

ANAMBRA STATE OF NIGERIA

OFFICE OF THE HEAD OF SERVICE

STATE SECRETARIAT

P. M. B. 6027

AWKA

27TH FEBRUARY 2009, 20.....

HOF/ED/SR/2.II/514

Our Ref.:

Your Ref.:



1/2/2009
Nwagwu

Current 2011

His Excellency, The Executive Governor of Anambra State,
Her Excellency, The Deputy Governor of Anambra State,
His Honour, The Secretary to the State Government,
All Honourable Commissioners,
All Special Advisers,
The Chairman, Civil Service Commission,
The Chairman, Post Primary Schools Service Commission,
All Permanent Secretaries,
The Permanent Secretary/Principal Secretary to the Executive Governor,
The Accountant General,
The State Auditor General,
The Auditor-General for Local Governments,
The Chairman/Chief Executive, Board of Internal Revenue,
Heads of Non-Ministerial Departments,

REVISION OF THE STATE MINIMUM WAGE STRUCTURE

I am pleased to inform you that His Excellency, Mr. Peter Obi, the Executive Governor of Anambra State, has graciously approved;

- (i) the payment of rent allowance to workers at the rate of 40% of basic salaries, as implemented in the neighbouring State of Enugu;
 - (ii) the payment of salaries of one Domestic Servant on Grade Level 03 step 8 to officers on Grade Level 15 and two on the same Grade Level to officers on Grade Levels 16 and 17 as Domestic Servant Allowance; and
 - (iii) that all other allowances be applied at the rates approved for N7,500.00 minimum wage.
2. This review, which takes effect from 1st February 2009, is to bring the salaries of workers in the State at par with those of their counterparts in Enugu State.
 3. Details of the new salary package are as contained in the Schedule attached as Annexure I.


N.E. MELIFONWU (MRS.)
HEAD OF SERVICE

March 2009

OFFICE OF THE HEAD OF SERVICE ANAMBRA STATE

NEW HARMONISED PUBLIC SERVICE SALARY STRUCTURE (HAPSS) EFFECTIVE 1ST FEBRUARY 2009

Current

G/L	Details	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	INCR RATE
1	BPA	62,100	63,528	64,956	66,384	67,812	69,240	70,668	72,096	73,524	74,952	76,380	77,808	79,236	80,664	82,092	1,428
	BPM	5,175	5,294	5,413	5,532	5,651	5,770	5,889	6,008	6,127	6,246	6,365	6,484	6,603	6,722	6,841	
	R/S	1,600	1,637	1,674	1,710	1,747	1,784	1,821	1,858	1,894	1,931	1,968	2,005	2,042	2,078	2,115	
	T/A	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	
	M/S	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500	
	U/A	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300	
	TOTAL	8,675	8,831	8,987	9,142	9,298	9,454	9,610	9,766	9,921	10,077	10,233	10,389	10,545	10,700	10,856	
2	BPA	64,600	66,510	68,420	70,330	72,240	74,150	76,060	77,970	79,880	81,790	83,700	85,610	87,520	89,430	91,340	1,910
	BPM	5,383	5,543	5,702	5,861	6,020	6,179	6,338	6,498	6,657	6,816	6,975	7,134	7,293	7,453	7,612	
	R/S	1,654	1,714	1,763	1,812	1,861	1,910	1,950	2,009	2,058	2,107	2,156	2,206	2,255	2,304	2,353	
	T/A	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	
	M/S	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500	
	U/A	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300	
	TOTAL	8,948	9,156	9,364	9,573	9,781	9,990	10,198	10,406	10,615	10,823	11,031	11,240	11,448	11,657	11,865	
3	BPA	66,743	69,134	71,525	73,915	76,307	78,698	81,089	83,480	85,871	88,262	90,653	93,044	95,435	97,826	100,217	2,391
	BPM	5,562	5,761	5,960	6,160	6,359	6,558	6,757	6,957	7,156	7,355	7,554	7,754	7,953	8,152	8,351	
	R/S	1,720	1,781	1,843	1,904	1,966	2,028	2,089	2,151	2,212	2,274	2,336	2,397	2,459	2,520	2,582	
	T/A	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	
	M/S	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500	
	U/A	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300	
	TOTAL	9,182	9,442	9,703	9,964	10,225	10,486	10,747	11,007	11,268	11,529	11,790	12,051	12,312	12,573	12,833	
4	BPA	70,080	72,953	75,826	78,699	81,572	84,445	87,318	90,191	93,064	95,937	98,810	101,683	104,556	107,429	110,302	2,873
	BPM	5,840	6,079	6,319	6,558	6,798	7,037	7,277	7,516	7,755	7,995	8,234	8,474	8,713	8,952	9,192	
	R/S	1,806	1,880	1,954	2,028	2,102	2,176	2,250	2,324	2,398	2,472	2,546	2,620	2,694	2,768	2,842	
	T/A	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	
	M/S	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500	
	U/A	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300	
	TOTAL	9,546	9,859	10,172	10,486	10,799	11,113	11,426	11,740	12,053	12,366	12,680	12,993	13,307	13,620	13,933	

