

# A BILL

## FOR

AN ACT TO ESTABLISH THE CHARTERED INSTITUTE OF BUSINESS PSYCHOLOGY OF NIGERIA TO PROVIDE FOR THE REGULATION AND CONTROL OF ITS MEMBERSHIP AND PROMOTE THE PRACTICE OF BUSINESS PSYCHOLOGY IN NIGERIA; AND FOR RELATED MATTERS

*Sponsored by Hon. Daniel Asama Ago*

[ ] Commencement

ENACTED by the National Assembly of the Federal Republic of Nigeria-

1 PART I - ESTABLISHMENT OF THE CHARTERED INSTITUTE OF  
2 BUSINESS PSYCHOLOGY OF NIGERIA

3 1.-(1) There is established the Chartered Institute of Business  
4 Psychology of Nigeria ("the Institute").

Establishment  
of Chartered  
Institute of Business  
Psychology of  
Nigeria

5 (2) The Institute-

6 (a) shall be a body corporate with perpetual succession and a  
7 common seal;

8 (b) may sue and be sued in its corporate name; and

9 (c) may, subject to the Land Use Act, acquire, hold, and dispose of  
10 any property, movable or immovable.

11 (3) The Institute shall establish its head office in Lagos, a liaison  
12 office in Abuja, and zonal offices in the six geo-political zones.

13 2. The Institute shall be responsible for-

Functions of the  
Institute

14 (a) determining what standards of knowledge and skills are to be  
15 attained by persons seeking to become members of the profession and  
16 improving those standards as circumstances may permit;

17 (b) facilitating the training and orientation of members of the  
18 Institute to maintain the ethics of Business Psychology practice which the  
19 Institute shall uphold;

1 (c) conducting, encouraging and sponsoring research in the field of  
2 Business Psychology and publish the research outcome:

3 (d) ensuring effective delivery of training programmes by members  
4 of the Institute to enhance capacity, skills, knowledge and productivity of  
5 manpower in the public and private sectors in Nigeria;

6 (e) facilitating effective collaboration, synergy and network with  
7 appropriate corporate bodies to update its regulations and training scheme to  
8 members of the Institute;

9 (f) providing a platform that ensures discipline, organization,  
10 diligence and efficiency in the profession of Business Psychology by members  
11 of the Institute;

12 (g) ensuring effective implementation of training by members of the  
13 Institute according to ethics, standard and any relevant law that prescribes  
14 conditions for award, implementation or report by service providers;

15 (h) developing a comprehensive monitoring and evaluation  
16 framework to facilitate strict compliance with Institute's rules of ethics and  
17 guidelines for training implementation by members to ensure diligent and  
18 result oriented provision of service;

19 (i) providing effective training supervision to its members  
20 undertaking training services;

21 (j) periodically produce, upload on the website or disseminate  
22 electronically or in hard copies to members of the Institute on annual basis a  
23 comprehensive list of trainings and development in the national and state  
24 budgets or trainings advertised by public and private entities in the national  
25 dailies; and

26 (k) perform such other functions as it may consider expedient to give  
27 effect to the provisions of this Act.

Membership  
and qualification

28 **3.-(1)** Subject to the provision of this Act, a person admitted to  
29 membership of the Institute shall be registered as a member of the profession in  
30 the following categories -

1 (a) Individual Members-

2 (i) Fellows,

3 (ii) Members,

4 (iii) Associate Members,

5 (iv) Graduate Member, or

6 (v) Student Members; or

7 (b) Corporate Members.

8 (2) A person registered under this Act shall be enrolled or upgraded

9 as-

10 (a) a Fellow of the Chartered Institute of Business  
11 Psychology(FCIBP) if-

12 (i) at the commencement of this Act, he was a Fellow of the  
13 Nigerian Institute of Business Psychology(former Institute), or

14 (ii) he has completed requisite courses as prescribed by the Council  
15 and has spent at least five years in the grade of a Member;

16 (b) a Member of the Chartered Institute of Business Psychology  
17 (MCIBP) if-

18 (i) at the commencement of this Act, he was a member of the  
19 former Institute,

20 (ii) he is adjudged by the Council to possess an adequate  
21 knowledge of Business Psychology and has spent, at least, five years in the  
22 grade of an Associate, or

23 (iii) he has completed courses prescribed by the Council and has  
24 spent, at least, five years as an Associate Member;

25 (c) an Associate of the Chartered Institute of Business Psychology  
26 (ACIBP) if-

27 (i) at the commencement of this Act, he was an Associate of the  
28 former Institute,

29 (ii) he possesses qualifications which, in the opinion of the  
30 Council, are adequate, or shall have completed a course of training approved

1 by the Council under this Act and shall be actively engaged in business  
2 psychology, or

3 (iii) he has completed courses as prescribed by the Council and he has  
4 spent at least three years as a graduate;

5 (d) a Graduate Member, if-

6 (i) at the commencement of this Act, he was a Graduate Member of  
7 the former Institute, or

8 (ii) he possesses a university degree or any other qualification  
9 acceptable to the Council and satisfies the requirements for election to the  
10 grade of a Graduate Member as stipulated in the rules made under this Act;

11 (e) a Student Member, if-

12 (i) at the commencement of this Act, he was a Student of the former  
13 Institute,

14 (ii) a Postgraduate student of any recognized Institution of higher  
15 learning by the Council and he is undertaking relevant courses which the  
16 Council considers as sufficient knowledge and skill for admission into the  
17 Institute, or

18 (iii) he possesses acceptable qualifications to the Council and is  
19 engaged in courses of study run by the Institute which are designed to confer on  
20 persons completing it sufficient knowledge and skill for admission into the  
21 Institute.

