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Lagos State Government

Address by

The Governor of Lagos State

Alhaji LATEEF KAYODE JAKANDE

at the Parade of

The Second Anniversary Celebration

of His Administration

on October 1, 1981

at

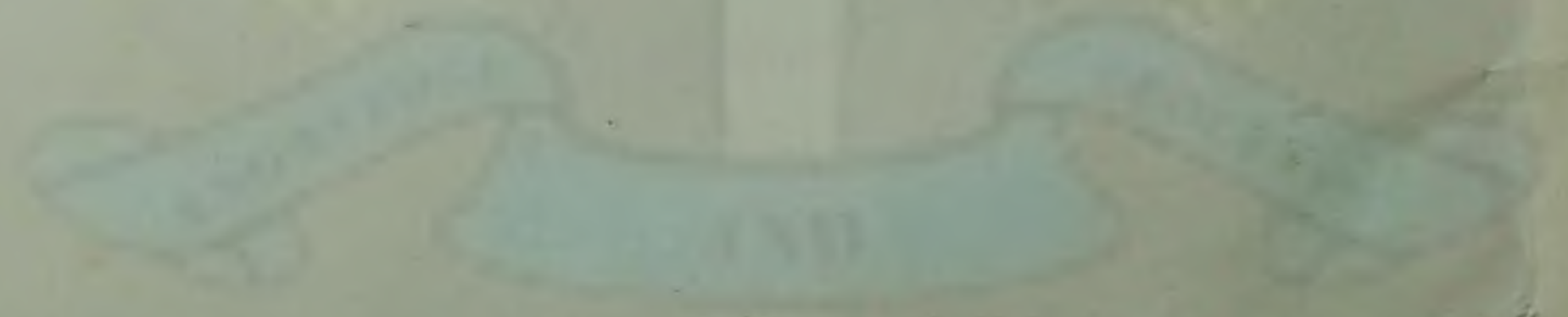
JOEL OGUNNAIKE STADIUM

Ikeja

at 9.15 a.m.



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ALHAJI LATEEF KAYODE JAKANDE
Governor of Lagos State

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**ADDRESS BY THE GOVERNOR OF LAGOS STATE,
ALHAJI LATEEF KAYODE JAKANDE, AT THE PARADE OF
THE SECOND ANNIVERSARY CELEBRATION OF
HIS ADMINISTRATION ON OCTOBER 1, 1981 AT THE
JOEL OGUNNAIKE STADIUM AT 9.15 A.M.**

Fellow Citizens of Lagos State,

One of the promises I made two years ago in this same venue on the occasion of my inauguration was to give the public service of Lagos State a new sense of direction. I said *inter alia*: "We are going to move much faster than perhaps the public service is used to. We are bringing to the Service a new sense of direction. At the same time, we shall ensure that every public servant in this State is adequately rewarded for his labour. Merit will be recognised regardless of language, colour, or creed." I am glad to report that since that statement was made, this Administration has left no stone unturned to make life better for all categories of public servants.

In the last twelve months, we have promulgated four major regulations for the efficient administration of the Public Service. These are:

- (1) The Revised Civil Service Regulations
- (2) The Revised Schemes of Service for the Civil Service.
- (3) The Standard Conditions of Service for Parastatals.
- (4) Administrative Guideline for Parastatals.
- (5) Declaration of Parastatals as scheduled services.

The purpose of these five major regulations is to bring about desirable changes in the management of the Public Service. They are also designed to promote job satisfaction, efficiency and industrial harmony in the Public Service.

As a result of these measures, I am pleased to announce the following decisions of the Lagos State Government which come into effect immediately:

- (1) In order to provide safety for staff of the Public Service, the State Government will insure the lives of the following category of workers:
 - (a) Despatch Riders;
 - (b) Road Safety Corps (i.e. Motor Cycle Riders only);
 - (c) Fire Service Corps (i.e. Fire-Fighters only);
 - (d) Demolition Men;
 - (e) Life-Guards;

- (f) Destitute Camp Workers;
- (g) Mortuary Attendants;
- (h) X-Ray Attendants;
- (i) Boiler-Room Workers;
- (j) Communicable Disease Workers; and
- (k) Zoo Attendants.

The benefit to every insured person is not less than ₦6,000.

