










NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) IN STATES IN THE NORTH-CENTRAL ZONE (as at March 2021)

 BENUE	<ul style="list-style-type: none"> Enacted Law on the CPS in May 2019. Established a Pension Bureau. Registration of Employees with the PFAs is ongoing. Remitting 10% employer & 8% employee Pension Contributions for employees of all the 23 Local Government Councils. Remitting 10% employer & 8% employee Pension Contributions for three (3) Tertiary Institutions and other Agencies. 	<ul style="list-style-type: none"> Yet to conduct an Actuarial Valuation Yet to open a Retirement Benefits Bond Redemption Fund Account Yet to commence funding of Accrued Pension Rights. Yet to institute a Group Life Insurance Policy
 FCT	<ul style="list-style-type: none"> Covered by PRA 2014. Established 2 Pension Bureaux (FCTA & Area Councils). Registered Employees with the PFAs. Remitting Pension Contributions (up to date remittance of pension contributions for employees of the FCTA and LEAs, but irregular for some Area Councils). Rate of contribution is 10% employer and 8% employee. 	<ul style="list-style-type: none"> Carried out an Actuarial Valuation. Opened a Retirement Benefits Bond Redemption Fund Account. Regular funding of Accrued Pension Rights for both the FCTA and Area Councils. Valid Group Life Insurance Policy for the FCT Area Councils and LEAs Valid Group Life Insurance Policy for the FCTA.
 KOGI	<ul style="list-style-type: none"> Enacted Law on the CPS in 2018 Established a State Pension Bureau. Yet to register Employees with the PFAs. Yet to commence remittance of Pension Contributions. Yet to conduct an Actuarial Valuation. Yet to open a Retirement Benefits Bond Redemption Fund Account. 	<ul style="list-style-type: none"> Yet to commence funding of the Accrued Pension Rights Yet to institute a Group Life Insurance Policy.
 KWARA	<ul style="list-style-type: none"> Presented a Bill on the CPS to the State House of Assembly in 2016 	
 NASARAWA	<ul style="list-style-type: none"> Enacted a Law on the CPS in 2009 (currently in the process of amending the law to commence CPS implementation). Recently constituted the Nasarawa State House of Assembly Ad hoc Committee on Pension Review. Yet to establish a Pension Bureau. Yet to register the Employees with PFAs. Yet to conduct an Actuarial Valuation. 	<ul style="list-style-type: none"> Yet to open a Retirement Benefits Bond Redemption Fund Account. Yet to commence funding of the Accrued Pension Rights. Yet to institute a Group Life Insurance Policy.
 NIGER	<ul style="list-style-type: none"> Enacted a Law on the CPS in 2006. Suspended implementation of the CPS in April 2015 but amended its Law in 2017 to extend its transition period to exempt some employees from the CPS. Established a Pension Bureau. Registered the Employees with PFAs. Resumed deduction of 10.5% employer and 7.5% employee pension contributions in June 2020 but remitted for only June and July 2020. Currently deducting employer and employee pension contributions but not remitting same to employee RSAs. 	<ul style="list-style-type: none"> Opened a Retirement Benefits Bond Redemption Fund Account with two PFAs Yet to remit backlog of employer and employee pension contributions to employee RSAs. Yet to conduct an Actuarial Valuation. Yet to commence funding of the Accrued Pension Rights. Yet to institute a Group Life Insurance Policy.
 PLATEAU	<p>Drafted a new Bill on the CPS in 2021 by incorporating the Commission's observations and comments on the 2020 Draft Bill. The Bill has passed first reading at the State House of Assembly.</p>	



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STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) BY STATES IN THE NORTH-EAST ZONE (as at March 2021)

ADAMAWA

- Enacted Law on the CPS in 2013. Recently drafted the Adamawa State Contributory Pension Scheme (CPS) Bill 2020, which seeks to establish a Scheme similar to Contributory Defined Benefits Scheme (CDBS) in the State.
- Yet to establish a Pension Bureau.
- The 2013 Law does not provide for appointment of PFAs, while the 2020 Bill proposed the custody of pension funds by a Board of Trustees instead of PFCs.
- Yet to commence remittance of Pension Contributions into the employees' RSAs.
- Yet to conduct an Actuarial Valuation.
- Yet to open a Retirement Benefits Bond Redemption Fund Account.
- Yet to commence funding of the Accrued Pension Rights.
- Yet to institute a Group Life Insurance Policy.

BAUCHI

- Drafted a Bill on the Contributory Defined Benefits Scheme (CDBS) in 2015.
- Recently constituted a committee to guide the process of implementing the CPS and other reforms needed in pension administration in the State.

