

AGREEMENT

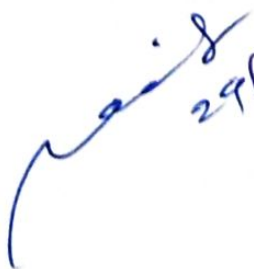
BETWEEN

**THE FEDERAL GOVERNMENT OF NIGERIA
(FGN)**

AND

**THE SENIOR STAFF ASSOCIATION OF
NIGERIAN UNIVERSITIES (SSANU)**

29TH JUNE 2026


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CHAPTER ONE

1.0 PREAMBLE

1.1 ESTABLISHMENT OF THE FGN/SSANU RENEGOTIATION COMMITTEE

In furtherance of the revitalisation of the Nigerian University system under the current administration, the Federal Government of Nigeria (FGN) in its capacity as Proprietor of Federal Universities and Inter-University Centres constituted a Re-negotiation Committee under the leadership of Mahmud Yayale Ahmed, *CFR*, to negotiate on its behalf, with Staff Unions in Public Universities and Inter-University Centres, and consummate agreements in tune with current realities with a view to repositioning SSANU members to effectively and greatly play their roles in the Universities and Inter-University Centres for national development.

Consequently, on October 15th 2024, the FGN/SSANU Re-negotiation Committee comprising the FGN Re-negotiation Team led by Mahmud Yayale Ahmed, *CFR*, and the SSANU Re-negotiation Team led by the National President of SSANU, Comrade Mohammed Haruna Ibrahim, *fnipr* was constituted.

The Federal Government/SSANU Re-negotiations commenced on 10th December 2024 at the National Universities Commission (NUC), Abuja.

Reference to Universities in this document, except otherwise stated in context refers to Public Universities and Inter-University Centres in Nigeria.

1.2 TERMS OF REFERENCE

The sole Term of Reference of the Committee was to 'Re-negotiate the 2009 FGN/SSANU Agreement, and consummate an Agreement which is in tune with current realities with a view to

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repositioning SSANU Members to effectively and greatly play their roles in the Universities and Inter-University Centres for national development’.

1.3 COMPOSITION OF THE FGN/SSANU RENEGOTIATION COMMITTEE

The FGN/SSANU Re-negotiation Committee comprised the following members, Advisers, Observers, and the Joint Secretariat:

1.3.1 FEDERAL GOVERNMENT RENEGOTIATION TEAM

THE INITIAL FEDERAL GOVERNMENT TEAM (FEB. 2017-SEP. 2020)

i.	Dr. B. O. Babalakin, SAN,	Pro-Chancellor, University of Lagos -	Chairman
ii.	Prof. Munzali Jibril	Pro-Chancellor, Federal University, -	Member
		Lafia	
iii.	Sen. Gbemisola Saraki	Pro-Chancellor, Federal University, -	Member
		Otuoke	
iv.	Arc. Lawrence P. Ngbale	Pro-Chancellor Federal University, -	Member
		Birnin Kebbi	
v.	Prof. Olufemi Bamiro	Pro-Chancellor, TASUED, Ijagun -	Member
vi.	Prof. Nimi Briggs	Pro-Chancellor, Federal University, -	Member
		Lokoja	
vii.	Prince Alex Mbata	Pro-Chancellor, Imo State -	Member
		University, Owerri	
viii.	Prof. Abubakar Rasheed	Executive Secretary, NUC Abuja -	Member
ix.	Dr. Abdullahi B. Baffa	Executive Secretary, TETFund -	Member
		Abuja	
x.	Mr. Aliyu A. Amao	Tertiary Education Department, -	Member
		Federal Ministry of Education, Abuja	
xi.	Dr. (Mrs.) F.U. Chukwuka	Federal Ministry of Labour and -	Member
		Employment, Abuja	
xii.	Dr. Sampson Ebimaro	Federal Ministry of Budget and -	Member
		National Planning, Abuja	
xiii.	Dr. (Mrs.) M.U. Kadiri	Federal Ministry of Finance, Abuja -	Member
xiv.	D. J. Bature Esq.	Federal Ministry of Justice, Abuja -	Adviser
xv.	A.C. Adighiogu	National Salaries, Incomes and -	Adviser
		Wages Commission (NSIWC), Abuja	

