

EASTERN



REGION

NIGERIA

# Self-Government in the Eastern Region

## Part I Policy Statements

*Sessional Paper No. 2 laid on the Table of the House of Assembly by the  
Honourable Premier of the Eastern Region on 18th November 1957*

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## CHAPTER I

### THE PREMIER'S OFFICE

The Office of the Premier is also the Treasury. The Premier is head of the Treasury but is not primarily concerned in the day to day aspects of Treasury business, which devolves on the Minister of Finance but he is ultimately responsible for the policy of the Treasury.

Generally, the Office of the Premier co-ordinates the activities of the various Ministries to ensure the implementation of policy for the maintenance of peace and good government. Particularly, the responsibilities of the Office of the Premier include:

- (1) Co-ordination of Government machinery for the formulation of policy.
- (2) Systematisation of the enactment, administration and interpretation of Law.
- (3) Organisation of the activities of the principal agencies of Government.
- (4) Administration and management of public affairs which fall within the exclusive portfolio of the Premier.
- (5) Designing of the structure of the Public Service to ensure that it is staffed by qualified and suitable staff whose conditions of service would encourage efficiency and raise the morale of its members.

The Office of the Premier includes the Executive Council, the Legislature, Security and Intelligence Service, Administration and Establishments. The Executive Council is concerned with all matters affecting the Cabinet. The Legislature deals with subjects affecting the House of Assembly and the House of Chiefs. Security and Intelligence Service is responsible for the general safety of the Government. Administration and Establishments is concerned with topics which affect the Public Service as they are consistent with the Constitution.

At the head of the Premier's Office shall be the Chief Secretary to the Premier of the Eastern Region, who shall be responsible to the Premier for matters relating to Administration, Establishments, Security and Intelligence. The Secretary to the Premier will, in the meantime, serve as Secretary to the Executive Council and he shall rank as Permanent Secretary in charge of Co-ordination of Activities of the Ministries, Constitutional Matters, the Executive Council, the Legislature, and the Oversea Communications Office.

CHAPTER II  
THE MINISTRIES

MINISTRY OF AGRICULTURE

The policy of the Ministry of Agriculture is primarily to derive the maximum benefit from the land and water of the Region for its people.

2. The Agricultural Department aims at increasing the fertility of the land and the productivity of the farmer in order to provide and increase food and cash crops to sustain and raise the standard of living of the large and increasing population. It is the policy to conserve the soil by most modern methods and to enrich it by the introduction of organic measures and fertilisers. Farmers are taught better farming methods by means of demonstration farms and farm schools and are helped by the supply of the best kind of seed and seedlings of all the crops found to be suitable for the different parts of the Region. Mechanisation is used to increase the productivity of labour. The Department of Agriculture aims at being able to give accurate information on the kinds of plants to grow in every part of the Region and is hoping to arrange a comprehensive soil and land use survey of the Region. Land reclamation and mangrove clearance schemes are planned to grow food where nothing grows now and so to increase the farming areas of the Region. Regional Research work is organised to solve local problems as well as to supplement the Federal and West African research. It is the policy of the Department to diversify the economy of the Region by the development of new cash crops such as cocoa, tobacco and bananas; rubber, cashew, coco-nuts, soya beans, etc.

3. It is the policy to increase the protein in the diet of the people by meat production by maintaining an animal health section which will advise farmers on how to prevent disease and which will provide medical treatment for infected animals. There will be research facilities where investigation can be conducted on the common animal diseases. Good breeds of animals will be made available to farmers and rearing of cattle, sheep and goats will be encouraged and assisted. In addition, a cattle fattening and a proved stock distribution schemes will be run.

4. The Fisheries Department aims at operating powered sea-fishing and at the same time providing training facilities for fishermen in the coastal areas. Fish farms will be established to supplement the supplies in areas which are far from the sea or large inland waters. It is the policy to make fish available everywhere in the Region at low cost.

5. As part of the policy to put every acre of land in the Region to optimum use, the 8.7 per cent of the total area of the Region which are situated in the more remote and thinly populated areas and which are sparsely farmed have been constituted into forest reserves for the production of timber. It is intended to bring the Forest Estate into intensive production especially as it will not be possible to obtain from elsewhere the forest products which must necessarily contribute to improving the standard of living of the people.

FUTURE PROGRAMME OF WORK

1. AGRICULTURE

A. Permanent Crops

(1) *Oil Palms*.—The existing work on this crop is long term and will continue.

This covers:—

- (i) Introduction of improved seed and seedlings for sale to farmers.
- (ii) Instruction in proper layout and management of the plantations and in nursery techniques.

- (iii) The improvement of quality of oil.
- (iv) Oil palm subsidy rehabilitation scheme.
- (v) Application of potash fertilisers and others to oil palms to increase yields.
- (vi) There will continue to be co-operation with the West African Oil Palm Research in matters relating to research and transmission of advice to plantation enterprises, etc.

(2) *Cocoa*.—The existing work in this crop is long term and will continue. It covers:—

- (i) The introduction of improved varieties to the Region, their trial in experiments and the issue to farmers of seed of the approved type.
- (ii) The continued issue of "Amazon" high yielding seed and seedlings.
- (iii) The supply of advice in methods of cultivation and control of diseases and pests, etc., with particular reference to Capsid and Black Pod.
- (iv) The continuation of research in co-operation with the West African Cocoa Research Institute.
- (v) The improvement of quality by instruction in preservation and drying.

(3) *Coco-nuts, Coffee, Kola, etc.*—The work is long term and continuous and includes the issue of improved planting material and advice on methods of cultivation and drying.

(4) *Citrus*:

- (i) The issue by sale of improved seedling and budded material to farmers.
- (ii) Instruction and advice on planting maintenance and methods of control of pests and diseases.
- (iii) Research on minor and major nutrient elements. Disease resistant stocks, etc.

(5) *Rubber*.—The work is long term and will continue.

- (i) The introduction and multiplication of proved high yielding varieties obtained from Malaya, etc., to farmers.
- (ii) Research on these varieties to test their suitability for this Region.
- (iii) The provision of advice and instruction on methods of planting and tapping and latex production and processing.

(6) *Cashew*:

- (i) The development of cashew plantations as a means of providing a cash crop on land which is so poor that very few crops will grow.  
By the issue of seeds to farmers.
- (ii) Use of cashew to control erosion on degraded lands.

#### B. Annual Crops

(1) The continuation of the introduction to farmers of new and high-yielding strains of all types of annual crops, e.g., yams, maize, rice, cassava, vegetables, cowpeas, groundnuts, soya beans, etc.

(2) The improvement of yield of all annual crops by the demonstration and teaching and application of improved methods of cultivation and by the use of proper means of control of pests and diseases and by applying fertilisers, e.g., yams, rice, cassava, maize, vegetables, cowpeas, groundnuts, etc.

(3) The development of the inland and mangrove swamps of the Region to grow rice.

(4) The control of yam beetle by the use of insecticides and control of other pests and diseases where special problems arise.

(5) The mechanisation of cultivation of rice, soya beans, Beniseed, etc., in special schemes in selected areas, e.g., Adani in Onitsha Province and Bebi in Ogoja.

(6) The reduction of labour used in processing by trial and demonstration of new rice mills, grinding mills, etc.

#### C. Livestock

(1) The continuation of existing schemes for the issue of improved breeds of poultry, pigs, rabbits, sheep, goats and cattle to farmers.

(2) The training of farmers and their employees in proper methods of animal husbandry and feeding.

(3) The continued operation of the E.R.D.C. scheme to supply properly mixed livestock rations to farmers at a reasonable cost.

#### D. Soil Fertility and General Agricultural Principles

The continuation of existing work on:—

(1) Fertiliser distribution and demonstration on all types of annual crops.

(2) Teaching and instruction on general principles of all aspects of Agriculture in Farm Schools and by direct contact with farmers.

(3) The maintenance of soil conservation service, to assist villages in conserving their land from erosion, by provision of advice and instruction in laying out contour bunds.

(4) The continued extension of mechanisation and use of improved machines and tools wherever applicable to cultivations and processing of crops.

#### E. Research and Investigations

(1) The setting up of a comprehensive Agricultural Research service fully staffed and competent to investigate the agricultural problems of the Region in co-operation with the Federal Research Organisation and the West African Institutes.

(2) The conduct of soil and land use surveys to determine the land most suitable for Agricultural Development particularly of plantation enterprises of cocoa, oil palms, rubber, citrus, sugar cane, etc.

(3) The continuation of the collection of information and data on all livestock.

F. Publicity: (*In co-operation with Marketing Board and E.N.I.S.*)

(1) The production of suitable literature for distribution to farmers and others on all suitable aspects of Agricultural work.

(2) The use of visual aids to provide training and instructions.

#### 2. FISHERIES

It is proposed to put into commission as soon as available the following fishing crafts:—

(1) 40–50 ft. motor fishing vessel to be built in the E.R.D.C. or Commerce & Industries Boatyard, Opobo.

(2) A 24 ft. F.A.O. type surf boat.

(3) A 22 ft. fishing boat to be built by Millers of St. Monance, Scotland.

(4) A 27 ft. Trawler the type used by the Fisheries Dept., in Ghana.

Powered sea-fishing will be extended if possible with a view to exporting the fish if agreement can be reached with foreign firms who are at present making enquiries about possibilities of fishing on our coasts.



Present activities on the development of fish ponds and fish farms will be continued and extended to other areas in the Region where facilities allow and where fish is not at present obtained easily.

The demonstration fishing stations at Finitasingi and Mpanak will continue and the search for alternatives to the canoes presently used will be made.

### 3. FORESTRY

Future programme of the Forestry Department is to continue the current plan which has the objective of bringing the forest estates into full production on the basis of sustained and increasing yield.

This programme will have the main aim of regeneration and rehabilitation of exploited and damaged forest and secondly the afforestation of grassland areas within forest reserves as well as enriching forests which are poorly stocked with desirable economic trees. To put this into effect in exploited areas, the establishment of natural regeneration around stump sites will be encouraged and where necessary enrichment by artificial lime or crop planting will be continued. Afforestation will normally be based on the establishment of plantations; the species used and rotation prescribed will depend on the needs of the local communities and industries.

### 4. VETERINARY

The Department will continue to work to maintain and improve the health of animals in the Region. Research work will continue especially on the investigation into goats pneumonia which kills off so many goats in the Region and also into poultry diseases. The Department will collaborate with the Federal Veterinary Research.

