)

東部"Eastern Province" 平原地帯は、条件は牧畜に適しているが、市場に遠いため牧畜地帯として開発されていない。commercial cattle の品種はAfricander or Boran と local 種の交雑種が多い。これは耐暑性、乾季、粗食に耐える(Poor winter feeding)及び、ダニ媒介の疾病への抵抗力が強いためである。

ザンビア政府は牛肉生産性向上のため、次のような施策を講じている。

a) 国営牧場の設立

Senanga Ranch (Senanga), Mbesuma Ranch (Chinsali)

Batoka Ranch (Clrona) Irumi Ranch (Mkushi)

Chisomba Ranch (Chisanba) etc.

目 的

i) 未開発地の開発





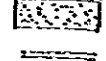

ii) African cattle farmer への畜産技術の指導

iii) Commercial farmers' へ供給する種畜の生産

iv) rural areas 市場への牛肉生産、供給

b) "Grazier Scheme" の導入

農民は家畜肥育の資金を借入れ、肥育後

-  伝統的小規模牧場
-  商業牧場
-  政府牧場
-  ツエツエバエ汚染地域 (1972迄)
-  主たるツエツエバエ汚染地域 (1972以来)
-  野生動物保護フェンス

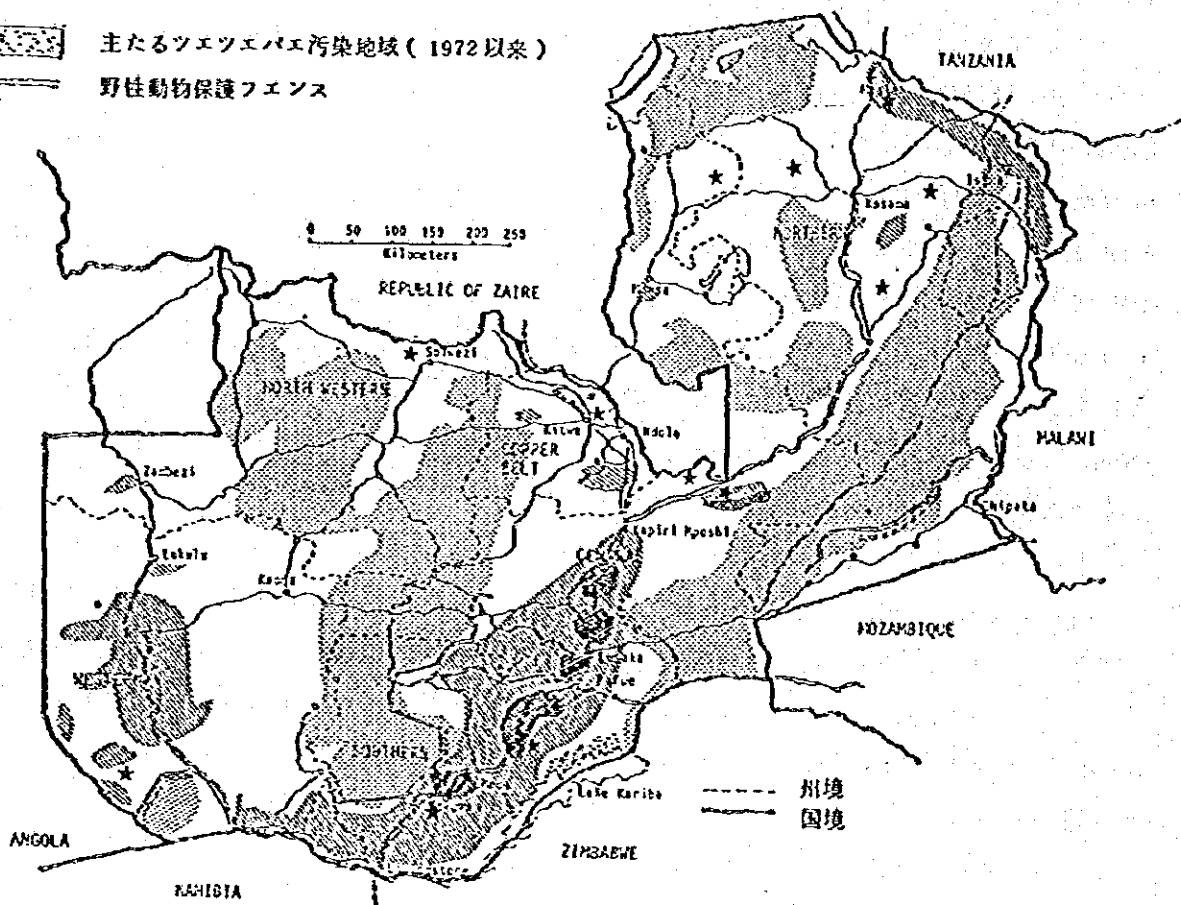


図 2.2 ザンビア国における畜産及びツエツエバエの汚染分布状況図

b) 家畜(牛)肥育計画の導入

c) 農業(畜産)普及員

ルサカのNatural Resources Development Collegeで訓練を受けた農業普及員を牧場に派遣し、畜産技術の指導を行っている。全国的に適正な飼養管理が如何に収益をもたらすか、デモンストレーションが行なわれている。

Muzabukaの家畜保健衛生所では在来牛から優良種雄牛を選定(検定)、増殖するための試験が行なわれている。

冷蔵公社(Cold Storage Board)が家畜の売場、屠殺を一手に扱っており、ルサカ、リビングストン、キトウエに支所がある。また皮革工場がルサカにある。

酪農

酪農はCopperbelt, ルサカ、カブウエ等の都市近郊、いわゆる“line of rail”地帯が中心である。

品種は、フリージャン、ジャージー、エアシャーであるがフリージャン種が、ザンビアでは最も多い。

地方開発省は、酪農センターをChipata、Kasama、Mansa、Mongn、Solweziに設立した。

乳牛を自然草地で飼育できるのは1年のうち4ヶ月間だけで、残る期間は、ヘイ、サイレージ等に依存している。主な牧草飼料作物はルーサン、カウピー、ベルベット豆、メイズである。

生乳の他、クリーム、アイスクリーム等の若干の乳製品がザンビア国内で生産されているが、チーズ、バターは輸入に依存している。乾季には牛乳が不足するので環元乳が補充的に製造される。ルサカのDairy Produce Board's Creameryではロングライフ牛乳が製造されている。

綿羊、山羊

ザンビアはあまり綿羊飼育には適さない。草が粗硬で、毛用羊には暑すぎ、北部は多湿である。

南部でBlack-head Persian羊が飼育されている。

山羊は全国に分布しているが、とくに東部、南部に多い。

養豚

1971年時点では豚は約11万頭飼育され、うち86万頭はtraditional farmerの庭先養豚による。

ザンビアの気候は養豚に適し、トウモロコシ栽培地域にとくに養豚は盛んである。

ルサカに豚屠場(年間屠殺3万頭)があり、ハム、ベーコン、ソーセージ加工に一部回わされる。

養 鶏

1950年代から養鶏業はCopperbelt周辺地域で興り、1973年時点で620万羽のブロイラー、1.2億個の卵が生産、販売された。また初生雛125万羽が生産され、一部ザイール、ナイジェリア、ケニア、ウガンダ、タンザニア、マラウイに輸出されている。

V 無償資金協力計画の概要 (基本設計調査報告)

1. 計画の目的と基本構想

1-1 計画の目的

本学部は、家畜疾病に直接関連する専門知識のみならず、家畜の改良、増殖についても対応力を持ち、これらの知識を一般農家へ伝える能力を有する獣医師を養成するものである。

1-2 基本構想

(1) 獣医学部の内容

ザンビア国政府の要請による同学部の基本構想は、F A O が作成した南部アフリカ地域大学の設立構想に関するプロポーザルをそのまま用いたもので、大学当局独自の構想として特定されたものではなかった。調査団は、ザンビア大学関係者、農水省関係者等と協議を進めると共に、併せて同国の畜産事情、家畜疾病の予防面の行政体制を調査した上で、調査団としての判断に立脚した最も望ましいと考えられる基本構想を先方へ提案した。先方の当初の要請では、履修期間が教養1年、専門5年の計6年とする考え方であったが、ザンビア国での中等教育のレベルが低いことより、教養2年と専門4年、計6年とすること、更にカリキュラムについてもザンビア国の実情を考慮の上必要な修正を行ない、下記の内容で合意を得た。

a. 本獣医学部設立の目的

ザンビア国の畜産行政面で、家畜の疾病予防、改良及び増殖の分野における強力な指導体制確立に従事出来る優秀な獣医師を養成する。

b. 講 座

先方要請では「解剖・生理及び生化学」、「病理・寄生虫・微生物」、「内科・薬理」「外科・繁殖」、「予防医学・食品衛生」の5講座であったが、ザンビア国の教育、研究施設、各種農場などの視察、ザンビア大学その他のカウンターパートとの協議の中で、ザンビア側の要請ベースとなっているF A O の基本構想が欧米先進国を手本としたもので理想的過ぎる所があり、ザンビア国の実情に馴染み難いものと判断し、世界的な動向、実状、日本での経験も考慮しつつ、「生物医学」「病理・微生物・寄生虫学」「家畜疾病予防学」及び「臨床獣医学」の4講座とし、内容も合理的に集約した次の科目を提案し、協議の結果、合意をとりつけた。

1) 生物医学講座

科目：解剖学、生理学、生化学及び薬理学

2) 病理学、微生物学、及び寄生虫病学講座

科目：病理学、微生物学、寄生虫病学

3) 家畜疾病予防学講座

科目：伝染病学 疾病予防学又は公衆衛生学、食品衛生学、環境衛生又は野生動物
病学

4) 臨床獣医学講座

科目：繁殖学及び獣医産科学、人工授精学及び家畜育種学、内科学、外科学及びX
線診断学

c. プログラム

課 程	修業年数(年)	学生数 各学年	(名) 計	目 的
教 養	3	40	80	専門移行の為の準備
専 門	4	30	120	獣医師の育成
マスターコース	2	8	16	教師・研究者の育成
ドクターコース	3	4	12	同 上
合 計			228	

d. 学 科 目

学生のレベルの低さも考慮し、最初の2年は教養課程のみとする。また専門に移った後
も、当初は基礎的なものに重点を置き、徐々に専門応用的なものに入ってゆくように工夫
し、かつ遺伝学と生物統計学(Genetics and Biometrics, 2年次) 家畜栄養学
(Animal Nutrition, 3年次)、及び家畜生産学(Livestock Production, 5年次)を
加えた。

(学 科 目)

年 次	学 科 目	
1	予備授業-I	生物学、化学、物理学、数学
2	" II	生化学、有機化学、遺伝学、生物統計学及び解剖学、生理学、 社会学総論
3	専門授業-I	比較解剖学、組織学、胎生学、動物生理学、薬理学及び薬物学、 家畜栄養学及び食餌学、家畜育種学
4	" -II	比較病理学、組織病理学と臨床病理学、微生物学(細菌学及び ウイルス学)、免疫学、寄生虫学及び昆虫学
5	" -III	疫学及び家畜衛生学、公衆衛生学と食品衛生学、環境科学又は 野生動物疾病学、臨床研究への総論及び畜産学
6	" -IV	家畜繁殖学及び産科学、人工授精学、臨床医学、外科学及びX 線診断学、獣医師の使命

e. 本計画による獣医学部の運営上必要とされる教官の陣容について、調査団とザンビア大学との間で下記の如く合意した。この配置に基づき、後出の施設を計画した。

i) 陣 容

地 位	人 員
学 部 長	1
教 授	4
助 教 授	11
講 師	15
主 席 技 手	4
薬 剂 師	1
X線技術士	1
主任助手	10
技 手	15
秘 書	9
事 務 員	2
そ の 他	36
合 計	109名

ii) 主要教官の配置

	学部長	教 授	助教授	講 師	主席技手	小 計
生物医学講座	1	1	3	4	1	9
病理学・微生物学講座		1	2	3	1	7
寄生虫学講座		1	3	4	1	9
臨床獣医学講座		1	3	4	1	9
小 計	1	4	11	15	4	
合 計						

f. 建物施設

調査団が基本設計調査を開始する以前に既にローカルコンサルタント（Erhard Lorenz Associates, Architects）によって、本獣医学部とこれに隣接した農学部とを一体として考える総合的な基本スケッチがなされていた。農学部はカナダ国による援助による建設が予定されており、現在、前記のローカルコンサルタントが引続き実施設計を進めている。

調査団は、前述の基本構想、即ち、講座の種類、内容及びそれらの相互の関連性、機能性や教官と学生との関わり合いを考慮した上で、最適と考えられる施設のレイアウトをザンビア側へ提案し、先方と討議の上、合意をとりつけた。具体的内容については以下本章で記述する通りである。

(2) 学生宿舎及び教官用宿舎

ザンビア大学は、この国で唯一の総合大学であるため、全国からの学生の応募を受け入れることとなる。ザンビア大学の学生の内、ルサカ市内からの通学者は全体の10%程度に過ぎず、それ以外は地方出身者であってキャンパス内の学生宿舎に居住している。

将来獣医学部に入学者も上記の比率になるとみられ、ザンビア国における交通および住宅事情を考慮すると、これらの学生が大学の準備する宿泊施設以外に入居する事は困難であり、大学の既存宿舎(定員2,700名)に余裕が全くないことから、今回の計画に含めるよう強い要請があった。調査団は原則的に無償資金協力でこれを供与することは難しい旨説明した。しかしこれをザンビア国側の負担によって行なうことはほとんど不可能に近いことより、調査団としては、ザンビア国政府の要請を尊重して、本計画に含めるものとした。

