



THE PRESIDENCY
NATIONAL SALARIES, INCOMES AND WAGES COMMISSION
OFFICE OF THE EXECUTIVE CHAIRMAN

Phone: 09-6710940

Fax:

SWC/S/04/S.410/220

Ref:.....

Wing, B 3rd Floor,
Federal Secretariat Complex, Phase 1,
Shehu Shagari Way,
P.M.B 346, Garki - Abuja.

29th September, 2009
Date:.....

CIRCULAR

Principal Secretary to the President
Principal Secretary to the Vice President
Honourable Minister of Health
Honourable Minister of Defence
Honourable Minister of Interior
Honourable Minister of Police Affairs
Honourable Minister of Education
Honourable Minister of Science and Technology
Honourable Minister of Labour and Productivity
Honourable Minister of Finance
Secretary to the Government of the Federation
Head of the Civil Service of the Federation
Auditor-General for the Federation
Accountant-General of the Federation
Director-General, Budget Office of the Federation

CONSOLIDATED MEDICAL SALARY STRUCTURE (CONMESS)
AND THE ASSOCIATED ALLOWANCES IN THE
FEDERAL PUBLIC SERVICE

The President, Commander-in-Chief of the Armed Forces of the Federal Republic of Nigeria, has approved a new salary structure for Medical and Dental Officers in the Federal Public Service. The new structure, known as

Continuation

Consolidated Medical Salary Structure (CONMESS), is attached as Annex I. The Consolidated Salary now includes Rent Subsidy, which in the old salary structure, was separated.

2. The new salary structure applies to all medical/dental officers employed in Federal Health Institutions including the Federal Ministry of Health and Clinics in Federal agencies. Conversion from CONTISS to CONMESS is as shown in the table in Annex II.

3. Also approved are the rates of job-related and non-regular allowances for medical/dental officers. The details are as follows:

- (i) **Specialist Allowance:**
The Specialist Allowance, shown in Annex III, applies only to medical/dental officers who are employed as consultants.
- (ii) **Call Duty Allowance:**
Call Duty Allowance (Annex IV) is payable to medical/dental officers in Federal hospitals and clinics. It is to be earned only when an officer would have actually performed call duty in accordance with an existing call duty roster.
- (iii) **Health Professional Non-clinical Duty Allowance:**
This allowance (Annex V) is payable to medical/dental officers deployed to render health-related services in the Federal Ministry of Health and other Federal Health Institutions.
- (iv) **Clinical Duty Allowance:**
This allowance (Annex VI) is payable to Honorary Consultants, who are employed as academic staff in universities but render clinical services to Teaching/Specialist Hospitals.
- (v) **Teaching Allowance:**
This allowance (Annex VII) is payable to Federal medical/dental officers who are engaged in teaching of medical doctors or other health professionals in-training in Teaching/Specialist Hospitals.
- (vi) **Hazard Allowance:**
Hazard allowance of ₦60,000.00 per annum shall be paid across-the-board to all medical/dental officers.

Continuation

(vii) Rural Posting Allowance:

Federal medical/dental officers who are stationed in rural communities shall be paid this allowance at the rates specified in Annex VIII. The Federal Ministry of Health and the National Salaries Incomes and Wages Commission shall jointly determine the designation of a health station as rural.

4. In order to ensure that medical/dental officers employed in Federal Agencies operating salary structures other than CONMESS are paid the appropriate rates of allowances applicable to their grades, the conversion table in Annex IX is attached for guidance.