## MINISTRY OF COMMERCE

The Ministry of Commerce is concerned with economic development. It will promote trade and industry in the Region, together with the ancillary services stemming from them.

Among its responsibilities is the expansion of our economy, particularly, the attraction of prospective investors to the Region, the encouragement of savings among the local inhabitants, the mobilisation of domestic capital, the stimulation of investments, the extension of credit facilities, the promotion of technical education.

It is the intention of Government to pursue a policy of industrialisation with a view not only to establishing industries but also creating new fields of employment and the absorption of both technical and managerial skills so necessary to the progress of this Region. Parallel with the industrialisation programme, it is proposed to pursue the education of our traders in the matter of the maintenance of proper accounts.

The industrialisation programme can be split into three main sections: the establishment of small local craft industries such as pottery and home weaving, the creation of light metal industries such as the building of metal windows and sheet metal work products, and finally, the development of the natural resources of this Region, which will involve heavy industry: such possibilities are the extension of the lead-zinc deposits and the working of the lignite and iron ore deposits in and around Enugu.

In order that the overall policy of this Government in the matter of Nigerianisation might be followed, it is proposed that all new enterprises will undertake the training of suitable Nigerians, both in the technical skills and the art of industrial management. To further assist this aspect of our activities every advantage is being taken, not only of the Regional Scholarship Schemes, but also of the various offers by overseas entrepreneurs to take back to England Nigerian personnel for training purposes.

and will be under the management of Boards of Governors, on which the Government, the Voluntary Agencies and the Local Government Councils will be represented as appropriate.

- (d) In each Administrative Division there will be at least one Teacher Training Institution, which will provide facilities for training to the E.T. or H.E.T. Certificate standard. The curriculum will be prescribed by the Ministry of Education. All training may be fee-free, though students will be required to meet the cost of subsistence and books. Such Training Institutions may be owned by the Regional Government, by Voluntary Agencies or by Local Government Councils. The management will be in the hands of Boards of Governors, in which the Government, the Voluntary Agencies and the County Councils will be represented as appropriate.

#### MINISTRY OF HEALTH

The immediate aim of the Ministry of Health in its policy is to shift emphasis, gradually but imperceptibly and effectively, from communicable disease control to public health education, maternal and child hygiene, the detection and removal of physical defects, and the development in the general population of sound habits of living. This is consistent with the virtual transformation of public health work in the last decade under the leadership of the World Health Organisation. In combating communicable diseases, the Ministry will encourage the prompt reporting of same and the accurate recording of disease prevalence in the Region.

The ultimate aim of the Ministry of Health is the establishment of a National Health Service for the Region to bring medical facilities within the reach of all and to provide protection from debilitating diseases which seriously affect production, wealth and the general development of our country.

The activities of the Ministry are being devoted to the provision of the essential framework and emphasis is laid on development of the rural areas. This falls into two interdependent categories:—

- (a) the development of Curative Medical Services, and
- (b) the development of Preventive Medical Services.

#### I. THE DEVELOPMENT OF CURATIVE SERVICES

##### 1. Hospitals and Training Institutions

It is proposed that there shall be a Specialist Hospital and one Regional Laboratory in the Region. Good progress is being made under the 1955-60 Development Plan for Health Services in the expansion of various training institutions at Aba, Enugu, Calabar and Port Harcourt, Government-operated General Hospitals at Arochukwu, Degema, Ikot Ekpene, Okigwi, Opobo, Owerri, and Yenagoa, and the Queen Elizabeth Joint Hospital at Umuahia: it is proposed that this last named hospital shall eventually train for the S.R.N. qualification.

##### 2. Rural Hospitals

Under the Rural Hospital programme, twelve hospitals are either being built or have been completed by the joint effort of local government bodies or communities and the Regional Government at Abak, Awgu, Ahoada, Abriba, Aguleri, Nnewi, Orumba, Okrika, Mbaise, Mbono, Ikom and Umunnato, and four more are planned. These are units of up to 32 beds: the next stage will be to expand some of them to 60 beds under the 1955-60 Development Plan. Already two at Abak and Awgu, which have been completed are being managed by Voluntary Agencies on a basis of joint association. Considerable financial assistance is also given to Voluntary Agencies engaged in medical work, both towards capital expansion and recurrent expenditure. Grants have been made to enable Voluntary Agencies to pay nursing staff at rates comparable with those in Government service. Assistance is also given to private medical practitioners for the establishment of hospitals in rural areas.

## II. THE DEVELOPMENT OF PREVENTIVE SERVICES

### 1. Urban Services

Urban District Councils and Municipalities are encouraged to operate their own health services under their own Medical Officers of Health. Special attention is being given to the provision of facilities for the treatment of tuberculosis. A T.B. Centre at Port Harcourt and annexes at Calabar, Aba, Onitsha and Enugu have been completed.

### 2. Rural Health

A Headquarters service has recently been created. A major Health Centre at Nsukka and a Training School at Aba have been completed and work is proceeding on the construction of another Training School and 32 Rural Health Centres in association with Local Government bodies. These units are the preventive counterpart of the Rural Hospitals and an essential part of the National Health Service plan. A school medical service is being provided to ensure early diagnosis and treatment.

### 3. Mass Campaigns

The Yaws campaign in association with UNICEF, having successfully combated yaws in the Nsukka and Udi Divisions, is moving to other parts of the Region. A considerable expansion in Leprosy control is in process of implementation under a separate 5-year Development Plan.

A National Health Service for the Region is thus within practical grasp though its attainment will depend not only on executive capacity but on the resources which can be devoted to it.

## MINISTRY OF INFORMATION

The Ministry of Information is concerned with the dissemination of knowledge through the well-known media of mass communications, namely: Literature, Films and Wireless. It will supervise the activities of the Eastern Nigeria Information Service and the Eastern Region Library Board, through whose agencies the Ministry will ensure that the general public derives maximum benefit from its services. It will consist of the following branches: Literature, Official Documents, Libraries and Museums, Press, Wireless, Films and Publicity.

*The Department of Literature* will produce and distribute literary matter, including books and periodicals concerning Nigeria and cognate subject; it will encourage research in Nigerian history by reprinting literary classics which are now out of print or are inaccessible to the average person.

*The Department of Official Documents* will be responsible for the publication and distribution of official documents including annual reports of various departments of the Government; it will publish annually a Directory of Eastern Nigeria, which shall contain general information, statistics and data affecting the Region.

*The Libraries and Museums Department* will establish libraries and museums extensively in co-operation with the Eastern Region Library Board, etc.; it will maintain a Central Library and a Museum at Enugu and will encourage the establishment and organisation of libraries and museums in the schools and various communities of the Region.

*The Press Department* will be concerned in publishing and distributing newspapers; it will operate a news and photographic service for use either by the newspapers produced and circulated in the Region or those interested in the affairs of Eastern Nigeria.

*The Films Department* will be concerned with the production, distribution and exhibition of films for amusement and educational purposes in various communities of the Region and in the schools, particularly in areas where it is difficult to obtain the services of specialist teachers in science and technological subjects; it will encourage visual education in all its ramifications.

*The Wireless Department* will establish a network of wireless stations for popular enlightenment; it will not only initiate programmes but it will also encourage the widespread installation of wireless rediffusion sets in the villages and towns of Eastern Nigeria.

*The Publicity Department* will advertise the activities of the Government and will undertake advertising generally on a commercial basis as well; through a network of stalls it will ensure maximum distribution of matters entrusted to its care.

#### MINISTRY OF JUSTICE

The policy of the Ministry of Justice is to ensure a speedy and impartial administration of Justice. Whilst emphasis will be laid on prosecuting offenders of the law, the Ministry will also be energetic in avoiding miscarriage of Justice and the punishment of the innocent through a faulty machinery of administration. It is, therefore, proposed to introduce legal aid for accused persons on a more permanent form by the appointment of a Public Defender, to be officially known as Director of Public Defence, who shall defend accused persons who are either indigent or otherwise unable to secure counsel for their defence. The Public Defender will be appointed by Government to serve side by side with the Director of Public Prosecutions in the Legal Department and he shall be under the direct supervision of the Attorney-General.

It is also proposed to amend the Jury Ordinance by introducing legislation to make it mandatory for all persons accused of committing acts of felony and certain misdemeanours and tortious acts to be entitled to the right of trial by jury. The new Trial by Jury Law will provide for a right to a speedy and public trial by an impartial jury of his peers drawn from the vicinage of the alleged crime or offence.

Bearing in mind Blackstone's famous dictum that trial by jury constitutes "the glory of the English law", and taking into consideration the criticisms levelled at the jury system, it is intended to introduce into the new legislation certain innovations, for example: reduction of the size of the jury excepting in cases involving the death penalty; alteration of the system of rendering unanimous verdict to a substantial majority opinion of jurors excepting in capital cases; permission of an accused person to waive his right of trial by jury if he so desires, especially in cases of misdemeanour or tort.

#### MINISTRY OF PRODUCTION

The Ministry of Production is concerned with agricultural and mining productivity in the Region. Its main objective shall be:

- (1) to diversify and invigorate the production of food and cash crops;
- (2) to stimulate the exploitation of timber and other forest products;
- (3) to encourage the extraction and processing of minerals and oils;
- (4) to intensify the breeding of cattle, livestock and fish.

The Ministry of Production will consist of five branches: Economic Crops, Forest Products, Fisheries, Animal Husbandry, and Mining and Manufacturing Enterprises.

It will supervise the activities of the Eastern Regional Marketing Board and Eastern Region Development Corporation, which will confine its operations to purely agricultural, silvicultural, piscicultural, veterinary, mining and manufacturing pursuits.

#### MINISTRY OF TOWN PLANNING

The policy of the Ministry of Town Planning is based on the idea that the provision of the utmost in health, safety, convenience and happiness of those who live in urban or rural areas constitute the basic obligations of all Governments to their citizens. It is intended that both urban and rural areas should secure to their inhabitants those physical improvements that will facilitate transportation, promote comfortable and hygienic living, and further the aesthetic character of the communities concerned.

To this end, it shall be the responsibility of the Ministry to encourage Local Government and other appropriate bodies to control street layouts, traffic movements, parks, play-grounds and playing fields and also develop foreshores and water-fronts, erect public buildings of historic and community interest, construct cheap housing schemes, make provisions for water supplies and sewerage, and beautify landscapes and sceneries.

The Ministry will focus attention on urban development by assuming exclusive responsibility for capital expenditure on the construction of streets in urban areas leaving their maintenance to the Local Government Body concerned. Each urban area shall be properly laid out and provision will be made for future development and expansion. Each urban area will have an official map, showing long in advance of actual acquirement, its main thoroughfares, secondary streets and play parks carefully located according to the advice of engineers and the local urban development board.

