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WESTERN STATE OF NIGERIA

REPORT

of the

PUBLIC SERVICE COMMISSION WESTERN STATE OF NIGERIA

for the period 1st January, 1972 to 31st December, 1973

BEING THE SIXTEENTH REPORT OF THE COMMISSION

WESTERN STATE OF NIGERIA OFFICIAL DOCUMENT NO. 1 OF 1975

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**NIGERIA. Western State. Public Service
Commission.**

**Report of the Public Service Commission,
Western State of Nigeria for the period,
1st January, 1972 to 31st December, 1973 ;
being the 16th report of the Commission. -
Ibadan : Public Service Commission, Western
State of Nigeria, 1975-**

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PUBLIC SERVICE COMMISSION

WESTERN STATE OF NIGERIA

for the Period 1st January, 1972 to 31st December, 1973

Being the Sixteenth Report of the Commission

NATIONAL COUNCIL OF NIGERIA
Branch HP
C.M. No. DDF SIS 2571-035/972/23
Date Received 20/4/89

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Public Service Commission,
Western State of Nigeria,
Ibadan
August, 1975.

Ref. No. S.602/12/8

His Excellency,
Captain Akintunde Akinyøye Aduwo,
Military Governor,
Western State of Nigeria,
Ibadan.

YOUR EXCELLENCY,

We have the honour and great pleasure in submitting to Your Excellency the Report of the Public Service Commission for the Calendar years 1972 and 1973 which is the sixteenth in the series of the Commission's Reports. As in the past, the Report contains factual statistics of the activities of the Commission in those years and it is hoped that the members of the public to whom it will be released after this formal presentation to Your Excellency, will find it interesting and informative.

Finally, we should like to express our gratitude to Your Excellency for the confidence reposed in the Commission during the years covered by the Report and for giving us the opportunity to serve the State.

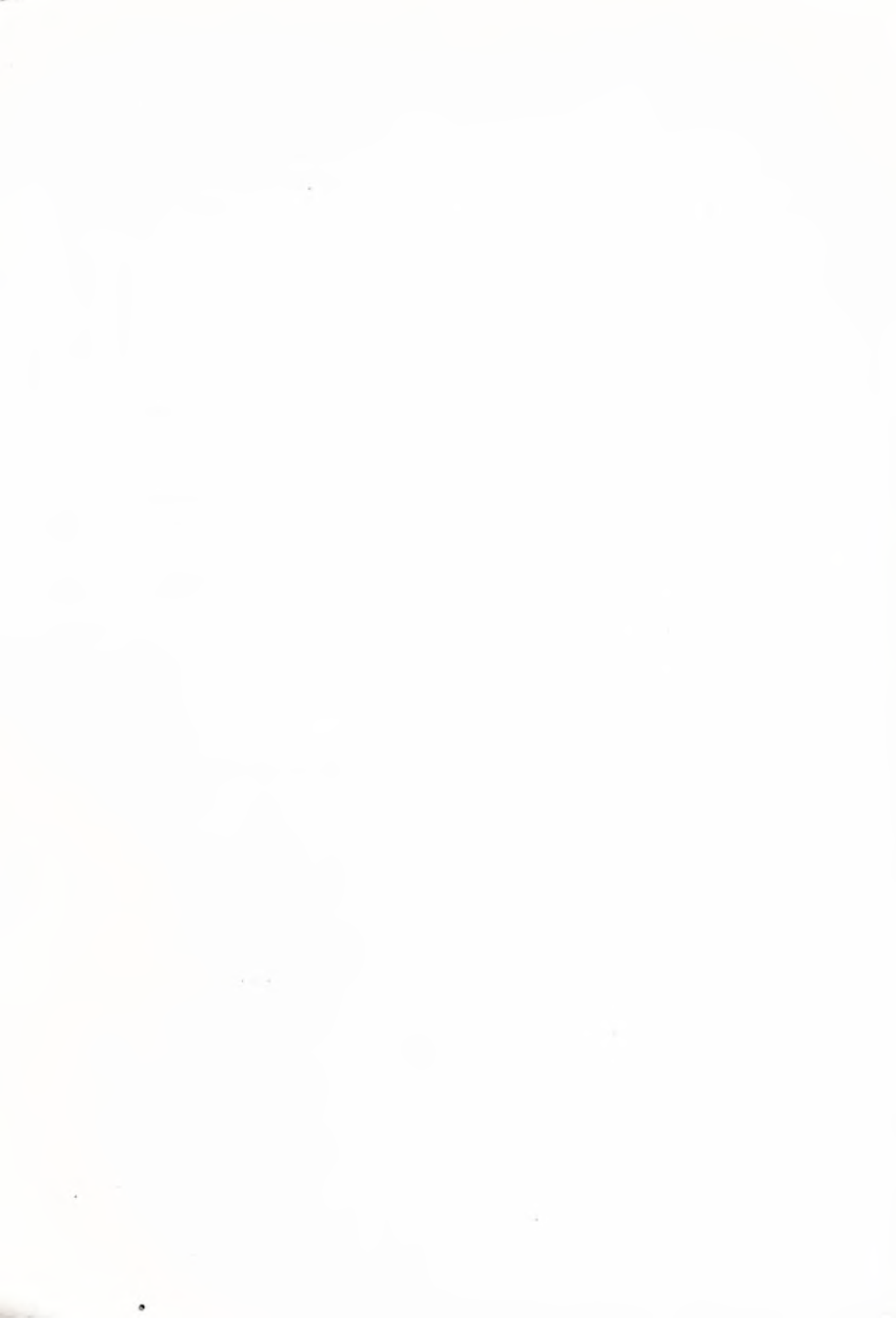
We are,
Your Excellency,

N. O. A. AKINYEMI,
Chairman

E. O. ALAYANDE,
Commissioner

J. E. ONI,
Commissioner

G. A. ADEMILUYI,
Commissioner



REPORT OF THE PUBLIC SERVICE COMMISSION
WESTERN STATE OF NIGERIA FOR THE PERIOD
1ST JANUARY, 1972 TO 31ST DECEMBER, 1973

CHAPTER ONE

INTRODUCTION

The years 1972 and 1973 were highly memorable for this Commission in two major respects: one was the Inter-Commissions' Conference which was held in Ibadan and was hosted by this Commission and the other was the amendment to Part VII of the Public Service Commission Regulations relating to disciplinary procedure. More details of these two events will be given later in this Report.

During the period under review the Commission held 168 plenary meetings: the summary of the business transacted is as follows:

Appointments	494
Acting Appointments	456
Promotions	1,927
Transfers	464
Secondments	7
Confirmation of Appointments	233
Disciplinary Cases	100
In-Service-Training with Promotion element	68
Petitions	90

Details of some of these activities will be found in Chapter Two of this Report and also in the Appendices thereto.

MEMBERSHIP AND STAFF OF THE COMMISSION

MEMBERSHIP

At the commencement of the year 1972 the membership of the Commission comprised of

Chief J. M. Beckley, OON—	<i>Chairman</i>
Mr V. O. Esan	<i>Full Time Commissioner</i>
Chief E. A. A. Fadayiro	<i>Part-Time Commissioner</i>

Mr Esan retired on the 31st of January, 1972 at the expiration of his contract of appointment and Rev. Canon E. O. Alayande, MBE, was appointed full-time Commissioner with effect from that date.

Mr J. E. Oni who was, until his retirement from the Public Service, the Principal of Government Teacher Training College, Ilesha was appointed part-time Commissioner with effect from 1st May, 1972.

Chief E. A. A. Fadayiro retired on 1st October, 1973 at the expiration of his contract and Prince G. A. Ademiluyi, MFR, MBE, was appointed Part-time Commissioner with effect from that date to replace him. A retired Civil Servant,

Prince G. A. Ademiluyi was until his retirement a Principal Executive Officer in the Ministry of Finance and functioned as the Principal Government Lotteries Officer. With his appointment, the composition of the Commission as at 31st December, 1973 was:

Chief J. M. Beckley, O O N	<i>Chairman</i>
Rev. Canon E. O. Alayande, M B E	<i>Full-time Commissioner</i>
Mr J. E. Oni	<i>Part-time Commissioner</i>
Prince G. A. Ademiluyi, M F R, M B E	<i>Part-time Commissioner</i>

In 1972, Rev. Canon E. O. Alayande acted as the Chairman of the Commission from 4th to 21st April and from 16th May to 13th August when Chief Beckley (the Chairman) was on leave and sick leave respectively. He also acted as the Chairman of the Commission from 21st March to 1st April, 1973 and from 10th to 24th December, 1973 when the Chairman, Chief Beckley, was on leave.

STAFF

A third Group 8 post was approved for the Commission with effect from 1st April, 1972. The staff complement as at 31st December, 1972 was:

- 1 Secretary
- 3 Senior Assistant Secretaries
- 3 Assistant Secretaries
- 2 Higher Executive Officers
- 5 Executive Officers (General Duties)
- 1 Executive Officer (Accounts)
- 2 Confidential Secretaries, Grade II
- 1 Senior Clerical Officer
- 4 Stenographers
- 21 Clerical Officers
- 1 Senior Typist
- 9 Typists
- 1 Clerical Assistant

But a new post of Principal Assistant Secretary, Group 7 was created with effect from 1st April, 1973 and the establishment of Senior Assistant Secretaries was reduced from three to two. The post of Executive Officer (Accounts) was abolished and the post of Assistant Executive Officer (Accounts) substituted therefore.

Although there were some changes of staff during the year 1973 most especially of officers in the Administrative and General Executive Classes, the staff position was fairly steady. Mr M. S. Adigun who had been the Secretary to the Commission since October 1971 was reassigned to the Ibadan City Council with effect from 1st July, 1973 and was succeeded by Mr F. B. A. Conde.

CHAPTER TWO

A REVIEW OF THE RECRUITMENT SITUATION

With the expiration of the contracts of many expatriate Medical personnel, the vacancy situation in the grades of Medical Officers and Medical Consultants became increasingly alarming. As a result, we mounted in 1972 a recruitment tour overseas for the purpose of recruiting Doctors into the State's Public Service. The

recruitment Mission consisted of Rev. Canon E. O. Alayande (who led the Mission), Dr A. A. Adesanya, Controllor of Medical Services, Ministry of Health and Mr. M. S. Adigun, Secretary to the Public Service Commission who also served as Secretary to the Mission. Because of the importance of the tour to the Ministry of Health, Dr A. Aderemi, Commissioner for Health agreed to accompany the Mission and assisted in all ways possible particularly in persuading suitable Nigerians to accept appointment in the State's Public Service.

