

AGREEMENT BETWEEN

THE FEDERAL GOVERNMENT

OF

NIGERIA

AND

THE ACADEMIC STAFF

OF

NIGERIAN UNIVERSITIES

3<sup>rd</sup>

September 1992

Professor, Finance  
Vice-Chancellor,  
University of Agriculture, Makurdi.

Member

Mr. J.O. Ajibola,  
Director, Planning, Research and  
Public Service.  
The Presidency, Abuja

Member

Dr. Maduka Nwakwesi,  
Director, Productivity, Prices  
and Income Board,  
Representing the Federal  
Ministry of Finance

Member

Mrs. Ifeyinwa Rita Njokanma,  
Principal Legal Officer,  
Representing the Federal  
Ministry of Justice.

Member

Professor, Idris Abdulkadir,  
Executive Secretary, National  
Universities Commission.

Member

Dr. Abdullahi Rafi Augi,  
Director, Post-Secondary and Higher  
Education, Federal Ministry of Education  
and Youth Development

Member

Alhaji T.A. Uthman,  
Director, Trade Union Services  
and Industrial Relations.  
Representing the Federal Ministry of  
Employment, Labour and Productivity.

Secretary

Mr. M.B. Ligali,  
Deputy Director, (Universities),  
Fed. Ministry of Education and  
Youth Development.

ASUU Team

Dr. Attahiru M. Jega  
National President

Bayero University, Kano

Leader

Dr. Sola Olukunle  
National Vice-President

University of Ibadan

Member

Mr. Abubakar Momoh  
National Treasurer

Lagos State University  
Ojo.

Member

Dr. Rufai A. Alkali  
Nat. Financial Secretary

University of Maiduguri

Member

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Prof. Tunde Oduleye	University of Ilorin	Member
Prof. Eskor Toyo	University of Calabar	Member
Dr. Abdullahi Mahdi	Ahmadu Bello University Zaria	Member
Prof. Aaron T. Gana	University of Jos	Member
Prof. Akin Oyebo	Ondo State University Ado-Ekiti	Member
Dr. Mustapha A. Danesi	University of Lagos	Member
Dr. Peter Ozo-Eson	University of Jos	Member
Dr. Oladipo Fashina	Obafemi Awolowo University, Ile-Ife	Member
Dr. H. Assisi Asobie	University of Nigeria Nsukka	Member
Prof. Omotoye Olorode	Obafemi Awolowo University, Ile Ife	Member
Prof. Bright Ekuerhara	Edo State University Ekpoma	Member

In Attendance

Mallam Bashir Kurfi	Ahmadu Bello University Zaria	Member
Mr. S. A. Fadipo	Senior Administrative Secretary, ASUU	Member

1.4 There was a stalemate followed by ASUU's resumption of its strike. Thereafter, ASUU was proscribed.

1.5 After a break of three months, negotiation reopened on 20th August, 1992 between the Government Negotiating Team and the representatives of the Academic Staff of Nigerian Universities. The Government Team comprised:

Owelle G.P.O. Chikelu  
Honourable Minister of Establishments  
and Management Services

Leader

Professor O.O. Akinkugbe  
Chairman, National Implementation Committee  
of the White Paper on the Report of the  
Commission on the Review of Higher Education  
in Nigeria

Member

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RECORDED  
Abdullahi Danburam Jada  
Vice-Chancellor, Usmanu Danfodiyo  
University, Sokoto

Member

Chief Arthur C.I. Mbanefo  
Vice-Chancellor,  
Ahmadu Bello University, Zaria

Member

Professor Idris Abdulkadir,  
Executive Secretary, National  
Universities Commission.

Member

Professor I.B. Mohammed  
Vice-Chancellor, University  
of Abuja.

Member

Professor A.A. Ilemobade  
Vice-Chancellor,  
Federal University of Technology, Akure

Member

Mr. J.O. Ajibola,  
Director, Planning, Research and Public  
Service, The Presidency, Abuja.

Member

Rev. J.T. Okon,  
Deputy Director, Federal Ministry  
of Employment, Labour & Productivity

Member

Dr. Abdullahi Rafi Augi  
Director, Post-Secondary & Higher Education,  
Federal Ministry of Education and  
Youth Development

Member

Mr. M.B. Ligali,  
Deputy Director, (Universities Division)  
Federal Ministry of Education and  
Youth Development.

Secretary. ....

The Academic Staff of Nigerian Universities  
were represented by:

Dr. Attahiru M. Jega  
Bayero University, Kano

Leader

Dr. Sola Olukunle  
University of Ibadan  
Ibadan.

Member


Dr. Abdullahi Mahdi  
Ahmadu Bello University, Zaria

Member

Dr. Mustapha A. Danesi  
University Of Lagos, Lagos.

Member

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Professor Eskor Toyo  
University of Calabar, Calabar

Member

Professor Tunde Oduleye  
University of Ilorin, Ilorin

Member

Professor Akin Oyeboye  
Ondo State University, Ado-Ekiti

Member

Professor Bright Ekuerhare  
Edo State University, Ekpoma

Member

Dr. H. Assisi Asobie  
University of Nigeria, Nsukka

Member

Dr. Peter Ozo-Eson  
University of Jos

Member

Dr. Oladipo Fashina  
Obafemi Awolowo University, Ile-Ife

Member

Dr. Rufai A. Alkali  
University of Maiduguri, Maiduguri

Member

Mr. Abukakar Momoh  
Lagos State University, Ojo

Member

#### Advisers

Professor Omotoye Olorode  
Obafemi Awolowo University, Ile-Ife

Professor Aaron T. Gana  
University of Jos, Jos.

Mallam Bashir Kurfi  
Ahmadu Bello University, Zaria.

