

OYO STATE COUNCIL FOR ARTS AND CULTURE

CULTURAL CENTRE ROAD, MOKOLA,
IBADAN NIGERIA

ARCHIVES

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OFFICE OF THE GOVERNOR
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MINISTRY OF HEALTH & SOCIAL
WELFARE

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FILE NO.

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- (1) His Excellency the Governor.
- ✓(2) The Permanent Secretary,
Ministry of Finance.

1p35

Attached herewith you will find a letter written by the former Minister of Health, Mr. Ayo Okusaga, addressed through me to the Chairman of the Public Service Commission. It occurs to me that it is not quite proper for a Minister to address a letter direct to the Public Service Commission. I think the appropriate channels are His Excellency the Governor, and the Permanent Secretary to the Ministry of Finance, and that is why I am sending it along to you with my comments.

2. It will be seen from the Minister's letter that he felt very strongly about the position which he depicts in the letter, and I myself regard the shortage of staff in our hospitals, as shown in paragraph 5, as a very serious matter indeed which calls for urgent improvement.

3. I would respectfully urge that the Minister's letter should be brought to the notice of the Regional Matron and the Director of Medical Services, so that immediate steps may be taken to ameliorate the conditions about which the Minister complained.

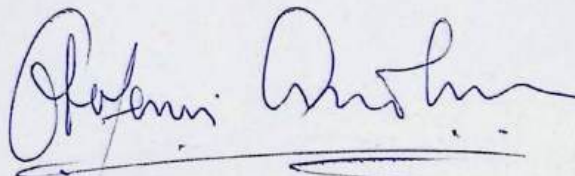
4. With regard to the Public Service Commission, His Excellency will recall that I have spoken to him on a number of occasions concerning the general complaint about delay in dealing with prospective candidates for the public service of this Region. I had never before had concrete instances to substantiate this general complaint, but two of the cases to which Mr. Okusaga makes reference in his letter came to my notice. Mrs. Ogunlesi and Miss Okuribido told me themselves that they applied to the Public Service Commission for employment as Nursing Sisters in October 1956. They were interviewed in February 1957, and up till their return to Nigeria on the 18th of September there was no intimation from the Public Service Commission as to the fate of their applications. After their arrival in the country, nothing daunted, they proceeded to the office of the Public Service Commission. There, they were

told that they would have to ^{come} go for a further interview at a later date, but that in the meantime, if they wanted to accept a temporary employment, something could be done for them. Well, they had hoped that they would come for the interview at the stated time, but in the meantime they went across to the University College Hospital to see if there were vacancies there for Nursing Sisters. Indeed, there were, and on verbal applications supported there and then by written ones, they were immediately engaged.

5. The two Nursing Sisters, Mrs. Ogunlesi and Miss Okuribido, are now in the employment of the University College Hospital. We have lost these two qualified persons to the U.C.H. by sheer tardiness on the part of the Public Service Commission.

6. This, in my view, is a very grave reflection on the work of the Public Service Commission. Only goodness knows how many more of such cases go unnoticed in the Region. No wonder, therefore, that the complaints are so general and persistent.

7. I also respectfully urge that this matter should be brought to the notice of the Public Service Commission with a view to the speeding up of ^{appointment} ~~employment~~ of qualified applicants.



Premier

25th October, 1957

c.c. The Hon. Minister of Health &
Social Welfare.

OCTOBER, 1957.

THE CHAIRMAN,
PUBLIC SERVICE COMMISSION, IRADAN.

THRO' THE PREMIER, W.R.,
IRADAN.

MEDICAL SERVICES: GENERAL SITUATION

I feel it is time I should bring before you the grave fact that the condition of our medical services has worsened considerably during the past few years and that the present indications, so far as I can see them, are that unless something radical is done now the situation will continue to degenerate at an even faster pace than hitherto. In my humble view, two factors have been mainly responsible for this undesirable situation. They are:-

- (1) The inexplicable complacency of the two key officers of the Department; to wit, the Director of Medical Services and the Regional Matron.
- (2) The dilatory process of recruitment being adopted by the Organs of Government directly charged with the responsibility for recruiting staff into Government Departments.

2. It has taken me about a year to discover the weaknesses in our medical services. My Advisers, as can be easily understood, have never at any time been too keen on letting me know which aspect of our work, if any, is in any danger. The result is that such weaknesses as I now know of have been discovered by me one at a time, and it is the accumulated knowledge of these situations that has impelled me now to write you this Memorandum. In detail then the following are the short-comings of the Department as I see them:-

- (1) Shortage of Staff and Senior Staff Nurses and Midwives Grade I.
- (2) Shortage of Doctors and Specialists.
- (3) Shortage of Sister Tutors.
- (4) Lack of Planning for -
 - (a) Production of adequate number of Nurses and Midwives.
 - (b) Raising the standard of Nursing and Midwifery.
- (5) Lack of any scheme for Post-Graduate Training (or Specialisation) for Doctors and Nursing Sisters.
- (6) Non-competitive Scale of Salary for special categories of workers, e.g. Sister Tutors.
- (7) Lack of ethical approach to the problem of married women in the services.

3. I shall now attempt to show how the complacency of the Regional Matron and the Director of Medical Services has contributed towards these developments.

4. Once Government had decided in 1952, as a matter of policy, to establish one hospital in every political division of the Region and to expand the existing provincial hospitals into first-class hospitals and to locate specialists of all kinds in them, it should have been apparent to the experts of the Department, i.e. the Director of Medical Services and the Regional Matron, that there should be a simultaneous expansion of the Department's Nursing and Midwifery Training Programme.

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One may perhaps, for emphasis, care to visualise the catastrophe that would have ensued if the Free Primary Education Programme had not been complemented by a vast Teacher Training Programme. Even if the need for such an expanded training programme had not been apparent to politicians, the Director of Medical Services and the Regional Matron certainly have no excuse for not foreseeing the inevitable developments.

5. Our present establishment of Senior Staff Nurses, Midwives and Probationers is 1122; our actual strength is 597 and it is the opinion of the Regional Matron herself that when the Ogbomoso, Ibe and Ife hospitals are completed within the next two years the number should rise to 1800. At present, the maximum annual output of the Department's Training Programme for Nurses and Midwives is 120. By simple arithmetical calculation it will take us seven years to make up this deficiency. This does not of course take into consideration either the normal wastage during training or death, retirement, resignations etc. of those who are already serving. It also means that our hospital services shall not be expanded by the addition of new wards not to mention the building of new hospitals.

6. Our present establishment for Sister Nurses is 14, but our actual strength is 5 and even the Director tells us we are losing three of these soon, leaving us with only two. It is the considered view of the Regional Matron that the strength of this cadre of workers should be 30. The king-pin of an expanded Nursing Training Programme as well as of improving the standard of Nursing and Midwifery is the existence of Sister Nurses of requisite quality and experience. For more than a year now, the Department has contented itself with merely placing indents with the Colonial Office even though we knew that the possibility of recruitment from that source under the circumstances was remote. After a lot of yodding by us the Matron and the Director of Medical Services have now come up with a proposal which may now give us Nurses and Midwives in the number required, but which will give us staff of a quality lower than that required by the circumstances of our services here.

7. It is my considered view that the Regional Matron is not sufficiently enthusiastic about her job. I understand that the Matron of the University College Hospital Nursing Training School goes periodically on tour to the Girls' Secondary Schools all over Nigeria to conduct campaign for recruitment. As a result of this I understand she never lacks recruits at the beginning of any training term; but I have heard it said once by our Matron that we who require less qualified girls from Modern II Classes (now extended to Modern III) often find it difficult to fill our Classes of 60 freshers at the beginning of each training term. The reason, of course, is that she does not conduct such a similar recruitment campaign in our Modern Schools as the Matron of the University College Hospital does.

8. We are not getting into our services the number of Doctors that we had expected some two or three years ago. The Office of the Public Service Commission, just as much as the unfavourable salary scale we offer to Doctors have been responsible for losing us not less than four Doctors during the last twelve months. I know of three Doctors - Mr. Laja, Ashokun and Dr. Adeniji - all of whom we lost and who now serve the Federal Government because their applications for employment in this Region were treated with monumental apathy. The Office of the Civil Service Commission has also lost us a large number of Nursing Sisters; I recall here the cases of Messrs Olusheye, Ojurubido and Ogunlesi all of whom now serve in the University College Hospital.

9. I have often asked the Director of Medical Services to produce for me a scheme for Post-Graduate Training of indigenous Doctors in our Services, but I have not yet succeeded in getting any response out of him. His thesis is that we are chronically short of Doctors and cannot afford such luxuries at the present moment. We may not, I agree, be able to afford to pay our Doctors as high a salary as do the Corporations and the University College Hospital, but I know that many of the more ambitious young doctors would prefer to come to our service even at less pay if only we can give them definite hope of specialisation under favourable government patronage.

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10. For a long time, it has been known in the Department that the advancement we offer to our Doctors is the least in the Federation and also that certain categories of workers, e.g. Master Tutors and Pharmacists, cannot be attracted by our present salary scale, yet the Director of Medical Services has not shown as much concern for securing the necessary improvement as one would have expected of him in the circumstances.

11. More than twice, I have urged that in view of the fact that the existing policy relating to married women seems to lead to more adverse repercussions in the Medical Department than elsewhere, the Department should initiate the move which eventually will lead to an amelioration of the position of married women in the Department. I have not yet received any enthusiastic support from the Director of Medical Services and, it is clear that unless the necessary change of policy is effected, we shall never get experienced African women to stay for any length of time in our services. The Regional Matron shows evidence that she shares my view fully but I doubt whether she feels the need to battle herself such more over the issue than she is doing at present.

12. The conclusion which I reach by a consideration of all these things is that both the Regional Matron and the Director of Medical Services do not share fully my anxiety over the state of our medical services, and that unless they are prepared to reorientate their ideas, divert themselves of such routine work so that they can give more of their time to thinking out and executing bold schemes of improvement, they will become impediments in the way of progress of the services.

13. The Public Service Commission is not my responsibility, but as its workings affect my Ministry so vitally I can only plead that the system now being adopted in the Department be reviewed immediately as it certainly stands in need of much improvement.

I have the honour to be,

Sir,

Your obedient Servant,

MINISTER OF HEALTH.

Secret.

14/6

Y.H.

10210 must have seen H.E.'s copy of a minute addressed to him and myself on 25/10/57 by the Premier concerning a complaint by the former Minister of Health against the D.M.S. and the Regional Matron. I shall be glad if it may be confirmed that appropriate action should be initiated by ^{me} myself.

See.
(S. O. Adebo)
P.S.M.F.

28th October, 1957.

P.S.M.F.

The Hon. A. Okwesaga originally addressed his minute to H.E. on the 14th October. H.E. initiated action on it by sending a copy to the Chairman of the P.S.C. for his comments, and also asked the P.S.M.H. to go and see him. H.E. has now received the second copy of the Minister's minute, under cover of a minute from the Premier dated 25th October, which indicated that a copy of the minute had also been addressed by the Premier to you. H.E. saw Messrs. O'Regan and Henderson this morning and has asked them to ascertain the facts of the situation to which the Minister's minute refers, and to keep you informed.

See.

Deputy Governor.
28th October, 1957.

Note.

At his invitation, I saw H.E. at 11 A.M. on 30/10/57 to discuss the case referred to in preceding minutes, when it was agreed that, when the comments of the PSC, DNS, & PSNH have been assembled by the Governor's Office, I shd convene a meeting with PSNH and DNS

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and consider proposals for solving some of the depth problems disclosed in the late Minister of Health's letter. I said that integration would probably dispose of some of them anyway.

See 1/11/57

S. O. ADEBO

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The Honourable the Premier,
Ibadan.

Copy to:- The Honourable Mr. Okusaga.

The Honourable the Minister
for Health.

The Permanent Secretary,
Ministry of Finance. ✓

Will you please refer to your minute of the 25th October forwarding to me a minute addressed by the former Minister of Health (Mr. Okusaga) to the Public Service Commission. I am grateful to you for sending this to me since I agree that it is not appropriate for the Minister to address the Public Service Commission direct.

2. I had already received direct from the Minister concerned some ten days previously a minute addressed to me which appears to be identical with that addressed to the Public Service Commission, although no mention of this was made in that addressed to me.

3. I now attach for your information a copy of a minute addressed to me by the Chairman of the Public Service Commission, on behalf of the Commissioners, giving their reply to the allegations of tardiness on their part contained in the minute by the former Minister of Health, and endorsed in your minute to me of the 25th October.

4. The allegations made against the Director of Medical Services and the Regional Matron are being investigated, and I shall communicate with you further on this aspect of the Minister's minute in due course.

5. Copies of this minute and its enclosures are being sent to the former Minister of Health (Mr. Okusaga), to the present Minister of Health and Social Welfare, and to the Permanent Secretary Ministry of Finance to whom you sent a copy of your minute.

Sgd. J. D. BANKINE

GOVERNOR.

1st November, 1957.

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Your Excellency

has invited the comments of the Commissioners on the Honourable the Premier's minute of the 25th October, 1957 and the letter it covers from the Honourable the former Minister of Health. The Commissioners are grateful that Your Excellency has given them the opportunity of replying to the allegation, based on certain cited cases, that their processes of recruitment are dilatory and "by sheer tardiness" have lost two qualified persons to the University College Hospital.

2. The Commissioners regret that the Honourable the Premier has felt the need to refer to a "general complaint about delay in dealing with prospective candidates for the Public Service of this Region", - and to regard that complaint as substantiated by the cases of two complainants, Mrs. Ogunlesi and Miss Okuribido. The Commissioners could also wish that they were not called upon to comment on the statement of the Honourable Minister that the Office of the Public Service Commission has been "responsible for losing us not less than four Doctors during the last twelve months". The Minister proceeds to mention three names: Drs. Laja, Ashokun and Adebajo. To the two names of Nursing Sisters named, the Minister adds a third, a Miss (?) Olushoga.

