



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) IN STATES OF THE NORTH-CENTRAL ZONE (AS AT 30 JUNE, 2023)



- Enacted the 'Benue State Pension Reform Law' in May 2019. The State is in the process of amending the 2019 law and had drafted a new Pension Reform Bill in 2022.
- Established a Pension Bureau.
- The State has registered its employees with Pension Funds Administrators.
- Conducted an Actuarial Valuation to determine the employees' Accrued Pension Rights in 2023.

- Deduction and remittance of 8% employee and 10% employer pension contributions was made into the Retirement Savings Accounts (RSAs) of MDA employees up to November 2022, while for Local Government Councils, only employee contributions were remitted till May 2022.
- Employees of LEAs are yet to key into the CPS.
- 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.
- State has backlog of accrued rights and pension liabilities.



- Covered by the PRA 2014.
- Established two (2) Pension Bureaux (FCT Pension Department & FCT Area Council Staff Pension Board).
- Registered the Employees with PFAs.
- Conducted an Actuarial Valuation to determine the employees' Accrued Pension Rights.
- Opened Retirement Benefits Bond Redemption Fund Account.

- Remitting 10% employer and 8% employee pension contributions (up to date remittance of pension contributions for employees of the FCT Administration (FCTA) and Local Education Authorities (LEAs), but have backlog for some Area Councils).
- Regular funding of Accrued Pension Rights for both the FCTA and Area Councils.
- Has a valid Group Life Insurance Policy for the FCTA and Area Councils.



- Enacted the Kogi State Pension Reform Law on 13 March 2018.
- Established a Pension Bureau.
- Commenced process of registering employees with PFAs.
- Conducted an Actuarial Valuation to determine the employees' Accrued Pension Rights in 2018. However, the State is in the process of revalidating the 2018 actuarial valuation.

- Yet to commence remittance of Pension Contributions.
- 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.



- Presented a Bill on the CPS to the State House of Assembly in 2016
- Yet to enact a Law on the CPS to guide implementation of the Scheme
- Yet to establish a Pension Bureau.
- Yet to register the Employees with PFAs.
- Yet to commence remittance of pension contributions for the employees.

- Yet to conduct Actuarial Valuation to determine the employees' Accrued Pension Rights.
- 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 the Nasarawa State Pension Reform Law in 2005. Repealed and re-enacted a new law in April 2009. The State further amended its law in 2019 and subsequently drafted a new Bill in 2021.
- Yet to establish a Pension Bureau.
- Yet to register the Employees with PFAs.

- Yet to commence remittance of pension contributions for employees.
- Yet to conduct Actuarial Valuation to determine the employees' Accrued Pension Rights.
- 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 the Niger State Pension Reform Law in 2006.
- Suspended implementation of the CPS in April 2015 and resumed in 2017 with the amended Law of 2017 which extended the transition period to 2022. The law was further amended in 2020.
- Established Pension Bureaux for the State and Local Governments.
- Registered the Employees with PFAs.
- Resumed deduction of 10% employer and 8% employee pension contributions in June 2020. Remitted employer and employee contributions up to July 2021.

- Opened a Retirement Benefits Bond Redemption Fund Account with two PFAs (Veritas Glanvills Pensions Limited and Trustfund Pensions Limited).
- Yet to remit backlog of employer and employee pension contributions to employees RSAs.
- Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights.
- Yet to commence funding of the Accrued Pension Rights.
- Yet to institute a Group Life Insurance Policy.



- Drafted a Bill on the CPS in 2021. The Bill has passed through the First and Second Readings at the State House of Assembly. A Public Hearing on the Bill was held on 28 April 2022 with the Commission in attendance. The Bill awaits the Third Reading and Governor's assent.

- Yet to enact a Law on the CPS to guide implementation of the Scheme.
- Yet to establish a Pension Bureau.
- Yet to register the Employees with PFAs.
- Yet to commence remittance of pension contributions for the employees.
- Yet to conduct Actuarial Valuation to determine the employees' Accrued Pension Rights.
- 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.