BORNO

- Drafted a Bill on the CPS in 2012 and forwarded a copy to the Commission for review. The Commission had communicated its observations on the Bill to the State in May 2012.
- Yet to enact a State Pension Law on the CPS.

GOMBE

- Enacted a Law on the CPS in 2008 but amended the 2008 Law on the CPS to CDBS Law in January 2019.
- Yet to establish a Pension Bureau.
- Yet to commence remittance of Pension Contributions.
- Yet to conduct an Actuarial Valuation.

TARABA

- Enacted a Law on the CPS in 2009.
- Yet to establish a Pension Bureau.
- Yet to register the State Employees
- Yet to commence remittance of Pension Contributions.
- Yet to conduct an Actuarial Valuation.
- Yet to open a Retirement Benefits Bond Redemption Fund Account.
- Yet to commence funding of the Accrued Pension Rights.
- Yet to institute a Group Life Insurance Policy.

YOBE

- Operating the Defined Benefits Pension Scheme (DBS). However, a Committee has been inaugurated on the Adoption of the CPS in February 2020



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STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) BY STATES IN THE NORTH-WEST ZONE (as at March 2021)

JIGAWA

- Enacted law on the CDBS in 2005 and further amended the law in 2015.
- Established a Pension Bureau.
- Remitting 17% employer & 8% employee pension contributions under the Contributory Defined Benefits Scheme to 10 selected PFAs (Remitted employee and employer pension contributions for December 2020 to March 2021.
- Yet to remit backlog of employee and employer pension contributions for May 2020 to November 2020.
- Conducted an Actuarial Valuation as at December 2018.

KADUNA

- Amended its Law on the CPS in 2016 and further amended it in 2020.
- Established a Pension Bureau.
- Registered its Employees with PFAs.
- Remitting Pension Contributions but reduced the employer's rate of contributions from 13% to 8% via the 2020 amendment. The 7% existing employee pension contribution rate had nonetheless been retained.
- Conducted an Actuarial Valuation.
- Opened a Retirement Benefits Bond Redemption Fund Account with the CBN
- Funding Accrued Rights consistently with 5% of the total monthly wage bill.
- Replaced the Group Life Insurance with a Sinking Fund, which is domiciled with the CBN and the State has commenced setting aside funds in the account for settlement of death benefits.
- The State has huge arrears of Accrued Pension Rights.

KANO

- Enacted a Law on the CDBS in 2006, hence implementing the Contributory Defined Benefits Pension Scheme.
- Deducted Pension Contributions are under the management of a Board of Trustees instead of the PFAs.
- Yet to establish a State Pension Bureau.
- Yet to transfer pension assets to a Licensed Pension Operator.
- Yet to conduct an Actuarial Valuation
- Has huge pension and gratuity liabilities.

KATSINA

- Drafted a Bill on the Contributory Defined Benefits Pension Scheme (CDBS) in 2017.

KEBBI

- Enacted a Law on the CPS in 2009 (amended some sections of the Law in 2014).
- Established a Pension Bureau.
- Registered its Employees with PFAs.
- Remitting only 7.5% employee Pension Contributions.
- Yet to conduct an Actuarial Valuation.
- Yet to open a Retirement Benefits Bond Redemption Fund Account.
- Yet to commence funding of the Accrued Pension Rights.
- Yet to institute a Group Life Insurance Policy.
- Employees covered under the CPS being retired into the DBS as a result of failure to remit employer pension contributions.

SOKOTO

- Enacted Law on the CPS in 2007.
- Yet to register its employees with the PFAs.
- Yet to commence deduction and remittance of Pension Contributions.
- Yet to conduct an Actuarial Valuation.
- Yet to open a Retirement Benefits Bond Redemption Fund Account.
- Yet to commence funding of the Accrued Pension Rights.
- Yet to institute a Group Life Insurance Policy.
- Yet to establish a Pension Bureau.

ZAMFARA

- Repealed the Law on CPS and enacted a Law on the CDBS in 2019.
- Remitted only the 7.5% employee pension contributions prior to enacting the CDBS Law but stopped remitting with the enactment of the CDBS Law.
- Yet to establish a Pension Bureau to drive the CDBS.
- Yet to commence deduction and remittance of pension contributions under the CDBS.
- Remittances made under the CPS currently being refunded to the employees.
- Yet to conduct an Actuarial Valuation.



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) BY STATES IN THE SOUTH-SOUTH ZONE (as at March 2021)



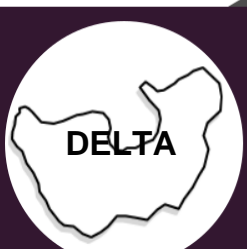
Bill on the CPS is undergoing legislative processes.



