**REPORT OF COMMITTEE ON AGRICULTURAL COLLEGES AND INSTITUTIONS ON**

**A BILL FOR**

**AN ACT TO ESTABLISH VETERINARY TEACHING HOSPITALS OF UNIVERSITIES AND VETERINARY SPECIALIST HOSPITAL (CONSTITUTION OF BOARDS, ETC) 2016**

**(HB. 568)**

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| ENACTED by the National Assembly of the Federal Republic of Nigeria- | Retain |  |
| **Application of this Act**  1.-(1) As from the commencement of this Act, the Board of Management of the Veterinary Teaching Hospitals and the Veterinary Specialist Hospital, Abuja (hereafter in this Act referred to as the “Board”) controlled by the Government of the Federation and specified in the Schedule to this Act shall be constituted for each hospital and have the functions and powers set out in the following provisions of this Act. | **Application of this Act**  **1.-(1) As from the commencement of this Act, the Board of Management of the Veterinary Teaching Hospitals and the Veterinary Specialist Hospital, Abuja (hereafter in this Act referred to as the “Board”), controlled by the Government of the Federation and specified in the Schedule 1 to this Act shall be constituted for each hospital and have the functions and powers set out in the following provisions of this Bill.** |  |
| (2) The Minister may, from time to time, by order published in the *Gazette*;-  (a) increase, vary or delete the Hospitals specified in the Schedule to this Act;  (b) apply the provisions of this Act to other Veterinary Teaching Hospitals and Veterinary Specialist Hospitals that may be established or come under the control of the Federal Government. | **(2)** **The Minister may, from time to time, by order published in the *Gazette*, apply the provisions of this Bill to any other Veterinary Teaching Hospital and Veterinary Specialist Hospital that may be established or come under the control of the Federal Government**. |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| **Composition of each Board**  2.-(1) The Board of each hospital shall consist of a Chairman who shall be appointed by the President on the recommendation of the Minister and the following other members (where applicable), that is to say: | **Retain** |  |
| (a) the Vice-Chancellor of the associate University or his representative; | (a) **one representative of the Vice- Chancellor of the associate University**; |  |
| (b) the Director of the hospital; | (b) **the Chief Veterinary Medical Director of the hospital;** |  |
| (c) the Dean or Provost of the Faculty of Veterinary Medicine or College of Veterinary Medicine of the associate University or the Provost of College of Veterinary Surgeons Nigeria in the case of specialist hospital by whatever other name called; | (c) **Retain** |  |
| (d) one representative of the Minister; | (d) **one representative of the Minister, who shall be the Director of the Federal Department in charge of veterinary services**; |  |
| (e) the President of the Veterinary Council of Nigeria; | (e) **one elected member of the Veterinary Council of Nigeria**; |  |
| (f) ) the Director of the Federal Department in charge of veterinary services; | **Delete** |  |
| (g) the Director of Veterinary Services of the host state; | **Retain as (f)** |  |
| (h) one elected representative of the Senate of the associate University; | **Retain as (g)** |  |
| (i) Two elected members of the Committee of Consultants of the hospital; | **Retain as (h)** |  |
| (j) the Chairman, Nigerian Veterinary Medical Association of the host state; and | **Retain as (i)** |  |
| (k) One representative of the livestock industry to be appointed by the Minister from the geo-political zone where the hospital is located; | **Retain as (j)** |  |
| (l) the Administrative officer of the hospital shall be the Secretary to the board. | **(k)** **the Director of Administration of the hospital who shall be the Secretary to the Board.** |  |
| (2) If the Chairman is absent from any meeting of the board, the members present shall appoint one of their members to preside at that particular meeting. | **Retain** |  |
|  | **(3) The board shall meet at least two times in a year.** |  |
| **Qualification of Chairman of the Board**  3. The Chairman of the board shall be a person with proven integrity coupled with experience and outstanding ability and experience in the administration of veterinary practice and education. | **Qualification of Chairman of the Board**  **Retain** |  |
| **Tenure of office of members**  4.–(1) The Chairman and any member of the Board other than a statutory member shall: | **Tenure of office of members**  **Retain** |  |
| (a) hold office for only one term of five years on such terms and conditions as may be specified in his letter of appointment; | **Retain** |  |
| (b) be paid out of money at the disposal of the Board such remuneration and allowances in accordance with scales approved in that behalf by the Federal Government for similar posts and responsibilities. | **Retain** |  |
| (2) The office of a member of the board shall become vacant if:- | **Retain** |  |
| (a) he resigns his office by notice in writing addressed to the Chairman; | **Retain** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (b) the period of his appointment has expired; or | (b) **his tenure or period covered by his appointment has expired; or** |  |
| (c) there is passed by the board a resolution declaring: | **Retain** |  |
| (i) that he has become incapable of discharging his duties by reason of mental or bodily infirmity; | **Retain** |  |
| (ii) that he has become unfit for membership of the board by reason of the fact that he has an interest in a contract entered into by the Board and has not disclosed that fact; | **Retain** |  |
| (iii) that he has been absent from three consecutive meetings of the Board without leave of the Board; or | **Retain** |  |
| (iv) that he has been convicted of an offence which involves moral turpitude; | **Retain** |  |
| (3) Soon after the office of a member of the Board has become vacant, the authority by which he was appointed or elected shall appoint or elect another person in his place in accordance with the provisions of this Act. | **(3) Soon after the office of a member of the Board has become vacant, the authority by which he was appointed or elected shall appoint or elect another person in his place in accordance with the provisions of this Bill.** |  |
|  | **(4) In the absence of a duly constituted Board for the hospital, the Chief Veterinary Medical Director may with the concurrence of internal members of the Board, carry out such functions of the Board as may be required.** |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | | **Committee of the Whole Recommendations** |  |
| **Appointment of Director and other Principal Officers**  5.-(1) There shall be for each hospital, a Director: | **Appointment of Chief Veterinary Medical Director and other Principal Officers**  5.-(1) **There shall be for each hospital, a Chief Veterinary Medical Director, a Director of Administration, a Director of Finance, Coordinators of Veterinary Services and such other Principal Officer as the Board may approve.** | |  |  |
|  | (2) **The Second Schedule to this Act shall have effect with respect to the appointment, functions and tenure of Principal Officers of the hospital.** | |  |  |
| 1. He shall possess the following qualifications: | *Transfer to Schedule 2* | |  |  |
| (i) be a registered veterinary surgeon and in good standing with the Council; | *Transfer to Schedule 2* | |  |  |
| (ii) hold the fellowship of the College of Veterinary Surgeons Nigeria or fellowship of other similar institutions recognised as equivalent by the Council in a clinical subject; and | *Transfer to Schedule 2* | |  |  |
| (iii) must be a Professor and a Consultant to the hospital. | *Transfer to Schedule 2* | |  |  |
| 1. He shall be appointed by the board following due process which shall include advertisement in at least three national dailies and an interview; | *Transfer to Schedule 2* | |  |  |
| (c) He shall be the Chairman of statutory committees of the hospital; | *Transfer to Schedule 2* | |  |  |