5. The new remuneration package takes effect from **1st January 2010**.

6. All enquiries concerning this circular should be directed to the National Salaries Incomes and Wages Commission.



Chief R. O. Egbule, FNIM
Chairman

CONSOLIDATED MEDICAL SALARY STRUCTURE (CONMESS)

CONMESS	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N
01	1305688										
02	1551786	1590117	1628448	1666779	1705109	1743440	1781771	1820102	1858432	1896763	1935094
03	1845557	1887305	1929053	1970800	2012548	2054296	2096044	2137792	2179540	2221288	2263037
04	2193425	2251604	2309783	2367983	2426142	2484321	2542500	2600679	2658859	2717038	2775217
05	2775426	2858442	2941458	3024474	3107490	3190506	3273522	3356538	3439555		
06	3419418	3517866	3616314	3714761	3813209	3911657	4010105	4108553	4207000		
07	4222544	4335751	4448958	4562165	4675372	4788579	4901786	5014993	5128200		

NOTE: THE ABOVE FIGURES ARE MADE UP OF THE CONSOLIDATED SALARY AND RENT SUBSIDY.

NATIONAL SALARIES, INCOMES AND WAGES COMMISSION, THE PRESIDENCY, ABUJA.

ANNEX II

CONVERSION TABLE FROM CONTISS TO CONMESS

Grade	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N
CONTISS 09	777984										
CONMESS 01	1305688										
CONTISS 10	871729	909773	947817	985861	1023905	1061949	1099993	1138037	1176081	1214125	1252169
CONMESS 02	1551786	1590117	1628448	1666779	1705109	1743440	1781771	1820102	1858432	1896763	1935094
CONTISS 11	973305	1013528	1053751	1093974	1134197	1174420	1214643	1254866	1295089	1335312	1375535
CONMESS 03	1845557	1887305	1929053	1970800	2012548	2054296	2096044	2137792	2179540	2221288	2263037
CONTISS 12	1075353	1118655	1161957	1205259	1248561	1291863	1335165	1378467	1421769	1465071	1508373
CONMESS 04	2193425	2251604	2309783	2367963	2426142	2484321	2542500	2600679	2658859	2717038	2775217
CONTISS 13	1445599	1503506	1561413	1619320	1677227	1735134	1793041	1850948	1908855		
CONMESS 05	2775426	2858442	2941458	3024474	3107490	3190506	3273522	3356538	3439555		
CONTISS 14	1820908	1891016	1961124	2031232	2101340	2171448	2241556	2311664	2381772		
CONMESS 06	3419418	3517866	3616314	3714761	3813209	3911657	4010105	4108553	4207000		
CONTISS 15	2232199	2312648	2393097	2473546	2553995	2634444	2714893	2795342	2875791		
CONMESS 07	4222544	4335751	4448958	4562165	4675372	4788579	4901786	5014993	5128200		

Note: CONMESS figure is made of the consolidated salary and rent subsidy

ANNEX III

SPECIALIST ALLOWANCE FOR MEDICAL AND DENTAL CONSULTANTS
(PER ANNUM)

CONMESS	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N
05	1093068	1122768	1152468	1182168	1211868	1241568	1271268	1300968	1330668		
06	1366335	1401435	1436535	1471635	1506735	1541835	1576935	1612035	1647135		
07	1707923	1748423	1788923	1829423	1869923	1910423	1950923	1991423	2031923		

ANNEX IV

CALL DUTY ALLOWANCE FOR MEDICAL/DENTAL DOCTORS
(PER UNIT OF CALL)

CONMESS	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N
01	1503										
02	1679	1753	1827	1901	1975	2049	2123	2198	2272	2346	2421
03	1877	1955	2033	2112	2190	2269	2347	2425	2504	2582	2661
04	2076	2160	2244	2329	2413	2498	2582	2667	2751	2835	2919
05	2299	2412	2525	2637	2750	2863	2976	3089	3201		
06	2543	2678	2814	2950	3085	3221	3357	3493	3628		
07	2835	2989	3143	3297	3451	3605	3759	3913	4067		

ANNEX V

HEALTH PROFESSIONAL NON-CLINICAL ALLOWANCE FOR MEDICAL/DENTAL DOCTORS
(PER ANNUM)