LEVEL OF IMPLEMENTATION
OUTSTANDING IMPLEMENTATION MILESTONE



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) IN STATES OF THE NORTH-EAST ZONE (AS AT 30 JUNE, 2023)



- The Adamawa State and Local Government Contributory Pension Scheme Law was enacted in July 2013. The law established a Contributory Defined Benefits Scheme (CDBS).
- In 2020, the State drafted a bill to amend the CDBS Law.
- The State had established two (2) Pension Boards to oversee the implementation process of CDBS in the State.

- The 2013 law and the 2020 Bill provided for Administration of pension funds by a Board of Trustees. However, deduction and remittance of Pension Contributions into the trustees account are yet to commence.
- The CDBS does not require the registration of employees and opening of Retirement Savings Accounts (RSAs) with Pension Fund Administrations (PFAs).
- The State is yet to conduct actuarial valuation to determine the quantum of its liabilities and funding gaps.
- The institution of a Group Life Insurance Policy is not required under the CDBS.



- Enacted a Law on the Contributory Pension Scheme on 5 August 2022.
- The State constituted a committee to guide the process of implementing the CPS and other reforms needed for pension administration in the State.

- Yet to establish a Pension Bureau.
- Yet to register the Employees with PFAs.
- Yet to commence remittance of pension contributions for the employees.
- Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights.
- 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.



- The Borno State Government drafted a bill on the Contributory Pension Scheme (CPS) in 2012. The State is however yet to pass the bill into law to provide a legal framework for implementing the CPS in the State.
- Yet to enact a Law on the CPS to guide implementation of the Scheme.
- Yet to establish a Pension Bureau.

- Yet to register the Employees with PFAs.
- Yet to commence remittance of pension contributions for the employees.
- Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights.
- 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.



- The State enacted the Gombe State Contributory Pension Scheme (CPS) Law in 2006. The 2006 law was later repealed and replaced with the Pension Reform Law 2014. Similarly, the State repealed the 2014 Law and enacted the Gombe State Contributory Defined Benefits Scheme (CDBS) Law 2019.
- The State setup a Technical Committee on Pension Reforms in 2022.
- Yet to establish a Pension Bureau to oversee the process of implementation of the CDBS in Gombe State.

- The CDBS Pension Scheme does not require the registration of employees and opening of Retirement Savings Account (RSAs) with PFAs.
- Yet to commence deduction and remittance of employer and employee pension contributions.
- Yet to appoint an Actuary to conduct actuarial valuation to determine the quantum of the liabilities and any funding gap.
- The Institution of a Group Life Insurance Policy is not required under the CDBS.



- Enacted the Taraba State Pension Reform Law in 2009. The State is yet to implement any other milestone towards full implementation of the CPS.
- 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 to determine the employees' Accrued Pension Rights.
- 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.



- The State is currently operating a Defined Benefits Scheme. In 2020, the State drafted a bill on Contributory Pension Scheme (CPS) and set up a committee to facilitate the adoption of the CPS in the State.

- Yet to enact a law on the CPS to guide the implementation of the scheme.
- 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 to determine the employees' Accrued Pension Rights.
- 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.



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) IN STATES OF THE NORTH-WEST ZONE (AS AT 30 JUNE, 2023)



- The Jigawa State and Local Government Contributory Pension Scheme Law was enacted in 2005. The law was amended in 2015 and 2020.
- The State has set up the Jigawa (State and Local Governments) Contributory Pension Scheme Board.
- The CDBS does not require the registration of employees and opening of Retirement Savings Accounts (RSAs) with Pension Fund Administrators (PFAs).
- Remitting 17% employer & 8% employee Pension Contributions under the Contributory Defined Benefits Scheme.

- Conducted an Actuarial Valuation to determine the employees' Accrued Pension Rights in December 2018. However, the adequacy of the fund to meet pension liabilities is uncertain as the State is yet to conduct another Actuarial Valuation after the December 2018 exercise.

- The institution of a Group Life Insurance Policy is not required under the CDBS.



