ARTICLE I: - NAME AND TITLE
THE ASSOCIATION SHALL BE KNOWN AND CALLED
NATIONAL ASSOCIATION OF NIGERIA NURSES AND MIDWIVES

ARTICLE II: REGISTERED OFFICE
(a) The National Headquarters shall be situated at the capital of the Federal Republic of Nigeria and its present registered office is at Plot 768, Iktot Ekpene Close, Area Eleven, Garki, Abuja.
(b) In the event of any change in the situation of the registered office of the association, the Registrar of Trade Unions shall be notified without delay in the prescribed form.
(c) The association shall establish, operate and maintain state branches in all the state capitals including the Federal Capital Territory, Abuja.

ARTICLE III: PHILOSOPHY, SPECIAL ORGANIZATIONS, AIMS AND OBJECTS:
(a) Philosophy: - the National Association of Nigeria Nurses and midwives believes in activities which will bring about positive changes required in making nursing profession more responsive to health need of individuals, families and communities. It is the belief of the Association that the broad interest of its members should be protected and well represented before contemporary professions, employers and the public at large. The association believes in continuing education of the nurse and nursing research as a major way of attaining perfection in nursing practice.
(b) Specialist Organizations: - national organizations with nursing interest such as ophthalmic, nurse anesthetists, nurse educators, orthopedic, public health nurses, psychiatric nurses, Peri-operative nurses, Psychiatric nurses, Peri-operative nurses, Nurse Administrators and any other group registered by Nursing and Midwifery council of Nigeria
(c) Aims and Objects: - the aims and objective of the Association shall be as follows:
   i. To organize all registered nurses who are qualified for membership
   ii. To provide a forum or avenue where nurses speak with one voice
   iii. To set and improve the standard of services which the nurses give to the general public
   iv. To improve nursing education at the levels throughout the federation.
   v. To participate in planning, policy-making, and administration of health care delivery services at all levels of government.
   vi. To provide a forum whereby understanding, fellowship and unity can be achieved and maintained, at all times amongst all members of the nursing profession.
vii. To raise the status of the profession, obtained just and proper remuneration, hours of work and other conditions/schemes of service that will enhance the dignity of the profession and generally protect the professional and socio-economic interests of members.

viii. To extend protection: - legal or otherwise to members of the employment/practice of its members.

ix. To seek the interest and act as guardian to other groups within the nursing profession such as the student nurses and the midwives.

x. To uphold the international code of nursing ethics and position statements as enunciated by the international council of nurses (ICN) as well as world health organization (WHO) a they affect nursing practice.

xi. To affiliate with the Nigeria Labour Congress (NLC) and or fraternize with any other relevant international professional organizations with similar aims and objects.

xii. To establish and maintain good relationship with the members of the public, other professions, trade unions, employers and nurses and all the governments of Nigeria.

xiii. To establish and maintain good relationship with nursing colleagues in Africa, commonwealth and other parts of the world.

xiv. To operate benefit schemes for the members as may be decided by the national executive council from time to time.

ARTICLE IV

1. MEMBERSHIP

(a) Membership of the association shall be open to all nurses and midwives registered with the nursing and midwifery council of Nigeria, employed in the services of the federal, state, local government and/or any other institution/establishment whether private or public.

(b) Validity of membership shall depend on regular payment or annual/monthly subscription, levels, loyalty to the association and good behaviour.

2. REGISTRATION

i. A member upon admission shall be enrolled in the association’s nominal register and shall thereupon receive a registration number of the association.

ii. The nominal roll of members shall be kept and maintained at the national secretariat. Each state branch shall keep records of its membership enrolment.

iii. Every applicant for membership shall make his or her application on the prescribed form approved by the national executive council to the secretary of any of the approved branches.

iv. A registered member of the association shall be entitled to a copy of the constitution and membership card. The cost of the constitution shall be 50 kobo (approved by law).

3. MEMBERSHIP RIGHT AND OBLIGATION

i. No nurse or midwife shall be denied of deprived of membership of the association on ground of sex, religion, political beliefs and ethnic origin.

ii. Any aggrieved member shall have the right to appeal to the appropriate organ of the association for redress.

iii. Upon giving seven (7) days notice to the national secretariat, a member shall have access to the account books and nominal roll of members of the association.

iv. A registered member shall pay his/her monthly subscriptions regularly to the purse of the association. He/she shall endeavour at all times to participate fully in the affairs of the association and shall refrain from the
act whatsoever which could bring or expose the association to disrupted, ridicule and public odium

v. The association shall have the right to take disciplinary action against any members whose actions, behaviour and activities are deemed to be inimical and at variance with the aims, objects, aspirations, interest and unity of the association.

vi. Any members so disciplined shall have the right to appeal to the next higher organ of the association up to the level of the national executive council. Members shall have the right to appeal to the national delegates conference in session if they are not satisfied with the decision of the national executive council.

vii. Any member who has been convicted of any of the offences mentioned hereunder shall not hold any office in any capacity in this association.

a. The offences mentioned in the schedule of the parliament (section 13 (1) trade unions acts CAP 437, 1990) whether convicted before or after the commencement of the act and any other relevant decrees or labour laws.

b. Any offence under section 47 or 48 of trade unions act CAP 437 of 1990 and any other relevant enactment shall be disqualified from hold office as an official of a trade union during the period of disqualification prescribed in the laws.

viii. No suspended or expelled member of the association or who resign his/her membership or who for some reasons forfeits his/her right of membership shall have any claims to the assets and services of the association.

4. WITHDRAWAL OF MEMBERSHIP

(a) A member may withdraw his or her membership any time by giving a written notice to the secretary of his/her own branch/chapter who shall duly notify the state and national secretariat. He/she shall pay all outstanding arrears owned to the association. He/she be reinstated to membership upon payment of all arrears since the date of withdrawal. This is also applicable in branches where check – off system may not be in operation.

(b) A member may be expelled from the association on grounds of professional misconduct or conduct prejudicial to aims and objects of the association.

(c) A member whose name ahs been removed from the register of the nursing and midwifery council of Nigeria unless otherwise reinstated shall cease to be a member.

ARTICLE V: - FINANCE

1. DUES AND SUBSCRIPTIONS

(a) Every member of the association shall pay monthly check-off dues of 3% of monthly basic salary out of which 1% is professional fees and 2% actual check-off dues.

(b) Any member of the association who is in arrears of his/her subscriptions for more than three months shall forfeit his/her right to membership but may be reinstated on application to the state secretary after full payment of his/her outstanding arrears of subscriptions.

(c) The national executive council of the association shall have the power to review the existing rates of check-off dues from time to time and shall submit same to the national delegates conference in session for ratification.