3. The Director of Recruitment has examined these specific instances. The results of this examination are that of the three Doctors mentioned, one (Laja) never at any time applied for appointment in this Region. Another (Ashokun) "for family reasons" found himself unable to work in the Region, withdrew his application two days after Your Excellency had approved his appointment in the Region, preferring an appointment in the Federal Service on higher pay (and incidentally without the formality of interview!). The third (Dr. Adebajo) was a Federal scholar whose services the Federal Government decided to retain.

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4. Of the three Nursing Sisters cited, one (Miss (?) Olushoga) is unknown to the Director's office. The other two (Mrs. Ogunlesi and Miss Okuribido) called on the Director two days after their arrival in Nigeria. Mrs. Ogunlesi having confirmed (what she had not previously established) that she had completed her staff experience, the Director informed her that she could assume duty on any day pending submission of her papers to the Commissioners. The ladies explained however that they were unable to start within a week as they required time to attend to the funeral obsequies of a relative. Two days later their cousin, Mr. Ademosu, told the Director that they would like their applications suspended because they feared, if appointed to the Regional Government's Service, they might be transferred away from Ibadan. The Commissioners are sure that the Honourable the Premier will share the Director's feelings at this juncture when he reported on this feminine caprice, - "I could only remark to Mr. Ademosu that if these girls constitute the type of material out of which we hope to Nigerianise the nursing profession, we might as well pack up the idea". Three days later the Director inquired of Mr. Ademosu whether the ladies might have changed their minds. They had not, and they were at least consistent in favouring the University College Hospital Service which carried no liability to transfer from Ibadan and provided good housing accommodation.

5. The Commissioners have examined the above processes meticulously and they are agreed to advise Your Excellency that they contain nothing to support the allegation that the Director or the Commission has been tardy or dilatory about them. The Commissioners are of the opinion that the real reasons why Medical Officers and Nursing personnel are attracted to the University College Hospital and to the Federal Service are, firstly, because the amenities of Ibadan and Lagos are preferred to those of a "bush" post and, secondly, because the terms of appointment offered by the Regional Ministry fall

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short of those offered by the rival Services. The latter reason is stated in paragraph 10 of the Honourable the Minister's letter to have been known "for a long time". The Commissioners note however that it was not until the 30th September, 1957, that a letter was addressed by the Permanent Secretary, Ministry of Health, to the Permanent Secretary, Ministry of Finance, which read, inter alia, -

"2. Newly qualified Doctors of Western Region origin are attracted first to the University College Hospital and secondly to the Federal Medical Service; until, therefore, the intake of Western Region Medical Scholars begins there is little chance of attracting any recruits to the Medical Service

"3. My Minister has therefore directed me to state that the circumstances are such that he feels bound to request Executive Council as a matter of urgency to agree to the raising of the entry points of both Medical Officers and Dental Surgeons

"4. He wishes me to point out that the problem is not entirely one of recruitment but also of retaining existing staff;

The Commissioners must observe, with respect, but emphatically, that it is the function of the Medical Department, under direction from the Honourable Minister, to declare its vacancies to the Director of Recruitment in such terms as are likely to realise the requirements of the Department and fulfil the policy of the Ministry.

6. On behalf of the Commissioners, the Chairman stated before the Honourable Ministers in Council, on the 26th August, 1957, -

"We feel that whatever our personal merits we have been able to implement the policy of Nigerianisation more fully than any other Commission in the Federation. We think that the Western Region Public Service Commission is an administrative machine better organised, and more perfected towards its purpose, than any other in Nigeria. We realise that all this is due, as we acknowledged in our annual Report, to the determined insistence of this Government that our purpose shall be fulfilled and we realise that such results as we have obtained have been made possible only by the scope and the timing of the Government's policy directives to us".

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Thereafter the Honourable the Acting Premier was good enough to mention the esteem in which the Honourable Ministers hold the Commission. The Commissioners deeply value that esteem. They are at a loss to understand why apparently an attempt is now being made to lower it by criticism which, with respect, they do not consider amounts to fair comment either on their standard of service to the Government or on that of the Director of Recruitment who is an outstanding Nigerian officer in the Administrative Class. The procedure adopted by the Commissioners, full details of which were circulated to the Executive Council last December by Your Excellency, and a further description of which was given in our Annual Report, has never been called in question as not being expeditious. On this score the Commissioners would re-assure the Honourable the Premier that as soon as papers are processed by the Directorate they are normally disposed of within a week if taken in the Commission's meeting, or in a day or two if taken as urgent file cases. To secure this turnover, the Commissioners have resorted to various speed devices such as making immediate temporary appointments. They have done this with some reluctance but in the interest of certain candidates, and they must endorse the warning of the Director that if these devices are exploited much further "we may lose in merit what we gain in expeditio". Particularly in recommending to Your Excellency the appointment of Nursing Sisters and Doctors the Commissioners have to ensure that professional qualifications have been duly checked; otherwise the good reputation of the Government's Medical Services may be impugned and the entire purpose of Government policy, namely, to bring sound medical treatment within the reach of all, be undermined. In this connection, and again with respect, the Commissioners must point out the significant thing is not when a "Medical" candidate applies for one of these services; it is when he or she qualified.

For example, when Mrs. Ogunlesi applied in October, 1956 for employment she was not at that time qualified for appointment as a Nursing sister.

7. Now that the Commissioners have placed the facts in these cases before Your Excellency, they are confident that the Honourable the Premier will be relieved to learn that the allegations based on them, and brought to his notice, are without foundation.

(sgd) I. COKE-WALLIS.

CHAIRMAN P.S.C.

30th October, 1957.

Telegrams : PERMHEALTH
Telephone : IBADAN 2200 Ext. 18

Further communications on this subject
should be addressed to :



Ref. No. _____
MINISTRY OF HEALTH
WESTERN REGION
IBADAN

THE PERMANENT SECRETARY

Dec. 5th 1957

Personal and Confidential

My dear Sir,

29-34 of my comments on my
35-47 former Minister's account of
H.E. in which he severely
criticised the Reg. and the
Regional Minister.
I have handed my
Minister a copy.

Yours ever,

/ John.

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Your Excellency handed me a copy of a minute by the Hon. A. Aguirre, former Minister of Health, dated October 14th, 1957, and requested me to report on the complaints made therein and in particular to state to what extent instructions by the Minister on the matters raised by him had not been carried out.

2. At the outset I should make my own position quite clear. As Permanent Secretary I am responsible for the general co-ordination and supervision of the activities falling within the Minister's portfolio and, in particular, for ensuring that the Minister's directions are sufficiently clearly communicated to those responsible for their execution and that the Minister is made aware of any failure on the part of those so responsible. If, therefore, it is felt that during the period I have been Permanent Secretary of this Ministry there has been inadequate direction and supervision of matters for which the Minister is responsible or that important matters of policy (such as those set out by the Minister in his minute) have not been properly executed, then the primary responsibility is mine.

3. It is clear that in one respect at least I have failed. It had hitherto been my belief that I had gained the confidence and trust of my Minister and in return it was my aim to give him the best advice I could and to ensure that the decisions he made were carried out efficiently and fully. If, therefore, matters should have reached a stage at which the Minister finds it necessary to address such serious complaints direct to the Governor without myself, his principal adviser even being aware of it, then I can only assure that I have failed - a conclusion that is most disheartening to me personally. This conclusion seems to be borne out by the following statement:-

"My advisers, as can be easily understood, have never at any time been too keen on letting me know which aspect of our work, if any, is in danger."

4. I propose to deal primarily with the facts that are within my own personal knowledge, namely, those connected with the period starting from the middle of May this year when I was appointed Permanent Secretary.

5. The Minister has referred to the shortage of Sister Nurses and in regard to them has made the statement:-

"For more than a year now the Department has contented itself with merely placing indents with the Colonial Office even though we know that the possibility of recruitment from that source under the circumstances was remote."

The recruitment of staff is, of course, primarily a matter for the Public Service Commission and the Director of Recruitment. The usual procedure is for the Department to notify the Public Service Commission of vacancies which require to be filled, but the anxiety of the Department to ensure that special efforts were made to recruit staff is evidenced by the following:-

On May 6th, 1957, Dr. Cooper, the then Acting Director, in a letter:-

a letter to my predecessor, referred to a statement by the Secretary of State that there is an acute shortage of Sister Tutor candidates of all categories and that he was advised that there was little prospect of filling the outstanding vacancies at an early date and the Acting Director went on to say that he recommended that the Minister should approach Executive Council for special permission to recruit immediately three Sister Tutors on a permanent and pensionable basis. This proposal was submitted to the Minister by my predecessor with his strong support. The Minister replied:-

"I know that we have a problem here. But before I accede to this request I would like to see the picture as a whole. I have asked Regional Matron to prepare me a comprehensive memo on the subject of Training of Nurses for our expanding services and the problem of Sister Tutors as well. I have given her certain points to consider and I hope her memo will be ready by the time I return. Please bring this to her notice."

This was done. The result will be reported in paragraph 7 below.

6. In a letter dated the 7th of May the Acting Director reported that the Secretary of State had stated that one suitable Midwifery teacher, Miss Croftin, would accept appointment but only on permanent and pensionable terms and again recommended that approval should be sought for the appointment of such applicants on the permanent and pensionable establishment. This was also submitted to the Minister, on this occasion with my support. The Minister, however, wished to delay taking a decision until the Matron had submitted her comprehensive report.

7. On June the 14th the Matron submitted her memorandum on the recruitment of nursing staff. A copy of this memorandum is attached. It is clear that the writer not only had given careful and anxious thought to the whole problem but also felt that it was a matter of personal concern to her. This memorandum and the Acting Director's comments were submitted to the Minister and a discussion took place on June 26th. At this discussion the Minister decided that a further memorandum should be prepared by the Matron outlining the problem in greater detail and giving a suggested programme of action. I see from a minute of mine dated July 3rd that I stated that before the matter was discussed again with the Minister the costs should be carefully examined and that the scheme should be viewed against the background of the Development Plan as a whole and I recorded the view that we must place our medical expansion schemes in order of priority.

8. On July 23rd the Minister addressed a minute to me in the following terms:-

"On 26/6/57 we - i.e. Minister, Permanent Secretary, Ag. D.M.S. and Regional Matron - held discussion on ways and means of resolving the problem of chronic shortage of Nurses in our hospitals. Ag. D.M.S. and Matron undertook to submit draft programme of action before the arrival of Dr. Bury. I have just spoken with Dr. Cooper and he says they require yet another week more. The Department has been considering this matter since May. I hope/-

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I hope now that the N.M.S. himself is back we shall be able to move much faster towards a correct appraisal of the problem and the methods by which we can solve it.

2. You will let Dr. Cooper and Miss Winter know that I shall be expecting the result of their joint efforts on or before the 31st inst."

9. It will be noted that the Minister expresses his disappointment at the delay in the preparation of the Matron's memorandum but when the memorandum and its annexure are studied (a copy of each is attached to this minute) it can be seen to what pains she has gone to prepare her assessment of what was required. This memorandum and the Ag. Director's comments (a copy of which I also attach) were submitted to the Minister at the end of July, but no directions were received as to the action that might be taken on it. I should add, however, that I assumed that the reason was that the Minister appreciated that no large-scale expansion was possible until Government had agreed to apportion a substantially larger share of its resources to medical and health services - a fundamental issue on which he and I have had several discussions.

10. Dr. Bury, as soon as he returned from leave towards the end of July, examined afresh the staffing situation and on September 10th sent me the following minute:-

Vacancies senior nursing staff

(a) Senior Nursing Sisters

The present position is that we have 3 vacancies. The P.M.C. has been asked to remit candidates for two of the posts and a letter today indicates that one may be coming from the N.M.S. We have two Nursing Sisters who can be recommended for promotion, one European, one Nigerian.

(b) Sister Tutor

There are 9 vacancies and we are losing 3, leaving us with only 2 out of an establishment of 12. We have had staff indents outstanding with the Colonial Office for over a year, for 7, but the possibilities of recruitment are remote. I have discussed the problem with Matron and we recommend that we reduce the Staff Indents for Sister Tutors to 2 and recruit experienced Nursing Sisters (without the Sister Tutor's Diploma, but having at least 5 years professional experience) instead of the remainder.

(c) Nursing Sisters and Superintendents

There are 12 vacancies exclusive of posts filled on a temporary basis. Nigerian candidates are coming forward slowly at present as U.C.M. is recruiting on more favourable terms.

(d) From the above it will be seen that the urgent problem is to recruit Sister Tutors. As qualified Tutors are not likely to be available in any number it is recommended that we attempt to recruit Nursing Sisters for tutoring duties on contract. If N.M.S. approves of this policy, I will ask the P.M.C. to reduce one indent for Sister Tutors to 2, and to approve of another staff indent to recruit say 3 experienced nursing sisters for tutoring duties, on contract.

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11. On the following day I submitted this minute to the Minister with the comment that the R.N.S.'s proposal (d) appeared to be the only practicable one and recommended its acceptance. The Minister's reply was as follows:-

"I am afraid I do not agree with the R.N.S.'s proposal at para (d) of page 17. The effect of this proposal will inevitably be to lower the quality of the product of our Nursing Training School and most certainly to forfeit for us any hope of seeking recognition of the Nursing Council in England. The Matron herself has often professed to me her earnest desire to improve the quality of our Nurses up to R.N.S. standard. When sometime last week I put it point blank to her whether the scheme proposed here will not jeopardize the success of that idea, she replied in the affirmative. Accordingly I hold that it is the duty of the Matron to seek to improve the quality of our Nurses. She must not merely be satisfied with keeping the service going by shifts and turns. She and the R.N.S. should collaborate in seeking a worthwhile solution to the twin problem of -

- (1) Increasing substantially the number of Nurses in our Hospitals and
- (2) Improving the quality of training up to R.N.S. standard.