22 (3) A corporate body incorporated or registered in Nigeria shall be  
23 enrolled as Corporate Member if its main objective is Business Psychology and  
24 has in its full-time staff at least one financial member of the Institute in the  
25 grade of an Associate, Member or Fellow.

Honorary  
Membership

26 4. The Council may confer Honorary Membership or Merit Honorary  
27 Membership Award of the Institute on persons or bodies considered worthy of  
28 such honour on terms and conditions prescribed by the Council.

President, Vice-  
President and  
National Treasurer  
of the Institute

29 PART II - GOVERNING COUNCIL OF THE INSTITUTE

30 5.-(1) There shall be for the Institute-

1 (a) a President of the Institute who shall be a financial member in  
2 the grade of Fellow of the Institute;

3 (b) First Vice-President and Second Vice-President of the Institute  
4 who shall be financial members in the grade of Fellows of the Institute; and

5 (c) a National Treasurer of the Institute who shall be a financial  
6 member of at least the grade of Member of the Institute.

7 (2) The President, First and Second Vice-Presidents and National  
8 Treasurer of the Institute shall-

9 (a) be elected at the Annual General Meeting of the Institute; and

10 (b) hold office for a term of two years only.

11 (3) A person contesting for the office of the President or Vice-  
12 President shall hold at least a grade of Fellow and serve two committees of  
13 the Council as Chairman for a minimum of two consecutive years.

14 (4) The President shall be the Chairman at the meetings of the  
15 Institute, but in the event of death, incapability, or any reason, the First Vice-  
16 President or, in his absence, the Second Vice-President shall act in his place.

17 (5) Where the President, the First Vice-President, the Second Vice-  
18 President, or National Treasurer ceases to be a member of the Institute, he  
19 shall cease to hold the office designated under this section

20 6.-(1) There is established a Governing Council of the Institute  
21 ("the Council") which shall be responsible for setting out policy guidelines,  
22 control, target, and appraisal for the Institute.

Establishment  
of Governing  
Council

23 (2) The Council shall consist of the-

24 (a) President of the Institute, who shall be the Chairman;

25 (b) First Vice-President of the Institute;

26 (c) Second Vice-President of the Institute;

27 (d) National Treasurer;

28 (e) six other persons elected at the Annual General Meeting of the  
29 Institute;

- 1 (f) Registrar of the Institute, who shall be the Secretary to the Council,  
2 (g) one immediate past President of the Institute;  
3 (h) Chairman, Board of Fellows;  
4 (i) all State Branch Chairmen; and  
5 (j) Institute's standing committee chairmen as provided in the First  
6 Schedule to this Act; and  
7 (k) a representative of the following Ministries, Departments or  
8 Agencies not below the rank of a Director-  
9 (i) Federal Ministry of Education,  
10 (ii) Federal Ministry of Industry, Industry and Investment, and  
11 (iii) Federal Ministry of Budget and National Planning.  
12 (3) The provisions of the First Schedule to this Act shall have effect  
13 with respect to the qualifications and tenure of office of members of the  
14 Council and other matters mentioned in the Schedule.

Board of Fellows

- 15 7.-(1) The Council shall constitute a Board of Fellows to play an  
16 advisory role to the Council.  
17 (2) The Board of Fellows shall consist of persons who have been duly  
18 appointed as Fellows of the Institute.  
19 (3) The Chairman of the Board of Fellows shall be the Immediate Past  
20 President, and in his absence, a Fellow with up to date financial standing may  
21 be appointed by the Council.

## PART III - REGISTRAR AND THE REGISTER OF MEMBERS

Appointment  
of the Registrar  
and other staff  
of the Institute

- 23 8.-(1) The Council shall appoint-  
24 (a) a fit and proper person who is a member of the Institute as the  
25 Registrar of the Institute; and  
26 (b) such other persons as the Institute may consider necessary.  
27 (2) The Registrar shall-  
28 (a) be the Secretary to the Council and Chief Executive of the  
29 Institute; and  
30 (b) on the instructions of the Chairman of the Council or any

1 committee, convene general meetings of the Institute or any committee and  
2 keep minutes of the proceedings at all meetings.

3 (3) The Council may, whenever the Registrar is absent or is unable  
4 for any reason to perform the functions of his office, appoint an acting  
5 Registrar to perform those functions.

6 (4) The Registrar shall hold office for such period as may be  
7 determined by the Council.

8 **9.**-(1) The Registrar shall prepare and maintain, in accordance with  
9 the rules made by the Council, a register of names, addresses, approved  
10 qualifications and such other particulars, as may be specified in the rules, of  
11 all persons who are entitled, in accordance with the provisions of this Act, to  
12 be registered as members of the profession in the category of fellows,  
13 members, associates, graduates, students, corporate members, honorary  
14 members, honorary fellows, retired members and, who, in the manner  
15 prescribed by such rules, apply to be so registered.