(d) The state chairman and state secretary shall be responsible for collection of check-off dues from all employers and deposit same into the national account in the state and inform the financial officers for their record.
(e) Any breach of sub-section (d) above for a consecutive period of three months, shall lead to the suspension of the state chairman and full time state secretary by the national executive council-in-session after the investigation and proof of collection.

(f) All information about the collection and remittance of check-off dues, subscription and levies shall be made available to the state financial secretary and treasurer for their records.

(g) The state treasurer and financial secretary shall produce records of check-off dues, levies, subscriptions etc, upon demand by the state or national board of trustees without prejudice to functions of auditors.

2. LEVIES

(a) The national executive council or the national delegates conference-in-session may, if it considers it necessary impose levy on all members of the association for a specific project.

(b) Such levies shall not prejudice/invalidate in any way or form article V 1 (a) of this constitution.

(c) Levies shall be collected by the appropriate authority in charge of the state and shall be forwarded in full to the national headquarters which reserves the right to expand or disburse the fund as specified and approved.

(d) The state shall inform the national secretariat for approval of any levy imposed on the members of specific project and must render accents to the national secretariat.

3. DUES TO AFFILIATE ORGANIZATION

(a) Dues Payable to International Council of Nurses. Dues for active membership of international organizations shall be paid by the national treasurer to the international council of nurses or other international bodies by 31st January of every year. The national executive council and all the state branches may keep separate accounts to enable delegates to attend the international council of nurses, quadrennial congress and other international conference.

(b) Dues to Nigeria labor congress. Affiliate dues for active membership of the Nigeria labour congress shall be paid by the national treasure to the congress every month.

ARTICLE VI – BANKERS.

1. The accounts of the national association of Nigeria nurses and midwives shall be maintained in reputable banks approved by the national executive council of the association from time to time.

2. Each state chapter of the association shall maintain its accounts in reputable banks approved by the state executive council.

3. National account shall be fully established and maintained in all states of the federation and Abuja subject to review by the national executive council from time to time.

ARTICLE VII- AUDITORS.

The national executive council shall appoint an external auditor approved by the registrar of trade unions to audit the as account annually. The audited accounts shall be kept in proper form by the national treasurer of the association and shall be submitted to the national executive council, national quadrennial delegates conference in session and to the registrar of trade unions in accordance with the provision of the trade unions act.

ARTICLE VIII- FUNDS AND PROPERTY OF THE ASSOCIATION.

(a) The funds and properties of the association at all levels shall belong to the national association of Nigeria nurses and midwives and nothing in this constitution shall prejudice the right of the national executive council or national trustees of the association from
instituting action to recover any funds or property of the association from any person or group of persons as and when necessary.
(b) All the properties acquired for the association at all levels and in whoever custody and of whatever nature shall belong to the association and shall be safety kept and controlled by the national ad state board of trustees.
(c) The funds of the association shall be used for attaining the aims, goals, aspirations and objects of the association as contained in this constitution.
(d) The main source of funds of the association shall be check-off dues, subscriptions, levies and funds derived from social and economic ventures.
(e) The fund of the association shall be allocated as follows:
i. National Secretariat. 50%
ii. State Branch 30%
iii. Unit Branch 20%
iv. NLC contribution- the Nigeria labour congress contribution of 50 kobo per member shall be paid by the national secretariat.

ARTICLE IX – CONSTITUTION AND GOVERNMENT:
(a) This document as it may be amended from time to time and approved by the registrar of trade unions shall be known and referred to as the" constitution of the association"
(b) Any amendment to the constitution shall be in strict compliance with the provisions of article xxvi of this constitution.
(c) Subject to the overriding interest and authority of this constitution, a state conference shall have the power to make bye-laws for the smooth running and conduct of its internal affairs provided such bye-laws are not at variance with any provisions of this constitution.
(d) All bye-laws made by state conference shall be submitted to the general secretary of the association for the approval of the national executive council shall not take effect.
(e) Any bye-laws which contradicts, violates, deviates from, or is at variance with the provisions of this constitution or the decision and polices of the national executive council or trade unions act shall to that extent be null and void and of no effect whatsoever.
(f) A member shall have the right to initiate or institute action at his own expense to challenge any breach of the provisions of this constitution.

2. THE GOVERNING ORGS OF THE ASSOCIATION.
The government of the associations union shall be vested in the following organs of the association
(a). National Delegates Conference.
(b). National Executive Council.
(c). National Administrative Council.
(d). State Delegates Conference.
(e). State Executive Council.
(h) Unit Branch Council.

ARTICLE X
1. NATIONAL DELEGATES CONFERENCE.
(a) The supreme authority of the association shall be vested in the National Delegates Conference.
(b) The national delegates conference shall be held every four years and venue as the previous national delegates conference or the national executive council shall decide.
(c) The national executive council shall have the power to postpone the holding of the national delegates conference for a period not exceeding three months beyond the conference year provided that such postponement shall be approved by at least two-third of the members of the national executive council.
2. **SPECIAL DELEGATES CONFERENCE\OTHER CONFERENCE.**

   (a) A special delegate conference shall be held to resolve matters of special interest to the association at such time and place as the national executive council may decide.

   (b) Other ad-hoc conference may be held from time to time at the discretion of the national council

3. **NATIONAL \ SPECIAL DELEGATES CONFERENCES.**

   The National Special delegates Conference shall be composed of the following:

   (a) Members of the National Executive Council.

   (b) Accredited delegates from the state/unit branches and federal Capital Territory, Abuja.

   (c) Special Delegates from the specialist association recognized by the National Executive Council.

   (d) Representatives of the National Student Nurses and Midwives Association who shall attend the conference as observers only.

   (e) Representation of delegates at the various conferences shall be based on paid up membership strength as follows:

   (i) National Delegates Conference

   - less than 50 members: 1 delegate
   - 50-99 members: 2 delegates
   - 100-200 members: 3 delegates
   - 201-300 members: 4 delegates
   - 301 and above: 5 delegates

   (ii) State conference:

   - less than 50 members: 2 delegates
   - 50-99 member: 3 delegates
   - 100-200 members: 4 delegates
   - 201-300 members: 5 delegates
   - 301 and above: 6 delegates

   (f) Unit branch elections shall be by general meeting of all members or a simple majority of all the members in a unit branch

4. **ELECTION OF DELEGATES TO NATIONAL/STATES DELEGATES CONFERENCE**

   i. To be eligible for election as a delegate to national/state conferences, a candidate and the branch must be in good financial standing in the association and shall not be in arrears of subscriptions for more than three months. The candidates shall be expected to have been actively involved in the affairs and activities of the association for a period not below two years?

   ii. Accredited delegates to the National/state Conference shall be elected at a branch general meeting, thus having the mandate of majority of the members of the branch.

   iii. The names/list of accredited delegates form each branch shall be forwarded by the general secretary to reach him not later than two months to the date of the conference.

   iv. Notice of State Conferences shall reach the members not later than three months before the conference.

