

NARD SECRETARIAT REPORT

NIGERIAN ASSOCIATION OF RESIDENT DOCTORS, NARD

Federal Medical Centre Umuahia

THE SECRETARY GENERAL'S ANNUAL REPORT, 2022/2023

NATIONAL ANTHEM

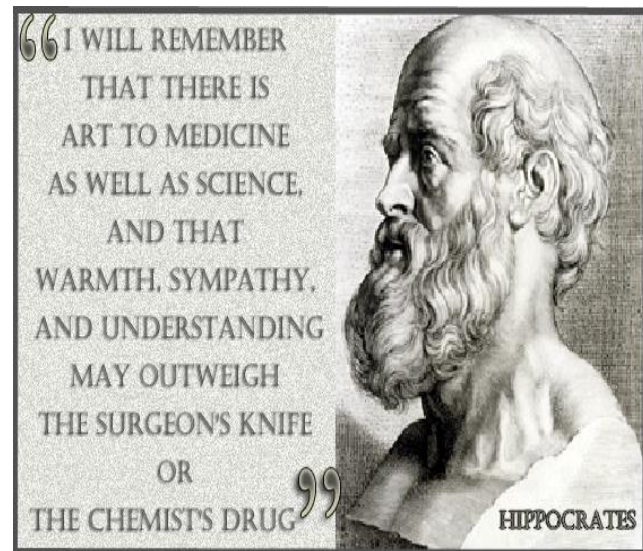
Arise, O compatriots
Nigeria's call obey
To serve our fatherland
With love and strength and faith.
The labour of our heroes past
Shall never be in vain,
To serve with heart and might
One nation bound in freedom
Peace and unity.

O God of creation,
Direct our noble cause
Guide our leaders' right
Help our youth the truth to know
In love and honesty to grow
And living just and true
Great lofty heights attain
To build a nation where peace
And justice shall reign

NATIONAL PLEDGE

I pledge to Nigeria my country.
To be faithful, loyal and honest.
To serve Nigeria with all my strength
To defend her unity and uphold her honour and glory
So help me God

THE HIPPOCRATIC OATH



I swear to fulfill, to the best of my ability and judgment, this covenant:

I will respect the hard-won scientific gains of those physicians in whose steps I walk, and gladly share such knowledge as is mine with those who are to follow.

I will apply, for the benefit of the sick, all measures [that] are required, avoiding those twin traps of overtreatment and therapeutic nihilism.

I will remember that there is art to medicine as well as science, and that warmth, sympathy, and understanding may outweigh the surgeon's knife or the chemist's drug.

I will not be ashamed to say "I know not," nor will I fail to call in my colleagues when the skills of another are needed for a patient's recovery.

I will respect the privacy of my patients, for their problems are not disclosed to me that the world may know. Most especially must I tread with care in matters of life and death. If it is given me to save a life, all thanks. But it may also be within my power to take a life; this awesome responsibility must be faced with great humbleness and awareness of my own frailty. Above all, I must not play at God.

I will remember that I do not treat a fever chart, a cancerous growth, but a sick human being, whose illness may affect the person's family and economic stability. My responsibility includes these related problems, if I am to care adequately for the sick.

I will prevent disease whenever I can, for prevention is preferable to cure.

I will remember that I remain a member of society, with special obligations to all my fellow human beings, those sound of mind and body as well as the infirm.

If I do not violate this oath, may I enjoy life and art, respected while I live and remembered with affection thereafter. May I always act so as to preserve the finest traditions of my calling and may I long experience the joy of healing those who seek my help.

BEHOLD YOUR 2022/2023 NOC





House 1, 69 Road (A) F Close Gwarinpa, Abuja

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AIMS AND OBJECTIVES OF NARD

- i. To promote the interest of and foster closer ties and relationships among members
- ii. To consider and express its views on all proposed regulations, policies and legislations affecting the training of Medical Doctors in Nigeria and on other aspects of Medical practice.
- iii. To promote improvement in Healthcare delivery in Nigeria
- iv. To cooperate with other bodies with similar aims and objectives
- v. To maintain a close relationship with the Nigerian Medical Association (NMA) and all its affiliate bodies.



HIS EXCELLENCY

BOLA AHMED TINUBU (GCFR)

PRESIDENT OF THE FEDERAL REPUBLIC OF NIGERIA



PROF. (DR) MUHAMMAD ALI PATE
HONOURABLE MINISTER FOR HEALTH & SOCIAL WELFARE
FEDERAL REPUBLIC OF NIGERIA



DR. TUNJI ALAUSA

HONOURABLE MINISTER OF STATE FOR HEALTH AND SOCIAL WELFARE
FEDERAL REPUBLIC OF NIGERIA



DR MRS IPALIBO HARRY BANIGO
CHAIRMAN, SENATE COMMITTEE ON HEALTH
NATIONAL ASSEMBLY



HON. YUSUF TANKO SUNUNU

CHAIRMAN, HOUSE COMMITTEE ON HEALTHCARE SERVICES
NATIONAL ASSEMBLY



DR. UCHE ROWLAND OJINMAH

**PRESIDENT
NIGERIA MEDICAL ASSOCIATION (NMA)**



DR. EMEKA INNOCENT ORJI
PRESIDENT,
NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD)



DR. KELECHI O. CHIKEZIE

**SECRETARY-GENERAL,
NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD)**

PRESIDENT'S VALEDICTORY MESSAGE

THE SECRETARY-GENERAL'S REPORT, 2022/2023

SECRETARIAT OF NARD THE UNITY BID TEAM PACT WITH NARDITES: A JOURNEY COMPLETED

PROTOCOLS

A very good day to you all. It is indeed an honour for me to stand here today to address you on this auspicious occasion of the 43rd Annual General Meeting and Scientific Conference (AGM/SC) of the Nigerian Association of Resident Doctors (NARD), hosted by the Association of Resident Doctors (ARD), UIH, Ilorin, Kwara State, being the incoming Secretariat of NARD on account of the will of NARDITES as expressed through your votes at the 42nd AGM/SC of NARD hosted by the Association of Resident Doctors (ARD), FMC Umuahia, Abia State between 26th September and 1st October 2022.

It is common knowledge that the present Nigerian economy is quite unfriendly, and the recent upward reviews in the exchange rates and prices of petroleum products have not helped matters. It is therefore heartwarming to note that NARDITES and our past leaders have defied all the odds to be here regardless. I can only adjudge this to be a show of the love you have for us and for the association.

On behalf of the UNITY SECRETARIAT, and indeed the entire 2022/2023 National Officers' Committee (NOC) led by the 'Government' himself, Dr Orji, Emeka Innocent, an achiever in every respect, I, your Chief Scribe and friend, want to most sincerely appreciate you for your unflinching support and maximum cooperation through the journey of these very long twelve months.

Your choice of the UNITY team was loud, your votes decided the composition of the NOC, our dreams were big and so we hit the ground running! Our pact with NARDITES was simple: make the most of the short time to improve the welfare of NARDITES and improve the fortunes of NARD as an organization. It was a very challenging task, one that practically kept us on our feet with a lot of learning and re-learning to do, but we were undaunted.

At the conclusion of the 42nd AGM/SC held in Umuahia, Abia State, the mantle of NARD leadership was thrust upon us. We hit the ground running, swinging immediately into action to ensure that results are achieved in record time. However, the transition of the government from one administration to another, the subsequent removal of subsidy on PMS and the attendant consequences on the economy, the lean

resources of the association worsened by the non-remittance of dues from house officers, and a host of other factors made the task arduous and the journey tortuous.

We had a manifesto and a clear cut agenda for our tenure, but as it stands today, some have been achieved, some are still a work in progress, while others would require more time for advocacy and lobbying. However, we hope that the incoming administration would look closely at these programs and decide on which path is best for us all.

May I at this juncture appeal to you to grant me your rapt attention as I quickly summarize the events and gains of the 2022/2023 NOC year.

LEADERSHIP RETREAT

In a bid to prepare ourselves for the task of leadership in NARD, this administration as a matter of priority organized a leadership retreat for the NOC at Parkview Hotel Abuja between 23rd and 27th November 2022. Facilitators in this program include Dr Aliyu Sokomba and Dr Chukwunonso Ude, past President and Secretary General of NARD respectively. Others are Mrs Ucha Unimke Ulayi and Mrs Helen Emumwen, both from Successory Nigeria Limited, Abuja. These resource persons took us on the following topics:

1. Strategic Leadership: the nature and importance of leadership
2. Team building
3. Decision Making in Leadership (The six thinking caps)
4. Mentoring, Coaching and Delegation
5. Effective Communication Skills in Leadership
6. Sacrifices in Leadership
7. Institutional Memory in NARD

COURTESY VISITS

As expected, on assuming office, we wrote letters of introduction to the stake holders in government, the health sector, the military and paramilitary set up, the media and the private sector. We sought to pay courtesy visits to these people as we believed they had different roles to play in achieving our set goals. For many of them, we had course to visit them several times in the course of the pursuit of the welfare of NARDITES. We ended up paying courtesy visits to the following: the Nigerian Medical Association (NMA) President, the Honourable Minister of Health, the Honourable Minister of state for Health, the Honourable Minister of Labour and Employment, the Permanent Secretary Federal Ministry of Health, the Speaker of the House of Representatives, the Chairman of the House committee on Healthcare services, the Accountant General of the Federation, the Chief of Defence Staff, the Director General, Department of State Security (DSS), the Inspector General of Police, the Director Integrated Payroll and Personnel Information System (IPPIS), the Director of

Cash Management Office of the Federal Ministry of Finance, the Chairman and Director of Compensation at the National Salaries, Income and Wages Commission (NSIWC), the Registrar of National Postgraduate Medical College of Nigeria (NPMCN), the registrar of Medical and Dental Council of Nigeria (MDCN), the Budget Manager's Office, the Director of Funds at the Accountant General's Office, the Director General of the Nigerian Television Authority (NTA), the Director Hospital Services and the Director Regulatory and Professional Studies in the Federal Ministry of Health, Chairman Nigerian Governors Forum (NGF) and Governor of Kwara State, Director General NGF, the Chairman/CEO of Innoson Vehicles Manufacturing Company Ltd (IVM), the Chief Medical Directors/Medical Directors of University of Uyo Teaching Hospital Uyo, Federal Medical Centre Abeokuta, Lagos University Teaching Hospital Idi-Araba, and Lagos State University Teaching Hospital Ikeja, the Provosts of College of Medicine University of Lagos and Lagos State University College of Medicine, among many others.

MEDICAL RESIDENCY TRAINING FUND (MRTF)

One of our earliest wins in this administration was the engagement of government on the payment of the arrears of 2020 MRTF which had lingered. This engagement with government led to the eventual payment of the 2020 MRTF to our members who were omitted in the initial payment, about two thousand (2000) NARDITES benefited from this payment!

Our engagements also led to the release of the new circular on the upward review of the MRTF by the NSIWC on the 27th of January 2023, just four months in office. This was a marked improvement on the initial one released on 4th August 2022, particularly because of the significant upward review of the transport fare in the later circular.

Not resting on our oars, we worked hard to get the government to commence the full payment of the upwardly reviewed MRTF this year, a feat that appeared almost impossible.

We have also gotten the government to begin the process of unflagging the accounts of our members whose accounts were flagged following the erroneous payment of 2021 MRTF. The FMOH has made a call for the details of the affected persons.

We have equally gone ahead to request that the arrears of 2022 MRTF based on the new circular be paid by the government.

These achievements are worth raising one's shoulders, considering that the forces we are up against are really "legion".

HAZARD ALLOWANCE

At the time we took over office, approval for the new rate had been given but payment had not yet commenced. Following our engagements with the government, payment of the already accrued arrears of December 2021 to August 2022 was made in two tranches. We subsequently pushed for the cash-backing and payment of the arrears of September to December 2022 in another two installments.

We went further to push for the payment of the reviewed hazard allowance to house officers, making them the only interns in the country at the time of commencement of payment, to be paid the reviewed hazard allowance.

We also followed up to ensure that it was subsequently incorporated into the monthly salaries with effect from January 2023.

We have also gotten government to call recently for the details of those who are still being owed arrears of the reviewed hazard allowance for processing and payment.

ARREARS OF CONSEQUENTIAL ADJUSTMENT OF MINIMUM WAGE

Recall that the federal government reviewed the minimum wage in 2019 and our salaries were consequently adjusted. However, the arrears accruing therefrom was paid but not to all concerned.

Our struggles and engagements with government paid off and they have accepted to call for, compile and process the payment for those arrears not paid then.

THE DOCTORS' REACH-OUT PROGRAM (T-DROP)

This program, our way of giving back to the society since its re-branding/renaming by the 2017/2018 NOC was sustained in this leadership year. In our various statutory meetings, we have ensured that this corporate social responsibility is carried out by our T-DROP committee in conjunction with the host centers.

We also introduced a public enlightenment/education side to the program by partnering with notable media houses like the NTA for a bi-weekly health educational program in English and Yoruba languages for now.

IPPIS MIGRATION AND SALARY ARREARS

Our NOC was not spared from this recurring challenge. Worthy of note was the challenge in LUTH where resident doctors employed by the hospital were yet to be migrated into the IPPIS platform up to 9 months after being employed. Other centres who had similar problems include FMC Umuahia, UITH and UCH (just to mention a few). These problems ranged from capturing and migration to payrolling.

While we are glad to announce that the issues have been settled, we are not unaware of pockets of such challenges still existing in some other centers, especially

OAUTHC, Ile-Ife. We trust the incoming administration to continue from where have stopped.

THE MEDICAL RESIDENCY TRAINING ACT

We set out to review the act which was due for review 5 years after its passage into law in 2017. The process had kick started and the amendment had passed its second reading. However, the process was stalled by the transition in the government.

We encourage the incoming NOC to push this to its logical end.

MANPOWER SHORTAGE/BRAIN DRAIN

This was a matter for numerous engagements with the government in this NOC year. We were represented in the meetings of the committee on brain drain set up by the federal government through the FMOH where the decision to produce a circular on “one-for-one” replacement of exited health workers as a stop gap measure to militate against the challenge of manpower shortage was made. The Federal Ministry of Health has written to the CMDs/MDs to furnish them with the lists of exited clinical staff in their hospitals in the past two years. This document is required for the generation of the said circular.

We encourage the incoming administration to see it through.

REVIEW OF CONMESS

At the onset of our last strike action in July 2023, the government released a circular on the review of CONMESS through the NSIWC on the 25th of July 2023. the said circular contained an increment of 25% of basic salary for CONMESS 1-6 and 35% of basic salary for CONMESS 7. Another circular, released on the 26th of July 2023 by the NSIWC contained an accoutrement allowance of N25,000, payable quarterly.

While it is our firm belief that this increment does not reflect the current state of things in the economy and also is an arbitrary increase not based on any scientific or economic formula, we have resolved to allow our parent body, the NMA , to negotiate further with government as the initial negotiations leading to the agreement contained in the released circular was done with them and excluded NARD.

PUBLICITY AND MEDIA ENGAGEMENT

It is no news that our NOC sustained a heavy presence in the media through the course of this one year. These ranged from print to electronic and social media, covering our statutory programs and meetings as well as presenting our own side of the story to Nigerians and the world at large in the course of our different struggles and agitations with government. We had a total of about 67 of such media engagements.

Notable among these media outlets are the Punch, vanguard, daily Trust, Daily Independent, This Day and The Sun Newspapers, Channels TV, Arise News, TVC News and BBC Africa, Trust TV, CNN, Aljazeera, CNBC Africa, AIT, SABC, VoA, "the world Radio", and many more.

In this year, the number of our followers on social media increased significantly compared to what we met on ground: 10,100 to 11,700 on Twitter (now "X"); 6,700 to 7,100 on Facebook; and 402 to 734 on Instagram.

We also collaborated with the BBC news to celebrate the International day of sign languages on the 23rd of September 2023, in honour of the deaf and dumb in our society as part of our corporate social responsibility.

SALARY SHORTFALL FROM 2014 TO 2016 (SKIPPING ARREARS)

This has become a perennial problem with a seeming unwillingness on the side of government to settle it. Our NOC fought hard to resolve the matter but repeatedly hit the bricks. The current state of affairs in this matter is that the FMOH has made some moves to possibly appeal the court judgement of 2013, but this would require a closer look at the situation by our legal team for further action. This we believe the incoming administration would pursue decisively.

PUBLICATION

This NOC was able to publish 5 editions of our journal despite the association's lean resources, and the 6th edition is already a work in progress.

The OGM decided in may 2023 to reduce the annual publication issues from 6 to 4. This is aimed at improving the quality of the articles published, encouraging a wider spread of sources of articles and enhancing the impact factor of the journal.

The process of getting back on Pub-Med has been pursued vigorously and we are in the process of meeting up with the required criteria as requested by Pub-Med.

This NOC has also taken the initiative of publishing a revised edition of the emergency handbook for residents and house officers and I am glad to announce to you that this book is ready today for presentation, while mass production would follow subsequently.

RESEARCH AND STATISTICS

The Research and Statistics Committee has lived up to expectation in this NOC year, having conducted various surveys that have been key in driving our negotiations with government as well as helping in shaping the policies of this administration.

Some of the surveys conducted include:

1. Occupational Hazards among Residents and Opinion on Brain Drain

2. Assault on Doctors by Security Personnel in Nigeria
3. Colleges of Residents- National, West Africa or Both
4. Comprehensive data on Residents in Nigeria

The committee also submitted a manuscript on "Trainee-led Research Collaborations: A Model for Early Career Doctors", to a high impact journal for publication.

STATE TERTIARY HEALTH INSTITUTIONS (STHIs)

The 2022/2023 NOC did not rest on her oars in addressing the issues of STHIs. The challenges were daunting, but the determination of the NOC was second to none. The fact that each state had its own peculiarities worsened the problem but we were determined to make an indelible mark.

Our administration had a swift response mechanism to address every challenge of STHIs brought to our notice.

We embarked on several advocacy visits at the federal government level as well as the Nigerian Governors' forum, all in the bid to tackle the problems faced by our colleagues at the STHIs.

We are glad that our efforts paid off and it has been a harvest of many good news from our STHIs.

Some of the successes include:

1. New Hazard Allowance: implemented in LASUTH, OOUTH, GHI Ilorin, and FCTA. This has also been approved in ESUTH and Plateau State ARD.
2. Revised CONMESS: implemented in GHI Ilorin (with skipping) and approved for Plateau state ARD.
3. MRTF: implemented in EKSUTH, RSUTH, GHI Ilorin, OOUTH, BSUTH, Nasarawa and Kaduna state ARDs. Note that OOUTH, BSUTH and Nasarawa state ARD were paid the new upwardly reviewed MRTF this year while same has been approved for Nasarawa state ARD. MRTF has also been approved for Edo and Plateau state ARDs.

These successes notwithstanding, we are still aware of many other welfare challenges affecting our members in the STHIs. Hence we submit that it is not yet 'uhuru', until we see smiles on the faces of all our members in the STHIs.

We encourage the incoming administration to step up the tempo of advocacy in addressing these STHIs challenges.

LEGAL AND LEGISLATIVE ACTIVITIES

Concerted efforts were made by this committee of the association in the following regards:

1. Review and make input on the Hon. Ganiyu Johnson's Bill on the mitigation of brain drain.
2. Review and make input on the writ of summons for the NARD Housing project.
3. Review and make recommendations on the appropriate response to the Bill for an act for the establishment for a council on traditional, complementary and alternative medicine.
4. Inputs and recommendations for the MRTA amendment/review, which is now ready for legislative processing.
5. Collaborating with the NARD Business Ventures and Special Duties committees to develop a framework for the sustainability of NARD printing press/business ventures.

This administration also engaged a new legal team for the association: Elohozino Ulebe & Cyril Ibe, Alliance Solicitors. This was occasioned by the expiration of the contract of the previous lawyer and his unwillingness to continue with NARD.

On court cases, the following are still outstanding:

1. Dr Awkadiwe vs. NMA/NARD - Hearing on the 10th of October 2023
2. Daniel Bob vs NARD
3. Scott Osayuwamen vs Asukor/NARD - adjourned sine dei because the court in Benin is undergoing renovation
4. Aloysius Ugwoke vs NARD - Hearing on 19th October 2023
5. Waka Credit vs Daniel Bob/NARD - Hearing on 9th October 2023
6. Fayoda vs NARD - Date awaited from the plaintiff

BENCH FEES

The National Council on Health had in her sitting in December 2021 resolved to abolish the bench fee as they all agreed that it created unnecessary hardship for the resident doctor.

This NOC made sure that this was upheld under our watch.

The LASUTH management insisted on payment of bench fees for one of our members but we were able to resolve the matter amicably.

NARD NETWORK SERVICES AND BUSINESS VENTURES

One of the high points of our administration was the official kick off of the NARD business ventures. We began with the activation of the business name with the corporate affairs commission which involved paying off the debts for our business name renewal.

We then went ahead to upgrade the business name to a limited liability company- NARD NETWORK SERVICES LTD.

Then we acquired the following equipment for the printing press: brand new Konica Minolta Bizhub C368 basic option + ADF; Konica Minolta Bizhub C654 D.I; and a Laminating machine.

We have so far printed brochures for May OGM, July NEC and AGM, NARD journal and many others including fliers, bye-laws, complimentary cards and brochures for other organizations.

We hoped to start a table water factory but were not able because of the paucity of funds. We hope that the incoming administration would tow this path of increasing the financial independence of the association.

NARD HOUSING PROJECT

This was the matter of greatest concern to this NOC throughout the year. The project has been surrounded with a lot of litigation and litigation threats against NARD, coming from the developer, the subscribers and the credit facility company.

Our goal has been to achieve peace within the association and to as much as possible get back our members' invested funds or the equivalent in terms of housing units or otherwise. In order to achieve these, we have engaged a SAN in whom we have a lot of confidence and the hearing date is being awaited.

NARD SECRETARIAT BUILDING POWER GENERATION PROJECTS

The NARD INTERGRITY HOUSE, our national secretariat building in the nation's capital as commissioned by the Dr Aliyu Sokomba led NOC was further given a face lift in our administration with the installation of a 10KVA solar power generating system.

Additionally, a new petrol driven 11KVA Thermocool power generating set was acquired by our NOC.

These have significantly addressed the electricity challenge in the secretariat and enhanced the ease of carrying out secretariat duties in the office where the printing press is housed as well.

I am glad to announce that we now have 24-hour power supply at the NARD secretariat for secretariat work and the printing press/business ventures.

NARD VEHICLES

These have had to undergo several maintenance checks since the inception of our administration in order to ensure their road worthiness. This is particularly necessary

since the busy schedule of the secretariat warrants getting the vehicles on the move always. At this moment, the NARD 1 (2017 Highlander SUV) and NARD 2 (2013 Sienna) are both functional and in good shape.

NARD MEETINGS

This NOC successfully held 8 statutory meetings: 2 NEC meetings in UUTH and LASUTH respectively; 1 OGM in LUTH and the AGM currently ongoing in UITH. In addition, we had 1 physical extraordinary NEC meeting at Abeokuta (FMC Abeokuta/NPH Aro); and 4 virtual Extraordinary NEC meetings.

NARD INDEBTEDNESS TO CENTRES

We were able to settle debts owed various centres by NARD in the course of the tenure. These debts occurred for various reasons, some of them existing before we came into office. The benefiting centres include: UCTH, FMC Jalingo, FMC Asaba, AEFUTHA, UATH and FMC Yenagoo.

INDUSTRIAL ACTIONS

This NOC was forced to lead the association through the path of strike actions in order to drive home her hands and ensure that the needful was done. First, it was a 5 day warning strike between 17th and 22nd of May 2023, but these did not achieve the desired result. Subsequently we embarked on a total indefinite strike that lasted for 17 days, between 26th July and 11th August 2023. the strike action was suspended on account of the intervention of some respectable persons in the country with the achievement of some gains including the release of funds for the 2023 MRTF.

We also planned but suspended the nationwide protests and picketing of the FMOH and all tertiary health institutions in the country, scheduled to hold on 9th of August 2023. The suspension was on account of the earlier mentioned interventions.

The 'no work, no pay' policy took its toll on some of our members on CONMESS 3 and 4, causing a delay in the payment of their August salaries. We however have the assurances of government that these monies would be paid in full, and the processes have commenced as many of our members have already been paid in full.

I have with every sense of modesty, presented to you, our activities and achievements in this NOC year.

May I charge the incoming administration to pick up from we have left off. So much more can be achieved, but the time ends as soon as it starts, hence the need for wisdom and tact.

CONCLUSION

Just as the Holy Book teaches, the end of a matter is better than the beginning thereof. Again, for every event and purpose under the sun, there is a time and there is a season.

I am glad to bow out today as the Secretary General of NARD. It has been a pleasure serving you, but the season of another has come!

I sincerely regret any action of mine that may have been considered offensive in the course of discharging my duties. Please be kind enough to forgive me.

APPRECIATION

Above all, I want to thank the Almighty God, who has kept me through this year, and indeed the period of campaign and elections subsequently. We conceived the idea, He perfected it! He deserves my every praise.

I specially appreciate my lovely wife and family, she endured my many travels and yet remained very supportive. She's the best!

My friends, mentees, and brethren who prayed for me and always reached out, God bless you.

The ARD congress of FMC Umuahia is specially recognized. My IPP and current President, Drs Oji Onuoha and Ozurumba Chigozie, I really appreciate you.

My Chief Medical Director, Prof Azubuike Onyebuchi, immediate past CMAC, Dr Ugochukwu Onyeonoro and Immediate past head of Department, Dr Agwu Obineche were very supportive and I cannot thank them less.

The ever cooperative NEC of NARD, you are really wonderful! Permit me to mention my Caucus Leader, Dr Anthony-Eweputanna Sylvia, the DCL, Dr Okereke Uzoma, thank you. Dr Kazeem Odunbaku my Tech assistant; Dr Ibe Arthur, a good man indeed; Dr Mbooh Romeo, a true associate; Dr Wale Fashanu, a true partner in the struggle; Dr Okoro Anya Chiemeka, my friend and brother; Dr Muhammed Nur Algazali, a pillar of support; Dr Moses Joshua, a reliable ally; Dr Sammy Okorafor, a very special breed; Dr Chidi Ferdinard, my kid brother; and Dr Bukonla Olushiyan, a supportive ally! Dr Kemi Abiloye, an amazon, Dr Amobi Omoha, dependable as always. I could just go on and on.

May I also appreciate the extended NOC members, you all made the NOC year worth the while. Thank you!

And my wonderful NOC members, what can I say? You are just the best! Daddy! The VP1 of NARD, you are truly a brother and a friend! Dr Oru Oru Inetsol, we have established a friendship that will span beyond this profession! Dr Agazie my man and name sake, thanks for everything. Dr Nana Fayowole, Dr Umar Musa, Dr Jumbo Enefiok, Dr Omoniyi Emmanuel, you guys won't be easily forgotten! My loyal ASG, Dr Nura Umar, thanks for your maximum cooperation. My IPSG, my adviser and friend, thank you very much Sir!

My Secretariat Staff- Clinton, Anthony, Chukwudi, Sunday, Ruth and Blessing, I thank you all.

Deliberately, I chose to do this now; to the President of NARD, our boss, an achiever, the Innocent that is not so Innocent, Dr Orji, Emeka Innocent, thank you a million times!

I wish the incoming administration led by Dr Dele Abdullahi well, I wish NARD well, I wish the Federal Republic of Nigeria well!!!

Thank you for keeping hope alive!

God Bless You!

Dr KELECHI CHIKEZIE O.

(MBBS; MNPMC; Cert. NCLT)

SECRETARY GENERAL, NARD

2022/2023 NOC YEAR

NATIONAL OFFICERS COMMITTEE



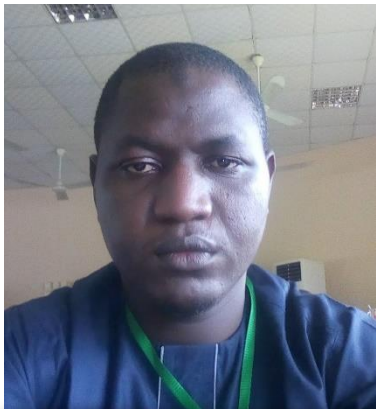
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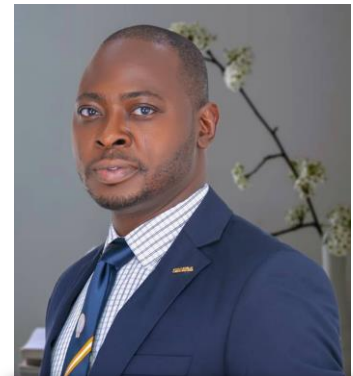
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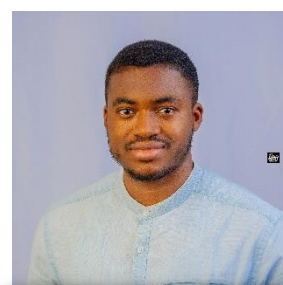
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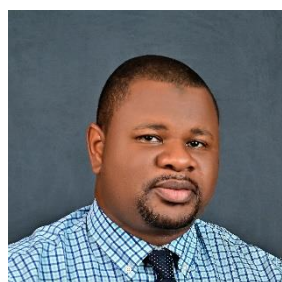
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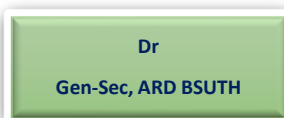
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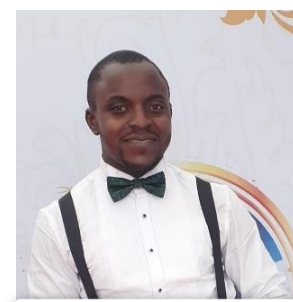
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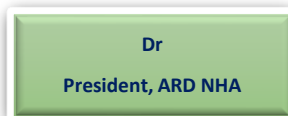
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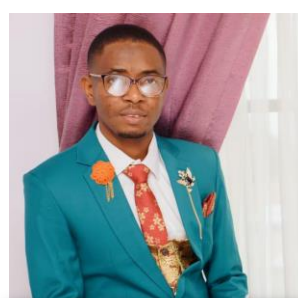
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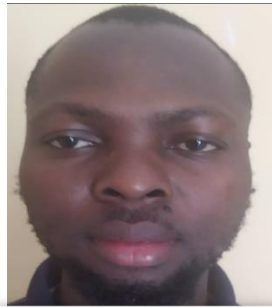
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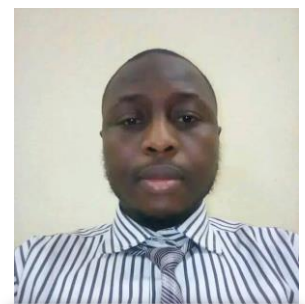
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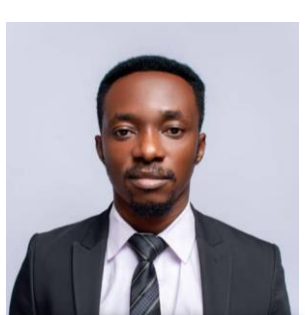
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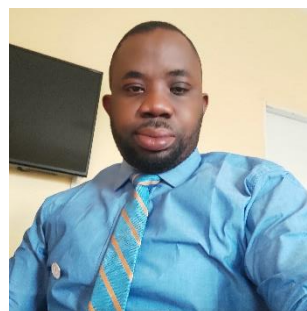
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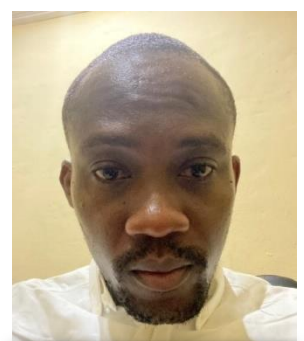
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Necrology

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185	YOBE State ARD		GEN SEC		

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1987-1988	DR C.C EZECHUKWU	DR GRAHAM ASAGBA
1988-1989	DR ADEMOLA ADERIBIGBE	
1989-1990	DR B.A BAPTUNDE	DR M. ADE EBODA
1990-1991	DR I. APAKAMA	DR C.K. IJOMA
1991-1992	DR M.S. UMOH	DR E.E. IBIEZUGBE
1992-1993	DR M.O. OVBEREDJO DR C.O CHUKWU (ACTING) DR JOHN OHAJU OBODO	DR WAPADA I. BALAM
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1996-1997	DR E.O. OCHELI (DECEASED)	DR N. CHUKWUNEKE
1997-1998	DR A. SAIDU	DR A.U. ORIBHABOR
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NARD/SG/2022-2023/011222/137

1st December 2022

National Officers Committee

All Centre President/General Secretaries

Crown Prince.

CALENDAR OF EVENTS FOR THE 2022/2023 EXECUTIVE YEAR

EVENT	DATE	VENUE	HOST	THEME
National Officers Committee Leadership Retreat	23rd to 27th November 2022	Parkview Hotel, Abuja	Nigerian Association of Resident Doctors, (NARD)	Strategic Leadership Team Building; Decision Making in Leadership; Mentoring, Coaching & Delegation; Effective Communication in Leadership; Sacrifices in Leadership; Institutional Memory in NARD
January National Executive Council (NEC) Meeting	24th to 28th January 2023	UUTH, UYO	University of Uyo Teaching Hospital, Uyo Akwa-Ibom State	The welfare of Healthcare Workers, a Panacea for Brain Drain
May Ordinary General Meeting (OGM)	28th May to 3rd June 2023			
July National Executive Council (NEC) Meeting	25th July to 1st August 2023	LASUTH, Lagos	Lagos State University Teaching Hospital, Ikeja, Lagos State	
September Annual General Meeting (AGM)	25th to 30th September 2023	UITH, Ilorin	University of Ilorin Teaching Hospital, Ilorin, Kwara State	Postgraduate Medical Training in Nigeria: Achievements, Limitations, Innovations, and Prospect


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In the course of this one year of service, we were bereaved of the following heroes and we pray our struggle for death in service benefit yields positively for the family of the deceased.

LIST OF FALLEN HEROES FOR 2022/2023 EXCO YEAR

ATTENDANCE OF THE 42ND ANNUAL GENERAL MEETING HELD AT FEDERAL MEDICAL CENTRE, UMUAHIA

NATIONAL OFFICERS COMMITTEE			
S/NO	NAME	DESIGNATION	CENTRE
1	DR. GODIYA DARE ISHAYA	PRESIDENT	ATBUTH
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3	DR. BUBA IBRAHIM BABANGIDA	VP2	NOH Dala
4	DR SULEIMAN ABIODUN ISMA'IL	SEC GEN	ATBUTH
5	DR ANENGA USHAKUMA MICHAEL	ASG	BSUTH
6	DR MUHAMMAD SANI KABIR	TREASURER	ATBUTH
7	DR ABDULRAHEEM OLAYINKA	FIN SEC	FMC KEBBI
8	DR. ALFA YUSUF	PUB SEC	FMC BIDA
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10	DR ADEYEYE ABOSEDE GRACE	DEPUTY EDITOR	OAUTHC IFE
11	DR OKHUAIHESUYI UYILAWA	IPP	DELSUTH, OGHARA
12	DR JERRY KUNLE ISOGUN	IPSG	DELSUTH OGHARA
13	DR ORJI INNOCENT	CROWN PRINCE	FMC UMUAHIA
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16	DR NNAMANI JOSHUA ONUAGULUCHI	GEN-SEC	ESUTH
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20	DR OGUNSANYA AYOMIDE E.	GEN-SEC	UATH
21	DR UGWUEKE IKECHUKWU FRANCIS	GEN-SEC	UNTH
22	DR UDO, EKEMINI	COMM. CHAIR	UUTH
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24	DR RAYMOND CHUKWUEMEKA NGWU	GEN-SEC	FMC B-KUDU
25	DR EGBE JOHN JONAH	PRESIDENT	UCTH

26	DR OSERIBHOR UWAMEIYE	PRESIDENT	ISTH
27	DR ESELE FORTUNATE E	CHAIR R.C	ISTH
28	DR EGBODION COLLINS OSAGIE	GEN-SEC	ISTH
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31	DR ANYA OKORO C.	PRESIDENT	FNPH, CALABAR
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44	DR ALHERI MICAH. BULUS	PRESIDENT	FMC, JALINGO
45	DR HARRISON ADJA	GEN-SEC	DELSUTH
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48	DR MBACHU FERGUSON	PRESIDENT	FNPH, ENUGU
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54	DR AHMED GABRIEL UBA	PRESIDENT	ARD TARABA
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66	DR EMMANUEL BOLA JONAH K	NC CAUCUS LEA	KSSH, LOKOJA
67	DR JUMBO, ENIEFIOK HEZEKIAH	PRESIDENT	UUTH

68	DR HARUNA YAKUB	PRESIDENT	AKTH, KANO
69	DR JAAFAR HALLIRU	PRESIDENT	FTH, KATSINA
70	DR TASIU YAHAYA MUHAMMAD	PRESIDENT	FMC, B/KUDU
71	DR UZAIRU ABDULLAHI	GEN-SEC	UDUTH, SOKOTO
72	DR YUSUF DANTUNI SHAGARI	PRESIDENT	UDUTH, SOKOTO
73	DR ELAMAH IKPEMINOGHENA	PRESIDENT	UBTH
74	DR ORHEWERE DAVID	GEN-SEC	UBTH
75	DR EKAKITIE SEGINE AMBROSE	PRESIDENT	FNPH, BENIN
76	DR SULEIMAN ISAH ADAH	GEN-SEC	ABUTH
77	DR OKOPI	GEN-SEC	JUTH
78	DR MOHAMMED MUSTAPHA	PRESIDENT	FMC, AZARE
79	DR ABDULSALAM UTHMAN	GEN-SEC	FMC, KEFFI
80	DR I.S ESEILE	PRESIDENT	UCH, IBADAN
81	DR ANTHONY C. ANUFORO	GEN-SEC	OAUTHC
82	DR ADEBIYI OLUWABUSUYI VICTOR	PRESIDENT	FMC, ABEOKUTA
83	DR ILORI SOLOMON OLUSEGUN	PRESIDENT	UTH, OSOGBO
84	DR OKEKE A.N		LHSC
85	DR KUSORO SIMEON O.	IPP	OAUTHC
86	DR NANA FAYOWOLE OLABANJI	PRESIDENT	OAUTHC
87	DR OYETUNJI NIYI ISAIAH		
88	DR ORUGUN SOPE TOPE	PRESIDENT	LTH, OGBOMOSO
89	DR OLUWASEYI FOLASADE OJO	CHAIR SDC	UCH, IBADAN
90	DR OJIDOH CHRISTIAN	PRESIDENT	NOHI
91	DR OKERINDE SAMUEL	PRESIDENT	LUTH
92	DR ABILOYE KEMI	GEN-SEC	LUTH
93	DR FASAANU ADEWALE	GEN-SEC	FETH IDO EKITI
94	DR BODUNDE BABATUNDE OLUTAYO	PRESIDENT	FETH IDO EKITI
95	DR AREMO BABAJIDE	GEN-SEC	NHA
96	DR AMBAKA FRANK	GEN-SEC	NDUTH
97	DR OLAOMI FELIX ADEYEMI	GEN-SEC	UTH, OSOGBO
98	DR OLAOYE OLUDARE HEZEKIAH	PRESIDENT	FMC, EBUTE METTA
99	DR JOSHUA E. MOSES	PRESIDENT	ARD NASARAWA
100	DR ALIYU, NURA MUHAMMAD	GEN-SEC	NOH, DALA
101	DR SOKUNBI DAVID O	GEN-SEC	FMC, EBUTE METTA
102	DR MONEHIN OLUSOLA OLABIYI	GEN-SEC	OOUTH
103	DR CHISOM CHINENYE ONWUEGBUNA	GEN-SEC	UPTH
104	DR MOLOKWU OKECHUKWU	GEN-SEC	ARD NASARAWA
105	DR SAMUEL ALADEJARE	PRESIDENT	FNPH YABA
106	DR ISMAIL ADESINA	GEN-SEC	FNPH YABA
107	DR AISUDO CHARLES KOLAWOLE	GEN-SEC	LASUTH, IKEJA
108	DR SALMON ABEEB OLADAPO	PRESIDENT	LASUTH, IKEJA
109	DR EZEA CHRISTIAN CHUKWUEBUKA	GEN-SEC	FNPH ENUGU

110	DR UMAR MUSA	PRESIDENT	ARD KADUNA
111	DR RUFAI MAHMOOD USMAN	GEN-SEC	ARD KADUNA
112	DR HUSSAIN D HARUNA	PRESIDENT	FMC, GUSAU
113	DR HASSAN ISMAILA	GEN-SEC	NECCK, KADUNA
114	DR AKIN TUNDE OLUGBENGA PAUL	CHAIR FAC	UTH, OSOGBO
115	DR BELLO ABDULSHAHEED	PRESIDENT	FTH, GOMBE
116	DR MUHAMMED NUR-ALGAZALI	PRESIDENT	ATBUTH
117	DR EMEKA OJIAKU	PRESIDENT	FMC OWERRI
118	DR ADEYEMO KABIR OLAYINKA	PRESIDENT	FMC, BIRNIN KEBBI
119	DR ADEBIYI OLUSEGUN O.	PRESIDENT	FMC, JABI
120	DR EZE PETER	GEN-SEC	FMC, JABI
121	DR ASORE OGHENEVWARHE	PRESIDENT	FMC, ASABA
122	DR AKINBAMI ADEDOLA	PRESIDENT	FMC, LOKOJA
123	DR NURA UMARU	NECL	FTH, GOMBE
124	DR ABUBAKAR NAGOMA USMAN	NWCL	AKTH, KANO
125	DR AMOBI RICHARD OMOHA	CHAIR	UNTH
126	DR NWAEJU IFEANYI K.	PRESIDENT	NAUTH
127	DR GIBSON CHIEJINE	GEN-SEC	NAUTH
128	DR MOHAMMED IBRAHIM OKPANAKI	GEN-SEC	NEC, KADUNA
129	DR BAURA MUSTAPHA BELLO	GEN-SEC	FMC, GUSAU
130	DR OSUNDARA TOPE ZENITH	GEN-SEC	FMC, ABEOKUTA
131	DR ODUNBAKUN KAZEEM OLUWASOLA	PRESIDENT	NPH, ARO
132	DR AWODUN MONSURU OLALEKAN	PRESIDENT	GHI, ILORIN
133	DR RAJI M.M	SWCL	FTH, IDO-EKITI
134	DR DOMINIC AKOLO AZAGAKU	PRESIDENT	FMC, KEFFI
135	DR NWOSU EKEOMA	AUDITOR II	UNTH
136	DR NOEL I NNAEGBUNA	PRESIDENT	JUTH
137	DR NNAMDI ND-EZUMA	PRESIDENT	FCTA
138	DR KEFAS WIDA JAMES	GEN-SEC	FTH, GOMBE
139	DR ETUKUMANA, IBORO AKPAN	PRESIDENT	UATH
140	DR AMAKU ETIM	SSCL	FNPH CALABAR
141	DR ABASS O. AJAYI	DCL	ABUTH
142	DR YESIRU ADEYEMI KAREEM	PRESIDENT	FNPH, MAIDUGURI
143	DR LEMBI LAMECH SAMUEL	PRESIDENT	GOMBE STATE ARD
144	DR SHUAIBU IBRAHIM O.	GEN-SEC	FMC, KATSINA
145	DR MOSHOOD OLASUMBO DAUD	GEN-SEC	NOHI
146	DR CHRISTOPHER OBINNA	GEN-SEC	UITH
DELEGATES			
147	DR NNAMANI IKEMEFUNA	DELEGATE	ESUTH
148	DR EZEORA NNANYELUGO C.	DELEGATE	ESUTH
149	DR GRACE BERNARD ASADU	DELEGATE	UNTH
150	DR EKEMINI A. UDI	DELEGATE	UUTH

151	DR AWACHIE DUBEM STEPHEN	DELEGATE	NAUTH
152	DR ERHUNMWUNSEE MARGARET EGAN	DELEGATE	UUTH
153	DR GHINSEL N. BASIL	DELEGATE	JUTH
154	DR GODWIN, JOSEPH TARUNI	DELEGATE	NASARAWA ARD
155	DR JUDE ISHA YEKPOWUDU	DELEGATE	NASARAWA ARD
156	DR GOLIS WILLIAMS CHRISTOPHER	DELEGATE	JUTH
157	DR ONUAH IBE ARTHUR	DELEGATE	UPTH
158	DR EMANA ALEVIS	DELEGATE	UUTH
159	DR BAPIGAAN WILLIAM	DELEGATE	JUTH
160	DR ELISHA ASANARIMAM	DELEGATE	JUTH
161	DR PREYE OGBE	DELEGATE	NDUTH
162	DR PAUL WALSHAK	DELEGATE	UUTH
163	DR GODWIN ENIEKOP	DELEGATE	UUTH
164	DR EROMOSELE ISAAC	DELEGATE	ISTH
165	DR EGOR EDIM	DELEGATE	UCTH
166	DR ESEUBOR ALBERT	DELEGATE	ISTH
167	DR ETIOWO, NKAMA MBANG	DELEGATE	UCTH
168	DR ODIAKOSA NWAKUSO TOSA	DELEGATE	DELSUTH
169	DR EKEMINI BASSEY	DELEGATE	UUTH
170	EJCHERI OGHENETEGA DAVID	DELEGATE	DELSUTH
171	DR ORU ORU INETSOL	DELEGATE	NDUTH
172	DR EDOH E. BENARD	DELEGATE	NDUTH
173	DR ADAH GODSPOWER	DELEGATE	UPTH
174	DR DOKARA DUMPE BARINUKA	DELEGATE	UPTH
175	DR OBOIDLIE BLESSING	DELEGATE	UPTH
176	DR MENEKPUGHI LEBURA	DELEGATE	UPTH
177	DR SAVIOUR ENYINYI EZEH	DELEGATE	FNPH, ENUGU
178	DR UWADEA OMORELE MATHA	DELEGATE	FMC, ASABA
179	DR ONYEKWELU ONYEKA ANTHONY	DELEGATE	FMC, ASABA
180	DR JOHN AFAM OSEMENE	DELEGATE	FMC, ASABA
181	DR ONYINYE ORAGU	DELEGATE	UPTH
182	DR CHUKWUEMEKA AGUGUA	DELEGATE	UPTH
183	DR ALLISON, TAMUNOSA B	DELEGATE	UPTH
184	DR CHIKEZIE KELECHI	DELEGATE	FMC, UMUAHIA
185	DR ANIE ATAIYWHO	DELEGATE	UCTH
186	DR AJITE THERESA	DELEGATE	UCTH
187	DR ESUA AKANINYENE	DELEGATE	UCTH
188	DR NGAJI, MMEPHONY P.	DELEGATE	UCTH
189	DR BOLAYA, VUKUMO ERIC	DELEGATE	UPTH
190	DR UGWUELE SUNDAY DAVID	DELEGATE	UNTH
191	DR OJI NNANYELUGO M.	DELEGATE	UNTH
192	DR OBAJOBI M. TIMILTIN	DELEGATE	UNTH

