

Federal Civil Service Remuneration and Salary in Nigeria: An Overview of Structural Change

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Abstract

In Nigeria, civil service remuneration and salaries have been a bone of contention between federal government and other stakeholders. The study reviewed the remuneration and salary structure of federal civil service in Nigeria. This is designed by comparing it with 2007 and 2019 and relating it to growth in inflation. The study discovered that grade 1 salary level grew at 169% from 2007 to 2019(which is still applicable in March 2023). However, the inflation rate grew by 214% from 2007 to 2022. The study evaluates the challenges regarding remuneration and salary structure of federal civil service. The study concludes that the poor salary structure of civil servants in Nigeria is a complex issue that requires a multifaceted approach to address. This includes tackling corruption and mismanagement, implementing reforms to improve working conditions and career prospects, and addressing broader economic challenges to improve the purchasing power of civil servants' salaries.

Keywords: Remuneration, Salaries, Federal Civil Service, Nigeria, Inflation

Introduction

Institutions are created around people who organize, carry out, guide, and coordinate other elements to accomplish organizational goals. Thus, men are essential to administration of any institution. In other words, whether in public or private contexts, employees play a crucial role in staffing organisations and outlining policies (Olowu, 2022). The necessity for a comparable reward system becomes necessary in carrying out this enormous task since prompt and attractive compensation encourages employees to boost output.

All over the world, remuneration is perceived as an important aspect of human survival. It is a means by which workers are able to meet up with their needs, especially the basic ones. These needs have been classified by Abraham Maslow into a hierarchy of needs. It starts with the physiological needs, which are basic needs of food, clothing and shelter. How much, when, and how an organisation pays its employees affects their capacity to recruit and retain workers.

In Nigeria, the burden of choosing a fair pay structure for the Nigerian economy falls on the National Salaries, Incomes & Wage (NSIWC). It conducts yearly evaluations of the Nigerian Civil Service's pay and benefits. Many workers depend on their salaries and earnings to survive in a developing country like Nigeria, and their rapid or early payment may serve as motivation for them. As a result, salaries and pay may impact how satisfied people are with their work and how well they perform.

The most significant duty an employer owes to an employee is to pay wages or salaries. Yet, the administration of wages and salaries has consistently been the source of conflict in labor-management relations in Nigeria. Its etymological roots can be traced back to colonialism in Nigeria up until and including the year 1960, when Nigeria attained political independence (Maduabum

1998). Nigeria's federal, state, and local administrations have all failed to adapt to the reality of their changing economic environment throughout the years.

Since the very beginning of Nigerian nationhood, the question of civil service pay has been a major concern. In Nigeria, the minimum wage was the topic of ongoing discussions between labour and the government, even though the method of payment changed occasionally. In contrast to America and Europe, Nigeria typically pays salaries once each month, and this is a common practise in the public sector. There have been many conflicts between the federal government and the states over the subject of minimum salaries and payment methods. Federal, state, and municipal government employees have long complained about their pay because of inefficient salary and wage management. It either fought for low pay or for late payment of compensation. To the dismay of the awaiting employees, paychecks are frequently paid days or weeks into the following month and benefits are postponed.

Further, the Nigerian government has been grappling with a range of economic challenges, including high inflation, devaluation of the currency, and a shrinking economy. These factors have contributed to a situation where the purchasing power of civil servants' salaries has declined significantly over time, further exacerbating the problem of poor salary structure.

Making sure that citizens' welfare is given is one of the responsibilities of the nation's government. Section 14(b) of the 1999 Constitution, which stipulates that the security and welfare of the people should be the primary goal of the government, can be used to see how this is reflected in the country's constitution. The establishment of a national minimum wage is one method that the welfare of citizens has been attempted to be addressed. Between 1934 and 2011, a large number of commissions and committees were established with the goal of conducting either a comprehensive or partial evaluation of the salaries and compensation in the Nigerian public sector. Since those that work have to support their families who are unemployed in society, the majority of public service employees can no longer live off of what they earn. There are several instances of employees going on repeated strikes to pressure the government into negotiating a minimum wage and salary increases. The federal government and the Nigerian Labour Congress (NLC) are now at odds over the implementation of the recently agreed 30,000 Minimum Wage. since it has not yet been put into effect at the federal level. As much federal government increasement on the remuneration to a minimum level of 30,000, federal civil servant as still lamenting due to high cost of living resulting from high inflation in thing in Nigeria.