| (d) He shall be charged with the responsibility for the execution of the policies and matters affecting the day-to-day management of the affairs of the hospital; | *Transfer to Schedule 2* | |  |  |
| **Provisions of the Bill** | **Suggestions** | **Committee of the Whole Recommendations** | |  |
| (e) He shall be responsible to the Board; | *Transfer to Schedule 2* |  | |  |
| (f) He shall hold office for a single term of five years. | *Transfer to Schedule 2* |  | |  |
| (g) He shall be paid such remuneration and allowances in accordance with scales approved in that behalf by the Federal Government for similar posts and responsibilities. | *Transfer to Schedule 2* |  | |  |
| (2) There shall be for each Hospital an Administrative Officer who shall:- | *Transfer to Schedule 2* |  | |  |
| (a) be appointed by the Board on the recommendation of the Appointment and Promotions Committee of the hospital. | *Transfer to Schedule 2* |  | |  |
| (b) be responsible to the Director for the effective functioning of all the administrative divisions of the hospital; | *Transfer to Schedule 2* |  | |  |
| (c) be the Secretary to the Board and Committees of the hospital. | *Transfer to Schedule 2* |  | |  |
| (d) conduct the correspondence of the Board, keep the records of the Hospital, and perform such other functions as the Board and the Director, may assign to him from time to time; | *Transfer to Schedule 2* |  | |  |
| (3) There shall be for each hospital, a Finance Officer who shall: | *Transfer to Schedule 2* |  | |  |
| (a) be appointed by the Board on the recommendation of the Appointment and Promotions Committee of the hospital. | *Transfer to Schedule 2* |  | |  |
| (b) be responsible to the Director for the effective functioning of all the administrative divisions of the hospital; | *Transfer to Schedule 2* |  | |  |
| (c) keep the records of all financial transactions by the hospital; and perform such other functions as the Board and the Director, as the case may be may from time to time assign to him. | *Transfer to Schedule 2* |  | |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (4) There shall be for each Hospital, a Coordinator of Veterinary Services. | *Transferred to Schedule 2* |  |
| (a) He shall possess the following qualifications: | *Transferred to Schedule 2* |  |
| (i) be a registered veterinary surgeon and in good standing with the Council; | *Transferred to Schedule 2* |  |
| (ii) hold the Fellowship of the College of Veterinary Surgeons Nigeria or Fellowship of other similar institutions recognised as equivalent by the Council; | *Transferred to Schedule 2* |  |
| (iii) must have risen to the grade of senior lecturer in the associate University in the case of a Veterinary Teaching Hospital or equivalent grade in the case of a Veterinary Specialist Hospital; and | *Transferred to Schedule 2* |  |
| (iv) must be a Consultant to the hospital. | *Transferred to Schedule 2* |  |
| (b) He shall be appointed by the Board based on the recommendation of the Committee of Consultants; | *Transferred to Schedule 2* |  |
| (c) He shall be responsible to the Director for all the clinical, diagnostic and training activities of the hospital; | *Transferred to Schedule 2* |  |
| (d) He shall perform such other functions as the Director may from time to time assign to him. | *Transferred to Schedule 2* |  |
| (e) He shall have a tenure of 2 years renewable for a final term of 2 years. | *Transferred to Schedule 2* |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| **Powers of the Board on appointment, promotion, and discipline of staff**  6.- (1) Subject to the provisions of this Act, the Board shall have power to appoint, confirm, promote, advance, discipline and terminate the appointment of any employee, honourary consultants and other honourary staff of the hospital. | **Powers of the Board on appointment, promotion, and discipline of staff**  6.-(1) ***Retained*** |  |
| (2) All appointments, promotion, advancements, approval of study leave, leave of absence and sabbatical leave, discipline and termination of appointment of employees and of consultants shall be based on recommendations of the Appointment and Promotions Committee of the hospital. | (2) **All appointments, promotion, advancements, approval of study leave, leave of absence and sabbatical leave of employees and of consultants shall be based on recommendations of the Appointment and Promotions Committee of the hospital.** |  |
| (3) the Board shall pay appropriate clinical allowances to appointed honourary consultants and such other honourary staff in accordance with scales approved in that behalf by the Federal Government. | (3) The Board shall pay appropriate clinical allowances to appointed honourary consultants, **registrars, interns and doctors on housemanship and** such other honourary staff in accordance with scales approved in that behalf for **Universities Teaching Hospitals** by the Federal Government. |  |
| (4) the Board shall approve the establishment of new departments, schools or units for the hospital. | *Transferred to Section 15(2)* |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| **Duties of the Board**  7.-(1) It shall be the duty of the board:-  (a) to manage, develop, equip, maintain and operate the hospital so as to provide facilities for diagnosis, preventive, curative, public health and ambulatory services of the hospital and the Veterinary Field Station and ambulatory clinical services of the Faculty or College of Veterinary Medicine of the associate University;  (b) to approve links with other hospitals and institutions within and outside Nigeria; | **Retained** |  |
| (c) to approve the recommendations of the Finance Committee, Tenders Board, Administrative and Clinical Services Committee, Committee of Consultants, Appointment and Promotion Committee and Disciplinary Committee and any other Committee the Board may set up to facilitate the proper functioning of the hospital; | (c) **to approve the recommendations of the Finance Committee, Tenders committee, Administrative and clinical services committee, Committee of consultants, Internship Regulatory Committee, Appointment and promotion committee, Staff and Students’ disciplinary committees and any other committees that may be set up to facilitate the proper functioning of the hospital**; |  |
| (d) to construct, equip, maintain and operate such clinics, out-patient departments, laboratories, research and provide clinical and diagnostic facilities and services at veterinary field stations and other similar institutions as the Board considers necessary; | (d) **to approve the construction, equipping, maintenance and operation of such clinics, out-patient departments, laboratories, research and provide clinical and diagnostic facilities and services at veterinary field stations and other similar institutions as the board may consider necessary**; |  |
|  | **(e) to approve colour codes, logos, emblems and other insignia of the hospital; and** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | (f) **to approve the representation of the hospital by the Chief Veterinary Medical Director and any other principal officer or staff of the hospital in any meeting in and outside the country.** |  |
| (2) Subject to this Act, the Board shall have power to do anything which, in its opinion, is calculated to facilitate the carrying out of its functions under this Act. | **Retained** |  |
| (3) The board shall be responsible to the Minister. | **Retained** |  |
|  | (4) **It shall be the duty of the Chief Veterinary Medical Director to manage, develop, equip, maintain and operate the hospital so as to provide facilities for diagnostic, preventive, curative, surgical, public health and ambulatory services of the hospital and the veterinary field station of the Faculty or College of Veterinary Medicine of the associate University.** |  |