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## CHAPTER TWO

### A G E N D A

The meeting agreed on the following agenda for its deliberations:

- (i) Resumption of classes by Academic Staff in Nigerian Universities
- (ii) Funding
- (iii) University Autonomy and Academic Freedom
- (iv) Conditions of Service
- (v) Status of the Agreement
- (vi) Any Other Business.

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### CHAPTER THREE

#### BASIS AND PROCEDURE FOR THE NEGOTIATION

- 3.1 The negotiations were based on the following documents, viz:
- (i) How Nigerian Universities can survive: ASUU's Negotiation Document towards Resolving the Industrial Dispute Between the Union and the Federal Government of Nigeria
  - (ii) Views and Comments of the Federal Government on the Report of the Commission on the Review of Higher Education in Nigeria
  - (iii) The Federal Government Circular on Review of Fringe Benefits Ref. No. B.63304/XIII/ 879 of 29th June, 1992.
- 3.2 Tabulated abstracts of the documents prepared by both parties were used as working papers. The items in the abstracts were taken sequentially under each agenda head.

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PART II

ISSUES NEGOTIATED

AND

AGREEMENTS REACHED

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the issue.

ated under.

- (1) The determination of the quantum of resources required to fund the university system.

to enable universities to meet their needs.

THE QUANTUM OF RESOURCES AT THE UNIVERSITY LEVELS AT ADEQUATE LEVELS.

It was agreed that the following levels of resources would be required:

(a) Recurrent Expenditure (1991 to 1995)

1992: N2.28 (exclusive of N1.08b arising from this agreement).

1993: N2.60b

1994: N3.12b

1995: N3.74b

(b) Capital Expenditure

It was agreed that the following levels of resources would be required for development and sustenance of the university system from 1991 to 1995 as follows:

1992: N1.20b (exclusive of N1.08b arising from this agreement).

1995: N1.20b

(c) Special Budgetary Provision for the Library

It was agreed that the library should be provided with a head of its own and have 10% of the total recurrent budget.

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(a) Higher Education Tax  
It was agreed that a 2% pre-tax profit levy to be called Higher Education Tax and applicable to all companies in Nigeria shall be instituted. The universities' share of this tax shall be applied primarily for the following purposes:

- Work Centres
- Staff Development and Conference Attendance
- Higher Education Library System
- Research and Equipment Procurement and Maintenance
- Higher Education Book Development Fund.

(b) Stabilisation Fund

It was agreed that a Stabilisation Fund of ₦1.5 billion be established to protect universities from fluctuations in annual budgetary allocations. It was further agreed that ₦0.5 billion be provided annually for three years beginning from 1992 to build up the fund. The Fund shall be managed by a Board of Trustees.

(c) Transfer of Landed Property in Lagos, Abuja and Other Places to the Universities.

It was agreed that the Government of the Federal Republic of Nigeria shall allocate and/or transfer some land and landed property in Lagos, Abuja and other places to universities for revenue generation. It was further agreed that a University Property Company be set up to hold and manage property handed over to universities by the Federal Government. All universities shall be entitled to have shares in the company. It was also agreed that individual universities should make requests to the various Governments for allocation of land in any part of the Federation for the purpose of revenue generation.

(d) Patronage of Universities' Consultancy Services

It was agreed that the Federal Government shall patronise university consultancies as an additional means of revenue generation. The Government shall also take necessary steps to encourage state governments, other parts of the public sector, as well as the private sector to patronise university consultancies.

(e) Partial Introduction of Fees

There was no agreement.

It was agreed that contributions of funds by Associations to universities should be encouraged through direct fund raising, endowments, bequests, etc.

(g) Private Sector Contributions

It was agreed that the private sector of the Nigerian economy shall be actively encouraged to make voluntary financial and material contributions to Nigerian universities in order to sustain them and enhance their development.

(h) Contributions by Voluntary Agencies and Philanthropic Individuals

It was agreed that financial and material contributions to Nigerian Universities by voluntary agencies, individual entrepreneurs and philanthropists, shall be encouraged.

4.1.3 OTHER FUNDING MATTERS

(a) Federal Government's Provisions for the Annual Recurrent Expenditure of Universities

It was agreed that government should provide adequate funding to the universities through its budgetary framework. However, universities shall be encouraged to continuously improve their internal revenue generating efforts and capacities.

(b) Involvement of the Private Sector in the Commercialisation of Inventions and Discoveries

It was agreed that the commercialisation of inventions and discoveries emanating from Nigerian universities by or in collaboration with the private sector of the Nigerian economy, shall be encouraged. Raising funds for the development of universities should, however, not be the major aim of this measure. At best, this measure is a very irregular source of income for the universities.

(c) Cost-Saving Measures

It was agreed that each Academic Department in the Nigerian universities shall be provided with a minimum set of equipment to enable it to execute its mandate. The collective use of highly specialised equipment of exceedingly high costs among Departments should be encouraged. Each university will arrange its own cost-saving measures.

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Duty-free Importation of Educational Materials by Universities

It was agreed that universities shall be entitled to duty-free importation of books, equipment, journals, and other educational materials. Where such goods are purchased locally, universities shall be entitled to refund of duty paid.

(d) Setting up of Research and Development Units by Companies Operating in Nigeria

It was agreed that all companies operating in Nigeria shall be encouraged to set up Research and Development units in Nigeria and collaborate more closely with the relevant Departments and Faculties in Nigerian universities. All companies shall be encouraged to intensify their interaction with the Nigerian universities within the next ten years with a view to playing a more significant role in the development of research in Nigerian universities.

(f) 3-Year Rolling Plan

It was agreed that the Federal Government shall, as far as it affects university education, formulate and implement a 3-year Rolling Plan.