The Mission was first to recruit suitably qualified Nigerians in both the United Kingdom and the United States of America, before recruiting expatriates in these countries, in Eastern Europe and in the United Arab Republic. The tour lasted thirty-one days and a good number of Nigerian Doctors were recruited from the United Kingdom and, to some extent, from the United States. In addition, a large number of specialist and generalist doctors were recruited from Eastern Europe and the Arab Republic of Egypt. Altogether, the Recruitment Mission offered appointments to thirty-one candidates for Medical Officer posts, fourteen candidates for Medical Officer of Health posts, two candidates for Dental Officer posts, four candidates for posts of Consultant (Paediatrics) and one candidate each for posts of Consultant Anaesthetics, Medicine, Radiology and Psychiatry. A Nigerian in the United States was also offered the post of Senior Registrar in Obstetrics and Gynaecology.

Appendices I and IA to this Report indicate a breakdown of the number of vacancies which occurred in the various senior posts in the service in 1972 and 1973 and also the number of such vacancies which we were able to fill. During the years under review there was a slight improvement in the recruitment situation over the experiences of the past years. A total of 1,923 applications were received for the 813 vacancies that existed out of which 889 reached the interview stage. Some of our advertisements such as those for the posts of Road Traffic Superintendent, Technical Officer, Assistant Education Officer in various subjects, Education Officer (French), Education Officer (Geography), Education Officer (Yoruba), Education Officer (English) and State Counsel received overwhelming response with the result that elaborate shortlisting exercises as well as vigorous interviews had to be conducted to select the most suitable candidates for these posts. Altogether 494 were finally appointed, out of which 428 accepted the offers of appointment made to them.

We, however, continued to experience acute shortage of staff in the grade of Architects whilst the hard experiences of recruiting personnel especially into such other professional grades as Town Planning Officer, Engineer, Land Officer, Pharmacist, Occupational Therapist, Laboratory Technologist, Dental Surgeon and Registrar/Senior Registrar persisted as a result of attractions from the private sector. In the Medical Officer grades there was still difficulty in recruiting adequate number of Medical Consultants in such specialities as Radiology, Anaesthetics and Paediatrics.

This acute situation was eased in part by the overseas Recruitment tour undertaken in 1972 by the Commission whereupon about twenty expatriate Medical Officers and Dental Surgeons accepted appointments during 1973. The persistent difficulty in recruiting personnel into the professional areas herein mentioned, especially in the Medical and Para-medical fields, is, to a large extent, an unhappy reflection of the dearth of such personnel available in the State and indeed in the country as a

whole. What is more, it is common knowledge that the Public sector is constantly in a grim battle with the Private sector in a bid to secure and retain the services of such indigenous professionals. This situation explained why there were as many as eighty-nine expatriate staff in a total of 19,566 in service as at 31st December, 1973.

Appendices II and IIA indicate the ratio of expatriate officers to indigenous officers in this Public Service during 1972 and 1973. It is worthy of note that the proportion of expatriate officers in the service continues to drop with the appointment of more Nigerians holding requisite qualifications to replace expatriate officers at the expiration of their contracts of appointments. Appendices III and IIIA contain the figures relating to posts occupied by Nigerians and expatriates as at 31st December, 1972 and 31st December, 1973 respectively. All the probationary appointments we confirmed during the period are in Appendices VIII and VIIIA.

CHAPTER THREE

MOVEMENTS OF OFFICERS

PROMOTIONS

A total number of 1,927 promotions (including sixty-two advancements) were made during the period under review. Appendices V and VI show that the largest number of promotions occurred in the grade of Assistant Agricultural Superintendent in the Ministry of Agriculture and Natural Resources where one hundred and fifty-six of them obtained promotions. These were followed by promotions to the rank of Assistant Agricultural Superintendent-in-training which numbered (121), Senior Agricultural Assistant, Grade II (seventy-one), Assistant Executive Officer-in-training (seventy-one) closely followed by promotion to the grade of Assistant Executive Officer. (sixty-eight)

Among the top posts filled by promotion during the period were three posts of Administrative Officer, Principal Staff Grade, one post of Administrative Officer, Senior Staff Grade and the posts of Chief Conservator of Forests, Chief Inspector of Education, Chief Fire Officer, Chief Industrial Officer, Chief Mechanical/Electrical Engineer, Controller of Medical Services, Commissioner for Customary Courts and Commissioner for Boundary Settlement.

ACTING APPOINTMENTS

Details of all acting appointments approved in 1972 and 1973 are in Appendices VII and VIIA.

DISCIPLINE

A landmark in the events of 1972, as mentioned in the opening paragraph of this Report, was the amendment to Part VII of our Regulations which set out our disciplinary procedure. The amendment which was assented to by His Excellency the Military Governor on 25th May, 1972 was published as W.S.L.N. 68 of 1972. As a result of this amendment, delays which used to be a feature of our disciplinary procedure and a butt of criticisms by civil servants and outsiders had been eliminated to a considerable extent. Many offending officers can now be brought to book far more speedily than was possible before the amendment. In furtherance of our effort to improve the tone of discipline in the Service we decided towards the

end of 1973 after consultation with the Secretary to the Military Government and Head of Service, to publish in the State Gazette all disciplinary measures taken by us or by Heads of Departments with our approval. The intention was that such publications would serve as a warning to other Civil Servants and as well keep the general public informed of disciplinary measures taken against Civil Servants.

During the period under review a total of 160 disciplinary cases were laid before us for consideration and our decisions were as follows:

Dismissal from the Service	26
Removal from the Service	2
Termination of probationary appointment	3
Reduction in Rank and Reprimand	1
Reduction in Rank and Surcharge	3
Reduction in Rank	3
Reduction in Salary	4
Withholding of Increment	9
Deferment of Increment	2
Reprimand and Surcharge	2
Surcharge	14
Reprimand	21
Warning	7
Pardon	1
Exoneration	1
Discontinuance	1

TRANSFERS AND SECONDMENTS

The process of transfers of staff from the Ministry of Agriculture and Natural Resources to the newly established Institute of Agricultural Research and Training, University of Ife, which started in 1971 continued in 1972. The largest number of transfers from the Service in 1972 was in this category. On the other hand the largest number of transfers into the Service during the period under review and which totalled 170 in all, was from the State Schools Board to the various posts in the Ministry of Education. Details of all the transfers we approved will be found in Appendices IX and IXA.

Appendices X and XA contain the secondments we approved during the reporting period.

CHAPTER FOUR

INFORMATION AND ACKNOWLEDGEMENTS

This Commission played host to the Federal and State Public Service Commissions, the Federal and State Statutory Corporations Service Commissions as well as the Police Service Commission at the 13th Inter-Commissions' Conference which was held in Ibadan from Tuesday, 28th November, to Friday, 1st December, 1972.

The Conference was the third to be held in Ibadan since its inception in 1959 and the first in the new series which started in 1968 after the creation of States. It was also the first Conference the Police Service Commission attended. According

to convention, the Chairman of this Commission Chief J. M. Beckley, presided at the Conference which was declared open by His Excellency the Military Governor of the Western State, Brigadier C. O. Rotimi. We presented two papers before the Conference. The first one was on the effect of Study-Leave-without-pay on confirmation of appointment whilst the second one was the effect of vacation leave on Acting Appointment. We should like to take the opportunity of this Report to express, once again, our sincere thanks to His Excellency the Military Governor for his interest and assistance which enabled us to play host at that Conference as effectively as possible. The communique issued at the end of the Conference will be found in Appendix XII of this Report.

The Commission also participated in the 14th Annual Conference of the Public Service Commission, the Statutory Corporations Service Commissions and the Police Service Commission which took place in Lagos in November 1973. We presented to the Conference a paper on the need for the publication in the Gazette of disciplinary measures taken against public servants.

As earlier mentioned in this Report, this Commission sent a Recruitment Delegation overseas from 5th September to 6th October, 1972 for the purpose of recruiting Medical personnel for the State's health services. We should like to place on record our profound appreciation of the assistance given by the Ministry of External Affairs, Lagos and the Nigerian Embassies in London, Washington, Warsaw and Cairo. We should also mention, in particular, the invaluable assistance given by Alhaji A. M. Bello, Recruitment Attache in Washington Alhaji Gadan, Nigerian Consul in New York and the various officials of the Egyptian Ministry of Health in Cairo. We also take this opportunity to express once again, our thanks to the Embassies of the Republics of Egypt, Yugoslavia, Poland and Bulgaria as well as the Director and staff of Pol-Service and the Director and staff of Technoimpex for the valuable assistance given to us, without which the recruitment tour mounted in 1972 would not have been such a huge success.

During the period under review a number of august visitors called at this Commission among whom were:

Alhaji Sule Katagun	<i>Chairman, Federal Public Service Commission, Lagos.</i>
Alhaji Yusufu Jega	<i>Member, Federal Public Service Commission Lagos.</i>
Dr L. O. Uwechia	<i>Member, Federal Public Service Commission, Lagos.</i>
Mr M. Rolfe	<i>Chairman, Public Service Board, New Guinea</i>
Alhaji A. M. Bello	<i>Recruitment Attache, Washington.</i>
Alhaji Haliru Gwandu	<i>Chairman, Public Service Commission, North-Western State, Sokoto.</i>
Alhaji Mamman Kolo	<i>Secretary, Public Service Commission, Sokoto</i>
Mr M. O. Anibaba	<i>President, Chartered Accountants of Nigeria</i>
Dr R. G. Robertson	<i>Clerk of the Privy Council and Secretary to the Canadian Cabinet, Ottawa, Canada.</i>
Mr Laban Sheema	<i>Deputy Chairman, Kenyan Public Service Commission, Nairobi.</i>

Mr M. Gihonyo	<i>Member, Kenyan Public Service Commission, Nairobi.</i>
Mr J. M. Kittne	<i>Member, Kenyan Public Service Commission, Nairobi.</i>
Mr D. J. Kimani	<i>Secretary, Kenyan Public Service Commission, Nairobi.</i>
Mr Peter Wnoe	<i>Public Service Review Commission</i>
Mr Nigel Grore	<i>Public Service Review Commission</i>
Mr Biran Metway	<i>Public Service Review Commission</i>

We wish to express our appreciation of the assistance and co-operation which we received from the various Departments of our Public Service during the periods under review. In particular we are grateful to the Secretary to the Military Government and Head of Service, the Permanent Secretaries and the Heads of Departments and Divisions for their useful advice whether in writing or as Consultants at our various meetings.