一方、獣医学部として今後各国より教官をリクルートすることとなるので、それらの教官用宿舎の建設についても強い要請があった。これに対して調査団より、かかる宿舎は相手国の自助努力の一環として相手国が負担せねばならぬもので、無償の対象とすることは極めて困難である旨説明したが、先方からは、将来日本から専門家が派遣されることも考えると、同国の住宅事情の劣悪さによる困難が生じないような配慮も必要である旨要請があった。

VI 今後協力事業を進めていく上での留意点

畜産、家畜衛生分野の技術協力事業は昭和35年から始まったカンボディア畜産センターに対する協力を嚆矢として、シリア鶏病センター、タイ口蹄疫センター、インドネシア家畜衛生センター、メキシコ家畜衛生センター、パラグアイ家畜繁殖、ビルマ畜産開発、マダガスカル畜産開発等行われてきた。家畜衛生分野の協力内容は家畜疾病の診断技術、ワクチンの開発が多かった。

本プロジェクトは獣医学部新設にともなう獣医教育分野の技術協力であり、わが国として、家畜衛生分野の教育協力として初めての本格的プロジェクトである。現在獣医学部のザンビア人教官がわずか4名で、他は外国人教官及び日本人専門家に依存せざるを得ない状況である。

ザンビア大学獣医学部が組織機構の陣容を整備し、国際的な獣医教育水準を確保しつつ、実務的、有能な獣医卒業生（獣医師）を相当数、社会に送り出す体制が確立するまでに相当の期間を要すると思われる。現在、既に入学している2年目学生（13人）が卒業するのが1988年7月の予定である。さらに大学院修士課程（2年）、博士課程（3年）を経て、ザンビア大学教官に採用するとすればさらに5年後、ザンビア人教官が生れることになる。

基本設計時のザンビア大学との合意であるが具体的な大学院教育計画は未定である。（実際には現在海外留学中のザンビア人獣医の教官採用の可能性はある。）

このように今後、長期的視点に立ち、技術協力を進めていく上で次のことに留意する必要がある。

1. 直接的な教育協力

通例、技術協力プロジェクトは相手国のカウンターパートへ対する技術移転を目的として実施されるが、本プロジェクトは獣医学生に対し、専門家が直接、講義、実習指導せざるを得ない状況にあるので、プロジェクト初期の段階にあっては、これを是認した上で具体的かつ直接的な協力を行う必要がある。

2. 国際的技術協力プロジェクト

ザンビア大学獣医学部長は、ザンビア大学との雇用契約に基づき採用されたアイルランド人（寄生虫学、専門分野）である。

わが国は4講座のうち2講座を中心に専門家を派遣し協力するが、他の2講座（生物医学）臨床獣医学及び日本の専門家で充当できないポストはアイルランド政府（HEDCO）、イギリス政府、及びFAOからの専門家（教官）及びザンビア大学の雇用教官がしめることになる。

ザンビア大学11学部全体でいまだ60%は外国人教官に依存しているが、獣医学部は、教官（academic staff）の90%以上が外国人（日本人専門家も含めて）に依存することになる。したがって、好むと好まざるとに拘らず、国際的環境の中で連携・調整をしつつ、カリキュラム編成（教科細目）講義等を推進していくことになる。

3. 熱帯家畜疾病

わが国には熱帯の家畜疾病に通暁しているSpecialist は少ない。見方を変えればザンビアは各種の家畜伝染病、寄生虫の豊庫であり、教育・研究の素材に事欠かない。

ザンビアの獣医師養成には、ザンビアの家畜・家畜衛生環境に適したカリキュラムで獣医学の教育・研究・及び普及が行われるべきである。

したがって、獣医学教育と平行し研究活動も進め、ザンビアの現状を把握しつつ、教育にフィードバックしていくことが必要になる。

アフリカにおけるわが国の熱帯家畜疾病の情報供給源として、本プロジェクトが果す副次的な役割も無視できない。

4. 青年海外協力隊員の協力

本プロジェクトには、青年海外協力隊員が年間3～5名、ザンビア大学獣医学部に教育助手 (Teaching Assistant) として配属されることが期待される。プロジェクト方式技術協力は最終目標として相手国への技術移転、定着を目指すものであるが、青年海外協力隊事業は、開発途上国の人々と共に生活しながら、技術指導するとともに、隊員の自己啓発も目指すもので、その理念が若干異なる。何よりも開発途上国への援助に情熱をもつ、日本の青少年を選抜するもので、(大学卒資格)、専門技術、経験については専門家と比較すれば十分とはいえない。

ザンビアの畜産分野において今まで相当数の獣医・畜産隊員が派遣され、州の家畜保健所、中央獣医研究所等で始めて体験する熱帯家畜疾病への防疫活動に情熱をもって従事してきた。この実績は大きい。本プロジェクトは獣医教育協力事業であるが、ザンビアの野外の獣医活動、研究活動と密接な連携が必要とされる。このことにおいて専門家の高度な専門技術と、協力隊員の積極的な行動力が相俟って効果をあげることが期待される。

一方、専門家が協力隊員をたんなる助手として対応するならば、問題が生ずるだろう。協力隊員の滞在費、現地手当約\$ 400であり、専門家の在勤基本手当はその数倍である。

とくに類似業務に従事する場合は心情的問題が生じやすい。専門家(教官、教授～講師)は一定の教育、研究年数、学位を資格要件として必要としている。大学における専門家の地位は明確(教授、助教授、講師)であり、協力隊員はacademic staffの一員としてのteaching assistantとして配属されることに合意された。

今後、たんに獣医学部に配属される隊員のみならず、農業水資源省に配属される獣医隊員の業務にも本プロジェクト専門家が技術的支援を行い、獣医学部がザンビアにおけるわが国の家畜衛生協力の拠点となることが期待される。

5. 国内支援体制

わが国の獣医教育は、昭和58年度の国家試験から従前の4年生教育にかえて、6年制教育が適用されたが、現在カリキュラム再編等なお変革の途上であり、現状の教官(数)では各大学は海外協力の余裕がないのが実情である。このような状況にも拘らず文部省の協力で、獣医課程を有する各大学の前向きな支援をいただき、昭和59年9月、JICAに本プロジェクト支援のための国内協力委員会の設置をみた。

委員長	尾形 學	日本獣医学会会長 (麻布大学教授)
委員	緒方 宗雄	JICA国際協力総合研究所 国際協力隊員
委員	金川 弘司	北海道大学獣医学部教授
委員	熊谷 哲夫	東京農工大学農学部教授
委員	友田 勇	東京大学農学部教授
委員	藤本 肝	北海道大学獣医学部教授

(五十音順)

今後ザンビアに派遣する専門家の専門技術、資格等の検討は、この委員会で行われる。

長期専門家の他、毎年相当数の教官を客員教授等短期派遣専門家として派遣する計画であるが、国内の獣医系大学の現職教官の支援が期待される。

また、開発途上国援助に熱意を有する獣医学生の卒後2年間、ザンビアで協力隊員として活躍する有為の青年の参加が期待される。ザンビア政府から協力隊派遣の要請をうけて、協力隊事務局が全国に公募し、選考採用するシステムがとられるが、大学教官の積極的な推薦が望まれる。

6. ジンバブエ大学獣医学部との関係

ヨーロッパ共同体(EC)の援助により、1984年3月から、ジンバブエの首都ハラレに獣医学部(5年制、1学年20名)施設建設が進められ、ほぼザンビア大学獣医学部と同じスケジュールで進捗している。教官についてもかなりな数は外国人雇用となると思われる。

(長期調査員報告参照)

ジンバブエ大学獣医学部は南部アフリカ共通の獣医教育機関(Regional School)として、設立されているものであり、学生の入学資格、門戸はレソト、スワジランド、ボツワナ、マラウイ、イ、ナミビア、モザンビーク等、国内に獣医大学をもたない南部アフリカ諸国にも開放されている。しかし、Aレベル(13年の教育課程修了)を入学資格としているので、Oレベル(12年)のレソト、スワジランド、ボツワナから入学する場合はさらに1~2ケ年の課程を履修

しなければ入学できないハンディギャップがある。一方、ザンビア大学獣医学部は National School として設立されるが、Oレベルの入学資格であり、大学規定として全体の学生数の5%以内の外国人学生を受け入れることができる。

これらの状況から、将来、ザンビア大学獣医学部にレソト、ボツワナ等からの学生が入学することが予想される。

当初、FAOの南部アフリカ獣医教育調査団の勧告に基づきザンビアに Regional School を設置する案が有力であったが、南部アフリカ開発調整会議(SADCC Southern Development Coordination Council)の数年にわたる討議を経て、ジンバブエに南部アフリカ共通獣医科大学を設置することに決定した経緯がある。

ザンビアカウング大統領が新しく独立を達成したジンバブエ(旧ローデシア)のムガベ首相に譲歩したとのことである。

今後、外国人教官の雇用についてはジンバブエとザンビアが競合することが予想される。わが国としてはジンバブエとザンビアの獣医交流を支援する方向で協力すべきであろう。金川、緒方両長期調査員が昨年11月、ジンバブエを訪問した際、教官の交流等相互の連携強化が論議され今後、具体化を考慮する必要がある。

今後、ジンバブエの獣医教育の進展については留意していく必要がある。

付 属 資 料

目 次

付属資料Ⅰ

1. ザンビア大学との会議録	71
2. ザンビア大学獣医学部の概要 (General Information on the School of Veterinary Medicine of the University of Zambia)	96
3. ザンビア大学契約規約要旨及び様式 (A Summary of Terms and Conditions of Service offered to Academic Staff, the University of Zambia)	120
4. 獣医師法 (Veterinary Surgeons Act, Government of Zambia)	130
5. 無償資金協力基本設計ミニッツ (Minutes of Discussions on the Constructron Project for the School of Veterinary Medicine, University of Zambia)	135
6. ザンビア大学要請機材リスト	142
7. ザンビアの青年海外協力隊派遣状況	152
8. R/D署名、Press Release	153
9. ケニア、ナイロビ大学獣医学部カリキュラム	155
10. アフリカ「ねむり病」の問題と対策	158
11. ザンビア大学教職員General Information	169

付属資料Ⅱ

ザンビアの生活事情	179
-----------------	-----

THE UNIVERSITY OF ZAMBIA

Japanese Technical Cooperation for
The University of Zambia: Veterinary Education Project

Attached are the following documents concerning discussions between the JICA Veterinary Education Implementation Survey Team, headed by Prof. Manabu Ogata and UNZA authorities regarding the University of Zambia: Veterinary Education Project from January 16, 1985 to January 22, 1985.

1. Minutes of Preliminary Meeting - January 16, 1985
2. Minutes of 2nd day's Meetings - January 17, 1985
3. Minutes of 3rd day's Meetings - Morning and Afternoon Sessions - January 18, 1985
4. Appendices A and B
5. Copy of the signed Record of Discussions document
6. Explanatory Note for the Record of Discussions
7. Copies of the Implementation Plans/Work Plan

UNZA, Vice-Chancellor's Office

January 23, 1985

THE UNIVERSITY OF ZAMBIA

RECORD OF PRELIMINARY MEETING BETWEEN JICA AND UNZA ON THE VETERINARY EDUCATION PROJECT.

DATE: Wednesday, January 16, 1985

TIME: 09.30 hours

VENUE: UNZA Senate Committee Room 'A'

PRESENT:

JICA Team and UNZA representatives. Names and details are on the attached Appendix A.

1. WELCOME AND INTRODUCTION

Introductions were made whilst awaiting the Deputy Vice Chancellor who had been called to attend to some urgent business. The Deputy Vice Chancellor extended his sincere apologies for being late and opened the meeting at 09.45 hours, by extending a very hearty welcome to Professor Ogata and his Team. He pledged UNZA's interest and support to facilitate the discussions to be held and hoped the visit of the JICA Team would be both fruitful and enjoyable.

2. PRELIMINARY MEETING

2.1 DISCUSSED details of a tentative itinerary for the JICA Team's visit. (See Appendix B attached).

2.2 INFORMED that the main purpose of this JICA Team's visit was the signing of the Record of Discussions document. The Team is also concerned about:-

- (i) - implementation of the project in the next fiscal year April 1985 - March 1986.
- (ii) - assignment of Experts.
- (iii) - arrangements of the counterparts who will go to Japan for observation tours.

(iv) - the allocation of funds for the purchase of equipment.

(v) - recruitment and assignment of volunteers

2.3. ACCEPTED the draft Record of Discussions document and AGREED that the meetings to be held on 17th and 18th January 1985 would concentrate on discussion of this document so that all issues will be finalized in preparation for the signing ceremony on the 22nd January 1985.

2.4. INFORMED that the JICA Team has available the Curriculum Vitae of all Japanese Experts presented at the meetings held between UNZA and the JICA Team that visited in November 1984. The CV's of the Japanese Experts will be given to UNZA.

2.5. UNZA ACCEPTED to provide the JICA Team with the current Staffing and Staff recruitment position.

Having completed the matters to be considered at this preliminary meeting the Deputy Vice Chancellor closed the meeting at 11.00 hours.

January 16, 1985

THE UNIVERSITY OF ZAMBIA

RECORD OF MEETING BETWEEN JICA TEAM AND UNZA ON THE VETERINARY EDUCATION PROJECT

DATE: THURSDAY, JANUARY 17, 1985

TIME: 09.30 HOURS

VENUE: UNZA SENATE COMMITTEE ROOM 'A'

PRESENT:

JICA Team and UNZA representatives as listed in Appendix A. Also Mr. Chundu of National Commission for Development Planning.