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RECONSTITUTED GOVERNMENT TEAM (10TH DECEMBER, 2020)

i.	Prof. Munzali Jibril	Pro-Chancellor, Federal University, - Lafia	Chairman
ii.	Prof. Nimi Briggs	Pro-Chancellor, Federal University, - Ndufu Alike, Ikwo	Member
iii.	Arc. Lawrence P. Ngbale	Pro-Chancellor, Federal University, - Wukari	Member
iv.	Prof. Shehu Usman Abdullahi	Pro-Chancellor, Kaduna State University	Member
v.	Prof. Femi Odekunle	Pro-Chancellor, Federal University - of Technology, Minna	Member
vi.	Prof. Abubakar Rasheed	Executive Secretary, NUC	Adviser
vii.	Prof. Suleiman E. Bogoro	Executive Secretary, TETFund	Adviser
viii.	Dr. Abubakar Mamuda	Rep. Chairman (ARNU)	Adviser
ix.	Dr. Bola Adekola	Secretary (ARNU)	Adviser
x.	Dr. Victor Imagbe	Chairman (ABNU)	Adviser
xi.	Mr. Adoyi Ofikwu	Federal Ministry of Education	Observer
xii.	Mrs. Franca Adiekweh	Federal Ministry of Labour and Productivity	Observer
xiii.	Mr. Gbenga E. Obadaru	Federal Ministry of Finance Budget and Planning	Observer
xiv.	Mrs. Gladys Odegbaro	Federal Ministry of Justice	Observer
xv.	Mr. Nzagha Eze Ogbonnaya	National Salaries, Incomes and Wages Commission (NSIWC)	Observer

RECONSTITUTED GOVERNMENT TEAM (7TH MARCH, 2022)

i.	Prof. Nimi Briggs	Pro-Chancellor, Federal University, - Ndufu Alike, Ikwo	Chairman
ii.	Arc. Lawrence P. Ngbale	Pro-Chancellor, Federal University, - Wukari	Member
iii.	Prof. Shehu Usman Abdullahi	Pro-Chancellor, Kaduna State University	Member
iv.	Prof. Funmi Tognumu Bickersteth	Pro-Chancellor, Federal University - Birnin Kebbi	Member
v.	Sen. Chris Adighije	Pro-Chancellor, Federal University, - Lokoja	Member
vi.	Prof. Olu Obafemi	Pro-Chancellor, Federal University - of Technology, Minna	Member
vii.	Prof. Zubairu Iliyasu	Pro-Chancellor, Kano State University of Science and Technology, Wudil	Member
viii.	Barr. Matthew Bo Seiyefa, <i>mni</i>	Pro-Chancellor, Niger Delta University, Wilberforce Island	Member
ix.	Prof. Abubakar Rasheed	Executive Secretary, NUC	Adviser
x.	Arc. Sonny Echono	Executive Secretary, TETFund	Adviser

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xi.	Dr. Abubakar Mamuda Rep.	Chairman (ARNU)	-	Adviser
xii.	Dr. Victor Imagbe	Chairman (ABNU)	-	Adviser
xiii.	Mr. Emmanuel Onung Federal	Ministry of Education	-	Observer
xiv.	Mrs. Franca Adiekweh	Federal Ministry of Labour and Productivity	-	Observer
xv.	Mrs. Kikelomo Ogunbadejo	Federal Ministry of Finance and Budget Planning	-	Observer
xvi.	Mrs. Gladys Odegbaro	Federal Ministry of Justice, Abuja	-	Observer
xvii.	Prof. Joseph A. Olowofela	Federal Character Commission	-	Observer
xiii.	Mr. Nzagha Eze Ogonnaya	National Salaries, Incomes and Wages Commission (NSIWC)	-	Observer

RECONSTITUTED GOVERNMENT TEAM (15TH OCTOBER, 2024)