193	DR ONYIA N. KENECHUKWU	DELEGATE	UNTH
194	DR KALU, IFEANACHO	DELEGATE	FMC, UMUAHIA
195	DR ODUKUYE RUKWE M	DELEGATE	DELSUTH
196	DR ASOGWA GODSWILL I.	DELEGATE	UNTH
197	DR TEMILADE ADEYANYU	DELEGATE	UCH, IBADAN
198	DR GODLOVE MARY	DELEGATE	FMC, JALINGO
199	DR NJADZE DIVINE YAKONG	DELEGATE	FMC, JALINGO
200	DR MICHAEL CHIDIMMA JULIET	DELEGATE	UNTH
201	DR NWABUDE VICTOR ONYEBUCHI	DELEGATE	FMC, UMUAHIA
202	DR TOPE EMMANUEL S.	DELEGATE	FMC, UMUAHIA
203	DR UROM KELECHI O.	DELEGATE	UNTH
204	DR ANYAOHA UCHENNA	DELEGATE	FMC, UMUAHIA
205	DR NWAFOR DAVID	DELEGATE	UNTH
206	DR OFODILE CHIOMA VIOLET	DELEGATE	FMC, YENAGOA
207	DR LASBREY-ONANIUEL CHIDINMA	DELEGATE	FMC, UMUAHIA
208	DR ONYIKE GRACE	DELEGATE	FMC, UMUAHIA
209	DR ONWADIKE ETHEL	DELEGATE	FMC, UMUAHIA
210	DR OWOTORUFA EBIBODE	DELEGATE	NDUTH
211	DR OZURUMBA CHIGOZIE C.	DELEGATE	FMC, UMUAHIA
212	DR DIRIYAI GEJITARI	DELEGATE	NDUTH
213	DR ILUMA J. COURAGE	DELEGATE	NDUTH
214	DR OGBOLOGU NWAMAKA	DELEGATE	UNTH
215	DR EMEKA ELUMELU	DELEGATE	UCH, IBADAN
216	DR EMMA EGBA MELRELY B.	DELEGATE	UNTH
217	DR ALAO MARUF	DELEGATE	NHA
218	DR UKPONG SHIRLEY U.	DELEGATE	FMC, UMUAHIA
219	DR OKPA;AOBI FRANCIS C.	DELEGATE	FCTA
220	DR OPUOLIA FRANK	DELEGATE	FMC, YENAGOA
221	DR AGWA MOSES	DELEGATE	BSUTH
222	DR PAUL DONI-DONI S.A	DELEGATE	FMC, YENAGOA
223	DR OBELE YAKUBU I. ABALAKU	DELEGATE	NASARAWA ARD
224	DR ABDULLAHI YAKUBU	DELEGATE	NASARAWA ARD
225	DR AZUBUIKE IFEOMA N.	DELEGATE	FMC, OWERRI
226	DR OGBUAGU, TIMOTHY O.	DELEGATE	FMC, OWERRI
227	DR AKUKA UCHENNA L.	DELEGATE	FMC, OWERRI
228	DR ONYEONU PRECIOUS N.	DELEGATE	FMC, OWERRI
229	DR AGBO ONYEKACHI M.	DELEGATE	FMC, OWERRI
230	DR NLOA NANPON FAZING	DELEGATE	JUTH
231	DR EDEH MARK	DELEGATE	JUTH
232	DR JAMES OJILE	DELEGATE	JUTH
233	DR AGBO JUDE ABIKWU	DELEGATE	JUTH
234	DR BARIBOTE SAMPSON OTENYE	DELEGATE	NDUTH

235	DR OGAR EMMANUEL	DELEGATE	UCTH
236	DR SALEB EKIM	DELEGATE	UCTH
237	DR IWARA CHARLES E.	DELEGATE	UCTH
238	DR ELEM DAVID	DELEGATE	UCTH
239	DR ADINYA MIKE ADINYA	DELEGATE	UCTH
240	DR ANEKE EMMANUEL	DELEGATE	UNTH
241	DR EGBUCHULEM IFEANYI	DELEGATE	UCH, IBADAN
242	DR PETER OCHEJA	DELEGATE	FMC UMUAHIA
243	DR OLAMIYAN O. DAVID	DELEGATE	LTH, OGBOMOSO
244	DR AHMED HAMZA	DELEGATE	AKTH
245	DR NURA UMAR	DELEGATE	FMC, KATSINA
246	DR EGBE CAMILLU	DELEGATE	UNTH
247	DR BEREPELE REBU	DELEGATE	UPTH
248	DR IKE CLINTON O.	DELEGATE	UNTH
249	DR OFUANI IFEANYI	DELEGATE	UBTH
250	DR EHIMA EWERE	DELEGATE	UBTH
251	DR EHIGIEGBA ODUWARE	DELEGATE	UBTH
252	DR AGHALOWA ELOGHOSA	DELEGATE	UBTH
253	DR AYELEKE OLUSOLA	DELEGATE	OAUTH
254	DR OMOHA, CHISOM	DELEGATE	UNTH
255	DR IDRISU ABDULQUADRI	DELEGATE	NASARAWA ARD
256	DR SALIHU ABUBAKAR	DELEGATE	FMC, KATSINA
257	DR AMADI SOLOMON	DELEGATE	UPTH
258	DR AGIRI UTCHAY	DELEGATE	UPTH
259	DR BUOWARI DABOTA YVONNE	DELEGATE	UPTH
260	DR ABDULLAHI USMAN	DELEGATE	UMTH
261	DR DELE ABDULLAHI	DELEGATE	UITH
262	DR OLISA ADAMINA	DELEGATE	AE-FUTHA
263	DR EJEOFO CHRISTOPHER	DELEGATE	AE-FUTHA
264	DR ORPARA IKECHUKWU	DELEGATE	AE-FUTHA
265	DR ABDURAUUF TAJUDEN	DELEGATE	ATBUTH
266	DR ABDULMAJID YAHAYA	DELEGATE	UMTH
267	DR YESIR GAREEM	DELEGATE	FNPH, MAIDUGURI
268	DR MOHAMMED NASIS RAMAT	DELEGATE	UITH
269	DR AWODIEN MONSURU O.	DELEGATE	GHI, ILORIN
270	DR AGBOOLA OLADIMEJI	DELEGATE	OAUTH
271	DR NKEMAKONAM ANIGBO	DELEGATE	NHA
272	DR OLUYEMI OLALEKAN	DELEGATE	LASUTH
273	DR JEJE OLUGBENGA OL	DELEGATE	LASUTH
274	DR ADEBAYO SEGUN A.	DELEGATE	UCH, IBADAN
275	DR AREMU I. D.	DELEGATE	LASUTH
276	DR O. CHUKWUEBUKA A.	DELEGATE	UNTH

277	DR MICHAEL EGOLUM	DELEGATE	UNTH
278	DR AMAEFULE P.	DELEGATE	UPTH
279	DR ADEYEMI JAMALDEN	DELEGATE	FMC, NGURU
280	DR EZEOKIKE CHIKADINAKA	DELEGATE	FCTA
281	DR IBRAHIM D.	DELEGATE	FMC, GUSAU
282	DR AGAZIE KELECHI	DELEGATE	FMC, UMUAHIA
283	DR AKOR GODDAY	DELEGATE	UATH
284	DR HUSSAIN Z.T	DELEGATE	UCH, IBADAN
285	DR OKOISEH, OKU	DELEGATE	UUTH
286	DR ESHIET	DELEGATE	UUTH
287	DR KATER IOR PAGHER	DELEGATE	BSUTH
288	DR CHRISTIAN ADENEYE	DELEGATE	UUTH
289	DR OTOBONG ASUQUO P.	DELEGATE	UUTH
290	DR MUBARRAQ	DELEGATE	UITH
291	DR APPIAH PATRICE O.	DELEGATE	FMC, YENAGOA
292	DR ISHISHEN ARTU	DELEGATE	JUTH
293	DR ALABI PRINCESS OLUWABUSOLA	DELEGATE	UITH
294	DR IMOKE ECHENG	DELEGATE	UCTH
295	DR OZOEKWE EBUBECHUKWU	DELEGATE	FMC, UMUAHIA
296	DR UKACHUKWU, EMMANUEL	DELEGATE	FMC, UMUAHIA
297	DR MBENEKEMO SAMUEL	DELEGATE	FMC, UMUAHIA
298	DR DADI HASSAN ILIYA	DELEGATE	NECC, KADUNA
299	DR IKPEZE, GOLIBE CHRISTIAN	DELEGATE	NAUTH
300	DR OKEKE, KENECHUKWU C.	DELEGATE	NAUTH
301	DR OBIEGBU NNAESOZIE PAUL	DELEGATE	NAUTH
302	DR NNABUCHI OBINNA KENNETH	DELEGATE	NAUTH
303	DR OKONKWO IFEANYI INNOCENT	DELEGATE	NAUTH
304	DR KEITHMOORE KENNETH	DELEGATE	NAUTH
305	DR AISHA ABDULMALIK ABDULLAHI	DELEGATE	UATH
306	DR ONYEKWELU ECHEZOMA	DELEGATE	NAUTH
307	DR AGBANU CHIEMEZIE M.	DELEGATE	NAUTH
308	DR OKPANACHI SAMUEL O.	DELEGATE	UATH
309	DR ADEOSUN SUNDAY ISAAC	DELEGATE	UITH
310	DR HASSAN OLUWAFEMI. J	DELEGATE	LUTH
311	DDR IMAHIGBE O. FRANK	DELEGATE	FMC, UMUAHIA
312	DR NWOSU, ALEXANDER C.	DELEGATE	FMC, UMUAHIA
313	DR CHINWENDUM U.E	DELEGATE	FMC, UMUAHIA
314	DR VINCENT CHIIBUEZE	DELEGATE	NASARAWA ARD
315	DR MUONEKE NDUBUISI	DELEGATE	FMC, UMUAHIA
316	DR IKONRE KELECHI	DELEGATE	FMC, UMUAHIA
317	DR RAPHAEL UGOCHUKWU CHIKEZIE	DELEGATE	AE-FUTHA
318	DR AMINA J. ONYEWUCHI	DELEGATE	BSUTH

319	DR ALWAL MUSA	DELEGATE	ATBUTH
320	DR IFEANYI ONUBOGU	DELEGATE	FMC, KEFFI
321	DR OKORIE K.O	DELEGATE	UNTH
322	DR BILAL MOHAMMAD ISA	DELEGATE	GOMBE STATE ARD
323	DR OMALE JOHN ODEJO	DELEGATE	BSUTH
324	DR OWOLABI SUNDAY ADEBAYO	DELEGATE	
325	DR OLOREGBULEM, VICTOR ONYEDIKACHI	DELEGATE	UITH
326	DR OYINLOYE EMMANUEL OLUSOLA	DELEGATE	UITH
327	DR AMADI SALEH MUSA	DELEGATE	FMC, KATSINA
328	DR IHEDORO IFEANYICHUKWU E.	DELEGATE	FMC, UMUAHIA
329	DR KPUDUWEI, S	DELEGATE	FMC, YENAGOA
330	DR EKPEKPE MOSES	DELEGATE	DELSUTH
331	DR ALAO MORUF	DELEGATE	NHA
332	DR BADMUS F. HABEEB	DELEGATE	UITH
333	DR MUREY RAPHAEL BARTHOLOMEW	DELEGATE	MAUTH


Dr Orji Emeka Innocent
 President


Dr Chikezie Kelechi O.
 Secretary-General

**ATTENDANCE OF NARD JANUARY 2023 NEC MEETING HELD AT UYO, AKWA-IBOM
STATE**

NOC MEMBERS			
	NAME	DESIGNATION	CENTRE
1	DR. ORJI, EMEKA INNOCENT	NARD PRESIDENT	FMC UMUAHIA
2	Dr. ND - EZUMA NNAMDI	1ST VICE PRESIDENT	ARD FCTA
3	DR. HEZEKIAH JUMBO	2 VICE PRESIDENT	
4	DR. CHIKEZIE KELECHI	SECRETARY-GENERAL	FMC UMUAHIA
5	DR. NURA UMAR ALIYU	ASSISTANT SECRETARY GENERAL	FTH KATSINA
6	DR. AGAZIE KELECHI	TREASURER	FMC UMUAHIA
7	DR. ORU ORU INETSOL	FINANCIAL SECRETARY	NDUTH OKOLOBIRI
8	DR. UMAR MUSA	PUBLICITY SOCIAL SECRETARY	ARD KADUNA
9	DR. OMONIYI AYOOLUWA	EDITOR	OAUTHC
10	DR. NANA FAYOWOLE	DEPUTY EDITOR	OAUTHC
11	DR. GODIYA ISHAYA	IPP	ATBUTH BAUCHI
12	DR. SULEIMAN ABIODUN	IPSG	ATBUTH BAUCHI
NEC MEMBERS			
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14	DR. MBOOH ROMEO	PRESIDENT	FMC YENAGOA
15	DR. OFONERE CHUKWUNOMSO	PRESIDENT	ESUTH-PARKLANE
16	DR. NNAMANI IKEMEFUNA	GENERAL SECRETARY	ESUTH-PARKLANE
17	DR. SAVIOUR EZEH	PRESIDENT	FNPH CALABAR
18	DR. NGANWUCHU CYPRIAN	GENERAL SECRETARY	NOH ENUGU
19	DR. CHINAZOM EKWUEME	PRESIDENT	UNTH ENUGU
20	DR. UZOMA CHIDI OKEREKE	DCL NARD S.E CAUCUS	NAUTH NNEWI
21	DR. OGBECHIE JOSEPH ADINTA	GENERAL SECRETARY	UCTH CALABAR
22	DR. ILECHUKWU CHIJOKE	GENERAL SECRETARY	FNPH CALABAR
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24	DR. OGUNDIPE ABIODUN	PRESIDENT	UCH IBADAN
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27	DR. ODEKUNLE AYOOLUWA I.	PRESIDENT	FMC EBUTE METTA
28	DR. ONYINYE NNEKA L.	GENERAL SECRETARY	FMC EBUTE METTA
29	DR. MADUKA CHIMAOBI E.	GENERAL SECRETARY	NOHIL LAGOS
30	DR. ABILOYE KEMI	PRESIDENT	LUTH LAGOS
31	DR. OLAOMI FELIX A	GENERAL SECRETARY	UTH OSOGBO
32	DR. JOHN OJO O.	PRESIDENT	UTH OSOGBO
33	DR. OLADAPO JOHN SUNDAY	GENERAL SECRETARY	UCH IBADAN
34	DR. MOSHOOD OLASUMBO D	PRESIDENT	NOHIL LAGOS
35	DR. ANYAOHA UCHENNA	GENERAL SECRETARY	FMC UMUAHIA
36	DR. OLARENWAJU ABIMBOLA	GENERAL SECRETARY	FNPH YABA

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38	DR. IRHABO PHILIP E.	GENERAL SECRETARY	ISTH
39	DR. UGBENI HENRIETTA ELOLEN	PRESIDENT	ISTH
40	DR. RAYMOND STANLEY	GENERAL SECRETARY	UPTH
41	DR. ADESIYAKAN ADEDOTUN	GENERAL SECRETARY	LUTH LAGOS
42	DR. ORJI IFEANYI OZIOMA	GENERAL SECRETARY	FMC ASABA
43	DR. SHADRACHSON N. SINTEI	GENERAL SECRETARY	FMC YENAGOA
44	DR. OKOLIE KENNETH	PRESIDENT	FMC ASABA
45	DR. OZURUMBA CHIGOZIE	PRESIDENT	FMC UMUAHIA
46	DR. EYO ANIERPENO CASTER	GENERAL SECRETARY	UUTH UYO
47	DR. ANICHI IFEANYICHUKWU E	PRESIDENT	NOH ENUGU
48	DR. ORHEWERE DAVID	PRESIDENT	UBTH
49	DR. OFUANI IFEANYI	DCL NARD S.S CAUCUS	UBTH
50	DR. AMBAKA FRANK	GENERAL SECRETARY	NDUTH OKOLOBIRI
51	DR. ERAH IKHIDE EUGENE	GENERAL SECRETARY	UBTH
52	DR. ETEIKE PRECIOUS OKECHUKWU	PRESIDENT	FUTH OWERRI
53	DR. OKEKE ANDREW CHIKE	GENERAL SECRETARY	FUTH OWERRI
54	DR. ASORE OGHENEVWARHE	CAUCUS LEADER SOUTH SOUTH	FMC ASABA
55	DR. EGBUE OBIORA LAMBERT	GENERAL SECRETARY	NAUTH NNEWI
56	DR. ANUFURO ANTHONY	PRESIDENT	OAUTHC IFE
57	DR. NDUKWE CHINWE	PRESIDENT	NAUTH NNEWI
58	DR. JOB ABUTU JOHN	GENERAL SECRETARY	FMC BIDA
59	DR. CALEB O. EKURI	PRESIDENT	UCTH CALABAR
60	DR. OKPARA IKECHUKWU	PRESIDENT	AEFUTHA
61	DR. NNAJI SUNDAY D.	GENERAL SECRETARY	AEFUTHA
62	DR. ADELEKE YAKUBU	PRESIDENT	ARD NASARAWA
63	DR. JUDE ISHA YEKPOWUDU	GENERAL SECRETARY	ARD NASARAWA
64	DR. NASIRU RAHMAN ABIODUN	PRESIDENT	FMC ABUJA
65	DR. JOHNSON IKUDAYISI	GENERAL SECRETARY	FTH IDO EKITI
66	DR. FASAANU ADEWALE	PRESIDENT	FTH IDO EKITI
67	DR. OCHI CHRISTABEL	PRESIDENT	UATH GWAGWALADA
68	DR. ABUBAKAR NAGOMA USMAN	NWCL	AKTH KANO
69	DR, HARUNA YAKUB	PRESIDENT	AKTH KANO
70	DR. UZAIRU ABDULLAHI	PRESIDENT	UDUTH SOKOTO
71	DR. ADEYEMO KABIR OLAYINKA	PRESIDENT	FMC BIRNIN KEBBI
72	DR. BOLAJI AHMED IBRAHIM	PRESIDENT	NOH DALA KANO
73	DR. IBRAHIM DAURAN	GENERAL SECRETARY	FMC GUSAU
74	DR. ISAH TIJJANI	GENERAL SECRETARY	AKTH KANO
75	DR. SHAFIU HALIRU	GENERAL SECRETARY	UDUTH SOKOTO
76	DR. NNARA STANLEY	GENERAL SECRETARY	LTH OGBOMOSO
77	DR. JIMOH AMINAT OLUWABUKOLA	GENERAL SECRETARY	ABUTH ZARIA
78	DR. MONEHIM OLUSOLA	GENERAL SECRETARY	OOUTH SAGAMU
79	DR. IMAM ABUBAKAR	GENERAL SECRETARY	UATH GWAGWALADA
80	DR. BELLO MUSTAFA BAURA	PRESIDENT	FMC GUSAU

81	DR. SHUAIBU IBRAHIM	PRESIDENT	FTH KATSINA
82	DR. HARRISON ADJA	PRESIDENT	DELSUTH
83	DR. OGHENETEGA D. EJEHESI	GENERAL SECRETARY	DELSUTH
84	DR. MUSA ABDULRAZAQ IBRAHIM	PRESIDENT	FNPH KADUNA
85	DR. MARGARET ERHU	PRESIDENT	UUTH UYO
86	DR. IJAIYA U.	PRESIDENT	UITH ILORIN
87	DR. YUSUF MUHAMMED JAMIU	GENERAL SECRETARY	UITH ILORIN
88	DR. OKE ADEWALE	PRESIDENT	FMC LOKOJA
89	DR. ISHISHEN J. ARTU	PRESIDENT	JUTH JOS
90	DR. IBEAJA IKECHUKWU N	GENERAL SECRETARY	FMC LOKOJA
91	DR. DUNG WILLIAMS	GENERAL SECRETARY	JUTH JOS
92	DR. SULEIMAN ISAH ADAH	PRESIDENT	ABUTH ZARIA
93	DR. DADI HASSAN	PRESIDENT	NECC KADUNA
94	DR. YESIR A. KAREEM	PRESIDENT	FNPH MAIDUGURI
95	DR. ABDULLAHI USMAN	PRESIDENT	UMTH
96	DR. ABUBAKAR M. NGUBILO	GENERAL SECRETARY	UMTH
97	DR. IFON AMIKAN	GENERAL SECRETARY	MAUTH YOLA
98	DR. EGUZORO ONYEDIKACHI	PRESIDENT	BUTH BABCOCK
99	DR. ONUAH IBE ARTHUR	PRESIDENT	UPTH
100	DR. ANUADUAKA C.O	OBSERVER	UITH ILORIN
101	DR. RAHMAN OLAYINKA	PRESIDENT	ARD FCTA
102	DR. AHMED BAMUNGA UMAR	PRESIDENT	MAUTH YOLA
103	DR. LANRE ADREMO JIDE	DCL NCC	NHA
104	DR. OKPALAOBI FRANCET C.	GENERAL SECRETARY	ARD FCTA
105	DR. YAMUSA ANDEAKUTEB	OBSERVER	ARD TARABA
106	DR. ALFA YUSUF	CL NCC	FMC BIDA
107	DR. ADEWUMI BABATUNDE	GENERAL SECRETARY	FMC ABEOKUTA
108	DR. DOGOH FANEN	PRESIDENT	FMC MAKURDI
109	DR. NOEL NNAEGBUNA	OBSERVER	JUTH JOS
110	DR. TOR - MUSA LUPER	GENERAL SECRETARY	FMC MAKURDI
111	DR. LEMBI LAMECH SAMUEL	PRESIDENT	GOMBE STATE ARD
112	DR. ANTHONY EWEPUTANNA SYLVIA	CL SOUTH EAST	FUTH OWERRI
113	DR. ABUBAKAR USMAN ALIYU	GENERAL SECRETARY	GOMBE STATE ARD
114	DR. ALAO MORUF	PRESIDENT	NHA
115	DR. MOMODU JAJANU O.	GENERAL SECRETARY	NHA
116	DR. KEFAS WIDA JAMES	PRESIDENT	FTH GOMBE
117	DR. OSUNDARA TOPE	PRESIDENT	FMC ABEOKUTA
118	DR. ALHERI M. BULUS	PRESIDENT	FMC JALINGO
119	DR. MIKE A	GENERAL SECRETARY	FMC JALINGO
120	DR. SALIHU MOHAMMED	GENERAL SECRETARY	FTH GOMBE
121	DR. SALAKO SAMUEL	PRESIDENT	FMC OWO
122	DR. NURA UMARU	CL NORTH EAST	FTH GOMBE
123	DR. ODUMBAKU KAZEEM	PRESIDENT	NPH ARO
124	DR. ABDULSALAM UTHMAN	PRESIDENT	FMC KEFFI

125	DR. ASHIMOM TIMOTHY M.	GENERAL SECRETARY	FMC KEFFI
126	DR. OLUSHIYA BUKONLA FUNLOLA	PRESIDENT	OOUTH SAGAMU
127	DR. RAJI M.M	CL. SOUTH WEST	FTH IDO EKITI
	OBSERVERS		
128	DR. UDOH EKOMOBONG	OBSERVER	UUTH UYO
129	DR. AMINAT AMADI SOLOMON	OBSERVER	UPTH
130	DR. ERIC OJOKO	OBSERVER	UUTH UYO
131	DR. ABASIOFON UDO	OBSERVER	UUTH UYO
132	DR. ANI JEREMIAH	OBSERVER	UCTH CALABAR
133	DR. FEMI VINCENT AUDU	OBSERVER	UPTH
134	DR. OGAR EMMANUEL	OBSERVER	UCTH CALABAR
135	DR. KUE DAVID	OBSERVER	RSUTH PORTHARCOURT
136	DR. OLORY EDIMA MICHAEL	OBSERVER	UCTH CALABAR
137	DR. ETIOWO NKAMA MBANG	OBSERVER	UCTH CALABAR
138	DR. EGBE JOHN J.	OBSERVER	UCTH CALABAR
139	DR. NWOKE IKECHUKWU	OBSERVER	FMC UMUAHIA
140	DR. UKPONG SHIRLEY	OBSERVER	FMC UMUAHIA
141	DR. ASUK OJU JACK	OBSERVER	UPTH
142	DR. UKAOMA OBINNA VITUS	OBSERVER	UPTH
143	DR. SIBE GLORY AMARACHI	OBSERVER	UPTH
144	DR. CHISOM ONWUEGBUNA	OBSERVER	UPTH
145	DR. D NOBLE MBOOH	OBSERVER	UPTH
146	DR. VUKUMO ERIS BOLOJA	OBSERVER	UPTH
147	DR. ONYIKE GRACE I.	OBSERVER	FMC UMUAHIA
148	DR. MAGAM DINO NTUL	OBSERVER	UCTH CALABAR
149	DR. OFEM OFEM I.	OBSERVER	UCTH CALABAR
150	DR. BASSEY TEMPLE E.	OBSERVER	UBTH
151	DR. EMAH JACOB	OBSERVER	UUTH UYO
152	DR. NWAEMU IFEANYI	OBSERVER	NAUTH NNEWI
153	DR. HASSAN OLUWAFEMI	OBSERVER	LUTH LAGOS
154	DR. E. BASSEY U.	OBSERVER	UCTH CALABAR
155	DR. BESONG AKOTACHI	OBSERVER	UCTH CALABAR
156	DR. ANIKPO NNAMDI C.	OBSERVER	AEFUTHA
157	DR. MOSES JOSHUA E.	OBSERVER	ARD NASARAWA
158	DR. EKEMINI UDI.	OBSERVER	UUTH UYO
159	DR. BUBA IBRAHIM	OBSERVER	NOH DALA KANO
160	DR. BODUNDE BABATUNDE	OBSERVER	FTH IDO EKITI
161	DR. EREKU TORITSEJU	OBSERVER	DELSUTH
162	DR. LASBREET ONONIWU CHIDINMA	OBSERVER	FMC UMUAHIA
163	DR. OKOISEH OKU SAMUEL	OBSERVER	UUTH UYO
164	DR. JACOB PROMISE M.	OBSERVER	UUTH UYO
165	DR. ANDREW SHANAAN	OBSERVER	ARD PSSH

166	DR. MADUKWE NKECHI	OBSERVER	NAUTH NNEWI
167	DR. ORUMADE ISIANA	OBSERVER	UUTH UYO
168	DR. ODUEFEDO K.	OBSERVER	FMC ABEOKUTA
169	DR. UMAR BILLIRI	OBSERVER	ARD GOMBE
170	DR. EGOR EDIM	OBSERVER	UCTH CALABAR
171	DR. BELLO ABDULSHAHEED	OBSERVER	FTH GOMBE
172	DR. I.S ESEILE	OBSERVER	UCH IBADAN
173	DR. EKHIBISE BRIGHT D.	OBSERVER	FMC JALINGO
174	DR. AMADI SALEH	OBSERVER	FTH KATSINA



Dr Orji Emeka Innocent
President



Dr Chikezie Kelechi O.
Secretary-General

**MAY 2023 OGM ATTENDANCE HELD AT CONFERENCE HALL OF WATER
CREST HOTEL LAGOS**

NOC MEMBERS

S/N	NAMES	DESIGNATION	CENTRE
1	Dr. Orji Emeka Innocent	NARD PRESIDENT	FMC UMUAHIA
2	Dr. ND - EZUMA NNAMDI	1ST VICE PRESIDENT	ARD FCTA
3	DR. JUMBO HEZEKIAH	2ND VICE PRESIDENT	UUTH UYO
4	DR. CHIKEZIE KELECHI	SECRETARY GENERAL	FMC UMUAHIA
5	DR. NURA UMAR ALIYU	ASSISTANT SECRETARY GENERAL	FTH KATSINA
6	DR. ORU ORU INETSOL	FINANCIAL SECRETARY	NDUTH OKOLOBIRI
7	DR. UMAR MUSA	PUBLICITY SOCIAL SECRETARY	ARD KADUNA
8	DR. OMONIYI AYOOLUWA	EDITOR	OAUTHC
9	DR. NANA FAYOWOLE	DEPUTY EDITOR	OAUTHC
10	DR. SULEIMAN ABIODUN	IPSG	ATBUTH BAUCHI

NEC MEMBERS

11	DR. ADESIYUN ADEDOTUN	GEN SEC	LUTH
12	DR. KAREEM YESIRU	PRESIDENT	FNPH MAIDUGURI
13	DR. IFON ANIEKAN	GEN SEC	MAUTH YOLA
14	DR. IRABOR PHILIP EHICHIOYA	GEN SEC	ISTH IRRUA
15	DR. ONUAH IBE ARTHUR	PRESIDENT	UPTH PORTHARCOURT
16	DR. LARSON O.N	GEN SEC	FMC EBUTE META
17	DR. EKURI CALEB	PRESIDENT	UCTH CALABAR
18	DR. MARGARET ERHU	PRESIDENT	UUTH UYO
19	DR. OGUNDIRE ABIODUN	PRESIDENT	UCH IBADAN
20	DR. JOHN S. OLADAPO	GEN SEC	UCH IBADAN
21	DR. ENESI IBUKUNOLUWA	GEN SEC	OAUTHC IFE
22	DR. ORJI IFEANYI	GEN SEC	FMC ASABA
23	DR. UGBENI HENRIETTA ELOLEN	PRESIDENT	ISTH IRRUA
24	DR. TOR MUSA LUPER EMMANUEL	GEN SEC	FMC MAKURDI
25	DR. ORHEWERE DAVID	PRESIDENT	UBTH BENIN
26	DR. OKOLIE KENNETH	PRESIDENT	FMC ASABA
27	DR. MOSHOOD OLASUMBO DAVID	PRESIDENT	NOH IGBOBI
28	DR. NNAMANI IKEMEFUNA	GEN SEC	ESUTH ENUGU
29	DR. EZEH SANTOS	GEN SEC	UNTH
30	DR. SALAKO SAM.O	PRESIDENT	FMC OWO
31	DR. REYMOND STANLEY	GEN SEC	UPTH PORTHARCOURT
32	DR. OYENIYI TAIWO WALE	GEN SEC	EKSUTH EKITI
33	DR. SAVIOUR EZEH	PRESIDENT	FNPH CALABAR
34	DR. MBOOH ROMEO	PRESIDENT	FMC YENAGOA
35	DR. OZURUMBA CHIGOZIE	PRESIDENT	FMC UMUAHIA
36	DR. ARTU ISHISHEN	PRESIDENT	JUTH
37	DR. IKUDAYISI JOHNSON OLAWALE	GEN SEC	FTH IDO EKITI

38	DR. JOHN MATHEW	PRESIDENT	UNIMEDTH
39	DR. SHADRACSON SINTEI	GEN SEC	FMC YENAGOA
40	DR. SHAFIU HALIRU	GEN SEC	UDUTH SOKOTO
41	DR. SAMUEL TEMBI LAMECH	PRESIDENT	GOMBE STATE ARD
42	DR. NWOSU ALEXANDER C.	SDC CHAIRMAN	FMC UMUHIA
43	DR. OKEREKE UZOMA CHIDI	SEDCL	NAUTH NNEWI
44	DR. ALADEJARE S.A	LLC CHAIRMAN	FNPH YABA
45	DR. ADESINA ISMAIL	PRESIDENT	FNPH YABA
46	DR. FANEH DOGOH	PRESIDENT	FMC MAKURDI
47	DR. UMAR I GABI	GEN SEC	ATBUTH BAUCHI
48	DR. AYOOLUWA O.	PRESIDENT	FMC EBUTE META
49	DR. ADEYEMO KABIR	PRESIDENT	FMC BININ KEBBI
50	DR. ABDULSALAM GANIYU ADEKUNLE	GEN SEC	FMC BININ KEBBI
51	DR. ENAKHIMION BENJAMIN	GEN SEC	FMC OWO
52	DR. ABUBAKAR ALIYU	GEN SEC	GOMBE STATE ARD
53	DR. SALIHU MOHAMMED	GEN SEC	FTH GOMBE
54	DR. ABUBAKAR M.N.	GEN SEC	UMTH MAIDUGURI
55	DR. AHMED IBRAHIM B.	PRESIDENT	NOH DALA
56	DR. MADUKA CHIMAObi	GEN SEC	NOH IGBObi
57	DR. KEMI SERIKI	GEN SEC	NOH
58	DR. OCHI CHRISTABEL	PRESIDENT	UATH
59	DR. OFUANI IFEANYI	SSDCL	UBTH BENIN
60	DR. ADELEKE YAKUBU A.	PRESIDENT	NASARAWA ARD
61	DR. OKEKE A.N	PRESIDENT	LSHSL
62	DR. MOHAMMED MUSTAPHA	PRESIDENT	FMC AZARE
63	DR. ABDULLAHI USMAN	PRESIDENT	UMTH MAIDUGURI
64	DR. IMAM ABUBAKAR	GEN SEC	UATH
65	DR. MOSES JOSHUA	AUDITOR II	NASARAWA ARD
66	DR. ISMAIL ADESINA	PRESIDENT	FNPH YABA
67	DR. ANTHONY EWEPUTANNA SYLVIA	SECL	FUTH OWERRI
68	DR. YUSUF M.J	GEN SEC	UITH
69	DR. JOB ABUTU	GEN SEC	FMC BIDA
70	DR. ADEYEMO AYODELE A.	PRESIDENT	FMC BIDA
71	DR. IJAYI M.A	PRESIDENT	UITH
72	DR. OGBUE OBIORA	GEN SEC	NAUTH NNEWI
73	DR. FASANZU ADEWALE	PRESIDENT	FTH IDO EKITI
74	DR. OFEM OFEM	PRESIDENT	UITH
75	DR. NNAJI SUNDAY DAVIDSON	GEN SEC	AEFUTHA
76	DR. ADEWUMI BABATUNDE ENOCH	GEN SEC	FMC ABEOKUTA
77	DR. OLAOMI FELIX A.	GEN SEC	UITH OSOGBO
78	DR. JIMOH AMINAT OLUWABUKOLA	GEN SEC	ABUTH ZARIA
79	DR. MOHAMMED IBRAHIM OKPANAKI	PRESIDENT	NEC KADUNA
80	DR. ANYAOHA UCHENNA	GEN SEC	FMC UMAHIA
81	DR. SULEIMAN ISAH ADAH	PRESIDENT	ABUTH ZARIA

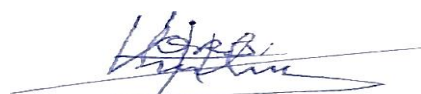
82	DR. OROGUN S.T	PRESIDENT	LTH OGBOMOSO
83	DR. ESEZOBOR O ALBERT	R/WC CHAIRMAN	ISTH IRRUA
84	DR. ASORE OGHENEVWARHE E.	SSCL	FMC ASABA
85	DR. ANICHI IFEANYICHUKWU E	PRESIDENT	NOHE
86	DR. DADI HASSAN I	PRESIDENT	NECC KADUNA
87	DR. OJO JOHN	PRESIDENT	UTH OSOGBO
88	DR. MONEHNI OLUSOLA R.	GEN SEC	OOUTH
89	DR. ABILOYE KEMI	PRESIDENT	ARD LUTH
90	DR. RAHMAN OLAYINKA	PRESIDENT	FCTA
91	DR. AHMED B. UMAR	DELEGATE	MAUTH YOLA
92	DR. MOMODU J.	GEN SEC	NHA
93	DR. ALAO MORIF	PRESIDENT	NHA
94	DR. ABDULSALAM UTHMAN	PRESIDENT	FMC KEFFI
95	DR. EFFIONG SUNDAY	GEN SEC	BABCOK UTH
96	DR. ASHIMONI T.M	GEN SEC	FMC KEFFI
97	DR. SAMUEL OKOROAFOR	NBVC CHAIRMAN	NHA
98	DR. OGAR EMMANUEL IDOKO	DELEGATE	UCTH CALABAR
99	DR. NIMI BRIGGS	PRESIDENT	RSUTH
100	DR. ABUBAKAR NAGOMA	NWCL	AKTH
101	DR. NURA UMARU	NECL	FTH GOMBE
102	DR. ALFA YUSUF	NCCL	FMC BIDA
103	DR. KEFAS WIDA JAMES	PRESIDENT	FTH GOMBE
104	DR. OMALE JOHN ODEJO	GEN SEC	BSUTH MAKURDI
105	DR. OKEKE ANDREW C.	GEN SEC	FUTH OWERRI
106	DR. EKWUEME CHINAZOM	PRESIDENT	UNTH ENUGU
107	DR. ETEIKE PRECIOUS OKECHUKWU	PRESIDENT	FUTH OWERRI
108	DR. ALHERI MICAH BULUS	PRESIDENT	FMC JALINGO
109	DR. OKPALAOBI FRANCES	GEN SEC	FCTA
110	DR. AISUDO CHARLES	GEN SEC	LASUTH
111	DR. SALMON ABEEB OLADAPO	PRESIDENT	LASUTH
112	DR. ODUMBAKU KAZEEM OLUWASOLA	PRESIDENT	NPH ARO
113	DR. OSUNDARA JOYCE	PRESIDENT	FMC ABEOKUTA
114	DR. SHAINAAN ANDREW T.	PRESIDENT	PSSH
115	DR. IDULI WILLIAMS	GEN SEC	JUTH
116	DR. MUSTAPHA BELLO BAWA	PRESIDENT	FMC GUSAU
117	DR. ABDULLAHI AVILU	PRESIDENT	FNPH SOKOTO
118	DR. ISAH TIJJANI	GEN SEC	AKTH

DELEGATE

119	DR. EROMOSELE ISAAC	DELEGATE	ISTH IRRUA
120	DR. HASSAN O.J	DELEGATE	LUTH
121	DR. OLATAYO AYODEJI	DELEGATE	EKSUTH EKITI
122	DR. EGBE JOHN JONAH	DELEGATE	UCTH CALABAR
123	DR. AMADI SOLOMON	DELEGATE	UPTH PORTHARCOURT
124	DR. EMMANUEL DANIELS EVESHOYAN	DELEGATE	UUTH UYO

125	DR. OGBONNA KINGSLEY CHIKEZIE	DELEGATE	UUTH UYO
126	DR. AKERELE ALABA GABRIEL	DELEGATE	LASUTH
127	DR. OZIOMA EZEAGU	DELEGATE	FMC ASABA
128	DR. ORIA ADEBOSE	DELEGATE	OAUTHC IFE
129	DR. OLUFEMI BOLATIWA	DELEGATE	OAUTHC IFE
130	DR. NIYI OYETUNJI	DELEGATE	OAUTHC IFE
131	DR. BUKOLA KUTI	DELEGATE	LASUTH
132	DR. EHIZE OMORAGBON EGHOSA	DELEGATE	UBTH BENIN
133	DR. ELAMAH IKPEMINOGHENA	DELEGATE	UBTH BENIN
134	DR. OLUMOSLU OLUWAFEMI	DELEGATE	FETHI
135	DR. M.N. ALGAZALI	DELEGATE	ATBUTH BAUCHI
136	DR. AGBOOLA O.E	DELEGATE	OAUTHC IFE
137	DR. SAIDU A.B ALHASSAN	DELEGATE	FTH GOMBE
138	DR. OLAOLE OLUDARE	DELEGATE	FMC EBUTE META
139	DR. OJOMU O.G	DELEGATE	FMC BININ KEBBI
140	DR. GUDU SALIHU JEJE	DELEGATE	FMC BININ KEBBI
141	DR. ADEDAYO	DELEGATE	FMC ABEOKUTA
142	DR. MBAEYI GODDEY	DELEGATE	UUTH UYO
143	DR. HARRISON ADJA	PRESIDENT	DELSUTH OGHARA
144	DR. BABALOLA FAROUQ	DELEGATE	UITH
145	DR. AMIN ABDULLAHI	DELEGATE	UITH
146	DR. MOHAMMED NASRI R.	DELEGATE	UITH
147	DR. USMAN ABUBAKAR	PRESIDENT	GHI ILORIN
148	DR. AUDU CHARLES	GEN SEC	GHI ILORIN
149	DR. DA'AL PANNAM IGNATUS	DELEGATE	JUTH
150	DR. ILORI S.O	DELEGATE	UTH OSOGBO
151	DR. ANEKE EMMANUEL	DELEGATE	UNTH ENUGU
152	DR. ADODO ELIJAH	DELEGATE	UTH OSOGBO
153	DR. MONEHIN OLUSOLA	DELEGATE	OOUTH
151	DR. OGUNTONA SAMUEL	DELEGATE	OOUTH
155	DR. OMOTOLO AUNU J.	DELEGATE	OOUTH
156	DR. ADENUGA OMOGBOLAHAN	DELEGATE	LUTH
157	DR. A PIUS OSAROBO	DELEGATE	UNIMEDTH
158	DR. AJACHUKWU PLACID	DELEGATE	LUTH
159	DR. BUBA IBRAHIM	DELEGATE	NOH DALA
160	DR. IDOKO ONYEDIKACHI	DELEGATE	NOFIC ABAKALIKI
161	DR. OBIORA OLUBUNMI	DELEGATE	LASUTH
162	DR. SALAMI A.	DELEGATE	LASUTH
163	DR. ADEYEYE ABRAHAM	DELEGATE	LASUTH
164	DR. EYO ANIEKPENO CASTER	GEN SEC	UUTH UYO
165	DR. IKUMEZIE CHIDI EZEBUBE	DELEGATE	NPH ARO
166	DR. GHAZALE IBRAHIM B.	DELEGATE	FMC ABEOKUTA
167	DR. AJIBADE ODUYEBO KAFAYATA	DELEGATE	FMC ABEOKUTA
168	DR. HARUNA YAKUB	PRESIDENT	AKTH

169	DR. ABDULLAHI IBRAHIM DOKA	GEN SEC	FTH KATSINA
170	DR. UZAIRU ABDULLAHI	PRESIDENT	UDUTH SOKOTO
171	DR. HUSSEINI D.I	DELEGATE	FMC GUSAU
172	DR. ABBA TIJJANI	DELEGATE	AKTH
173	DR. OGAR EMMANUEL	DELEGATE	UCTH CALABAR
174	AUGUSTINE ISENTE	DELEGATE	UCTH CALABAR
175	DR. MUWAFaq UMAR	DELEGATE	UDUTH SOKOTO
176	DR. OLARENWAJU ABIMBOLA.	GEN SEC	FNPH YABA



Dr Orji Emeka Innocent
President



Dr Chikezie Kelechi O.
Secretary-General

JULY NEC MEETING ATTENDANCE HELD ON 28TH JULY 2023 AT LAGOS

STATE UNIVERSITY TEACHING HOSPITAL IKEJA.