- Enacted a Law on the CPS in 2009.
- Established 2 Pension Bureaus (State & Local Governments).
- Recently inaugurated a committee on the implementation of the CPS.
- Yet to register the State Employees.
- Yet to commence remittance of Pension Contributions.
- Yet to conduct an Actuarial Valuation.
- Yet to open a Retirement Benefits Bond Redemption Fund Account.
- Yet to commence funding of the Accrued Pension Rights.
- Yet to institute a Group Life Insurance Policy.



- Drafted a Bill on the CPS in 2012.
- Yet to enact the Bill into a Law.



- Enacted a Law on the CPS in 2008 (amended the Law in 2011).
- Established 2 Pension Bureaus (State & Local Governments).
- Registered the Employees with PFAs.
- Remitting 10% employer & 7.5% employee Pension Contributions (remitted pension contributions up to October 2020 for employees of the Local Governments and up to February 2021 for employees of the State).
- Carried out Actuarial Valuation.
- Opened Retirement Benefits Bond Redemption Fund Accounts with the CBN.
- Funding the Accrued Pension Rights of the employees.
- The State has huge arrears of Accrued Pension Rights.
- Yet to institute a Group Life Insurance Policy



- Enacted a Law on the CPS in 2010 (amended the Law in 2017).
- Established a Pension Bureau.
- Registered the State Employees with PFAs.
- Remitting 10% employer & 8% employee pension contributions and remittances are up to date.
- Conduct of Actuarial Valuation is still ongoing as at the reporting date.
- Valid Group Life Insurance Policy.
- Yet to commence funding of the Accrued Pension Rights.
- Yet to open a Retirement Benefits Bond Redemption Fund Account with CBN.



- Repealed the Pension Reform Law 2009 and re-enacted a Pension Law in 2019 with a transition period which ended in July 2019.
- Established a Pension Bureau.
- Registered its Employees with PFAs.
- Remitted 7.5% employer and 7.5% employee pension contributions under the repealed law. Whereas the Employer contributions stopped in 2016, the employee contributions stopped in 2019. The contributions under the repealed law are now being refunded. Although Employee contributions have commenced under the new law, Employer contributions are yet to commence.
- Conducted Actuarial Valuation.
- Opened a Retirement Benefits Bond Redemption Fund Account with a PFA, in line with the State Pension Law.
- Yet to commence regular funding of the Retirement Benefits Bond Redemption Fund Account.
- Yet to institute a Group Life Insurance Policy.



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) BY STATES IN THE SOUTH-WEST ZONE (as at March 2021)

	<ul style="list-style-type: none">Enacted a Law on the CPS in 2010.Amended the pension law in 2017.Established a Pension BureauRegistered its Employees with PFAs.Remitted 10% employer & 8% employee Pension Contributions up to September 2020.	<ul style="list-style-type: none">Carried out an Actuarial Valuation.Opened a Retirement Benefits Bond Redemption Fund Account with the CBN.Yet to commence funding of the Accrued Pension Rights.Yet to institute a Group Life Insurance Policy.
	<ul style="list-style-type: none">Enacted a Law on the CPS in 2007.Amended some sections of the Principal Law in 2019.Established a Pension Bureau.Registered its Employees with PFAs.Regular Remittance of 10% employer & 8% employee Pension Contributions.	<ul style="list-style-type: none">Conducted an Actuarial Valuation.Funding the employees' Accrued Pension Rights but has arrears.Recently opened Retirement Benefits Bond Redemption Fund Account with two PFAs for the State & Local Governments.Has valid Group Life Insurance Policy.
	<ul style="list-style-type: none">Enacted a Law on the CPS in 2008 (amended the Law in 2013 to extend its transition period to 2025).Established 2 Pension Bureaus (State & Local Governments).Registered its Employees with PFAs.Deducted 7.5% employer & 7.5% employee Pension Contributions but stopped remitting same since 2015.	<ul style="list-style-type: none">Yet to resume remittance of pension contributions into the Retirement Savings Accounts of the State and Local Government Councils employees despite effecting deductions from the employees' salaries.The State has arrears of Accrued Pension Rights.Yet to conduct an Actuarial Valuation.Yet to open a Retirement Benefits Bond Redemption Fund Account.Yet to commence funding of the Accrued Pension Rights.Yet to institute a Group Life Insurance Policy.
	<ul style="list-style-type: none">Enacted a Law on the CPS in 2014.Established a Pension Bureau.Registered its Employees with PFAs.Remitting 10% employer & 8% employee pension contributions up to January 2021.Has valid Group Life Insurance Policy.	<ul style="list-style-type: none">No Actuarial Valuation as employees covered under the CPS do not have Accrued Pension Rights.
	<ul style="list-style-type: none">Enacted a Law on the CPS in 2008.Established 2 Pension Bureaus (State & Local Governments).Registered its Employees with PFAs.Remitting 7.5% employer & 7.5% employee Pension Contributions up to December 2020 for the State employees. However, there is backlog of pension contributions from May 2019 to July 2020.Conducted an Actuarial Valuation.	<ul style="list-style-type: none">Has valid Group Life Insurance Policy.Opened Retirement Benefits Bond Redemption Fund Accounts with the CBN.Inadequate funding of Accrued Pension Rights.The State has backlog of unremitted pension contributions and huge arrears of Accrued Pension Rights.
	<ul style="list-style-type: none">Enacted a Law on the CPS in 2010. Forwarded a Bill in 2018 to amend the Principal Law and the Commission had since communicated its observations on the review of the draft amendments to the State.Yet to establish a Pension Bureau.Yet to register its Employees with PFAs.	<ul style="list-style-type: none">Yet to commence remittance of Pension Contributions.Yet to conduct an Actuarial Valuation.Yet to open a Retirement Benefits Bond Redemption Fund Account.Yet to commence funding of the Accrued Pension Rights.Yet to institute a Group Life Insurance Policy.

