



NIGERIAN MARITIME ADMINISTRATION AND SAFETY AGENCY

TELEGRAM CABLES
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4 Burma Road
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Lagos.

4TH July, 2011


The President- General,
Maritime Workers Union of Nigeria,
119 Osho Drive,
Olodi-Apapa,
Lagos.


REVIEW OF THE MINIMUM STANDARDS FOR THE DOCK LABOUR INDUSTRY IN NIGERIA.

Please find enclosed a copy of the **Collective Bargaining Agreement** between the **SEAPORT TERMINAL OPERATORS ASSOCIATION OF NIGERIA (STOAN)** and the **MARITIME WORKERS UNION OF NIGERIA (MWUN)** for your further necessary action.

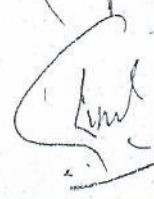
A date for the formal presentation of this agreement/document by the Agency shall be communicated to you in due course.

Accept as always, the assurances of my highest regards.


VICTOR EGEJURU
Chairman NJIC (Dock Labour).


President DNB

The Agreement (copy)
attached for

 17/7/2011

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SEAPORT TERMINAL OPERATORS ASSOCIATION OF NIGERIA
(STOAN)

AND

MARITIME WORKERS UNION OF NIGERIA (MWUN)

ON

REVIEWED MINIMUM STANDARDS FOR THE DOCK LABOUR
INDUSTRY

DATED THIS 1ST DAY OF JUNE, 2011.

This Collective Agreement is made this 1st day of June, 2011 between the **Seaport Terminal Operators Association of Nigeria (STOAN)** whose registered office is situate at 26 Burma Road, Apapa, Lagos, C/o ENL Consortium Ltd, (hereinafter referred to as the "Association") which expression shall where the context admits include its successors in title and assigns on the one part.

AND

Maritime Workers Union of Nigeria (MWUN) whose registered office is situate at 119 Osho Drive, Olodi - Apapa, Lagos (hereinafter referred to as the "Union") which expression shall where the context admits include its successors in title and assigns on the other part.

Whereas:

- (i) The Association is a registered body with the Corporate Affairs Commission of Nigeria and has the responsibility to operate the Terminals of the sea ports.
- (ii) The Union is a registered body under the laws of the Federal Republic of Nigeria charged with the management of all branches of the Union under the Maritime sector in Nigeria.
- (iii) The Association and the Union had set minimum standards for the Dock Labour industry in Nigeria by an agreement dated 20th May, 2008 for a period of two (2) years, which expired on the 20th of May, 2010.
- (iv) The parties had also executed a Procedural Agreement dated 28th May, 2008 which is still subsisting and provides in



clause 6 the rights of the parties to enter into future collective bargaining and/or discussion on behalf of their respective members.

- (v) Clause 7 of the Procedural Agreement provides that all negotiations between the Union and the Association shall be effected by the National Joint Industrial Council (NJIC).
- (vi) In line with V above, the NJIC which consists of representatives of both parties, the Nigerian Maritime Administration and Safety Agency and the Nigerian Ports Authority was inaugurated on the 20th of September, 2010 to review the expired minimum standards for the Dock Labour Industry.
- (vii) After several deliberations/negotiations at the various meetings of the NJIC, agreements were reached by both parties on various items.

NOW IT IS HEREBY AGREED AS FOLLOWS:

1. That the **Procedural Agreement** dated 20th May, 2008 attached hereto as **Appendix A** shall continue to guide all relationships and negotiations between both parties as provided therein.
2. That two representatives of the Private Jetty Operators join as member of NJIC while two stevedores are recognized as observers.
3. That **Manning and Productivity level** which was attached to the previous agreement as Appendix "B" still subsists and is hereby attached to this Agreement as **Appendix B**.