NOC			
S/N	NAMES	DESIGNATION	CENTRE
1	DR. ORJI EMEKA INNOCENT	NARD PRESIDENT	FMC UMUAHIA
2	Dr. ND - EZUMA NNAMDI	1ST VICE PRESIDENT	ARD FCTA
3	DR. JUMBO HEZEKIAH	2ND VICE PRESIDENT	UUTH UYO
4	DR. CHIKEZIE KELECHI	SECRETARY GENERAL	FMC UMUAHIA
5	DR. NURA UMAR ALIYU	ASSISTANT SECRETARY GENERAL	FTH KATSINA
6	DR. AGAZIE KELECHI	TREASURER	FMC UMUAHIA
7	DR. ORU ORU INETSOL	FINANCIAL SECRETARY	NDUTH OKOLOBIRI
8	DR. UMAR MUSA	PUBLICITY SOCIAL SECRETARY	ARD KADUNA
9	DR. OMONIYI AYOOLUWA	EDITOR	OAUTHC
10	DR. NANA FAYOWOLE	DEPUTY EDITOR	OAUTHC
11	DR. SULEIMAN ABIODUN	IPSG	ATBUTH BAUCHI
12	DR. DELE ABDULLAHI	CROWN PRINCE	UITH
NEC MEMBERS			
13	Dr. Anthony Chinemere Anuforo	PRESIDENT	OAUTHC
14	Dr. Salihu Mohammed	GENERAL-SECRETARY	FTH GOMBE
15	Dr. Adeleke Yakubu Ademola	PRESIDENT	ARD NASARAWA STATE
16	Dr. Nasiru Rahman Abiodun	PRESIDENT	FMC ABUJA
17	Dr. Ayooluwa Odekunle	PRESIDENT	FMC EBUTE-META
18	Dr. Aisudo Charles Kolawole	GENERAL-SECRETARY	LASUTH
19	Dr. Fasaanu Adewale Olawale	PRESIDENT	FTH IDO-EKITI
20	Dr. Onyinye Nneka Larson	GENERAL-SECRETARY	FMC EBUTE-META
21	Dr. Ismail O. Adesina	PRESIDENT	FNPH YABA
22	Dr. Enesi Ibukun	GENERAL-SECRETARY	OAUTHC IFE
23	Dr. Shadracson N. Sintei	GENERAL-SECRETARY	FMC YENAGOA
24	Dr. Rahman Olayinka Sodiq	PRESIDENT	FCTA
25	Dr. Ogundipe Abiodun	PRESIDENT	UCH IBADAN
26	Dr. Oladapo John	GENERAL-SECRETARY	UCH IBADAN
27	Dr. Okpalaobi Francis	GENERAL-SECRETARY	FCTA
28	Dr. Momodu Jafaru	GENERAL-SECRETARY	NHA
29	Dr. Mustapha bello Baura	PRESIDENT	FMC GUSAU
30	Dr. Isah Tijjani	GENERAL-SECRETARY	AKTH
31	Dr. Shuaibu Ibrahim	PRESIDENT	FTH KATSINA
32	Dr. Abubakar Mohid Nsusdo	GENERAL-SECRETARY	UMTH
33	Dr. Abdullahi Usman	PRESIDENT	UMTH
34	Dr. Abdullahi Ibrahim	GENERAL-SECRETARY	FTH KATSINA
35	Dr. Ndukwe Chinwe Chioma	PRESIDENT	NAUTH NNEWI
36	Dr. Abiloye Kemi	PRESIDENT	LUTH

37	Dr. Ojo John o.	PRESIDENT	UTH OSOGBO
38	Dr. Ojidoh Christain	AGM AUDITOR 1	NOHIL
39	Dr. Kefas Wida James	PRESIDENT	FTH GOMBE
40	Dr. Moshood Olasumbo Daud	PRESIDENT	NOHIL
41	Dr. Olaremwaju Abimbola O.	GENERAL-SECRETARY	FHPH YABA
42	Dr. Olaomi Felix Adeyemi	GENERAL-SECRETARY	UTH OSOGBO
43	Dr. Sabo Rimande	PRESIDENT	TARABA STATE ARD
44	Dr. Abubakar Aliyu Usman	GENERAL-SECRETARY	GOMBE STATE ARD
45	Dr. Alfa Yusuf	NCCL	FMC BIDA
46	Dr. Audu Charles J	GENERAL-SECRETARY	GHI
47	Dr. Usman Abubakar	PRESIDENT	GHI
48	Dr. Lembi Lamech Lembi	PRESIDENT	GOMBE STATE ARD
49	Dr. Monehin Olusola	GENERAL-SECRETARY	OOUTH
50	Dr. Aladejare S.A	LLC CHAIRMAN	FNPH YABA
51	Dr. Ozurumba Chigozie C.	PRESIDENT	FMC UMUAHIA
52	Dr. Omoha Amobi	CHARIMAN PROTOCOL	UNTH ENUGU
53	Dr. Reymond Stanley	GENERAL-SECRETARY	UPTH PORTHARCOURT
54	Dr. Anaduaka C.O	CROWN SCRIBE	UITH
55	Dr. Uzoma Chidi Okereke	DCL SE	NAUTH NNEWI
56	Dr. Adewumi Babatunde Enoch	GENERAL-SECRETARY	FMC ABEOKUTA
57	Dr. Nnaji Sunday Davidson	GENERAL-SECRETARY	AEFUTHA
58	Dr. Yusuf Muhammad Jamiu A.	GENERAL-SECRETARY	UITH
59	Dr. Ijayu Albaraq A.	PRESIDENT	UITH
60	Dr. Suleiman Isah Adoh	PRESIDENT	ABUTH
61	Dr. Jimoh Aminat Oluwabukola	GENERAL-SECRETARY	ABUTH
62	Dr. Ugbani Henriette Elolen	PRESIDENT	ISTH
63	Dr. Johnson Olawale Ikudayisi	GENERAL-SECRETARY	FTH IDO-EKITI
64	Dr. Moses Joshua E.	AGM AUDITOR II	ARD NASARAWA STATE
65	Dr. Nnamani Ikemefuna	GENERAL-SECRETARY	ESUTH PARKLANE
66	Dr. Oke Adewale	PRESIDENT	FTH LOKOJA
67	Dr. Onuah Ibe Arthur	PRESIDENT	UPTH PORTHARCOURT
68	Dr. Okolie Kenneth Ekeremchukwum	PRESIDENT	FMC ASABA
69	Dr. Tor-musa Luper Emmanuel	GENERAL-SECRETARY	FMC MAKURDI
70	Dr. Omale John Odejo	GENERAL-SECRETARY	BSUTH MAKURDI
71	Dr. Ejeheri Oghenetega D.	GENERAL-SECRETARY	DELSUTH OGHARA
72	Dr. Orhewere David	PRESIDENT	UBTH BENIN
73	Dr. Enakhimion Benjamin	GENERAL-SECRETARY	FMC OWO
74	Dr. Fanen Dogoh	PRESIDENT	FMC MAKURDI
75	Dr. Egbue Obiora	GENERAL-SECRETARY	NAUTH NNEWI
76	Dr. Dung Williams	GENERAL-SECRETARY	JUTH
77	Dr. Bukonla Olushinyan	PRESIDENT	OOUTH
78	Dr. Adeyems Kabir	PRESIDENT	FMC BIRNIN KEBBI
79	Dr. Artu Ishishen	PRESIDENT	JUTH
80	Dr. Abubakar Nagoma Usman	NWCL	AKTH

81	Dr. Asore Oghenewwarhe	SSCL	FMC ASABA
82	Dr. Esezobor O. Albert	REM/WELFARE CMMTTEE CHR	ISTH
83	Dr. Sylvia Anthony Eweputanna	SECL	FUTH OWERRI
84	Dr. Ashimon Timothy M.	GENERAL-SECRETARY	FMC KEFFI
85	Dr. Abdulsalam Uthman	PRESIDENT	FMC KEFFI
86	Dr. Caleb O. Ekuri	PRESIDENT	UCTH
87	Dr. Magareth M.	PRESIDENT	UUTH
88	Dr. Odumbaku Kazeem	PRESIDENT	NPH ARO
89	Dr. Raji M.M	SWCL	FTH IDO-EKITI
90	Dr. Irhabor Philip	GENERAL-SECRETARY	ISTH
91	Dr. Yesir A. Kareem	NEDCL	FNPH MAIDUGURI
92	Dr. Anyaoha Uchenna	GENERAL-SECRETARY	FMC UMUAHIA
93	Dr. Ekueme Chinazom N.	PRESIDENT	UNTH ENUGU
94	Dr. Eguzoro Onyedikachi	PRESIDENT	BUTH
95	Dr. Okpara Ikechukwu	PRESIDENT	AEFUTHA
96	Dr. Lanre Aremo Babajide	NCDCL	NHA
97	Dr. Salako Samuel	PRESIDENT	FMC OWO
98	Dr. Shafiu Italiru	GENERAL-SECRETARY	UDUTH SOKOTO
99	Dr. Abdullahi Akilu	PRESIDENT	FNPH SOKOTO
100	Dr. Salmon Abeeb Oladapo	PRESIDENT	LASUTH
101	Dr. Ajayi O. Abbas	NWDCL	ABUTH
102	Dr. Dadi Hassan	AUDITOR II/PRESIDENT	NECC KADUNA
103	Dr. Arya O	AUDITOR I	FNPH CALABAR
104	Dr. Ahmed B. Umar	NECL	MAUTH YOLA
105	Dr. Popoola M.A	SWDCL	OOUTH
106	Dr. Erah Ihide Eugene	GENERAL-SECRETARY	UBTH BENIN
107	Dr. Ofuani Ifeanyi	SSDCL	UBTH BENIN
108	Dr. Eteike Okey	PRESIDENT	FUTH OWERRI
109	Dr. Haliru Yakub	PRESIDENT	AKTH
OBSERVERS			
110	Dr. Obialin Paulinus	OBSERVER	LUTH
111	Dr. Ilori Solomon	OBSERVER	UTH OSOGBO
112	Dr. Adeosun S.J	OBSERVER	UITH
113	Dr. Aremu I.D	OBSERVER	LASUTH
114	Dr. Amadi Solomon	OBSERVER	UPTH PORTHARCOURT
115	Dr. Awodun monsuru olaleka	OBSERVER	UITH
116	Dr. Osonwa Chukwuemeka N.	OBSERVER	NAUTH NNEWI
117	Dr. Adenuga O.O.	OBSERVER	LUTH
118	Dr. Ajidade oduyebo K.A	OBSERVER	FMC ABEOKUTA
119	Dr. Okeke Andrew	OBSERVER	FUTH OWERRI
120	Dr. Onirade Isioma	OBSERVER	UUTH
121	Dr. Udoh Abasi John	OBSERVER	UUTH
122	Dr. Ajibola Emmanuel D.	OBSERVER	BUTH
123	Dr. Obiora Olubunmi O.	OBSERVER	LASUTH

124	Dr. Elamah Ikpeminoghena	OBSERVER	UBTH BENIN
125	Dr. Hassan O.J	OBSERVER	LUTH
126	Dr. Ahmed Gabriel Uba	OBSERVER	TARABA STATE ARD
127	Dr. Bashar Muhammad G.	OBSERVER	UDUTH SOKOTO
128	Dr. Umar Muwafor	OBSERVER	UDUTH SOKOTO
129	Dr. Oseribehor Usameiye	OBSERVER	ISTH
130	Dr. Umar Billiri	OBSERVER	GOMBE STATE ARD
131	Dr. Adah Godspower	OBSERVER	UPTH PORTHARCOURT



Dr Orji Emeka Innocent
President



Dr Chikezie Kelechi O.
Secretary-General



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MINUTES OF THE 42ND ANNUAL GENERAL MEETING (AGM) OF NARD HELD IN UMUAHIA ON FRIDAY, 30TH SEPTEMBER 2022

OPENING PRAYER

The meeting started with an opening prayer.

ROLL CALL/ATTENDANCE

See attached.

OPENING REMARKS

The President made some brief remarks to declare the meeting open.

ADOPTION OF AGENDA

The agenda of the meeting was presented and motion for adoption moved and seconded in the absence of further amendment of the agenda.

MINUTES OF JULY NEC MEETING

The minutes was read by the Secretary General and motion for its adoption was moved and seconded in the absence of further corrections.

MATTERS ARISING

MRTF 2022

It was agreed that center president should liaise with their chief executives to ensure that their details were forwarded to the NPMCN who would collate the list and put it forward to the Accountant General's office for payment. As of the day before, only 10 out of 32 centers who were affected had submitted the list of those omitted.

The president pleaded with center presidents to submit the list. Only 400 members were affected across the 32 centers accounting for less than 4% of NARD members in 2022 MRTF payment.

MRTF 2021

Since May, approximately 3 or 4 centers have called to complain of accounts still been flagged. NOC had officially closed the case of payment of MRTF 2021. Approximately 10 people were still affected, the President said they would hand it over to the incoming EXCO.

MRTF 2020

The President received a call from the FMOH the previous day that some centers had submitted lists without attaching necessary documents. Some submitted hard copies without the corresponding soft copies, some submitted lists of members without January pay slips. The president informed the house that the ministry would step down any list submitted without pay slips and also asked them to go ahead with the processing of those that had submitted the required documents.

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NEW HAZARD ALLOWANCE

During Jos ENEC, the President informed the house that the money would come in a matter of weeks. He further revealed that the money had been released and it was just a matter of time for the alerts to start hitting members' bank accounts.

NARD COURT CASES

1. NARD VS Awkadiwe: Judgement delivered the day before, the case was thrown out based on lack of merit. He had to reframe his suit if he wants to pursue the case again.
2. NARD VS FIODA (E-LIBRARY): Matter was set for deliberation a day prior. They had sought for out of court settlement and NOC told them NARD's position, but they were yet to respond. Case was adjourned because the presiding judge was not on sit.

STHs WITHELD SALARIES

On Wednesday, the president received a call from ABSUTH President saying that the commissioner for health had called the leadership of ARD ABSUTH to come and collect a check for 7 months' salary arrears. On hearing this, the NOC together with the leadership of ARD ABSUTH filled the office of the commissioner only to find out that the fund was not available. Just a day prior, they received alerts of 7 month salary arrears. The president acknowledged the doggedness of the center president for sustaining the strike with all the insults and threats. For his efforts, the president put forward his name for an award of recognition by NARD. At this point, the president felt that the AGM should discuss this and see if they can direct them to suspend their strike action.

DOMESTICATION OF MRTF

It was still as discussed during Lafia NEC.

NARD DEBTORS

NARD has recovered her monies from UPTH and UNTH, but there are centers that are still owing. Many have not met up with their financial obligations as enshrined in article 10a, sub 4 of the NARD constitution. Therefore centers yet to pay their dues would not be cleared and cannot vote or be voted for.

NARD HOUSING

Offer letters had been given to those who subscribed and had paid their equity completely. They would continue to monitor their project and can sell it if they wished to do so at any point or take it to completion.

BRAIN DRAIN

Following issuance of the ultimatum, NARD showed a lot of presence in the media, after which the government formed a committee which would produce modalities on how to replace our exited colleagues. NARD was invited for the meeting.

Members of the committee include: Permanent Secretary FMOH, FMOLE, OHFCS, Director human resources FMOH, NMA, NNMC and NARD. Terms of reference include: modalities on how to seamlessly replace our exited colleagues and how to bond doctors trained using tax payer's money, as well as suggest other welfare packages aimed at encouraging health workers to stay back in the country.

NOC wrote a memo on bonding doctors highlighting guarantee for employment after training and full (100%) sponsorship plus foreign clinical attachment.

Committee for Review of CONMESS had been constituted. NOC submitted a paper, not only advocating for basic salary to be reviewed but also allowances to be added. NOC had sent a couple of them and will continue to push for it to be paid as a percentage of our basic salary. This would increase our take-home pay.

The President opened the floor for contributions, comments, and questions:

President UCH commented on the proposed bonding of doctors, saying he had a problem with it and should be vehemently resisted. In the southern part of the country, MOs were forced to resign before going into residency training so getting in-service training was hard. He pointed out that doctors as professionals had been the most casualized health workers and added that we would soon start having casual consultants, leading in the end to a pool of both casual residents and casual consultants. The president responded by saying there was yet no position by the government how the bonding would look, the committee would provide the modalities of the bonding. The bonding was brought by the government as a form of blackmail but NOC was trying to use it as leverage for asking for what we wrote in our memo.

Secretary FTH KATSINA appreciated the NOC on reports thus far and asked at which point a resident would be hired after finishing the program and how many years the bonding would last. On CONMESS review, he suggested specialist allowance for SRs. The president's response was that specialist allowance should be given to all health workers but however there should be relativity even among medical doctors' cadre.

President UCTH appreciated the leadership of NARD on MRTF 2022, informing the house that for the first time after payment of the money, there was no rancor in his center. For review of CONMESS, he said NARD was on course as nurses were paid uniform allowance; and as for bonding our members, he did not see it as a casualization but as a means to strengthen our income.

President NOHE highlighted that there was a missing link concerning MRTF payment, the process involved, list generation and verification by centers, and NPMCN before monies are paid to the residents. But after the payment no list is generated to the center to show how many people had been paid. This would ease the identification of those not paid or omitted. The president responded that it was a germane concern and further explained the

bureaucracy of making such payments, adding that if allowed to follow such channels, payment would not be effected early enough. He added that NARD eventually got information on payments made.

President FMC BIDA asked if it was possible to publish the list of centers that made submissions on MRTF 2020 and 2022 on the NEC page. This, he said would assist NEC members to confront their center management to do the needful.

Dr Harrison said government did not mean well for residents with bonding and that it was a trap to reduce the number of doctors leaving the country. He requested the NARD committee on foreign relations to find out what was obtainable outside the country and add to CONMESS review. He also added that government should improve security and education, stressing that the cost of training was unbearable and NPMCN was adding to this cost. He said there must be a timeline for bonding, a maximum of 3 years.

NARD DEBTORS

Centers owing had already been informed by the financial secretary and virtually all centers that had made commitments to settle their debts had paid. The President asked the house to take a decision whether those owing should be allowed to vote or not.

Dr. John Egbe Said that every society without a compass doesn't land well and our guiding compass in NARD is the constitution. He appealed to the house that the constitution should be upheld.

The president took the permission of the house to hand over the AGM to the VP1.

Secretary NEC KADUNA emphasized that centers owing NARD should pay, but that the modality of payment should be fair to all. A notice of payment should be sent and a reasonable time should be given for centers to pay. He urged the NOC and electoral body to consider this before disqualifying any center.

President UPTH emphasized that all centers owing NARD should pay before electoral processes start.

The VP 1 advised centers indebted to NARD to approach the financial secretary to settle it before electoral processes start.

CENTER REPORTS

OAUTH IFE

The President briefed the house on the struggles based on the issue that ensued between a nurse and a house officer. Many panels were constituted and depositions made with reports after multiple sittings. In the end, the board established another panel were another report was made for submission to the FMOH. It was about a month then and there was no response yet. The board was likely to meet the next week.

UNTH ENUGU

Since February 2021, there were doctors employed as locum, most of whom till date were not captured by IPPIS. The center had problems with employment waver with the last one given for only 21 residents. That was why they brought it to the house to put pressure on the

government to absorb these locum doctors. They also had MRTF 2020, 2021 and 2022 omissions. The center's third party deduction was not fully remitted. There were 2 incidences of assault, 2 in December 2021 and 2 around April and May 2022. Culprits had been apprehended as they formed a security committee that took the matter to the management. But the cases were stalled due to members being emotionally blackmailed. The VP1 suggested that the center should have mechanisms to prevent assault and if it occurs, should be taken to logical conclusions.

UNIMEDTH, EKSUTH AND FMC OWO

This was presented by the SWCL, for UNIMEDTH, they were still experiencing intermittent salaries and the number of residents was abysmal. EKSUTH doctors were being owed 3 month salary and their dues for the past 12 months had not been remitted. FMC Owo had been on strike 3 times in the year, agreement was reached in the presence of NARD president after two weeks strike on employment. As at the time of the AGM, nothing had changed in the center.

The VP1 appealed to the caucus leadership to get the information on staff shortage to the NOC so as to push for waivers with facts and figures. He appealed to federal institutions in the caucuses to assist STHI members throughout their struggles. For the dues, since they were deducted, advocacy and diplomacy should be used to get the monies.

COMMITTEE REPORTS

1. Welfare Committee

Presented by the Chairman, the committee was constituted during May OGM and they divided their schemes into four

- i. Medical residency training.
- ii. NARD welfare scheme which deals with members' health, a suggestion of an amount was made for health challenges for members who were either receiving treatment at home or abroad.
- iii. Welfare of members during General meetings.
- iv. STHIs welfare

He appreciated the president, NOC, and the NEC for giving him the opportunity to serve the association.

SW CL

He called on the house not to take any committee report without the soft copy being projected.

SEC. GEN

Informed the house that due notice had been given to the committees to submit their reports, so only those submitted would be taken.

2. NARD Cooperative Society Committee

The report was presented by the chairman, it comprised of 6 members and emphasized that cooperative was about numbers and NARD had the number. She

appreciated the president and called on the incoming EXCO to continue with work done as all the legal and logistic work had been concluded.

President OAUTH

Made an observation that the report was not signed.

3. Legal and Legislative Committee

The report was presented by the chairman, it was a 5-member committee. Achievements include the amendment of MRTA among others, and they recommended the continuous presence of NARD at the national assembly during health-related hearings. She thanked the president and members for their support.

4. Special Duty Committee

The report was presented by the chairperson, brief history of the committee was given and achievements thus far reported. She also informed the house about ongoing production of ties and scarfs for members.

5. Remuneration Committee

Report was presented by the chairperson, activities were highlighted which included upward review of MRTF and release of circular to that effect, adjustment of CONMESS and MRTF 2020. She appealed to the new EXCO to empower the committee and thanked the president for the confidence he invested in women for leadership roles.

President FNPH ARO

Asked if we can get report on STHIs, the president informed the house that it was not submitted.

SW CL

Made an observation commending those committees whose reports had been presented so far, and also described those that did not submit theirs as an act of jamboree. He called on NARD to stop spending a lot of money on committees that could not even report their activities, stressing that the incoming EXCO may not have any documents to work with and would have to start all over again.

President FNPH YABA

Pointed out that circulars were not projected in the committee's report, adding that NEC members were not carried along as contributions from them on the NEC page would have benefited the committee. The president informed him that circulars were in the secretariat report and the committee was considered a group of experts and had deposited in many meetings before then.

6. Publicity and Social Committee

The report was presented by the Publicity secretary of NARD, their achievements were highlighted among which included increased social media participation, prompt

dissemination of information and the maiden edition of NARD games. He advised the incoming Publicity secretary to sustain the tempo. He concluded by appreciating the President, Secretary General and the NOC. He also thanked his family, center and caucus leadership for their support.

7. Housing Committee

The report was presented by the coordinator; he stated the activities performed by the committee, such as meetings, visitations, court cases and addendum signed to incorporate all demands by our members and the developer. He highlighted the challenges and thanked the president for finding them fit to serve the association.

8. Editorial Committee

The editor informed the house on the activities of the committee, additional 8 members were appointed with one from each geopolitical zone. He appreciated all members for their support and urged for more visibility for NARD journals to assist in registration with Pub Med.

President FNPH YABA

Suggested that the editorial committee should send website links to center leaderships in order to be circulated among members to increased visibility of NARD journal. On NARD housing, he thanked the VP2 for a great job despite the challenges but told the house that the addendum signed has thrown some of them under the bus, especially those that had opted out of the scheme due to increase in price. The duration of refunds of money to the subscribers in 2 to 3 years period after FMBN had disbursed the money was not fair as interest and devaluation were not considered. The issue of lands swapped for monies paid had not reflected in the addendum. The reevaluation of land cost after this long time of subscription was also not fair and informed the house that lawyers had told him that there were many grounds to deal with the developer and therefore NARD should hire lawyers that could do the job. The president highlighted how different lawyers perceived a single document differently and that their main drive in any case was money and NARD used lawyers they could afford. The VP2 said that in the first agreement signed, there was a clause that money could be reviewed and in the addendum the issue of land was added.

Financial report was stepped down by the President for hard copies to be made available to AGM following observation by Dr Odunbakun and SW CL .

9. RATIFICATION OF CENTERS SEEKING AFFILIATION WITH NARD

The President quoted the NARD constitution on centers seeking affiliation with NARD, and said that as at May OGM, Lagos state health commission and Babcock university teaching hospital (BUTH) had written. Their letters were read in July NEC, he called on the representatives of those centers to come forward for recognition.

i. BUTH

Secretary FMC YENAGOA

Asked for clarification on BUTH, whether it was a public or private institution, their willingness to join strike actions called by the association and whether all their members and management were aware of their decision.

The President quoted article 5, sub 1 on the location of a branch and article 5.2 on the formation of a branch and said the constitution did not explicitly talk of private hospitals and that the AGM was the highest decision making body of the association.

Dr Aladejare emphasized that the constitution was clear on the matter as they were doing residency in the center and the right to unionism was covered by Nigerian and international labour laws.

Dr Popoola buttressed on this point.

The President called for motion for or against their ratification by the AGM.

Dr Akinbami moved a motion for the ratification and seconded by Dr Ikwaye.

Secretary FMC YENAGOA moved a motion against the ratification and was seconded by President IMSUTH.

The President called for a vote which can either be by raise of hand or collegiate based on standing order U.

Results; 65 votes for and 7 votes against, so the center was ratified to affiliate with NARD by the AGM.

ii. Lagos state health commission

President UCH moved a motion for ratification to affiliate with NARD and was seconded by President UCTH. There was no counter motion so they were ratified to affiliate with NARD.

10. FINANCIAL REPORT

Read in 4 parts by the financial secretary who concluded by appreciating the president for his prudence.

The President opened the floor for questions, comments and contributions

Secretary FNPH YABA, LASUTH and Dr Aladejare commented on sponsorship as a source of income and the duty of fund raising committee. President LASUTH also asked why the expenditure of July NEC was not fully paid.

Dr Odunbakun discussed expenditures yet to be paid, pointing out that there was deficit in the report despite 1 million naira left in the account, noting also that the research and statistics committee were owing 2 million naira without presenting a committee report.

The President responded to the questions and comments raised by the delegates.

11. AUDIT REPORT

Presented by Dr. Popoola, he gave a brief account of when the account was handed over, the first transaction by current administration and the starting balance. He made some observations and recommendations.

The President called for motion to allow for discussion of the financial and audit reports presented to the house.

President FMC EBUTTE META moved the motion and was seconded by the Secretary of NEC KADUNA.

The President quoted article 12 of NARD constitution in response to recommendations made by the auditor.

SW CL

Asked for clarifications on many pages of the financial report which were clarified by the president and financial secretary.

NW CL

Said he believed that SWCL was a robust financial expert and could generate a sheet to add value to the great financial report presented to the house. He applauded the NOC for answering all questions raised and called on the house to move a motion to adopt the financial report as a working document of the association.

IPP

Highlighted that it was one year that he left office and he wanted NARD to progress. He spoke on his achievements on MRTF despite not collecting August and September dues and said he and his NOC were still being owed, projects done during his tenure were still not paid for, a decision taken by the AGM being the highest decision making body of the association. He said he was blackmailed during January NEC and called that the office of the IPP shouldn't be desecrated.

The president ruled him out of order and asked the IPP to reserve his comments till AOB.

A rowdy session ensued thereafter and a recess was called.

The VP1 restarted the meeting as approved by the president.

He called for motion to adopt the financial and audit reports as a working document of the association.

President FTH KATSINA moved a motion to adopt the financial report and was seconded by President FMC EBUTTE METTA.

President FMC EBUTTE METTA moved a motion to adopt the audit report and was seconded by Secretary NOH IGBOBI.

12. SECRETARIAL REPORT

Read by the Secretary-General. He listed the successes recorded, number of meetings hosted and ended by appreciating all for their support.

13. CORRESPONDENCE

There was no urgent correspondence for the secretariat to review.

14. VALIDATORY SPEECH OF THE PRESIDENT

It was read by the VP1 after circulating a hard copy to all center presidents. He appreciated everyone for giving him the opportunity to serve. He expressed hope for the future of the association and thanked God almighty, his family, ministers of labour and health, NMA President, NOC, Crown Prince, and the entire members of the association.

15. UPWARD REVIEW OF NARD DUES

The President informed the house that the association's finances were overstretched owing to increasing inflation and pointed out that there was need to increase the dues. He called on the caucus leaderships to make submissions on their stand on the matter.

NECL proposed 100% increment

SECL proposed minimum of 100% increments subject to upward review

SSCL said they had not taken a stand on amount but agreed to an increment

SWCL proposed 50% increment

NWCL proposed 100% increment

NCCL said they had not taken a stand on amount but agreed to an increment

The President called for motions, and two motions were moved.

President UCH moved a motion for 50% increment and was seconded by President OOUTH.

President MAUTH YOLA moved a motion for 100% increment and was seconded by Secretary FTH GOMBE.

The President called for voting

109 for 50% increment

30 for 100% increment

He concluded that the NARD dues had been reviewed from N1000 to N1500.

16. **BIDDING FOR STATUTORY MEETINGS**

There was no center that had shown interest. He said that it was a tradition that the caucus where the next secretariat bid was going would host NARD statutory meetings. He called on the SWCL to brief the house but he asked to be excused to talk with his members.

17. **SECRETARIAT BIDDING**

4 centers had applied to host the secretariat for 2023/2024, they include DASH, JUTH, UATH and UITH. The president invited the centers to each speak to the house for 2 minutes on their capacity to host NARD secretariat for next AGM.

RECESS

18. **ELECTION PROCESSES**

i. **SECRETARIAT BIDDING**

Voting by each center and the NOC was carried, votes were counted and the results were:

DASH:	35 Votes
JUTH:	5 Votes
UATH:	5 Votes
UITH:	40 Votes

Team **UITH** was declared the winner and was given the right to host the next AGM.

ii. **CONSTITUTION OF ELECTORAL COMMITTEE**

This was done by the President.

iii. **NOC ELECTION**

The following were elected:

PRESIDENT	DR. ORJI EMEKA INNOCENT	1,057 Votes
VP I	DR. ND-EZUMA NNAMDI	751 Votes
VP II	DR. JUMBO, ENIOFIK HEZEKIAH	1,048 Votes
SEC-GEN	DR. CHIKEZIE KELECHI	1,055 Votes
ASG	DR. NURA UMAR ALIYU	1,064 Votes
TREASURER	DR. AGAZIE KELECHI	1,055 Votes
FIN SEC	DR. ORU ORU INETSOL	1,075 Votes
PRO	DR. MUSA UMAR	1,075 Votes
EDITORIAL	DR. OMONIYI A./ DR. ADEYEYE G.	1,075 Votes

The returning officer appreciated the AGM and congratulated the newly elected leaders afterwards.

iv. SWEARING IN

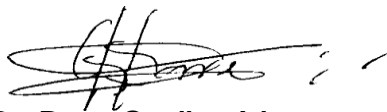
The past President, Dr John Onyebueze swore in the President who later swore in the other NOC members.

19. NEW PRESIDENT REMARKS

The new President made a brief acceptance speech.

CLOSING PRAYER

The meeting ended with a closing prayer.



Dr. Dare Godiya Ishaya
President



Dr. Suleiman Abiodun Ismail
Secretary General



NIGERIAN ASSOCIATION OF RESIDENT DOCTORS

NATIONAL SECRETARIAT

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NARD/SG/2022-2023/02060.23/

2nd June 2023

MINUTES OF THE NARD 2023 JANUARY NATIONAL EXECUTIVE COUNCIL (NEC) MEETING HELD AT THE CONFERENCE HALL OF VILLA HILTON HOTEL, UYO, AKWA-IBOM STATE ON THE 27TH OF JANUARY 2023.

1. OPENING PRAYER

In each individual's faith as led by the NWCL at 4:33 pm.

2. PRESIDENT'S OPENING REMARKS

Mr President welcomed everyone to the January NEC, he gave a brief rundown of the activities of the NOC and the successes recorded so far.

3. PRESENTATION AND ADOPTION OF AGENDA

Mr President noted some omissions in the agenda as presented to include:

1. Hosting of OGM
2. Reports of Caretaker committees

In addition, SOTARD, FMC Yenagoa sought inclusion of the devaluation of the membership certificate into the agenda.

Afterward, the motion for the adoption of the agenda was moved by SEDCL and seconded by POTARD DASH.

4. READING AND ADOPTION OF MINUTES OF PREVIOUS MEETING

The Secretary General read the minutes of the September 2022 AGM which was adopted after a motion moved by NWDCL and seconded by SOTARD ESUTH.

MATTERS ARISING

a. MRTF 2022

Several advocacy visits to NPMCN had yielded results with the request by the college to the hospital management to send the list of those omitted previously. The college however observed some irregularities in the lists sent which had been resolved by the NOC and payments made. Mr President announced the case closed, adding that any outstanding should be championed by the local chapter leadership with support from the NOC.

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The SECL raised the issue of members in AEFETHA and NOHE who had been serially omitted in the payment despite being included in the supplementary lists.

POTARD FTH Katsina asked if NARD could appeal to NPMCN to reduce the time it takes for new residents to qualify to be paid MRTF to 6 months.

The NARD President responded that the MRTF is for update and exam purposes, hence no resident doctor ought to go for an update in the first year of residency. On the issue raised by SECL, the president said that drawing the curtains on the issue does not mean that genuine problems would not be addressed.

b. 2021 MRTF,

The president announced that the issue had been concluded.

c. MRTF 2020

Advocacy with the government eventually paid off and NARD has been assured by some highly placed persons in government that the 2020 MRTF would be paid by the next week, but he advised that nobody should circulate the news yet.

The POTARD UPTH lamented that some 6 persons in his centre were yet to get 2021 MRTF

d. HAZARD ALLOWANCE

The NARD president gave explanations on why HOs were not paid initially. He noted that they had eventually been paid after intervention from the HMOLE. He further informed the house of the promise to clear the 4 months hazard allowance arrears by the FGN.

e. NARD LAWYER/COURT CASES

The President announced the engagement of a new legal team for NARD since the contract of the previous lawyer had almost expired and the said lawyer did not show willingness to continue. He also gave a brief summary of the cases the lawyers were handling.

f. STHI

The President called for comments on the ABSUTH situation after a brief background was given.

SOTARD ESUTH-TH advised solidarity from NARD and other stakeholders on the matter. He further advised NARD to support the affected ones, and that the strike should continue, as well as the media war until a new government comes.

NARD President hinted that a visit to the DG NGF may be beneficial. He added that EKSUTH and IMSUTH share similar problems, leading to EKSUTH issuing their CMD an ultimatum.

g. DOMESTICATION OF MRTA IN STHIs

NGF not as forthcoming as expected. NOC advocating through NPMCN to mandate STHIs where residency training is done to domesticate MRTA and as such MRTF as a basis for accreditation.

h. NARD DEBT

The President advised centres owing NARD to pay up what they owe.

i. NARD HOUSING

The President gave a brief overview of the project and called on VP1 whom he appointed to supervise the project to update the house.

The VP1 gave the update, concluding by pointing out the possibility of a legal means to resolving the challenge.

SOTARD FMC Asaba supported the legal approach to resolving the problem.

SOTARD ESUTH Parklane commended the NOC for their patience, diligence, and consistency in following the NARD Housing issues. He encouraged the subscribers to be patient while the NOC sees to get the developer & Mortgage Administrators committed by whatever means possible before a law suit is filed since much was yet to be known about the problem.

POTARD UPTH supported the call for a legal action, adding that many developers are notorious for such failures. He also advised that time was of the essence in instituting the action.

POTARD FMC Ebute Metta suggested that NARD should pursue change of the PMI since they did not have license.

The President encouraged the NEC to bring up ideas that might lead to the solution of the NARD Housing Project.

POTARD FMC Yenagoa lamented the complex nature of the problem, stressing the need for drastic measures to be taken to resolve the issue.

The President noted that a refund depends on the developer accessing the Federal Mortgage loan, adding that when the Enugu project failed, it was agreed that their monies be refunded but it has not been done.

POTARD AEFUTHA advised that there should be a time frame attached to whatever is being done, stressing the pain of the subscribers.

POTARD ESUTH Parklane sought some clarification on how the developer would manage the loan if accessed, he also supported the call for a legal means to settle this issue.

POTARD FMC Yenagoa suggested that the President have a Zoom meeting with all the subscribers, PMI Chairman, Developer, and the FMBN Chairman to give the subscribers closure, but the President stressed how difficult that would be, noting how difficult it was to see the Chairman of FMBN. He rather opted to have regular interactions with the subscribers to update them.

j. BRAIN DRAIN COMMITTEE

Mr President briefed the house on the activities of the committee who seemed to have been more interested in the bonding of doctors. This was botched by the NOC in their meeting with the committee and they have not met again in almost two months as at the time of the NEC meeting.

k. NEW MRTF CIRCULAR

The President announced the release of the circular on the review of MRTF by NSIWC, noting that almost all the requests by NARD were acceded to.

POTARDs FNPH Calabar, FMC Lokoja, FTH Katsina, ISTH Irrua, NOH Dala, UMTH, Gombe State ARD, UCTH, FUTH Owerri, FMC Asaba, UPTH, SECL, NCCL, and SOTARDs ABUTH, UBTH all took turns to appreciate the NOC for work well done. They also sought clarification on different aspects of the circular to which the President responded, noting that it was a work in progress.

After some deliberation on this, the NEC resolved as follows:

- i. That she accepts in principle that the exam and update fees be paid directly to the exam bodies on the condition that WACP/S would be accommodated.
- ii. That every other fee being charged by the colleges be stopped.
- iii. That the bureaucracies involved in implementation should not affect our members going for exams or updates.
- iv. That if at any point, we discover that our members are having issues going for these exams and update because of this arrangement, we shall reconvene and review this decision.
- v. That our members who have already paid for exams and updates be refunded.

POTARD OOUTH Sagamu recalled that Centres had been asked previously to take a stand on the issue of direct payment of exams and update fees to the colleges and that the response of most centres was in the negative. She therefore moved that the

decision of the centres be upheld and that should insist on the complete payment to residents.

SOTARD FMC Asaba countered the motion, noting that current information at their disposition did not agree with that position.

POTARD OOUTH Sagamu eventually withdrew her motion based on popular opinion.

At this juncture, POTARD FTH Katsina informed the house that he had checked his payslip and confirmed the inclusion of the hazard allowance in his salary and the President confirmed this.

I. REVIEW OF MRTA

The President informed NEC of the move to review the MRTA. The bill has been drafted with the help of the PA to the Honourable Speaker. The Speaker earlier promised to help us with that but reminded us that the House had limited time left. However, the House had gone on recess to resume in March.

m. HOUSE OFFICER DUES

The President stepped out, and the VP1 who stood in briefed the NEC on the efforts to get HOs to pay their dues. He added that fighting for HOs hazard allowance was deliberate, hoping to encourage them with that but they remained adamant. He noted that some centres collect these dues but don't remit to NARD.

POTARDs OOUTH Sagamu, JUTH, UMTH, SOTARDs NOH Dala, ABUTH all contributed to the discourse.

The President advised POTARD JUTH to pay up the dues of HOs till their next AGM to legitimize his leadership of the centre since the HOs were allowed to vote disregarding NOC's letter on the issue. He concluded that only people who pay dues should enjoy the privilege of membership including to vote and be voted for.

n. REVIEW OF COMMESS

The government had set up a committee for it during the last tenure. Mr President informed NEC that the committee has started meeting and that NOC had briefed HMOH on the need to carry NARD along. The house agreed that the communique of the NEC meeting will buttress this.

o. STATE TERTIARY INSTITUTIONS

The President noted that ABSUTH, EKITI, ONDO, and IMSUTH had been discussed. For LAUTECH Ogbomoso would be discussed during the centre reports.

p. MDCN AND DOWNREGULATION OF THE MEMBERSHIP

A letter of request to see the registrar was written at the inception of the current NOC. A reminder was sent two weeks before the NEC meeting. However the registrar has not responded to us.

q. CENTRE REPORTS

The President announced that only cleared centers and those that submitted their reports before the deadline were permitted to present their reports.

UCTH: stressed the challenge of Medical Officers employed in 2021 and were promoted but are yet to get their promotion arrears.

FNPH Yaba: said the problem in his center was that of accommodation.

UATH: said that some pre-part 2 residents were being disengaged on account of overstay.

JUTH: said the major problem they had in was the severe manpower crisis. Secondly, he said he had 13 members who were yet to receive the 9 months hazard allowance arrears.

q. NARD BUSINESS VENTURES

The President informed the house that it was a campaign promise, stressing the need for a source of additional income for NARD.

Areas of interest include a printing press and NARD guest house. The NOC and Extended NOC had agreed on the press, adding that it would also reduce the cost of printing works in NARD.

POTARDs NOH Dala, UPTH, UCH and SOTARD ESUTH Parklane all commented, supporting the idea of NARD business ventures and suggesting other options which the President promised to consider.

APPOINTMENT OF AUDITORS FOR THE AGM ACCOUNT

The President asked the NEC to nominate people for the position.

POTARD NOH Igbobi nominated Dr. Ojido Christopher and POTARD LUTH seconded.

For the second nomination, POTARD ARD Nasarawa nominated Dr Moses Joshua and it was seconded by NCCL.

r. BUDGET PRESENTATION

The President presented the budget proposal.

POTARDs MAUTH Yola, FMC Gusau, SOTARD UCH and NECL sought clarifications which the President gave.

After deliberations on the proposed budget, SOTARD FTH Ido Ekiti moved a motion for the adoption of the budget as a working document of the association. POTARD FNPH Calabar seconded the motion.

s. CONSTITUTION OF COMMITTEES

The president informed NEC of NOC's decision not to have more than 12 Ad-hoc committees as he would not want to call for a special levy for settling of debts or to hand over debts to the next NOC. The NEC agreed to this.

t. ZONING OF NOC POSITION FOR 2023/2024 EXECUTIVE YEAR.

The president explained the principle of zoning in NARD, after which he presented the zoning pattern for the 2023/2024 Executive year.

u. CORRESPONDENCES

The Secretary General read out all the correspondences.

v. HOSTING OF STATUTORY MEETINGS

The president informed NEC that hosting of statutory meetings is usually done by the caucus the secretariat is zoned to. However, we were in Uyo for our January NEC because the caucus could not get a center to host the January NEC meeting. He seized the opportunity to appreciate the congress of UUTH and the VP2 who came to the rescue of NARD. After this, he intimated NEC on the issue of FMC Abeokuta/NPH Aro and LUTH seeking to host the MAY OGM.

He gave a detailed explanation about the issue and urged NEC to keep sentiment and election apart when contributing to the matter.

NECL requested the NEC to allow the SW caucus to speak first on the matter to know the position of the caucus.

The SWDCCL spoke on behalf of the caucus leader, he said that their caucus had unanimously agreed that LUTH should host the May OGM.

After much deliberations on this, the President called for motions to divide the house.

SECL moved that FMC Abeokuta/NPH Aro be given the hosting right for the May OGM and was seconded by POTARD ISTH.

NECL moved a counter motion for LUTH to be granted the hosting right for May OGM and was seconded by POTARD FMC Gusau.

23 centres voted in favour of the first motion while 29 centres voted in favour of the second.

The hosting right was subsequently granted to LUTH.

w. REPORT OF CARETAKER COMMITTEES

The issues in FMC Jabi and UUTH Uyo that led to the constitution of caretaker committees for them were discussed. Briefs from the committee reports were taken subsequently. The NEC forgave those in UUTH who took the matter to DSS and court after showing evidence of withdrawal of the cases.

x. AOB

1. POTARD DELSUTH lamented the spate of assault against doctors, narrating an attack on him by men of the NPF.

It was agreed that a statement be made in our communique in this regard and that NARD should petition the IGP.

2. NECL suggested financial registration for all NARD meetings to assist hosting centres and encourage more centres to host meetings.

The President agreed with him, but added that he would not want to increase the financial burden NARDites except if discussed in the various congresses and they approve same. He added that such decision should be transmitted to him by MAY OGM.

3. POTARD UCH Ibadan complained of not getting third-party deductions November 2022; and that there are other outstanding allowances they were yet to get. Such as Covid 19 inducement allowance of 2019 and also the minimum wage arrears of 2019 and the skipping arrears of 2014.

The NARD president answered him and said that the third-party deduction for the last year would be paid but for the Covid-19 allowance and consequential adjustment of minimum wage, the matter was a difficult one, however, NOC would not give up on it.


4. SECL requested that NARD supports ABSUTH not only financially but to also state the deplorable condition of the center in the communique that would be released. She also said that FMC Owerri had not gotten their third-party deduction as well as AEFUTHA and NOHE She also added that AEFUTHA had shortage of house officers.

y. ADJOURNMENT

POTARD OAUTHC moved the motion and was seconded by POTARD UITH.

z. CLOSING PRAYERS

Led by NECL in each individual's faith.



Dr Orji Emeka Innocent
President



Dr Chikezie Kelechi O.
Secretary-General



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MINUTES OF THE NARD 2023 MAY ORDINARY GENERAL MEETING (OGM) HELD ON 2/6/23 AT WATERCRESS EVENT CENTER IKEJA, LAGOS

OPENING PRAYER: By 12:29 pm, led by President, ISTH Irrua.

NARD AIMS AND OBJECTIVES: Led by the NARD President.

PRESENTATION AND ADOPTION OF AGENDA: Motion moved by President, FNPH Calabar, and seconded by President, NOH Dala.

NECROLOGY: Updates from UBTH Benin, FTH Ido-Ekiti, UDUTH Sokoto and UUTH Uyo. A minute of silence was observed for our fallen colleagues from these institutions.

APOLOGIES: NARD Treasurer, president OAUTHC, president and secretary FMC Jabi.

PRESIDENT'S OPENING REMARKS: The president welcomed everyone to the meeting and noted the change in the leadership of the government of the federation.

READING, CORRECTION, AND ADOPTION OF MINUTES OF LAST MEETING: The Secretary-General read the minutes of the January NEC meeting, after which the house rose on recess by 1:25 pm to allow our Muslim colleagues go for Jumaat prayers.

The house reconvened by 3:00 pm.

The following corrections were made in the minutes:

- (i) President NOH Igbobi corrected the name of AGM Auditor I from "Christopher" to "Christian".
- (ii) President ARD Nassarawa corrected "ARD DASH" to "ARD Nassarawa".

President ABUTH Zaira moved the motion for the adoption of the minutes which was seconded by the General Secretary ESUTH Parklane.

MATTERS ARISING:

a. MRTF 2022:

The President announced that this has been cleared, except for a few omissions. He advised centers to liaise with NPMCN through their hospital management for such omissions.

b. MRTF 2021:

The President reemphasized that this matter has been cleared and closed.

