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AGREEMENT BETWEEN

THE FEDERAL GOVERNMENT OF NIGERIA

AND

THE ACADEMIC STAFF UNION OF UNIVERSITIES

ON

ALLOWANCES AND OTHER CONDITIONS OF SERVICE

MAY 25, 1999

CHAPTER ONE

0 BACKGROUND TO THE NEGOTIATIONS

- 1 Following reports in March, 1999, of the decision of the National Executive Council of the Academic Staff Union of Universities (ASUU) to declare a trade dispute with Government, the Head of State and Commander-in-Chief of the Armed Forces of the Federal Republic of Nigeria directed the Honourable Minister of Education to lead a team of Government representatives to meet with ASUU.
- 1.2 That meeting was held on March 25, 1999 during which it was agreed that the Federal Government would set up a committee to negotiate with ASUU on salaries, wages and other conditions of service.
- 1.3 The need to negotiate a comprehensive agreement arose because:
 - (a) ASUU had decided to declare a trade dispute to protest against the continuing decay of Nigerian Universities caused by poor motivation, reflected in the poor remuneration, inadequate funding, and lack of autonomy.
 - (b) At the March 25 meeting, representatives of the Federal Government of Nigeria and Academic Staff Union of Universities accepted the principle of collective bargaining as the basis for the resolution of the problems of conditions of service, funding and university autonomy; the collective bargaining approach had been employed in 1992.
 - (c) The 1992 FGN-ASUU Agreement which was due for review in 1995 had not been reviewed, and this had exacerbated the problems of the Nigerian University system.
- 1.4 On April 26, 1999, the Federal Government set up a Negotiating Committee to negotiate with ASUU on "Salaries; Wages and other Conditions of Service in the University System".

5 On May 6, 1999, the Federal Government Negotiating Team held its first meeting with the ASUU Negotiating Team. A second meeting was held on May 11 and 13, 1999, and a third, was held on May 19, 1999. The members of the two negotiating team were:

1.6 NEGOTIATING TEAMS

1.6.1 Government Team

1. Mr. Samuel Olaiya Oni,
Honourable Minister of Education - Chairman
2. Mr. Emeka Eze,
Special Adviser to the Head of State
on Economic Affairs, the Presidency - Member
3. Mr. David Oyegun,
Permanent Secretary,
Ministry of Labour - Member
4. Dr. Hakeem Baba-Ahmed,
Permanent Secretary,
Special Services Office,
The Presidency - Member
5. Professor Munzali Jibril,
Executive Secretary,
National Universities Commission - Member
6. Mr. B. O. O. Ugowe,
Director, Expenditure,
Representing Permanent Secretary,
Federal Ministry of Finance - Member
7. Mr. G. O. Ugbebor,
Deputy Director,
Representing the Permanent Secretary,
Office of Establishment and
Management Services - Member

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| 8. | Mr. Babatunde 'Sangotunde
Representing the National Economic
Intelligence Committee, The Presidency | - | Member |
| 9. | Mr. R. O. Egbule,
Deputy Director,
Representing National Salaries and Wages
Commission | - | Member |
| 10. | Dr. U. B. Ahmed,
Director, Formal Education,
Representing Permanent Secretary,
Federal Ministry of Education | - | Member |
| 11. | Professor P. C. Njoku,
Chairman, Committee of Vice-Chancellors,
and Vice-Chancellor, University of
Agriculture, Umudike | - | Co-opted
Member |
| 12. | Professor Theo Vincent,
Representing the Committee of
Pro-Chancellors, and Vice-Chancellor,
University of Port Harcourt | - | Co-opted
Member |
| 13. | Prof. G. M. Umezurike,
Secretary-General, Committee of
Vice-Chancellors | - | Co-opted
Member |
| 14. | Professor N. E. Gomwalk,
Vice-Chancellor, University of Jos
Representing the Chairman, Committee
Of Vice-Chancellors (May 13 meeting) | - | Co-opted
Member |
| 15. | N. Enwo,
Federal Ministry of Education | - | Secretary |

In Attendance

16. Alhaji Aliyu Sambo
Director, Executive Secretary's Office,
National Universities Commission
17. Mr. C. O. Iwuzor,
Director, Ministry of Labour
18. Mr. M. A. B. Atilola,
Deputy Director, Ministry of Labour
19. Mr. I. M. Adefolu,
Deputy Director, Ministry of Labour
20. Mr. C. S. Ajayi,
Legal Adviser,
National Universities Commission
21. Dr. A. A. Adedibu,
Federal Ministry of Education
22. Mr. Uche Onwuanuokwu
Special Services Office,
The Presidency
23. I. Audu
Federal Ministry of Education
24. J. J. Dada
Federal Ministry of Education

