

L.N. 73 of 1975

NIGERIAN ENTERPRISES PROMOTIONS DECREE 1972 (1972 No. 4)

Nigerian Enterprises Promotion (Exemptions) Order 1975

Commencement : 19th May 1975

In exercise of the powers conferred by section 9 of the Nigerian Enterprises Promotion Decree 1972 (as amended by the Nigerian Enterprises Promotion (Amendment) Decree 1973), and of all Powers enabling me in that behalf, I, Colonel Muhammadu Inuwa Wushishi, Federal Commissioner for Industries, with the approval of the Federal Executive Council, hereby make the following order :—

1. The bodies specified in the first column of the Schedule to this Order being bodies engaged in the businesses described in the second column of the said Schedule are hereby exempted from the provisions of section 5 of the Nigerian Enterprises Promotion Decree 1972 in so far as the provisions of that section preclude the bodies as aforesaid from being owners or part owners of the enterprises specified in Schedule 2 to the Decree.

Exemption
from the
provisions
of 1972
No. 4.

2. This Order may be cited as the Nigerian Enterprises Promotion (Exemptions) Order 1975.

Citation.

SCHEDULE

EXEMPTION FROM THE PROVISIONS OF SECTION 5 OF THE DECREE

<i>Name of Enterprises</i>	<i>Nature of Business</i>
UNICO Pension Trust	Pension Fund
Progress Trust Limited	Pension Fund
Standard Nigerian Dependants Limited, Pensions Fund	Pension Fund
African Alliance Insurance Company Limited	Life Assurance
Barclays Scholarship Trust	Educational Trust Awarding Scholarships to Nigerians in Nigerian Universities.

MADE at Lagos this 19th day of May 1975.

COLONEL M. I. WUSHISHI,
Federal Commissioner for Industries

L.N. 74 of 1975

TIN ACT 1962
(1962 No. 25)

Tin (Production and Export Control) Order 1975

Commencement : 18th April 1975

In exercise of the powers conferred upon me by section 1 (1) of the Tin Act 1962, and of all other powers enabling me in that behalf, I, Shettima Ali Monguno, Federal Commissioner for Mines and Power hereby make the following Order :—

1. Section 1 of the Tin Act 1962 (which authorises control of production and export of tin ore in special circumstances) shall have effect to control such production and export for a period commencing 18th April 1975 and expiring on 30th June 1975

Production and export of tin and tin ore subject to control.
1962 No. 25.

2. This Order may be cited as the Tin (Production and Export Control) Order 1975 and shall be deemed to have come in operation on 18th April 1975.

Citation and commencement.

MADE at Lagos this 14th day of May 1975.

SHETTIMA ALI MONGUNO,
Federal Commissioner for Mines and Power

EXPLANATORY NOTE

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

The Order brings into operation for the period specified in the Order the provisions of section 1 of the Tin Act 1962 which prohibits the exportation or smelting of tin or tin ore except in accordance with a licence granted under the Act. The Order gives effect to a decision of the International Tin Council acting under the 4th International Agreement on the production and exportation of tin or tin ore.

L.N. 75 of 1975

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

**Trade Dispute (Prestige Industries Limited and Prestige Workers' Union
of Nigeria) Confirmation of Award Notice 1975**

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 22nd May 1975, 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 Prestige Industries Limited and Prestige Workers' Union of Nigeria.	<ol style="list-style-type: none"> 1. With effect from 1st October 1974, the following rates of wages and salaries shall obtain : <ol style="list-style-type: none"> (a) Stewards, Cleaners, Trimmers Packers Cutters and Labourers : Forty-five naira and fifty kobo per month (₦45.50). (b) Machinists, Charge Hands, Account/Store/ Purchase Clerks, Drivers and Technical Assistants—Fifty-two naira per month (₦52.00). (c) Senior Drivers, Mechanics, Technicians, Assistant Foremen, Personnel Officers, Stenographers, Senior Accounts Clerk—30 per cent pay rise. (d) Senior Technician, Foreman, Book-keepers and Sales Representatives—30 per cent pay rise. 2. The arrears resulting from the new rates of wages and salaries are to be paid not later than the month of June 1975. 3. The new rates of wages and salaries are subject to renegotiation six months after the month of May 1975 and yearly thereafter. 4. Messrs K. Esu and J. Diala are to be re-instated with immediate effect without break in their length and terms of employment.

