

L.N. 25 of 1978

**TRADE DISPUTES DECREE 1976**  
(1976 No. 7)

**Trade Dispute (Marine Drilling and Construction Workers'  
Union of Nigeria and Zapata Marine Service Nigeria  
Limited) Confirmation of Award Notice 1978**

Pursuant to the provision of section 9 (3) of the Trade Disputes Decree 1976, the Industrial Arbitration Panel Award made on 2nd December 1977, 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>
Marine Drilling and Construction Workers' Union of Nigeria and Zapata Marine Service Nigeria Limited.	"In view of the application by the parties to the above dispute to be allowed time to re-negotiate the claims and of the notice discontinuance given during the hearing by the applicant in respect of its claim the Tribunal makes no award in the said dispute".

DATED at Lagos this 12th day of May 1978.

**MAJOR-GENERAL H. E. O. ADEFOPE,**  
*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 by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between the Marine Drilling and Construction Workers' Union of Nigeria and Zapata Marine Service Nigeria Limited.

TRADE DISPUTES DECREE 1976  
(1976 No. 7)

Trade Dispute (ICI Workers Union and ICI (Nigeria) Ltd.  
and Paints Division) Confirmation of Award Notice 1978

Pursuant to the Provision of section 9 (3) of the Trade Disputes Decree 1976, the Industrial Arbitration Panel Award made on 30th June 1977, 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

*Name of Arbitration  
Tribunal, etc.*

*Terms of Award*

ICI Workers Union and ICI  
(Nigeria) Ltd. and Paints  
Division

1. "The Company agrees to pay a gratuity to all member of junior staff on the following terms :—

(a) *Qualifying period :*

The employee shall have completed a minimum 10 years continuous service with the Company.

(b) *Exclusions :*

(i) No gratuity shall be payable to any employee dismissed by the Company for misconduct.

(ii) In the event of an employee being declared redundant, that employee shall not be entitled to both redundancy payments and gratuity. He shall however be entitled to either redundancy payment or gratuity which ever is the higher.

(c) Payment shall be at the rate of 3 weeks' basic salary for each completed year of continuous service after implementation of this agreement.

Back Service from the date of implementation of this agreement shall be credited in full at the rate of two weeks basic salary for each completed year of continuous service.

(d) Payment shall be based on the employee's basic salary at the time of claiming gratuity.

(e) An employee may make his claim for gratuity after a minimum of 10 years' continuous service or at any time thereafter at his discretion.

In the event of a claim being made after 10 years' continuous service, subsequent continuous service will qualify for gratuity but no further claim can be made, except at the Company's discretion, until that employee leaves the Company's service.

- (f) This agreement will come into force on the date of written approval from the Federal Ministry of Labour.
- (g) In calculating the benefits after 10 years' continuous service, any period of six months or over, but less than a year shall count as a year in determining the duration of service".

DATED at Lagos this 23rd day of May 1978.

**MAJOR-GENERAL H. E. O. ADEFOPE,**  
*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 by the Industrial Arbitration Panel in respect of the trade dispute which arose between the ICI Workers Union and ICI (Nigeria) Limited and Paints Division.