It will be the duty of the Ministry to increase the working efficiency of both urban and rural areas by means of planning to conform definitely to orderly development into which each improvement will fit as it is needed. This policy should encourage commerce and facilitate business. In the effort to preserve historic buildings with their traditions, open spaces will also be fostered by construction of quadrangles and circuses for magnificence and grandeur of urban or country life. Neighbourhood centres will be encouraged to be built so as to harmonise and co-relate schools, parks, playgrounds, baths, libraries and museums thereby making such centres a rallying place for the development of neighbourhood feeling.

#### MINISTRY OF TRANSPORT

The policy of the Ministry of Transport for roads is to provide for the proper construction of new roads, the reconstruction of important lines of communication to suit modern traffic conditions and the efficient maintenance of the Region's road system. The functions of the Ministry will include the formulation and implementation of policy, the preparation of development plans for consideration by the Legislature, the supervision of contract works and the provision of technical and supervisory assistance to local government councils, upon which it is policy progressively to devolve responsibility for maintenance of the road system.

Assistance to local government councils, apart from grants-in-aid, may be limited to the examination of plans prepared by them or may include the preparation of plans and specifications for them. In addition the staff of councils will be under the direction of qualified civil engineers of the Ministry, who will supervise construction and maintenance work. Councils will be encouraged, if their resources permit, to employ their own qualified staff. The Ministry will provide a free consulting service for councils.

The aim of the Ministry will be to develop a road system which will connect all towns and communities that are of sufficient importance to attract other than purely local traffic, which will form a logical extension of the Federal Trunk Road "A" system and the Railway as arteries of commerce and to facilitate civil and military mobility, and to provide access to places of natural beauty suited for recreation.

Apart from the construction and maintenance of roads, the Ministry will be much concerned with measures to increase public safety on the roads. These measures will include road improvements, such as the widening of important routes, improving visibility on bends, building of bridges to carry two lanes of traffic, provision of parking sites and the prohibition of parking on road sides, the erection of warning signs, and precautions for the safety of pedestrians. Speed limits will be applied and enforced, varying according to the road conditions, the locality and the presence of schools, intersections, railway crossings.

In addition the Ministry will ensure that Motor Driver Training Schools will give proper instruction to all who are engaged in the driving and operation of motor vehicles.

It is also intended to institute physical examination of drivers, with especial reference to eyesight and hearing, as well as tests in literacy and knowledge of a Highway Code, which the Ministry will produce and publish in several languages. These tests will be in addition to the existing test of driving proficiency, and must be satisfactorily passed before the issue of driver's licence.

In the field of Inland Waterways, the Ministry uses the Federal Inland Waterways Department as its agent. River clearance is undertaken to the limit of that Department's resources both on the Regional waters and, on the advice of the Ministry, on Federal waters. This work is unspectacular but vital to the needs of the riverine inhabitants of this Region. In addition, consideration is given to more permanent measures affecting the navigability of the major rivers and their use as trading arteries.

The Minister is advised by an Inland Waterways Board and is represented on the Federal Inland Waterways Committee.

The Ministry is the agent for the Federal Government in the field of civil aviation. The principal function of the agency is the maintenance of the existing aerodromes but the Ministry will lose no opportunity to press vigorously for further development in that field.

## MINISTRY OF WELFARE

### 1. COMMUNITY DEVELOPMENT

The aim is to encourage and expand the growing and already famous work of the people of the Eastern Region by their own efforts to promote better living and economic and social development in each community for the whole community.

In order to carry out this policy the Government intends to continue the system of grants of assistance to specific projects throughout the Region on the basis of assisting those who help themselves.

The policy is also to continue and expand the training facilities for Local Government Councillors and Staff and Community leaders at the Awgu C.D.T.C. Works Pool of equipment, which is available for lending to local communities to assist them with their projects, will continue to be built up and expanded.

The aim is also to increase technical assistance in the supervision of community development projects by the appointment of Inspectors of Works who would be able to act as advisers to local communities and councils, and supervisors of their work projects.

When finances permit, it is intended also to appoint Community Development Officers who could assist Administrative Officers in the divisions by concentrating full time on the work of stimulating, guiding and assisting local communities with projects for their own development.

It is intended to launch a scheme of village planning, giving technical and where possible, material assistance to the rural people in constructing better planned, cheap, sanitary dwellings around community centres. This involves spreading the idea through a model village to make life in the countryside more attractive.

It is intended to take over the work of adult education and to use mass literary campaigns as a communal approach to communal needs, including better living, diet, child care and farming as well as campaigns against social evils such as child traffic, the osu system, high bride price and corruption.

In the large towns the policy is to promote urban community development through Youth Clubs and other voluntary associations under the supervision and encouragement of the Youth Organiser.

## 2. LABOUR

The aim of the Ministry, working through the Federal Labour Department is to promote the welfare of all the workers of the Region in conjunction with the work of the Federal Labour Department; to ensure that all workers are paid an adequate minimum wage; to encourage the growth of proper machinery of joint consultation in industry between workers and management; to take all possible measures to promote industrial peace and to prevent strikes and trade disputes; to ensure the observance of all labour legislation; and to encourage the growth of sound and responsible trade unionism by assistance to Trade Union leaders with courses, library facilities and advice generally.

It is also the policy of the Ministry to ensure that the labour agreement with the Spanish Authorities in Fernando Po is strictly observed and that conditions for all our labourers who choose to go and work abroad are reasonable. In so far as it is possible it is intended to provide alternative sources of employment to workers going to Fernando Poo by encouraging the development of plantations as well as industries of all kinds in the Region.

## 3. HOUSING POLICY

The aim is to make it possible for the people of this Region to be housed under conditions in which it is possible to promote their maximum physical, mental and spiritual development.

With this aim in view the policy is to endeavour to "peg" soaring rents by means of rent control; and at the same time to take vigorous action to have more houses built. This will be done by the following means. It is hoped to attract the Nigerian Building Society to start work in this Region, and to give loans to all suitable persons in the lower middle income groups to enable them to build their own houses; to plan housing estates; to assist civil servants with loans at cheap interest rates to build their own houses; to build government quarters for a certain number of civil servants; and to encourage employers to provide adequate housing for their workers.

## 4. SOCIAL WELFARE

The aim is to expand the work done by the Social Welfare Department at Calabar to other parts of the Region. This will involve appointing more staff to expand the probation service, building remand homes for delinquent children in need of care and protection in some other parts of the Region, and to set up juvenile courts in such places. At the same time the policy is to continue vigorous action to deal with the traffic in children both by assisting the police and by a publicity campaign. A bill for a Children and Young Persons Law is being introduced with these aims in view.

## 5. LEGISLATION AFFECTING SOCIAL CUSTOMS

The aim of the Ministry is to ensure, by a publicity campaign to educate the public, that the following laws are strictly enforced: The Limitation of Dowry Law, the Age of Marriage Law, and the Abolition of Osu Law, Government is giving consideration to a regional law to prevent the evil effects of the system of matrilineal inheritance.

The policy of the Ministry is also to bring finally to an end the evil custom of twin murder, or the death of twins through neglect, by encouraging local government councils to pay grants to the parents of twins. Government already pays a bounty to parents of triplets. At the same time local government councils have been required to make bye-laws making compulsory the registration of births, deaths and marriages.

## 6. SPORTS

The policy is to encourage amateur sports, to assist sporting clubs, to provide training facilities, and to build sports fields and sports stadiums at suitable places throughout the Region through the instrumentality of the Eastern Nigeria Sports Commission.

## 7. VOLUNTARY ORGANISATIONS

The policy is to continue to assist, by means of Subventions, the voluntary organisations such as the Boy Scouts Association, the Girl Guides Association, the Young Women Christian Association, the British Red Cross Society and the Festival of the Arts to continue the most valuable work they are doing. The work of all missions without any discrimination, is also given encouragement and assistance.

## 8. EX-SERVICEMEN'S AFFAIRS

The organisation which already exists, namely, N.E.W.A. and the Ex-servicemen's Unions will be encouraged to organise themselves to help themselves. Government has also under consideration certain schemes for helping ex-servicemen with loans for economic projects, with scholarships and with technical training facilities. The objective, however, is to reach a point where, as in England and other countries, all able-bodied ex-servicemen no longer think of themselves primarily as ex-servicemen, but are absorbed in the life of the community as farmers, workers in industry or in technical trades, or in business, and where they do not expect any special privileges for themselves.

## MINISTRY OF WORKS

The functions of the Ministry of Works fall into three categories, viz:— subjects for which the Ministry is directly responsible, federal subjects for which the Ministry will act as Regional Agency, and concurrent subjects for which the Ministry will act as Regional Agency.

2. To the first of these classes belong the functions of the Public Works Department (excluding Roads and Bridges, which now fall within the competence of the Ministry of Transport). The Public Works Department, so far as the Ministry of Works is concerned, carries out approved works for which financial provision has been made. It is not a policy-making department. Its importance, however, stems from the fact that it has to implement Government policies and programmes which involve planning, designing, costing, construction and maintenance of buildings, and water supplies.

3. All major building operations will be done by contract. The policy towards the awards of contract is:—

- (i) That contracts for the construction of offices, quarters and other buildings shall be awarded by the Tenders Board purely and strictly on merit.
- (ii) That in awarding contracts, there shall be no discrimination based on monopoly, race, nepotism, religion, politics, favouritism, bribery or corruption.

When major and difficult projects are to be executed by contractors, competent firms or reliable engineers are to be invited to make surveys and submit estimates. As expensive surveys are indispensable preliminaries to the submission of any estimate for a major project, it is not proposed to award such major contracts on competitive estimates.

4. Urban water schemes cover Aba, Calabar, Umuahia-Ibeku, Enugu, Onitsha and Port Harcourt. All are due to be completed by 1960. They aim to provide 15 gallons per head per day but in some cases the increase in population has exceeded prophesy. These schemes, estimated to cost £784,500 are partly financed from the Eastern Regional Loan, which was made by the Federal Government in 1954, partly by a contribution from the Development Loan, which is a relic of the 1945-55 Colonial Development and Welfare Scheme and partly from Regional sources. These cost about £3 per head. The operation and maintenance costs are payable by the communities which have also to contribute to the renewals and sinking funds.