1.6.2 ASUU Team

- | | | | |
|-----|---|---|----------------------------------|
| 1. | Dr. Assisi Asobie,
National President, ASUU | - | Leader, ASUU
Negotiating Team |
| 2. | Professor Eskor Toyo,
National Trustee of ASUU,
University of Calabar | - | Member |
| 3. | Professor Olatunde Oduleye,
Member, ASUU Negotiation Team,
University of Ilorin | - | Member |
| 4. | Professor Omotoye Olorode,
Member, ASUU Negotiating Team,
Obafemi Awolowo University, Ile-ife | - | Member |
| 5. | Professor B. U. Ekuerehore,
Member, ASUU Negotiating Team,
Delta State University, Abraka | - | Member |
| 6. | Dr. Oladipo Fashina,
Member, ASUU Negotiating Team,
Obafemi Awolowo University, Ile-ife | - | Member |
| 7. | Dr. Poju Akinyanju,
Member, ASUU Negotiating Team,
University of Ilorin | - | Member |
| 8. | Dr. B. O. Okere,
Member, ASUU Negotiating Team,
University of Nigeria, Enugu Campus | - | Member |
| 9. | Dr. Gbolahan Babalola,
Member, ASUU Negotiating Team,
Obafemi Awolowo University, Ile-ife | - | Member |
| 10. | Dr. Afolabi Popoola,
National Treasurer, ASUU,
Ondo State University | - | Member |

11. Mr. Y. Z. Ya'u,
National Internal Auditor,
Bayero University, Kano - Member
12. Mahmoud Y. Jada,
Member, ASUU Negotiating Team,
Federal University of Technology, Yola - Member
13. Dr. Sule Kano,
Member, ASUU Negotiating Team,
Usman Dan Fodiyo University, Sokoto - Member
14. Dr. Festus Iyayi,
Member, ASUU Negotiating Team,
University of Benin - Member

In Attendance

15. Mr. S. A. Fadipe,
ASUU National Administrative Secretary

CHAPTER TWO

2.0 TERM OF REFERENCE: AN AGENDA FOR THE NEGOTIATIONS

2.1 Term of Reference

The Committee had the following Term of Reference:

"To go into negotiations with ASUU on Salaries, Wages and Other Conditions of Service".

2.2 The ASUU Memorandum

2.2.1 ASUU submitted a 47-page memorandum whose main themes dwelt on:

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

2.2.2 In presenting the memorandum at the first session of the negotiations, ASUU canvassed the need to reverse the decay in the education sector, stem the brain drain problem by improving the motivation of academic staff in the university system. An improved welfare package, it urged, would not only prevent our highly qualified professors from emigrating or leaving the academia for other sectors of the economy but would also attract the brightest of our young graduates into academics.

2.2.3 ASUU drew parallels from six other African countries and asserted that Nigerian academics were the poorest paid in Africa, even though Nigeria was not the poorest country in Africa.

2.2.4 ASUU maintained that it did not accept the HATISS pay structure on the grounds that:

- (a) its introduction unilaterally abrogated the UASS scale which was a product of collective bargaining with Government in 1992 and whose continued use and application to university academics only, had been recommended by previous Government panels such as Kayode Esho, Kalu Anya, etc.;
- (b) when the UASS structure was granted in 1992, Government had agreed that although it was not an adequate remuneration, it was then a good beginning and had promised to improve upon it.

2.2.5 The fact that the 1992 agreement with Government had not been reviewed since then, it pleaded, had made these negotiations even more relevant.

2.2.6 The cardinal point of its case, ASUU concluded, was that focussing, as it had done in 1992, on issues which could redress the brain drain problem was critical to the survival of the university system. In their view, increased remuneration of the academia, was crucial to reversing the decay in the system.

2.2.7 ASUU's proposal of a new UASS salary scale in lieu of HATISS, is attached as Table I. A summary of its proposed allowances is presented as Table II.

2.2.8 ASUU maintained that there was need for increased funding for the education sector, particularly the university system.

2.2.9 On university autonomy and academic freedom, ASUU concluded its presentation by pressing for this to be negotiated because this could be a basis for a solution of the brain drain problem.

Agenda for the Negotiations

- 3.1 The first two meetings set the agenda for the negotiations. In reacting to the ASUU memorandum, the Chairman acknowledged that there was need to reverse the decay in the education sector by improving the welfare package of workers in that sector, particularly in the universities as this would help uplift the standard of education. It would also arrest the brain drain problem. Increased funding for the education sector, particularly the universities, and a special salary scale for teachers were crucial in this regard. Autonomy of the universities would also help them restore their dignity and academic freedom, subject to the provisions of their enabling statutes.
- 2 2 However, an incrementalist approach to these problems was not the answer as there were such fundamental problems in the system that negotiations on the issues of salaries, funding, university autonomy and academic freedom had such far-reaching implications as could not be concluded in the life span of the present administration.
- 2.3.3 Both sides agreed that the Government-ASUU negotiations on this occasion be restricted to allowances (academic and general) only. The negotiation on the allowances proposed by the Government Committee was intended to be an interim palliative measure to enhance the income of academics, without prejudice to the need for a comprehensive negotiation at a future date.
- 2.3.4 ASUU accepted the Chairman's proposal to recommend to the incoming administration to set up a high powered committee to fashion out and negotiate, in concrete terms, what is best for the educational system, in close collaboration with all stake holders in the system.
- 2.3.5 In reacting to ASUU's proposals for a new UASS pay structure and increased allowances (Tables I and II), the Chairman drew ASUU's attention to the fact that these would cost N62 billion to implement. Whereas the entire Government budget on personnel costs was only N100 billion, he could not be expected to agree with a proposal that could not be funded. ASUU contested these figures, maintaining that the cost of its proposals would be about N10 billion.