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 Prestige Industries Limited and Prestige Workers' Union of Nigeria.

L.N. 76 of 1975

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

**Trade Dispute (Jarmakani Industries Limited Workers' Union and
Jarmakani Industries Limited) Confirmation of Award Notice 1975**

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 6th August 1975, 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 : Jarmakani Industries Limited Workers' Union and Jarmakani Industries Limited.	"That the Management do pay its employees of Jarmakani Industries Limited, Ilupeju 5 months arrears of wages with effect from 1st August 1974 to 31st December 1974 and also wage increases of between 31 per cent and 122 per cent as agreed in their direct negotiation with effect from 1st January 1975."

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between Jarmakani Industries Limited Worker's Union and Jarmakani Industries Limited.

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

**Trade Dispute (Public Works Construction Technical and General Workers'
Union and Nigerscot Construction Company Limited) Confirmation of Award
Notice 1975**

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 23rd June 1975 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

Industrial Arbitration Tribunal : Public
Works Construction Technical and
General Workers' Union and Nigerscot
Construction Company Limited.

"The Tribunal awards that arrears in respect of wage increases ('Udoji') for the months 1st October 1974 to 31st December 1974 inclusive be paid by the Company to all its employees as soon after confirmation of this award as the necessary paysheets can be prepared."

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between Public Works Construction, Technical and General Workers' Union and Nigerscot Construction Company Limited.

L.N. 78 of 1975

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

**Trade Dispute (Fimcon (Nigeria) Limited and Fimcon Workers' Union)
Confirmation of Award Notice 1975**

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 in April 1975, 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

Industrial Arbitration Tribunal :
Fimcon (Nigeria) Limited and
Fimcon Workers' Union.

"There shall be an award of the payment of three months' arrears of increases of wages with effect from 1st October 1974, to be paid in two equal and consecutive monthly instalments beginning from the end of May 1975."

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between the Fimcon (Nigeria) Limited and the Fimcon Workers' Union.

L.N. 79 of 1975

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

**Trade Dispute (Standard Bank (Nigeria) Limited and the
Standard Bank (Nigeria) Senior Staff Association)
Confirmation of Award Notice 1975**

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 26th February 1975, 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.*

Industrial Arbitration Tribunal :
Standard Bank (Nigeria) Limited
and the Standard Bank (Nigeria)
Senior Staff Association.

Terms of Award

DISPUTE I

"In respect of the first dispute a provisional award in the form of an interim order was made to the effect that the parties do return to the negotiating table, which they did, and the dispute was accordingly, disposed of.

DISPUTE II

(1) All Subjects in relation to the Recognition Agreement :

That the clauses of the Draft Recognition Agreement remain as proposed, subject to the following :

A. Recognition : That the first part of the Recognition clause shall read : "The Bank recognises the Association as the sole negotiating body for the Nigerian officers of the Bank other than :

- (a) Directors and Members of the General Management of the Bank ;
- (b) Staff Manager and Assistant Staff Manager ;
- (c) Company Secretary ;
- (d) Legal Adviser ;
- (e) Confidential Secretaries and Personal Assistants to (a), (b), (c), (d) above"

B. Conditions : That the first paragraph of clause (4) of 'Conditions' shall read :—"That the Bank undertakes not to victimise or discriminate against any officer on account of his proper Association activities or to endeavour to frustrate the activities of the Association."

C. Negotiation :

- (a) That bargainable matters be specified in the Negotiation clause ;
- (b) That the list of such matters be subject to such additions as may be agreed from time to time by the parties ;

SCHEDULE—continued

*Name of Arbitration
Tribunal, etc**Terms of Award*

Industrial Arbitration Tribunal :
Standard Bank (Nigeria) Limited
and the Standard Bank (Nigeria)
Senior Staff Association.

(c) The matters specified as bargainable to this award shall be automatic additions to the aforesaid list.

D. Grievance Procedure : That the Clauses for Stages I-IV shall read as follows, respectively :

Stage I "An officer desiring to raise any grievance with which he is directly or personally concerned shall in the first instance, raise the matter with the officer directly concerned with the matter in grievance."