We thank the West African Examinations Council which continued to place their experience in conducting public examinations at the disposal of the Commission.

Finally we also like to record our appreciation of the efforts of the Government Printer and his staff in producing this Report.

APPOINTMENTS TO THE PUBLIC SERVICE
DURING THE CALENDAR YEAR, 1972

<i>Ministry/Department and Posts</i>	<i>No. of vacancies</i>	<i>No. of Applications received</i>	<i>No. of candidates interviewed</i>	<i>No. of candidates offered appoint- ment</i>	<i>No. of candidates who accep- ted appoint- ment</i>
MINISTRY OF ESTABLISHMENTS AND TRAINING					
Administrative Officers	15	44	38	12	12
Executive Officers	64	30	23	23	23
TOTAL	79	74	61	35	35
MINISTRY OF FINANCE					
Inspector of Taxes	2	10	10	2	2
AUDIT DEPARTMENT					
Auditors	5	21	15	5	5
MINISTRY OF TRADE AND CO-OPERATIVES					
Assistant Registrar of Co-opera- tive Societies	5	10	10	5	5
MINISTRY OF INDUSTRIES					
Industrial Officer, Grade II	1	7	2	1	1
Textile Officer	1	4	3	1	1
TOTAL	2	11	5	2	2
MINISTRY OF HOME AFFAIRS AND INFORMATION:					
Information Officers	6	57	13	4	4
Sound Engineer	1	3	3	1	1
TOTAL	7	60	16	5	5
MINISTRY OF LANDS AND HOUSING					
Pupil Land Officer	1	8	2	2	2
Estate Officer	6	1	1	1	1
Town Planning Officer	4	3	1	1	1
TOTAL	11	12	4	4	4
MINISTRY OF WORKS AND TRANSPORT					
Technical Officers	9	107	25	9	9
Pupil Public Health Engineer	2	6	3	2	1
Pupil Civil Engineer	3	28	4	3	3
Civil Engineer, Grade I	1	1	1	1	—
Pupil Mechanical Engineer	3	13	8	3	3
TOTAL	18	155	41	18	16

<i>Ministry/Department and Posts</i>	<i>No. of vacancies</i>	<i>No. of Applications received</i>	<i>No. of candidates interviewed</i>	<i>No. of candidates offered appoint- ment</i>	<i>No. of candidates who accep- ted appoint- ment</i>
MINISTRY OF EDUCATION					
Education Officers	42	161	102	35	29
Assistant Education Officer, Grade II	9	18	13	5	5
Assistant Inspectors of Education	35	119	66	25	24
Technical Instructors	11	28	14	4	4
TOTAL	97	326	195	69	62
MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION					
Statistician, Grade II	2	16	5	2	2
MINISTRY OF AGRICULTURE AND NATURAL RESOURCES					
Veterinary Officer, Grade II	7	13	4	3	1
Assistant Conservator of Forests, Grade II	5	7	4	3	3
Sawmill Technician	4	2	2	2	1
Technical Officer	3	10	7	3	3
Livestock Superintendent	6	2	2	2	2
TOTAL	25	34	19	13	10
MINISTRY OF HEALTH					
Consultant	37	25	16	9	5
Senior Registrar	50	2	2	2	1
Medical Officer/House Officer	88	124	105	88	55
Dental Surgeon/House Officer (Dental Surgery)	3	4	3	3	3
Pharmacist	21	44	28	21	20
Physiotherapist	4	4	4	4	4
Radiographer	5	1	1	1	1
Occupational Therapist	3	2	2	2	1
Technical Officer	2	10	3	2	2
Dental Technologist	2	1	1	1	1
Laboratory Technologist	10	6	3	3	3
TOTAL	225	223	168	136	96
GRAND TOTAL	478	952	549	296	244

**APPOINTMENTS TO THE PUBLIC SERVICE DURING
THE CALENDAR YEAR 1973**

<i>Ministry/Department and Posts</i>	<i>Number of vacancies</i>	<i>Number of Applications Received</i>	<i>Number of Candidates Interviewed</i>	<i>Number of Candidates offered Appointment</i>	<i>Number of Candidates who accepted appointment</i>
MINISTRY OF INDUSTRIES					
Industrial Officer, Grade II	2	2	2	1	1
MINISTRY OF EDUCATION:					
Education Officer	45	71	21	15	11
MINISTRY OF WORKS AND TRANSPORT					
Civil Engineer, Grade II	9	15	2	2	2
Pupil Electrical Engineer	1	7	4	1	1
Road Traffic Superintendent	7	90	29	7	6
Technical Officer	9	93	31	6	5
Total	26	205	66	16	14
MINISTRY OF LANDS AND HOUSING					
Pupil Land Officer	5	10	8	4	4
Town Planning Officer	7	7	5	5	5
Total	12	17	13	9	9
MINISTRY OF HOME AFFAIRS AND INFORMATION					
Graphic Arts Officer	1	3	3	1	1
MINISTRY OF ESTABLISHMENTS AND TRAINING					
Administrative Officer	23	169	26	13	13
Executive Officers	51	61	36	34	34
Accountants	7	20	14	7	6
Total	81	250	76	54	53
MINISTRY OF FINANCE					
Inspector of Taxes	2	60	8	2	2
MINISTRY OF TRADE AND CO-OPERATIVES					
Assistant Registrar of Co-operative Societies	2	69	11	2	2
AUDIT:					
Auditors	4	38	6	4	4
JUDICIAL DEPARTMENT					
Magistrates	7	18	14	7	7
Customary Court Presidents	4	14	6	4	4
Total	11	32	20	11	11
MINISTRY OF JUSTICE					
State Counsel	5	47	14	5	5

<i>Ministry/Department and Posts</i>	<i>No. of vacancies</i>	<i>No. of Applications received</i>	<i>No. of candidates interviewed</i>	<i>No. of candidates offered appoint- ment</i>	<i>No. of candidates who accept- ed appoint- ment</i>
MINISTRY OF AGRICULTURE AND NATURAL RESOURCES					
Produce Officers	3	56	7	2	2
Agricultural Officers	34	24	26	16	16
Assistant Conservator of Forests	4	4	4	3	3
Fisheries Officers	4	15	11	3	3
Total	45	99	48	24	24
MINISTRY OF HEALTH					
Pharmacists	27	38	20	20	13
Medical Officers/House Officers	—	30	30	30	30
Occupational Therapists	4	2	1	1	1
Laboratory Technologists	12	6	1	1	1
Dental Surgeon	4	1	1	1	1
Registrars/Senior Registrars	52	1	1	1	1
Total	99	78	54	54	47

APPENDIX II

PERCENTAGE OF OCCUPIED HIGHER GRADE POSTS
HELD BY NIGERIAN OFFICERS AS AT 31ST DECEMBER, 1972

Year	Rate of Percentage Increases per cent	
	Percentage	Increases per cent
1955	54	—
1956	56	2.0
1957	64.2	8.2
1958	74.9	10.7
1959	79.1	+2
1960	83	3.9
1961	86.5	3.5
1962	89.3	2.8
1963	89.5	0.2
1964	90.1	0.6
1965	92.5	2.4
1966	95.2	2.7
1967	96.2	1.0
1968	97.5	1.3
1969	97.7	0.2
1970	97.7	0.0
1971	99.009	1.309
1972	99.055	0.046 (decrease)

APPENDIX IIA

PERCENTAGE OF OCCUPIED HIGHER GRADE POSTS
HELD BY NIGERIAN OFFICERS AS AT 31ST DECEMBER 1973

<i>Year</i>	<i>Percentage</i>	<i>Rate of Increases per cent</i>
1955	54	—
1956	56	2.0
1957	64.2	8.2
1958	74.9	10.7
1959	79.1	4.2
1960	83	3.9
1961	86.5	3.5
1962	89.3	2.8
1963	89.5	0.2
1964	90.1	0.6
1965	92.5	2.4
1966	95.2	2.7
1967	96.2	1.0
1968	97.5	1.3
1969	97.7	0.2
1970	97.7	0.0
1971	99.009	1.309
1972	99.055	0.046 (decrease)
1973	98.3	0.75 (decrease)

TABLE SHOWING STRENGTH OF NIGERIAN AND OVERSEAS OFFICERS IN HIGHER GRADE POSTS AS AT 31ST DECEMBER, 1972

No.	Main Grades	Authorised Establishments	Strength	Nigerians	Overseas Officers	Vacancies
1.	Superscal:	548 (536)	371 (314)	355 (300)	16 (14)	177 (222)
2.	Scale 'A' and 'X'	929 (918)	738 (751)	712 (731)	26 (20)	191 (167)
3.	Scale C(T)	3,822 (3,573)	3,083 (2,893)	3,077 (2,882)	6 (11)	739 (677)
4.	Scale C(E)	1,162 (1,142)	995 (886)	944 (883)	1 (3)	167 (256)
5.	TOTAL	6,461 (6,166)	5,187 (4,844)	5,138 (4,796)	49 (48)	1,274 (1,322)

Percentage of occupied Higher Grade Posts held by Nigerian Officers=99.055 per cent.

Figures in this Table are based on those published by the Treasury. Vide Appendix IV.

Figures in parenthesis refer to those for the previous year.

APPENDIX IIIA

TABLE SHOWING STRENGTH OF NIGERIAN AND OVERSEAS OFFICERS IN HIGHER GRADE POSTS AS AT 31ST DECEMBER, 1973

No.	Main Grades	Authorised Establish- ments	Strength	Nigerians	Overseas Officers	Vacancies
1.	Superscale . . .	603 (548)	396 (371)	379 (355)	17 (16)	207 (177)
2.	Scale 'A' and 'X' . .	979 (929)	733 (738)	669 (712)	64 (26)	221 (191)
3.	Scale C(T) . . .	4,105 (3,822)	3,117 (3,083)	3,109 (3,077)	8 (6)	988 (739)
4.	Scale C(E) . . .	1207 (1,162)	996 (995)	996 (994)	— (1)	211 (167)
5.	TOTAL . . .	6,894 (6,461)	5,242 (5,187)	5,153 (5,138)	89 (49)	1,627 (1,274)

Percentage of occupied Higher Grade Posts held by Nigerian Officers=98.3 per cent

Figures in this Table are based on those published by the Treasury. Vide Appendix IVA.

Figures in parenthesis refer to those for the previous year.