2.3.6 The Chairman therefore urged ASUU to accept the offers made, in the light of earlier understanding of the recommendations he would make to the new administration for a comprehensive negotiation of the problems of education particularly the university sector at a future date.

2.3.7 The negotiations then focussed on improving the emoluments of academics through improving their allowances.

CHAPTER THREE

3.0 ISSUES NEGOTIATED AND AGREEMENT REACHED

3.1 Salary Structure for Academic Staff in Nigerian Universities

3.1.1 It was observed that the University Academic Staff Salary Structure (UASS) already exists within HATISS.

3.1.2 It was further observed that because the Salaries and Wages Commission had not provided a table for conversion from the UASS to the HATISS structure, there was need for the Commission to examine the matter. Consequently, it was agreed that the conversion table for basic salaries attached to HATISS Version I should be used by all Universities.

3.2 Academic Allowances

It was agreed that improvement in the emoluments of academic staff should be through improvements of their allowances which they already earn as detailed below:

3.2.1 Academic Allowances Payable to all Academic Staff

(i) *Journal Allowance*

It was agreed that every academic staff shall be paid a journal allowance as follows:

Professor	-	12% of annual basic salary
Reader	-	13% of annual basic salary
Senior Lecturer	-	12% of annual basic salary
Lecturer I	-	12% of annual basic salary
Lecturer II	-	16% of annual basic salary
Assistant Lecturer	-	18% of annual basic salary
Graduate Assistant	-	20% of annual basic salary

The 1992 values of these allowances are the same percentages of the 1992 annual basic salaries.

(ii) *Research Allowance*

It was agreed that every academic staff shall be paid a Research Allowance as follows:

Professor	-	6% of annual basic salary
Reader	-	6.5% of annual basic salary
Senior Lecturer	-	6% of annual basic salary
Lecturer I	-	6% of annual basic salary
Lecturer II	-	8% of annual basic salary
Assistant Lecturer	-	9% of annual basic salary
Graduate Assistant	-	10% of annual basic salary

The 1992 values of these allowances are the same percentages of the 1992 annual basic salaries.

(iii) *Learned Societies Allowance*

It was agreed that every academic staff shall be paid a Learned Societies Allowance as follows:

Professor	-	6% of annual basic salary
Reader	-	6.5% of annual basic salary
Senior Lecturer	-	6% of annual basic salary
Lecturer I	-	6% of annual basic salary
Lecturer II	-	8% of annual basic salary
Assistant Lecturer	-	9% of annual basic salary
Graduate Assistant	-	10% of annual basic salary

The 1992 values of these allowances are the same percentages of the 1992 annual basic salaries.

(iv) *Examination Supervision Allowance*

It was agreed that every academic staff shall be paid an Examination Supervision Allowance as follows:

Professor/Reader	-	20% of annual basic salary
Senior Lecturer	-	20% of annual basic salary
Lecturer I	-	20% of annual basic salary
Lecturer II	-	20% of annual basic salary
Assistant Lecturer	-	20% of annual basic salary
Graduate Assistant	-	20% of annual basic salary

3.2.2 Academic Allowances Payable to Academics in Specific Cases

(i) *Post-Graduate Supervision Allowance*

It was agreed that every entitled academic staff shall be paid four thousand Naira (N4,000.00) per Post-Graduate student supervised per annum, up to a maximum of twenty thousand Naira (N20,000.00) for 5 students.

(ii) *Teaching Practice/Industrial Supervision/Field Trip Allowance*

It was agreed that entitled academic staff shall be paid 15% of annual basic salary.

(iii) *Hazard Allowance*

It was agreed that a Hazard Allowance of two thousand Naira (N2,000.00) per annum shall be paid to all entitled academic staff.

