

**AGREEMENT**

**BETWEEN**

**THE FEDERAL GOVERNMENT OF  
NIGERIA (FGN)**

**AND**

**NON-ACADEMIC STAFF UNION OF  
EDUCATIONAL & ASSOCIATED  
INSTITUTIONS (NASU)**

**NOVEMBER 2009**

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## CHAPTER ONE

### PREAMBLE

#### ESTABLISHMENT OF THE FGN/NASU RE-NEGOTIATION COMMITTEE

As part of the resolve to restore peace in the Nigerian University System, the Federal Government of Nigeria (FGN) as Proprietor of Federal Universities set up a Re-negotiation Committee under the leadership of **Deacon Gamaliel O. Onosode, OFR**, to negotiate, on its behalf, with the Staff Unions in the Federal Universities and enter into workable Agreements that will reposition the Universities for a greater role in national development.

On Thursday, 12<sup>th</sup> March, 2007 the then Honourable Minister of Education, Dr. (Mrs.) Obiageli Ezekwesili, on behalf of the Federal Government of Nigeria (FGN), inaugurated the FGN/NASU Re-negotiation Committee comprising the FGN Re-negotiation Team led by the then Pro-Chancellor, University of Ibadan, Deacon Gamaliel O. Onosode, OFR, and the NASU Renegotiation Team led by the former President of NASU, Comrade I. M. Takor, up to November 2007 who was succeeded by Comrade Mrs. Ladi Iliya from December 2007.

The Federal Government/ NASU Re-negotiations began on Tuesday, 5<sup>th</sup> April, 2007, at the National Universities Commission (NUC), Abuja.

### TERMS OF REFERENCE

The single Term of Reference of the Committee was to "Re-negotiate the 2001 FGN/NASU Agreement and enter into a workable Agreement".

### COMPOSITION OF THE FGN/NASU RE-NEGOTIATION COMMITTEE

The FGN/NASU Re-negotiation Committee comprised the following Members, Advisers, Observers and the Joint Secretariat:



### 1.3.1 FGN RE-NEGOTIATION TEAM

- |     |                                 |  |   |
|-----|---------------------------------|--|---|
| (a) | Deacon Gamaliel O. Onosode, OFR | Immediate Past<br>Pro-Chancellor,<br>University of Ibadan.                         | Team Leader &<br>Chairman of the<br>Re-negotiation<br>Committee |
| (b) | Prof. Musa Abdullahi            | Secretary General CVC<br>& Immediate Past<br>Pro-Chancellor,<br>University of Jos. | Member  |
| (c) | Prof. Greg Iwu, OON             | Immediate Past<br>Pro-Chancellor,<br>Nnamdi Azikiwe University,<br>Awka.           | Member  |
| (d) | Rev. Father T. E. Uwaifo        | Immediate Past<br>Pro-Chancellor,<br>Ambrose Alli University<br>Ekpoma.            | Member  |
| (e) | Barrister Emeka Nwankpa         | Former<br>Pro-Chancellor,<br>Abia State University,<br>Uturu.                      | Member  |
| (f) | Amb. Muh Adamu Jumba            | Immediate Past<br>Pro-Chancellor,<br>Bayero University, Kano.                      | Member  |
| (g) | Prof. A. M. Yakubu              | Executive Secretary,<br>Education Trust Fund<br>(ETF), Abuja.                      | Member  |

### 1.3.2 NASU RE-NEGOTIATION TEAM

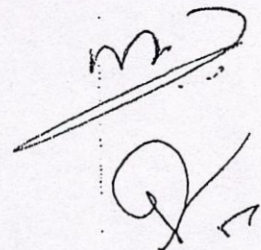
- |     |                           |                  |             |
|-----|---------------------------|------------------|-------------|
| (a) | Comrade (Mrs.) Ladi Iliya | President        | Team Leader |
| (b) | Mr. Ivor M. Takor         | Former President | Member      |



|     |                           |   |        |
|-----|---------------------------|---|--------|
| (c) | Mr. Peters A. Adeyemi, JP | General Secretary                             | Member |
| (d) | Mr. Sunday A. Adefemi     | Deputy President<br>University of Benin.      | Member |
| (e) | Mr. Festus J. Ajayi       | NASU Headquarters<br>Ibadan.                  | Member |
| (f) | Comrade Grace Gadzama     | Nigerian French Language<br>Village, Badagry. | Member |
| (g) | Comrade Shuaibu Omale     | Abubakar Tafawa Balewa<br>University, Bauchi. | Member |
| (h) | Mr. S. W. O. Ohaike       | Abia State University,<br>Uturu.              | Member |
| (i) | Mr. Joseph O. Iyun        | University of Lagos,<br>Lagos.                | Member |
| (j) | Com. Giwa R. Omotunde     | Lagos State University,<br>Lagos.             | Member |
| (k) | Mr. Clement Nanimebile    | Nnamdi Azikiwe University,<br>Awka.           | Member |
| (l) | Mr. O. C. Fatoki          | University of Ibadan,<br>Ibadan.              | Member |
| (m) | Mr. James Bando           | University of Abuja,<br>Abuja.                | Member |
| (n) | Mr. J. A. Adegbola        | University of Ado-Ekiti,<br>Ado-Ekiti.        | Member |
| (o) | Buhari A. Suleiman        | Nasarawa State University,<br>Keffi.          | Member |
| (p) | Mr. R. O. Omitola         | NASU Headquarters, Ibadan.                    | Member |

### 1.3.3 ADVISERS

- (a) Prof. Julius A. Okojie  
Executive Secretary, National  
Universities Commission, Abuja.