There is disagreement among academics over the importance of salaries and pay in predicting employees' performance and job satisfaction (Christen, Iyler & Soberman, 2006; Sharma & Bajpai, 2011). They do, however, seem to concur that low pay diminishes individuals' contributions to businesses and, as a result, negatively impacts their performance over time (Manafi, Gheshmi & Hojabri, 2012). Organizations must pay their employees fairly in order to maintain and attract a workforce. The idea of compensation and the use of good salaries and wages administration in an organisation are taken into consideration when determining these employees' pay (Inyang & Akpama, 2002). Salaries are set sums of money that are regularly paid to workers or employees, such as annually, quarterly, monthly, or even weekly. This is payment made on a regular basis to a worker as compensation for services rendered. In public organisations, the causes of this typically revolve around late budget passing, a delay in creating pay vouchers, a lack of cash to support the pay voucher, and a delay in allocating revenue. In federal ministries, their agencies, and divisions, there are still indications of salary and wage payment delays. Against the backdrop, the study reviews the remuneration and salary of federal civil service of Nigeria from 2007 to 2022.

Literature review

Conceptual Clarifications

Remuneration

Remuneration, otherwise known as employee compensation, has been variously defined by scholars in both private and public sectors. Remuneration is the benefit or payment that an employee enjoys from his employer, for service that he or she has rendered based on the terms of contract of the employment that exist between them (Oluata, 2019). In addition, Oluata (2019) posited that remuneration or compensation can come in different forms. These are in form of salary, housing allowance, transport allowance and launch allowance. In a similar but slightly different manner, Odunlade (2012) sees remuneration as all forms of financial returns and benefits that are tangible in nature that an employee is given while in employment. Remuneration can be in two parts; these are hourly or weekly wages. Fringe benefits can be divided into two, namely, legally required benefit programmes and discretionary benefits. Examples of legally required benefits programmes are pension plans, paid time-off, recognition owned, tuition reimbursement, promotion and annual increment. As could be seen, legally required benefits are all futurist in nature. In addition to defining remuneration, James (2021), gave various determinants of what employees will see as remuneration. James (2021) opined that remuneration is what an employee receives as payment for services rendered. This includes basic salary, bonuses and other economic benefits that an employee or executive receives in the course of employment. What is central to all the definitions is that remuneration has to do with entitlement that exists in form of salaries, bonuses, and allowances of employees, paid by their employer(s). In Nigeria Consolidated salary structure is being used with regards to payment of remuneration and salary to federal civil servant and other civil servant.

Salaries

According to Maduabum (1998), salary can be thought of as the payment made to an employee for services given over a predetermined time period, which can be weekly, monthly, or annually. Contrarily, wage refers to pay given to an employee as a set amount per piece, day, or other unit or period in exchange for services. In essence, wages and salaries refer to monetary compensation given in exchange for labour. As a result, the meaning of the two notions might be interchanged. Salary or salary is typically based on an agreement between the labourer and management, who both agree to receive payment in exchange for the laborer's work. The quality of the services provided and the amount of work put forth by the employee determine the monetary value of those services. Salary is the personal emolument paid to an employee of an organisation, typically monthly for services rendered at a specified rate of compensation, according to Federal Government Financial Rules (2009). 1501. The personal emolument, usually paid monthly for services done at a specified rate of compensation, known as a salary is given to an employee of an organisation. The payment of salaries is available to all officials working for the public sector.