1. INTRODUCTION AND OPENING REMARKS

The Deputy Vice Chancellor opened the meeting at 09.30 hours and introduced Mr. Chundu from NCDP who had been invited to attend the meetings.

2. MEETING

2.1 AGREED to go through the draft Record of Discussions document item by item and to make comments and alterations where necessary.

2.2 Page 1:

(1) INFORMED that the title of the Project - The University of Zambia: Veterinary Education Project - had been discussed and agreed upon when the JICA Team of Professor Kanagawa and Dr. Ogata visited Zambia last year.

(11) INFORMED that the title of Mr. Mtonga NCDP is Acting Permanent Secretary. Correction made to draft document.

(NOTE: The page numbers referred to are the page numbers of the original draft of the Record of Discussions Document)

2.3 Page 2:

(1) (I 1) ACCEPTED the alteration of 'establishmenting' (line 4) to read 'establishing' AGREED to delete the word 'level' (line 5) and substitute it with 'standards' ACCEPTED deletion of 'the country' line 6.

(11) (I 2) AGREED to delete the word 'the' before University (line 2) AND to replace the words 'will be' with 'is being'. CORRECTED

the spelling of 'Exchange' (line 3).

2.4 Page 3:

- (i) (IV. 2) QUERIED whether "ports and/or airports of disembarkation" referred to in this section should be understood to be Lusaka. ACCEPTED that a supplementary Note would be added to clarify this matter.

2.5 Page 4:

- (i) (VI. 2) CORRECTED the word 'personnels' (line 2) to read 'personnel'.
- (ii) POINTED OUT that UNZA does not have the Zambian counterpart personnel referred to in this section and listed in Annex IV. 2.
- (iii) ACCEPTED that in the early years of the Project UNZA would not have the Zambian counterpart personnel and that the Japanese Experts would act as teaching/lecturing staff. NOTED the explanation that Japanese Technical Cooperation is primarily to transfer technology and not to substitute staff. ACCEPTED that a supplementary Note would be added to clarify this section.

2.6 Page 5:

- (i) (VII. 1) REMINDED the University of the sub-section (4) i.e. that necessary measures will be taken to provide suitably furnished accommodations for the Japanese experts and their families.
- (ii) (VII. 2) AGREED to alter sub-section (2) by putting a comma after "the Republic of Zambia", and adding, 'in connection with the Project'.

2.7 Page 6:

- (i) (VII. 1) AGREED to insert the word 'of' between "Vice Chancellor" and the "University..." AND to delete the comma after "Zambia" (line 1)
- (ii) (VIII. 2) CLARIFIED by the Dean of the School of Veterinary Medicine that although this section states that the Dean would be responsible for administrative and managerial matters concerning the Project it was hoped that the Dean's major responsibilities would be academic and professional. Administrative and managerial matters should not draw the Dean away from other concerns.

In connection with this point ASSURED that the University will receive the cooperation and assistance of NCDP e.g. to clear Work Permits etc.

- (iii) (VIII. 3) AGREED to alter the wording of this section to read as follows:-

'The Dean of the School of Veterinary Medicine, UNZA, will coordinate the implementation of the Project. Collaboration with the Ministry of Agriculture and Water Development and the national veterinary and agricultural research institutions will be encouraged for smooth implementation of the Project.

- (iv) (VII. 4) AGREED to alter the wording of this section to read as follows:-

'UNZA will coordinate the activities of this Project with those of other governments or international organisations!

- (v) (VIII. 6) AGREED that in view of comments made earlier (see 2.5 (ii) and (iii) above) that in the beginning of the Project the Japanese Experts will act as teaching staff until Zambian counterparts personnel are acquired.

- (vi) (VIII. 8) AGREED to alter the wording in the second line to read" difference occur between the two sides under the frame-work " etc. DELETED the 's' on the last word 'matters.'

2.8 Page 7: No changes

2.9 Page 8:

- (i) (Annex 1. 1) AGREED to delete the word 'level' and substitute it with 'standards ' (line 1)
- (ii) (Annex 1. 2) AGREED to delete the words "..... and Pharmacology " in line 3.
- (iii) (Annex 1. 3A (3) AGREED to delete the word "and" after "..... specimens" to read text books, audio-visual aids, specimens etc.)
- (iv) (Annex 1 3B) AGREED to add "and other relevant organisations" at the end of this paragraph.

2.10 Page 9:

- (i) (Annex I 3C) AGREED to change the word "Propagation" in sub section 3 to "Dissemination ..."
- (ii) (Annex II 3) DELETED the comma between 'veterinary' and 'pathology', CORRECTED the spelling of 'parasitology' (line 1) AND AGREED to delete the words 'pharmacology' (line 2.)
- (iii) (Annex II 3) AGREED to leave 5) Chief Technician in the listing even though it was understood that there is no position of Chief Technician or Technician in Japan.
- (iv) (Annex II Note: (3)) ADDED: an 's' to the word 'Department' (line 2) to read "..... other Departments of the School" etc.

2.11 Page 10:

- (i) (Annex III.1) AGREED to delete the words 'and Pharmacology' (line 2).
- (ii) (Annex IV 3) AGREED to delete the listing of sub section 1), 2) and 3) and replace these with: Lusaka Campus administration.

2.12 Page 11: No changes.

2.13 Page 12:

- (i) (Annex VI 2 (1)) ACCEPTED UNZA's suggestion to alter the composition of the membership of the Zambian side on the Joint Committee to be as follows:
 - (a) Chairman:
Vice Chancellor of UNZA
 - (b) Members:
Dean, the School of Veterinary Medicine, UNZA Director,
Veterinary and Tsetse Control Services
1 other person appointed by the Vice Chancellor
- (ii) (Annex VI.2 (2)) AGREED to the listing of the Japanese Side of the composition of the Joint Committee as listed FURTHER AGREED that if a JICA Team happens to be visiting Zambia when the Joint Committee will be meeting the JICA Team would be welcome to attend the meeting.

(iii) (Annex VI Note:) AGREED to alter the statement in the Note to include officials of the Government of Zambia. The Note to read: "Officials of the Embassy of Japan and those of the Government of Zambia may attend the Joint Committee as observers."

3. PROCUREMENT OF EQUIPMENT

3.1 INFORMED that there are two ways of supplying equipment. This may be:-

(i) Purchased/procured in Japan and shipped to Zambia

(ii) Purchased/procured locally in Zambia. (In the absence of a JICA office in Zambia this would be done through the JOCV office.)

3.2 NOTED that whilst external funds are available for the purchase of equipment it should be purchased in Japan.

3.3 INFORMED that the equipment ordered under Japanese Grant Aid to Zambia will only arrive in Zambia towards the later part of 1985 AND the equipment and materials order submitted to the JICA Team last November will leave Japan at the end of March and should be in Zambia in June. NOTED that the list of equipment and materials was to be purchased from a special grant of US\$200,000 which had been allocated by JICA for this purpose expendable in the 1984/85 fiscal year.

4. JAPANESE VOLUNTEERS

4.1 INFORMED that UNZA should submit a request for Japanese Volunteers (who will act as Teaching Assistants) to JOCV who would recruit suitable candidates for the School. FURTHER INFORMED that Japanese Technical Cooperation and JOCV will jointly be involved in the implementation of this Project.

5. OTHER BUSINESS

5.1 AGREED to supply the JICA Implementation Survey Team with information and data required for the Japanese Experts - mates etc.

5.2 AGREED to work out a temporary Implementation Plan

5.3 AGREED to meet tomorrow morning at the School of Mines AND in the afternoon to meet at 14.30 hours with the Deputy Vice Chancellor.

There being no further business the Deputy Vice Chancellor closed the meeting at 12.15 hours.

NOTE: The following alterations/corrections were also made to the Record of Discussions with the mutual consent of both the JICA and UNZA Teams.

Page 1: (line 5) changed "January 26" to January 24, 1985
Inserted 22nd for the signing date.

Page 2: (II 1. line 3) added 'the' after "II of" to read "..... lists" in II of the Annex"

Page 3: (IV 1. line 5) added 'the' before Annex

Page 7: (IX line 2) changed "arises" to read 'arise' (line 5) corrected the spelling of the word 'wilful'

Page 9: (X 1) inserted 'the' before Veterinary Hospital

Page 10: (IV 2) changed this to read 'Counterpart Personnel in the academic fields of the School of Veterinary Medicine'

Page 11: (V 1) Added the actual amount of land space allocated to the School of Veterinary Medicine i.e. 13.53 hectares.

N.B. The attached copy of the Record of Discussion document incorporates the alterations mentioned in the above record.)

January 18, 1985

THE UNIVERSITY OF ZAMBIA

Record of the 3rd Day's Meetings (Morning Session) between
JICA Implementation Survey Team and UNZA on the Veterinary
Education Project

Date: Friday, January 18, 1985

Time: 09.30 hours

Venue: UNZA, School of Mines Conference Room

Present:

JICA Team

Prof. M. Ogata
Prof. Y. Fujimoto
Prof. T. Kusagai
Mr. K. Yasuoka
Mr. H Ono

UNZA Team

Prof. R P Lee
Dr H.N. Shandomo
Mr. R.V.J. Griffin - (Chief
Technician, School of
Veterinary Medicine)

In attendance:

Mr. T. Miyakawa - from Japanese Embassy, Lusaka
Ms J.M.F. Calder - Rapporteur for meetings - from
Office of the Vice-Chancellor, UNZA

The Dean of the School of Veterinary Medicine commenced the meeting
at 09,30 hours.

It was AGREED to discuss at this meeting matters related to:

- Staffing (academic and Technical) and related matters
- Equipment
- Curricula
- Any other matters of mutual interest

1. STAFFING

1.1 AGREED to go through the papers prepared by the School on the
Academic Staffing situation and clarify or comment where necessary.

A. Anatomy:

- (1) EXPLAINED that a request has been submitted to FAO for support of a Professor/Associate Professor in this discipline as well as in Physiology, Pharmacology and Parasitology (specifically Protozoology). Although UNZA has received no commitment or response from FAO on the request, the School had heard unofficially that the request would be favourably considered but that UNZA may have to resubmit it on FAO forms. Besides this the School hoped that the Anatomy post would be supported by FAO and would be filled by October 1985.
- (11) INFORMED that the post of Senior Lecturer/Lecturer had been advertised locally and hopefully someone would be recruited by October 1985.
- (111) FURTHER INFORMED that Prof. Akester would be arriving next week to help in this area. He would be here as a short-term visitor.

B. Histology/Embryology:

- (1) INFORMED that HEDCO had recently advertised for a Lecturer/Senior Lecturer in this field. HEDCO had also advertised for a Lecturer in Microbiology and Pathology and they would support the best candidate of these three fields. Then on 1st April HED would advertise for whichever of the 2 posts remain unfilled.
- (11) EXPLAINED that in anticipation of the people hoped for not being here by October 1985 the School felt the need to appoint visiting Lecturers/Experts on 3 month assignments. In this connection Prof. Peter Holmes from Glasgow is being approached to find teachers for one term assignments.

C. Physiology:

- (1) EXPLAINED that Prof. Felinski was expected for this discipline for 1985/86, supported hopefully by FAO, and next year he would go into Preventative Medicine. However had been advised that Prof. Felinski is not in good health at the moment therefore there are delays about confirming his arrival.

- (11) INFORMED that Mr Miringa will teach in this area but he does not have veterinary qualifications.

D. Pharmacology:

- (1) INFORMED that it was hoped that Dr Bassude would be available for appointment from January 1986 but the School has no confirmation of this.
- (11) AGREED that all matters regarding staff or potential staff be kept confidential.

E. Biochemistry:

- (1) INFORMED that the Biochemistry course is a half course and begins in 3 weeks time. FURTHER INFORMED that Prof. Lovelace is expected to arrive in the next few days and she will teach this course.
- (11) INFORMED that Dr Oluji had been offered appointment but there had been serious delays about getting the papers to him. Hoped that he has not taken up an appointment elsewhere because of these delays.
- (11) CONFIRMED that the School had no biochemical equipment for teaching this year but it may be able to borrow some.

F. Pathology:

- (1) CONFIRMED that it was intended that Professor Ishitani would be Head of this discipline.
- (11) INFORMED that a request was being made for Dr Musonda to go to Belfast (Northern Ireland) in July/August 1985 to work with Dr Bob Mackracken for a short time. Then hoped that Dr Mackracken from Queen's University might come as a 3 month visitor after Dr Musonda's visit.

(11) INFORMED that the post for lecturer in Clinical Pathology was advertised by HEDCO in January. The Dean believes this is the post most likely to be filled by an Irish candidate.

G. Parasitology:

(1) CONFIRMED that the request for an Associate Professor (a Protozoologist) was one of the posts hoped to be supported by FAO.

(11) CONFIRMED that Dr Kitaoka would teach Entomology and Dr Tada, Helminthology assisted if possible with the short-term assignment of a fara animal Helminthologist in the first term 1985/86.

H. Microbiology:

CONFIRMED that Professor Shimizu would fill the Associate Professorship post in this field when he comes and that a request will be made for a short-term visitor in Microbiology to be here for the first term.

I. Immunology:

AGREED that Dr Hirota should come this year to prepare for the time when his Department would be established.

1.2 Japanese Procedure for Assignment of Candidates

(1) INFORMED that the following is the JICA procedure for the assignment of experts:

1) Application Form A₁ with a suggested job description should be submitted by UNZA through NCDP to the Embassy of Japan, Lusaka.

