

**FINAL AGREEMENT BETWEEN THE FEDERAL GOVERNMENT AND THE  
LABOUR MOVEMENT REPRESENTED BY THE NIGERIA LABOUR  
CONGRESS (NLC) AND THE TRADE UNION CONGRESS (TUC) ON THE  
IMPLEMENTATION OF THE NEW NATIONAL MINIMUM WAGE ACT 2011**

1. On July 19, 2011 the Federal Government reached an Agreement with the Labour Movement represented by Nigeria Labour Congress (NLC) and Trade Union Congress (TUC) on the implementation of the new National Minimum Wage (Amendment) Act, 2011.
2. The contents of that Agreement are re-affirmed as follows:
  - i. The Federal Government agrees to comply with the new National Minimum Wage (Amendment) Act, 2011.
  - ii. In view of the contents of clause 3 of the Agreement, detailed negotiations were undertaken by a Technical Committee comprising representatives of both the Federal Government and Labour Movement to address the relativity implications of the implementation of the new National Minimum Wage Act, 2011.
  - iii. Considering that all Federal Government Public Service Harmonised Salary Structures had at least a 53.4% increase in the past one year, and noting that the current issue is the implementation of the New National Minimum Wage (Amendment) Act, 2011, and also taking the relativity factor into account, the implementation and consequential adjustments across board shall be limited to the eleven (11) Billion Naira additional cost per annum to the Federal Public Service Wage Bill in 2011.
  - iv. An endorsed copy of the agreed payment table in respect of the Consolidated Public Service Salary Structure (CONPSS) is attached to this Agreement and circulars based on the table will be issued accordingly by the National Salaries, Incomes and Wages Commission.

*[Handwritten signatures]*

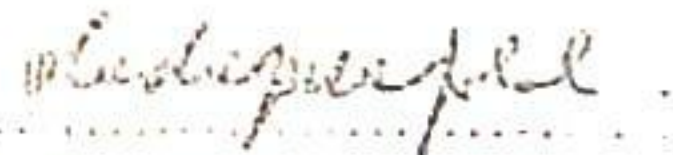


- v. The new minimum wage and the associated adjustment will be implemented with effect from August 1, 2011.
  - vi. The arrears of the new wages with effect from March 23, 2011, will be paid not later than August 31, 2011.
  - vii. No worker shall be victimized in any manner or form as a consequence of the unions' activities leading to the implementation of the new National Minimum Wage.
3. Any other issue of wage review shall be addressed based on existing Collective Bargaining Agreements and within the framework of existing Sectoral Collective Bargaining.

**Government**



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**Senator Anyim Pius Anyim, GCON**  
 Secretary to the Government of the Federation



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**Prof. O. A. Afolabi, OON**  
 Head of the Civil Service of the Federation

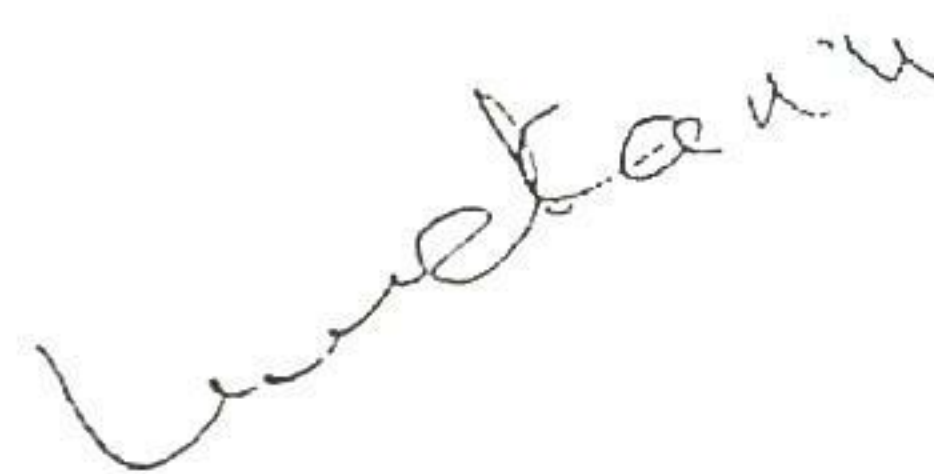
**Federations of Trade Unions**



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**Com. Abdulwahed Ibrahim Omar**  
 President, Nigeria Labour Congress



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**Com. Peter Esele**  
 President, Trade Union Congress



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**Chief Emeka Wogu**  
 Honourable Minister  
 Federal Ministry of Labour and Productivity  
**Witnessed the signing of this Agreement**

**Dated this 16<sup>th</sup> Day of August 2011**



SUMMARY OF COST OF THE PROPOSED SALARY INCREASES

Salary Structure	Staff Strength	Current Cost N	Proposed Cost N	Additional Cost N
CONPSS	195,765	150,667,384,539	153,260,203,955	2,592,819,416
CONRAISS	47,615	65,557,363,739	66,081,605,739	514,242,000
CONAFSS	..	108,795,330,358	110,058,282,358	1,262,952,000
CONICSS	..	23,485,200,789	23,633,938,389	148,737,600
CONUASS II	19,617	57,570,964,950	57,782,828,550	211,863,600
CONTISS II	55,035	57,024,351,289	57,618,729,289	594,378,000
CONTEDISS	19,747	20,592,517,634	20,805,785,234	213,267,600
CONPCASS	13,937	33,949,781,721	34,100,301,321	150,519,600
CONHESS	26,113	42,086,744,008	42,368,754,408	282,020,400
CONMESS	9,282	21,171,222,958	21,271,468,558	100,245,600
CONLESS	6,505	8,935,849,491	9,006,103,491	70,254,000
CONPOSS	313,919	220,490,081,587	223,880,406,787	3,390,325,200
CONPASS	92,249	105,014,374,590	106,010,663,790	996,289,200
TOTAL	930,496	915,351,167,653	925,879,081,868	10,527,914,215
5% mark-up allowance to take care of uncaptured variables		45,767,558,383	46,293,954,093	526,395,711
FINAL ESTIMATED COST		961,118,726,036	972,173,035,962	11,054,309,926

NOTE

CONPSS 01 - 04 : N11,122 PER ANNUM WAS ADDED + ANOTHER N10,800 PER ANNUM

CONPSS 05 - 17: N10,800 PER ANNUM WAS ADDEDD

OTHER SALARY STRUCTURES : N10,800 PER ANNUM WAS ADDED FOR ALL GRADE LEVELS

MINIMUM PAY (GL. 01 step 1) - N18,900