Register of  
Members

16 (2) The Register under subsection (1) of this section shall consist of  
17 the following parts-

- 18 (a) first part shall be in respect of Fellows;
- 19 (b) second part shall be in respect of Members;
- 20 (c) third part shall be in respect of Associates;
- 21 (d) fourth part shall be in respect of Graduate Members;
- 22 (e) fifth part shall be in respect of Students;
- 23 (f) sixth part shall be in respect of Corporate Members; and
- 24 (g) Any other Part that may be approved by the Council.

25 (3) The Council may make rules concerning the form and keeping  
26 of the register and the making of the entries therein, and in particular-

- 27 (a) regulate the making of applications for registration and provide  
28 for the evidence to be produced in support of such applications;
- 29 (b) provide for the notification to the Registrar, by the person to  
30 whom the registered particulars relate, of any change in those particulars;

1 (c) specify the fees, including any annual subscription, to be paid to  
2 the Institute in respect of the entry of names in the register, and authorise the  
3 Registrar to refuse to enter a name in the register until the fees specified for the  
4 entry has been paid; and

5 (d) specify anything not specified under this section.

6 (4) Rules made for the purposes of subsection (3) (c), shall not come  
7 into force until they are confirmed at a special meeting of the Institute

Functions and  
Powers of the  
Register

8 **10.** In addition to the provisions of section 9 (1) of this Act, the  
9 Registrar shall-

10 (a) correct, in accordance with the directives of the Council, any entry  
11 in the register which the Council directs him to correct as being, in the opinion  
12 of the Council, an entry which was incorrectly made;

13 (b) make any necessary alteration to the registered particulars of  
14 registered persons;

15 (c) record the names of members of the Institute who are in default for  
16 more than six months in the payment of annual subscriptions, and take such  
17 action, including removal of the names of defaulters from the register, as the  
18 Council may direct or require;

19 (d) re-register members who defaulted in payment of their  
20 subscription fees where such fees are paid up in full; and

21 (e) remove the names of deceased members from the register as may  
22 be directed by the Council.

Publication of  
register and list  
of corrections

23 **11.-(1)** The Registrar shall-

24 (a) cause the register to be printed, published and put out on sale to  
25 members of the public not later than two years from the coming into effect of  
26 this Act;

27 (b) in each year, after the year in which a register is first published  
28 under paragraph (a), cause to be printed, published and put on sale, either a  
29 corrected edition of the register or a list of corrections made to the register since  
30 it was last printed;

1 (c) cause a print of each edition of the register and of each list of  
2 corrections to be deposited at the principal office of the Institute; and

3 (d) make the register and the lists deposited available, at all  
4 reasonable times, for inspection by members of the public.

5 (2) A document purporting to be a print of an edition of the register-

6 (a) published under this section by authority of the Registrar; or

7 (b) list of corrections to that edition so published,

8 shall, without prejudice to any other mode of proof, be admissible in any  
9 proceeding as evidence that a person specified in the document, or  
10 documents read together as being registered, was so registered at the date of  
11 the edition or list of corrections, and that any person not specified was not so  
12 registered.

13 (3) Where, in accordance with subsection (2) of this section, a  
14 person in any proceeding, is shown to have been or not to have been  
15 registered at a particular date, he shall, unless the contrary is proved, be  
16 taken for the purposes of those proceedings as having at all material times  
17 continued to be or not to be so registered.

18 PART IV - REGISTRATION

19 **12.**-(1) Subject to the provisions of this Act, a person is entitled to  
20 be enrolled or registered as a Business Psychology practitioner if he-

Registration of  
Business Psychology  
Practitioners

21 (a) possesses the relevant qualifications under the provisions of  
22 any Nigerian Law and completes the practical training prescribed by the  
23 Institute under this Act; or

24 (b) qualifies for enrolment as a member in any of the categories  
25 specified under section 3 (1) (a) of this Act.

26 (2) An applicant for registration shall, in addition to evidence of  
27 qualification, satisfy the Council that he-

28 (a) is of good character;

29 (b) has attained the age of 18 years; and

30 (c) has not been convicted in Nigeria or elsewhere of an offence

1 involving fraud or dishonesty.

2 (3) A person accorded by the Council the status as a Business  
3 Psychology practitioner shall be entitled to the use of appropriate designation  
4 letters as may be approved by the Council.

5 (4) The Council shall publish particulars or qualifications for the time  
6 being accepted by the Council for the registration of Business Psychology  
7 practitioners.

8 (5) The Council may, in its discretion, personally accept a  
9 qualification produced in respect of an application for registration under this  
10 section or direct that the application be renewed within such period as may be  
11 specified in the direction.

12 (6) Any entry directed to be made in the register under subsection (4)  
13 of this section shall show that registration is provisional, and no entry so made  
14 shall be converted to full registration without the written consent of the  
15 Council.

Approval of  
qualification

16 **13.**-(1) The Council may approve any institution for the purposes of  
17 this Act and may approve any-

18 (a) course of training at an approved institution which is intended for  
19 persons who are seeking to become or are already Business Psychology  
20 practitioners and which the Council considers is designed to confer, on persons  
21 completing it, sufficient knowledge and skill for admission to the Institute; and

22 (b) qualification which, as a result of an examination taken in  
23 conjunction with a course of training approved by the Council, is granted to  
24 candidates reaching a standard at the examination indicating, in the opinion of  
25 the Council, that the candidates have sufficient knowledge and skill to practice  
26 the profession.