2) This will then be sent through the Japanese Ministry of Foreign Affairs to JICA in Tokyo.

3) Professor Ogata, Chairman of the Japanese Support Committee will advise of possible candidates.

4) JICA will send Application Form B₁ with JICA's Personal History Form, to UNZA through diplomatic channels i.e. through the Embassy of Japan, Lusaka and NCDP.

5) After the UNZA Appointments Committee have made a decision regarding the candidate they should transmit the results to JICA through the Embassy of Japan, Lusaka.

6) Then JICA will take action regarding the assignment of the candidate.

(ii) SUGGESTED that at the next meeting with the Deputy Vice-Chancellor the JICA Team should request clarification of the documents to be submitted with Form B₁ plus any other issues regarding appointment of the Japanese experts.

(iii) AGREED to obtain for the JICA Team from the UNZA Secretary, a set of the forms and other requirements for academic appointment.

1.3 CONFIRMED that the duration of an appointment on contract at UNZA is for either 2 or 4 years initially and that this was renewable.

1.4 (i) INFORMED that the recruitment of short-term experts is done through the Dean who supplies all details to the Deputy Vice-Chancellor who would issue the formal invitation and process the actual appointment of the short-term visitor.

(ii) AGREED that if the Japanese Experts know of someone that would assist/contribute to his subject this person may be proposed for appointment as a short-term visitor.

1.5 EXAMINATIONS - INFORMED that it was not common for short-term visitors to be involved in the actual examination process.

1.6 Accommodation of Experts

(i) ACCEPTED the concern expressed by the JICA Team regarding the accommodation for the Experts.

(ii) SUGGESTED that the coordinator arrive well before the Experts

to familiarize himself with the situation here and be in a better position to help the Japanese Experts to settle down on their arrival.

(iii) AGREED to bring up the accommodation issue in the next meeting with the Deputy Vice-Chancellor.

2. TECHNICAL STAFF

2.1 INFORMED that the School has one Chief Technician in Biomedical Sciences.

2.2 (i) ALSO INFORMED that UNZA had advertised in Zambia 10 months ago for Technical Staff and were unable to attract anyone above the Technician level.

(ii) Advertisement in Britain had resulted in only 1 Technician applying.

(iii) UNZA has recruited 2 Technicians and 2 Junior Technicians

(iv) Readvertised again 2 months ago and received a better response:

4 Chief Technicians had applied

13 Senior Technicians had applied

30 Technicians had applied

2.3 CONFIRMED that the problems faced over the recruitment of Technical Staff include the following:

(i) that Veterinary Technicians are usually recruited from allied fields such as Agriculture and Medicine meaning that inservice veterinary training will probably be necessary.

(ii) uncertainty of the numbers of Technical Staff that should be recruited now due to existing facilities.

(iii) any appointments should be made in view of the final structure and establishment of the School to ensure that not all Technical Staff recruited are in the same specialization.

2.4 INFORMED that it was hoped that there would be one Chief Technician for each of the 4 Departments and one overall Chief Technician to attend to administrative matters, control of the stores etc.

2.5 Japanese Volunteers

2.5.1 CONFIRMED that it was hoped that the recruitment of Japanese Volunteers would assist to fill in some of the gaps that may be faced in acquiring permanent Technical Staff AND in this regard the Volunteers would be involved in:-

- (i) setting up the practical sessions and teaching/ demonstrating in these sessions
- (ii) maintaining equipment and instruments
- (iii) assisting with research

2.5.2 INFORMED that currently in Zambia there are 60 Japanese Volunteers and only 7 of these are in veterinary service. (6 of these are in the Department of Veterinary and Tsetse Control Services and 1 is in Veterinary Education and Vocational Department).

2.5.3 ALSO INFORMED that JOCV Lusaka Office planned to extend the number of Volunteers for Veterinary Services to 10 which meant that the total number UNZA could expect for the School would be 3.

2.5.4 INFORMED that as the Volunteers would fill some of the roles of what UNZA describes as Technicians and as these would be young veterinary graduates it would take time to recruit them.

2.5.5 NOTED that as the Volunteers are recruited by JOCV and this is different to Project type Technical Cooperation it would not be possible for the Experts to bring Volunteers with them.

2.5.6 AGREED to assign the Volunteers as teaching assistants (academic staff) to assist lecturers and as technicians to assist field workers.

2.5.7 AGREED that UNZA should submit a request through JOCV Lusaka for 3 Volunteers.

INFORMED that it would take 10 months after the request is received in Japan for these Volunteers to arrive in Zambia. SUGGESTED that UNZA contact the JOCV Resident Representative Mr. Yanaguchi on this matter.

3. EQUIPMENT

- 3.1 INFORMED that the total of equipment and materials comes to ¥ 30 million including freight and insurance.
- 3.2 CONFIRMED that the list for the purchase and procurement of equipment from the Special Grant had been received.
- 3.3 AGREED that as the Special Grant had not been fully utilized that an additional list may be provided. ALSO AGREED that a list for Biochemical materials (Item 122) may be added as at the time the list was being made the School was unable to specify the requirements.
- 3.4. CONFIRMED that JICA would consider other equipment such as teaching aids, office equipment, printing equipment and a word processor.
- 3.5 INFORMED that there would be no problem if some items of equipment are duplicated but that it was necessary to submit a formal request.

4. FUTURE MEETING

4.1 AGREED to meet again on January 22, 1985 at 14.00 hours in the School of Mines to:-

- (i) provide a supplementary list of equipment
- (ii) to confirm the mutual understanding of matters discussed
- (iii) to finalise/clarify any matters discussed during the visit of the JICA Team.

4.2 INFORMED that the appointment for the signing ceremony of the Record of Discussions at NCDP still has to be confirmed.

5. CURRICULUM

5.1 EXPLAINED that although the School could give a broad outline of the curriculum components it felt that details could not be

worked out by the handful of staff currently in post. FURTHER EXPLAINED that the School would like to maintain flexibility in committing itself to details of the curriculum so that it could benefit from contributions of the various experts and academic staff when they are here

- 5.2 In this regard AGREED that the School would provide the JICA Team with a draft note which would outline curriculum components, Academic Staff Assignments and the Departments.

6. OCCUPANCY OF THE BUILDING

CONFIRMED that the new buildings could not be occupied before they have been formally handed over to the Zambian Government even if they were completed prior to February 1986.

There being no further business the meeting was closed at 12.15 hours.

January 18, 1985

THE UNIVERSITY OF ZAMBIA

RECORD OF 3RD DAY'S MEETINGS BETWEEN THE JICA IMPLEMENTATION SURVEY TEAM AND UNZA ON THE VETERINARY EDUCATION PROJECT

DATE: January 18, 1985

TIME: 14.30 Hours

VENUE: UNZA, Senate Committee Room 'A'

PRESENT:

JICA TEAM

Prof. M. Ogata
Prof. Y. Fujimoto
Prof. T. Kumagai
Mr. K. Yasuoka
Mr. H. Ono

UNZA TEAM

Prof. B. Mweene
Prof. R.P. Lee

IN ATTENDANCE

Mr. T. Miyakawa - from Japanese Embassy, Lusaka
Ms. J.M.F. Calder - Rapporteur for meetings (Vice Chancellor's Office)

The Deputy Vice Chancellor commenced the meeting at 14.30 hours and informed the JICA Team of the arrangements made for their week-end trip.

1. LAND ALLOCATION FOR THE SCHOOL OF VETERINARY MEDICINE

- 1.1 CONFIRMED that 13.5 hectares had been allocated for the School at UNZA's Lusaka Campus with a possibility of additional land space being available for the School on the UNZA Farm.
- 1.2 AGREED to include this information in the Record of Discussions document.

2. LEAVE

- 2.1 DISCUSSED matters related to leave (vacational and terminal) for academic staff. PROVIDED the JICA Team with a copy of UNZA's Terms and Conditions of Service and other relevant forms regarding appointment at UNZA.

2.2 The JICA Team AGREED to send UNZA a copy of their Terms and Conditions of Service.

2.3 FURTHER AGREED that study of the two Terms of Service (JICA's and UNZA's) would be made to harmonize the contracts.

3. SCHEDULE OF ARRIVALS OF JAPANESE EXPERTS

3.1 AGREED that MR. TERAMURA, the Coordinator, should come to Zambia before the other Japanese Experts to familiarize himself with the situation here and so be of maximum assistance to the Japanese Experts when they arrive.

3.2 AGREED to the following schedule of arrivals:-

- 1) Mr. Teramura - early May 1985 (He is married but uncertainty as to whether his wife will accompany him.)
- 2) Prof. Ishitani - August 1985 (To be accompanied by his wife.)
- 3) Prof. Shimizu - August 1985 (single)
- 4) Dr. Hirota - August 1985 (single)
- 5) Dr. Kitaoka - August 1985 (To be accompanied by his wife.)
- 6) Dr. Tada - August 1985 (To be accompanied by his wife and daughter.)

NOTE: At a subsequent meeting INFORMED that JICA might send a liaison officer in addition to the Co-ordinator.

5. ACCOMMODATION FOR JAPANESE EXPERTS

4.1 INFORMED that UNZA has a variety of accommodation on and near the Campus and in various parts of the city, but that there was currently a critical shortage of housing accommodation.

4.2 ALSO INFORMED that UNZA normally provides the following with their houses/apartments:-

- an electric cooker
- basic hard furniture (tables, chairs, a lounge suite, book shelves)
- beds and mattresses

4.3 SUGGESTED that those who will be coming bring with them the following:-

- household and kitchen utensils

- soft furnishings (curtains, blankets, sheets, pillows)
- carpets
- a refrigerator/freezer

4.4 AGREED, in order to give the JICA Team a better picture about UNZA accommodation, that the Team would be shown some of the UNZA properties on Monday afternoon on their return from Mazabuka.

4.5 INFORMED that the JICA Team would indicate preference, if any, of possible accommodation for the Japanese Experts after they had seen a few UNZA houses/apartments.

4.6.1 FURTHER INFORMED, to perhaps simply the housing issue, that UNZA would be prepared to allocate 6 or 7 houses specifically for JICA personnel.

4.6.2 NOTED UNZA's preparedness to allocate houses specifically for JICA but INFORMED that acceptance of such an arrangement would have to be discussed by JICA in Tokyo. NOTED also that the procurement of refrigerators either by individual experts or JICA would have to be discussed in Japan.

4.7 DISCUSSED the possible accommodation arrangements for short term experts. The following possibilities were suggested but no commitment made on any of them:-

- 1) Hotel or motel accommodation
- 2) JICA rent a furnished house for them (informed that at the moment this would not be possible.)
- 3) Rooms be reserved for the short term experts when the Students Hostels are constructed.

4.8 NOTED was request that UNZA try to find suitable (secure) accommodation for the Japanese experts. ACCEPTED that the satisfaction of the first group would make it easier to attract future experts for the School.

5. TRANSPORTATION

5.1 INFORMED that it was recommended that long term experts should bring their own vehicles.

5.2 NOTED that short term experts would have access to the JICA vehicle.

6. PROCEDURE FOR APPOINTMENT OF JAPANESE EXPERTS

6.1 INFORMED of the procedure that would be followed for the recruitment of a JICA Expert:-

- 1) Form A1 will be completed by Zambia
- 2) The Japanese will reply on Form B1 with JICA's Personal History Form.
- 3) Zambia will respond
- 4) After Japan receives formal approval of the candidate then a departure date will be arranged.

6.2 SUGGESTED that referees reports required by UNZA for academic appointment should be unnecessary as the Japanese candidates would be selected by the Japanese Supporting Committee chaired by Professor Ogata.

6.3 AGREED to the procedure outlined for selecting a JICA Experts and ACCEPTED the suggestion to do away with referees reports provided UNZA receives a letter from the Japanese Supporting Committee recommending the candidate.

6.4 AGREED to find out whether documents such as birth certificate, marriage certificate, professional/educational documents are required for obtaining a Work Permit when a formal agreement between two Governments had been signed. INFORMED that the reason for a Work Permit related to the Zambianization policy. The Government would approve the employment of a person from outside the country after ensuring there is no Zambian available to do that work.

7. INFORMED that the date and time of the Signing Ceremony will be confirmed after the JICA Team has paid a courtesy call to NCDP.

There being no further business the meeting was closed at 16.15 hours.

January 18, 1985

THE UNIVERSITY OF ZAMBIA

APPENDIX A

JAPAN INTERNATIONAL COOPERATION AGENCY (JICA) TEAM

- Professor M. Ogata - Team Leader
Faculty of Veterinary Medicine,
Azabu University - President, the Japanese Society
of Veterinary Science.
- Professor Y. Fujimoto - Faculty of Veterinary Medicine, Hokkaido University.
- Professor T. Kumagai - Faculty of Agriculture, Tokyo University of Agriculture and Technology.
- Mr. K. Yasuoka - Head, International Affairs Office, Division of
General Affairs, Hokkaido University.
- Mr. H. Ono - Head, Livestock Development Division, Agricultural
Development, Japan International Cooperation Agency.
- Mr. T. Miyakawa - Accompanying the JICA Team - Embassy of Japan,
Lusaka.

UNIVERSITY OF ZAMBIA TEAM

- Professor B. Mweene - Deputy Vice Chancellor, University of Zambia
- Professor R.P. Lee - Inaugural Dean, School of Veterinary Medicine, UNZA
- Dr. M.N. Shandomo - Coordinator and Lecturer, School of Veterinary
Medicine, UNZA
- Ms. J.M.F. Calder - Rapporteur for meetings - Office of the Vice
Chancellor, UNZA

ATTENDED OF THE MEETING

- Mr. Chundu - from National Commission for Development Planning
- Mr. R.V.J. Griffin - Chief Technician, School of Veterinary Medicine,
UNZA.

