

L.N. 20 of 1972

THE TRADE DISPUTES (EMERGENCY PROVISIONS)

DECREE 1968

(1968 No. 21)

Instrument Constituting a Board of Inquiry into the Trade Dispute between the Lagos State Government Doctors and the Lagos State Government

In exercise of the powers conferred upon me by section 9 of the Trade Disputes (Emergency Provisions) Decree 1968 and of all other powers enabling me in that behalf, I, Anthony Eromosele Enahoro, Federal Commissioner for Labour, hereby constitute and appoint a Board of Inquiry (to be called "the Lagos State Doctors Trade Dispute Board") with the terms of reference hereinafter appearing:

AND for this purpose I appoint—

- (i) SIR UDO UDOMA,
Justice of the Supreme Court of Nigeria,
- (ii) DR KENNETH R. HILL,
Vice-Chancellor of the Institute of Technology, Benin,
- (iii) MRS F. A. DAVID,
*Trained Teacher,
Qualified Nurse and Midwife,*
- (iv) MR A. MORA,
Retired Permanent Secretary, Federal Public Service,
- (v) MR M. O. AKINRELE,
Lecturer/Consultant, Nigerian Institute of Management, Lagos,

to be members of the Board:

AND I direct that Sir Udo Udoma aforesaid shall be the Chairman of the Board, and I appoint Mr R. Sappor, Senior Labour Officer, Federal Ministry of Labour to be the Secretary to the Board:

AND I further direct that any three members of the Board, of whom one shall be the Chairman, shall constitute a quorum, and that the Board shall hold its first meeting in Lagos on or before 1st May 1972, and shall thereafter hold the said inquiry at such place or places and on such dates as the Chairman may determine:

AND I further direct that, in accordance with paragraph 15 of Part III of Schedule 1 of the Decree, the Board shall have power to regulate its procedure and proceedings as it thinks fit.

2. TERMS OF REFERENCE:

The Board shall, with all convenient speed—

- (a) inquire into the causes and circumstances of the dispute between the Lagos State Government Doctors and the Lagos State Ministry of Health and Social

Welfare, and any other matter appearing to the Board to be connected with or relevant to the said dispute, including the following issues, that is to say—

(i) whether or not there is need for the establishment of a Hospital Management Board for government hospitals in Lagos State ;

(ii) the existence or non-existence of differentials between the salaries payable to Doctors in Teaching Hospitals and their counterparts in the Lagos State Government hospitals, taking into account the qualifications, post qualification training, experience and the degree and weight of responsibility borne by the Doctors in each case, and where such differentials exist the reasons and justification therefor, if any ;

(iii) the existence or non-existence of differentials between the salaries of para-medical staff employed in Lagos State Government hospitals and para-medical staff employed in Teaching Hospitals, and as between para-medical staff and Doctors generally, and where such differentials exist the reasons and justification therefor, if any ;

(iv) whether or not any allowances or entitlements in the nature of "fringe benefits" should be payable to the Doctors, and, if so, the nature, amount and extent of such benefits ;

(v) what promotion prospects there are for the Doctors in the service of the Lagos State Government ;

(vi) the availability and adequacy, or otherwise, of facilities, drugs and equipment in the hospitals ;

(vii) the appropriateness or otherwise of the hours of duties of the Doctors ; and

(viii) whether or not the Doctors should engage in private practice, and, if so, to what extent ;

(b) submit a detailed statement of its findings as to the causes and circumstances of the said dispute ; and

(c) make such recommendations, if any, as it may consider expedient and appropriate :

AND I hereby require the Board to submit its report to me in Lagos within three months after the date of its first meeting or within such extended period as I may hereafter allow in writing.

GIVEN and ISSUED under my hand in Lagos this 24th day of April 1972.

ANTHONY EROMOSELE ENAHORO,
Federal Commissioner for Labour

L.N. 21 of 1972.

THE TRADE DISPUTES (EMERGENCY PROVISIONS) DECREE 1968
(1968 No. 21)

Instrument Constituting a Board of Inquiry into the Trade Dispute between the Association of Consultants, Lagos University Teaching Hospital, the Board of Management of the Lagos University Teaching Hospital and the University of Lagos

In exercise of the powers conferred upon me by section 9 of the Trade Dispute (Emergency Provisions) Decree 1968 and of all other powers enabling me in that behalf, I, Anthony Eromosele Enahoro, Federal Commissioner for Labour, hereby constitute and appoint a Board of Inquiry (to be called "the Association of Consultants Lagos University Teaching Hospital Trade Dispute Board") with the terms of reference hereinafter appearing :

AND for this purpose I appoint—

- (i) SIR UDO UDOMA,
Justice of the Supreme Court of Nigeria,
- (ii) DR KENNETH R. HILL,
Vice-Chancellor of the Institute of Technology, Benin,
- (iii) MRS F. A. DAVID,
*Trained Teacher,
Qualified Nurse and Midwife, Social Worker,*
- (iv) MR A. MORA,
Retired Permanent Secretary, Federal Public Service,
- (v) MR M. O. AKINRELE,
Lecturer/Consultant, Nigerian Institute of Management, Lagos,

to be members of the Board.

AND I direct that Sir Udo Udoma aforesaid shall be the Chairman of the Board, and I appoint Mr R. Sappor, Senior Labour Officer, Federal Ministry of Labour to be the Secretary to the Board :

AND I further direct that any three members of the Board, of whom one shall be the Chairman, shall constitute a quorum, and that the Board shall hold its first meeting in Lagos on or before 1st May 1972, and shall thereafter hold the said inquiry at such place or places and on such dates as the Chairman may determine :

AND I further direct that, in accordance with paragraph 15 of Part III of Schedule 1 of the Decree, the Board shall have power to regulate its procedure and proceedings as it thinks fit.

2. TERMS OF REFERENCE :

The Board shall, with all convenient speed—

(a) inquire into the causes and circumstances of the dispute between the Association of Consultants, Lagos University Teaching Hospital, the Board of Management of the Lagos University Teaching Hospital and the University of Lagos, and any other matter appearing to the Board to be connected with or relevant to the said dispute, including the following issues, that is to say—

(i) the existence or non-existence of differentials between the salary payable to the consultants and the resident doctors of the Lagos University Teaching Hospital taking into consideration the qualification, post-qualification training, experience and the degree and weight of responsibility of the consultants and where such differentials exist, the reasons therefor, if any ;

(ii) whether or not the consultants should be paid any honorarium and, if so, the nature, amount and extent of such honorarium; and

(iii) whether or not clinical consultants should be represented on the Board of Management of the Hospital, and, if so, the proportion of such representation in relation to the constitution and powers of the Board;

(b) submit a detailed statement of its findings as to the causes and circumstances of the said dispute; and

(c) make such recommendations, if any, as it may consider expedient and appropriate:

AND I hereby require the Board to submit its report to me in Lagos within three months after the date of its first meeting or within such extended period as I may hereafter allow in writing.

GIVEN and ISSUED under my hand in Lagos this 24th day of April 1972.

ANTHONY EROMOSELE ENAHORO,
Federal Commissioner for Labour