WESTERN STATE OF NIGERIA MONTHLY RETURN OF STAFF AS AT 31ST DECEMBER, 1973

SALARY SCALES	1	2	3	4	5	6	7	8	9	10	11	12	13
	Number of Exe- cutive Posts	NUMBER OF STAFF ON DUTY In Ibadan	Outside Ibadan	Number of Staff on Leave on Duty	Number of Vacancies	Number of Exe- cutive Staff	Number of Pen- sion- able Staff	Number of Pen- sion- able Staff	Number of Exe- cutive Staff	Number of Indige- nite Staff	Number of Exe- cutive Staff	Number of Con- tract or other service or other proceeding terms including re-engage- ment leave in the next four months	Number of Staff known to be Contract or other service or other proceeding terms including re-engage- ment leave in the next four months
SUPERSCALE	A	119	78	19	3	19	—	100	—	—	—	—	1
	P	484	189	90	17	188	17	272	—	5	16	2	—
SCALE A AND X	A	119	77	15	2	25	—	56	—	38	—	—	—
	P	860	294	326	19	221	64	575	1	379	—	180	63
C(E)		1,207	581	403	12	211	—	996	—	808	—	180	—
C(T)		4,105	1,176	1,801	140	988	8	3,109	1	2,835	—	192	7
D		2,435	1,192	1,024	28	191	—	2,244	—	1,480	—	764	—
E		3,297	1,096	1,514	12	675	—	2,622	—	1,478	—	1,144	—
F		5,481	2,357	2,253	32	839	—	4,642	—	3,534	—	1,108	—
G		4,653	1,897	2,140	73	543	—	4,110	—	381	—	2,799	—
H		835	296	389	—	150	—	685	—	181	—	504	—
J		12	—	4	—	8	—	4	—	1	—	3	—
OTHERS		19	8	9	—	2	—	17	—	16	—	—	—
TOTAL		23,626	9,241	9,987	338	4,060	89	19,477	3	11,521	—	6,917	86

A*—Administrative
P*—Professional

APPENDIX V

PROMOTIONS, 1972

	Total
ADMINISTRATIVE CLASS	
Administrative Officer, Principal Staff Grade	2
Administrative Officer, Staff Grade	7
Administrative Officer, Grade I	8
Administrative Officer, Grade II	9
Administrative Officer, Grade III	12
Administrative Officer, Grade IV	7
Administrative Officer, Grade V	3
	<hr/> 48 <hr/>
GENERAL EXECUTIVE CLASS	
Principal Executive Officer (Tax)	1
Senior Executive Officer (General Duties)	4
Senior Executive Officer (Audit)	8
Higher Executive Officer (Accounts)	1
Higher Executive Officer (Audit)	15
Executive Officer	1
Assistant Executive Officer	34
Assistant Executive Officer-in-training	34
	<hr/> 98 <hr/>
SECRETARIAL/STENOGRAPHIC CLASS	
Confidential Secretary, Grade II	5
Confidential Secretary, Grade III	8
Stenographer	47
	<hr/> 60 <hr/>
AUDIT DEPARTMENT	
Assistant Auditor-General	1
Auditor, Grade I	2
Auditor, Grade II	4
	<hr/> 7 <hr/>
JUDICIAL DEPARTMENT	
Chief Magistrate	3
Senior Magistrate, Grade I	1
Principal Registrar	1
Higher Registrar	2
Registrar	4
Assistant Registrar	10
Librarian	1
	<hr/> 22 <hr/>

MINISTRY OF AGRICULTURE AND NATURAL RESOURCES

Chief Conservator of Forests	1
Deputy Chief Conservator of Forests	1
Senior Assistant Conservator of Forests	4
Assistant Conservator of Forests, Grade I	3
Higher Forest Superintendent	3
Forest Superintendent	9
Principal Produce Officer	1
Senior Produce Officer	4
Produce Officer, Grade I	3
Assistant Produce Officer, Grade II	21
Higher Assistant Produce Officer	2
Assistant Produce Superintendent	2
Principal Agricultural Officer	1
Senior Agricultural Officer	4
Higher Agricultural Officer	1
Agricultural Officer, Grade I	16
Agricultural Officer, Grade II	4
Technical Officer	1
Senior Agricultural Superintendent	5
Higher Agricultural Superintendent	4
Agricultural Superintendent-in-training	1
Assistant Agricultural Superintendent-in-training	45
Assistant Agricultural Superintendent	109
Agricultural Superintendent	3
Senior Agricultural Assistant, Grade I	9
Senior Agricultural Assistant, Grade II	49
Senior Agricultural Engineer	1
Agricultural Engineer, Grade I	1
Veterinary Officer, Grade I	2
Veterinary Officer, Grade II	7
Hides and Skin Superintendent	1
Assistant Livestock Superintendent-in-Training	12
Senior Hides and Skin Assistant, Grade I	1
Senior Hides and Skin Assistant, Grade II	1
Senior Produce Inspector, Grade I	1
Senior Produce Inspector, Grade II	4
Chief Ranger	1
Senior Clerical Officer	1
Agricultural Planning Officer, Grade I	1
Higher Produce Superintendent	1

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MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION

Deputy Chief Statistician	1
Senior Statistician	2
Statistician, Grade I	1
Statistician, Grade II	2

MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION—*contd*

Statistical Officer	5
Assistant Statistical Officer	2
Principal Social Development Officer	1
Senior Social Development Officer	2
Higher Social Development Officer	2
Assistant Social Development Officer	10

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MINISTRY OF EDUCATION

Chief Inspector of Education	1
Higher Assistant Inspector of Education	13
Senior Education Officer	2
Education Officer, Grade I	44
Education Officer, Grade II	1
Assistant Education Officer, Grade I	2
Assistant Education Officer, Grade II	1
Assistant Education Officer, Grade III	1
Principal, Government Trade Centre	1
Vice-Principal, Government Trade Centre	4
Higher Technical Instructor	8
Technical Instructor	6
Assistant Technical Instructor (Motor Mechanic)	2
Assistant Technical Instructor (Electrician)	1
Assistant Technical Instructor (General Welding)	1
Assistant Technical Instructor (Carpentry/Joinery)	1
Assistant Technical Instructor (Fitter Machinist)	1
Chief Clerical Officer	1
Senior Clerical Officer	6

97

MINISTRY OF ESTABLISHMENTS AND TRAINING

Principal Instructor	1
Senior Instructor	1
Senior Clerical Officer	1

3

MINISTRY OF FINANCE

Senior Inspector of Taxes	1
Inspector of Taxes	2

3

MINISTRY OF HEALTH

Senior Consultant	6
Consultant	16
Principal Nursing Officer	1

MINISTRY OF HEALTH—*contd*

Principal Dental Surgeon	1
Senior Dental Technologist	1
Superintendent Dental Surgeon	2
Medical Officer, Grade I	2
Medical Superintendent	2
Senior Health Superintendent	7
Senior Health Sister	2
Senior Nurse Tutor (Mental)	1
Senior Nurse Tutor (General)	1
Senior Matron	7
Senior Health Tutor	1
Senior Midwife Tutor	1
Senior Nurse Tutor	1
Senior Pharmacist	6
Senior Physiotherapist	1
Assistant Physiotherapist	1
Higher Health Sister	5
Higher Health Superintendent	5
Higher Nursing Superintendent	1
Higher Hospital Secretary	1
Senior Radiographer	1
Higher Radiographer	1
Radiographer	2
Senior Registrar	4
Registrar	4
Matron	5
Nurse Tutor (Mental)	2
Nurse Tutor (General)	2
Nurse Tutor (Health)	1
Nursing Superintendent (Mental)	3
Nursing Superintendent	21
Rural Health Superintendent	1
Health Superintendent	3
Nursing Sister	10
Assistant Stores Officer	2
Health Sister	6
Assistant Health Superintendent	11
Chief Clerical Officer	1
Senior Clerical Officer	3

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MINISTRY OF HOME AFFAIRS AND INFORMATION

Principal Superintendent of Press	1
Senior Superintendent of Press	1
Higher Superintendent of Press	4
Superintendent of Press	9
Assistant Superintendent of Press	16
Foreman (press Engineering)	1

MINISTRY OF HOME AFFAIRS AND INFORMATION—*contd*

Senior Printer, Grade II	3
Chief Fire Officer	1
Divisional Fire Officer	2
Station Officer	4
Senior Information Officer	1
Information Officer, Grade I	1
Information Officer, Grade II	3
Assistant Information Officer, Grade I	2
Assistant Information Officer, Grade II	1
Graphic Arts Officer	2
Assistant Graphic Arts Officer	2
Film Production Officer	1
Senior Cinema Commentator	2
Chief Clerical Officer	1
Office Equipment Engineer	1

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MINISTRY OF INDUSTRIES

Chief Industrial Officer	1
Higher Assistant Industrial Officer	1
Assistant Industrial Officer, Grade II	1
Senior Textile Officer	1
Higher Textile Officer	2

6

MINISTRY OF JUSTICE

Customary Court Inspector, Grade I	1
State Counsel, Grade I	11
State Counsel, Grade II	1

13

MINISTRY OF LANDS AND HOUSING

Senior Town Planning Officer	1
Senior Land Officer	2
Land Officer, Grade I	1
Land Officer, Grade II	3
Pupil Land Officer	1
Surveyor, Grade I	1
Technical Officer (Cartography)	1
Technical Officer	12
Assistant Technical Officer	10
Estate Officer	4

MINISTRY OF LANDS AND HOUSING—*contd*

Assistant Estate Officer	1
Stores Officer	2
Assistant Deeds Registrar	1
Chief Clerical Officer	1
	<hr/>
	41
	<hr/>

MINISTRY OF LOCAL GOVERNMENT AND CHIEFTAINCY AFFAIRS

Senior Clerical Officer	2
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MINISTRY OF TRADE AND CO-OPERATIVES

Principal Assistant Registrar of Co-operative Societies	1
Senior Assistant Registrar of Co-operative Societies	1
Assistant Registrar of Co-operative Societies	1
Higher Co-operative Officer	2
Chief Clerical Officer	1
Senior Clerical Officer	2
	<hr/>
	8
	<hr/>

MINISTRY OF WORKS AND TRANSPORT

Chief Mechanical/Electrical Engineer	1
Deputy Chief Mechanical Engineer	1
Principal Mechanical Engineer	1
Senior Mechanical Engineer	3
Higher Technical Officer (Mechanical)	2
Deputy Chief Architect	1
Senior Architect	1
Assistant Chief Civil Engineer	1
Principal Technical Officer (Buildings)	1
Principal Civil Engineer	2
Senior Civil Engineer	7
Higher Technical Officer (Building)	2
Technical Officer (Building)	3
Principal Technical Officer (Highways)	1
Technical Officer (Highways)	1
Engineer, Grade I	12
Engineer, Grade II	1
Principal Public Health Engineer	1
Principal Technical Officer	3
Senior Technical Officer	3