5. **BUSINESS OF THE NATIONAL DELEGATES CONFERENCE**

   Items for inclusion on the agenda of the National Delegates conference form whatever source or branches, shall be forwarded to the General Secretary not later than two months before the conference.
ii. The National Administrative council shall have the power to propose the items to be included on the agenda and the order of priority subject to the approval of the National Executive council.

iii. The president shall preside over the conference and in his/her absence the Deputy president or in the absence of the deputy president any of the Vice presidents on the recommendation of the National Executive Council.

iv. Any member or person not being a delegate or an accredited official of the Association or a duly invited guest by the Association shall not be allowed to attend the conference or take part in its proceedings.

v. The conference shall receive reports from the National Executive council review the past activities of the Association plan for the future consider all maters on the conference agenda and any other policy issues affecting the nursing profession and nurses generally.

vi. The conference shall have the power to amend rescind and or add to any article of the rules in the constitution of the Association in accordance with the provision of this constitution.

vii. The conference shall receive and deliberate on the audited accounts of the Association from the national Executive council.

viii. The Conference shall ratify the appointment of newly appointed General Secretary.

ix. The conference shall deliberate on any other matter of interest to the Association or the working class in general provided the National Executive council has approved the matter for deliberation by the conference in session.

x. The general Secretary and other full time officers of the association who are accredited officials to the conference shall have the right to speak and participate fully at any Conference but shall not have the right to nominate or vote for candidates.

xi. Election of national officers shall take place during the National Delegates conference.

ARTICLE XI – THE NATIONAL EXECUTIVE COUNCIL.

i. The Association shall be administered in – between National delegates conferences by the national executive council in accordance with the constitution.

ii. The national executive council shall meet thrice every year on the date and venue to be decided by the previous meeting of national executive council or by the national administrative council.

iii. The national executive council shall consist of the following:
   a. All elected national officers of the association.
   b. Chairmen of state executive councils
   c. One representative form each of the specialist group.
   d. Secretaries in the national and state secretariats, who shall have no voting rights.

iv. An extra – ordinary/emergency meeting of the National Executive council may be convened on the directive of the National Administrative council or on the written demand of at least two thirds of the existing states Executive councils including federal capital territory, Abuja branch. In the circumstance the national administrative council shall be compelled to convene such and extraordinary/emergency meeting within fourteen (14) days of the receipt of a written demand for such a meeting.

v. Items for inclusion on the agenda of the council from the state executive council or any other organ or member of the association shall be forwarded to the general secretary to reach him not later than 60 days before the meeting of the council.

vi. The National Administrative council shall have the power to determine the items to be included on the agenda of the national executive council.

vii. The president shall preside over the meeting and in his absence the deputy president or any of the vice presidents.

viii. It shall be the duty of the National executive council to undertake the following:
   a. Guide and further the interest of members of the Association.
b. Implement policies determined by the National delegates conference.

c. Interpret the constitution of the Association and ensure strict observance of the rules by the members and various organs of the Association.

d. Safeguard the funds of the Association.

e. Discipline any erring member of staff or organs of the Association.

f. Approve the execution of capital projects.

g. Act on all matter referred to it by the national Administrative council and state executive councils.

h. Approve the budget and supplementary estimates of the association.

i. Provide necessary policy guidelines on operation of cafeteria housing schemes co-operative thrift, consumer shops etc.

j. Fill vacancies arising from resignation termination ill health and death of elected or appointed officers.

x. The decision taken on any matter discussed at the National Executive council shall be determined by consensus or by majority vote of member cast in secret ballot or by show of hands.

xi. No member of the council shall be entitled to take part in any discussion or vote on any matter in which he/she is personally affected.

xii. The national Executive council shall be responsible for the appointment of the general secretary of the association subject to ratification by National Delegates Conference.

xiii. The National executive council shall have the power to carry out inquiry and investigation into the activities and functions of the association at all levels and shall take such actions as it deems fit and necessary for the proper and effective administration of the affected organs of the Association.

xiv. The National Executive council shall have the power to appoint standing committees permanent commissions or any other ad – hoc committee as may be deemed fit for the proper functioning of the Association.

xv. The Nation executive council shall receive consider and resolve reports on the association’s finances and related issues from various committees and commissions of the Association.

xvi. Resolution and decisions of the council shall be binding on all officers members and lower organs of the Association.

xvii. The National executive council shall have the power to suspend dissolve any erring state Executive council and in case of a dissolution a caretaker committee shall be appointed to administer the state council and also organize election within six weeks of dissolution in accordance with the relevant provisions of the constitution.

ARTICLE XII – NATIONAL ADMINISTRATIVE COUNCIL.

i. There shall be a National Administrative council which shall consist of all National elected officers the general secretary. The deputy general secretary and all head of department of the national secretariat.

ii. The National Administrative council shall in between meetings of the national executive council administer the association and perform all functions as may be directed by the national executive council.

iii. The National administrative council shall meet quarterly and shall receive income and expenditure reports from the National board of Trustees and ensure that the financial and national budget are adhered to.

iv. The National administrative council shall ensure the implementation of all the decisions of other higher organs of the association.

v. The National administrative council shall make recommendations to the national executive council on all issues and shall convene the meetings of the organ in accordance with relevant provisions of this constitution.

ARTICLE XIII – STATE DELEGATES CONFERENCE
i. All state branches of the association including the federal capital territory, Abuja shall hold state delegates conference every four years as and when directed by the National Executive council.

ii. Delegates to the conference shall be drawn from all financial unit branches of the Association.

iii. Branch delegates shall be determined in accordance with article x(3) (e) (ii) of this constitution.

iv. All members of the state executive council and the National executive council within the state shall be delegates to the conference.

v. The National secretariat shall give notice of the conference and guidelines for election to all state branches at least two months before the conference.

vi. Items for inclusion on the agenda of the state conference from branches or individual members shall be forwarded to the state secretary to reach him not later than four weeks before the conference.

vii. The state Executive council shall have the power to determine the items to be included on the agenda and the order of priority.

viii. The agenda of the conference shall be forwarded to the branches not later than two weeks before the conference.

ix. The state chairman shall preside over the state conference and in his absence the state vice – chairman or in the absence of both of them any other member nominated on the recommendation of the state executive council and ratified by minority votes of delegates to the conference provided that such a member shall not be a full time officer of the association.

x. Any person who is not a delegate or accredited official of the association or a duly invited guest shall not be allowed to attend the conference or take part in its proceedings.

