



FEDERAL REPUBLIC OF NIGERIA

THE PUBLIC SERVICE OF NIGERIA

Government Views on the Report of the Public Service Review Panel

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THE PUBLIC SERVICE OF NIGERIA
GOVERNMENT VIEWS ON
THE REPORT OF THE PUBLIC SERVICE REVIEW PANEL

As a result of a spate of industrial actions and agitations that followed the publication of the Report of the Udoji Commission and the Government White Paper on it, the Federal Military Government, on the 7th of February, 1975, formally reconstituted the Public Service Review Unit into a Review Panel and enlarged its membership with the appointment of six additional members under the chairmanship of Mr Akintola Williams, for the purpose of examining expeditiously the large numbers of petitions submitted to the Unit. The Panel was required to receive and examine petitions and complaints against the gradings and salary scales which were approved in the White Paper on the Udoji Report and to submit suitable recommendations to the Government not later than the end of February 1975. Because of the magnitude and complexity of the assignment, the Panel sought and was granted two extensions of time to enable it complete its work. Accordingly, on the 30th of June, 1975, the Panel submitted its Report to the Head of the Federal Military Government, Commander-in-Chief of the Armed Forces. The Government has given careful consideration to the conclusions and recommendations in the Report and its views and decisions are set out as follows :—

Introduction—(Chapter I)

Machinery for the On-going Review Process :

2. The Federal Military Government agrees with the observations of the Review Panel that, if the implementation of the new unified grade structure and the new style public service is to proceed along the right lines, the entire effort should be directed from one Central Unit, at least until all organizational studies and job evaluations have been carried out in the normal way and the new system is working smoothly. The Government has therefore decided to expand and strengthen the Public Service Review Unit of the Federal Ministry of Establishments whose main function will be to direct and give leadership and commitment to the total implementation effort throughout the Public Service and above all to ensure the smooth transition from the old to the new style Public Service. It will also have overall responsibility for recommending to the Federal Government any changes in or proposals relating to gradings and salaries in the Civil Service and other sectors of the Public Service. It will, in the process, liaise with the Review Units in each of the State's Ministries of Establishments.

Methodology —(Chapter 2)

3. The Government accepts the recommendation of the Panel that petitions categorised as requiring further job evaluation studies before they can be resolved should be remitted to the Public Service Review Unit of the Federal Ministry of Establishments for further action. For the time being, Government decisions on the gradings and salaries of positions in all the sectors of the public service contained in this policy paper will represent the firm gradings for such positions until detailed organizational studies (in respect of senior Management positions Grade Levels 13-17) or job evaluation (in respect of positions below the Senior Management levels, i.e. grade levels 01-12) provide a valid basis for variation. In this connection, the Government wishes to emphasise that job evaluation is not a once-for-all exercise. It is a continuing process. After the initial grading of posts, such posts will, as, part of the on-going process, be subject to periodic reviews in the light of changed circumstances, e.g. changes in organizational structures and additional responsibilities warranting re-evaluation and possible upgrading. The Public Service Review Unit which will deal with these matters initially will therefore submit to Government, from time to time, progress reports on the exercise with recommendations on firm gradings proposed for re-evaluated jobs.

Senior Management Positions—(Chapter 3)

4. The Government has considered carefully the comments and observations of the Review Panel on the grievances and complaints of officers in the Senior Management Group about depressed career prospects arising from the two levels of Permanent Secretaries approved in the White Paper. The Government has also considered the Panel's clear exposition and critical examination of the main premises upon which the Udoji Commission based its new concepts of a unified Grade Structure, Senior Management Group and the Chief Executive, inter-sectoral and inter-cadre relativities and the abolition of dual hierarchies. The Government agrees with the Review Panel that the Senior Management Group is the most sensitive segment of any organization whether in the public or private sector. In order to effectively remove the source of the grievances and complaints, the Government has accepted the Panel's recommendations :

(i) that the effective gradings for all Permanent Secretaries at the Federal and State Levels should be Grade Level 17 and Grade Level 16 respectively ;

(ii) that the limit of the normal career expectation of all professional and other groups within the line management in Ministries at the Federal Level should be Grade Level 16 and not Grade Level 15 and at the State Level Grade Level 15 and not Grade Level 14 ;

(iii) that specialist jobs outside line management which, on merit of the incumbents, could attract salaries at levels up to or exceeding those of Permanent Secretaries be clearly defined ;

(iv) that all officers in the Ministry within line management, irrespective of their discipline and background, should have equal opportunity of being considered for appointment when filling future vacancies in the grade of Permanent Secretaries (Chief Executives) ;

(v) that all subordinate senior management positions in a Ministry should be organizationally related to the top position.

Professionals and Others within the line Management

5. After examining the problems associated with the introduction of the new concept of a unified grade structure and a Chief Executive into the public service, the Government considers it necessary to re-affirm its earlier position that, in order to make the unified grade structure relevant to the needs of the country, professionals and other officers (within line management) who on merit should advance beyond the normal career expectation and are otherwise eligible for the post of Chief Executive but who for various reasons are not given that post should be given the opportunity to earn as much as the Chief Executive. In the cases of specialists and others outside line management referred to in paragraph 4 (iii) above, they should be able, on the basis of outstanding performance and merit, to earn salaries at levels up to or exceeding those of Permanent Secretaries. However, in both cases, the Permanent Secretaries as Chief Executives will continue to have overall responsibility for their Ministries.

The use of "SM" Prefix

6. The Government has considered the comments of the Panel on the misconception created by the use of "SM" prefix as a salary code and has accepted the Panel's recommendations that, while the senior management concept should continue to guide the training and the development of senior managers for the whole of the public service, the use of "SM" prefix as a salary code should be abolished before it assumes a status symbol.

Gradings of Permanent Secretaries

7. The Government has given very careful consideration to the observations and comments of the Review Panel on the gradings of Permanent Secretaries, the concept of Chief Executive and the unified grade structure. The Government appreciates the rationale behind the Panel's recommendations on these matters and the need to remove the depressing effect which the

present two-tier system has had on the career expectations of other officers below the Chief Executive. The Government agrees with the Panel that having rejected the idea of ranking Ministries, there is no further justification for the retention of the two-tier system. Moreover, the two-tier system tends to impose an undesirable constraint in the free re-assignment of Permanent Secretaries. Accordingly, the Government has accepted the Panel's recommendation that the effective gradings for all Permanent Secretaries at the Federal and State levels should be Grade Level 17 and Grade Level 16 respectively.

Ranking of Senior Management Positions

8. In the light of paragraphs 4, 5, and 7 above, the Government has also accepted the Panel's recommendation that senior management positions in the Federal and States Civil Services should be ranked as follows :—

FEDERAL CIVIL SERVICE :

Grade Level 16

(i) that all posts of Heads of major Departments carrying former salary Groups 3 and 4 should be effectively ranked in Grade Level 16 ;

(ii) that all posts of External Affairs Officers formerly graded in salary Groups 3 and 4 and those of Administrative Officers in former salary Group 4 should be ranked in Grade Level 16 ;

Grade Level 15

(iii) that all posts in former salary Groups 4A and 5 should be ranked in Grade Level 15 ;

Grade Level 14

(iv) that all posts on former salary Groups 5A and 6 should be ranked in Grade Level 14.

STATES CIVIL SERVICES :

Grade Level 15

(v) that all posts of Heads of major Departments in former salary Group 4 and those on former salary Groups 4A and 5 should be ranked in Grade Level 15 ;

Grade Level 14

(vi) that all posts on former salary Groups 5A and 6 should be ranked in Grade Level 14.

FEDERAL AND STATES CIVIL SERVICES :

Grade Level 13

(vii) that when detailed organizational studies are carried out, if some of the posts graded pre-Udoji on salary Group 6 should drop to Grade Level 13, the incumbents of such posts should retain the salary scale for Grade Level 14 as personal ; in cases where such officers belong to the centrally-deployed classes, e.g. Administrative Officers, they should be re-deployed to Grade Level 14 jobs.

Accordingly, the Government approves the Grade Levels for all Senior Management positions in the Federal and States Civil Services (i.e. Grade Levels 13-17) detailed in Schedule 'A' of the Panel's Report as modified in this Policy Paper. As recommended by the Panel in item (viii) of the Summary of Recommendations in Chapter 3 of its Main Report, the Government will ensure that the Public Service Review Unit in collaboration with the various Ministries and Departments undertake the necessary organizational studies and analyses to correct any anomalies that may still exist and give full effect to the unified grade structure.

