

S.I. 23 of 1986

TRADE DISPUTES ACT 1976
(1976 No. 7)

**Association of Banks, Insurance and Allied Institutions
on behalf of Management of Societe Generale Bank (Nigeria) Limited**

and

**Association of Senior Staff of Banks, Insurance and Financial Institutions
on behalf of its Domestic Unit of Societe Generale Bank (Nigeria) Limited**

Confirmation of Award Notice 1986

Pursuant to the provisions of section 9 (3) of the Trade Disputes Act, 1976, the Industrial Arbitration Panel award made on 26th March, 1986 and set out in the Schedule hereto has been confirmed by me, the Federal Minister of Employment, Labour and Productivity and shall have effect as so confirmed in accordance with those provisions.

SCHEDULE

<i>Name of Arbitration</i>	<i>Parties in Dispute</i>	<i>Terms of Award</i>
Industrial Arbitration Panel	Association of Banks, Insurance and Allied Institutions on behalf of Management of Societe Generale Bank (Nig.) Limited and Association of Senior Staff of Banks, Insurance and Financial Institutions on behalf of its Domestic Unit of Societe Generale Bank (Nigeria) Limited	<p>In the trade dispute between Nigeria Employers' Association of Banks, Insurance and Allied Institutions (on behalf of Management of Societe Generale Bank (Nigeria) Limited and Association of Senior Staff of Banks, Insurance and Financial Institutions (on behalf of Domestic Unit of Societe Generale Bank (Nigeria) Limited, the Tribunal endorses the Agreement entered into by the parties on the 27th January, 1986 and awards in the terms of the agreement as follows :</p> <p>1. Management and the Association agreed to set up an <i>Ad-hoc</i> Committee on Staff Welfare to look into the following requests from the Association for the benefit of all categories of staff :</p> <p style="margin-left: 40px;">(a) Provision of Staff Buses (b) Housing Estate (c) Club House</p>

2. Management shall continue to be guided by the provision in the Collective Agreement under Part II (Section I) General Terms and Conditions of Service (Senior Staff) Article 4 (a) :

“Existing staff shall be given first consideration in the matter of promotion to fill vacancies in either grades but promotion shall remain at the discretion of the Employer who will take into account merit, response to training, technical ability, progress in any relevant professional examination and conduct in addition to length of service.”

Furthermore Management will continue to comply with the Agreement entered into at the Joint Negotiating Council meeting held on Friday, 1st March, 1985 with the representative of the Association ; Societe Generale Bank ; and ASSIBIFI.

3. Alterations to the Organisation Chart will be notified to the Union by the Management.

4. Review of the 1985 Promotion/Appraisal Exercise—It was agreed that the Association should submit specific cases for consideration.

5. On Mortgage Loan both parties agreed to reduce the qualifying period from 5 years to 4 years while other terms and conditions remain as negotiated on 11th of December, 1985. This agreement followed appeal from the Association and it was also resolved that the Association shall not come back for further negotiations on the issue of Mortgage Loan for the next three years.

6. As an option to the provision of the Collective Agreement regarding staff on permanent

transfer, the Bank will pay lump sum as follows :

<i>Grade</i>	<i>Amount</i>
	₦
4	8,000
5	7,000
6	6,000
7	5,000

The payment of lump sum shall be in lieu of all normal relocation arrangements and in particular transportation cost and free lodging/hotel accommodation.

7. It was agreed by both parties that lunch allowance be increased as follows :

<i>Grade</i>	<i>Amount</i>
4 and 5 ..	From ₦4.00 to ₦5.00
6 and 7 ..	From ₦3.00 to ₦4.50 per working day.

It was further resolved that the new rates shall remain in force for as long as the emergency period lasts, after which the Association may apply for a review.

As regards canteen facility, Management and the Association reached an agreement that the facility shall be provided in those branches where it does not already exist.

DATED at Lagos this 15th day of October 1986.