Until they succeed in doing these I will consider they have not done their best."

l.e. October
21st.

As this minute was not received until the day the Minister submitted official it was not possible to allay his doubts by explaining the matter more fully but, I am glad to say, my present Minister, after careful consideration, has agreed to this recommendation and action is proceeding accordingly.

12. In paragraph 4 of his minute the Minister states that once Government had decided in 1953 to establish one hospital in every political division it should have been apparent to the experts of the Department that there should be a simultaneous expansion of the Department's nursing and midwifery training programme. In para. 3 he states that we are not getting into the Service the number of doctors that was formerly expected. It would not be possible to set out all the steps which have been taken in an endeavour to find the staff required without expanding this minute to inordinate length, and, furthermore, I have decided to deal, as stated in paragraph 4, only with the facts within my own personal knowledge, but I would invite attention to the attached files, No. 401 Vols I and II which I think will illustrate the concern with which the senior officers in the Medical Department and my predecessors viewed the problem of adequately staffing the Medical Services in a period of rapid expansion and the steps that they recommended from time to time should be taken. As regards the recruitment of Medical Officers in particular, File No. 167, which I also attach, vividly illustrates the efforts that were made for two years starting from the beginning of 1955 to recruit doctors from wherever they could be found. This file also contains correspondence regarding medical students in the United Kingdom which shows how carefully future recruitment from this source was examined.

13. The/-

CONFIDENTIAL

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11. On the following day I submitted this minute to the Minister with the comment that the B.N.S.'s proposal (d) appeared to be the only practicable one and recommended its acceptance. The Minister's reply was as follows:-

"I am afraid I do not agree with the B.N.S.'s proposal at para (d) of page 17. The effect of this proposal will inevitably be to lower the quality of the product of our Nursing Training School and most certainly to forfeit for us any hope of seeking recognition of the Nursing Council in England. The Matron herself has often professed to me her earnest desire to improve the quality of our Nurses up to B.N.S. standard. When sometime last week I put it point blank to her whether the scheme proposed here will not jeopardize the success of that idea, she replied in the affirmative. Accordingly I hold that it is the duty of the Matron to seek to improve the quality of our Nurses. She must not merely be satisfied with keeping the service going by shifts and turns. She and the B.N.S. should collaborate in seeking a worthwhile solution to the twin problem of -

- (1) Increasing substantially the number of Nurses in our Hospitals and
- (2) Improving the quality of training up to B.N.S. standard.

Until they succeed in doing these I will consider they have not done their best."

*l.e. O'Kowr
21st.*

As this minute was not received until the day the Minister submitted official it was not possible to allay his doubts by explaining the matter more fully but, I am glad to say, my present Minister, after careful consideration, has agreed to this recommendation and action is proceeding accordingly.

12. In paragraph 4 of his minute the Minister states that once Government had decided in 1952 to establish one hospital in every political division it should have been apparent to the experts of the Department that there should be a simultaneous expansion of the Department's nursing and midwifery training programme. In para. 3 he states that we are not getting into the service the number of doctors that was formerly expected. It would not be possible to set out all the steps which have been taken in an endeavour to find the staff required without expanding this minute to inordinate length, and, furthermore, I have decided to deal, as stated in paragraph 4, only with the facts within my own personal knowledge, but I would invite attention to the attached files, No. 491 Vols I and II which I think will illustrate the concern with which the senior officers in the Medical Department and my predecessors viewed the problem of adequately staffing the Medical Services in a period of rapid expansion and the steps that they recommended from time to time should be taken. As regards the recruitment of Medical Officers in particular, File No. 167, which I also attach, vividly illustrates the efforts that were made for two years starting from the beginning of 1955 to recruit doctors from wherever they could be found. This file also contains correspondence regarding medical students in the United Kingdom which shows how carefully future recruitment from this source was examined.

13. The/-

CONFIDENTIAL

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19lack of
policy

13. The Minister refers to the lack of any scheme for post-graduate training or specialization. This reference is not fully understood for it seems difficult to believe that the Medical Department could be accused of not arranging for doctors to receive post-graduate qualifications. One of the limiting factors, of course, is financial, and the Ministry of Finance has already commented upon the expenditure incurred by the Department on post-graduate training.

14. The Minister refers to unfavourable salary scales for doctors and other categories of officers in the Department. I must categorically state that no blame should be attached to the R.M.C. for any failure to bring salaries of officers in the Department up to a reasonable level. It has consistently pressed for better terms of service and pointed out where our terms place us at a disadvantage with the Federation or with other Regions. Decisions on salaries do not, however, rest with him but with Executive Council on the advice of the Ministry of Finance and as for the improvements in salaries that the Ministry has proposed have not received the support of the Ministry of Finance.

15. In this minute I have not attempted to make a complete answer to all the points made. The Director will be well able to fill in the gaps. I should, however, make the following general observation:-

The Ministry system is still in a state of transition from the former system of semi-autonomous Departments to one in which Departments are as fully integrated with their respective Ministries as is consistent with efficiency. A transitional stage such as the one that we are now going through would be difficult enough in the best of circumstances, but shortage of staff aggravated by the premature retirement of experienced overseas officers that is now occurring has multiplied these difficulties. In such a situation it is not easy, as I know from personal experience, for a Permanent Secretary fully to appreciate all that is being done within a Department and it is correspondingly more difficult for a Minister to do so. This state of affairs, I believe, will be improved when a sound system of integration is adopted in this and other Ministries. Furthermore, integration, if properly conceived and executed, will relieve a Head of a Department such as a Director of Medical Services, of much of the heavy burden of routine work that he now has to perform to the detriment of his more important duties. In fairness to my former Minister, I should also record my personal impression of the genuine concern he felt regarding the staffing situation in the Department.

16. In this minute the Minister has referred to the "inexplicable complacency of the two key officers of the Department; to wit, the Director of Medical Services and the Regional Matron" and later goes on to say that he has reached the conclusion that the Regional Matron and the Director do not fully share his anxiety over the state of Medical Services. I can only say that to those, like myself, who have worked in close association with them, two qualities soon make themselves apparent:-

first their capacity for hard work unobtrusively performed and, secondly the manner in which they treat their work as if it was a matter of personal concern to them.

The/-

CONFIDENTIAL

The Government will be fortunate if it can continue to have, in the offices they hold, officers of similar quality. I cannot but view with depression the news that the Director has now decided to retire almost immediately and I hope that sufficient encouragement will be given to the Regional Matron to persuade her not to follow suit.

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PSMHS N

4/12/57.

ARCHIVES OF OYSA

Recruitment of Staff.

We spoke - Public opinion, now directed against the conditions of the general hospitals in Lagos, will certainly deal with the condition of hospitals in the Western Region unless steps are taken to improve the nursing service.

2. The present shortage has long been foreseen, and should be remedied within the next three years. The standards of nursing leave much to be desired, and will not improve unless there is a change in policy.

3. The appointment of Nigerian nurses as sisters was considered a step towards eventual Nigerianisation of the services. Unfortunately, nursing sisters in this country are expected to assume administrative responsibility including allocation and posting of the nursing staff in the hospital, ordering and control of stores and equipment and to undertake the practical and theoretical training of nurses. These girls have finished training in the United Kingdom, with barely a year of post-graduate experience, mostly in a very junior capacity, returned to Nigeria and assumed the responsibility of what is virtually the post of Matron.

It happens
here.

One might provide a simile by suggesting that the junior teacher is appointed in the capacity of headmistress.

4. The first necessity therefore is to recruit experienced nursing sisters for appointment to training hospitals, with the rank of Matrons. The question of Tutors will be dealt with later, but the practical ward training of nurses must be supervised at all times and the senior members of the staff nurses are unwilling to change their ways, and have no interest in training junior staff. Therefore, ward sisters, departmental sisters and theatre sisters are required for the purpose of nursing and training in all hospitals, in a number sufficient to cover the whole 24-hour period. I would suggest the posts for about 120 should be envisaged in the near future.

5. Tutors will be required for theoretical instruction; the standards in U.K. require one tutor to not more than 40 students, while in South Africa, legislation provides that one tutor should not be responsible for more than 25 students.

6. There is little likelihood of obtaining this number of students

from any source at present and one would propose that the nursing sisters found to have the most aptitude for teaching should be sent for training by means of scholarships. A trained tutor cannot be obtained without having had about ten years nursing experience including the period set aside for training, and this will only be possible in the course of time.

7. Providing that the practical training of nurses is covered by capable ward sisters, one might utilise a few trained tutors by means of "block study periods" during the next few years.

8. These study periods of six to eight weeks in duration might be arranged in the hospital to which they are attached, or as an alternative the students brought into a central school. In the first instance, housing for the tutor might present a problem, but could be managed by means of a caravan, in which the tutor might live for that period. Fares and accommodation for students might present a difficulty in adopting the second suggestion.

9. Adeoyo hospital, with many disadvantages regarding amenities and building restrictions, is still the best we have to offer for training facilities at the moment, but the nurse-patient attitude will prove difficult to alter and provincial hospitals might be better in the long run.

Recruitment of Nurses.

10. The present P.T.S. is capable of absorbing sixty students twice yearly and with wastage, about 100 students may be recruited annually. One would doubt if the schools will have many more than this number available, and the students should be contacted through the school principal and accepted for training on a provisional basis, pending confirmation of passing the school leaving examination. This lower school certificate now accepted for Government hospitals, Secondary Modern III, while providing a source from which hospital staff may be obtained, does not provide for personnel from which future leaders may be drawn, and expected to assume the duties of Tutors and Matrons. These candidates now in training in U.K. and eventually nurses from U.C.H. will probably fill this demand but such appointments might cause discontent in the

service in the future.

11. The present "in-service" training scheme, in which suitable candidates are sent for the Ward Sisters' Course at the "College of Nursing" should provide a stimulus for the nurses, and scholarships might be awarded on a merit basis.

12. It is suggested that a percentage of male students should be retained in order to provide stability when the "maternity leave" situation becomes acute.

Midwifery Services.

13. Grade II midwives, now employed in order to cover the present staff shortage should not be retained indefinitely.

14. Provision should be made for each set of female nurses to commence midwifery training as soon as they have qualified for general nurses.

15. Domiciliary midwifery services are not satisfactory when undertaken by the Grade II midwife, and the Midwives' Board has made plans for a Part II training certificate to follow the present Grade I examination.

16. The supervision of midwifery is almost negligible and future plans should provide for midwife supervisors for each area, in much the same way as the Education Department has appointed school inspectors. This would again involve an enormous increase in the trained staff required, but would certainly improve the midwifery services in this country and incidentally reduce the demand for hospital beds.

Health Visitors.

17. Very few Health Visitors are available in the region, and none of the calibre required under the new regulations of the Nursing Council. Eastern Region has adopted a "Community Nurse" training, equivalent to the standards required for Grade II Midwives. No such scheme is available in the West. Professor Norman-Taylor strongly urged the adoption of such measures in the region and one would propose that the existing Grade II Midwives could eventually be absorbed into this service.

Specialist Services : Ancillary Staff.

18. The Tuberculosis service will require trained personnel, and while fully trained nurses may not be available, candidates with lower qualifications may be absorbed. Perhaps special grades or cadres might be

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allowed including ex-army nursing orderlies as operating room attendants "special grade."

19. The immediate problem of staff shortage might be lessened by the change of policy regarding the appointment of married women on a temporary basis.

20. U.C.H. is attracting most available candidates by better salaries and conditions of service, including housing. Holidays are not allowed and nurses must resign in order to obtain confinement leave, or even to take a rest after two or three years service. No allowance is made for previous experience and there is no annual increment awarded to these employees. This might possibly be reviewed.

21. With the U.A.C. and the Railways adopting their own medical services at terms which compare very favourably with Government standards, every effort should be made to retain present staff. Married women might be employed on a "part-time" basis, working a 4-hour day at half the salary paid for normal working hours. These would be very useful for clinics, outpatients or for evening duty periods.

Living Conditions.

22. Nurses may be expected to be called for emergency duty and if houses are provided, they are easily informed.

23. One can adopt hostels for nurses in training, who are unmarried but this would not be a suitable arrangement for married staff.

24. The police department has always provided quarters for personnel and a change of policy in the Medical department whilst it might prove extremely expensive, would be well worth consideration. Commercial firms are offering favourable terms and such inducements as the provision of a house might attract recruits both male and female.

25. The need for expansion of the nursing service is obvious and every measure should be taken to acquire suitable personnel by all available means.

B. Winter.

Regional Matron.

4th June, 1957.

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P.S.M.H.

The Table attached sets out the nursing staff which the Matron estimates we shall require when our present programme of expansion is completed. It is assumed that no further new hospitals will be built after Iwo, Ogboshomo and Ife - at least for some time to come; It is also assumed that in accordance with the Policy Paper, all Provincial hospitals will be upgraded to 200 beds and have specialist services available. Matron has based her estimate on these two assumptions and her method of allocation of staff is the subject of a note attached.

2. As a first step I consider that the strongest pressure should be brought by Government to acquire the former School of Nursing on the old University site. The University College Hospital has the option on this site until 1960, but the House Governor has informed me that the greater part of the premises is available for use now. There are many other would-be claimants to this site and I feel that H.M.H. should do his best to see that the School does not slip out of our grasp.