5. The Ministry also has a Rural Water Supply scheme, value £1.75 million, of which three-quarters is reimbursable by the British Government. This scheme covers the period ending 31st March, 1960. Broadly, half the funds available for actual construction are intended for simple spring improvements and the like, while half are intended for pumped supplies or schemes involving extensive concrete works for the



larger communities. The aim of the Ministry is to provide one simple water point for every thousand people but this will not be achieved within the funds available. So far as the more complex installations are concerned, it is hoped to provide thirty-seven of these at a cost of about half a million pounds. This works out at a little over £1 per head of the population benefited. Very limited funds are also being provided for the installation of water in a few educational and medical institutions whose need is acute.

6. The principles which guide the Ministry are need, a financial allocation to every District Council area, and financial evidence of the spirit of self help in the community concerned. Need is assessed having regard firstly to the necessity of providing hygienic sources of water to those at present using infected sources and secondly to the desirability of reducing the waste of labour potential due to water having to be carried over a distance of many miles. Self help is limited to £1,750 or half the cost of a scheme, whichever is less. The responsibility for maintaining wells and springs and for operating and maintaining the pumped supplies will rest on the community concerned, either directly or by the appropriate local government body as may suit the special circumstances of each area.

## CHAPTER III

### FINANCES OF THE REGION

The accounting for Revenue and Expenditure in Nigeria was regionalised with effect from the 1st of April, 1952, from which date the accounts of this Region became self-contained. In that year the Gross General Revenue Balance of the Region was only £402,005. Revenue accruing from Regional sources amounted to less than £500,000 and the level of Government expenditure did not exceed £4.1 million.

2. As a result of the Nigeria (Constitution) Order-in-Council, 1954, which provided for regionalisation of the whole country, and the report of the Fiscal Commissioner on the Financial Effects of the New Constitutional arrangements, the Eastern Regional Government acquired a greater measure of political and financial autonomy.

3. The full effects of the Constitutional changes became evident in 1955-56 Financial Year when the total Regional Revenue reached a figure of £9 million. In the same year revenue attributable to Regional sources had reached a level of £2.3 million and accounted for 25.9 per cent of the total Regional Revenue. Expenditure had also grown simultaneously with revenue and reached a figure of £6.7 million. The overall financial position of the Region in 1955-56 was, however, so good that an amount of £4.9 million out of a Gross General Revenue Balance of £7.1 million had to be invested overseas.

4. The Regional Government was fully aware that the grants made to it from Federal funds especially during its inception, would not be a continuous source of revenue. The Government was also aware of the fluctuations in the world prices of produce, and that the fluctuations would be reflected in the revenue derivable from Customs duties. Government therefore took a bold step, by the introduction of the E.R. Finance Law of 1956, to provide a buffer for its Revenue sources. The Regional Government is happy to be the first in the whole of the Federation of Nigeria to introduce a local tax law which revolutionised fiscal policy in the history of this country.

5. It is therefore encouraging to note that while payments and grants out of the Revenue of Nigeria accounted for 80.5 per cent of the Region's total Revenue in 1952-53, 82.2 per cent in 1953-54, 88.7 per cent in 1954-55, they accounted for 74 per cent in 1955-56, 56.6 per cent in 1956-57 and, it is estimated they will account for only 42.8 per cent in the current year. On the other hand at the introduction of the E.R. Finance Law, Direct Taxes accounted for less than .6 per cent of the total Revenue of the Region. In 1956-57, however, Taxes under Regional Laws had risen to a figure of £3.5 million representing 29 per cent of the Region's total Revenue. It is estimated that in the current year Taxes under Regional Law will account for no less than 33 per cent of the Region's total Revenue.

6. Expenditure has grown side by side with revenue. Up to 1954-55, Government expenditure did not reach a level of £6 million. In 1955-56, Government expenditure was £6.65 million and in 1956-57 it had risen to £12.6 million and is estimated to reach £14 million in the current year. The two largest items of expenditure concern social services, namely, Education, Medical and Health Services. In 1955-56 which was the first full autonomous year, expenditure on Education was £2.3 million and on Medical Services £996,000 and these represented 34.6 per cent and 1.5 per cent respectively, of the Region's total expenditure for the year. By 1956-57 the above percentages had increased to 42.3 per cent and 8.9 per cent respectively and in the current year, with the introduction of Universal Primary Education in the Region, in preparation for which there was considerable expenditure in 1956-57, it is estimated that Education will account for 43.26 per cent of the Region's total expenditure, and Health Services, 11.6 per cent.

7. Capital expenditure has not lagged behind in the years under consideration. In 1956-57, the first full autonomous year, a total of £996,200 was spent on capital projects. In 1956-57, a higher level of capital expenditure of £1.39 million was maintained. The stride of development in the present year is such that it is estimated that up to £5.3 million or 35.6 per cent of total estimated Regional expenditure will be devoted to capital works.

8. Towards the Region's Development Schemes, the Region received Colonial Development and Welfare assistance of £293,300 in 1954-55, nil in 1955-56, £212,900 in 1956-57 and estimates it will receive £1,383,377 in the current year. The Region also hopes to receive the unspent balance of its previous ten-year Plan amounting to £619,364.

9. The total reserves of the Region increased from £811,000 in 1952-53 to £5.1 million on 31st March, 1957. It must be made clear however, that about £2.2 million of this amount is tied up in Advances, Deposits and cash necessarily held by the Accountant-General and that the net Reserves at 31st March, 1957, would amount to only £2.9 million.

10. The Public Debt of the Region at present stands at £1 million. The pace of the Region's development has reached a stage where outside capital must be sought. Compared with many countries at the same stage of development, it can be said that the incidence of public debt in the Eastern Region of Nigeria is infinitesimal. The Region has favourable trade balances and holds a fair amount of sterling assets. Her borrowing potential is therefore quite sound.

## CHAPTER IV

### THE PUBLIC SERVICE

On the assumption of Regional Self-Government and the signing of an Order in Council amending the Nigeria (Constitution) Order in Council 1954, which came into operation on the 8th of August 1957, the Governor ceased to preside over Executive Council, and his powers in certain circumstances to prevent further proceedings on a Bill or Motion relating to the Public Service disappeared. The conditions of Public Servants had changed, and with effect from the same date a Scheme for Lump Sum Compensation was introduced under which Overseas Pensionable Officers in the Service at the time acquired a continuing option to leave with a lump sum payment in addition to accrued pension, as an alternative (at the option of the officer) to accrued pension plus Additional Allowance. A copy of the Interim Lump Sum Compensation Scheme is attached to this White Paper as Appendix H.

2. Under the Lump Sum Compensation Scheme an officer aged 40 with 10 years service or more has a factor of 4.13 which is the maximum. Officers who are older or younger, or who have less service, have lower factors. An Officer's compensation is calculated by multiplying his salary by his factor. The maximum compensation which any officer can receive is £9,000, but it can be seen that only an officer with the maximum factor and the salary of a Class I Administrative Officer or above, could reach this sum. In fact the average Lump Sum Compensation to which officers are entitled is less than £4,000. This Government has introduced into the Scheme provision for officers who are over 40 years of age, and whose factor is therefore diminishing, to "freeze" that factor, provided that they serve Government for an agreed period.

3. In order that officers who wish to do so might be assured of a continuing career in Her Majesty's Overseas Civil Service, and that such officers might be available for the Service of the Eastern Region Government for as long as they might be required, this Government concluded an Agreement with Her Majesty's Government whereby Overseas officers might transfer to a Special List of officers of Her Majesty's Overseas Civil Service. A copy of that Agreement is also attached to this White Paper as Appendix F. In accordance with paragraph 2 (c) (i) of the Agreement the posts listed in Appendix G to this White Paper have been reserved for Nigerians. The reservation of these posts is without prejudice to the position of existing holders in any case in which such posts are substantively held by Overseas officers.

4. The Eastern Region Public Service will, once the main Constitutional Instruments have been signed, be entirely free from the control of the Secretary of State for the Colonies, who will no longer have any responsibility for Overseas officers who remain in the Public Service of the Region, except that if this Government agrees, they may be considered by the Secretary of State for transfer to other territories.

5. The Public Service Commission will no longer be merely advisory to the Governor but will assume executive powers, subject to the Governor's formal approval, of promotion, transfer, dismissal and disciplinary control of all Public Officers other than the Deputy Governor, the Governor's Staff, Permanent Secretaries, the Director of Audit and Judicial Officers. In these matters the Governor will act on the advice of the Public Service Commission with the proviso that the Governor will retain the power to refer back once any recommendation made to him by the Commission. Regarding Judicial Officers, the Governor will act on the advice of a Judicial Service Commission with the same proviso. Promotions to the grade of Permanent Secretary will be made by the Governor in his

“The redistribution of work will release some departmental officers from headquarters administrative work for posting to provincial administrations, and others for the inspectorate duties of the Ministries. The policy will enable the Ministries to concentrate on major matters and inspection duties, and relieve them of detailed administrative duties which are liable to tie too many skilled officers to headquarters.” (Paragraph 77, *Report on Provincial Authorities in the Northern Region*, by R. S. Hudson. Government is of opinion that the Eastern Region would do well to emulate this progressive policy).

6. In devolving powers on its constituents, Government will bear in mind many factors: those services which concern the whole Region rather than a separate part of it covered by different Local Government Bodies; those services which require technical or other expert direction and which cannot be provided by Local Government Bodies without something more than advice and inspection; those services now provided jointly by the Regional Government and Local Government Bodies which can be more efficiently provided by the latter under expert advice, regular inspection and ample subsidy.

7. The main services that will be devolved by the Regional Government are Education, Health, Roads, Water Supplies, Building Construction, Natural Resources, Loans for Agricultural and Industrial Purposes, Liquor Licensing.

- (a) *Education*.—Government will be responsible for the maintenance of standards which will be controlled through the system of grants and inspection. The constituents of the Regional Government will be responsible for the administering of primary education through local boards of education.
- (b) *Health*.—Government will ensure the maintenance of standards by means of grants and regular inspections, but the Regional Government and the voluntary agencies will continue to be responsible for the administration of hospitals.
- (c) *Roads*.—The construction of all main roads and the tarring of Trunk “B” roads will be the responsibility of Government, but the maintenance of such roads will devolve on the constituents of the Government. Such a devolution will accelerate the organisation of an efficient road maintenance force with skilled supervision.
- (d) *Water Supplies*.—The sinking of bore holes will be a Regional responsibility, but the maintenance of both urban and rural water supplies will devolve on the constituents of the Government.
- (e) *Building Construction*.—Government will provide the skilled and technical supervision for building construction and supply the major equipment, where necessary, but the administration will be conducted by the constituents of the Government.
- (f) *Natural Resources*.—Agricultural extension work, local pilot schemes, animal husbandry, veterinary services, conservation of soil, irrigation projects, pest control, conservation of forests, exploitation of forest products, fish farms, fish ponds, fertiliser campaigns will devolve on the constituents of the Government, whilst the latter will be more concerned with research, technical and financial assistance.