27 (2) The Council may, if it deems fit, withdraw any approval given  
28 under this section in respect of any course, qualification or institution, but  
29 before withdrawing the approval, the Council shall-

30 (a) give notice of its proposal to withdraw such approval to each

1 person in Nigeria appearing to the Council to be a person by whom the  
2 course is conducted or the qualification is granted or the institution is  
3 controlled, as the case may be;

4 (b) afford each person an opportunity of making to the Council  
5 representations with regard to the proposal; and

6 (c) take into consideration any representation made in respect of  
7 the proposal under paragraph (b) of this subsection.

8 (3) Where the approval of the Council under this section for a  
9 course, qualification or institution is withdrawn, the course, qualification or  
10 institution shall not be treated as approved under this section, but the  
11 withdrawal of any such approval shall not prejudice the registration or  
12 eligibility for registration of any person who, by virtue of the approval, was  
13 registered or eligible for registration immediately before the approval was  
14 withdrawn.

15 (4) The giving or withdrawal of an approval under this section shall  
16 have effect from such date, either before or after the execution of the  
17 instrument signifying the giving or withdrawal of the approval, as the  
18 Council may specify in that instrument, and the Council shall-

19 (a) immediately publish a copy of the instrument in the print media;  
20 and

21 (b) not later than seven days before its publication, send a copy of  
22 the instrument to the Establishment and Training Department, Ministry of  
23 Industry, Trade and Investment.

24 **14.-(1)** The members of the Council shall keep themselves  
25 informed of the nature of the-

26 (a) the instruction given at approved institutions to persons  
27 attending approved courses of training; and

28 (b) the examinations as a result of which approved qualifications  
29 are granted.

30 (2) For the purposes of subsection (1) of this section, the Council

Supervision of  
instruction and  
examination leading  
to approved  
qualification

1 may appoint, either from among its own members or otherwise, persons to visit  
2 the institutions and report to the Council.

3 (3) On receiving a report made under this section, the Council may, if  
4 it deems fit, and shall, if so required by the Institute, send a copy of the report to  
5 the person appearing to the Council to be in charge of the Institution, or  
6 responsible for the examinations, to which the report relates requesting that  
7 person to make observations on the report to the Council within such period as  
8 may be specified in the request, not being less than one month beginning from  
9 the date of the request.

10 PART V - FINANCIAL PROVISIONS

Fund of the  
Institute

11 **15.**-(1) There is established for the Institute a fund ("the Fund") which  
12 shall be managed and controlled by the Council.

13 (2) The Fund shall consist of-

14 (a) moneys received by the Council under this Act ;

15 (b) subscriptions, fees and commissions received by the Council for  
16 services rendered pursuant to the provisions of this Act ;

17 (c) such moneys as may be provided by international development  
18 partners or donor agencies by way of grants and interventions or loans ; and

19 (d) money raised for the purpose of the Institute by way of gifts,  
20 donations, grants-in aid, testamentary dispositions from individuals, bodies  
21 corporate or philanthropic organisations to the extent that such gifts, donations,  
22 grants and testamentary dispositions does not directly or indirectly amount to  
23 conflict of interest.

24 (3) The Council shall apply the proceeds of the Fund to-

25 (a) all expenditure incurred by the Institute in the course of the  
26 discharge of its duties under this Act ;

27 (b) the payment of remunerations and allowances of the Registrar and  
28 other staff of the Institute;

29 (c) the maintenance of the premises and property owned by and  
30 vested in the Institute ; and

1 (d) the payment of traveling allowances and such stipends to  
2 members of the Council as may be approved by the Council.

3 (4) The Council may invest its idle funds in any security such as  
4 treasury bills, shares or any other security in Nigeria as may be approved by  
5 the Council.

6 (5) The Council may borrow money for the purposes of the  
7 Institute, and any interest payable on money borrowed shall be paid out of  
8 the Fund.

9 **16.-(1)** The Council shall cause to be prepared, not later than six  
10 months before the end of the year, estimates for the recurrent and capital  
11 expenditure and income of the Institute during the next succeeding financial  
12 year, which shall be presented at the annual general meeting of the Institute  
13 by the Council for approval.

Annual estimate,  
account and audit

14 (2) The Institute shall keep proper accounts and records and shall  
15 prepare in respect of each year a statement of accounts.

16 (3) The Council shall, after the end of a financial year, cause the  
17 accounts of the Institute to be audited by appointed qualified auditors who  
18 shall not be a member of the Council.

19 (4) The auditors appointed under subsection (3) of this section  
20 shall, on completion of the audit of the accounts of the Institute for each  
21 financial year, prepare and submit to the Council-

22 (a) a general report setting out the observations and  
23 recommendations of the auditors on the financial affairs of the Institute for  
24 the year, and on any important matter which the auditors may consider  
25 necessary to bring to the notice of the Council ; and

26 (b) a detailed report containing the observations and  
27 recommendations of the auditors on all aspects of the operations of the  
28 Institute.

29 PART VI - PROFESSIONAL MISCONDUCT AND DISCIPLINE

30 **17.-(1)** There is established the Business Psychology Practitioners

Establishment  
of Investigating  
Panel

1 Investigating Panel ("the Panel") charged with the following responsibilities-  
2 (a) conducting a preliminary investigation into any case where it is  
3 alleged that a member-  
4 (i) has misbehaved in his capacity as a Business Psychology  
5 practitioner; or  
6 (ii) is for any reason, a subject of proceedings before the Disciplinary  
7 Committee; and  
8 (b) deciding whether the case shall be referred to the Disciplinary  
9 Committee.