(g) Federal Government's Contribution of at Least 25% of the Recurrent and Capital Expenditure of all State Universities

There was no agreement on this matter.

AS AGREED BY THE BOARD OF TRUSTEES  
OF THE UNIVERSITY OF NIGERIA  
ON 12th FEBRUARY 1963

Composition of University Governing Council

It was agreed that there should be a reasonable balance of external and internal representation on university Governing Councils. Accordingly, membership of all University Governing Councils shall be as follows:

- (i) Eight (8) external members (including the pro-Chancellor);
- (ii) Seven (7) internal members comprising four (4) representatives of the Senate, two (2) representatives of Congregation, and one (1) representative of Convocation.

The Vice-Chancellor and the Deputy Vice-Chancellor(s) shall continue to be members of the Governing Councils.

5.2 Appointment of Vice-Chancellors

It was agreed that the procedure for the appointment of Vice-Chancellors shall be as follows:

- (i) Council shall place an advertisement in reputable journals and widely read Nigerian newspapers indicating the qualities of the Vice-Chancellor and the terms and conditions applicable to the position. A short-list shall be drawn up consisting of suitable candidates for the position.
- (ii) A Search Team shall be empanelled to identify and nominate for consideration suitable persons who are not likely to apply on their own volition because they feel that it is not proper to do so. The Search Team shall consist of five (5) persons as follows:
  - (a) One representative of Council, who is not a member of Senate as Chairman;
  - (b) Two (2) members of Senate, not being members of the Council one of whom should be a Professor;
  - (c) Two (2) members of Congregation, not being members of the Council one of whom should be a Professor.
- (iii) The joint Council/Senate Selection Board shall be made up of:
  - (a) Pro-Chancellor - Chairman

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(c) two (2) members of Senate.

- (iv) The joint Council/Senate Selection Board or Senate shall recommend three (3) candidates to Council for further consideration.
- (v) Council shall select one candidate from among the three candidates recommended in (iv),
- (vi) Council shall forward one name to the Visitor for approval. Where the Visitor does not accept the Council's nomination, Council shall forward another name to the Visitor for approval.

It was agreed that broad-based participation of the university community should be encouraged. The Academic staff felt strongly that referendum by the academic staff of each university may be an additional input.

#### 5.3 Removal of Vice-Chancellors

It was agreed that the Vice-Chancellor shall be removed by the Visitor after due consultation with the Governing Council and the Senate.

#### 5.4 Tenure of Vice-Chancellors

It was agreed that the Vice-Chancellor shall hold office for a term of four (4) years, renewable for another term of four years.

#### 5.5 Appointment of Deputy Vice-Chancellors

It was agreed that the following procedure be employed in the appointment of Deputy Vice-Chancellors:

- (i) The Vice-Chancellor shall send to Senate a list of two (2) names for each Deputy Vice-Chancellorship position;
- (ii) Senate shall elect one candidate out of the two nominated by the Vice-Chancellor for each position;
- (iii) Where Senate rejects all of the nominees, the Vice-Chancellor shall present fresh nominations to Senate.
- (iv) The name of an elected candidate shall be sent to Council for confirmation;
- (v) Where Council rejects the Senate's nominee, a new nominee shall be sent to it from Senate.

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It was agreed that the Deputy Vice-Chancellor shall office for a first term of two (2) years renewable for another term of two years.

7 Joint Admission and Matriculation Board (JAMB)

- (i) It was agreed that the universities have a primary role to play in the admission process. As Decree No. 13 of 1989 (Joint Admission and Matriculation Board) Decree stands, the role of the universities would appear to be secondary. There is, therefore, the need to modify the Decree to formalise the collaboration of JAMB and the universities. Section 5 (i) (c) of the Decree should, therefore, be reviewed.
- (ii) There is need to review JAMB as an institution after 15 years of existence with a view to improving its operational machinery.
- (iii) It was agreed that candidates who make an institution their second choice should not be rejected when they meet the cut-off points for that institution.

5.8 Pre-degree Programmes

It was agreed that pre-degree remedial programmes should be phased out gradually by individual universities.

5.9 Legality and Due Process in Universities.

- (i) Public Officers (Special Provision) Decree No. 17 of 1984

Decree No. 17 of 1984 is applicable to all public servants including university teachers. The Government side agreed that the Decree should be reviewed, while the lecturers strongly felt that it should be repealed.

- (ii) Education, National Minimum Standards and Establishment of Institutions Decree No. 16 of 1985

Both sides accept the principle of minimum standards and accreditation as quality control mechanisms. Decree 16 should therefore be amended to ensure that the setting of minimum standards and accreditation are conducted by an academic body.



Both sides agreed that there is need for greater participation of students in union activities. The University lecturers were of the view that there is a great need to re-instate the umbrella organisation of students, NANS, and the Decree 17 of 1980 should be repealed; but the Government Team felt otherwise.

- (iv) NUC Decree No. 1 of 1971 as Amended by National Universities Commission Decree 49 of 1988

The law establishing the NUC and any other laws which conflict with the statutes and laws of the universities should be reviewed. There is need to review the operation of the NUC to ascertain that it is fulfilling its mandate.

#### 5.10 Autonomy of the Universities within the law

It was agreed that the universities should be allowed to operate in compliance with their enabling laws, statutes, rules and regulations in conformity with due process and within the laws of the land.

#### 5.11 Students

It was agreed that students shall be democratically represented in university decision-making organs that affect them. Students should be encouraged to take part in various aspects of curriculum development. Students should be made to be more self-assured as part of the nation's development process.

#### 5.12 The Collegiate System

It was agreed that the collegiate system should be allowed to evolve with time in each university. The collegiate system should not be imposed on any university.

#### 5.13 Visitation

- (i) It was agreed that the President will remain the Visitor to each Federal University.