4. That the expired agreement be reviewed as follows:

- i) General Cargo - 7.5% increase
- ii) Containers - 12% increase
- iii) Time related - 15% increase

The details of the Tonnage/Unit rates is attached as **Appendix C**

5. That this agreement shall be valid for a period of 2 years effective from 1st June, 2010 to 31st of May, 2012.

6. That at the expiration of this agreement same shall be automatically renewed for another period of two years effective 1st June, 2012 to 31st May, 2014 with the following automatic reviews on payments to dockworkers;

- i) 5% increase on General Cargo
- ii) 10% increase on containers
- iii) 10% increase on time related payments

7. That the Association (Employer) shall continue to contribute in favour of each Dockworker in their employment 7.5% of employer's and employee's monthly emolument as pension contribution towards the employee's retirement fund.

8. That all parties shall continue to abide by all safety standards as set from time to time by the relevant agencies of the Nigerian Government.

9. That in the event of any member of the Association already paying higher than the minimum standard herein agreed upon, the prevailing wage shall be continued and may be improved upon.

10. That the Tally Clerk mode of payment shall be adopted for calculation of extra service operation.



11. That Letters of appointment shall be issued to only Dockworkers on permanent employment.
12. That the Union officials shall be released for Union activities upon issuance of a notice of not less than 48 hours to their employers.
13. That payment of redundancy benefit shall apply to only Dockworkers on permanent employment.
14. That whosoever causes delay or stoppage of operations shall be responsible for payment of accrued extra services.
15. That all future negotiations on minimum standards/conditions of service for the Dock Labour Industry shall be facilitated by the NJIC.
16. That in the event of breach of this agreement, the aggrieved party shall take the matter to the NJIC for settlement.
17. That the under-mentioned items shall be further negotiated in-house by the parties.
 - Incentives on Hazardous Cargo
 - Night Allowance
 - Medical Treatment for Family
 - Death Benefits
 - Career Progression for Dockworkers
 - * ➤ Overseas Training
 - Gratuity Benefits
 - End of Year Bonus
 - Redundancy benefits for casual Dockworkers.

SIGNED BY THE WITHIN NAMED PARTIES

H. M. M. M. M.

Chairman

FOR: SEAPORT TERMINAL OPERATORS OF NIGERIA (STOAN)

President General

FOR: MARITIME WORKERS UNION OF NIGERIA (MWUN)

IN THE PRESENCE OF:

1. Name: *Com. S. AHAM UGAM*
Address: *114 C/O DRIVE, LAGOS*
Position: *SECRETARY GENERAL*

Sign/Date: *[Signature] 27/11/11*

2. Name: *[Signature]*
Address: *[Signature]*
Position: *[Signature]*

Sign/Date: *[Signature]*

3. Name: *[Signature]*
Address: *119, OSHO DRIVE, LAGOS*
Position: *VICE PRESIDENT*

Sign/Date: *[Signature] 27/11/11*

4. Name: *Richard Akpanbosote*
Address: *T.I.C.I. 113 P.O. Box, Lagos*
Position: *General Secretary*

Sign/Date: *[Signature] 27/11/11*

5. Name: *[Signature]*
Address: Nigerian Maritime Administration & Safety Agency (NIMASA)

Position: Chairman NJIC

Sign/Date: *[Signature]*

6. Name: *[Signature]*
Address: Nigerian Ports Authority (NPA)

Position: Member NJIC

Sign/Date: *[Signature]*

APPENDIX 'C'

1. Minimum monthly Wage to be increased by 15% from N33,000 to N37,950

2. TONNAGE/UNIT RATE (2011)

Cargo Type	Productivity Per Hook Per Shift	Former Rate (N)	7.5% Increment (N)	New Rate (N)
Rice & Sugar	180 Tons per shift	205,348	15,401	220,749
Chemical	150 Tons per shift	205,348	15,401	220,749
Iron & Jumbo	500 Tons per shift	205,348	15,401	220,749
Fish (Frozen)	200 Tons per shift	236,676	17,751	254,427
Fertilizer (Grabbing)	240 Tons per shift	148,28	11,121	159,401
Cement (Grabbing)	3000 Tons per shift	34,089	2,557	36,345
Cement (Suction)	3000 Tons per shift	34,067	2,555	36,622
Wheat (Suction)	3000 Tons per shift	34,067	2,555	36,622
Liquid Bulk	3000 Tons per shift	34,067	2,555	36,622