6. BUSINESS OF THE STATE DELEGATES CONFERENCE

i. The business of the state delegates conference shall be as follows:

   a. Consideration and determination of policy matters and issues affecting the members of the state branch of the Association.

   b. Consideration and approval of reports from the state executive council.

   c. Consideration of other matter on the agenda including dissolution of the state executive council election of state officers and reconstitution of the state executive and administrative councils.

ii. All full time officers of the association who are accredited to attend the conference shall have the right to speak contribute and participate fully in the deliberation of the conference but hall not have the right to vote.

SPECIAL STATE DELEGATES CONFERENCE:
The state Executive council or two – third of the branches within the state may demand for a special delegates conference. In the event of such demand/ the state executive council shall convene such special conference within sixty (60) days of receipt of such demand.

ARTICLE XIV – STATE EXECUTIVE COUNCIL:

i. The state executive council shall administer the state branch of the association in between state Delegates conference.

ii. The state executive council shall consist of the following:

   a. All elected state officers. 

   b. State secretary.

   c. Chairmen an secretaries of all recognized unit branches within the state.

iii. It shall be the duty of the council to co – ordinate the activities of the branches in its jurisdiction serve as effective link between the branch and others as well as between the state and the national headquarters promote co- operation among branches and ensure
that the association’s policies and directives are widely known understood and implemented.

iv. The state executive council shall hold its regular meetings every quarter. Meetings shall be convened by its state secretary in consultation with the state chairman.

v. The state executive council shall debate and resolve reports from the state administrative council state officers and any other committee which shall be presented to it.

vi. Emergency meetings may be summoned as and when necessary by the state secretary in consultation with the state Chairman.

vii. The state executive council shall consider and approve the annual budget.

viii. The state executive council shall fill any vacancies in the state executive and administrative councils in accordance with the provision of the constitution.

ix. The state executive council shall have the power to carry out inquiries and investigation into the activities and finances of the state administrative council state board of trustees unit branches committees in the state and shall so take such action and decision as it may deem fit proper and expedient provided that such action or decisions shall not violate any of the provisions of the constitution and the decision and policies of the national executive council.

x. All decisions at the state executive council that are consistent with the provisions of the constitution and which do not undermined or violate the decisions and policies of the national executive council shall be binding on all officers members and lower organs of the association in the state.

xi. The state executive shall have the power to dissolve unit council when the need arises.

ARTICLE XV – STATE ADMINISTRATIVE COUNCIL

i. The state administrative council shall administer the state branch of the association in between meetings of the state executive council and shall consist of the following:
   a. All state elected officers
   b. State secretary

ii. The state administrative council shall derive its powers from the state executive council and shall be responsible to it for the effective administration of the association in the state.

iii. It shall ensure that the finances and budget of the state branch of the association are properly managed and judiciously accounted for.

iv. It shall make recommendations to the state executive council and all matters affecting the state branches as well as carry out decisions and directives of the state executive council and that of the national organ of the association.

v. It shall meet at least once a month.

vi. It shall receive for consideration monthly income and expenditure reports from the state board of trustees and shall ensure that the association’s policies and state budgets are strictly adhered to.

vii. It shall prepare the state annual budget for the consideration of the state executive council.

ARTICLE XVI – QUADRENNIAL SPECIAL UNIT BRANCH GENERAL MEETING

i. All unit branches of the association shall hold general meeting monthly.

ii. The unit branchy general meeting shall receive reports debate and resolve on the branch councils and officers reports including financial reports.

iii. A Quadrennial unit branch general meeting shall be convened with the approval of state administrative council for the purpose of dissolving or electing new branch council.

iv. Tow – third of the total members of the unit branch shall form a quorum at such special general unit branch shall form a half of total membership can demand for a special unit branch general meeting. The state council shall be obliged to convene such a meeting within two weeks.
v. Any hospital clinic or any other health institution or combination thereof with a minimum of 20 members may form a unit branch of the association subject to the approval of the national executive council.

vi. Regular meetings of the branch council shall be held at least monthly and shall be convened by its secretary in collaboration with the chairman.

vii. It shall be the business of the branch council to provide leadership at the unit levels in the affairs of the association. The branch council shall compile and keep accurate and up to date nominal roll of members at unit level and shall send quarterly copies to the state secretariat for compilation and transmission of same to the national secretariat.

viii. The branch council shall ensure effective management of the unit branches and strict adherence and compliance with the decisions and directives form the state and national organs of same to the association.

ix. The branch council shall handle all local matters affecting members of the branch and shall report delicate issues beyond their control to the state secretariat for necessary redress.

ARTICLE XVII – 1 ELECTED NATIONAL OFFICERS OF THE ASSOCIATION AND THEIR DUTIES.
The association shall elect national officers at each national delegates conference to administer the association. The elected national officers of the association are as follows:

a. The national president
b. Deputy president
c. Three Vice presidents
d. The National Treasurer
e. The National financial secretary
f. Two National internal Auditors.

2. FUNCTIONS OF ELECTED NATIONAL OFFICERS:
   
   (a) National President: - The National president shall be the head of the Association. He shall be the chairman of the National Executive council, National administrative council finance and planning committee, Quadrennial National delegates conference and shall preside at all meetings of the above mentioned organs and committees of the association. The president shall be one of the signatories to the association’s back accounts and a member of the national board of Trustees.
   
   (b) Deputy President: - The Deputy president shall assist the National president and shall preside at meetings and assume functions of the president during his or her absence. The deputy president shall also perform any function as may be assigned to him/her by the national president and the National Executive Council.
   
   (c) Vice Presidents: - The association shall have three (3) vice presidents who shall assist the National president in the effective performance of his duties. The vice presidents shall preside at meetings and also perform the duties of the national president in the absence of both national president and deputy president. Each of them shall perform other duties assigned to them by the National president or the National executive council.
   
   (d) National Treasurer: - The National treasurer shall undertake the following function:
   
   i. Receive all dues and revenue accruing to the association from the financial secretary and shall ensure regular deposit of such monies to the bank (s) approved by the association.
   
   ii. Keep accounts/records of all payments made by the association and give financial reports at meetings of the National executive council national administrative council and the Quadrennial national delegates conference.
iii. Render annual accounts prepare a balance sheet and make other financial returns to the registrar of trade unions in conjunction with other appropriate official of the association and a member of national board of trustees.

iv. Be one of the signatories to the association’s bank accounts.

