

**AGREEMENT**

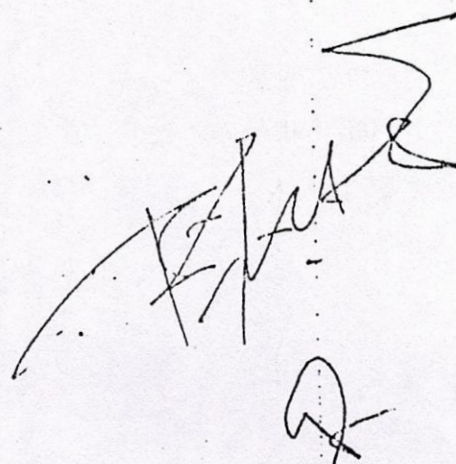
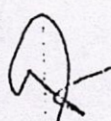
**BETWEEN**

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

**AND**

**SENIOR STAFF ASSOCIATION OF NIGERIAN  
UNIVERSITIES (SSANU)**

NOVEMBER 2009

Handwritten signature and initials in black ink, appearing to be 'F. A. A.' with a large flourish above it.Handwritten initials in black ink, appearing to be 'D.'.A small handwritten mark or signature in the bottom right corner.

## CHAPTER ONE

### 1.0 PREAMBLE

#### 1.1 ESTABLISHMENT OF THE FGN/SSANU 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 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 Honourable Minister of Education, Dr. (Mrs.) Obiageli Ezekwesili, on behalf of the Federal Government of Nigeria (FGN), inaugurated the FGN/SSANU 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 SSANU Re-negotiation Team led by the President of SSANU, Barr. P.A.K. Adewusi.

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

Reference to Universities in this document, except as otherwise suggested by the context, means Federal Universities.

#### 1.2 TERMS OF REFERENCE

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

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

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

#### 3.1 FGN RE-NEGOTIATION TEAM

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

SSANU RE-NEGOTIATION TEAM

(a)	Barrister P.A.K. Adewusi	National President, SSANU University of Lagos, Lagos.	Team Leader
(b)	Sir B.A.C. Onwurah	University of Nigeria Nsukka, Nsukka.	Member
(c)	Bala G. Sokoto	Usman Danfodiyo University, Sokoto.	Member
(d)	S. C. Enyindah	Rivers State University of Science & Technology, Port Harcourt.	Member
(e)	T. T. Ahile	University of Agriculture, Makurdi.	Member
(f)	S. C. Owhondah	University of Port Harcourt, Port Harcourt.	Member
(g)	Glory Sokoh	Delta State University, Abraka.	Member
(h)	I. A. Bello	Ahmadu Bello University, Zaria.	Member
(i)	O. Olaniyan	Obafemi Awolowo University Ile-Ife.	Member
(j)	S. C. Ugwoke	Enugu State University of Science & Tech., Enugu.	Member
(k)	C. Ini-Ekpo	University of Calabar, Calabar.	Member
(l)	C. Omeje	University of Nigeria, Nsukka.	Member
(m)	Abel Ejiowhor	University of Port Harcourt, Port Harcourt	Member
(n)	A. E. Odiase	Ambrose Alli University, Ekpoma.	Member
(o)	E. A. Bankole	University of Agriculture, Abeokuta.	Member

- (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.

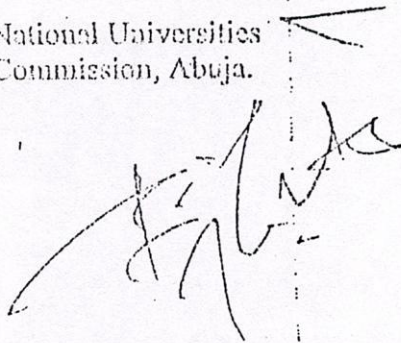
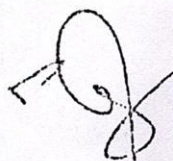
#### 1.3.4 OBSERVERS

- (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. Uvali Deputy Executive Secretary (University Education) National Universities Commission, Abuja.
- (d) Mr. P. I. Ekun Representative of the Special Services Office, The Presidency, Abuja.
- (e) Mrs. E. O. Okojekwu 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. Adighiogun 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. Samusi  
Representative of the  
Budget Office of the Federation,  
Federal Ministry of Finance, Abuja.