Cargo Type	Productivity Per Hook Per Shift	Former Rate (N)	15% Increment (N)	New Rate (N)
Vehicles/Cars LOLO	-	247,852	37,178	285,03
RORO	-	176,00	26,4	202,4

Cargo Type	Productivity Per Hook Per Shift	Former Rate (N)	12% Increment (N)	New Rate (N)
Non Mechanized Container	600 Units per shift	799.08/20'L - N1,100 282.68/20'E - N600 842.71/40'L - N1,100 295.14/40'E - N600	"	N1,232 (Laden) N672 (Empty)

- ❖ Extra Service Operation shall attract a 15% increase and shall include Tally Clerk and Wharf Finger operations mode of payment.
- ❖ B.BO (Bulk in Bag Out) Cargo Operations shall be increased by 15% from the current rate.

APPENDIX A

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PROCEDURAL AGREEMENT

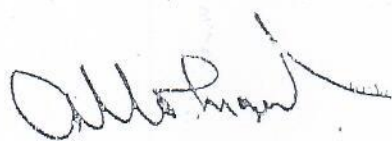
BETWEEN

ASSOCIATION OF PRIVATE OPERATORS OF SEAPORT
TERMINALS

AND

THE MARITIME WORKERS UNION OF NIGERIA

8TH MAY, 2008



(10)
(2)

PART 1

CITATION AND SCOPE

This procedural agreement is made this day -----
----- between Association of Private Operators of Seaport Terminals whose registered office is situated at Shed 6, Lagos Port Complex Apapa, Lagos, c/o ENL Terminal, (hereinafter referred to as the "Association") which expression shall where the context so admit include its successors in title and assignees on the one part

And

Maritime Workers Union of Nigeria, whose registered office is situated at 119 Osho Drive, Olodi Apapa, Lagos (hereinafter referred to as the "Union") which expression shall where the context so admit include its successors in title and assignees on the other part.

ARTICLE 1

1. The Association and the Union, have met together in free and voluntary association in the interest of harmonious employer-employee relations to determine Dockworkers conditions of service.
2. That the Association accepts the Union as the representative and negotiating body for its members in the various Terminals.
3. That a dockworker on joining a company is considered a non-unionized member and his voluntary decision is recognized in accordance with the Trade Union Amendment Act 2005.
- ✓ 4. That upon giving any member of the Association two (2) working days' notice, the Union shall be allowed access to their members at a mutually agreed time and place for purposes of consultation.



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taken by their members, which is at variance with this agreement or provisions of any other supplementary agreement, relating there to.

3. That in order to enhance communication between the Union and Association, the Union undertakes to communicate to the Association immediately after elections of officers, the names of their elected officers National or Local and to advise of any change from time to time. The Association similarly undertakes to communicate the names of its officers to the Union well as any change that may occur from time to time.
4. No dockworker or official of the Union shall take undue advantage of being a member or official of the Union to neglect his lawful duties as an employee or cause any other employee(s) or officers of the Union to act in any manner inimical to the smooth running of the Company.

ARTICLE 3

Effect of Government's Pronouncements

In the event that the Federal Government of Nigeria makes a pronouncement regards increase in salary and/or improved conditions of service for Nigerian workers both parties agree that the NJIC shall be convened to determine the implications of such pronouncement, whether such pronouncement is applicable to the private sector, especially the maritime labour industry.

ARTICLE 4:

Stoppage of Work

The Union undertakes that there shall be no strike, walkout, stoppages or slowdown of work or any other interference with company's operations by its member except and until the grievance procedures described in this agreement have been exhausted. On the other hand, the Company agrees that there shall be no lockouts, intimidation or victimization of any employee. In the event of strike not authorized by the Union, both parties shall endeavor to bring about

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immediate resumption of normal work and the principle of "NO WORK NO PAY SHALL APPLY" during the period.