Stage II "If a solution is not forthcoming at Stage I within 4 working days the officer who raised the grievance may submit a written complaint detailing the grievance to Head Office through his branch Manager or head of department. The Head Office of the Bank shall within six days of receipt of such complaint send a written reply to the officer."

Stage III "Should the Bank's reply not be satisfactory to the officer he may refer the matter to the Association upon which every attempt shall be made in informal discussion between the General Secretary of the Association or his deputy acting for him and the Head Office of the Bank to reach a satisfactory solution, the first such meeting to be held within the working days of the complaint being made".

Stage IV "In the event of failure to resolve the officer's grievance at Stage III the matter may be referred to the Joint Negotiating Council which shall be convened as soon as conveniently possible and within eight working days".

E. Strikes and Lockouts : That the clause on strikes and lockouts be as follows :—

"The Association undertakes to the best of its ability to prevent strikes, stoppages of work, slow-downs of work and any other industrial action by its members designed to hinder the Bank's operations and the Bank in consideration thereof undertakes to prevent lockouts of officers". It is agreed that in the event of an unofficial industrial action occurring the Association shall use its best endeavours to persuade its members to resume normal working. It is agreed that in recognition of the importance of the service given by the banking industry and of the need for maintenance of the security and protection of the property and assets of the Bank and its customers no strikes or lockouts shall interfere with the continuance of security precautions.

SCHEDULE—continued

*Name of Arbitration
Tribunal, etc**Terms of Award*

Industrial Arbitration Tribunal :
Standard Bank (Nigeria) Limited
and the Standard Bank (Nigeria)
Senior Staff Association.

E. Housing Loan Scheme : That this scheme shall be as follows :

Building Loan

- (a) *Repayment :* By monthly instalments over a period not exceeding 20 years. In any case the repayment period will not extend beyond normal retirement age.
- (b) *Interest :* Payable monthly at the rate agreed upon from time to time. Present rate 3 per cent per annum.
- (c) *Security :* Legal Mortgage supported by Title Deeds and a Certificate of Title.
- (d) *Survey :* Where possible the Inspector of Premises will be requested to inspect the site, but if the distance from Lagos is too great a report from the nearest Branch Manager/Area Manager will be accepted. In all cases a detailed site-plan showing the exact location of the plot is required. If the services of a building contractor are utilised the tender must be forwarded for approval. If the house is to be built with local labour then a complete list of materials/prices must be submitted for approval of the Inspector of Premises.
- (e) *Insurance :* Applicants will be expected to arrange insurance to cover fire, earthquake and tornado risks with a reputable Insurance Company. Applicants must confirm in writing that the relative Insurance Policy, with the Bank's interest noted there-on, will be lodged with the staff Manager on receipt.
- (f) *Other Conditions :*
 - (i) Applicants must confirm in writing that they will make all necessary arrangements to repay the full balance outstanding in the event of their leaving the Bank's service before full repayment is effected. The rate of interest charged will be increased from the preferential staff rate to the current market rate as from the date of leaving the Bank's service.
 - (ii) The granting of a loan will be subject to the building being occupied by the officer but in the event of his transfer may be sublet, subject to the prior consent of the Bank which will not be unreasonably withheld.

SCHEDULE—continued

Name of Arbitration
Tribunal, etc.

Terms of Award

Industrial Arbitration Tribunal :
Standard Bank (Nigeria) Limited
and the Standard Bank (Nigeria)
Senior Staff Association.

The property may be situated in a place of the officer's choice.

(iii) The loan will be restricted to 90 per cent of the cost of the completed building. Applications for amounts in excess of 90 per cent will be considered exceptionally on their merits. In all cases if the employee is eligible for a loan it will be restricted to not more than five times the applicant's annual basic salary.

(iv) Only one loan may be taken during the officer's service.

Loan to purchase existing Building :

(a) Repayment } Respectively as in (a)-(c)
(b) Interest } under (E) above.
(c) Security }

(d) Survey : The Inspector of Premises will be requested to inspect the premises but if the distance from Lagos is too great a report from the nearest Branch Manager/ Area Manager will be submitted for approval.