1.3.5 JOINT SECRETARIAT

- (a) Mr. A. E. Odiase - Representative of SSANU.
- (b) Chief G. O. Wogu - Representative of SSANU.
- (c) Mrs. Ann E. Aiyedun - Representative of Federal  
Ministry of Education, Abuja.
- (d) Mrs. Q. U. Eleber - Representative of Federal  
Ministry of Education, Abuja.
- (e) Mrs. C. N. Goddy-Nuadi - 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, had consultations with stakeholders and solicited for data from the universities;
- (b) Received Position Papers from the SSANU Team (Appendix 1) documenting its demands and a Position Paper from the FGN Team in response to the Union's demands (Appendix 4);
- (c) Utilized various documentary submissions from the universities and relevant Government Agencies;
- (d) Received Presentations from members on their 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 Senior Staff Association of Nigerian Universities (SSANU);
- (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

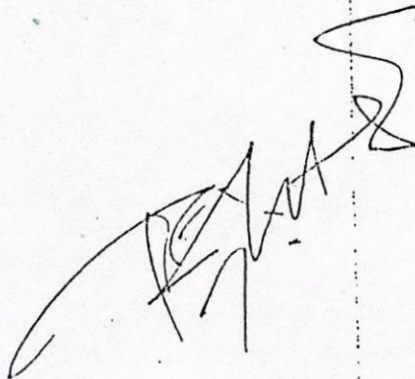
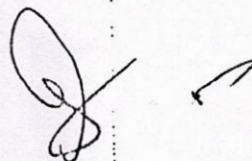
Whereas the Agreement is directed towards ensuring that there is a viable university system with one, rather than a multiple set of academic standards; and whereas it is recognized by the Negotiating Teams that education is on the Concurrent List and by this Agreement, the Federal Government does not 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.

#### ISSUES FOR RE-NEGOTIATION

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
- (d) Other Matters.

A large, stylized handwritten signature in black ink, located to the right of the list of issues. The signature is highly cursive and difficult to decipher.A handwritten signature or mark in black ink, located at the bottom right of the page. It consists of a large, looped signature followed by a small arrow-like mark pointing to the right.



## CHAPTER THREE

### CONDITIONS OF SERVICE

#### (a) Salary Structure for Senior Staff Association of Nigerian Universities (SSANU)

It was agreed that there shall be a separate Salary Structure for Senior Staff Association of Nigerian Universities (SSANU) 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 University Administrative and Professional Peculiar Allowance (CONUAPPSA), exclusively for Senior Staff Association of Nigerian Universities (SSANU) and derived from allowances not consolidated or adequately reflected in CONTISS, in terms of the monetary values deemed to have been imputed to them, viz.:
- |                                |                         |
|--------------------------------|-------------------------|
| (a) Administrative Staff       | (l) Research Project    |
| (b) Domestic Servant           | (m) Project Supervision |
| (c) Driver                     | (n) Research            |
| (d) Examination Administration | (o) Rural Posting       |
| (e) Field Trip                 | (p) Teaching            |
| (f) Furniture                  | (q) Transport           |
| (g) Hazard                     | (r) Utility             |
| (h) Inducement                 | (s) Excess Workload     |
| (i) Industrial Supervision     | (t) Annual Leave        |
| (j) Journal                    | (u) Meal Subsidy        |
| (k) Learned Society            |                         |
- (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)



## Conditionalities for CONTISS II

The Salary table was agreed on the condition that there must be unqualified commitment on the part of the Federal Government and the Senior Staff Association of Nigerian Universities (SSANU) that, 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 those tactics that undermine and disrupt good order in the conduct of university business, and strict adherence to the provisions of prescribed Minimum Academic Standards.

### Earned Allowances

Both Teams agreed that Earned allowances demanded by SSANU 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 SSANU 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) **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.

(iv) **Staff Training and Development**

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

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

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

(vi) **Call/Shift Dut./Hazard**

It was agreed that it shall be paid at prevailing Government rates.

(vii) **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.

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

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

(ix) **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.

(x) **University Staff Schools**

(i) The University shall bear the full capital and recurrent costs of University Staff Primary Schools.