i.	Mahmud Yayale Ahmed, CFR	Pro-Chancellor, Ahmadu Bello University, Zaria	-	Chairman
ii.	Sen. Olanrewaju Tejuoso	Pro-Chancellor, Yakubu Gowon University, Abuja	-	Alt. Chairman
iii.	Prof. (Sen.) Nora Daduut	Pro-Chancellor, Federal University of Technology, Akure	-	Member
iv.	Prof. Ignatius Onimawo	Pro-Chancellor, Federal University of Technology Babura	-	Member
v.	Prof. Ayodeji Oludare Omole	Pro-Chancellor, Ladoke Akintola University, Ogbomoso/Chairman, Committee of Pro-Chancellors of State Universities	-	Member
vi.	Amb. Greg Mbadiwe	Pro-Chancellor, Nnamdi Azikiwe University, Awka	-	Member
vii.	Sen. Joshua Lidani	Pro-Chancellor, Gombe State University	-	Member
viii.	Dr. Halimat Jummai Kperogi	Chairperson, Hussaini Adamu Federal Polytechnic Kazaure, Jigawa State	-	Member
ix.	Justice Mohammed Sule Ambursa	Chairman, Federal College of Education, Akoka, Lagos State.	-	Member
x.	Comrade Fidelis C. Edeh,	Pro-Chancellor, Michael Okpara University of Agriculture, Umudike.	-	Member
xi.	Dr. Jibril K. Saba,	Chairman, Federal Polytechnic, Bali, Taraba State	-	Member
xii.	Dr. Ganiyu Azeez,	Chairman, Federal College of Education Umunze, Anambra State	-	Member
xiii.	Mr. Chris J. Maiyaki	Ag. Executive Secretary, NUC	-	Adviser
xiv.	Prof. Abdullahi Yusufu Ribadu	Executive Secretary, National Universities Commission (NUC)	-	Adviser
xv.	Arc. Sonny Echono	Executive Secretary, TETFund	-	Adviser
xvi.	Prof. Lilian Salami	Chairman, Committee of Vice-Chancellors (CVC)	-	Adviser

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xvii.	Prof. Tanko Ishaya	Chairman, Committee of Vice-Chancellors (CVC)	-	Adviser
xviii.	Mr. Yusuf Muhammad,	Director, Expenditure Social, Budget Office of the Federation		Observer
xix.	Salisu A. Saleem,	Rep. Executive Secretary, National Board For Technical Education (NBTE)		Adviser
xx.	D. M. Yabani,	DHR and Rep. Executive Secretary, National Commission for Colleges of Education (NCCE)		Adviser
xxi.	Mrs. Rakiya G. Iliyasu,	Director, University Education, Federal Ministry of Education (FME)		Observer
xxii.	Dr. Ejeh A. Usman,	Director, Polytechnic Education, FME		Observer
xxiii.	Dr. Uchenna Uba,	Director, Colleges of Education, FME		Observer
xxiv.	Dr. Mimi Abu,	Director, Organisational Development & Design; Rep. Office of the Head of Civil Service of the Federation		Observer
xxv.	Dr. James N. Abalaka, (Retired)	Director, TSA & GIFMIS, Rep. Office of the Accountant-General of the Federation (OAGF)		Observer
xxvi.	Mr. Fatoki Clement Muiyiwa,	Director, Trade Union Services & Industrial Relation, Federal Ministry of Labour & Employment		Observer
xxvii.	Akaka Ihehi	Rep. of Office of the Solicitor-General of the Federation Ministry of Justice		Observer
xxviii.	Mrs. Comfort Ochasi	Federal Ministry of Education	-	Observer
xxix.	Mrs. Vivian Obi-Alio	Federal Ministry of Justice	-	Observer
xxx.	Mrs. Hauwa Suleiman Ado Abubakar	Federal Ministry of Labour and Employment	-	Observer
xxxi.	Mr. Nzagha Eze Ogbonnaya	National Salaries, Income and Wages - Commission (NSIWC)		Observer
xxxii.	Dr. Kenneth O. Kwujeli	Federal Ministry of Budget and Economic Planning (FMBEP)	-	Observer
xxxiii.	Dr. Salihu Bello	Federal Character Commission	-	Observer
xxxiv.	Mr. Chuzia Chukwudi	Federal Character Commission	-	Observer

1.3.2 SSANU RE-NEGOTIATION TEAM

- | | | | |
|------|---|--|-------------|
| i. | Comr. Mohammed Haruna Ibrahim, <i>fnipr</i> | National President, SSANU Modibbo Adama University, Yola | Team Leader |
| ii. | Comr. Dr. Leku Ador, | University of Calabar | Member |
| iii. | Comr. Barr. Promise A.K. Adewusi, mni, NPOM | former National President, SSANU | Member |
| iv. | Comr. Dr. A.O. Salaam, | Federal University of Agriculture, Abeokuta | Member |