Former Group 3 posts in the Federal Civil Service

9. The Government has accepted the recommendation of the Review Panel that the posts listed below which were effectively ranked in Grade Level 15 in the White Paper while their present incumbents were allowed a personal right to Grade Level 16 should now be effectively ranked in Grade Level 16.

- (a) Chief Medical Adviser to the Federal Government ;
- (b) Chief Federal Adviser on Education ;
- (c) Director of Federal Public Works ;
- (d) Chairman, Board of Customs and Excise ;
- (e) Chairman, Board of Inland Revenue ;
- (f) Accountant-General of the Federation ;
- (g) Director of Petroleum Resources.

Auditor-General of the Federation and States Auditors-General

10. The Government notes the views and comments of the Review Panel on the roles and functions of the Auditors-General in the machinery of Government and accepts, in recognition of their constitutional status, the Panel's recommendations.

- (a) that the Auditor-General of the Federation and the States Auditors-General should be ranked in Grade Levels 17 and 16 respectively and placed at the top of the salary scales for those levels ; and
- (b) that the Deputy Auditor-General of the Federation and the States Deputy Auditors-General should be ranked in Grade Levels 15 and 14 respectively.

Accountants-General

11. The Government accepts the Panel's recommendation that, in view of the fact that the roles and functions of the Accountants-General fall within line management in the Ministries of Finance, they should take their queue in the unified grade structure of those Ministries. Accordingly, the Accountant-General of the Federation should be placed on Grade Level 16 while the States Accountants-General are placed on Grade Level 15.

Posts of Chief Medical Adviser to the Federal Government and Chief Federal Adviser on Education

12. The Government notes the observations of the Review Panel on the above posts and accepts its recommendation that, in the light of their new roles and functions (which now properly fall within line management), the posts should be appropriately re-designated. Accordingly, the Government has decided that the post of Chief Medical Adviser to the Federal Government should be re-designated Director of Health Services and that of the Chief Federal Adviser on Education should also be re-designated Director of Education. In consequence, posts of Advisers and Assistant Advisers in the Federal Ministry of Education should be re-designated Deputy Directors and Assistant Directors of Education.

Post of Director of Federal Public Works

13. The Government notes the observations of the Review Panel on the unique organizational and grading problem in the Works Department of the Federal Ministry of Works and the peculiar structure of professional cadres of Engineer/Architects/Quantity Surveyors of that Ministry which is not in strict conformity with the structure of the Administrative and Professional cadres recommended by the Elwood Grading Team and approved by the Government. After careful consideration of the problems highlighted by the Panel and in order to give effect to the unified grade structure, the Government has decided to abolish the post of Director of Federal Public Works. The three major Divisions of the Department—Building, Civil

Engineering and Mechanical/Electrical will each be headed by a Director in Grade Level 16. They will be responsible to the Permanent Secretary who is the Chief Executive of the Ministry. Similarly, the Government has decided that the structure of the professional cadres in the Works Department should be aligned with the structure of other professional cadres in the Federal and States Civil Services with the creation of a grade of Assistant Chief Engineer/Architect/Quantity Surveyor to bridge the wide gap between Principal Engineer/Architect/Quantity Surveyor and Chief Engineer/Architect/Quantity Surveyor. The number of Assistant Directors, Chief and Assistant Chief Engineers/Architects/Quantity Surveyors will depend on the outcome of detailed organizational studies to be undertaken in due course and jobs available to be performed.

Director of Petroleum Resources

14. The Government has examined the comments of the Review Panel on the petitions received from the staff of the Petroleum Resources Department of the Ministry of Mines and Power against the gradings approved in the White Paper for the senior positions in the Department and has accepted the Panel's recommendation as already stated in paragraph 9 (g) that the post of Director should be effectively ranked in Grade Level 16 while that of the Deputy Director should be ranked in Grade Level 15.

Prisons Department

15. In recognition of the importance of the functions performed by the Prisons Department, the Government has accepted the Review Panel's recommendation that the top positions in the Department should be graded as follows :—

Director of Prisons	..	..	..	..	..	Grade Level 16
Deputy Director of Prisons	..	..	..	..	..	Grade Level 14
Assistant Director of Prisons	..	..	..	..	..	Grade Level 13

Chief Federal Lands Officer

16. The Government has considered and accepted the Panel's recommendation that, having regard to the increasing activities of the Federal Government throughout the country in matters involving land use and their consequent effect on the responsibilities of the Chief Federal Lands Officer and also the relative gradings of most of the Chief Lands Officers in the States, the post of Chief Federal Lands Officer should be ranked in Grade Level 15.

Gradings of posts specifically referred to the Review Panel by Government

17. The Government has accepted the recommendations of the Review Panel on the gradings of the following posts referred to the Panel :—

- (a) Deputy Director, Federal Ministry of Agriculture and Natural Resources—Grade Level 15
- (b) Principal Private Secretary, State House—Grade Level 14
- (c) Chief Federal Fire Officer, Federal Ministry of Internal Affairs—Grade Level 13

Federal Chief Produce Officer

18. The Federal Government accepts the Review Panel's recommendation that the post of Federal Chief Produce Officer should be graded in Grade Level 14.

Government Printer

19. The Government accepts the Panel's recommendation that, in accordance with the adjustments made to the rankings of senior management positions in the public service, the post of Federal Government Printer should be upgraded from Grade Level 14 to Grade Level 15 and that the post of the Deputy Government Printer should be ranked in Grade Level 13.

Principal, School of Agriculture, Umudike

20. Having regard to the role and status of the School of Agriculture, Umudike, the Government accepts the Panel's recommendation that the responsibilities of the Principal merit Grade Level 13. Accordingly, the Government has approved that the post should be regraded in Grade Level 13.

Grading of Medical Doctors

21. The Government has given careful consideration to the Panel's detailed examination of the grievances of Medical Doctors on their gradings and remunerations and accepts the recommendations on the gradings of Doctors as contained in Schedule I to this Policy Paper. By these new arrangements, a newly qualified Doctor (Pre-registration House Officer) will now enter Grade Level 08 at the 3rd point of the revised salary scales in Schedule V to this Policy Paper, i.e. ₦3,564 instead of ₦3,312 approved in the White Paper and after completing the one-year housemanship he will move to Grade Level 09 (i.e. ₦4,368 per annum). The Chief Consultant, Senior Consultant, Consultant, Senior Registrar and Registrar will now be graded in Grade Levels 16, 15, 14, 12 and 10 respectively instead of 15, 14, 13, 12 and 10 as previously approved in the White Paper. The same grading structure will also apply to Consultants (Dental) who acquire the requisite specialist post-graduate qualification and experience. The post of Principal Consultant, which at present exists only in the Western State, will be abolished. The present incumbent will however retain the title and salary of the post on a personal basis, until he is promoted to the grade of Chief Consultant.

Harmonisation.—In view of the fact that there is no difference in the jobs in both the Teaching and Government Hospitals, the Government has approved the Panel's recommendation that action should be taken as a matter of urgency by the respective Ministries of Health and Establishments to harmonise the salaries of Doctors in the Civil Service, the Teaching Hospitals and the Universities.

Structure of the Administrative|External Affairs|Professional Officers Cadres

22. As a result of the changes arising from the introduction of the Unified Grade Structure, the Government has decided to harmonise the structures of the Administrative, External Affairs and Professional Officers Cadres. The approved structure is contained in Schedule II to this Policy Paper. Henceforth, the post of Permanent Secretary will cease to form part of the career ladder of any cadre. Similarly, the former grade of External Affairs Officer, Grade I which will be re-designated External Affairs Officer (Special Grade) will cease to form part of the career expectation of External Affairs Officers. At present only a few posts in the Federal and States Civil Services have been placed on Grade Level 13. The organizational studies and analyses as well as job evaluation studies to be undertaken will identify the posts that properly belong to that Grade Level. In order to ensure that the best human talents available in the civil service are utilised to the maximum advantage, the careers of officers within the senior management group (i.e. those in Grade Levels 14 and above at the Federal and those in Grade Levels 13 and above at the State Level) will be managed centrally by the Cabinet Office at the Federal level and by the Governor's Office in each State under the Chairmanship of the Head of the Federal Civil Service and the Head of each State Civil Service respectively. The details of the new arrangements will be announced in due course.

Registry of Companies

23. In view of the important contributions which an efficient and effective Registry of Companies can make to the economy of a country, the Government accepts the recommendation of the Panel that the present practice of posting Legal Officers from the Federal Ministry of Justice to fill positions in the Registry of Companies should cease. The Registry will be completely reorganised to make it self-contained.