##### (ii) Function of the Visitor

It was agreed that in order to protect the image and integrity of his office, the Visitor needs not normally attend convocation ceremonies. If the Visitor has to be represented, he should be represented by the Chancellor.

##### (iii) Powers of Visitation

It was agreed that the current practice should continue.

#### 5.14 Pro-Chancellors

It was agreed that the Pro-Chancellors shall be

knowledgeable persons of sufficient integrity, stature and relevant experience, and must be in a position to provide advice, support and guide the universities towards stable and balanced development.

#### 5.15 Council Members

It was agreed that Council members should be knowledgeable persons of proven integrity, courage, stature and appropriate experience who can command respect and inspire confidence in the university academic community. Only people who are interested in the university and are prepared to serve should be appointed Council members.

#### 5.16 Powers of Councils

It was agreed that

- (i) the autonomy of individual universities shall be restored so that Governing Councils are charged with responsibility for the good management, growth and development of their respective universities.
- (ii) Governing Councils shall be allowed to exercise direct control over institutions as provided for in their laws.
- (iii) Circulars from ministries shall be implemented by the Governing Councils only when they are not inconsistent with the laws and regulations of the universities;
- (iv) In general, universities shall be ruled by their statutes and laws. All laws which fetter universities, bridge academic freedom, constrain the exercise of initiative and smother imagination shall be reviewed.

#### 5.17 Election of Deans and Heads of Department

It was agreed that this issue is an internal matter of the universities and should be dealt with accordingly.

## CONDITIONS OF SERVICE

### New Salary Structure for Academic Staff in Nigerian Universities

It was agreed that there shall be a separate salary structure for university academic staff to be known as University Academic Staff Salary (UASS) with seven grades as follows:

UASS 01	-	N13,476	-	N17,826
UASS 02	-	N14,578	-	N22,794
UASS 03	-	N15,469	-	N26,779
UASS 04	-	N20,289	-	N34,769
UASS 05	-	N24,690	-	N37,008
UASS 06	-	N26,135	-	N41,483
UASS 07	-	N29,211	-	N46,221

Details of the salary are as set out in Tables 1 and 2 attached.

### 6.2 Academic Allowance

It was agreed that there should be a range of academic allowances to be paid to the university academic staff as detailed below:

#### 6.2.1 Allowances Payable to all Academic Staff

##### (i) Journal Allowance

Professor/Reader	-	N6,000.00	per annum
Senior Lecturer	-	N5,000.00	per annum
Others	-	N4,000.00	per annum

##### (ii) Research Allowance

Professor/Reader	-	N3,000.00	per annum
Senior Lecturer	-	N2,500.00	per annum
Others	-	N2,000.00	per annum

##### (iii) Learned Societies Allowance

Professor/Reader	-	N3,000.00	per annum
Senior Lecturer	-	N2,500.00	per annum
Others	-	N2,000.00	per annum

##### (iv) Examination Supervision

This is applicable to all academic staff of the rank of Assistant Lecturer and above. Twenty percent (20%) of the basic salary shall be paid per annum as examination supervision allowance to every academic staff in these categories up to a maximum of N7,200 per annum.

(i) Postgraduate Supervision Allowance

This is applicable to all academic staff who supervise postgraduate candidates. It was agreed that each academic staff shall be paid N2,000.00 per postgraduate student supervised per annum, up to a maximum of five (5) students (i.e. N10,000)

(ii) Teaching Practice/Industrial Supervision Allowance

It was agreed that every entitled academic staff shall be paid 15% of annual basic salary as teaching practice/industrial supervision/field trip supervision allowance up to a maximum of N5,400 per annum.

(iii) Hazard Allowance

It was agreed that a hazard allowance of N600 per annum shall be paid to all entitled academic staff.

(iv) Excess Workload Allowance

It was agreed that there shall be excess workload allowance payable to academic staff where applicable as follows:

Professor/Reader	-	N20.00 per hour
Senior Lecturer	-	N15.00 per hour
Others	-	N12.00 per hour


Excess workload means workload over and above the normal workload (credit hours) determined by universities in accordance with Full Time Equivalent (FTE).

3 General Allowances

(i) Housing Allowance

It was agreed that an allowance equal to 56% of basic salary shall be paid to all categories of academic staff who are not provided with official accommodation. Where both husband and wife are academic staff, and are not provided with official accommodation, each will be entitled to his/her housing allowance. Where both husband and wife are academic staff who share a university accommodation allocated to only one of them, the other shall receive the housing allowance and pay as rent 8 1/3% of his/her salary or (fifty Naira) N50.00 per month whichever is lower.

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It was agreed that transport allowance shall be increased by 50% of current rates.

(iii) Meal Subsidy Allowance/Entertainment Allowance

(a) It was agreed that each academic staff, 01 to 04, shall be paid meal subsidy at the rate of N3.00 per day.

(b) It was agreed that there will be an entertainment allowance payable as follows:-

UASS 05	-	N1,200.00	per annum
UASS 06 - 07	-	N2,400.00	per annum

(iv) Utility Allowance

It was agreed that utility allowance shall be paid to all academic staff as follows:

UASS 01 - 03	-	N25.00	per month
UASS 04	-	N40.00	per month
UASS 05	-	N60.00	per month
UASS 06	-	N80.00	per month
UASS 07	-	N100.00	per month

(v) Hospitality Allowance

It was agreed that each entitled academic staff shall be paid an hospitality allowance of N100.00 per night up to a maximum of 30 nights.

(vi) Annual Leave Allowance

It was agreed that each academic staff shall be entitled to an annual leave allowance of 10% of his/her annual basic salary.

