THE PRESIDENCY
NATIONAL SALARIES, INCOMES AND WAGES COMMISSION
OFFICE OF THE EXECUTIVE CHAIRMAN
Annex II, 1st Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki – Abuja
08118856258, 08107385689
info@nsiwc.gov.ng: www.nsiwc.gov.ng

SWC/S/04/S.149/IV/924

30th December 2025

Chief of Staff to the President

Deputy Chief of Staff to the President

Honourable Ministers/Ministers of State

Secretary to the Government of the Federation

Head of the Civil Service of the Federation

Governor, Central Bank of Nigeria

Chairmen, Federal Commissions

Federal Permanent Secretaries

Clerk of the National Assembly

Secretary, National Judicial Council

Secretary, Federal Judicial Service Commission

Directors-General and Chief Executives of Parastatals,
Agencies and Government-Owned Companies

Auditor-General for the Federation

Accountant-General of the Federation

Director-General, Budget Office of the Federation

REVIEW OF REMUNERATION PACKAGE OF ACADEMIC STAFF OF FEDERAL UNIVERSITIES IN THE FEDERAL PUBLIC SERVICE

Following the Agreement between the Federal Government of Nigeria (FGN) and the Academic Staff Union of Universities (ASUU) dated 23rd December 2025, the Federal Government has approved the payment of the following allowances to academic staff of Federal universities:

(i) Consolidated Academic Tools Allowances (CATA), which is attached as **Annex I.** CATA consist of Journal/Publication, Learned Society, Conference, Internet Access, and Book Allowances;

(ii) Professor Allowance at the rate of ₦1,740,000:00 per annum and Reader Allowance at the rate of ₦840,000:00 per annum for academic staff on the Consolidated University Academic Salary Structure i.e. CONUASS 07 and 06, respectively for Secretarial assistance; and

(iii) Earned Academic Allowances (EAA), which is attached as **Annex II.** EAA are paid only to entitled academic staff when the relevant duties are performed.

2. The reviewed remuneration package takes effect from 1st January 2026.

3. All enquiries relating to this circular should be directed to the Commission.

Ekpo U. O. Nta, *Esq.*
Chairman/CEO

ANNEX I

CONSOLIDATED ACADEMIC TOOLS ALLOWANCE (CATA)

PER ANNUM

EFFECTIVE DATE: 1ST JANUARY 2026

CONUASS Grade	CADRE	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
01	Graduate Assistant		952412	973801	995190	1016580	1037969							
02	Assistant Lecturer	1039885	1065059	1090234	1115409	1140583	1165758	1190932	1216107					
03	Lecturer II	1154979	1182333	1209687	1237040	1264394	1291748	1319102	1346455					
04	Lecturer I	1404661	1448452	1492243	1536034	1579826	1623616	1667408	1711199	1754990				
05	Senior Lecturer	1906023	1968824	2031625	2094426	2157227	2220028	2282829	2345630	2408431	2471232	2534033	2596834	2659635
06	Reader	2279909	2355818	2431727	2507636	2583545	2659454	2735364	2811273	2887182	2963092			
07	Professor	2931539	3026998	3122458	3217918	3313376	3408837	3504297	3599757	3695216	3790676			
	Librarian	3790676												

Note: CATA consists of Journal/Publications, Learned Society, Conference, Internet Access and Book Allowances

