

L.N. 3 of 1971

TRADE DISPUTES (EMERGENCY PROVISIONS)
(AMENDMENT) (No. 2) DECREE 1969
(1969 No. 53)

Trade Disputes (Central Bank of Nigeria Arbitration
Award) Confirmation Order 1971

Commencement : 15th January 1971

In exercise of the powers conferred upon me by section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969 and of all other powers enabling me in that behalf, I hereby make the following Order :—

- | | |
|--|--------------------------|
| 1. The Arbitration Tribunal Award made on 21st December 1970, as set out in the Schedule hereto is hereby confirmed and shall have effect as therein provided. | Confirmation order. |
| 2. The Award shall be deemed to have effect from 21st December 1970 but in respect of salaries it shall be retrospective from the 1st of July 1969. | Effective date of award. |
| 3. This instrument may be cited as the Trade Disputes (Central Bank of Nigeria Arbitration Award) Confirmation Order 1971 and shall apply throughout Nigeria. | Citation and extent. |

SCHEDULE

(Paragraph 1)

<i>Name of Arbitration Tribunal etc.</i>	<i>Terms of Award</i>										
Industrial Arbitration Tribunal : Central Bank of Nigeria Employees' Union, Central Bank of Nigeria.	<p>1. (a) <i>Salary Scales</i> :</p> <p>These should be as set out in the Appendix to this Schedule, and should take effect from 1st July, 1969.</p> <p>(b) <i>Trade Union Activities</i> :</p> <p>No member of the staff above the rank of Supervisor may join a trade union of any of the junior staff or participate either directly or indirectly in the activities of such a union. Senior staff, in their own right, may form an association or a trade union of their own to protect their rights.</p> <p>2. <i>Other Conditions of Service</i></p> <p>(a) <i>Overtime Remuneration</i> :</p> <p>The award is as follows—</p> <table border="0" style="margin-left: 40px;"> <tr> <td></td> <td style="text-align: right;"><i>per hour</i></td> </tr> <tr> <td>Salary below £230 per annum</td> <td style="text-align: right;">4s-6d</td> </tr> <tr> <td>from £230-£499 per annum</td> <td style="text-align: right;">5s-0d</td> </tr> <tr> <td>from £500-£649 per annum</td> <td style="text-align: right;">5s-6d</td> </tr> <tr> <td>from £650-£799 per annum</td> <td style="text-align: right;">6s-0d</td> </tr> </table>		<i>per hour</i>	Salary below £230 per annum	4s-6d	from £230-£499 per annum	5s-0d	from £500-£649 per annum	5s-6d	from £650-£799 per annum	6s-0d
	<i>per hour</i>										
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SCHEDULE—continued

Name of
Arbitration
Tribunal etc.

Terms of Award

Industrial Arbitration
Tribunal : Central
Bank of Nigeria
Employees' Union,
Central Bank of
Nigeria.

(b) *Car Advance and Car Allowance :*

No award.

(c) *Leave Period and Leave Transport Allowance :*

These should be as granted to Public Servants of the Federation, i.e. :—

Salary per Annum	Leave per Annum	Rate of Allowance per Mile	
		Single	Married
Under £250 per annum	15 days	4d	8d
£250-£342 per annum	21 days	4½d	9d
£343-£457 per annum	24 days	5d	10d
£458-£900 per annum	35 days	6d	1s

(d) *Housing Loan Facilities :*

(i) that the present arrangement regarding payment of interest should remain.

(ii) that loan be granted to members of the staff of the Bank for the building of houses in towns where the Bank has got branches.

(e) *Christmas Bonus :*

No award.

(f) *Establishment of a Staff Training School :*

No award.

(g) *Subsidized Transport for Junior Staff :*

No award.

(h) *Vehicle Advance and Allowance and Staff Loans :*

(i) that a bicycle advance of £35 repayable in two years be granted ;

(ii) that the amount of motor-cycle/scooter advance be £200-£425, and the period of repayment be five years ;

(iii) that a bicycle allowance of £12 per annum and a motor-cycle/scooter allowance of £30 per annum be paid to staff who use these vehicles on duty ;

(iv) that any member of the staff be given one month's salary advance on application provided he satisfies the Bank that he needs it. Such advance should be recovered in not less than three consecutive monthly instalments.