3. At the appropriate time, I think that a recruiting tour should be undertaken by the Matron or Sister-Tutor with the assistance of the Ministry of Education and visits should be paid to all secondary modern schools in order to try and attract girls into the nursing profession. As I am not hopeful that we shall recruit sufficient girls for our needs, even by this form of campaign, we should accept all suitable male applicants for nursing training as well.

4. Although we have an establishment of 16 Tutors, our strength is 6 and this is likely to dwindle to 4 in the near future. Of these 4, only 2 are general nursing Tutors (one male and one female). The only solution to this problem is to make conditions sufficiently attractive to induce overseas recruits to come to the Region. At present, our Tutors receive less emoluments than in any other Region; they have at present no prospects of any promotion and that is one of the reasons why we are losing Miss Allen. Apart from revising Sister Tutor's salaries, we should, as Matron suggests, increase our establishment of Hospital Sisters to such an extent as to allow "practical teaching" in the wards and departments of hospitals.

5. Our present establishment of senior staff nurses, staff nurses, midwives and probationers is 1122; our strength is 597 and Matron has proposed an expansion to 1818, and to this end has revised a ~~provisional~~ revision on

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policy at present in force relating to the employment of married women. As you are aware, the Eastern Region recently amended General Orders in this respect; Federal are now likely to follow the Eastern Region, but however desirable it might be that the West should also follow suit, I do not think that we are in a position to do so. Married women must be employed in our hospitals; they must be allowed the usual confinement leave and there should be no difference in the conditions of service as between married and unmarried women. We should not reject any applicant on the grounds of being married.

6. I consider that the Matron's suggestion about Community Nurses are basically sound, and that the integration of the nursing services with the health services is an objective to be pursued. The development of domiciliary visiting scheme is necessary but our immediate need is to staff our hospitals.

7. Recently we have received one or two applications from nurse who are not of Western Region origin. In accordance with present policy these nurses cannot be engaged and I feel that consideration should be given to relaxing the ban on such nurse in the same way as Executive Council did in respect of pharmacists.

W. H. Dr. Cooper

30/7

ARCHIVES

	<u>Present Establishment</u>	<u>Present Strength</u>	<u>Proposed Establishment</u>
Matrons	2 (a)	2 }	10
Senior Nursing Sister	10	4 }	
Sisters i/e	-	-	23
Nursing Sisters	64	52	70
Ward Sisters	-	-	67
(Asst. Nursing Sisters)	31	11	-
Senior Nurses	132	85	250
Nurses }	990	512	1568
Probationers }			
Tutors	16	6	30
Health Sisters	10	8	32
Community Nurses	(32) (b)	-	110
School Nurses	-	-	30
Midwife Supervisors	-	-	3

(a) includes C.N.S. post (Mr. Oliver) at Are.

(b) termed Health Visitors in current estimates

Additional to Present Strength:

P.T.S. pupils (General and mental)	71
Grade II Midwives.	171
I.D.C. Staff Nurses	28
I.D.C. Probationers	4
I.D.C. Grade II Midwives	29

Nursing Staff - Needs and Resources.Recruitment.

With a change in the standard of entry required for clerical officers, girls from secondary modern III schools will shortly be eligible for employment on the clerical staff of Government Departments.

This policy may seriously affect recruitment for the nursing service, which is already far below the required establishment. It is therefore imperative that the present standards of entry for this department should again be reviewed. It has not been possible to obtain information regarding the schools to be granted recognition by the Education Department, or of the number of candidates likely to be available. The Director of Education (Women's subjects) has agreed to notify all secondary modern schools that applications from female candidates with the new secondary modern certificate III will be eligible for entry into the nursing service. One would suggest that male candidates from these schools might also be given a trial.

Training Facilities.

The facilities for training of nurses will also need examination. With the present accommodation, 120 candidates (2 classes of 60 students) can be taken at the Ibadan Nurses Preliminary Training School. One class of 40 midwives may be absorbed by Adeoyo and a "second stream" of 40 pupils may be made up by trained nurses in due course. Ade Hospital may take 30 students annually. Therefore, it is now possible to absorb 230 students each year.

This number of entries will not provide sufficient personnel to fill the staff requirements. An extra Preliminary training school, or alternatively, a preliminary training school for each provincial hospital would materially improve the situation, providing that there are sufficient number of boys and girls attracted to the nursing service.

Community Nurses.

One would also propose that the "community nurse" should be developed. This training requires 12 months in hospital, 12 months midwifery and 12 months district visiting making a total of 3 years. Candidates may be selected from primary schools. It is thought that these nurses might provide "man power" on the general and maternity wards of hospitals and allow development of the health and home visiting schemes, follow up discharged patients, work with the maternity

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and child welfare units and deal with tuberculosis visiting.

Recent W.H.O reports strongly advocate the integration of nursing and health services.

Use of the community nurses already known as health visitors, would allow expansion without the introduction of a third grade of nurses, or assistant nurses, which has been tentatively suggested as a means of supplying hospital staff.

Training.

It will not be possible to obtain trained tutors for some time, but staff allocations should be made to allow nursing sisters to act as "practical tutors" and to teach bedside nursing in the wards and departments. The theory and practice of nursing has tended to become divorced where sufficiently trained staff have not been available for such duties.

One would propose that tutors should arrange a programme of studies, to be adopted by the "Practical Tutors" and follow this up by short periods of "block studies." The Medical Staff might also be induced to give more lectures if lecture fees were allocated for each group of lectures completed.

Married Women

The present ban on the appointment of married women for training as nurses has resulted in the loss of a number of suitable candidates, but has not materially altered the "pregnancy leave" problem during training, as marriages are generally announced after the nurse has become pregnant.

This policy might again be reviewed.

The appointment of married women on a temporary basis is also the cause for much dissatisfaction and wastage.

One would propose that retention in the service, with pension rights should be the same as for unmarried women, providing of course that domestic affairs are not allowed to interfere with nursing duties.

The policy of extended pregnancy leave with full pay in addition to the annual vacation leave, often results in the absence of a nurse for six or seven months. It is presumed that this matter would have to be settled on an Inter Regional level.

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School Nurses.

The introduction of a school nurse, of staff nurse level, should be contemplated, and besides proving beneficial to the community in general it might relieve the out-patient departments of much of the congestion. Local Council may be advised to beg in such services, but one nurse based on the /provide local hospital would /provide a beginning.

The health sister in each section would be responsible for training and allocation of duties under the direction of the Medical Officer of Health.

Midwife Supervisors.

would also be an advantage. One has to be allocated to each provincial hospital in the attached schedule, and it is suggested that she should supervise the midwifery services (local authority) in the area. The estimated staff requirements are appended herewith.

E.M. Winter.

P.S.

Nursing Sisters.

The cadre of Ward Sister has been introduced into this schedule. The term Asst. Nursing Sister is very unpopular with the staff. It is therefore proposed that all appointments should follow the recommendations made at the D.M.S. conference and follows after at least 3 years of post-graduate experience. Ward Sisters to be appointed after at least one year's post-graduate experience.

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NURSING STAFF - HOSPITAL - WESTERN REGION
METHOD OF ALLOCATION

1. PROVINCIAL HOSPITALS - 200 beds

NURSE TRAINING SCHOOLS

SPECIALIST SERVICES

300 Daily Out-patients
120 Ante-Natal Attendances twice weekly.
120 Infant welfare attendances twice weekly
Total = 2280 weekly attendances
Average 350 attendances daily.

Ratio of Nurses : Beds.

60% of beds for wards	120
10% " " " out-patients	20
50% " " " Theatre and Delivery room	10
	150

Distribution of Nurses

Ward Sister Ratio 1 : 30 beds	=	7
Theatre Sister	=	1
Evening Duty Sisters	=	2
Night Sister	=	1
Out-patient Sister	=	1
Senior Nursing Sister or Matron	=	3
Senior Nurses	=	17
Staff Nurses and Midwives	}	120
Probationer Nurses		
Pupil Midwives		
		120
Total		150

2. STANDARD DIVISIONAL HOSPITALS - 48 beds

Out-patient attendances 100 daily
Ante-natal attendances 80 weekly
Infant Welfare attendances 80 weekly
Average daily attendances 126.

Ratio of Nurses : Beds

50% of beds for wards	24
12 1/2% " " " O.P.D.	} 6
" " " Clinics	
" " " Theatre & Delivery Room	
Total	30

Distribution of Nurses

Sister-in-Charge	1
Senior Nurses	5
Staff Nurses and Midwives	24
	30
Total	30

~~46~~
32

3. LAGER DIVISIONAL HOSPITALS - Average 76 beds

Out-patient attendances 180 daily
Ante-natal attendances 100 weekly
Infant Welfare attendances 100 weekly
Average daily attendances 214.

Ratio of Nurses : Beds

55% of beds for wards	42
12% of beds for O.P.D.	
Clinics	} 10
Theatre	
Delivery room	
Total	52

Distribution of Nurses

Sister-in-Charge	1
Theatre Sister	1
O.P. Sister	1
Night Sister	1
Ward Sisters	2
Evening Duty Sisters	1
Senior Nurses	9
Staff Nurses and Midwives	36
Total	52

Note: Nursing Superintendents are not specified, but are included with the nursing sisters and ward sisters.

The above allocation allows a higher nurse: patient ratio for the larger Provincial hospitals in which there are a number of medical officers and specialists and where the "patient turnover" will be much more rapid than in the smaller stations. The proportion of "seriously ill" patients will also be much greater than in the Provincial hospitals.

These numbers are based on the absolute minimum. Where student nurses are employed on each Provincial Hospital at least one class, (two if midwives are also in training) should be allocated in addition to the above.

Vacation Leave

The Provincial hospitals should be considered "self-supporting" and relief at all levels should be provided from within its own staff.

Divisional hospitals of 48 beds. Nurses should relieve each other for holidays. A "pool" of about 4 sisters should be held to cover vacation leave for the smaller hospitals.

END/III.

35+36
Pp. 57+60
CONFIDENTIAL

Forwarded to..... The Permanent Secretary,

Ministry of Finance.

With the Compliments of

The Private Secretary to the Governor, 28.12.57.

Western Region.

H.2/1/58

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The Hon. the Premier.

142
pp. 10+10
Will you please refer to your minute of the 25th October, forwarding a copy of a minute by Mr. Okusaga (who was at the time his minute was written Minister of Health but is now Minister of Education) on the subject of staff problems in the Medical Services.

2. In order to assist me in dealing with these complaints I asked Mr. Okusaga if he would be good enough to furnish me with copies of all instructions issued by him to the Director of Medical Services in respect of the matters raised in his minute. I have not yet had any reply from Mr. Okusaga but rather than delay matters further I think I had better let you know the result of my enquiries.

8
p. 16
3. I have already, in my confidential minute S.100/2/28 of the 1st November, sent you the reply of the Public Service Commission to the complaints of delay on their part in the recruitment of staff.

4. I now send you copies of the replies I have received from the Permanent Secretary, Ministry of Health; the Director of Medical Services, and the Regional Matron. These replies contain a very careful and detailed answer to all the points made by Mr. Okusaga. They speak for themselves, and there is nothing that I can usefully add at this stage beyond the following.

5. In the first place, as I am sure you must be aware, the D.M.S. and the Regional Matron are heavily overworked in their efforts to give effect to the Government's policy for the expansion of Medical Services and in administering all the services for which they are responsible. They have a heavy load of administrative detail. This load has not been made any easier by the departure of the Deputy Director and other senior officers from the Department. As will be seen these comprehensive and detailed replies represent a very considerable amount of work, accomplished only as the result of long hours at night outside the normal hours of duty. I fear in the case of the D.M.S. at any rate this, added to the obvious lack of confidence on the part of his late Minister, has proved to be the last straw, and he has now made up his mind to retire prematurely. This must only make the staff situation worse than before.

6. Secondly, it will be apparent that the vast majority, if not all, of the reasons for the inability of the D.M.S. and Regional Matron to obtain the staff required are due to reasons beyond the control of the officers concerned.

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7. I am sending copies of this minute for information to the Minister of Health, to Mr. Okusaga and to the Permanent Secretary, Ministry of Finance. I regret that as I have insufficient copies of the enclosures to send them also to the other recipients, I am sending copies in the first place to Mr. Okusaga. I should be grateful if he would pass them on as soon as he has perused them to the Minister of Health and to the Permanent Secretary, Ministry of Finance. As you will see from their length it would take a considerable time to make additional copies.

Geo. J. D. RANKINE

GOVERNOR.
27th December, 1957.

Copies for: The Hon. Minister of Health.
Mr. Okusaga.
✓ Permanent Secretary, Ministry of Finance.

for information.

SECRET.

Telegrams: PARLHEALTH

Telephone: IBADAN 2200 EXT. 18

Further communications on this subject
should be addressed to :

THE PERMANENT SECRETARY



Sc.S/186. 37

Ref. No.....

MINISTRY OF HEALTH AND
SOCIAL WELFARE

WESTERN REGION

IBADAN, NIGERIA

9 July, 1958.

The Permanent Secretary,
Ministry of Finance,
Ibadan.

Dr. S. O. Franklin, Senior Medical
Officer.

I am directed to refer to the Secretary,
Public Service Commission's endorsement
No.S.140/1/105 of the 7th of July, 1958 (copy
attached).

2. Dr. Franklin has acted as Director
of Medical Services and since integration he has
been acting as Chief Medical Officer; his transfer
to the Federal Service would be a serious set-back
to the Medical Division of this Ministry.