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v.	Comr. A.C. Ugochukwu,	Rivers State University, Port Harcourt	Member
vi.	Comr. Alhaji Audu Isa,	University of Maiduguri	Member
vii.	Comr. Barr. Jennifer S. Ibi,	Nasarawa State University, Keffi	Member
iii.	Comr. C. Dimkpa Uzoiye, FCA	Alex Ekwueme Federal University, Ndufu-Alike	Member

1.3.3 JOINT SECRETARIAT

i.	Mr. B. C. Odum (Retired)	National Universities Commission, Abuja
ii.	Mr. Adewale Bakare	National Universities Commission, Abuja
iii.	Barr. Folorunso O. Ariyo	National Universities Commission, Abuja
iv.	Mr. Harry Ogugua	National Universities Commission, Abuja
v.	Mrs. Igelegbai Elizabeth (Deceased)	Federal Ministry of Education
vi.	Mr. Emmanuel Onung	Federal Ministry of Education, Abuja
vii.	Comrade Chukwuanugo Ibeto	SSANU National Secretariat
viii.	Comrade Kabiru Tijjani Duhu	SSANU National Secretariat

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CHAPTER TWO

2.0 MODUS OPERANDI

The Committee, in the course of the re-negotiation exercise:

- a) Held meetings, consulted with stakeholders, and requested for data relevant to its assignment from Universities and Inter-University Centres;
- b) Received Position Papers from the SSANU Team containing its demands, and a Position Paper from the FGN Team in response to the Union's demands;
- c) Made use of various documentary submissions from the Universities and Inter-University Centres, and other relevant Government Agencies;
- d) Entertained presentations from members regarding their positions vis-a-vis statistical data, general principles, and the history of the Nigerian Universities and Inter-University Centres;
- e) Referred to existing Reports from previous Commissions on Higher Education and also previous Agreements reached between the Federal Government and the Senior Staff Association of Nigerian Universities;
- f) Recorded proceedings of the negotiations by producing minutes of meetings through a Joint Secretariat; and
- g) Resolutions to the effect that each Team would first consult with, and brief its Principals before entering into Agreement arising from the Re-negotiation exercise.

2.1 BENCHMARK FOR THE UNIVERSITY SYSTEM

Whereas the Agreement is geared towards ensuring a viable University and Inter-University system with uniform standards; and whereas it is recognised by the negotiating teams that education is on the Concurrent List of legislation, State Governments shall be advised to adopt this

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Agreement as benchmarks in order to operate within the goals of achieving the same sets of standards for their institutions within the Nigerian University System (NUS).

2.2 ISSUES FOR RE-NEGOTIATION

- a) Conditions of service;
- b) Funding of Nigerian Universities;
- c) University Governance; and
- d) Other Matters.


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CHAPTER THREE

3.0 CONDITIONS OF SERVICE

3.1 SALARY STRUCTURE FOR SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)

It was agreed that:

- (a) The emolument of Non-Teaching Staff shall be reviewed upwards by 35% to enhance morale, improve the quality of service delivery, and support the retention of skilled manpower.
- (b) The salary structure will comprise the Consolidated Tertiary Institutions Salary Structure (CONTISS II) and Consolidated Non-Teaching Tools Allowance (CONTTA).
- (c) The 35% review will be represented by Consolidated Non-Teaching Tools Allowance (CONTTA) and is peculiar to Non-Teaching Staff.
- (d) CONTTA comprises Professional Association Subscriptions, Conference/Refreshers Update Programmes, IT Skills/Data, Professional Documents: Acts, Laws, Gazettes, Circulars, Public Service Rules, etc. These allowances shall not be subject to tax based on the provisions of Section 3(1)(b) of PITA as well as the Nigerian Tax Act 2025, Chapter 2, Part 1, 4 (2) (a).
- (e) CONTTA is presented in Annexure 1.


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3.2 EARNED ALLOWANCES FOR SSANU MEMBERS

It was agreed that Earned Allowances shall be paid to SSANU Members at the rate indicated in Annexure 2 of this Agreement.

3.3 UNIVERSITY STAFF SCHOOLS

It was agreed that the subsisting 2009 Agreement, where the Government bears the full capital and recurrent costs of University Staff Primary Schools, be retained.

3.4 SUSTENANCE OF UNIVERSITY AUTONOMY

Both parties noted the appreciable measure of institutional autonomy being enjoyed in universities, and agreed on the sustenance of same through deliberate steps geared towards the strengthening of internal transparency and accountability.