States Ministries of Health

24. After careful examination of the recommendations of the Review Panel on the problems of gradings that have arisen in some States Ministries of Health, the Government has decided that, in view of the fact that the roles of Controllers of Medical Services or their equivalents in the States fall within line management, they should be treated in the same way as the Chief Medical Adviser to the Federal Government and suitably redesignated. In view of the fact that the posts of Principal Medical Officers and Principal Health Officers are now graded in Grade Level 14, the Government accepts the Panel's recommendation that the present incumbents of the posts should have a personal right to Grade Level 15.

Gradings of posts in the Benue-Plateau State

25. The Government notes the comments of the Review Panel on the gradings of some Chief Professional Officers in the Benue-Plateau State which in almost all cases are generally one level lower than those of their counterparts in other States and the fact that the grading adjustments recommended by the Panel and approved by the Government will still reflect the same differential. The State Government concerned through the machinery of the National Council on Establishments will take whatever steps it considers necessary to review the gradings of the posts involved in due course.

Grading of posts in the North-Eastern and North-Western States

26. The Government has considered and accepted the Review Panel's recommendation that in view of the fact that their responsibilities compare favourably with those of their counterparts in the other States, the posts of Chief Engineer and Chief Architect in the North-Eastern and North-Western States should be regraded in Grade Level 15 instead of Grade Level 14 shown in Schedule 'A' to the Panel's Report.

Wrong conversion of some Permanent Secretaries in the States

27. The Government accepts the Review Panel's recommendation that Permanent Secretaries on the former salary Group 4 who were converted to Grade Level 16 instead of Grade Level 15 should be reverted to Grade Level 15 with retrospective effect from the date of such wrong conversions and any overpayments made to them should also be recovered.

State Directors of Public Prosecutions

28. After careful consideration of their functions and relative volume of work, the Government has accepted the Panel's recommendation that the Federal and State Directors of Public Prosecutions should be graded in Grade Level 16.

Wrong conversions of some officers in the Senior Management Group

29. The Government accepts the recommendation of the Panel that officers in Grade Levels 13 and above who were not properly converted from their pre-Udoji grades and salaries to the new unified grade structure in strict compliance with the Conversion Rules and Procedures should be reverted to their appropriate grade levels with retrospective effect from the date of such wrong conversion. The Government also considers that all officers and employees below Grade Level 13 who were wrongly converted to their new grades and salaries should be similarly treated.

PUBLIC CORPORATIONS AND STATE-OWNED COMPANIES (PARASTATALS)

30. The Government notes the procedures adopted and the criteria applied by the Review Panel in examining the petitions submitted to it on the rankings of senior management positions in the parastatals. The Government accepts the recommendations on the gradings of positions in the Federal Public Corporations and State-owned Companies as detailed in Schedule 'B' to the Panel's Report pending detailed reorganization and re-structuring of the various Corporations after which further adjustments may be necessary. In keeping with the concept of a unified grade structure and the best man for the job, the posts of one-over-one Deputies who hitherto were regarded as "heirs-apparent" will be phased out in the public service. In this connection, the posts of Deputy General Managers in the Nigerian Railway Corporation and the Nigeria Airways Limited and similar posts in States' Corporations will be abolished. In future posts of "Deputy General Manager", "Deputy Director", etc. will be created only where the organizational structure of a parastatal body shows the need for two or more of such posts as the second level of management for the effective co-ordination of the Departments/Divisions. Each such "Deputy" will co-ordinate the work of a number of Departments/Divisions under the overall direction of the Chief Executive; and in that event, the Heads of Departments/Divisions will become the second level.

Central Bank of Nigeria

31. The Government accepts the views of the Review Panel on the set up in the Bank and the rankings assigned to its positions as detailed in Schedule B 3.37 to the Panel's Report.

National Electric Power Authority

32. The Government notes the observations and views of the Review Panel on the gradings of positions in the NEPA and accepts all the adjustments and changes to the gradings approved in the White Paper proposed by the Panel. The Government also accepts the Panel's recommendations that the NEPA should abide by the result of the job evaluation carried out by the Udoji Commission as modified in this Policy Paper and that any further modifications and amendments to the unified grade structure which may become necessary in future should first be cleared with the Public Service Review Unit before such modifications are submitted to the Government for formal approval.

Nigerian National Supply Company

33. The Government accepts the recommendations of the Panel that the Chief Executive of the Nigerian National Supply Company and the first three levels of management should be ranked on Grade Levels 16, 15, 14 and 13 respectively on the condition that the whole management structure and the administrative machinery of the Company are completely overhauled. The rankings of the above-mentioned positions will therefore not come into effect until the Company has been completely reorganized and restructured in a manner to enable it achieve its stated objectives.

UNIVERSITIES

34. The Government has accepted the Panel's recommendation that Professors, Registrars, Bursars and Librarians should be ranked in Grade Level 16. The Government has also accepted the Panel's recommendation that a machinery be established and empowered to recommend suitable Professors for advancement to Grade Level 17 and has decided that the Senate of each University should recommend to the University Council suitable Professors of outstanding academic merit for advancement to Grade Level 17. In that connection, the National Universities Commission will control the number of vacancies in Grade Level 17 and advancement to that grade as stipulated above will depend, in part, on the existence of such approved vacancies. The Government has accepted all other recommended gradings contained in Schedules C and D to the Panel's Report.

POLYTECHNICS AND COLLEGES OF TECHNOLOGY

35. The Government accepts the recommendation of the Panel that the Principal/Rector of a Polytechnic or College of Technology should be ranked in Grade Level 16 and that the other positions should be graded as detailed in Schedule E to the Panel's Report.

NATIONAL TEACHING SERVICE

36. In order to make a career in the teaching service attractive and to encourage good and dedicated teachers to remain in the profession, the Government accepts the recommendation of the Panel that a new grade of Principal (Special Grade) in Grade Level 14 should be created. The new grade will be the substantive *rank* of the Principal of an Advanced Teachers Training College providing a full N.C.E. course. It will also be a promotion post for outstanding Principals, Grade I of Secondary Schools, Grade II Teachers Training Colleges and Trade Centres. The Government also accepts other improvements in the career prospects of teachers as set out in Schedule IV to this policy paper.

SPECIAL GOVERNMENT ESTABLISHMENTS

Research Institutes

37. The Government accepts the recommendation of the Panel that the adjustments to gradings approved in respect of senior management positions in the Civil Service should apply to equivalent positions in the Research Institutes.

Staff Development Agencies

38. After due consideration of the views and recommendations of the Panel, the Government has approved the gradings of the following positions as indicated below :

(a) Administrative Staff College of Nigeria

Director Grade Level 16

(b) Centre for Management Development

Director Grade Level 16

(c) Industrial Training Fund

Director Grade Level 15

Secretary Grade Level 13

National Library Board

39. The Government has considered the Panel's recommendations in respect of the National Library Board and has approved the following gradings, pending detailed organizational study and re-structuring of the Board :

Director Grade Level 16

Deputy Director Grade Level 14

Assistant Director Grade Level 14

Secretary Grade Level 14

Chief Accountant Grade Level 14

Chief Internal Auditor Grade Level 14

JUDICIARY

40. The Government after careful consideration of the Panel's recommendation has approved the following gradings for the Judiciary :

<i>Magistrate Cadre</i>	<i>Grade Level</i>
Chief Magistrate	14
Senior Magistrate, Grade I	12
Senior Magistrate, Grade II	10
Magistrate, Grade I	09
Magistrate, Grades II and III and Associate Magistrate	08
 <i>Customary Court Presidents</i>	
Chief Customary Court President	14
Senior Customary Court President, Grade I	12
Senior Customary Court President, Grade II	10
Customary Court President, Grade I	09
Customary Court President, Grade II	08
 <i>Chief Registrars</i>	
Chief Registrar, Supreme Court	15
Chief Registrar, Court of Appeal	15
Chief Registrar, High Court	15
Chief Registrar, Revenue Court	15
Commissioner for Area Courts, Kwara State	15
Deputy Chief Registrar, Supreme Court	14
Deputy Chief Registrar, Court of Appeal	14
Deputy Chief Registrar, Revenue Court	14
Deputy Chief Registrar, High Court	14
Chief Registrar, Sharia Court of Appeal (North-Western State)	14
Chief Inspector of Area Courts (Kano State)	14
Upper Area Court Judge	13

UNIVERSITY TEACHING HOSPITALS

41. The Government has considered the recommendations of the Panel in respect of the Teaching Hospitals and has approved the following changes in the gradings of House Governors and Deputy House Governors while the gradings for other positions are as set out in Schedule 'F' to the Panel's Report :

	<i>Grade Level</i>
Director, Institute of Health (Ahmadu Bello)	15
House Governor (Ibadan and Lagos)	15
Secretary and Chief Administrative Officer (Benin)	15
Deputy Director, Institute of Health	14
Deputy House Governor	14
Deputy Secretary	14

The Government also accepts the recommendation that all posts of House Officers (resident doctors) in the Teaching Hospitals which at present are held on contract should be established and contract appointments except in a few special cases should be phased out. The gradings of such House Officers (resident doctors) will be the same as those of their counterparts in the Civil Service as approved in Schedule I to this policy paper.