3. I have reason to believe that
Dr. Franklin would have no objection to continuing
to serve in this Region if he were made to feel
that his services were required here, i.e. if
his release to the Federation on transfer is not
approved on the ground that he can not be spared.

4. I shall be grateful if you will
authorise me to reply to the Secretary, Public Service
Commission, stating that Dr. Franklin can not be
released for transfer to the Federal Public Service
as his services are necessary to the Western Region.


Permanent Secretary.

SECRET.

C O P Y

No. FC.2021/S.59/141.

Federal Public Service Commission,
Private Bag No.2586,
Lagos, Nigeria.

SECRET:

26th June, 1958.

The Secretary,
Public Service Commission,
Western Region,
Ibadan.

Dr. S. O. Franklin, Senior Medical Officer.

Further to my telegram No. F.P.S.C.2 of the 26th of April, I am directed to inform you that a recommendation has been made to the Secretary of State for the promotion of Dr. S. O. Franklin to the vacant post of Senior Medical Officer (Administrative) in the Federal Medical Department. The salary of the post is in Group 6. I am to enquire whether you would be willing to release Dr. Franklin for transfer to the Federal Public Service, if his promotion is approved. It is understood that Dr. Franklin would be willing to accept a transfer on promotion.

2. I would be grateful for an early reply.

(Sgd) ? Iyalla
for Acting Secretary,
Federal Public Service Commission.

SECRET

No.S.140/1/105

Copy to:

Ibadan. 7th July, 1958.

The Permanent Secretary,
Ministry of Health & Social Welfare,
(Administration Division),
Western Region,
Ibadan.

For information with reference to my endorsement No.S.140/1/101A of the 28th April and for the favour of an early reply as to whether or not Dr. Franklin can be released for transfer to the Federal Public Service in the event of his promotion being approved.

(Sgd)
Secretary,
Public Service Commission.

SECRET.

See p.40

// July, 58.

SECRET

The Permanent Secretary,
Ministry of Health and Social Welfare,
Western Region,
Ibadan.

Dr. S.O. Franklin, Senior Medical Officer

P37
With reference to your letter No. Sc.S/186 of 9th July, as I informed you during a brief conversation this morning, I share your view that the transfer of Dr. Franklin to the Federal Service at this time would be unfortunate. I shall therefore be glad if, as you propose, you will assure him that his services are badly required here and, in addition, that there is at present before Executive Council a proposal to upgrade the post of Senior Medical Officer in this Region to the same salary Group as under the Federal Government. He himself will no doubt appreciate that he will be a strong candidate for one of the senior Medical posts now vacant in the Ministry's Headquarters, although we are not in a position to assure him of promotion.

2. I trust that your effort to keep Dr. Franklin will be successful since, if he insists upon transferring, I should not feel able to support a recommendation that the Public Service Commission should stand in his way.

See
Permanent Secretary,
Ministry of Finance and Head of
the Service.

SECRET*P.A.**See**127**Sup 40**Issued
127.*

ARCHIVES

40

SC/S/188

Administration

Administration

12th July,

58.

SECRET

The Secretary,
Public Service Commission,
Western Region,
Ibadan.

38A
I am directed to refer to your endorsement
No.S.140/1/105 of 7th July, 1958, and I have to inform
you that Dr Franklin does not now wish to transfer to
the Federal Public Service.

W.S.
(W. S. Smith)
Permanent Secretary

SECRET

Ref.No.SC/S/188A
Ibadan. 12th July, 1958.

The Permanent Secretary,
Ministry of Finance,
Ibadan.

86 17/7/58
For information with reference to your letter
No.HS.2/39 of 11th July.

P.S.M.H.
P.S.M.H & S W

SECRET

41

18 December, 1958.

HS. 2/41

W.S.
~~R.W.~~ Smith, Esq.,
Permanent Secretary,
Ministry of Health &
Social Welfare,
Ibadan.

rd/o

Now that Ex.Co. has approved gradings
for the professional posts in your Ministry,
I shall be glad if you will take up with the
Public Service Commission the question of
filling them.

See.

(S.O. Adebo)
Permanent Secretary,
Ministry of Finance &
Head of the Service.

Issued
18/12/58.

See p. 42

SECRET

42
S.29/17

23 December

58.

SECRET

The Secretary,
Public Service Commission,
Western Region,
Ibadan.

I am directed to refer to my letter No. S.29/8 of the 5th May 1958, together with the attachments thereto.

2. Now that Executive Council have approved the gradings for the professional posts in this Ministry, I shall be grateful if you will take steps to appoint a Controller of Medical Services. The Controller of Medical Services will be the chief professional adviser to the Permanent Secretary and he will be primarily concerned with the organisation and development of the Health Division; he should be an officer of considerable experience, who will not only develop the health services but at the same time co-ordinate the activities of the Medical and Dental Divisions. It is not considered that there is any suitably qualified officer for this post at present serving in the Western Region.

3. It is recommended that the post of Chief Medical Officer be filled by Dr S. O. Franklin, Senior Medical Officer, who has been acting in the post since the 1st May 1958 and prior to that date was acting Director of Medical Services. Dr Franklin's appointment will involve no supersessions; his appointment should be with effect from the 1st May 1958.

4. In the event of no suitable officer being available for the post of Controller of Medical Services, it is proposed that the post be not filled in an acting capacity, but a substantive Chief Health Officer appointed.

Permanent Secretary,
Ministry of Health and Social Welfare.

SECRET

S. O. Adebo, Esq.,
Permanent Secretary,
Ministry of Finance &
Head of the Service,
Ibadan.

Copy, for information; with reference to your letter no. HS.2/41 of the 18th December 1958.

S.29/17a

23 December, 1958. See P43
Permanent Secretary,
Ministry of Health & Social Welfare.

43

23 December, 1958

HS. 2/43.

SECRET

The Secretary,
Public Service Commission,
Ibadan.

Promotions to senior professional posts:
Ministry of Health and Social Welfare

P42
I shall be glad if you will let the Commissioners know
that I support the proposals in letter No. S.29/17 of 23rd
December addressed to you on the above subject by the
Permanent Secretary, Ministry of Health and Social Welfare.

CSA.
Permanent Secretary,
Ministry of Finance &
Head of the Service.

SECRET

Issued
K.I.V. (P.42).
See p. 82

MINISTRY OF HEALTH AND SOCIAL WELFARE
WESTERN REGION, IBADAN, NIGERIA

Telegrams :

Telephone :

Further communications should be addressed to :

THE PERMANENT SECRETARY

DIVISION

PRIVATE MAIL-BAG No. 5027



Ref. No. P.C.18/28

DIVISION

6 January, 1959

CONFIDENTIAL

The Permanent Secretary, Ministry of
Finance and Head of the Service,
Western Region,
Ibadan.

p46 I am directed to forward a copy of a letter dated 23rd August 1958 from Dr H. W. Woolner, Senior Health Officer. Action on this letter was delayed pending a decision on the Verity Committee recommendations.

2. Dr Woolner joined the Service as a Medical Officer on 11/2/48; on obtaining the Diploma of Public Health at Edinburgh University in July 1952 (having been given study leave by Government), Dr Woolner was then graded Medical Officer (Special Grade) and was transferred to the cadre of Medical Officer of Health. From April 1955 to September 1955, Dr Woolner acted as Senior Medical Officer Ibadan and Ikeja simultaneously.

3. In May 1956, Dr Woolner was promoted Senior Health Officer in the vacancy caused by the promotion of Dr Norman Williams to Assistant Director of Medical Services. Dr Woolner also acted as Assistant Director of Medical Services for ten months during 1957/58.

4. As a result of the integration of the Ministry of Health and Social Welfare, the post of Senior Health Officer was abolished, but provision remained in the estimates as personal to Dr Woolner.

5. As a result of the Verity Committee recommendations, Senior Medical Officers and the Senior Leprosy Officer have been upgraded to Group 6. Dr Woolner feels strongly that he also should be upgraded to Group 6, as Senior Health Officer is generally regarded as being a senior post to that of Senior Medical Officer, i.e. Senior Medical Officer is a promotion post by service, experience and ability, while Senior Health Officer entails the acquisition of a specialist degree (D.P.H.). In his letter attached hereto, Dr Woolner asks that as there is no post for him, he be transferred to the post of Senior Medical Officer; but as Senior Medical Officers are now on Group 6, this would, in effect, be a promotion and not a transfer.

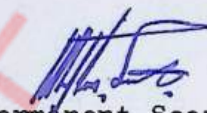
p.47 6. Dr Woolner has now given four months notice of retirement, copy attached. I have discussed the position with Dr Woolner and suggested to him that he might be required to act in the post of Chief Health Officer when Dr Drew proceeds on leave on the 13th January, but Dr Woolner has indicated that in these circumstances he would only agree to carry on until the end of June 1959.

7. As a result of the abolition of the post of Senior Health Officer and the upgrading of Senior Medical Officers, two recent promotions to the rank of Senior Medical Officer are now senior to Dr Woolner, and a further ground for his discontent is that Dr Adeniyi-Jones, who obtained his D.P.H. four years after Dr Woolner, is acting in a senior post.

45

8. Dr Woolner feels these anomalies most strongly and has indicated to me with some heat that he intends to take the matter up with the Medical Defence Union on his return to the United Kingdom.

9. I apologise for the length of this letter, but I should be grateful for your guidance. I think Dr Woolner has grounds for dissatisfaction and it seems to me that the only method of obviating the situation is either to upgrade the post of Senior Health Officer (personal to Dr Woolner) to Group 6, with effect from the 1st April 1958, or to promote Dr Woolner to Senior Medical Officer.


Permanent Secretary,
Ministry of Health and Social Welfare.

7d
2/1/59

ARCHIVES

CONFIDENTIAL:

Ministry of Health & Social Welfare, 46
Western Region,
Ibadan, Nigeria.

23rd August, 1958.

The Permanent Secretary,
(Administration Division),
Ministry of Health & Social Welfare,
Western Region,
I b a d a n.

Dr H.W. Woolner, Senior Health Officer:

On returning from leave on the 9th of July, 1958, I was informed that my post, that of Senior Health Officer, Western Region, had been abolished but that I was permitted to keep my appointment which is to be personal to me.

In the integration of the Ministry and the Department, apparently the post of Chief Health Officer may be held by an officer who does not possess a higher health qualification. Further, if there is no post for me in the new reorganisation at Medical Headquarters, then I would be grateful if I may be transferred to the cadre of Senior Medical Officer with effect from the vacancy caused by the retirement of Dr F.G. Williams in September, 1957.

I have acted in the post of Senior Medical Officer, for Ibadan and for Ikeja, Medical Divisions. Further, my predecessor in the post of Senior Health Officer, Western Region, Dr C.M. Norman-Williams, on obtaining a higher health qualification, transferred from the cadre of Senior Medical Officer, Northern Region to Senior Health Officer, Western Region on a personal salary of Group 6, (which is the salary grade of the Senior Health Officer in the other three Regions).

However, I would like to state that I would prefer to remain as Senior Health Officer if this post is in the establishment, (not personal to me), of the Ministry. It should be obvious to anyone with any knowledge of the working of a Medical Headquarters, in any country whatsoever, that an officer should be employed there who does in fact hold a specialist qualification in health, as so many of the problems of a medical headquarters are preventive rather than curative. Further, if the health side of the Ministry is in fact to be built up, as I understand it is, then it would appear reasonable that the officer selected for this objective should have a higher health qualification. No officer at headquarters, apart from myself, has a higher health qualification. I understand the posts of Principal Health Officer and Principal Medical Officer which posts were suggested by the integration committee were deleted.

H.W. Woolner
(H.W. Woolner)

CONFIDENTIAL:

COPI/ES

13/12/58.

The Permanent Secretary,
(Administration Division),
Ministry of Health & Social Welfare,
Ibadan.

Dr H. W. Woolner : Retirement

I wish to give four months notice of my retirement after a shortened tour, unless my position is clarified in this Ministry by an answer to my Confidential letter submitted to you in ^{August - see p. 46} early September, 1958 on this subject.

(Signed) H. W. Woolner,
Senior Health Officer.

ALSED

Pl. consider & discuss.

See.
7/1/59.

Discussed with
FSMF 8/1/59 *[initials]*
8/1

8th January, 1959.

HS.2/48.

CONFIDENTIAL

The Permanent Secretary,
Ministry of Health and
Social Welfare,
Ibadan.

Dr. H. W. Woolner, Senior Health Officer

p. 44
p. 46
With reference to your letter No. P.C.18/128 of 6th January, 1959, I appreciate that, until Government's decision on the Verity Committee recommendations was known, it was not possible to provide the fullest reply to the points raised in Dr. Woolner's letter of 23rd August, 1958, but surely we could have dealt with his application for transfer to the post of Senior Medical Officer, without prejudice to the regrading finally approved for that post?

2. I do not think anybody will contest the claim for parity between the post of Senior Health Officer and that of Senior Medical Officer, and I, at least, have always had in mind the possibility of absorbing Dr. Woolner in the latter post, assuming such absorption was agreeable to him and assuming you and your ^{chief} professional adviser consider him suitable.

3. My advice, accordingly, is that you and the Chief Medical Officer should consider the suitability of Dr. Woolner for the post of Senior Medical Officer and, if the result is favourable, put him forward to the Public Service Commission for transfer to such a post with effect from the date of an available vacancy.

4. I should also like, as Head of the Service, to have a word with Dr. Woolner. Can he please call at 9 a.m. on Saturday 10th, January?

5. Dr. Woolner appears to maintain that a specialist health qualification should be required of the holder of the post of Chief Health Officer. I think we ought to try and get this point clarified, if necessary, with the advice of the Federal Chief Medical Adviser. I suggest we have a chat over this, however, before any action is taken.