THE UNIVERSITY OF ZAMBIA

APPENDIX B

TENTATIVE ITINERARY OF JICA TEAM VISITING ZAMBIA FROM JANUARY 15, 1985 - JANUARY 24, 1985

- 15th January - Team arrives in Lusaka
(Tuesday)
- 16th January - 08.30 hours: Visit to Ministry of Agriculture and Water
(Wednesday) Development (Director Veterinary and Tsetse Control)
- 09.30 hours: Meeting with UNZA authorities in Senate
Committee Room 'A'
- 14.30 hours: Tour of Campus and on site visit to School of
Veterinary Medicine buildings accompanied by
Professor Mweene, Deputy Vice Chancellor,
Professor Lee and Dr. Shandomo of the School
of Veterinary Medicine.
- 17th January - 09.30 hours: Meeting of UNZA to discuss the Record of
(Thursday) Discussions document.
- 18th January - 09.30 hours: Meeting at UNZA
(Friday)
- afternoon : Continuation of meeting at UNZA
- 16.00 hours: Courtesy call to NCPP
- evening : Reception dinner of UNZA
- 19th January - 08.00 hours: Leave Hotel by Land Rover for Itezhi Tezhi
(Saturday) National Park
- lunch : Arrive ZESCO Guest House and have lunch there.
- afternoon : Tour of Park with a Guide provided by ZESCO.
- evening : Return to ZESCO Guest House for dinner and
for the night.
- 20th January - morning : Further tour of the Park
(Sunday)
- lunch : at ZESCO Guest House
- afternoon : Return by Land Rover to Lusaka
- 21st January - 08.20 hours: Leave Hotel by Land Rover for Mazabuka
(Monday)
- 10.00 hours: Observation tour of Mazabuka Veterinary
Station

- lunch : in Mazabuka
- afternoon : Return by Land Rover to Lusaka
- 16.30 hours: Tour of some UNZA housing accommodation
- 22nd January (Tuesday) - 08.45 hours: Leave Hotel by Land Rover for visit to Balmoral, Central Veterinary Research Institute.
- 09.30 hours: Arrive at Balmoral for observation visit
- lunch : Return to Hotel for lunch
- 14.00 hours: Meeting at UNZA
- 16.00 hours: Signing ceremony of Record of Discussions at NCDP
- evening : Reception dinner of JICA
- 23rd January (Wednesday) - No commitments made for this day
- 24th January (Thursday) - JICA Team leaves Zambia

January 16, 1985

付属資料2

GENERAL INFORMATION ON THE SCHOOL OF

VETERINARY MEDICINE OF THE

UNIVERSITY OF ZAMBIA

LUSAKA

JANUARY, 1985

GENERAL INFORMATION ON THE SCHOOL OF VETERINARY
MEDICINE OF THE UNIVERSITY OF ZAMBIA AT LUSAKA

INTRODUCTION

The University of Zambia was established in 1965. From the outset it has maintained a strong vocational bias in the provision of its programmes of studies and degrees. As presently constituted it exists in two locations, in Lusaka and in Kitwe. It is organised on a School system and presently has eleven Schools - Natural Sciences, Mines, Engineering, Environmental Studies, Agricultural Sciences, Medicine, Veterinary Medicine, Humanities and Social Sciences, Education, Law and Business and Industrial Studies.

It also has a centre for Continuing Education which provides opportunities for further education programmes for adults and which brings the University to the people through the seminars, workshops, lecture courses and conferences that it organises in various parts of the country. The University has four research wings: the Institute for African Studies, the Rural Development Studies Bureau, the Institute for Human Relations and the Educational Research Bureau.

From the time of its establishment in 1965 to 1983 the University has awarded 5,841 undergraduate degrees of which 3,614 were in humanities-based areas and 2,227 in scientific and technological fields. The desire of the University to respond to identified national needs, and the flexibility of its system in enabling it to do so, is shown by the recent introduction of degree programmes in Telecommunications, Land Surveying, Manpower Planning and now Veterinary Medicine.

The School of Veterinary Medicine

1. The Need for Veterinarians

In 1979 the Food and Agriculture Organisation of the United Nations despatched an Identification Mission to consider veterinary training in Southern Africa. The Mission reported that:

The animal health situation is generally characterized by the existence of a variety of infectious and parasitic diseases, of which many are transmitted through vectors. In addition to these, there are those disease conditions that have their origin in the environment, whether it be various forms of malnutrition or other forms of poor management. Often, there is also a combination of infectious and parasitic diseases and environmentally conditioned diseases, the former often thriving where management is poor.

All the countries visited have developed organisational structures to cater for the control of the most infectious diseases particularly foot-and-mouth disease, and vaccination is commonly practised against many major diseases. Animal health organisations are based on a small cadre of professional level veterinarians supported by a large cadre of animal health assistants and these can control only the major infectious diseases. Preventive measures on a herd and flock basis, for the improvement of production and management and the individual treatment of valuable animals, are therefore very

limited, mostly non-existent. The practice of eating the flesh of animals which have died from disease is common. This represents a hazard for human health because of the many zoonoses present, especially anthrax. The veterinary manpower situation is thus highly unsatisfactory.

Within the wider region of Southern Africa Zambia itself is a very large country of 752,618 sq.km though it has only some 2 million cattle, 300,000 goats, 32,000 sheep and 200,000 pigs, despite favourable climatic conditions and other natural resources which provide an unlimited potential for the development of the livestock industry. One of the principal obstacles to its development is the animal health situation referred to above.

The veterinary resources available to deal with these problems in Zambia are inadequate. For example, in 1982 there were 70 veterinarians in the entire country, of whom only 8 were Zambian nationals.

2. The Development of the New School

In 1982 the Government of Japan, in response to a request from the Government of Zambia, undertook to build and equip a Veterinary School on the Lusaka Campus adjacent to the School of Agricultural Sciences. Construction began in February 1984 and was scheduled to be completed in March 1986 but the undertaking is already two months ahead of schedule.

When the project is completed it will cover a total floor area of 12,839 metres. The cost will be the equivalent of approximately 12 million U.S. dollars, at present exchange rates.

3. The Academic Programme

The teaching programme will take six years and lead to the award of the degree of Bachelor of Veterinary Medicine. During the First Year the basic subjects of chemistry, physics, biology and mathematics are studied in the School of Natural Sciences. Student who achieve satisfactory results at the end of the first year compete for admission to the Veterinary programme. The Second Year is devoted to further studies in the basic sciences and to introductory animal science, veterinary anatomy and veterinary physiology. The Third Year is concerned exclusively with physiology and biochemistry; gross anatomy including histology and embryology; and animal nutrition.

The teaching of the paraclinical subjects of pathology, immunology, parasitology and microbiology and of pharmacology and animal production will begin in October 1985 during the fourth year of studies. The two subsequent years will be devoted to clinical studies and disease control embracing such subjects as clinical medicine, toxicology, therapeutics and clinical pathology; surgery, anaesthesiology and radiology; diseases of reproduction and obstetrics; epidemiology; the economics of animal production and disease control systems; preventive medicine, veterinary public health and food hygiene, veterinary jurisprudence; and extension administration.

4. Administrative Arrangements

The present arrangements are to have four Departments. A Department of Biomedical Sciences will be responsible for the teaching of physiology, biochemistry, gross anatomy, histology and embryology to Second and Third Year Students. It will also have on its staff the teachers of pharmacology though that subject will be taught in the Fourth Year. The School of Agricultural Sciences will be responsible for the teaching of animal nutrition to Third Year students.

A Department of Pathology, Parasitology and Microbiology will teach these subjects, as well as immunology to the Fourth Year. The Departments of Clinical Studies and Disease Control will be responsible for the teaching in the Fifth and Sixth Year with service teaching by the School of Agricultural Sciences. As successive Departments are established the development of programmes of integrated teaching will be encouraged.

5. Staffing

The initial establishment of academic staff will consist of a Dean, 4 Professors, 11 Associate Professors, 15 Senior Lecturers and Lecturers. Their allocation to Departments is shown in the following table:

Allocation of Academic Staff

<u>Department</u>	<u>Prof.</u>	<u>Assoc. Prof.</u>	<u>Sen. Lecturers/ Lecturers</u>	<u>Total</u>
Biomedical Sciences	1	3	4	8
Pathology, Parasitology & Microbiology.	1	2	3	8
Clinical Studies	1	3	4	8
Disease Control	1	3	4	8

In addition there will be 5 Chief Technicians (1 in each of the four departments and 1 for Central Services), 9 Senior Technicians, 15 Technicians, 1 Pharmacist, 1 Radiologist, 2 Administrative Officers, 9 Secretaries and 36 other categories of support staff.

During the early years of development it is intended to augment the academic staff establishment with visiting professors, lecturers, and technicians on short term assignments.

6. Student Intake

In the present academic session (1984/85) there are 19 students in Second Year and 13 in Third Year. As the school develops the intake will be increased to a level likely to result eventually in an output of 30 graduates per year. Provision is also being made to accommodate 28 graduate students so that, eventually, up to 12 may complete advanced training each year.

7. Interim Accommodation

Until the School's own buildings become available for occupation early in 1986 Second Year students are being taught in the School of Agricultural Sciences while the staff and students of the Third Year are accommodated in the School of Mines. Through the co-operation of the Ministry of Agriculture and Water Development, facilities at the Central Veterinary Institute at Balmoral are being used for the teaching of practical anatomy during the 1984/85 academic session.

8. Openings for Personnel from Ireland

During 1985 it is hoped that HEDCO, Kildress House, Pembroke Row, Dublin 2 will be supporting the employment on a contract basis of a lecturer or lecturers in one or more of the following subjects:

- (a) veterinary anatomy
- (b) veterinary microbiology
- (c) veterinary clinical pathology

The person or persons appointed will be required to take up duty in time to participate in the courses of the academic session scheduled to begin in October, 1985.

HEDCO is also providing funds during 1985 to facilitate the secondment of academic staff from universities, institutes and government departments in Ireland for teaching assignments of about three months duration. Openings for short term assignments during the 1985/86 academic session are more likely to be in the fields of histology, microbiology and pharmacology but the situation could change as the current programme for the recruitment of permanent and contract staff progresses. Therefore, enquiries from persons interested in other biomedical and para-clinical fields are invited. There may also be openings for technical staff on contract or on short term assignments in the latter fields.

By the beginning of the 1985/86 academic sessions it is expected that there will be a strong contingent of staff from Japan participating in the teaching of the subjects of pathology, immunology, microbiology and parasitology. There are already staff members in-post, and others in the process of being

appointed, from several African and European countries. Consequently, the openings likely to occur during the 1985/86 academic session provide a stimulating opportunity for visiting teachers to participate with colleagues drawn from different professional traditions and diverse cultural backgrounds in developing a new and important centre for veterinary education.

For the moment visitors will be required to contribute almost exclusively to the teaching of the undergraduate courses and to the general development of the School. However, the physical facilities now being developed will eventually provide excellent opportunities for research on many fascinating problems currently inhibiting the development of Zambia's livestock industry.

Further particulars may be obtained from:

Professor R.P. Lee
Dean, School of Veterinary Medicine
University of Zambia
P.O. Box 32379
LUSAKA
ZAMBIA

The University of Zambia, Calendar 1983/84 (拔粹)
OFFICERS OF THE UNIVERSITY*

Chancellor:	His Excellency Dr. Kenneth David Kaunda, Hon. LLD Fordham, N.U.I., Sus., Windsor, York (U.K.), Compostella, Morehouse, Humboldt and Zambia.
Chairman of Council: (Acting)	Mr. I.M. Muchangwe, BSc Rhodes, Dipl Agric Fort Hare, DTA W.I.
Vice Chancellor:	Dr. J.M. Mwanza, MA Muenster, PhD C'nell.
Deputy Vice-Chancellor:	Professor B.F. Mweene, MSc PhD Birm., BSc
University Secretary:	Dr. V.G. Nyirenda, NSW Yeshiva, DSW Calif., Dipl SW
Financial Controller:	Mr. M. Samutumwa, IPFA, MBIM
Chief Librarian: (Acting)	Mr. D.O. Bampoe, BA Lond., FLA
Planning Officer:	Mr. R.C. Mulenga, BA Hampton, MA Chic.
University Architect:	Mr. J.B. Baxi, Dip Arch Bom.
University Artist:	Mr. H. Tayali, BA Mak., MFA Duesseldorf

THE UNIVERSITY AT LUSAKA

Principal:	Professor K. Mwauluka, BSc Lond., PhD Cant.
Deputy Principal:	vacant
Registrar:	Mr. J.D. Zulu, Dipl Adult Ed, MEd Manc., BA
Deputy Registrar:	Mr. W.P. Bowa, MA Leeds, BA
Senior Assistant Registrars:	Mr. M. Kashewe, LLB Mrs. Tangu M. Mazaba, BA
Bursar:	Mr. S.J. Patel, FCCA, MBIM
Librarian:	Dr. Mwachalimba, MSLS Syr., DLIS Calif., BALS
Dean of Students:	Mr. R.O. Kapopo, Dip Urb Soc Devel Inst. Soc. Stud. (The Hague), BSW
Medical Officer:	Dr. A.D. Patel, MB BS Bda.