- |     |                                   |   |
|-----|-----------------------------------|---|
| (b) | Prof. Oye Ibidapo-Obe             | Former Chairman, Committee of Vice-Chancellors (CVC).           |
| (c) | Prof. J. D. Amin                  | Chairman, Committee of Vice-Chancellors (CVC).                  |
| (d) | Prof. Chinedu Nebo                | Vice-Chancellor, University of Nigeria, Nsukka.                 |
| (e) | Prof. Ekanem I. Braide            | Vice-Chancellor, Cross River University of Technology, Calabar. |
| (f) | Prof. E. A. C. Nwanze             | Vice-Chancellor, University of Benin, Benin City.               |
| (g) | Prof. S. U. Abdullahi             | Vice-Chancellor, Ahmadu Bello University, Zaria.                |
| (h) | Prof. Abdullahi Mahadi            | Vice-Chancellor, Gombe State University, Gombe.                 |
| (i) | Chief (Mrs.) Mojisola Ladipo, mni | Former Registrar, University of Ibadan, Ibadan.                 |
| (s) | Mr. M. B. Modibbo                 | Registrar, University of Abuja, Abuja.                          |

#### 1.3.4 OBSERVERS

- |     |                        |  |
|-----|------------------------|--|
| (a) | Mrs. V. A. Eghobamien  | Representative of the Federal Ministry of Labour, Abuja.                                   |
| (b) | Mr. S. A. Ajibola      | Representative of the Federal Ministry of Labour, Abuja.                                   |
| (c) | Prof. Ignatius I. Uvah | Deputy Executive Secretary (University Education) National Universities Commission, Abuja. |
| (d) | Mr. P. I. Ekun         | Representative of the Special Services Office, Presidency Abuja.                           |
| (e) | Mrs. E. O. Okojoku     | Representative of the Federal Ministry of Education, Abuja.                                |



- (f) Dr. G. A. Ogboghodo Representative of the National Salaries, Incomes & Wages Commission, Abuja.
- (g) Mr. A. C. Adighiogu Representative of the National Salaries, Incomes & Wages Commission, Abuja.
- (h) Mr. P. E. Oyong Representative of the Federal Ministry of Justice, Abuja.
- (i) Mr. A. Ibrahim Representative of the Federal Ministry of Justice, Abuja.
- (j) Mr. I. O. Malaolu Representative of the Office of the Secretary to the Government of the Federation, Abuja.
- (k) Mr. G. T. Ogbenna Representative of the Federal Ministry of Finance, Abuja.
- (l) Mrs. Cynthia I. J. Okigbo Representative of the Budget Office of the Federation Federal Ministry of Finance, Abuja.
- (m) Mrs. B. O. Sanusi Representative of the Budget Office of the Federation Federal Ministry of Finance, Abuja.

#### JOINT SECRETARIAT

- (a) Mr. Festus J. Ajayi - Representative of NASU.
- (b) Mr. Sunday A. Adefemi - Representative of NASU.
- (c) Mrs. Ann E. Aiyedun - Federal Ministry of Education, Abuja.
- (d) Mrs. Q. U. Elebor - Federal Ministry of Education, Abuja.
- (e) Mrs. C. N. Goddy-Nnadi - National Universities Commission, Abuja.
- (f) Mr. B. C. Odum - National Universities Commission, Abuja.



## CHAPTER TWO

### 2.0 MODUS OPERANDI

The Committee, in the course of the Re-negotiation exercise:

- a) Held meetings, made consultations with stakeholders and solicited data from the universities;
- b) Received a Position Paper from the NASU Team (Appendix 1) documenting its demands and a Position Paper from the FGN Team in response to the Union's demands (Appendix 2);
- c) Utilized various documentary submissions from the universities and relevant Government Agencies;
- d) Received Presentations from members on their respective positions relating to statistical data, general principles and the history of the Nigerian Universities;
- e) Made reference to existing Reports from previous Commissions on Higher Education as well as previous Agreements between the Federal Government and Non-Academic Staff Union of Educational and Associated Institutions (NASU);
- f) Recorded proceedings of the negotiations and the production of minutes, through a Joint Secretariat; and
- g) Reached consensus that each Team would first make consultations with, and Brief its Principals before signing any Agreement resulting from the Re-negotiation exercise.

