The Integrated Payroll and Personnel Information Systems (IPPIS) and Public Service Salary Administration in Nigeria

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Abstract: **The study examined the Integrated Payroll and Personnel Information System on public service salary administration in Nigeria. The study used survey research design to sample opinions from the population of public servants that have enrolled on IPPIS. Questionnaires and key participant interviews served as the primary source of data collection while journals, textbooks, newspapers, government publication etc. were part of the secondary source. Research Advisor Table was used to determine the sample size while occupational cluster of probability and quota sampling of nonprobability sampling were adopted. The study found that IPPIS has been able to mitigate problems associated with salary payment of public servants but the irregularities that characterized the IPPIS implementation has stampeded salary administration improvement in Nigeria. The study recommends among others that: the IPPIS office should be given more autonomy from Office of Accountant General of the Federation in order to function optimally and that IPPIS consultants should redesign the software to accommodate more organizational flexibility and peculiarity.**

Keywords: **IPPIS, Public Service, Salary Administration, Nigeria**

I. INTRODUCTION

Man is central to administration because institutions without men cannot survive but men without institutions can survive. In other words, personnel perform quintessential role in manning institutions and articulating policies whether in public or private settings. Globally, institutions are built around humans who plan, execute, instruct and coordinate other factors in achieving organizational objectives. In performing this herculean role, the need for commensurate reward system becomes essentially important as prompt and attractive remuneration motivate personnel towards increased productivity.

In Nigeria, the issue of public service salary has been at the forefront right from early stage of Nigerian nationhood. While the mode of payment evolved from time to time, the minimum wage was a subject of unending debates between labour and government in Nigeria. Earlier stage, Payments are done through cash payment, cheque, bank overdraft and latter bank transfer after the bank"s reconsolidation. Unlike America and Europe, period of salary payment in Nigeria is usually a month and this is a popular practice in the public service. Being a federal state, the issue of minimum wages and method of payment implementation had generated a lot of crises between states and the federal government. Most a times, the states refused to pay the new implemented minimum wage on the excuse of not being economically buoyant to do so thus leaving state employees pauperized.

Since the return of civil rule 1999, lots of reforms have been carried out in the Nigerian public service which has revolutionized salary administration. The recent salary administration reform came with the introduction of electronic payment system which was designed to replace the cumbersome obsolete process that have characterized salary payment. It was on this basis that the federal government introduced the Integrated Payroll and Personnel Information System (IPPIS) to efficiently and effectively meet the needs of public servants in Nigeria and to block leakages and corruption in public service through payroll system. Although, the introduction and implementation of IPPIS was faced with slight resistance from few segments of the federal government Ministry, Department and Agency.

The introduction of IPPIS in 2006 and the subsequent implementation in 2007 with core objectives: to pay federal government employee on time and accurately, to have a centralized payroll systems that meet the needs of federal government employee and help government to plan and manage payroll budget by ensuring proper control of personnel cost has been riddled with lots of consistencies.

In Nigeria, previous salary reviews and increment were subject of manual process disbursement but the latest upward review of the salary in Nigeria from 18,000 minimum pay to 30,000 is being implemented through the IPPIS with electronical payment capacity to all federal public servants across the country. The review of the salary in Nigeria was timely because the need to reinvigorate human resources to ensure committed and motivated public service becomes absolutely necessary which arouse the curiosity of this study.

Despite the commendations that accosted the implementation of the IPPIS policy, wages and salary administration in Nigeria have suffered setbacks which has adversely affected public servants. Wage and salary administration in Nigeria has been a subject of immense controversy in the context of Nigeria politico-administrative setup for several decades now (Ikeka & Maegbo, 2020). Appolos (2022) also expressed the pains and agony civil servants passed through as a result of the IPPIS mode of payment in Nigeria whereby salaries are

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