



ADDRESS BY THE PRESIDENT OF THE PETROLEUM AND NATURAL GAS SENIOR STAFF ASSOCIATION OF NIGERIA (PENGASSAN), COMRADE FRANCIS O. JOHNSON, DURING A COURTESY VISIT TO THE MANAGING DIRECTOR OF THE NIGERIAN AGIP OIL COMPANY (NAOC) ON WEDNESDAY, FEBRUARY 7, 2018

Protocol

On behalf of the Petroleum and Natural Gas Senior Staff Association (PENGASSAN) represented here by the Central Working Committee (CWC), we are grateful for this opportunity of paying a courtesy visit on the Managing Director and Management of the Nigerian Agip Oil Company (NAOC). By this reception, the management has provided us a platform that engenders harmonious industrial relations spirit which will further broaden the ideas and visions of both the Management and the Association as social partners.

We recognise the company as one of the foremost major oil companies that have brought development and growth to onshore and offshore operations in the oil and gas industry as well as contribute to the Nigerian nation in terms of Corporate Social Responsibilities (CSR).

Let us state that we identify with your company and other companies operating in the nation's oil and gas industry on the challenge of



insecurity of oil and gas installations, especially vandalism and destruction of oil and gas pipelines by economic saboteurs.

Let it be on record that our Association played a key role in ensuring payment of the Joint Venture Cash Calls, which backlogs had negatively impacted not only on the industry operations but also on our members.

As a major stakeholder in the industry, we call on the Government to collaborate with oil and gas companies to put in place more formidable security strategies and mechanisms, including intelligence gathering and sharing, as well as use of modern surveillance techniques and equipment to secure oil and gas pipelines. We also appeal to the vandals and economic saboteurs to desist from destroying the nation's economy, thereby hampering development.

Training, research and development remain a veritable tool for organisational growth and achievement of organisational goals and increased productivity. This is why our Association believes that human capacity development should be at the front burner and a priority for companies in the oil and gas industry. **WE CALL ON THE MANAGEMENT TO IMPROVE ON HUMAN CAPACITY BUILDING POLICY BY TRAINING ITS STAFF TO AVAIL THEM WITH MODERN AND UP-TO-DATE KNOWLEDGE AS WELL AS INCREASE THEIR**



PRODUCTIVITY. WE ALSO IMPORE THE MANAGEMENT TO TRAIN UNION MEMBERS ON GLOBAL TRADE UNION PRACTICES IN ORDER TO ENHANCE INDUSTRIAL HARMONY IN THE COMPANY.

Our Association place so much value on the full implementation of Collective Bargaining Agreement (CBA) and hereby call on the Management to consistently respect CBAs and other agreements reached with the Association. CBA is one of the fundamentals

granted by the nation's Extant Labour Laws and International Labour Laws and Treaties to which Nigeria is a signatory. We view the refusal by any Management to fully implement the CBA as a deliberate effort to frustrate industrial relations process to peaceful resolution of issues in the company. We therefore require openness and transparency to build trust and confidence in one another through the implementation of the CBA.

The Managing Director Sir, the aspiration of the current leadership of our Association is to establish some projects in Abuja, Port Harcourt, Warri and Lagos as an alternative source of revenue and wishes to solicit your support in actualising our quest, when the time comes. This drive is borne out of concern in addressing the effects of redundancy and job loss in the industry, thereby assisting government in job creation.



While we appreciate the reception given to us by the Managing Director and the Management of NAOC for this courtesy visit, we are assuring you of our continuous support and collaboration in ensuring harmonious industrial relations in the company.

Thanks and God bless you for this opportunity.

Long Live NAOC Branch!

Long Live NAOC Management!!

Long Live PENGASSAN!!!

Comrade Francis Olabode Johnson

7th February, 2018.