S.O. Adebo
(S. O. Adebo)
Permanent Secretary,
Ministry of Finance &
Head of the Service.

CONFIDENTIAL

Bu. 10.1.59

Issued
Hl 9/1/59

49
USEO.

We discussed p. 44/7 and I issued p. 48.

I have since discussed with Mr. Woolner. He seems prepared to bat on, if absorbed as S.T.O. But PSH had been confidentially told by ^{him} that he (Mr.) won't stay on longer than June, 1959, in any case. In any case, there's no part of S.T.O. for him, acedg to Mr. Smith, but he can be recommended for a personal upgrading to gp 6 to bring him into parity with S.T.O's, which he deserves. I said we would support such a proposal. R. p. a.

See.
12/1/59

Seen. *[Signature]*
PA. 13/1/59



PREMIER'S OFFICE
IBADAN · WESTERN NIGERIA

Your Ref. No. _____

All communications should be addressed
to the Secretary to the Premier and
Executive Council quoting

Our Ref. No. S.48/29

Date 10 February, 1959

Chief S.O. Adebo, C.M.G.,
Permanent Secretary,
Ministry of Finance &
Head of the Service,
Western Region,
Ibadan.

My dear Sir,

At an informal discussion during the last meeting of Executive Council the Honourable Minister of Health and Social Welfare said that there had been recent cases of Doctors and Nurses recently returned from the United Kingdom being unable to secure temporary appointments in this Region while the Public Service Commission were considering their applications for permanent appointments. The upshot in some of the cases was that the Doctors and Nurses concerned were given appointments in the Federal Public Service where apparently it was possible to offer them temporary appointments with minimum delay.

I replied that I could not understand why it was difficult to offer temporary appointments to the Doctors and Nurses since I know of such appointments having been offered by the Public Service Commission while processing applications for permanent appointments. I undertook, however, to report the matter to you.

I should be grateful for any action which you may deem it necessary to take.

Yours ever

(S.O. Biobaku)

57

10th February, 1959.

HS.2/51.

The Permanent Secretary,
Ministry of Health and Social Welfare,
Ibadan.

Copy:

The Director of Recruitment,
Public Service Commission,
Ibadan.

Appointment of Doctors and Nurses

I enclose a copy of a letter which I have just received from the Secretary to the Premier and Executive Council. I shall be glad if you will let me have your comments on it as soon as possible. It would be a help if the Hon. Minister of Health and Social Welfare could supply a list of the "recent cases" referred to.

S.O.A.

(S. O. Adebo)
Head of the Service.

R.U. 10/3/59

S.O.A.

See p. 52

*Sep. 69-73,
p. 79*

*Issued
D.
1959*

MINISTRY OF HEALTH AND SOCIAL WELFARE
WESTERN REGION, IBADAN, NIGERIA

52

Telegrams :

Telephone :

Further communications should be addressed to :

THE PERMANENT SECRETARY

DIVISION

PRIVATE MAIL-BAG No. 5027



Ref. No. P.H.5/459

DIVISION

18 February, 19 59.

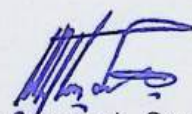
Chief S. O. Adebo, C.M.G.,
Head of the Service,
Ministry of Finance,
Western Region,
Ibadan.

The Appointment of Doctors and Nurses

I am directed to refer to your letter No. HS.2/51 of the 10th February 1959, and I have to inform you that the Honourable Minister of Health and Social Welfare regrets that he is unable to remember the names of any of the cases to which he referred at the informal discussion at Executive Council.

2. The Honourable Minister has suggested that the Honourable Minister for Home and Midwest Affairs may be able to furnish the information.

3. The only case which I have been able to trace is that of a Nurse (Mental) who was trained in England by the Federal Government and was therefore bonded to that Government. On his return from England, he applied to us for appointment as a Nursing Superintendent (Mental), but on investigation by the Public Service Commission it was discovered that he was a Federal officer before he went for training in England: in any case, he had been appointed to a post in the Federal Medical Service before applying to this Region. This was in 1957.


Permanent Secretary,
Ministry of Health and Social Welfare.

Angel

Pl. submit in file.

Sta

18/2

HS

subd. p

18/2/59.

P.4.5/459

SECRET

53
18 February, 1959

HS.2/53

The Permanent Secretary,
Ministry of Health and Social Welfare,
Western Region,
I B A D A N.

The Appointment of Doctors and Nurses

P. 52
With reference to paragraph 2 of your above-quoted letter of the 18th February 1959, I shall be glad if you will seek the information through the Permanent Secretary, Ministry of Home Affairs and Mid-West Affairs, so that we may be able to satisfy ourselves that the fullest enquiry has been made.

See
(S. O. Adebo)
Head of the Service.

B. U. 18/3/59

SECRET

Issued
18/2/59

Y/ref.S.29/17.

SECRET

6 March,

59.

The Permanent Secretary,
Ministry of Health & Social Welfare,
Western Region,
Ibadan.

Promotion to Senior Professional Posts: Ministry
of Health and Social Welfare.

I am directed to refer to your letter quoted above of 23rd December, 1958, copied to the Permanent Secretary, Ministry of Finance and Head of the Service, and to say that the only recommendation received from other Governments in the Federation in respect of the vacant post of Controller of Medical Services is that made in the attached letters Nos.FC.1010/S.7/190 and SC.1458/738 of 31st and 20th January respectively concerning Dr. Alakija.

2. The Confidential Report file on Dr. Alakija was requested but has not been forwarded by the Federal Public Service Commission since it is required by them in another connection. Copies of the last three Confidential Reports in respect of Dr. Alakija however have been received, and these are attached.

3. I am to ask for any comments which you may wish to make in regard to Dr. Alakija's candidature. As the vacant post is that of Head of a Division you will wish to forward a copy of your comments to the Head of the Service, and in doing so, would you please forward the Confidential Reports attached to this letter.

Al
Secretary,
Public Service Commission.

SECRET

No.S.56/1/80A.

Ibadan, 6 March, 1959.

Copy to:-
The Permanent Secretary,
Ministry of Finance, and Head
of the Service,
Western Region,
Ibadan.

I am directed to ask you to return to me the Confidential Reports referred to in para.3 above together with any comments which you may wish to offer.

Al
Secretary,
Public Service Commission.

7/3/59.

Sup 61

Subd. pl H.

R.U. 13/3
Sec

15 March

59.

SECRET

The Secretary,
Public Service Commission,
Western Region,
Ibadan.

Promotion to Senior Professional Posts:
Ministry of Health and Social Welfare

I am directed to refer to your Secret letter No. S.56/1/80 of the 6th March 1959, and the attachments thereto.

2. I note from para. 2 of the Chief Medical Adviser to the Federal Government's letter no. SC.1458/738 of the 20th January 1959 addressed to the Secretary, Federal Public Service Commission, that both the Chief Medical Adviser and Dr Alakija agree that it would be of little financial advantage to Dr Alakija to accept the post of Controller of Medical Services, Western Region, on the present grading of that post, i.e. Group 5 plus £300 Staff Pay. The salary grading of the post of Controller of Medical Services is as fixed by Executive Council, and there is no possibility of any increase being offered.

3. I note also that Dr Alakija wishes to stress the point that he does not wish his declared interest in the post of Controller of Medical Services, Western Region, to prejudice the consideration of his chances of Deputy Chief Medical Adviser to the Federal Government, in which post he is now acting.

4. Further, I have recently made recommendations to Government that the post of Controller of Medical Services be abolished.

5. In the circumstances, therefore, I feel that in the interests of his career, the post of Deputy Chief Medical Adviser to the Federal Government would appear to offer more prospects to Dr Alakija, particularly as even if my recommendations at para. 4 above are not accepted, the post of Controller of Medical Services, Western Region, will disappear as soon as the Health Division is functioning properly.

6. A copy of this letter has been endorsed to the Permanent Secretary, Ministry of Finance, and Head of the Service.

W. S. SMITH
Permanent Secretary,
Ministry of Health and Social Welfare.

SECRET

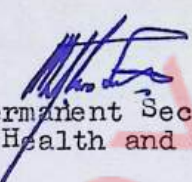
56
SECRET

Chief S. O. Adebo, C.M.G.,
Permanent Secretary, Ministry of Finance,
and Head of the Service,
Western Region,
Ibadan.

S.29/35

The copy overleaf for information. Copies
of the confidential reports forwarded to me by the
Secretary of the Public Service Commission are attached
hereto.

13 March, 1959.


Permanent Secretary,
Ministry of Health and Social Welfare.

SECRET
See p 61

Note:

Pages 57-60 (copies of Conf.
Reports on ~~Dr.~~ G. B. Akabiga)
removed and attached to the
original of P. 61 to SPSC.

H
16.3.57.

16th March, 1959.

HS.2/61

SECRET

The Secretary,
Public Service Commission,
Western Region,
IBADAN.

COPY TO the Permanent Secretary,
Ministry of Health and Social Welfare.

Promotion to Senior Professional Posts :
Ministry of Health and Social Welfare

P.55 With reference to your letter No. S.56/1/80 of 6th March, and letter No. S.29/34 of 15th March, of the Permanent Secretary, Ministry of Health and Social Welfare, I am afraid the purpose of creating the post of Controller of Medical Services has been defeated by the fact that it has not been possible to attach to it a basic pay sufficiently attractive for persons of the right qualifications and experience. I can quite understand Dr. Alakija's lukewarm interest. In the circumstances, I support Mr. Smith's proposal that the post of Controller should be abolished and that we should proceed to consider the filling of the post of Chief Health Officer in addition to that of Chief Medical Officer.

2. During their deliberations on the Verity Report, Government decided that, in the event of the post of Controller being abolished, the salary of the C.M.O. and that of the C.H.O. should each be Group 5 (£2,400) plus £240 staff pay.

Attachments:-

Conf. Reports on Dr. Alakija

See.
Permanent Secretary,
Ministry of Finance.

Issued
14/3/59.

Its.

I have returned the copies of Conf. Reports on Dr. Alakija, in compliance with the request in his endorsement at p.54 'A', vol. 16.3.5

Thank you 16/3

62

USED

To see p. 61. & return file to Cuy/CL to R.A.

See 16/3/59

See T7

PA. 16/3/59

It's. You will wish to a reminder
to issue on p. 53, p?

16/3.

✓

63

18th March, 1959.

HS.2/63

The Permanent Secretary,
Ministry of Health and Social Welfare,
Western Region,
I B A D A N.

Appointment of Doctors and Nurses

May I refer you to my letter No. HS.2/53 of the
18th February 1959, and ask what the position is?

P.53

See

Head of the Service.

*Letter
9th
18/3.*

*B.U. 16
2/4/59*

See

See

*J.S.
Dulata, M. 2/4/59*

See p. 64

64

MINISTRY OF HEALTH AND SOCIAL WELFARE
WESTERN REGION, IBADAN, NIGERIA

Telegram : PERMHEALTH

Telephone : 2200/18

Further communications should be addressed to :

THE PERMANENT SECRETARY

PRIVATE MAIL-BAG No. 5027



Ref. No. P.H. 5/176

2 April, 1959.

The Permanent Secretary, Ministry of Finance,
and Head of the Service,
Western Region,
Ibadan.

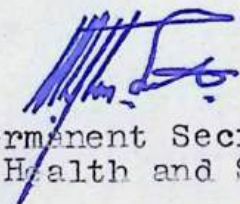
Appointment of Doctors and Nurses

I am directed to refer to your letter No. HS.2/53 of the 18th February 1959 and the reminder thereto, No. HS.2/63 of the 18th March 1959.

p. 65
2. The matter was referred to the Permanent Secretary, Ministry of Home Affairs and Midwest Affairs, and I attach a copy of his letter No. 17/540 of the 9th March 1959, for your information.

3. I have addressed the Director of Recruitment, Public Service Commission, asking if he will kindly investigate this case, and also if he can possibly "unearth other cases".

4. As soon as I receive a reply from the Director of Recruitment, I shall address you further on this subject.


Permanent Secretary,
Ministry of Health and Social Welfare.

Confcl.

Pl. file, and b.u. 2/5753

Sec.

2/4

COPY/ES

Ministry of Home Affairs and Midwest Affairs
Ibadan, Western Nigeria.

Ref. No. 17/540

9th March, 1959.

The Permanent Secretary,
Ministry of Health and Social Welfare,
Western Region,
Ibadan.

U.K.-trained Doctors and Nurses:
Temporary Appointment

I am directed to refer to your letter No. P.4.5/462 of 20th February 1959, and to say that my Minister has minuted to me as follows:-

"The most recent case is that of Mrs Ijewere, now employed at the University College Hospital. An inquiry would unearth other cases."

(Signed) M. Atkinson,

Permanent Secretary,
Ministry of Home Affairs and
Midwest Affairs.

66

ADMINISTRATION

SECRET

8 April, 1959.

C.3038/5

The Secretary,
Public Service Commission,
Western Region,
Ibadan.

Post of Principal Welfare Officer

I am directed to recommend that Mr S. Bankole-Wright, Senior Social Welfare Officer, be promoted to fill the vacancy in the post of Principal Welfare Officer, with effect from the 1st May 1958.

2. When the present Welfare Division of this Ministry was a Department, Mr Bankole-Wright acted several times as Chief Social Welfare Officer when the substantive holder of that post was on leave. When the Chief Social Welfare Officer proceeded on leave preparatory to retirement in August 1957, Mr Bankole-Wright was also on leave, but on his return to duty a month later, he immediately assumed responsibility as acting Head of the Department.

