



THE SENATE
FEDERAL REPUBLIC OF NIGERIA
Committee on Establishment & Public Service

REPORT

OF

**THE CONFERENCE COMMITTEE ON THE REVIEWED CONDITION OF
SERVICE IN THE NATIONAL ASSEMBLY SERVICE**

APRIL, 2019

CONFERENCE COMMITTEE REPORT ON THE REVIEWED CONDITION OF SERVICE IN THE NATIONAL ASSEMBLY SERVICE

1.0 INTRODUCTION

The Reviewed Condition of Service in the National Assembly Service was passed by the Senate on *Tuesday 11th December, 2018* and in the House of Representatives on *Wednesday 12th December, 2018*. However, there were noticeable differences in the two versions, as passed by the Senate and the House of Representatives, respectively.

Consequently, a Conference Committee was constituted in the Senate on 17th January, 2018 and in the House of Representatives on 20th December, 2018, to among other things, reconcile the areas of differences, which appeared essentially in TEN (10) parts of the Reviewed Condition of Service in the National Assembly Service, as approved by the two Chambers.

The mandate of the Conference Committee therefore, was to harmonise the areas of differences and make appropriate recommendations for approval by the two Chambers for the commencement of the new regime of the Condition of Service accordingly.

2.0 MEMBERSHIP

The Conference Committee consists of the following members:

harmonised them accordingly. Thereafter, the Committee resolved and adopted the harmonised version, for recommendation to each of the Chambers of the National Assembly, for approval.

4. Brief Comments on the Areas of Differences

The areas of differences and the version adopted by the Conference Committee are as follows:

The National Assembly as an Arm of Government is a specialised Institution, whose bureaucracy is made of competent work force that is into researches, analytical realism and comparative evaluation of data and information just like Institutions of higher learning in the country. As such, long-term experience is required to be able to address the complexities and dynamism of the law-making process, which is evolving. It is the realisation of this fact that gave rise to the increase in the retirement age of those that work in the Tertiary Institutions like Universities, Polytechnics, Colleges of Education as well as allied institutions like the Joint Admissions and Matriculation Board (JAMB), National Examinations Council (NECO) and West African Examinations Council (WAEC).

Similarly, it has been observed in the National Assembly that by the time the senior staff attain Directorate positions, many of them become so close to retirement that they are not able to impart the experience and expertise they acquire on such positions to the subordinates, thereby creating permanent crisis of dearth of well-equipped and experienced workforce down the line. It is therefore imperative for us as legislators to support the review of the retirement age of the staff of the National Assembly to help build a more robust and competent workforce that can retain the right staff capable to deliver at all times. We therefore support the review of the

ENDORSEMENT PAGE

SENATE

1. Senator Emmanuel Paulker -
2. Senator Binta Masi Garba -
3. Senator Ahmed S. Ogembe -
4. Senator Stella A. Oduah -
5. Senator Abdulfatai Buhari -
6. Senator Ibrahim A. Gobir -
7. Mrs. Edith Ajah - Committee Clerk

HOUSE OF REPRESENTATIVES

1. Hon. Simon Arabo -
2. Hon. Chika Abubakar Adamu -
3. Hon. Mohammed Sani Abdu -
4. Hon. Daniel Reyenieju -
5. Hon. Uzoma Nkem-Abonta -
6. Hon. Bashir Baballe -
7. Hon. Sunday Adepoju -
8. Barr. Salisu Abdullahi - Committee Clerk



