



Where each figure comes from

CONHESS: official — NSIWC circular SWC.04/T/210 (CONHESS effective 29 July 2024), annual figures ÷ 12. CONMESS: approximate — the CONMESS table effective 29 July 2024 is not yet transcribed; confirm on nsiwc.gov.ng or with your HR department. Allowances are paid on top of every figure here.

CONHESS: nurses, pharmacists, lab scientists and other health workers

Source: official — NSIWC circular SWC.04/T/210 (CONHESS effective 29 July 2024), annual figures ÷ 12. Grades 1–9 have 15 steps, 10–12 have 11, 13–15 have 9 (every step is on page 2).

GRADE	STEP 1	STEP 2	STEP 5	TOP STEP	WHO IS USUALLY HERE (OUR LABEL)
CONHESS 1	₦77,500	₦78,262	₦80,546	₦88,162	Support staff
CONHESS 2	₦77,870	₦78,806	₦81,615	₦90,976	Support staff
CONHESS 3	₦79,177	₦80,302	₦83,675	₦94,920	Assistants
CONHESS 4	₦83,012	₦84,319	₦88,240	₦101,310	Auxiliary nurses
CONHESS 5	₦90,172	₦91,765	₦96,542	₦112,468	Experienced auxiliaries
CONHESS 6	₦119,959	₦122,885	₦131,662	₦160,918	Entry RN (diploma)
CONHESS 7	₦155,990	₦159,929	₦171,743	₦211,125	BSc RN (entry)
CONHESS 8	₦174,566	₦179,199	₦193,096	₦239,422	Interns / mid-level
CONHESS 9	₦199,076	₦203,491	₦218,817	₦269,903	Senior officers
CONHESS 10	₦228,813	₦233,444	₦247,339	₦275,129	Specialist / principal
CONHESS 11	₦264,310	₦269,354	₦284,488	₦314,755	Assistant chief
CONHESS 12	₦306,344	₦313,374	₦334,464	₦376,644	Chief Nursing Officer / Chief
CONHESS 13	₦360,706	₦370,262	₦398,928	₦437,150	Assistant director
CONHESS 14	₦434,832	₦446,164	₦480,159	₦525,486	Deputy director
CONHESS 15	₦566,258	₦580,331	₦622,550	₦678,842	Director

CONHESS: every step of every grade (¥ per month, basic salary)

official — NSIWC circular SWC.04/T/210 (CONHESS effective 29 July 2024), annual figures ÷ 12. A blank cell means the grade has no such step.

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
1	77,500	78,262	79,023	79,785	80,546	81,308	82,069	82,831	83,593	84,354	85,116	85,877	86,639	87,400	88,162
2	77,870	78,806	79,742	80,679	81,615	82,551	83,487	84,423	85,359	86,295	87,232	88,168	89,104	90,040	90,976
3	79,177	80,302	81,426	82,551	83,675	84,800	85,924	87,048	88,173	89,297	90,422	91,546	92,671	93,795	94,920
4	83,012	84,319	85,626	86,933	88,240	89,547	90,854	92,161	93,468	94,775	96,082	97,389	98,696	100,003	101,310
5	90,172	91,765	93,357	94,950	96,542	98,135	99,728	101,320	102,913	104,505	106,098	107,691	109,283	110,876	112,468
6	119,959	122,885	125,810	128,736	131,662	134,587	137,513	140,439	143,364	146,290	149,215	152,141	155,067	157,992	160,918
7	155,990	159,929	163,867	167,805	171,743	175,681	179,620	183,558	187,496	191,434	195,373	199,311	203,249	207,187	211,125
8	174,566	179,199	183,831	188,464	193,096	197,729	202,362	206,994	211,627	216,259	220,892	225,525	230,157	234,790	239,422
9	199,076	203,491	208,600	213,709	218,817	223,926	229,034	234,143	239,251	244,360	249,468	254,577	259,686	264,794	269,903
10	228,813	233,444	238,076	242,707	247,339	251,971	256,602	261,234	265,866	270,497	275,129				
11	264,310	269,354	274,399	279,443	284,488	289,533	294,577	299,622	304,666	309,711	314,755				
12	306,344	313,374	320,404	327,434	334,464	341,494	348,524	355,554	362,584	369,614	376,644				
13	360,706	370,262	379,817	389,373	398,928	408,484	418,039	427,595	437,150						
14	434,832	446,164	457,496	468,828	480,159	491,491	502,823	514,155	525,486						
15	566,258	580,331	594,404	608,477	622,550	636,623	650,696	664,769	678,842						

CONHESS 9: Step 2 rises by ¥52,989 from Step 1 while every other step in this grade rises by ¥61,302; that is how the circular prints it.

CONMESS: doctors and dental surgeons

Source: approximate — the CONMESS table effective 29 July 2024 is not yet transcribed

GRADE	USUAL POST	STEP 1	STEP 5	TOP STEP
CONMESS 1	House Officer (intern)†	₦263,000	₦295,000	₦338,000
CONMESS 2	Medical/Dental Officer; Junior Registrar in some institutions†	₦380,000	₦415,000	₦460,000
CONMESS 3	Junior Registrar†	₦475,000	₦525,000	₦590,000
CONMESS 4	Senior Registrar II†	₦562,000	₦620,000	₦685,000
CONMESS 5	Senior Registrar I; first consultant grade†	₦730,000	₦800,000	₦885,000
CONMESS 6	Consultant (usual entry grade)†	₦1,020,000	₦1,090,000	₦1,150,000
CONMESS 7	Consultant, top grade	₦1,150,000	₦1,190,000	₦1,230,000+

† Placement reported to us by practitioners (most recently a consultant pathologist, September 2026), not stated in an NSIWC circular; it varies by institution, and the entry grade for junior registrars (CONMESS 2 or 3) is still being harmonised. What the circulars do state: the specialist allowance for consultants is paid on CONMESS 5–7 only, and CONMESS 1 has a single step.