It is emphasised that funds will only be made available if a satisfactory report is obtained and applicants should not enter into an unconditional contract to purchase until such time as they are advised in writing that the report is acceptable.

(e) Insurance : As in (e) under (E) above.

(f) Other conditions : As in (f) (i)-(iv) under (E) above.

F. Car Allowance : That car basic allowance be payable in respect of the different grades as follows :

Grade 6	₦480.00 per annum
Grade 5 and 4 ..	₦720.00 per annum
Grade 3 and above	₦840.00 per annum

G. Car Loans : That car loans be granted to all officers who applied for them on the following conditions :—

Repayment Term : four years.

Insurance : Comprehensive insurance policy to be lodged with Bank's interest noted, one year restriction before resale. One loan at a time—not to exceed officer's annual salary.

Interest : 3% per annum.

H. Leave Allowance :

Grade 2 and above	₦250 per annum
Others	₦150 per annum

SCHEDULE—continued

<i>Name of Arbitration Tribunal, etc.</i>	<i>Terms of Award</i>
Industrial Arbitration Tribunal : Standard Bank (Nigeria) Limited and the Standard Bank (Nigeria) Senior Staff Association.	<p data-bbox="573 189 742 215"><i>Leave Period :</i></p> <p data-bbox="600 218 1112 274">Grades 5 and 6 . . 29 working days per annum</p> <p data-bbox="600 278 1112 334">Grade 4 and above 30 working days per annum</p> <p data-bbox="585 343 1112 517">with up to three days travelling time in each case where justified. Where an officer is recalled from leave for duty and takes the balance of his leave within a reasonable time thereafter but before his next leave is due, the leave allowance shall be paid again.</p> <p data-bbox="522 526 1112 640"><i>I. Out-of-Station-Allowance :</i> That an out-of-station-allowance of ₦7.50 per day be payable in addition to accommodation to which an officer may be entitled.</p> <p data-bbox="522 649 1112 736"><i>J. Disturbance Allowance :</i> That a disturbance allowance of ₦200.00 shall be payable to all officers entitled thereto.</p> <p data-bbox="522 744 1112 831"><i>K. Mileage Allowance :</i> That mileage allowance be payable at 15k per mile on laterite roads and 14k per mile on tarred roads.</p> <p data-bbox="522 840 1112 896"><i>L. Children's Education (Scholarships) :</i> The number of scholarships be increased to 50 annually.</p> <p data-bbox="553 915 992 941"><i>M. Children's Allowance :</i> No Award.</p> <p data-bbox="522 959 1112 1016"><i>N. Overseas Tour Allowance :</i> That overseas tour allowance be as follows :—</p> <p data-bbox="585 1024 957 1050">(a) outfit allowance £200 sterling</p> <p data-bbox="585 1060 1112 1147">(b) a total U.K. allowance of £10 sterling per day for Grade 4 officers and above and £6 sterling per day for Grades 6 and 5.</p> <p data-bbox="522 1166 1112 1281"><i>O. Medical Scheme :</i> That the same medical facilities be made available to all senior officers irrespective of whether they be expatriate or indigenous.</p> <p data-bbox="553 1299 736 1325"><i>P. Sick Leave :</i></p> <p data-bbox="585 1333 1112 1479">(a) An officer absent from duty because of illness shall notify his immediate superior of his illness without delay and to submit a supporting certificate from qualified doctor after two days.</p> <p data-bbox="585 1487 1112 1687">(b) In the event of illness other than as a result of self-inflicted injuries or illness arising out of an officer's own negligence, venereal disease, alcoholism or the use of narcotics, sick leave with pay will be granted as follows but subject to the conditions set out further below :</p>

SCHEDULE—continued

*Name of Arbitration
Tribunal, etc.*

Industrial Arbitration Tribunal :
Standard Bank (Nigeria) Limited
and the Standard Bank (Nigeria)
Senior Staff Association.

Terms of Award

Illness arising from accident in the course of
the Bank's work is not so restricted :—

<i>Length of Service</i>	<i>Full Pay</i>	<i>Half Pay</i>
Over 1 year but less than 5 years ..	3 months	3 months
Over 5 years but less than 10 years ..	6 months	6 months
Over 10 years but less than 15 years ..	9 months	9 months
Over 15 years	12 months	12 months

(c) *Conditions*

(i) The absence from duty must be supported by medical certificate signed by a qualified doctor.