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c. MRTF 2020:

The president narrated efforts made by the NOC to secure payment for the 2020 MRTF omissions. He noted that the efforts yielded desired results and the payment has been successfully made.

d. HAZARD ALLOWANCE ARREARS:

The President acknowledged that some members were omitted and that the NOC was working to rectify the issue despite challenges posed by reshuffling within the IPPIS office. He assured the OGM that the omitted members would receive their payments.

e. NARD LAWYER AND COURT CASES:

The President stated that these matters would be addressed when the corresponding agenda items are reached.

f. BRAIN DRAIN COMMITTEE OF THE FEDERAL MINISTRY OF HEALTH:

The President highlighted NARD's resistance against policies that aimed to forcefully bond doctors and the introduction of guidelines for implementing a one-for-one policy to replace exited clinical workers. He assured the OGM that NARD would take appropriate action if the circular was not released by June 5th.

g. NEW CIRCULAR ON MRTF:

The President reemphasized that the 2023 MRTF should be paid using the new circular and expressed NARD's aversion to any deductions without following the proper guidelines as agreed with stakeholders and the government.

h. REVIEW OF MEDICAL RESIDENCY TRAINING ACT (MRTA):

The President highlighted the ongoing efforts to review the MRTA and the setback caused by the shortness of time and the obnoxious bill by Hon. Ganiyu Johnson.

i. MDCN AND THE DOWNWARD REGULATION OF THE MEMBERSHIP CERTIFICATE:

The President expressed concern over the lack of invitation from MDCN to discuss this matter. He noted NARD's correspondence with MDCN, the Federal Ministry of Health, and NMA on this issue. He encouraged the OGM to provide suggestions and ideas for further action.

j. NARD BUSINESS VENTURES:

Mr President announced the establishment of a functional NARD printing press, in fulfillment of the promise made to NARDITES. He called for support and patronage from individuals and centres.

k. CONSTITUTION OF COMMITTEES:

Mr President announced the constitution of 9 ad-hoc committees out of the 12 approved by NEC, reiterating the need to maintain a cost-effective leadership structure in order not to hand over debts to the next administration.

l. HOSTING OF STATUTORY MEETINGS:

The President outlined the 2023 meeting hosting schedule and thanked LUTH for hosting the ongoing OGM. He urged LASUTH to prepare for the upcoming July NEC meeting.

Reactions:

The NCCL highlighted the issue of unpaid MRTF and Hazard allowances in his caucus and requested permission to transmit the list to the Secretariat for follow-up. The President however assured that the hazard allowance arrears would be included in the communique to draw government attention to it. Regarding the MRTF, he said that the position of the NOC remained unchanged, and they would guide the centers with such challenges on how to solve them.

The SOTARD OAUTHC Ife asked for a timeline for the payment of Hazard allowance arrears, hoping to pacify those awaiting payment. The NARD President responded by explaining that they had been promised a resolution within 2 to 3 weeks, and if nothing was done by then, the NOC would convene the NEC to take appropriate decisions.

The POTARD FMC Gusau pointed out as he did in January NEC that some senior registrars in his centre were yet to receive the 2022 MRTF. The President provided a detailed explanation of the steps taken by the NOC to secure payments made and advised centers with outstanding payments to follow the appropriate procedures to escalate the matter.

The POTARD JUTH inquired about the way forward if the circular on the one-for-one replacement was not released by the specified deadline. The President promised to engage the federal government to understand the cause of the delay and explore the next course of action, which would be communicated to the NEC.

The President acknowledged the past Secretary General of the 2016/2017 tenure, Dr Aneke Emmanuel.

m. STATE OF THE ASSOCIATION

i. STATE TERTIARY HEALTH INSTITUTIONS

The President highlighted the various challenges in STHIs ranging from MRTA domestication to payment of MRTF, CONMESS implementation, hazard allowance implementation, etc. He commended Bayelsa, Ekiti, and Osun state governments as well as the leadership of NDUTH, EKSUTH, and UTH Osogbo for the payment of MRTF and hazard allowance. He urged other states to join NARD in the struggle to achieve more.

ii. CONMESS REVIEW

The President provided an update on the negotiations between the NMA and the Federal Government. He informed the OGM that the NMA accepted a 25% offer from the government. However, NARD disagreed with this and asked for a 200% increase. During a subsequent meeting organized by the government, NARD was asked to withdraw their demand for CONMESS since the NMA had accepted the government's offer. NMA continued to push for the release of the Collective Bargaining Agreement (CBA) which was nonexistent at the time. The Federal Ministry of Health has sent one to the NSIWC containing a 25% flat rate without allowances, although it is uncertain if it will be further reduced when the Circular is finally released.

The President of DELSUTH expressed worry over NMA's position on the CONMESS review. He maintained that the delay in the implementation of CONMESS from 2009 to 2014 resulted in a significant decrease in the value of doctors' salaries. He advised NARD to maintain her position regardless. He urged NARD to take a stand that would be remembered for posterity. He also mentioned that he was aware that JOHESU was expected to receive more than 25% and highlighted their attempts to breach the previously fought-for relativity.

The President of ARD ABUTH inquired on the reason for the directive to congresses to take a position before the OGM, wondering if it was not because of this contentious issue.

The NARD President explained that it was important to gather opinions from centres to ensure everyone's involvement in the decision-making process. He emphasized the need to collaborate with our parent body (NMA) for the desired outcome.

President ARD LASUTH emphasized the increase in fuel prices since the commencement of the OGM and thanked the President for providing direction on how STHIs should engage their management and state governments to address their problems. He suggested that local ARDs should approach their NMA state chairmen and brief them on the issue so that it can be raised during the NMA NEC meeting. He urged the NARD President to support the STHIs in their struggles, considering the financial difficulties faced by some state governments.

The President of NEC Kaduna inquired about the possibility of NMA renegotiating with the Federal Government to improve upon the agreed 25%, to which the NARD President expressed an unlikelihood.

The Past NARD Secretary-General, Dr Aneke Emmanuel, acknowledged the difficulty of reversing the NMA's decision. He proposed an approach to simplify the process, suggesting that after the OGM, emergency congress meetings should be held in respective centers to mandate chairmen to vote for a 200% increase during the NMA NEC meeting. If commitment is extracted from the NMA NEC, an emergency NMA NEC meeting could be called.

The North Central Caucus leader suggested official and unofficial meetings between NARD and NMA NOCs to discuss the issue and present reasons for the 200% increment. He also recommended collaboration with other affiliates.

The President urged NEC members and Congress to engage their state chairmen and NMA NEC members and gain their support to reconvene the NMA meeting and secure acceptance of a higher percentage. He emphasized that an ultimatum could be considered if diplomatic efforts prove ineffective. He called for a motion to adopt this as a resolution if the OGM participants were in support.

The North Central Caucus leader amended the proposed resolution, adding that the NARD NOC should meet with the NMA NOC, and NARD should liaise with other affiliates. He then moved the motion, and the President of FNPH Calabar seconded it.

iii. COURT CASES

The President informed the OGM that the association was faced with two serious litigations. Daniel Bob and Waka Credit had sued NARD while the association still faces possible lawsuits from subscribers in Sagamu and Enugu. The NARD lawyers didn't show optimism about the cases but the NOC sought the opinion of a Senior Advocate of Nigeria (SAN) who believed in our chances of winning. The President called for comments from the OGM, emphasizing that the issue went beyond the subscribers and posed a threat to NARD's existence as an association.

Reactions.

The President of NEC Kaduna expressed his displeasure with members causing issues for NARD and suggested exploring an out-of-court settlement. The President clarified that

NARD had been working to resolve the housing issue but was sued by Daniel Bob and Waka Credit instead.

The President of NOH Dala proposed encouraging subscribers to withdraw their cases and unfreeze Daniel Bob's accounts through the EFCC. In response, the NARD President explained that previous efforts to resolve the issue had failed, and Daniel Bob had repeatedly taken NARD to court, possibly to hinder their loan process from materializing.

The Presidents of ARD UPTH and FNPH Yaba supported pursuing the case in court and raising funds for the legal proceedings.

The President of FMC Asaba also advocated for legal action instead of an out-of-court settlement.

The General Secretary of ARD Babcock University Teaching Hospital emphasized the importance of professional advice in handling the case.

The President of DELSUTH ARD suggested collecting evidence from subscribing members and contributing funds to support the legal battle.

The NARD President sought the OGM's opinion on whether to proceed with the SAN or stick with the NARD Lawyers, considering the latter's existing workload and skepticism.

Opinions were divided between those in support of hiring a SAN and leaving the cases to the lawyers. It was decided that the Caucus Leaders would discuss the matter further and propose a solution. The OGM then agreed to step down the issue and move on to other matters.

iv. HOUSE OFFICERS' DUES

The President reiterated that NARD had not been receiving house officers' dues. The position of NARD remained that centers allowing house officers' participation in their elections should continue paying NARD dues until the next AGM. Only financially up-to-date members would be eligible to participate in elections, both at the center and within NARD.

n. CENTRE REPORTS

The President of UCTH Calabar: burnout syndrome suffered by his members, ultimatum issued to their hospital management, 60 locum doctors sacked.

The President of UNTH Enugu: owed locum residents in her centre, lack of promotions and incentives, the strike that they had called off.

The President of FMC Abeokuta: loss of a member, assault on a house officer which has been appropriately handled.

The President of NPH Aro: shortage of manpower, salary arrears for recently migrated residents.

The President of ARD NHA: manpower shortage.

The General Secretary of Babcock University Teaching Hospital: progress in securing a salary increase for house officers during their last strike, ongoing discussions to improve exam fees.

The President of AKTH: two members that have not been migrated to IPPIS.

The President of AE-FUTHA: shortage of manpower, Locum Resident Doctors are now fully employed, but still waiting for migration to IPPIS.

The President of ESUTH Parklane: new hazard allowance not yet implemented, MRTF not paid, insecurity in the hospital.

The President of LTH Ogbomoso: appealed to NARD to write his governor for a courtesy visit, and two months' salary arrears for 2 recently employed members.

The NARD President asked the STHIs to submit their specific issues as they would want them captured in the Communique before the end of the OGM.

The President of GHI Ilorin: manpower shortage, low remuneration, no promotion, no MRTF or hazard allowance.

The NARD President advised him to work with the NOC on how to write their Governor.

The President of FTH Ido-Ekiti: some of his members had salary arrears of one month, and April third-party deductions were not received.

The President of UCH ARD: high attrition rate, some members yet to be captured on IPPIS, hazard allowance arrears, promotion arrears.

The President of UUTH ARD: outstanding third-party deductions.

The President of UBTH: outstanding hazard allowance, one person's 2022 MRTF, and some members are yet to be migrated on the IPPIS platform.

The President of FMC Lokoja: salary arrears, minimum wage arrears, arrears of hazard allowance.

o. FINANCIAL REPORT

Presented by the Financial Secretary.

The President of UCH Ibadan, General Secretary FMC Yenegoa, and President NOH Igbobi, all sought some clarifications which were given.

The General Secretary of ESUTH Parklane moved the motion for the adoption of the financial report and was seconded by the President of UCH Ibadan.

p. EDITORIAL REPORT

The Editor made the presentation.

The President of NOHIL sought some clarifications which were given.

The OGM resolved to grant the editorial team's request to reduce yearly publications to once a quarter so as to reduce the pressure on the reviewers and improve the impact of the journal.

q. COMMITTEE REPORTS

The Chairmen of the following committees presented their reports: NARD network services/Business ventures, Legal and legislative committee, Special Duties, Remuneration/Welfare and State Tertiary Health Institutions Committee.

At this juncture, the SWCL on behalf of the other caucus leaders informed the OGM that they had on behalf of their caucuses accepted the one-off deduction of N2,500 from the 2023 June salary in order to pursue the legal battles involving the NARD housing project with the caveat that such deductions should never again be made.

The President in his response however agreed that such a deduction would not be made again in his administration but reminded the SWCL that this administration did not have the power to decide for the next.

The SWCL subsequently moved the agreement of the caucuses as a motion which was seconded by the SSCL.

r. AGM 2022 AUDIT REPORT

The 2022 AGM Auditors presented their report to the house.

In the absence of comments and corrections, President NEC Kaduna moved the motion for the adoption of the report which was seconded by President UMTH Maiduguri.

s. CONTEMPORARY NATIONAL ISSUES

The President observed the change in the baton of leadership in the country, stressing the need to recognize them and be recognized by them. He acknowledged and congratulated the new President, Vice President, State Governors and their deputies, as well as the newly employed SGF, Chief of staff, and others.

The Chairman of the Legal and Legislative Committee highlighted the recent subsidy removal in the country and the expected adverse economic effects. He reminded the government that one of the justifications for this removal is to channel the money to areas of human development such as health and education and also to provide succor to the less privileged who are depressed already as a result of the hardship.

t. NOMINATION AND INAUGURATION OF NARD AUDITORS

Dr Okoro Anya Chiemeka, IPP FNPH Calabar was nominated as 2022/2023 Auditor I by the President FNPH Calabar and his nomination was seconded by President FTH Gombe. Dr Dadi Hassan, President, NECC Kaduna was nominated as the 2022/2023 Auditor II by the President of JUTH and seconded by the president of FTH Ido-Ekiti.

u. CORRESPONDENCES

1. Letters from NOFIC Abakaliki, NOFIC Katsina, Abia state ARD, seeking affiliation to NARD- to liaise with the Sec. Gen. on the way forward.
2. Letters from former NARD Sec. Gen and PRO from the 2016/2017 Exco year asking for owed DTAs from their tenure- to write them, seeking proof of such indebtedness as the NOC was not handed over such debts.
3. Letters from Enugu and Sagamu subscribers of the NARD housing project, threatening to sue the association because of the failed project- leaders of the centres involved should interface with them to let them know what NARD is doing about the problem.
4. Letter from the North East Caucus introducing the new leadership of the caucus- the president congratulated and welcomed them.

v. AOB

1. The SECL: A resident from ESUTH Parklane was asked to pay a bench fee of N525,000 before being allowed to proceed on posting at LASUTH- to write the LASUTH management on this.

2. The special duties committee chairman: need for a NARD cooperative.

The LLCC disagreed with him and discouraged the move. The NARD president rather advised that such projects should be handled at local chapter levels.

3. The president LTH Ogbomoso: incorporation of private institutions into a committee of NARD; using of parallel market rate on residents by examination bodies.

Mr. President asked the chairman STHIs committee to incorporate the only private institution that has identified with NARD. NARD would act on the issue raised about the examination bodies.

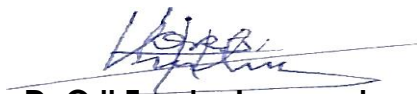
4. The NWCL: A member whose account was flagged following payment of 2021 MRTF. The account remains unflagged.

ADJOURNMENT

Motion moved by the General Secretary of ABUTH Zaria and seconded by the president FTH Gombe.

CLOSING PRAYER

Led by the Immediate past leader of the North East caucus by 11:56 am.


Dr Orji Emeka Innocent
President


Dr Chikezie Kelechi O.
Secretary-General

MINUTES OF JULY 2023 NEC MEETING



NIGERIAN ASSOCIATION OF RESIDENT DOCTORS

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NARD/SG/2022-2023/041022/

4th October, 2022

THE COMMUNIQUE ISSUED AT THE END OF THE ANNUAL GENERAL MEETING (AGM) AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD AT MICHAEL OKPARA AUDITORIUM, UMUHIA, ABIA STATE FROM 26TH SEPTEMBER – 1ST OCTOBER 2022

PREAMBLE

The Annual General Meeting (AGM) of the Nigerian Association of Resident Doctors (NARD) tagged: "Unity AGM" Umuahia 2022 had the theme, **"Lasting Strategies For Healthcare Development in Nigeria: A Panacea for Preventing Industrial Actions and Brain Drain."**

The Chairman of the occasion was His Excellency, Senator Chimaroke Nnamani, the Chairman, Senate Committee on Cooperative and Integration in Africa/NEPAD, represented by Hon. Chief Emma Nnamani.

The Special Guest of Honour was the Executive Governor of Abia State, His Excellency Victor Okezie Ikpeazu (PhD) ably represented by the Deputy Governor, His Excellency Rt. Hon. Sir Ude Oko Chukwu. Other Guests of Honour were the Executive Governor of Enugu State, His Excellency Rt. Hon. Ifeanyi Ugwuanyi; the Senator representing Abia Central Senatorial District, Senator Theodore Ahamelu Orji and the Honorable Commissioner for Health of Abia State, Dr Joe Osuji. The Guests of Honour also included the Speaker of the House of Representatives, Rt. Hon. Femi Gbajabiamila; The Honorable Minister for Labour and Employment, Senator (Dr) Chris Nwabueze Ngige OON; the Honorable Minister of Health, Dr Osagie Ehanire; the Honorable Minister of State for Health, Barrister Joseph Nkama Ekumankama; the Chairman Senate Committee on Health, Sen. Dr Ibrahim Yahaya Oloriegbe; the Chairman House Committee on Healthcare Services, Hon. Dr Yusuf Tanko Sununu and the Director of Hospital Services, Federal Ministry of Health, Dr Adebimpe Adebisi mni. Also, Special Guests were the Registrar, Medical and Dental Council of Nigeria, Dr T. A. B. Sanusi, the President-Elect of the World Medical Association (WMA), Dr Osahon Enabulele, and the President of the Nigeria Medical Association (NMA), Dr Uche Rowland Ojinmah ably represented by the Chairman of the Nigeria Medical Association, Abia State Branch, Dr Isaiah Abali and Hon. Dr. Joe Akabuike, CMD, Chukwuemeka Odimegwu Ojukwu Teaching Hospital, Amaku, Awka, Anambra State.

The Chief Host was the Medical Director, Federal Medical Centre, Prof. Azubuike K. Onyebuchi while the host was the President of NARD, Dr Dare Godiya Ishaya. The Royal Father of the day was His Royal Highness, Eze Dr Sunny O. A. Ukwani, the Ezematita II of Asaga Ukwu Autonomous Community, Ohafia L. G. A., Abia State.

The keynote speaker was Prof. B. S. C. Uzochukwu, Professor of Community Medicine, University of Nigeria Teaching Hospital, Ituku-Ozala, Enugu State.

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The sub-theme speaker was Prof. C. A. Onoka, Professor of Health Systems and Public Health, Federal Capital Territory, Abuja.

ACTIVITIES

1. Courtesy visits to the MD, Federal Medical Centre, Umuahia, HRH Eze Dr Sunny Ukwani, and the Deputy Governor of Abia State.
2. The Doctors' Reach out Program (TDROP).
3. Opening Ceremony & Scientific Conference.
4. Award presentation to the Keynote speakers, National Officers Committee (NOC) and Expanded National Officers Committee (ENOC) members and some delegates.
5. The AGM was attended by 82 chapters of the association across the country to deliberate on issues affecting the health care delivery in Nigeria, and the welfare of its members.
6. Election of new National Officers Committee (NOC) for the 2022/2023 executive year and Secretariat bid for 2023/2024.

OBSERVATIONS

1. The AGM noted, with gratitude, the payment of the 2022 Medical Residency Training Fund (MRTF) albeit at the old rate.
2. The AGM noted the upward review of the Medical Residency Training Fund (MRTF) based on the upward review of Duty Tour Allowance (DTA) as circularized by the National Salaries, Income and Wages Commission (NSIWC) on 11th March 2022, and the upward review of examination and other fees by the National Postgraduate Medical College of Nigeria (NPMCN).
3. The AGM appreciates the recent progress made in the implementation of the new Hazard Allowance and the release of the fund for the payment despite a delay of eight months since its approval on 22nd December 2021 in a circular with reference number SWC/S/04/S.218/11/406.
4. The AGM bemoaned the inability of the Government to pay our members omitted from the 2020 Medical Residency Training Fund (MRTF) after several efforts by the association.
5. The AGM observed that the skipping arrears covering 2014, 2015 and 2016 have remained unpaid despite several negotiations with the government over the matter.
6. The AGM observed the need for the review of the Consolidated Medical Salary Structure (CONMESS) due to the current economic situation in the country which has led to superinflation and devaluation of the currency.
7. The AGM noted the warm welcome by the Executive Governor of Abia State, His Excellency Victor Okezie Ikpeazu (PhD) ably represented by the Deputy Governor, His Excellency Rt. Hon. Ude Oko Chukwu, and the payment of the seven (7) months salary arrears to resident doctors at Abia State University Teaching Hospital (ABSUTH), and promise to pay two months salary arrears every month subsequently until all debts of the 25 months salary arrears being owed are cleared.
8. The AGM, however, noted with concern the poor response of most State Governments in domesticating the Medical Residency Training Act of 2017 while

- noting the progress made in Delta, Lagos, Benue, and Nasarawa States and the Federal Capital Territory Authority (FCTA)
9. The AGM also expressed displeasure over the condition of our members under different State Governments' employment namely Ekiti, Imo and Ondo owed 3, 10 and 5 months respectively.
 10. The AGM lamented the acute manpower shortage in most tertiary health institutions occasioned by the ongoing massive brain drain and acknowledged the committee set up by the Federal Government to appraise this challenge and provide solutions.
 11. AGM observed that given the current economic realities in the country, the current monthly dues of one thousand naira (#1,000:00) per member is no longer adequate to offset the running cost of the association.

RESOLUTIONS

1. The AGM appreciates the Federal government for the payment of the 2022 Medical Residency Training Fund (MRTF) which was made at the old rate. The AGM, therefore, urges the National Assembly to ensure its passage into the 2023 appropriation act to enable seamless payment of the arrears of 2022 and 2023 MRTF at the new rate.
2. The AGM urges the Federal Government to expedite the payment of the new Hazard Allowance as contained in the circular from the National Salaries, Income and Wages Commission (NSIWC) dated 22nd December 2021 with reference number SWC/S/04/S.218/11/406 and the arrears thereof.
3. The AGM asks the Federal Government to urgently pay the skipping arrears for 2014, 2015 and 2016 to deserving members as the patience of the association is waning concerning this matter.
4. The AGM demands an immediate review of the Consolidated Medical Salary Structure (CONMESS) given the current economic situation in the country, and also in line with the agreed terms from the previous Collective Bargaining Agreement (CBA) that it be reviewed regularly.
5. The AGM appreciates the Executive Governor of Abia State, His Excellency Victor Okezie Ikpeazu (PhD) for the payment of seven (7) months out of 24 months of salaries owed to resident doctors in Abia State University Teaching Hospital (ABSUTH) this week and we hope that he keeps the promise to pay (2) months' salary arrears monthly until the arrears are cleared.
6. The AGM calls on the Federal Government, the Nigerian Governors' Forum, Stakeholders, and well-meaning Nigerians to prevail on the Governors of Ekiti (3 months), Imo (10 months) and Ondo (5 months) States to urgently pay arrears of salaries and allowances owed our members in the State Tertiary Health Institutions as stated above, as this is becoming embarrassing.
7. The AGM especially appreciates the Governors of Delta, Benue, Nasarawa, Lagos States and the Minister of the Federal Capital Territory for their efforts in the adoption/domestication of the Medical Residency Training Act (MRTA) 2017 and also payment of the Medical Residency Training Fund (MRTF) to resident doctors under their employment. We, therefore, call on other State Governors to emulate and replicate this achievement, to improve healthcare delivery in their various states.

8. The AGM welcomes the Federal Government committee set up to mitigate the brain drain in the health sector, and the association is also prepared to make meaningful contributions as a key Stakeholder in the sector.
9. The AGM calls for increased funding of the healthcare sector in the country, to the tune of 15% budgetary allocation in line with the 2001 Abuja declaration for healthcare financing in Africa, and global best practices.
10. AGM unanimously agreed to upgrade the monthly dues from the initial one thousand naira (#1,000:00) to one thousand five hundred naira(#1,500:00) only per member with effect from October 2022.

ELECTIONS

Sequel to a free, fair, and credible electoral process, the following members of the Association were voted and sworn in as the National Officers Committee (NOC) members for the 2022-2023 Executive year.

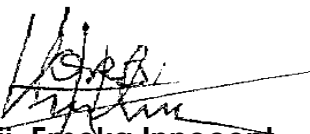
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First Vice President	Dr ND-Ezuma Nnamdi
Second Vice President	Dr Jumbo Enefiok Hezekiah
Secretary-General	Dr Chikezie Kelechi
Assistant Secretary-General	Dr Nura Umar Aliyu
Treasurer	Dr Agazie Kelechi
Financial Secretary	Dr Oru Oru Inetsol
Publicity and Social Secretary	Dr Umar Musa
Editor	Dr Omoniyi Ayooluwa Emmanuel
Deputy Editor	Dr Adeyeye Abosedo Grace
Immediate Past President	Dr Dare Godiya Ishaya
Immediate Past Secretary-General	Dr Suleiman Abiodun Ismail

APPRECIATIONS

On behalf of the entire membership of the Nigerian Association of Resident Doctors (NARD), the President and the National Officers Committee express their heartfelt gratitude to the following distinguished individuals:

1. His Excellency, the President of the Federal Republic of Nigeria, General Muhammadu Buhari.
2. The Senate President, Sen. Ahmad Ibrahim Lawan.
3. The Speaker of the House of Representatives, Rt. Hon. Femi Gbajabiamila.
4. The Executive Governor of Abia State, His Excellency Victor Okezie Ikpeazu (PhD)
5. The Executive Governor of Enugu State, His Excellency Rt. Hon. Ifeanyi Ugwuanyi.
6. The Senator representing Abia Central Senatorial District, Senator Theodore Ahametula Orji
7. The Honorable Minister of Health, Dr Osagie Ehanire.
8. The Honorable Minister of Labour and Employment, Senator (Dr) Chris Nwabueze Ngige OON.
9. The Honorable Minister of State for Health, Barrister Joseph Nkama Ekumankama.
10. The Chairman Senate Committee on Health, Sen. Dr Ibrahim Yahaya Oloriegbe.
11. The Chairman House Committee on Healthcare Services, Hon. Dr Yusuf Tanko Sununu.
12. The Director of Hospital Services, Federal Ministry of Health, Dr Adebimpe Adebisi, mni.

13. The Honorable Commissioner for Health of Abia State, Dr Joe Osuji.
14. The Registrar, Medical and Dental Council of Nigeria, Dr T. A. B. Sanusi.
15. The President-Elect of the World Medical Association (WMA), Dr Osahon Enabulele.
16. The President of the Nigeria Medical Association (NMA), Dr Uche Rowland Ojinmah.
17. The Chairman of the Nigeria Medical Association, Abia State Branch, Dr Isaiah Abali.
18. His Royal Highness, Eze Dr Sunny O. A. Ukwani, the Ezematita II of Asaga Ukwu Autonomous Community, Ohafia L. G. A., Abia State.
19. The Medical Director, Federal Medical Centre, Prof. Azubuike K. Onyebuchi
20. The Keynote and sub-theme speakers at the Scientific Conference.
21. The NOC, Extended NOC, NEC Members, Local Organizing Committee and all NARDites.



Dr Orji, Emeka Innocent
President



Dr Chikezie, Kelechi O.
Secretary-General



Dr Umar Musa
Publicity & Social Secretary



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NARD/SG/2022-2023/280123/

28th January 2023

THE COMMUNIQUE ISSUED AT THE END OF THE NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD AT THE CONFERENCE HALL OF VILLA HILTON HOTEL, UYO, AKWA-IBOM STATE FROM 24TH JANUARY – 28TH JANUARY 2023

PREAMBLE

The National Executive Council (NEC) meeting of the Nigerian Association of Resident Doctors (NARD) tagged: "Mbono Ufa Isua" Uyo 2023 had the theme, **"Improved welfare of Healthcare workers: A panacea for Brain Drain (Political and Doctors' Perspectives)."** The sub-theme was **"Digitalization of the Healthcare System"**.

The Chairman of the occasion was Obong Umana Okon Umana, Honourable Minister of Niger Delta Affairs. The Co-Chairman was Dr Iniobong Essien, Chairman of Akwa-Ibom Airport Development Company Limited.

The Special Guest of Honour was the Executive Governor of Akwa-Ibom State, His Excellency Mr. Udom Emmanuel. Other Guests of Honour were the Deputy Governor of Bayelsa State; His Excellency Senator Lawrence Eghrudjakpo, the Honorable Commissioner for Health of Akwa-Ibom State, Prof. Augustine V. Umoh; The Honorable Minister for Labour and Employment, Senator (Dr) Chris Nwabueze Ngige OON; the Honorable Minister of Health, Dr Osagie Ehanire; the Honorable Minister of State for Health, Barrister Joseph Nkama Ekumankama; the Chairman Senate Committee on Health, Sen. Dr Ibrahim Yahaya Oloriegbe; the Chairman House Committee on Healthcare Services, Hon. Dr Yusuf Tanko Sununu and the Director of Hospital Services, Federal Ministry of Health, Dr Salma Ibrahim Anas. Other Special Guests include the Registrar, Medical and Dental Council of Nigeria, Dr T. A. B. Sanusi; the President of the World Medical Association (WMA), Dr Osahon Enabulele, and the President of the Nigeria Medical Association (NMA), Dr Uche Rowland Ojinmah ably represented by Dr Ofem Enang, past NMA second vice President.

The Chief Host was the Chief Medical Director, University of Uyo Teaching Hospital, Prof. Emem-Abasi Bassey while the host was the President of NARD, Dr Orji, Emeka Innocent.

The keynote speakers were Sen. Lawrence Eghrudjakpo, Deputy Governor of Bayelsa State and Dr Ofem Enang, Associate Professor of Medicine, UCTH Calabar.

The sub-theme speaker was Dr Christie Divine Akwaowo, Chairman Medical Advisory Committee, UUTH, Uyo.

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ACTIVITIES

7. Courtesy visits to the Honourable Commissioner for Health, Akwa-Ibom State; the Permanent Secretary, Akwa-Ibom State Government House Uyo and Chief Medical Director, University of Uyo Teaching Hospital, Uyo.
8. The Doctors' Reach out Program (TDROP) to National Correctional Centre, Uyo.
9. Opening Ceremony & Scientific Conference at the Ibom Hall, Uyo.
10. Award presentation to the Keynote and sub-theme speakers.
11. The NEC was attended by 58 chapters of the association across the country to deliberate on issues affecting the health care delivery system in Nigeria, and the welfare of her members.
12. Press Conference.

OBSERVATIONS

12. The NEC noted, with gratitude, the timely release of the reviewed circular on medical residency training fund by the National Salaries, Income and Wages Commission on the 27th of January 2023.
13. The NEC noted the upward review of the Medical Residency Training Fund (MRTF) based on the upward review of Duty Tour Allowance (DTA) as circularized by the National Salaries, Income and Wages Commission (NSIWC) on 11th March 2022, and the upward review of examination and other fees by the Postgraduate Medical Colleges as well as the proposal to pay update course and examination fees directly to the examination bodies.
14. The NEC noted with gratitude the inclusion of the reviewed hazard allowance in the salary template of all healthcare workers in Nigeria and appreciates the efforts of the Government in recent times to pay off the nine months hazard allowance arrears to our members who were omitted in the initial payments made.
15. The NEC particularly noted with gratitude the roles played by the Honourable Minister of Labour and Employment, Sen, (Dr) Chris Nwabueze Ngige, OON, and the Chairman NSIWC, Ekpo Nta, Esq. in resolving issues involving our members' welfare. The efforts of the Federal Ministry of Health are also noted with thanks.
16. The NEC noted the inability of the Government to pay our members omitted from the 2020 Medical Residency Training Fund (MRTF) after several efforts by the Association. They have also received the promise of Government to make the payment very soon.
17. The NEC observed that the skipping arrears covering 2014, 2015 and 2016 as well as the shortfall from the consequential adjustment of the minimum wage have remained unpaid despite several negotiations with the government over the matter.

18. The NEC observed the need for the review of the Consolidated Medical Salary Structure (CONMESS) due to the current economic situation in the country which has led to superinflation and devaluation of the currency. The NEC also observed that the Federal Government promised to set up a committee for this purpose though NARD has not been carried along in the activities of this committee.
19. The NEC noted the perennial and embarrassing inability of the Governor of Abia State, Victor Okezie Ikpeazu (PhD) to pay the salary arrears of our members (and other healthcare workers) in Abia State University Teaching Hospital (ABSUTH) to the tune of 25 months despite numerous promises and repeated protracted industrial actions in the state.
20. The NEC also noted with concern the poor response of most State Governments in domesticating the Medical Residency Training Act of 2017, six years after being signed into law.
21. The NEC also expressed displeasure over the condition of our members under different State Governments' employ namely Ekiti, Imo, and Ondo States where they are owed several months of salary arrears.
22. The NEC lamented the acute manpower shortage in most tertiary health institutions occasioned by the ongoing massive brain drain and the untold hardship our members have to suffer on this account. The NEC however acknowledged the committee set up by the Federal Government to appraise this challenge and provide solutions.
23. The NEC observed with astonishment, the worrisome move by the Medical and Dental Council of Nigeria (MDCN) to devalue the membership certificate from an additional qualification to just an additional knowledge.
24. The NEC observed the recurrent cases of physical assault to our members (and other healthcare workers) in the various tertiary health institutions in the country which is becoming an epidemic. The cases in LAUTECH Teaching Hospital Ogbomoso and Nnamdi Azikiwe University Teaching Hospital Nnewi were particularly x-rayed.
25. The NEC noted with shock the unlawful use of firearms exhibited by men of the Nigerian Police Force attached to a politician based in Warri, Delta State, who shot at one of our members while driving behind their convoy in a branded vehicle belonging to the Association of Resident Doctors (ARD), Oghara, Delta state.

RESOLUTIONS

11. The NEC accepted in principle, the proposal by Government to pay update course and examination fees to the examination bodies provided that the West African Colleges are especially catered for in this arrangement based on the candidate's preferred examination body.
12. The NEC also demands that our members who have already paid update course and examination fees for 2023 should be refunded by the colleges once the funds are made available to them.

13. The NEC urges the Federal Government to without further delay commence the process of payment of the MRTF for 2023 to enable our members use the funds for the February update courses and the March/April/May examinations. This should be made using the secular released by NSIWC on 27th January 2023.
14. The NEC however wishes to remind the Government of the few persons yet to be paid the nine months arrears as well as the yet-to-be-paid four months arrears of the hazard allowance owed all our members. The NEC urges the Government to hasten efforts to complete these payments to avoid the recurrence of these issues in future engagements with NARD.
15. The NEC asks the Federal Government to urgently pay the skipping arrears for 2014, 2015, and 2016, as well as the shortfall from the consequential adjustment of the minimum wage to deserving members as the patience of the Association, is waning concerning this matter.
16. The NEC demands that the activities of the committee set up for the review of the Consolidated Medical Salary Structure (CONMESS) be hastened and that NARD should be carried along in the processes for her inputs to be made to avoid unnecessary outcomes.
17. The NEC calls on the Federal Government, the Nigerian Governors' forum, the PDP Governors' forum, the G-5 group of PDP Governors, and all well-meaning Nigerians to help point the Governor of Abia State, Victor Okezie Ikpeazu (PhD) to the plight of our members and indeed all healthcare workers in Abia State University Teaching Hospital (ABSUTH) who have been owed salary arrears to the tune of 25 months and are still blackmailed by the state Government to continue to work.
18. The NEC calls on the Federal Government, the Nigerian Governors' Forum, Stakeholders, and well-meaning Nigerians to prevail on the Governors of Ekiti (3 months), Imo (10 months) and Ondo (5 months) States to urgently pay arrears of salaries and allowances owed our members in the State Tertiary Health Institutions as stated above, as this is becoming embarrassing.
19. The NEC especially appreciates the Governors of Delta, Benue, Nasarawa, Lagos States and the Minister of the Federal Capital Territory for their efforts in the adoption/domestication of the Medical Residency Training Act (MRTA) 2017 and also payment of the Medical Residency Training Fund (MRTF) to resident doctors under their employment. We, therefore, call on other State Governors to emulate and replicate this achievement, to improve healthcare delivery in their various states.
20. The NEC welcomes the committee set up by the Federal Government to mitigate the brain drain in the health sector, and the association urges a speedy conclusion of their task and immediate implementation of their recommendations to improve healthcare service delivery and reduce the emigration of skilled healthcare workers from the country.
21. The NEC calls on the Federal Ministry of Health to expedite action on the "one-for-one" policy on the replacement of exited doctors and clinical staff to help reduce

the acute shortage of manpower in our hospitals and its attendant effect on the psyche and health of healthcare workers.

22. The NEC calls for increased funding of the healthcare sector in the country, to the tune of 15% annual budgetary allocation in line with the 2001 Abuja declaration for healthcare financing in Africa, and global best practices as well as the digitalization of healthcare services to improve the quality of healthcare delivery to Nigerian citizens.
23. The NEC urges the Medical and Dental Council of Nigeria to as a matter of urgency rescind its decision to devalue the Membership Certificate as that move is unacceptable to us.
24. The NEC demands that the Chief Medical Directors of tertiary hospitals take responsibility for security in their various hospitals as NARD would no longer continue to watch her members being assaulted by staff, patients' relatives or security operatives. The Chief Medical Directors of LAUTECH-TH Ogbomoso and NAUTH Nnewi are hereby requested to ensure that the perpetrators of these acts against our members are dealt with according to public service rules and the laws of the land.
25. The NEC calls on the Inspector General of Police to with immediate effect investigate and arrest the perpetrators of the illegal shooting at one of our members in Delta State and to ensure they are adequately punished. We demand that the affected doctor be adequately compensated for the trauma and the damaged vehicle replaced. The NEC gives the IGP **two (2) weeks** to get this done as we would review the situation at the expiration of the two weeks and a stand would be taken thereafter if the response is not satisfactory.
26. The NEC calls on the National Assembly to make laws protecting the lives and well-being of doctors and healthcare workers as the rate of assaults against us within and outside the hospitals is becoming alarming for a group of workers called "essential workers".

APPRECIATIONS

On behalf of the entire membership of the Nigerian Association of Resident Doctors (NARD), the President and the National Officers Committee express their heartfelt gratitude to the following distinguished individuals:

22. His Excellency, the President of the Federal Republic of Nigeria, General Muhammadu Buhari.
23. The Senate President, Sen. Ahmad Ibrahim Lawan.
24. The Speaker of the House of Representatives, Rt. Hon. Femi Gbajabiamila.
25. The Executive Governor of Akwa-Ibom State, His Excellency, Mr Udom Emmanuel.
26. The Deputy Governor of Bayelsa State, His Excellency, Senator Lawrence Ewhrudjakpo.

27. The Honorable Minister of Health, Dr Osagie Ehanire.
28. The Honorable Minister of Labour and Employment, Senator (Dr) Chris Nwabueze Ngige OON.
29. The Honourable Minister of the Niger Delta Affairs, Obong Umana Okon Umana.
30. The Honorable Minister of State for Health, Barrister Joseph Nkama Ekumankama.
31. The Chairman Senate Committee on Health, Sen. Dr Ibrahim Yahaya Oloriegbe.
32. The Chairman House Committee on Healthcare Services, Hon. Dr Yusuf Tanko Sununu.
33. The Chairman, National Salaries, Income and Wages Commission, Ekpo Nta, Esq.
34. The Director of Hospital Services, Federal Ministry of Health, Dr Salma Ibrahim Anas.
35. The Honorable Commissioner for Health of Akwa-Ibom State, Prof Augustine Umoh.
36. The Permanent Secretary, Akwa-Ibom State Ministry of Petroleum and Fire Services, Dr Valerie Obot.
37. The President of the World Medical Association (WMA), Dr Osahon Enabulele.
38. The President of the Nigeria Medical Association (NMA), Dr Uche Rowland Ojinmah.
39. The Chairman of the Nigeria Medical Association, Akwa-Ibom State branch, Dr Emem Abraham.
40. The Chairman, Akwa-Ibom Airport Development Company Limited, Dr Iniobong Essien.
41. The Chief Medical Director, University of Uyo Teaching Hospital, Prof. Emem-Abasi Bassey.
42. The Keynote and sub-theme speakers at the Scientific Conference.
43. The NOC, Extended NOC, NEC Members, Local Organizing Committee and all NARDites.



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NARD/SG/2022-2023/290423/

29th April 2023

THE COMMUNIQUE ISSUED AT THE END OF THE EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD AT THE TELEMEDICINE HALL, FEDERAL MEDICAL CENTRE, ABEOKUTA, OGUN STATE ON THURSDAY 27TH - SATURDAY 29TH APRIL 2023

PREAMBLE

The National Executive Council (NEC) of NARD had an Extra-ordinary Council Meeting co-hosted by the Association of Resident Doctors (ARD) Federal Medical Centre, Abeokuta, and ARD Neuropsychiatric Hospital, Aro, tagged "Rock City 2023". The meeting was held between Thursday 27th – Saturday 29th April 2023 at the Telemedicine Hall, Federal Medical Centre, Abeokuta.

This meeting was predicated upon serious burning issues affecting the welfare of her members and the alarming rate of flight of Doctors and other healthcare workers from the country on account of poor remuneration, grossly inadequate funding of the health sector, and the attendant negative effect of these on the citizens of the country and the health workers themselves.

ACTIVITIES

1. Courtesy Visits to the Chief Medical Director, Olabisi Onabanjo University Teaching Hospital, OOUTH, Sagamu, and the Medical Director, Federal Medical Centre, FMC, Abeokuta, both in Ogun State.
2. Extra-ordinary NEC meeting proper.
3. Press Conference.

OBSERVATIONS

1. NEC observed that despite several engagements by NARD with the Government on the need to upwardly review the Consolidated Medical Salary Structure (CONMESS) which was last reviewed over ten years ago, Government has neither called NARD to the negotiation table nor taken any tangible step in addressing the issue. This is against the background of the dwindling economic situation in the country, the serial abysmal decline in the value of the naira, the imminent removal of fuel subsidy, and the consequent damaging effect on the cost of living in the country.

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2. NEC recalled that there have been previous ultimatums issued to the Government by NARD on account of this problem of the review of the CONMESS salary structure. NEC also reiterated that the previous collective bargaining agreement (CBA) on CONMESS stated clearly that the salary structure would be due for review after five years, but this has not been done since the implementation in 2014, though the approval was given in 2009.
3. NEC vehemently condemned the obnoxious bill sponsored by Hon. Ganiyu Johnson of the Federal House of Representatives, seeking to enslave young Nigerian Doctors by restricting their fundamental human rights of freedom of choice and movement, noting that such would rather escalate the challenge of brain drain in the health sector than solve it.
4. NEC expressed disappointment at the delay in the payment of the 2023 Medical Residency Training Fund (MRTF), having observed that the first phase of the update courses and examinations in the year for which the fund was intended has been concluded and the second phase is already at hand.
5. NEC observed the deliberate refusal by the government to pay the salary arrears of 2014, 2015 and 2016 to our members as well as the arrears of the consequential adjustment of minimum wage.
6. NEC observed the infrastructural decay in the health sector as well as the severe manpower shortage in the sector, noting that despite several requests by NARD, the Government has still refused to provide at least 15% budgetary allocation to the health sector as contained in the 2001 Abuja Declaration for health care financing in Africa to which Nigeria is a signatory. NEC described the current 5.7% allocation in the 2023 budget as laughable for a country claiming to be committed to safeguarding the health of her citizens and nipping the challenge of brain drain in the bud.
7. NEC regrettably observed that many state Governors are yet to implement the appropriate CONMESS structure, domesticate the Medical Residency Training Act (MRTA) or improve on the hazard allowance paid to our colleagues and other health workers while owing a backlog of salary arrears to our members. NEC seriously frowned at these negative developments in the states which have lingered for a long time now, wondering how such state Governors get to sleep at night seeing that they are endangering the lives of the citizens of their various states.

RESOLUTIONS

After robust deliberations on these issues, the NEC resolved as follows:

1. NEC demands an immediate increment in the CONMESS salary structure to the tune of 200% of the current gross salary of Doctors in addition to the new allowances included in the letter written by NARD to the Honorable Minister of Health on the 7th of July 2022 for the review of CONMESS.
2. NEC demands immediate withdrawal and jettisoning of the ill-conceived bill by Honorable Ganiyu Johnson on the enslavement of young doctors in Nigeria.
3. NEC demands immediate payment of the 2023 Medical Residency Training Fund (MRTF) in line with the agreements reached at the stakeholders' meeting convened by the Federal Ministry of Health at the Honourable Minister of State for Health's

conference room on the 15th of February 2023. This should be done without further delay.

4. NEC demands the commencement of payment of all salary arrears owed to our members including 2014, 2015, and 2016 salary arrears as well as arrears of the consequential adjustment of the minimum wage.
5. NEC demands immediate massive recruitment of clinical staff in the hospitals and complete abolishment of bureaucratic limitations to the immediate replacement of Doctors who leave the system.
6. NEC demands immediate infrastructural development in our various hospitals without further delay and insists on at least 15% budgetary allocation to health subsequently.
7. NEC demands immediate implementation of CONMESS, Domestication of MRTA, and review of hazard allowance by all the state Governments as well as Private Tertiary Health Institutions where any form of Residency Training is done.
8. NEC demands immediate commencement of payment of all salary arrears owed to our members by the various state Governments, notorious amongst which is the Abia State Government.
9. NEC resolved to issue the Government a two-week ultimatum beginning today, 29th April 2023, to resolve all these demands, following the expiration of which on the 13th May 2023, we may not be able to guarantee industrial harmony in the sector nationwide.

APPRECIATIONS

NEC wishes to appreciate the following distinguished Nigerians for their roles in improving outcomes in the health sector.