SCHEDULE—*continued*

<i>Name of Arbitration Tribunal etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : Central Bank of Nigeria Employees' Union, Central Bank of Nigeria.	(i) <i>Cashiers' Risk Allowance :</i> No award.
	(j) <i>No-Accident Bonus to Drivers :</i> That a no-accident bonus of one month's salary be given to every driver of the Bank who qualifies for it at the end of the year.
	(k) <i>Conversion and Promotion of Non-Clerical Staff :</i> No award.
	(l) <i>Commissionaires : Change of Title :</i> No award.
	(m) <i>Commissionaires : Change of Uniform :</i> That the claim for commissionaires' uniform to be of terylene or tetoron be granted.
	(n) <i>Staff Canteen :</i> That a subsidized staff canteen be provided.
	(o) <i>Laying Down Disciplinary Procedure :</i> That a department responsible for all personnel matters including discipline be established.
	(p) <i>Conditions of Service Booklet :</i> That a booklet embodying the conditions of service be published and made available to the staff.
	(q) <i>Formalisation of Joint Negotiation Council :</i> That a joint negotiation council of management and Union be set up forthwith, and that the management should accord recognition to the duly appointed Secretary of the Union whether he is a member of the Staff of the Bank or not.

APPENDIX

	<i>Present Salary Scales</i>	<i>Tribunal Award</i>
	£	£
Gardener	123 x 3 - 192 ..	150 x 6 - 270
Steward	144 x 4 - 222 ..	160 x 6 - 280
Nightwatchman	144 x 4 - 222 ..	160 x 6 - 280
Labourer, Grade B	144 x 4 - 176 ..	160 x 6 - 208
Labourer, Grade A	186 x 5 - 326 ..	205 x 9 - 385

APPENDIX—continued

				Present Salary Scales		Tribunal Award		
				£		£		
Cleaner, Grade B	150 x 6	186	..	169 x 9	219
Cleaner, Grade A	198 x 10	268	..	220 x 12	304
Messenger, Grade B	156 x 6	192	..	172 x 9	226
Messenger, Grade A	204 x 10	304	..	230 x 12	350
Driver, Grade C	180 x 10	220	..	195 x 10	325
Driver, Grade B	230 x 12	290	..	250 x 12	310
Driver, Grade A	305 x 15	440	..	330 x 15	465
Telephone Operator, Grade B	184 x 15	244	..	200 x 15	260
Telephone Operator, Grade A	264 x 20	364	..	285 x 20	385
Senior Telephone Operator	400 consolidated		..	430 consolidated	
Commissionaire, Grade III	220 x 15	310	..	240 x 15	330
Commissionaire, Grade II	330 x 20	450	..	360 x 20	480
Commissionaire, Grade I	480 x 25	630	..	520 x 25	670
Chargeman	500 x 25	625	..	—	
Assistant Storekeeper	240 x 15	360	..	260 x 15	380
Storekeeper	400 x 20	640	..	430 x 20	670
Note Counter, Grade III	220 x 15	325	..	265 x 15	370
Note Counter, Grade II	350 x 20	510	..	380 x 20	540
Note Counter, Grade I	540 x 25	765	..	540 x 25	765
Machine Operator, Grade III	250 x 12	334	..	265 x 15	370
Machine Operator, Grade II	350 x 15	455	..	380 x 20	540
Machine Operator, Grade I	460 x 20	600	..	540 x 25	765
Teleprinter Operator, Grade A	264 x 20	364	..	285 x 20	385
Teleprinter Operator, Grade B	184 x 15	244	..	200 x 15	260
Copy Typist, Grade II	250 x 12	298	..	280 x 12	400
Copy Typist, Grade I	310 x 15	385	..	340 x 15	490
Stenographer, Grade II	380 x 20	520	..	420 x 20	580

APPENDIX—continued

	<i>Present Salary Scales</i>	<i>Tribunal Award</i>
	£	£
Stenographer, Grade I	520 x 25 - 726	560 x 25 - 840
Clerk, Grade C (W.A.S.C.)	250 x 25 - 525	325 x 25 - 550
Clerk, Grade C (H.S.C.)	—	375 x 25 - 550
Clerk, Grade B	558 x 30 - 798	590 x 30 - 860
Clerk, Grade A	835 x 35 - 1,080	900 x 35 - 1,110
Supervisor	650 x 30 - 770	690 x 35 - 900

DATED at Lagos this 15th day of January, 1971.

J. E. WEY,
Acting Federal Commissioner for Labour