3. The former post of Chief Social Welfare Officer was in Group 7, but as a result of Government's acceptance of the recommendations of the Verity Committee's Report with regard to this post, the post was re-designated Principal Welfare Officer and graded in Group 8. Mr Bankole-Wright has acted continuously in the post of Principal Welfare Officer since the 1st May 1958; his work and conduct have always been very satisfactory.

MR
Permanent Secretary,
Ministry of Health and Social Welfare.

66 "A"

The Permanent Secretary, Ministry of
Finance and Head of the Service,
Western Region,
Ibadan.

C.3038/5a

Copy, for information.

[Signature]
P.S.M.H. & S.W.

8 April, 1959.

8.4.59

CONFIDENTIAL.

9th April, 1959.

HS.2/67

The Secretary,
Public Service Commission,
Western Region,
I B A D A N.

COPY to the Permanent Secretary,
Ministry of Health and Social Welfare.

Post of Principal Welfare Officer

With reference to letter No. G.3038/5 of 8th April 1959
addressed to you by the Permanent Secretary, Ministry of Health
and Social Welfare, and copied to me, I support his recommendation
for the promotion of Mr. Bankole-Wright but consider that the
promotion should date from the date on which the previous Chief
Social Welfare Officer proceeded on retirement leave. p. 66

W.O.A.
Head of the Service.

Pr. as at p. 64

L. Jones
9/4.

CONFIDENTIAL.

9th April, 1959.

HS.2/68

The Secretary,
Public Service Commission,
Western Region,
I B A D A N.

COPY to the Permanent Secretary,
Ministry of Health and Social Welfare.

Post of Principal Welfare Officer

In my letter No.HS.2/67 of 9th April, 1959, I suggested that the promotion of Mr. Bankole-Wright should have effect from the date on which the previous Chief Social Welfare Officer proceeded on retirement leave. I wish to withdraw this suggestion and, instead, to support the recommendation of Mr. Smith that the promotion should date from the 1st of May, 1958, the date of creation of the post of Principal Welfare Officer. If the promotion were to have effect earlier, it would have to be to the post of Chief Social Welfare Officer and this would contravene the intention of the Government in suspending promotions to such posts until their fate under Integration had been settled. P67

See.
Head of the Service.

As at p.64

See

Issued
H
9/4.

this enquiry you endorsed to this office your letter No.C.224/154 of the 12th of January, 1959, addressed to the Permanent Secretary, Ministry of Finance in which you stated in the last sentence of paragraph 2 that "there are at present no vacancies left in the former (Nursing Sister Cadre)." It was not until the 18th of February that you endorsed to this office the Ministry of Finance's letter No.T.40573/15A of the 18th of February, 1959, which gave approval for temporary over establishment in the grade of Nursing Sisters against corresponding vacancies in the grades of Sister Tutors and Male Tutors. As there was no vacancy in the cadre of Nursing Sisters at the time Mrs. Ijewere made enquiries about prospects of appointment to the post of a Nursing Sister she could not therefore be considered for the offer of a temporary appointment. Appointments, whether temporary or permanent, are made only to vacant posts.

4. As to the last sentence of the minutes of the Honourable the Minister of Home and Midwest Affairs I have, with due respect, no comments.

P. 50
5. With regards to the allegation contained in paragraph 1 of the letter No.S.48/29 dated 10th February, 1959, referred to in paragraph 1 above that Doctors and Nurses recently returned from the United Kingdom are unable to secure temporary appointments in this Region while the Public Service Commission were considering their applications for permanent appointments, I wish to say that the offer of temporary appointment while candidates were waiting for their applications to be considered has been accepted in principle and put into practice by this Commission as far back as 1957. Of the total number of appointments made in the year 1958/1959, about 75% of the candidates offered appointment including Doctors and Nurses, were first offered temporary appointments while they were waiting to be considered for permanent appointment. In the case of Doctors and Nurses, I give below detail of the treatment given to the application of each of the candidates mentioned below :-

(a) Medical Officers

1. Dr. O. Ajayi-Obe (i) Application received on 13/5/58.

(ii) Was offered temporary appointment on 16/5/58.

(iii) Offered permanent and pensionable appointment on 4/2/59 on successful completion of his Housemanship in January, 1959.

2. Dr. S.A. Adegbite (i) Application received on 26/2/58.

(ii) Offered temporary appointment on 1/3/58.

(iii) Has completed Housemanship; offer of permanent and pensionable appointment under consideration.

3. Dr. A. Akinkugbe (1) Application received 16/7/58.
- (ii) Was not available for appointment until early in August 1958 when he completed his pre-registration experience at the University College Hospital.
 - (iii) Was offered temporary appointment on 4/8/58, although approved on 23/7/58.
 - (iv) Interviewed and offered permanent and pensionable appointment on 8/10/58.

4. Dr. O. A. Banjo (1) Application received on 9/9/58
- (ii) Was offered temporary appointment on 10/9/58.
 - (iii) Interviewed and offered permanent and pensionable appointment on 22/10/58.

(b) In addition to the above, the following Doctors were offered permanent and pensionable appointments through the Official Secretary while they were still in the United Kingdom:

- 5. Dr. N. O. Azinge
- 6. Dr. I. Akinsete
- 7. Dr. M. A. T. Ajao
- 8. Dr. C. A. Adeyinka

(c) Nursing Sisters and Health Sisters.

9. Miss R. O. Awoyemi (1) Application received on 14/12/57.
- (ii) Offered temporary appointment as Health Sister on 3/1/58.
 - (iii) Interviewed and offered permanent and pensionable appointment on 16/4/58.

10. Miss A. O. A. Ogunmokin:
- (1) Application received on 12/2/58.
 - (ii) Offered temporary appointment as Health Sister on 17/2/58.
 - (iii) Was interviewed on 10/9/58; permanent and pensionable appointment under consideration.

11. Mrs. S. A. Alafia (1) Application received on 26/6/58
- (ii) Offered temporary appointment as Nursing Sister on 27/8/58.
 - (iii) Later declined offer of appointment.

12. Miss M. O. Pasan (i) Application received on 28/1/58.

(ii) Offered temporary appointment as Radiographer on 19/2/58.

(iii) Resigned appointment on 1/5/58 and returned to U. K.

13. Mrs. R. V. Ayida (i) Application received on 16/7/58

(ii) Offered temporary appointment as Health Sister on 27/8/58.

(iii) Interviewed and offered probationary appointment on 29/10/58.

14. Mrs. O. Odubanjo (i) Application received on 11/3/58.

(ii) Offered temporary appointment as Assistant Nursing Sister on 14/5/58, pending vacancy in the grade of Nursing Sister.

(iii) Interviewed on 19/11/58 and offered temporary appointment as Nursing Sister; appointment to become probationary in April, 1959.

15. Mrs. C. I. Oladeinde (i) Application received from London on 3/7/58.

(ii) Mrs. Oladeinde returned to Nigeria on 3/9/58.

(iii) Was offered temporary appointment as a Health Sister on 30/9/58.

16. Mrs. W. S. Obaseki (i) Application received on 29/8/58.

(ii) Says she will be available to take up appointment only after the middle of October, 1958.

(iii) Offered temporary appointment on 16/10/58.

(iv) Interviewed on 12/11/58 and offered contract appointment as Nursing Sister.

17. Miss J. O. Oyeboade (i) Application received from London on 9/9/58.

(ii) Applicant arrived Nigeria on 15th October, 1958.

(iii) Was offered temporary appointment as Nursing Sister on 29/10/58. But she later declined offer of appointment.

18. Mrs. J. A. Philip (i) Application received on 18/12/58

(ii) Offered temporary appointment on 14/1/59 as a Nursing Sister.

19. Miss A.I.Soyemi (i) Application received from London on 30/10/58.
- (ii) Miss Soyemi arrived Nigeria on 24/12/58.
- (iii) Offered temporary appointment as Assistant Nursing Sister on 10/1/59, pending completion of her one year staffing experience for appointment as a Nursing Sister.
20. Miss S.O.Johnson (i) Application received from London on 9/6/58.
- (ii) Was offered temporary appointment as Dental Surgeon on 9/7/58. She later declined offer of appointment.

6. Now that the facts in respect of the case of Mrs. Ijewere and of the allegation referred to in paragraph 2 of your letter under reference have been explained in the foregoing paragraphs, I hope the Honourable the Minister of Home and Midwest Affairs will be relieved to know that the allegations are without foundation.

7. A copy of this letter is being forwarded to the Head of the Service.


Director of Recruitment.

Copy to:-

S.177/71.
Ibadan / 5th April, 1959

The Permanent Secretary &
Head of the Service,
Ministry of Finance,
Western Region,
Ibadan.

For information, with reference to your letter No.HS.2/51 dated 10th February, 1959.


Director of Recruitment.

HS.2/74

74
16th April, 195

The Permanent Secretary,
Ministry of Health & Social Welfare,
Western Region,
Ibadan.

Copy: Permanent Secretary,
Ministry of Home Affairs & Midwest Affairs,
Ibadan.

Appointment of Doctors and Nurses

p. 69
With reference to letter No.S.177/67 of 15th April, addressed to you by the Director of Recruitment and copied to me, I shall be grateful if you will let me have a copy of your letter of 24th March, and the attachments thereto, to which reference is made in the opening sentence of Mr. Afe's letter.

Issued
16/4.
See p. 75
Head of the Service.
Bu. 25. 4. 59

MINISTRY OF HEALTH



AND SOCIAL WELFARE

ADMINISTRATION DIVISION

IBADAN · WESTERN NIGERIA

Your Ref. No. HS.2/71
Further communications should be addressed
to the Permanent Secretary quoting
Our Ref. No. P.11.5/487

Date 18th April, 1959.

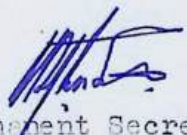
The Permanent Secretary,
Ministry of Finance and
Head of the Service,
Western Region,
Ibadan.



Appointment of Doctors and Nurses

p.74
**
p.76
With reference to your letter No. HS2/74 of
16th of April, I forward a copy of my letter No. P.4.5/472
of 24th of March, 1959, addressed to the Director of
Recruitment.

p.77
**
2. I also attach a copy of letter No. 17/540 of
9th March from the Permanent Secretary, Ministry of
Home Affairs and Midwest Affairs which was also forwarded
to the Director of Recruitment.


Permanent Secretary
Ministry of Health and Social Welfare

ADMINISTRATION

H.S.2/51

24th March, 1959.

P.4.5/472

The Director of Recruitment,
Public Service Commission,
Ibadan.

Appointment of Doctors and Nurses

I am directed to refer to letter No. HS.2/51 of the 10th February, addressed to me by the Head of the Service and copied to you, and to forward herewith a copy of the Permanent Secretary, Ministry of Home Affairs' letter No.17/540 of the 9th March. I should be grateful if you would investigate the case referred to in this letter and let me know whether or not it does come within the terms of the "allegation."

2. I am to say that this Ministry is not aware of any such case referred to in para. 1 of Dr Biobaku's letter but if you are able to "unearth other cases" as a result of inquiry in your office, it would be appreciated if particulars about these are forwarded.

(Sgd.) M.A.Macauley
for Permanent Secretary

MINISTRY OF HOME AFFAIRS AND MIDWEST AFFAIRS

Ibadan. Western Nigeria.

9th March, 1959.

Our Ref. 17/540.

The Permanent Secretary,
Ministry of Health and Social Welfare,
Western Region,
Ibadan.

U.K. - Trained Doctors and Nurses:
Temporary Appointment.

I am directed to refer to your letter No.P.4.5/462
of 20th February, 1959, and to say that my Minister
has minuted to me as follows :-

X / "The most recent case is that of Mrs Ijewere
now employed at the University College Hospital.
An inquiry would unearth other cases."

(Sgd.) ?
Permanent Secretary
Ministry of Home Affairs and
Midwest Affairs.

78

HS.

from p. 75 subtd., pl

all
re/c.

ARCHIVES OF OYSCAC

S. 48/29

22nd April, 1959

ES. 2/79

The Secretary to the Premier
and Executive Council,
Premier's Office,
Ibadan.

copy to:-

Permanent Secretary,
Ministry of Health and Social Welfare,
Ibadan, and

Director of Recruitment,
Public Service Commission,
Ibadan.

Appointment of Doctors and Nurses

In your letter No. S. 48/29 of the 10th February, you referred to me a complaint by Ministers regarding the appointment of doctors and nurses. I referred the complaint to the Permanent Secretary, Ministry of Health and Social Welfare for enquiry, and suggested that he might ask his Minister to be good enough to supply a list of the recent unsatisfactory cases to which Ministers alluded. He replied to say that his Minister was unable to remember the cases but had suggested that the Minister of Home and Mid-West Affairs might be able to furnish the information. The matter was accordingly referred to the Permanent Secretary, Ministry of Home and Mid-West Affairs whose Minister recorded the following minute:-

"The most recent case is that of Mrs. Ijeware now employed at the University College Hospital. An inquiry would unearth other cases."

.....

/also

2. I attach for your information a copy of a letter No. S. 177/67 by the Director of Recruitment in which he deals not only with the case cited by the Minister of Home and Mid-West Affairs, but with other applications dealt with by the Public Service Commission in recent months.

3. In view of Mr. Afo's satisfactory elucidation of the position I do not propose to take any further action in the matter.

Permanent Secretary,
Ministry of Finance &
Head of the Service.

P.A. (after issuing
copy to Afo)
23/4

SECRET

MINISTRY OF HEALTH AND SOCIAL WELFARE
WESTERN REGION, IBADAN, NIGERIA

Telegrams : PERAGHEALTH

Telephone : 2200/16

Further communications should be addressed to :

THE PERMANENT SECRETARY

PRIVATE MAIL-BAG No. 5027



Ref. No.