- Enacted the Kaduna State Pension Reform Law in 2007. The Law was amended in 2016 and 2020.
- The State Government established the Kaduna State Pension Bureau to oversee the process of implementing the CPS in the State.
- Registered employees with PFAs.
- The State is currently deducting and remitting both employer and employee pension contributions consistently based on 8% employer and 7% employee contributions.

- The State had conducted an actuarial valuation and determined the accrued rights due to the employees that transited into the CPS.
- Opened Retirement Benefits Bond Redemption Fund Accounts (RBBRFA) with the CBN.
- Funding Accrued Rights consistently with 5% of the monthly wage bill.
- The State instituted a Sinking Fund domiciled with the CBN in place of a Group Life Insurance policy.

- The State has arrears of Accrued Pension Rights.



- Enacted the Kano State Pension and Gratuity Law in 2006 to drive the implementation of the Contributory Defined Benefits Scheme (CDBS).
- The State Government assigned the administration and custody of pension funds and assets to the Kano State Pension Fund Trustees.
- The State has commenced the deduction and remittance of both employer and employee pension contributions into the Fund account opened by the Trustees.
- The administration and custody of pension fund assets by the Board of Trustees is a contravention of the provision of sections 54 & 56 of the PRA 2014.

- Yet to establish a State Pension Bureau.
- State employees are not registered with PFAs as CDBS does not require the registration of employees and opening of Retirement Savings Accounts (RSAs) with Pension Fund Administrations (PFAs).
- Yet to transfer pension assets to a Licensed Pension Fund Custodian.
- Yet to conduct an Actuarial Valuation to determine the quantum of its liability and funding gaps.
- Has pension and gratuity liabilities.



- Katsina State drafted the Contributory Defined Benefits Scheme (CDBS) Bill in 2021. The Bill has been passed by the State House of Assembly and awaiting assent by the Executive Governor.

- Yet to enact a law on the CPS to guide the implementation of the scheme.
- Yet to establish a Pension Bureau.
- Registration of employees with PFAs not required under the CDBS Law.
- Yet to commence deduction and remittance of employer and employee pension contributions to appointed PFAs.
- The Katsina State Government is yet to appoint an Actuary to conduct an actuarial valuation to determine the quantum of its liability and funding gaps.
- Group Life Insurance Policy not required under the CDBS Law.



- Enacted the Kebbi State Pension Reform Law in 2009. The Law was repealed and replaced with the Kebbi State Pension Reform Law, 2014.
- Established the Kebbi State Contributory Pension Board to oversee the implementation of the CPS in the State.
- The State employees have registered with PFAs.
- Remitting only 7.5% employee Pension Contributions.

- Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights.
- 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 contributions and accrued rights.



- The State enacted the Sokoto State Pension Reform Law in 2007.
- Yet to establish a Pension Bureau.
- Yet to register the employees with PFAs.

- Yet to commence deduction and remittance of Pension Contributions.
- Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights.
- 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 the Zamfara Pension Reform Law (CPS) in 2006. Repealed the CPS Law and re-enacted a Law on the CDBS in 2019.
- The refund of remittances made under the CPS for employees of the State has been concluded.
- Yet to establish a Pension Bureau to oversee the process of implementing the CDBS in the State.

- The CDBS does not require the registration of employees and opening of Retirement Savings Accounts (RSAs) with Pension Fund Administrators (PFAs).
- Yet to commence deduction and remittance of pension contributions
- Yet to conduct an Actuarial Valuation to determine the quantum of its liability and funding gaps.
- The institution of a Group Life Insurance policy is not required under the CDBS.