(iv) *Excess Workload Allowance*

It was agreed that an allowance for excess workload shall be paid to entitled academic staff as follows:

Professor	-	N50.00 per hour
Reader	-	N50.00 per hour
Senior Lecturer	-	N40.00 per hour
Lecturer I	-	N20.00 per hour
Lecturer II	-	N20.00 per hour
Assistant Lecturer	-	N20.00 per hour
Graduate Assistant	-	N20.00 per hour

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

(v) *Honoraria for External Examiners*

It was agreed that the Honoraria for External Examiners of Post-Graduate Thesis shall be as follows:

Ph.D	-	N10,000.00
Masters Degree	-	N5,000.00

(vi) *Moderation of Examinations (External Examiners)*

It was agreed that external examiners shall be paid for the moderation of examinations (undergraduate and graduate) as follows:

50 students or less	-	N5,000.00
More than 50 students	-	N10,000.00

(vii) *Post-Graduate Study Grant*

It was agreed that in order to encourage young academics to obtain higher qualifications and remain on the job, each academic staff undergoing post-graduate training shall be paid at least N6,000.00 per annum.

(viii) *Responsibility Allowance*

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

Vice-Chancellor	-	N60,000.00 per annum
Deputy Vice-Chancellor	-	N30,000.00 per annum
Provost	-	N15,000.00 per annum
Dean/Director	-	N9,000.00 per annum
Heads/Sub-Deans	-	300% of the current rate
Hall-Warden/Master	-	300% of the current rate
Others	-	300% of the current rate

(ix) *Computer Purchase Loan*

It was agreed that each University Council would take a decision on this according to its circumstances.

3 *General Allowances*

(i) *Housing Allowance*

It was agreed that a Housing Allowance of 70% monthly basic salary shall be paid to all academic staff. However, each University Governing Council could charge rent for its houses on mutually agreed terms with its tenants.

(ii) *Transport Allowance*

It was agreed that a transport allowance shall be paid to each academic staff as applicable in the public service.

(iii) *Meal Subsidy*

It was agreed that each academic staff shall be paid a meal subsidy as applicable in the public service.

(iv) *Utility Allowance*

It was agreed that utility allowance shall be paid to each academic staff as applicable in the public service.

(v) *Entertainment Allowance*

As applicable in the public service:

Professor/Reader	-	N450.00 per month
Senior Lecturer	-	N350.00 per month

(vi) *Annual Leave Allowance*

It was agreed that each academic staff be entitled to an annual leave allowance as applicable in the public service.

(vii) *Entertainment Allowance (Attached to Offices)*

Vice-Chancellor	-	N10,000.00 per annum
Deputy Vice-Chancellor	-	N7,500.00 per annum
Provost/Dean/Director	-	N5,500.00 per annum
Head of Department	-	N3,500.00 per annum

(viii) *Kilometer Allowance*

It was agreed that kilometer allowance shall be paid to each entitled staff at the current rate as applicable in the public service.

(ix) *Night Allowance in Lieu of Hotel Bills*

It was agreed that all entitled staff shall be paid night allowance in lieu of Hotel Bills at the current rate as applicable in the public service.

(x) *Domestic Service Allowance*

It was agreed that domestic service allowance shall be paid to Readers and Professors as applicable in the public service.

(xi) *Estacode*

It was agreed that each entitled staff shall be paid as in the public service.

I Other Fringe Benefits

(1) *Vehicle Loan*

It was agreed that each university shall create a fund for a vehicle loan scheme.

(i) *Car Refurbishing Loan*

It was agreed that each academic staff is entitled to a car refurbishing loan of N100,000 repayable in five (5) years at 2% interest rate.

(iii) *Furniture Loan*

It was agreed each academic staff be entitled to a furniture loan, on terms approved by the Governing Council.

(iv) *Housing Loan*

It was agreed that each academic staff shall be entitled to a housing loan of N600,000.00 repayable in thirty (30) years at an interest to be determined by the Governing Council.

(v) *Research/Sabbatical Leave*

(a) *Research leave*

It was agreed that each academic staff shall be entitled to an academic research leave of twenty-six working days per annum.

(b) *Sabbatical Leave*

It was agreed that the practice whereby each academic staff is entitled to a sabbatical leave after six (6) years of continuous service, should continue.

(vi) *Annual Leave*

It was agreed that each academic staff shall be entitled to an annual vacation leave as applicable in the public service.

(vii) *Sick Leave*

It was agreed that each academic staff is entitled to a maximum of six (6) weeks per year of sick leave if not hospitalised and, if hospitalised, to a sick leave of six (6) calendar months with full pay in the first instance, subject to an extension for another six months. Thereafter, a medical board shall determine if he shall be allowed further sick leave or invalided from service.

(viii) *Maternity Leave*

It was agreed that each female academic staff shall be entitled to maternity leave as applicable in the public service.

(ix) *Health Care*

It was agreed that each academic staff and his/her family are entitled to free medical treatment, including treatment abroad where necessary. Each academic staff shall, on presentation of receipts, be entitled to refund of all purchased prescribed essential drugs and spectacles.

(x) *Injury Pension*

It was agreed that each University shall be required to take group insurance cover.