Civil Service

The civil service is the body responsible for the implementation of government policies and programmes. It performs mainly administrative and executive function that has to do with the formulation and implementation of the policies and programmes of the government (Edeh, 2020). From time to time, the Nigerian government comes up with policies in the sphere of health, education, water and roads that the civil service is expected to implement. This is to ensure improvement in the people's living conditions and also promote socio-political and economic

development in the country. As aptly put by Igbokwe-Ibeto, Agbodike and Osawe (2015), the civil service is the major means of managing development at different levels. The civil service can also be seen as a body made up of civil servants and their activities that involve implementing assigned functions and decisions of political office holders (Smalyskys and Yubalovic, 2017). "In other words, it is a system of civil servants who perform the assigned functions of public administration". As further asserted by Smalyskys and Yubalovic (2017), the definition and scope of civil service varies from one country to another. While some states like Island and Poland have a narrow perception of national civil service, countries like France, Finland and Netherlands have a broader view of it. In a country like Italy thus, its view of the civil service covers not only the central and local governments, but also public sector employees who perform public sector functions such as educational institutions and government agencies. In Nigeria, the civil service covers only government Ministries at both the federal and state levels and local government council office

Empirical Review

Awotunde and Ojo (2022) investigates the relationship between remuneration and service delivery in the civil service in Nigeria. The authors utilize a survey research design and Max Weber's bureaucratic theory as a theoretical framework to examine the impact of remuneration on service delivery in Benue and Kwara States. The authors find that remuneration has a significant effect on service delivery in Benue and Kwara States, indicating the importance of adequate remuneration for employees to perform effectively in the civil service. Furthermore, the authors recommend that Benue and Kwara States should increase their revenue drives to augment the amount received from the federal account. Overall, the reviewed text provides a concise summary of the key points of the research article, and highlights the significance of adequate remuneration for employees in the civil service to deliver quality service. However, it could benefit from further contextualization and explanation of the Udoji Commission and its impact on wage enhancement in Nigeria. Additionally, it could have included more information on the challenges and benefits of remuneration in the civil service.

Insight into the use of the Integrated Payroll and Personnel Information System (IPPIS) policy in Nigeria is provided by the study by Folorunso and Simeon (2021). To determine the benefits and challenges of implementing IPPIS, the researchers carried out a qualitative descriptive study. According to the study, IPPIS has been beneficial in reducing issues with Nigerian public officials' wage payments. IPPIS implementers as well as public employees, however, experienced some aches or burdens as a result of its deployment. The study suggests that in order for the IPPIS to function properly, its operations should be decentralised and given more autonomy. The researchers advise that IPPIS software be modified and updated in order to support organisational oddities and flexibility. Overall, the study offers helpful recommendations for enhancing the efficiency of IPPIS and delivers insightful information about the potential and obstacles related with its implementation in Nigeria.

The popular understanding that the lack of skilled workers in government is a result of low salaries is contested by Makridis (2021). The author compares government employees' salaries to those in the private sector using longitudinal data from 1993 to 2013. According to the author, selection into jobs in the private sector and unobserved productivity are what cause the variations in earnings. According to the paper, the pay disparities between the public and private sectors may be caused by inadequate non-financial amenities like management and development possibilities. Overall, the study offers empirical data to support an alternative viewpoint on the problem of a skills gap in the government.

Ele et al. (2020) utilised a survey research approach to look into how the Cross River State Civil Service Commission in Nigeria managed salaries and wages in relation to organisational performance. The Taro Yamane method and a straightforward random sampling procedure were used to calculate the sample size, which came to 234 respondents. The study population was made up of 1206 employees from various ministries, organisations, institutes, and parastatals. In order to evaluate the hypotheses, data were gathered using a structured questionnaire with a 4-point Likert scale, and a linear regression model, incorporating ordinary least square and analysis of variance (ANOVA), was used to analyse the data. The results of the study demonstrated that early salary and wage payments had a substantial impact on organisational performance and that management of salaries and wages had a major impact on the growth of organisational performance. Also, the amount of salaries and wages paid had a big impact on employees' engagement, loyalty, and dedication, and the structure of salaries and wages had a big impact on job satisfaction in the business. The study came to the conclusion that management of salaries and earnings also affects employees' motivation and morale in the workplace. According to the study, management and administrators of the various ministries and institutions should make sure that their employees are paid on time and in full in order to motivate, commit, and feel fulfilled in their work, which would boost performance and productivity.