|  | (5) **The Administrative and clinical services committee shall have power to prescribe professional dress codes for consultants, registrars, para-veterinary staff, laboratory and other staff and students while on diagnostic, surgical, curative, public health, preventive medicine and ambulatory services of the hospital.** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | **Powers of the Chief Veterinary Medical Director**  **8.-(1)** **The Chief Veterinary Medical Director of Veterinary Teaching or Specialist hospital and the manager of a veterinary practicing premises registered by the Council shall have power to purchase locally or import, store, dispense and sell any veterinary drug, vaccines, vitamins, biologics and veterinary devices required for animal health care.** |  |
|  | **(2) The hospital and veterinary practicing premises registered by Council shall have power to conduct disease surveillance, inspection and clinical services in livestock farms, zoological gardens, wildlife parks, fish ponds, abattoirs, life animal markets, fish and meat markets, cold rooms and other places where live or dead animals are kept and managed.** |  |
|  | **(3) A veterinary surgeon registered by the Council may be appointed to serve as the clinician or as the manager or director of a veterinary practicing premises, a livestock farm or a zoological garden.** |  |
|  | **(4) Any person who obstructs or anyway interferes with the Chief Veterinary Medical Director or a veterinary surgeon or a prescribed officer in the performance of his duties as prescribed in this Section, or in any way disturb activities in the hospital or in the veterinary practicing premises, shall be deemed to have committed an offence, punishable on conviction by a fine of not less than 500,000 naira or imprisonment for a term not exceeding six months or to both fine and imprisonment.** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| **Discipline of students**  8.-(1) Notwithstanding anything to the contrary contained in any other enactment, where it appears to the Director that any student of the hospital has been guilty of misconduct, the Director may, without prejudice to any other disciplinary powers conferred on him by regulations, shall direct:- | **Discipline of staff and students**  **9.-(1)** **There shall be two bodies known as staff disciplinary committee and students’ disciplinary committee to handle disciplinary issues involving staff and students of the hospital, respectively.** |  |
| (a) that the student shall not, during such period as may be specified in the direction, participate in such activities of the hospital, or make use of such facilities of the hospital as may be so specified but not exceeding six weeks; and thereafter | (2) **Membership of each of staff disciplinary committee and students’ disciplinary committee shall include the Chief Veterinary Medical Director who shall be the Chairman, the Dean of the College or Faculty of Veterinary Medicine of associate University, head of clinical departments, one representative of committee of consultants, one Coordinator of Veterinary Services, the legal officer or legal adviser to the hospital and the President or Chairman of the union or association to which the staff or student under trial belongs, who may attend the meeting in attendance if he is not a statutory member.** |  |
| (b) refer the case to the students disciplinary committee of the hospital. | (3) **If any:**  **(a) person employed in any capacity by the hospital is accused of a misconduct, scandalous conduct or a serious misconduct; or** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (2) The students’ disciplinary committee:  (a) shall avail the student the opportunity to defend himself before it in writing and in person;  (b) may invite any student or staff or any person to testify before it. | (b**) student of the hospital is accused of an unruly behaviour or indecent behaviour or examination misconduct;**  **the Chief Veterinary Medical Director may issue a query to such a staff or student and if in his opinion, the allegation has merit, he shall forthwith refer the matter to the appropriate disciplinary committee.** |  |
| (3) (a) The students disciplinary committee shall submit its report to the Director with clear recommendation on whether he is guilty or not and the nature of the punishment if found guilty, which may be expulsion, rustication for a specified period, reprimand or warned.  (b) The Director shall implement the decision of the committee. | **(4) If the allegation:**  **(a) against the staff is that of a gross misconduct; or**  **(b) against the student is that of unruly behaviour or examination misconduct; or** |  |
| (4) (a) Where a student is dissatisfied with the decision of the students disciplinary committee, he shall within a period of 21 days from the date of the letter communicating the decision to him, address a petition to the board to reconsider his case.  (b) The decision of the board on the matter shall be final. | **(c) if in the opinion of the Chief Veterinary Medical Director, the continuing presence of the staff or student on duty or in the hospital premises is prejudicial to investigation or other interests of the hospital;** |  |
| (5) In case of professional misconduct involving a staff or student who is a veterinary surgeon or a para-veterinarian and where the veterinary ethics or ethics of any other professional body is suspected to be violated by the action or inaction of the student, the Director shall hereafter forward the report to the Council or other professional body concerned for further sanctions. | **he may suspend such a staff or student for a period not exceeding three months and shall report the suspension to the staff disciplinary committee or the students’ disciplinary committee as the case may be.** |  |
|  | (5) **The disciplinary procedure on any staff or student of the hospital shall be conducted in accordance with the provisions of Schedule 3 to this Act.** |  |
| 9.-(1) If it appears to the Director that there are reasons for believing that any person employed as a member of the clinical, administrative or technical staff of the hospital, should be removed from his office or employment, the Director shall refer the matter to the staff disciplinary committee of the hospital. | *Transferred to Schedule 3* |  |
| (2) The Director, may in a case of misconduct by a member of the staff which in the opinion of the Director is prejudicial to the interest of the hospital, suspend any such member and any such suspension shall forthwith be reported to the board. | *Transferred to Schedule 3* |  |
| (3) Disciplinary committee on receiving such a report in section 9(1) shall:  (a) give notice of those reasons in writing to the person in question;  (b) afford him an opportunity of making representations in writing and in person on the matter to the staff disciplinary committee; | *Transferred to Schedule 3* |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (c) have power to invite any staff, student or other persons that may provide useful information to the disciplinary committee on the matter.  (d) shall submit its report including observations and clear recommendations to the board. | *Transferred to Schedule 3* |  |
| (4) If the board, after considering the report of the Disciplinary committee is satisfied that the person in question should be removed as aforesaid, the board may approve to remove him by a letter signed on the direction of the board. | *Transferred to Schedule 3* |  |
| (5) For good cause, any member of the staff may be suspended from his duties for a specified period or his appointment may be terminated or he be may reprimanded or warned by the board, based on the recommendation of the staff disciplinary committee, and for the purposes of this section, “good cause” means:-  (a) a conviction for any offence which the staff disciplinary committee considers to be such as to render the person concerned unfit for the discharge of the functions of his office; or | *Transferred to Schedule 3* |  |