BRIGADIER IKECHUKWU NWACHUKWU,
*Minister of Employment, Labour
and Productivity*

EXPLANATORY NOTE

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

This Notice confirms the award made by the Industrial Arbitration Panel in respect of the trade dispute which arose between the Nigerian Employers' Association of Banks, Insurance and Allied Institutions (On behalf of Management of Societe Generale Bank (Nigeria) Limited) and the Association of Senior Staff of Banks, Insurance and Financial Institutions (On behalf of Domestic Unit of Societe Generale Bank (Nigeria) Limited).

Supplement to Official Gazette Extraordinary No. 63, Vol. 73, 12th December,
1986—Part A

S. I. 27 of 1986

NATIONAL ECONOMIC EMERGENCY POWERS
DECREE 1985
(1985 No. 22)

**National Economic Emergency Powers (National Union of Petroleum
and Natural Gas Workers and National Union of Hotels and
Personal Services Workers)
Order 1986**

Commencement : 12th December 1986

In exercise of the powers conferred upon me by section 2 of the National Economic Emergency Powers Decree 1985, and of all other powers enabling me in that behalf, I, Major-General Ibrahim Badamasi Babangida, President, Commander-in-Chief of the Armed Forces, Federal Republic of Nigeria, hereby make the following Order :—

1.—(1) The two factions of each of the Unions set out in the Schedule to this Order are hereby declared illegal and unlawful.

Non-recognition of the factions of the Unions.

(2) The purported National Executive Council meetings and the conference held by the factions of the National Union of Hotels and Personal Services Workers on 23rd May, 20th September, 1985, 21st and 22nd December 1985 are hereby declared null and void and of no effect whatsoever.

2.—(1) The purported conferences held on the 16th August, 20th August and 22nd August 1986 by the two factions of the National Union of Petroleum and Natural Gas Workers are hereby declared null and void and of no effect whatsoever.

Conferences held by faction declared void.

(2) The National Executive Councils which emerged from the said conferences are hereby dissolved forthwith.

(3) The officers of the Unions including the two general secretaries are hereby removed from office forthwith.

3. There shall for the purposes of this Order be an Administrator each for the Unions who shall be appointed by the Minister of Employment, Labour and Productivity with the approval of the President, Commander-in-Chief of the Armed Forces.

Appointment of Administrators.

4. Each Administrator shall, after consultation with the Minister, administer and organise the affairs of the Union and shall manage and protect the funds and properties of the Union.

General functions of the Administrators.

5. Each Administrator shall within three months of his appointment organise special delegates conference at which all branches of the Union shall participate and a new National Executive elected therefrom.

Special function of the Administrators.

6. Without any further assurance other than this Order, the Union or any officer of the Union or any person holding or having possession of any property or assets of the Union shall surrender to each Administrator such property or asset (including any check-off dues).

Surrender of properties, etc. to Administrators.

7. Any person who fails to comply with the provisions of this Order shall be guilty of an offence and shall be liable on conviction to a fine of ₦1,000 or

Penalty for non-compliance.

imprisonment for a term not exceeding 12 months or to both such fine and imprisonment.

Citation.

8. This Order may be cited as the National Economic Emergency Powers (National Union of Petroleum and Natural Gas Workers and National Union of Hotels and Personal Services Workers) Order 1986.

SCHEDULE

Section 1 (1)

<i>Name of Union</i>	<i>Headed by</i>
1. National Union of Petroleum and Natural Gas Workers	Mr Innocent Ogbu and Mr Richard Ozegbu
2. National Union of Hotels and Personal Services Workers	Mr Benson Oduduru and Mr Nathaniel Lukula.

MADE at Lagos this 12th day of December 1986.

MAJOR-GENERAL I. B. BABANGIDA,
*President, Commander-in-Chief
of the Armed Forces,
Federal Republic of Nigeria*

EXPLANATORY NOTE

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

The Order dissolves the National Executive Councils of the two factions of both the National Union of Petroleum and Natural Gas Workers and the National Union of Hotels and Personal Services Workers and declares invalid all the conferences held by the two factions of the said Unions.

It further provides for two Administrators to conduct the affairs of the Unions within 3 months of their appointment during which period they are to organise special delegates conference to elect a new National Executive for each Union.