(vii) Entertainment Allowance for Deputy Vice-Chancellor, Provosts, Deans and Heads of Department

It was agreed that Deputy Vice-Chancellor, Provosts, Deans, Directors and Heads of Department shall be entitled to entertainment allowances as follows:

Deputy Vice-Chancellors	-	N2,500.00	per annum
Provosts, Deans, Directors	-	N2,000.00	per annum
Heads of Department	-	N1,500.00	per annum

It was agreed that an allowance of N1,000.00 shall be paid for local run as well as journeys to the station when the staff is on his private performing university duties.

#### Responsibility Allowance

It was agreed that there shall be responsibility allowance payable as follows:

Deputy Vice-Chancellor	-	N10,000.00	per annum
Provosts	-	N5,000.00	per annum
Deans and Directors	-	N3,000.00	per annum
HODs and Sub-Deans	-	N2,400.00	per annum
All other officers	-	Double the current rates.	

#### Night Allowance (in lieu of Hotel Bill)

It was agreed that the current rates of this allowance are generally too low for all public servants. A review of these rates should be made by Universities and other public institutions.

#### (xi) Honoraria for External Examiners

It was agreed that the honoraria for external examiners shall be as follows:

Ph.D	-	N1,500.00	per thesis
Master degree	-	N1,000.00	per thesis

#### (xii) Moderation of Examination (External Examiners)

It was agreed that the honoraria for the moderation of examinations (external examiners) shall be as follows:

Postgraduate	-	N500 - N1,000.00	depending upon the number of candidates/scripts (N500 for less than 50 scripts, and N1000 for more than 50 scripts).
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Undergraduate	-	N500 - N1000	depending upon the number of candidates/scripts. (N500 for less than 50 scripts; and N1000 for more than 50 scripts).
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### Vehicle Loan

The principle of vehicle loan especially for new officers was accepted. A fund should be created for this purpose.

### Car Refurbishing Loan

Each academic staff is entitled to a car refurbishing loan of ₦20,000.00. The loan shall be repayable in (five) 5 years at the current interest rate of 2%.

### Furniture Loan

It was agreed that each academic staff shall be entitled to a furniture loan, to be given by universities on terms approved by the Governing Councils.

### Housing Loan

It was agreed that each academic staff shall be entitled to a housing loan of a maximum of ₦200,000.00 repayable over a period of thirty (30) years. The interest rate will be determined by the Governing Councils. It was agreed that government shall immediately provide seed money to implement the housing loan scheme.

### Research/Sabbatical Leave

(a) Research Leave: It was agreed that each academic staff shall be entitled to an academic research leave of twenty-six (26) working days per annum.

(b) Sabbatical Leave: It was agreed that each academic staff shall be entitled to a sabbatical leave after six (6) years of continuous service, and for those going abroad, transport shall be provided for a spouse and four children.

### Annual Leave

It was agreed that each academic staff shall be entitled to an annual vacation leave of thirty (30) working days.



Implementation Committee on the whole. Papers for  
Review of Higher Education in Nigeria for study and  
and implementation.

#### Death Benefits

It was agreed that if a pensionable academic staff die  
in active service, his or her next-of-kin shall be paid  
one year's salary of the deceased staff, plus the  
deceased's gratuity and accrued pension that the staff  
member would have earned had he retired on the date of  
his death. The pension will be payable for five years  
after the death of the staff member.

that a postgraduate studies grant of \$2,000 per annum shall be paid once and for all to each academic staff who is undergoing postgraduate training.

(iv) Publications

It was agreed that funds should be made available to assist publications of staff manuscripts which have been accepted by a publisher.

(xv) Official Transport

It was agreed that at least two (2) vehicles shall be provided for each department to facilitate staff research, local conferences, etc. Universities may, in addition, maintain a vehicle pool for easy access by all academic staff for academic activities.

(xvi) Secretarial Services

It was agreed that each Professor/Reader shall be provided a personal secretary to help his/her research.

(xvii) Office Accommodation/Facilities

It was agreed that each academic staff shall be provided with comfortable and adequately furnished office accommodation. Communication shall be improved. Telephone and telecommunication facilities shall be provided for Professors and Readers/Associate Professors in their offices and houses.

(xviii) Retirement Age, Pension and Gratuity

(a) Compulsory Retirement Age:

It was agreed that the compulsory retirement age for academic staff shall be 65 years. Contract appointment may be given to a retired academic staff.

(b) Voluntary Retirement:

It was agreed that academic staff could retire voluntarily after ten (10) years' service.

(c) Pension and Gratuity

It was agreed that each academic staff shall be entitled to gratuity after five (5) years of continuous service.

In the case of the issue of Professors retiring with full pay, it was agreed to refer the matter to the

Teaching Fellowship Fund

It was agreed that Teaching Fellowship fund shall be available by government to each university to encourage postgraduate studies.

Provision for Teaching and Research Equipment.

It was agreed that each university shall provide up-to-date equipment in each department to facilitate teaching and research.

Private Practice by Staff

It was agreed that regulations currently prohibiting private practice shall be relaxed to allow staff to engage in private practice within guidelines to be prescribed by Governing Councils.

Pyramidal Structure of Academic Staff Establishments in the Universities.

It was agreed that the current ratio of 20:35:45 for Professors and Readers, Senior Lecturers, Lecturers, respectively, in the distribution of academic staff in the universities is unsatisfactory. NUC, CVC and representatives of academic staff shall examine the issue with a view to improving the situation.

5. Financial Obligations arising from the New UASS Salary Structure

Having approved the new UASS salary structure, Government accepted all financial obligations and commitments, arising therefrom.

6. Effective Date of UASS Salary

It was agreed that the effective date of UASS and associated allowances shall be 1st January, 1992.