8. Each County Council area shall be a constituent unit of the Government for purposes of Local Government and Administration. It shall maintain direct contact with the various Ministries of the Government, through a County Inspector, who shall be appointed by the Government from the rank and file of Administrative Officers.

9. *Co-ordination*.—For purposes of co-ordination and efficient administration of former District Councils, now to be known as County Councils, which may well number about 100, it is intended to form them into constituent units of sixteen Provinces,

instead of the present twelve areas of Local Government Authorities, with their capital towns indicated in brackets, as follows:

Abakaliki Province	(Abakaliki).
Annang Province	(Ikot Ekpene).
Bende Province	(Umuahia-Ibeku).
Calabar Province	(Calabar).
Eket Province	(Eket).
Ibibio Province	(Uyo).
Ijaw Province	(Degema).
Ngwa Province	(Aba).
Nsukka Province	(Nsukka).
Ogoja Province	(Obubra).
Oil Rivers Province	(Port Harcourt).
Okigwi Province	(Okigwi).
Onitsha Province	(Onitsha).
Orlu Province	(Orlu).
Owerri Province	(Owerri).
Udi Province	(Udi).

10. Since these Provinces will constitute executive bodies which act collectively on behalf of the Government, and which are charged with the execution of Government policy it follows that each Province will be answerable to the Government for the efficient discharge of the duties and responsibilities of the Counties within its boundaries. It is planned that this will be done through a senior official, to be designated Provincial Inspector.

11. Each Province shall be headed by a Provincial Inspector, who shall act as a liaison between the Government and the various Counties within the Province. Ministries of the Government shall be represented by senior officers of certain Departments, who shall reside at each Province for the purpose of making inspection and giving technical or professional advice to all the Counties within their jurisdiction.

12. There shall be established in each Province a deliberative and consultative body to be known as the Provincial Assembly. It will comprise of representatives of the Local Council areas in each Province on the basis of equality of representation for each Local Council. Members of the House of Assembly and Members of the House of Chiefs shall be *ex officio* members of the Provincial Assemblies.

13. The functions of the Provincial Assemblies shall be as follows:—

- (a) Co-ordinating and presenting of Estimates of Subsidies and Grants to County Councils;
- (b) Debating Motions on subjects within their competence;
- (c) Debating Motions initiated by them and approved by the Regional Government if they do not constitute a charge on the revenue of the Eastern Region;
- (d) Putting questions on subjects within their competence;
- (e) Expressing opinion on draft legislation;
- (f) Expressing opinion on any matter referred to them by the Regional Government;
- (g) Making suggestions for the good Government of the Region on subjects within their competence.

14. Membership of the Assembly shall be limited to a certain number of representatives of Local Councils and Recognised Chiefs who are *ex officio* members of County and Local Councils.

15. Government shall appoint a Commissioner to preside over the Provincial Assembly. It shall be the responsibility of the Provincial Inspector to keep the Commissioner fully informed of the official activities of the various Government departments in each Province.

16. The Commissioner shall act as the official host of any Minister of the Government who visits the Province under his jurisdiction, and he shall accompany such Minister on tour to any part of his Province during the sojourn of the Minister therein.

## CHAPTER VI

### LOCAL GOVERNMENT

Government primary policy in the realm of Local Government is to achieve a stable, reliable and efficient system of Local Government wherever possible on the consent of the people and suited to their needs and varying degrees of social and political development.

2. Originally, the bent of policy was towards the formation of larger, as opposed to smaller, Counties, excepting in certain areas in the former Ogoja and Rivers Provinces, where distances are so far and the means of communication are so poor. However, when the Local Government Ordinance, 1950, was repealed, a new policy was enunciated as follows:

“The Government is opposed to the setting up of small financially weak units which will never develop social services without placing an undue burden on the people of the area. It can be said that the Region is still in a period of trial and error, and that both the Government and the people may still learn, by genuine mistakes, what form of Local Government will best suit the Region.”

3. One remarkable feature in the introduction of Local Government in the Eastern Region is the tendency on the part of certain District Councils to claim to break away from the County units in which they are situated, and to demand the status of so-called “District Council with County powers”. This runs counter to the policy cited above which seeks to discourage separatist tendencies.

4. The issue thus resolves itself to the problem whether or not the burden of responsibility is to be decentralised or kept at the centre. If it is the former, then it means that the District Councils with County powers must be able to operate the major services, helped by grants-in-aid, since most of them (if not all of them) are incapable of doing so without grants and technical assistance from the Regional Government.

5. Added to these problems of Local Government financing are political ones in the form of fissiparous agitations in certain areas which seek to secede from the Eastern Region, on the ground that they are “neglected” and treated “indifferently”. They feel that whilst they claim to produce the bulk of the Region’s primary source of revenue, expenditure is concentrated for the development of other areas which are said to be less wealthy and which, in their opinion, contribute less to the Region’s economy.

6. Apart from the fact that these seditious utterances are unfounded and false, there are others which are equally naive, such as the allegations of “deliberate policy of tribal discrimination” in respect of appointments and promotions in the Public Service, “disrespect for traditional rulers”, and “complete disregard of the customs and traditions of minority groups”. In order to leave no room for doubt as to the impartiality of this Government and its determination to govern the people of this Region on the basis of fairplay and equity, it has become necessary to modify our policy in respect of Local Government.

7. Government is of opinion that where people are bound by strong ties of social intercourse, blood relationship, language and geography, and they are willing to assume civic obligations and responsibilities, they should be allowed to practise local self-government. Other things being equal, this should satisfy the aspirations of the self-determinists, most of whom are usually well-meaning, if more sentimental. This modification of policy puts it beyond doubt that Government is willing to concede to the wishes of a fairly large community, in respect of the type of Local Government they desire, after same had been ascertained in a normal democratic manner, provided that the risks and obligations involved are adequately explained to them.



8. In the circumstances, Government will divide the Region into a number of constituents or Provinces, under a two-tier system of Local Government to be known as County Council and Local Council. This means that all the Urban and Rural District Councils will be re-organised and reconstituted to become County Councils in their own right, and the present County Councils will be abolished in place of the newly-created ones.

9. Each County Council area shall be comprised, as far as possible, of inhabitants who stem from the same ethnic group, speak the same language, and have a common cultural affinity. This is consistent with an aspect of Government policy for Local Government in the Eastern Region, bearing in mind that when the policy was formulated, the Region was still in a period of trial and error, so far as the form of Local Government to be introduced was concerned. In the 1955 Policy Paper for Local Government, it was said: "It has been generally speaking, the policy to let the people determine the form best suited to their own area, and ethnic and linguistic affinities together with geography have been the determining factors".

10. Efforts will be made to group Local Councils which satisfy the above criteria into each County Council area of not more than 75,000 inhabitants, provided that where there are more than 75,000 in any County, then representation on the Eastern House of Assembly shall be on a *pro rata* basis. In the case of certain minority groups, such as Akpabuyo, Andoni, Aro-Ibo, Asa, Biase, Bonny, Calabar Western District, Eastern Nsit, Ejagham Dusanga Inyong Inyong, Ikot Ekpene, Itu-Itam, Ndoki, Odukpani, Ogbia, Okrika, Oniong-Nung-Ndem-Awa, Opobo, Ubium, etc., their numerical inferiority will not be a barrier towards their forming a County Council area.

11. Each County Council area shall be a unit of the Government for purposes of Local Government and Administration, and it shall enjoy complete equality with all the other County Council areas, irrespective of their population strength. It shall maintain direct contact with the various Ministries of the Government and, as far as possible, Government will seek for an amendment to the Nigeria (Constitution) Order in Council, 1954, to increase the number of seats in the Eastern House of Assembly so that each County Council area shall consist of one or more single-member constituencies for the purpose of election to that House.

12. The County Council shall be the instrument of Government policy in its area of authority. It will have a capital, at the head of whose administration shall be a County Inspector. He shall be appointed by the Regional Government to act as Government Agent in the County and also to serve both as Tax Officer and Inspector and Adviser of Local Government; his sole responsibility is to see that Government policies are implemented in these respects according to law.

13. There are at present 109 Local Government Bodies in the Region (not including Local Councils which number about 1,000) consisting of two Municipal Councils, seventeen County Councils, seventeen District Councils with County powers, and seventy-three Urban and Rural District Councils. If the seventeen Divisional County Councils are abolished there would be at least ninety-two Local Government bodies which can be constituted into County Councils proper. By rearranging the Local Councils to accord with the criteria of self-determination, cultural and linguistic affinity, geographical contiguity, and viability, it will be possible to evolve a two-tier system, which should provide a suitable basis for an efficient system of Local Government and Administration. It is intended that each County Council should comprise an equal number of representatives from each of the Local Councils within its sphere of authority.

14. Mr G. I. Jones of Cambridge University recommended that with reference to the role of Chiefs and Natural Rulers in the Local Government structure, they should be appointed as traditional members in the Local and District Councils in the ratio of one traditional member to five elected members. Mr Jones also recommended that where

they are traditionally recognised, such Chiefs and Natural Rulers should act as Presidents and Vice-Presidents of District and Local Councils, and they should be accepted as *ex officio* members of such councils. Government has noted these recommendations and will amend the Instruments of the newly-created County and Local Councils in due course.

15. In view of all these changes in policy and structure, Government intends to amend the Eastern Region Local Government Law, 1955.

Constituency concerned. The award will be made only to those who are successful in passing the Entrance Examination to any Teacher Training Institution in the Region. The Scholarships total 260 and are each worth £50 and will be tenable for four years to include Passage, Tuition, Boarding and Lodging expenses. They will be awarded in equal numbers to male and female students. The Scholarship holder must give an undertaking to reside and work in the Eastern Region at least for five years after the conclusion of his/her studies.

*Public Service Scholarships* will be awarded by the Government of the Eastern Region from time to time, in accordance with the needs and exigencies of the Public Service of the Region, taking into consideration the problems of recruitment and training. This type of Scholarship may be in any of the following forms: Study Leave, University, Specialist, or Post-Graduate studies. Awards will be made to include Passage, Tuition, Boarding, Lodging and other expenses. They may be tenable anywhere in the world, and Scholarship holders shall be required to join the Public Service of the Region on the completion of their course of studies.

