

# Personnel

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# PERSONNEL

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## Staff strength

The constant growth in ICRC activities resulted in another increase in staff in 1982. The number of persons employed in the field (delegates, medical and paramedical personnel, administrative staff, various technicians) sent from Geneva rose from 271 in January, to 339 in December. The Lebanese conflict made it necessary to engage additional personnel and transfer staff from headquarters to the field. In July 1982, the number of persons employed in the field came to 358, of whom 57 in Lebanon alone.

At headquarters, the number of staff also increased considerably: from 435 in January, it had reached 489 by December, and was divided between three main units as follows:

- General affairs: 21%
- Operational affairs: 53%
- Administrative affairs: 26%

The number of persons placed at the disposal of the ICRC by National Red Cross and Red Crescent Societies and engaged in medical and paramedical activities averaged about 60 persons.

The number of persons engaged locally in the field was 985 in January and 975 in December.

Finally, 468 missions were performed during the year by Geneva headquarters personnel.

## Recruiting

Starting in the spring, an intensive recruiting drive for young delegates was undertaken, with the object of meeting the needs in the field and forming a reserve of staff to draw on in case a conflict suddenly broke out. During the course of the year, 125 new delegates were taken on, out of a total of 1,742 candidates received by the ICRC Personnel Department.

## Training

In order to prepare future delegates for their work, six introductory courses were held at the Cartigny Centre near Geneva, in which the new members of staff mentioned above took part. These courses, which have been organized regularly for many years, aim to provide future delegates with essential information: history of the Red Cross, structure and distribution of tasks between the League, the ICRC and the National Red Cross Societies, Geneva Conventions and Additional Protocols, operations outside the scope of the Conventions, procedure of visits to places of detention, assessment of situations, role and tasks of the Central Tracing Agency, material relief, medical aid programmes, information, finance, etc.

At headquarters, heads of services were given the opportunity to increase their knowledge of the various types of work carried out by the ICRC. Sixty-seven members of staff followed this supplementary training course of 54 hours, which took the form of reports and practical exercises.

Finally, 177 members of staff followed courses and seminars (languages, accounting, computer science, public relations, leadership, etc.) for improving their professional know-how.

## Delegations

1982 saw the re-opening of the regional delegations in New Delhi and Lomé, which brought the number of ICRC delegations to 46 by the end of the year, including 14 sub-delegations throughout Europe, Africa, Asia, the Middle East and Latin America.

A permanent delegation in New York had the task of maintaining contact with the United Nations Organization and its specialized agencies.