Current

OFFICE OF THE HEAD OF SERVICE ANAMBRA STATE

NEW HARMONISED PUBLIC SERVICE SALARY STRUCTURE (HAPS) EFFECTIVE 1ST FEBRUARY 2009

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
5 BPA	79,877	83,214	86,551	89,888	93,225	96,562	99,899	103,236	106,573	109,910	113,247	116,584	119,921	123,258	126,595	3,338
BPM	6,656	6,935	7,213	7,491	7,769	8,047	8,325	8,603	8,881	9,159	9,437	9,715	9,993	10,272	10,550	
R/S	2,058	2,144	2,230	2,316	2,402	2,488	2,574	2,660	2,746	2,832	2,918	3,004	3,090	3,176	3,262	
T/A	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	
M/S	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500	
U/A	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300	
TOTAL	10,614	10,979	11,343	11,707	12,071	12,435	12,799	13,163	13,527	13,891	14,255	14,619	14,983	15,348	15,712	
6 BPA	98,165	102,233	106,301	110,369	114,437	118,505	122,573	126,641	130,709	134,777	138,845	142,913	146,981	151,049	155,117	4,068
BPM	8,180	8,519	8,858	9,197	9,536	9,875	10,214	10,553	10,892	11,231	11,570	11,909	12,248	12,587	12,926	
R/S	2,529	2,634	2,739	2,844	2,948	3,053	3,158	3,263	3,368	3,472	3,577	3,682	3,787	3,892	3,996	
T/A	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100	
M/S	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500	
U/A	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300	
TOTAL	12,610	13,053	13,497	13,941	14,385	14,829	15,272	15,716	16,160	16,604	17,048	17,491	17,935	18,379	18,823	
7 BPA	131,652	136,667	141,682	146,697	151,712	156,727	161,742	166,757	171,772	176,787	181,802	186,817	191,832	196,847	201,862	5,015
BPM	10,971	11,389	11,807	12,225	12,643	13,061	13,479	13,896	14,314	14,732	15,150	15,568	15,986	16,404	16,822	
R/S	3,392	3,521	3,650	3,780	3,909	4,038	4,167	4,296	4,426	4,555	4,684	4,813	4,942	5,072	5,201	
T/A	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	
M/S	700	700	700	700	700	700	700	700	700	700	700	700	700	700	700	
U/A	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500	
TOTAL	17,013	17,560	18,107	18,654	19,201	19,749	20,296	20,843	21,390	21,937	22,484	23,031	23,578	24,126	24,673	
8 BPA	172,885	178,910	184,934	190,958	196,982	203,006	209,030	215,054	221,078	227,102	233,126	239,150	245,174	251,198	257,222	6,024
BPM	14,407	14,909	15,411	15,913	16,415	16,917	17,419	17,921	18,423	18,925	19,427	19,929	20,431	20,933	21,435	
R/S	4,454	4,610	4,765	4,920	5,075	5,230	5,386	5,541	5,696	5,851	6,006	6,162	6,317	6,472	6,627	
T/A	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	
M/S	700	700	700	700	700	700	700	700	700	700	700	700	700	700	700	
U/A	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500	
TOTAL	21,512	22,169	22,826	23,483	24,140	24,798	25,455	26,112	26,769	27,426	28,084	28,741	29,398	30,055	30,712	