LEVEL OF IMPLEMENTATION
OUTSTANDING IMPLEMENTATION MILESTONE



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) IN STATES OF THE SOUTH-EAST ZONE (AS AT 30 JUNE, 2023)

	<ul style="list-style-type: none"> The Abia State Government enacted the Abia State Pension Reform Law on 20 March 2017. The State is yet to implement any other milestone towards full implementation of the CPS. Yet to establish a Pension Bureau to oversee the process of implementation of the CPS in Abia State. Yet to commence the registration of its employees. 	<ul style="list-style-type: none"> Yet to commence remittance of Pension Contributions. Yet to conduct an Actuarial Valuation to determine the Accrued Pension Rights of employees. 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"> The Anambra State Government enacted the Anambra State Pension Reform Law in 2013. The State appointed five (5) PFAs to register State employees and three (3) PFAs to register Local Government employees. Opened a Retirement Benefits Bond Redemption Fund Account (RBBRFA) with Fidelity Pension Managers Limited for the Local Government employees, in line with the State Law and remitted 25 Million monthly till 2018. However no RBBRFA for State Government employees. The State had been remitting both employer and employee pension contribution from inception up to December 2017. Remittances however stopped from January 2018 to February 2022. 	<ul style="list-style-type: none"> Remittances resumed from March 2022 and has been regular to date for State Government employees. Yet to set up the State Pension Management Board and Local Government Pension Management Board in accordance with Section 17(1) of the Anambra State Pension Reform Law, 2013. Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights. Yet to institute a Group Life Insurance Policy. The Local Government is yet to remit contributions from March 2017 - July 2023 (64 months) Yet to transfer the Pension Assets to a Licensed PFC
	<ul style="list-style-type: none"> The State enacted the Ebonyi State Pension Reform Law in 2017. The State is yet to implement any other milestone towards full implementation of the CPS. Yet to establish a Pension Bureau to oversee the process of implementation of the CPS in Ebonyi State. Yet to register employees with PFAs. 	<ul style="list-style-type: none"> Yet to commence remittance of Pension Contributions. Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights. 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"> The State enacted the Enugu State Pension Reform Law on 4 March 2014. The State is yet to implement any other milestone towards full implementation of the CPS. Yet to establish a Pension Bureau to oversee the process of implementation of the CPS in Enugu State. Yet to register the employees with PFAs. 	<ul style="list-style-type: none"> Yet to commence remittance of Pension Contributions. Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights. 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"> Imo State enacted the Imo State Pension Reform Law in 2008. The State is yet to implement any other milestone towards full implementation of the CPS. Yet to establish a Pension Bureau. Yet to register the employees with PFAs. 	<ul style="list-style-type: none"> Yet to commence remittance of Pension Contributions. Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights. 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 OF THE SOUTH-SOUTH ZONE (AS AT 30 JUNE, 2023)



- The Akwa-Ibom State Government drafted the Akwa-Ibom State Pension Reform bill in 2019. The bill was presented to the State House of Assembly but it's yet to be passed.
- Yet to enact a law on the CPS to guide the implementation of the scheme.
- Yet to enact the Law on the CPS.

- Yet to commence remittance of Pension Contributions for the employees.
- Yet to conduct an Actuarial Valuation to determine the Accrued Pension Rights of the employees.
- 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.



- The State enacted the Bayelsa State Pension Reform Law on 17 July 2009.
- The State had initially set up an administrative structure to drive the Contributory Pension Scheme (CPS) in the State and Local Governments Service, but the agencies were dissolved in 2021. In their place, a 10-Man Technical Committee was constituted to drive the implementation of CPS in the State.
- The State repealed its old Law and re-enacted a new one which was signed on the 30 December 2022.

- The State is yet to register its employees with PFAs.
- Yet to commence remittance of pension contributions.
- Yet to conduct an Actuarial Valuation to determine the Accrued Pension Rights of employees .
- 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.



- The Cross River State Contributory Pension Bill 2023 has passed through its First and Second Readings at the State House of Assembly. The State conducted a Public Hearing on the Bill on 27 July 2023.
- Yet to enact a Law on the CPS to guide implementation of the

- Yet to register the employees with PFAs.
- Yet to commence remittance of Pension Contributions for employees.
- Yet to conduct an Actuarial Valuation to determine the employees' Accrued Pension Rights.
- 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 (amended the Law 2011).
- Established 2 Pension Bureaux (State & Local Governments).
- Registered the Employees with PFAs.
- Remitting 10% employer & 7.5% employee Pension Contributions (up to April 2022 for employees of the Local Governments, up to October 2022 for LEA Primary School employees and up to May 2023 for employees of the State Government).