1. His Excellency, the President and Commander in Chief of the Armed Forces of Nigeria, President Muhammadu Buhari, GCFR.
2. His Excellency, the Senate President of Nigeria, Sen. Ahmad Ibrahim Lawan.
3. His Excellency, the Speaker of the Federal House of Representatives, Rt. Hon Femi Gbajabiamila.
4. His Excellency, the Executive Governor of Ogun state, Adedapo Oluseun Abiodun, MFR.
5. His Excellency, the Executive Governor of Ekiti State, Mr Biodun Oyebanji, for payment of MRTF and improved hazard allowance to our members in EKSUTH.
6. His Excellency, the Executive Governor of Bayelsa State, Sen. Douye Diri, for payment of MRTF to our members in NDUTH, Okolobiri.
7. The Honorable Minister of the Federal Capital Territory, Mallam Muhammad Musa Bello, for payment of reviewed hazard allowance to our members in the employ of the Federal Capital Territory Authority.
8. The Honorable Minister of Labour and Employment, Sen. Dr Chris Ngige.
9. The Honorable Minister of Health, Dr. Osagie Ehanire.
10. The Honorable Minister of State for Health, Hon. Joseph Ekumankama.
11. The Secretary to the Ogun State Government, Tokunbo Talabi.
12. The Chief Medical Director, Olabisi Onabanjo University Teaching Hospital, OOUTH, Sagamu, Dr (Mrs) Oluwabunmi Motunrayo Fatungase.

13. The Medical Director, Federal Medical Centre, Abeokuta, Prof. Adewale Musa Olomu.
14. The NARD NOC, the extended NOC, Past Leaders of NARD, and indeed all members of NARD, especially the LOC of the Rock City E-NEC for a job well done.

Long Live the Nigerian Association of Resident Doctors

Long Live the Government of Ogun State

Long Live the Federal Republic of Nigeria


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NARD/SG/2022-2023/160523/

16th May 2023

THE COMMUNIQUE ISSUED AT THE END OF THE EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC) OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD VIRTUALLY ON MONDAY, 15TH MAY 2023

PREAMBLE

The National Executive Council (NEC) of NARD held an Extra-Ordinary virtual council meeting on the 15th of May 2023 to review the ultimatum issued to the Federal Government at the end of the last Extra-Ordinary council meeting held between the 27th and 29th of April 2023 at the Telemedicine Hall, Federal Medical Centre, Abeokuta, Ogun State.

The meeting was convened to review progress made and actions taken by the Government to address the issues raised in the two-week ultimatum issued on the 29th of April 2023 to the Federal Government, which expired on Saturday, the 13th of May 2023.

OBSERVATIONS

1. NEC observed that the two-week ultimatum issued to the Government expired two days ago on the 13th of May 2023.
2. NEC reviewed the demands in the ultimatum which include:
 - i. Immediate massive recruitment of clinical staff in the hospitals and abolishment of the bureaucratic limitations to the immediate replacement of Doctors and Nurses who leave the system.
 - ii. Immediate infrastructural development in our hospitals with subsequent allocation of at least 15% of the budgetary provisions to health in line with the Abuja declaration of 2001.
 - iii. Immediate payment of the 2023 Medical Residency Training Fund (MRTF) in line with the agreements reached at the stakeholders' meeting convened by the Federal Ministry of Health at the conference room of the Honourable Minister of State for Health on the 15th of February 2023.
 - iv. Immediate increment in the Consolidated Medical Salary Structure (CONMESS) to the tune of 200% of the gross salary of Doctors in addition to the allowances included in the letter written by NARD to the Honourable Minister of Health on the 7th of July 2022 for the review of CONMESS.

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- v. Commencement of payment of all salary and other arrears owed our members including 2014, 2015 and 2016 salary arrears as well as arrears of the consequential adjustment of the minimum wage.
 - vi. Immediate withdrawal and jettisoning of the ill-conceived bill by Hon. Ganiyu Johnson seeking to enslave young Nigerian Doctors.
 - vii. Immediate implementation of CONMESS, domestication of the Medical Residency Training Act (MRTA), and review of hazard allowance by all the State Governments as well as Private Tertiary Health Institutions where Residency Training is done.
 - viii. Immediate commencement of payment of all salary arrears owed our members by various State Governments, notorious amongst which is the Abia State Government.
- 3. NEC observed rather unfortunately, that till the expiration of the two-week ultimatum, the Government has neither reached out to the Association nor made any significant moves at resolving the issues raised. A situation NEC considers embarrassing for a nation touted as the "Giant of Africa".
 - 4. NEC frowned at this development and wondered how the Government could claim to have the interest of the Nigerian citizens at heart and still neglect such a well-publicized ultimatum.
 - 5. NEC regrettably observed that most of the issues raised had been contained in previous ultimatums issued to Government last year but still extended to the present time despite the refusal of the Government to act on them. NEC wondered how we got to this point as a nation and hoped this dangerous trend is reversed as quickly as possible.

RESOLUTIONS

After a long deliberation on the observations made, NEC resolved to:

- 1. Embark on a five-day warning strike action from 8:00 am on **Wednesday, 17th May 2023 to Sunday, 21st May 2023**. Work resumes by 8:00 am on Monday, 22nd May 2023.
- 2. Call on the Federal Government to address the issues raised before the May 29th hand over date as further industrial harmony cannot be guaranteed after the warning strike should the issues be left unresolved.
- 3. Review progress made during and after the strike at the Ordinary General Meeting (OGM) of NARD slated to hold in the next two weeks and decide the next line of action.

APPRECIATION

NEC appreciates the efforts made by the following respected Nigerians to mediate on these issues:

1. The Honourable Speaker of the House of Representatives, Rt. Hon. Femi Gbajabiamila.
2. The Chairman, House Committee on Healthcare Services, Hon. Dr Yusuf Tanko Sununu.
3. All stakeholders in Government who have shown interest in resolving these challenges.
4. The NOC, Extended NOC, NEC members and all NARDites.

Long Live the Nigerian Association of Resident Doctors

Long Live the Federal Republic of Nigeria



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NARD/SG/2022-2023/220523/

22nd May 2023

THE COMMUNIQUE ISSUED AT THE END OF THE RESUMPTION OF THE EXTRAORDINARY NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) FROM RECESS, VIRTUALLY ON THE 21ST OF MAY 2023.

Preamble

The Extraordinary NEC resumed from recess on Sunday, 21st May 2023, to discuss the progress made so far with the five-day strike action embarked upon by the Association on Wednesday, 17th May 2023, and the interventions by Government officials to resolve the issues leading to the strike action.

Observations

1. NEC observed that the strike action as embarked upon by the Association was on its fifth day.
2. NEC observed with gratitude, the efforts by the leadership of the National Assembly, especially the Joint Committee on Health, to resolve the issues that led to the agitation.
3. NEC observed and discussed the Memorandum of Understanding as agreed at the end of the conciliatory meeting convened by the Honourable Minister of Labour and Employment on Friday, the 19th of May 2023 in his conference room with National Officers Committee members of NARD present.
4. NEC observed the set timelines for the resolutions reached on some of the issues and the position of the Government on other issues.
5. NEC observed with disappointment the situation in many states in the country where either salaries of our members are owed, the Medical Residency Training Act (MRTA) is not domesticated, the CONMESS salary structure is yet to be adopted for payment of doctors, or the hazard allowance is yet to be reviewed upwards.

Resolutions

After an extensive discussion on the issues that led to the strike action and the contents of the Memorandum of Understanding, NEC resolved as follows:

1. To suspend the ongoing strike action to give room for some of the agreements reached with the government to be implemented based on the set timelines.

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2. NEC rejects clauses (i), (ii) and (viii) of the Memorandum of Understanding in totality and demands as follows:
 - 2(a) Immediate upward review of the Consolidated Medical Salary Structure to a minimum of 200% on gross salary in addition to other allowances as contained in our letter to the Honourable Minister of Health dated 7th July 2022.
 - 2(b) Domestication of the Medical Residency Training Act and payment of the Medical Residency Training Fund, upward review of the hazard allowance and implementation of the full Consolidated Medical Salary Structure by all State Governments.
 - 2(c) Immediate payment of all salaries arrears owed to our members in Abia State University Teaching Hospital and other State Tertiary Health Institutions.
3. To extend the ultimatum as issued to the Government by NARD on the 29th of April 2023 to the 2nd of June 2023, during the NARD Ordinary General Meeting (OGM) scheduled to hold at that time.
4. To review progress made so far at the OGM of NARD scheduled to hold next week and decide on the next course of action.
5. To use every lawful means within her disposal to demand that the Federal and State Governments address all these germane issues raised in order to arrest the ongoing collapse of healthcare delivery and brain drain in Nigeria.

Appreciation

NARD extends her gratitude to the following distinguished persons for their various roles in seeking solutions to this industrial dispute:

- i. His Excellency, the President and Commander-in-Chief, Federal Republic of Nigeria, President Muhammadu Buhari.
- ii. His Excellency, the Senate President, Senator Ahmad Ibrahim Lawan
- iii. His Excellency, the Speaker of the House of Representatives, Rt. Honourable Femi Gbajabiamila.
- iv. Secretary to the Government of the Federation, Mr Boss Mustapha
- v. The Chairman, Senate Committee on Health, Senator Dr Ibrahim Yahaya Oloriegbe.
- vi. The Chairman, House Committee on Health Care Services, Hon. Dr. Yusuf Tanko Sununu.
- vii. The Head of Service of the Federation, Dr Folashade Yemi-Esan.
- viii. The Honourable Minister for Labour and Employment, Sen. Dr. Chris Nwabueze Ngige.
- ix. The Honourable Minister of Health, Dr. Osagie Ehanire.

- x. The Honourable Minister of Finance, Mrs Zainab Ahmed.
- xi. The Chairman, National Salaries, Incomes and Wages Commission, Mr. Ekpo Nta.
- xii. The Accountant-General of the Federation, Mrs Oluwatoyin Madein.
- xiii. The Director-General of the Budget Office of the Federation, Mr Ben Akabueze.
- xiv. The Permanent Secretary, Federal Ministry of Health, Mr Mahmuda Mamman.
- xv. The NARD NOC, Extended NOC, NEC Members, Past Leaders and all NARDites.

Long live NARD!

Long live NMA!!

Long live the Federal Republic of Nigeria!!!


Dr Orji Emeka Innocent
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NIGERIAN ASSOCIATION OF RESIDENT DOCTORS

NATIONAL SECRETERAT

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NARD/SG/2022-2023/030623/

3rd June 2023

COMMUNIQUE ISSUED AT THE END OF THE ORDINARY GENERAL MEETING (OGM) OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS HELD BETWEEN THE 28TH OF MAY 2023 AND THE 3RD OF JUNE 2023 AT THE WATERCRESS EVENT CENTER, IKEJA, LAGOS.

PREAMBLE

The Nigerian Association of Resident Doctors (NARD) held her 2023 Ordinary General Meeting (OGM) between 28th May and 3rd June 2023. The program tagged, **"Eko 2023"** was hosted by the Lagos University Teaching Hospital (LUTH), Idi-Araba, Lagos.

The theme of the event was **"Redefining Healthcare Policies to Cater for Present Realities"**, and the sub-theme was **"Violence against Healthcare Providers: one crime too many"**.

The Opening Ceremony held on Thursday, 1st June 2023 at the Lahl Bevent Center, Obafemi Awolowo Way, Ikeja, where the theme of the program was explored. The Keynote Speaker, Prof Isaac F. Adewole, ably represented by Dr Adedamola Dada, left no stone unturned in exposing the current state of the Health Sector in Nigeria, ceasing the opportunity to set a health agenda for the Asiwaju Bola Ahmed Tinubu led Administration.

Dignitaries that graced the occasion include: The Chairman of the Occasion, Sen. Dr Olorunnimbe Mamora; Dr Akinlade, Past Secretary General of NMA; Ogbeni Rauf Aregbesola, Father of the day (represented by his son); Prof Folashade Ogunshola (VC UNILAG), Mother of the day; HRH Oba Rilwan Osoalale Akiolu, Oba of Lagos and Royal Father of the day, Prof Wasiu Adeyemo, Ag. CMD LUTH and Chief Host; among many others.

ACTIVITIES

1. Courtesy visits to the CMD Lagos University Teaching Hospital; VC University of Lagos and Provost College of Medicine, University of Lagos.
2. The Doctors' Reach-Out Program (T-DROP) to Igbo Owu Senior Secondary School, Mushin: Secondary School Health talk, prize presentation to best students in the different subjects as well as indigent students, and donation of medical appliances to the school sick bay.
3. Opening Ceremony and scientific conference.
4. Novelty match between ARD LUTH all stars and NARD all stars.
5. NOC, Extended NOC, Caucus and Ordinary General Meetings.
6. Press Conference.

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OBSERVATIONS

1. The OGM observed the hitch-free hand-over ceremony that took place at the Eagle Square on the 29th of May 2023, heralding the dawn of the Administration of the new President of the Federal Republic of Nigeria, Asiwaju Bola Ahmed Tinubu. OGM congratulated Mr President, and wished him a successful tenure in office.
2. The OGM observed as well, the change of baton of leadership in various states across the nation. OGM congratulated the newly sworn-in Governors, urging them to make the ailing health situation of their various states a matter of priority, especially in Abia state where health service delivery has been grounded for a long time.
3. The OGM observed the recent appointments of Rt. Hon. Femi Gbajabiamila as the Chief of Staff to the President, and Sen. George Akume as the Secretary to the Government of the Federation. OGM considers these appointments as putting square pegs in square holes. OGM congratulates them and urges them to do more to salvage the Nigerian situation.
4. The OGM observed with shock the recent increase in the price of petroleum products owing to the removal of subsidy, noting the tendency for increased inflation rate and cost of living. OGM observed that there were no palliative measures put in place to cushion the effect of this and only imagined the depth of suffering of the common Nigerian at this time, including our members.
5. The OGM observed the rate of implementation of the agreements reached with Government as contained in the Memorandum of Understanding signed on the 19th of May 2023, noting that the rate could be better. OGM also reiterated her rejection of the 35%/25% increment in CONMESS salary structure and upheld her insistence on at least 200% increment with the additional allowances as contained in our letter to the Federal government of Nigeria through the Federal Ministry of Health on the 7th of July 2022.
6. The OGM observed with dismay, that some of our members in different Federal Tertiary Hospitals are yet to be paid the arrears of the hazard allowance.
7. The OGM observed with shock the casualization of Medical Doctors in the University of Nigeria Teaching Hospital (UNTH), Enugu and some other hospitals. OGM condemned this in totality.
8. The OGM observed and condemned the insistence of the West African Colleges of Physicians and Surgeons to charge our members for examinations and other fees using parallel market exchange rates.
9. The OGM also observed with pain, the downgrading of the membership certificate of the postgraduate colleges by the Medical and Dental Council of Nigeria (MDCN).
10. The OGM observed the nonpayment of promotion arrears since 2018 and 13 months hazard arrears allowance owed our members by the Federal Capital Territory administration. OGM described this as terribly wrong and unacceptable.
11. The OGM observed the situation in LTH Ogbomoso in Oyo state, where our members are not being paid Medical Residency Training Fund and the hazard allowance has still remained a paltry Five Thousand Naira. OGM observed that this

has discouraged many from accepting employment in the hospital which is bordered by three Federal Teaching Hospitals, thereby worsening the manpower challenge of the hospital.

12. The OGM condemned the deplorable state of things at the General Hospital Ilorin where the severe manpower shortage owing to very poor remuneration has worsened the burn out syndrome among our members. OGM was shocked that doctors were not paid with the full CONMESS salary structure, not being skipped, and allowances like hazard allowance, medical residency training fund and even the yearly increment in salary are not implemented in Kwara State. OGM further observed with pain that there are no house officers in the hospital, people are rejecting job offers in the hospital and the state Governor has refused to see reasons to look into this situation. OGM also observed that the Kwara state Governor, Abdurahman Abdulrasaq is now the Chairman of the Nigerian Governors' Forum, and thinks that Kwara state should lead the way in good governance.
13. The OGM observed that up till now, our members at the Rivers State University Teaching Hospital (RSUTH) are not being paid the Medical Residency Training Fund, not being paid with the CONMESS salary structure and not being skipped. They are also still being paid the paltry sum of Five Thousand Naira as hazard allowance.
14. The OGM observed the abysmal state of the health sector in Abia state where health care services in the state have been practically shut down.
15. The OGM observed with gratitude, the advent of prompt payment of salaries in Ogun state and the improvement in the number of accredited specialties at the Olabisi Onabanjo University Teaching Hospital Sagamu. However, OGM observed challenges with the payment of the Medical Residency Training Fund and the poor hazard allowance still being paid to our members in the state.
16. The OGM observed and specially appreciated the Governor of Bayelsa state, Duoye Diri for the payment of Medical Training Grants to our members, approval for interview for the employment of 50 new resident doctors on Monday next week, sending the MRTA bill to the state house of Assembly for domestication and the renovation of the house officers and resident doctors quarters. OGM applauded the Governor for these timely measures and encouraged him to do more.
17. The OGM observed with surprise the insistence of the management of Lagos State University Teaching Hospital (LASUTH) on the payment of bench fees from Resident Doctors seeking supranumerary posting in the hospital despite the abolishment of such fees by the National Council on Health.

RESOLUTIONS

After long deliberations on the observations made, the OGM resolved as follows:

1. Call on the Government of President Bola Ahmed Tinubu to as a matter of urgency put measures in place to cushion the effect of subsidy removal on poor Nigerians.
2. Advise the Government to ensure that monies saved from the removal of subsidy are judiciously used and put into meaningful investments that would better the lives of all Nigerians. In this case, health and education should be prioritised.

3. Call on the President, Asiwaju Bola Ahmed Tinubu to as a matter of urgency declare a state of emergency in the Nigerian health sector as the era of paying lip service to the monster called "Brain Drain" should be over.
4. Urge the Government to set up a high powered panel to review and harmonize the reports from the former President Obasanjo Health Agenda for Nigeria committee and the former vice President Osinbajo led health sector reform committee, in order to generate a plan of action in the health sector for the President Tinubu led Administration.
5. Insist on the demand for at least 200% increment in the CONMESS salary structure and the associated allowances as contained in our letter to the government dated 7th July 2022. We have resolved to give the new government some time to quickly resolve this issue which is at the root of the current spate of massive brain drain in the sector.
6. Call on Governors Adedapo Abiodun of Ogun State, Alex Otti of Abia state, Siminalayi Fubara of Rivers state, Seyi Makinde of Oyo state, Abdurahman Abdulrasaq of Kwara state and the FCTA Administration to urgently look into the situation in the health sector in their states as mentioned in the observations above since these are capable of breaking down the industrial peace in their states.
7. Call on the management of LASUTH and the Lagos State Governor to discontinue the demand for **bench fees** as this contravenes the decision of the National Council on Health to abolish the fees.
8. Call on the West African Colleges of Surgeons and Physicians to immediately discontinue the practice of charging our members using parallel market exchange rates.
9. Call on the Medical and Dental Council of Nigeria to stop the downgrading of the membership certificate as this is not the practice in sister African Countries that share the same certificate.

APPRECIATION

The OGM is grateful to the following distinguished Nigerians:

1. Asiwaju Bola Ahmed Tinubu, President of the Federal Republic of Nigeria.
2. Alhaji Kashim Shettima, Vice President, Federal Republic of Nigeria.
3. Rt. Hon. Femi Gbajabiamila, Chief of Staff to the President.
4. Sen. George Akume, Secretary to the Government of the Federation.
5. Sen. Dr. Olorunnimbe Mamora, immediate Past Minister of science, technology and innovation
6. Prof Isaac Adewole, former health Minister
7. Ogbeni Rauf Aregbesola, immediate Past Minister of interior
8. Prof Folashade Ogunola, VC, UNILAG
9. Prof Wasiu Adeyemo, Ag. CMD, LUTH
10. Dr Uche Rowland Ojinma, NMA President
11. Dr Olukayode Akinlade, Past NMA Secretary General
12. All our distinguished guests and panelists.
13. The NOC, Extended NOC, past NARD leaders, NEC members and all NARDites.

Long live the Federal Republic of Nigeria

Long live NMA

Long live NARD


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25th July 2023

THE COMMUNIQUE ISSUED AT THE END OF THE EXTRAORDINARY NATIONAL EXECUTIVE COUNCIL MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD VIRTUALLY ON THE 21ST AND 25TH OF JULY 2023.

PREAMBLE

The Nigerian Association of Resident Doctors (NARD) had an Extra-ordinary National Executive Council meeting, this meeting was predicated upon serious burning issues affecting the welfare of its members, based on another ultimatum of two weeks given to the Government on 5th July 2023 which expired on 19th July 2023.

The meeting reviewed the progress made thus far based on the items listed in the ultimatums.

OBSERVATIONS

- 1.) NEC observed with dismay the failure of the Government to release the circular on ONE for ONE replacement of clinical staff despite the untoward hardship the current spate of brain drain has caused Nigerian doctors and other clinical staff.
- 2.) NEC expressed disappointment at the delayed payment of the 2023 Medical Residency Training Fund (MRTF), despite several engagements by NARD with the government, as members observed rather unfortunately, that the first phase of the update courses and examinations this year, for which the fund was intended have been concluded and the second phase is about closing.
- 3.) NEC observed with dismay, the refusal by the government to pay the salary arrears of 2014, 2015, and 2016 to our members, hazard allowance arrears as well as the arrears of the consequential adjustment of minimum wage.
- 4.) NEC regrettably observed that many state governors are yet to implement the appropriate Consolidated Medical Salary Structure (CONMESS), domesticate the Medical Residency Training Act (MRTA)/pay the Medical Residency Training Fund or improve on the hazard allowance paid to our colleagues and other health workers while owing a backlog of salary arrears to our members.
- 5.) NEC seriously frowned at these negative developments in the states which have lingered for a long time now, wondering how such state governors will continue to oversee this progressive collapse of the Health sector in their states and endangering the lives of their citizens.

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- 6.) NEC observed with dismay the downgrading of the Membership certificate of the Postgraduate Medical Colleges by the Medical and Dental Council of Nigeria (MDCN) without any cogent reason.
- 7.) NEC observed the failure of the Government to upwardly review the CONMESS salary structure using the principle of full salary restoration as captured in our various communications with the government before and after the removal of subsidy on Premium Motor Spirit (PMS).

RESOLUTIONS

After robust deliberations on these issues, the NEC resolved as follows:

- 1.) NEC demands the immediate release of the circular on ONE for ONE replacement of exited clinical staff in the various hospitals.
- 2.) NEC demands immediate payment of the 2023 Medical Residency Training Fund (MRTF). This should be done without further delay.
- 3.) NEC demands the commencement of payment of all salary arrears owed to our members including the 2014, 2015, and 2016 salary arrears, hazard allowance arrears as well as arrears of the consequential adjustment of the minimum wage.
- 4.) NEC demands immediate implementation of full CONMESS, Domestication of MRTA/payment of MRTF, and review of the hazard allowance by all state governments.
- 5.) NEC demands immediate reversal of the downgrading of the Membership certificate by the Medical and Dental Council of Nigeria (MDCN).
- 6.) NEC demands that CONMESS should be reviewed in line with full salary restoration and based on our previous communications with the government.

Having considered all the numerous ultimatums, appeals, and engagements with Government, NEC unanimously resolved to proceed on a total and indefinite strike commencing from 12:00 am on Wednesday, 26th July 2023.

APPRECIATIONS

NEC wishes to appreciate the following distinguished Nigerians:

1. His Excellency, the President and Commander in Chief of the Armed Forces of Nigeria, Senator Asiwaju Bola Ahmed Tinubu, GCFR.
2. The Honorable Speaker, Federal House of Representatives Rt. Honorable Abbas Tajudeen, Ph.D.
3. The Secretary to the Government of the Federation, Senator (Dr.) George Akume
4. The Head of Federal Civil Service of the Federation, Dr. Mrs Yemi-Esan Folasade.
5. Hon. Yusuf Tanko Sununu, Former Chairman of, the House Committee on Healthcare Services
6. Hon. Babatunde Samuel Adejare, Former Deputy Chairman of, the House Committee on Healthcare Services

7. The Special Adviser to the President on Health, Dr. Salma Ibrahim Anas.
8. The Permanent Secretaries, Federal Ministries of Health, Finance, and Labour/Employment.
9. The Permanent Secretaries in the Office of the Secretary to the Government of the Federation.
10. The Chairman, National Salaries, Incomes and Wages Commission.
11. The Director General, Budget Office of the Federation.



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NARD/SG/2022-2023/290723/

29th July 2023

THE COMMUNIQUE ISSUED AT THE END OF THE NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD), HELD AT THE LAGOS STATE UNIVERSITY TEACHING HOSPITAL (LASUTH), IKEJA FROM MONDAY, 24TH JULY TO SATURDAY, 29TH JULY 2023.

PREAMBLE

The Nigerian Association of Resident Doctors (NARD), had her statutory National Executive Council (NEC) Meeting from Monday, 24th July to Saturday, 29th July 2023. The NEC meeting, tagged "LasGIDI 2023", was hosted by the Association of Resident Doctors (ARD), Lagos State University Teaching Hospital (LASUTH), Ikeja, Lagos.

The theme of the meeting was "Bullying in Medical Practice: a matter of Perspective?"

The opening ceremony was held on Thursday, 27th July 2023 at the Lagos State University College of Medicine (LASUCOM) Auditorium where the keynote address on the theme was delivered by Dr Sodipo Oluwajimi, Consultant and Head, Department of Family Medicine, LASUTH, Ikeja.

The Opening Ceremony was chaired by the Provost of the Lagos State University College of Medicine (LASUCOM), Prof. Abiodun O. Adewuya. Other dignitaries present at the occasion include Prof. Adetokunbo O. Fabamwo, Chief Medical Director, LASUTH, represented by the Director of Clinical Services and Training/CMAC LASUTH, Prof. Adebawale O. Adekoya. Others include the representative of the Permanent Secretary, Federal Ministry of Labour and Employment, Ms. Kachallom S. Daju, mni, Dr. Sa'eid Ahmed, Lagos State Medical Guild Chairman, and Dr. Marouf Abdulsalam, Secretary, Medical and Dental Consultants Association of Nigeria (MDCAN), LASUTH chapter.

ACTIVITIES

1. Courtesy visits to the Chief Medical Director of LASUTH, Provost of LASUCOM, and leadership of the Medical and Dental Consultants Association of Nigeria (MDCAN), LASUTH Chapter.
2. Opening Ceremony.
3. National Officers' Committee, Extended National Officers' Committee, and Business session of the National Executive Council meetings.
4. Press Conference.

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OBSERVATIONS

1. NEC sadly observed that NARD has been on a rather avoidable strike action since the 26th of July 2023, after many months and years of non-implementation of agreements reached with the government.
2. NEC observed the attempts made by some well-meaning Nigerians to resolve the issues at stake but expressed surprise that these have not resulted in any meaningful solutions.
3. NEC observed the various meetings held with government agents and officials over the demands of NARD, the various memoranda and agreements reached, and the unfortunately slow wheel of progress of the government's implementation processes.
4. NEC observed with shock that up till now, about two months after the agreed date, the government has not yet released the circular on one-for-one replacement of exited clinical workers, neglecting the morbid and mortal effects of the massive brain drain on our members still working here in the country and hapless Nigerian citizens.
5. NEC observed that the 2023 medical residency training fund (MRTF) has not been paid even after several promises made by the government.
6. NEC observed with nostalgia, the lingering challenge of the arrears of salaries from 2014 to 2016, and the seeming unwillingness of the government to resolve this recurrent quagmire.
7. NEC observed that the arrears of the consequential adjustment of the minimum wage as well as the arrears of hazard allowance have still not been paid to our members who were omitted in the initial payments.
8. NEC painfully observed that the reason for the downgrading of the membership certificate by the Medical and Dental Council of Nigeria (MDCN) has not been satisfactorily explained, wondering if the quality of postgraduate medical education in the country has been watered down to warrant the downgrading.
9. NEC observed the paltry 25% increment in the basic salary of doctors as contained in the circular released by the National Salaries, Incomes and Wages Commission (NSIWC) in the wake of the strike, as well as the accouterment allowance.
10. NEC observed with disappointment, the neglect of the welfare of our members in various state-owned tertiary health institutions notorious among which are Abia state with 24months salary arrears, and Kaduna state which has the poorest remuneration structure for health workers in the entire Northwest geopolitical zone of Nigeria. Enugu State also has outstanding unaddressed welfare issues affecting our members in their employ
11. NEC however thankfully observed the firm commitment of some state governments to address the welfare challenges of our members in their employ, particularly Delta, Kwara, Ogun, Benue, Osun, Ekiti and Nasarawa state governments.

12. NEC observed with dismay, the unpaid promotion arrears of some of our members in UCTH Calabar, UCH Ibadan, UPTH Port Harcourt, FMC Asaba, FMC Makurdi, FMC Keffi, OAUTHC Ile-Ife, and FCTA Abuja.
13. NEC observed the worrisome rising trend of casualization of doctors by many Chief Medical Directors and Medical Directors of various tertiary health institutions.
14. NEC observed the rising state of insecurity in the country. She particularly bemoaned the kidnapping of one of her trainers and mentor, Prof. Ekanem Philip-Ephraim, a Consultant Neurologist with UCTH Calabar, who has spent over two weeks now in the kidnappers' den.
15. NEC regrettably observed the increasing hardship citizens of this country have been thrown into on account of the hike in the price of premium motor spirit (PMS) occasioned by the removal of subsidy on petroleum products.

RESOLUTIONS

After critical consideration of the observations made above, NEC resolved as follows:

1. To continue the ongoing nationwide total and indefinite strike action until reasonable progress is made by the government to address her demands as contained in the ultimatum issued to the federal government on the 5th of July 2023.
2. To demand the immediate release of the circular on the One-for-One policy for the replacement of exited clinical workers for implementation, as we cannot continue to watch our members lose their lives and break down under the weight of work overload occasioned by massive depletion of clinical staff in our hospitals on account of brain drain.
3. To demand as a matter of urgency, the immediate payment of the 2023 medical residency training fund (MRTF).
4. To demand the payment of all salaries and arrears including the salary arrears of 2014-2016, arrears of hazard allowance, arrears of consequential adjustment of the minimum wage, and promotion arrears to our deserving members without further delay.
5. To call on the MDCN to reverse herself on the downgrading of the membership certificate as this is an ill wind that blows no one good, adding that continuing on this path would only reduce the value placed on the postgraduate medical training in Nigeria.
6. To call on the governors of Abia, Kaduna, and Enugu states as well as other states where our members' welfare is neglected, to as a matter of urgency look into these challenges in order to resolve them amicably. For the avoidance of doubt, these governors are expected to among others, clear all salary backlogs, pay promotion arrears, adopt/review the CONMESS salary structure, review the hazard allowance, and domesticate the medical residency training act as well as pay the MRTF using the new circular issued by NSIWC in January 2023 (as was done by their counterparts in Delta, Benue Ogun and Osun states).

7. To vehemently reject the paltry 25% increment in the basic salary of doctors as well as the accouterment allowance, adding that her earlier demand is for full restoration of the Consolidated Medical Salary Structure to its right value as at the time of the approval of the structure in 2009.
8. To vehemently reject the casualization of doctors under any guise in all tertiary health institutions in Nigeria, warning that this could be a subject of industrial action in the near future if not nipped in the bud now.
9. To call for the immediate unconditional release of our trainer, Prof. Ekanem Philip-Ephraim of UCTH Calabar, and to call on the government to beef up security in the country to forestall such occurrences.
10. To persuade the federal government to consider ways of placating Nigerians who have to grapple daily with the burden of living in the post-subsidy era, while calling on the government to ensure that savings from the subsidy removal would be prudently utilized for the common good.
11. To specially appreciate His Excellencies, Hon. (Chief) Sheriff F.O. Oborewori (JP) of Delta state; Dr. Abdulrahman Abdulrasaq of Kwara state; Prince Dr. Dapo Abiodun, MFR, CON of Ogun state; Rev. Fr Hyacinth Alia of Benue state; Sen. Ademola Jackson Nurudeen Adeleke of Osun state; Mr. Biodun Oyebanji of Ekiti state and Engr. Abdullahi Sule of Nasarawa state for their commitment to the welfare of our members in their employ. Other state governors are advised to emulate them in this.
12. The NEC again appeals to the Federal and state governments to urgently resolve these demands in order to forestall the further escalation of the ongoing industrial disharmony in the health sector nationwide

APPRECIATIONS

The NEC wishes to thank the following distinguished Nigerians:

1. His Excellency, Sen. Bola Ahmed Tinubu, GCFR, President and Commander-in-Chief of the armed forces of the Federal Republic of Nigeria.
2. Distinguished Senator Godswill Akpabio, Senate President, Federal Republic of Nigeria.
3. Rt.Hon. Tajudeen Abass, Speaker of the Federal House of Representatives.
4. His Excellency, Chief Dr. George Akume, Secretary to the Government of the Federation.
5. Rt. Hon. Femi Gbajabiamila, Chief of Staff to the President.
6. His Excellency, Dr. Abdulrahman Abdulrasaq, Chairman, Nigerian Governors' Forum and Kwara State Governor.
7. His Excellency, Babajide Sanwo-Olu, Lagos State Governor.
8. Dr. Mrs. Folashade Yemi-Esan, Head of Service of the Federation.
9. Hon. Prof. Julius Ihonvbere, Majority Leader of the House of Representatives.
10. Hon. Dr. Tanko Yusuf Sununu, House Committee Chairman on Healthcare Services.
11. Hon. Dr. Samuel Adedayo, member representing Apapa Federal Constituency in the Federal House of Representatives.
12. Dr. Asishana Okauru, Director General, Nigerian Governors' Forum.
13. Dr. Salma Anas Ibrahim, Special Adviser to the President on Health.

14. Chief Ekpo Nta, Chairman, National Salaries, Incomes and Wages Commission.
15. Dr. Ben Akabueze, Director General, Budget Office of the Federation.
16. The Permanent Secretaries, Federal Ministries of Labour and Employment, Health and Finance.
17. The Permanent Secretaries in the Office of the Secretary to the Government of the Federation.
18. The Permanent Secretaries in the Office of the Head of Civil Service of the Federation.
19. Prof. Emem Bassey, Chairman, Committee of Chief Medical Directors.
20. Dr. Uche Rowland Ojinmah, NMA President.
21. Dr. Victor Makunjuola, MDCAN President.
22. The Management of Lagos State University Teaching Hospital (LASUTH).
23. The Management of Lagos State University College of Medicine (LASUCOM).

Long live NARD!

Long Live NMA!!

Long Live Federal Republic of Nigeria!!!


Dr Orji Emeka Innocent
President


Dr Chikezie Kelechi O.
Secretary-General


Dr Umar Musa
Publicity & Social Secretary

CIRCULARS



THE PRESIDENCY
NATIONAL SALARIES, INCOMES & WAGES COMMISSION
OFFICE OF THE EXECUTIVE CHAIRMAN

Wing B, 3rd Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki - Abuja.
08118856258, 08107385689
chairman@nsiwc.gov.ng; www.nsiwc.gov.ng



SWC/S/04/S.15/IV/398

27th January 2023

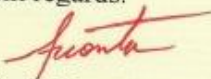
The Honourable Minister
Federal Ministry of Health
Federal Secretariat, Phase III
Central Business District
Abuja

Hon. Minister,

RE: UPWARD REVIEW OF MEDICAL RESIDENCY TRAINING FUND (MRTF)

Refer to our letter No. SWC/S/04/S.15/IV/350 dated 4th August 2022 and your letter No. DHS/717/T¹/222 dated 18th January 2023 in connection with the above-mentioned subject. I hereby convey approval of a reviewed template for the payment in respect of the residency training update courses/examination fees and associated allowances (transportation, duty tour allowance and local running expenses) covering Parts I and II. By this approval, the transport element has been increased from N50,000.00 to N150,000.00. The breakdown and the summary of the amounts for the five-year programme are attached herewith as Annexures I and II respectively.

2. This approval takes effect from 1st April 2022 and should be implemented as indicated in the Medical and Residency Act, 2017 through the Integrated Payroll and Personnel Information System (IPPIS) and the Internally-Generated Revenue of the Residency Training Institutions.
3. The mode of payment is as reflected in the attached template (Annexes I and II) for a maximum period of 5 (five) years. Please note the conditions specified in Sections 7 (3 & 4) of the Act in respect of Resident doctors who are employees of their hospitals.
4. Your office is required to render a quarterly report on the implementation of this approval. However, the Commission will, from time to time, monitor the implementation of this approval to ensure compliance with the conditions of payment.
5. Please accept the assurances of my warm regards.


Ekpo U. O. Nta, Esq.
Chairman

CC: Hon. Minister, Federal Minister of Finance, Budget and National Planning
Hon. Minister, Federal Minister of Labour and Employment
Hon. Minister, Federal Minister of Budget and National Planning
Director-General, Budget Office of the Federation
Accountant-General of the Federation

NATIONAL SALARIES, INCOMES AND WAGES COMMISSION
REVISED TEMPLATE FOR PAYMENT OF ASSOCIATED ALLOWANCES AND COURSE FEES FOR MEDICAL RESIDENCY TRAINING
EFFECTIVE DATE: 1st April 2022

1. PART 1

S/N	COMMESS	COSTS/ITEMS ASSOCIATED WITH UPDATE COURSES	Examination: DS/PH/Path/ORL/Orth			Examination: Other Faculties			REMARKS
			UNITS	RATE (N=K)	TOTAL (N=K)	UNITS	RATE (N=K)	TOTAL (N=K)	
A		Update Course Fees	1	200,000.00	200,000.00	1	200,000.00	200,000.00	Payable by IPPIS to Examination body
		DTA	14	20,000.00	280,000.00	14	20,000.00	280,000.00	Pay to Residents through IPPIS
		Local Running (30% of DTA)	1	6,000.00	84,000.00	1	6,000.00	84,000.00	do
		Transport	1	150,000.00	150,000.00	1	150,000.00	150,000.00	do
		Sub Total			714,000.00			714,000.00	
B	02 - 03	COSTS/ITEMS ASSOCIATED WITH EXAMINATIONS	Examination: DS/PH/Path/ORL/Orth			Examination: Other Faculties			Payable by IPPIS to Examination body Pay to Residents through IPPIS
		Examination Fees	UNITS	RATE (N=K)	TOTAL (N=K)	UNITS	RATE (N=K)	TOTAL (N=K)	
		DTA	1	300,000.00	300,000.00	1	250,000.00	250,000.00	
		Local Running (30% of DTA)	14	20,000.00	280,000.00	14	20,000.00	280,000.00	
		Transport	1	6,000.00	84,000.00	1	6,000.00	84,000.00	do
		Sub Total	1	150,000.00	150,000.00	1	150,000.00	150,000.00	do
					814,000.00			764,000.00	

2. PART 2

S/N	COMMESS	COSTS/ITEMS ASSOCIATED WITH UPDATE COURSES	Examination: DS/PH/Path/ORL/Orth			Examination: Other Faculties			REMARKS
			UNITS	RATE (N=K)	TOTAL (N=K)	UNITS	RATE (N=K)	TOTAL (N=K)	
C	04	Update Course Fees	1	200,000.00	200,000.00	1	200,000.00	200,000.00	Payable by IPPIS to Examination body
		DTA	14	25,000.00	350,000.00	14	25,000.00	350,000.00	Pay to Residents through IPPIS
		Local Running (30% of DTA)	1	7,500.00	105,000.00	1	7,500.00	105,000.00	do
		Transport	1	150,000.00	150,000.00	1	150,000.00	150,000.00	do
		Sub Total			805,000.00			805,000.00	
D		COSTS/ITEMS ASSOCIATED WITH EXAMINATIONS	Examination: DS/PH/Path/ORL/Orth			Examination: Other Faculties			Payable by IPPIS to Examination body Pay to Residents through IPPIS
		Examination Fees	UNITS	RATE (N=K)	TOTAL (N=K)	UNITS	RATE (N=K)	TOTAL (N=K)	
		DTA	1	400,000.00	400,000.00	1	350,000.00	350,000.00	
		Local Running (30% of DTA)	14	25,000.00	350,000.00	14	25,000.00	350,000.00	
		Transport	1	7,500.00	105,000.00	1	7,500.00	105,000.00	do
		Sub Total	1	150,000.00	150,000.00	1	150,000.00	150,000.00	do
					1,005,000.00			955,000.00	

NATIONAL SALARIES, INCOMES AND WAGES COMMISSION
REVISED TEMPLATE FOR PAYMENT OF ASSOCIATED ALLOWANCES AND COURSE FEES FOR MEDICAL RESIDENCY TRAINING
EFFECTIVE DATE: 1ST APRIL 2022

SUMMARIES

S/N	FORMES	ITEM	RATE (N-K)	TOTAL (N-K)	MODE OF PAYMENT
(i)		(DS/PH/Path/Orth)			
		Fees for 2 Update Courses	400,000.00		
		Fee for Part I Exam	300,000.00		
		Transport, DTA & Local Running	1,542,000.00	700,000.00	Pay to Examination Bodies
(ii)	02-03	Sub Total		1,542,000.00	Pay to Resident Doctors
				2,242,000.00	
		Other Faculties			
		Fee for 2 Update Courses	400,000.00		
(iii)		Fee for Part I Exam	250,000.00		
		Transport, DTA & Local Running	1,542,000.00	650,000.00	Pay to Examination Bodies
		Sub Total		1,542,000.00	Pay to Resident Doctors
				2,192,000.00	
(iv)	04	(DS/PH/Path/Orth)			
		Fee for 2 Update Course	400,000.00		
		Fee for Part II Exam	400,000.00		
		Transport, DTA & Local Running	1,815,000.00	800,000.00	Pay to Examination Bodies
(v)		Sub Total		1,815,000.00	Pay to Resident Doctors
				2,615,000.00	
		Other Faculties			
		Fee for 2 Update Course	400,000.00		
(vi)		Fee for Part II Exam	350,000.00		
		Transport, DTA & Local Running	1,815,000.00	750,000.00	Pay to Examination Bodies
		Sub Total		1,815,000.00	Pay to Resident Doctors
				2,565,000.00	

Summary of Total Expenditure for Parts 1 and 11 per Resident Doctor

	Department/Expenses	(DS/PH/Path/Orth)	Other Faculties	MODE OF PAYMENT
02- 03	Fees for 2 update courses and Part I exam	700,000.00	650,000.00	Pay to Examination Bodies
	Transport, DTA & Local Running	1,542,000.00	1,542,000.00	Pay to Resident Doctors
04	Fees for 2 update courses and Part II exam	800,000.00	750,000.00	Pay to Examination Bodies
	Transport, DTA & Local Running	1,815,000.00	1,815,000.00	Pay to Resident Doctors
	Grand Total	4,857,000.00	4,757,000.00	

Notes:

- (i) - The cost of transportation, DTA and Local Running should be paid en bloc to eligible resident doctors for Parts I and II.
 (ii) - The fees for the Examination Bodies should be domiciled with the National Postgraduate Medical College of Nigeria (NPMCN).
 (iii) - Any resident doctor who elects to take the examination set by the National Postgraduate Medical College of Nigeria or its equivalent should apply through his/her Training Institution to NPMCN for the payment of fees to the relevant Examination Body.
 (iv) - The list of eligible resident doctors for each Part should be prepared by their Training Institution and forwarded to the NPMCN through the FMOH for the payment of appropriate examination and update courses fees. FMOH to relay the information to NSIWC and BOF for records purposes and monitoring.



THE PRESIDENCY
NATIONAL SALARIES, INCOMES AND WAGES COMMISSION
OFFICE OF THE EXECUTIVE CHAIRMAN



Wing B, 3rd Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki - Abuja.
08118856258, 08107385689
chairman@nsiwc.gov.ng: www.nsiwc.gov.ng

SWC/S/04/S.218/III/572

26th July 2023

Chief of Staff to the President

Deputy Chief of Staff to the President

Honourable Ministers/Ministers of State

Secretary to the Government of the Federation

Head of the Civil Service of the Federation

Chairmen, Federal Commissions

Federal Permanent Secretaries

Clerk of the National Assembly

Secretary, National Judicial Council

Secretary, Federal Judicial Services Commission

Directors-General and Chief Executives of Parastatals, Agencies and

Governments-Owned Companies

Auditor-General for the Federation

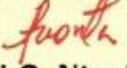
Accountant-General of the Federation

Director-General, Budget Office of the Federation

**ACCOUTREMENT ALLOWANCE FOR MEDICAL AND DENTAL DOCTORS IN HOSPITALS,
MEDICAL CENTRES AND CLINICS IN FEDERAL MDAS**

The Federal Government has approved the payment of an Accoutrement Allowance of twenty-five thousand Naira (N25,000:00) per quarter to Medical and Dental Doctors in hospitals, medical centres and clinics in the Federal Public Service. The allowance is to be paid from the overhead budget.

2. The approval takes effect from 1st June 2023.
3. All enquiries relating to this circular should be directed to the Commission.


Ekpo U.O. Nta, Esq.
Chairman/CEO



THE PRESIDENCY
NATIONAL SALARIES, INCOMES & WAGES COMMISSION

OFFICE OF HONOURABLE COMMISSIONER COMPENSATION

Wing B, 3rd Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki - Abuja

Tel: 09-7802351

Email: seccom@nisiwc.gov.ng, Website: www.nisiwc.gov.ng



5th May 2023

SWC/S/04/S.176/T²/8

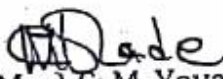
The Hon. Minister
Federal Ministry of Health
Federal Secretariat, Phase III
Ahmadu Bello Way
Central Business District
Abuja.



RE: UPWARD REVIEW OF CONMESS

I am directed to forward herewith letters Nos. NMA/PRE/SG/04/220037 and NMA/PRE/SG/04/220039 dated 12th April 2023 and 26th April 2023 respectively from the Nigerian Medical Association on the above-mentioned subject and request for your comments. You are also required to forward to the Commission three copies of the agreement for advice in line with Section 13 of NSIWC Act.