10 (2) The Panel shall be constituted by the Council and shall consist of  
11 two members of the Council and three registered members who are not  
12 members of the Council.

Establishment  
of Disciplinary  
Committee

13 **18.**-(1) There is established, the Business Psychology Practitioners  
14 Disciplinary Committee ("the Disciplinary Committee") charged with the duty  
15 of considering and determining any case referred to it by the Panel and any  
16 other case of which the Disciplinary Committee has cognizance under the  
17 provisions of this Act.

18 (2) The Disciplinary Committee shall consist of the Chairman who  
19 shall be a Fellow or a past President of the Institute and six other members  
20 appointed by the Council.

21 (3) The provisions of the Second Schedule to this Act shall, have  
22 effect with respect to the Panel and the Disciplinary Committee respectively,.

23 (4) The Council may, with the approval of the Attorney - General of  
24 the Federation, make rules as to acts which constitute professional misconduct.

Penalties for  
professional  
conduct

25 **19.**-(1) Where-

26 (a) a member is adjudged by the Disciplinary Committee to be guilty  
27 of infamous conduct in any professional respect;

28 (b) a member is convicted by any court in Nigeria or elsewhere having  
29 power to award imprisonment for an offence (whether or not he is punished  
30 with imprisonment) which, in the opinion of the Disciplinary Committee, is

1 incompatible with the status of a Business Psychology Practitioner; or

2 (c) the Disciplinary Committee is satisfied that the name of any  
3 person has been fraudulently registered;  
4 the Disciplinary Committee may, if it deems fit, give a direction  
5 reprimanding that person or ordering the Registrar to strike his name off the  
6 register.

7 (2) The Disciplinary Committee may defer its decision as to the  
8 giving of a direction under subsection (1) of this section until a subsequent  
9 meeting of the Disciplinary Committee provided that-

10 (a) a decision shall not be deferred under this subsection for a  
11 period exceeding two years in the aggregate; and

12 (b) a person shall not be a member of the Disciplinary Committee  
13 for the purposes of reaching a decision which has been deferred or further  
14 deferred unless he was present as a member of the Disciplinary Committee  
15 when the decision was deferred.

16 (3) For the purpose of subsection (1) (b) of this section, a person  
17 shall not be treated as convicted unless the conviction stands at a time when  
18 no appeal or further appeal is pending or may (without extension of time) be  
19 brought in connection with the conviction.

20 (4) Where the Disciplinary Committee gives a direction under the  
21 provision of this Act, the Disciplinary Committee shall cause notice of the  
22 direction to be served on the person to whom it relates.

23 (5) The person to whom such a direction relates may, at any time  
24 within 28 days from the date of service on him of notice of the direction,  
25 make a representation to the Court with appropriate jurisdiction, and the  
26 Disciplinary Committee may appear as respondent to the appeal and, for the  
27 purposes of enabling directions to be given as to costs, the Disciplinary  
28 Committee, is deemed to be a party whether or not it appears on the hearing  
29 of the appeal.

30 (6) A direction of the Disciplinary Committee under subsection (1)

1 of this section takes effect only where-

2 (a) no appeal under this section is brought against the direction within  
3 the time limit for the appeal or on the expiration of the time;

4 (b) an appeal is brought and is withdrawn or struck out for want of  
5 prosecution; or

6 (c) an appeal is brought and is dismissed.

7 (7) A person whose name is removed from the register in pursuance of  
8 a direction of the Disciplinary Committee under this section is not entitled to be  
9 registered again except in pursuance of a direction in that behalf given by the  
10 Disciplinary Committee on the application of that person.

11 (8) A direction under this section for the removal of a person's name  
12 from the register may prohibit an application under this subsection by that  
13 person until the expiration of such period from the date of the direction (and  
14 where he has duly made such an application, from the date of his last  
15 application) as may be specified in the direction.

16 PART VI - MISCELLANEOUS

Application of  
this Act to certain  
persons

17 **20.**-(1) A person, not being a member of the former Institute, who, but  
18 for this Act, would have been qualified to apply for and obtain membership of  
19 the former Institute may, within three months from the commencement of this  
20 Act, apply for the membership of the Institute in such a manner as may be  
21 prescribed by the Institute.

22 (2) Where an application under subsection (1) is approved by the  
23 Council, the applicant shall be registered according to his qualification

Special award  
of recognition

24 **21.** The Institute may give special award of recognition during its  
25 annual dinner or any other event to any of its former Presidents and Vice -  
26 Presidents, and any other deserving members of the Institute, body or person

Rules and  
Regulations as  
to professional  
practices and  
fees

27 **22.**-(1) The Council may make rules for-

28 (a) training and certification of suitable persons in business  
29 psychology;

30 (b) registration and licensing of Business Psychology Practitioners;

1 (c) fees to be paid by Business Psychology practitioners; and  
2 (d) restrictions on the right to practice when all prescribed  
3 conditions have not been met.

4 (2) The Council may also make rules prescribing the amount and  
5 due date for payment of the annual subscription fees and, for such other  
6 purposes, provided that different amounts may be prescribed by the rules  
7 according to membership grades of Fellow, Member, Associate, Graduate  
8 Member, Student or Cooperate Member.