ARTICLE 5:

Both parties noted that dockworkers are licensed technical employees by law, whose conditions of service therefore shall have due recourse to the relevant laws, international conventions and best practices.


IN WITNESS WHEREOF, this document is executed on the date first written above on behalf of each party by its duly authorized representatives.

SIGNED BY WITHIN NAMED PARTIES:

FOR: ASSOCIATION OF PRIVATE
OPERATORS OF SEAPORT TERMINALS

FOR: MARITIME WORKERS UNION OF NIGERIA
(MWUN)


Chairman


President General
Com. O. Drabor

IN THE PRESENCE OF:

1. Name: Com. O. Kidege
Address: Lagos State
Abule
Position: MS.
Sign: [Signature] Date: 20/05/08

1. Name: Com. S. Adam Uban
Address: MWUN
[Signature] Date: 20/05/08

[Signature]

[Signature]

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(22)

2. Name: L. O. Orbude (Mrs)
Address: Port & Terminal
Operators Nig. Ltd, PH
Position: M.D.

Sign./Date: for 20. 20/05/08

3. Name: Sonw Ajoko Cioh-wu
Address: 11/12 INDUSTRIAL RD
PH
Position: CHIEFMAN TERMINAL
OF OPERATORS NEGOTIATING TEAM

Sign./Date: PH 20/05/08

2. Name: Anthony Nze
Address: 119 OSHA DRIVE
LAGOS
Position: PRESIDENT ADUC

Sign./Date: Anthony Nze

3. Name: ABERU OYEDE
Address: 23 CHRISTIAN
ORILETA IKOROD
Position: CEM SEC

Sign./Date: 20-5-08

FURTHER TO THE ATTESTATION CLAUSE SUPRA, NPA AND NIMASA HEREBY APPEND THEIR SIGNATURES AS WITNESSES TO THE AGREEMENT.

NIGERIAN PORTS AUTHORITY

Name: Abdullah
Address: NIGERIAN PORTS AUTHORITY
26/28 MARINA, LAGOS
Position: MANAGING DIRECTOR

Sign./Date: 20/5/08

Abdullah

20/5/08

(21) (15)

NIGERIAN MARITIME ADMINISTRATION AND SAFETY AGENCY (NIMASA)

Name: E. N. AKUGA-GUSAIT

Address: 4 BURMA RD
APAPA

Position: DEPUTY DIRECTOR

Sign./Date: E. N. Gusait
20-05-08

Alsham

Adoo (un)

(21) (15)

NIGERIAN MARITIME ADMINISTRATION AND SAFETY AGENCY (NIMASA)

Name: E. N. AKUGA-GUSAIT

Address: 4 BURMA RD
APAPA

Position: DEPUTY DIRECTOR

Sign./Date: E. N. Gusait
20-05-08

Alsham 7

Adoo (un)

PART 2

THE CONSTITUTION OF THE NATIONAL JOINT INDUSTRIAL COUNCIL SET UP BY THE
ASSOCIATION OF OPERATORS OF SEAPORT TERMINALS AND MARITIME WORKERS
UNION OF NIGERIA

Title

The name of the Council shall be "NATIONAL JOINT INDUSTRIAL COUNCIL for the MARITIME INDUSTRY (hereinafter called "the COUNCIL")"

ARTICLE 1

Objective

To settle by negotiation those terms and conditions of employment of unionized dockworkers that may be agreed upon by both sides.

ARTICLE 2

The negotiable/discussable items are as follows:-

1. Manning Level/Mode of Operations
2. Basic Salary
3. Transport Allowance
4. Housing Allowance
5. Meal Subsidy
6. Utility Allowance
7. Annual Leave Allowance/Period
8. Midstream Discharge Allowance
9. Night Allowance
10. Hazard Allowance
11. Overtime Periods and Rates



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12. Terminal Benefits:

- Redundancy Benefit
- Retirement Benefit
- End of Service Benefit

13. Shift System

ARTICLE 3

In-House Negotiable Items

Basic standard for each item included here - under shall be agreed to by the Council and all employers are expected to comply with these set standards.