### 2.1 BENCHMARK FOR THE UNIVERSITY SYSTEM

Whereas the Agreement is directed towards ensuring that there is a viable university system with one, rather than a multiple set of academic standards; and whereas it is recognized by the Negotiating Teams that education is on the Concurrent List and by this Agreement, the Federal Government does not intend to and shall not compel the State Governments to implement the provisions of the Agreement in respect of their Universities, it is however recognized that the State Governments shall be encouraged to adopt this Agreement, as benchmarks, if they

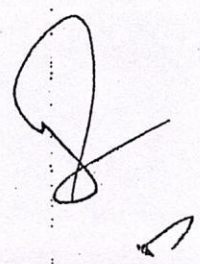


are to operate within the goals of achieving the same sets of academic standards for their institutions within Nigeria's University system.

## 2.2 ISSUES FOR RE-NEGOTIATION EFFORT

For purposes of prioritization and focus, the Committee identified the following major themes for the re-negotiation effort:

- (a) Conditions of Service;
- (b) Funding of Nigerian Universities;
- (c) University Governance and Autonomy; and
- (d) Other Matters.





## CHAPTER THREE

### 3.0 CONDITIONS OF SERVICE

#### a) Salary Structure for Non-Academic Staff Union of Educational and Associated Institutions (NASU) in the Nigerian Federal Universities.

It was agreed that there shall be a separate Salary Structure for Non-Academic Staff Union of Educational and Associated Institutions (NASU) in the Nigerian Universities to be known as Consolidated Tertiary Institutions Salary Structure (CONTISS II) which is shown in Table 1. CONTISS II is made up of the following three components:

- (i) The Consolidated Tertiary Institutions Salary Structure (CONTISS) approved by the Federal Government of Nigeria (FGN) effective 1<sup>st</sup> January, 2007, as received;
- (ii) Consolidated Administrative and Professional Peculiar Allowance (CONUAPPSA), exclusively for Non-Academic Staff Union of Educational and Associated Institutions (NASU) in the Nigerian Universities and derived from allowances not consolidated in CONTISS or adequately reflected in terms of the monetary values deemed to have been imputed to them, viz:
  - (a) Administrative allowance
  - (b) Domestic Servant
  - (c) Driver
  - (d) Examination Administration
  - (e) Field Trip/SWEP
  - (f) Furniture
  - (g) Industrial Supervision
  - (h) Journal
  - (i) Learned Society
  - (j) Leave Grant
  - (k) Meal Subsidy
  - (l) Project Supervision
  - (m) Research
  - (n) Utility
  - (o) Rural Posting
  - (p) Teaching
  - (q) Transport
- (iii) Rent as approved by the FGN effective 1<sup>st</sup> January, 2007 (FGN Circular SWC/S/04/S.309/1, dated 18<sup>th</sup> January, 2007).



CONSOLIDATED UNIVERSITY NON-ACADEMIC SALARY STRUCTURE (CONUNASS)