Resident Engineer: Mr. B. Chiweza, HND

THE UNIVERSITY AT NDOLA

Principal: Professor M.E. Kashoki, BA Colgate, MA Mich. State

Deputy Principal: vacant

Registrar: Mr. C.M. Muyangana, BA N. Carolina, MA Col.

Senior Assistant Registrars: Mr. C.P.A. Banda, MSc Bath, BA

Mr. F.S. Muyunda, BA Dip MAP

Deputy Bursar: Mr. P. Kibaya, FCCA

Librarian: Dr. M.C. Lundu, MSLS Case W. Reserve, PhD Sheff. BA

Dean of Students: Mr. G.L. Chokani, BA

DEANS OF SCHOOLS

Agricultural Sciences: Dr. S. Ochetim MSc Mak., PhD Sask

Business & Industrial Studies: Dr. J.M. Tembo, MBA McM., PhD N.U.I., BA

Education: Dr. P.M. Haamujompa, MEd Indiana, MEd EdD Col., BA

Engineering: Dr. F.D. Yamba, MSc Moscow, PhD Leeds

Environmental Studies: Professor H. Schmetzer, Dip Ing Berlin,
Dip Trop Arch Lond.

Humanities & Social Sciences: Dr. C.J.J. Mphaisha, MPA PhD Pitt., BA

Law: Dr. J.L. Kanganja, PhD Lond., LL.M.

Medicine: Professor G. Chintu, MD Tor., FRCP Can

Mines: Dr. E.H. Jere, BSc Rutgers, MSc PhD Lehigh

Natural Sciences: Professor M.N. Siamwiza, BA Bowdoin, MSc PhD M.I.T.

Veterinary Medicine: Dr. N.N. Shandomo, BVSc E. Af.,
Dr. Vet Med Vienna, MSc Edin., (Coordinator)

DIRECTORS OF CENTRES, RESEARCH BUREAUX AND INSTITUTES

Centre for Arts: Dr. M.I. Mapoma, MA PhD Calif.

Centre for Continuing Education (Acting): Dr. J.E. Nyirenda, MSc PhD Syr., BA

Computer Centre: Mr. J. Muonga, MSc Aston, BSc

Educational Research Bureau: Professor L.P. Tembo, MA Otago, Dip TESL Well., DED Col.

Institute for African Studies: Dr. S. Moyo, MA Calif. & Wis., BA

Institute of Human Relations: Dr. N.L. Lifanu, MSW Wash. (Mo), PhD Brandeis, Disl SW

Kafue Basin Research Project: Professor G.W. Howard, BSc MAg Sc PhD Adel. (Chairman)

Rural Development Studies Bureau: Dr. J.T. Milimo, STL Greg., Dip Soc Anthropolitt DPhil Oxf.

Technology Development & Advisory Unit: Dr. W.T. Weerakoon, BEng Tokyo, MPhil Nott., PhD Brun. (Manager)

* Throughout the Calendar the style of citation for all personal entries follows that used in the Commonwealth Universities Yearbook.

THE UNIVERSITY OF ZAMBIA AT LUSAKA

SESSIONAL DATES 1983 - 1984

TERM I

Monday	10th October	Registration and Orientation of First Year Students
Friday	14th October	Registration of Returning Students
Monday	17th October	Classes commence
Monday	7th November	Late Registration
Friday	23rd December	Last Classes of the Term
Monday	26th December	Residential School begins
Saturday	7th January	Residential School ends

TERM II

Sunday	8th January	Students return
Monday	9th January	Classes resume
Friday	9th March	Last Classes of the Term

TERM III

Sunday	25th March	Students return
Monday	26th March	Classes resume
Friday	25th May	Last Classes of the Term
Monday	11th June	Examinations begin
Friday	29th June	Examinations end
Saturday	30th June	Beginning of the Long Vacation
Monday	20th August	Publication of Examination Results
Monday	10th September	Deferred and Supplementary Examinations

TERM I: 1984 - 1985

Monday	1st October	Registration and Orientation of First Year Students
Friday	5th October	Registration of Returning Students
Monday	8th October	Classes commence

COUNCIL, SENATE AND ACADEMIC BOARDS

MEMBERSHIP OF THE COUNCIL OF THE UNIVERSITY

Mr. I.H. Muchangwe	Chairman (Acting)
Dr. J.M. Mwanza	Vice-Chancellor
Professor B.F. Mweene	Deputy Vice-Chancellor
Professor M.E. Kashoki	Principal, Ndola
Professor K. Mwauluka	Principal, Lusaka
Professor W.J. Kamba	Vice-Chancellor, University of Zimbabwe
Mr. N. Kuhanga	Vice-Chancellor, University of Dar-es-Salaam
Mr. A.Z. Preston	Vice-Chancellor, University of the West Indies
Mr. F. Kazunga	Permanent Secretary, Ministry of Finance
Mr. N. Mukutu	Permanent Secretary, Ministry of Agriculture and Water Development
Mr. C.M. Sikazwe	Permanent Secretary, Ministry of Higher Education
Mr. M. de Beer	Principal, Zambia Institute of Technology
Miss M.S.R. Chungu	
Mr. R.M. Handahu	Lusaka Urban District Council
Mr. M. Kabwe	Representative of University Graduates
Mr. S. Masiye	
Mrs. S. Masaninga	
Mr. R.G. Miti	
Mrs. E. Mushiba	Ndola Urban District Council
Mr. S.S.S. Mwiinga	
Mr. J.B. Sakala	
Mr. S.B. Zukas	
Mr. V. Babikanyisa	University of Zambia at Ndola
Mr. C. Chibaye	University of Zambia at Lusaka
Dr. P.M. Haamujompa	University of Zambia at Lusaka
Mr. M.W. Mbikusita Lewanika	University of Zambia at Ndola
Dr. H. Mwachalimba	University of Zambia at Lusaka
Professor M.N. Siamwiza	University of Zambia at Lusaka
Mr. M. Lyamba	University of Zambia Workers' Union
Mr. S.J. Phiri	University of Zambia Workers' Union
Mr. W.M. Walele	University of Zambia Workers' Union

Vacant

Representatives from the National Assembly (2)

Representatives from the Party (2)

Representatives of the University of Zambia Students' Union (3)

COMMITTEES OF COUNCIL

Terms of Reference and Composition

APPOINTMENTS COMMITTEE

Terms of Reference:

1. to appoint, on behalf of the University Council, all academic and senior administrative staff of the University;
2. to recommend to the Executive Committee changes in the Terms and Conditions of Service;
3. to perform such other functions as may be referred to it from time to time by the Council or the Vice-Chancellor.

Composition:

1. For the appointment of all Lecturers, Research Fellows and Senior Staff:

Vice-Chancellor

Deputy Vice-Chancellor

Principals

Registrars

Dean/Director of the School/Institute presenting candidate(s) for appointment

University Secretary (Secretary)

2. For the appointment of Professors and Associate Professors:

Chairman of Council

Vice-Chancellor

Deputy Vice-Chancellor

Principals

Registrars

Dean/Director of the School/Institute presenting candidate(s) for appointment

University Secretary (Secretary)

THE UNIVERSITY OF ZAMBIA
A SUMMARY OF TERMS AND CONDITIONS OF SERVICE
OFFERED TO ACADEMIC STAFF

NOTE:

This summary serves only as an indication of the main terms and conditions of service for persons offered employment as members of the academic staff of the University. It must not be construed as an offer of employment or as a contract offered to any person by the Council of the University. Should there be any conflict or variance between the contents of this Summary and those of the Terms and Conditions of Service, the latter shall prevail.

GENERAL:

All members of staff are required to assist in the organisation and provision of courses related to their subject provided by the University's Extension Services, including correspondence Studies, evening and part time courses and extra mural studies.

BASIC SALARY SCALES (per annum)

ACADEMIC STAFF (ACS)

ACS. 1. Professor	K14208/15108/16008
ACS. 2. Associate Professor	K12480/13200/13920
ACS. 3. Senior Lecturer	K10500/10980/11460/11940/12420
ACS. 4. Lecturer Grade I	K10056/10380/10740/11100/11460
ACS. 5. Lecturer Grade II	K8400/8640/8880/9120/9360/9600
ACS. 6. Lecturer Grade III	K7584/7788/7992/8196

CONTRACT APPOINTMENT:

All non-Zambian members of staff will be appointed on contract initially from two to four years' duration.

LOCAL STAFF:

A Zambian member of staff will be appointed normally on permanent appointment. He shall be retired at the end of the calendar year in which he has attained the age of sixty years, but by special permission of the University, an appointment may be extended for further periods until, but not after, the member concerned has attained the age of sixty-five years.

SUPERANNUATION/TERMINAL GRATUITY:

The University operates a contributory Superannuation Scheme comparable with F.S.S.U., contributions being 5% of salary by the member of staff and 10% by the Council. Any previous comparable superannuation policies held by a member of staff can be assigned to the University which shall maintain them.

A member of staff on contract for a term of less than two years may choose not to join the Scheme and receive the terminal gratuity equivalent to 10% of his basic salary.

A member of staff on contract for a term of two years may choose not to join the Scheme and receive a terminal gratuity on the higher scale as set below or if he joins the Scheme receive terminal gratuity on the lower scale as set below, calculated in accordance with the rates in force:

<u>HIGHER SCALE</u>		<u>LOWER SCALE</u>
<u>Non-Members of the Scheme</u>		<u>Members of the Scheme</u>
First year's salary	20%	10%
Second year's salary	25%	15%
Third year's salary	30%	20%

The qualifying period of service for payment of the gratuity is two years, but periods of service prior to the implementation date, is 1st May, 1971, will count towards the minimum qualifying period for the gratuity and also to the percentage rate to be applied. Gratuity earned will be paid only on the termination of service.

RESIDENTIAL ACCOMMODATION:

On arrival, a member of staff will be allocated a University house if and when available or will be given a housing allowance to enable him to arrange his own accommodation. The present rate of the allowance is K300.00 per month. The rent payable by a member of staff who occupies a University house varies from K168.00 to K624.00 per annum.

University quarters are provided with hard furniture and stove. Soft furnishings are not provided.

The rent does not include charge for electricity, water or telephone which are payable by the tenant. The tenant will not, however, be called upon to pay rates nor for sewage or refuse removal.

HOUSING ALLOWANCE:

- (a) A housing allowance of between K20.00 to K300.00 per month depending on the value of the house shall be paid to:
 - (i) a member of staff who owns, and occupies and continues to occupy his own house;
 - (ii) on production of documentary evidence to the Registrar that he is the owner and occupy his own house.
- (b) On the receipt of a housing allowance the member of staff shall not be entitled to allocation of University quarters so long as he continues to receive that allowance.
- (c) The Housing Allowance will be paid monthly with salary, but will be non-superannuable.
- (d) An officer, who has been assisted by the University under the Home Ownership Scheme cannot request the provision of residential accommodation.

LONG-LEAVE:

(a) Permanent Appointment

- (i) A member of staff shall be eligible for 90 days Long Leave in respect of each two year period of service.
- (ii) Service for a continuous period of less than twenty-one months from the date of commencement of duty or from the end of the member of staff's last Long Leave shall carry no entitlement to Long Leave.
- (iii) On the authority of the Vice-Chancellor and on completion of every four years' service a member of staff on permanent appointment may be provided with return passages for himself and his wife to enable him to visit any country in or outside Africa for the purposes of making professional contacts. Provided that the cost of passages granted shall not exceed such amount as the Council shall from time to time determine.

(b) Contract Appointment

- (iv) A member of staff serving on a contract of less than two years duration shall not be eligible for Long Leave.

- (v) A member of staff serving on a contract of two years' duration shall be eligible for 90 days' terminal leave, which may be taken after 21 months' where his last month to complete a full two year's service would fall within the Long Vacation.
- (vi) A member of staff serving on a contract of three year's duration shall be eligible for 90 days' Long Leave in respect of the first two-year period of the contract (including Long Leave), and terminal leave at the rate of 3 days for each completed month of service in excess of two years.
- (vii) A member of staff serving on a contract of four years' duration shall be eligible for 90 days' Long Leave in respect of each two-year period of the contract (including Long Leave) and the second of these shall be terminal leave.
- (viii) A member of staff serving on a contract of five years' duration shall be eligible for 90 days' Long Leave in respect of each two-year period plus terminal leave at the rate of 3 days for each completed month of service in excess of four years.
- (ix) Terminal leave can either be taken immediately preceding the end of the contract or be commuted for cash at the end of the contract at the discretion of the Vice-Chancellor.

GENERAL:

- (x) The dates of Long Leave for each member of staff shall be approved by the Vice-Chancellor. Unless otherwise determined by the Vice-Chancellor, Long Leave for members of staff on permanent terms and for members of staff on contract appointment of two years or more shall be taken during every second Long Vacation after the commencement of the appointment.
- (xi) Any member of staff whose Long Leave is due and who is not specifically required by the Vice-Chancellor to remain at the University, shall forfeit any leave not taken. In other words, leave not taken under these circumstances shall not be commuted for cash.
- (xii) At the discretion of the Vice-Chancellor, periods of Long Leave, or Long and terminal leave, or Long Leave and Study Leave, if granted, may be combined.

- (xiii) The Vice-Chancellor may in exceptional circumstances require a member of staff to return before the end of his Long Leave entitlement. In such cases the balance of Long Leave not taken shall be commuted.
- (xiv) For the purpose of these regulations, passages on Long Leave shall be provided to an from a member of staff's home as defined in his letter of appointment.