| (b) any physical or mental incapacity which the staff disciplinary committee, after obtaining medical advice, considers to be such as to render the person concerned unfit to continue to hold office; or | *Transferred to Schedule 3* |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (c) conduct of a scandalous or other disgraceful nature which the staff disciplinary committee considers to be such as to render the person concerned unfit to continue to hold office; or  (d) conduct which the staff disciplinary committee considers to be such as to constitute failure or inability of the person concerned to discharge the functions of his office or to comply with the terms and conditions of his service. | *Transferred to Schedule 3* |  |
| (6) Any person suspended shall, subject to subsection (2) above be on half pay and the board shall before the expiration of a period of three months after the date of such suspension consider the case against that person and come to decision as to:-  (a) whether to continue such person’s suspension and if so, on what terms, including the proportion of his emoluments to be paid to him; or | *Transferred to Schedule 3* |  |
| (b) whether to reinstate such person, in which case, the board shall restore his full emoluments to him with effect from the date of suspension; or | *Transferred to Schedule 3* |  |
| (c) whether to terminate the appointment of the person concerned, in which case, such person shall not be entitled to the proportion of his emoluments withheld during the period of suspension; or | *Transferred to Schedule 3* |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (d) whether to take such lesser disciplinary action against such person including the restoration of his emoluments that might have been withheld, as the board may determine; and in any case where the board, pursuant to this section, decides to continue a person’s suspension or decides to take further disciplinary action against a person, the board shall before the expiration of a period of three months from such decision come to a final determination in respect of the case concerning any such person. | *Transferred to Schedule 3* |  |
| (7) It shall be duty of the person by whom a letter of removal is signed in pursuance of subsection (1) above to use his best endeavours to cause a copy of the letter to be served as soon as reasonably practicable on the person to whom it relates. | *Transferred to Schedule 3* |  |
| (8) Nothing in the foregoing provisions of this section shall prevent the board from making such regulations consistent with the provisions of this act for the discipline of students and all other categories of employees of the hospital as the board may prescribe. | *Transferred to Schedule 3* |  |
| (9) Regulations made under subsection (8) above need not be published in the *Gazette* but the board shall bring them to the notice of all affected persons in such manner as it may from time to time determine. | *Transferred to Schedule 3* |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| **Discipline of junior staff**  10.-(1) If any junior staff is accused of misconduct or inefficiency, the Director may suspend him for not more than three months and shall forthwith refer the matter to the staff disciplinary committee.  (a) to consider the case; and  (b) to make recommendations as to the appropriate action to be taken by the Director. | *Transferred to Schedule 3* |  |
| (2) In all cases under this section, the staff shall be informed of the charge against him by the staff disciplinary committee and shall be given reasonable opportunity to defend himself. | *Transferred to Schedule 3* |  |
| (3) The Director may, after considering the recommendations made pursuant to subsection (1) (b) of this section, dismiss, or take such other disciplinary action against the officer concerned. | *Transferred to Schedule 3* |  |
| (4) (a) In all cases that any staff of the hospital is placed on suspension, such a staff shall be paid half of his salary during the period of his suspension. | *Transferred to Schedule 3* |  |
| (b) In case where the appointment of the staff is terminated, he shall not be entitled to the proportion of his emoluments withheld during the period of suspension; but when lesser disciplinary action is taken against him, his emoluments that was withheld shall be paid. | *Transferred to Schedule 3* |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (5) (a) Any person aggrieved by the decision of the Director and the staff disciplinary committee of the hospital may, within a period of 21 days from the date of the letter communicating the decision to him, address a petition to the board to reconsider his case. | *Transferred to Schedule 3* |  |
| (b) The decision of the board on the matter shall be final. | *Transferred to Schedule 3* |  |
| **Bye-laws regulating behavior of the public**  11.-(1) The Board may, with the approval of the Minister, make bye-laws:- | **Bye-laws regulating behavior of the public**  **9.-(1)** The Board may make regulations and bye-laws:- |  |
| (a) as to the access of members of the public either generally or of a particular class, to premises under the control of the board and as to the orderly conduct of members of the public on those premises; and | **Retained** |  |
| (b) for safeguarding any property belongings to or controlled by the board from damage by members of the public; | (b) for safeguarding any property belongings to or controlled by the board from damage by members of the public. |  |
| (2) Bye-laws made under this section shall not come into force until they are confirmed (with or without modification) by the Minister and published in such manner as he may direct. | (2) Bye-laws made under this section shall not come into force until they are confirmed by the Minister and published in such manner as he may direct. |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (3) Bye-laws made under this section provide that a breach of the bye-laws or of a particular provisions of the bye-laws shall be punishable by a fine not exceeding 200,000 Naira and or by imprisonment for such a term as may be specified but not exceeding three months. | **Retained** |  |
| (4) Bye-laws made under this section shall not apply to any member of the board and shall not, in their application to a particular institution, apply to an officer or servant of the board employed in connection with the institution or to a student at the institution. | **Retained** |  |
| **Inspection of institutions controlled by the board**  12.- (1) The Minister may send a visitation panel of three persons to inspect the hospital and (on production if so required of his authority) any person authorized in that behalf by any of the persons aforesaid may at any time enter and inspect any hospital or unit of the hospital controlled by the board. | **Inspection of hospitals controlled by the Board**  **10.-(1)** The Minister may send a visitation panel of three persons, two of whom shall be honourary consultants from universities other than the one being inspected to inspect the hospital and submit a report to the Minister. |  |
| (2) The Director shall render to the Department in the ministry in-charge of the affairs of the hospital at such times and in such forms as may be specified, disease records, statistical and other epidemiological returns as he may from time to time require. | (2) The Minister shall after due consideration, pass the report and recommendations of the panel to the board for implementation as may be appropriate. |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Suggestions** | **Committee of the Whole Recommendations** |
| **Modes of giving directives**  13. Any directive, notice, report, representation or requested authorized or required to be given or made under this Act shall be in writing and may without prejudice to any other method of service, be served by post. | **Modes of giving directives**  11. Any directive, notice, report, representation or request authorized or required to be given or made under this Act shall be in writing and may without prejudice to any other method of service, be served by post. |  |