7.7 Implementation of UASS Salary

It was agreed that the University Academic Staff Salary (UASS) and associated allowances shall be implemented in September 1992. In this regard, each academic staff shall convert to the UASS equivalent of his or her current EUSA Grade Level and step.

7.8 Periodic Review of Agreement.

It was agreed that this Agreement shall be reviewed every three years.

7.9 Review of University Laws

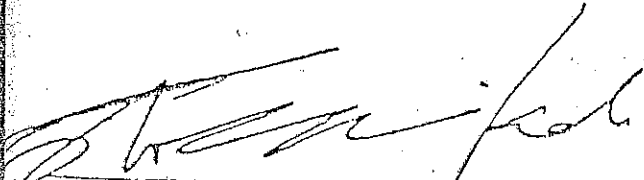
It was agreed that the current review of university laws shall be expedited and shall incorporate all the relevant aspects of this agreement.

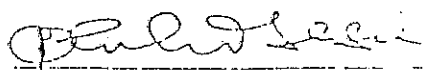
7.10 Priority Areas of Implementation of the Agreement

It was agreed that the review of university laws; the enactment of the enabling legislation for Higher Education Tax and the provision of seed money for University staff housing loan scheme are priority areas for implementation of this agreement.

IT WAS AGREED THAT NOBODY SHALL BE VICTIMISED IN ANY WAY WHATSOEVER FOR HIS/HER ROLE IN THE INDUSTRIAL ACTION LEADING TO THIS NEGOTIATION.

SIGNED this-----<sup>3rd</sup>-----Day of September, 1992.

  
(T. O. Gilbert P.O. Chikelu)  
Honourable Minister of  
Establishments and Management  
Services  
On Behalf of The Federal  
Government of Nigeria.

  
(Dr. Attahiru M. Jegai)  
On behalf of the  
Academic Staff of  
Nigerian Universities

New Salary Structure for Academic Staff in Nigerian University

It was agreed that there shall be a separate salary structure for university academic staff to be known as University Academic Staff Salary (UASS) with seven grades as follows:

UASS 01	-	N13,476	-	N17,826
UASS 02	-	N14,578	-	N22,794
UASS 03	-	N15,469	-	N26,779
UASS 04	-	N20,289	-	N34,769
UASS 05	-	N24,690	-	N37,008
UASS 06	-	N26,135	-	N41,483
UASS 07	-	N29,211	-	N46,221

Details of the salary are as set out in Tables 1 and 2 attached.

6.2 Academic Allowance

It was agreed that there should be a range of academic allowances to be paid to the university academic staff as detailed below:

6.2.1 Allowances Payable to all Academic Staff

(i) Journal Allowance

Professor/Reader	-	N6,000.00	per annum
Senior Lecturer	-	N5,000.00	per annum
Others	-	N4,000.00	per annum

(ii) Research Allowance

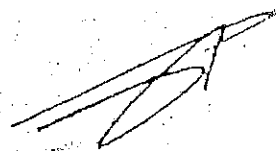
Professor/Reader	-	N3,000.00	per annum
Senior Lecturer	-	N2,500.00	per annum
Others	-	N2,000.00	per annum

(iii) Learned Societies Allowance

Professor/Reader	-	N3,000.00	per annum
Senior Lecturer	-	N2,500.00	per annum
Others	-	N2,000.00	per annum

(iv) Examination Supervision

This is applicable to all academic staff of the rank of Assistant Lecturer and above. Twenty percent (20%) of the basic salary shall be paid per annum as examination supervision allowance to every academic staff in these categories up to a maximum of N7,200 per annum.



(i) Postgraduate Supervision Allowance

This is applicable to all academic staff who supervise postgraduate candidates. It was agreed that each academic staff shall be paid N2,000.00 per postgraduate student supervised per annum, up to a maximum of five (5) students (i.e. N10,000).

(ii) Teaching Practice/Industrial Supervision Allowance

It was agreed that every entitled academic staff shall be paid 15% of annual basic salary as teaching practice/industrial supervision/field trip supervision allowance up to a maximum of N5,400 per annum.

(iii) Hazard Allowance

It was agreed that a hazard allowance of N600 per annum shall be paid to all entitled academic staff.

(iv) Excess Workload Allowance

It was agreed that there shall be excess workload allowance payable to academic staff where applicable as follows:

Professor/Reader	-	N20.00 per hour
Senior Lecturer	-	N15.00 per hour
Others	-	N12.00 per hour

Excess workload means workload over and above the normal workload (credit hours) determined by universities in accordance with Full Time Equivalent (FTE).

6.3 General Allowances

(i) Housing Allowance

It was agreed that an allowance equal to 56% of basic salary shall be paid to all categories of academic staff who are not provided with official accommodation. Where both husband and wife are academic staff, and are not provided with official accommodation, each will be entitled to his/her housing allowance. Where both husband and wife are academic staff who share a university accommodation allocated to only one of them, the other shall receive the housing allowance and pay as rent  $8 \frac{1}{3}\%$  of his/her salary or (fifty Naira) N50.00 per month whichever is lower.

REGISTERED



It was agreed that transport allowance shall be increased by 50% of current rates.

(i) Meal Subsidy Allowance/Entertainment Allowance

(a) It was agreed that each academic staff, from UASS 01 to 04, shall be paid meal subsidy at the rate of N3.00 per day.

(b) It was agreed that there will be an entertainment allowance payable as follows:-

UASS 05	-	N1,200.00	per annum
UASS 06 - 07	-	N2,400.00	per annum

(iv) Utility Allowance

It was agreed that utility allowance shall be paid to all academic staff as follows:

UASS 01 - 03	-	N25.00	per month
UASS 04	-	N40.00	per month
UASS 05	-	N60.00	per month
UASS 06	-	N80.00	per month
UASS 07	-	N100.00	per month

(v) Hospitality Allowance

It was agreed that each entitled academic staff shall be paid an hospitality allowance of N100.00 per night up to a maximum of 30 nights.