MINISTRY OF WORKS AND TRANSPORT—*contd*

Technical Officer	12
Mechanical Engineer, Grade II	1
Higher Technical Officer (Electrical)	1
Pupil Civil Engineer	1
Assistant Technical Officer	1
Senior Maintenance Officer	1
Senior Clerical Officer	2
	<hr/>
	68
	<hr/>

PUBLIC SERVICE COMMISSION

Senior Clerical Officer	1
	<hr/>
	1
	<hr/>

ADVANCEMENTS, 1972

	Total
MINISTRY OF AGRICULTURE AND NATURAL RESOURCES	
Senior Clerical Officer	2
	<u>2</u>
MINISTRY OF HEALTH	
Medical Officer, Grade I	1
Medical Officer, Grade II	5
	<u>6</u>
MINISTRY OF HOME AFFAIRS AND INFORMATION	
Senior Storekeeper	1
	<u>1</u>
MINISTRY OF LANDS AND HOUSING	
Land Officer, Grade II	3
Surveyor, Grade II.	4
	<u>7</u>
MINISTRY OF LOCAL GOVERNMENT AND CHIEFTAINCY AFFAIRS	
Senior Clerical Officer	2
	<u>2</u>
MINISTRY OF WORKS AND TRANSPORT	
Engineer, Grade II (Highways)	4
Engineer, Grade II (Mechanical)	2
Engineer, Grade II	4
Pupil Engineer, Grade II	1
	<u>11</u>
PUBLIC SERVICE COMMISSION	
Senior Clerical Officer	1
	<u>1</u>

APPENDIX VI

PROMOTIONS, 1973

	<i>Total</i>
1. ADMINISTRATIVE CLASS	
Administrative Officer, Principal Staff Grade	1
Administrative Officer, Senior Staff Grade	1
Administrative Officer, Staff Grade	4
Administrative Officer, Grade I	2
Administrative Officer, Grade II	12
Administrative Officer, Grade III	10
Administrative Officer, Grade IV	14
Administrative Officer, Grade V	2
	<hr/>
	46
	<hr/>
2. GENERAL EXECUTIVE CLASS	
Principal Executive Officer (General Duties)	5
Principal Executive Officer (Audit)	1
Principal Executive Officer (Tax)	1
Senior Executive Officer (Tax)	4
Higher Executive Officer (Tax)	12
Higher Executive Officer (Audit)	1
Higher Executive Officer (General Duties)	13
Higher Executive Officer (Accounts)	2
Executive Officer	2
Executive Officer (Accounts)	1
Executive Officer (General Duties)	7
Assistant Executive Officer	34
Assistant Executive Officer-in-training	37
	<hr/>
	120
	<hr/>
3. MINISTRY OF LANDS AND HOUSING	
Principal Surveyor	1
Senior Surveyor	1
Surveyor, Grade I	4
Senior Deeds Registrar	1
Senior Estate Officer	1
Deputy Surveyor-General	1
Land Officer, Grade I	1
Land Officer, Grade II	3
Senior Survey Draughtsman, Grade I	1
Senior Survey Assistant, Grade I	1
Senior Air Mapping Assistant, Grade I	1
Senior Technical Officer (Photogrammetry)	5
Pupil Land Officer	1

3. MINISTRY OF LANDS AND HOUSING— <i>contd</i>	
Higher Stores Officer	1
Higher Technical Officer	1
Town Planning Officer, Grade I	1
	<hr/> 25 <hr/>
4. MINISTRY OF TRADE AND CO-OPERATIVES:	
Senior Assistant Registrar of Co-operative Societies	1
Assistant Registrar of Co-operative Societies, Grade I	1
Assistant Co-operative Officer	8
Hostel Officer	1
	<hr/> 11 <hr/>
5. MINISTRY OF WORKS AND TRANSPORT	
Principal Architect	1
Principal Technical Officer (Electrical)	1
Principal Mechanical Engineer	2
Civil Engineer, Grade I	7
Engineer, Grade I (Electrical)	2
Engineer, Grade I (Sewage)	3
Senior Technical Officer (Highways)	1
Senior Technical Officer (Building)	1
Higher Technical Officer (Mechanical)	3
Higher Technical Officer (Highways)	15
Higher Technical Officer (Building)	1
Technical Officer (Electrical)	3
Senior Technical Assistant, Grade II	1
Assistant Technical Officer-in-training	1
Chargeman (Building)	8
Chargeman (Electrical)	2
Chargeman (Highways)	4
Chargeman (Road Overseers)	3
Foreman (Mechanical)	9
Foreman (Highways)	8
Foreman (Electrical)	1
Assistant Technical Officer (Electrical)	1
Assistant Technical Officer (Building)	1
Assistant Technical Officer-in-training	5
Chief Clerical Officer	1
Head Road Overseer	3
Senior Clerical Officer	1
	<hr/> 89 <hr/>
6. MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION	
Principal Statistician	1
Senior Statistician	1
Statistician, Grade I	1

MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION—*contd*

Statistician, Grade II	1
Higher Statistical Officer	1
Statistical Officer	2
Social Development Officer	8
Assistant Social Development Officer	1
	<hr/>
	16
	<hr/>

7. MINISTRY OF EDUCATION

Chief Education Officer	3
Chief Education Officer (Notional)	1
Principal Education Officer	3
Principal Education Officer (Notional)	1
Principal Education Officer (Technical)	4
Principal Assistant Inspector of Education	1
Principal Librarian	1
Senior Education Officer	5
Senior Technical Instructress	1
Senior Librarian	1
Higher Technical Instructress	2
Education Officer, Grade I	27
Education Officer, Grade II	4
Librarian, Grade I	1
Senior Assistant Inspector of Education	4
Higher Assistant Inspector of Education	5
Assistant Education Officer, Grade I	7
Assistant Education Officer, Grade II	2
	<hr/>
	73
	<hr/>

8. SECRETARIAL/STENOGRAPHIC CLASS

Confidential Secretary, Grade I	2
Confidential Secretary, Grade II	7
Confidential Secretary, Grade III	38
Official Reporter, Grade II	6
Stenographer	2
	<hr/>
	55
	<hr/>

9. MINISTRY OF HEALTH

Controller of Medical Services	1
Principal Health Superintendent	1
Medical Officer, Grade I	4
Principal Limb Maker	1
Pharmacist, Grade I	1
Senior Health Inspector	5
Senior Consultant	5
Senior Health Superintendent	2

MINISTRY OF HEALTH—*contd*

Consultant	3
Senior Nursing Superintendent (Mental)	1
Higher Occupational Therapist	1
Radiographer	2
Senior Storekeeper	1
Chief Clerical Officer	1
Assistant Dental Technologist-in-training	1
Nurse Tutor (Mental)	1

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10. MINISTRY OF AGRICULTURE AND NATURAL RESOURCES

Chief Agricultural Engineer	1
Chief Produce Officer	1
Principal Hides and Skins Superintendent	1
Principal Veterinary Officer	1
Principal Produce Officer	1
Senior Technical Officer	1
Senior Fisheries Officer	2
Senior Produce Inspector, Grade II	1
Senior Draughtsman, Grade I	1
Senior Draughtsman, Grade II	1
Senior Forest Superintendent	1
Forest Superintendent	6
Livestock Superintendent	7
Conservator of Forests	1
Agricultural Engineer, Grade I	1
Agricultural Officer, Grade I	6
Produce Officer, Grade I	1
Veterinary Officer, Grade I	3
Agricultural Planning Officer, Grade I	1
Produce Superintendent	7
Fisheries Officer, Grade II	1
Agricultural Officer, Grade II	5
Veterinary Officer, Grade II	2
Agricultural Planning Officer, Grade II	1
Produce Officer, Grade II	1
Higher Technical Officer	1
Higher Produce Superintendent	1
Higher Sawmill Technician	1
Higher Hides and Skins Superintendent	1
Higher Fisheries Superintendent	2
Senior Agricultural Assistant, Grade II	22
Sawmill Technician	1
Assistant Forest Superintendent	9
Assistant Agricultural Superintendent	47
Assistant Conservator of Forests, Grade I	2
Assistant Laboratory Technologist	1
Assistant Livestock Superintendent	10

MINISTRY OF AGRICULTURE AND NATURAL RESOURCES—*contd*

Livestock Assistant	3
Assistant Fisheries Superintendent	4
Assistant Technical Officer	1
Assistant Livestock Superintendent-in-training	25
Assistant Agricultural Superintendent-in-training	76
Assistant Fisheries Superintendent-in-training	1
	<hr/>
	263

11. MINISTRY OF JUSTICE

Commissioner for Boundary Settlement	1
Commissioner for Customary Courts	1
Assistant Legal Draftsman	1
Principal State Counsel	3
Senior State Counsel, Grade I	7
Senior State Counsel, Grade II	6
State Counsel, Grade I	5
Pupil State Counsel	3
	<hr/>
	27

12. JUDICIAL DEPARTMENT

Senior Magistrate, Grade I	2
Senior Magistrate, Grade II	4
Magistrate	1
Senior Registrar	2
Higher Registrar	1
Registrar	3
Senior Bailiff	2
	<hr/>
	15

13. MINISTRY OF FINANCE

Deputy Commissioner of Internal Revenue	1
Principal Inspector of Taxes	1
Principal Accountant	4
Deputy Accountant-General	1
Senior Accountant	6
Senior Inspector of Taxes	3
Inspector of Taxes, Grade I	4
Inspector of Taxes, Grade II	3
Accountant, Grade I	2
Accountant, Grade II	1
	<hr/>
	26

14. MINISTRY OF INDUSTRIES								1
Principal Textile Officer								1
Brickmaking Officer								<u>2</u>
15. AUDIT DEPARTMENT								
Assistant Auditor-General								1
Auditor, Grade II								<u>5</u>
								<u>6</u>

ADVANCEMENTS, 1973

1. MINISTRY OF HOME AFFAIRS AND INFORMATION	
Senior Clerical Officer	1
	<u>1</u>
2. GENERAL EXECUTIVE CLASS	
Executive Officer (Tax)	1
	<u>1</u>
3. MINISTRY OF TRADE AND CO-OPERATIVES	
Senior Clerical Officer	2
	<u>2</u>
4. MINISTRY OF WORKS AND TRANSPORT	
Engineer, Grade II (Civil)	1
Engineer, Grade II (Mechanical)	1
Chargeman (Electrical)	14
Senior Clerical Officer	2
	<u>18</u>
5. MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION	
Social Welfare Officer	1
Senior Typist	3
	<u>4</u>
6. MINISTRY OF JUSTICE	
State Counsel, Grade II	1
	<u>1</u>
7. MINISTRY OF INDUSTRIES	
Senior Typist	1
	<u>1</u>
8. MINISTRY OF LANDS AND HOUSING	
Surveyor, Grade II.	4
	<u>4</u>