(e) National Financial Secretary
b. Hand over all monies collected to the treasure for all monies collected on behalf of the association.
c. Hand over all monies collected to the treasure for banking without delay.
d. Be one of the signatories to the association’s bank accounts.
e. The financial secretary shall be the secretary to the National board of trustees.

(f) National Internal Auditors: - The national internal Auditors shall audit the association's account annually. The association’s account shall also be audited annually by the external auditor approved by the registrar of trade unions. The auditors shall submit their reports to the national delegates conference in session.

ARTICLE XVII – THE STATE ELECTED OFFICERS AND THEIR DUTIES
1. The state branch of the association shall elect officers during their state quadrennial delegates conference for the effective administration of the state branch of the association. The officer to be elected shall be as follows:
   a. The state chairman
   b. The state vice chairman
   c. The state treasurer
   d. The state financial secretary
   e. The state internal auditors
   f. The public relations officer

2 FUNCTION OF ELECTED STATE OFFICERS
   (a) The State Chairman:
      The state chairman shall:
      i. Be the political Head of the association in the state
      ii. Preside over all state conference and meetings.
      iii. Be responsible for proper conduct of business at all meetings.
      iv. Uphold the provisions of the Association’s constitution superintend the state Administrative council and the board of trustees.
      v. In his/her capacity as a member of the National executive council attend all the meeting of the National executive council.
      vi. Be signatory to the state bank account.
   (b) The State Vice Chairman: - The state vice chairman shall:
      i. Assist the chairman in the effective administration of the state branch of the association.
      ii. Undertake the function of the chairman during his absence.
      iii. Uphold the provisions of the constitution.
   (c) The State Treasurer: - The state treasurer shall:
      i. Receive all monies accruing to the state branch and cause same to be deposited in the state branch account within two day.
      ii. Keep with him/her an impress account of amount not exceeding N2,000.00 at any time disburse same on signed requisition duly countersigned by the state chairmen and keep an impress account book.
      iii. Pay out only monies authorized by the state administrative council in keeping with the provisions of the state annual budget and
also ensure that the purpose of the expenditure has been clearly stated in the duly signed vouchers by the state chairman.
iv. Be accountable to the state executive council state Administrative council and state board of trustees.
v. Issue receipts in the name of the association in respect of money paid to hem/her for and on behalf of the association.
vi. Prepare or be directed to prepare by the state administrative council an annual return of accounts audited by an auditor approved by the registrar of trade unions and cause a copy of the said audited account to be forwarded to the general secretary.
vii. Submit full financial reports and authentic accounts of the funds of the association to the state delegates conference or the state executive council meeting or when requested to do so by the state administrative council.
viii. Prepare in a prescribed form proved by the national executive council monthly statement of account showing all monies and within the month monthly payment of rebates to unit branches and monthly statement of account to be submitted to the national secretariat.
ix. Be a signatory to the state bank accounts.

(d) The State Financial Secretary: - The state financial secretary shall:
i. Serve as the secretary to the board of trustees.
ii. In consultation with the state chairman convene meetings of the state board of trustees on behalf of the state secretary.
iii. Assist the state treasurer in performance of his/her functions.
iv. Be one of the signatories to the state bank account.

(e) State Internal Auditors: - The state internal auditors shall audit the association’s account twice in a year provided that the association’s account shall also be audited annually by external auditors approved by the registrar of trade unions. They shall submit their reports to the state delegates conference.

(f) Public Relation Officer: - The public relation officer shall assist the full time secretary in the state perform the following function:
i. To organize conferences seminars and other educational programmes of members.
ii. To act as liaison between members branches and the public.
iii. To perform other public relations matters as may be assigned by state executive council or state chairmen form time to time.

ARTICLE XIX THE UNIT BRANCH ELECTED OFFICERS AND THEIR FUNCTIONS.
The unit branch of the association shall elect officers during their special branch general meeting for the effective administration of the unit branch of the association. The elected officers of the unit branch shall be as follows:
a. The branch chairman
b. The branch vice - chairman
c. The branch treasurer
d. The branch financial secretary
e. Two branch internal auditors
f. The public relations officer
g. The unit secretary.

FUNCTIONS OF THE UNIT BRANCH ELECTED OFFICERS
The functions of the unit branch officers shall be the same as those of the state elected office in Article XVIII (2) above but their operation shall be limited in scope to the unit branch level.

ARTICLE XX NATIONAL REGISTERED BOARD OF TRUSTEES COMPOSITION
1. The national board of trustees shall consist of the National president deputy National president general secretary National treasurer national financial secretary and deputy general secretary.

2. DUTIES OF THE NATIONAL BOARD OF TRUSTEES
   a. The National board of trustee shall oversee all real and personal estate and whatever belongs to the association as may be directed by the National executive council. The board shall submit not later then march of each year all books of accounts of the association to the duly appointed auditor approved by the registrar of trade unions for auditing of the accounts of the association.
   b. The board shall meet every three months and shall submit income and expenditure reports to the quarterly meeting of the national administrative council.
   c. The board shall open accounts in the name of the association on the instruction of the national executive council.
   d. All properties of the association freehold or leasehold and other interest in land acquired for the use and benefit of the association shall be vested on the national board of trustees.
   e. The National board of trustees shall deal with the properties of the association as directed be the national executive council.
   f. In the event of death, resignation or removal of a national trustee the national executive council shall meet to appoint a successor to fill the vacant position for the remaining tenure of office.
   g. Members of the National board of trustees shall be known as “the registered trustees of the national association of Nigeria Nurses & Midwives”
   h. A trustee shall hold office at the pleasure of the Association, but a trustee shall cease to hold office if he/she resigns or leaves his/her office or becomes medically unfit or ceases to be a member of the Association or is convicted of a criminal offence by a court of competent jurisdiction or ceases to reside in Nigeria.

ARTICLE XXI – STATE BOARD OF TRUSTEES
1. COMPOSITION
   The state board of trustees shall consist of the state chairman state vice chairman the full time state secretary and the financial secretary.

2. Duties of the State Board of Trustees
   a. The state board of trustees shall open bank accounts on the instruction of the state executive council in the name of the association.
   b. The state board of trustees shall meet every month and shall submit to the state administrative council monthly income and expenditure reports.
   c. All chaques and instructions for withdrawing money from the bank shall be signed by three members of the board of trustees who shall be the state chairman the state treasurer and the state financial secretary. Any two of three can sign for withdrawal.
   d. The state board of trustees shall remit monthly to the association national headquarters the percentage of dues as contained in article VII (e) of this constitution.
   e. The state board of trustees shall be accountable to the state executive council and state administrative council.
   f. The state trustees shall submit the books of accounts of the association for auditing in the month of January.
   g. The state board of trustees shall submit through the state administrative council financial reports for the state executive council.