(vi) Annual Leave Allowance

It was agreed that each academic staff shall be entitled to an annual leave allowance of 10% of his/her annual basic salary.

(vii) Entertainment Allowance for Deputy Vice-Chancellors, Provosts, Deans and Heads of Department

It was agreed that Deputy Vice-Chancellor, Provosts, Deans, Directors and Heads of Department shall be entitled to entertainment allowances as follows:

Deputy Vice-Chancellors	-	N2,500.00	per annum
Provosts, Deans, Directors	-	N2,000.00	per annum
Heads of Department	-	N1,500.00	per annum



performing university duties.

Responsibility Allowance

It was agreed that there shall be responsibility allowance payable as follows:

Deputy Vice-Chancellor	-	N10,000.00 per annum
Provosts	-	N5,000.00 per annum
Deans and Directors	-	N3,000.00 per annum
HODs and Sub-Deans	-	N2,400.00 per annum
All other officers	-	Double the current rates.

Night Allowance (in lieu of Hotel Bills)

It was agreed that the current rates of this allowance are generally too low for all public servants. A review of these rates should be made by Universities and other public institutions.

(ii) Honoraria for External Examiners

It was agreed that the honoraria for external-examiners shall be as follows:

Ph.D	-	N1,500.00 per thesis
Master degree	-	N1,000.00 per thesis

(iii) Moderation of Examination (External Examiners)

It was agreed that the honoraria for the moderation of examinations (external examiners) shall be as follows:

Postgraduate	-	N500	-	N1,000.00	depending upon the number of candidates/scripts. (N500 for less than 50 scripts; and N1000 for more than 50 scripts).
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Undergraduate	-	N500	-	N1000	depending upon the number of candidates/scripts. (N500 for less than 50 scripts; and N1000 for more than 50 scripts).
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#### Vehicle Loan

The principle of vehicle loan especially for new officers was accepted. A fund should be created for this purpose.

#### Car Refurbishing Loan

Each academic staff is entitled to a car refurbishing loan of N20,000.00. The loan shall be repayable in (five) 5 years at the current interest rate of 2%.

#### Furniture Loan

It was agreed that each academic staff shall be entitled to a furniture loan, to be given by universities on terms approved by the Governing Councils.

#### Housing Loan

It was agreed that each academic staff shall be entitled to a housing loan of a maximum of N200,000.00 repayable over a period of thirty (30) years. The interest rate will be determined by the Governing Councils. It was agreed that government shall immediately provide seed money to implement the housing loan scheme.

#### Research/Sabbatical Leave

- (a) Research Leave: It was agreed that each academic staff shall be entitled to an academic research leave of twenty-six (26) working days per annum.
- (b) Sabbatical Leave: It was agreed that each academic staff shall be entitled to a sabbatical leave after six (6) years of continuous service, and for those going abroad, transport shall be provided for a spouse and four children.

#### Annual Leave

It was agreed that each academic staff shall be entitled to an annual vacation leave of thirty (30) working days.

RESTRICTED

It was agreed that each academic staff is entitled to a maximum of six weeks per year of sick leave if not hospitalised; and if hospitalised to a sick leave of six calendar months with full pay in the first instance, subject to extension for another six months. Thereafter, a medical board shall determine if the staff should be allowed further sick leave or invalided from service.

#### Maternity Leave

It was agreed that each female academic staff irrespective of marital status shall be entitled to twelve (12) weeks of maternity leave with full pay.

#### Health Care

It was agreed that each academic staff and his family are entitled to free medical treatment and this shall include treatment abroad where necessary. Refund of purchased prescribed essential drugs and spectacles shall be made on presentation of receipts.

#### Injury Pension

It was agreed that universities shall be required to take group insurance cover as already obtains in some universities.

#### Staff Schools

(a) It was agreed that children of staff of universities shall be entitled to free tuition in the staff primary schools.

(b) It was also agreed that the university shall bear the cost of building and maintenance of staff secondary schools.

#### Learned Conferences

It was agreed that each university shall fully fund at least one local learned conference each year and one international conference once every five years for each academic staff.

#### Postgraduate Study Grant

In order to encourage young academics to obtain higher qualifications and remain on the job, it was agreed

Death Benefits

It was agreed that if a pensionable academic staff dies in active service, his or her next-of-kin shall be paid one year's salary of the deceased staff, plus the deceased's gratuity and accrued pension that the staff member would have earned had he retired on the date of his death. The pension will be payable for five years after the death of the staff member.

UNIVERSITY OF TORONTO



annum shall be paid once and for all to each academic staff who is undergoing postgraduate training.

#### Publications

It was agreed that funds should be made available to assist publications of staff manuscripts which have been accepted by a publisher.

#### Official Transport

It was agreed that at least two (2) vehicles shall be provided for each department to facilitate staff research, local conferences, etc. Universities may, in addition, maintain a vehicle pool for easy access by all academic staff for academic activities.

#### Secretarial Services

It was agreed that each Professor/Reader shall be provided a personal secretary to help his/her research.

#### Office Accommodation/Facilities

It was agreed that each academic staff shall be provided with comfortable and adequately furnished office accommodation. Communication shall be improved. Telephone and telecommunication facilities shall be provided for Professors and Readers/Associate Professors in their offices and houses.

#### Retirement Age, Pension and Gratuity

##### (a) Compulsory Retirement Age:

It was agreed that the compulsory retirement age for academic staff shall be 65 years. Contract appointment may be given to a retired academic staff.

##### (b) Voluntary Retirement:

It was agreed that academic staff could retire voluntarily after ten (10) years' service.