3.5 CESSATION OF ENCROACHMENT OF NON-TEACHING STAFF POSITIONS AND CAREER PROGRESSION OF NON-TEACHING STAFF

It was agreed that appointments and promotions into positions/headship of Non-Teaching Departments and Units shall be strictly in accordance with the provisions of the Schemes of Service, especially but not limited to:

- (i) Academic Planning
- (ii) Information & Communication Technology (ICT) Centres
- (iii) Physical Planning
- (iv) Sports Directorate
- (v) Information and Public Relations
- (vi) Works and Maintenance


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3.6 CONGREGATION REPRESENTATION IN GOVERNING COUNCILS

It was agreed that Congregation representation on the Governing Councils should be all inclusive, comprising the Teaching and Non-Teaching staff. It was therefore, recommended that there should be an amendment of the University Act to accommodate an all-inclusive arrangement.

3.6.1 DIRECTORATE SYSTEM IN THE UNIVERSITIES

It was agreed that the creation of directorates shall be left to the Governing Councils, subject to the peculiarities of the university.

3.7 CAREER ELONGATION/EQUALISATION FOR SSANU MEMBERS WITH DEGREE QUALIFICATIONS

It was agreed that all Degree holders shall have equal opportunities of career progression to terminate on CONTISS 15 in the Universities and Inter-University Centres.

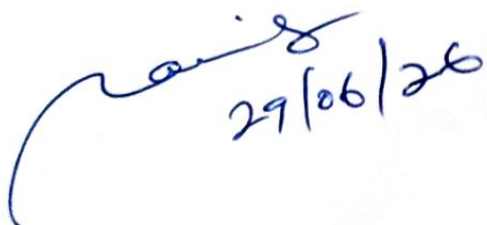
3.8 STAFF RATIO AND STAFF ESTABLISHMENT

It was agreed that university employment ratio shall reflect international best practices and in line with regulatory guidelines.

3.9 STAFF TRAINING AND DEVELOPMENT

The importance of staff training and development was greatly underscored vis-a-vis its role in the overall advancement of the University.

It was therefore, agreed that training and staff development are priority and universities should design annual training programmes at the beginning of every year for all staff.


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3.10 IMPROVED FUNDING OF THE UNIVERSITY

It was agreed to recommend to Government, through affirmative political will, a progressive and sustainable increase in the annual budgetary allocation to education, in line with its priorities.

3.11 INTERNALLY GENERATED REVENUE

Noting that University communities have great potentials for Internally Generated Revenue (IGR), through their Town and Gown interactions and other community services, it was agreed that the IGR Departments, Centres and Units of the Universities and Inter-University Centres shall be strengthened and empowered to generate more revenue for the Universities. These Departments/Units include but are not limited to:

- i. Works and Maintenance Departments
- ii. Teaching and Research Farms
- iii. Libraries
- iv. Science and Technology Laboratories
- v. Consultancy Services Unit
- vi. Information and Communication Technology Centre (ICT)
- vii. Entrepreneurship Development Centres

It was agreed that SSANU shall work closely with the Governing Councils to shore up the IGR potentials of the Universities and ensure transparent utilisation.

3.12 PERIODIC REVIEW OF THE AGREEMENT

It was agreed that a comprehensive review of the Agreement shall be undertaken every three (3) years and shall be based on the provisions of the International Labour Convention, ILO 98 on Collective Bargaining. Consequently, this agreement shall be due for review in 2029. However,

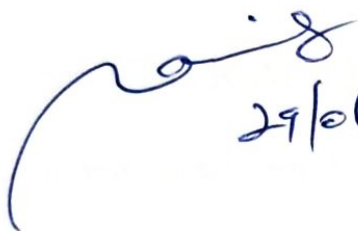
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within the operational period of the agreement, review of any item covered therein may take place at any time by a six (6) months' notice given by either party.

3.13 EFFECTIVE DATE OF THE AGREEMENT

The effective date of this Agreement shall be 1st January, 2026.



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CHAPTER FOUR

4.0 OTHER MATTERS

4.1 RETIREMENT AGE

It was agreed that the statutory retirement age of 65 years for SSANU members shall subsist.

4.2 SABBATICAL LEAVE

It was agreed that SSANU members on CONTISS 13 and above shall be entitled to Sabbatical Leave, subject to each University Governing Council regulation.

4.3 MACHINERY FOR COLLECTIVE BARGAINING AND LABOUR/MANAGEMENT RELATIONS IN THE UNIVERSITIES

It was agreed that there shall be a permanent machinery for Collective Bargaining in the University system, as it was noted that this would help to reduce incessant industrial crisis and enthrone lasting peace in the system.