The Eastern Region Scholarship Board will continue to function in accordance with directions from the Government of the Eastern Region.

## APPENDIX A

## FINANCIAL SURVEY, 1952-1957

	1952-53	1953-54	1954-55	1955-56	1956-57
	£	£	£	£	£
1. Revenue (including payments and grants from Federal Government) ..	4,430,366	5,374,640	9,397,089	9,008,070	12,183,935
2. Expenditure .. .. .	4,021,249	4,736,478	5,576,773(a)	6,652,759(b)	12,607,071
3. Surplus on year's working (+) or deficit (-) .. .. .	+409,117	+611,162	+3,678,239	+2,061,267	-423,135
4. General Revenue Balance (Cumulative) .. .. .	811,122	1,422,284	5,100,523	7,161,790	5,159,607
	%	%	%	%	%
5. Percentage of payments and grants out of Revenue of Nigeria to total Revenue of Region .. .. .	80.5	82.2	88.7	74	56.6
	£	£	£	£	£
6. Investments held (at market value):					
Sundry Renewals .. .. .	46,224	47,736	46,795	146,386	157,558
Surplus Funds .. .. .	—	—	2,857,923	4,838,979	4,997,882
Total .. .. .	46,224	47,739	2,904,718	4,985,365	5,155,440
7. Public Debit:					
E.R.D.C. Deposit .. .. .	52,504	58,799	—	—	—
Federal Loan .. .. .	—	—	1,000,000	1,000,000	1,000,000
8. Public Debt Charges .. .. .	1,053	1,295	735	53,842	53,750
9. Direct Tax/Tax Under Regional Laws .. .. .	39,220	37,522	32,299	38,477	—
			(	1,081,308	3,536,631
					(£142,077)
					(£294,044)

Note.—(a) Excludes Depreciation of Investments ..

(b) Excludes Depreciation of Investments ..

### Okigwi Province

CAPITAL—OKIGWI

*Counties:*

1. Etiti County	...	...	...	...	...	72,048	(1)
2. Mban County	...	...	...	...	...	165,319	(2)
3. Okigwi Northern County	...	...	...	...	...	205,278	(3)

### Onitsha Province

CAPITAL—ONITSHA

*Counties:*

1. Aguata County	...	...	...	...	...	146,907	(2)
2. Njikoka County	...	...	...	...	...	147,903	(2)
3. Onitsha Northern County	...	...	...	...	...	202,482	(3)
4. Onitsha Southern County	...	...	...	...	...	186,677	(2)
5. Onitsha Urban District	...	...	...	...	...	76,921	(1)

### Orlu Province

CAPITAL—ORLU

*Counties:*

1. Isu Clan	...	...	...	...	...	109,838	(1)
2. Mbanasa Clan	...	...	...	...	...	36,950	(1)
3. Ndizuogu and Nwabosi	...	...	...	...	...	48,656	(1)
4. Orsu Clan	...	...	...	...	...	67,015	(1)
5. Oru Clan	...	...	...	...	...	93,752	(1)

### Owerri Province

CAPITAL—OWERRI

*Counties:*

1. Ikeduru County	...	...	...	...	...	62,917	(1)
2. Mbaise County	...	...	...	...	...	175,794	(2)
3. Mba-Itoli County...	...	...	...	...	...	74,473	(1)
4. Ngor-Okpala County	...	...	...	...	...	70,400	(1)
5. Oguta County	...	...	...	...	...	24,178	(1)
6. Oguta Urban District	...	...	...	...	...	14,761	(1)
7. Ohaji County	...	...	...	...	...	41,065	(1)
8. Oratta County	...	...	...	...	...	87,547	(1)
9. Owerri Urban District	...	...	...	...	...	9,331	(1)

### Udi Province

CAPITAL—UDI

*Counties:*

1. Abaja-Ngwo County	...	...	...	...	...	106,752	(1)
2. Awgu County	...	...	...	...	...	150,868	(2)
3. Enugu Municipality	...	...	...	...	...	62,764	(1)
4. Ezeagu County	...	...	...	...	...	74,097	(1)
5. Nkanu County	...	...	...	...	...	163,307	(2)

APPENDIX C  
MINORITY AREAS \*

(DISTRICT COUNCILS IN DESCENDING ORDER)

1. Asa ...	...	...	...	...	...	...	...	37,109
2. Ala Ala ...	...	...	...	...	...	...	...	36,082
3. Akpabuyo ...	...	...	...	...	...	...	...	35,609
4. Okrika ...	...	...	...	...	...	...	...	34,020
5. Aro-Ibo ...	...	...	...	...	...	...	...	32,533
6. Ndoki ...	...	...	...	...	...	...	...	31,883
7. Oniong, etc.	...	...	...	...	...	...	...	31,811
8. Northern Ijaw	...	...	...	...	...	...	...	31,041
9. Annang ...	...	...	...	...	...	...	...	29,366
10. Biase ...	...	...	...	...	...	...	...	28,722
11. Western Calabar	...	...	...	...	...	...	...	27,464
12. Nembe ...	...	...	...	...	...	...	...	24,297
13. Oguta ...	...	...	...	...	...	...	...	24,178
14. Ubium ...	...	...	...	...	...	...	...	23,717
15. Eastern Nsit	...	...	...	...	...	...	...	23,198
16. Ogbia ...	...	...	...	...	...	...	...	21,094
17. Ikot Ekpene	...	...	...	...	...	...	...	18,070
18. Ugep ...	...	...	...	...	...	...	...	17,567
19. Ejagham, etc.	...	...	...	...	...	...	...	16,117
20. Oguta ...	...	...	...	...	...	...	...	14,761
21. Odukpani ...	...	...	...	...	...	...	...	15,011
22. Oron ...	...	...	...	...	...	...	...	13,641
23. Abakaliki ...	...	...	...	...	...	...	...	12,622
24. Umuahia-Ibeku	...	...	...	...	...	...	...	12,259
25. Bonny ...	...	...	...	...	...	...	...	10,226
26. Owerri ...	...	...	...	...	...	...	...	9,331
27. Opobo ...	...	...	...	...	...	...	...	7,391
28. Ikom ...	...	...	...	...	...	...	...	7,058

\* Areas unable to have a population of at least 37,500.

APPENDIX D  
URBAN DISTRICTS

1. Onitsha	...	...	...	...	...	...	...	76,921
2. Port Harcourt	...	...	...	...	...	...	...	71,634
3. Enugu	...	...	...	...	...	...	...	62,764
4. Aba	...	...	...	...	...	...	...	57,787
5. Calabar	...	...	...	...	...	...	...	46,705
6. Ikot Ekpene	...	...	...	...	...	...	...	18,070
*7. Ugep	...	...	...	...	...	...	...	17,567
*8. Oguta	...	...	...	...	...	...	...	14,761
*9. Oron	...	...	...	...	...	...	...	13,641
10. Umuahia-Ibeku	...	...	...	...	...	...	...	12,259
11. Abakaliki	...	...	...	...	...	...	...	9,687
12. Owerri	...	...	...	...	...	...	...	9,331
13. Opobo	...	...	...	...	...	...	...	7,391
*14. Ikom	...	...	...	...	...	...	...	7,058

\* *To be created.*

APPENDIX E

PROPOSED SINGLE MEMBER CONSTITUENCIES

<i>Division</i>	<i>Constituency</i>	<i>Population</i>	<i>Seats</i>
ABA ...	*Asa Rural District Council ...	37,109	1
	Eastern Ngwa R.D.C. ...	73,821	1
	Northern Ngwa R.D.C. ...	115,935	2
	Southern Ngwa R.D.C. ...	67,616	1
	Aba Urban D.C. ...	57,787	1
	*Ndoki R.D.C. ...	31,883	1
ABAK...	Eastern Annang R.D.C. ...	51,004	1
	Northern Annang R.D.C. ...	78,039	1
	Southern Annang R.D.C. ...	56,532	1
	Western Annang R.D.C. ...	47,786	1
ABAKALIKI ...	Ezzikwo R.D.C....	176,996	2
	*Abakaliki U.D.C. .	12,622	1
	Izi R.D.C. ...	134,650	2
	Ishielu R.D.C. ...	148,592	2
AFIKPO ...	Afikpo R.D.C. ...	211,363	3
	Edda R.D.C. ...	38,580	1
AHOADA ...	Etche R.D.C. ...	50,442	1
	Ikwerre R.D.C....	130,457	2
	Western Ahoada R.D.C. ...	116,920	2
AWGU ...	Awgu R.D.C. ...	150,868	2
AWKA ...	Aguata R.D.C. ...	146,907	2
	Njikoka R.D.C....	147,903	2
BENDE ...	*Ala Ala R.D.C. ...	36,082	1
	Elu Elu R.D.C....	86,781	1
	Odida Anyanwu R.D.C. ...	92,931	1
	Owuwa Anyanwu R.D.C. ...	89,008	1
	*Umuahia-Ibeku R.D.C. ...	12,259	1
BRASS...	Southern Ijaw R.D.C. ...	50,896	1
	*Northern Ijaw R.D.C. ...	31,041	1
	*Nembe R.D.C. ...	24,297	1
	*Ogbia R.D.C. ...	21,094	1
CALABAR ...	*Akpabuyo R.D.C. ...	35,609	1
	*Odukpani R.D.C. ...	15,011	1
	Calabar U.D.C....	46,705	1
	*Western Calabar R.D.C. ...	27,464	1
	*Ejagham Dusanga Iyong-Iyong R.D.C. ...	16,117	1
DEGEMA ...	*Bonny R.D.C. ...	10,226	1
	*Okrika R.D.C. ...	34,020	1
	Kalabari R.D.C. ...	73,283	1



APPENDIX F  
SPECIAL LIST

**AGREEMENT RELATING TO THE EASTERN REGION OF NIGERIA**

**HER MAJESTY'S OVERSEAS CIVIL SERVICE**

Agreement between Her Majesty's Government in the United Kingdom and the Government of the Eastern Region of Nigeria.