Nigeria Police Force (Chapter 4)

42. The Government notes the Panel's observation that the gradings approved in the White Paper for the Nigeria Police Force have been a major source of complaints and petitions from several professional, administrative and technical groups, magistrates and other categories of employees in the public service of the Federation. In order to restore confidence and establish a fair degree of parity amongst all the various categories of employees in the public service of the Federation, the Government after very careful consideration has decided to accept the following adjustments made to the Police gradings :

	<i>Grade Level</i>
Deputy Commissioner of Police	14
Chief Superintendent of Police	11
Superintendent of Police	10
Deputy Superintendent of Police	09
Assistant Superintendent of Police	08

The Government has also accepted the recommendation of the Panel that :

(a) the re-adjustment should not have any retrospective effect and those concerned should be allowed to keep the arrears of salaries already paid to them on the basis of the gradings earlier approved in the White Paper ;

(b) in addition, they should also retain their present salaries *on a personal basis* and be treated as follows :

(i) Assistant Superintendent of Police who are now on the second point of Grade Level 09 (*i.e.* ₦4,130) should move to the maximum of the new salary scale for Level 08 (*i.e.* ₦4,164) and remain there until promoted to the next higher grade ;

(ii) Deputy Superintendent of Police whose present salaries now exceed the maximum of the salary scale for Level 09 (*i.e.* ₦5,340) should retain their salary as personal ; they will earn no further increments until they are promoted to the rank of Superintendent of Police when they will resume further progression along the scale for Level 10 ;

(iii) in the case of Superintendents, Chief Superintendents and Deputy Commissioners of Police, they should move to the next higher point in their new grade Levels as follows :—

	<i>Old Salary</i>	<i>New Salary</i>	
Superintendent of Police	₦5,737	₦5,784	GL. 10
Chief Superintendent of Police	₦6,453	₦6,624	GL. 11
Deputy Commissioner of Police	₦9,495	₦9,508	GL. 14

(iv) in the case of Assistant Superintendent of Police who have completed at least three years service and have been confirmed in their appointments and are adjudged, on the basis of good report, to be suitable for promotion, they should be advanced to Grade Level 09 as Deputy Superintendents of Police ; such an advancement should not be subject to vacancies ;

(v) the entry points for Deputy Inspector-General of Police and Assistant Inspector-General of Police will be step 1 and step 2 on the new salary scales for Grade Levels 17 and 16 respectively ;

(vi) as the scale attached to Grade Level 08 on the new scale overlaps the scale for the post of Chief Inspector, new entrants to the grade of Assistant Superintendent of Police should enter that scale at step 2 in order to avoid overlapping with the salary for Chief Inspector.

The approved gradings and salaries for the Nigeria Police Force including the rank and file are set out in Schedule III to this policy paper.

Middle Management, Supervisory and Junior Positions (Chapter 5)

43. The Government notes the observations of the Review Panel on the job evaluation plans applied by the Udoji Commission in the evaluation of jobs in Grade Levels 01-12 and its general endorsements of the plans. As already stated in paragraph 3 above, the Government decisions on the gradings of positions in all the sectors of the Public Service contained in this Policy Paper will represent the firm gradings of such positions for the time being. The Government therefore accepts the proposal that officers in Grade Levels 08-10 who, because of the interim nature of the gradings of their positions were not allowed to progress along the salary scales attached to their grade levels like other staff should be allowed to do so. In other words, this means that the former interim gradings of the following positions have been confirmed as indicated below :—

	<i>Grade Level</i>
(a) Higher Executive Officer/Higher Technical Officer or equivalent positions	08
(b) Senior Executive Officer/Senior Technical Officer or equivalent positions	09
(c) Principal Executive Officer/Principal Technical Officer or equivalent positions	10
(d) Posts in the Administrative and Professional cadres carrying former Salary Group 7	12

The Government also accepts the Panel's proposals that :

(a) officers promoted from the Executive Officer/Technical Officer or equivalent grades to Higher Executive Officer/Higher Technical Officer or equivalent grades should move from Grade Level 07 to 08 ;

(b) those promoted from the Higher Executive Officer/Higher Technical Officer or equivalent grades to the Senior Executive Officer/Senior Technical Officer or equivalent grades should also move from Grade Level 08 to Grade Level 09 ;

(c) those promoted from the Senior Executive Officer/Senior Technical Officer or equivalent grades to the Principal Executive Officer/Principal Technical Officer or equivalent grades should move from Grade Level 09 to Grade Level 10 ;

(d) similarly, acting appointments in the Higher Executive Officer/Higher Technical Officer, Senior Executive Officer/Senior Technical Officer and Principal Executive Officer/Principal Technical Officer or equivalent grades should be at appropriate points on salary scales attached to Grade Levels 08, 09 and 10 respectively.

Executive Cadre

44. The Government accepts the recommendation of the Panel that the issue of the integration of the General Executive Cadre with the Administrative Cadre should be remitted to the Ministry of Establishments for further detailed examination.

Technical/Technological Cadre

45. In order to give recognition to and encourage the acquisition of technical skills, the Government accepts the recommendation of the Panel that holders of positions graded pre-Udoji in Scales C(T) 1, 2 and C(T) 2, 3, 4 and who have been placed in Grade Levels 06 and 07 respectively should enter the salary scales attached to those levels at Step 2. The Government also accepts the recommendation of the Panel that the Assistant Technical Officers grade should no longer be a duty grade but should be retained as a training grade.

Catering and Domestic Staff

46. The Government notes the Panel's observations on the gradings of Catering and Domestic Staff and accepts its recommendations that :

(a) in view of the responsibilities of the Catering Supervisor at Aro, the position should be upgraded to Grade Level 08 ;

(b) pending a re-evaluation of the post of the Catering Officer attached to the Federal Government V.I.P. Guest Houses and State House/Dodan Barracks, the grading of the post should be adjusted to Grade Level 08 ;

(c) similarly, the grading of the posts of Catering Officers or Supervisors in the State Houses in the States should be adjusted to Grade Level 07 where such posts are currently graded below that level.

Clerical Grades

47. In order to improve the career prospects of Clerical Officers and to encourage them to be more dedicated in the performance of their duties, the Government accepts the following recommendations of the Panel that :

(a) opportunities should continue to be provided for the promotion of suitable candidates from the Clerical Officer Cadre to the Executive Officer Cadre ;

(b) the Ministries of Establishments, in consultation with their respective Public Service Commissions, should get together on the platform of the National Council on Establishments and agree on a common procedure for making selection of suitable Clerical Officers for promotion to the Executive Cadre ;

(c) Departmental Confirmation/Promotion Tests should be retained to ensure that new entrants take pains to acquaint themselves with Civil Service regulations and other rules and guidelines necessary for the efficient performance of their duties.

(d) the probationary period for all categories of Civil Servants should be reduced from 3 years to 2 years where this has not yet been done ;

(e) similar advancement schemes as for Clerical Officer and Clerical Assistant Cadres should be adopted for Technicians and Technical Assistants.

Typists Cadre

48. In recognition of the contributions which Typists make to the Public Service, the Government accepts the Panel's recommendations for the re-structuring of the Typist cadre and the creation of a new grade of Chief Typist in Grade Level 05 as set out in Schedule IV to this Policy Paper.

Stenographers and Secretarial Cadre

49. Having regard to the sensitive nature of their work and the need not only to retain competent Secretaries in the Service but also to attract suitably qualified candidates into the Service, the Government accepts the Panel's recommendation that the Stenographic and Secretarial cadres should be re-structured as set out in Schedule IV to this Policy Paper. Personal Secretaries in Grade Level 10 should be designated Grade I while those in Grade Level 09 should be designated Grade II.

Official Reporter Cadre

50. The Government accepts the Panel's recommendation respecting the re-structuring of the Official Reporter cadre as set out in Schedule IV to this Policy Paper.

