



NIMC Management and Union Handshake for the Good of the Commission

The Association of Senior Civil Servants of Nigeria (ASCSN) NIMC Chapter and the Management of the National Identity Management Commission (NIMC) have resolved to work together to proffer solutions to the challenges facing the Commission.

This resolution was arrived at after a meeting between the Members of the ASCSN led by the Secretary General of the ASCSN National body, Comrade Bashir Lawal and NIMC management, led by the Director-general/CEO NIMC, Engr Aliyu Aziz.

The agenda of the meeting was to brainstorm and proffer solutions to issues previously raised by the ASCSN, NIMC chapter which bordered around the Paramilitary Salary Scale, Staff welfare, Review of working hours, State of Enrolment Centres Nationwide, Promotion matters and Staff Training.

Speaking on the status of the Paramilitary Salary Structure, the DG/CEO assured that Management was on top of the situation as all necessary requirements have been fulfilled and further informed the Union Leaders that, the Commission was asked to wait for the conclusion and implementation of the National Minimum Wage which was recently signed into law by the President after which the case for the proposed NIMC salary review will be re-presented.

Both parties agreed to continue to follow up with the Office of the Secretary to the Government of the Federation (OSGF) with NIMC Management going through the official channels while the Union, leverages on the channels and resources at its disposal to achieve the agreed purpose.

Engr. Aziz also attributed the nonpayment of allowances to Staff as a product of the directive by the Independent Corrupt Practices Commission (ICPC) which indicted the Commission on the Illegal allowances paid to Staff as it required a Presidential approval. This directive mandated the Commission to move to the IPPIS Platform, thus Personnel allocation no longer came to the Commission. As such the allowances paid from Personnel allocations from which allowances were sourced were no longer feasible.



R-L; DG/CEO National Identity Management Commission, Engr. Aliyu Aziz, the Secretary General Association of Senior Civil servants of Nigeria, Comrade Bashir Lawal, Secretary ASCSN Abuja Chapter, Comrade Isacc Ojeimekha and the Charmain ASCSN NIMC Chapter Comrade Lucky Asekokhai at the meeting.

The DG/CEO further reiterated that the issue of Welfare has been answered in previous correspondence with the Union as the Special allowance was out of the Managements purview due to erratic budgetary disbursements. He also assured that the situation would be temporary as the Commission now generates income from Data Modification and Verification services and has written to the Office of the Accountant General of the Federation to access a percentage of its earnings to cater for the Commission numerous overheads.

With regards to Promotion matters, the DG/CEO assured that going forward promotions would be performance based, continuous and will always remain transparent, as Union also participates in the process with its recommendation passed to the Human Capital Management for implementation. The DG directed the HCM that the criteria for promotion be communicated to Staff and urged all complaints to be forwarded for investigations.

Another issue raised was the deplorable state of some Enrolment Centres Nationwide with some Centres lacking proper infrastructure, power and necessary tools needed to function. Engr Aziz informed the Union Leaders that he had urged the State Coordinators to think outside the box and source for funding from State and Local Governments, Community Elites, Social groups etc. because of the paucity of funds situation. He instructed that all forms of support should be documented and communicated. He also assured that the commencement of the Strategic

roadmap which will usher in the Ecosystem enrolment model will address the issue of lack of sufficient Enrolment Centres.

Another issue raised by the Union was the lack of training of Staff, as having proficient staff is tantamount to the progress of the Commission. The DG/CEO recognized the importance of training of its Staff especially in this digital era where new trends and approaches come up regularly, he assured that plans are being made to that effect and once the funds permit training of Staff will commence.

The DG/CEO welcomed the idea of reviewing the resumption time but that the

Commission needs to properly research on what is applicable within the laws guiding it, as the Commission is a Customer facing agency. Both parties resolved to plan adequately to this effect.

In his remarks, the Secretary General of the ASCSN National body commended Engr. Aziz for being very accessible and for the transparency he adopted in resolving the issues raised. He reiterated the Unions commitment to supporting NIMC in achieving its Mandate and guaranteed to work together with Management rather than against it in proffering solutions that will be beneficial to Staff going forward.

Engr. Aziz Commended the Union for its stance in advocating for the rights of workers, he assured that measures are being put in place to ensure the communication gap between Management and Staff is bridged, the DG/CEO also commended Staff commitment in ensuring the NIMC mandate is achieved, and welcomed the resolution to working together with the local Union Officials.

The meeting was attended by the DG/CEO NIMC Engr. Aliyu Aziz, GM LR&CS Hadiza Ali-Dagabana, GM Operations Abdul Hamid Umar, AGM HCM Rhoda Jackdin, AGM Finance and Accounts Abolaji Akinola amongst others and representatives from the ASCSN led by the Secretary General Comrade Bashir Lawal, Secretary ASCSN Abuja Chapter Comrade Isacc Ojeimekha, Charmain ASCSN NIMC Chapter Comrade Lucky Asekokhai and representatives from all the geopolitical zones.

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