

L.N. 55 of 1972

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

**Trade Dispute (Association of Aircraft Technicians of Nigeria Airways Limited  
and the Nigeria Airways Limited) Confirmation of Award Notice 1972**

Pursuant to the provision of section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969, the Industrial Arbitration Tribunal Award made on 30th August 1971, as set out in the Schedule hereto, has been confirmed by me, the Federal Commissioner for Labour, and shall have effect as so confirmed in accordance with that provision.

**SCHEDULE**

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : Association of Aircraft Technicians of Nigeria Airways Limited and the Nigeria Airways Limited.	<ol style="list-style-type: none"> <li>1. Conditions of Service : The existing "Conditions of Service" should continue to operate until a standard one, being prepared by the Statutory Corporations Service Commission for all statutory corporations and Government owned companies becomes available.</li> <li>2. Salary structure for Engineering Junior Staff : This claim was withdrawn.</li> <li>3. Fringe benefits with regard to General Orders 22103 and 22104 and purchase of cycles and motor cycles and housing allowance :               <ol style="list-style-type: none"> <li>(a) No award with regard to General Orders 22103 and 22104 and housing allowance.</li> <li>(b) Staff should be allowed to buy bicycles or motor cycles of their choice from any reputable firm, and Management should pay for such purchase of bicycles or motor cycles direct to the firm concerned.</li> </ol> </li> <li>4. Job Evaluation Report and payment of arrears : We make no award.</li> <li>5. Extension of Medical Facilities :               <ol style="list-style-type: none"> <li>(a) The management should implement the agreement reached by both parties on 13th February, 1971 that one extra medical doctor should be employed "as soon as the new Budget is approved in April 1971".</li> <li>(b) Two additional staff nurses should be engaged to enable the roster to cover a 24-hour shift duty.</li> </ol> </li> </ol>

## SCHEDULE—continued

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : Association of Aircraft Technicians of Nigeria Airways Limited and the Nigeria Airways Limited.	<p>6. Returnees : All returnees who are in possession of conversion papers should be regarded as being placed in the permanent establishment.</p> <p>7. Automatic Grant of increments : As from 1st April 1971, there shall be an automatic grant of increments to staff, provided there is no adverse report.</p> <p>8. Training facilities for existing staff and the question of the 12 trainees with Aer Lingus : (a) Management should make immediate arrangements to train eligible staff either at Beirut or Amsterdam, and also to provide opportunity for other staff to improve their efficiency through refresher courses in the Ground Training School. (b) The 12 trainees who are undergoing training under the Aer Lingus should not be withdrawn.</p> <p>9. 1969/70-70/71 Promotions : We gather that all existing vacancies have now been filled, and we award that the filling of future vacancies should be undertaken as a matter of routine, that is, without undue delay.</p> <p>10. Representation on the Insurance Board and release of annual individual contributions : (a) The Trust-Deed should be amended so as to accommodate representatives of the Union on the Insurance Board. (b) The affairs of the Board shall be so ordered as to make available to all staff concerned information as to their individual contribution by April 1972.</p> <p>11. Shift Allowance Figures : We confirm the agreement between the parties that (a) Shift allowance should be introduced in principle, and (b) The Tribunal should leave to the parties the details regarding rate and application.</p> <p>12. Removal of Mr D. A. Adebiyi as Personnel Manager of Nigeria Airways Limited : This claim was dropped on the order of the Tribunal.</p>

## SCHEDULE—continued

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : Association of Aircraft Technicians of Nigeria Airways Limited and the Nigeria Airways Limited.	<p>13. Removal of Mr L. L. T. Lawson as the Engineering Manager of the Nigeria Airways Limited : This claim was withdrawn.</p> <p>14. Improvement in the water supply in the Nigeria Airways Limited :  Management should explore and apply all possible alternatives to the solution of this problem.</p> <p>15. Abolition of National Provident Fund Scheme : This claim was withdrawn.</p> <p>16. Uniform allowance of £50 for five years for overseas training—reduction of period to three years : This claim was withdrawn.</p> <p>17. Overseas accommodation allowance of £2 to be increased : This claim was withdrawn.</p> <p>18. Motor cycle allowance to be increased to £5 : This claim was withdrawn.</p>

DATED at Lagos this 21st day of August 1972.

ANTHONY ENAHORO,  
*Federal Commissioner of Labour*

## EXPLANATORY NOTE

*(This note does not form part of the above Notice but is intended to explain its effect)*

The Notice confirms the award by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between the Association of Aircraft Technicians of Nigeria Airways Limited and the Nigeria Airways Limited.

L.N. 56 of 1972

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

**Trade Dispute (Ikeja Textile Workers' Union and the Nigerian  
 Textile Mills Limited) Confirmation of Award Notice 1972**

Pursuant to the provision of section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969, the Industrial Arbitration Tribunal Award made on 14th March 1972, and set out in the Schedule hereto, has been confirmed by me, the Federal Commissioner for Labour, and shall have effect as so confirmed in accordance with that provision.

**SCHEDULE**

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal :	(i) Violation of former practice on hours of work : No award.
Ikeja Textile Workers' Union and the Nigerian Textile Mills Limited	(ii) Violation of agreement reached on 14s extension :  All employees of the company on Scale A3 who, in June 1969, had earned 11s a day shall be advanced to 12s-8d a day with effect from 1st July, 1970. All arrears to which an employee is entitled by reason of this award are to be calculated and paid to him without delay.  Schedule II of the collective agreement dated July 1969, is hereby amended to the extent of its inconsistency with this award.  (iii) Violation of agreement on job classification : No award.

DATED at Lagos this 19th day of August 1972.

ANTHONY ENAHORO,  
*Federal Commissioner for Labour*

**EXPLANATORY NOTE**

*(This note does not form part of the above Notice but is intended  
 to explain its effect)*

The Notice confirms the award made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between Ikeja Textile Workers' Union and the Nigerian Textile Mills Limited.

L.N. 57 of 1972

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

**Trade Dispute (Nigerian External Telecommunications Limited and  
Joint Action Committee of Nigerian External Telecommunications  
Limited) Confirmation of Award Notice 1972**

Pursuant to the provision of section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969, the Industrial Arbitration Tribunal Award made on 16th June, 1972, and set out in the Schedule hereto, has been confirmed by me, the Federal Commissioner for Labour, and shall have effect as so confirmed in accordance with that provision.

**SCHEDULE**

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : Nigerian External Telecommu- nications Limited and Joint Action Committee of Nigerian External Telecommunications Limited.	Christmas Bonus 1971 : No award.

DATED at Lagos this 19th day of August 1972.

ANTHONY ENAHORO,  
*Federal Commissioner for Labour*

**EXPLANATORY NOTE**

*(This note does not form part of the above Notice but is intended to  
explain its effect)*

This Notice confirms the decision of the Industrial Arbitration Tribunal in respect of the trade dispute which arose between the Joint Action Committee of the Nigerian External Telecommunications Limited and the Nigerian External Telecommunications Limited.