(xvi) *Retirement Age*

(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 an academic staff may voluntarily retire in accordance with the provisions of the pensions-decree.

(xvii) *Pension and Gratuity*

It was agreed that each academic staff shall be entitled to gratuity in accordance with the pensions decree.

(xviii) *Death Benefits*

It was agreed that where a pensionable academic staff dies in active service, his next of kin shall be paid death benefits as in the pensions decree.

(xix) *Retirement with Full Pay*

An academic who retires as a professor shall be entitled to a pension equal to his full pay as he or she is entitled as provided in Decree No. 11 of 1993.

3.5 Allowances on which there was no agreement

- (i) Book Allowance
- (ii) Undergraduate Project Supervision Allowance
- (iii) International Academic Contact Fund
- (iv) Secretarial Service Allowance

CHAPTER FOUR

4.0 DEFERRED ISSUES

4.1 It was agreed that negotiations on the funding of universities, salaries, university autonomy and academic freedom had such far-reaching implications that they could not be concluded in time by the present administration, which had only a few days left.

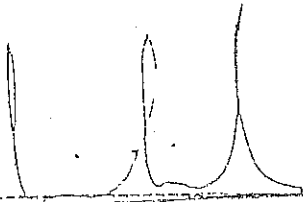
4.2 It was further agreed that the Honourable Minister and Chairman of the negotiations should recommend to the in-coming administration, to set up a high powered committee to fashion out and negotiate, in concrete terms, what is best for the education system, particularly, the university sector in close collaboration with all stake holders in the system.

CHAPTER FIVE

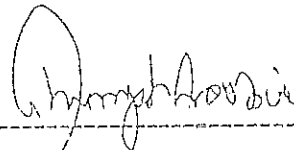
5.0 EFFECTIVE DATE OF IMPLEMENTATION OF THE AGREED ALLOWANCES

5.1 It was agreed that the effective date of the agreed allowances shall be January 1, 1999, to coincide with the effective date of the latest HATISS structure.

Signed this 25th day of May, 1999.



Chief Samuel Olaiya Oni
Honourable Minister of Education
On Behalf of the Federal Government



Dr. Assisi Asobie
On Behalf of the Academic
Staff Union of Universities

TABLE I

COMPARISON OF ASUU PROPOSAL WITH CURRENT HATISS

GRADE	STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	INCRMT
1	ASUU	64526	66405	68284	70163	72042	73921	75800	77679	79558	81437	83316	85195	87074	88953	90832	1879
	HATISS	16224	16704	17184	17664	18144	18624	19104	19584	20064	20544	21024	21504	21984	22464	22944	480
2	ASUU	70978	73289	75600	77911	80222	82533	84844	87155	89466	91777	94088	96399	98710	101021	103332	2311
	HATISS	16764	17364	17964	18564	19164	19764	20364	20964	21564	22164	22764	23364	23964	24564	25164	600
3	ASUU	78076	80919	83762	86605	89448	92291	95134	97977	100820	103663	106506	109349	112192	115035	117878	2843
	HATISS	17604	18324	19044	19764	20484	21204	21924	22644	23364	24084	24804	25524	26244	26964	27684	720
4	ASUU	85884	89381	92878	96375	99872	103369	106866	110363	113860	117357	120854	124351	127848	131345	134842	3497
	HATISS	20964	20904	21744	22584	23424	24264	25104	25944	26784	27624	28464	29304	30144	30984	31824	840
5	ASUU	94472	98773	103074	107375	111676	115977	120278	124579	128880	133181	137482	141783	146084	150385	154686	4301
	HATISS	24660	25680	26700	27720	28740	29760	30780	31800	32820	33840	34860	35880	36900	37920	38940	1020
6	ASUU	103919	109209	114499	119789	125079	130369	135659	140949	146239	151529	156819	162109	167399	172689	177979	5290
	HATISS	33072	34332	35592	36852	38112	39372	40632	41892	43152	44412	45672	46932	48192	49452	50712	1260
7	ASUU	114311	120618	127325	133932	140339	146846	153353	159860	166367	172874	179381	185888	192395	198902	205409	6507
	HATISS	43428	44940	46452	47964	49476	50988	52500	54012	55524	57036	58548	60060	61572	63084	64596	1512
8	ASUU	124252	132291	140330	148369	156408	164447	172486	180525	188564	196603	204642	212681	220720	228759	236798	8039
	HATISS	51192	52992	54792	56592	58392	60192	61992	63792	65592	67392	69192	70992	72792	74592	76392	1800
9	ASUU	131707	140466	149225	157984	166743	175502	184261	193020	201779	210538	219297	228056	236815	245574	254333	8759
	HATISS	60264	62244	64224	66204	68184	70164	72144	74124	76104	78084	80064	82044	84024	86004	87984	1980
10	ASUU	151597	162825	174053	185301	196539	207777	219015	230253	241491	252729	263967	275205	286443	297681	308919	11238
	HATISS	70848	73580	77112	80244	83376	86508	89640	92772	95904	99036	102168	105300	108432	111564	114696	3132
11	ASUU	171467	185163	198859	212615	226361	240107	253763	267419	281075	294731	308387	322043	335699	349355	363011	13716
	HATISS	79212	82534	85856	89178	92460	95772	99084	102396	105708	109020	112332	115644	118956	122268	125580	3312
12	ASUU	190726	205054	219382	233710	248038	262366	276694	291022	305350	319678	334006	348334	362662	376990	391318	14328
	HATISS	87612	91176	94740	98304	101868	105432	108996	112560	116124	119688	123252	126816	130380	133944	137508	3664
13	ASUU	209585	224925	239865	254805	269745	284685	299625	314565	329505	344445	359385	374325	389265	404205	419145	14940
	HATISS	97968	102180	107592	112404	117216	122028	126840	131652	136464	141276	146088	150900	155712	160524	165336	4812
HATISS	ASUU	222410	241193	259976	278759	297542	316325	335108	353891	372674	391457	410240	429023	447806	466589	485372	18783
	HATISS	108360	114144	119928	125712	131496	137280	143064	148848	154632	160416	166200	171984	177768	183552	189336	5784
ASUU	248503	269181	289859	310537	331215	351893	372571	393249	413927	434605	455283	475961	496639	517317	537995	20678	
	HATISS	120316	127390	133934	140508	147072	153636	160200	166764	173328	179892	186456	193020	199584	206148	212712	5564