The study by Modibbo and Adamu (2020) investigates the new minimum wage in Nigeria using a qualitative research methodology. The study concludes that while a living wage is ideal, institutional corruption, socio-cultural and economic variables, and a lack of political will may prevent it from being enough. The study advises the administration to concentrate on creating comprehensive policy initiatives that go beyond the minimum wage. Effective monetary and fiscal policies that control interest rates, costs, taxes, exchange rates, and create job opportunities should be part of this package of measures. In order to boost the rural economy, the research also urges strict anti-corruption measures and institutional reforms at all three levels of government, notably at the local level.

Okeke, Nwele, and Achilike (2017) use Anambra State as a case study to investigate the influence of efficient salaries and salary administration on civil service productivity in Nigeria. To gather information from a population of 2951 government servants, the authors used a descriptive survey methodology and created a structured instrument using the modified 5-point Likert Scale format. From this population, a sample of 557 respondents was chosen using a Borg and Gall formula (1973). To answer research questions, the writers employed percentages and mean ratings. To test hypotheses, they used chi-square tests of independence and t-tests for independent big samples. The study discovered that in order to attain high productivity in the civil service, employees require good salary and wage management. The study also showed that inadequate political will and weak leadership were the main causes of several state governments, particularly Anambra State, not fully implementing the minimum wage legislation. By paying employees a livable wage that allows them to meet their fundamental needs and puts them in a better position for increased productivity and production levels in the civil service, the authors advise that the government take salaries and salary administration seriously.

Oyedele (2016) highlights the importance of wage and salary administration in achieving organizational goals and the implications of payment problems in the civil service sector in Nigeria. The author argues that the payment of salaries is a critical obligation of employers to employees worldwide, and delay or non-payment of salaries can lead to a decline in employee morale and productivity, which can negatively impact organizational performance and national development. The article suggests that the current economic downturn in Nigeria has led to inequitable pay, delays, or non-payment of salaries, coupled with high inflation rates, which is regarded as wage erosion. The

author posits that the trend has significant implications for the performance of civil servants and national development, highlighting the need for prompt and effective solutions.

Iyida (2015) focused on the effect of wage and fringe benefit increases on the productivity of workers in Nigeria, specifically in the Federal Ministry of Transportation in Enugu. The study used primary and secondary sources of data to answer four research questions related to the impact of wage and fringe benefits on workers' productivity, job satisfaction, basic needs, and salary agitation. The findings revealed that an increase in wages improved workers' productivity and attitudes towards work, while the monetization of fringe benefits led to improved performance and job satisfaction. However, the monetized fringe benefits only partially met workers' basic needs due to the high cost of living in Nigeria. The study recommended that the government should not rush to increase worker salaries and fringe benefits, but instead should involve economists in formulating sustainable salary structures, extend monetization to state and local governments, and avoid publicizing civil servants' wage packages. Additionally, the government should implement policies that ensure job security, tie financial rewards to performance and regular promotion, and provide better working conditions to enhance job satisfaction and improve workers' productivity.

The Adegoroye (2015) study examined the effects of decentralised collective bargaining on wage disparities and workplace peace in Nigeria's civil service. The researcher employed primary information gathered through structured questionnaires and oral interviews with secretaries of the Association of Senior Public Servants and Directors of Establishment in six states that represented each geopolitical region of Nigeria. The study also made use of secondary information gathered from official Association of Senior Public Servants of Nigeria papers. To analyse the data, descriptive statistics were employed. According to the report, decentralised collective bargaining has led to the deregulation of salary grade structures in the Nigerian Civil Services, where there are currently 13 salary grade structures for different professions. According to 76.4% and 85% of the respondents, respectively, compensation disparities and labour disputes in Nigeria's Public Services are primarily the result of decentralised collective bargaining. Based on the findings, the study suggested that decentralised collective bargaining be changed to conform to the Nigerian administrative ecology in order to raise salaries in the public sector. According to the report, this might be accomplished by creating a uniform compensation structure that would apply to all of the nation's civil services.

