

Office of
THE PERMANENT SECRETARY
 Ministry of Establishments and Training
 Secretariat, Ibadan, Oyo State of Nigeria

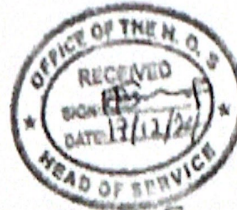
Your Ref No: _____
 All communication on this matter
 should be addressed to the
 Hon. Commissioner quoting **PD2/458/42**

17th December, 2024

Our Ref: _____

CIRCULAR LETTER

- Deputy Governor,
- Secretary to the State Government,
- Chief of Staff,
- Head of Service,
- Deputy Chief of Staff,
- Honourable Commissioners,
- Chairmen of Commissions and Boards,
- Permanent Secretaries/Clerk of the House of Assembly,
- Heads of Extra Ministerial Departments,
- General Managers/ Executive Secretaries.



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Fyi & na.
9/10/25

17-12-24
 2: circulate among the offices in the office
PS info/afp

IMPLEMENTATION OF THE NEW NATIONAL MINIMUM WAGE AND ITS CONSEQUENTIAL ADJUSTMENT IN OYO STATE

1. I humbly refer to the above subject and inform that the State Government and Organized Labour Unions have signed the new minimum wage of ₦80,000.26k {Eighty Thousand Naira, Twenty Six Kobo} and its consequential adjustments for implementation, nominally with effect from 1st July, 2024, but, financially with effect from 1st January, 2025.

2. It should be recalled that the National Minimum Wage Act 2024 inter alia increased the Minimum Wage payable to all workers from ₦30,000.00k to ₦70,000.00k and reduced the period of review of the Minimum Wage from 5 years to 3 years and was signed into law with effect from 1st July 2024, by the President of the Federal Republic of Nigeria, His Excellency, Senator Bola Ahmed Tinubu, GCFR.

3. Going forward, the Executive Governor of Oyo State, His Excellency Engr. Seyi Makinde FNSE, D.Sc, GSSRS, graciously approved the payment of ₦80,000.26k {Eighty Thousand Naira, Twenty Six Kobo} as the recent minimum wage payable to workers in Oyo State in line with the recommendation of the State Public Service Joint Negotiating Council.

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4. The approval was consequent upon series of negotiation and collective bargaining between the two sides of the Negotiating Council, as expressed below, that:

- (i) the new minimum wage payable in the Public Service of Oyo State shall be ₦80,000.26k (Eighty Thousand Naira Twenty Six Kobo) per month as per the table attached;
- (ii) the consequential adjustments of the New Minimum Wage across all the levels and categories of workers in the State Civil/Public Service shall be as per the table attached;
- (iii) the New Minimum Wage salary structure shall be effective nominally from 1st July, 2024, but, financially from 1st January, 2025;
- (iv) the New Minimum Wage based salary structure is applicable to all the Ministries, Departments and Agencies of Government, Local Governments, Parastatals and Primary School Teachers in Oyo State;
- (v) this Agreement shall be re-visited in line with the National Minimum Wage Amendment Act, 2024;
- (vi) the application of the Pay As You Earn (PAYE) Tax system in the State shall be in strict conformity with the extant Tax Laws;
- (vii) all previously approved special and existing allowances should be maintained;
- (viii) the Pension in Oyo State should be reviewed as appropriate;
- (ix) all Public Servants should reciprocate the kind gesture of the Government by being hard-working, honest, loyal and committed to their duties;
- (x) all Ministries and Extra Ministerial Departments should, as a matter of Duty be more aggressive in their revenue generation drive, to significantly improve the internally Generated revenue of the State Government; and
- (xi) towards this agreement, the Negotiating Council noted the efforts and commitments of the State Government in prioritizing the welfare of workers as well as the sacrifices and patriotism of the organized Labour.

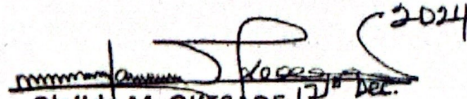
5. This Agreement between the State Government and the Organized Labour Unions on the New Minimum Wage and Consequential Adjustments was concluded today 17th December, 2024.

6. The relevant table for implementation of the approved New National Minimum Wage in Oyo State is attached to this Circular Letter.

7. All enquires arising from the implementation of this Circular Letter should be referred to the Ministry of Establishments and Training for clarification.

8. Thank you.

2024


Olajide M. OKBSADE 17th Dec.
Permanent Secretary
for: Honourable Commissioner