| **Financial provisions**  14.(1) The Board shall prepare and submit to the Minister not later than 30th day of June in each financial year or as may be specified, an estimate of its income and expenditure during the next succeeding financial year, and such estimates shall be submitted by the Minister for approval by the Federal Executive Council. | **Financial provisions**  **12.-(1)** **The Chief Veterinary Medical Director** shall prepare and submit to the Minister not later than 30th day of June in each financial year or as may be specified by the Minister, an estimate of its income and expenditure during the next succeeding financial year, and such estimates shall be submitted by the Minister for approval by the Federal Executive Council. |  |
| (2) The Board shall keep proper accounts in respect of each financial year (and proper records in relation to those accounts) and shall cause the accounts to be audited not later than six months after the end of the financial year to which the accounts relates. | **(2)** **The Chief Veterinary Medical Director** shall keep proper accounts in respect of each financial year and shall cause the accounts to be audited not later than five months after the end of the financial year to which the accounts relates. |  |
| (3) The board has power to approve fees charged for any services and facilities provided by the hospital, including in particular the provision of tuition, treatment, accommodation and for other services rendered by the hospital. | **Retained** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| (4) The Board shall with the approval of the Minister have power to borrow money from recognised financial institutions for exigencies. | Retained |  |
| **Annual Report**  15. The Board shall prepare and submit to the Federal Executive Council, through the Minister, not later than 30th day of June in each year, a report in such form as the Minister may direct on the activities of the Board during the immediately preceding financial year and shall include in such a report a copy of the audited accounts of the Board for that year. | **Annual and Routine Reports**  13.-(1) **The Chief Veterinary Medical Director** shall prepare and submit to the Federal Executive Council, through the Minister, not later than 30th day of June in each year, a report in such form as the Minister may direct on the activities of the hospital during the immediate preceding financial year and shall include in such a report a copy of the audited accounts of the hospital for that year. |  |
|  | *(2)* ***The Chief Veterinary Medical Director shall render to the department in charge of veterinary services and also to the department in the ministry coordinating the affairs of the hospitals, at such times and in such forms as may be specified, disease records, statistical and other epidemiological returns as either of the departments may from time to time require****.* |  |
| **Power of the Board in relation to expansion**  16.-(1) The Board shall be responsible for laying down general policies and guidelines relating to major expansion programmes of the Hospital and the provisions of facilities for the training of the students of the associate University, students of College of Veterinary Surgeons and other students of the hospital it shall be the duty of the Board to execute such policies and to keep within such guidelines. | ***Powers of the Board in relation to expansion and coordination of the hospitals***  14.-(1) The Board shall be responsible for laying down general policies and guidelines relating to major expansion programmes of the hospital and the provisions of facilities for the training of the students of the hospital and it shall be the duty of ***the Chief Veterinary Medical Director to execute such policies and to keep within such guidelines***. |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | ***(2) The Board shall have power to approve the establishment of new departments, schools or units for the hospital.*** |  |
|  | (***3) The Head of a clinical department shall be an honourary consultant of the hospital and possess current practicing licence issued by the Council, but in a situation that the head of an academic department of the associate university did not meet the criteria in this section, the most senior honorary consultant in that department shall serve the hospital as its acting head.*** . |  |
| (2) Subject to the following sub-paragraph and to any directions of the Minister under this Act, the Hospital shall have power to do anything which in its opinion is calculated to facilitate the carrying on of its activities. | (4) ***Following the commencement of this Act, the Minister shall set up a Department in the Ministry to coordinate the activities of the hospitals and of similar institutions.*** |  |
|  | **Registration of other veterinary specialist hospitals and private veterinary practicing premises**  ***15.-(1) All other veterinary teaching hospitals, veterinary specialist hospitals and veterinary practicing premises in Nigeria owned by the States or privately owned, shall be registered by the Council and shall operate in accordance with regulations, rules and guidelines issued by the Council.*** |  |
|  | (***2) Any person who operates any other veterinary teaching hospital or veterinary specialist hospitals or any private veterinary practicing premises without current registration with the Council commits an offence and is liable on conviction to a fine not less than one million naira or to imprisonment for a term not exceeding six months.*** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| **Power of Minister to give directives**  17. The Minister may give to the Board directive of a general character or relating generally to particular matters (but not to any individual person or case) with regard to exercise by the Board of its functions under this Act, and it shall be the duty of the Board to comply with the directions, but no direction shall be given which is inconsistent with the duties of the Board under this Act. | **Power of Minister to give directives**  16. **Retained** |  |
| **Interpretation**  18. In this Act, unless the context otherwise requires: | **Interpretation**  17. In this Act, unless the context otherwise requires: |  |
|  | **“animal”** meanshorse, mule, donkey, camel, cattle, buffalo, sheep, goat, swine, dog, cat, laboratory animals, rabbit, lion, tortoise, snakes, crocodiles, and poultry including domestic fowl, turkey, duck, goose, pigeon, guinea fowl, ostrich, bees, aquatic animals which shall include fish, molluscs and crustaceans and any other domestic or wild animal species. |  |
| “**Associate University**” means the University from which the hospital derived its name in the case of a Veterinary Teaching Hospital and whose students receive aspects of their training from the hospital; | **Retained** |  |
| “**Board**” means the Veterinary Teaching Hospital Management Board or the Veterinary Specialist Hospital Management Board; | **Retained** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| “**Committee of Consultants**” means a body of duly appointed Consultants to the Veterinary Teaching Hospital; | **Retained** |  |
| “**Chairman**” means the Chairman of the Board; | **Retained** |  |
| “**Council**” means the Veterinary Council of Nigeria; | **Retained** |  |
| “**Department**” shall include academic, clinical or service department of the hospital; | **Retained** |  |
|  | **“examination misconduct”** shall include any acts or inaction of any staff or student especially in around the examination hall or carried out in any other place which is considered to be inimical to the integrity of the examination process. |  |
| “**functions**” includes powers and duties; | **Retained** |  |
| “**Honourary consultant**” means an academic staff of the associate Faculty or College of Veterinary Medicine and serving the veterinary teaching hospital as a Consultant; | “**Honourary consultant**” means an academic staff of ***the Faculty or College of Veterinary Medicine of the associate University who has been appointed by the board as a consultant to the hospital***; |  |
|  | “**Honourary registrar**” ***means an academic staff of the Faculty or College of Veterinary Medicine of the associate University who has been appointed by the board as a clinician to the hospital;*** |  |