OFFICE OF THE HEAD OF SERVICE ANAMBRA STATE

NEW HARMONISED PUBLIC SERVICE SALARY STRUCTURE (HAPS) EFFECTIVE 1ST FEBRUARY 2009

Current 201

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
9 BPA	203,781	210,954	218,127	225,300	232,473	239,646	246,819	253,992	261,165	268,338	275,511	282,684	289,857	297,030	304,203
BPM	16,982	17,580	18,177	18,775	19,373	19,971	20,568	21,166	21,764	22,362	22,959	23,557	24,155	24,753	25,350
R/S	5,250	5,435	5,620	5,805	5,990	6,175	6,360	6,544	6,729	6,914	7,099	7,284	7,469	7,654	7,839
T/A	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450
M/S	700	700	700	700	700	700	700	700	700	700	700	700	700	700	700
U/A	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500
TOTAL	24,882	25,665	26,447	27,230	28,013	28,795	29,578	30,360	31,143	31,926	32,708	33,491	34,274	35,056	35,839
10 SPA	239,908	247,795	255,682	263,569	271,456	279,343	287,230	295,117	303,004	310,891	318,778	326,665	334,552	342,439	350,326
BPM	19,992	20,650	21,307	21,964	22,621	23,279	23,936	24,593	25,250	25,908	26,565	27,222	27,879	28,537	29,194
R/S	6,181	6,384	6,588	6,791	6,994	7,197	7,400	7,604	7,807	8,010	8,213	8,416	8,620	8,823	9,026
T/A	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450
M/S	700	700	700	700	700	700	700	700	700	700	700	700	700	700	700
U/A	500	500	500	500	500	500	500	500	500	500	500	500	500	500	500
TOTAL	28,824	29,684	30,544	31,405	32,265	33,126	33,986	34,847	35,707	36,568	37,428	38,288	39,149	40,009	40,870
12 SPA	282,043	294,510	306,977	319,444	331,911	344,378	356,845	369,312	381,779	394,246	406,713				
BPM	23,504	24,543	25,581	26,620	27,659	28,698	29,737	30,776	31,815	32,854	33,893				
R/S	7,267	7,588	7,909	8,230	8,552	8,873	9,194	9,515	9,836	10,158	10,479				
T/A	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700				
M/S	800	800	800	800	800	800	800	800	800	800	800				
U/A	650	650	650	650	650	650	650	650	650	650	650				
TOTAL	33,920	35,281	36,641	38,001	39,361	40,721	42,081	43,441	44,801	46,161	47,522				
13 BPA	315,329	328,510	341,691	354,872	368,053	381,234	394,415	407,596	420,777	433,958	447,139				
BPM	26,277	27,376	28,474	29,573	30,671	31,770	32,868	33,966	35,065	36,163	37,262				
R/S	8,124	8,464	8,804	9,143	9,483	9,822	10,162	10,502	10,841	11,181	11,520				
T/A	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700				
M/S	800	800	800	800	800	800	800	800	800	800	800				
U/A	650	650	650	650	650	650	650	650	650	650	650				
TOTAL	37,552	38,990	40,428	41,866	43,304	44,742	46,180	47,618	49,056	50,494	51,932				

OFFICE OF THE HEAD OF SERVICE ANAMBRA STATE

NEW HARMONISED PUBLIC SERVICE SALARY STRUCTURE (HANS) EFFECTIVE 1ST FEBRUARY 2009.

Current

14	BPA	348,770	362,960	377,150	391,340	405,530	419,720	433,910	448,100	462,290	476,480	490,670
	BPM	29,064	30,247	31,429	32,612	33,794	34,977	36,159	37,342	38,524	39,707	40,889
	R/S	8,986	9,352	9,717	10,083	10,448	10,814	11,180	11,545	11,911	12,276	12,642
	T/A	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
	M/S	800	800	800	800	800	800	800	800	800	800	800
	U/A	650	650	650	650	650	650	650	650	650	650	650
	TOTAL	41,200	42,748	44,296	45,844	47,393	48,941	50,489	52,037	53,585	55,133	56,681
15	BPA	390,004	409,162	428,320	447,478	466,636	485,794	504,952	524,110	543,268		
	BPM	32,500	34,097	35,693	37,290	38,886	40,483	42,079	43,676	45,272		
	R/S	10,048	10,542	11,036	11,529	12,023	12,516	13,010	13,504	13,997		
	T/A	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000		
	M/S	900	900	900	900	900	900	900	900	900		
	U/A	800	800	800	800	800	800	800	800	800		
	E/A	700	700	700	700	700	700	700	700	700		
	D/S	11,703	11,703	11,703	11,703	11,703	11,703	11,703	11,703	11,703		
	TOTAL	58,852	60,742	62,632	64,522	66,412	68,302	70,192	72,082	73,973		
16	BPA	431,363	454,387	477,411	500,435	523,459	546,483	569,507	592,531	615,555		
	BPM	35,947	37,866	39,784	41,703	43,622	45,540	47,459	49,378	51,296		
	R/S	11,114	11,707	12,300	12,894	13,487	14,080	14,673	15,266	15,860		
	T/A	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000		
	M/S	900	900	900	900	900	900	900	900	900		
	U/A	800	800	800	800	800	800	800	800	800		
	E/A	900	900	900	900	900	900	900	900	900		
	D/S	23,406	23,406	23,406	23,406	23,406	23,406	23,406	23,406	23,406		
	TOTAL	75,067	77,579	80,091	82,603	85,114	87,626	90,138	92,650	95,162		
17	BPA	480,950	507,079	533,208	559,337	585,466	611,595	637,724	663,853	689,982		
	BPM	40,079	42,257	44,434	46,611	48,789	50,966	53,144	55,321	57,499		
	R/S	12,392	13,065	13,738	14,411	15,084	15,758	16,431	17,104	17,777		
	T/A	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000		
	M/S	900	900	900	900	900	900	900	900	900		
	U/A	800	800	800	800	800	800	800	800	800		
	E/A	900	900	900	900	900	900	900	900	900		
	D/S	23,406	23,406	23,406	23,406	23,406	23,406	23,406	23,406	23,406		
	TOTAL	80,477	83,327	86,178	89,029	91,879	94,730	97,580	100,431	103,282		