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S/N	SENATE VERSION	HOUSE VERSION	CONFERENCE COMMITTEE RECOMMENDATIONS
1.	Title & Effective Date (01001) These Conditions of Service may be cited as the National Assembly Service Staff Regulations, 2018 effective from 18th May, 2018.	Title & Effective Date (01001) These Conditions of Service may be cited as the National Assembly Service Staff Regulations and the financial implications shall come into effect with the implementation of the 2019 budget.	House Version
2.	SECTION 8: LEAVING THE SERVICE Retirement (02809) (i) The compulsory retirement age for all officers of all grades in the service shall be 60 years of age or 35 years of pensionable service whichever is earlier. (ii) Officers in pensionable posts may voluntarily retire from the service after qualifying service of at least 10 years to be entitled to a gratuity.	SECTION 8: LEAVING THE SERVICE Retirement (02809) (i) The compulsory retirement age for all officers of all grades in the service shall be 65 years of age or 40 years of pensionable service whichever is earlier. (ii) Officers in pensionable posts may voluntarily retire from the service after qualifying service of at least 15 years to be entitled to an additional retiring benefit.	House Version Senate Version
3.	Additional Retiring Benefits (02812) Pursuant to Part (II) Section 4a of the Pension Act 2014 and section 15(3) of the National	Additional Retiring Benefits (02812) Pursuant to Part (II) Section 4a of the Pension Act 2014 and Section 15(3) of the National	

Assembly Service Act 2014, the National Assembly Service shall apply to all staff who retired on completion of satisfactory service and those who died in the Service additional benefits at the following rates: Officers who have spent 10 years shall be paid 150% of annual consolidated salary. Officers who have spent 11 years shall be paid 152% of annual consolidated salary. Officers who have spent 12 years shall be paid 154% of annual consolidated salary. Officers who have spent 13 years shall be paid 156% of annual consolidated salary. Officers who have spent 14 years shall be paid 158% of annual consolidated salary. Officers who have spent 15 years shall be paid 160% of annual consolidated salary. Officers who have spent 16 years shall be paid 162% of annual consolidated salary. Officers who have spent 17 years shall be paid 164% of annual consolidated salary. Officers who have spent 18 years shall be paid 166% of annual consolidated salary. Officers who have spent 19 years shall be paid	Assembly Service Act 2014, the National Assembly Service shall pay to all staff who retired on completion of satisfactory service and those who died in the Service additional benefits at the following rates: <table> <tr> <td>15 – 25years</td><td>-</td><td>150%</td></tr> <tr> <td>26 – 36years</td><td>-</td><td>200%</td></tr> <tr> <td>36 – 40years</td><td>-</td><td>250%</td></tr> </table>	15 – 25years	-	150%	26 – 36years	-	200%	36 – 40years	-	250%	Senate Version
15 – 25years	-	150%									
26 – 36years	-	200%									
36 – 40years	-	250%									

168% of annual consolidated salary. Officers who have spent 20 years shall be paid 170% of annual consolidated salary. Officers who have spent 21 years shall be paid 172% of annual consolidated salary. Officers who have spent 22 years shall be paid 174% of annual consolidated salary. Officers who have spent 23 years shall be paid 176% of annual consolidated salary. Officers who have spent 24 years shall be paid 178% of annual consolidated salary. Officers who have spent 25 years shall be paid 180% of annual consolidated salary. Officers who have spent 26 years shall be paid 182% of annual consolidated salary. Officers who have spent 27 years shall be paid 184% of annual consolidated salary. Officers who have spent 28 years shall be paid 186% of annual consolidated salary. Officers who have spent 29 years shall be paid 188% of annual consolidated salary. Officers who have spent 30 years shall be paid		
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	190% of annual consolidated salary. Officers who have spent 31 years shall be paid 192% of annual consolidated salary. Officers who have spent 32 years shall be paid 194% of annual consolidated salary. Officers who have spent 33 years shall be paid 196% of annual consolidated salary. Officers who have spent 34 years shall be paid 198% of annual consolidated salary. Officers who have spent 35-40 years shall be paid 200% of annual consolidated salary.		
4.	SECTION 6: DEATH Death of Serving Pensionable Officer (10602) Where a pensionable officer dies while in the Service, the National Assembly Service shall be responsible for providing the following:- (i) Preparation of the body for embalmment where necessary; (ii) Settlement of mortuary bills; (iii) Provision of coffin or casket subject to the following maximum amounts:	SECTION 6: DEATH Death of Serving Pensionable Officer (10602) Where a pensionable officer dies while in the Service, the National Assembly Service shall be responsible for providing the following:- (i) Preparation of the body for embalmment where necessary; (ii) Settlement of mortuary bills; (iii) Provision of coffin or casket subject to the following maximum amounts:	House Version