| “**Hospital**” means the Veterinary Teaching Hospital and the Veterinary Specialist Hospital, and includes all institutions however called of the hospital; | Retained |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | ***“Hospital consultant” means a hospital registrar who has been appointed by the board as a consultant to the hospital;*** |  |
|  | ***“indecent behavior” shall include sexual gestures, drunkenness, indecent dressing, crossing the lawn, violation of environmental rules of the hospital, disregard for the dress code of the hospital, and any other behaviour that the disciplinary committee may regard as indecent behaviour.*** |  |
| “**Minister**” means the Minister charged with responsibility for matters relating to Animal health and production; | Retained |  |
|  | **“misconduct*”*** *means a specific act of wrong doing or an improper behaviour which is inimical to the image of the service such as habitual lateness to work, delays in treating official records, failure to keep records, unauthorised removal of public records, dishonesty, negligence, insubordination, refusal to carry out assignment, disregard for the dress code of the hospital, malingering and any action or inaction which the disciplinary committee may regard as a misconduct;* |  |
|  | “**Para-veterinary staff**” *means a veterinary nurse, an animal health technologists, a veterinary radiographer, a laboratory scientists or technologist, veterinary pharmacists who assist the veterinary surgeons in carrying out some veterinary duties under supervision;* |  |
| “**President**” means the President of the Federal Republic of Nigeria; | Retained |  |
|  | “**scandalous conduct**” means immoral behaviour, unruly behaviour, drunkenness, foul language, assault, battery, improper dressing, sleeping on duty, discourteous behaviour of the public, sexual harassment, hawking merchandise within hospital premises, and any action or inaction which the disciplinary committee may regard as a scandalous conduct. |  |
|  | “**serious misconduct**” shall include a specific act of very serious wrongdoing such as absenteeism, general inefficiency, falsification or suppression or damage to records, absence from duty without leave, cultism, false claim against government official, engaging in partisan political activities, bankruptcy and serious financial embarrassment, unauthorised disclosure of official information, bribery, corruption, embezzlement, misappropriation, advanced fee fraud and holding more than one full paid jobs, nepotism, divided loyalty, sabotage, cybercrime, wilful damage to public property, examination misconduct and any action or inaction which the disciplinary committee may regard as a serious misconduct; |  |
|  | “**State**” means a state in Nigeria; |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| “**Student**” means a person enrolled at an associate University for the purpose of pursuing a course of study leading to the award of Doctor of Veterinary Medicine Degree, any other undergraduate or Postgraduate degree and non-degree programmes of the associate University and shall include persons registered for the Fellowship or any other academic and clinical programme of the College of Veterinary Surgeons Nigeria. | “**Student**” means a person enrolled at an associate University for the purpose of pursuing a course of study leading to the award of Doctor of Veterinary Medicine degree, any other undergraduate or Postgraduate degree and non-degree programmes of the associate University and shall include persons registered for the Fellowship or any other academic and clinical programme of the ***Postgraduate*** College of Veterinary Surgeons Nigeria; |  |
|  | “**unruly behavior**” means disorderly behaviour indicating lack of self-restraint especially on the premises of the hospital. Such acts may include reckless driving, disturbance of peace, damage to hospital or other persons’ property, defacing public building or facilities, insubordination, throwing missiles, fighting, pilfering, and other action or inaction which the students disciplinary committee may regard as unruly behavior; and |  |
|  | “**Veterinary practicing premises**” includes a veterinary hospital or clinic, ambulatory practice, veterinary diagnostic laboratory, aquatic animal practice, a veterinary pharmacy or a dog boarding kennel and any other place where diseases in animals are diagnosed and treated and where veterinary drugs, biologics, vitamins, veterinary vaccines, veterinary devices and other equipment for restraining and treating animals are stored, dispensed and sold. |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
| **Citation**  19. This Act may be cited as the University Veterinary Teaching Hospitals and Veterinary Specialist Hospital Abuja (Constitution of Boards, etc.) Bill, 2016. | **Citation**  **18.** This Act may be cited as the University Veterinary Teaching Hospitals and Veterinary Specialist Hospital Abuja (Constitution of Boards and related matters) Bill, 2016. |  |

**SCHEDULE 1. List of Veterinary Teaching Hospitals and Veterinary Specialist Hospitals**

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Suggestions** | **Committee of the Whole Recommendations** |
| (a) the University of Ibadan, Veterinary Teaching Hospital, Ibadan; | Retained |  |
| (b) the Ahmadu Bello University, Veterinary Teaching Hospital, Zaria; | Retained |  |
| (c) the University of Nigeria, Veterinary Teaching Hospital, Nsukka; | Retained |  |
| (d) the University of Maiduguri, Veterinary Teaching Hospital, Maiduguri; | Retained |  |
| (e) the Usmanu Danfodiyo University, Veterinary Teaching Hospital, Sokoto; | Retained |  |
| (f) the University of Agriculture, Veterinary Teaching Hospital, Makurdi; | Retained |  |
| (g) the Federal University of Agriculture, Veterinary Teaching Hospital, Abeokuta; | Retained |  |
| (h) the Michael Okpara University of Agriculture, Veterinary Teaching Hospital, | Retained |  |
| (i) the University of Abuja, Veterinary Teaching Hospital, Abuja; | Retained |  |
| (j) the University of Ilorin, Veterinary Teaching Hospital, Ilorin; | Retained |  |
| (k) The University of Jos, Veterinary Teaching Hospital; Jos; | Retained |  |
| (l) the University of Benin, Veterinary Teaching Hospital, Benin City. | Deleted |  |
| (m) the Veterinary Specialist Hospital, Abuja | Retained |  |
| (n) any other Veterinary Teaching or Specialist Hospital that may be established from time to time and added to the list by the Minister. | Retained |  |

**SCHEDULE 2. Appointment and functions of the Principal Officers of the Hospital**

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Suggestions** | **Committee of the Whole Recommendations** |
| **Appointment of Director and other Principal Officers** | **Appointment of Chief Veterinary Medical Director and other Principal Officers** |  |
| 1. He shall possess the following qualifications: | 1.-(1) ***A person for the office of Chief Veterinary Medical Director shall possess the following qualifications:*** |  |
| (i) be a registered veterinary surgeon and in good standing with the Council; | ***(a) be a veterinary surgeon registered with the Council and possess the current practicing licence;*** |  |
| (ii) hold the fellowship of the College of Veterinary Surgeons Nigeria or fellowship of other similar institutions recognised as equivalent by the Council in a clinical subject; and | ***(b) hold the fellowship of the Postgraduate College of Veterinary Surgeons Nigeria or fellowship of other similar institutions recognised as equivalent by the Council in a clinical subject;*** |  |
| (iii) must be a Professor and a Consultant to the hospital. | ***(c) must have been a Consultant from a clinical department of the hospital or of a similar hospital for a minimum of ten years; and*** |  |
|  | ***(d) possess any other qualifications as may be specified by the board.*** |  |
| 1. He shall be appointed by the board following due process which shall include advertisement in at least three national dailies and an interview; | ***(2) He shall be appointed by the board following due process which shall include advertisement in at least three national dailies and an interview.*** |  |