In the event of a violation or non-compliance, the grievance procedure shall be effected. Where the non-compliance persists after the expiration of the time frame in which to make amends, the Council is mandated to notify the appropriate government agency responsible for enforcing the statute. These items are:

1. Hours of Work
2. Sanitation
3. Training of Dockworkers
4. Personal Protective Equipment & Kittings
5. Workmen Compensation
6. Good Housekeeping/Terminal Layout
7. Cargo Handling Gears
8. Medical Facilities for Staff and Family
9. Bus in Bus out
10. Toilet facilities
11. Safety Measures
12. Registration with NIMASA
13. Membership of Union
14. Check-off Dues
15. Cloak/Rest Room
16. Death Benefits
17. Productivity Bonus

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18. Casual/Compassionate Leave

19. Promotion

20. Release of union leaders for union meetings and activities

21. Any other item as may be mutually agreed upon by both parties from time to time.

ARTICLE 4

Objects



The Objects of Council shall be:

- a) To secure the maximum possible agreement and co-operation between the Association and the Union in all matters listed under Part 1 of this constitution, with a view to increasing efficiency and productivity, combined with the well being of those employed.
- b) To review and amend from time to time, agreements, decisions or findings reached by the Council, provided that no amendment can be made until a Council meeting is summoned to review such agreements, decisions or findings as stipulated in Part 2, Articles 5 (a) and 9 of this Agreement.
- c) To secure, the speedy, impartial and amicable settlement of real and alleged disputes and grievances on negotiable and non-negotiable matters as covered by this Agreement.
- d) To consider the adequacy or otherwise of the machinery for settlement of grievances between parties in the industry and hence to use their best endeavors to ensure that no strikes, lockouts or any other action likely to aggravate the situation shall take place until such a time as the machinery provided by the law for the settlement of industrial disputes has been exhausted.
- ~~***~~ e) Items agreed in accordance with the above shall be considered the first objectives of the Joint Industrial Council, but it is agreed to foster the principle of collective bargaining with the ultimate objective of setting minimum standard of conditions of service within the Industry.

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- ~~1~~ f) To make recommendations to Employers and the Union covered by the Joint Industrial Council on any matter that affects Industrial relations in the Industry as a whole.
- g) To secure the greatest possible measure of joint action between employers and employees for the well-being of the industry.
- ~~2~~ h) To consider measures for maximizing efficiency and productivity in the industry.
- i) To protect the right of all employers and employees to join their respective association and trade union.

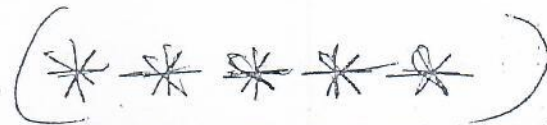
ARTICLE 5

Agreement Reached

- a) When agreements have been reached on any or all of the specific items mentioned above, these shall be operative for a period of 2 years.
- b) The effective date of agreement shall be 1st of the following month after agreement is reached.
- c) All agreements reached by the National Council shall be duly lodged with the Federal Ministry of Labour.

ARTICLE 6

Membership



- a) The membership of the National Joint Industrial Council shall be at least Fifteen (15) members, with Seven (7) members nominated by the Association within the industry and Seven (7) members nominated by the Union from the industry, while one person shall be mutually nominated from outside the council but within the stakeholders to Chair the Council.
- b) The Council may, when required invite an expert on any subject to offer advice to the council. Such an expert may attend council meeting for the purpose.
- c) Both parties duly recognize two observers at Council Meetings - representatives of the Director General, Nigeria Maritime Administration and

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Safety Agency (NIMASA) and Managing Director, Nigerian Ports Authority (NPA).

ARTICLE 7

Officers

* * * * *

- a) In the absence of the Chairman, another person shall be mutually appointed by the parties to chair the meeting. The Chairman may hold office while he enjoys the confidence of both sides of the Council. There shall be joint Secretaries from both parties.
- b) That each member of the Association shall recognize the shop stewards and release them for union duties/meetings on 48 hour notice to management except in cases of emergencies.