The relationship between performance and rewards in the U.S. federal civil service was the subject of a 2013 study by Oh and Lewis. The authors estimated the effect of performance ratings on promotion probabilities and annual salary increments using random-effects panel data models on a 1% sample of federal personnel records for the years 1988 to 2003. Employees with "outstanding" and "less than totally successful" evaluations were shown to have a one-fourth higher and one-fifth lower likelihood of receiving promotions than those with "fully successful" ratings, respectively. The study also discovered that job advancement was still influenced by performance evaluations one or two years later. The average pay implications were less dramatic, but they were still substantial. The authors came to the conclusion that the relationships between rewards and performance evaluations were strong enough to spur effort and advance the most qualified federal employees. Obiora (2012) that examines the impact of wages administration on staff productivity in the Anambra State Civil Service in Nigeria. 251 employees, 175 senior and 76 junior staff members from all state ministries made up the sample size. The author employs survey research methods to collect data, which is analyzed using simple percentage and chi-square tests. The author argues that the way in which wages and salaries are determined and paid in the Anambra State Civil Service has a significant impact on staff morale and productivity. The author suggests that while wages and salaries are the

rights and entitlements of civil servants, they must be reviewed at intervals by the state government to ensure they reflect the economic realities of the period.

Theoretical Framework

This study applies Abraham Maslow's motivation theory, which categorizes needs into physiological, safety, social, self-esteem, and self-actualization (Maslow, 1943). Physiological needs refer to basic necessities for human survival, such as food, clothing, and shelter. Safety needs involve freedom from danger and the fear of losing one's job, property, or shelter, as well as having a secure income and medical insurance. Social needs are fulfilled by belonging and being accepted by others, such as having family and friends to provide affection, acceptance, and friendship. Esteem needs refer to being respected both internally and externally, with internal esteem referring to self-respect, personal strength, competence, and independence, and external esteem referring to respect for others in terms of status, recognition, power, and prestige. Self-actualization needs: This is the highest level of needs, involving the desire to achieve one's full potential and realize one's aspirations. This includes personal growth, self-fulfillment, and creativity. (Maslow, 1943). Self-actualization is the highest need in Maslow's Hierarchy, referring to fulfilling one's potential and self-fulfillment to achieve what one desires. However, there are criticisms that Maslow's hierarchy of needs may not necessarily have five levels, and the order of needs may not always occur as predicted (Wahba & Bridwell, 1976). The study emphasizes that motivation is a complex phenomenon influenced by individual, cultural, ethnic, and historical factors. Therefore, evaluating the various needs, values, drives, and priorities of people from diverse backgrounds is essential to provide living wages for workers within the workplace. Abdullahi, Aliyu, and Ahmad (2021) applies Abraham Maslow's motivation theory to analyze the needs of workers in the workplace. The study suggests that Maslow's hierarchy to understand the salary need of federal civil service workers and provide useful insight in formulating a good minimum wage package for workers in Nigeria.

12. Data and Methods

Data from secondary sources have already been organised and reported by prior researchers. They are available for consumption as secondhand knowledge. In other words, the study's primary source of data was secondary, and it was gathered through government publications from the National Salaries, Incomes, & Wages Commission as well as journal articles, books, the internet, and government publications (NSIWC). To make defensible judgements on IPPI, the acquired data were contextually and descriptively evaluated.

Discussion

Review of federal civil servant salary structure of 2007 and 2019

The consolidated public service salary (CONPSS) applies to all the staff of federal ministries, extra-ministerial offices and agencies formally operating the harmonized public service salary's structure (NSIWC Circular, 2007). Table 1 and 2 shows the structure for 2007 and 2019.

