



ARAB REPUBLIC OF EGYPT  
 MINISTRY OF DEVELOPMENT  
 AND NEW COMMUNITIES



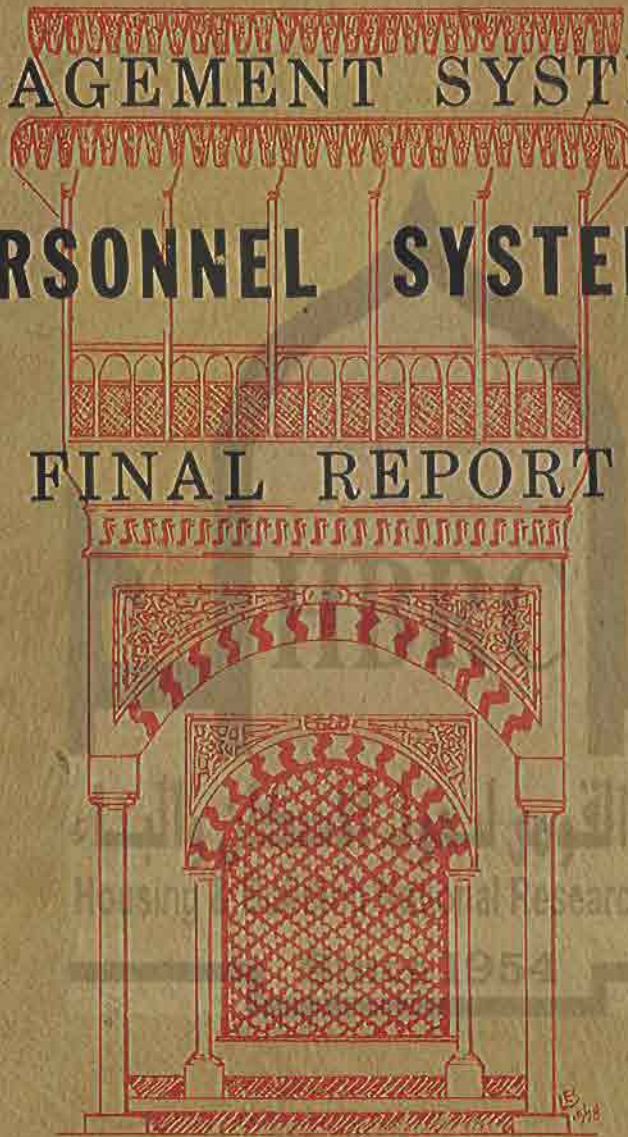
1977 ١٥ ٢٤

MANAGEMENT AND TARIFF STUDIES  
 RELATIVE TO WATER/SEWERAGE SYSTEMS

MANAGEMENT SYSTEMS

PERSONNEL SYSTEMS

FINAL REPORT



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بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ  
 وَجَعَلْنَا مِنَ الْمَسَاءِ كُلِّ شَيْءٍ رَّحْمَةً  
 وَجَعَلْنَا مِنْهُ لِقَابَ الْعَظِیْمِ

BVI-ATK ASSOCIATES WITH SABBOUR ASSOCIATES

BLACK & VEATCH  
 INTERNATIONAL  
 CONSULTING ENGINEERS

A.T. KEARNEY, INC.  
 MANAGEMENT CONSULTANTS

SABBOUR ASSOCIATES  
 CONSULTING ENGINEERS

OCTOBER 1979

U.S.A.I.D. GRANT NO. 263-0025

مركز البحوث القومية  
للإسكان والبناء

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# MANAGEMENT SYSTEMS

# PERSONNEL SYSTEMS

## FINAL REPORT

# HBRC

المركز القومي لبحوث الإسكان والبناء  
Housing & Building National Research Center

Since 1954

The Story of Our Cover:-

On our cover is a sketch of a sybil, which is a fountain. During the Ottoman Empire these were a common source of drinking water. A well is located at ground level and a balcony on the second level where children were taught the Koran. Usually located near mosques, sybils were built and then donated to the public by various benefactors.

Beneath the sketch is a quote from the Koran, "We made from water all living things".

**BLACK & VEATCH INTERNATIONAL  
CONSULTING ENGINEERS**

**A. T. KEARNEY, INC.  
MANAGEMENT CONSULTANTS**

**WITH SABBOUR ASSOCIATES  
CONSULTING ENGINEERS**

OUR REF: 79-253  
YR REF:  
DATE: October 8, 1979

بلاك أند فيتش العالمية  
استشارات هندسية  
أ. ت. كيرني  
استشارات إدارية  
المكتب الهندسي الاستشاري « صبور »  
استشارات هندسية

Engineer Soliman Abd El Hai  
Chairman  
Advisory Committee for Reconstruction  
Ministry of Development and New Communities  
1 Ismail Abaza Street  
Cairo, A.R.E.

Dear Engineer Abd El Hai:

Pursuant to the provisions of Paragraph 6.7 of Appendix 1 to the Contract dated April 6, 1978 between the Ministry of Housing and Reconstruction and BVI-ATK Associates for Management and Tariff Studies Relative to Water and Sewerage Systems, we are pleased to submit the Final Report on Management Systems - Personnel Systems. It is responsive to the provisions of Paragraph 5.3.5 of Appendix 1 to the Contract and incorporates, as appropriate, material related to the review comments on the Interim and Draft Final Reports.

Your attention is directed to Section 0.0 of this report, Executive Summary, where a brief synopsis of the findings and recommendations may be found.

We wish to acknowledge the assistance and cooperation of the many individuals, agencies and organizations contacted during the course of the study.

We appreciate the opportunity to serve the Ministry on this important assignment.

Very truly yours

BVI-ATK ASSOCIATES

*John R. Scott*

John R. Scott  
Project Director

cc: USAID  
TAMS  
Mr. A. P. Naguib

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