(ii) This type of leave cannot be accumulated.

(iii) Sick leave with pay is granted only when there is an expectation that the officer will return to work. Where a medical report advises retirement the retirement will take place in a short time.

(iv) Where the periods of sick leave with pay which are taken in any period of three years exceed the above levels of sick leave the grant of additional leave is at the discretion of the Bank.

(v) The Bank reserves the right to call on an officer on sick leave to submit himself for examination by a doctor nominated by the Bank. In such a case the grant of further sick leave will depend on the officer undergoing such an examination and the recommendations of the nominated doctor.

(iv) Periods of absence on unpaid sick leave for any of the causes mentioned in (b) do not qualify as service when calculating the officer's annual leave entitlement.

(d) *Maternity Leave* : Provided a female officer has completed at least 6 months' service with the Bank she may be granted up to a maximum of 12 weeks' maternity leave, that is, 6 weeks before the expected date of confinement as certified by a qualified medical practitioner and 6 weeks after the birth of the child. While on maternity leave officers shall be paid at one half of their normal emoluments.

Q 13 *Month Annual Cash Payment* : No award.

SCHEDULE—continued

*Name of Arbitration
Tribunal, etc.**Terms of Award*

Industrial Arbitration Tribunal :
Standard Bank (Nigeria) Limited
and the Standard Bank (Nigeria)
Senior Staff Association

R. *Promotions* : While promotion of individuals shall be at Management's discretion, Management shall at least clearly make known to all staff the general guiding principles relating to promotions and acting appointments.

S. *Nigerianisation* : No Award.

T. *Staff Report* : No Award.

U. *Victimisation* : Withdrawn.

V. *Canteen* : That a subsidised canteen at Headquarters be provided as soon as possible.

W. *Insurance* : } That both the Insurance and
X. *Pension* } Pension schemes be nego-
Scheme : } tiated between the parties.

Y. *Staff Manual on Conditions of Service* : That a printed staff Handbook containing negotiated conditions of service and agreed staff regulations be issued by Management to every officer.

Z. *General* :

(i) *Supervisors* : That Management do recognise the supervisors' right to join the Association if they so wish either individually or in a body.

(ii) *Cost of Living Allowance* : No Award

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between the Standard Bank (Nigeria) Limited and the Standard Bank (Nigeria) Senior Staff Association.

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

**Trade Dispute (Harmony House Furniture Company Limited
and the Harmony House Furniture Workers' Union of
Nigeria) Confirmation of Award Notice 1975**

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 23rd June 1975, 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

Industrial Arbitration
Tribunal :—Harmony
House Furniture Company
Limited and the Harmony
House Furniture Workers'
Union of Nigeria.

"The following wage structure shall become
effective from 1st September 1974.

<i>Scale</i>	<i>Class of Workers</i>	<i>Monthly Wages</i>
01	General Labour	₦60.00 x 2.00-74
02	Artisan	₦67.00 x 2.50-82
03	Drivers	₦75.00 x 3.00-93
03	Leading Hand Grade 3 ..	₦81.00 x 3.00-87
	Leading Hand Grade 2	₦87.00 x 3.00-90
	Leading Hand Grade 1	₦90.00 x 3.00-93
04	Foreman Grade 2	₦92.00 x 3.50-116.50
05	Foreman Grade 1	₦114.00 x 4.00-150.00
06	Supervisors Grade 2	₦136.00 x 6.00-190.00
07	Supervisors Grade 1	₦167.00 x 9.00-248.00
08	Departmental Heads	₦232.00 x 11.00-331.00
09	Departmental Heads	₦332.00 x 12.00-440.00
10	Departmental Heads	₦446.00 x 13.00-550.00

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between Harmony House Furniture Company Limited and the Harmony House Furniture Workers' Union of Nigeria.

L.N. 81 of 1975

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

**Trade Disputes (Lagos State Government Doctors and the
Lagos State Government) Confirmation of Award Notice 1975**

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 6th March 1975, 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

Industrial Arbitration Tribunal: Lagos
State Government Doctors and the
Lagos State Government.