ACTING APPOINTMENTS, 1972

ADMINISTRATIVE CLASS

Administrative Officer, Senior Staff Grade	2
Administrative Officer, Grade I	1
Administrative Officer, Grade II	9
Administrative Officer, Grade III	13
	<hr/>
	25

GENERAL EXECUTIVE CLASS

Senior Executive Officer (Audit)	4
Higher Executive Officer (Tax)	1
Higher Executive Officer (Accounts)	5
Higher Executive Officer (Audit)	10
Executive Officer (Audit)	1
	<hr/>
	21

AUDIT DEPARTMENT

Assistant Auditor-General	1
Senior Auditor	1
Auditor, Grade II	1
	<hr/>
	3

JUDICIAL DEPARTMENT

Chief Magistrate	8
Chief Customary Court President	2
Senior Customary Court President, Grade I	1
Senior Customary Court President, Grade II	1
Senior Magistrate, Grade I	3
Senior Magistrate, Grade II	2
Chief Registrar	1
Senior Registrar	1
Registrar	3
	<hr/>
	22

MINISTRY OF AGRICULTURE AND NATURAL RESOURCES

Chief Agricultural Project Planning Officer	1
Deputy Chief Conservator of Forests	1
Conservator of Forests	1
Principal Agricultural Officer	1
Veterinary Officer, Grade II	3
Higher Livestock Superintendent	2
Higher Hides and Skin Superintendent	1

MINISTRY OF AGRICULTURE AND NATURAL RESOURCES—*contd*

Senior Hides and Skin Superintendent	1
Veterinary Specialist Officer	1
Senior Hides and Skin Assistant, Grade I	1
Principal Produce Officer	1
Senior Produce Officer	1
Senior Agricultural Engineer	1
Agricultural Engineer	1
Agricultural Officer, Grade II	2
Fisheries Officer	1
Sawmill Technician	1

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MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION

Chief Social Development Officer	1
Assistant Social Development Officer	1
Social Development Officer	1
Principal Statistician	1
Senior Statistician	1
Deputy Chief Statistician	1
Statistical Officer	2

8

MINISTRY OF EDUCATION

Chief Education Officer	5
Chief Inspector of Education	1
Deputy Chief Inspector of Education	1
Senior Education Officer	1
Principal Education Officer	2

10

MINISTRY OF FINANCE

Senior Inspector of Taxes	3
Senior Accountant	2

5

MINISTRY OF HEALTH

Radiographer	2
Higher Dental Technologist	1
Laboratory Technologist	1
Chief Clerical Officer	1

5

MINISTRY OF HOME AFFAIRS AND INFORMATION

Chief Fire Officer	1
Government Printer	1
Principal Superintendent of Press	1
Senior Superintendent of Press	1
Higher Superintendent of Press	4
Principal Information Officer	1
Senior Information Officer	1
Senior Technical Officer (Sound)	1
Higher Sound Engineer	1
Supervisor	1
	<hr/>
	13
	<hr/>

MINISTRY OF INDUSTRIES

Principal Textile Officer	1
Senior Textile Officer	1
Higher Textile Officer	1
Brickmaking Officer	1
	<hr/>
	4
	<hr/>

MINISTRY OF JUSTICE

Director of Public Prosecutions	1
Principal State Counsel	2
Senior State Counsel, Grade I	1
Senior State Counsel, Grade II	9
Legal Draftsman	1
Assistant Legal Draftsman	3
	<hr/>
	17
	<hr/>

MINISTRY OF LANDS AND HOUSING

Surveyor-General	1
Deputy Surveyor-General	2
Principal Surveyor	2
Senior Surveyor	3
Chief Land Officer	1
Chief Planning Officer	1
Principal Town Planning Officer	1
Senior Town Planning Officer	2
Senior Technical Officer (Cartography)	1
Senior Technical Officer (Photolithography)	1
Senior Technical Officer (Field Survey)	1
Higher Technical Officer (Cartography)	2
Higher Technical Officer (Photolithography)	1
Higher Technical Officer (Photogrammetry)	1
Higher Technical Officer (Field Survey)	3
Higher Estate Officer	1

MINISTRY OF LANDS AND HOUSING—*contd*

Higher Deeds Registrar	1
Senior Survey Draughtsman, Grade I	1
Senior Survey Assistant, Grade I	1
Senior Air-Mapping Assistant, Grade I	1
	<hr/>
	28
	<hr/>

MINISTRY OF TRADE AND CO-OPERATIVES

Senior Assistant Registrar of Co-operative Societies	1
Higher Co-operative Officer	3
Co-operative Officer	1
	<hr/>
	5
	<hr/>

MINISTRY OF WORKS AND TRANSPORT

Chief Mechanical/Electrical Engineer	1
Senior Electrical Engineer	1
Higher Technical Officer (Electrical)	1
Chief Mechanical Engineer	1
Principal Mechanical Engineer	1
Senior Mechanical Engineer	1
Principal Architect	1
Senior Architect	1
Senior Engineer	1
Assistant Technical Officer	1
	<hr/>
	10
	<hr/>

OFFICE OF THE MILITARY GOVERNOR

Higher Technical Officer	1
	<hr/>
	1
	<hr/>

ACTING APPOINTMENTS, 1973

ADMINISTRATIVE CLASS

Administrative Officer, Grade I	.	.	.	.	.	.	5
Administrative Officer, Grade II	.	.	.	.	.	.	15
Administrative Officer, Grade III	.	.	.	.	.	.	20
Administrative Officer, Grade IV	.	.	.	.	.	.	2
							<hr/> 42

GENERAL EXECUTIVE CLASS

Principal Executive Officer	.	.	.	.	.	.	1
Senior Executive Officer (Audit)	.	.	.	.	.	.	2
Higher Executive Officer (Accounts)	.	.	.	.	.	.	7
Higher Executive Officer (Audit)	.	.	.	.	.	.	4
Higher Executive Officer (General Duties)	.	.	.	.	.	.	4
Higher Executive Officer	.	.	.	.	.	.	1
Executive Officer (Audit)	.	.	.	.	.	.	1
Executive Officer (General Duties)	.	.	.	.	.	.	2
Assistant Executive Officer	.	.	.	.	.	.	2
							<hr/> 24

SECRETARIAL/STENOGRAPHIC CLASS

Confidential Secretary, Grade I	.	.	.	.	.	.	1
							<hr/> 1

AUDIT

Assistant Auditor-General	.	.	.	.	.	.	2
Senior Auditor	.	.	.	.	.	.	1
							<hr/> 3

JUDICIAL: HIGH COURT OF JUSTICE

Chief Registrar	.	.	.	.	.	.	5
Chief Magistrate	.	.	.	.	.	.	5
Senior Magistrate, Grade I	.	.	.	.	.	.	2
Senior Magistrate, Grade II	.	.	.	.	.	.	3
Higher Registrar	.	.	.	.	.	.	2
Registrar	.	.	.	.	.	.	1
Assistant Registrar	.	.	.	.	.	.	4
							<hr/> 22

MINISTRY OF AGRICULTURE AND NATURAL RESOURCES

Controller of Agricultural Services	.	.	.	.	.	.	1
Chief Agricultural Engineer	.	.	.	.	.	.	1
Chief Veterinary Officer	.	.	.	.	.	.	1
Chief Produce Officer	.	.	.	.	.	.	1
Deputy Chief Veterinary Officer	.	.	.	.	.	.	1
Deputy Chief Conservator of Forests	.	.	.	.	.	.	2

MINISTRY OF AGRICULTURE AND NATURAL RESOURCES—*contd*

Principal Fisheries Officer	2
Principal Produce Officer	1
Principal Agricultural Engineer	1
Principal Agricultural Superintendent	1
Principal Veterinary Officer	1
Senior Veterinary Officer	2
Senior Produce Officer	1
Senior Agricultural Officer	2
Senior Agricultural Planning Officer	1
Senior Livestock Superintendent	1
Conservator of Forests	2
Agricultural Officer, Grade II	3
Hides and Skins Superintendent	3
Assistant Laboratory Superintendent	1
Sawmill Technician	1

30

MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION

Chief Social Development Officer	1
Assistant Chief Social Development Officer	1
Deputy Chief Statistician	1
Principal Statistician	1
Senior Statistician	1

5

MINISTRY OF EDUCATION

Chief Education Officer	2
Chief Education Officer (Science)	2
Chief Technical Education Officer	1
Principal Education Officer	5
Principal Assistant Inspector of Education	2
Senior Librarian	2
Senior Education Officer	13
Senior Technical Instructress	1
Senior Assistant Inspector of Education	5
Higher Assistant Inspector of Education	3
Higher Technical Instructress	1
Education Officer, Grade II	2

39

MINISTRY OF FINANCE

Principal Accountant	2
Senior Inspector of Taxes	3

5

MINISTRY OF HEALTH

Principal Nursing Officer	1
Principal Health Superintendent	1
Principal Limb Maker	1
Senior Health Superintendent	1
Higher Dental Technologist	1
Higher Curator of Medical Appliances and Equipment	1
Higher Laboratory Technologist	1
Laboratory Technologist	6

13

MINISTRY OF HOME AFFAIRS AND INFORMATION

Chief Fire Officer	1
Senior Graphic Arts Officer	1
Higher Graphic Arts Officer	1
Higher Photographer	1
Office Equipment Engineer	1
Superintendent of Press	1
Chief Clerical Officer	1
Senior Printer, Grade I	2

9

MINISTRY OF INDUSTRIES

Higher Textile Officer	1
Higher Brick-making Officer	1
Textile Officer	1
Senior Assistant Industrial Officer	1
Assistant Industrial Officer, Grade I	1

5

MINISTRY OF JUSTICE

Legal Draftsman	1
Assistant Legal Draftsman	1
Principal State Counsel	3
Senior State Counsel, Grade I	3
Senior State Counsel, Grade II	3
Senior Customary Courts Inspector, Grade II	1

12

MINISTRY OF LANDS AND HOUSING

Surveyor-General	1
Deputy Surveyor-General	1
Chief Town Planning Officer	1,
Principal Land Officer	2
Principal Surveyor	2