(ii) The University shall (without recourse to Government) bear the full Capital Cost of University Secondary Schools while parents bear the full Recurrent Cost.

(xi) **Occupational Hazard Insurance Policy (OHIP)**

It was agreed that each University Governing Council shall institute Occupational Hazard Insurance Policy for SSANU members who are regularly and routinely exposed to various forms of hazards in the performance of their duties.

**National Universities Commission (NUC)**

Both Teams emphasized that the National Universities Commission (NUC) should continue to operate within its statutory mandate.

**Restoration of University Autonomy**

Both Teams recognized that the Universities already enjoy considerable institutional autonomy which should be sustained without prejudice to steps taken to strengthen its internal transparency and accountability.

**University Governance**

**Congregation**

SSANU 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.

#### Periodic Review of the Agreement

i) 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.

ii) 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.

#### Retirement Age

It was agreed that subject to the necessary amendment to the Pensions Act and other relevant legislation, members of SSANU shall be allowed to continue in service until age 65 years.

#### 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 the Education Sector in accordance with its Vision 20:2020 programme.

## CHAPTER FOUR

### ISSUES ON WHICH NO AGREEMENT WAS REACHED

#### University Governance

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

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

SSANU 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**

SSANU 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 SSANU demand and recommended that each University Governing Council should examine the administrative issues raised by SSANU in the light of the relevant laws and statutes of the University.

(iii) **Directorate of Academic Planning**

SSANU demanded strict compliance with establishment regulations for the appointment of substantive professionals in

Academic Planning to head the Directorate of Academic Planning.

Government Team did not accept the above demand and recommended that each University Governing Council should look into the administrative issues raised by SSANU in the light of the relevant laws and statutes of the University.

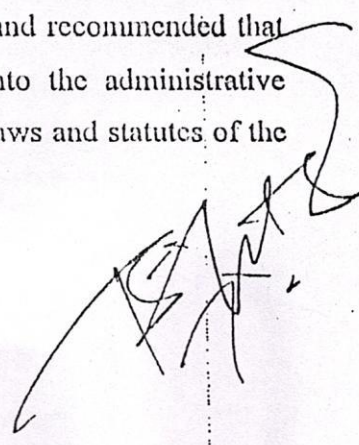
(iv) **Directorate System in University Administration**

SSANU demanded the creation of the following directorates out of the Registry and Bursary:

<b>Registry</b>	<b>Bursary</b>
Council Affairs	Budget
Legal Service Unit	Treasury
Personnel	Salaries and Wages
Academic Affairs	Final Accounts
Students Affair	Audit
General Administration	

SSANU restated the enormity of the workload at various units of the Registry and the Bursary, in view of the need for greater efficiency and increased productivity in these units. This will ensure that a Registrar or Bursar who has served his tenure and who still has some service years can revert to any unit and retain his salary as is the case with the Vice-Chancellors.

Government Team did not accept the above demand and recommended that each University Governing Council should look into the administrative issues raised by SSANU in the light of the relevant laws and statutes of the University.





(v) **Appointments and Promotions (A&P) Committee for Senior Non-teaching Staff**

SSANU demanded for the immediate establishment of the Appointments and Promotions Committee for the senior non-teaching staff to include the following:

- The Vice-Chancellor as Chairman
- The Registrar
- The Bursar
- The Director of Works/Physical Planning
- The Director of Health Services
- Two External Members of Council
- Two representatives of SSANU to be nominated by the Union

Government Team did not accept the above demand and recommended that each University Governing Council should look into the administrative issues raised by SSANU in the light of the relevant laws and statutes of the University.

(vi) **Deanship of Student Affairs**

SSANU demanded that the position of Dean of Student Affairs should be re-designated Director of Students' Affairs and headed by a senior administrative staff. The Government Team notes that the position of Dean of Student Affairs is essentially administrative but is of the view that the choice of who occupies such a position should be determined by the Management with reference to individual competence and suitability irrespective of whether the person is an administrative or academic staff.

(vii) **Management of Students' Halls of Residence**

SSANU demanded that university hostels should be left in the management of administrative staff of the universities.

Both teams agreed and recommended that each University Governing Council should look into the administrative issues raised by SSANU in the light of the relevant laws and statutes of the University.