ARTICLE XXII – COMMON SEAL
i. The association shall have a common seal as approved by the national executive council. The seal shall be kept in the custody of the general secretary.

ii. All documents to be executed by the trustees shall be signed by each of them and sealed with the common seal.

iii. If the certificates of occupancy is granted the trustees shall have the power to accept and hold in trust all land belonging to the association and to acquire land on its behalf subject to such conditions as the government may impose from time to time.

**ARTICLE XXII – DUTIES OF THE FULL TIME APPOINTED OFFICERS**

**1. GENERAL SECRETARY**

The general secretary shall:

a. Co-ordinate and supervise all the departments and activities of the association.

b. Be responsible of the proper handling of all correspondences, keeping of all books, documents and other papers of the Association.

c. Organize the national secretariat and ensure the proper and effective functioning of all the administrative machinery of the association.

d. In consultation with the national president convene meetings of the national administrative council and nation executive council.

e. On the directive of the National administrative council convene meetings of the national executive council.

f. Keep accurate minutes and records of meetings of the quadrennial national delegates conference the national executive council and the national administrative council.

g. Attend the Quadrennial national delegates conference meetings of the national executive council national administrative council the board of trustees and other meetings as may be directed the national executive council.

h. Prepare and submit to the national executive council on behalf of the national administrative council reports on all programmes of the association including policy proposals.

i. Be responsible for the preparation and execution of the association programmes for membership enlightenment, education and mobilization as may be directed by the national executive council.

j. Be responsible for preparation and conduct of election into various organs of the association at all levels in keeping with the provision of the constitution.

k. Be responsible for the preparation and conduct of collective bargaining negotiation deputation and representation etc with employers on behalf of the association.

l. Be responsible for the proper co-ordination organization and functioning of all organs of the association and also provide expert data and information that will guide the various organs in their deliberation and decision making.

m. Consult with the national president and other national officers of the association regularly on matters of interest affecting the entire association.

n. Communicate regularly and adequately with all organs and members of the association on all matters of interest affecting the entire association.

o. Faithfully carry out the decisions of the quadrennial national delegates conference national executive council and the national administrative council.

p. Ensure proper annual financial returns and audited accounts from all state branches of the association.

q. Implement all business and policies of the association supervise and direct all paid officers and staff of the association in accordance with the provisions of the constitution and the condition of service of the association.
s. Compile or cause to be compiled and up to date nominal roll of all members of the association showing relevant details on receipt of nominal rolls from all the state branches of the association.

2. **DEPUTY GENERAL SECRETARIES PRINCIPAL/SeniOR ASSISTANT GENERAL SECRETARIES ASSIGNED TO NATIONAL SECRETARIAT**
   The about officers shall assist the general secretary in the execution of the day-to-day functions of the association.

3. **FULL TIME SECRETARIES IN THE STATES**
   The full time state secretary shall:
   a. Be the administrative head of the state secretariat,
   b. Organized and co-ordinate all the unit branches in the state
   c. Conduct all the business of the association in the state in accordance with the constitution of the association
   d. Collect and remit check-off dues in accordance with the provision of the constitution
   e. Record minutes of meetings of state conference, state executive council and state administrative council,
   f. In consultation with the state chairman convince meetings of the state administrative council convene meeting of the state executive council
   g. Ensure quarterly compilation of nominal roll of members by unit branches which he will collect, collate and forward to the national headquarters;
   h. In consultation with the state chairman have regular communication with all unit branches and ensure that all members and organs in the state are adequately coordinated and informed on matters of interest to the association

4. **DUTIES OF GENERAL SECRETARY AND OTHER STAFF**
   Not with stand the purpose for which any of the mentioned officers may be employed, they shall all perform such duties as may be directed by the leadership of the association at the national and state levels. They shall be responsible to association administrative head to the association at each level.

5. **STAFF EMOLUMENT**
   a. Staff emoluments shall be as contained in the condition of service of the association and as may be reviewed from time to time.
   b. All national appointed officers shall draw their emoluments from the head quarters of the association while state appointed staff shall draw their emoluments from the state branch provided that the state secretary and typist notionally appointed.

**ARTICLE XXIV: TENURE OF OFFICE AND CONDUCT OF ELECTIONS**
   a. The tenure of office of any national, state or unit elected officer shall not exceed four years of maximum, of two terms provided that dissolution take place before seeking re-election
   b. Paid officials shall hold office at the pleasure of the association
   c. Elected into office at all level of the association shall be by secret ballot. There shall not be more that there nominated members for each of the elective offices.
   d. The nomination of a members shall be made two months before a notional/state delegates conferences. Nomination for election shall be by a financial member and shall be supported by two other financial members. The candidate shall give his/her consent by signing the nomination paper. The candidate and sponsor must each posses a members card
   e. No officer shall continue in office at the expiration of his/her tenure of office. In the event of a vacant office at the national executive council, state or unit executive council,
the general/state secretary in consolation with the national president/state chairman concerned shall summon a meeting of the appropriate organ of the association to fill the vacant office and the same of the newly elected officer shall be sent to the national headquarters of the association for record purposes.

f. No officer shall hold two post in the association at the same time either at national, state or unit level.

ARTICLE XXV: QUORUM
A quorum shall be two-third of the total membership of any organ of the association. No business of the association shall be transacted in any meeting unless a quorum has been formed.

ARTICLE XXVI: AMENDMENTS
The constitution shall be amended at any quadrennial national delegates conference of the association.

a. A proposed amendment of the constitution shall be submitted in writing by a unit branch through a state branch to the national executive council at any of its regular meetings. Such an amendment must be received at the national secretariat not later than three months before the conference.

b. The national secretariat on receipt of the amendment shall send copies to the state branches of the association for comments. The amendments together with comments shall be forwarded to the national secretariat for review by an adhoc committee. The revised constitution will in turn be circulated to states for further comments. The final review will be presented to the national executive council in session before the national delegates conference.

c. The amended constitution can only be adopted by the national delegates conference in session.

d. No new rules shall be made or any of their provisions of this constitution altered, amended, or rescinded in any form whatsoever unless agree to by simple majority vote cast in secret ballot at the quadrennial national delegate conference-in-session.

e. Any alterations or amendments to this constitution shall not be valid until they have been registered and approved by the registrar of trade unions.

ARTICLE XXVII: POLITICAL ACTIVITIES

a. The funds of the association shall not be applied directly or through any other union, association or body or in any indirect manner to the furtherance of any political objectives.

b. The political activities of any members shall be his own personal and private affairs and no person, officer or member of the association shall be a paid employee of the association during the period of his political appointment.