LEVEL OF IMPLEMENTATION

OUTSTANDING IMPLEMENTATION MILESTONE



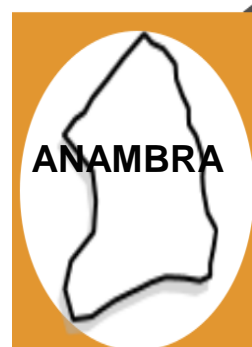
NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) IN STATES IN THE SOUTH-EAST ZONE (as at March 2021)



- Enacted Law on the CPS in 2017.
- **Yet to establish Pension Bureau.**
- **Yet to register the State Employees with PFAs.**
- **Yet to commence remittance of Pension Contributions.**
- **Yet to conduct an Actuarial Valuation.**

- **Yet to open a Retirement Benefits Bond Redemption Fund Account.**
- **Yet to commence funding of the Accrued Pension Rights.**
- **Yet to institute a Group Life Insurance Policy.**



- Enacted a Law on the CPS in 2013 (amended some sections of the Law in 2014).
- Registered its Employees with PFAs.
- Remitting 10% employer & 5% employee pension contributions.
- Remitted employer pension contributions up to December 2017 and employee pension contributions up to August 2020 for the State employees.
- Remitted employer and employee pension contributions up to August 2018 for the Local Government employees.
- Opened a Retirement Benefits Bond Redemption Fund Account with a PFA, for the Local Government employees in line with the State Law.
- **Yet to conduct an Actuarial Valuation.**

- **Irregular funding of the Accrued Pension Rights for the Local Government employees.**
- **Yet to establish a Pension Bureau (implementation being driven by Office of the Head of Service & the Joint Account Allocation Committee).**
- **Yet to open a Retirement Benefits Bond Redemption Fund Account for the State employees.**
- **Yet to commence funding of the Accrued Pension Rights for the State Employees.**
- **Yet to institute a Group Life Insurance Policy.**



- Enacted a Law on the CPS in 2017 (amended the Law and forwarded a copy to the Commission and the Commission has communicated its observations on the Law to the State).
- **Yet to establish a Pension Bureau.**
- **Yet to register its Employees with PFAs.**

- **Yet to commence remittance of Pension Contributions.**
- **Yet to conduct an Actuarial Valuation.**
- **Yet to open a Retirement Benefits Bond Redemption Fund Account.**
- **Yet to commence funding of the Accrued Pension Rights.**
- **Yet to institute a Group Life Insurance Policy.**



- Enacted a Law on the CPS in 2014.
- **Yet to establish a Pension Bureau.**
- **Yet to register the Employees with PFAs.**
- **Yet to commence remittance of Pension Contributions.**
- **Yet to conduct an Actuarial Valuation.**
- **Yet to open a Retirement Benefits Bond Redemption Fund Account.**

- **Yet to commence funding of the Accrued Pension Rights.**
- **Yet to institute a Group Life Insurance Policy.**



- Enacted a Law on the CPS in 2008.
- **Yet to establish a Pension Bureau.**
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- **Yet to institute a Group Life Insurance Policy.**

LEVEL OF IMPLEMENTATION

OUTSTANDING IMPLEMENTATION MILESTONES