MINISTRY OF LANDS AND HOUSING—*contd*

Senior Land Officer	1
Senior Town Planning Officer	1
Senior Technical Officer (Photolithography)	2
Senior Surveyor	2
Higher Deeds Registrar	2
Higher Technical Officer	1
Higher Technical Officer (Photolithography)	1
Technical Officer	2
Assistant Technical Officer	1
	<hr/>
	20

MINISTRY OF TRADE AND CO-OPERATIVES

Senior Assistant Registrar of Co-operatives	3
Higher Co-operative Officer	1
	<hr/>
	4

MINISTRY OF WORKS AND TRANSPORT

Controller of Works Services	2
Chief Architect	1
Chief Civil Engineer	1
Deputy Chief Architect	1
Deputy Chief Civil Engineer	3
Principal Engineer	1
Principal Civil Engineer	1
Principal Stores Officer	1
Principal Mechanical Engineer	1
Senior Mechanical Engineer	3
Senior Civil Engineer	1
Senior Technical Officer (Building)	4
Senior Architect	1
Higher Technical Officer (Mechanical)	1
Higher Technical Officer (Electrical)	1
Technical Officer (Highways)	1
	<hr/>
	24

APPENDIX VIII

CONFIRMATION OF APPOINTMENTS, 1972

ADMINISTRATIVE CLASS										Total
Administrative Officer, Grade IV	.	.	.	.	.	.	.	.	.	1
Administrative Officer, Grade V	.	.	.	.	.	.	.	.	.	9
										<u>10</u>
GENERAL EXECUTIVE CLASS										
Higher Executive Officer	.	.	.	.	.	.	.	.	.	1
Executive Officer	.	.	.	.	.	.	.	.	.	6
										<u>7</u>
SECRETARIAL/STENOGRAPHIC CLASS										
Confidential Secretary, Grade III	.	.	.	.	.	.	.	.	.	5
Stenographer	.	.	.	.	.	.	.	.	.	10
										<u>15</u>
AUDIT DEPARTMENT										
Auditor	.	.	.	.	.	.	.	.	.	1
Auditor, Grade II	.	.	.	.	.	.	.	.	.	1
										<u>2</u>
JUDICIAL										
Senior Magistrate, Grade II	.	.	.	.	.	.	.	.	.	4
										<u>4</u>
MINISTRY OF AGRICULTURE AND NATURAL RESOURCES										
Assistant Conservator of Forests, Grade II	.	.	.	.	.	.	.	.	.	1
Agricultural Officer, Grade II	.	.	.	.	.	.	.	.	.	1
Agricultural Superintendent	.	.	.	.	.	.	.	.	.	1
Agricultural Superintendent-in-training	.	.	.	.	.	.	.	.	.	4
Veterinary Officer, Grade II	.	.	.	.	.	.	.	.	.	2
Veterinary Superintendent-in-training	.	.	.	.	.	.	.	.	.	2
Hides Improvement Officer	.	.	.	.	.	.	.	.	.	1
										<u>12</u>
MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION										
Social Development Officer	.	.	.	.	.	.	.	.	.	1
Assistant Social Development Officer	.	.	.	.	.	.	.	.	.	6
										<u>7</u>
MINISTRY OF EDUCATION										
Assistant Lecturer	.	.	.	.	.	.	.	.	.	1
Education Officer, Grade I	.	.	.	.	.	.	.	.	.	1
Education Officer, Grade II	.	.	.	.	.	.	.	.	.	15
Technical Instructor	.	.	.	.	.	.	.	.	.	7
Trade Instructress	.	.	.	.	.	.	.	.	.	2
Assistant Education Officer, Grade II	.	.	.	.	.	.	.	.	.	4
Assistant Education Officer, Grade III	.	.	.	.	.	.	.	.	.	1
Assistant Inspector of Education	.	.	.	.	.	.	.	.	.	10
Assistant Technical Instructor	.	.	.	.	.	.	.	.	.	2
										<u>43</u>

MINISTRY OF FINANCE									
Inspector of Taxes									1
									<u>1</u>
MINISTRY OF HEALTH									
Medical Officer, Grade II									8
Pharmacist									1
Pharmacy Superintendent									1
Physiotherapist									3
Occupational Therapist									1
Radiographer									2
Staff Midwife									43
Staff Nurse/Midwife									3
Staff Nurse									14
Community Nurse									5
Assistant Nursing Sister									1
									<u>83</u>
MINISTRY OF HOME AFFAIRS AND INFORMATION									
Information Officer, Grade II									2
									<u>2</u>
MINISTRY OF JUSTICE									
State Counsel, Grade II									2
									<u>2</u>
MINISTRY OF LANDS AND HOUSING									
Town Planning Officer									1
Surveyor, Grade II									2
Pupil Surveyor									1
									<u>4</u>
MINISTRY OF WORKS AND TRANSPORT									
Civil Engineer, Grade II									4
Civil Engineer									2
Pupil Civil Engineer									2
Electrical Engineer, Grade II									1
Engineer, Grade II (Highways)									2
Pupil Engineer									3
Technical Officer									13
Assistant Technical Officer									2
									<u>29</u>
OFFICE OF THE MILITARY GOVERNOR:									
Technical Officer (Mechanical)									1
									<u>1</u>

CONFIRMATION OF APPOINTMENTS, 1973

1. ADMINISTRATIVE CLASS	Total
Administrative Officer, Grade V	14
	<hr/> 14
2. GENERAL EXECUTIVE CLASS	
Executive Officer	13
Assistant Executive Officer	5
Assistant Executive Officer (Accounts)	1
	<hr/> 19
3. SECRETARIAL/STENOGRAPHIC CLASS	
Confidential Secretary, Grade II	1
	<hr/> 1
4. MINISTRY OF FINANCE	
Inspector of Taxes, Grade II	1
	<hr/> 1
5. MINISTRY OF AGRICULTURE AND NATURAL RESOURCES	
Veterinary Officer, Grade II	4
Agricultural Officer, Grade II	11
Agricultural Planning Officer, Grade II	1
Produce Officer, Grade II	6
Assistant Conservator of Forests, Grade II	7
Fisheries Officer, Grade II	5
Hides and Skins Superintendent	3
Agricultural Superintendent-in-training	4
Assistant Agricultural Superintendent-in-training	2
Assistant Livestock Superintendent-in-training	30
	<hr/> 73
6. MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION:	
Statistician, Grade II	2
Assistant Social Development Officer	6
	<hr/> 8
7. MINISTRY OF EDUCATION:	
Principal Education Officer (Technical)	4
Education Officer, Grade I	6
Education Officer, Grade I (Music)	1
Education Officer, Grade II	5

MINISTRY OF EDUCATION— *contd*

Education Officer, Grade II (Biology)	1
Education Officer, Grade II (Agriculture)	1
Education Officer, Grade II (French)	1
Education Officer, Grade II (Chemistry)	1
Education Officer, Grade II (Geography)	1
Education Officer, Grade II (Physical Education)	1
Assistant Education Officer, Grade II	1
Assistant Education Officer, Grade II (Biology and General Science)	1
Assistant Education Officer, Grade II (Yoruba/Arts)	1
Assistant Education Officer, Grade II (Agriculture)	1
Assistant Education Officer, Grade II	2
Principal Assistant Inspector of Education	1
Senior Assistant Inspector of Education	1
Assistant Inspector of Education	4
Library Officer	1
Technical Instructor	2
Technical Instructor (Fitter Machinist)	1
Technical Instructor (Radio/Television)	1
Assistant Technical Instructor	1
Trade Instructress	1

41

8. MINISTRY OF HEALTH:

Pharmacist	1
Pharmacist, Grade II	1
Medical Officer, Grade II	1
Dental Technologist	1
Hostel Officer	1
Laboratory Technologist	4
Technical Officer (Mechanical)	1
Higher Curator of Medical Appliances and Equipment	1

11

9. MINISTRY OF INDUSTRIES:

Industrial Officer, Grade II (Management and Accounts)	1
Textile Officer	2

3

10. MINISTRY OF JUSTICE:

State Counsel, Grade I	1
State Counsel, Grade II	1
Pupil State Counsell	1
Customary Courts Inspector, Grade I	1

4

11. MINISTRY OF LANDS AND HOUSING:

Pupil Surveyor	6
Estate Officer	1
	<hr/>
	7
	<hr/>

12. MINISTRY OF TRADE AND CO-OPERATIVES:

Assistant Registrar of Co-operatives Societies, Grade II . . .	5
	<hr/>
	5
	<hr/>

13. MINISTRY OF WORKS AND TRANSPORT:

Principal Public Health Engineer	1
Principal Architect	1
Engineer, Grade I (Water)	1
Civil Engineer, Grade II	2
Engineer, Grade II (Highways)	3
Mechanical Engineer, Grade II	1
Scientific Officer, Grade II	1
Technical Officer	1
Technical Officer (Highways)	2
Technical Officer (Mechanical)	2
Technical Officer (Civil)	3
Technical Officer (Plumbing)	1
Assistant Technical Officer	3
	<hr/>
	22
	<hr/>

14. AUDIT DEPARTMENT:

Auditor, Grade II	2
	<hr/>
	2
	<hr/>

TRANSFERS, 1972

STATE TO FEDERAL AND VICE-VERSA

Administrative Officer, Staff Grade	1
Administrative Officer, Grade III	1
Administrative Officer, Grade IV	2
Registrar (Preventive Medicine)	1
Staff Nurse/Midwife	1
Principal Librarian	1
Research Officer, Grade I	1
Research Officer	1
Crown Counsel, Grade II	1
Education Officer, Grade II	1
Social Welfare Officer	1
Higher Technical Officer	1
Higher Executive Officer	1
Executive Officer	1
Confidential Secretary, Grade II	1
Confidential Secretary, Grade III	2
Station Officer	1
	<hr/> 19 <hr/>

INTER-STATE

Senior Consultant (Obstetrics and Gynaecology)	1
Senior Dental Surgeon	1
Nursing Sister	1
Staff Nurse/Midwife	4
Staff Nurse	1
Occupational Therapist	1
Senior Executive Officer	1
Civil Engineer, Grade I	1
Senior Maintenance Superintendent	1
Higher Technical Officer	3
Stores Officer	1
Graphic Arts Officer	1
Assistant Chief Clerk	1
Senior Clerical Officer	3
	<hr/> 22 <hr/>

FROM STATE TO UNIVERSITY

Senior Lecturer	2
Assistant Lecturer	1
Tutor, Grade I	1
Tutor	4
Assistant Tutor	1
Research Fellow	1
Junior Research Fellow	11
Agricultural Officer, Grade I	1
Agricultural Officer	2
Agricultural Superintendent	5