ARTICLE XXVIII INDUSTRIAL DISPUTES

a. In the event of any industrial dispute arising between members and their employees, such members shall notify the branch secretary who in turn shall inform the state secretary. The state secretary shall in turn notify the general secretary for necessary directives.

b. Statutory procedures as prescribed in the trade disputes act shall be followed in the settlement of any trade dispute. In this regard, the unit executive council and the state executive council shall be fully involved in the settlement of disputes arising at local and state levels.

c. In any event, no strike action shall take place unless approved by the national executive council.

ARTICLE XXIX: LEGAL PROTECTION
Although the association may seek government assistance and protection to all her nursing/midwifery staff during the course of their duties, the national executive council shall have the power to provide legal advice and assistance for any members whose contribution to
the association is up to date on any matter connected with his/her terms and conditions of employment or professional matter in which the members may be involved. No member shall be provided with legal assistance in proven cases of dishonesty, fraud, criminal acts or gross negligence of duties.

ARTICLE XXX THE NATIONAL STANDING COMMITTEE

a. The association shall have five standing committees each of which shall consist of eleven members. The standing committees shall be as follows:
   i. Planning and finance committee
   ii. Nursing education, standard and research committee
   iii. Publicity and publications committee
   iv. Socio-economic welfare committee
   v. Disciplinary committee

b. Membership and composition: - all standing committee shall be composed of active members of the association

c. General duties of standing committees: - All standing committee shall assume such duties as are assigned to them by the national executive council and as specified in the constitution. They shall submit report of their activities of the national executive council from time to time.

   i. Planning and finance committee: -
      (a) This committee shall include the national trustees of the association
      (b) It shall prepare a budget for the year, advise as to the expenditure of funds and report same to the national executive council,
      (c) It shall help in the planning of future development of the association

   ii. Nursing education, research and standard committee: it shall be the responsibility of the committee to find ways and means of improving nursing education, standard and services in Nigeria. it shall also promote research in nursing education and nursing services

   iii. Public and publication committee: - the committee shall assist and advise the publicity secretary, the editor and the editorial board of the association in respect of the all the publications undertaken by the association.

   iv. Socio-economic welfare committee: -
      (a) The committee shall be responsible for finding solution to all socio-economic problems of the association
      (b) It shall give effective directive or advice to members on socio-economic problems that may face the association from time or time. This shall include salaries, allowances, hour of duty for all categories of nurses and midwives
      (c) It shall plan and executive emergency programmes that are in the best interest of the association
      (d) It shall advice and provide legal protection to the members

   v. Disciplinary committee:
      (a) It shall be responsible for al disciplinary matters affecting members and organs of the association
      (b) It shall take necessary decisions on any disciplinary action referred to it.

ARTICLE XXXI: ZONES OF THE ASSOCIATION

The association shall be divided into five zones as follows:

Zone A: Abia, Enugu, Anambra, Imo, Cross-River, Rivers Akwa Ibom, Bayelsa and Ebonyi State

Zone B: Lagos and Ogun State
Zone C: Edo, Delta, Osu, Ondo, Oyo, Kwara and Ekiti States
Zone D: Jigawa, Niger, Kebbi, Katsina, Kaduna, Kano, Sokoto Zamfara and Abuja F.C.T
Zone E: Bauchi, Benue, Adamawa, Taraba, Plateau, Yobe, Kogi, Borno, Nasarrawa and Gombe States.

ARTICLE XXXII: MISCELLANEOUS
i. Subject to the provisions of the law, members of the union shall not take part in a strike or interfere with the flow of goods and services in their undertakings without the express approval of the national headquarters. Members of the union shall not take part in a strike unless a majority of the members have in a secret ballot voted in favour of the strike.
ii. In deciding whether to authorize or not to authorize any form of industrial action, the national executive council shall be guided by the advice of the branches and state executive committees and the provisions of the law.

ARTICLE XXIII: DISSOLUTION OF THE ASSOCIATION
a. The association may be dissolve at any time by the consent of five sixth of the members voting in a secret ballot at a special delegates conference called for that purpose.
b. Any state/unit branch of the association which acts in defiance of the directives of the national executive council on matters of policy affecting the growth and development of the association and the well being of its members shall after the expiration of due notice not exceeding one month for compliance be dissolved by the national executive council on grounds of collective in discipline. A caretaker committee of five members shall be appointed by the national executive council to administer the state/unit branch concerned until a new election is held provided that such caretaker committees shall not be in office for a period longer than three months.
c. The national executive council, state executive council or unit branch executive council shall be dissolved by a vote of no confidence by two thirds majority of accredited members at any meeting called for that purpose.
d. In the event of dissolution of the association as provided for in article XXXII (a) above, all debts and liabilities legally and the remaining funds/assets shall be shared equally among members of the association.

CODE OF PRACTICE
Preamble
Although the primary objective of trade unions is to further the economic interest of their members, they are basically and integral part of society and cannot realistically be considered outside it.

They have become an important part of the economic fabric of Nigeria – recognized, respected and consulted by the government and by employers.

AIMS
The principles aims of the code of practice therefore are:
i. To encourage the positive contribution which the trade unions can make to the economic and social progress of Nigeria, her association and interest and to minimize and resolve the difficulties to which their various operations can give rise, having regard to the law, regulations, public policies and practices in force in the country.
ii. To set standard and give practical guidance on the conduct of industrial relations and the development of policies to improve human relations in all types of employment
iii. To ensure and encourage at all levels the conduct of industrial relations by means of collective bargaining, consultation and effective communication between employers and their organization and strong
representative trade union within a voluntary and legal machinery designed for the safeguards for the free association of workers on the one hand and the employers on the other.
iv. To develop a vigilant, informed and active membership, conscious of its rights and interest and alive to its responsibilities in the operation of any trade union programme as an effective safeguard against abuses.

USES OF THE CODE FOR DISCIPLINARY ACTION
The failure on the part of any members and official of a trade union or a trade union to observe any of its provisions shall, in any proceedings for disciplinary action before a committee or tribunal under the constitution of the Nigeria labour congress (NLC) or a trade union a the case may be admissible in evidence and provision of the code which appears to the tribunal or committee to be relevant to any question in the proceedings shall be taken into account by the committees in determining the question at issue.

