



**PENGASSAN**

**ADDRESS DELIVERED BY THE PENGASSAN PRESIDENT, COMRADE FRANCIS OLABODE JOHNSON, AT THE 5TH TRIENNIAL DELEGATES CONFERENCE OF PENGASSAN TOTAL E&P BRANCH IN ABUJA ON JUNE 22 – 23, 2018.**

**PROTOCOLS**

**My dear fellow Comrades,**

**It is a great pleasure for me to be invited to declare open in this 5th Triennial Delegates' Conference of Total E&P Branch of our great Association, the Petroleum and Natural Gas Senior Staff Association of Nigeria, PENGASSAN.**

**Let me, on behalf of the Central Working Committee and members of the National Executive Council of our Association, welcome other distinguished personalities, invited special guests and fellow Comrades who are delegates' to this historic event.**

**I warmly congratulate the leadership and members of this Branch for the orderly conduct and organization of proceedings so far.**

**I urge us to maintain this wonderful spirit and ensure the conducts of other businesses of this meeting are peaceful and orderly.**

**As one of our strategic Branches, we expect you to set the pace in the exemplary conduct of your affairs, particularly on this auspicious occasion.**



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**Distinguished guests and dear Comrades, every delegates' conference is an occasion for serious business for the leadership and members.**

**For the leadership, this is a rare opportunity to pause, step back and take stock of its activities over a set period; review its programmes, policies and strategies; identify areas of strength and weakness, success and failure, and set a fresh agenda for a better future.**

**For the members, the delegates' conference is an opportunity to ask the leadership those questions about policies, decisions and activities they did not seem to understand; share their ideas and thoughts on issues and contribute to building a better organisation that will outlive the Association and the Management.**

**In other words, the delegates' conference is always a time to assess the strengths and weaknesses of leadership; review the group's corporate objectives and set new targets for the future.**

**For this Branch, this conference is historic in many ways. It is not just another SWOT meeting; it is also a celebration of another significant milestone for the leadership and members.**

**The National Secretariat of the Association has followed the momentous journey of the Branch, especially the great strides of the outgoing Branch Executive Council in the Management of the Voluntary separation of staff that averted what happened in one of our Branches making it a model for other Branches in the entire oil and gas industry.**



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**Distinguished guests and Comrades, let me use this opportunity to remind us of the important role the Labour Movement has to play in National Development, particularly at this period our country is facing various challenges.**

**Our economy, which recovered recently from one of the worst recessions in our history, is struggling to maintain stability in its growth.**

**The politics of 2019 National Elections have since begun and gathering momentum, even as the insecurity situation in parts of the country is posing new challenges to the citizens and the Government.**

**Besides, the poverty in the land does not seem to abate, despite government's continued efforts to restore normalcy and give the citizens a new sense of hope. We urged politicians to avoid divisive politics and embrace politics that will be of immense contributions to the Economic growth of this Nation.**

**In all these, the historical role of the Labour Movement is clear. We are the stabilizing force required to create the atmosphere necessary for the change we expect to occur.**

**In the living words of the former President of the United States of America, Barack Obama, to the American people: "It was the Labour Movement that helped secure so much of what we take for granted today."**



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**Throughout our country's political and economic history, the leadership role of Labour has always been pivotal to the realization of our national objectives as a people.**

**In this connection, our Association, PENGASSAN, must stand up to be counted as always, by ensuring we continue to contribute our individual and collective quotas in whatever ways we can to promote national development, particularly those affecting our industry and the Nigerian Nation.**

**There is no doubt that the welfare of our members is very important. That is the primary reason we were given the mandate to serve but We can collectively achieved this by placing the survival of our Organisation as a Priority in achieving this noble Mandate.**

**Apart from the ongoing rehabilitation of the National Secretariat and the proposed face-lift of the Zonal Secretariats, we are perfecting plans for the establishment of income generating ventures.**

**The ground breaking ceremonies for our events and learning centres in Port Harcourt and Warri Zones as well as Abuja would soon be held.**

**Also, we are working on plans to set up a befitting secretariat in Abuja to enhance our relationship with major stakeholders, such as government and its ministries, departments and agencies, including the NNPC, PPMC, PPPRA, and Total, among others.**



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**Besides, the Association has embarked on a number of human capacity development activities for our members through international training programmes for our NEC members and staff on trade unions' global best practices.**

**The first and second batches have so far undertaken the training in Accra, Ghana, while other batches will soon follow to give all NEC members opportunity to benefit.**

**Again, we have changed the way we engage other stakeholders in the industry by providing alternatives to government on policies and Bills/laws affecting the interest of our association and members.**

**Worthy of note here are the following issues, namely the resolution of the JV Cash Call issues; PENGASSAN's presentations at the National Assembly on the remaining three aspects of the Petroleum Industry Bill (PIB); our position on the state of the refineries as well as other contributions to national policies.**

**Consequently, let me use this opportunity to commend both the Executive and the National Assembly on their Sincere commitment to the passage of the Petroleum Industry Governance Bill and further urged the National Assembly to expedite action on the remaining parts of the PIB for executive assent.**

**Similarly, we note the impact of our new industrial relations approach, which has so far helped us close out on some industrial issues that lingered for a long time.**



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**We are calling on the government and its agencies, including the NCDMB, DPR and NAPIMS to stop IOCs from offshoring of jobs to other countries which is taking a very negative dimension in the Government efforts of job creation. This is one of the ways to reduce the growing unemployment rampant in the country.**

**We are also using this forum to inform Government Agencies of the Clandestine move by the Petrobras Management to sell off the Company assets without resolution of Labour related issues. We will vehemently resist this sale until ALL Labour related issues are concluded.**

**Distinguished guests, Comrades, let me, once again, commend the Management of Total Nigeria for its usual understanding, cooperation and collaboration in enhancing a modeled, strong and formidable industrial harmony within the oil and gas industry.**

**To ensure organizational development and growth, labour and management must always find a way to collaborate; respect rights and obligations of both parties; observe international labour standards; guard against abuse of Nigerian trade union laws; honour collective bargaining agreements and other harmonious industrial relations processes.**

**Let me congratulate the outgoing executive for having a successful tenure and urged the incoming executive to see their election as a privilege God has bestowed on them to serve and uplift the Branch, the Association and Nigeria as a whole.**



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**I admonish them to use this privilege to serve well to herald a positive change in the industry and the nation at large.**

**The Constitution Review Committee has been set up to holistically review ALL aspects of Our constitution that will dissect areas of frictions for a stronger, united and cohesive PENGASSAN. Adherence to constitutional provisions and best practices in labour engagement is crucial to the maintenance of cohesion, discipline and industrial harmony.**

**On behalf of the CWC, National Executive Council of our great Association, I pray for Almighty God to grant the incoming executive the zeal to serve for the betterment of the Branch, our members, the Company, the industry and the Association as a whole.**

**We wish you all a successful Delegates' Conference**

**Thank you for listening.**

**GREAT PENGASSAN, GREAT NIGERIA**

**SOLIDARITY, FOREVER**

**ALUTA, CONTINUA**

**LONG LIVE PENGASSAN !**

**LONG LIVE Total E & P BRANCH !!**

**LONG LIVE Total MANAGEMENT !!!**

**LONG LIVE FEDERAL REPUBLIC OF NIGERIA !!!!**

**COMRADE FRANCIS OLABODE JOHNSON (FOJ)**

**22ND JUNE, 2018**