- Conducted an Actuarial Valuation in 2011 to determine the employees' Accrued Pension Rights.
- Opened Retirement Benefits Bond Redemption Fund Accounts (RBBRFA) with the CBN.
- Funding the Accrued Pension Rights.
- The State has huge arrears of Accrued Pension Rights.
- Yet to institute a Group Life Insurance Policy.



- The State Government enacted the Edo State Contributory Pension Scheme Law in 2010. The State however commenced implementation of the CPS in February 2017 with the amended Law 2017.
- The State Government established the Edo State Pension Bureau to oversee the implementation of the CPS in Edo State.
- Registered the State's employees with PFAs. However, three (3) Self-Funded Agencies and eighteen (18) LGC's are yet to commence registration of their employees.

- Remitting 10% employer & 8% employee pension contributions.
- Conducted an Actuarial Valuation to determine the employee's Accrued Pension Rights on 09 November 2020.
- Has a valid Group Life Insurance Policy.
- Opened a Retirement Benefits Bond Redemptions Fund Account with a PFA.
- Funding the Accrued Pension Rights of the State public service employees.



- Enacted the Rivers State Pension Reform Law in 2009. The law was amended in 2012, repealed and re-enacted in 2019 with the transition period extended to 2022. The law was amended in September 2022 to further extend the transition period to July 2025.
- Established the Rivers State Pension Board to oversee the implementation of the CPS in the State.
- The State registered its employees with Pension Fund Administrators.
- Opened a Retirement Benefits Bond Redemption Fund Account with a PFA, in line with the State Pension Law.

- The State commenced the remittance of 7.5% employer and 7.5% employee pension contributions in accordance with the provisions of Section 3 of the State Law. However, remittances were suspended in 2019 after the enactment of the 2019 Law. The State re-commenced the deductions and remittance of only employee pension contributions. The contributions made under the repealed law are now being refunded.
- The Rivers State Government conducted actuarial valuation in 2009. However the actuarial valuation needs to be revalidated following the enactment of the 2019 Law (as amended).
- The State made a one-off payment of 300 million in 2012 for Accrued Rights domiciled with Fidelity Pension Managers Limited.
- Yet to commence funding of the Retirement Benefits Bond Redemption Fund Account.
- 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 OF THE SOUTH-WEST ZONE (AS AT 30 JUNE, 2023)