##### (c) Pension and Gratuity:

It was agreed that each academic staff shall be entitled to gratuity after five (5) years of continuous service.

In the case of the issue of Professors retiring with full pay, it was agreed to refer the matter to the

## CHAPTER SEVEN

### OTHER MATTERS

#### Teaching Fellowship Fund

It was agreed that Teaching Fellowship fund shall be made available by government to each university to encourage postgraduate studies.

#### Provision For Teaching and Research Equipment.

It was agreed that each university shall provide up-to-date equipment in each department to facilitate teaching and research.

#### Private Practice by Staff

It was agreed that regulations currently prohibiting private practice shall be relaxed to allow staff to engage in private practice within guidelines to be prescribed by Governing Councils.

#### Pyramidal Structure of Academic Staff Establishments in the Universities.

It was agreed that the current ratio of 20:35:45 for Professors and Readers, Senior Lecturers, Lecturers, respectively, in the distribution of academic staff in the universities is unsatisfactory. NUC, CVC and representatives of academic staff shall examine the issue with a view to improving the situation.

#### Financial Obligations Arising from the New UASS Salary Structure

Having approved the new UASS salary structure, Government accepted all financial obligations and commitments, arising therefrom.

#### Effective Date of UASS Scale

It was agreed that the effective date of UASS and associated allowances shall be 1st June, 1992.

#### Implementation of UASS Scale

It was agreed that the University Academic Staff Salary (UASS) and associated allowances shall be implemented in September 1992. In this regard, each academic staff shall convert to the UASS equivalent of his or her current EUSS Grade Level and step.

Review of Agreement.

It is agreed that this Agreement shall be reviewed every

University Laws

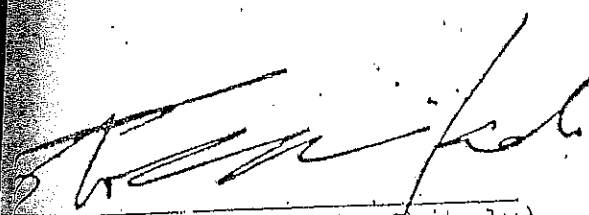
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Priority Areas of Implementation of the Agreement

It is agreed that the review of university laws; the amendment of the enabling legislation for Higher Education and the provision of seed money for University staff housing loan scheme are priority areas for implementation of this agreement.

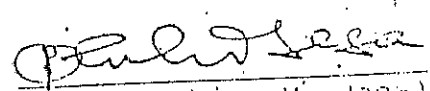
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SIGNED this 3rd Day of September, 1992.



Owele Gilbert P.O. Chikelu)  
Honourable Minister of  
Establishments and Management  
Services.

On Behalf of The Federal  
Government of Nigeria.



(Dr. Attahiru M. Jega)  
On behalf of the  
Academic Staff of  
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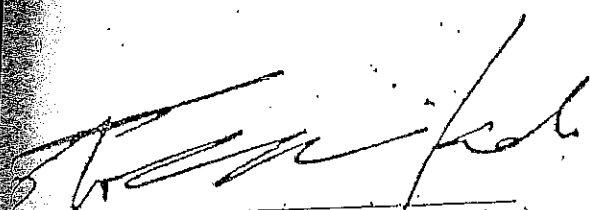
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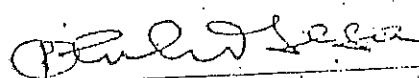
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(Dr. Attahiru M. Jega)  
On behalf of the  
Academic Staff of  
Nigerian Universities

# MAY 25, 1999 AGREEMENT

## (xi) *Staff Schools*

- (a) It was agreed that the universities shall bear full capital and recurrent costs of university staff primary schools.
- (b) It was further agreed that the university shall bear the full capital costs of university secondary schools while parents bear full recurrent costs.

## (xii) *Learned Conferences*

It was agreed that each university shall fully fund at least one local learned conference per year and one international conference every five years for each academic staff.

## (xiii) *Publication*

It was agreed that funds should be made available to assist publications of staff manuscripts which have been accepted by a publisher.

## (xiv) *Official Transportation*

It was agreed that at least two (2) vehicles shall be provided for each department to facilitate staff research, local conferences, etc. Universities may in addition, maintain a vehicle pool for easy access by all academic staff for academic activities.

## (xv) *Office Accommodation/Facilities*

It was agreed that each academic staff shall be provided with comfortable office accommodation. Communication shall be improved. Telecommunication facilities shall be provided for all academic staff in the office.

### Sick Leave

It was agreed that each academic staff is entitled to a maximum of six weeks per year of sick leave if not hospitalised; and if hospitalised to a sick leave of six calendar months with full pay in the first instance, subject to extension for another six months. Thereafter, a medical board shall determine if the staff should be allowed further sick leave or invalided from service.

### (ii) Maternity Leave

It was agreed that each female academic staff irrespective of marital status shall be entitled to twelve (12) weeks of maternity leave with full pay.

### (ix) Health Care

It was agreed that each academic staff and his family are entitled to free medical treatment and this shall include treatment abroad where necessary. Refund of purchased prescribed essential drugs and spectacles shall be made on presentation of receipts.

### (x) Injury Pension

It was agreed that universities shall be required to take group insurance cover as already obtains in some universities.

### (xi) Staff Schools

(a) It was agreed that children of staff of universities shall be entitled to free tuition in the staff primary schools.

(b) It was also agreed that the university shall bear the cost of building and maintenance of staff secondary schools.

### (xii) Learned Conferences

It was agreed that each university shall fully fund at least one local learned conference each year and one international conference once every five years for each academic staff.

### (xiii) Postgraduate Study Grant

In order to encourage young academics to obtain higher qualifications and remain on the job, it was agreed

3rd September 1992