|                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      |
|--------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| CONUNASS           | N       | N       | N       | N       | N       | N       | N       | N       | N       | N       | N       | N       | N       | N       | N       |
| CONUNASS           | 152544  | 156850  | 161156  | 165462  | 169768  | 174074  | 178380  | 182686  | 186992  | 191298  | 195604  | 199910  | 204216  | 208522  | 212828  |
| Peculiar Allowance | 101978  | 104893  | 107789  | 110696  | 113602  | 116508  | 119414  | 122321  | 125227  | 128133  | 131040  | 133946  | 136852  | 139759  | 142665  |
| Rent               | 38630   | 39671   | 40810   | 41950   | 43090   | 44229   | 45368   | 46508   | 47648   | 48787   | 49927   | 51067   | 52206   | 53346   | 54485   |
| Total Enrollment   | 233950  | 301404  | 309755  | 318107  | 326460  | 334811  | 343162  | 351515  | 359867  | 368218  | 376571  | 384923  | 393274  | 401627  | 409978  |
| CONUNASS           | 154637  | 159330  | 164023  | 170516  | 176009  | 181402  | 186795  | 191688  | 196581  | 202274  | 207567  | 212860  | 218153  | 223446  | 228739  |
| Peculiar Allowance | 103569  | 105961  | 110634  | 114106  | 117679  | 121251  | 124823  | 128396  | 131969  | 135541  | 139113  | 142686  | 146258  | 149830  | 153403  |
| Rent               | 39084   | 40185   | 41286   | 42386   | 43487   | 44587   | 45687   | 46788   | 47889   | 48989   | 50090   | 51191   | 52291   | 53391   | 54492   |
| Total Enrollment   | 297110  | 307378  | 317642  | 327908  | 338175  | 348440  | 358706  | 368973  | 379240  | 389505  | 399771  | 410038  | 420303  | 430569  | 440836  |
| CONUNASS           | 162027  | 169385  | 174743  | 181101  | 187459  | 193817  | 200175  | 206533  | 212891  | 219249  | 225607  | 231965  | 238323  | 244681  | 251039  |
| Peculiar Allowance | 106376  | 112667  | 116959  | 121250  | 125541  | 129832  | 134123  | 138414  | 142706  | 146997  | 151288  | 155579  | 159871  | 164162  | 168453  |
| Rent               | 41039   | 42721   | 44404   | 46086   | 47769   | 49451   | 51134   | 52816   | 54499   | 56181   | 57863   | 59546   | 61228   | 62911   | 64593   |
| Total Enrollment   | 314442  | 323773  | 333106  | 342437  | 351769  | 361100  | 370432  | 379764  | 389095  | 398427  | 407759  | 417090  | 426422  | 435753  | 445085  |
| CONUNASS           | 163712  | 191102  | 198492  | 205882  | 213272  | 220662  | 228052  | 235442  | 242832  | 250222  | 257612  | 265002  | 272392  | 279782  | 287172  |
| Peculiar Allowance | 123012  | 127999  | 132995  | 137974  | 142951  | 147949  | 152956  | 157924  | 162911  | 167998  | 172886  | 177873  | 182861  | 187848  | 192836  |
| Rent               | 46776   | 48731   | 50686   | 52641   | 54596   | 56551   | 58506   | 60461   | 62416   | 64371   | 66326   | 68281   | 70236   | 72191   | 74146   |
| Total Enrollment   | 353500  | 367332  | 382165  | 396997  | 410830  | 425192  | 439549  | 453927  | 468319  | 482492  | 496854  | 511157  | 525499  | 539891  | 554154  |
| CONUNASS           | 224196  | 233201  | 242206  | 251211  | 260216  | 269221  | 278226  | 287231  | 296236  | 305241  | 314246  | 323251  | 332256  | 341261  | 350266  |
| Peculiar Allowance | 150334  | 156411  | 162489  | 168567  | 174644  | 180722  | 186800  | 192877  | 198955  | 205033  | 211110  | 217188  | 223266  | 229343  | 235421  |
| Rent               | 57466   | 59269   | 62252   | 64635   | 67017   | 69400   | 71783   | 74166   | 76549   | 78931   | 81314   | 83697   | 86080   | 88463   | 90845   |
| Total Enrollment   | 432015  | 449481  | 466947  | 484412  | 501878  | 519343  | 536809  | 554274  | 571740  | 589205  | 606671  | 624136  | 641602  | 659067  | 676533  |
| CONUNASS           | 362737  | 376208  | 389655  | 403104  | 416553  | 430002  | 443451  | 456900  | 470349  | 483798  | 497247  | 510696  | 524145  | 537594  | 551043  |
| Peculiar Allowance | 207128  | 214707  | 222287  | 229866  | 237445  | 245025  | 252604  | 260184  | 267763  | 275342  | 282922  | 290501  | 298081  | 305660  | 313239  |
| Rent               | 92515   | 96039   | 99562   | 103085  | 106610  | 110133  | 113657  | 117180  | 120704  | 124228  | 127751  | 131275  | 134799  | 138322  | 141846  |
| Total Enrollment   | 660251  | 724282  | 750311  | 776344  | 802374  | 828405  | 854436  | 880467  | 906498  | 932529  | 958560  | 984591  | 1010621 | 1036652 | 1062683 |
| CONUNASS           | 579391  | 599242  | 619093  | 638944  | 658795  | 678646  | 698497  | 718348  | 738199  | 758050  | 777901  | 797752  | 817603  | 837454  | 857305  |
| Peculiar Allowance | 373460  | 386233  | 399128  | 411959  | 424792  | 437624  | 450457  | 463290  | 476123  | 488956  | 501789  | 514622  | 527455  | 540287  | 553120  |
| Rent               | 120366  | 124550  | 128754  | 132948  | 137142  | 141338  | 145530  | 149724  | 153918  | 158112  | 162306  | 166501  | 170695  | 174889  | 179083  |
| Total Enrollment   | 1073217 | 1110095 | 1146973 | 1183851 | 1220729 | 1257608 | 1294484 | 1331362 | 1368240 | 1405118 | 1441995 | 1478873 | 1515753 | 1552630 | 1589508 |



