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Special Release

14 March, 2022

## COUNCIL DECISIONS ON LABOUR MATTERS

At its Statutory Meeting held on Friday, 11 March, 2022, the University Governing Council considered the under-listed matters and took the following decisions:

**1. Overtime/Shift Allowances:**

Outstanding payment of overtime/shift allowances to deserving staff should be defrayed as soon as funds are available. In addition, the proposed review of the modalities for payment of allowances by the Administration should be adopted for implementation without further delay.

**2. University Health Services (UHS) Entitlements**

The proposed visit of the University Administration and the Unions to Abuja to follow up on matters relating to allowances of staff of the University Health Services and other issues concerning other categories of staff should take place before the end of March, 2022.

**3. Promotion Arrears/October Increment:**

- (i) List of staff with promotion arrears, which have not been paid, should be compiled by the Bursary;
- (ii) Management should thereafter interface with the Office of the Accountant General of the Federation (OAGF) and other relevant government agencies on the matter.

**4. Request for Degree Certificates from Security Personnel for Promotion Purposes:**

- (i) Management in conjunction with the Faculty of Multidisciplinary Studies and other agencies should ensure a certificated professional training programme for staff of the Security Unit;
- (ii) Relevant professional qualifications are required for promotion into the Senior Cadre.

**5. Usurpation of Established Positions for the Non-Academic Staff :**

The Joint Action Congress (JAC) of SSANU and NASU should submit a list of all non-academic positions filled by Academic staff while Management is expected to bring up its justification on the matter to the next meeting.

- 6. Appointment of Labour Relations Officer/Liaison Officer:**
- (i) The process of redeploying an Officer to the Industrial Relations Unit should be given priority by the Administration.
  - (ii) Urgent action should be taken to establish a University Liaison Office in Abuja.

**7. 2-Step Salary Differentials**

- (i) The 3-man Committee set up should examine the justification for the 2-step salary differentials at the entry point of fresh appointments and at promotions.

In addition, enquiries should be made on what is applicable in other Universities.

- (ii) Membership of the Committee includes:
  1. Deputy Registrar (Human Resource and Development: Non-Academic Staff) - *Convener*
  2. Representative of Bursar
  3. Mr. Etim Malachy, Representative of the Unions
  4. Deputy Registrar, Vice Chancellor's Office to provide Secretary.

The Committee should submit its report within 30 days.

**8. Non-Accident Bonus for 2020:**

Non-accident bonus should be paid only to drivers certified by their Heads of Department to have worked during the period of lockdown and industrial action of 2020.

**9. Training and Retraining of Staff:**

Administration should make training of staff a priority and ensure that annual Budget allocation for training is utilized.

**10. Educational Amnesty:**

Management should provide Council Decision on the amnesty granted previously.

**11. Communication Gap:**

There should be a quarterly meeting of Management with the representatives of the Unions in order to facilitate seamless flow of communication.

**12. Allowance/Palliative for Technologists Working in the College of Medicine/University College Hospital:**

The National Association Academic Technologists (NAAT) should re-present its submission on the above through the Provost of the College of Medicine to the University College Hospital Management Board for necessary action.

**13. Annual Leave:**

Management should present circular/document that established the current annual leave regime existing in the public service.

**14. Non-representation of Non-Academic Members on Appointments, Promotion and Disciplinary Committees:**

The Non-Academic Staff Union (NASU) is the only Union that has representation on the Junior Staff Appointment and Promotions Committee as well as Junior Staff Disciplinary Committee.

**15. 3-Year Waiting Period In-between Degrees:**

Noted that on the appeals of the Unions, the waiting period had already been reduced to 2 years.

**16. Non-operational Hi-Tech Equipment in the University:**

The National Association of Academic Technologists (NAAT) should do an inventory of all non-operational Hi-Tech equipment in various locations for the urgent attention of the Administration, while Council should be informed of the update at its next meeting.

**17. Pension Deduction:**

Council regretted that this rather straight forward matter had been allowed to linger for too long.

Thereafter, Council directed that the Committee should submit its report to Council at its next meeting.

Thank you.

**Olubunmi O. Faluyi, CIPM**  
*Registrar/Secretary to Council*