Consolidated Public Service Salary Structure Table 1 January 2007															
STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
CONPSS	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)
1	133,584.00	136,493.00	139,412.00	1,423,326.00	145,240.00	148,154.00	151,068.00	153,982.00	156,896.00	159,810.00	162,724.00	165,638.00	168,552.00	171,466.00	174,380.00
2	135,754.00	139,564.00	143,374.00	147,184.00	150,994.00	154,804.00	158,614.00	162,424.00	166,234.00	170,044.00	173,854.00	177,664.00	181,474.00	185,284.00	189,094.00
3	137,607.00	142,290.00	146,973.00	151,656.00	156,339.00	161,022.00	165,705.00	170,388.00	175,071.00	179,754.00	184,437.00	189,120.00	193,803.00	198,486.00	203,169.00
4	144,143.00	149,769.00	155,395.00	161,021.00	166,647.00	172,273.00	177,899.00	183,525.00	189,151.00	194,777.00	200,403.00	206,029.00	211,655.00	217,281.00	222,907.00
5	163,329.00	169,865.00	176,401.00	182,937.00	189,473.00	196,009.00	202,545.00	209,081.00	215,617.00	222,153.00	228,689.00	235,225.00	241,761.00	248,297.00	254,833.00
6	199,145.00	207,112.00	215,079.00	223,046.00	231,013.00	238,980.00	246,947.00	254,914.00	262,881.00	270,848.00	278,815.00	286,782.00	294,749.00	302,716.00	310,683.00
7	330,681.00	342,908.00	355,135.00	367,362.00	379,589.00	391,816.00	404,043.00	416,270.00	428,497.00	440,724.00	452,951.00	465,178.00	477,405.00	489,632.00	501,859.00
8	427,322.00	441,875.00	456,428.00	470,981.00	485,534.00	500,087.00	514,640.00	529,193.00	543,746.00	558,299.00	572,852.00	587,405.00	601,958.00	616,511.00	631,064.00
9	501,960.00	519,287.00	536,614.00	553,941.00	571,268.00	588,595.00	605,922.00	623,249.00	640,576.00	657,903.00	675,230.00	692,557.00	709,884.00	727,211.00	744,538.00
10	589,236.00	608,290.00	627,344.00	646,398.00	665,452.00	684,506.00	703,560.00	722,614.00	741,668.00	760,722.00	779,776.00	798,830.00	817,884.00	836,938.00	855,992.00
12	679,669.00	709,224.00	738,779.00	768,334.00	797,889.00	827,444.00	856,999.00	886,554.00	916,109.00	945,664.00	975,219.00				
13	758,579.00	789,825.00	821,071.00	852,317.00	883,563.00	914,809.00	946,055.00	977,301.00	1,008,547.00	1,039,793.00	1,071,039.00				
14	837,855.00	871,493.00	905,131.00	938,769.00	972,407.00	1,006,045.00	1,039,683.00	1,073,321.00	1,106,959.00	1,140,597.00	1,174,235.00				
15	1,152,648.00	1,247,928.00	1,247,928.00	1,295,568.00	1,343,208.00	1,390,848.00	1,438,488.00	1,486,128.00	1,533,768.00						
16	1,425,883.00	1,483,138.00	1,540,393.00	1,597,648.00	1,654,903.00	1,712,158.00	1,769,413.00	1,826,668.00	1,883,923.00						
17	1,741,808.00	1,807,992.00	1,774,176.00	1,940,360.00	2,006,544.00	2,072,728.00	2,138,912.00	2,205,096.00	2,271,280.00						

Source: National Salaries, Incomes & Wages Commission (NSIWC) Circular, 2007)