|    |                  |                  |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|----|------------------|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 08 | CONUNASS         | 671747           | 695053  | 718259  | 741655  | 764971  | 782277  | 811683  | 834889  | 858195  | 881501  | 904807  | 928113  | 951419  | 974725  | 998031  |
|    |                  | Pedlar Allowance | 434231  | 445334  | 464438  | 479542  | 494646  | 509750  | 524854  | 539958  | 555062  | 570166  | 585270  | 600374  | 615478  | 630581  |
|    | Rent             | 141876           | 145870  | 151664  | 166859  | 161853  | 162348  | 171882  | 176837  | 181831  | 186825  | 191820  | 196816  | 201809  | 206803  | 211798  |
|    | Total Employment | 1247954          | 1291257 | 1334681 | 1378095 | 1421470 | 1464875 | 1508278 | 1551682 | 1595089 | 1638493 | 1681897 | 1725302 | 1768705 | 1812109 | 1855515 |
| 09 | CONUNASS         | 777984           | 802243  | 826502  | 850761  | 875020  | 899279  | 923538  | 947797  | 980056  | 1005315 | 1030074 | 1054833 | 1081092 | 1106551 | 1131610 |
|    |                  | Pedlar Allowance | 504252  | 520784  | 537175  | 553567  | 569958  | 586349  | 602741  | 619132  | 635524  | 651915  | 668307  | 684698  | 701089  | 717481  |
|    | Rent             | 167027           | 172518  | 178010  | 183501  | 188992  | 194483  | 199975  | 205466  | 210957  | 216448  | 221940  | 227431  | 232922  | 238413  | 243905  |
|    | Total Employment | 1449265          | 1498525 | 1547785 | 1597045 | 1646305 | 1695565 | 1744825 | 1794085 | 1843345 | 1892605 | 1941865 | 1991125 | 2040385 | 2089645 | 2138905 |
| 10 | CONUNASS         | 871729           | 906773  | 941817  | 986861  | 1022905 | 1068949 | 1099993 | 1135037 | 1176081 | 1214125 | 1252169 | 1290213 | 1328257 | 1366301 | 1404345 |
|    |                  | Pedlar Allowance | 558081  | 592931  | 617780  | 642630  | 667480  | 692330  | 717179  | 742028  | 766878  | 791727  | 816577  | 841427  | 866277  | 891127  |
|    | Rent             | 192852           | 201209  | 209578  | 218242  | 226759  | 235276  | 243793  | 252310  | 260827  | 269344  | 277861  | 286378  | 294895  | 303412  | 311929  |
|    | Total Employment | 1672902          | 1703912 | 1734922 | 1765932 | 1796942 | 1827952 | 1858962 | 1889972 | 1920982 | 1951992 | 1982002 | 2013012 | 2044022 | 2075032 | 2106042 |
| 11 | CONUNASS         | 973305           | 1013528 | 1053751 | 1093974 | 1134197 | 1174420 | 1214643 | 1254866 | 1295089 | 1335312 | 1375535 | 1415758 | 1455981 | 1496204 | 1536427 |
|    |                  | Pedlar Allowance | 634429  | 650703  | 666978  | 683252  | 699527  | 715801  | 732076  | 748350  | 764625  | 780899  | 797174  | 813448  | 829723  | 845997  |
|    | Rent             | 215433           | 224439  | 233444  | 242450  | 251455  | 260461  | 269467  | 278473  | 287478  | 296484  | 305489  | 314495  | 323501  | 332507  | 341513  |
|    | Total Employment | 1823167          | 1898877 | 1974587 | 2049297 | 2124007 | 2198717 | 2273427 | 2348137 | 2422847 | 2497557 | 2572267 | 2646977 | 2721687 | 2796397 | 2871107 |
| 12 | CONUNASS         | 1075363          | 1118656 | 1161950 | 1205243 | 1248537 | 1291830 | 1335124 | 1378417 | 1421711 | 1465005 | 1508299 | 1551593 | 1594887 | 1638181 | 1681475 |
|    |                  | Pedlar Allowance | 701005  | 729370  | 757735  | 786100  | 814465  | 842830  | 871195  | 899560  | 927925  | 956290  | 984655  | 1013020 | 1041385 | 1069750 |
|    | Rent             | 238278           | 247974  | 257670  | 267366  | 277062  | 286758  | 296454  | 306150  | 315846  | 325542  | 335238  | 344934  | 354630  | 364326  | 374022  |
|    | Total Employment | 2014717          | 2089599 | 2171779 | 2253959 | 2336139 | 2418319 | 2500499 | 2582679 | 2664859 | 2747039 | 2829219 | 2911399 | 2993579 | 3075759 | 3157939 |
| 13 | CONUNASS         | 1448598          | 1503508 | 1561413 | 1618320 | 1677227 | 1735134 | 1793041 | 1850948 | 1908855 | 1966762 | 2024669 | 2082576 | 2140483 | 2198390 | 2256297 |
|    |                  | Pedlar Allowance | 947579  | 997133  | 1029867 | 1062601 | 1105335 | 1148069 | 1190803 | 1233537 | 1276271 | 1319005 | 1361739 | 1404473 | 1447207 | 1489941 |
|    | Rent             | 329381           | 346097  | 362813  | 379529  | 396245  | 412961  | 429677  | 446393  | 463109  | 479825  | 496541  | 513257  | 530073  | 546789  | 563505  |
|    | Total Employment | 2722079          | 2835733 | 2950433 | 3064133 | 3177833 | 3291533 | 3405233 | 3518933 | 3632633 | 3746333 | 3860033 | 3973733 | 4087433 | 4201133 | 4314833 |
| 14 | CONUNASS         | 1820808          | 1891016 | 1961124 | 2031232 | 2101340 | 2171448 | 2241556 | 2311664 | 2381772 | 2451880 | 2521988 | 2592096 | 2662204 | 2732312 | 2802420 |
|    |                  | Pedlar Allowance | 1188552 | 1243622 | 1298692 | 1353762 | 1408832 | 1463902 | 1518972 | 1574042 | 1629112 | 1684182 | 1739252 | 1794322 | 1849392 | 1904462 |
|    | Rent             | 364574           | 384248  | 403922  | 423597  | 443271  | 462945  | 482619  | 502293  | 521967  | 541641  | 561315  | 580989  | 600663  | 620337  | 640011  |
|    | Total Employment | 3332314          | 3498726 | 3667119 | 3837440 | 4009780 | 4184120 | 4360460 | 4538800 | 4719140 | 4901480 | 5085820 | 5272160 | 5460500 | 5650840 | 5843180 |
| 15 | CONUNASS         | 2232189          | 2313648 | 2395007 | 2476366 | 2557725 | 2639084 | 2720443 | 2801802 | 2883161 | 2964520 | 3045879 | 3127238 | 3208597 | 3289956 | 3371315 |
|    |                  | Pedlar Allowance | 1406444 | 1461175 | 1517907 | 1572105 | 1627370 | 1682101 | 1736833 | 1791564 | 1846295 | 1901026 | 1955757 | 2010488 | 2065219 | 2119950 |
|    | Rent             | 406819           | 428921  | 451023  | 473125  | 495227  | 517329  | 539431  | 561533  | 583635  | 605737  | 627839  | 649941  | 672043  | 694145  | 716247  |
|    | Total Employment | 4047492          | 4206744 | 4370027 | 4537352 | 4708752 | 4884183 | 5063614 | 5247045 | 5434476 | 5625907 | 5821338 | 6020769 | 6224200 | 6431631 | 6643062 |