4.4 MACHINERY OF SALARY RELATIVITY IN THE SYSTEM

It was noted that harmonization of salaries is ongoing, and that Government shall implement a unified salary structure for University staff, with allowances implemented based on job descriptions and professional demands.

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4.5 MACHINERY FOR THE IMPLEMENTATION AND MONITORING OF THE AGREEMENT

It was agreed that the National Universities Commission (NUC) shall be responsible for coordinating the Implementation Monitoring Committee (IMC) to monitor the implementation of the agreement.

It was also agreed that there shall be an Agreement Implementation Monitoring Committee consisting of:

- i. Chairman, Committee of Pro-Chancellors (CPC) Federal Universities.
- ii. Chairman, Committee of Pro-Chancellors (CPC) State Universities.
- iii. The Chairman, Committee of Vice-Chancellors of Federal Universities (CVC);
- iv. Chairman, Committee of Vice-Chancellors of State Universities;
- v. One member representing Federal Ministry of Education;
- vi. One member representing Federal Ministry of Labour and Employment;
- vii. One member representing Budget Office of the Federation;
- viii. One member representing Federal Ministry of Justice;
- ix. One member representing the National Universities Commission (NUC);
- x. One member representing the National Salaries, Incomes and Wages Commission (NSIWC);
- and
- xi. Five members representing Senior Staff Association of Nigerian Universities (SSANU).

The Chairman of CPC Federal Universities shall be the Chairman of the Committee.

NUC shall provide the Secretariat. The Committee shall report to the Honourable Minister of Education.

4.6 APPLICATION OF AGREEMENT

It was agreed that this Agreement shall be applicable to members of the Senior Staff Association of Nigerian Universities (SSANU).



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4.7 NON-VICTIMISATION OF SSANU MEMBERS

It was agreed that no SSANU member shall be victimised in any way whatsoever for his/her role in the process leading to this re-negotiation and agreement.



.....
Mahmud Yayale Ahmed, CFR
Chairman, FGN Expanded Tertiary Institutions
Negotiation Committee and Pro-Chancellor,
Ahmadu Bello University, Zaria

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.....
Comrade Mohammed Haruna Ibrahim, fnipr
National President,
for and on behalf of the Senior Staff Association of
Nigerian Universities (SSANU)

**CONSOLIDATED NON-TEACHING TOOLS ALLOWANCE (CONTTA)
FOR SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)**

PER ANNUM

Effective Date: 1st January 2026

CONTTA	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
01	325500	329155	332810	336465	340120	343774	347429	351084	354739	358394	362049	365704	369359	373013	376668
02	327276	331768	336259	340751	345243	349735	354227	358719	363210	367702	372194	376686	381178	385669	390161
03	333546	338942	344337	349733	355129	360525	365920	371316	376712	382107	387503	392899	398294	403690	409086
04	351946	358217	364487	370757	377027	383298	389568	395838	402108	408379	414649	420919	427189	433460	439730
05	386297	393938	401579	409220	416861	424502	432143	439784	447425	455066	462707	470348	477988	485629	493270
06	550178	564209	578240	592270	606301	620332	634362	648393	662424	676454	690485	704516	718546	732577	746607
07	718139	736854	755570	774285	793001	811716	830432	849147	867863	886578	905294	924010	942725	961441	980156
08	806767	828794	850821	872850	894877	916905	938933	960961	982988	1005016	1027044	1049072	1071099	1093127	1115155
09	909033	932967	956902	980837	1004771	1028705	1052641	1076575	1100509	1124444	1148379	1172313	1196247	1220182	1244117
10	1001976	1038217	1074457	1110698	1146939	1183180	1219421	1255661	1291902	1328143	1364384				
11	1098738	1137056	1175373	1213690	1252008	1290325	1328642	1366960	1405276	1443594	1481880				
12	1195950	1237200	1278450	1319700	1360950	1402200	1443450	1484699	1525950	1567199	1608450				
13	1489655	1544606	1599557	1654508	1709459	1764409	1819360	1874311	1929262						
14	1793865	1860285	1926707	1993127	2059547	2125968	2192388	2258809	2325229						
15	2286869	2368988	2451108	2532426	2615346	2697464	2779584	2861702	2943822						
Registrar/Bursar	3316841														