EARNED ACADEMIC ALLOWANCES
EFFECTIVE DATE: 1ST JANUARY 2026

S/N	Type of Earned Academic Allowances	2009 Agreement (Current Rates) (₦)	2025 Agreement (Reviewed Rates) (₦)
1.	Postgraduate Supervision Allowance: The University Councils shall make payment from the Internally Generated Revenue (IGR)		
	i. Lecturer 1	N15,000 per student per annum, subject to a maximum of five students per annum.	N30,000 per student per annum. (a) This allowance shall be paid to the entitled academic staff for a maximum of five students per annum; and (b) Lecturer 1 without a Ph.D. shall not participate in postgraduate supervision and therefore shall not enjoy this allowance.
	ii. Senior Lecturer	N20,000 per student per annum, subject to a maximum of five students per annum.	N40,000 per student per annum. This allowance shall be paid to the entitled academic staff for a maximum of five students per annum.
	iii. Reader & Professor	N25,000 per student per annum, subject to a maximum of five students per annum.	N50,000 per student per annum. This allowance shall be paid to the entitled academic staff for a maximum of five students per annum.
2.	**Industrial Supervision/ Field Trip /Teaching Practice:** The FGN shall make payment through the Budget Appropriation		
	i. Assistant Lecturer - Lecturer 1	N60,000 per trip	N84,000 per annum.
	ii. Senior Lecturer	N80,000 per annum	N112,000 per annum
	iii. Reader & Professor	N100,000 per annum	N140,000 per annum
3.	**Honoria for Postgraduate Examiner (Oral Examination) per thesis:** The University Councils shall make payment from the IGR		

	Masters	Ph.D.	Masters	Ph.D.
External --	80,000	105,000	112,000	147,00
Internal -----	45,000	65,000	45,000	65,000

4(a).	**Honoria (External Moderation) Programme:** The FGN shall make payment through the Budget Appropriation.		
	(i) Undergraduate (50 Candidates)	60,000	N84,000
	(ii) Undergraduate (More than 50 Candidates)	80,000	N112,000
4(b).	**Honoria (External Moderation) Programme:** The University Councils shall make payment from the IGR		
	(i). Postgraduate (10 Candidates)	60,000	N84,000
	(ii) Postgraduate (More than 10 candidates)	80,000	N112,000

EARNED ACADEMIC ALLOWANCES
EFFECTIVE DATE: 1ST JANUARY 2026

SN	Type of Earned Academic Allowances	2009 Agreement (Current Rates) (₦)	2025 Agreement (Reviewed Rates) (₦)
5.	Allowances for External Assessment of Readers/ Professors (per assessment): The FGN shall make payment through the Budget Appropriation		
		200,000	N200,000
6.	**Postgraduate Study Grant per session:** (Excludes those on full fellowships or on other study grants) The FGN shall make payment through the Budget Appropriation.		
	- Sciences - Arts/Humanities	Masters / Ph.D 250,000 / 500,000 250,000 / 350,000	Masters / Ph.D. 490,000 / 700,000 350,000 / 500,000
7.	**Call Duty/ Clinical Duty/ Clinical Hazard**		
		As per NSIWC Circulars	As per NSIWC Circulars
8.	**Responsibility Allowances:** The FGN shall make payment through the Budget Appropriation.		
	i. Deputy Vice Chancellor /Librarian	750,000 (N62,500 per month)	N840,000 per annum (N70,000 per month)
	ii. Provost/Dean/Director	500,000 (N41,667 per month)	N600,000 (N50,000 per month)
	iii. Deputy/Vice/ Associate Dean or Provost	350,000 (N29,167 per month)	N480,000 (N40,000 per month)
	iv. Head of Dept/ Sub Dean	250,000 (N20,833 per month)	300,000 (N25,000 per month)
	v. Faculty/Departmental Time Table/Exam. Officer	150,000 (N12,500 per month)	N150,000 (N12,500 per month)
	vi. Hall Warden/Coordinators /Advisers	150,000 (N12,500 per month)	N150,000 (N12,500 per month).
	vii. All other Officers	150,000 (N12,500 per month)	To await guidelines from NUC/NSIWC on approved categorisation.
9	**Excess Workload Allowance**		
	(i) Professor - ₦3,500 per hour (ii) Reader - N3,500 per hour (iii) Senior Lecturer - N3,500 per hour (iv) Lecturer 1 - N2,000 per hour (v) Lecturer 11 - N2,000 per hour (vi) Assistant Lecturer - N2,000 per hour (vii) Graduate Assistant - N2,000 per hour		The same rate and conditions as provided in the 2009 FGN-ASUU Agreement shall apply.