**Provision for Transfer to Service of Her Majesty's Government**

1. At any time during a period of five years from the date of this Agreement an overseas officer in the pensionable establishment of the Government of the Eastern Region of Nigeria (hereinafter called the Government of the Eastern Region) who has not at the time when he applies reached the age of 55, may apply for transfer to a Special List of officers of Her Majesty's Overseas Civil Service who will be in the service of Her Majesty's Government in the United Kingdom (hereinafter referred to as Her Majesty's Government). If he so applies and is accepted for transfer in accordance with paragraph 3 (b) of this Agreement, the following conditions will have effect:—

**Liability to Service**

(a) Subject to health and the provisions of sub-paragraph (e) of this paragraph an officer on the Special List will be liable to serve Her Majesty's Government up to the age of 55 in any post to which he may be assigned by Her Majesty's Government including the post which he was occupying at the date of transfer, provided that he will not be required to accept assignment to any post which, in the opinion of Her Majesty's Government, is of less value (due regard being had to climate and other conditions) than that which he then holds or last held, and provided further that he will not be required to accept assignment to a post carrying lower pensionable emoluments than that which he then holds or last held. The employment to which an officer may be assigned under this sub-paragraph includes—

- (i) direct employment by Her Majesty's Government;
- (ii) service on secondment in the United Kingdom or overseas with a corporation established under United Kingdom law;
- (iii) service on secondment to an oversea Government or public authority, or to an international organisation;
- (iv) service on transfer to the pensionable establishment of any territory in which the Colonial Regulations are in force.

An officer may be permitted to continue in the service beyond the age of 55 if he so wishes and Her Majesty's Government is in a position to offer him employment.

**Conditions of Secondment**

- (b) So long as he continues to serve in the Public Service of the Eastern Region
- (i) the officer will, from the date of his transfer to the Special List, be regarded as being on secondment from the service of Her Majesty's Government but he will continue to earn pension and to rank for death gratuity and widows and orphans pensions under the laws and regulations of the Eastern Region applicable to him at the date of his transfer or any laws or regulations made thereafter which are not less favourable. The payment of pension and other benefits as they become due will be made by Her Majesty's Government and recovered from the Government of the Eastern Region.

- (ii) disciplinary action against the officer will be subject to confirmation by the Secretary of State to whom the officer shall have full opportunity to make representations.

#### **Termination of Secondment**

- (c) Should the officer's secondment to the Public Service of the Eastern Region be terminated at the instance of the Government of the Eastern Region before he reaches the age of 55, otherwise than on account of ill-health, inefficiency or misconduct, or should it be terminated at the officer's request on grounds, accepted by Her Majesty's Government as reasonable, of dissatisfaction with his conditions of employment:—
- (i) Her Majesty's Government will use its best endeavours to assign him to other suitable employment, and in the meantime will grant him, until other suitable employment is found for him, or until he reaches the age of 55, whichever is the sooner, periods of additional leave with full pensionable emoluments and counting in full for pension not exceeding in all a period of five years.
- (ii) During such additional leave he may be required to carry out any temporary duties to which Her Majesty's Government may direct him or may be permitted to take temporary employment, in either case on such conditions as Her Majesty's Government and the Government of the Eastern Region may approve.

#### **Change of Employment**

- (d) While serving on secondment, the officer may apply or be considered for appointment to any post for which the Secretary of State may be in a position to select or nominate candidates. Whether any such appointment should be on secondment or on transfer from the service of Her Majesty's Government to that of another Government will be a matter for arrangement according to the circumstances of the case. An officer who is transferred to a pensionable office in a territory where the Colonial Regulations are in force and no scheme for retirement with compensation for loss of career has been introduced will unless Her Majesty's Government otherwise decides revert to the ordinary conditions of employment in Her Majesty's Overseas Civil Service and cease to be on the Special List.

#### **Retirement Provisions**

- (e) (i) An officer transferring to the Special List will retain his existing rights to retire at any time after the age of 45 on accrued pension but without additional allowance;
- (ii) if in the opinion of the Secretary of State it is in the public interest to do so, he may permit an officer for whom Her Majesty's Government has been unable to arrange other suitable employment and who has enjoyed periods of additional leave amounting in the aggregate to at least twelve months additional leave to retire on accrued pension and, where applicable, additional allowance or lump sum compensation for loss of career;
- (iii) if Her Majesty's Government has been unable to arrange other suitable employment for an officer who has enjoyed periods of additional leave amounting in the aggregate to five years, or who, during a period of additional leave, reaches the age of 55 he will be retired on accrued pension and where applicable additional allowance or lump sum compensation for loss of career;

- (iv) an officer retiring on grounds of ill-health or injury will be eligible to receive his accrued pension and where applicable additional pension on account of ill-health or injury and also, where applicable, additional allowance or lump sum compensation for loss of career;
- (v) if an officer dies while he is serving on the Special List his legal personal representative will be paid the death gratuity that may be granted under the pension law applicable to the officer or the amount of lump sum compensation for loss of career, whichever is the greater;

Provided that additional allowance or lump sum compensation, as the case may be, shall be payable under clause (iv) or (v) of this sub-paragraph in respect of an officer only if that officer retires or dies while he is on secondment to the public service of the Eastern Region or after his secondment to that service has been terminated in either of the circumstances described in sub-paragraph (c) of this paragraph.

For the purposes of this Agreement the amount of lump sum compensation for loss of career will be calculated (in accordance with a table to be agreed between Her Majesty's Government and the Government of the Eastern Region) by reference to the officer's annual pensionable emoluments at the date when he retires or dies (as the case may be) and to his age on his last birthday before his retirement or death, and as if he had not transferred to the Special List but had retired from or died in the public service of the Eastern Region.

### **Liability of Government of the Eastern Region**

2. The Government of the Eastern Region agrees:—

- (a) to employ on secondment in accordance with the terms of this Agreement any overseas officer transferred from its pensionable establishment to the Special List and any other officers on the Special List whom Her Majesty's Government may with its consent assign to its employment;
- (b) to provide fair and reasonable conditions of employment for Special List officers and in particular to pay such salaries and allowances as may be agreed with Her Majesty's Government, after consultation with the appropriate Staff Association, or in the event of failure to reach such agreement, as may be determined by arbitration;
- (c) to treat such officers for posting and promotion in its service on equal terms with other candidates and on the basis of official qualifications, experience and merit; provided that nothing in this sub-paragraph shall preclude
  - (i) The Government of the Eastern Region with the agreement of Her Majesty's Government from reserving a list of posts for Nigerians; or
  - (ii) the creation by the Government of the Eastern Region in agreement with Her Majesty's Government of other opportunities for Nigerians to gain experience in exercising the responsibilities of senior posts without detriment to the promotion prospects as at the date of this agreement of overseas officers;
- (d) to retain or place Special List officers on its pensionable establishment for the duration of their secondment and, if Her Majesty's Government so requests to retain them on its pensionable establishment for the duration of any periods of additional leave or non-pensionable employment after the termination of such secondment;
- (e) to reimburse to Her Majesty's Government:—
  - (i) any payments made by Her Majesty's Government on account of pension, additional allowance, death gratuity or any other like benefits accruing in respect of any period during which such officer is on the pensionable establishment of the Government of the Eastern Region;

- (ii) half of any pensionable emoluments paid by Her Majesty's Government during additional leave granted in accordance with paragraph 1 (c) (i); and
- (iii) half of any payment made by Her Majesty's Government in respect of lump sum compensation for loss of career in any case arising under clause (ii), clause (iii), clause (iv), or clause (v) of sub-paragraph (e) of paragraph 1;
- (f) not to offer any unreasonable objection to any proposal which Her Majesty's Government may wish to make for assigning any such officer to other public service on secondment or transfer;
- (g) to give not less than one year's notice, inclusive of earned leave, to terminate the secondment of any such officer;
- (h) to consult with Her Majesty's Government and the appropriate Staff Association before introducing any schemes of reorganisation which would involve terminating the secondment of a substantial number of such officers;
- (i) to pay Her Majesty's Government a pension contribution at a rate to be agreed between Her Majesty's Government and the Government of the Eastern Region in respect of any officer placed on a United Kingdom pensionable establishment during any periods of additional leave.

#### **Liability of Her Majesty's Government**

#### 3. Her Majesty's Government agrees:—

- (a) to use its best endeavours to second to the Government of the Eastern Region such staff as that Government may from time to time require;
- (b) to accept for transfer to the Special List under this scheme any overseas officer on the pensionable establishment of the Government of the Eastern Region who applies for such transfer, and whose application is recommended by the Governor and the Public Service Commission and is approved by Her Majesty's Government;
- (c) to consider at the request of the Government of the Eastern Region the admission to the Special List of an overseas officer not on the pensionable establishment of the Government of the Eastern Region who has special qualifications or experience and whose services that Government wishes to obtain on secondment and whom that Government is willing to make eligible for the benefits of its scheme of compensation for loss of career;
- (d) to terminate the secondment of any officer at the request of the Government of the Eastern Region on grounds, accepted by Her Majesty's Government as reasonable, that he is unfitted to hold his post on account of ill-health, inefficiency or misconduct; provided any such officer shall have full opportunity to make representations to Her Majesty's Government that the grounds for the request are unreasonable;
- (e) not otherwise to terminate the secondment of any officer except after consultation with the Government of the Eastern Region whose consent is not to be unreasonably withheld; provided that Her Majesty's Government reserves the right, after such consultation, to terminate the secondment of any officer whose conditions of employment are not, in the opinion of Her Majesty's Government fair and reasonable: and provided further that before the secondment of any such officer is terminated reasonable notice of the intended termination shall be given to the Government of the Eastern Region;
- (f) not to raise objection to the re-transfer of a seconded officer to the public service of the Eastern Region should this be desired by the Government of the Eastern Region and the officer;

APPENDIX H  
LUMP SUM COMPENSATION SCHEME

**Interpretation**

1. (1) In this Scheme, unless the context otherwise requires—

“Region” means the Eastern Region of Nigeria;

“the appropriate law” means, in relation to any officer, the law governing the grant of pensions and gratuities to officers in the Public Service of the Region which for the time being applies to that officer;

“additional allowance” means the additional allowance, the reduced additional allowance and gratuity or the additional gratuity referred to in paragraph 14;

“Compensation” means the lump sum compensation for loss of career calculated in accordance with the provisions of this Scheme;

“earned pension or gratuity” means the pension, reduced pension and gratuity, or gratuity which an entitled officer may be eligible to receive under the provisions of paragraph 15;

“entitled officer” means an overseas officer who either—

(a) (i) was with effect from a date before the 1st October, 1954, the substantive holder of an office in the former public service of Nigeria declared to be pensionable under the provisions of the Pensions Ordinance, 1951, irrespective of whether his appointment to the pensionable establishment before the 1st October, 1954, was gazetted after that date; and

(ii) was transferred from the Public Service of the Federation or of a Region to a pensionable office in the Public Service of the Region before the 30th September, 1956; and

(iii) has had continuous pensionable service in the Public Service of the Region from the date of his transfer until the operative date; and

(iv) is confirmed in his appointment; or

(b) (i) was with effect from a date before the 1st October, 1954, selected for appointment (otherwise than on contract or agreement for a specified period) to an office in the former Public Service of Nigeria or the public service of the Region declared to be pensionable under the provisions of the Pensions Ordinance, 1951; and

(ii) was transferred or appointed to a pensionable office in the Public Service of the Region before the 30th September, 1956; and

(iii) has had continuous pensionable service in the Public Service of the Region from the date of his transfer or appointment until the operative date; and

(iv) is confirmed in his appointment.