"There shall be no award in respect of rural area allowance, but we recommend for the consideration of Government desirability of increasing the "staff pay" to ₦400 per annum".

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between the Lagos State Government Doctors and the Lagos State Government.

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

**Trade Dispute (Masco Nigeria Limited and the
Nigeria Mercantile, Technical, Clerical and General Workers' Union)
Confirmation of Award Notice 1975**

Pursuant to the provisions of section 4 (4) of the Trade Disputes (Emergency Provisions) (Amendment) (No. 2) Decree 1969 the Industrial Arbitration Tribunal Award made on 23rd July 1975, 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

Industrial Arbitration Tribunal :
Masco Nigeria Limited and the
Nigeria Mercantile, Technical,
Clerical and General Workers'
Union.

1. With effect from 1st January 1975, the company shall pay salary increases ranging from 30 per cent to 50 per cent to all employees of Masco Nigeria Limited.
2. All dismissed workers except Mr Anosike shall be paid redundancy benefits according to the following and that is to say :
 - (i) Up to five years service : 10 days pay per completed year of service.
 - (ii) On completion of five years but less than ten years service : two weeks pay per completed year of service.
 - (iii) On completion of ten years and over : three weeks pay per completed year of service.

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the dispute which arose between Masco Nigeria Limited and Nigeria Mercantile, Technical, Clerical and General Workers' Union.

L.N. 83 of 1975

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

**Trade Dispute (Onibu-Ore Industries Limited and Nigeria Mercantile,
Technical, Clerical and General Workers' Union) Confirmation of Award
Notice 1975**

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 23rd June 1975 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

Industrial Arbitration, Tribunal :
Onibu-Ore, Industries Limited and
Nigeria Mercantile, Technical,
Clerical and General Workers'
Union.

"Payment of arrears of agreed new salary scales
with effect from 1st October 1974.....No
Award".

DATED at Lagos this 4th day September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between Onibu-Ore Industries Limited and Nigeria Mercantile, Technical, Clerical and General Workers' Union.

L.N. 84 of 1975

TRADE DISPUTES (EMERGENCY PROVISIONS)

(AMENDMENT) (No. 2) DECREE 1969

(1969 No. 53)

**Trade Dispute (Limson and Company Limited Workers and
Limson and Company Limited) Confirmation of Award
Notice 1975**

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 22nd May 1975 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

Industrial Arbitration Tribunal: Limson and Company Limited Workers and Limson and Company Limited.

- "1. The Tribunal hereby awards that all employees of Limson and Company Limited be paid wages on a scale having a minimum of ₦2.00 per diem per person. Appropriate conversions for employees entitled to more than the minimum wage are to be worked out, and applied to their wages in accordance with the recommended increases of the the Public Service Review Commission. Payment of increased wages to be made from 1st January 1975 inclusive.
2. All employees who in consequence of this dispute had been refused entry into the factory are to be re-admitted with effect from 1st May 1975 and no award is made to whether or not the said employees are entitled to any wages for the duration of their absence from work."

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between Limson and Company Limited Workers and Limson and Company Limited.

L.N. 85 of 1975

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

**Trade Dispute (Apapa Club and Allied Workers' Union and Apapa Club)
Confirmation of Award Notice 1975**

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 22nd May 1975, 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 : Apapa Club and Allied Workers' Union and Apapa Club.	<p>"The Tribunal hereby make award as follows :—</p> <p>(a) No award is made in respect of the claim for increased wages other than the 40 per cent increase offered by the Apapa Club to all its employees.</p> <p>(b) That the Apapa Club do take immediate steps to :—</p> <p>(i) meet the representatives of the Apapa Club and Allied Workers' Union to negotiate the conditions of service of the employers, and</p> <p>(ii) recall all the employees purported to have been dismissed in consequence of this dispute but so that each employee shall give fresh undertaking from henceforth to pursue their grievances in accordance with procedures for the time-being laid down by the law and or agreed at negotiation with the Club ;</p> <p>PROVIDED that the Apapa Club shall not be obliged to pay for the period of absence of the employees from their work".</p>

DATED at Lagos this 4th day of September 1975.

BRIGADIER 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 made by the Industrial Arbitration Tribunal in respect of the trade dispute which arose between Apapa Club and Allied Workers' Union and Apapa Club.