

**COMMUNIQUE AT THE END OF THE 39<sup>TH</sup> MEETING OF THE NATIONAL  
COUNCIL ON ESTABLISHMENTS (NCE) HELD FROM MONDAY 18<sup>TH</sup> –  
FRIDAY, 22<sup>ND</sup> JULY, 2016 AT JUSTICE IDRIS LEGBO KUTIGI  
INTERNATIONAL CONFERENCE CENTRE,  
MINNA, NIGER STATE**

The 39<sup>th</sup> Meeting of the National Council on Establishments (NCE) met in Minna, Niger State from Monday 18<sup>th</sup> to Friday 22<sup>nd</sup> July, 2016. **The Head of the Civil Service of the Federation and Chairman of Council, Mrs. Winifred Ekanem Oyo-Ita, FCA** presided over the meeting attended by Heads of Service from thirty-three (33) States and representatives of the Federal Capital Territory. The Plenary Session of the Council was preceded by a three-day Technical Session of Officials/Permanent Secretaries in charge of Establishments from Federal and States.

2. The welcome address was delivered by the **Head of Service, Niger State, Alhaji Mohammed Maude Lapai, mni**, while the keynote address was delivered by **the Head of the Civil Service of the Federation and Chairman of Council**. In her address, the Chairman disclosed the adoption of EPIC (Efficient, Productive, Innovative and Citizen-Centred), a strategic initiative for service value re-orientation and re-engineering as a new ethos for the Civil Service. The meeting was declared open by **His Excellency, Alhaji Abubakar Sani Bello, the Governor of Niger State represented by His Excellency, Alhaji Ahmed Mohammed Ketso, the Deputy Governor**.

3. After the opening formalities, Council in plenary received and adopted the Reports of its Standing Committee and Meeting of Officials on forty-seven (47) memoranda on various establishment matters. Arising from its deliberations and discussions, Council approved as follows:

- (a) that the current sixty (60) years retirement age for Medical/Dental Officers in tertiary hospitals and other professionals in tertiary Institutions in the Health Sector should subsist;

- (b) the harmonization of the Scheme of Service for all categories of Nurses with the nomenclature "Nursing Officer" and lateral conversion for those possessing the Registered Nurse/Registered Midwifery Certificate (RN/RM) contingent upon the acquisition of B.Sc. Nursing degree from National Universities Commission (NUC) accredited Institutions;
- (c) that graduate Nurses, who have no prior RN/RM qualification to undergo internship programme, while the entry level for Interns will be GL.08 and GL.09 for entry point into the Civil Service;
- (d) that the Heads of the Civil Service at both the Federal and States are the Chairmen of their respective Joint Public Service Negotiating Councils that are legitimately charged with the responsibility of collective bargaining with the organized labour;
- (e) that Professional Associations are not registered Trade Unions and should not be allowed to engage in collective bargaining in labour matters with governments;
- (f) that the request for the creation and inclusion of Aeronautical Information Service Officer and Air Traffic Controller Cadres in the Schemes of Service should be referred to the Federal Ministry of Transportation for inputs;
- (g) the request for the creation of Assistant Education Officer (Braille/Sign Language Interpreter) Cadre graded on GLs 07-14 to accommodate NCE holders in Special Education and Education Officer (Braille/Sign Language Interpreter) Cadre graded on GLs 08 – 17 to accommodate persons with University degree (B. Ed) in Special Education in the Schemes of Service;

- (h) entry point salary GL.08 for all candidates possessing Higher National Diploma (HND) from Institutions accredited by the National Board for Technical Education (NBTE); and
- (i) reaffirmed the earlier decision of Council that professional certificates/qualifications issued by professional bodies seeking inclusion in the Schemes of Service should be recognized for proficiency purposes only.

4. Council, however, rejected some requests, stepped down others and referred some to the Council's Standing Committee on the Schemes of Service for detailed examination and advice.

5. Council commended the Government and the good people of Niger State for the hospitality extended to the delegates, the excellent arrangements made and the facilities deployed to ensure the success of the 39<sup>th</sup> Meeting of Council.

6. Council also expressed gratitude to the Government of Lagos State for the offer to host the 40<sup>th</sup> National Council on Establishments (NCE) meeting at a date to be conveyed. Council further thanked the Government of Rivers State for accepting to host the meetings of the Standing Committee.

7. In closing, Council expressed appreciation to the **President, Commander-in-Chief of the Armed Forces, His Excellency, Muhammadu Buhari, GCFR**, for his purposeful leadership of the nation and the inspirational direction that he has given to the Public Service through the Change Agenda.

Signed



Chairman

Mrs. Winifred Ekanem Oyo-Ita



Council Secretary

Mrs. Nuratu Batagarawa

**Issued in Minna, Niger State on Friday, July 22<sup>nd</sup>, 2016**