ARTICLE 8

Committee

The Council may appoint from its own members standing or other Committees to exercise any of their functions and may delegate any of their powers to such committees. The minutes of such proceedings shall be submitted to the National Council for approval. Both parties shall be equally represented on each Committee.

ARTICLE 9

Meetings & Agenda

* * *

The Council shall meet at least twice a year. Special meetings can be called by the Chairman of the Council at the request of a majority of the members of either party. At least 14 days notice of a meeting of the Council shall be given, save that in the case of a special meeting 7 days notice shall be given. In case of emergency, the NJIC shall reconvene immediately. Every notice of meeting shall be accompanied by an agenda compiled by the Joint Secretaries and agreed to by both parties setting out the business to be transacted at the meeting.

Alhassan

22/11/11

ARTICLE 10

Quorum

A quorum shall consist of no fewer than 8 members of the Council and of these, 4 shall be the Association's representatives and 4 shall be the Union's representatives.

ARTICLE 11

Settlement of Differences

- a) In the event of a threatened trade dispute, the Council after a request by either party involved shall nominate a conciliatory committee comprising two (2) members from each side of the Council plus NIMASA and NPA representatives within 7 days of the receipt of the complaint. This Committee shall investigate the reasons for the trade dispute and makes recommendations to both parties for a settlement.
- b) In case the Council is unable to resolve the matter within its scope, these issues in dispute shall be reduced to writing and be referred to the Ministry of Labour for necessary action in accordance with Trade Dispute Laws in force.
- c) The Disciplinary Procedures in each Company are duly recognized.

ARTICLE 12

Categorization of Cargoes

Shall be as follows:

1. General Cargo
2. Containers
3. Bulk (Dry and Wet)
4. Ro-Ro/Lo-Lo

ARTICLE 13

Joint Consultative Committee

This agreement shall not preclude the establishment of Joint Consultative Committees at individual company level. A Joint Consultative Committee shall allow the regular

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exchange of views and information between the Member Company and representative of its employees on matters of mutual interests affecting efficiency of the industry and welfare of the employees. Such matters shall have the final decision of the Management of the individual company.

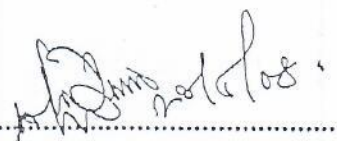
ARTICLE 14

Nigerian Ports Authority (N.P.A) & Nigerian Maritime Administration and Safety Agency (NIMASA)

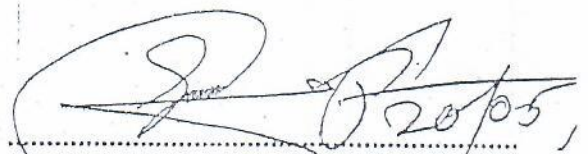
The seaport, being the gate-way to the nation's economy and the high premium placed on the sector by the government, it therefore becomes imperative that the statutory organizations charged with the responsibility of managing the ports and Maritime labour issues respectively should be encouraged by the council to facilitate continuous dialogue amongst the various stakeholders where issues of common economic interest likely to militate against the industry shall be addressed.

SIGNED BY WITHIN NAMED PARTIES:

FOR: ASSOCIATION OF PRIVATE
OPERATORS OF SEAPORT TERMINALS


Chairman

FOR: MARITIME WORKERS UNION OF NIGERIA
(MWUN)


President General
Com. O. Idris





(23)

(14)

IN THE PRESENCE OF:

1. Name: Capt. O. Abiodun
Address: Dangote Group
ABNL
Position: MS.
Sign./Date: [Signature] 20/05/08

2. Name: L. O. Odehinde (Mrs)
Address: Poste B Terminal
Operators Nig Ltd, PH
Position: M.A.
Sign./Date: [Signature] 20/05/08

3. Name: Simon Ajoko Gadowu
Address: 11/12 INTER-1 RA
PH.
Position: CHARMAN TERMINAL
OPERATORS ASSOCIATION TEAM
Sign./Date: [Signature] 20/05/08

