

S.I. 8 of 1981

TRADE DISPUTES ACT 1976
(1976 No. 7)

Trade-Dispute (The National Association of Nigerian Nurses and Midwives
and Federal Ministry of Health)

Confirmation of Award Notice 1981

Pursuant to the provision of section 9 (3) of the Trade Disputes Act 1976, (as now retitled by the Adaptation of Laws (Re-Designation of Decrees, etc.) Order 1980) the Industrial Arbitration Panel Award made on 24th April 1980 and set out in the Schedule hereto, has been confirmed by me, the Federal Minister of Employment, Labour and Productivity, and shall have effect as so confirmed in accordance with that provision.

SCHEDULE

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
The National Association of Nigeria Nurses and Midwives and Federal Ministry of Health.	<p>"The Tribunal Awards"</p> <ol style="list-style-type: none"> 1. (a) That Nursing is a profession <i>sui generis</i> subject to no directions or control whatsoever by any profession so ever except in so far as it forms part of an organic whole ; (b) that in the Health Care Delivery Service of the country the Nursing profession is on a parity with the profession of pharmacy as is the case in Britain. 2. Entry point to graduate registered and Public Health Nurses shall be point 1 on G.L. 08 ; all other registered nurses/midwives shall enter on G.L. 07 for a period not exceeding twelve calendar months after which they shall automatically proceed to point 1 on G.L. 08. Accordingly the aforementioned Grade Levels shall accommodate Staff Nurses only. 3. Progression to the higher levels on the professional scale shall be by merit and shall not be subject to any time scale within any grade. 4. The highest paid nurses in the career structure of the Profession that is, the Chief Matron, Chief Nursing Officer in the Federal Service, the Public Health and the Occupational Health Sectors and Nursing Education shall be placed with immediate effect on G.L. 14.

*Name of Arbitration
Tribunal, etc.*

The National Association of Nigerian
Nurses and Midwives and Federal
Ministry of Health.

Terms of Award

5. The post of the Director of Nursing shall be kept constantly in view so that it may be created as soon as it is opportune. The Tribunal does not feel called upon to make award as to what Grade Level this post shall attract.
6. An act of the National Assembly giving legal definition and coverage to the duties and functions of Nurses according to the Scheme and course content of their training should as a matter of urgency be brought into existence if it has not already been in existence.
7. Nurses/Midwives at the appropriate executive levels shall be actively involved in policy-making and planning of Nursing and Health Care Delivery at all levels of Government in the country and also at international level as necessary. This, in practical terms shall include consultation with and inclusion of nurses/midwives in all statutory health bodies such as Boards of Management, Panels and Commission to the appropriate Ministers.
8. There shall be consultation as a matter of policy on all aspects of nursing education, training and research at basic and post-basic levels. The Act of the National Assembly referred to above shall provide legislative mandate for such consultation and involvement.

DATED at Lagos this 30th day of March 1981.

S. A. OGEDENGBE,
*Federal Minister of Employment,
Labour and Productivity*

EXPLANATORY NOTE

*(This note does not form part of the above Notice but is
intended to explain its effect)*

The Notice confirms the award made by the Industrial Arbitration Panel in respect of the trade dispute which arose between the National Association of Nigerian Nurses and Midwives and Federal Ministry of Health.