9 (3) Rules when made shall, if the Chairman of the Council so  
10 directs, be published in the print media and website of the Institute.

11 (4) Rules made under this Act shall be subject to confirmation by  
12 the Institute at its next general meeting or at any special meeting of the  
13 Institute convened for that purpose, and, if annulled, shall cease to have  
14 effect on the day after the date of annulment, but without prejudice to  
15 anything done or intended to be done under such rules.

16 **23.** The Institute shall-

Provisions of  
Library facilities

17 (a) provide and maintain a library comprising books and electronic  
18 materials and publications for the advancement of knowledge of Business  
19 Psychology and such other books and publications as the Council may deem  
20 necessary for the purpose; and

21 (b) encourage research into Business Psychology methods and  
22 allied subjects to the extent that the Council may consider necessary.

23 **24.**-(1) A person who, for the purpose of procuring the registration  
24 of any name, qualification or other matter-

Offences and  
Penalties

25 (a) makes a statement which he knows or has a reason to know to be  
26 false; or

27 (b) recklessly makes a statement which is false,  
28 commits an offence.

29 (2) Where, on or after the commencement of this Act, a person not a  
30 member of the Institute who practices as a registered member of the

1 profession of Business Psychology for or in expectation of reward, takes or  
2 uses any name, title, addition or description implying that he is in practice as a  
3 registered member of the profession of business psychology, commits an  
4 offence.

5 (3) The provisions of subsection (2) of this section shall not apply to a  
6 person falling within section 20 of this Act-

7 (a) in respect of anything done by him during the period of three  
8 months after the commencement of this Act; and

9 (b) in respect of anything done by him between the end of that period  
10 and the date on which he is enrolled or registered or is notified, if within that  
11 period, he duly applies for membership of the Institute, unless he is notified  
12 within that period that his application has not been approved.

13 (4) Where, on or after the commencement of this Act, a registered  
14 member of the profession holds himself out as a Business Psychology  
15 practitioner or takes or uses any name, title, addition or description implying  
16 that he is a member of that profession of a grade other than that which he is  
17 enrolled or registered under this Act he commits an offence.

18 (5) Where the Registrar or any other person employed by or on behalf  
19 of the Institute willfully makes any falsification in any matter relating to the  
20 register, the Registrar commits an offence.

21 (6) A person who commits an offence under this section is liable -

22 (a) on summary conviction, to a fine of ₦1,000,000; or

23 (b) on conviction on indictment, to a fine not exceeding N1,000,000  
24 or imprisonment for a term not exceeding two years or both.

25 (7) Where an offence under this section which has been committed by  
26 a body corporate is proved to have been committed with the consent or  
27 connivance of, or to be attributable to any neglect on the part of, any director,  
28 manager, secretary or other similar officer of the body corporate or any person  
29 purporting to act in any such capacity, he as well as the body corporate,  
30 commits an offence and is liable on conviction to a fine not exceeding

1 N2,000,000.00.

2           **25.**-(1) As from the commencement of this Act, the Institute of  
3 Business Psychology incorporated under the Companies and Allied Matters  
4 Act, ("the Former Institute") is dissolved. Dissolution and  
Transfer of Property

5           (2) As from the commencement of this Act, any property held  
6 immediately before the commencement of this Act by or on behalf of the  
7 former Institute shall, by virtue of this subsection, vest in the Institute  
8 established under this Act and be held by it for its purposes.

9           **26.**-(1) The provisions of the Third Schedule to this Act shall have Savings and  
Transitional  
Provision  
10 effect with respect to, matters arising from the transfer under section 25 of  
11 this Act, to the Institute of the property of the former Institute and with  
12 respect to the other matters mentioned in that Schedule.

13           (2) Any person, who immediately before the commencement of  
14 this Act was a staff of the Institute shall continue in office and be deemed to  
15 have been appointed under this Act

16           (3) Any proceeding or cause of action pending or existing  
17 immediately before the commencement of this Act by or against the former  
18 Institute in respect of any right, interest, obligation or liability of the former  
19 Institute, may be continued or commenced, as the case may be, and any  
20 determination of a court of law, tribunal or other commission, authority or  
21 person may be enforced by or against the Institute established under this Act  
22 to the same extent that such proceeding, cause of action or determination  
23 might have been continued, commenced or enforced by or against the  
24 former Institute, as if this Act had not been made.

25           (4) As from the commencement of this Act, any disciplinary  
26 proceeding pending or existing against any Member of the former Institute  
27 shall be continued and completed by the Institute established under this Act.

28           (5) The Council may, within 12 months after the commencement  
29 of this Act, may make additional transitional or savings provisions for the  
30 carrying out of the objectives of this section.