## B) **Conditionalities for CONTISS-II**

The salary table was agreed upon the condition that there must be unqualified commitment on the part of the Federal Government and the Non-Academic Staff Union of Educational and Associated Institutions (NASU) in the pursuit of their avowed goals, both parties would respect the sanctity of the regular university academic calendar and commit themselves to the primacy of dialogue and internal due process over and above tactics that undermine and disrupt good order in the conduct of university business, and strict adherence to the provisions of prescribed Minimum Academic Standards.

### 1 **University Autonomy**

Both Teams recognized that the universities already enjoyed considerable degree of institutional autonomy which should be sustained without prejudice to the constitutional steps being currently taken to strengthen university autonomy and corresponding accountability.

### 2 **Congregation**

NASU had demanded that the two representatives of Congregation presently elected into Council should be increased to four and shared equally between the teaching and non-teaching staff and that such membership should be open to all senior members of staff who are either graduates or members of recognised professional bodies.

Both teams agreed that the two present representatives of Congregation in University Councils should be maintained but shared between the Teaching and Non Teaching members of staff as Congregation may decide.

### 3 **Non-Regular/Non-Consolidated Allowances**

NASU demanded for the payment of the following Non-regular allowances for its members.

- Call Duty



- Disturbance/Inconvenience
- High Risk
- Overtime
- Scarce Skill
- Shift Duty

The Government Team recognizes that Duty Tour, Non-Accident Bonus, Call Duty, Scarce Skill, Overtime and Disturbance/Inconvenience allowances can be earned as may be determined by individual University Governing Councils.

### 3.5 Earned Allowances

Both Teams agreed that Earned allowances demanded by NASU and the rates applicable should be left at the discretion of the individual University Governing Councils but paid to qualified staff at the rates specified by way of the benchmark.

#### (i) Responsibility Allowance

Responsibility allowance shall be payable as follows:

|                                    | N                |
|------------------------------------|------------------|
| • Registrars and Bursars           | 750,000.00 p. a. |
| • Other Heads of Departments/Units | 300,000.00 p. a. |

#### (ii) Shift Duty, Overtime Work and Duty Tour

Both Teams recognized that some NASU members, by nature of their jobs, are involved in Shift Duty, Overtime work and Duty Tour and therefore agreed that such members shall be paid allowances at prevailing Government rates.



(iii) **Furniture**

Both Teams agreed that furniture allowance as a percentage of Pre-CONTISS basic salary which had been denied staff on CONTISS 01 – 05 has now been captured in the new salary table.

(iv) **Excess Work Load**

It was agreed that excess work load Allowance, which shall be phased out without delay, shall be paid to officers on CONTISS 13 at a rate of N3,500.00 per hour.