	Grade Level 03 - 06 - N100,000 Grade Level 07 - 14 - N200,000 Grade Level 15 - 17 - N300,000 Consolidated - N500,000 Provision of a grant, of an amount equal to the deceased's four months consolidated salary to his registered next-of-kin to meet funeral expenses. In the case of serving pensionable officers and retired in the Directorate cadre, publication of an obituary in one national newspaper shall be done at the Service's expense.	Grade Level 03 – 06 N70,000 Grade Level 07 – 14 N150,000 Grade Level 15 – 17 N200,000 Consolidated – N350,000 (iv) Provision of a grant of an amount equal to the deceased's four months consolidated salary to his registered next-of-kin to meet funeral expenses. (v) In the case of serving pensionable officers and retired in the Directorate cadre, publication of an obituary in one national newspaper shall be done at the Service's expense.	
5.	CHAPTER 11: OCCUPATION OF OFFICIAL QUARTERS Rent Subsidy (11207) (a) All officers of the National Assembly Service shall be paid 50% of annual consolidated salary as rent subsidy.	CHAPTER 11: OCCUPATION OF OFFICIAL QUARTERS Rent Subsidy (11207) (a) All officers of the National Assembly Service shall be paid 40% of annual consolidated salary as rent subsidy.	House Version
6.	CHAPTER 14: ALLOWANCES SECTION 2: CONPECULIAR ALLOWANCE Conpeculiar allowance (14201) Conpeculiar allowance shall be paid to all officers of the National Assembly Service at the	CHAPTER 14: ALLOWANCES SECTION 2: CONPECULIAR ALLOWANCE Conpeculiar allowance (14201) Conpeculiar allowance shall be paid to all officers of the National Assembly Service at an	Senate Version

	rate of 40% of their Consolidated salary.	increase of 40% on their current Annual Consolidated Peculiar Allowance.	
7.	SECTION 6:TRANSPORT ALLOWANCES Rates of kilometer allowances(14602) (b) An officer who owns and maintains a motor vehicle and uses it for official journeys undertaken either within or outside his duty station shall be entitled to kilometre allowance at the rate of N100.00 per kilometer, to a maximum of 250 kilometre per month.	SECTION 6:TRANSPORT ALLOWANCES Rates of kilometer allowances(14602) (c) An officer who owns and maintains a motor vehicle and uses it for official journeys undertaken either within or outside his duty station shall be entitled to kilometre allowance at the rate of N200.00 per kilometer, to a maximum of 250 kilometre per month.	House Version
8.	END OF YEAR BONUS: (14710) All officers shall be entitled to 50% of one month consolidated salary at the end of every year.	END OF YEAR BONUS: (14710) End of year bonus shall be paid to all officers of the national assembly service at the following rates of their one month consolidated salary: SGL 01-06 100% SGL 07- 10 75% SGL 12- 14 50% SGL 15- 17 25% Consolidated 10%	House Version
9.	DISENGAGEMENT ALLOWANCE (14711) All officers retiring from service upon attaining 60 years of age or 35years of service shall be entitled to travelling allowance at the rate of 10% of annual consolidated salary.	DISENGAGEMENT ALLOWANCE (14711) All officers retiring from service upon attaining 65 years of age or 40 years of service shall be entitled to travelling allowance at the rate of 10% of annual consolidated salary.	House Version

10.		FINANCIAL PROVISIONS (14713) (a) The financial provisions in these conditions of service shall be implemented subject to availability of funds. (b) The National Assembly shall source for funds from the Federal Ministry of Finance to commence initial implementation of the financial provisions; and (c) The financial provisions shall, subject to paragraph (b) above, become part of the annual budget estimates of the National Assembly;	House Version
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