Consolidated Public Service Salary Structure Table April, 2019															
STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
CONPSS	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)	Amount (N)
1	360,000.00	364,469.00	368,938.00	373,407.00	377,876.00	382,345.00	386,814.00	391,283.00	395,752.00	400,221.00	404,690.00	409,159.00	413,628.00	418,097.00	422,566.00
2	363,328.00	369,171.00	375,014.00	380,857.00	386,700.00	392,543.00	398,386.00	404,229.00	410,072.00	415,915.00	421,758.00	427,601.00	433,444.00	439,287.00	445,130.00
3	366,170.00	373,352.00	380,534.00	387,716.00	394,898.00	402,080.00	409,262.00	416,444.00	423,626.00	430,808.00	437,990.00	445,172.00	452,354.00	459,536.00	466,718.00
4	376,194.00	384,823.00	393,452.00	402,081.00	410,710.00	419,339.00	427,968.00	436,597.00	445,226.00	453,855.00	462,484.00	471,113.00	479,742.00	488,371.00	497,000.00
5	394,498.00	404,522.00	414,546.00	424,570.00	434,594.00	444,618.00	454,642.00	464,666.00	474,690.00	484,714.00	494,738.00	504,762.00	514,786.00	524,810.00	534,834.00
6	449,429.00	461,648.00	473,867.00	486,086.00	498,305.00	510,524.00	522,743.00	534,962.00	547,181.00	559,400.00	571,619.00	583,838.00	596,057.00	608,276.00	620,495.00
7	638,133.00	661,237.00	684,340.00	707,443.00	730,546.00	753,649.00	776,752.00	799,855.00	822,959.00	846,062.00	869,165.00	892,268.00	915,371.00	938,474.00	961,577.00
8	799,421.00	826,204.00	852,988.00	879,772.00	906,556.00	933,340.00	960,124.00	986,908.00	1,013,692.00	1,040,476.00	1,067,260.00	1,094,044.00	1,120,828.00	1,147,612.00	1,174,396.00
9	928,981.00	960,604.00	992,228.00	1,023,851.00	1,055,475.00	1,087,099.00	1,118,722.00	1,150,346.00	1,181,969.00	1,213,593.00	1,245,216.00	1,276,840.00	1,308,463.00	1,340,087.00	1,371,711.00
10	1,060,833.00	1,094,732.00	1,128,631.00	1,162,530.00	1,196,428.00	1,230,327.00	1,264,226.00	1,298,125.00	1,332,024.00	1,365,922.00	1,399,821.00	1,433,720.00	1,467,619.00	1,501,518.00	1,535,417.00
12	1,221,722.00	1,274,303.00	1,326,884.00	1,379,465.00	1,432,046.00	1,484,627.00	1,537,208.00	1,589,789.00	1,642,370.00	1,694,951.00	1,747,532.00				
13	1,362,110.00	1,417,699.00	1,473,289.00	1,528,878.00	1,584,468.00	1,640,057.00	1,695,647.00	1,751,236.00	1,806,826.00	1,862,415.00	1,918,005.00				
14	1,503,149.00	1,562,994.00	1,622,839.00	1,682,684.00	1,742,529.00	1,802,375.00	1,862,220.00	1,922,065.00	1,981,910.00	2,041,755.00	2,101,600.00				
15	2,027,623.00	2,110,917.00	2,194,212.00	2,277,506.00	2,360,801.00	2,444,096.00	2,527,390.00	2,610,685.00	2,693,980.00						
16	2,505,352.00	2,605,457.00	2,705,563.00	2,805,669.00	2,905,774.00	3,005,880.00	3,105,986.00	3,206,091.00	3,306,197.00						
17	4,769,304.00	4,950,070.00	5,130,837.00	5,311,603.00	5,492,370.00	5,673,136.00	5,853,902.00	6,034,669.00	6,215,435.00						

Source: National Salaries, Incomes & Wages Commission (NSIWC) Circular, 2019)