(viii) **Headship of Service Units of Universities**

SSANU demanded that the headship of non-teaching service Units/Centres/Departments, i.e.

- Health/Medical Centres
- Works & Services Departments
- Physical Planning Units
- Security
- Guest House/Conferences Centres
- Sports Centres
- Legal Services Units
- Information/Protocol/PRO Unit

be left to qualified non-teaching staff who are career staff of these centres, to promote efficiency, productivity and job satisfaction.

Government Team did not accept the above demand and recommended that each University Governing Council should look into the administrative issues raised by SSANU in the light of the relevant laws and statutes of the University.

(ix) **Review of Staff Ratio and Staff Establishment**

SSANU demanded that the ratio for the various categories of non-teaching staff should be as follows:

- (a) Administrative Officers should be 4% of total student population,
- (b) Executive Officer cadre should be 3.5% of total student population,
- (c) Senior Technical Staff should be 2% of total student population,
- (d) Senior Secretarial Staff should be 1%

Government Team, however, did not accept the above SSANU demand and recommended that each University Governing Council should look into the

administrative issues raised by SSANU in the light of the relevant laws and statutes of the University.

(x) **Contributory Pension Scheme**

SSANU had demanded:

- (a) that the Federal Government should increase the employers contribution to 15% while staff members (employees) contribute 7.5% each; and the immediate implementation of section 9 (3) of the Pensions Reform Act which stipulates that the employer shall maintain Life Insurance Policy to a minimum of 3 (three) times the annual total emolument of the employee; and
- (b) Frowned at the lumping of the gratuity benefit with the Contributory Pension under the new Pensions Reform Act. This is at variance with the World's best practice in Pension Administration and has denied Pensioners the full benefits of their (retirement package.) SSANU therefore demands that payment of gratuity to retirees should continue notwithstanding the new Pension Reform Act.

Government Team did not accept the above SSANU demand. It noted that the Contributory Pension Scheme is a policy of the Federal Government backed by law and is applicable to all Public Servants.

**Non-Regular Allowance**

SSANU demanded all Primary and Secondary school teachers who teach Science/ Mathematics/ French/ English be paid 20% of their annual basic salary as special allowances and those in curricula activities 15% of their annual basic salary as special allowances.

The Government Team recognized that Science/ Mathematics/ French/ English Teachers and Co-curricula allowances are paid to affected teachers in Public Schools. Government Team, therefore, recommended that such allowances should be paid to the relevant teachers in the University Primary and Secondary Schools as may be determined by individual University Governing Councils.

## CHAPTER FIVE

### OTHER MATTERS

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

It is agreed that there shall be a review of the Collective Bargaining machinery in the university system, including procedure and substance of negotiations. All 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.

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

Implementation Monitoring Committee shall consist of:

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;

The Chairman, Committee of Vice-Chancellors of Federal Universities (CVC),

One member representing the NUC as Secretary;

One member representing the Federal Ministry of Education;

Five members representing SSANU; and

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.

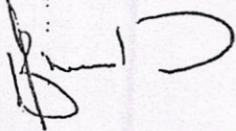
5.3 Non-Victimization of SSANU Members

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

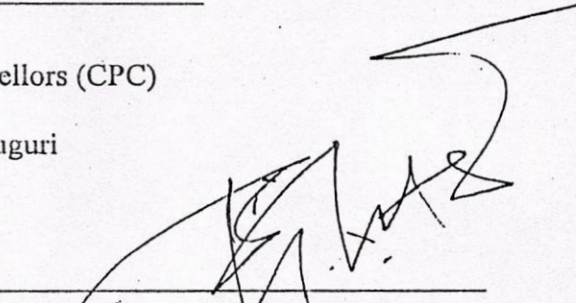
The FGN/SSANU Re-negotiation Committee wishes to express appreciation for the opportunity to have participated in the Re-negotiation exercise.

Signed this 5<sup>th</sup> ..... day of November ..... 2009



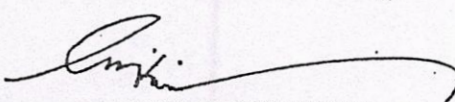
---

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



---

**Barr. P.A.K. Adewusi**  
National President, SSANU for and on behalf of the  
Senior Staff Association of Nigerian Universities



---

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