- (2) All the employees of the 52 Parastatals of the Lagos State Government will now enjoy pension scheme with effect from October 1, 1979.
- (3) In order to improve staff morale and the standards of performance in the Service, the minimum qualification for entry into the Public Service is now the First School Leaving Certificate.
- (4) Consequently the commencement salary on entry in the Public Service is now Grade Level 02.
- (5) The terminal Grade Level of typists has been raised from Grade Level 06 to Grade Level 08 with effect from September 1, 1981.
- (6) In accordance with the decision of the Industrial Arbitration Tribunal nurses will spend only twelve months on Grade Level 07 before moving up to Grade Level 08.
- (7) In order to eliminate stagnation in the technical and technological cadres, Grade Level 11 is now eliminated for these cadres and Officers on Grade Level 10 will go to Grade Level 12.
- (8) All employees of the Civil Service and the Parastatals must be certified by a Government's medical officer, or any other medical officer as sound in health and medically fit for public service.
- (9) The compulsory retirement age for Officers in all Parastatals is sixty years.
- (10) Officers in parastatals who have served up to ten years but less than 15 years will be eligible for gratuity but will not draw pension. Officers who have served for 15 years will be eligible for gratuity of 100% of his terminal salary and an annual pension of 30% of his terminal salary. Thereafter, gratuity will be calculated on a graduated scale up to 300% of terminal salary after 35 years service. Similarly, pension benefits will follow a graduated scale subject to a maximum of 70% of terminal salary after 35 years service.
- (11) The post of Messengers is abolished in the Public Service. They will now be called Office Assistants.
- (12) The Civil Service structure is now divided into four categories:

Category 4 — Salary Grade Level 01-02

- Category 3 — Salary Grade Level 03-07
- Category 2 — Salary Grade Level 08-12
- Category 1 — Salary Grade Level 13 and above.

- (13) Heads of Departments are given delegated powers of appointment and promotion in respect of Categories 3 and 4. They may also confirm, extend or terminate probationary appointments in the two categories and to exercise disciplinary control over them.
- (14) In order to protect the health of public servants medical check-up will no longer be restricted to Senior Officers of the Public Service. All categories of public servants will now be entitled to medical check-up in Local Hospitals. For Officers below the age of 35 years, the medical check-up will take place once every three years; for Officers between 35 years and 44 years it will be once in two years; for Officers of 45 years and above the medical check-up will be once every year. The cost of the medical check-up will be borne by the Lagos State Government.

To these 14 major decisions may be added that of the national minimum wage. By agreement with other Governments in the National Economic Council, the Lagos State Government has decided to adopt the new national minimum wage of ₦125 with effect from September 1981. The implication of this decision is that all public servants on Grade Level 01 steps 1 to 7, Grade Level 02 steps 1 to 7 and Grade Level 03 steps 1 to 6 will now earn ₦125 a month. This will cost the Government an additional sum of ₦6 million in a full year.

Fellow Citizens,

If you recall, this Administration had previously abolished daily paid labour, approved housing allowance for junior workers, promoted thousands of teachers by implementing the appropriate Federal circular, approved transport allowance for all categories of staff, given the low-income workers loans for low-cost houses, increased the Staff Housing Loan to ₦70,000 each, approved furniture allowance for Senior Staff; and harmonised the salaries of its Senior Management Staff with those of their counterparts in the Federal Public Service.

I suggest, in all humikity, that this Administration has done all that lies within its powers to achieve the objective which I announced two years ago. On an occasion like this I can only assure all the public servants in this State that the Government will not rest on its oars but will continue to promote the welfare of all persons in the public service.

I would, however, like to take this opportunity to remind all of us in the public service of the debt we owe to our society. All public servants, whether they are political appointees or not, must appreciate that they constitute only a small percentage of the general population. While every labourer in the public

service vineyard is worthy of his hire, we must remember that we are all hired to serve the citizens of this State. The irony in the present Nigerian situation is that we the servants are better off than the masters we serve. The average public servant is better paid than the average citizen of this State. And yet there are public servants—political appointees, civil servants, and employees of Parastatals—who are not satisfied with our lot; who are calling day in day out for higher remuneration and better allowances. They do not care what the farmer gets for his products. It does not interest them whether the market women is making a decent living. It is their own pockets that bother them, I submit that such persons are doing a disservice to this country.

In the new year which begins today, let us spare a thought for the poor, the down-trodden, the common people of this country. Let all of us in the public service take a holiday from incessant wage demands and concentrate for once on service to our people. The Federal Government in particular must not look on helplessly while thousands of workers in the private sector are being retrenched by companies in distress. It must not look on unconcerned while several traders are closing down their shops because smugglers of banned imports have spoilt their trade. It is the duty of all the Governments of the Federation to look after the vast majority of our suffering people who are outside the public service. All I can promise is that in Lagos State we shall co-operate fully with any initiative taken by the Federal Government to discharge this inescapable duty.

Fellow Citizens,

In spite of all these, I rejoice with you on this occasion of our second Anniversary in the Administration of Lagos State. We should thank the Almighty God, creator of life, that he has preserved our lives to see this day. We must thank Him one thousand times for blessing all our efforts during this period; for guiding us through all our difficulties and for crowning all our endeavours with resounding success. I pray that our third year in office will be even better than the last two; that God will prosper every citizen of this State.

Thank you.

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