2. Please accept my warm regards.


Dr. (Mrs) C. M. Yaya Kolade
Hon. Commissioner Compensation
for: Chairman





**THE PRESIDENCY
NATIONAL SALARIES, INCOMES & WAGES COMMISSION**

OFFICE OF HONOURABLE COMMISSIONER COMPENSATION

Wing B, 3rd Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki - Abuja

Tel: 09-7802351

Email: seccom@nisiwc.gov.ng, Website: www.nisiwc.gov.ng



SWC/S/04/S.176/T²/9

5th May 2023

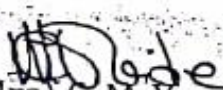
The Hon. Minister
Federal Ministry of Health
Federal Secretariat, Phase III
Ahmadu Bello Way
Central Business District
Abuja



RE: ULTIMATUM BY THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS

I am directed to forward herewith letter No. NMA/PRE/SG/04/220037 dated 12th April 2023 from the Nigerian Association of Resident Doctors on the above-mentioned subject which was addressed to you and copied to the Commission and request for your comments.

2. You will recall that the Commission had issued a template for the upward review of medical residency training fund for resident doctors in which the transportation, duty tour allowances, and examination and course fees were reviewed upwards. Please see letter No. SWC/S/04/S.15/IV/308 dated 27th January 2023. As required by paragraph 3 of our letter, your Ministry is yet to render the quarterly report of the implementation of the template.
3. In the light of the above, the Commission will soon commence the periodic monitoring of the implementation of the template.
4. Please accept my warm regards.


Dr. (Mrs) C. M. Yaya Kolade
Hon. Commissioner Compensation
for: Chairman



FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT

(Trade Union Services and Industrial Relations Department)

Federal Secretariat, Shehu Shagari Way, Abuja.

FML&E/TUSIR/ML.1B/143/IV/69

15th May, 2023

The President,

Nigerian Association of Resident Doctors (NARD),

National Secretariat,

House 1, 69 Road, (A) F Close

Gwarinpa, Abuja.

**RE: NOTIFICATION OF THE OUTCOME OF OUR EMERGENCY
EXTENDED NATIONAL OFFICERS' COMMITTEE (NOC) MEETING
HELD VIRTUALLY ON FRIDAY, 7TH APRIL, 2023.**

1. I am directed to acknowledge receipt of your letter on the above subject with Ref No: NARD/SG/2022-2023/110423/317, dated 11th April, 2023, addressed to the Honourable Minister of Labour and Employment.

2. I am further directed to update you on some of the issues raised in your Resolutions as follows:

- i. **On the issue of review of CONMESS.** there is an ongoing negotiation involving the representatives of the Nigeria Medical Association (NMA) and the Federal Government. It is expected that the outcome of the negotiation would be forwarded through the National Salaries, Income and Wages Commission (NSIWC) to the Presidential Committee on Salaries (PCS) for approval and eventual payment.
- ii. **Immediate Payment of 2023 Medical Residency Training Fund (MRTF):** The payment of 2023 MRTF has been captured in the 2023 budget and payment would commence when the operation of 2023 fiscal year starts in June. However, the Budget Office has requested for a comprehensive list of all Resident Doctors in the Nation's Federal Tertiary Health Institutions (FTHI) from Federal Ministry of

Health and it has been forwarded appropriately through the Ministry by the Post Graduate Medical College of Nigeria for the purpose of payment.

iii. **On the issue of State Governments who have not commenced the payment of MRTF:** Health, is contained in the concurrent legislative list of the 1999 Constitution. Thus, the Federal Government does not have any power to compel the State Governments to effect the payment. They are however expected to do this, based on each state's ability to pay.

iv. **On the Bill on bonding of Medical Doctors for Five (5) years being sponsored by Hon. Ganiyu Johnson, a member of the Federal House of Representatives;** this is a Private Bill and not an Executive Bill. This implies that the Executive arm of Government cannot interfere with it. However, it is expected to pass through all the legislative processes before it becomes a law and any objection to it can be raised by members of NARD in the course of its public hearing before it is sent for Presidential assent.

3. In view of the above, it would be imperative to require your Association to remain calm while the process for execution is ongoing.

4. Please accept the kind regards of the Honourable Minister.



Mr. Emmanuel Igbinosun

Director, Trade Union Services and Industrial Relations
For: Honourable Minister.

**MEMORANDUM OF UNDERSTANDING AT THE END OF THE
CONCILIATION MEETING BETWEEN REPRESENTATIVES OF
FEDERAL GOVERNMENT AND THE LEADERSHIP OF NIGERIA
MEDICAL ASSOCIATION (NMA) AND THE NIGERIAN
ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD ON FRIDAY
19TH MAY, 2023, AT THE CONFERENCE ROOM OF THE
HONOURABLE MINISTER OF LABOUR AND EMPLOYMENT,
ABUJA**

Following the strike action embarked upon by the Nigerian Association of Resident Doctors (NARD) on Wednesday 17th May, 2023 over their agitated issues, the Honourable Minister held a conciliation meeting and the following resolutions were reached:

i. ABIA State Government not paying salaries

Meeting agreed that Health is in the Residual not even in the Concurrent Legislative List of the 1999 Constitution (Amended). Thus, the Federal Government cannot compel the State Governments to effect the payments of salaries and allowances in state health sector. They are however expected to do this, based on each State's ability to pay. FMOH has taken the matter to the National Council of Health (NCH) in Abuja 5th – 9th December, 2022, who looked into it and asked Abia State Government to pay up for good health delivery to Abia people. Due to FMOH lobbying Ekiti State Government promised and has paid off her remaining debt while Abia State Government, also promised but failed to deliver. The NMA and NARD were advised to embrace more persuasions and social dialogue at State level.

ii. Domestication of the reviewed MRTF for the year 2023

It was agreed that States cannot be compelled to domesticate the MRTF and that it is not compulsory that States must pay what the Federal Government is paying. Meeting agreed and NARD was advised to reach out to States who are not paying and negotiate with them even if the rates are lower than what is obtainable in the Federal Government MRTF.



- iii. **Bill on bonding of Medical Doctors for Five (5) years before full licensing being sponsored by Hon. Ganiyu Johnson, a member of the Federal House of Representatives at the NASS**

Meeting agreed that this is a Private Member's and not an Executive Bill. This Implies that the Executive Arm of Government cannot interfere with it. However, it is expected to pass through all the legislative processes eg Public Hearing before the third reading and Presidential Assent before it becomes a law. Therefore, NARD should await the Public Hearing for the Bill to be dealt with by all Doctors via Nigeria Medical Association (NMA), as it is not likely to see the light of day.

- iv. **Circular on One for One replacement – immediate replacement for exited doctors**

The recommendations of the Federal Ministry of Health Brain Drain Committee for the Policy of One for One replacement of Doctors and other health professionals have been forwarded to the Office of the Head of Service of the Federation (OHCSF) for further action. OHCSF is to engage all stakeholders by Wednesday 24th May, 2023 on this so that on or before 5th June, 2023 the implementation plan will be approved and sent to all Teaching Hospitals and Federal Medical Centers for implementation.

- v. **Immediate Payment of 2023 Medical Residency Training Fund (MRTF);**

Meeting agreed that the fund for the payment of 2023 MRTF has been captured in the 2023 Appropriation and payment would commence when the operation of 2023 fiscal year starts. However, it is noted that the Budget Office has requested for a comprehensive list of all Resident Doctors in the Nation's Federal Tertiary Health Institutions (FTHI) from Federal Ministry of Health and this has been forwarded appropriately through the Ministry of Health by the Post Graduate Medical College of Nigeria for this payment to commence as soon as the funds are cash backed by the Office of the Accountant General



vi. Arrears of Consequential Adjustment of Minimum Wage

NARD informed the meeting that some of their members were omitted in the payment of the Minimum Wage Consequential Adjustment and that the list of those affected had been submitted thrice to the FMoH. Meeting agreed that NARD should re-present the list on Monday 22nd May 2023 to the FMoH. It was also advised that submission should have annexes of the old submission and the HML&E copied the submission for his information.

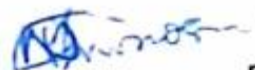
vii. Skipping Arrears

FMoH informed that the matter is still in court. The Honourable Minister of Labour and Employment directed the Ministry of Health to produce evidence of the appeal in court to the Office of the Honourable Minister, Federal Ministry of Labour and Employment on Wednesday 24th May, 2023 for noting and necessary action.


viii. CONMESS Review

National Salaries, Incomes & Wages Commission (NSIWC) informed the meeting that the Commission has not received any agreement between the FMoH and NMA. A letter has been written to FMoH by NSIWC requesting them to provide the details of Agreement. Permanent Secretary (FMoH) is to provide a response to the letter of NSIWC by Tuesday 23rd May, 2023. FML&E corroborated that there was a report of the meeting sent to them by FMoH. NSIWC is to use the percentage used for ASUU and other University unions and will also include raise in Allowances and relativity of the increase shall be maintained when other consolidated scales are considered. This will be presented to the Presidential Committee on Salaries (PCS) in their next valedictory meeting for final action to enable NSIWC issue the relevant circular 7 days after the PCS meeting.

The meeting agreed that NARD National officers are to present the outcome of this Memorandum of Understanding (MoU) to their members in an emergency meeting within 48 hours with a view to suspending the strike action embarked on Wednesday 17th May, 2023.




Signatories

 19/05/23

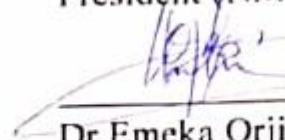
Dr (Mrs) C. M. Yaya Kolade
Commissioner Compensation (NSIWC)

 19/5/23


Dr Uche Ojinmah
President (NMA)

 19/05/23

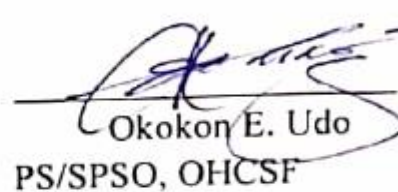
Dr Salma Ibrahim-Anas
Director Hospital Services (FMoH)

 19/5/2023

Dr Emeka Orji
President (NARD)

 19/05/2023

Mahmuda Mamman
Permanent Secretary (FMoH)

 19/5/2023

Okokon E. Udo
PS/SPSO, OHCSF

 19.5.23

Mr Emmanuel Igbinosun
Director, Trade Union Services and Industrial Relations
Federal Ministry of Labour and Employment



FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT

(Trade Union Services and Industrial Relations Department)

Federal Secretariat, Shehu Shagari Way, Abuja.

NARD/SG/2022-2023/030623/415

17th July, 2023

The President,
Nigerian Association of Resident Doctors,
National Secretariat,
House 1, 69 Road [A] F Close Gwarinpa,
Abuja.

**RE: NOTIFICATION OF THE OUTCOME OF OUR ORDINARY GENERAL MEETING
[OGM] HELD BETWEEN THE 28TH OF MAY 2023 AND THE 3RD OF JUNE 2023 AT THE
WATERCRESS EVENT IKEJA LAGOS.**

I am directed to acknowledge receipt of your letter dated 3rd June 2023 addressed to the Honourable Minister of Federal Ministry of Health and endorsed to the Permanent Secretary, Federal Ministry of Labour and Employment, on the above subject, and to inform you the Ministry has taken note of your Observations and Resolutions.

2. Please accept the assurances of the kind regards of the Permanent Secretary.

Mr. Emmanuel, Igbinosun

Director, Trade Union Services and Industrial Relations
For: Permanent Secretary



OFFICE OF THE PRESIDENT OF THE SENATE

FEDERAL REPUBLIC OF NIGERIA
NATIONAL ASSEMBLY COMPLEX
Three Arms Zone, P.M.B. 141, Garki, Abuja, Nigeria

7th August, 2023

Dr. Orji Emeka Innocent
President
Nigerian Association of Resident Doctors
National Secretariat,
House 1, 69 Road (A) F Close
Gwarinpa, Abuja.

President Sir,

MEETING NOTICE

Your correspondence of August 5th 2023 refers.

I am directed by the President of the Senate to invite members of the Nigerian Association of Resident Doctors (NARD) Executive to a meeting with Leadership of the 10th Senate of the Federal Republic of Nigeria, with regards to the issues raised in your letter.

The meeting is scheduled as follows:

Date: Tuesday August 8th, 2023.

Venue: Senate President's Conference Room 301

Time: 3:00pm

As always, please accept the assurances of the highest regards of the President of the Senate.

Sylvester Okonkwo

Chief of Senate to the President of the Senate
For: The President of the Senate



THE PRESIDENCY
NATIONAL SALARIES, INCOMES AND WAGES COMMISSION
OFFICE OF THE EXECUTIVE CHAIRMAN



Wing B, 3rd Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki - Abuja.
08118856258, 08107385689
chairman@nsiwc.gov.ng: www.nsiwc.gov.ng

SWC/S/04/S.410/Vol. VI

25th July 2023

Chief of Staff to the President

Deputy Chief of Staff to the President

Honourable Ministers/Ministers of State

Secretary to the Government of the Federation

Head of the Civil Service of the Federation

Chairmen, Federal Commissions

Federal Permanent Secretaries

Clerk of the National Assembly

Secretary, National Judicial Council

Secretary, Federal Judicial Services Commission

Directors-General and Chief Executives of Parastatals, Agencies and

Governments-Owned Companies

Auditor-General for the Federation

Accountant-General of the Federation

Director-General, Budget Office of the Federation

REVIEW OF CONSOLIDATED MEDICAL SALARY STRUCTURE (CONMESS)

Consequent upon the negotiated agreement reached between the Federal Ministry of Health, the Nigerian Medical Association (NMA), and other stakeholders at the Federal Ministry of Labour and Employment, the President, Commander-in-Chief of the Armed Forces of the Federal Republic of Nigeria, has approved the review of the Consolidated Medical Salary Structure (CONMESS) for Medical and Dental Officers in the Federal Public Service with effect from 1st June 2023.

2. The new salary table is attached as **Annex I**.
3. All enquiries concerning this circular should be directed to the National Salaries, Incomes and Wages Commission.

Ekpo U.O. Nta, Esq.
Chairman/CEO

CONSOLIDATED MEDICAL SALARY STRUCTURE (CONMESS)

Per Annum

Effective Date: 1st June 2023

	1	2	3	4	5	6	7	8	9	10	11
CONMESS	N	N	N	N	N	N	N	N	N	N	N
01	2084501										
02	2265750	2321330	2376909	2432489	2488068	2543648	2599228	2654807	2710387	2765966	2821546
03	3230061	3302702	3375343	3447985	3520626	3593267	3665909	3738550	3811192	3883833	3956476
04	4154964	4264632	4374300	4483967	4593635	4703303	4812971	4922639	5032307	5141974	5251642
05	5003017	5152083	5301148	5450214	5599280	5748346	5897411	6046477	6195544		
06	6633184	6823558	7013931	7204304	7394678	7585051	7775425	7965798	8156171		
07	9472637	9725952	9979266	10232582	10485896	10739211	10992525	11245840	11499154		

[Handwritten Signature]



THE PRESIDENCY
NATIONAL SALARIES, INCOMES AND WAGES COMMISSION
OFFICE OF THE EXECUTIVE CHAIRMAN



Wing B, 3rd Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki - Abuja.

08118856258, 08107385689

chairman@nsiwc.gov.ng: www.nsiwc.gov.ng

SWC/S/04/S.218/III/570

26th July 2023

Chief of Staff to the President

Deputy Chief of Staff to the President

Honourable Ministers/Ministers of State

Secretary to the Government of the Federation

Head of the Civil Service of the Federation

Chairmen, Federal Commissions

Federal Permanent Secretaries

Clerk of the National Assembly

Secretary, National Judicial Council

Secretary, Federal Judicial Services Commission

Directors-General and Chief Executives of Parastatals, Agencies and

Governments-Owned Companies

Auditor-General for the Federation

Accountant-General of the Federation

Director-General, Budget Office of the Federation

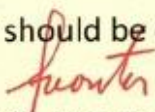
**REVIEW OF HAZARD ALLOWANCE FOR NON-HOSPITAL-BASED AGENCIES ON THE
CONSOLIDATED MEDICAL SALARY STRUCTURE (CONMESS) AND THE
CONSOLIDATED HEALTH SALARY STRUCTURE (CONHESS)**

Further to our circular No. SWC/S/04/S.218/II/405 dated 22nd December 2021, the Federal Government has approved the upward review of hazard allowance applicable to non-hospital-based health professionals in the Federal Public Service as follows:

Continuation

S/N	Category of Staff	Salary Grade Level	Old Rate Per Month (₦)	New Rate Per Month (₦)
A.	CONHESS	01 - 05	5,000.00	10,000.00
		06 - 15	5,000.00	18,000.00
B.	CONMESS	01 - 07	5,000.00	18,000.00

2. This approval takes effect from 1st June 2023.
3. All enquiries relating to this circular should be directed to the Commission.


Ekpo U.O. Nta, Esq.
Chairman/CEO



**FEDERAL MINISTRY OF HEALTH
DEPARTMENT OF HOSPITAL SERVICES**

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.
Website: www.health.gov.ng E-mail: directordhs@gmail.com

C.3132/T²/373

10th August, 2023

The Accountant-General of the Federation,
Office of the Account-General of the Federation,
Treasury House,
Abuja.

ATTENTION: Director (IPPIS)


RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND
(MRTF)

You may wish to recall our earlier correspondence Ref. No. C.3132/T²/360 dated 20th June, 2023 (copy attached for ease of reference) which inter-alia the entitlement of Resident Doctors in line with the revised Circular on Medical Residency Training Fund (MRTF) and the various faculties of the Residents.

2. I am therefore directed to forward to you a letter dated 6th July, 2023 from the National Postgraduate Medical College of Nigeria (NPMCN) which provided the list of Resident Doctors who are beneficiaries of the 2023 MRTF in two (2) groups:

- i. **Group I:** Resident Doctors in the Faculties of Dental Surgery (DS), Public Health (PH), Pathology (Path), Otolaryngology (ORL), and Orthopaedics (Orth) are entitled to ₦971,400.0 per annum.
- ii. **Group II:** Resident Doctors in other Faculties who are entitled to ₦951,400 per annum.

3. While counting on your support to facilitate quick payment, please accept the assurances of the warm regards of the Permanent Secretary.


Dr. Jimoh O. Salaudeen, mni

Director, Department of Hospital Services,
For: Permanent Secretary.

NATIONAL POSTGRADUATE MEDICAL COLLEGE OF NIGERIA

(Established by Law in 1979, Cap N59, LFN 2004)

COLLEGE PRESIDENT: Dr. Akin Osibogun, MD, FMCPh, PNMC
Professor of Public Health

COLLEGE VICE PRESIDENT: Dr. P. N. Ebeigbe, MD, FMCOG
Professor of Obstetrics & Gynaecology

COLLEGE TREASURER: Dr. A. L. Ladeinde, MD, FMCDs
Professor of Oral & Maxillofacial Surg.

COLLEGE REGISTRAR: Dr. F. A. Arogundade, MD, FMCP
Professor of Medicine



Km. 26 Lagos-Badagry Expressway,
PMB 2003, Ijanikin,
Lagos, Nigeria. Tel: 01-2913110
Website: www.npmcn.edu.ng
Email: registrar@npmcn.edu.ng
All correspondence to College Registrar

REG/MRT/20/05

May 3, 2023

The Accountant General Office of the Federation,
Treasure House, Ladoke Akintola
Boulevard, Garki II
FCT Abuja

ATTENTION: DIRECTOR, IPPIS

Dear Sir,

BENEFICIARIES OF THE YEAR 2023 MEDICAL RESIDENCY TRAINING FUND.

I bring you greetings from the President, Senate and Governing Board of the National Postgraduate Medical College of Nigeria. The Medical Residency Training Fund (MRTF) will be disbursed from the College Account this year. It has been agreed that the College forward the list of recipients in all six (6) geopolitical zones for administrative convenience and to ease implementation.

Kindly find attached the list of Resident Doctors across the six (6) geopolitical zones who are beneficiaries of the year 2023 Medical Residency Training Fund. The names are compiled according to their Training Institutions. Please note that the Federal Medical Centre, Birnin Kudu is yet to send its updated Residents list, meaning those that exited or joined in the year 2022.

Accept the assurances of our highest regards.

Yours faithfully,

Dr. Fatiu Arogundade, MD, FMCP
College Registrar

NATIONAL POSTGRADUATE MEDICAL COLLEGE OF NIGERIA

(Established by Law in 1979, Cap N59, LFN 2004)

COLLEGE PRESIDENT:

Dr. Akle Oshogbo, MD, FRCPL, FRCM
Professor of Public Health

COLLEGE VICE PRESIDENT:

Dr. P. N. Ebeigbo, MD, FRCOG
Professor of Obstetrics & Gynaecology

COLLEGE TREASURER:

Dr. A. L. Ladeinde, MD, FRCDS
Professor of Oral & Maxillofacial Surg

COLLEGE REGISTRAR:

Dr. F. A. Arogundade, MD, FMCP
Professor of Medicine



Km. 26 Lagos-Badagry Expressway,
PMB 2005, Ijanikin,
Lagos, Nigeria. Tel: 01-2913110
Website: www.npmcn.edu.ng
Email: registrar@npmcn.edu.ng
All correspondence to College Registrar

August 14, 2023

The Accountant General Office of the Federation,
Treasure House,
Ladoke Akintola Boulevard,
Garki II
FCT Abuja

[Handwritten signature]
14/8/2023

ATTENTION: DIRECTOR, IPPIS

RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND - CORRECTION

Our letter dated July 6, 2023 on the above subject refers.

Kindly find attached the corrected list of Resident Doctors who are beneficiaries of the year 2023 Medical Residency Training Fund. The names are compiled according to their Training Institutions and in two groups as requested:

Group I: Resident Doctors in the Faculties of Dental Surgery (DS), Public Health (PH), Pathology (Path), Otorhinolaryngology (ORL) and Orthopaedics (Ortho) who are entitled to ₦971,400.00 per annum.

Group II: Resident Doctors in other faculties who are entitled to ₦951,400.00 per annum.

Accept the assurances of our highest regards.

Yours faithfully,

[Handwritten signature of Dr. Fatu Arogundade]

Dr. Fatu Arogundade, MD, FMCP
College Registrar

.....Service to humanity



FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT

(Trade Union Services and Industrial Relations Department)

Federal Secretariat, Shehu Shagari Way, Abuja.

FML&E/TUSIR/ML.IB/143/T/15

15th May, 2023

The Secretary General,
Nigerian Association of Resident Doctors (NARD),
House 1, 69 Road (A) F Close Gwarinpa,
Abuja.

**RE: REQUEST ON THE CHIEF MEDICAL DIRECTORS TO SUBMIT A
LIST OF RESIDENT DOCTORS DUE FOR EXAMINATIONS TO THE
BUDGET OFFICE.**

I am directed to acknowledge receipt of your letter on the above subject with reference number NARD /SG/2022-2023/130323/281 dated 13th March 2023, addressed to the Director General Budget Office of the Federation and copied to the Honourable Minister Labour and Employment.

2. I am further directed to inform you that the content of your letter is noted and the appropriate Government Agencies concerned will take necessary action on it.

3. Please accept the Honourable Minister's kind regards

Mr. Emmanuel Igbinosun
Director, Trade Union Services and Industrial Relations
For: Honourable Minister



FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT

(Trade Union Services and Industrial Relations Department)

Federal Secretariat, Shehu Shagari Way, Abuja.

FML&E/TUSIR/MLIB/143/IV/69

15th May, 2023

The President,

Nigerian Association of Resident Doctors (NARD),

National Secretariat,

House 1, 69 Road, (A) F Close

Gwarinpa, Abuja.

**RE: NOTIFICATION OF THE OUTCOME OF OUR EMERGENCY
EXTENDED NATIONAL OFFICERS' COMMITTEE (NOC) MEETING
HELD VIRTUALLY ON FRIDAY, 7TH APRIL, 2023.**

I am directed to acknowledge receipt of your letter on the above subject with Ref No: NARD/SG/2022-2023/110423/317 dated 11th April, 2023 addressed to the Honourable Minister of Labour and Employment.

2. I am further directed to update you on some of the issues raised in your Resolutions as follows:

- i. **On the issue of review of CONMESS.** there is an ongoing negotiation involving the representatives of the Nigeria Medical Association (NMA) and the Federal Government. It is expected that the outcome of the negotiation would be forwarded through the National Salaries, Income and Wages Commission (NSIWC) to the Presidential Committee on Salaries (PCS) for approval and eventual payment.
- ii. **Immediate Payment of 2023 Medical Residency Training Fund (MRTF):** The payment of 2023 MRTF has been captured in the 2023 budget and payment would commence when the operation of 2023 fiscal year starts in June. However, the Budget Office has requested for a comprehensive list of all Resident Doctors in the Nation's Federal Tertiary Health Institutions (FTHI) from Federal Ministry of

Health and it has been forwarded appropriately through the Ministry by the Post Graduate Medical College of Nigeria for the purpose of payment.

- iii. **On the issue of State Governments who have not commenced the payment of MRTF:** Health, is contained in the concurrent legislative list of the 1999 Constitution. Thus, the Federal Government does not have any power to compel the State Governments to effect the payment. They are however expected to do this, based on each state's ability to pay.
- iv. **On the Bill on bonding of Medical Doctors for Five (5) years being sponsored by Hon. Ganiyu Johnson, a member of the Federal House of Representatives;** this is a Private Bill and not an Executive Bill. This Implies that the Executive arm of Government cannot interfere with it. However, it is expected to pass through all the legislative processes before it becomes a law and any objection to it can be raised by members of NARD in the course of its public hearing before it is sent for Presidential assent.

3. In view of the above, it would be imperative to require your Association to remain calm while the process for execution is ongoing.

4. Please accept the kind regards of the Honourable Minister.



Mr. Emmanuel Igbinosun
Director, Trade Union Services and Industrial Relations
For: Honourable Minister.



**HOUSE OF REPRESENTATIVES
COMMITTEE ON HEALTHCARE SERVICES**

NATIONAL ASSEMBLY COMPLEX

Three Arms Zone P.M.B. 141, Garki, Abuja Nigeria

18th May, 2023

The President

Nigeria Association of Resident Doctors (NARD)
Nigeria.

INVITATION FOR AN EMERGENCY MEETING

I'm directed to invite you for an Emergency Meeting with the Joint Committees on Health of the Senate and House of Representatives to discuss issues relating to your strike action.

The Meeting is scheduled to hold as follows;

Date: Friday, 19th May, 2023

Time: 10:00am

Venue: Meeting Room 224, Senate new building, National Assembly.

For further information, please contact the Clerk to the Committee on Healthcare Services, House of Representatives on **08036087666**

Atiku Mohammed Kalgo
Clerk of the Committee

NATIONAL POSTGRADUATE MEDICAL COLLEGE OF NIGERIA

(Established by Law in 1979, Cap N59, LFN 2004)

COLLEGE PRESIDENT: Dr. Akib Odhugun, MD, FMC PH, FSNIC

Professor of Public Health

COLLEGE VICE PRESIDENT: Dr. P. N. Ekeigbo, MB, FMCOG

Professor of Obstetrics & Gynaecology

COLLEGE TREASURER: Dr. A. L. Laleinde, MD, FMCDS

Professor of Oral & Maxillofacial Surg

COLLEGE REGISTRAR: Dr. F. A. Arogundade, MD, FMCP

Professor of Medicine



Km. 26 Lagos-Badagry Expressway,
PMB 2003, Ijanikin,

Lagos, Nigeria. Tel: 01-2913110

Website: www.npmcn.edu.ng

Email: registrar@npmcn.edu.ng

All correspondence to College Registrar

Ref: ACC/04 / 23

Date: 11th May, 2023.

The Honourable Minister of Finance,
Federal Ministry of Ministry of Finance,
Budget and National Planning.
Ahmadu Bello Way,
Central Business District,
P.M.B. 15,
Abuja, Nigeria.



Attn. Director, Cash Management Office.

Honourable Minister,

RE: REQUEST FOR THE RELEASE OF 2023 MEDICAL RESIDENCY TRAINING FUND (MRTF).

We hereby apply for the cash back of the approved non-regular allowance of Medical Residency Training (MRT) Fund in our budget for year 2023 to the tune of =N=9,159,161,960:00 (Nine Billion, One hundred and Fifty Nine million, One Hundred and Sixty One thousand and Nine Hundred and Sixty Naira) only for the payment of Resident Doctors.

Please accept the assurances of my esteemed regards.

Yours faithfully,

Prof. F.A. Arogundade, MD, FMCP.
College Registrar



**HOUSE OF REPRESENTATIVES
COMMITTEE ON HEALTHCARE SERVICES**

NATIONAL ASSEMBLY COMPLEX

Three Arms Zone P.M.B. 141, Garki, Abuja Nigeria

3rd May, 2023

The President

Nigeria Association of Resident Doctors (NARD)
Nigeria.

INVITATION FOR AN EMERGENCY MEETING

I'm directed to invite you for an Emergency Meeting with the Honorable Speaker of the House of Representatives **Rt. Hon. Femi Gbajabiamila** to discuss issues relating to your ultimatum given to the Federal Government to embark on a nationwide strike.

The Meeting is scheduled to hold as follows;

Date: Friday, 5th May, 2023

Time: 11:00am

Venue: Speaker's Office, House of Representatives
Extension, New Building, NASS Complex, Abuja.

For further information, contact the Clerk on **08036087666**.

While thanking you for your usual cooperation, please accept the assurances of the Committee's esteemed regards.

Atiku Mohammed Kalgo
Clerk of the Committee



FEDERAL MINISTRY OF HEALTH
DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.
Website: www.health.gov.ng E-mail: directordhs5@gmail.com

R&PS /DHS/002/GC/I/86

1st September, 2023

To All
CMDs/MDs
Federal Tertiary Hospitals

RE: UNFLAGGING OF ACCOUNTS

Recall that in 2021 during the payment of Medical Residency Training Fund (MRTF) there were multiple submissions of verified and unverified lists of Resident Doctors submitted to the Office of the Accountant General of the Federation (OAGF) and payment was made to the two lists, some Resident Doctors on the verified list of Federal Ministry of Health were not paid which lead to the flagging of all the Bank Accounts of the recipients of MRTF in order to deny access to the money by the wrongly paid recipients.

2. In view of the above you are requested to forward to the Ministry list of verified Resident Doctors with pending flagged Bank Accounts.

3. Please, accept the assurances of the warm regards of the Honourable Minister.

Dr. Anuma.O. N

Head, Regulatory and Professional Schools Division

For: Permanent Secretary.



Office Of The House Leader HOUSE OF REPRESENTATIVES ABUJA

24th July, 2023

The President,
Nigerian Association of Resident Doctors (NARD),
Stephen Keshi Street, Gwarinpa Estate,
Abuja.

INVITATION TO AN EMERGENCY MEETING

Following the recent meeting between your association and the Honorable Speaker **Rt. Hon. Abbas Tajuddeen** of the House of Representatives, the Honorable Speaker has set up an Ad-hoc Committee in the House of Representatives headed by the House Leader, **Rt Hon. Prof. Julius O. Ihonvbere**, to meet with all critical stakeholders in the health industry to look at all the pending issues relating to your proposed strike and other burning issues causing disharmony and report back in two weeks.

In light of the above, you are here-by invited to attend an emergency meeting scheduled to hold as follows:

Date: Thursday, 27th July, 2023.

Venue: Room 418, House Leader's Conference Room, New Building, House of Representatives, National Assembly, Abuja

Time: 2:00pm

For further information, please contact the Sub-Committee Clerk on 08036087666

Please accept the assurances of our esteemed regards.


House Leader

Rt Hon. Prof. Julius O. Ihonvbere, OON, DSSRS



OFFICE OF THE SPEAKER
NATIONAL ASSEMBLY COMPLEX, ABUJA

NASS/SPK/ADM/VOL.IV/027

Thursday 20 July 2023

The National President

Nigerian Association of Resident Doctors
National Secretariat
House 1, 69 (A) F Close
Gwarimpa
ABUJA

LETTER OF INVITATION

I am directed to invite the leadership of the Nigerian Association of Resident Doctors (NARD) to a meeting with the Leadership of the House of Representatives scheduled for **1 pm on Monday 24 July 2023 at Conference Room 301, House of Representatives New Building, National Assembly Complex.**

2. Please accept as always, Mr. Speaker's assurances and highest regards.

OLANREWAJU SMART
Acting Chief of Staff



FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT
(Trade Union Services and Industrial Relations Department)
Federal Secretariat, Shehu Shagari Way, Abuja.

FML&E/TUSIR/ML18/9/IV/25

13th July, 2023

The President,
Nigeria Association of Resident Doctors (NARD),
National Secretariat,
House 1, 69 Road, (A) F Close,
Gwarinpa Abuja.

RE: LETTER OF REMINDER

Recall that a conciliation meeting was held with the leadership of Nigeria Medical Association (NMA) and National Association of Resident Doctors (NARD) at the instance of the former Minister of Labour and Employment, His Excellency, Senator Chris Ngige and other relevant Government Agencies on the 19th of May, 2023 to settle the industrial dispute declared by NARD.

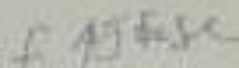
2. Sequel to the signing of the Memorandum of Understanding (MoU), (copy attached), I am directed to invite you to a follow up meeting to track the level of implementation, scheduled as follows:

Date: Monday 17th July, 2023

Time: 2.00 pm.

Venue: Honourable Minister's Conference Room, Federal Secretariat,
Phase 1 Shehu Shagari Express Way, Abuja.

3. Please accept the assurance of the Permanent Secretary's kind regards.


Mr. Emmanuel Igbinosun

Director, Trade Union Services and Industrial Relations
For: Permanent Secretary.



FEDERAL MINISTRY OF HEALTH
DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.
Website: www.health.gov.ng E-mail: directordhs5@gmail.com

DHS /828/T1/341

31st October, 2022

The National President,
Nigerian Association of Resident Doctor,
House 1, 69 Road (A) F Close Gwarimpa,
Abuja.

**RE: NON – MIGRATION OF SOME RESIDENT DOCTORS IN LUTH TO THE
IPPIS PLATFORM**

I am directed to acknowledge receipt of your letter Ref: NARD /SG/2022-2023/17/1022/061 dated 17th October, 2022 on the above subject and inform you that the Federal Ministry of Health has taken note of the issue raised in your letter.

2. While counting on your support to maintain industrial harmony, please, accept the assurances of the best consideration of the Honourable Minister.


Dr. B.O. Alonge

Ag. Director, Department of Hospital Services
For: Permanent Secretary.



FEDERAL MINISTRY OF HEALTH

DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.
Website: www.health.gov.ng E-mail: directordhs5@gmail.com

DHS/828/T2/ 104

4th November, 2022

The Chief Medical Director/Medical Director,

**RE: OMISSION OF SOME OF OUR MEMBERS FROM THE PAYMENT
OF HAZARD ALLOWANCE ARREARS RECENTLY PAID BY IPPIS**

I am directed to forward to you a letter Ref.No: NARD/SG/2022-2023/261022/070 dated 26th October, 2022 on the above subject and request you to send the list of all members of staff that were omitted in the payment of the new hazard allowance arrears to the Ministry.

2. The verified list of affected members of staff should be forwarded to the Federal Ministry of Health in soft and hard copies on or before 18th of November, 2022.
3. You may also wish to make your submission to the following emails dranumaon@gmail.com and directordhs5@gmail.com
4. While awaiting your response, please, accept the assurances of the best regards of the Honourable Minister.

Dr. B.O Alonge

Ag. Director; Department of Hospital Services



FEDERAL MINISTRY OF HEALTH

DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.

Website: www.health.gov.ng

E-mail: director@fsmmail.com

C.3132/T2/320

17th November, 2022

The Director General,
Budget Office of the Federation,
Federal Ministry of Finance,
Abuja.

**RE: REQUEST FOR PAYMENT OF 2020 MEDICAL RESIDENCY
TRAINING FUND (MRTF) ALLOWANCE TO RESIDENT DOCTORS
THAT WERE OMITTED IN THE 2020 MRTF PAYMENT.**

I am directed to acknowledge receipt of your letter Ref
No.DG/BDT/GEN/.CORR/2016/VII/2476 dated 11th March, 2022 on
the above subject matter and to forward to you both soft and hard copies
of the verified lists of omitted beneficiaries of 2020 MRTF from Thirty
Nine (39) Federal Tertiary Hospitals together with copies of their payslips.

2 The total number of verified Resident Doctors that were omitted are
One Thousand Six Hundred and Sixty One (1661).

3 The Federal Ministry of Health is inundated with several
correspondences from the Nigerian Association of Resident Doctors
(NARD) requesting payment of deserving resident Doctors who were not
paid 2020 MRTF.

4 The Federal Ministry of Health (FMOH) appreciates your support in
the payment of 2020 MRTF to our Resident Doctors.

5 Please, accept the assurances of the warm regards of the
Honourable Minister.


Dr Boladale Alonge

**Ag Director, Department of Hospital Services
For: Permanent Secretary.**



FEDERAL MINISTRY OF HEALTH
DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.
Website: www.health.gov.ng E-mail: directordhs@gmail.com

DHS/828/T2/139

6th December, 2022.

The Accountant General of the Federation
Treasury House, Garki,
Abuja.

**RE: OMISSION OF SOME OF OUR MEMBERS FROM THE PAYMENT
OF HAZARD ALLOWANCE ARREARS RECENTLY PAID BY IPPIS.**

I am directed to forward to you the verified list of staff from Federal Tertiary Hospitals that were omitted during the payment of the arrears of the new hazard allowance.

2. The attached is the list of members omitted in the payment of the new hazard allowance arrears to you in both soft and hard copies for your necessary action.

3. Please, accept the warm regards of the Honourable Minister.

B. Alonge

Dr. Boladale Alonge
Acting, Director of Hospital Services
For: Honourable Minister



THE PRESIDENCY NATIONAL SALARIES, INCOMES & WAGES COMMISSION

Wing B, 3rd Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki - Abuja
Email: Info@nsiwc.gov.ng Website: www.nsiwc.gov.ng
0811 885 6258, 0810 738 5689
acadighiogu@nsiwc.gov.ng



SWC/S/04/S.15/IV/420

1st February 2023

The Hon. Minister
Federal Ministry of Health
Federal Secretariat, Phase III
Central Business District
Abuja



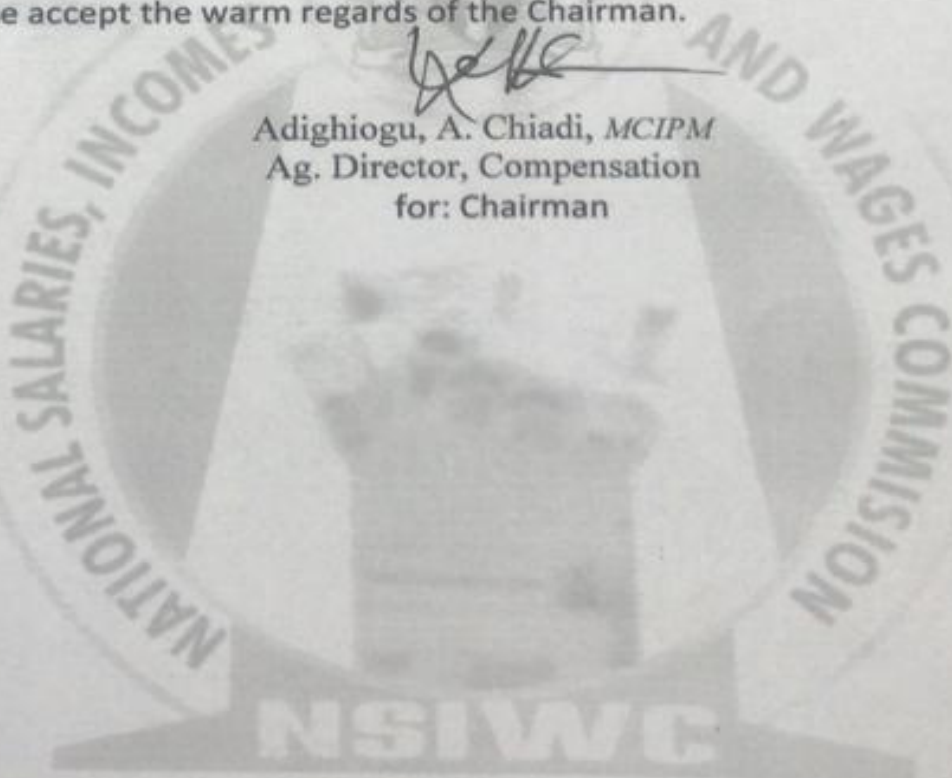
Attention: Director, Hospital Services Department

RE: UPWARD REVIEW OF MEDICAL RESIDENCY TRAINING FUND (MRTF)

I am directed to refer to our letter No: SWC/S/04/S.15/IV/398 dated 27th January 2023 on the above-mentioned subject and advise that your Ministry should convene a meeting of stakeholders on Thursday, 9th February 2023 or any other convenient date to discuss and commence seamless implementation of our letter under reference to avert any further industrial threat from the National Association of Resident Doctors that may disrupt healthcare services in public hospitals.

2. Please accept the warm regards of the Chairman.

Adighiogu, A. Chiadi, MCIPM
Ag. Director, Compensation
for: Chairman



NATIONAL POSTGRADUATE MEDICAL COLLEGE OF NIGERIA

(Established by Law in 1979, Cap N59, LFN 2004)

COLLEGE PRESIDENT: Dr. Akin Osibogun, MD, FMCPI, FMMC

Professor of Public Health

COLLEGE VICE PRESIDENT: Dr. P. N. Ebeigbe, MD, FMCOG

Professor of Obstetrics & Gynaecology

COLLEGE TREASURER: Dr. A. L. Ladeinde, MD, FMCDS

Professor of Oral & Maxillofacial Surg

COLLEGE REGISTRAR: Dr. F. A. Arogundade, MD, FMCP

Professor of Medicine



Km. 26 Lagos-Badagry Expressway,

PMB 2003, Ijanikin,

Lagos, Nigeria. Tel: 01-2913110

Website: www.npmcn.edu.ng

Email: registrar@npmcn.edu.ng

All correspondence to College Registrar

Ref: REG/002/32

29th December, 2022

Honourable Minister of Health,
Ministry of Health,
Federal Secretariat,
Phase III, Ahmadu Bello Way,
Central Business District,
P.M.B 083, Garki,
Abuja.



Attn: Director of Hospital Services.



DHS

Dear
Mam
Pst
4/1/23

Dear Sir,

RE: MATTERS ARISING FROM THE NEW CIRCULAR ON THE UPWARD REVIEW OF MEDICAL RESIDENCY TRAINING FUND (MRTF) RELEASED BY THE NATIONAL SALARIES INCOME AND WAGES COMMISSION (NSIWC).

Your correspondence on the above reference number DHS/717/T/224 dated 8th December 2022 was received and critically appraised.

Our observations on the Medical Residency Training Act 2017 (MRTA 2017) and the matters arising documented by the National Association of Resident Doctors (NARD) are detailed below:

H/PS
Please deal urgently
Final
Folts
05/01/23

1. Items 1 & 2: National Postgraduate Medical College of Nigeria (NPMCN) only revised her examination and other fees and published same widely. The College was not involved in the computation of duty tour allowances and transportation costs (which could involve air travel) and was not invited to any meeting with NSWIC to arrive at the budgeted amount.

Section 1, subsection 2 of MRTA2017 stated clearly that 'The National Medical Postgraduate College of Nigeria shall be the regulatory body of the Training Programme'. The regulation of the training was further elucidated in the act to include

- a. Section 1, subsection 3 stated that 'There shall be a comprehensive accessible database for all accredited Residency Training Programmes in the various specialty or subspecialty and location where these trainings are being done by the National Postgraduate Medical College of Nigeria or its equivalent.'

- b. Section 1, subsections 1-4 stated as follows:

(1) There shall be a National Curriculum and Scheme of Work for the Training Programme to be used by all accredited institutions in Nigeria.

(2) The National Postgraduate Medical College of Nigeria shall be responsible for producing the National Curriculum and Scheme of Work in consultation with the West African College of Surgeons and the West African College of Physicians.

(3) The National Curriculum and Scheme of Work shall be reviewed every four years.

(4) The National Postgraduate College of Nigeria shall have a comprehensive online version of the National Curriculum and Scheme of Work.

Section 5, subsection 1 stated that 'The duration of Part I Residency Training Programme shall be contained in the online database of all accredited Residency

Training Institutions approved by the National Postgraduate Medical College of Nigeria'.

In the same vein, Section 7, subsection 1 stated that 'The duration of Part II Residency Training shall be as contained in the online data base of all accredited Residency Training Institutions approved by the National Postgraduate Medical College of Nigeria.'

All these put enormous National responsibility on the NPMCN, which in conjunction with Medical and Dental Council of Nigeria (MDCN) regulate medical training, certification and practice and determines the scheme of work expected for Specialist doctors in Nigeria.

2. Item 3: Section 11, subsection 1 stated that 'All payments accruing to Resident Doctors shall be made through the Integrated Payroll and Personnel Information (IPPIS) platform.' This does not connote that all funds **MUST** be paid to the Resident Doctors. The funds for the Examination and Courses to be taken could be paid to the regulatory agency which is NPMCN but this could be staggered and not introduced unexpectedly. The date for commencement of this could be harmoniously agreed with all stakeholders including NARD.
3. Item 4: Section 10, subsection 1 stated that 'All Resident Doctors are entitled to sponsorship of—
 - (a) two update courses for Part I and two update courses for Part II; and
 - (b) one examination in Part I and one examination in Part II.