Note: CONTTA consist of Professional Association Subscriptions, Conference/Refresher Update Programmes, IT Skill/Data, Professional Documents: Acts, Laws, Gazettes, Circulars, Public Service Rules, etc

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ANNEX II

EARNED ALLOWANCES (EA)
FOR SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)
EFFECTIVE DATE: 1ST JANUARY 2026

SN	EARNED ALLOWANCES	2009 AGREEMENT CURRENT RATE (N)	SSANU DEMANDS (N)	2026 AGREEMENT (REVIEWED RATES) (N)
1.	Responsibility Allowance			
	(i) Registrars and Bursars	N750,000 per annum (N62,500 per month)	N3,000,000 per annum (N250,000 per month)	N840,000 per annum (N70,000 per month)
	(ii) Directors		New Demand - N2,000,000 (N166,667 per month)	N600,000 per annum (N50,000 per month)
	(iii) Deputy Registrars, Bursars and Directors		New Demand -N600,000 per annum (N50,000 per month)	N480,000 per annum (N40,000 per month)
	(iv) Head of Divisions/Units	N300,000 (N25,000 per month)	N1,200,000 per annum (N100,000 per month)	N360,000 per annum (N30,000 per month)
	(v) Heads of Sections		New Demand-N900,000 per annum (N75,000 per month)	N150,000 per annum (N12,500 per month)
2.	Shift Duty, Overtime Work and Duty Tour			
		As per NSIWC Circulars	As per NSIWC Circulars	As per NSIWC Circulars
3.	Excess Workload (Excess workload for all categories shall be phased out without delay)			
	CONTISS 9 -12		New Demand - N10,000 *Maximum of 52 hours per month	N2,000 per hour subject to maximum of 52 hours per month
	CONTISS 13 -15	N3,500 *Maximum of 52 per hour per annum	N10,000 *Maximum of 52 hours per month	N3,500 per hours subject to maximum of 52 hours per month
4.	Field Trip /Teaching Practice/Industrial Supervision			
	(i) CONTISS 6-12	N60,000-N100,000	N120,000 per annum	N81,000-N130,000 per annum
	(ii) CONTISS 13-15	N60,000-N100,000	N200,000 per annum	N81,000-N130,000 per annum
5.	Call /Shift Duty/Clinical Hazard			
		As per NSIWC Circulars	As per NSIWC Circulars	As per NSIWC Circulars
6.	Laboratory/Workshop/Studio/Clinical/Occupational Hazard			
	(i) CONTISS 6-12	N360,000	N500,000 per annum	N486,000 per annum
	(ii) CONTISS 13 -15	N360,000	N800,000 per annum	N486,000 per annum
7.	Membership of Professional Bodies/Annual Subscription			
		New Demand	N750,000 per annum	Already covered in CONTTA.

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EARNED ALLOWANCES (EA)
FOR SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)
EFFECTIVE DATE: 1ST JANUARY 2026

SN	EARNED ALLOWANCES	2009 AGREEMENT CURRENT RATE (N)	SSANU DEMANDS (N)	2026 AGREEMENT (REVIEWED RATES) (N)
8.	Students Work Experience Programme (SWEP)			
	(i) CONTISS 13-15	N60,000-100,000	N200,000	N135,000 per annum
9.	Physical Project Supervision			
	(i) Staff in Physical planning, Works, Estate and Maintenance	New Demand	N200,000 per annum	Not applicable as Project Supervision is part of the relevant non-teaching staff's duties
10.	High Risk			
	(i) Staff in Health Services, Works, Physical Planning, Maintenance, Sports, Farms, ICT, Laboratories and Workshops		New Demand N240,000 per annum	Leverage on the Employee Compensation Act 2010, and SGF Circular Ref. No. CM.15/IV/13 dated 22 nd September 2023.
11.	Ward-Robe			
	(i) CONTISS 14		New Demand N1000,000 per annum	Not justifiable
	(ii) CONTISS 15		New Demand N1,200,000 per annum	Not justifiable
12.	Uniform and Protective Wear for Staff in Laboratory/Workshop/Studio			
	(i) CONTISS 6-12	New Demand	N240,000 per annum	N80,000 per annum
	(ii) CONTISS 13 - 15	New Demand	N360,000 per annum	N80,000 per annum
13.	Entrenchment of 13th Month/Productivity Allowance			
		New Demand	New Demand	Not Justifiable

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