Bilingual Secretary Cadre

51. The Government accepts the Panel's recommendation that the Bilingual Secretary cadre should be restructured as set out in Schedule IV to this Policy Paper.

Instructor Cadre

52. The Government accepts the Panel's recommendation for the re-structuring of the Instructor Cadre as set out in Schedule IV to this Policy Paper. The Government also accepts the recommendation that, having regard to the standard of instructions given in Civil Service Training Schools and similar institutions, the grades of Assistant Instructor and Assistant Instructor-in-Training should be abolished.

Messenger Cadre

53. The government accepts the Panel's recommendation that improved opportunities for advancement be created for Messengers through in-service training programmes and promotion on merit.

Motor Driver/Tractor Driver Cadre

54. In order to improve the quality and standard of driving and to encourage Drivers to be devoted and dedicated to their work, the Government accepts the Panel's recommendation for the re-structuring of the Motor Driver/Tractor Driver Cadre as set out in Schedule IV to this Policy Paper.

Nursing Cadre

55. The Government notes the comments of the Review Panel on the complaints and grievances of the Nursing Cadre and its observation that the harmonisation of the salaries of Nurses in the Government Hospitals with those of their counterparts in the Teaching Hospitals has resulted in substantial improvements in the earnings of all categories of Nurses and Midwives throughout the Federation, the salary increases ranging between 40.2% and 95.7% on their pre-Udoji salaries. To further improve the career prospects of all categories of Nurses, the Government has approved the new structure in Schedule IV to this policy paper without prejudice to the re-evaluation studies that will be undertaken into Grade Levels 08-12. The Government has also agreed to give consideration to the possibility of paying special allowances to employees in hospitals who are exposed to occupational hazards.

The Agricultural/Fisheries/Forest/Livestock Superintendent and Agricultural/Fisheries/Forest/Livestock Assistant Cadre

56. In order to improve the career prospects of all categories of Agricultural workers and to encourage suitably qualified candidates to take to agriculture, the Government accepts the Panel's recommendation that the cadres listed above should be restructured as set out in Schedule IV to this Policy Paper.

Tse-tse Control Officer Cadre

57. The Government accepts the following revised gradings recommended by the Panel for the Tse-tse Control Officer and other equivalent cadres :

			<i>White Paper Grading</i>	<i>Approved Grading</i>
Principal Tse-tse Control Officer	..	..	08	10
Senior Tse-tse Control Officer	..	..	08	09
Higher Tse-tse Control Officer	..	..	07	08
Tse-tse Control Officer	..	..	06	07

Artisan and Craftsman/Mechanician Cadres

58. The Government has considered and accepted the Panel's recommendation that the Artisan and Craftsman Cadres should be restructured as set out in Schedule IV to this Policy Paper.

The Technical Assistant Cadre

59. In view of the high standard of training given to this category of Assistants and their contributions to work, the Government accepts the Panel's recommendation for the restructuring of the Technical Assistant Cadre as set out in Schedule IV to this Policy Paper.

Trade Centre Trainees

60. The Government accepts the Panel's recommendation that Trade Centre Trainees with College Diploma should be employed at a level not lower than Grade Level 04. The Government will also take measures to ensure that they have appropriate employment opportunities.

Printing Staff

61. The Government accepts the Panel's recommendation that to implement its approval already given to the Chisholm recommendations, all staff should convert first to their new gradings in the pre-Udoji salary structure for the period 1st April, 1972 to 31st March 1974 ; and with effect from 1st April, 1974 they should convert to the appropriate grade levels approved for them in the White Paper on the Udoji Report.

62. The Government also accepts the Panel's recommendation for adjustments to gradings of the positions in the Printing Press in the Federal and State Civil Services as set out in Schedule IV to this Policy Paper.

Immigration Officer Cadre

63. In order to enable the Immigration Department to attract and retain good and dedicated Officers, the Government has accepted the upgradings of the following posts without prejudice to the general evaluation of posts in Grade Levels 08-12 which will be undertaken in due course :

<i>Posts</i>	<i>Approved Grade Level</i>
Deputy Chief Immigration Officer	12
Assistant Chief Immigration Officer	10
Senior Immigration Officer	09

The Teaching Service

64. As stated in paragraph 36 above, the Government has introduced improvements in the career prospects for teachers based on the progression mapped out by the Review Panel. The details, which modify the Panel's recommendation only by reducing the period of post-qualification experience required for promotion consideration for Teacher Grade II to Teacher Grade I from 12 to 8 years, are set out in Schedule IV to this Policy Paper.

Non-Teaching Staff of Grant-Aided Voluntary Agency Institutions

65. The Government accepts the recommendation of the Panel that the Matron of a Grant-Aided Voluntary Agency institution should be graded not lower than Grade Level 04 and where she also supervises, or is in charge of catering, not lower than Grade Level 05.

Local Government

66. The Government notes the observations of the Panel on the way the salary gradings for the staff of Local Government Authorities have been handled by each State Government. In order to sort out the many complex problems which are attendant upon the application of the Udoji principles to Local Government Institutions, the Public Service Review Unit will provide assistance, where necessary to the State Government Authorities.

Unauthorised Variations of approved Gradings (Chapter 6)

67. The Government views with dismay the observation of the Review Panel that attempts were made by some organizations in the Public Service to vary the gradings approved for posts in their establishments. Such actions are clearly illegal and a violation of paragraph 129 of the White Paper on the report of the Public Service Review Commission which stipulates that on no account should the approved gradings of posts in the Public Service of the Federation be tampered with without clearance with the appropriate authority. In order to maintain the unified grade and salary structure and to ensure consistency and uniformity of practice throughout the public sector, the Government endorses the Panel's recommendation that any changes or proposals relating to grading or salary (especially those affecting Grade Levels 13 and above) from any organisation in the Public Service should first be cleared with the Public Service Review Unit.

68. The Public Service Review Unit shall have authority for the ratification of variations of gradings from any sector of public service as follows :—

(a) the forum of the National Council on Establishments shall continue to be used for clearing any grading variations from either the Federal Service or any of the State Civil Services, which may result in the alteration of approved gradings. Where there is agreement the matter shall be referred to the Public Service Review Unit for ratification. In cases where the Unit is unable to endorse the proposal, the matter shall be referred to the Federal Executive Council and the National Council of States for determination ;

(b) the platform of the Central Establishments Committee (CEC) shall continue to be used for clearing any grading variations from either a Federal or State Parastatal which may result in the alteration of approved gradings. For this purpose, the membership of the CEC shall be suitably enlarged so as to ensure that all interested sectors are represented. Where there is an agreement at the CEC level the matter shall be referred to the Public Service Review Unit for ratification. In the event of the Unit being unable to ratify such a proposal, the issue shall be referred to the Federal Executive Council and the National Council of States for determination ;

(c) the forum of the National Universities Commission and that of the Police Council shall be used for the same purpose in respect of grading variation proposals emanating from the Universities and the Police respectively. The provisions concerning the Public Service Review Unit and Federal Executive Council/National Council of States as in (a) and (b) above will operate *mutatis mutandis*.

The variations referred to above should not be confused with the normal establishment problems which are essentially the responsibilities of Ministries of Establishments and Personnel/ Establishment Divisions of Departments or Institutions.

Salary Scales (Chapter 7)

69. The Government notes the observations of the Panel on the complaints against the salary scales announced in the White Paper and the premises on which its recommendations are based. The Government also notes that the new salary scales recommended by the Panel are designed :

(a) to absorb as much as possible the effects of the 30% enhanced minimum increase granted to all public servants and of the interim award of 40% made to all medical doctors on their pre-Udoji salaries both of which have thrown the salary scales approved in the White Paper into disarray ;

(b) to eliminate or minimise overlapping in the salary scales ;

(c) to provide a neat salary structure with rational incremental steps in terms of progression and divisibility by 12 ; and

(d) to re-establish the salary scale for Grade Level 11 as a real and effective scale.

After very careful consideration, the Government has decided to accept the new salary scales recommended by the Panel as in Schedule V to this policy paper. The Government has also accepted the following arrangements for transferring public servants to the new salary scales :

(i) when a person's current salary lies within the grade level salary range for his job, he should be moved to the point in that range which is nearest to but not less than his current salary ;

(ii) when an incumbent's job is upgraded, he should be moved to the point in the new grade level salary range for his job that is nearest to but not less than his current salary ;

(iii) when a person's current salary exceeds the maximum of the grade level salary range of his job, whether because of the 30% and 40% increases awarded by Government or because of the down-grading of his post, his salary should remain unchanged and be made personal until either the maximum of the appropriate grade level exceeds this personal salary or the incumbent is transferred or promoted to a job whose salary range can accommodate his personal salary.