|                |    |  |
|----------------|----|--|
| Interpretation | 1  | <b>27.</b> In this Act-  |
|                | 2  | "Board" means the Board of Fellows, constituted under section 7 of this Act;   |
|                | 3  | "Council" means the Council established as the governing body of the Institute |
|                | 4  | under section 6 (1) of this Act;   |
|                | 5  | "Disciplinary Committee" means the Chartered Institute of Business             |
|                | 6  | Psychology Disciplinary Committee established under 18 (1) of this Act;        |
|                | 7  | "enrolled" in relation to a Fellow, a Member, an Associate, a Graduate         |
|                | 8  | Member, a Student or a Corporate Member means a registered member in the       |
|                | 9  | part of the register relating to Fellow, Member, Associate, Graduate member,   |
|                | 10 | Student or Corporate Member, as the case may be;                               |
|                | 11 | "fee" includes annual subscriptions;   |
|                | 12 | "Institute" means the Chartered Institute of Business Psychology of Nigeria    |
|                | 13 | established under section 1 (1) of this Act;                                   |
|                | 14 | "member" means a member of the Institute;                                      |
|                | 15 | "President", "First Vice-President" and "Second Vice-President" mean           |
|                | 16 | respectively the office holders under those names in the Institute;            |
|                | 17 | "Register" means the register prepared and maintained under section 9 of this  |
|                | 18 | Act.   |
| Citation       | 19 | <b>28.</b> This Bill may be cited as the Chartered Institute of Business       |
|                | 20 | Psychology of Nigeria (Establishment) Bill, 2025.                              |

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

FIRST SCHEDULE

*[Section 6(2) and (3)]*

SUPPLEMENTARY PROVISIONS RELATING TO THE COUNCIL

*Qualification and Tenure of Council Members*

1.-(1) Subject to the provisions of this paragraph, every elected member of the Council shall hold office for a term of two years only.

(2) A member of the Institute who ceases to be a member shall, if he is also a member of the Council, cease to hold office in the Council.

(3) An elected member may, by notice in writing under his hand addressed to the President, resign his office, and any appointed member may also resign his office.

(4) Members of the Council shall, at its next meeting before the Annual General Meeting of the Institute, arrange for five members of the elected and longest in office to retire at that Annual General Meeting.

(5) Elections to the Council are held in such manner as may be prescribed by the rules made by the Council and, until so prescribed, the elections shall be decided by secret ballot.

(6) Where for any reason there is a vacation of office by a member and such member was elected, the Council may, if the time between the unexpired portion of the term of office and the next general meeting of the Institute appears to warrant the filling of the vacancy, co-opt a fit person for such time.

*Power of Council*

2. The Council may do anything which in its opinion is calculated to facilitate the carrying on of the activities of the Institute.

*Proceedings of the Council*

3.-(1) Subject to the provisions of this Act, the Council may, in the name of the Institute, make standing orders regulating the proceedings of the Institute or Council, and in the exercise of its powers under this Act, may set up committees in the general interest of the Institute.

1 (2) Standing orders shall provide for decisions to be taken by a  
2 majority of the members, and, in the event of equality of votes, the President or  
3 Chairman, as the case may be, shall have a second or casting vote.

4 (3) Standing orders made for a committee shall provide that the  
5 committee is to report back to the Council on any matter not within its  
6 competence to decide.

7 (4) The quorum of the council is at least one third of the total number  
8 of the Council members and the quorum of a committee shall be fixed by the  
9 Council.

10 *Meetings of the Institute*

11 4.-(1) The Council shall convene the Annual General Meeting of the  
12 Institute every year on such day as the Council may appoint and if the meeting  
13 is not held within one year after the previous Annual General Meeting, not  
14 more than 15 months shall elapse between the respective dates of the two  
15 meetings.

16 (2) A special meeting of the Institute may be convened by the Council  
17 at any time, and if at least 20 members of the Institute require it, by notice in  
18 writing addressed to the Registrar of the Institute setting out the objects of the  
19 proposed meeting, the Chairman of the Council shall convene a special  
20 meeting of the Institute.

21 (3) The quorum of any general meeting of the Institute shall be 30  
22 financial members and that of any special meeting of the Institute shall be 20  
23 financial members of the Council.

24 (4) Subject to the provisions of any standing order of the Council, the  
25 Council shall meet whenever it is summoned by the Chairman, and if the  
26 Chairman is required to do so by notice in writing given to him by at least four  
27 other members, he shall summon a meeting of the Council to be held within 14  
28 days from the date on which the notice is given.

29 (5) At any meeting of the Council, the President, or in his absence,  
30 the First Vice-President shall preside and if the First Vice-President is absent,

1 the Second Vice-President presides, and if all are absent, the members  
2 present at the meeting shall appoint one of them to preside at that meeting.

3 (6) Where the Council desires to obtain advice from any person on  
4 a particular matter, the Council may co-opt that person as a member for such  
5 period as the Council may deem fit, but the person is not entitled to vote at  
6 any meeting of the Council and shall not count towards a quorum.

7 (7) Notwithstanding the provisions of this paragraph, the first  
8 meeting of the Council shall be summoned by the Chairman of the Council  
9 who may give such directions as he thinks fit as to the procedure to be  
10 followed at the meeting.

11 *Committees of the Council*

12 5.-(1) The Council may set up one or more committees to perform  
13 on behalf of the Institute or Council such functions as the Council may  
14 determine.

15 (2) A Committee set up under this paragraph shall consist of the  
16 number of persons determined by the Council, and one member of the  
17 committee shall hold office of the Chairman of the committee in accordance  
18 with the terms of the instrument by which he is appointed, and shall serve as  
19 a Council member.

20 (3) A decision of a committee of the Council is of no effect until it is  
21 confirmed or approved by the Council.

22 *Miscellaneous*

23 6.-(1) The affixing of the seal of the Institute shall be authenticated  
24 by the signature of the President or another member of the Council  
25 authorized generally or specially by the Institute to act for that purpose.

26 (2) Any document purporting to be duly executed under the seal of  
27 the Institute shall be received in evidence and is, unless the contrary is  
28 proved, deemed to be so executed.