STUDY LEAVE:

- (i) A member of staff may apply for Study Leave immediately preceding or following the completion of four years' service. This may be granted at the discretion by the Vice-Chancellor.
- (ii) Study Leave will normally be of the duration of three months immediately preceding or following Long Leave, and shall be on full pay. It will be granted only if the member of staff is returning to the University for at least nine months after the period of Study Leave.
- (iii) Applications for Study Leave shall set out in detail the course of study proposed; the duration of leave requested; and the financial assistance received from other sources. Applications shall be sent to the Registrar through the Dean of the School and Head of Subject concerned.

SICK LEAVE:

After a member of staff has completed one year's service he may be granted sick leave on full pay for periods of up to a total of six calendar months. After a total period of six months' sick leave the Council may in its discretion grant sick leave on half salary for further periods totalling not more than six calendar months, subject to a second medical opinion.

For a member of staff with less than one year's service paid sick leave may be granted at the discretion of the Council to the extent of not more than one half of the total amount of his active service.

TRAVEL AND TRANSPORT ASSISTANCE:

(a) On appointment

- (i) Free fares for appointees, wife and dependent minor children, up to a maximum of four, from his place of recruitment, and an allowance of up to a maximum of K800.00 against actual expenditure for the transport of his personal and household effects and for a married woman member of staff up to K400.00.

- (ii) If the appointee resigns before the expiration of two years in the case of a Zambian and the contract period in the case of a non-Zambian from the date of his appointment (for reasons other than ill-health as certified by a doctor appointed by the University) he may be required to refund to the University such portion of the cost of fares provided for him and his family of allowances for the transport of effects and of any installation grant as is proportionate to the unexpired portion of the two years or of the contract period.

(b) On Termination of Appointment:

On retirement or on the proper completion of his contract or on termination of appointment on medical grounds, a member of staff shall be entitled to free fares for himself, his wife and minor dependent children, up to a maximum of four to the place of his next appointment or retirement, or to his home, whichever cost the less and also to an allowance of up to a maximum of K800.00 against actual expenditure for transport of his personal and household effects. (K400.00 for a married woman member of staff).

(c) On Long Leave:

A member of staff going on approved home leave shall be entitled to return fares for himself, his wife and minor dependent children up to a maximum of four, and a baggage allowance, 20 kilos in excess of the ticket allowance (10 kilos for a married woman member of staff).

TRAVEL AND TRANSPORT ASSISTANCE:

(d) On Study Leave

A member of staff who has been granted Study Leave shall be entitled to a return passage for himself and his wife, plus the cost of one additional adult passage in respect of transport of his children, to and from the approved Study Leave destination. He shall also be entitled to 20 kilos of excess baggage.

(e) General Conditions as to Travel and Transport Allowance

- (i) When the Council pays or contributes to the cost of fares or transport it shall be against actual expenditure and the Council shall decide the rates and route and whether the travel or transport shall be by sea, air or land. The Council's contribution shall not exceed the cost of economy air fares by the most direct route.
- (ii) A member of staff shall disclose to the Council any assistance towards fares or transport costs received from any other source and the Council may reduce the benefits herein set out by the amount of any such assistance.

CHILDREN'S ALLOWANCES AND EDUCATION TRAVEL GRANTS:

(i) Children's Allowance

A contract member of staff is entitled to receive for each minor dependent child, up to an aggregate of four, an allowance of K100.00 per annum for children resident in Zambia.

(ii) Children's Educational Allowance

A member of staff on contract appointment will be eligible for an educational allowance, at rates determined by Council from time to time, the current rates being up to K400.00 per child, in respect of those dependent children, within the aggregate of four, attending school overseas, less amount of any corresponding allowance from any other sources. This allowance is payable only in reimbursement of school fees paid by the member of staff and claims must be vouched by the school receipted amount. This allowance is not superannuable.

(iii) Holiday Passages:

(a) A member of staff whose appointment is neither permanent nor probationary may claim a grant at the most economical student's concession return air rates in respect of each minor dependent child who is undergoing a course of full-time study at an educational establishment outside Zambia, and in the member's home country (as defined in his letter of appointment), approved by the Council to enable such child to visit his parents at the place in Zambia which the member of staff is stationed. Such grants may be claimed once for each child up to the age of 21 in each period of twelve months dating from the first day of the member of staff's assumption of duty in Zambia provided

(i) that where another agency pays for such travel in respect of such child the University shall not be bound to pay an educational travel grant in respect of that child.

(ii) that a member of staff shall not be eligible for such a grant in any period of twelve months in which he received travel assistance in accordance with Clause (ii) hereof.

(b) As an alternative to the children visiting Zambia, a parent may be granted, at the Vice-Chancellor's discretion one passage only in one year to visit the children instead of the education travel grant described above.

TERMINATION OF APPOINTMENT:

The appointment of a member of staff may be terminated by six calendar months' notice given in writing by either party subject to certain conditions.

If a member of staff is prevented by illness from satisfactorily carrying out his duties, the Council may appoint a Medical Board to examine him. After considering this Board's report the Council shall have power to terminate the appointment, giving not less than six months' notice to a member of staff but shall act only on the recommendation of the Senate and after affording a reasonable opportunity for the member of staff to present his case to the Council. There is the right of appeal to the Chancellor.

April, 1982

/mb

THE UNIVERSITY OF ZAMBIA

EMPLOYMENT PERMIT

Information required from an appointee for purpose of obtaining an Employment Permit.

(Please complete and return to the University Secretary, University of Zambia, P.O. Box 31338, Lusaka, immediately, so that an application for an Employment Permit may be lodged on your behalf).

- 1. Full Name: Dr./Mr./Mrs./Miss
-
- 2. Present Address:
-
- 3. Permanent Home Address:
-
- 4. (a) Place & Country of Birth:
- (b) Date of Birth:
- 5. Nationality:
- 6. Passport details:
- (a) Passport Number:
- (b) Place of issue:
- (c) Date of issue:
- (d) Date of expiry:
- 7. Full Name of Wife/Husband:
- 8. Particulars of children under 21 years old, full name, sex, date and place of birth:

<u>Full name</u>	<u>Sex</u>	<u>Date of Birth</u>	<u>Place of Birth</u>
(a)			
(b)			
(c)			
(d)			

9. Qualifications (give full details):

(a) Educational:
.....
.....
.....
.....

(b) Professional or Technical:
.....
.....
.....

(c) Previous experience:
.....
.....
.....

Name of Employer: Nature of Employment: Period Employed:
.....
.....
.....

10. Professional/Educational/Birth/Marriage Certificates:
Attach certified true copies of professional certificates;
Certificates in other languages must be translated in English
and certified as true translation.

11. Anticipated date of arrival in Zambia to assume duty:

.....
(On no account return this form to the Chief Immigration
Officer direct).

THE UNIVERSITY OF ZAMBIA

Date:

The Medical Report on Doctor/Mr/Mrs/Miss.....

.....

to be appointed as.....

.....

is satisfactory, unsatisfactory.

Director of Medical Services
MINISTRY OF HEALTH

Official Date stamp

THE UNIVERSITY OF ZAMBIA

MEDICAL CERTIFICATE

SECTION I

(To be completed by applicant)

Applicant's name in full

(BLOCK LETTERS Surname last)

Address

I, the undersigned, do hereby certify:-

1. Date of birth:

Place of birth:

2. That to my knowledge I have not suffered from any diseases except the following (delete those from which you have not suffered):-

- Rheumatism, Rheumatic fever, Malaria, Schistosomiasis (Bilharzia),
- Cancer, Tuberculosis, Venereal diseases, Epilepsy, Paralysis, Convulsions,
- Asthma, Spitting of blood, Hernia, Varicocele, Varicose veins, Diphtheria,
- Scarlet fever, Meningitis, Tonsillitis, Middle ear diseases, Trachoma,
- Dysentery

3. That other disease(s) from which I have suffered is/are

4. That I am/am not partially incapacitated owing to wounds received or injuries received or diseases or illnesses contracted by reason of active service or duty in the Great War 1914/1918 or the World War 1939/1945. If applicable state nature of the said incapacitation

5. That I am/am not in receipt of a war disability pension. If applicable, state Government from which such a pension is received.

Date:

Place:

.....
Signature of applicant

SECTION II

To be completed by the Medical Examiner

Medical report on the health of Mr/Mrs/Miss _____

an applicant for admission to the staff of the University of Zambia.

<u>Height</u>	<u>Weight</u>	<u>Measurement of Chest</u>	<u>Vaccination</u>
ft. -----	lbs. -----	At nipple line (a) On forced inspiration -----ins	Number and quality of marks -----
		(b) On forced expiration -----ins	-----
		(c) Measurement of abdomen at Umbilicus -----ins	-----

1. Respiratory System

State whether chest well developed ----- describe in detail
any departures from the normal:

State whether any evidence of old or commencing mischief

State whether chest moves sufficiently in respiration -----

State whether breath sounds are normal in every respect -----

2. Circulatory System

Blood pressure tests must be carefully recorded in every instance. The examiner must be in a recumbent position on a couch and the test should be made preferably towards the end of the examination to eliminate as far as possible a rise of blood pressure due to excitement. Please mark by asterick whether mercurial or aneroid type of manometer is used. The aetlet should be 5 inches wide to avoid errors in case of hypertension. For systolic pressure the palpatory should be confirmed by the auditory method. The diastolic pressure should be recorded at the fifth stage, namely at the moment of cessation of sound.

At the impulse and sounds of the heart normal, and the organ normal in every respect?

Resting pulse rate ----- Pulse rate reaction after exercise

Blood pressure: Systolic ----- Diastolic -----

M.H. Hg. -----

Mercurial ----- Aneroid -----

3. Genito-Urinary System

State whether there is any evidence of disease of the kidney, bladder or testes, or any other organs; and in the case of women applicants, mention is to be made whether there is any evidence of disease of the kidneys, bladder, uterus, ovaries or other organs, and whether menstrual functions are normal.

Urine Examination

Sp. Gr. -----

Blood present -----

Alb -----

Sugar -----

(R.b.c.'s -----

(Pus cells -----

(Bilh. ova -----

(Other morbid matter -----

4. Bucal Pharyngeal and Abdominal Examination:

Are teeth, tonsils and pharynx normal? -----

Is the spleen or liver palpable or enlarged? -----

If so, how much? -----

Is there any evidence of disease of stomach, bowels, rectum or other abdominal viscera? -----

5. Nervous System

Is there any evidence of disease of the brain, spinal cord or nerve? -----

Are the pupils asymmetrical and reacting? -----

Are the knee jerks normal? -----

6. Is the applicant suffering from any of the following complaints?

Rheumatism, malaria, schistosomiasis, new growths, tubercle (or any part), venereal diseases, epilepsy, paralysis, convulsions, asthma, spitting of blood, hernia, varicocele, varicose veins, anaemia, tonsillitis, otitis, conjunctivitis? -----

7. Is he or she maimed or deformed in any way? -----

8. Has he or she any defect of hearing, sight or speech? -----

9. From your examination and observations, and having regard to the certificate signed by the applicant in the first section of this form, do you consider that the applicant is in good health, and that he or she is free from any mental or physical defect or disease which would be likely to interfere with the proper discharge of his/her duties as a member of staff of the University of Zambia?

10. Would you pass the applicant as a first-class life for insurance purposes?

DATE: -----

Signature of Medical Examiner

Name (in Block Letters) and qualifications.

Place: -----

Address: -----

Any other comments: -----

REPUBLIC OF ZAMBIA



VISA APPLICATION

1. Surname of applicant (*in capitals*)
2. Other names
3. Addresses:
 - (a) Permanent
 - (b) Present
4. (a) Nationality (c) Race
 - (b) Nationality of parents at time of applicant's birth
5. (a) Date of birth (c) Sex
 - (b) Town and country of birth
6. Will you be travelling alone or accompanied by your wife and/or children?
- (Note—Children over 16 years of age must make separate applications.)*
- If accompanied by your wife give the following particulars:
 - (a) Full name
 - (b) Place and date of her birth
7. PASSPORT: (a) Number
 - (b) Date and place of issue
8. (a) Date of first entry into Zambia
 - (b) Length of residence in Zambia
9. Destination and object of journey
10. Probable length of stay
11. Full residential address to which travelling
12. Date of expected departure from Zambia and route of entry to country of destination
13. If on business or pleasure, names and addresses of firms or persons to be visited
14. (a) Particulars of any previous residence in, or visits to, the country of destination
- (b) Particulars of any relations or friends in the country of destination
15. Signature of applicant

[170

Remarks of the Visa issuing authority

Ref. No.....

Date.....

Visa Officer

THE UNIVERSITY OF ZAMBIA

ARRIVAL FORM

(To be filled in by new Staff and sent to the University Secretary)

1. Name in full: (a) Family or Surname: _____ (b) Other Names: _____
 2. Date of Birth: _____ 3. Place and Country of Birth: _____
 4. Nationality: _____ 5. Marital Status: _____
 6. Number of Dependent Children: _____ (a) Male: _____ (b) Female: _____
 7. Academic Qualifications: _____
 8. Rank: (e.g. Professor, Associate Professor, Senior Lecturer, Lecturer, etc. _____
in (state subject if applicable) _____ in the School/Institute, etc. _____
 9. Salary on appointment: _____
 10. Date of Arrival in Zambia: _____ 11. Date of Commencing Duty: _____
 12. Estimated Date of Termination of present Contract: _____
- SIGNATURE OF STAFF MEMBER: _____ DATE: _____
- SIGNATURE OF THE DEAN OR DIRECTOR: _____ DATE: _____

GOVERNMENT OF ZAMBIA

ACT

No. 18 of 1975

Date of Assent: 18th August, 1975

An Act to amend the Veterinary Surgeons Act

[19th August, 1975]

ENACTED by the Parliament of Zambia.