Treatment of Cases of Promotions and Acting Appointments

70. In view of the fact that the maxima of some salary scales are very close to the minima of the next higher scales and the need to ensure that those who assume higher responsibilities are adequately rewarded, the Government accepts the Panel's recommendation that :

(a) any officer promoted from one grade level to another should enter the higher scale at a point that gives him a salary increase that is at least equal to the incremental step in his old scale ;

(b) an officer appointed to act in a higher post should be eligible to draw an acting allowance (whether in full or at an approved reduced rate) representing the difference between his substantive salary and that point on the scale attached to the higher post which gives him a salary increase that is at least equal to the incremental step in his old scale.

30% Enhanced Minimum Increase

71. The Government notes the observation of the Panel on the Federal Ministry of Establishments Circular Letter No. B.63345/S.14/84 dated 5th June, 1975 and accepts the recommendation that the Circular should not be implemented and where it has been implemented by any sector of the Public Service those who have benefited from it should be made to refund any payments made to them.

Entry Point into Recruitment Grade Level (Chapter 8)

72. The Government is aware of the misconception created in the minds of some employees that the White Paper has wiped out enhanced entry points previously enjoyed by certain categories of technical and professional cadres. In order to clear that misconception and to continue to encourage public servants to acquire technical and professional skills, the Government, after careful consideration of the Panel's recommendation, has approved with only minor modifications, interim enhanced entry points into recruitment grade levels detailed in Schedule VI. The National Council on Establishments will in due course examine in great details the question of enhanced entry points and submit suitable recommendations to Government.

Miscellaneous (Chapter 9)

Fringe Benefits

73. In order to maintain the principle of equal pay for equal work throughout the public service and since fringe benefits are part of the total compensation package, the Government accepts the Panel's recommendation that, as much as possible, the same set of fringe benefits should apply throughout the public service.

Effective Date

74. After careful review of the events that led to the setting up of the Review Panel, the Government has decided that the effective date of implementing the accepted recommendations should be the 1st of October, 1975.

Implementation Arrangements

75. Circular Letters setting out the procedures for implementing the decisions contained in this Policy Paper will be issued shortly by the Ministries responsible for Establishments Matters.

NEW GRADINGS APPROVED FOR DOCTORS

<i>Teaching Hospitals</i>	<i>Government Medical Staff</i>	<i>Minimum Qualification</i>	<i>New Designation</i>	<i>Approved Grade Level</i>
House Officer Pre-Registration	House Officer Pre-Registration	Academically Qualified not Registered	House Officer	08
Senior House Officer Registrar I	Medical Officer II	Registered	Senior House Officer	09
Registrar II	—	Registered plus 1 year experience	or Medical Officer II	
	—	Registered plus 2 years experience		
	Medical Officer I	Registered plus 3 years experience	Medical Officer I	10
Senior Registrar I	Registrar	Specialist with 3 years post registration experience	Registrar	
Senior Registrar II	—	Specialist with 1 year in specialty	—	
Senior Registrar III	—	Specialist with 2 years in specialty	—	
Senior Registrar IV	Senior Registrar	Specialist with 3 years in specialty	Senior Registrar	12
Senior Staff/Hospital Medical Officer	Medical Superintendents	Registered plus 6 years post registration experience	Senior Medical Officer	
	Consultant	Specialist with 5 years in specialty	Consultant	14
	Senior Medical Superintendents	or ten years post qualification experience	Principal Medical Officer/Principal Health Officer	
	Senior Consultant	Specialist with 10 years in specialty	Senior Consultant	15
	Chief Medical Officer/Controller of Medical Services	or 15 years post qualification experience	Chief Medical Officer/Chief Health Officer	
	Chief Consultant	Specialist with 15 years in specialty or 20 years post qualification experience	Chief Consultant	16

The gradings for Dental Surgeons will be the same as those approved for Doctors.

SCHEDULE II

NEW STRUCTURE FOR THE ADMINISTRATIVE, EXTERNAL AFFAIRS AND PROFESSIONAL OFFICERS
IN LINE MANAGEMENT

Grade Level	ADMINISTRATIVE OFFICERS			EXTERNAL AFFAIRS OFFICERS			PROFESSIONAL OFFICERS		
	Federal Designation	Federal Functional Title	States Functional Title	Designation	Designation	Designation	Federal Designation	States Designation	Designation
17									
16	Administrative Officer, Grade I	Secretary for.....			External Affairs Officer, Grade I	Director			
15	Administrative Officer, Grade II	Principal Secretary	Administrative Officer, Grade I	Administrative Officer, Grade I	External Affairs Officer, Grade II	Assistant Director		Chief	
14	Administrative Officer, Grade III	Deputy Secretary	Administrative Officer, Grade II	Administrative Officer, Grade II	External Affairs Officer, Grade III	Chief		Deputy Chief/Assistant Chief	
13	Administrative Officer, Grade IV	Under-Secretary	Administrative Officer, Grade III	Administrative Officer, Grade III	External Affairs Officer, Grade IV	Deputy/Assistant Chief		Deputy Chief/Assistant Chief	
12	Administrative Officer, Grade V	Principal Assistant Secretary	Administrative Officer, Grade IV	Administrative Officer, Grade IV	External Affairs Officer, Grade V	Principal		Principal	
11									
10	Administrative Officer, Grade VI	Senior Assistant Secretary	Administrative Officer, Grade V	Administrative Officer, Grade V	External Affairs Officer, Grade VI	Senior		Senior	
09	Administrative Officer, Grade VII	Assistant Secretary, Grade I	Administrative Officer, Grade VI	Administrative Officer, Grade VI	External Affairs Officer, Grade VII	Grade I		Grade I	
08	Administrative Officer, Grade VIII	Assistant Secretary, Grade II	Administrative Officer, Grade VII	Administrative Officer, Grade VII	External Affairs Officer, Grade VIII	Grade II		Grade II	

REVISED GRADINGS AND SALARIES FOR THE NIGERIA POLICE FORCE

Rank	Revised Gradings and Salaries			
	₦	₦	₦	₦
Inspector-General of Police	15,120			
Deputy Inspector-General of Police .. GL. 17	12,696	13,332	13,968	
Assistant Inspector-General of Police .. GL. 16	11,844	12,420		
Commissioner of Police GL. 16	11,268	11,844		
Deputy Commissioner of Police GL. 14	8,868	9,188	9,508	9,828
Assistant Commissioner of Police GL. 13	7,764	8,084	8,404	8,724
Chief Superintendent of Police GL. 11	6,444	6,624	6,804	6,984
Superintendent of Police GL. 10	5,460	5,622	5,784	5,946
	6,108	6,270	6,432	
Deputy Superintendent of Police GL. 09	4,368	4,530	4,692	4,854
	5,016	5,178	5,340	
Assistant Superintendent of Police GL. 08	3,264	3,414	3,564	3,714
	3,864	4,014	4,164	
Chief Inspector of Police —	2,616	2,736	2,856	2,976
	3,096	3,216	3,336	
Inspector of Police —	2,028	2,124	2,220	2,316
	2,412	2,508	2,604	
Sergeant-Major —	1,998	2,076	2,154	2,232
	2,310	2,388	2,466	
Sergeant —	1,560	1,632	1,704	1,776
	1,848	1,920	1,992	
Corporal —	1,284	1,326	1,368	1,410
	1,452	1,494	1,536	
Constable —	1,044	1,080	1,116	1,152
	1,188	1,224	1,260	
Recruit —	816			

SCHEDULE IV

NEW STRUCTURE FOR THE TYPIST CADRE

<i>Current Designation</i>	<i>Current Grading</i>	<i>New Designation</i>	<i>Approved Grading</i>
Senior Typist	04	Chief Typist ..	05
Typist, Grade I	03	Senior Typist ..	04
Typist, Grades II and III	03	Typist, Grades II and III ..	03