TABLE II
SUMMARY OF ASUU'S PROPOSALS ON ALLOWANCES AND FRINGE BENEFITS

S/NO	TYPE OF ALLOWANCE	VALUE OF ALLOWANCE SINCE 1992	VALUE PROPOSED IN 1999
I	<u>ACADEMIC</u>		
	1. <u>JOURNAL</u> a) Professor/Reader b) Snr. Lecturer c) Others	N6000 per annum N5000 per annum N4000 per annum	USD 700 pa USD 700 pa USD 700 pa
	2. <u>RESEARCH</u> a) Professor/Reader b) Snr. Lecturer c) Others	N3000 per annum N2500 per annum N2000 per annum	50,000 pa 50,000 pa 50,000 pa
	2. <u>LEARNED SOCIETIES</u> a) Professor b) Snr. Lecturer c) Others	N3000 per annum N2500 per annum N2000 per annum	USD 235 pa USD 235 pa USD 235 pa
	3. <u>EXAMINATION SUPERVISION</u> a) Professor/Reader b) Snr. Lecturer c) Others	20% of annual basic subject to a maximum of N7,200	20% of annual basic salary
	4. <u>POST GRADUATE SUPERVISION</u>	N2000 per annum	N7000 per PG student to a maximum of N35,000 for 5 students
	5. <u>TEACHING PRACTICE/INDUSTRIAL SUPERVISION</u>	15% of annual basic salary to a maximum of N5,400	15% of annual basic salary
	6. <u>HAZARD</u>	N600 pa	N6,000 pa
	7. <u>EXCESS WORKLOAD</u> a. Professor/Reader b. Snr. Lecturer c. Others	NIL	N70 pa N50 pa N40 pa

	<p>8. HONORARIA FOR EXTERNAL EXAMINERS Ph.D Masters</p> <p>10. MODERATION OF EXAMINATION (EXTERNAL EXAMINER)</p> <p>11. POST GRADUATE STUDY GRANT</p>	<p>N1,500 N1000</p> <p>N500 for 50 or less; N1000 for more than 50</p> <p>N2000 per annum</p>	<p>N15,000 N10,000</p> <p>N10,000 for 50 or less; N15,000 for more than 50</p> <p>N10,000 per annum</p>
II	<p>RESPONSIBILITY</p> <p>a) VC b) DVC c) PROVGST d) DEAN/DIRECTOR e) HEAD/SUB DEAN f) HALL WARDEN/MASTER g) OTHERS</p>	<p>- N10,000 per annum N5000 per annum N3000 per annum N2400 per annum Double current rate Double current rate</p>	<p>N100,000 pa N60,000 pa N48,000 pa N36,000 pa N30,000 pa N24,000 pa N18,000 pa</p>
III	<p>ACADEMIC CAPACITY BUILDING FACILITIES</p> <p>1. Secretarial Service Allowance</p> <p>a) UASS 7 b) UASS 6</p>	<p>-</p>	<p>Officer to be paid a secretary's total emoluments</p>
IV	<p>GENERAL</p> <p>1. Housing</p> <p>2. Transportation</p> <p>3. Meal subsidy</p> <p>4. Utility</p> <p>5. Annual leave</p> <p>6. Entertainment</p> <p>a. VC b. DVC c. Provost/Dean/Doctor d. HOD</p> <p>7. Kilometre</p> <p>8. Night Allowance</p>	<p>Academics in staff quarters to be paid housing subsidy</p> <p>As in the public service</p> <p>- Ditto- - Ditto- - Ditto-</p> <p>- As in public service</p> <p>- Ditto- - Ditto</p>	<p>Academics in staff quarters to be paid housing subsidy</p> <p>As in the public service</p> <p>- Ditto- - Ditto- - Ditto-</p> <p>N30,000 N27,000 N20,000 N15,000 as in the public service</p>