S. 29/46

21 April

1959.

Secretary,
Public Service Commission,
Western Region,
Ibadan.

I am directed to recommend Dr. G.H. Drew for promotion to the vacant post of Chief Health Officer with effect from the 1st May, 1958; Dr. Drew has been acting in the post since it was created in May, 1958 and previous to that date he acted as Assistant Director of Medical Services.

2. Dr. Drew is at present on leave in the United Kingdom where he is visiting the various Health Authorities with a view to re-organising and building up the preventive medical services in the Western Region.

3. Dr. Drew is an extremely capable administrator, hardworking, loyal and most co-operative.

4. No supersession is involved.

M.P.
Permanent Secretary,

Ministry of Health & Social Welfare.

My ref:

Copy to:-

Head of Service,
Ministry of Finance,
Ibadan.

Ministry of Health & Social Welfare,
Ibadan. 21 April, 1959.

For information.

[Signature]
Permanent Secretary,

Ministry of Health & Social Welfare.

SECRET

11/24/6

H.S. 2/81

24th April, 1959.

The Secretary,
Public Service Commission,
Western Region,
Ibadan.

Chief Health Officer

I heartily support the recommendation in favour of Mr. Drew in letter No. S. 29/46 of 21st April addressed to you by the Permanent Secretary, Ministry of Health and Social Welfare, and copied to me.

Sta.
Head of the Service.

*Issued
24/4*

PA. See p. 83



PUBLIC SERVICE COMMISSION

IBADAN · WESTERN NIGERIA

Your Ref. No. HS. 2/45
All communications should be addressed
to the Secretary quoting

SECRETDate 5 June, 1959.Our Ref. No. S. 56/1/102A.

The Permanent Secretary,
Ministry of Finance and
Head of the Service,
Western Region,
Ibadan.

Dr. S.O. Franklin: Promotion to Chief Medical
Officer

P. 43
I am directed to refer to your secret letter of
23rd December, 1958, and to inform you that His Excellency
the Governor, on the recommendation of the Commissioners,
has approved the promotion of Dr. Franklin to the post of
Chief Medical Officer.

2. The delay in communicating His Excellency's approval
of this promotion to you is very much regretted.

Stebott
Secretary,
Public Service Commission.

SECRET*Amfel**Pl. file away**See.**6/6/59**PA.*

83
S.29/50.

SECRET.

19 June, 1959.

S.56/1/106.

The Permanent Secretary,
Ministry of Health & Social Welfare,
Western Region,
IBADAN.

Promotion to Chief Health Officer: Dr.G.R.H. Drew

I am directed to refer to your above-quoted letter of the 11th of May and to say that His Excellency the Governor, on the recommendation of the Commissioners, has approved the promotion of Dr. Drew to the post of Chief Health Officer with effect from 1st May, 1958.


Secretary,
Public Service Commission.

SECRET

No. S.56/1/106A.

Copy to:

Ibadan. 19 June, 1959.

The Head of the Service,
Western Region,
Ibadan.

For information with reference to your letter
No.H.S. 2/81 of 24th April, 1959.


Secretary,
Public Service Commission.

SECRET

See p. 84

H.S.2/84

84
20th June, 1959.

Dr. G. R. H. Drew,
Ministry of Health & Social Welfare,
Ibadan.

U.f.s. The Permanent Secretary,
Ministry of Health & Social Welfare,
Ibadan.

dyo
I have just been informed by the Public Service Commission of the approval of your promotion to the post of Chief Health Officer and I hasten to offer you my heartiest congratulations. I know that there is no officer more dedicated to his profession and to service in this Region than you are, and I know I can confidently expect a period of great achievements by the Health Division under your generalship.

I wish you long life and happiness to enjoy this and other fruits of your labours.

Soa
Head of the Service.

Issued
29/6/59.

85

20th June, 1959.

H.S.2/85

Dr. Soyode Franklin,
Chief Medical Officer,
Ministry of Health & Social Welfare,
Ibadan.

u.f.s. The Permanent Secretary,
Ministry of Health & Social Welfare,
Ibadan.

4/0.

You will be surprised to learn that it was only the other day that I became aware that His Excellency had approved your promotion to the post of Chief Medical Officer, and that the appointment had in fact been gazetted. Owing to an oversight, the Public Service Commission had not copied to me the letter of approval.

Will you permit me, at this late hour to offer you my hearty congratulations on this highly deserved promotion? It has been a pleasure working with you in the last few years, and I look forward to a future of equally happy comradeship.

May long life and happiness be yours to continue the good work that we have so happily begun.

Sda

Head of the Service.

Issued 20/6/59

Ministry of Finance,
Western Region,
Ibadan, Nigeria.

3rd July, 1959.

H.S.2/86

Mr. W. S. Smith,
Path House,
Banff,
Scotland.

d/o

I apologise for troubling you with a matter of this kind in the course of your well earned holiday. Franklin and Drew came to see me about a fortnight ago on a matter which I was told was of the gravest importance to Drew ! I asked what it was and was told that Drew was not being allowed to reoccupy his old quarter (near my quarter) except on the understanding that he would vacate it on your return. Furthermore some other quarter near the Jericho Nursing Home which your Ministry thought would be made available to him had been allocated to another officer. Apparently the two doctors considered the whole thing a slight upon the medical profession.

Franklin said he had been aware that you personally wanted for yourself ~~that~~ ^{the} previously occupied by Drew but he had also understood that you had secured agreement from the right quarters that Dr. Drew should have the quarter near Jericho Nursing Home to which I referred above. I asked the people in the Premier's office and they said that they ~~have~~ ^{had} given no undertaking about the allocation to Drew of the latter house. That house was down for allocation to one of several senior officers, including the C.M.S. and the Director of Public Prosecutions. With the suppression of the post of C.M.S. and the appointment of a D.P.P. it had been decided that the Director of Public Prosecutions should have the house. They were looking for an alternative place for Drew and hoped to have one ready by the time of your return to Ibadan.

Drew seemed terribly upset and went so far as to say that he would prefer to return to his S.M.O. post in Benin rather than to be treated in what he believed to be a cavalier fashion. I remonstrated with him and pointed out that no slight was intended, that there was apparently a misunderstanding between your Ministry and the Premier's Office as to the intention concerning the quarter near the Jericho Nursing Home, but that the matter could be satisfactorily sorted out. If you, as a Permanent Secretary wanted the old quarter of Drew, then to you it must go and we shall have to look for another house for Drew. If on the other hand, in present circumstances you were prepared to consider an alternative house for yourself, Drew could remain where he used to be, subject to the agreement of the Premier's Office. I later discovered from the Premier's Office that this agreement could be assumed.

The question now is what your own preference is. Must you have the quarter previously occupied by Drew, or may I ask the Premier's Office to propose to you an alternative ?

I hope you are enjoying your leave. I am flying out myself on the 9th of this month but I am afraid it won't be a holiday in my case. I am attending a conference in Cambridge and thereafter undertake a number of official engagements before sailing home by the boat of 3rd September.

Issued
3.7.59

See P. 93

S.
(S. O. Adebo)

B.U. 13/59 6
for B. U. 13/59
See 3,

87

JHS

P. 86 - subd. pl. JH

13.7.57.

Conf. Clerk

Bu. 22/7

JH
13/7

ARCHIVES OF OYSCAC

Telegrams : PERMHEALTH

Telephone : 2201/18

Further communications should be addressed to :

THE PERMANENT SECRETARY

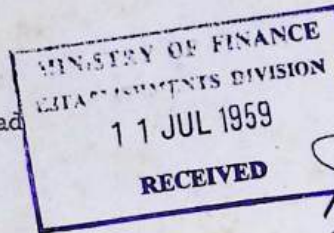


Ref. No. 2864/322.

MINISTRY OF HEALTH AND
SOCIAL WELFARE
WESTERN REGION
IBADAN, NIGERIA

8th July, 1959.

The Permanent Secretary,
Ministry of Finance and Head
of the Service,
Western Region,
I b a d a n.



14/7.

Mr. N.E.D. Obasi, Dental Surgeon: Acting
Appointment as Chief Dental Officer.

I am directed to inform you that Mr. N.E.D. Obasi, Dental Surgeon, has been recommended to act as Chief Dental Officer retrospectively with effect from the 7th June and to request your covering approval in accordance with the Ministry of Finance Circular letter No.C.3602/Vol.III/359 of 5th March, 1959.

2. I am to confirm that Mr. Obasi is the most senior and the best qualified officer in the cadre of Dental Surgeon to assume the full duties and responsibilities of the office during the absence on leave of the Chief Dental Officer. Mr. Obasi was appointed a Dental Surgeon in October, 1952 and his present salary is £1,098 per annum.

3. A copy of the recommendation for acting appointment (Form Gen. 66) in respect of Mr. Obasi is attached hereto for ease of reference.

Omobola O. Obogun
for AG: PERMANENT SECRETARY,
MINISTRY OF HEALTH & SOCIAL WELFARE.

/RAA:

11 JUL

COPY

ADMINISTRATION.

2864/316.

23rd June, 1959.

The Secretary,
Public Service Commission,
Western Region,
I b a d a n.

Mr. N.E.D.Obasi, Dental Surgeon:
Acting Appointment As Chief Dental Officer.

I am directed to forward herewith in duplicate, recommendation for Acting Appointment (Gen 66) in respect of Mr. Obasi for favour of your approval. I am to express regret for the delay in forwarding the recommendation.

2. This recommendation is made in accordance with paragraph 2 of your circular letter No.286/108 of 10th January, 1957. The date of cessation of the acting appointment will be communicated to you later.

GAO/VAI.

f Sgd. B.A.CLARK.
Ag. Permanent Secretary,
(Administration Division).

COPY.

To: THE SECRETARY,
PUBLIC SERVICE COMMISSION,
WESTERN REGION, IBADAN
WGP 394

Recommendation for Acting Appointment

(See General Orders 290-295)

General 66

Vacant post	Salary	Cause of Vacancy	Date	Nature of increased responsibilities necessitating an acting appointment	Name	ACTING OFFICER: Substantive appointment	Basic † Salary	If a senior officer is being passed over...etc.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Chief Dental Officer.	£2,220.	Substantive holder on leave	7/6/59.	Those of the post. I certify that the Acting Officer has assumed the full duties and responsibilities of the acting office.	Mr. N. E. D. Obasi.	Dental Surgeon.	£1,098.	No.

* Column (5) need not be completed in the case of the vacant post being that of a Head or Deputy Head of Department.
† Details of any allowance (duty, seniority or charge) which is being drawn should be given.

Date..... 23rd June, 1959.

Sgd. B. A. CLARK.
F
Ag. Permanent Secretary.
(Administration Division).

145

Pages 88/90 omitted.

The acting appt. being that of 144. of a Division, you will wish to Support 144? better as be for signature, if appt.

147
147

p. 92

92

II.S.2/92

14th July, 1959.

The Secretary,
Public Service Commission,
Western Region,
Ibadan.

Chief Dental Officer

I heartily support the recommendation in
favour of Mr. Obasi in letter No.2864/316 of
23rd June, 1959, addressed to you by the Permanent
Secretary, Ministry of Health and Social Welfare,
and copied to me.

Sgd: S. O. Bialade
Ag. Head of the Service.

Per. 22/7 (p. 86).

See p. 93

p. 89

PATH HOUSE,
BANGALORE,
N. B.
TEL. BANGALORE 2299.

Dear Simeon,

14th July, 1959.

I thank you for your letter No H. S. 2/86 of 3rd July 1959; I am sorry to hear that my Ministry have been under a misconception over Housing. I did not promise that Dr. Drees would have the quarters near Gerib's Nursing Home; in fact, I pointed out that if C.H.S. post was abolished, the quarters would probably be allocated to another senior officer. I also made it clear that the allocation of such quarters was by the Premier's Office.

With reference to the penultimate paragraph of your letter, I adhere to my wish to return to quarter 356, the quarter which

94

BATH HOUSE

BANK

N. B.

THE BANK

I vacated on proceeding on leave, and to which I had obtained permission to return.

I shall be grateful therefore if you will kindly arrange with the Premier's Office for another suitable house to be made available for 3rd Down before I return. If possible I should like to move in to 356 on the morning of Saturday 22nd August.

I hope you are keeping fit, and the Mrs. Mole and the family are all well.

Yours very sincerely,

Bill -

CC
Be
17/7

17/7 H.S. from p. 93 subd. pl 17/7

cc (12 January)

Per bu 24/7

~~As~~
18/7

ARCHIVES OF OYSCAC

96

2864/316

286/1/68/8

18th July, 1959

The Permanent Secretary,
Ministry of Health and Social Welfare,
(Administration Division),
Western Region, Ibadan.

Mr. N.E.D. Obasi, Dental Surgeon: Acting
appointment as Chief Dental Officer.

With reference to your letter of the 23rd of June, I am directed to inform you that His Excellency the Governor has, on the recommendation of the Commissioners, approved the acting appointment of Mr. Obasi, Dental Surgeon, as Chief Dental Officer with effect from the 7th of June, 1959 inclusive.

2. The acting appointment will be published in the gazette.

[Signature]
Secretary,
Public Service Commission.

No. 286/1/68/8A.
Ibadan, 18th July, 1959.

Copy to:-

The Head of the Service,
Ministry of Finance,
Western Region,
Ibadan.

For information with reference to your
letter No. H.S.2/92 of the 14th of July, 1959.

[Signature]
Secretary,
Public Service Commission.

Bu 24/7/59

[illegible]

5

[illegible]

IN RESPECT OF

ARCHIVES OF OYSCAC

ARCHIVES OF OYSCAC