

S.I. 11 of 1985

TRADE DISPUTES ACT 1976

(1976 No. 7)

National Union of Shop and Distributive Employees and
Management of Lennards Nigeria Limited

Confirmation of Award Notice 1985

Pursuant to the provision of Section 9 (3) of the Trade Disputes Act 1976, the Industrial Arbitration Panel Award made on November 9, 1982 and set out in the Schedule hereto has been confirmed by me, the Minister of Employment, Labour and Productivity and shall have effect as so confirmed in accordance with that provision.

SCHEDULE

<i>Name of Arbitration</i>	<i>Parties in Dispute</i>	<i>Terms of Award</i>
Industrial Arbitration Panel	National Union of Shop and Distributive Employees and Management of Lennards Nigeria Limited	<p>In accordance with the terms of the memorandum of agreement signed by the disputants, the Tribunal hereby makes award as follows :—</p> <p>(a) "The Gratuity scheme shall apply to both Junior and Senior employees of the Company.</p> <p>(b) The basis and rates of calculation shall be as follows :—</p> <p>Under one year—Nil.</p> <p>One year-10 years 2 weeks pay for each year of service.</p> <p>Eleven years-19 years 3 weeks pay for each year of service.</p> <p>Twenty years and above 4 weeks pay for each year of service.</p> <p>(c) Benefits from such scheme shall be payable to an employee when his/her employment terminates either by voluntary or by compulsory retirement, or by resignation or by any form of ending a contract of service provided that :—</p>

(1) An employee who is dismissed or who resigns in order to avoid imminent apparent dismissal shall not qualify for the gratuity benefit.

(2) An employee who has put in less than one year of continuous service shall not qualify for the gratuity benefits.

(3) The service gratuity and redundancy pay shall be mutually exclusive and no one employee shall be paid both. However, where an employee declared redundant qualifies for a gratuity payment on the basis of service period and other provisions, such employee shall be given an option to claim either redundancy or gratuity benefit and to receive which ever is the higher.

(4) Any benefit which is paid in the form of gratuity shall be paid direct to the employee by the Company or in case of death shall be paid to his next-of-kin.

(5) Calculation of gratuity pay in respect of an uncompleted year of service shall be on a pro-rata basis.

(6) Effective date of above shall be 3rd May, 1982 and duration as agreed by the parties, that is to say, four years, and shall be in force until superceded by new agreement.

DATED at Lagos this 21st day of March 1985.

MAJOR-GENERAL SOLOMON OMOJOKUN,
*Minister of Employment, Labour,
and Productivity*

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 Panel in respect of the trade dispute which arose between the National Union of Shop and Distributive Employees and the Management of Lennards Nigeria Limited.

S.I. 12 of 1985

MERCHANT SHIPPING ACT 1962
(1962 No. 30)

Merchant Shipping (Declaration of Certificates)
(Amendment) Order 1985

Commencement : 27th March 1985

In exercise of the powers conferred by section 9 of the Merchant Shipping Act 1962 and of all other powers enabling me in that behalf, I, the Minister of Transport and Aviation, hereby make the following Order :—

1. The Merchant Shipping (Declaration of Certificates) Order 1964 is hereby amended as follows, that is—

Amendment
of L.N. 114
of 1964.

- (a) the existing section 1 shall be renumbered as subsection (1) ; and
(b) immediately thereafter, there shall be inserted the following new subsection, that is to say—

“(2) In addition to the relevant certificates of competency issued under subsection (1) of this section, any foreign-going certificates of competency as Master, First Mate, Second Mate and First and Second Class Engineer issued by a competent authority in any country, being a Contracting Party in which the International Maritime Organisation Convention on Standards of Training, Certification and Watch-keeping for Seafarers 1978 and the Annex thereto have come into force, are hereby declared to have the same force and effect as a certificate granted under the Merchant Shipping Act 1962.”

2. This Order may be cited as the Merchant Shipping (Declaration of Certificates) (Amendment) Order 1985.

Citation.

MADE at Lagos this 27th day of March 1985.

REAR ADMIRAL PATRICK KOSHONI,
Minister of Transport and Aviation

EXPLANATORY NOTE

(This note does not form part of the above-mentioned Order but is intended to explain its purpose).

The Order amends the Merchant Shipping (Declaration of Certificates) Order 1962 to recognise certificates issued in any country in which the International Maritime Organisation Convention on Standards of Training, Certification and Watch-keeping for Seafarers is in force.