	9. Domestic Service	- ditto	- Ditto-
	10. Estacode	- ditto-	- Ditto
V	OTHERS		
	1. VEHICLE LOAN	Each University to create a fund for a loan scheme;	Same
	2. CAR REFURBISHING	N20,000 repayable at 2% interest rate	N10,000 repayable at 2% interest rate
	3. FURNITURE GRANT a. PROFESSOR/READER b. SNR LECTURER c. OTHERS	On terms to be negotiated with each governing council	Grant at 100,000, 70,000, 50,000 every 2 years
	4. GRANT FOR BUILDING PERSONAL HOUSE	Loan of N200,000 repayable in 30 years at interest to be determined by Council	Grant of 400% of basic salary for senior lecturers and above
	5. RESEARCH/SABBATICAL LEAVE	Research leave of 26 weeks. Sabbatical after 6 years of unbroken service	Same
		Overseas transportation for spouse and 4 children	Same
	6. INTER-UNIVERSITY (OVERSEAS) CONTACT FUND		Each university to establish such a fund
	7. ANNUAL LEAVE	As in public service	Same
	8. SICK LEAVE	6 weeks maximum per year but 6 months if hospitalized, then another 6 monthly extension. Thereafter to a medical board.	Same

9. MATERNITY LEAVE	12 weeks with full pay for female academics	Same
10. HEALTH CARE	Free medical care including refunds for purchase of prescribed drugs/spectacles.	Same
11. INJURY	Universities to take group insurance cover	Same
12. STAFF SCHOOLS	Free primary and secondary education for staff children	Free primary and secondary education for staff children
13. LEARNED CONFERENCE	One local conference per year and one international conference every five years	University to fund two local conferences yearly one overseas every two years and each academic
14. PUBLICATION	Funds to be provided to assist publication of manuscripts accepted by any publisher	Same
15. OFFICIAL TRANSPORTATION	Two vehicles to be provided for each department; plus a vehicle pool for easy access by all academics	Same
16. OFFICE ACCOMMODATION	Comfortable office accommodation with telecommunications facilities for Professors, Readers and Senior Lecturers	Same

17. RETIREMENT AGE	Compulsory retirement at 65; contract appointments may be given to retired academics	Retirement with full pay for a Prof. with 15 years unbroken service
18. PENSION/GRATUITY	Gratuity after 5 years service	Same. New pensions table
19. DEATH BENEFITS	One year salary plus gratuity and 5 years pension	Same

(TABLE III CONTD.)

SUMMARY OF COST IMPLICATION OF HATISS (CURRENT RATE)
(UPDATED) PLUS LOANS

- 1. SALARY AND GENERAL ALLOWANCES
- 2. OTHER ALLOWANCES AND LOANS

10,404,427,788.00
1,851,004,408.80
12,255,432,196.80

TABLE III
 COST IMPLICATIONS OF IMPLEMENTING THE AGREEMENTS WITH ASUU
 SALARY AND GENERAL ALLOWANCES (HATISS2 ANNUAL FIGURES) UPDATED 1999