NEW STRUCTURE FOR STENOGRAPHERS AND SECRETARIAL CADRE

<i>Post</i>	<i>Current Grading</i>	<i>Approved Grading</i>
Personal Secretary, Grade I (to be attached to the Head of the Federal Military Government, Secretary to the Federal Military Government, Military Governors and Secretaries to the State Military Governments and the Chief Justice of Nigeria)	New Post	10
Personal Secretary, Grade II (to be attached to the Chief Executives of Federal and State Ministries, General Managers of Categories 'A' and 'B' Federal Corporations and all large corporations in the States, Chief Justices of the States, Justices of the Supreme Court, Presidents of the Revenue Court and Courts of Appeal, Vice-Chancellors, Inspector-General of Police and the Chairman of the Federal Public Service Commission)	New Post	09
Confidential Secretary, Grade I (to be attached to officers in Grade Level 15 and above other than those already mentioned above)	07	08
Confidential Secretary, Grade II (to be attached to officers in Grade Levels 13 and 14)	07	07
Confidential Secretary, Grade III (to be attached to officers in Grade Levels 11 and 12)	06	06
Stenographers (to be attached to officers in Grade Levels 10 and where necessary 09)	05	05

NEW STRUCTURE FOR THE OFFICIAL REPORTER CADRE

<i>Current Designation</i>	<i>Current Grading</i>	<i>New Designation</i>	<i>Approved Grading</i>
Editor of Official Report }	09	Senior Editor	10
Principal Editor	08	Editor	09
Assistant Editor	08	Senior Official Reporter	08
Senior Official Reporter	07	Official Reporter	07
Official Reporter			(Step 2)
			(Step 3)

NEW STRUCTURE FOR BILINGUAL SECRETARY CADRE

<i>Post</i>	<i>Current Grading</i>	<i>Approved Grading</i>
Bilingual Secretary, Grade I	New Grade 08	08 (Step 2)
Bilingual Secretary, Grade II	07	07 (Step 3)

NEW STRUCTURE FOR THE INSTRUCTOR CADRE

<i>Current Designation</i>	<i>Current Grading</i>	<i>New Designation</i>	<i>Approved Grading</i>
Chief Instructor Group 7	09	Chief Instructor	11
Chief Instructor, Group 8 }	09	Principal Instructor	10
Principal Instructor, Group 8	08	Senior Instructor	09
Senior Instructor C(E) 6	08	Instructor, Grade I	08
Instructor, Grade I C(E) 5	07	Instructor, Grade II	07
Instructor, Grade II, Scale C(E) 2, 3, 4	06	To be abolished	(Step 2)
Assistant Instructor, Scale C(E) 1, 2		To be abolished	—
Assistant Instructor-in-Training, Scale C(E) Training			—

NEW STRUCTURE FOR MOTOR DRIVER/TRACTOR-DRIVER CADRE

<i>New Designation</i>	<i>Approved Grading</i>
Senior Motor Driver-Mechanic, Grade I	06
Articulated Vehicle Driver, Grade I	06
Senior Motor Driver-Mechanic, Grade II	05
Articulated Vehicle Driver, Grade II	05
Motor Driver-Mechanic, Grades I and II	04
Heavy Lorry Driver (10 tons-25 tons)	04
Motor Drivers	03
Senior Tractor Driver-Mechanic, Grade I	06
Senior Tractor Driver-Mechanic, Grade II	05
Tractor Driver-Mechanic, Grades I and II	04
Tractor Driver	03

NEW STRUCTURE FOR THE NURSING CADRE

<i>Current Designation</i>	<i>Current Grading</i>	<i>New Designation</i>	<i>Approved Grading</i>
<i>Chief Nursing Officer Cadre</i>			
Chief Nursing Officer	11	Chief Nursing Officer (Federal) ..	13
Principal Nursing Officer	10	Deputy Chief Nursing Officer (Federal)	11
Principal Nursing Officer	10	Chief Nursing Officer (States) ..	12
Senior Nursing Officer	09	Principal Nursing Officer (States)	10
<i>General Nursing</i>			
Matron (Teaching Hospital)	11	Senior Matron/Chief Nursing Superintendent (for hospitals with over 200 beds)	12
Deputy Matron	10	Matron/Principal Nursing Superintendent, Grade I (for hospitals or combination of wards with 101-200 beds)	10
Assistant Matron/Senior Nursing Sister	09	Matron/Principal Nursing Superintendent, Grade II (for hospitals or combination of wards with 51-100 beds)	09
Higher Nursing Sister/ Superintendent	08	Senior Nursing Sister/ Superintendent (for hospital or combination of wards with up to 50 beds)	08
Nursing Sister/ Superintendent ..	07	Nursing Sister/ Superintendent (to take charge of a ward)	07
Staff Nurse/Midwife	06	Staff Nurse/Midwife	06
<i>Tutor (Nurse/Midwife/Health)</i>			
Director, Department of Nursing Education	12	Principal, School of Nursing (with 300 to 400 students)	12
Principal, School of Nursing	10	Principal, School of Nursing (with less than 250 students)	11
Principal Nursing Tutor	10	Principal Tutor	10
Senior Nursing Tutor	09	Senior Tutor	09
Nursing Tutor	08	Tutor	08
—		Chief Health Sister	11
—		Principal Health Sister, Grade I	10
Senior Health Sister	09	Principal Health Sister, Grade II	09
Higher Health Sister	08	Senior Health Sister	08
Health Sister	07	Health Sister	07
Staff Nurse (Health)	06	Staff Nurse (Health)	06

**NEW STRUCTURE FOR AGRICULTURAL/FISHERIES/FORESTRY/LIVESTOCK SUPERINTENDENT
AND AGRICULTURAL/FISHERIES/FORESTRY/LIVESTOCK ASSISTANT CADRE**

<i>Current Designation</i>	<i>Current Grading</i>	<i>New Designation</i>	<i>Approved Grading</i>
Principal Agricultural Superintendent, Group 8	09	Principal Agricultural Superintendent	10
Senior Agricultural Superintendent, Scale C(T) 6	08	Senior Agricultural Superintendent	09
Higher Agricultural Superintendent, Scale C(T) 5	08	Higher Agricultural Superintendent	08
Agricultural Superintendent, Scale C(T) 2, 3, 4	} 07	Agricultural Superintendent ..	07
Assistant Agricultural Superintendent, Scale C(T) 1, 2			
Assistant Agricultural Superintendent-in-Training, Scale C(T) Training	06	Agricultural Superintendent-in-Training	06
Senior Agricultural Assistant, Grade I, Scale E 5	} 06	Agricultural Assistant	06
Senior Agricultural Assistant, Grade II, Scale E 4			
Senior Agricultural Assistant Scale E 1 (B & C) 3			
Agricultural Assistant-in-Training Scale E 1 (B & C) 3	04	Agricultural Assistant-in-Training	04

NEW STRUCTURE FOR ARTISANS AND CRAFTSMEN/MECHANICIAN CADRES

<i>Post</i>	<i>Current Grading</i>	<i>Approved Grading</i>
<i>Artisans</i>		
Foreman	—	06
Chargeman	04	05
Senior Artisan	03	04
Artisan, Grades II and III	03	03
<i>Craftsman</i>		
Senior Foreman	—	07
Foreman	06	06
Senior Craftsman	05	05
Craftsman	04	04

New Structure for the Technical Assistant Cadre

<i>Post</i>	<i>Current Grading</i>	<i>Approved Grading</i>
Chief Technical Assistant	—	07
Senior Technical Assistant, Grade I	05	06
Senior Technical Assistant, Grade II	05	05
Senior Technical Assistant-in-Training	04	04
Technical Assistant	03	03

NEW STRUCTURE FOR THE PRINTING STAFF

<i>Position and Pre-Udoji Grading</i>	<i>White Paper Grading</i>	<i>Approved Grading</i>
Principal Superintendent of Press, Group 8	10	11
Senior Superintendent of Press, Scale C(T) 6	09	10
Higher Superintendent of Press, Scale C(T) 5	08	09
Superintendent of Press, Scale C(T) 2, 3, 4	07	08
Assistant Superintendent of Press, Scale C(T) 1, 2	06	07
Assistant Superintendent of Press-in-Training, Scale (CT) Training	05	06
Apprentice Master, Scale C(T) 2, 3, 4	07	08
Senior Printer, Grade I, Scale E 5	06	07
Senior Printer, Grade II, Scale E 4	05	06
Printer, Scale E 1 (B & C) 3	04	05
Apprentice Printer, Scale F 1, 2, 3	03	04
Senior Press Attendant, Scale G 4	03	04
Press Attendant, Scale G 1, 2, 3	02	03
Chargeman (Technical), Scale F 4	04	05
Book-Binding Assistant, Scale F 1, 2, 3	03	04
Press Technical Assistant, Scale F 1, 2, 3	03	04
Press Electrician, Scale (CT) 2, 3, 4	07	08
Assistant Press Electrician, Scale C(T) 1, 2	06	07
Senior Office Equipment Engineer, Scale C(T) 6	09	10
Higher Office Equipment Engineer, Scale C(T) 5	08	09
Office Equipment Engineer, Scale C(T) 2, 3, 4	07	08
Assistant Office Equipment Engineer, Scale C(T) 1, 2	06	07

TEACHING SERVICE

Teachers, Grade I will be eligible to rise up to Grade Level 08 by promotion as shown hereunder :

Post-Primary Institutions

Grade Level 06—Teacher, Grade I

Grade Level 07—Master, Grade III

By promotion of suitable Teachers, Grade I who have had not less than 6 years post-qualification experience.

