



THE MAN THE ADMINISTRATION AND INDUSTRIAL RELATIONS (THE FCTA/FCDA EXPERIENCE)



BY
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HIS EXCELLENCY
MUHAMMADU BUHARI, GCFR
President, Federal Republic of Nigeria





MUHAMMAD MUSA BELLO, CON
HONOURABLE MINISTER
FEDERAL CAPITAL TERRITORY



DR. RAMATU TIJJANI ALIYU
MINISTER OF STATE (FCT)
FEDERAL REPUBLIC OF NIGERIA



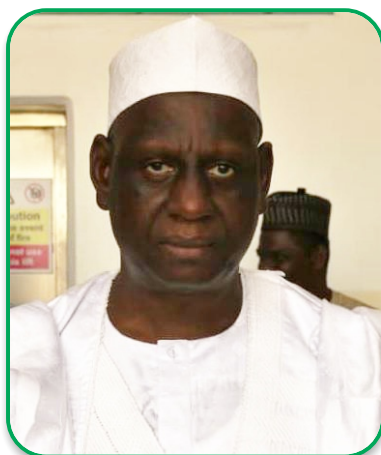
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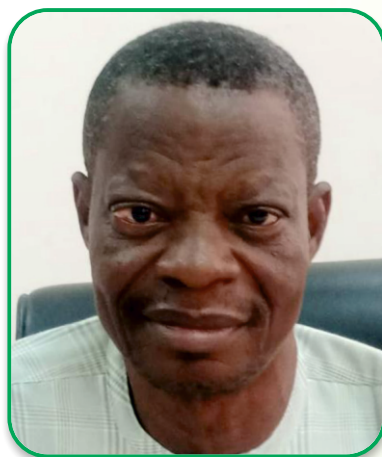


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INTRODUCTION

The Federal Capital Territory Administration (FCTA) and the Federal Capital Development Authority (FCDA) are statutory Establishments of Government created to plan, design, build and regulate the development of the Federal Capital City in accordance with the Abuja master plan and to render, specific services to inhabitants of the Territory in areas of Health, Education and Social services.

Over the years, the FCTA/FCDA have recorded appreciable developmental strides in the discharge of their core mandate thereby making Abuja the pride of the Nation and Africa at large.

These feats were no doubt achieved through proper planning, harnessing and deployment of both human and material resources.

It is important to emphasize that the Human resource is the most vital in the developmental chain of any organization. Experience has shown that workers tend to align with Unions as they provide windows to ventilate issues of common interest hence the need to create a cordial relationship between Management and Unions for smooth operations.

CHAPTER ONE

THE NEED FOR CORDIAL INDUSTRIAL RELATIONS IN ORGANIZATIONS

For there to be enabling environment to pursue assigned objectives, there must be peace and stability. It is in an atmosphere of understanding that successes are recorded. It is with a clear understanding of these basic tenets, that the present Honourable Minister of FCT, Mal. Mohammed Musa Bello CON and the member of the State, FCT supported by the Permanent Secretary, FCT Mr. Adesola Olusade, the Executive Secretary FCDA, Engineer Shehu Hadi Ahmed FNSE and other top Management staff opted to collaborate with Unions in FCTA/FCDA. This collaboration has in no small way brought about the needed industrial stability in FCTA/FCDA with resultant output in terms of productivity and service delivery.

FCTA/FCDA UNIONS

By virtue of the diversity of services being rendered by FCTA/FCDA, it's workers belong to different Unions or Associations drawn from either of the two Labour Centres namely the Nigeria Labour Congress (NLC) and the Trade Union Congress (TUC) depending on ones background, Profession or Training.