ASUU	SALARY	GENERAL ALLOWANCES				MEAL	UTL	ENT	HAZ	SUB-TOT	ACADEMIC ALLOWANCES					TIPRAC	EXWOKR	SUB-TOT	TOTAL
		RENT	UGRANT	TRANS	TRAVEL						JOURN	RESR	USOC	ESUP	PGSUP				
1	20664	14044.8	2008.4	5600	3600	2280	2000	5395.2	11104.8	5552.4	5552.4	11104.8	8328.6	5760	47403	170226.2	5395.2		
2	21524	15024.3	2156.4	5600	3600	2280	2000	56295.2	11806.55	5903.28	5903.28	13118.4	9828.8	5760	52330.32	193275.9	56295.2		
3	23384	16351.8	2338.4	5600	3600	2280	2000	65697.2	140945.6	6088.32	6088.32	15220.8	11415.6	5760	56749.68	216616.9	65697.2		
4	25784	18746.8	2678.4	5600	3600	2280	2000	76556	100553.6	11104.8	5552.4	11104.8	8328.6	5760	47403	170226.2	76556		
5	32820	30506.4	4315.2	5600	3600	2280	2000	100553.6	122823.2	5903.28	5903.28	13118.4	9828.8	5760	56749.68	216616.9	100553.6		
6	43152	38666.8	5552.4	5600	3600	2280	2000	140945.6	11806.55	6088.32	6088.32	15220.8	11415.6	5760	56749.68	216616.9	140945.6		
7	65392	45914.6	6559.2	5600	3600	2280	2000	195507.2	159867.2	12176.64	6088.32	6088.32	15220.8	5760	68127.72	281282.1	195507.2		
8	76104	53772.8	7610.4	5600	3600	2280	2000	239823.2	213154.4	12684.96	6342.48	21141.6	15956.2	5760	68127.72	281282.1	239823.2		
9	95904	67132.8	9590.4	5600	3600	2280	2000	286335.2	286335.2	16375.68	8187.84	27292.8	20489.6	11520	112033.8	392689	286335.2		
10	105708	73935.6	10570.8	5600	3600	2280	2000	286335.2	286335.2	16375.68	8187.84	27292.8	20489.6	11520	112033.8	392689	286335.2		
11	116124	81258.6	11612.4	5600	3600	2280	2000	314537.6	314537.6	20102.16	10051.08	30926.4	23194.8	14400	128725.5	443263.1	314537.6		
12	138484	95524.8	13848.4	5600	3600	2280	2000	348190.4	348190.4	20799.26	10399.68	34655.5	25999.2	14400	136653.5	464853.9	348190.4		
13	154632	108242.4	15463.2	5600	3600	2280	2000	371820.8	371820.8	22374.72	11187.36	37291.2	27968.4	14400	144409	516229.8	371820.8		
14	173328	123329.6	17332.8	5600	3600	2280	2000	400000	400000	25000	20000	20000	20000	14400	144409	516229.8	400000		
15	186456	130519.2	18645.6	5600	3600	2280	2000	430000	430000	27500	20000	20000	20000	14400	144409	516229.8	430000		

ACADEMIC STAFF

ASUU	HATISS2	SAL & ALLOC	NO. OF STAFF	GRAND TOTAL
1	7	170226.2	1126	191674701.2
2	8	193275.9	1898	364904899.2
3	9	216816.9	2285	494969616.5
4	11	281292.1	2439	686347041.9
5	13	392689	3066	1203923154
6	14	443263.1	700	311613959.3
7	15	484853.9	1311	63564362.9
				27876479.2
				3916653244

NON-ACADEMIC STAFF

ASUU	SAL & ALLOC	NO. OF STAFF	GRAND TOTAL
1	5395.2	3878	2351650185.6
2	56295.2	5789	325692912.8
3	59535.2	9023	537186109.6
4	65691.2	6745	443087144.0
5	76556.0	6779	518973124.0
6	100553.6	4209	423230102.4
7	122823.2	4132	507505462.4
8	140945.6	1740	245245344.0
9	159867.2	1660	265379552.0
10	195507.2	36	7038259.2
11	213154.4	1285	273903404.0
12	239823.2	882	211524062.4
13	280635.2	892	250326558.4
14	314537.6	287	90272291.2
15	348190.4	185	36539902.0
			649774541.6

SUMMARY:
 ACADEMIC STAFF 3916653244
 NON-ACADEMIC STAFF 649774541.6
 TOTAL 4566427785.6

(TABLE III CONTD.)
OTHER ALLOWANCES - HAITISSZ

ADMINISTRATIVE	54	10000	540,000.00	
Vice Commissioners 1 to 101	12	7500	315,000.00	
Deputy Vice Commissioners	75	7500	562,500.00	
Administrators, Managers, Librarians	495	5500	2,722,500.00	
Proctors, Deans, Directors	294	5500	1,617,000.00	
Deputy Administrators, Managers, Lib., Acad., sec- ond of Departments	1530	3500	5,355,000.00	
				11,112,000.00
SUB-TOTAL				
RESPONSIBILITY	53	60000	3,180,000.00	
Vice Commissioners 1 to 101	42	30000	1,260,000.00	
Deputy Vice Commissioners	75	30000	2,250,000.00	
Administrators, Managers, Librarians	60	15907	954,420.00	
Proctors	655	29000	1,915,000.00	
Deans & Directors	1700	4800	8,160,000.00	
SOO & Sub-Deans	21555	1800	103,320,000.00	
All other officers				121,045,000.00
SUB-TOTAL				
DOMESTIC SERVICE ALLOWANCE	990	53003.6	51,779,772.00	
HOUSE 11	1450	1450	151,770,232.00	
HOUSE 15	54	207211.2	11,297,404.80	
Vice Commissioners 1 to 101				216,847,408.80
SUB-TOTAL				
USA ADMINISTRATIVE LEAD	23191	100000	500,000,000.00	
HOUSEING LEAD	21991	600000	1,000,000,000.00	
				1,500,000,000.00
TOTAL				1,851,004,408.80

ASLU NATIONAL SECRETARIA

PART I

BACKGROUND TO THE NEGOTIATIONS

Please Return to
FAD/PE

RESTRICTED