MEMBERSHIP RIGHTS AND RESPONSIBILITY
i. Each member of a trade union should have the right to full and free participation in the government of his trade union. Its should include the right.
   (a) To vote periodically, as provided in the union’s constitution and rules for branch or district, state or regional and national officer either directly or through delegates
   (b) To honest and democratically conduct elections
   (c) To stand for and hold office, subject only to fair and reasonable qualifications uniformly imposed
   (d) To express his view as to the method in which the unions affairs should be conducted

ii. Each member should have the right to fair treatment in disciplinary procedure should contain all the elements of fair pay and the rules of natural justice, that is notice, hearing and judgment on the basis of the evidence should be observed. A method of appeal to a higher body should be provided to ensure that judgments are not the result of prejudice of bias.

iii. Each member as the responsibility, full to exercise his rights of trade union membership and loyally to support his union. The right of an individual member to criticize the policies of his union and his union officers does not include or weaken the union as a collective bargaining agency r to carry on slander or libel of any officer of the union.

iv. Membership meetings should be held periodically as provided for in the unions constitution and rules with proper notice or time and place. It should be the responsibility of the union to call such meetings and the members to attend and participate.

PENALTY FOR BREACH
Sanction for breaches of the code shall be fine, suspension from membership, affiliations, office or employment and in the case of an employee of a union termination of employment or dismissal. The amount of the time and the appropriate penalty shall be left at the direction of the committee tribunal.

RESPONSIBILITIES OF ELECTED AND APPOINTED OFFICERS OF UNIONS
i. No person shall hold or retain an appointed office in the Nigeria labour congress or any of the affiliated trade unions who has been convicted of any crime involving moral turpitude, dishonesty and other malpractices offensive to trade union majority interest.

ii. No trade union official who already received full pay from his union or from the Nigeria labour congress shall receive fees or salaries of any kind from any other sources save with the permission of the union or the congress.

iii. No elected or paid trade union official shall be a personal financial interest which conflicts with this full effective and unalloyed performance of his duties as worker representative or of representative congress. In particular no
elected or paid trade union or congress hall own or have a substantial congress 
bargains collectively or has interest and dealings with or in any other concern 
which is in competition with such enterprise or has any considerable dealings with 
it.
iv. All offices and staff of the union shall:
a. Uphold and defend the constitution of the union all times 
b. Espouse the cause of workers and their trade unions 
c. Render honest impartial and efficient services to the union 
d. Serve as an effective link between the union and its members 
e. Be trustworthy and responsible representative of workers and 
management 
f. Process all legitimate grievance of workers in accordance with established 
procedures 
g. Implement faithfully agreement voluntarily entered into with the union 
h. Obey al lawful instructions in the discharge of union functions 
i. Eschew all forms of individualism which are inimical to the solidarity, 
stability and progress of trade union movement 
j. Put the interest of the union and its members above personal interest in the 
conduct of union affairs. 
k. Render a true account of his/her stewardship to the members of the union 
as and when the occasion arises. 
l. Abide by majority decision and respect the rights of minority 
m. Work for the growth of the union in strength and freedoms 
n. Further the causes of industrial democracy, peace progress and social 
justice

FINANCIAL MATTERS
The fact that a trade union is a democratic organization implies that the members of the union 
are entitled to assurance that the union’s funds are not dissipated. They are also entitled to 
the reasonably informed as to how the funds of the organization are being used or invested.

Since a union holds its funds in trust for the benefit of its membership and to further their 
interests, it should comply with standard generally applicable to fiduciaries or trustees with 
respect to the manner in which it keeps its records and accounts. Regular audits should be 
conducted and there should be appropriate distribution of summaries of such audits so that 
the membership and the public are adequately appraised of the state of the organization’s 
finance.

CORRUPT PRACTICES
A basic ethical principle in the conduct of trade union affairs is that no responsible trade union 
oficial should have a personal financial interest which conflicts with the full performance of his 
duties as a workers representative or as representative of congress and therefore of the trade 
unions. All elected and appointed trade union officials as well as employees of congress and 
the trade union should eschew corrupt practices in all its forms that is not only in financial and 
political matters but also in those matters which involves loss of union prestige and jeopardy 
of union and membership interest rather than union assets as such.

RACKETEERING
10 To decisive elements in racketeering is personal enrichment at the expense of the workers 
or employers in the industry. For example, excessive demands, invasion of the management 
rights, violence in trade disputes can be racketeering if the end result is personal enrichment 
of an individual or group of individual utilizing their strategic advantages in the union for that 
purpose.

MISCONDUCT OF AFFILIATE TRADE UNIONS
11 If the activities of an affiliate trade union are in the opinion of the Nigeria labour congress detrimental to the interest of the trade union movement or contrary to the declare principles and policy of the congress, such activities shall warrant an investigation into the conduct of the union in accordance with the established procedure in the constitution of the congress.

12 Unless the rules of a trade union otherwise provides in so far as the funds of a trade union represent payments which the members are required to make under the rules, whether by way of subscription, dues or otherwise those funds shall not be applied (whether directly or through any other union, association or body or in any other indirect manner) to the furtherance of any political objective.

**UNION ELECTIONS**

13 As bargaining representatives, trade union official have power in conjunction with employers to fix workers wages, hours and conditions of employment. It is therefore obligatory on all trade union members to ensure that official who wield such power are responsive to the desires of the workers whom they represent. The responsiveness of union officials depends upon the regularity of election and the honest count of ballots. Every trade union official and members is therefore obliged not to obstruct the free and fair conduct of election as and when they fall due in accordance with the union’s constitution.

**POACHING OR RAIDING OF UNION MEMBERS**

14 Poaching or raiding or union members by other unions is contrary to trade union norms and violation of trade union solidarity. It breeds antagonisms among union, unrest, dissatisfaction and disunity among the workers involved and industrial strain and conflict. Above all poaching adds nothing to the strength and capabilities of the trade union movements as whole.

15 A general principles therefore, no worker who is or has recently been a member of any trade union should be accepted into membership of another union without enquiry from his present or former union. No member should be allowed to escape his financial obligations by leaving one union while in arrears and joining another. Neither should a union accept members from any other union which is engaged in a trade dispute. Other circumstances should be considered on their merit.

**ETHICAL PRACTICES COMMITTEE**

16 There shall be established as part of the machinery of the Nigeria labour congress in ethical practices committee the functions of which shall to investigate situation where there is reason to believe that affiliates and dominated, controlled or substantially influenced in the conduct of their affairs by any corrupt and other unethical practice. The Nigeria labour congress shall impose appropriate penalties.

**GENERAL**

17 The principle aim of trade union is to promote their membership interest. They can do this only if the undertakings in which their members are employed prosper. They therefore have interest in the success of these undertaking and an essential contribution to make it by cooperating in measures to promote productivity and efficiency. They also share with management the responsibility for good industrial relations.

**SANCTIONS**

Non-compliance with or breach of the code should attract;

(a) Vacation of office by the trade union leader involved

(b) Disqualification from holding any trade union office for a period of three years

These sanctions should be without prejudice to the penalties imposed by the criminal/penal code where the conduct is also a criminal offence.