

## Instructions from the Central Committee of the Communist Party of China to All Central Bureaus on the Issue of Retaining Former Personnel

(September 21, 1949)

To: All Central Bureaus, Regional Bureaus, and, for forwarding, all Provincial Committees, Field Army Front Committees, and the Municipal Committees of Beijing and Tianjin:

1. In newly liberated cities, the handling of former personnel must be approached with extreme caution. Except for a minority of war criminals, spies, and individuals with notorious misconduct, most of these personnel place their hopes in us, with their basic demand being to earn a living. After the liberation of Beijing, Shanghai, and Hangzhou, over 27,000 former personnel were dismissed, leading to significant unrest. Following the peaceful resolution of the Beijing issue, 17,000 officers from Fu Zuoyi's forces were dismissed and fled to Suiyuan, harboring deep resentment; we still need to bear the responsibility of resolving this issue. All these experiences demonstrate that, in general, former personnel cannot be dealt with through dismissal or expulsion alone; they must be provided with employment and a means of livelihood.

2. The Party and the People's Government bear the responsibility of reforming and supporting these individuals through employment. We are prepared to sustain nine to ten million individuals through work, including both former and new military and administrative personnel, for a period following national liberation. While this will undoubtedly pose significant financial challenges, it is politically imperative and manageable.

3. For liberated cities such as Beijing, Shanghai, Wuhan, Changsha, and Lanzhou, as well as cities to be liberated like Guangzhou, Chongqing, Urumqi, and Taiwan, it is necessary to handle the reception of former Kuomintang staff members carefully.

(This document was revised by Mao Zedong and others.)

### Instructions from the Central Committee on the Retention of Former Personnel

Except for those who have committed severe crimes, engaged in serious corruption, or lived off bribery to the extent of public discontent, individuals should generally be retained. However, this does not mean retaining them in their original positions or with their original salaries, nor should they be left unchanged. The retained personnel must be informed of the difficulties faced by the people and the government, with appropriate reductions in treatment; for instance, three people's food may need to be stretched to feed five, and housing arrangements must be made tighter.

4. All government offices, financial institutions, and especially enterprise organizations must change the inefficient bureaucratic practices of the Kuomintang era, reducing superfluous staff and downsizing large institutions. However, those affected by this streamlining process should not be cast aside. Instead, large-scale training sessions should be organized. During the training period, they should receive 60-70% of their reduced salary (with smaller reductions for those with low incomes) to ensure their families' livelihoods. Their learning progress should be rigorously evaluated, and those performing well should be given priority for employment.

Central Committee

(Note: revisions added by Liu Shaoqi.)