Table 2 of the reviewed Consolidated Public Service Salary Structure (CONPSS) (2019) shows that the least paid worker on Grade Level 01/1 would receive a salary of ₦360,000 per annum (translating to ₦30,000 monthly), while an officer on Grade Level 17/9, which is the highest grade in the public service, would take home ₦ 6,215,435 per annum. Compared to 2007, the highest was ₦2,271,280 in table 1. This shows that from 2007 to 2019 salary review the changes in the minimum wages is 169% which cannot be compared to inflation rate change of 214.47% (5.39% in 2007 and 16.95% in 2022) (World Bank, 2022)

table 2 further, shows that N363,328 is now the annual salary for a worker on grade level 02/1; ₦366,170 for level 03/1; ₦376,194 for level 04/1; ₦394,498 for level 05/1; ₦449,429 for level 06/1; ₦638,133 for level 07/1; ₦799,421 for level 08/1; ₦928,981 for level 09/1; ₦1,060,833 for level 10/1; ₦1,221,722 for level 12/1; ₦1,362,110 for level 13/1; ₦1,503,149 for level 14/1; ₦2,027,623 for level 15/1; ₦2,505,352 for level 16/1; and ₦ 4,769,304 for level 17/1.

Challenges with Remuneration, Salaries in the Federal Civil service in Nigeria

There are several challenges with the remuneration and salaries system of the Federal Civil Service in Nigeria, including:

Salary disparity: There is a wide gap between the salaries of top government officials and those of lower-ranking civil servants. This creates a sense of unfairness and demotivates the lower-ranked workers.

Delay in salary payment: Salaries are often delayed, sometimes for months, which can cause financial hardship for civil servants.

Non-payment of allowances: In addition to basic salaries, civil servants are entitled to various allowances such as housing, transport, and hazard allowances. However, these allowances are often not paid or are delayed, causing frustration and demotivation among civil servants.

Inadequate salary structure: The current salary structure in the Federal Civil Service is often described as outdated and inadequate. It does not reflect the cost of living, and civil servants find it difficult to cope with the rising cost of living.

Corruption: Corruption is a major challenge in the remuneration and salaries system. Some civil servants manipulate the system to obtain undeserved allowances, while others demand bribes to process legitimate claims.

Inefficient payroll system: The current payroll system in the Federal Civil Service is often described as inefficient and prone to errors. This has led to cases of ghost workers and overpayment of salaries.

Lack of transparency: There is often a lack of transparency in the remuneration and salaries system, making it difficult for civil servants to understand how their salaries are calculated and how much they are entitled to. This has led to suspicions and accusations of favoritism and discrimination.

Conclusion

In Nigeria, civil service remuneration and salaries have been a bone of contention between federal government and other stakeholders. The study reviewed the remuneration and salary structure of federal civil service in Nigeria. This is designed by comparing it with 2007 and 2019 and relating it to growth in inflation. The study discovered that grade 1 salary level grew at 169% from 2007 to 2019(which is still applicable in March 2023). However, the inflation rate grew by 214% from 2007 to 2022. The study evaluates the challenges regarding remuneration and salary structure of federal civil service of which it identifies salary disparity, delay in payment, inflation, corruption and lack of transparency. The study concludes that the poor salary structure of civil servants in Nigeria is a complex issue that requires a multifaceted approach to address.

Recommendations

Some potential recommendations regarding Remuneration and Salaries in the Federal Civil Service in Nigeria are:

The Federal Government should regularly review and adjust the salary structure to reflect the current economic realities and inflation rate. This can help to reduce the wage gap and promote equity in the system.

The government should consider introducing a merit-based pay system that rewards performance and productivity. This can help to motivate workers to improve their performance and contribute positively to the development of the country.

The payment system should be decentralized to reduce the bottlenecks and bureaucracy associated with payment of salaries. This can help to ensure that salaries are paid promptly and accurately.

Automation of payment system: The government should consider automating the payment system to reduce human errors and eliminate the incidence of ghost workers. This can help to improve transparency and accountability in the payment system.

The government should ensure that the budgetary allocation for salaries and remuneration is adequate to meet the needs of workers. This can help to reduce the incidence of unpaid salaries and promote job security.

Harmonization of salary structure: The government should harmonize the salary structure across all levels of the civil service to promote equity and reduce disparity. This can help to boost the morale of workers and promote a sense of belonging.

The government should collaborate with relevant stakeholders, including labor unions and civil society organizations, to address the challenges facing the remuneration and salary system in the Federal Civil Service.

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