



**THE PRESIDENCY  
NATIONAL SALARIES, INCOMES AND WAGES COMMISSION  
OFFICE OF THE EXECUTIVE CHAIRMAN**

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**Ref:**..... **SWC/S/04/VIII/298**.....

**Date:**..... **1<sup>st</sup> July 2010**.....

**CIRCULAR**

Chief of Staff to the President  
Principal Secretary to the Vice President  
Honourable Ministers/Ministers of State  
Secretary to the Government of the Federation  
Head of the Civil Service of the Federation  
Chairmen, Federal Commissions  
Federal Permanent Secretaries and Heads of Extra-Ministerial Departments  
Clerk of the National Assembly  
Directors-General and Chief Executives of Parastatals/Agencies  
Secretary, National Judicial Council  
Secretary, Federal Judicial Service Commission  
Auditor-General for the Federation  
Accountant-General of the Federation  
Director-General, Budget Office

**REVIEW OF THE CONSOLIDATED PUBLIC SERVICE SALARY STRUCTURE  
(CONPSS)**

The President, Commander-in-Chief of the Armed Forces has approved an upward review of the Consolidated Public Service Salary Structure (CONPSS). The table of the revised salary structure is attached herewith.

## *Continuation*

2. The effective date for the implementation of the revised salary structure is **1<sup>st</sup> July 2010**.
3. It should be noted that this pay review is the result of a collective agreement at the end of a collective bargaining exercise between the Federal Government and the Trade Union Side of the Joint Public Service Negotiating Council. Therefore, it should not be regarded as an award or a general pay review in the Public Service.
4. Further, this particular pay increase is granted on the condition that there shall be a noticeable improvement in the productivity and conduct of public servants in service delivery to the public. The framework on the standards and modalities for achieving this objective will be worked out by government and relevant stakeholders not later than 31<sup>st</sup> December 2010.
5. All enquiries arising from this circular should be directed to the National Salaries Incomes and Wages Commission.



**Chief R. O. Egbule, FNIM**  
Chairman

## CONSOLIDATED PUBLIC SERVICE SALARY STRUCTURE (CONPSS)

(EFFECTIVE FROM 1ST JULY 2010)

CONPSS	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N	12 N	13 N	14 N	15 N
01	204878	209347	213816	218285	222755	227224	231693	236162	240631	245101	249570	254039	258508	262977	267447
02	208206	214049	219893	225736	231579	237423	243266	249110	254953	260796	266640	272483	278327	284170	290013
03	211048	218230	225412	232595	239777	246959	254142	261324	268506	275689	282871	290053	297236	304418	311600
04	221072	229701	238329	246958	255587	264215	272844	281472	290101	298729	307358	315987	324615	333244	341872
05	250498	260522	270546	280570	290595	300619	310643	320668	330692	340716	350740	360765	370789	380813	390837
06	305429	317648	329867	342086	354305	366524	378743	390962	403181	415400	427619	439838	452057	464276	476495
07	507165	525918	544671	563423	582176	600928	619681	638433	657186	675938	694691	713443	732196	750949	769701
08	655384	677704	700024	722344	744663	766983	789303	811623	833943	856263	878583	900903	923223	945543	967863
09	769856	796430	823005	849579	876154	902728	929303	955877	982451	1009026	1035600	1062175	1088749	1115324	1141898
10	903711	932934	962157	991381	1020604	1049827	1079050	1108273	1137496	1166719	1195942	1225166	1254389	1283612	1312835
12	1042408	1087737	1133065	1178394	1223722	1269051	1314379	1359708	1405036	1450365	1495693				
13	1163433	1211355	1259277	1307199	1355121	1403043	1450965	1498887	1546809	1594731	1642653				
14	1285018	1336609	1388199	1439790	1491381	1542971	1594562	1646152	1697743	1749334	1800924				
15	1767816	1840882	1913947	1987013	2060078	2133144	2206209	2279275	2352340						
16	2186877	2274689	2362501	2450313	2538125	2625937	2713749	2801561	2889373						
17	4172800	4331367	4489934	4648501	4807068	4965635	5124202	5282769	5441336						