	<ul style="list-style-type: none"> The State Government enacted the Ekiti State Contirbutory Pension Law in 2010. The law was repealed and replaced with the 'Ekiti State Pension Reform Law' in 2017. The 2017 law was also repealed and replaced with the pension law of 2022. Established the Ekiti State Pension Commission to drive implementation of the Scheme in the State. The State registered its employees with PFAs. Remitting 10% employer & 8% employee Pension Contributions, however, self-funded agencies have backlogs of unremitted pension contributions from January 2019. 	<ul style="list-style-type: none"> Conducted an Actuarial Valuation to determine the employees' Accrued Pension Rights. Opened a Retirement Benefits Bond Redemption Fund Account with ARM Pension Managers Limited and Trustfund Pensions Limited. The State is in the process of instituting a Group Life Insurance Policy for its employees.
	<ul style="list-style-type: none"> Enacted the Lagos State Pension Reform Law in 2007. Amended some sections of the principal Law in 2021. Established the Lagos State Pension Commission (LASPEC) in July 2009. Registered the employees of the State with PFAs. Remitting 10% employer & 8% employee Pension Contributions. Conducted an Actuarial Valuation to determine the employees' Accrued Pension Rights. 	<ul style="list-style-type: none"> Funding the employees' Accrued Pension Rights. Opened Retirement Benefits Bond Redemption Fund Accounts with two PFAs for the State & Local Governments. Has a valid Group Life Insurance Policy for State, Local Government and 26 Self-Funded Agencies. The State has paid Accrued Pension Rights up to 2022. No Group Life Insurance Cover for 12 Self-Funded Agencies
	<ul style="list-style-type: none"> Enacted the Ogun State Pension Reform Law in 2008 (amended the Law in 2013 to extend its transition period to 2025). Established 2 Pension Bureaux, one each for the State Service and Local Government Service. The State has registered its employees (States and Local Government) with Pension Fund Administrators (PFAs). 	<ul style="list-style-type: none"> Deducting 7.5% employee Pension Contributions but stopped remitting both employer & employee contributions to the respective Retirement Savings Accounts (RSAs). The State Government is yet to engage an actuary to conduct an actuarial valuation to determine the accrued rights of employees. 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 the Ondo State Pension Reform Law in 2014. Amended the law in 2019 to cover only new employees engaged as from 2014. Established a Pension Bureau to drive and oversee the process of implementation of the CPS in Ondo State. The State has registered its employees with Pension Fund Administrators. 	<ul style="list-style-type: none"> Remitting 10% employer & 8% employee Pension contriubutions in line with Section 14 of the 2014 State Pension Law. The State does not require actuarial valuation given that the CPS Law only covers new employees without past benefits. The State has instituted a valid Group Life Insurance Policy.
	<ul style="list-style-type: none"> Enacted the Osun State Pension Reform Law in 2008. Established 2 Pension Bureaux responsible for the administration of pension arrangements in the State and Local Governments. The State has registered its employees with Licensd Pension Fund Administrators (PFAs). Deducting and remitting 7.5% employer & 7.5% employee Pension Contributions in line with Section 14(1) of the Osun State Pension Reform, 2008. 	<ul style="list-style-type: none"> The State had conducted an actuarial valuation and determined the accrued rights due to the employees that transited into the Contributory Pension Scheme (CPS). The State has a valid Group Life Insurance Policy (GLIP). Opened a Retirement Benefits Bond Redemption Fund Account with the CBN. The State has backlog of Accrued Pension Rights.
	<ul style="list-style-type: none"> The Oyo State Government enacted the Oyo State Pension Reform Law in 2010. The State is yet to implement any other milestone towards full implementation of the CPS. The State Government is yet to establish a Pension Bureau to oversee the process of implementation of the CPS in Oyo State. 	<ul style="list-style-type: none"> The State is yet to commence the registration of its employees Yet to commence deduction and remittance of Pension Contributions. Yet to conduct an Acturial Valuation to determine the employees' Accrued Pension Rights. 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

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Notes:

i. States with backlog of pension remittances: Osun, Anambra, Rivers, Delta, FCT Area Councils, and Benue.

ii. Anambra:

- There is a backlog of unremitted pension contributions for State Government Employees from January 2018 to February 2022. However, the current Administration resumed remittances from March 2022 and it has been regular to date.
- Backlog of pension remittances from March 2017 - July 2023 (64 months) for Local Government employees.
- Only a one-off payment of N300 million was made in 2019 for Accrued Rights in respect of Local Government employees.
- The State is yet to transfer the Pension Assets to a PFC.

iii. FCT:

- Area Council employees owed an outstanding pension contribution of N12 million as at 31 April 2023.

iv. Benue:

- State MDAs have outstanding pension contributions for 7 Months (December 2022 - June 2023).
- Local Governments have outstanding pension contributions for 13 Months (June 2022 - June 2023).

v. Ekiti:

- The State is in the process of instituting a Group Life Insurance Policy for its employees.

vi. Delta:

- State employees owed outstanding accrued rights for 31 Months (Paid up to December 2020 Retirees) and outstanding pension contributions remittance for 2 months (Paid up to May 2023).
- LEA Primary School owed outstanding accrued rights of 92 Months (Paid up to November 2015 Retirees, 3rd Batch) and outstanding pension contributions for 9 months (Paid up to November 2022).
- Local Government Council employees owed outstanding accrued rights payments for 45 Months (Paid up to October 2019 Retirees) and outstanding pension contributions for 16 months (Paid up to April 2022).

vii. Rivers:

- A one-off payment of N300 million in 2012 for accrued rights in favour of State employees domiciled with Fidelity Pension Managers Limited.

viii. Gombe, Zamfara and Adamawa have laws on CDBS but are yet to commence implementation.

ix. 2 States (Jigawa and Kano) are implementing CDBS. Kano State appointed Trustees for the administration and custody of its pension funds in contravention of the provision of Sections 54 & 56 of the PRA 2014.