“the operative date” means the day appointed by the Governor by Notice in the *Gazette*;

“the operative period” in relation to an officer means any period of three years commencing on or after the operative date or such period as the Governor may in accordance with paragraph 17 specify to be the operative period in respect of that officer;

“pensionable service” does not include any service which may not under the appropriate law be counted in full for the purpose of computation of pension and is deemed to include service on secondment;

“retire” means retire from the Public Service of the Region, and its grammatical variations shall be construed accordingly;

“substantive holder” in relation to any office, includes a person who is serving in that office on probation or probationary agreement but does not include a person (other than a person serving on probation or probationary agreement) who is serving in that office for a specified term under a contract;

(2) Expressions used in this Scheme have, unless the contrary intention appears, the same respective meanings as in the Pensions Ordinance, 1951, and any regulations made thereunder.

(3) the decision of the Secretary of State as to whether or not a person is an entitled officer shall be final.

#### **Election to remain in the Public Service or retire**

2. (1) Every entitled officer shall be given, by notice in writing delivered not later than one month after the operative date, an opportunity to elect whether he will remain in the Public Service of the Region or whether he will retire immediately.

(2) An entitled officer who does not exercise the right of election in writing within three months from the operative date, or the date of issue of notices under sub-paragraph (1) if later, shall be deemed to have elected to remain in the Public Service of the Region.

#### **Request to freeze Compensation**

3. An entitled officer who does not elect to retire under paragraph 2 and who has reason to suppose that his entitlement to compensation will decline before he retires may, when exercising the right of election or at any future date apply to freeze his compensation entitlement.

#### **Procedure where request made under paragraph 3**

4. (1) The Public Service Commission when considering applications from officers to freeze compensation entitlements shall seek the advice of the Nigerianisation Committee as to the posts or categories of posts which should warrant the grant of freezing privileges.

(2) The Public Service Commission shall within three months of application (and sooner, if possible) inform every person making application under paragraph 3 whether his application to freeze his compensation entitlement has been approved.

(3) When an entitled officer is informed that the Public Service Commission has not approved his application to freeze his compensation entitlement, he shall be entitled to re-exercise the right of election given to him by paragraph 2 (1) of this Scheme and his former election shall have no effect.

#### **Retirement of Officers electing not to join Local Service**

5. An entitled officer who has elected to retire under paragraph 2 (1) of this Scheme shall be granted, in addition to his earned pension or gratuity, at his option, either—

(a) an additional allowance; or

(b) compensation calculated either at the operative date or the date of his retirement, whichever shall be more advantageous to him.

#### **Retirement of Officers not freezing Compensation**

6. An entitled officer not electing to retire under paragraph 2—

(1) who does not apply to freeze his compensation entitlement in accordance with paragraph 3; or

who is informed in accordance with paragraph 4 that his application to freeze his compensation entitlement has not been approved,

him on the date of his retirement until he had reached the age of fifty-five years, or in the case of a Judge of the High Court sixty-two years, and had then retired having been granted all increments of salary for which he would have been eligible by that date.

(3) A reduced additional allowance shall be an allowance at the rate of three-fourths of the additional allowance which may be granted to the officer under sub-paragraph (2) of this paragraph together with a gratuity equal to the amount of the reduction so made in the additional allowance multiplied by the factor set out in Table III as appropriate to the age of the officer on his birthday last preceding the date of his retirement.

(4) The additional gratuity shall be one-sixteenth part of the aggregate amount of the officer's pensionable emoluments during his total pensionable service:

Provided that the additional gratuity payable to any officer shall be subject to a reduction proportionate to the reduction to which, if he had been granted an additional allowance instead of an additional gratuity, his additional allowance would have been subject by virtue of the proviso to sub-paragraph (2) of this paragraph.

### **Earned Pension**

15. (1) On the retirement of an entitled officer in accordance with the provisions of this Scheme he shall be granted, at his option—

- (a) such pension as may under the appropriate law be granted to him; or
- (b) such pension as may under the appropriate law be granted to him reduced at the rate of three-fourths of such pension together with a gratuity equal to the amount of the reduction so made in the pension multiplied by the factor set out in Table III as appropriate to the age of the officer on his birthday last preceding the date of his retirement:

Provided that if the pension is less than £250 per annum the officer, at his option, may be granted in lieu of the pension a gratuity equal to the amount of the pension multiplied by the factor set out in Table III as appropriate to the age of the officer on his birthday last preceding the date of his retirement; or

- (c) a gratuity of one-quarter of the aggregate amount of his pensionable emoluments during his service in the former Public Service of Nigeria, the Public Service of the Federation and the Public Service of any Region.

(2) Notwithstanding any of the provisions of the appropriate law to the contrary an entitled officer shall be granted such pension, reduced pension and gratuity, or gratuity whether or not—

- (a) he retires after attaining any age specified in the appropriate law as qualifying him for the grant of a pension;
- (b) he has been in qualifying service for such period as is required by the appropriate law to render him eligible for the grant of a pension.

### **Powers of Dismissal, etc.**

16. (1) Nothing in this Scheme shall affect the power to dismiss any officer from the Public Service of the Region.

(2) Notwithstanding any other provision in this Scheme, the Governor, after consultation with the Public Service Commission, may reduce the amount of, or withhold altogether, any compensation, pension, gratuity or other like allowance which would otherwise be payable under the provisions of this Scheme on the ground that the officer has been guilty of negligence, irregularity or misconduct.

### **Extension or Curtailment of Operative Period**

17. (1) The Governor, acting on the recommendation of the Public Service Commission, may at any time after the operative date propose to any entitled officer who is permitted to apply to freeze his compensation entitlement a variation of the length of the operative period in respect of that officer, and if the officer agrees to such variation it shall thereupon become effective.

(2) The Public Service Commission shall, before making a recommendation under sub-paragraph (1), seek the advice of the Nigerianisation Committee.

### **Exemption from Tax**

18. Any compensation or gratuity payable under this Scheme shall be exempt from tax under any law of the Federation or of the Region relating to the taxation of incomes or imposing any other form of taxation.

### **Calculation of Compensation**

19. (1) Subject to the provisions of sub-paragraph (3) of this paragraph, compensation payable to an officer shall be calculated by multiplying the amount of the officer's annual pensionable emoluments, at the date to be taken for calculation, by the factor relevant to his age and years of pensionable service, and the resulting figure or £9,000 whichever is the less shall be the amount to which he is entitled.

(2) The factor relevant to an officer shall be that set out in the appropriate Table opposite the age of the officer on his birthday immediately preceding the date to be taken for calculation in the column which relates to the years of pensionable service completed by the officer on such date.

(3) Where an officer is promoted after the operative date compensation shall be computed with reference to the officer's average pensionable emoluments over the last three years before he tendered notice to retire or the pensionable emoluments of the post he held immediately before he was promoted, whichever is more favourable.

### **Appropriate Table**

20. (1) The appropriate table for officers other than Judges of the High Court shall be Table I set out hereunder.

(2) The appropriate table for Judges of the High Court shall be Table II set out hereunder.

(3) The appropriate table for commutation of pension under compensation arrangements shall be Table III set out hereunder.

### **Saving for Rights under the Constitutional Instrument**

21. Compensation awards made under this interim Scheme will be provisional only and subject to recalculation if it is found that the provisions, as fixed in the main Constitutional Instruments are more favourable in any way than those specified in this interim Scheme.



TABLE I  
 NIGERIA—EXPATRIATE OFFICERS LUMP SUM COMPENSATION PER UNIT  
 OF SALARY

*Factor where length of service is*

<i>Age last birthday</i>	<i>3 years</i>	<i>4 years</i>	<i>5 years</i>	<i>6 years</i>	<i>7 years</i>	<i>8 years</i>	<i>9 years</i>	<i>10 years or more</i>
25	.26							
6	.27	.35						
7	.30	.40	.50					
8	.34	.46	.58	.69				
9	.40	.54	.68	.81	.94			
30	.47	.62	.78	.94	1.09	1.25		
1	.54	.72	.90	1.08	1.26	1.44	1.62	
2	.63	.84	1.05	1.26	1.47	1.68	1.89	2.10
3	.74	.98	1.22	1.47	1.72	1.96	2.20	2.45
4	.85	1.14	1.42	1.70	1.99	2.27	2.56	2.84
35	.97	1.29	1.61	1.93	2.25	2.58	2.90	3.22
6	1.07	1.42	1.78	2.14	2.49	2.85	3.20	3.56
7	1.16	1.54	1.93	2.32	2.70	3.09	3.47	3.86
8	1.21	1.61	2.02	2.42	2.82	3.22	3.63	4.03
9	1.23	1.64	2.06	2.47	2.88	3.29	3.70	4.11
40	1.24	1.65	2.06	2.48	2.89	3.30	3.72	4.13
1	1.22	1.62	2.02	2.43	2.84	3.24	3.64	4.05
2	1.17	1.56	1.95	2.34	2.73	3.12	3.51	3.90
3	1.11	1.48	1.85	2.22	2.59	2.96	3.33	3.70
4	1.05	1.40	1.74	2.09	2.44	2.79	3.14	3.49
45	.98	1.30	1.62	1.95	2.28	2.60	2.92	3.25
6	.90	1.20	1.50	1.81	2.11	2.41	2.71	3.01
7	.83	1.11	1.38	1.66	1.94	2.22	2.49	2.77
8	.75	1.00	1.25	1.50	1.75	2.00	2.25	2.50
9	.66	.88	1.10	1.33	1.55	1.77	1.99	2.21
50	.57	.76	.95	1.14	1.33	1.52	1.71	1.90
1	.47	.63	.79	.95	1.11	1.26	1.42	1.58
2	.38	.50	.62	.75	.88	1.00	1.12	1.25
3	.22	.30	.38	.45	.52	.60	.68	.75
4	.08	.10	.12	.15	.18	.20	.22	.25