1. Name: Com. S. AHAM UBANI
Address: MWYN.
Position: Secretary General.
Sign./Date: [Signature] 20/05/08

2. Name: ANTHONY STEED
Address: 119 OCHA DRIVE
LAGOS
Position: DIRECTOR OF WORK
Sign./Date: [Signature] 20/05/08

3. Name: ADGBUSI OGBURNI
Address: 23 CHRIST AVE
ORILEKUTA - IKOROD
Position: GEN SECRETARY
Sign./Date: [Signature] 20-5-08

[Signature]

[Signature]

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FURTHER TO THE ATTESTATION CLAUSE SUPRA, NPA AND NIMASA HEREBY APPEND THEIR SIGNATURES AS WITNESSES TO THE AGREEMENT.

NIGERIAN PORTS AUTHORITY

Name: Abdullah

Address: NIGERIAN PORTS AUTHORITY
26/28 MARINA, LAGOS

Position: MANAGING DIRECTOR

Sign./Date: 20/05/08

NIGERIAN MARITIME ADMINISTRATION AND SAFETY AGENCY (NIMASA)

Name: E. N. AKIGA - GUSAH

Address: H. BURMA RA
APAPA

Position: DEPUTY DIRECTOR

Sign./Date: E. N. Gusah
20-05-08

[Signature]

APPENDIX A

TONNAGE/UNIT RATES

CARGO TYPE	PRODUCTIVITY PER HOOK PER SHIFT	FORMER RATE (N)	10% INCREAMENT (N)	NEW RATE (N)
Rice & Sugar	180 Tons Per Shift	186.68	18.668	205.348
Chemical	150 Tons per shift	186.68	18.668	205.348
Iron & jumbo	500 Tons per shift	186.68	18.668	205.348
Fish (Frozen)	200 Tons per shift	215.16	21.516	236.676
Vehicles/Cars LoLo RoRo		225.32 160.00	22.532 16.00	247.852 176.00
Fertilizer (Grabbing)	240 Tons Per shift	134.8	13.48	148.28
Cement (Grabbing)	3000 Tons per shift	30.99	3.099	34.089
Cement (Suction)	3000 Tons per shift	30.97	3.097	34.067
Wheat (Suction)	3000 Tons per shift	30.97	3.097	34.067
Liquid Bulk	3000 Tons per shift	30.97	3.097	34.067
Non Mechanized Container	600 Units per shift	799.08/20'L 282.68/20'E 842.71/40'L 295.14/40'E		1,100 (laden) 600 (Empty)

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APPENDIX B

MANNING AND PRODUCTIVITY LEVEL

For General Cargo: (i.e Rice , Sugar, and Fertilizer in Bags). Three (3) Shifts system is advised for eight straight hours.

CARGO TYPE	CRANE OPERATOR	ON BOARD	ASHORE	PRODUCTIVITY PER/HOOK/ SHIFT
Rice & Sugar	3	8	8	180 Tons Per Shift
Chemical	3	8	8	150 Tons per shift
Iron & Jumbo	3	4	4	500 Tons per shift
Fish (Frozen)	3	12	8	200 Tons per shift
Vehicles/Cars	3	4	4	
Fertilizer (Grabbing)	3	2	12	240 Tons Per shift
Cement (Grabbing)	3	2	4	3000 Ton per day
Cement (Suction)	3	Six (6) men Trimming		3000 Ton per day
Wheat (Suction)	3	Six (6) men Trimming		3000 Ton per shift
Non Mechanized (Container)	3	4	4	600 Units per shift

NOTE:

1. For Cement (grabbing) operation, 6 men are booked on extra services when required.
2. Container (Mechanized): It was agreed that whenever container operation is mechanized there shall be a total review of labour requirements for such operation.
3. For Non mechanized container operation, there shall be 4 men lashing/unlashing per hook per shift.
4. Stacking/unstacking - 14 men for 10ft container, 8 men for 20ft container.

Alhassan

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