Abbreviations:

- i. EE – Employee; ER – Employer
- ii. CPS – Contributory Pension Scheme
- iii. CDBS – Contributory Defined Benefits Scheme
- iv. RBBRFA – Retirement Benefits Bond Redemption Fund Account
- v. GLI - Group Life Insurance.
- vi. N/A - Not Applicable

STATUS OF IMPLEMENTATION ON PENSION ARRANGEMENTS IN STATES AND THE FCT AS AT 30 JULY, 2023

S\N	MILESTONES	NO. OF STATES	DETAILS									
1	States with Contributory Pension Scheme (CPS) Law.	25	Lagos	Kaduna	Ondo	Benue	Ogun	Kogi	Imo	Nasarawa	Bauchi	
			FCT	Ekiti	Delta	Kebbi	Niger	Abia	Sokoto	Enugu		
			Osun	Edo	Anambra	Rivers	Bayelsa	Taraba	Ebonyi	Oyo		
2	States with Contributory Defined Benefits Scheme (CDBS) Law	5	Jigawa	Gombe								
			Kano	Zamfara								
			Adamawa									
3	States at Bill Stage	7	Plateau	Borno	Katsina	Kwara						
			Cross river	Akwa Ibom	Yobe							
4	States with Pension Bureau/Board	16	Lagos	Kaduna	Ondo	Kebbi	Niger	Jigawa				
			FCT	Ekiti	Delta	Rivers	Bayelsa					
			Osun	Edo	Benue	Ogun	kogi					
5	States remitting employer and employee Pension Contributions under the CPS/CDBS	11	Lagos	Kaduna	Ondo	Benue						
			FCT	Ekiti	Delta	Jigawa (CDBS)						
			Osun	Edo	Anambra							
6	States remitting only employee Pension Contributions under the CPS	2	Kebbi									
			Rivers									
7	States paying Pension under CPS/CDBS	9	Lagos	Kaduna	Ondo							
			FCT	Ekiti	Delta							
			Osun	Edo	Jigawa (CDBS)							
8	State that had conducted Actuarial Valuation	9	Lagos	Kaduna	Delta							
			FCT	Ekiti	Rivers							
			Osun	Edo	Benue							
9	States with Retirement Benefits Bond Redemption Fund Account (RBBRFA)	10	Lagos	Kaduna	Delta	Niger						
			FCT	Ekiti	Anambra (LG)							
			Osun	Edo	Rivers							
10	States funding Accrued Rights	8	Lagos	Kaduna	Anambra (LG)							
			FCT	Edo	Rivers							
			Osun	Delta								
11	States with valid Group Life/Sinking Fund	6	Lagos	Kaduna								
			FCT	Edo								
			Osun	Ondo								

SUMMARY OF STATUS OF IMPLEMENTATION ON PENSION ARRANGEMENTS IN STATES AND THE FCT AS AT 30 JULY, 2023						
S\N	MILESTONES	NO. OF STATES	DETAILS			
1	States fully implementing CPS/CDBS	8	Lagos	Kaduna	Ondo	
			FCT	Ekiti	Jigawa(CDBS)	
			Osun	Edo		
2	States substantially implementing the CPS	1	Delta			
3	States partially implementing the CPS/CDBS	4	Anambra	Kebbi		
			Benue	Kano(CDBS)		
4	States that extended their Transitional Period	3	Rivers			
			Niger			
			Ogun			
5	States not yet implementing the CPS	11	Bayelsa	Taraba	Ebonyi	Oyo
			Kogi	Imo	Nasarawa	Bauchi
			Abia	Sokoto	Enugu	
6	States not yet implementing the CDBS	3	Adamawa	Gombe		
			Zamfara			