1. This Act may be cited as the Veterinary Surgeons (Amendment) Act, 1975, and shall be read as one with the Veterinary Surgeons Act, hereinafter referred to as the principal Act.

2. Section *three* of the principal Act is repealed and the following section is substituted therefor:

3. There is hereby established a Board, to be known as the Board of Veterinary Surgery, which shall consist of—

- (a) the Director, who shall be the Chairman;
- (b) three members (of whom two shall be veterinary surgeons) to be appointed by the Minister; and
- (c) two other members (of whom one shall be a private practitioner) to be elected by the Veterinary Association of Zambia from among persons who are registered veterinary surgeons and appointed by the Minister.

3. Section *five* of the principal Act is amended in subsection (2) by the deletion of "Three" and the substitution therefor of "Five"

4. Section *eight* of the principal Act is repealed and the following section is substituted therefor:

8. Subject to the provisions of this Act, a person shall be qualified to be registered as a veterinary surgeon—

- (a) if he holds, to the satisfaction of the Director, one or more of the qualifications set out in the Second Schedule;

Single copies of this Act may be obtained from the Government Printer, P.O. Box 136, Lusaka. Price 5n.

Enactment

Short title

Cap. 389

Repeal and replacement of section 3

Establishment and constitution of Board

Amendment of section 5

Repeal and replacement of section 8

Qualifications for registration

- (b) if he is of good character; and
- (c) if his name has not been struck out of the Register on the direction of the Board:

Provided that a person whose name has been struck off shall not be disqualified under this paragraph, if—

- (i) the Board has granted him written authority to make application for re-registration; or
- (ii) the High Court has, on appeal, reversed the direction of the Board that his name be struck out of the Register.

Amendment
of section 9

5. Section *nine* of the principal Act is amended in subsection (1) by the deletion of "name" and the substitution therefor of "full name".

Amendment
of section 10

6. Section *ten* of the principal Act is amended—

- (a) in subsection (1) by the deletion of the full stop at the end thereof and the addition thereto of "in the form set out in the Third Schedule.";
- (b) in subsection (3) by the deletion of "ten kwacha" and the substitution therefor of "forty kwacha";
- (c) after subsection (3), by the addition of the following new subsection:

(4) Upon registration of an applicant as a veterinary surgeon the Director shall issue to the person so registered a certificate in the form set out in the Fourth Schedule.

Amendment
of section 11

7. Section *eleven* of the principal Act is amended in subsection (1) by the deletion of "names" and the substitution therefor of "full names".

Repeal and
replacement
of section 14

8. Section *fourteen* of the principal Act is repealed and the following section is substituted therefor:

Right of
audience

14. (1) In any inquiry held under section *thirteen*, the person concerning whom such inquiry is held shall be entitled to be heard by the Board in person or through his legal representative.

(2) In any such inquiry as is referred to in the preceding subsection, the Board shall have the power to summon witnesses, to call for the production of books, documents, records and other things and to examine witnesses under oath, and for such purpose the chairman of the Board is hereby authorised to administer such oath.

(3) If any person who has been summoned under the foregoing subsection, having reasonable notice of the time and place at which he is required to attend, fails to attend, or refuses to take an oath or to answer any question he is lawfully required to answer or refuses or fails to produce any book, document, record or other thing and does not excuse his refusal to the satisfaction of the Board, such person shall be guilty of an offence and shall on conviction be liable to a fine not exceeding twenty-five kwacha.

(4) In the exercise of the powers conferred upon it by section thirteen, the Board shall have power to regulate its own procedure.

9. Section seventeen of the principal Act is amended in subsection (3) by the deletion of the full stop and the addition thereto of "but such fee shall, in the case of a person registered under paragraph (b) of subsection (1), become payable upon termination of such person's appointment to the public service as a veterinary officer." Amendment of section 17

10. The principal Act is amended by the addition after section seventeen of the following new section: Addition of new section 18

18. The Minister may give such directions and, by statutory instrument, make such regulations as he may think fit for the purpose of giving effect to the provisions of this Act. Regulations

11. The First Schedule to the principal Act is amended by the deletion of paragraph (c) and the substitution thereof of the following paragraph: Amendment of First Schedule

(c) the performance of the following operations:

- (i) castrating of poultry;
- (ii) castration of bovines, rams or goats with a bloodless castrator;
- (iii) castration of boars up to three months of age;
- (iv) the tailing of a lamb;
- (v) the docking of a tail of a dog before the dog's eyes are open;
- (vi) the amputation of the dew claws of a dog before the dog's eyes are open.

12. The principal Act is amended by the repeal of the Second Schedule and the substitution thereof of the Schedules in the Appendix to this Act. Replacement of the Second Schedule

APPENDIX
(Section 13)SECOND SCHEDULE
(Section 8)

QUALIFICATIONS FOR REGISTRATION AS A VETERINARY SURGEON

1. Degree in Veterinary Medicine granted by the University of Nairobi.
2. Membership or Fellowship of the Royal College of Veterinary Surgeons.
3. Degree in Veterinary Science or Medicine granted by a University in the United Kingdom or the Republic of Ireland.
4. Degree in Veterinary Science or Medicine granted by any University in the Commonwealth and approved by the Board.
5. Degree of Doctor of Veterinary Medicine granted by the Veterinary School of any one of the following Universities in the United States of America, together with such additional qualification as is required before practice is permitted in the United States of America:

Auburn	New York
California	Ohio
Colorado	Oklahoma
Iowa	Pennsylvania
Kansas	Texas
Michigan	Tuskegee
Minnesota	Washington

6. A degree in Veterinary Science granted by the University of Zambia.
7. A degree or diploma in Veterinary Science (State Examination) granted by any of the following authorities:
 - (a) University of Berne;
 - (b) University of Giessen;
 - (c) University of Utrecht;
 - (d) University of Vienna;
 - (e) University of Zurich;
 - (f) Veterinary College of Berlin;
 - (g) Veterinary College of Hanover;
 - (h) Veterinary College of Munich;
 - (i) Karl Marx University at Leipzig;
 - (j) National Veterinary School of Alfort;
 - (k) National Veterinary School of Lyon;
 - (l) National Veterinary School of Toulouse;
 - (m) Royal Veterinary and Agricultural College, Copenhagen;
 - (n) Ukrainian Academy of Agricultural Science, Kiev;
 - (o) Royal Swedish Veterinary College, Stockholm;
 - (p) Royal Norwegian Veterinary College, Oslo.

THIRD SCHEDULE (Section 10 (1))

APPLICATION FOR REGISTRATION AS A VETERINARY SURGEON

The Director of Veterinary Service, The Board of Veterinary Surgery, P.O. Box RW60, Lusaka

I..... (full name)

of..... hereby make application for registration as a veterinary surgeon.

My qualifications are.....

I enclose a certified true copy of the following degree/diploma.....

..... Date Signature

FOURTH SCHEDULE (Section 10 (4))

CERTIFICATE OF REGISTRATION AS A VETERINARY SURGEON

..... is hereby registered as a veterinary surgeon under section 10 (4) of the Veterinary Surgeons Act.

GIVEN at Lusaka this..... day of....., 19....

..... Director of Veterinary Services

MINUTES OF DISCUSSIONS
ON
THE CONSTRUCTION PROJECT FOR
THE SCHOOL OF VETERINARY MEDICINE, UNIVERSITY OF ZAMBIA,
THE REPUBLIC OF ZAMBIA

In response to the request by the Government of the Republic of Zambia for assistance in establishing the school of veterinary medicine at the University of Zambia in Lusaka (hereinafter referred to as "the Project"), the Government of Japan has sent through the Japan International Cooperation Agency (JICA) a survey team headed by Nobuo HASHIMOTO, Professor of the School Veterinary Medicine, Hokkaido University, to conduct the Basic Design Survey on the Project from 8th to 27th of February, 1983. The team held a series of discussions and exchanged views with the relevant Authorities of the Government of Zambia.


As the result of the study and discussions, both parties have agreed to recommend to their respective Government to examine the result of the survey attached herewith toward the realization of the Project.

February 18, 1983

橋本信夫

Nobuo HASHIMOTO

Leader
Japanese Survey Team



M J Kelly

Deputy Vice-Chancellor
University of Zambia



L S Chivuno

Director General
National Commission for
Development Planning

Attachments

1. The objective of the Project is to provide necessary buildings, facilities and equipment for the establishment of the School of Veterinary Medicine at the University of Zambia (hereinafter referred to as "the School").
2. The proposed site of the Project is at the Great East Road Campus of the University of Zambia in Lusaka, Zambia.
3. The basic concept for the School is as follows:
 - (1) The main role of the School is to produce qualified professional veterinarians, in order to meet the requirements of Zambia, who will be engaged in the activities of increasing quantity and improving quality of livestock production and identifying, controlling and where possible eradicating the major domestic animal diseases.
 - (2) The Departments required for the School are as in Annex I
 - (3) An outline of the programmes is as in Annex II
 - (4) The Teaching Curriculum is as in Annex III
4. The Japanese Survey Team will convey the desire of the Government of Zambia to the Government of Japan that the latter will provide the buildings and other items as listed in Annex IV within the scope of Japanese economic cooperation in grant form.
5. The Government of Zambia stressed the need for housing for Japanese experts who might be assigned to Zambia under a technical cooperation scheme in relation to the Project.
6. The Government of Zambia will take the necessary measures listed in Annex V on condition that the grant assistance by the Government of Japan is extended to the Project.
7. Both sides confirmed that the Japanese Survey Team explained Japan's Grant Aid Programme and that the Zambian side understood it.

橋

night

Annex I

Departments

1. Department of Bio-Medical Sciences

Anatomy
Physiology
Biochemistry
Pharmacology

2. Department of Pathology, Microbiology and Parasitology

Pathology
Microbiology
Parasitology

3. Department of Disease Control

Epizootiology
Preventive Medicine or Public Health
Food Hygiene
Environmental Science or Wild Life Disease

4. Department of Clinical Studies

Animal Reproduction and Veterinary Obstetrics
Artificial Insemination and Animal Breeding
Medicine
Surgery and X-Ray Radiation

稿

mjk

Annex II Outline of the Programmes

<u>School of Veterinary Medicine</u>	<u>Years</u>	<u>Annual Enrolment</u>	<u>Remarks</u>
Pre-Veterinary Course	2	40	
Undergraduate Course (B.V.H.)	4	30	Veterinarians
Graduate Course Master (M.V.Sc.)	2	8	To train local staff to teach in the School and to foster research and development in the area of Zambia's animal health needs
Doctor (Ph.D.)	3	4	ditto

倚

mjk

Annex III

Curriculum

Year at University

Pre-Veterinary I

1
Biology
Chemistry
Physics
Mathematics

2
Pre-Veterinary II

Biochemistry and Organic Chemistry
Genetics and Biometrics
Introduction to Anatomy and Physiology
Sociology

3
1st Professional Year

Comparative Anatomy/Histology/Embryology
Animal Physiology
Pharmacology and Toxicology
Animal Nutrition and Dietetics
Animal Breeding

4
2nd Professional Year

Comparative Pathology, Histopathology and
Clinical Pathology
Microbiology (Bacteriology and Virology)
Immunology
Parasitology and Entomology

5
3rd Professional Year

Epizootiology and Animal Hygiene
Public Health and Food Hygiene
Environmental Science or Wild Life Disease
Introduction to Clinical Studies
Livestock Production

6
4th Professional Year

Animal Reproduction and Obstetrics
Artificial Insemination
Medicine
Surgery and X-Ray Radiation
The Veterinarian in Society

稿

mjh

Annex IV Items required by the Government of Zambia whose costs will be borne by the Government of Japan

1. Academic Buildings, Facilities

- (1) Administration Offices
- (2) Veterinary Library
- (3) Lecture Theatre
- (4) Department of Bio-Medical Sciences
- (5) Department of Pathology, Microbiology and Parasitology
- (6) Department of Disease Control
- (7) Department of Clinical Studies with Veterinary Hospital
- (8) Experimental Animal Quarters
- (9) Isolation Animal Building and Incinerator
- (10) Central Services Building
- (11) Exterior Facilities on the Academic Buildings Project Site

The above Buildings and Facilities are indicated in the sketches attached hereto.

2. Veterinary Equipment

- (1) Educational Equipment
- (2) Laboratory Equipment

3. Hostel Accommodation

稿

mjk

1. To secure land necessary for the construction of the facilities and to clear, fill and level the site as needed before the start of the construction.
2. To provide facilities for distribution of electricity, telephones, water supply and drainage and other incidental facilities outside the building.
3. To construct and prepare the access road to the Project Site.
4. To ensure prompt unloading, tax exemption and customs clearance at ports of disembarkation in Zambia and prompt internal transportation therein of the products purchased under the grant.
5. To exempt Japanese nationals engaged on the Project from customs duties, internal taxes and other fiscal levies which may be imposed in Zambia with respect to the supply of the products and the services under the verified contracts.
6. To accord without delay to Japanese nationals whose services may be required in connection with the supply of the products and services under the verified contract such facilities as may be necessary for their entry into Zambia and their stay therein for the performance of their work.
7. To maintain and use properly and effectively the facilities constructed and equipment purchased under the grant.
8. To bear all the expenses, other than those to be borne by the grant, necessary for the construction of the facilities as well as for the internal transportation of the products and services under the grant.
9. To undertake incidental civil works such as planting and fencing, if needed.
10. To provide the space necessary for such construction as temporary offices, working areas, stock yards and others.

稿

mjfk