	1	2	3	4	5	6	7	8	9	10	11
CONMESS	N	N	N	N	N	N	N	N	N	N	N
01	541080										
02	604203	630910	657617	684324	711032	737739	764446	791153	817860	844567	871680
03	675510	703747	731983	760220	788457	816693	844930	873167	901404	929640	958080
04	747148	777546	807944	838342	868740	899138	929536	959934	990332	1020731	1050720
05	827524	868175	908827	949478	990129	1030780	1071432	1112083	1152480		
06	915281	964132	1012983	1061834	1110685	1159536	1208387	1257238	1306080		
07	1020497	1075938	1131380	1186821	1242262	1297704	1353145	1408586	1464000		

ANNEX VI

CLINICAL DUTY ALLOWANCE FOR HONORARY CONSULTANTS
(PER ANNUM)

CONMESS	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N
05	275841	289392	302942	316493	330043	343593	357144	370694	384244		
06	305094	321377	337661	353945	370228	386512	402796	419079	435364		
07	340166	358646	377127	395607	414087	432568	451048	469529	488009		

ANNEX VII

TEACHING ALLOWANCE FOR MEDICAL AND DENTAL DOCTORS
PER ANNUM

CONMESS	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N
01	112454										
02	134946	137885	140824	143762	146701	149640	152579	155518	158456	161395	164334
03	161935	165164	168394	171623	174852	178081	181310	184540	187769	190998	194227
04	194323	199123	203923	208723	213523	218323	223123	227923	232723	237523	242323
05	242904	249504	256104	262704	269304	275904	282504	289104	295704		
06	303630	311430	319230	327030	334830	342630	350430	358230	366030		
07	379538	388538	397538	406538	415538	424538	433538	442538	451538		

ANNEX VII

TEACHING ALLOWANCE FOR MEDICAL AND DENTAL DOCTORS
PER ANNUM

CONMESS	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N
01	112454										
02	134946	137885	140824	143762	146701	149640	152579	155518	158456	161395	164334
03	161935	165164	168394	171623	174852	178081	181310	184540	187769	190998	194227
04	194323	199123	203923	208723	213523	218323	223123	227923	232723	237523	242323
05	242904	249504	256104	262704	269304	275904	282504	289104	295704		
06	303630	311430	319230	327030	334830	342630	350430	358230	366030		
07	379538	388538	397538	406538	415538	424538	433538	442538	451538		

ANNEX VIII

RURAL POSTING ALLOWANCE FOR MEDICAL AND DENTAL DOCTORS
PER ANNUM

CONMESS	1 N	2 N	3 N	4 N	5 N	6 N	7 N	8 N	9 N	10 N	11 N
01	112454										
02	134946	137885	140824	143762	146701	149640	152579	155518	158456	161395	164334
03	161935	165164	168394	171623	174852	178081	181310	184540	187769	190998	194227
04	194323	199123	203923	208723	213523	218323	223123	227923	232723	237523	242323
05	242904	249504	256104	262704	269304	275904	282504	289104	295704		
06	303630	311430	319230	327030	334830	342630	350430	358230	366030		
07	379538	388538	397538	406538	415538	424538	433538	442538	451538		

CONMESS EQUIVALENTS TO OTHER SALARY STRUCTURES

CONMESS	CONPSS	CONTISS	CONUASS	CONAFSS	CONPOSS	CONPASS
01	10	09	03	11	10	10
02	12	10	-	12	11	11
03	13	11	04	13	12	12
04	14	12	-	14	13	13
05	15	13	05	15	14	14
06	16	14	06	16	15	15
07	17	15	07	17	16	16

Note:

CONMESS - Consolidated Medical Salary Structure

CONPSS - Consolidated Public Service Salary Structure

CONTISS - Consolidated Tertiary Institutions Salary Structure

CONUASS - Consolidated University Academic Salary Structure

CONAFSS - Consolidated Armed Forces Salary Structure

CONPOSS - Consolidated Police Salary Structure

CONPASS - Consolidated Para-military Salary Structure