29 (3) The validity of any proceeding of the Institute, Council or a  
30 committee of the Council is not affected by-

- 1 (a) any vacancy in the membership;
- 2 (b) any defect in the appointment of a member of the Institute or  
3 Council or a person serving on the committee; or
- 4 (c) reason that a person not entitled to do so took part in the  
5 proceedings.
- 6 (4) A member of the Institute or Council, and any person holding  
7 office on a committee of the Council, who has a personal interest in any  
8 contract or arrangement entered into or proposed to be considered by the  
9 Council on behalf of the Institute, Council or a committee, shall disclose his  
10 interest to the President or Council, as the case may be, and shall not vote on  
11 any question relating to the contract or arrangement.

12 SECOND SCHEDULE

13 *[Section 18 (3)]*

14 SUPPLEMENTARY PROVISIONS RELATING TO DISCIPLINARY COMMITTEE

15 AND INVESTIGATING PANEL

16 PART I - DISCIPLINARY COMMITTEE

- 17 1. The quorum of the Disciplinary Committee shall be seven  
18 members, four of whom shall be members of the Council, and three registered  
19 members of the Institute with legal background or chartered administration.
- 20 2. The Council shall make rules as to the-
- 21 (a) selection of members of the Disciplinary Committee for the  
22 purposes of any proceeding; and
- 23 (b) procedure to be followed and the rules of evidence to be observed  
24 in the proceedings before the Disciplinary Committee.
- 25 3. For the purpose of advising the Disciplinary Committee on  
26 question of law arising in the proceedings before it, there shall, in all such  
27 proceedings, be an assessor to the Disciplinary Committee who shall be  
28 appointed by the Council and shall be a legal practitioner of not less than seven  
29 years standing.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

PART II - THE PANEL

4. The quorum of the Panel shall be three.

5. The Panel may, at any meeting attended by the members of the Panel, make standing orders with respect to the Panel.

6. Subject to the provisions of any Standing Order, the Panel may regulate its own procedure.

PART III - MISCELLANEOUS

7. A person who ceases to be a member of the Disciplinary Committee or Panel is eligible for reappointment as a member of that body.

8. A person may, if eligible, be a member of both the Disciplinary Committee and Panel.

9. The Disciplinary Committee or Panel may act, notwithstanding any vacancy in the membership, and the proceedings of either body is not invalidated by any irregularity in the appointment of a member of that body.

10. Any document authorized or required by virtue of this Act to be served on the Disciplinary Committee or Panel shall be served on the Registrar of the Institute.

11. Any expenses of the Disciplinary Committee or Panel shall be defrayed by the Institute

THIRD SCHEDULE

*[Section 26(1)]*

TRANSITIONAL PROVISIONS AS TO PROPERTY

1. Every agreement to which the former Institute was a party immediately before the commencement of this Act, whether in writing or not and whether or not of such a nature that the rights, liabilities and obligations could be assigned by the former Institute, shall, unless its term or subject matter is impossible that it should have effect as modified in the manner provided by this subparagraph, have effect from the commencement of this Act, as if-

(a) the Institute had been a party to the agreement;

1 (b) for any reference (however worded and whether express or  
2 implied) to the former Institute there were substituted, with respect to anything  
3 not done on or after the commencement of this Bill, a reference to the Institute;  
4 and

5 (c) for any reference (however worded and whether express or  
6 implied) to a member or an officer of the Council of the former Institute or the  
7 former Institute there were substituted with respect to anything not done on or  
8 after the commencement of this Act; and

9 (d) a reference to a member or members of the Council under this Bill  
10 or the officer of the former Institute who corresponds as nearly as may be to be  
11 member or officer in question of the Institute.

12 2. Other documents which refer, whether specially or generally, to the  
13 former Institute shall be construed in accordance with subparagraph (1) so far  
14 as applicable.

15 3. Where, by the operation of this Schedule or for section 25 of this  
16 Act, any right, liability or obligation vested in the Institute, the Institute and all  
17 other persons shall, as from the commencement of this Act, have the same  
18 rights, powers and remedies (and in particular, the same rights as to the taking  
19 or resisting of legal proceedings or applications to any authority) for  
20 ascertaining, perfecting or enforcing that right, liability or obligation as they  
21 would have had if it had at all times been a right, liability or obligation of the  
22 Institute.

23 4. Any legal proceeding or application to any authority pending at the  
24 commencement of this Act by or against the former Institute and relating to  
25 property transferred by this Act to the Institute may be continued on or after that  
26 day by or against the Institute.

27 5. Where the law in force at the place when any property transferred  
28 by this Act is situated provides for the registration of transfers of property of the  
29 kind in question (whether by reference to an instrument of transfer or  
30 otherwise) the law shall, so far as it provides for alterations of a register (but not

1 for avoidance of transfer, the payment of fees or any other matter) apply with  
2 the necessary modifications to the persons determined by the Council and a  
3 person other than a member of the Council shall hold office on the  
4 committee in accordance with the terms of the instrument by which he is  
5 appointed.

EXPLANATORY MEMORANDUM

*(This Memorandum does not form part of this Bill but is  
intended to explain its purports)*

This Bill seeks to establish the Chartered Institute of Business Psychology of Nigeria for the regulation and control of its members and to promote the practice of Business Psychology in Nigeria.