The key Unions and Associations in FCTA/FCDA are as follows;

- I. Medical and Health Workers Union of Nigeria (MHWUN)
- ii. Nigerian Union of Allied Health Professionals (NUAHP)
- iii. Amalgamated Union of Public Co-operations, Technical and Recreational Employees (AUPCTRE)
- iv. Nigeria Civil Service Union (NCSU)
- v. National Association of Nigeria Nurses and Midwives

(NANNM)

- vi. Nigeria Union of Teachers (NUT)
- vii. Radio Television and Theatre Arts Workers Union (RATTAWU)
- viii. Nigeria Union of Journalists (NUJ)
- xi. National Union of Local Government Employees (NULGE)
- x. Nigeria Medical Association (NMA)
- xi. Association of Resident Doctors (ARD)
- xii. Association of Senior Civil Servants of Nigeria (ASCSN)
- xiii. Nigeria Union of Public Secretarial Repositorial and Allied Workers (NUPSRW)
- xiv. Nigeria Union of Pensioners (NUP)

SYNERGY BETWEEN FCTA/FCDA MANAGEMENT AND UNIONS

The FCTA/FCDA Management relates with Unions at all levels. Though there are many Unions in FCTA/FCDA, Management usually dialogue with the Unions through the Joint Unions Action Committee (JUAC) which is considered as the negotiating body of all the Unions with whom quarterly meetings are held with the Honourable Minister, FCT since most issues pertaining to staff welfare and working condition are common across the various Unions.

There were few circumstances where matters were referred to higher organs of Unions for intervention. At this level, Management would negotiate with either the FCT Council of NLC or it's TUC Counterpart. It is noteworthy that cases were seldom allowed to get to this level. There is no industrial matter of FCTA/FCDA that was ever apprehended or settled by the National body of either NLC or TUC due to the proactiveness of the FCTA/FCDA Management on welfare and staff matters.



Handing over of the FCTA/FCDA Staff Garden to the Union
for recreational and sporting activities.



FCTA/FCDA Unions Garden situate at
Plot 1470, B05 Utako District, Abuja.



Activities of National Association of
Nigeria Nurses and Midwives, FCT Council.



Familiarization visit by the new Executive of the FCT Council
of the Nigeria Labour Congress (NLC)



The Executive Secretary, FCDA and the Director Human Resource with Executives of the FCDA Joint Unions



Quarterly meeting of the Honourable Minister, FCT
with the Joint Union Action Committee (JUAC) FCTA/FCDA



Working visit by the FCT Council of NMA



Director Security Services and Director Procurement,
Executive members of the Nigeria Union of Pensioners,
FCTA/FCDA Chapter after a meeting with the
Permanent Secretary, FCT



The Director Press, Office of the Honourable Minister, FCT
Mr. Anthony Ogunlele flanked by Comrades Andrew Z Sho
and Titus Okoro



Working visit by the National leadership of Association of
Senior Civil Servant of Nigeria



FCT Nigeria Civil Service Union Federal Council 2022 Election



The FCT Administration as a Union friendly organization donated utility vehicles to the NLC FCT Council, TUC FCT Council and the Joint Unions in FCTA/FCDA



Working visit to foster partnership by the
National leadership of Nigerian Union of Allied
Health Professionals (NUAHP)



Working visit to foster partnership by the
National leadership of Nigerian Union of Allied
Health Professionals (NUAHP)



Working visit to foster partnership by the
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CHAPTER TWO

FCTA/FCDA MANAGERMENTS RESPONSIVENESS TO INDUSTRIAL ISSUES

Generally speaking and as attested to by Unions, FCTA/FCDA Management take staff matters seriously. This clearly reflects in the following arrears:

i. Prompt payment of staff salaries:

Since the FCTA/FCDA are not funded under the service wide vote, conscious efforts are usually made by Management to ensure prompt payment of staff monthly salaries.

ii. Prompt payment retirees monthly pensions and other accruing benefit:

The Administration appreciates the contributions made by the FCTA/FCDA retirees and accords utmost priority to the payment of their Monthly pension and other accruing benefits.

iii. Payment of verified claims of staff:

Payment requests made by staff such as claims and allowances are usually settled upon verification of such claims.

iv. Improvement in promotion and other areas of career progressions:

Management streamlined promotion and other Establishment matters such that stagnation and promotion backlogs have all been sorted out with no outstandings.

v. Implementation of policies and programmes approved by appropriate Government Agencies:

Some policies and programmes of Government are flexible and are from time to time made to align with present realities, FCTA/FCDA Management are amenable to such adjustments and have always implemented same.

vi. Adequate attention to staff with physical challenges and other health needs:

Staff with physical challenges and other health needs have enjoyed tremendous support and encouragement from the Management. This is usually upon recommendations from the Medical Board of the Health and Human Services Secretariat or relevant offices in the Social Development Secretariat.

vii. Opening of windows for capacity building and staff development:

The Administration encourages capacity building and staff development through Training and re-training of staff, sponsorship of staff to undergo Technical and Professional Training both locally and abroad. This gesture in turn rubs off on productivity and ultimately, service delivery.

viii. Encouragement of recreational and physical well-being of workers:

Management believes that a healthy workforce is a productive workforce. It is premised on this reality that the Honourable Minister, Mallam Mohammed Musa Bello CON granted approval for the allocation of a multipurpose sports and recreational centre for staff of FCTA/FCDA at the Mabushi District of Abuja. This venue which will be managed by the Unions will be used for sporting activities as well as other recreational events by staff.

ix. Expeditious handling of staff disciplinary cases with a view to sanitizing the system:

The process of dispensing with disciplinary cases involving staff has been greatly improved. This can be attributed to the increase in the frequency of meeting that the Establishment committee holds. The high level of staff discipline in FCTA/FCDA was affirmed by SERVICOM, a monitoring group of Government which wrote a letter commendation to the FCT Administration on the way and manner Government business is handled.



A working visit by FCT Trade Union Congress (TUC) on the Honourable Minister to discuss matters of collective interest.

CHAPTER THREE

MANAGEMENT'S OVERVIEW OF WORKERS MOTIVATION

Management motivates workers through various ways which includes;

- i. Training of staff
- ii. Provision of staff buses
- iii. Provision of Health Insurance
- iv. Sponsoring of staff for professional programmes and meetings
- v. Releasing of staff for in-service courses.
- vi. Welfare packages

Management also support the Unions in the underlisted ways;

- a. Sponsoring of Unions to meetings and conventions:

Meetings such as the Joint Public Service Negotiating Council, the International Labour Organisation and Union conferences are very important. This is because far reaching decisions on workers welfare and wellbeing are often taken in these conferences and meetings. So management usually sponsor some Union Executives to attend these programmes for the overall good of their members.

- b. Donation of Utility vehicles to Unions:

Unions in carrying out their functions, reaches out to nooks and crannies of society. In that vein, Management in consideration of their roles and contribution in achieving set objectives donated Utility vehicles to deserving Unions to ease their mobility.

- c. Granting of Financial assistance to Unions:

The Administration in consideration of plans and programmes of Unions and as partners in progress usually assist Unions financially in the following ways:

- I. Grant for office accommodation
- ii. Support for Workers Day celebration

d. Supporting Unions to encourage their members towards self reliance:

The Union is a productive organ of society. To this extent, Management usually evaluates the programmes of the Union and tend support in areas that can impact society. For instance, the FCT Administration is favourably disposed to supporting Unions in Agriculture and plans to provide Agricultural land spaces for that purpose.



The FCT Minister at the 2023
workers day celebration

CONCLUSION

Going forward given the services that FCTA/FCDA renders and the spread of those undertakings, to the benefit of FCT residents and those from neighbouring states who also enjoy the services, it will be of utmost importance to sustain the cordial Management/Unions relationship currently existing in FCTA/FCDA.

It is expected that ways and means of improving these services should be sought as a matter of priority to the FCT Administration to the betterment of inhabitants and those who harness the services.