| 1. He shall be the Chairman of statutory committees of the hospital; | ***(3) He shall be the Chairman of all statutory committees of the hospital.*** |  |
| 1. He shall be charged with the responsibility for the execution of the policies and matters affecting the day-to-day management of the affairs of the hospital; | ***(4) He shall be charged with the responsibility for the execution of the policies and matters affecting the day-to-day management and operation of the hospital.*** |  |
| 1. He shall be responsible to the Board; | ***(5) He shall be responsible to the Board.*** |  |
| 1. He shall hold office for a single term of five years; | ***(6) He shall hold office for a single term of five years.*** |  |
| 1. He shall be paid such remuneration and allowances in accordance with scales approved in that behalf by the Federal Government for similar posts and responsibilities. | ***(7) He shall be paid such remuneration and allowances in accordance with scales approved in that behalf by the Federal Government for similar posts and responsibilities.*** |  |
|  | ***(8) The substantive Director of the hospital at the commencement of this Act shall be assumed to have been duly appointed as the Chief Veterinary Medical Director in accordance with the provisions of this Act and shall continue in office for a cumulative period of five years.*** |  |
| (2)There shall be for each hospital an Administrative Officer who shall: | 2***.-(1) The Director of Administration shall:*** |  |
| 1. be appointed by the Board on the Board on the recommendation of the Appointment and Promotion Committee of the hospital; | 1. be appointed by the Board on the Board on the recommendation of the Appointment and Promotion Committee of the hospital; |  |
| 1. be responsible to the Director for the effective functioning of all the administrative divisions of the hospital. | 1. be responsible to the ***Chief Veterinary Medical Director*** for the effective functioning of the administrative divisions of the hospital; and |  |
| (c) be responsible to the Director for the effective functioning of all the administrative divisions of the hospital; | (c) be responsible to the ***Chief Veterinary Medical Director*** for the effective functioning of all the administrative divisions of the hospital; |  |
| (c) be the Secretary to the Board and Committees of the hospital. | (2) ***He shall be the Secretary to the Board and Committees of the hospital.*** |  |
| (d) conduct the correspondence of the Board, keep the records of the Hospital, and perform such other functions as the Board and the Director, may assign to him from time to time; | (3) ***He shall*** conduct the correspondence of the Board, keep the administrative records of the hospital, and perform such other functions as the Board and the Chief Veterinary Medical Director, may assign to him from time to time; |  |
| (3) There shall be for each hospital, a Finance Officer who shall: | ***3.-(1) The Director of Finance shall:*** |  |
| (a) be appointed by the Board on the recommendation of the Appointment and Promotions Committee of the hospital. | (a) be appointed by the Board on the recommendation of the Appointment and Promotions Committee of the hospital; ***and*** |  |
| (b) be responsible to the Director for the effective functioning of all the administrative divisions of the hospital; | (b) be responsible to the ***Chief Veterinary Medical Director*** for the effective functioning of all the financial divisions of the hospital; |  |
| (c) keep the records of all financial transactions by the hospital; and perform such other functions as the Board and the Director, as the case may be may from time to time assign to him. | (2) ***He shall*** keep the records of all financial transactions by the hospital; and perform such other functions as the Board and the ***Chief Veterinary Medical*** Director, as the case may be may from time to time assign to him. |  |
|  | ***4.-(1) A Coordinator of Veterinary Services shall possess the following qualifications:*** |  |
| (i) be a registered veterinary surgeon and in good standing with the Council; | **(a)** ***be a veterinary surgeon registered with the Council and possess the current practicing licence***; |  |
| (ii) hold the fellowship of the College of Veterinary Surgeons Nigeria or fellowship of other similar institutions recognised as equivalent by the Council in a clinical subject; and | (**b**) hold the fellowship of the ***Postgraduate*** College of Veterinary Surgeons Nigeria or fellowship of other similar institutions recognised as equivalent by the Council in a clinical subject; and |  |
| (iii) must have risen to the grade of Senior Lecturer in the associate University in the case of a Veterinary Teaching Hospital or equivalent grade in the case of a Veterinary Specialist Hospital; and | **(c)** must have risen to the grade of Senior Lecturer in the associate University or to equivalent grade in the case of a Veterinary Specialist Hospital; and |  |
| (iv) must be a Consultant to the hospital | **(d)** Must be a Consultant to the hospital |  |
| (b) He shall be appointed by the Board based on the recommendation of the Committee of Consultants. | (2) ***Each Coordinator of Veterinary Services shall*** be appointed by the Board based on the recommendation of the Committee of Consultants. |  |
| (c) He shall be responsible to the Director for all the clinical, diagnostic and training activities of the hospital; | **(3)** ***Each Coordinator of Veterinary Services shall be responsible to the Chief Veterinary Medical Director for clinical, diagnostic and training activities of the hospital assigned to him;*** |  |
| (d) He shall perform such other functions as the Director may from time to time assign to him. | **(4)** He shall perform such other functions as the ***Chief Veterinary Medical*** Director may from time to time assign to him. |  |
| (e) He shall have a tenure of 2 years renewable for a final term of 2 years. | ***(5) He shall have a single tenure of three years.*** |  |

**SCHEDULE 3. Disciplinary Procedures for staff and Students**

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | **Powers of the disciplinary committees**  ***1. -(1) The staff disciplinary committee and the students disciplinary committee shall have power to:***  ***(a) set regulations for their operations, but such regulations shall not be applied until they are approved by the board;***  ***(b) co-opt any person to serve as a member of the staff disciplinary committee or student disciplinary committee;***  ***(c) invite any staff, student or other persons that may provide useful information on any matter, to witness before the staff disciplinary committee or the students disciplinary committee; and***  ***(d) set up a panel consisting of three persons including at least two of its members to carry out specific investigation on any matter before it, but shall not include the head of department of the staff or student on trial or the complainant in each case.***  ***(2) Regulations made in section 1(a) of this Schedule, need not be published in the Gazette but the Chief Veterinary Medical Director shall bring them to the notice of all staff and students as the case may be in such manner as he may from time to time determine.*** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | **Meetings of disciplinary committees**  ***2.-(1) The staff disciplinary committee and the students’ disciplinary committee shall meet at least three times year.***  ***(2) The quorum of the staff disciplinary committee and the students’ disciplinary committee shall be four, of whom at least two shall be Head of clinical departments, provided that the presence of any co-opted person or anyone attending the meeting in attendance shall not count towards the constitution of a quorum.*** |  |