Hence all recognized Resident Doctors should be granted sponsorship to 2 courses per level and one examination per level.

In addition, Section 10, subsection 2 stated that 'Funds for the Training Programme shall be made available through—

- (a) National budgetary allocations to Residency Training Institutions; and
- (b) 20% internal funding from Residency Training Institutions.'

The implication of this is that the accredited training centres should be responsible for 20% of MRTF for their respective numbers of Resident Doctors.

4. Item 5: As explained above, once it is agreed by all stakeholders, the funds for Examination and Courses should be paid to NPMCN.

Please accept the assurances of my esteemed regards.



Prof. Fatiu A. Arogundade, MD, FMCP.

College Registrar

08037116018



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BUDGET OFFICE OF THE FEDERATION

Office of the Director General

FEDERAL MINISTRY OF FINANCE, BUDGET AND NATIONAL PLANNING

DG/BDT/GEN.CORR/2016/XI/2908

20th February, 2023


The Honourable Minister
Federal Ministry of Health
Federal Secretariat Complex
Phase III
Abuja.



RE: UPWARD REVIEW OF MEDICAL RESIDENCY TRAINING FUND (MRTF).

I refer to a letter ref. SWC/S/04/S.15/IV/398 dated 27th January, 2023 from the National Salaries, Incomes and wages Commission (NSWIC) on the Reviewed Template for payment of associated allowances and course fee for medical residency training.

2. To this end, we hereby request you to forward a comprehensive list of Resident Doctors to enable this Office,, to compute the amount required for payment of the course fee and allowances.
3. Please accept the assurance of my best regards.


Ben Akabueze
Director General



FEDERAL MINISTRY OF HEALTH
DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 683, Garki, Abuja.
Website: www.health.gov.ng E-mail: directordhs5@gmail.com

DHS/828/T1/370

15/3/23 15th March, 2023

The Accountant General,
Office of the Accountant General
Of the Federation, Treasury House,
Garki, Abuja.

**RE: REQUEST FOR PAYMENT OF 2020 MEDICAL RESIDENCY TRAINING
FUND (MRTF) ALLOWANCE TO RESIDENT DOCTORS THAT WERE
OMITTED IN THE 2020 MRTF PAYMENT.**

Sequel to the recent payment of the 2020 MRTF to the 1661 Resident Doctors in 39 FTHs who were omitted in 2020, the Nigerian Association of Resident Doctors (NARD) has reported the omission of 119 Resident Doctors in the recent payment of 2020 MRTF in 8 FTHS.

2 Consequent upon the above, I am directed to forward to you both soft and hard copies of the verified lists of omitted beneficiaries of 2020 MRTF from Seven (7) Federal Tertiary Hospitals.

3 The total number of verified Resident Doctors that were omitted are One Hundred and Ten (119).

4 The Federal Ministry of Health (FMOH) appreciates your support in the payment of 2020 MRTF to our Resident Doctors.

5 Please, accept the assurances of the warm regards of the Honourable Minister.

Dr Salma Ibrahim Anas MBBS, MWCP, FMCP
Director, Department of Hospital Services
For Permanent Secretary.



FEDERAL MINISTRY OF HEALTH
DEPARTMENT OF HOSPITAL SERVICES

DHS/828/TI/376

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.
Website: www.health.gov.ng E-mail: directordhs5@gmail.com

5th April, 2023

Director-General,
Budget Office of the Federation/Secretary,
Presidential Committee on Salaries,
Federal Ministry of Finance, Budget and National Planning,
Abuja.

**RE: REQUEST ON THE CHIEF MEDICAL DIRECTORS TO SUBMIT A LIST OF
RESIDENT DOCTORS DUE FOR EXAMINATIONS TO THE BUDGET OFFICE**

I am directed to acknowledge receipt of your letter Ref: DG/BDT/GEN.CORR/2016/XI/2970 dated 15th March, 2023 on the above subject, and inform you that the Ministry has noted your position on the Nigeria Association of Resident Doctors' letter to you.

2. You are to note that the reviewed circular on Medical Residency Training Fund is still undergoing review by stakeholders of which you are also involved with a view to have a seamless implementation of the 2023 Medical Residency Training Fund.
3. For the avoidance of doubt you are kindly referred to the resolutions of the stakeholders meeting held on Wednesday 15th February, 2023 aimed to achieve a seamless implementation of the reviewed circular:
 - a) The implementation of the Revised Circular on MRTF as it affects payment for update courses and examinations fees to examinations bodies should be delayed for One (1) year for old residents pending the signing of an MoU and the implementation guidelines by National Postgraduate Medical College and West African College of Surgeon/ Physician.
 - b) Payment of the lump sum in two (2) tranches should be applied to the new entrants into the Residency Training Programme W.e.F. 1st June, 2023.
 - c) Other Charges/fees imposed on Residents by all the Postgraduate Medical Colleges e.g Surgeon in Training fee, Fellow/subspeciality in Training fee, Associate fellows Dues and other related fees should remain as provided, but there should be no upward review and if there must be a review, the FMOH should be consulted.
 - d) There should be regular monitoring of the implementation of the revised MRTF Circular.
4. Please, accept the assurances of the warm regards of the Honourable Minister.

Dr Anuma O.N.
Head, Regulatory and Professional Schools Division
For: Permanent Secretary.



FEDERAL MINISTRY OF HEALTH

DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.

Website: www.health.gov.ng

E-mail: directordhs5@gmail.com

C.3132/T²/364

27th June, 2023

The Registrar/CEO,
National Postgraduate Medical College of Nigeria,
Km 26, Lagos Badagry Expressway,
PMB 2003, Ijanikin
Lagos.

RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND
(MRTF)

You may wish to recall letter Ref. No. REG/MRT/20/05; dated 3rd May, 2023 (copy attached for ease of reference) forwarding list of eligible Resident Doctors entitled for the payment of 2023 MRTF to the Office of the Accountant General of the Federation (OAGF).

2. I am therefore directed to inform you to;
 - i. Provide the list of eligible Resident Doctors for the payment of 2023 MRTF in two (2) groups to the OAGF:
Group I: Resident Doctors in the faculties of Dental Surgery (DS), Public Health (PH), Pathology (Path), Otolaryngology (ORL), and Orthopaedics (Orth) who are entitled to ₦971,400.0 per annum
Group II: Resident Doctors in other faculties who are entitled to ₦951,400 per annum, this is to facilitate ease of payment by the Integrated Payroll and Personnel Information System (IPPIS).
 - ii. Release the amount budgeted for the 2023 MRTF to the Integrated Payroll and Personnel Information System (IPPIS) to facilitate payment.
3. While counting on your support, to facilitate quick payment for harmony in the health sector, please accept the assurances of the warm regards of the Permanent Secretary.

Dr. Noah Andrew

Director and Head, Teaching Hospitals,
For: Permanent Secretary.



FEDERAL MINISTRY OF HEALTH

DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.

Website: www.health.gov.ng

E-mail: directordhs@gmail.com

C.3132/T²/365

27th June, 2023

The President,

Nigerian Association of Resident Doctors (NARD),
House 1,
69 Road (A), F Close
Gwarimpa,
Abuja.

RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND (MRTF)

I am directed to acknowledge receipt of your letter on the above subject, Ref. No. NARD/SG/2022-2023/210623/441; dated 21st June, 2023, and to inform you that your request for the National Postgraduate Medical College of Nigeria (NPMCN) to;

- a. Provide the list of eligible Resident Doctors for the payment of 2023 MRTF in two (2) groups to the Office of Accountant General of the Federation (OAGF):

Group I: Resident Doctors in the faculties of Dental Surgery (DS), Public Health (PH), Pathology (Path), Otolaryngology (ORL), and Orthopaedics (Orth) who are entitled to ₦971,400.0 per annum

Group II: Resident Doctors in other faculties who are entitled to ₦951,400 per annum, this is to facilitate ease of payment by the Integrated Payroll and Personnel Information System (IPPIS).

- b. Release the amount budgeted for the 2023 MRTF to the Integrated Payroll and Personnel Information System (IPPIS) to facilitate payment.

2. While awaiting the response of the NPMCN, you are to remain committed to maintaining peace and harmony in the health sector.

3. Please, accept the assurances of the warm regards of the Permanent Secretary.


Dr. Noah Andrew

Director and Head, Teaching Hospitals,
For: Permanent Secretary.



FEDERAL MINISTRY OF HEALTH

DEPARTMENT OF HOSPITAL SERVICES

Federal Secretariat, Phase III, Ahmadu Bello Way, Central Business District,
6th Floor, Room 603, P.M.B. 083 Garki Abuja.
Website: www.health.gov.ng E-mail: directordhs5@gmail.com

C.3132/T²/364


27th June, 2023

The Registrar/CEO,
National Postgraduate Medical College of Nigeria,
Km 26, Lagos Badagry Expressway,
PMB 2003, Ijanikin
Lagos.

RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND (MRTF)

You may wish to recall letter Ref. No. REG/MRT/20/05; dated 3rd May, 2023 (copy attached for ease of reference) forwarding list of eligible Resident Doctors entitled for the payment of 2023 MRTF to the Office of the Accountant General of the Federation (OAGF).

2. I am therefore directed to inform you to;
 - i. Provide the list of eligible Resident Doctors for the payment of 2023 MRTF in two (2) groups to the OAGF:
Group I: Resident Doctors in the faculties of Dental Surgery (DS), Public Health (PH), Pathology (Path), Otolaryngology (ORL), and Orthopaedics (Orth) who are entitled to ₦971,400.0 per annum
Group II: Resident Doctors in other faculties who are entitled to ₦951,400 per annum, this is to facilitate ease of payment by the Integrated Payroll and Personnel Information System (IPPIS).
 - ii. Release the amount budgeted for the 2023 MRTF to the Integrated Payroll and Personnel Information System (IPPIS) to facilitate payment.
3. While counting on your support, to facilitate quick payment for harmony in the health sector, please accept the assurances of the warm regards of the Permanent Secretary.


Dr. Noah Andrew

Director and Head, Teaching Hospitals,
For: Permanent Secretary.

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**MEMORANDUM OF UNDERSTANDING AT THE END OF THE
CONCILIATION MEETING BETWEEN REPRESENTATIVES OF
FEDERAL GOVERNMENT AND THE LEADERSHIP OF NIGERIA
MEDICAL ASSOCIATION (NMA) AND THE NIGERIAN
ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD ON FRIDAY
19TH MAY, 2023, AT THE CONFERENCE ROOM OF THE
HONOURABLE MINISTER OF LABOUR AND EMPLOYMENT,
ABUJA**

Following the strike action embarked upon by the Nigerian Association of Resident Doctors (NARD) on Wednesday 17th May, 2023 over their agitated issues, the Honourable Minister held a conciliation meeting and the following resolutions were reached:

i. ABIA State Government not paying salaries

Meeting agreed that Health is in the Residual not even in the Concurrent Legislative List of the 1999 Constitution (Amended). Thus, the Federal Government cannot compel the State Governments to effect the payments of salaries and allowances in state health sector. They are however expected to do this, based on each State's ability to pay. FMOH has taken the matter to the National Council of Health (NCH) in Abuja 5th – 9th December, 2022, who looked into it and asked Abia State Government to pay up for good health delivery to Abia people. Due to FMOH lobbying Ekiti State Government promised and has paid off her remaining debt while Abia State Government, also promised but failed to deliver. The NMA and NARD were advised to embrace more persuasions and social dialogue at State level.

ii. Domestication of the reviewed MRTF for the year 2023

It was agreed that States cannot be compelled to domesticate the MRTF and that it is not compulsory that States must pay what the Federal Government is paying. Meeting agreed and NARD was advised to reach out to States who are not paying and negotiate with them even if the rates are lower than what is obtainable in the Federal Government MRTF.



- iii. **Bill on bonding of Medical Doctors for Five (5) years before full licensing being sponsored by Hon. Ganiyu Johnson, a member of the Federal House of Representatives at the NASS**

Meeting agreed that this is a Private Member's and not an Executive Bill. This Implies that the Executive Arm of Government cannot interfere with it. However, it is expected to pass through all the legislative processes eg Public Hearing before the third reading and Presidential Assent before it becomes a law. Therefore, NARD should await the Public Hearing for the Bill to be dealt with by all Doctors via Nigeria Medical Association (NMA), as it is not likely to see the light of day.

- iv. **Circular on One for One replacement – immediate replacement for exited doctors**

The recommendations of the Federal Ministry of Health Brain Drain Committee for the Policy of One for One replacement of Doctors and other health professionals have been forwarded to the Office of the Head of Service of the Federation (OHCSF) for further action. OHCSF is to engage all stakeholders by Wednesday 24th May, 2023 on this so that on or before 5th June, 2023 the implementation plan will be approved and sent to all Teaching Hospitals and Federal Medical Centers for implementation.

- v. **Immediate Payment of 2023 Medical Residency Training Fund (MRTF);**

Meeting agreed that the fund for the payment of 2023 MRTF has been captured in the 2023 Appropriation and payment would commence when the operation of 2023 fiscal year starts. However, it is noted that the Budget Office has requested for a comprehensive list of all Resident Doctors in the Nation's Federal Tertiary Health Institutions (FTHI) from Federal Ministry of Health and this has been forwarded appropriately through the Ministry of Health by the Post Graduate Medical College of Nigeria for this payment to commence as soon as the funds are cash backed by the Office of the Accountant General



vi. Arrears of Consequential Adjustment of Minimum Wage

NARD informed the meeting that some of their members were omitted in the payment of the Minimum Wage Consequential Adjustment and that the list of those affected had been submitted thrice to the FMOH. Meeting agreed that NARD should re-present the list on Monday 22nd May 2023 to the FMOH. It was also advised that submission should have annexes of the old submission and the HML&E copied the submission for his information.

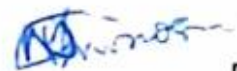
vii. Skipping Arrears

FMOH informed that the matter is still in court. The Honourable Minister of Labour and Employment directed the Ministry of Health to produce evidence of the appeal in court to the Office of the Honourable Minister, Federal Ministry of Labour and Employment on Wednesday 24th May, 2023 for noting and necessary action.


viii. CONMESS Review

National Salaries, Incomes & Wages Commission (NSIWC) informed the meeting that the Commission has not received any agreement between the FMOH and NMA. A letter has been written to FMOH by NSIWC requesting them to provide the details of Agreement. Permanent Secretary (FMOH) is to provide a response to the letter of NSIWC by Tuesday 23rd May, 2023. FML&E corroborated that there was a report of the meeting sent to them by FMOH. NSIWC is to use the percentage used for ASUU and other University unions and will also include raise in Allowances and relativity of the increase shall be maintained when other consolidated scales are considered. This will be presented to the Presidential Committee on Salaries (PCS) in their next valedictory meeting for final action to enable NSIWC issue the relevant circular 7 days after the PCS meeting.

The meeting agreed that NARD National officers are to present the outcome of this Memorandum of Understanding (MoU) to their members in an emergency meeting within 48 hours with a view to suspending the strike action embarked on Wednesday 17th May, 2023.




Signatories

 19/05/23

Dr (Mrs) C. M. Yaya Kolade
Commissioner Compensation (NSIWC)

 19/05/23

Dr Salma Ibrahim-Anas
Director Hospital Services (FMoH)

 19/05/2023


Mahmuda Mamman
Permanent Secretary (FMoH)

 19/5/23

Dr Miche Ojinmah
President (NMA)

 19/5/2023

Dr Emeka Orji
President (NARD)

 19/5/2023

Okokon E. Udo
PS/SPSO, OHCSF

 19.5.23

Mr Emmanuel Igbinosun
Director, Trade Union Services and Industrial Relations
Federal Ministry of Labour and Employment



FEDERAL MINISTRY OF HEALTH

OFFICE OF THE PERMANENT SECRETARY

Federal Secretariat Complex, Phase III, Ahmadu Bello Way, Abuja.
P.M.B 083 Garki, Abuja. E-mail: psh@health.gov.ng
Website: www.health.gov.ng



DHS/1078/T/11

30th March 2023

The Head of Civil Service of the Federation

Office of the Head of Civil Service of the Federation,
Federal Secretariat Complex, Phase II,
Shehu Shagari Way,
Abuja.

DRAFT POLICY ON ONE-TO-ONE REPLACEMENT OF EXITED HEALTH PROFESSIONALS IN FEDERAL TERTIARY HOSPITALS

I write to inform you that following the alarming rate of migration of skilled health professionals from Nigeria to other countries, namely United Kingdom (UK), United States of America (USA), Saudi Arabia, Canada etc, which has a negative consequence on the health care delivery in Nigeria, the Honourable Minister of Health on 13th September 2022 constituted a Ministerial Committee to stop and/or mitigate the effects of brain drain in the health sector and the bonding of Health Workers trained at taxpayers' expense.

2. In line with the mandate of the Committee, various options for stopping and/or mitigate the effects of brain drain were explored. They are:

- i. Training Institutions are to increase the number of health professionals who graduated by the training institutions through an increase in carrying capacities of existing Colleges of Health Sciences and the establishment of new ones;
- ii. Improved conditions of service for Health Professionals; and
- iii. Review of the bonding policy for Officers in the employment of Government that are sent for in-service training by the Federal Hospitals.

3. You may wish to note that while exploring various options to stop and reverse the trend of emigration of health professionals, there is an urgent need to have a policy for the seamless replacement of staff that exited from the employment of Federal Hospitals to prevent interruption of service delivery and reduce the negative impact of the brain drain on service delivery.

Mammi

4. The Ministry and other stakeholders developed a draft policy on the seamless replacement of health professionals that existed however, this proposed draft policy is not intended to infringe on extant procedures, rules and regulations for the recruitment of staff for Federal Tertiary Hospitals.
5. In view of the above, find attached the draft policy on the seamless replacement of health professionals that existed the employment of Federal Tertiary Hospitals for your consideration and kind approval.
6. Please accept the assurance of the warm regards of the Honourable Minister.



M. Mamman
Permanent Secretary

CC:

Director-General
Budget Office of the Federation

Above is for your information and further necessary action, please.



M. Mamman
Permanent Secretary

DRAFT POLICY ON ONE-TO-ONE REPLACEMENT OF EXITED HEALTH PROFESSIONALS IN FEDERAL TERTIARY HOSPITALS.

INTRODUCTION

Following the alarming rate of migration of skilled health professionals from Nigeria to other countries, namely United Kingdom (UK), United States of America (USA), Saudi Arabia, Canada etc, with the attendant negative effect on health care delivery in Nigeria. The Honourable Minister of Health constituted a Committee to stop and/or mitigate the effect of brain drain in the health sector and the bonding of Health Workers trained at taxpayers' expense on the 13th September 2022.

2. The Committee consisted of the Representatives of the Medical and Dental Council of Nigeria, Nigeria Medical Association and her affiliates, Nursing and Midwifery Council of Nigeria, Nigeria Association of Nurses and Midwifery, Pharmacy Council of Nigeria, Medical Laboratory Science Council of Nigeria and other Government Ministries and Agencies: Office of the Head of Civil Service of the Federation, Ministry of Labour and Employment, National Salaries, Incomes and Wages Commission.

OBSERVATIONS

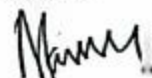
3. The Committee observed that there are incontrovertible pieces of evidence that health workers are leaving (in droves) the shores of the Country to other countries that offer improved conditions of service and exposure to new and modern technological advances in health care delivery among other factors.

4. The Committee also observed that brain drain affects all categories of health workers but affects more the highly skilled professionals the resultant effect of which impacts negatively on the service delivery of the federal tertiary hospitals, for example, the citizens are denied the services of skilled health professionals, the health workers that have not exited or remained in the service of the hospital are exposed to excessive work-load resulting in burn-out effects and sub-optimal quality of care.

DELIBERATIONS

5. In line with the mandate of the Committee, various options for stopping and/or mitigating the effect of brain drain were explored by the Committee. They are:

- i. Training Institutions are to increase the number of health professionals who graduated by the training institutions through an increase in carrying capacities of existing Colleges of Health Sciences and the establishment of new ones;



ii. Improved conditions of service for Health Professionals; and

iii. Review of the bonding policy for Officers in the employment of Government that are sent for in-service training by the federal hospitals.

6. While exploring various options to stop and reverse the trend of emigration of health professionals, there is an urgent need to replace staff that exited from the employment of federal hospitals to reduce the negative impact of the brain drain on service delivery.

7. Considering the rate at which the health professionals are exiting service and at different times of the year, there is need for Government to put in place a policy for the seamless replacement of exited staff in order to maintain optimum health care for the citizens that may stand in need of medical services. The extant policy and guidelines on the recruitment of staff cannot adequately address the peculiarity of the replacement of staff that are exiting in droves.

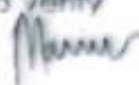
RECOMMENDATIONS

8. The Ministerial Committee considered the submission of the Committee of Chief Medical Directors/Medical Directors on the replacement of exited staff and agreed as follows:

- i. The replacement of exited staff will be done quarterly to ensure proper verification and capturing;
- ii. The replacement will be on one-to-one basis only i.e. Doctor for Doctor, Pharmacist for Pharmacist, Nurse for Nurse etc. There shall be no inter-cadre substitution. The replacement of exited staff is strictly for health professionals with similar qualifications;
- iii. No Hospital will be allowed to engage more than the number of health professional that exited as there will be replacement only for the number of exited staff irrespective of the salary/emolument;
- iv. Sanction(s) shall be applied on any CMDs/MDs that violates the guidelines of the exited staff replacement policy. Infraction on this policy shall be considered as gross misconduct of which extant rules applies;
- v. This policy shall guarantee timely completion of replacement process and ensures uninterrupted service delivery;
- vi. This proposed policy shall not replace the normal recruitment of staff by the hospital which is expected to be conducted in line with appropriate extant guidelines;

Manuel

- vii. Office of the Permanent Secretary, FMGH and Office of the Head of Civil Service of the Federation shall facilitate the approval process for the replacement of exited staff without going through all the bureaucratic processes of employment;
- viii. In order to ensure uninterrupted services, exited staff that were not replaced within the last one year should be forwarded for immediate consideration. The list should contain the date of exit, and the last payslip to verify cadre and exited date before approval;
- ix. A Standing Committee comprising of OHCSE, OAGF, BoF, the Ministry and the beneficiary Health Institution should be constituted to verify all exited staff before enrolment on the IPPIS platform.

**Ministerial Committee**

Federal Ministry of Health

March, 2023



16

FEDERAL MINISTRY OF HEALTH

OFFICE OF THE PERMANENT SECRETARY

Federal Secretariat Complex, Phase III, Ahmadu Bello Way, Abuja.

P.M.B 083 Garki, Abuja. E-mail: psh@health.gov.ng

Website: www.health.gov.ng

DHS/1078/T/11

30th March 2023

The Head of Civil Service of the Federation

Office of the Head of Civil Service of the Federation,

Federal Secretariat Complex, Phase II,

Shehu Shagari Way,

Abuja.

DRAFT POLICY ON ONE-TO-ONE REPLACEMENT OF EXITED HEALTH PROFESSIONALS IN FEDERAL TERTIARY HOSPITALS

I write to inform you that following the alarming rate of migration of skilled health professionals from Nigeria to other countries, namely United Kingdom (UK), United States of America (USA), Saudi Arabia, Canada etc, which has a negative consequence on the health care delivery in Nigeria, the Honourable Minister of Health on 13th September 2022 constituted a Ministerial Committee to stop and/or mitigate the effects of brain drain in the health sector and the bonding of Health Workers trained at taxpayers' expense.

2. In line with the mandate of the Committee, various options for stopping and/or mitigate the effects of brain drain were explored. They are:

- i. Training Institutions are to increase the number of health professionals who graduated by the training institutions through an increase in carrying capacities of existing Colleges of Health Sciences and the establishment of new ones;
- ii. Improved conditions of service for Health Professionals; and
- iii. Review of the bonding policy for Officers in the employment of Government that are sent for in-service training by the Federal Hospitals.

3. You may wish to note that while exploring various options to stop and reverse the trend of emigration of health professionals, there is an urgent need to have a policy for the seamless replacement of staff that exited from the employment of Federal Hospitals to prevent interruption of service delivery and reduce the negative impact of the brain drain on service delivery.

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4. The Ministry and other stakeholders developed a draft policy on the seamless replacement of health professionals that existed however, this proposed draft policy is not intended to infringe on extant procedures, rules and regulations for the recruitment of staff for Federal Tertiary Hospitals.

5. In view of the above, find attached the draft policy on the seamless replacement of health professionals that existed the employment of Federal Tertiary Hospitals for your consideration and kind approval.

6. Please accept the assurance of the warm regards of the Honourable Minister.



M. Momman

Permanent Secretary

**DRAFT POLICY ON ONE-TO-ONE REPLACEMENT OF EXITED HEALTH
PROFESSIONALS IN FEDERAL TERTIARY HOSPITALS.**

INTRODUCTION

Following the alarming rate of migration of skilled health professionals from Nigeria to other countries, namely United Kingdom (UK), United States of America (USA), Saudi Arabia, Canada etc, with the attendant negative effect on health care delivery in Nigeria. The Honourable Minister of Health constituted a Committee to stop and/or mitigate the effect of brain drain in the health sector and the bonding of Health Workers trained at taxpayers' expense on the 13th September 2022.

2. The Committee consisted of the Representatives of the Medical and Dental Council of Nigeria, Nigeria Medical Association and her affiliates, Nursing and Midwifery Council of Nigeria, Nigeria Association of Nurses and Midwifery, Pharmacy Council of Nigeria, Medical Laboratory Science Council of Nigeria and other Government Ministries and Agencies: Office of the Head of Civil Service of the Federation, Ministry of Labour and Employment, National Salaries, Incomes and Wages Commission.

OBSERVATIONS

3. The Committee observed that there are incontrovertible pieces of evidence that health workers are leaving (in droves) the shores of the Country to other countries that offer improved conditions of service and exposure to new and modern technological advances in health care delivery among other factors.

4. The Committee also observed that brain drain affects all categories of health workers but affects more the highly skilled professionals the resultant effect of which impacts negatively on the service delivery of the federal tertiary hospitals, for example, the citizens are denied the services of skilled health professionals, the health workers that have not exited or remained in the service of the hospital are exposed to excessive work-load resulting in burn-out effects and sub-optimal quality of care.

DELIBERATIONS

5. In line with the mandate of the Committee, various options for stopping and/or mitigating the effect of brain drain were explored by the Committee. They are:

- i. Training Institutions are to increase the number of health professionals who graduated by the training institutions through an increase in carrying capacities of existing Colleges of Health Sciences and the establishment of new ones;

Mummy

- ii. Improved conditions of service for Health Professionals; and
- iii. Review of the bonding policy for Officers in the employment of Government that are sent for in-service training by the federal hospitals.

6. While exploring various options to stop and reverse the trend of emigration of health professionals, there is an urgent need to replace staff that exited from the employment of federal hospitals to reduce the negative impact of the brain drain on service delivery.

7. Considering the rate at which the health professionals are exiting service and at different times of the year, there is need for Government to put in place a policy for the seamless replacement of exited staff in order to maintain optimum health care for the citizens that may stand in need of medical services. The extant policy and guidelines on the recruitment of staff cannot adequately address the peculiarity of the replacement of staff that are exiting in droves.

RECOMMENDATIONS

8. The Ministerial Committee considered the submission of the Committee of Chief Medical Directors/Medical Directors on the replacement of exited staff and agreed as follows:

- i. The replacement of exited staff will be done quarterly to ensure proper verification and capturing;
- ii. The replacement will be on one-to-one basis only i.e. Doctor for Doctor, Pharmacist for Pharmacist, Nurse for Nurse etc. There shall be no inter-cadre substitution. The replacement of exited staff is strictly for health professionals with similar qualifications;
- iii. No Hospital will be allowed to engage more than the number of health professional that exited as there will be replacement only for the number of exited staff irrespective of the salary/emolument;
- iv. Sanction(s) shall be applied on any CMDs/MDs that violates the guidelines of the exited staff replacement policy. Infraction on this policy shall be considered as gross misconduct of which extant rules applies;
- v. This policy shall guarantee timely completion of replacement process and ensures uninterrupted service delivery;
- vi. This proposed policy shall not replace the normal recruitment of staff by the hospital which is expected to be conducted in line with appropriate extant guidelines;

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- vi. Office of the Permanent Secretary, FMOH and Office of the Head of Civil Service of the Federation shall facilitate the approval process for the replacement of exited staff without going through all the bureaucratic processes of employment.
- vii. In order to ensure uninterrupted services, exited staff that were not replaced within the last one year should be forwarded for immediate consideration. The list should contain the date of exit, and the last payslip to verify cadre and exited date before approval.
- ix. A Standing Committee comprising of OHCSE, OAGF, BoF, the Ministry and the beneficiary Health Institution should be constituted to verify all exited staff before enrolment on the IPPIS platform.

Ministerial Committee

Federal Ministry of Health
March, 2023



NATIONAL POSTGRADUATE MEDICAL COLLEGE OF NIGERIA

(Established by Law in 1979, Cap N59, LFN 2004)

COLLEGE PRESIDENT:

Dr. Akia Oshugbo, MD, FMCPH, FPMCP
Professor of Public Health

COLLEGE VICE PRESIDENT:

Dr. P. N. Eboigbo, MD, FMCOG
Professor of Obstetrics & Gynaecology

COLLEGE TREASURER:

Dr. A. L. Ladeinde, MD, FMCDs
Professor of Oral & Maxillofacial Surg

COLLEGE REGISTRAR:

Dr. F. A. Arogundade, MD, FMCP
Professor of Medicine



Km. 26 Lagos-Badagry Expressway,
PMB 2005, Ijanikin,
Lagos, Nigeria. Tel: 01-2913110
Website: www.npmcn.edu.ng
Email: registrar@npmcn.edu.ng
All correspondence to College Registrar

August 14, 2023

The Accountant General Office of the Federation,
Treasure House,
Ladoke Akintola Boulevard,
Garki II
FCT Abuja

[Handwritten signature]
14/8/2023

ATTENTION: DIRECTOR, IPPIS

RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND - CORRECTION

Our letter dated July 6, 2023 on the above subject refers.

Kindly find attached the corrected list of Resident Doctors who are beneficiaries of the year 2023 Medical Residency Training Fund. The names are compiled according to their Training Institutions and in two groups as requested:

Group I: Resident Doctors in the Faculties of Dental Surgery (DS), Public Health (PH), Pathology (Path), Otorhinolaryngology (ORL) and Orthopaedics (Ortho) who are entitled to ₦971,400.00 per annum.

Group II: Resident Doctors in other faculties who are entitled to ₦951,400.00 per annum.

Accept the assurances of our highest regards.

Yours faithfully,

[Handwritten signature of Dr. Fatiu Arogundade]

Dr. Fatiu Arogundade, MD, FMCP
College Registrar

.....Service to humanity

NATIONAL POSTGRADUATE MEDICAL COLLEGE OF NIGERIA

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Professor of Oral & Maxillofacial Surg.

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All correspondence to College Registrar

August 14, 2023

The Permanent Secretary,
Federal Ministry of Health
Federal Secretariat, Phase III,
Ahmadu Bello Way,
Central Business District,
FCT, Abuja.



Dear Sir,

RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND - CORRECTION

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Email: registrar@npmcn.edu.ng
All correspondence to College Registrar

July 6, 2023

The Permanent Secretary,
Federal Ministry of Health
Federal Secretariat, Phase III,
Ahmadu Bello Way,
Central Business District,
6th Floor, Room 603,
FCT, Abuja.



Dear Sir,

RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND

I bring you greetings from the President, Senate and Governing Board of the National Postgraduate Medical College of Nigeria. The Medical Residency Training Fund (MRTF) will be disbursed from the College Account this year.

Kindly find attached the list of Resident Doctors who are beneficiaries of the year 2023 Medical Residency Training Fund. The names are compiled according to their Training Institutions and in two groups as requested:

Group I: Resident Doctors in the Faculties of Dental Surgery (DS), Public Health (PH), Pathology (Path), Otorhynolaryngology (ORL) and Orthopaedics (Ortho) who are entitled to ₦971,400.00 per annum.

Group II: Resident Doctors in other faculties who are entitled to ₦951,400.00 per annum.

Please note that the Federal Medical Centre, Birnin Kudu is yet to send its updated Residents list, meaning those that exited or joined in the year 2022.

Accept the assurances of our highest regards.

Yours faithfully,

Dr. Fatiu Arogundade, MD, FMCP
College Registrar

.....Service to humanity

PUBLICITY AND SOCIAL COMMITTEE

(THE REPORT)

SEPTEMBER AGM, HOSTED BY UNIVERSITY OF ILORIN TEACHING HOSPITAL, TAGGED “HARMONY” 2023

INTRODUCTION:

I count it a great privilege, honour and with respect to stand before you at this moment to take a bow as well as give account of my stewardship in the last one (1) year as reposed on me by the highly revered members of this noble association as the Publicity and Social Secretary. At this juncture, I will say that, it is end that makes the beginning meaningful.

DATE OF INAUGURATION:

The NOC were sworn in on 30th September 2022 at the NARD AGM hosted by FMC Umuahia, but however, the committee came into existence about 4months later, and was saddled to carry out its responsibilities as enshrined by the dictate of the NARD constitution.

Through the wisdom and leadership dexterity of the NARD President Dr ORJI EMEKA INNOCENT and all the other National officers committee members, all hands were on deck to hit the ground running and continue from where my predecessor stopped.

COMMITTEE MEMBERS:

Been aware of the herculean task before me and the expectations of the respected comrades who have entrusted my humble self with this opportunity, the team was carefully chosen to rise up to the task ahead. Its consist of gentlemen of great honour and integrity, whom I referred to as the TEAM.

My indefatigable Secretary: Dr Ogar Emmanuel Idoko, other members of the team include;

Dr Abdulrazak Labbo

Dr John Oladapo

Dr Anas Abdullahi

ACTIVITIES/ACHIEVEMENT

Media Engagements:

We have been able to sustain our media presence and ensured that the voice of NARDites was heard all over the world. During this dispensation, we had over fifty (67) engagements on conventional TV/Radio channels, notably amongst them include: Channel TV, TVC news, Arise TV, AIT, CNBC Africa, SABC, BBC Africa, “The World” radio, etc. I will boast that, this account as one of the highest media outings of NARD in recent times in a single executive year.

NARD voices have also been echoed in over fifteen (15) print media namely; the punch newspaper, the guardian, Al- Jazirah, the New York Times, the Guardian (UK), these are just but a few amongst them.

Social Media:

Increase social media functionality by prompt dissemination of information which was rewarded by increased followership and awareness on most of the association's social media platforms. In the last

one year, the twitter (now “X”) handle registered a growth increase of 1600 new followers (from 10.1k to 11.7k followers). We witnessed an increase on facebook from 6.7k to 7.1 followers. The NARD Instagram platform recorded an increased followers from 402 to 734, though not good enough. These feats were achieved by the initiative to add the social media handles on all flyers of NARD.

We also bargained for the services of some social media influencers/enhancers on twitter during the NARD industrial strike action that lasted 17 days, this has helped in ensuring our media presence, and our plights were attended to.

We have also sustain the WhatsApp platform that contained the Public Relations Officers' across all local chapters of NARD for easy dissemination of information to our members.

NARD Games:

We continued from where my predecessor stopped which has further stirred up the spirit of oneness in NARD. We initiated and instituted the Fantasy football league in which is a social league to help football-loving NARDites to compete throughout the English Premiership period. This is the first of its kind in the history of NARD.

Press Conference:

All the press conferences during the period of review were attended by NARDites from the comfort of their homes, this was made possible via the zoom conferencing platform.

Felicitations/ Condolences:

We celebrated birthdays, academic excellence, weddings, and newborn additions to the families of NOC, Ext NOC, and NEC members, we ensured that we rejoice with them during their happy times.

We also mourn the unfortunate death of our colleagues with leadership of the various centres, its members and bereaved families. May their respective souls rest in peace.

APPRECIATION

Most importantly, I must thank the Almighty God who granted me health, wisdom, and strength to serve and have a successful tenure.

Let me to allude to the fact that all of these achievements were made possible because of the robust support I enjoyed from several leaders and comrades at large, all of whom are too numerous to mention, but permit me to highlight but a few;

I will like to acknowledge the overwhelming support of President- Dr ORJI EMEKA INNOCENT, his vibrant and dynamic Secretary General- Dr CHIKEZIE KELECHI, the other NOC members, my Publicity Secretary, a brother and Friend- Dr Ogar Emmanuel Idoko, and the vibrant committee members who stood by me and worked together as a team.

May I also acknowledge the North West caucus leader, Deputy caucus leader, the Leadership and superb congress of my centre for the opportunity, leadership of other caucuses of NARD, and all NEC members for their unflinching support.

Let me thank also the NARD secretariat staffs, Publicity subcommittee members of NARD statutory meetings, my graphic designers, the social media influencers, the members of the NARD media

team especially Dr Daniel Faithful and others who worked tirelessly for this noble association during the strike action.

CONCLUSION

In conclusion, I want to encourage the next PRO(PSS) to be steadfast and also understand that leadership is a trust for which we must give account and the welfare of NARDites must at all times be paramount. I also solicit for the same unflinching support I enjoyed to continue to foster the growth and development of NARD until we build the association that we will be proud to call our own.

Long live the Nigerian Association of Resident Doctors!

Long live the Federal Republic of Nigeria!!



Dr Umar Musa,
PSS, NARD (2022/23)

NARD's STATE TERTIARY HEALTH INSTITUTIONS COMMITTEE REPORT, SEPTEMBER 2023

State Tertiary Health Institutions Committee is a 5-member committee comprising of the following leaders;

- a) Dr Lembi Lamech Samuel (ARD Gombe State)-**Chairman**
- b) Dr. Olushiyan Bukonla (OOUTH Sagamu)-**Secretary**
- c) Dr. Chukwuka Emmanuel (COOUTH Amaku Awka)-**Member**
- d) Dr. Abubakar Usman (General Hospital Ilorin)-**Member**
- e) Dr. Rimamde Sabo (ARD Taraba State)- **Member**

The committee had 2 meetings on the 5th and 23rd of April, 2023 and came up with the following work plan;

- Committee shall create a common platform for all STHIs center leaders (✓)
- Committee shall convene a town hall meeting between the NARD president and the STHIs centers leaders to discuss issues that are specific to them with the aim of finding lasting solutions and also to bring the NOC closer to STHIs. (✓)
- Generate an online questionnaire to be filled by center leaders. The questionnaire shall contain specific questions on challenges that relates to welfare and their possible solutions. (✓)
- Recommendations shall be generated based on the responses that will be received from each center. (✓)

All the above were achieved including a power packed meeting with the POTNARD, Dr. Orji Emeka Innocent on the 16th of May, 2023.

CHALLENGES

The summary of the challenges generated by the committee from the center leaders are as follows;

- Non implementation of the new hazard allowance. Except in Ekiti, Osun and Delta state
- Non implementation of skipping in many STHIs
- Non implementation of MRTF in many STHIs
- Withheld salaries in some centers especially Abia State University Teaching Hospital. Others are LAUTECH Teaching Hospital, Ogbomoso 2-months, EKSUTH 2-months, IMSUTH 6-months, University of Osun teaching hospital Oshogbo 24- month

RECOMMENDATIONS MADE BY THE COMMITTEE

The committee made the following recommendations;

1. STHI challenges should be at the top of the agenda for NARD and should be given maximum attentions. Current NARD position of carrying all STHIs along should continue even in next coming NARD Executives.
2. NARD to advocate for STHIs on a center basis.
3. Engagement of the Nigerian Governors Forum should continue. All meetings with the NGF chairman or the entire governors should have in attendance some committee members or even zonal STHIs centers leaders, depending on the location of the meeting.
4. NARD should lobby via the zonal Governors forum chairmen e.g. northern and southern governors forum.

5. NARD to interact **directly** with state key players and probably institute actions aimed at revamping STHIs with support from FTHIs through writing and special visits to the governors as it was done for Ekiti, Rivers and FCTA.
6. Advocacy for Health to be moved to the Exclusive list and STHIs to be included in the central pooling of House Officers.
7. We are proposing regional STHI lobby sub-committee under this committee. The sub-committee will be saddled with the responsibility of going to places that matter in their regions to lobby on behalf of STHIs center leaders.

The NOC ably led by Dr. Emeka Innocent Orji was able to overcome many of the challenges via Serial engagements with the Chairman NGF and directly interfacing with some state Governors physically and through writing special and specific letters to Governors.

STRIKE

Strike actions took place in this tenure year with aim of improving the welfare all Doctors which was supported by the STHIS and the outcome was beneficial to many state centers, in fact OOUTH Sagamu AND BSUTH ‘palpated’ the new/improved MRTF earlier than all the FTHIs.

BSUTH also had a local strike.

ASSAULT ON OUR MEMBERS

The president and the NOC maintained a zero tolerance to both verbal and physical assault throughout this tenure despite pockets of assault to some of our members in some state centers. The recent one was a case in ESUT TH Parklane, Enugu in which the center leaders with the support of NOC swung into action by instituting measures that will ensure justice and a permanent stop to such a terrible act.

SUCSESSES RECORDED-

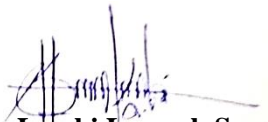
1. Implementation of the new hazard allowance at LASUTH
2. Implementation of the new hazard allowance at OOUTH Sagamu
3. Implementation of the new hazard allowance at ARD FCTA
4. Implementation of MRTF at Ekiti State University Teaching Hospital
5. Implementation of MRTF at River state
6. Payment and implementation of CONMESS with skipping, and hazard allowance and MRTF for members of ARD General Hospital
7. Payment of improved MRTF 2023 at OOUTH Sagamu
8. Payment of improved MRTF 2023 at BSUTH
9. Approval of 2023 MRTF at ARD Nasarawa state/ DASH
10. Approval of MRTF at ARD Kaduna State
11. Approval of MRTF at Edo State
12. Approval of Hazard allowance for ESUT-TH and engagement on MRTF.
13. Approval of CONMESS, new Hazard and MRTF at ARD Plateau state

APPRECIATION

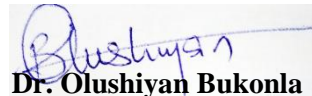
Appreciation goes to Dr. Orji Emeka Innocent and the entire NOC for giving us this rare opportunity to serve.

The committee also express its appreciation to all the STHI center leaders, caucus leaders and the entire NARDITEs for their cooperation while serving, may God continue to grant all leaders wisdom as we continue to move this great association to greater height.

Attached to this report is a center by center current challenges and recommendations.



Dr. Lembi Lamech Samuel
Chairman



Dr. Olushiyan Bukonla
Secretary

S/N	STATES	NEW HAZARD ALLOWANCE	SKIPPING	MRTA AND MRTF	2019 CONMESS	SALARY ARREARS
1	ABIA	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	24 MONTHS
2	ADAMAWA	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
3	AKWA-IBOM	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	-
4	ANAMBRA	NOT IMPLEMENTED	IMPLEMENTED	NOT IMPLEMENTED	IMPLEMENTED	-
5	BAUCHI	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
6	BAYELSA	Approved but not implemented	IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	-
7	BENUE	Approved but not implemented	IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	-
8	BORNO	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
9	CROSS RIVER	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	-
10	DELTA	IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	NOT IMPLEMENTED	-
11	EBONYI	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	-
12	EDO	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	-
13	EKITI	IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	2 MONTHS
14	ENUGU	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	4 MONTHS
15	GOMBE	NOT IMPLEMENTED	NOT IMPLEMENTED	IMPLEMENTED	NOT IMPLEMENTED	PROMOTION ARREARS
16	IMO	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	6 MONTHS
17	JIGAWA	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
18	KADUNA	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	-
19	KANO	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
20	KATSINA	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
21	KEBBI	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
22	KOGI	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	-

23	KWARA	Approved but not implemented	NOT IMPLEMENTED	Approved but not Implemented	IMPLEMENTED	-
24	LAGOS	IMPLEMENTED	NOT IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	-
25	NASARAWA	NOT IMPLEMENTED	NOT IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	-
26	NIGER	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
27	OGUN	Approved but not implemented	IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	-
28	ONDO	NOT IMPLEMENTED	IMPLEMENTED	NOT IMPLEMENTED	IMPLEMENTED	-
29	OSUN	IMPLEMENTED	IMPLEMENTED	NOT IMPLEMENTED	IMPLEMENTED	24 MONTHS
30	OYO	NOT IMPLEMENTED	IMPLEMENTED	NOT IMPLEMENTED	IMPLEMENTED	12 MONTHS
31	PLATEAU	Approved but not implemented	Approved but not implemented	Approved but not implemented	Approved but not implemented	4MONTHS
32	RIVERS	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	-
33	SOKOTO	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
34	TARABA	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	IMPLEMENTED	-
35	YOBE	NOT IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	-
36	ZAMFARA	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT IMPLEMENTED	NOT MEMBERS OF NARD
37	FCT ABUJA	NOT IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	IMPLEMENTED	PROMOTION ARREARS
Note: (i) No State has paid arrears of Skipping						
(ii) Manpower shortage is common to all the Hospital in every State						

24-August-2023

The President,

Through,

The Secretary General,

Nigerian Association Resident Doctors (NARD)

2022/2023 NARD T-DROP COMMITTEE REPORT

Sincere appreciation goes to the **Dr Innocent Emeka Orji** led National Officers' Committee(NOC), and the National Executive Committee(NEC) for the opportunity to serve in this Committee.

Constituents: The Doctors' Reach Out Program (T-DROP) Committee was constituted on 3rd March 2023 as a standing Committee of NARD with 5 members.

