

# CIRCULAR

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Office of the Secretary to the  
Government of the Federation,  
Shehu Shagari Complex,  
Three Arms Zone,  
Abuja.

28<sup>th</sup> September, 2017

Chief of Staff to the President,  
Deputy Chief of Staff to the President,  
Office of the Vice-President,  
Honourable Ministers/Ministers of State,  
Head of the Civil Service of the Federation,  
Chairman, Federal Civil Service Commission,  
Chairman, Federal Character Commission,  
Chairman, Independent National Electoral Commission,  
Chairman, Revenue Mobilization, Allocation and Fiscal Commission,  
Chairman, National Population Commission,  
Chairman, Code of Conduct Tribunal,  
Chairman, Code of Conduct Bureau,  
Permanent Secretaries,  
Special Advisers/Senior Special Assistants,  
Service Chiefs/Inspector-General of Police,  
Governor, Central Bank of Nigeria,  
Chairman, Independent Corrupt Practices and  
other Related Offences Commission,

Chairman, Economic and Financial Crimes Commission,  
Chairman, National Drug Law Enforcement Agency,  
Chairman, National Assembly Service Commission,  
Clerk of the National Assembly,  
Chief Registrar, Supreme Court of Nigeria,  
Secretary, National Judicial Council,  
Auditor-General for the Federation,  
Accountant-General of the Federation,  
Heads of Extra-Ministerial Departments/Directors-General  
Chief Executive Officers of Parastatals, Agencies and  
Government-owned Companies.

RE: OBLIGATION TO DEPOSIT COLLECTIVE AGREEMENT WITH  
THE MINISTER OF LABOUR AND EMPLOYMENT

It has come to the notice of Government that some Ministries, Departments and Agencies (MDAs) execute Collective Bargaining Agreements (CBAs) without complying with the requisite section of the Disputes ACT, CAP. T8, Laws of the Federation of Nigeria (LFN) 2004. These irregular executions of CBAs in the Public Service have led to unforeseen negative consequences for the Government, resulting in disharmony in the Industrial Relations environment and making it unsuitable for greater productivity, growth and sustainable development.

2. For the avoidance of doubt, Section 3 of the Act stipulates that upon the existence of CBAs, such shall be deposited in **triplicate (3 copies)** with the Honourable Minister of Labour and Employment by the parties to the Agreement. The **Section** further states that upon

depositing the Agreement with the Honourable Minister, an order shall be made specifying the terms and part of the provisions of the Agreement that shall be binding on the Employers and Workers who are parties to the Agreement. The Act also provides that non-compliance with the stated requirement shall be punishable by law (Section 3 (4)).

3. Accordingly, Government hereby directs all MDAs to ensure strict compliance with the provisions of the law in executing CBAs in the Public Service as it would henceforth apply the appropriate sanctions.



**DR (MRS) HABIBA M. LAWAL**

Acting Secretary to the Government of the Federation