FROM STATE TO UNIVERSITY—contd

Assistant Agricultural Superintendent	29
Veterinary Officer	1
Principal Scientific Officer (Veterinary and Livestock)	1
Higher Technical Officer	3
Executive Officer	1
Assistant Executive Officer (Accounts)	1
Assistant Registrar	1
Senior Clerical Officer	3
	<u>69</u>

SERVICE BOARD TO STATE

Chief Customary Court President	8
Senior Customary Court President	10
Customary Court President	2
	<u>20</u>

SCHOOLS BOARD TO STATE

Lecturer, Grade II	3
Senior Inspector of Education	3
Education Officer, Grade II	34
Assistant Education Officer, Grade II	16
Assistant Inspector of Education	29
	<u>85</u>

INTER-DEPARTMENTAL

Administrative Officer, Grade V	3
Principal Executive Officer	1
Education Officer, Grade II	1
Assistant Registrar of Co-operatives	1
Auditor, Grade II	2
Inspector of Taxes, Grade II	2
Accountant	1
Higher Technical Officer	1
Technical Instructress	1
Staff Nurse (Health)	12
Staff Nurse	6
Chief Clerical Officer	1
	<u>32</u>

WITHIN DEPARTMENT

Assistant Graphic Arts Officer	1
	<u>1</u>

STATE TO UNIVERSITY HOSPITAL

Deputy Chief Accountant	1
	<u>1</u>

MISSION TO STATE

Executive Officer	1
	<u>1</u>

TRANSFERS, 1973

WITHIN THE SERVICE

	<i>Total</i>
Administrative Officer, Grade V	2
Accountant, Grade I	3
Accountant, Grade II	2
Inspector of Taxes, Grade II	2
Magistrate	4
PuPil State Counsel	1
Assistant Social Development Officer	2
Agricultural Planning Officer, Grade I	4
Agricultural planning Officer, Grade II	2
Assistant Inspector of Education	5
Industrial Officer, Grade I	1
Confidential Secretary, Grade II	1
Instructor, Grade II	5
	<hr/>
	34

INTER-STATE TRANSFER

Administrative Officer, Grade II	1
Administrative Officer, Grade III	3
Administrative Officer, Grade IV	2
Principal Agricultural Officer	2
Produce Officer	1
Statistical Officer	1
Executive Officer (Accounts)	1
Confidential Secretary, Grade II	1
Principal Inspector of Education	3
Lieutenant	1
pupil Land Officer	1
Technical Officer	1
Staff Nurse	3
Dental Surgeon	1
Confidential Secretary, Grade III	1
Staff Nurse/Midwife	1
Research Officer, Grade I	1
Assistant Inspector of Education	1
Crown Counsel, Grade II	1
Registrar Preventive Medicine	1
Assistant Registrar of Co-operatives	1
Research Officer	1
Education Officer, Grade II	8
Assistant Education Officer, Grade II	20
Clerical Officer	1
	<hr/>
	59

FROM STATE TO UNIVERSITY OR CORPORATION

Administrative Officer	1
Administrative Sister	1
Confidential Secretary, Grade III	1
Lecturer	2
Research Fellow	7
Tutor, Grade I	2
Agricultural Officer, Grade I	1
Junior Research Fellow	1
Agricultural Superintendent	5
Higher Technical Officer	3
Assistant Lecturer	1
Stenographer	1
Tutor	3
Assistant School Matron	1
Nurse Tutor	1
Engineer, Grade I	1
Technical Officer	1
Public Relations Officer	1
	<hr/>
	34
	<hr/>

FROM STATE TO COUNCIL OR COUNCIL TO STATE

Table Tennis Coach	1
Council Manager, Grade V	1
	<hr/>
	2
	<hr/>

SCHOOL BOARD TO SERVICE

Senior Inspector of Education	3
Assistant Inspector of Education	29
Lecturer, Grade II	3
Education Officer, Grade II	34
Assistant Education Officer, Grade II	16
	<hr/>
	85
	<hr/>

APPENDIX X

SECONDMENTS, 1972

TO OTHER INSTITUTION		Total
<i>Appointment</i>	<i>Post to which seconded</i>	
Administrative Officer, Grade II . . .	Administrative Officer, Grade II, Institute of Administration, University of Ife . . .	1
Chief Statistician	Expert Fellow, International Institute of Educational Planning, Paris (Sponsored by UNESCO)	1
		<u>2</u>

DE-SECONDMENT

TO OTHER INSTITUTION		
<i>Appointment</i>	<i>Post to which De-Seconded</i>	
Executive Officer (Accounts)	Price Inspector	1
		<u>1</u>

APPENDIX XA

SECONDMENTS, 1973

<i>Appointment</i>	<i>Post to which Seconded</i>	
Chief Magistrate	Acting Chief Registrar, Western State Court of Appeal	1
TO OTHER INSTITUTION:		
Agricultural Librarian, Grade I	Principal Librarian, Institute of Agricultural Research and Training, University of Ife	1
Agricultural Librarian, Grade I	Librarian, Grade I, Institute of Agricultural Research and Training, University of Ife	1
		<u>3</u>

DE-SECONDMENT

FROM OTHER INSTITUTION		
Assistant Price Inspector	Assistant Executive Officer, Western State Public Service	1
		<u>1</u>

APPENDIX XI

IN-SERVICE-TRAINING, 1972

JUDICIAL

United Kingdom Course for Registrars	3
	<u>3</u>

MINISTRY OF AGRICULTURE AND NATURAL RESOURCES

Agricultural Officer	1
	<u>1</u>

MINISTRY OF HEALTH

Obstetrics and Gynaecology	1
Paediatrics	1
General Surgery	1
General Surgery (E.N.T.)	1
Medicine/Paediatrics	1
Health Sister	4
Medical Laboratory Technologist	1
Medical Laboratory Technician	1
Dermatology	1
	<u>12</u>

MINISTRY OF LANDS AND HOUSING

United Kingdom Technical Course in Photo-Lithography	2
Advanced Technical Course, Part I at School of Survey, Oyo	8
Advanced Technical Course Part II at School of Survey, Oyo	3
Advanced Cartographic Course	4
Technical Course in Photogrammetry	1
Assistant Technical Officer	1
Senior Survey Draughtsman	1
	<u>20</u>

IN-SERVICE-TRAINING, 1973

MINISTRY OF AGRICULTURE AND NATURAL RESOURCES		
Farm Management	4	
Poultry Management	1	
	<u>5</u>	
MINISTRY OF ECONOMIC PLANNING AND RECONSTRUCTION		
Community Development and Social Administration	2	
Statistical Assistants	3	
	<u>5</u>	
MINISTRY OF HEALTH		
Medical Laboratory Technology	3	
Radiography	1	
X-Ray Technician	1	
	<u>5</u>	
MINISTRY OF LANDS AND HOUSING		
Advanced Technical Course, Part I at School of Survey, Oyo	7	
Advanced Technical Course, Part II at School of Survey, Oyo	7	
Technical Course in Photogrammetry	1	
	<u>15</u>	
MINISTRY OF WORKS AND TRANSPORT		
Higher National Diploma Course in Civil Engineering and Building	2	
	<u>2</u>	

1972 INTER-COMMISSIONS' CONFERENCE COMMUNIQUE

The 1972 Inter-Commissions' Conference adjourned *sine die* on Friday, 1st December, 1972, after sitting for four days from Tuesday 28th November to Friday 1st December, 1972 in Ibadan. Altogether, thirteen Public Service Commissions, three Statutory Corporations Service Commissions and the Police Service Commission were represented at the Conference. The Police Service Commission attended the Conference for the first time. Chief J. M. Beckley, Chairman of the host Commission presided.

2. The Conference received a goodwill message from His Excellency General Yakubu Gowon, Head of the Federal Military Government, Commander-in-Chief of the Armed Forces. This message was delivered by His Excellency Brigadier Oluwole Rotimi, the Military Governor of Western State who performed the official opening of the Conference. In his message to the Conference, the Head of State expressed pleasure at the excellent progress achieved so far in the Four-Year Development Plan and urged the Conference not to relent their efforts in recruiting high-level manpower required for the speedy prosecution of the Development Plan. The Head of State also took the opportunity of the message to impress on the Conference the need for greater co-ordination in overseas recruitment so as to present a good image of Nigeria abroad as one Nation.
3. In his Address to the Conference, His Excellency the Military Governor of Western State emphasised the need for civil servants to possess the right attitude of mind in addition to the usually emphasised qualities of integrity, loyalty, industriousness and ability to probe deeply into problems. He also appealed to the Conference to play their own part in enhancing morale in the Public Services by basing preferments in the Service solely on merits and also by dealing speedily with all matters coming before them, particularly matters relating to appointments, discipline and promotions.
4. The Conference was addressed by two guest speakers: Dr A. A. Akiwowo, Acting Director of the N.I.S.E.R. on 'Sociology of Management' and Professor O. Aboyade of the University of Ibadan on 'Towards a Responsive Bureaucracy'.
5. The Conference discussed various matters of mutual interest one of which is the report of the Committee set up at the Port Harcourt Conference to review the compulsory retiring age of fifty-five.
6. The Conference took note of the present slow progress in recruiting staff to the Supernumerary Scheme and decided that efforts be redoubled to make the Scheme more popular with young University graduates. The Conference also considered in-service courses for Supernumerary Officers.
7. The difficulty being experienced at the moment in recruiting young Nigerian graduates and qualified teachers for service in other parts of the Federation was fully discussed together with measures to improve the situation.
8. The Conference noted with pleasure the impressive progress already made by the newly established Recruitment Office in Washington and hoped that the new office would serve as an effective instrument in inducing highly qualified Nigerians to come back home and join in the task of national development. The

Conference also noted with pleasure the work done by the Nigeria High Commission in London to prepare a Register of Nigerians in the United Kingdom and Ireland and expressed the wish that the Register should be revised annually and that copies should also be circulated to all recruiting agencies in Nigeria.

9. Other topics discussed at the Conference included Confirmation and Promotion prospects of seconded officers, the effect of study-leave without pay on confirmation of probationary appointments, effect of vacation leave on acting appointments, the question of limiting allowances payable to officers interdicted from duty and seniority and point of entry of officers reduced in rank.

10. Before the Conference rose, it accepted the invitation of the Lagos State Public Service Commission to hold the next meeting in Lagos during the 3rd week of November, 1973.

J. M. BECKLEY,
Conference Chairman