(v) **Staff Training and Development**

It was agreed that to enhance efficiency effectively and proficiency individual University Governing Councils should invest adequately on staff training and development.

(vi) **Field Trip/Teaching Practice/Industrial Supervision**

It was agreed that Field Trip/Teaching Practice/Industrial Supervision Allowances shall be paid by those involved at the rate of between N60,000.00 - N100,000.00 per annum as the University Governing Council may determine.

(vii) **Call/Shift Duty/Hazard**

It was agreed that it shall be paid as per Government agreed rates.

(viii) **Sabbatical Leave**

It was agreed that Senior Non-Teaching Staff on CONTISS 09 and above shall be entitled to Sabbatical leave, subject to each University Governing Council regulation.



(ix) **Laboratory/Workshop/Studio/Clinical/Hazard Allowance**

It was agreed that Senior Non-Teaching staff who are regularly and routinely exposed to Hazard in the Laboratory/Workshop/Studio/Clinics shall be paid N360,000.00 per annum. Also, Junior Non-Teaching staff who are similarly exposed to Hazard in the Laboratory/Workshop/Studio/Clinic shall be paid N180,000.00 per annum.

(x) **Students Work Experience Programme (SWEP)**

It was agreed that Technical Officers to Chief Technical Officers shall be paid at the rate of between N60,000.00 - N100,000.00 per annum as the University Governing Councils may determine.

**3.6 Periodic Review of the Agreement**

- (a) It was agreed that whenever there is a general increase in public sector salaries and allowances, the remuneration of non-academic staff shall be correspondingly increased.
- (b) A comprehensive review of the Agreement shall be undertaken in accordance with the ILO Convention 98 and within the framework of Medium Term Sector Strategy (MTSS) and Vision 20: 2020, and in this case by 2012, provided that a review of any of the issues covered by the Agreement may, by notice given by either party, be made at any time.

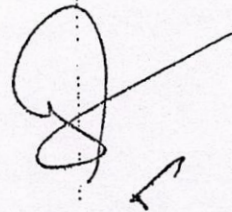
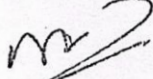
**3.7 Effective Date of the Agreement**

The effective date of this Agreement shall be 1<sup>st</sup> July, 2009, except that the effective date for the 65 years retirement age shall notionally be 1<sup>st</sup> January, 2010.



## Funding

Both teams agreed that being mindful of the processes for meeting the goal of 26% annual budgetary allocation to education as enunciated in the UNESCO benchmark, the Federal Government shall endeavour to progressively increase its budgetary allocation to Education Sector in accordance with its Vision 20:2020 programme.





## CHAPTER FOUR

### 4.0 ISSUES ON WHICH NO AGREEMENT WAS REACHED

#### 4.1 Government Policies and University Education

There was disagreement on the following NASU demands which bordered on Government Policies and University Education.

NASU Team had proposed a review of the present Federal Government Reform agenda in the education sector on the premise that it would lead to retrenchment, rationalization of the workforce, and commercialization of the education industry. Other implications of the policy, the NASU Team believed, included:

- \* Restriction of access to education;
- \* Postponement of Nigeria's dream of Scientific and Technological breakthrough; and
- \* Incessant interruption in the university calendar as a result of industrial crisis occasioned by agitations by University Staff Unions.

The Government Team, however, was persuaded that the current drive of the Federal Government in its reform policies in the education sector is to increase access to University Education and raise its standards. The Team also believed that rationalization of the workforce could result in job creation.

#### 4.2 University Governance

There was disagreement on the following NASU demands which bordered on University Governance.

##### (i) Composition of Internal members of Governing Council

NASU demanded that the following University Principal Officers: the Registrar, Bursar, and the Librarian be made full fledged members of the Governing Council by virtue of their position in the university.



The Government Team held that no sufficiently convincing argument had been presented for changing the existing position as these officers were in attendance at meetings where their professional advice could be given.

(ii) **Appointment of Vice-Chancellors**

NASU had proposed that the selection of a Vice-Chancellor should involve all stakeholders in the Universities, viz:

- Students
- Alumni
- Academic staff
- Senior non-teaching staff
- Junior staff

Government Team, however, did not accept the above NASU demand and recommended that each University Governing Council should examine the administrative issues raised by NASU in the light of the relevant laws and statutes of the University.

4.3 **OTHER DEMANDS**

NASU proposed:

- i. A 200% increase on the existing rate of housing loan to its members
- ii. A minimum of N200,000.00 as Motor-Cycle loan to its members
- iii. A minimum of N100,000.00 as Motor-cycle refurbishing loan to its members
- iv. A minimum of N500,000.00 and a maximum of N1.5 million as car loan to NASU members, in accordance to the revised financial regulations in the public service.
- v. A minimum of N100,000.00 and a maximum of N400,000.00 as car refurbishing loan to qualified NASU members.