Grade Level 08—Master, Grade II

By promotion from the rank of Master, Grade III suitable candidates who have had not less than 10 years post-Grade I teaching experience.

Primary Schools (as approved in the White Paper)

Grade Level 06—Headmaster, Grade III

Grade Level 06—Assistant Headmaster, Grade II

Grade Level 07—Headmaster, Grade II

Assistant Headmaster, Grade I

Grade Level 08—Headmaster, Grade I

Provision will be made in due course for Headmaster (Special Grade) in Grade Level 09 as a promotion post for deserving Headmasters, Grade I in Grade Level 08 to head extra large primary schools with over 24 classes.

Teachers Grade II

Teachers, Grade II with not less than 8 years post-qualification experience and good service records will be eligible for consideration for promotion to Grade Level 06 as Teachers, Grade I.

N.C.E. and other Teachers Holding equivalent qualifications

Holders of the N.C.E. or equivalent qualifications who are employed as Classrooms Teachers will be eligible to progress by promotion up to Grade Level 09 as shown hereunder :

Grade Level 07—Master, Grade III—holder of N.C.E. or equivalent qualifications.
Grade Level 08—Master, Grade II—by promotion from Master, Grade III of a suitable teacher with N.C.E. or equivalent qualification and at least 6 years post qualification experience and good service records.

Grade Level 09—Master, Grade I

By promotion from Master, Grade II of suitable candidates with not less than 4 years teaching experience in this grade and with good service records.

SCHEDULE V

REVISED SALARY SCALES

Grade Level	Step							Incremental Rates
	1	2	3	4	5	6	7	
01 ..	720	744	768	792	816	840	870	+ 24/30
02 ..	804	834	864	894	924	954	984	+ 30
03 ..	900	936	972	1,014	1,056	1,098	1,140	+ 36/42
04 ..	1,164	1,206	1,248	1,290	1,332	1,374	1,416	+ 42
05 ..	1,440	1,512	1,584	1,656	1,728	1,800	1,872	+ 72
06 ..	1,908	2,004	2,100	2,196	2,292	2,388	2,484	+ 96
07 ..	2,496	2,616	2,736	2,856	2,976	3,096	3,216	+ 120
08 ..	3,264	3,414	3,564	3,714	3,864	4,014	4,164	+ 150
09 ..	4,368	4,530	4,692	4,854	5,016	5,178	5,340	+ 162
10 ..	5,460	5,622	5,784	5,946	6,108	6,270	6,432	+ 162
11 ..	6,444	6,624	6,804	6,984	—	—	—	+ 180
12 ..	7,104	7,320	7,536	7,752	—	—	—	+ 216
13 ..	7,764	8,084	8,404	8,724	—	—	—	+ 320
14 ..	8,868	9,188	9,508	9,828	—	—	—	+ 320
15 ..	9,996	10,512	11,028	—	—	—	—	+ 516
16 ..	11,268	11,844	12,420	—	—	—	—	+ 576
17 ..	12,696	13,332	13,968	—	—	—	—	+ 636

SCHEDULE VI

ENTRY POINTS INTO RECRUITMENT GRADE LEVELS

For the time being the following entry points should be applied throughout the public service :

- | | |
|--|--|
| (1) All posts graded pre-Udoji in C(T) 1, 2 and now regraded in Grade Level 06 | <i>Level 06</i>
₦2,004
(Step 2) |
| (2) All posts graded pre-Udoji in C(T) 2, 3, 4 and now regraded in Grade 07 | <i>Level 07</i>
₦2,616
(Step 2) |
| (3) Entry point for "Pupils"—Inspectors of Mines, Surveyors, Meteorologists, Engineers, Research Officers, State Counsel (with degrees) | <i>Level 08</i>
₦3,414
(Step 2) |
| (4) Entry point for Education Officers, Lecturers (in Science subjects) and Registered Pharmacists | <i>Level 08</i>
₦3,414
(Step 2) |
| (5) Entry point for Engineers, Architects, Quantity Surveyors, Building Surveyors, Chemists, Professionally qualified Accountants, Geologist, Scientific Officers (Geological Survey), Valuation Officers, Research Officers, Inspecting Engineers, Land Officers, Meteorologists, Pre-Registration House Officer, State Counsel and Magistrates (without degrees) and Lecturers (Civil, Mechanical or Electrical Engineering) | <i>Level 08</i>
₦3,564
(Step 3) |
| (6) Entry point for State Counsel and Magistrates (with degrees) | <i>Level 08</i>
₦3,714
(Step 4) |
| (7) Entry point for Medical Officers, Grade II, Dental Surgeons, Grade II, Malariologist, Pathologists, Veterinary Research, Veterinary Education Officers and Veterinary Officers, Grade II | <i>Level 09</i>
₦4,368
(Step 1) |

SCHEDULE V

REVISED SALARY SCALES

Grade Level	Step	Incremental Rates							
		1	2	3	4	5	6	7	
01	..	720	744	768	792	816	840	870	+ 24/30
02	..	804	834	864	894	924	954	984	+ 30
03	..	900	936	972	1,014	1,056	1,098	1,140	+ 36/42
04	..	1,164	1,206	1,248	1,290	1,332	1,374	1,416	+ 42
05	..	1,440	1,512	1,584	1,656	1,728	1,800	1,872	+ 72
06	..	1,908	2,004	2,100	2,196	2,292	2,388	2,484	+ 96
07	..	2,496	2,616	2,736	2,856	2,976	3,096	3,216	+ 120
08	..	3,264	3,414	3,564	3,714	3,864	4,014	4,164	+ 150
09	..	4,368	4,530	4,692	4,854	5,016	5,178	5,340	+ 162
10	..	5,460	5,622	5,784	5,946	6,108	6,270	6,432	+ 162
11	..	6,444	6,624	6,804	6,984	—	—	—	+ 180
12	..	7,104	7,320	7,536	7,752	—	—	—	+ 216
13	..	7,764	8,084	8,404	8,724	—	—	—	+ 320
14	..	8,868	9,188	9,508	9,828	—	—	—	+ 320
15	..	9,996	10,512	11,028	—	—	—	—	+ 516
16	..	11,268	11,844	12,420	—	—	—	—	+ 576
17	..	12,696	13,332	13,968	—	—	—	—	+ 636

ENTRY POINTS INTO RECRUITMENT GRADE LEVELS

For the time being the following entry points should be applied throughout the public service :

- | | |
|--|---------------------------------------|
| (1) All posts graded pre-Udoji in C(T) 1, 2 and now regraded in Grade
Level 06 | <i>Level 06</i>
N2,004
(Step 2) |
| (2) All posts graded pre-Udoji in C(T) 2, 3, 4 and now regraded in Grade 07 | <i>Level 07</i>
N2,616
(Step 2) |
| (3) Entry point for "Pupils"—Inspectors of Mines, Surveyors, Meteorologists, Engineers, Research Officers, State Counsel (with degrees) | <i>Level 08</i>
N3,414
(Step 2) |
| (4) Entry point for Education Officers, Lecturers (in Science subjects) and Registered Pharmacists | <i>Level 08</i>
N3,414
(Step 2) |
| (5) Entry point for Engineers, Architects, Quantity Surveyors, Building Surveyors, Chemists, Professionally qualified Accountants, Geologist, Scientific Officers (Geological Survey), Valuation Officers, Research Officers, Inspecting Engineers, Land Officers, Meteorologists, Pre-Registration House Officer, State Counsel and Magistrates (without degrees) and Lecturers (Civil, Mechanical or Electrical Engineering) | <i>Level 08</i>
N3,564
(Step 3) |
| (6) Entry point for State Counsel and Magistrates (with degrees) .. | <i>Level 08</i>
N3,714
(Step 4) |
| (7) Entry point for Medical Officers, Grade II, Dental Surgeons, Grade II, Malariologist, Pathologists, Veterinary Research, Veterinary Education Officers and Veterinary Officers, Grade II | <i>Level 09</i>
N4,368
(Step 1) |