|  | ***Disciplinary procedures***  ***3.-(1) The staff disciplinary committee or students’ disciplinary committee on receiving a report in accordance with section 8(3 and 4) of the Principal Act shall:***  ***(a) give notice of those allegations in writing to the person; and***  ***(b) afford him reasonable opportunity to defend himself including an opportunity to make representations in writing and in person on the matter to the staff disciplinary committee or the students’ disciplinary committee as the case may be.*** |  |
|  | ***(2) Any person on trial or appearing as a witness before the staff disciplinary committee or the students’ disciplinary committee shall testify on oath.*** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | ***(3) In a situation that a case against a person under suspension is not concluded within three months, the staff disciplinary committee or the students’ disciplinary committee may extend his suspension for a specified period.***  ***(4) The decisions of the staff disciplinary committee and of the students’ disciplinary committee shall be arrived at by consensus or through a positive vote by a simple majority of members present.***  ***(5) Each case before the staff disciplinary committee or the students’ disciplinary committee shall be considered on its own merit.***  ***(6) The decision of the staff disciplinary committee and of the students’ disciplinary committee shall not be faulted by reason of any vacancy in the membership of the committee.*** |  |
|  | **Disciplinary penalties**  ***5.-(1) The staff disciplinary committee or the students’ disciplinary committees shall submit its report which shall include observations on whether the person is guilty of the allegation or not and a clear determination of the appropriate punishment for the staff or student if he is confirmed to be guilty.*** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | ***(2) The staff disciplinary committee or students’ disciplinary committee upon concluding investigation and trial, may recommend that the staff or student be acquitted if the allegations against him cannot be established.***  ***(3) In case the person is confirmed to be guilty, the appropriate disciplinary committee may recommend that:***  ***(a) the staff be reprimanded in writing, subjected to a loss of annual increment or delay in promotion for a specified period, interdicted, surcharged, loss of headship or other administrative position or responsibility, deferment of confirmation of appointment, disciplinary probation for a specified period, demotion, forced resignation (non-compliance leads to termination of appointment), termination of appointment, or dismissal.***  ***(b) the student may be reprimanded in writing, subjected to a loss of privilege or disciplinary probation for a specified period, surcharged, rusticated for a specified period or expelled.***  ***(4) In all cases, disciplinary sanctions shall depend on the level of involvement, the gravity of the offence and the person’s previous disciplinary records.*** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | ***Handling of special cases***  ***5.-(1) For a good cause, any member of staff or a student may be suspended from his duties for a specified period or his appointment may be terminated or he may be reprimanded or warned by the Chief Veterinary Medical Director based on the recommendations of the staff or students’ disciplinary committee, and for the purposes of this section, “good cause” means:*** |  |
|  | ***(a) a conviction for a criminal offence by a court of law which the staff disciplinary committee or students’ disciplinary committee considers to be such as to render the person concerned unfit for the discharge of the functions of his office; and***  ***(b) any physical or mental incapacity which the staff disciplinary committee or students’ disciplinary committee, after obtaining medical advice, considers to be such as to render the person concerned unfit to continue to hold office or take part in the training activities of the hospital in case of a student.*** |  |
|  | ***2) Where a staff or a student is found guilty of embezzling funds belonging to the hospital, a client or union or an association recognized by the hospital, the Chief Veterinary Medical Director shall take steps to:***  ***(a) recover the amount from the salary or other emoluments of the staff in addition to other sanctions that the staff disciplinary committee may impose on him; or*** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | (b) ***recover the amount from the student concerned or his parents or guardian may be made to refund the funds in addition to other sanctions that the staff disciplinary committee or students’ disciplinary committee may impose on him.*** |  |
|  | **Handling a case of criminal offence**  ***6.-(1) Where a staff or a student is suspected to have committed such criminal offence as rape, cultism, murder, vandalism, armed robbery, possession of fire arms, possession, use of or trafficking in hard drugs, arson, advanced fee fraud, the Chief Veterinary Medical Director shall report the case to the police for investigation and possible prosecution and inform the staff disciplinary committee or the students’ disciplinary committee as the case may be.***  ***(2) The relevant disciplinary committee shall place such a staff or student on suspension if he is arraigned in court and may decide to terminate his appointment or studentship if he is convicted.*** |  |
|  | **Appeal**  ***7.- (1) The Director of Administration and Secretary to the board shall ensure that the letter(s) containing the decisions of the staff disciplinary committee or the students’ disciplinary committee and the board are promptly communicated to the staff or students concerned as soon as reasonably practicable.*** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | (***2) In case a person is dissatisfied with the decisions of the staff disciplinary committee or of the students’ disciplinary committee against him, he shall within a period of 21 days from the date of the letter communicating the decision, address a petition to the board to reconsider his case.*** |  |
|  | (***3) The decision of the board on the matter shall be final.*** |  |
|  | **Implication of suspension of a staff**  ***8.-(1) Any staff placed on suspension, interdiction or disciplinary probation by the Chief Veterinary Medical Director or on the recommendation of the staff disciplinary committee shall be paid half of his monthly emolument during the period of his suspension, interdiction or disciplinary probation.***  ***(2) Where a staff under trial is acquitted of the allegations against him or he is to be warned or reprimanded, his emoluments that was withheld during the period of his suspension shall be paid to him, but if he is retired from service or his appointment is terminated, he shall not be entitled to the proportion of his emoluments that was withheld.*** |  |
|  | ***(3) Any staff facing the disciplinary procedure cannot be considered for promotion to the next grade until the case against him is disposed of by the staff disciplinary committee.*** |  |

|  |  |  |
| --- | --- | --- |
| **Provisions of the Bill** | **Committee Recommendations** | **Committee of the Whole Recommendations** |
|  | **(4) In case of any misconduct involving a student registered for a degree or a diploma program of the associated University, the decision of the students’ disciplinary committee of the hospital shall be forwarded to the appropriate disciplinary committee of the associate university for concurrence.** |  |
|  | **(5) In case of professional misconduct involving a staff or a student who is a veterinary surgeon or a para-veterinary staff and where the veterinary ethics or ethics of any other professional body is suspected to be violated by the action or inaction of the staff, the Chief Veterinary Medical Director shall hereafter forward the report to the Council or other professional body concerned for further sanctions.** |  |
| **Explanatory Memorandum**  This bill seeks to provide legal backing for the Veterinary Teaching Hospitals of Universities and Veterinary Specialist Hospital and to transfer the management of the Veterinary Teaching Hospitals from the Federal Ministry Education to the Federal Ministry of Agriculture. | **Retained** |  |