Government Team is of the view that individual University Governing Councils should decide the quantum of funds to be allocated to various sub-heads in their annual budgets.

4.4

#### University Staff Schools

- (a) The University shall bear the full capital and recurrent costs of University Staff Primary Schools (as in the FGN/NASU 2001 Agreement).
- (b) The University shall (without recourse to Government) bear the full Capital Cost of University Secondary Schools while parents bear the full Recurrent Cost.

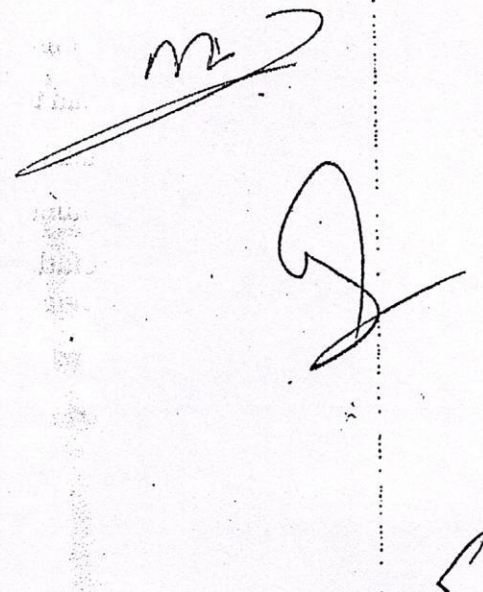
4.5

#### OTHER ALLOWANCES

NASU demanded:

- i. That universities should pay 20% of annual basic salary as Personal Tools/Equipment Allowance to deserving NASU members.
- ii. That universities should provide protective wears/uniform to deserving NASU members every two years.

The Federal Government Team is of the view that the individual University Governing Councils should provide these working tools for effective service delivery.

Handwritten signature and initials in black ink, located in the lower right quadrant of the page. The signature appears to be 'M. J.' with a long horizontal stroke underneath. Below it is a large, stylized initial 'J'.



## CHAPTER FIVE

### 5.0 OTHER MATTERS

#### 5.1 Machinery for Collective Bargaining and Labour/Management Relations in the Universities

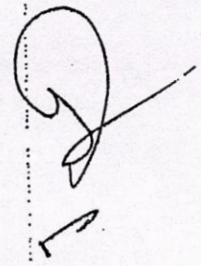
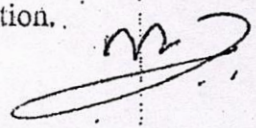
It was agreed that there shall be a review of the Collective Bargaining machinery in the university system, including procedure and substance of negotiations. All the problems and issues that have arisen on the procedure and levels of negotiations will be resolved at such review, and this is to be referred to the Federal Ministry of Labour to undertake.

#### 5.2 Machinery for the Implementation and Monitoring of the Agreement

An Implementation Monitoring Committee shall consist of:

- (a) Two members representing the Committee of Pro-Chancellors (CPC), one of whom shall be the Chairman of CPC. The Chairman of CPC shall be the Chairman of the Committee;
- (b) The Chairman, Committee of Vice-Chancellors of Federal Universities (CVC),
- (c) One member representing the NUC as Secretary;
- (d) One member representing the Federal Ministry of Education;
- (e) Five members representing NASU; and
- (f) It is recommended that the following be members of the Committee:
  - One representative of the Senate Committee on Education;
  - One representative of the House Committee on Education;
  - Chairman, Committee of Pro-Chancellors of State Universities; and
  - Chairman, Committee of Vice-Chancellors of State Universities.

The Committee shall report to the Honourable Minister of Education.





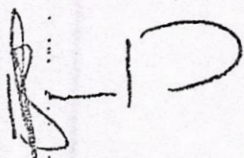
5.3 Non-Victimization of NASU Members

IT WAS AGREED THAT NOBODY SHALL BE VICTIMISED IN ANY WAY WHATSOEVER FOR HIS/HER ROLE IN THE PROCESS LEADING TO THIS RE-NEGOTIATION AND AGREEMENT.

5.4 Acknowledgement

The FGN/NASU Re-negotiation Committee wishes to express appreciation for the opportunity to have participated in the Re-negotiation exercise.

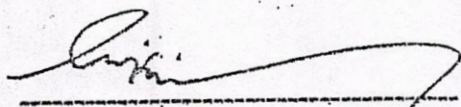
Signed this 5th day of November, 2009



**Dr. B. O. Babalakin SAN, OFR**  
Chairman, Committee of Pro-Chancellors (CPC)  
of the Federal Universities and  
Pro-Chancellor, University of Maiduguri



**Comrade Peters A. Adeyemi, JP**  
General Secretary, NASU for and on behalf of the  
Non-Academic Staff Union of Educational and  
Associated Institutions.



**Deacon Gamaliel O. Onosode, OFR**  
Chairman FGN/NASU Re-negotiation Committee and  
Pro-Chancellor, University of Lagos