Dr Shagari Dantuni Yusuf (UDUTH SOKOTO) **Chairman**

Dr Orogun Mosope (LTH Ogbomosho) **Secretary**

Dr Alheri Micanh Bulus, (FMC Jalingo) Member

Dr Tope Emmanuel, (FMC Umuahia) Member

Dr Okoro Ihechukwu (DELSUTH Ogara) Member

Terms of Reference:

1. Organise Community based Medical Outreaches in the 6 Geopolitical Zones of the country on behalf of NARD as part of our Corporate Social Responsibility.
2. Assist the NOC in sourcing sponsors for the Outreaches in 1. Above.
3. Be at the fore front of all other forms of Outreaches organized by NARD or her branches during statutory meetings in liaison with the hosting Centres.
4. Perform other functions assigned to you by the NOC, Council, or General Assembly of NARD.

The Committee has had three virtual meetings to consider the terms of reference and strategies for success. One meeting was also jointly held with the NARD President.

Activities:

Due to the time of its Constitution, till date, the Committee has had 3 NARD statutory meeting to participate in.

The T-DROP during **the Abeokuta E-NEC in April** was not held due to the death of the Congress member.

The T-DROP for **the May OGM, EKO '23 held on, 31st of May, 2023** at the Igbo Owu Secondary School, Mushin. The programme commenced at 8am and involved a Health talk on Oral hygiene given by a Consultant Family Dentistry. Also, there was distribution of customised bags to the best students in each class and the Teachers as well as a digital sphygmomanometer, Accu-check glucometer and digital thermometers.

Members of the Association were in attendance. The contingent was led by the NARD first Vice President. Also in attendance were the 2nd Vice President, Secretary General, Crown Prince, other members of the NOC, Caucus leaders, LOC members, and NARD NEC members.

Other projected activities- General Medical, subspecialty(Dental, Ophthalmology, ENT, General Surgery) outreaches as well as visits to orphanages, leprosarium and prisons.

The T-DROP during **Lagos July NEC tag Lasgidi** which held between 25-July to 1st August was not held due to logistics challenges.

For the upcoming AGM in IUTH Ilorin T-DROP Committee in conjugation with t-drop LOC sub-committee had 2 virtual meetings and following programs where suggested

- I. Surgical outreach
- II. Awareness walk
- III. Hospital tour
- IV. Visitation of school for special need

Proposal:

The full proposal document for NARD T-DROP would be attached to the bottom of this. Summary it suggests that NARD chooses subspecialties and locations for T-DROP and seek philanthropist who would be willing to endow such programmes. This could be during or off statutory NARD programmes

Recommendations:

1. We implore NARD that we will need to write to philanthropists, eminent personalities, and politicians seeking endowments of such outreaches.
2. We recommend that **this be made a standing NARD Committee since T-DROP is a constant part of the statutory NARD programmes.**
3. Efforts should be made by all centres hosting any programme to carry the committee along and early enough too.
4. More work should be done on interfacing with necessary stakeholders especially well-meaning individuals who will be willing to endow outreaches in order to make the committee more useful.
5. If this will be a standing Committee of NARD, it is better constituted early in the tenure to aid functionality.

We thank the authority of NARD which has been and will remain the only hope of the Nigerian Doctor.

We wish us all great wisdom and courage to continue championing the course of good healthcare delivery in Nigeria.

Long live NARD!

Long live Federal Republic of Nigeria!!

Signed:

Dr Shagari D.Y
Committee Chairman

Dr Orugun S.T
Committee Secretary

The Legal and Legislative Committee
3rd September, 2023.

The President,
Nigerian Association of Resident Doctors (NARD),
Gwarimpa,
Abuja.

Dear Sir,

REPORT FOR THE NARD LEGAL AND LEGISLATIVE COMMITTEE

The NARD Legal and Legislative Committee was inaugurated on 22nd March 2023 comprising of 5 members. The committee set to work immediately and has had six meetings so far to address issues in accordance with the Terms of reference of the Committee. Modes of meeting included both physical and virtual.

MEMBERSHIP

Dr. Samuel Aladejare (FNPH Yaba) - Chairman
Dr Bello Abdulshaheed (FTH Gombe)- Secretary
Dr. Aghahowa Eloghosa (UBTH) - Member
Dr. Muwaffaq Umar (FMC Gusau) - Member
Dr. Olatayo Temitope (NOH Enugu) - Member

ACTIVITIES SO FAR

Meeting of the committee members with NARD Lawyers to familiarize ourselves with existing NARD court cases.

Reviewing and making recommendations on the Hon. Johnson Bill on mitigation of brain drain.

Reviewing the Writ of summon for the NARD housing project and making recommendations.

Reviewing the bill for an act for the establishment of a council on traditional, complementary, and alternative medicine and making recommendations on appropriate response.

Providing recommendations to NARD on all the matters above

Provided input and recommendations for the review of MRTA.

Collaborating with the NARD Business and Special Duties committees to develop a proposal on a framework for the sustainability of NARD Business ventures.

Carrying out other duties allocated to us by the NARD president.

NARD COURT CASES

NARD is joined in a suit filed by Dr Awkadigwe against NMA claiming unlawful exclusion from the association's election and requesting a refund of all the dues he has paid as a doctor. The matter is pending before the National Industrial Court Enugu and is scheduled to come up on 10th October 2023.

A writ of summon from Daniel Bob against NARD at Federal High Court Awka, seeking to compel NARD and her members enrolled in the NARD housing scheme to pay up 100% of their equity. He is also seeking damages of N500,000,000 for his inability to use his bank account due to EFCC's embargo after he was reported by some NARD housing scheme subscribers. Finally, he wants N2,000,000 which is the cost of the case to be awarded to him.

NARD has been joined as a party to a case of enforcement of fundamental rights by Scott Osayuwamen vs Asukor in Benin following his arrest by some NARD housing subscribers. It has been adjourned sine dei because the court is under renovation.

Aloysius Ugwoke vs NARD in Enugu High Court. He is making claims of being owed a certain amount during his service as a NARD executive. The matter is scheduled for 19th October, 2023.

Waka Credit Vs Daniel Bob. NARD has been joined as a party because we guaranteed a loan taken from them by Dan Bob for the NARD housing project. It is scheduled to come up on 9th October, 2023.

Fayoda Vs NARD on NARD elibrary project claiming breach of contract for not getting full payment despite contract not fully executed. A date is being awaited from the plaintiff as NARD is the defendant.

CHALLENGES

The nature of the committee requires sudden unplanned meetings which has been challenging for members.

RECOMMENDATIONS

The committees should be constituted much earlier to give more time for the conception and execution of goals.

NEC should question the practicality and transparency of projects when annual plans of any new tenure are being presented to avoid unnecessary lawsuits in the future.

APPRECIATIONS

We wish to thank the NARD president for giving us the opportunity to serve and all our committee members for their diligence and sacrifice.

Dr. ALADEJARE S.A.
Chairman

DR. BELLO A. A
Secretary

NARD Legal and Legislative Committee 2023

REPORT OF THE JOINT COMMITTEE TASK OF THE NARD BUSINESS, LEGAL AND LEGISLATIVE AND SPECIAL DUTIES COMMITTEES ON REORGANIZATION OF NARD BUSINESS TO ENSURE ITS SUSTAINABILITY

MEMBERSHIP

Business Ventures Committee

Dr Samuel Okorafor (NHA Abuja). Chairman
Dr Chidi Ferdinard (UUTH). Uyo Secretary
Dr Abubakar Muhammad Ngubdo (UMTH). Member
Dr Nsor Obo Edim (FMC Bida). Member
Dr Nonye Osagie (UNTH). Member

Legal and Legislative Committee

Dr. Samuel Aladejare (FNPH Yaba) - Chairman
Dr Bello Abdulshaheed (FTH Gombe)- Secretary
Dr. Aghahowa Eloghosa (UBTH) - Member
Dr. Muwaffaq Umar (FMC Gusau) - Member
Dr. Olatayo Temitope (NOH Enugu) - Member

Special Duties Committee

Dr. Nwosu Alexander .C (FMC Umuahia) Chairman
Dr Jaafar Haliru (FTH Katsina) Secretary
Dr Ekemini Bassey (UUTH Uyo) Member
Dr Dickson Okwara (IMSUTH Orlu) Member
Dr Ado Audu (Yobe state ARD) Member

BACKGROUND:

The three committees were tasked with interrogating the present structure of the NARD business venture with a view to insulating it from politics, entrenching transparency and ensuring it outlives the present tenure. The committees held both physical and virtual meetings during which the task was executed using the method described below.

STRUCTURE OF TASK FOR THE JOINT MEETING

GOALS-

- To develop a proper governance structure for the NARD Business ventures to ensure its sustenance beyond the 2022/2023 executive tenure.
- To separate NARD Business from the political interference of NARD
- To provide an accountability process to the NEC

SCOPE-

- To determine the current NARD Business structure
- To determine the financial handling so far by the committee; i.e. status of money already invested
- To understand the governance structure and decision-making process for day to day running of NARD Business

OUTCOME MEASURES/DELIVERABLES-

- An Organogram
- Procedure for appointments
- Meetings
- Define clear points of intersection of NARD Business with NARD Politics (Power and Money)
- Auditing Procedure
- Bye Law for the Business committee
- Ownership of Business; NARD not a registered legal entity

TIMELINE-

- Target AGM (3 Months)

ADDITIONAL NOTES-

- Possibility of NARD Members to be shareholders of the business ventures with NARD owning a percentage of the shares too.

1. CURRENT STRUCTURE OF NARD BUSINESS

- It is registered as a limited liability company under the name NARD Network Services with NARD as the owner and the President and crown prince as directors. They are currently registered as proprietors of the business.
- The Business is headed by the committee chairman who answers directly to the NARD President. Currently, it consists of a five (5) man committee and is responsible for day to day running of the business.
- There is no employed staff. The NARD secretariat staff currently doubles as a machine operator of the Business.
- Machines are bought after inspection by NARD President and Chairman of the NARD Business committee.
- Initial investment by NARD was paid directly to the account of the Business committee chair. There is no business account.
- Current Business address is NARD secretariat.
- Future plans of the committee include marketing plans, opening a shop outside NARD secretariat, develop a website of electronic copies of documents for sale and to employ 4-5 staff consisting of Secretary, Financial secretary, 2 machine operators, Graphic designer and auxiliary staff and or Marketer.

SHARED EXPERIENCE:

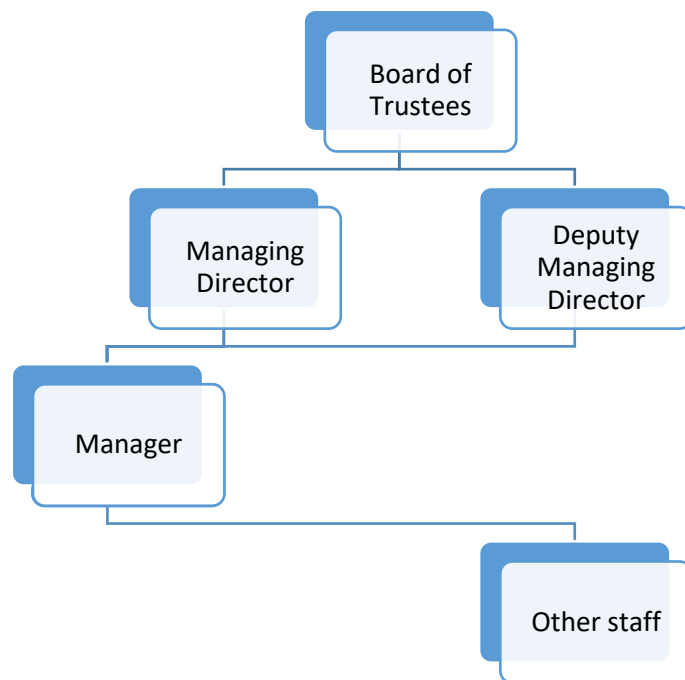
- Experience shared from ARD UCH and Katsina on a successful doctors Services/Business ventures existing separately from the association's political influence.

FURTHER INTERACTIONS-

- To see the CAC registration for the NARD Business
- Interface with NARD lawyers on if NARD can be shareholders considering non-registration.

DELIVERABLES

1. Organogram:



1. Board of Trustees: It will consist of 5 persons including Crown Prince, NARD President and the last three NARD presidents
 2. Managing Director and Deputy Managing Director (MDs): They are qualified NARDites. They shall report to the board at annual board meetings and also oversee the duties of the technical officers headed by manager.
 3. Manager: Oversees the day-to-day activities of the business and makes recommendations on human resource needs. S/he reports to the managing director or deputy.
 4. Employees include marketers, machine operators, secretaries, graphic designer, etc as may be decided by the manager based on need and size of business. They are supervised by the manager.
- ## 2. Procedure for Appointments:
- A. MD and Deputy MD shall be appointed by the board after a rigorous interview process to select the best NARDites who applies. Factors such as business knowledge, relevant certifications, record of integrity and diligence amongst others would be used as parameters. Both the positions of MD and Deputy MDs shall be rotated across the 6 geopolitical zones of the country and their tenure shall be for 2 years that is non-renewable.
 - B. Manager: S/he shall be any person with sufficient relevant business and technical knowledge. They shall be appointed by the MDs based on any interview process they deem fit.
 - C. Other technical staff shall be interviewed and employed by the MDs based on the recommendation of the manager.
- ## 3. Meetings:

- There shall be one board meeting per year. During this meeting, all the activities of the MDs shall be scrutinised. Extraordinary board meetings can be summoned in exceptional circumstances.
 - The MDs shall meet with each other and the manager as many times as they deem necessary.
 - Remote work shall be encouraged as much as possible.
4. Intersection with NARD (Money and power):
- A. The MDs shall present their budget and plans for the year to the January NEC for approval.
 - B. NEC shall decide on loan and grant applications made to NARD from the business.
 - C. They shall present their financial record and activities to the AGM
 - D. The AGM shall decide on the proportion of the business profit, not more than 10%, that may be transferred to the NARD account for the use of the newly sworn in administration.
5. Auditing: Being a limited liability company, this has to be done by a professional auditor since the report would be submitted for tax clearance.
6. Bye Law:
- Sections:
- 1. Aims and Objectives
 - 2. Establishment and responsibilities of the board
 - 3. Appointment and tenure of MD and Deputy MD
 - 4. Duties of the MD
 - 5. Duties of the Deputy MD
 - 6. Appointment and responsibility of manager
 - 7. Discipline
 - 8. Compensations

There shall be a NARD business venture with the name NARD Network Services (NNS) to be referred to as the business subsequently. It shall be a limited liability company with the owners being resident doctors who are members of NARD.

Aims and Objectives:

- a) To provide alternate source of income for the association
- b) To engage in all legal businesses that will improve the financial standings of NARDites and NARD.
- c) To provide an opportunity for members to put their business management acumen into practice.
- d) To provide an opportunity for interaction with the public and improve the image of the association.

Establishment and Responsibilities of the Board:

1. There shall be a board for the business consisting of the NARD president, crown prince, and the last three NARD presidents provided they were not indicted for any impeachable offence in the course of their service.
2. The NARD president shall be the chairman of the board.
3. The board shall meet once a year except in exceptional circumstances where extraordinary meetings could be called.
4. They shall exercise oversight function over the business through the MDs.
5. They shall reserve the right to appoint as managing director and deputy, qualified, honest, fit and proper resident doctors through a competitive application and interview process.
6. They shall reserve the power to discipline the MDs, including relieving them of their positions if they so determine or based on recommendation of the NEC after careful consideration of petitions.
7. The board shall at her annual meeting, review all decisions taken by the MDs and make recommendations for future plans.

Appointment and Tenure of the Managing Director and Deputy

1. The MD and deputy shall be appointed by the board following the process described above.
2. Only due paying NARD members shall be considered for these positions.
3. The positions shall be rotated around the various caucuses in the association.
4. The tenure shall be for two years and shall not be renewable.

Duties of the Managing Director:

- S/he shall supervise the manager
- S/he shall be responsible for employing and disengaging technical staff based on the recommendation of the manager.
- S/he shall sign cheques and operate the account of the business based on the requests made by the manager.
- S/he shall pay the salaries of the staff including the manager and be responsible for their welfare.
- S/he shall be responsible for ensuring the growth and expansion of the business.
- S/he shall make presentations to the board and to NEC and AGM at designated periods.

Deputy Managing Director:

1. S/he shall deputize for the managing director.
2. Shall carry out any other task as required by the managing director.

Appointment and Responsibility of the Manager

1. Shall be employed by the managing director and deputy based on competence, proficiency and knowledge of the relevant business.
2. The manager sees to the day-to-day running of the business
3. S/he supervises all other staff and recommends the need for purchases and human resources.

4. S/he ensures the business is profitable.
5. Shall make recommendations for disciplinary action to the MDs
6. Shall carry out any other relevant task as directed by the MDs

Discipline:

The Managing Directors can be disciplined by the board due to any of the following:

- a. Financial impropriety
- b. Gross incompetence
- c. Actions that put the business in danger
- d. Insubordination to the board or NEC
- e. Actions that bring the association to disrepute

The discipline could be strong reprimand, suspension and disengagement. However, all allegations must be substantiated and investigated before actions are taken.

The Manager can be disciplined by the Managing Directors if deemed to have acted in a manner that is inimical to the business or performed below expectations. The MDs are at liberty to take action needed to protect the business at any time.

The manager can report any of the other staff to the MDs for disciplinary actions, but such must be investigated before definitive actions are taken.

Remuneration:

14. The technical staff shall be paid market reflective wages as determined by the managing directors.
15. The MDs shall be compensated for their trips to the January NEC meeting and AGM at the same rate as used for extended NOC members.
16. DTA allowance shall be provided for a maximum of three visits a year on behalf of the business. The board will have to approve any additional visit.
17. Monthly running allowance should be given to the MDs, the amount to be determined by the board depending on the state of the business.
18. There should be sitting allowance for the board members, the amount would be determined by the AGM.

CONCLUSION:

We would like to appreciate the NARD President, Dr Emrka Orji, for the opportunity to serve the association in this capacity. Thank you.

Signed:

Dr Aladejare S.A.

Chairman Legal and Legislative Committee

Dr Sammy Okoroafor

Chairman NARD Business Committee

Dr Alex Nwosu

Chairman Special Duties Committee.

NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) 2023 EXECUTIVE YEAR REMUNERATION AND WELFARE COMMITTEE REPORT SUBMITTED SEPTEMBER 2023

COMMITTEE MEMBERS

Dr. Albert, Esezobor (Chairman)
Dr. Abdulsalam, Abdulrazaq (member)
Dr. Umar, Adamu Billiri (Member)
Dr. Bodunde, Babatunde (member)
Dr. Dele Abdullahi (Statutory Member)
Dr. Nwampakpa, Ebenezer (Secretary)

INTRODUCTION

The Remuneration/Welfare committee of the 2022/2023 EXCO year was inaugurated on the, 3rd of March 2023, comprising of 5 members and a statutory member – The crown prince.

TERMS OF REFERENCE:

- A.** To review the existing remuneration policy and suggest to NOC, ways to achieve a better welfare package for NARDites.
- B.** Perform other functions assigned to you by the NOC, Council, or General Assembly of NARD.

COMMITTEE WORK: The committee had several online meetings, and the summary of the resolutions reached at the meetings include:

1. **WELFARE OF RESIDENT DOCTORS IN PRIVATE AND STATE-OWNED TERTIARY HOSPITALS:** When the current NOC came on board, it was noticed that only resident doctors under the employee of the federal government that are currently enjoying MRTF/HAZARD/SKIPPING allowances, except for a number of the state-owned facility (ies). But following a recommendation by this committee, the NOC swung into action and today we can boldly say the efforts yielded success as many state governments have domesticated the MRTF and also started paying the current rate as well as Hazard and revised CONMESS.
2. **2023 MRTF:** The committee wants to profusely thank and appreciate the NOC ably led by Dr. Orji Emeka Innocent for all the efforts put into making the 2023 MRTF a reality in this current Exco year and not just for making sure the new rate is paid. NARDites express their deep appreciation.
3. **UNFLAGGING OF ACCOUNTS:** The committee wants to also commend the NOC for making sure the process of unflagging the accounts of NARDites flagged following the payment of 2021 MRTF is currently ongoing.
4. **UPWARD ADJUSTMENT OF CONMESS:** Putting the current reality into consideration, the 25% paltry increment in basics CONMESS is a drop in the ocean and we commend the NOC for engaging NMA to see that it is reviewed scientifically using current statistics to appropriately adjust and take us back to where we were in 2014. The appropriate adjustment is however 632% as it stands currently.

RECOMMENDATIONS

1. **SUSTAINABILITY OF MRTF:** In order to ensure the continuity/ sustainability of MRTF, the committee believes that a push for the change of MRTF to Medical Residency Training Trust

Fund (MRTTF), Just like TETFUND, EDTF, etc. will provide more funds for the program and ensure sustainability.

2. **UPWARD ADJUSTMENT OF CONMESS:** Based on the existing economic realities in the country, the current CONMESS Salary structure requires a review to meet the existing economic conditions of the medical practitioner. Other allowances to be reviewed include but are not limited to specialist Allowances cutting across all cadre of Doctors, special Pension allowances, Improved rural allowance, improved call duty, CONMESS for medical lecturers, Academic supplementation allowance, Special Risk allowances which can be applied to only Clinical Health workers. We believe that improved remuneration will go a long way in curbing the Brain Drain in Nigeria
3. **THE BRAIN DRAIN:** The committee also proposed urgent interaction with the leadership of the national assembly on a better way to mitigate the spate of brain drain in the country particularly involving Doctors and other health workers. Convincing them to see the need to review CONMESS Upward rather than the current bill before the National House of Assembly may be counter-productive.
4. **REINTRODUCTION OF SPECIALIST ALLOWANCE FOR SENIOR REGISTRARS:** (Citation required): According to the scheme of service, SR1 on CONMESS 5 and above are entitled to specialist allowance, we, therefore, suggest that the implementation of the above should be pursued vigorously.
5. **UPWARD REVIEW OF CALL DUTY ALLOWANCE:** The committee believes that the call duty allowance of doctors should be reviewed upwards, amidst increased workload on the available health workforce to be able to serve as an incentive as well as take care of extra expenses incurred like paying for someone else to do school runs, security, Nanny etc while on-call duty in the hospital.
6. **WARDCOAT AND SCRUB ALLOWANCE:** This committee believes that other professionals within the country as well as what is obtainable in saner climes should be replicated here. It will be appreciated if NOC and NEC pursue a course to add an alternative allowance to NARDite.
7. **RISK ALLOWANCE:** We urge the federal government through the Ministry of Health and that of Labour to introduce risk allowance for Resident Doctors as the job entails too many risks just like other hazardous jobs if not more.
8. **CAR LOANS:** This will go a long way to curb the brain drain and somehow bond the Nigeria-trained Doctor.

APPRECIATION

We are unquantifiably grateful to the NARD president – Dr. Orji Emeka Innocent for giving us the opportunity to make our little contribution to the growth of our noble association and to be part of his team. While we continue to support him and his leadership we reaffirm our loyalty to NARD.

We also thank the Crown Prince, Dr. Dele Abdullahi for his guidance and useful input towards the final report.

Dr. Albert Esezobor
Committee chairman

Dr. Nwapakpa Ebenezer
Committee Secretary

Medical Education Committee Report

This report outlines the activities and decisions made by the committee over the past one year.

Committee Members:

- Dr Jumbo, Eniefiok Hezekiah- Chairman
- Dr. Akinbami Dola - Secretary
- Dr. Oji Onuoha - Member
- Dr. Namara Remember - Member
- Dr. James Ojile - Member

Summary of activities

5. The committee formed a WhatsApp group where they met as need arose.
6. We started with writing letters for sponsorship CME/scientific conferences during our national meetings and also across centres in the country to several pharmaceutical companies however only Pfizer responded.
3. We have reviewed the Emergency Handbook in collaboration with the NARD Editorial Team with contributions from many centres and volunteers across the country.
7. We have also worked to improve communication within the organization by reminding us of the significance of WHO health days with academic footnotes and holding a town hall meeting in conjunction with Girls Power Initiative NGO during the WHO Men's health Awareness Month with the theme: Men's Low Life Expectancy and Gender Equality
8. We have also improved our Corporate Social Responsibility by collaborating with NTA to host public health awareness and Medical Education programme to the benefit of the Nigerian people, we currently have the Yoruba and English versions
9. It is noteworthy to mention the partnership with WORLD MEDICAL EDUCATION ALLIANCE Ltd (WCEA) to present a system for unfettered access to information to improve our skill set and practice via CPDs/CMEs. Registration is free and it is ongoing.
10. We are currently working with the scientific conference & Virtual Team of the 2023 NARD AGM LOC in UITH to birth their novel and commendable National Essay Competition and call for Abstract Presentation.

Overall, the committee has been successful in achieving many of our goals. We will encourage our successors to continue to make decisions that benefit our organization and its members.

THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD)

NARD NETWORK SERVICES COMMITTEE REPORT PRESENTED AT THE SEPT AGM IN ILORIN FOR THE 2022/23 ADMINISTRATIVE YEAR.

PREAMBLE:

I count it a privilege to be the pioneer Chairman of this maiden Committee of our great association. The responsibility was huge and demanding, but God sponsored the needed grace and strength. I am proud to say that NARD PRINTING PRESS has been established as the first arm of NARD NETWORK SERVICES. This is hoped to change the financial fortune of the association if well harnessed and managed. Congratulations to all NARDites for this giant stride.

MEMBERSHIP:

The committee was formed in March 2023. It was a five-man committee consisting of the following:

1. Dr. Samuel OKORAFOR as the Chairman (NHA, Abuja)
2. Dr. Chidi Ferdinand as the Secretary (UUTH, Uyo)
3. Dr. Abubakar Muhammad Ngubdo, Member (UMTH, Maiduguri)
4. Dr. Nsor Obo Edim, Member (FMC Bida)
5. Dr. Nonye Osagie, Member, UNTH Enugu

TERMS OF REFERENCE:

The terms of reference for the committee were:

1. Set up and run the NARD Printing press.
2. Oversee the day-to-day running of the NARD Printing Press.
3. Advise NOC on other profitable business ventures NARD can embark on, amongst other responsibilities.

MEETINGS:

The committee had two formal virtual meetings while the Chairman and the Secretary had additional physical meetings. Other discussions were held on the WhatsApp platform.

ACHIEVEMENTS

1. We cleared the debts of our business name renewal and activated the NARD Business name on the CAC website.
2. We upgraded the Business name to a limited liability company. It is now known as NARD NETWORK SERVICES LTD
3. The printing Press is currently active with the following equipment:
 - a. Brand new Konica Minolta Bizhub C368 Basic option + ADF
 - b. Konica Minolta Bizhub C654 D.I

- c. Laminating machine,
 - d. Brand new 11KVA ThermoCool Generator
 - e. 24-hour power supply with 10kva solar system
4. We have printed the following works:
- Brochures for May OGM, July NEC,
 - A brochure for an external organization,
 - Flyers,
 - Complimentary cards.
 - Other works in view (Sep AGM brochure, a Congress byelaw)

CHALLENGES:

1. Physical absence of other members of the committee at the site of the business.
2. A lack of structure/organogram placed a lot of demands and pressures on me.
3. We were not able to get all the items required to run the business smoothly.

RECOMMENDATIONS:

1. Refer to the joint report of the meetings with legal and special duties committees.
2. We need to buy finishing machines.
3. There is a need to get an office outside the secretariat.
4. Establish the NARD Bottled Water production company.
4. Establish the NARD Guest House.
5. NARDites need to be more committed and embrace the business as our own by advertising and patronizing it.

MARKETING STRATEGIES:

1. Collaborating with the Ministries, departments, and agencies for all their printing works.
2. Collaborating with pharmaceutical companies for all their printing works.

APPRECIATIONS:

1. I cannot thank GOD enough for His grace, many mercies, and strength.
2. I specially thank the NARD President, Dr. Innocent Emeka Orji for birthing this vision. His passion, commitment, and the way he managed the affairs of the Printing Press is something to emulate.
3. I thank the members of this committee and my resourceful secretary Dr. Chidi Ferdinand.
4. Thank you NARDites. It was an honor serving you.

Dr. Samuel OKORAFOR
Chairman
National Hospital, Abuja

NARD RSC REPORT

JANUARY TO SEPTEMBER 2023

PGs. 2-3

STATISTICS: Emigration, Intent to Emigrate, Deaths, Assaults, Kidnapping of Resident Doctors [July 2021 to July 2023]

PG. 4

RESEARCH: DETAILS OF 10 ARTICLES: 6 published, 1 submitted, 3 to be submitted in September 2023.

PGs. 5

ASTMH Conference participation [October 2023] and Proposal.

RSC MEMBERS

- Dr. Obinna P. Ekwebalam
- Dr. Mohammed I. Okpanaki
- Dr. Onyinyechi Oragui
- Dr. Anthony C. Anuforo



RESEARCH & STATISTICS

THE NARD RESEARCH AND STATISTICS COMMITTEE (RSC)

This report of the NARD RSC gives summarized details of activities so far in the Committee, from January 2023 to 8 September 2023. This includes the Statistics of Emigration, Intent to Emigrate, Deaths, Assaults, and Kidnapping of Resident Doctors between July 2021, and July 2023. Research details include the 10 article outputs – 6 published, 1 submitted for publication, and 3 to be submitted in September 2023.

DR. UGO ENEBELI,
CHAIRMAN NARD RSC, 9 SEPT 2023

A handwritten signature in black ink, appearing to be 'Ugo Enebeli', written over a white background.

STATISTICS

EMIGRATION, DEATHS, ASSAULTS & KIDNAP OF RESIDENT DOCTORS:

IN SUMMARY, between July 2021 – July 2023:

- 6 resident doctors were Kidnapped.
- 31 doctors Died.
- 88 resident doctors were Assaulted.
- 487 resident doctors left Nigeria.
- 1,409 intend to leave Nigeria.

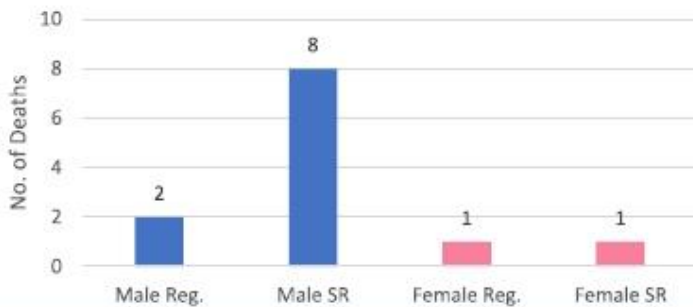
EMIGRATION (Fig. 2):

In the past two years (2021-2023):

487 resident doctors had left Nigeria, made up of

- 327 male (239 registrars and 121 senior registrars); and
- 160 female (111 registrars and 75 senior registrars).

Fig 1. Deaths of Resident Doctors in Nigeria 2021-2023



DEATHS (Fig. 1):

A total of **31 deaths** were recorded, with the most deaths in UUTH (6) and FMC Birnin Kebbi (5 deaths). Of these:

- The 12 Male deaths (2 male registrars from burns and leukemia; 8 male senior registrars from burns, heart disease, renal failure, chronic liver disease, and pulmonary embolism).
- The 2 Female deaths included 1 female registrar (chronic liver failure) and 1 female senior registrar (breast cancer).

ASSAULT OF RESIDENT DOCTORS:

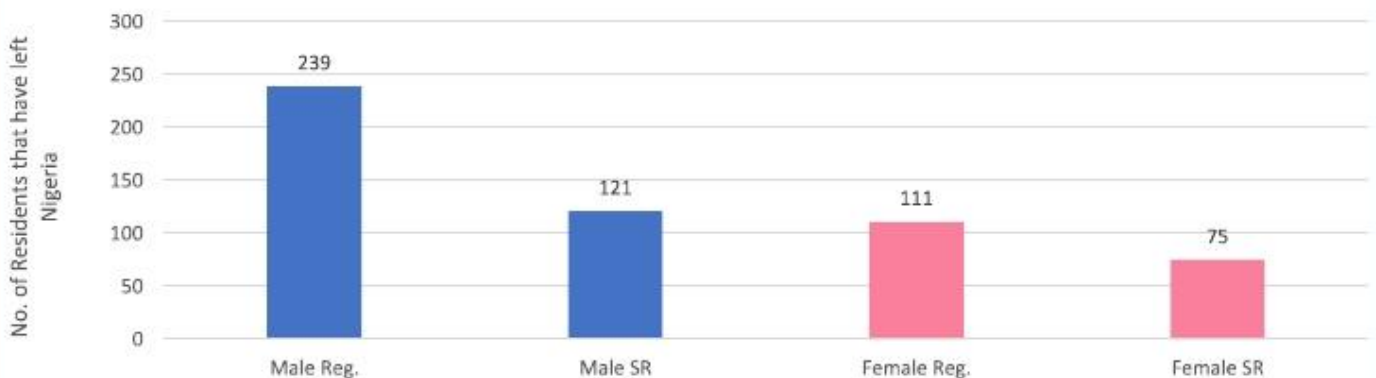
A total of **88 resident doctors** were assaulted between July 2021-July 2023 made up of:

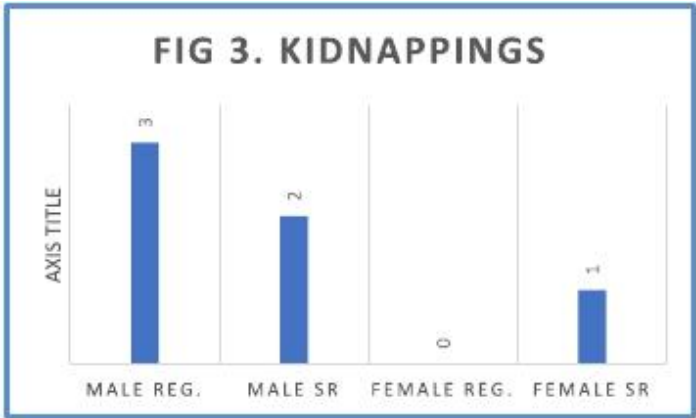
- 63 males (48 Registrars and 15 Senior registrars)
- 25 females (18 Registrars and 7 Senior registrars).

The main perpetrators were patient relatives, the Nigerian Army, Police, NSCDC, FRSC, political thugs, other hospital staff, patients, and unknown assailants.

Reasons included lack of bed space, death, shortage of workforce, delays in care, perceived prolonged waiting times, and disgruntled with patient management.

Fig 2. Emigration of Resident Doctors in Nigeria 2021-2023





KIDNAPPINGS (Fig. 3):

Six (6) resident doctors were kidnapped in the past 2 years made up of 5 males (3 registrars, and 2 senior registrar) and 1 female (senior registrar). Three of these kidnaps were in JUTH.

INTENT TO EMIGRATE (Fig. 4):

1,409 Resident doctors intend to emigrate from the country including 1,033 males (684 registrars and 349 senior registrars) and 376 females (208 registrars and 168 senior registrars).

STATISTICS

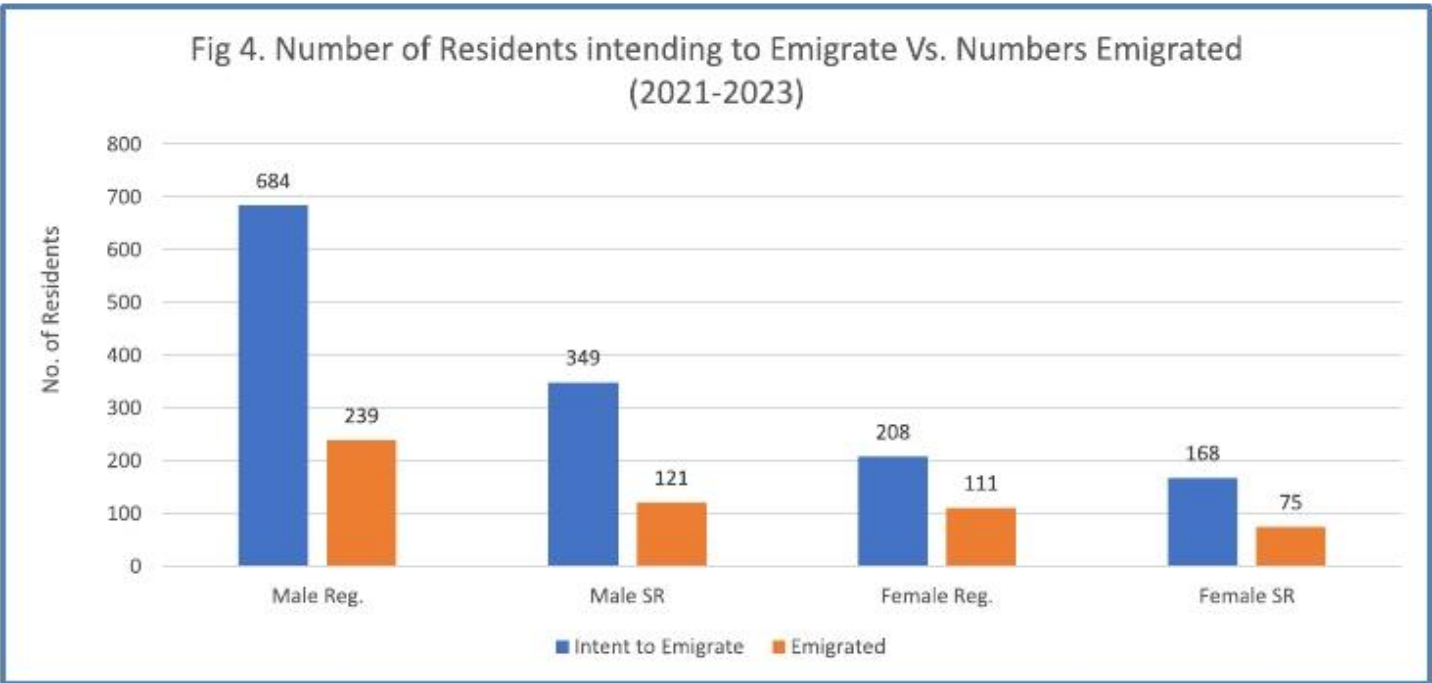
EMIGRATION, DEATHS, ASSAULTS & KIDNAP OF RESIDENT DOCTORS:

INFERENTIAL STATISTICS:

A Chi Square test was run to find the statistical association between the emigration of Resident Doctors from Nigeria within July 2021-July 2023 and

- (a) the number Doctors that died,
- (b) the number of Resident Doctors that were kidnapped, and
- (c) the number of Resident Doctors who were assaulted within the same period.

RESULT: There was no statistically significant association between the emigration of the Resident Doctors and the number of Doctors that died and the number of Doctors who were kidnapped ($p > 0.05$); but **there was a significant association between the number of Resident Doctors who emigrated from Nigeria and the number of Resident Doctors who were assaulted ($p < 0.05$).**





RESEARCH

PUBLICATIONS

1. **Comprehensive Data on Resident Doctors in Nigeria.**
Author: Orji, El et al. (2023)
2. **Nigerian Physicians Salaries compared to other countries.**
Author: Orji, El et al. (2023)
3. **Relationship of length of leadership positions and advancement in residency cadre among Nigerian resident doctors.**
Author: Omoha A. et al. (2023)
4. **Drivers of Migration of Early Career Doctors from Nigeria.**
Authors: Agiri et al. (2023)
Journal: Ibom Medical Journal
5. **Comprehensive Review of Digital Tools for Clinical Learning.**
Authors: Igbonagwam et al. (Sept 2023)
Journal: Journal of Medical Women of Nigeria
6. **Trainee-led Research Collaborations: A model for early career doctors.**
Adebayo et al. (2023)
Journal: NJM
7. **Burnout: A Predictor of Oral Health Impact Profile among Nigerian Early Career Doctors**
Authors: Ogunsuji et al. (August 2023)
Journal: PLOS One
8. **Health, Well-being, and Burnout amongst Early Career Doctors in Nigeria.**
Authors: Ubom et al. (May 2023)
Journal: PLOS One
9. **Systemic Review of Work-life Balance among Early Career Doctors.**
Authors: Soneye et al. (Jan 2023)
Journal: Ibom Medical Journal
10. **Foreign-Trained Early-Career Doctors and Dynamics in Nigeria: Findings from the Charting Studies.**
Authors: Adelola et al. (Dec 2022)
Journal: NJM



Future Annual Meetings

72nd Annual Meeting

October 18-22, 2023 (Wednesday through Sunday)
Hyatt Regency Chicago
Chicago, Illinois

73rd Annual Meeting

October 23-27, 2024 (Wednesday through Sunday)
New Orleans Ernest N. Morial Convention Center
New Orleans, Louisiana

74th Annual Meeting

November 9-13, 2025
Metro Toronto Convention Centre
Toronto, Ontario, Canada

RESEARCH

ENHANCING GLOBAL VISIBILITY AND COLLABORATIONS OF NARD THROUGH RESEARCH:

The American Society of Tropical Medicine and Hygiene is a global platform for Leaders in the medical field to offer practical insights and strategic vision to Global Perspectives – and has delivered this since the year 1903.

Every year, the ASTMH holds its Annual Meeting and Scientific Conference (some dates and venues shown in the picture) with over 100+ countries invited to attend.

The four days of Collaboration and Networking with other leaders will foster new frontiers for NARD for greater visibility, collaborations, and strategic alliances to achieve the goals of NARD.

Proposal

REGULARIZE ATTENDANCE AND PARTICIPATION AT GLOBAL MEDICAL ASSOCIATION MEETINGS

A key mandate of the Research and Statistics Committee is to enhance the visibility and collaborations of the Nigerian Association of Resident Doctors. In addition to all other and previous efforts (including regular publications in local and international journals etc.):

It is proposed that attendance at Global Medical Platforms e.g., the American Society for Tropical Medicine and Hygiene be adopted as an annual exercise for NARD 001s, and to factor in topical presentations in subsequent years.



NIGERIAN ASSOCIATION OF RESIDENT DOCTOR (NARD)

REPORT OF THE EDITORIAL TEAM

The Editorial team comprises the following members:

Editor-in-Chief: Dr. Omoniyi Ayooluwa E.

Deputy Editor: Dr. Nana Fayowole O

Editorial Consultants: Prof. L.M Oginni

Prof. Stanley N.C Anyanwu

Associate Editors: Dr. Oladimeji Agboola

Dr. Selowo Temitope

Dr. Olalekan Tijani

Dr. Yahya Abdulmajid

Dr. Precious Eteike

Dr. Omoha Amobi

Immediate Past Editor: Dr Lawson Obazenu

Administrative Secretary: Miss Bosede Osasona

The Editorial team continued from where they stopped from 2021/2022 activities with the following:

1. Publication of five issues of the journal with the sixth issue in the production process
2. Initiate the process of re-indexing back into the PUBMED and setting agenda for the re-indexing
3. Revision of NARD Emergency Handbook
4. Winning of five million Tetfund grant for 2022
5. Participation in Editorial conferences to boost the image of the journal
6. Expansion of the reviewer's database of the journal

SPECIAL DUTIES COMMITTEE REPORT

Consists of 5 members

Dr. Nwosu Alexander- Chairman

Dr. Jaafar Halliru- Secretary

Dr. Okwara Dickson

Dr Ado Audu

Dr. Ekemeni Bassey

TERMS OF REFERENCE

- To ensure implementation of selected decisions or responsibilities of the Association that may be assigned to it.
- To perform other responsibilities in connection with the foregoing terms as would be assigned to the committee by the NOC, Council, or General Assembly.

ACTIVITIES/ACHIVEMENT

- The committee held its first meeting on the 26th March 2023
- Members interacted and familiarized
- The main focus of the committee was deliberated in line with the aspirations of the NOC
- The committee agrees to undertake any assignment as may be given to it by the NOC in Consonance with the constitution.
- The committee will carry out advocacy and is to work closely with Mr. President and the NOC to stay abreast with happenings so that it will be disposed to accurate information at all times.
- Our second meeting was held on April 8, 2023.
- One of the cardinal issues discussed was the constitution amendment as requested by Mr. President and the NOC.

ACTIVITIES/ACHIEVEMENT

- The committee sent out a request for memoranda towards the amendment of the constitution in line with agitation for same by members.
- The need to encourage members' participation in NARD activities was discussed
- Peculiar challenges faced by colleagues in STHIs were extensively discussed

ACTIVITIES/ACHIEVEMENT

- The SD committee along with other NARD ad-hoc committees held an interactive Zoom meeting with Mr. President where they received updates on the activities, achievements, and challenges bedeviling NARD
- The meeting was attended by the Chairmen and Secretaries of the committees at the instance of Mr. President.

ACTIVITIES/ACHIEVEMENT

- The committee updated the president on its aspirations for NARD as well as its challenges.
- The committee held its 3rd and 4th meeting on the 9th and 18th June, 2023.
- Members deliberated on a range of issues which included
- Deliberations at and Success of the May OGM.

ACTIVITIES/ACHIEVEMENTS

- Constitutional amendment on voting and review of memoranda on constitutional amendment where several options were suggested and recommended for presentation to NEC.
- NARD printing press and NARD welfare account
- The committee resolved to have a joint meeting with the legal and NARD business committees

ACTIVITIES/ACHIEVEMENTS

- The 5th and 6th meeting took place on the 16th and 19th August, 2023.
- The hallmark of the meeting was an elaborate discussion on the memo on constitutional amendment sent in by members.
- Resolutions were reached on previous issues discussed such as a review of voting pattern which will be presented to NEC.

ACTIVITIES/ACHIEVEMENT

- A joint committee meeting was held on the 29th of August and 3rd of September with the Legal/Legislative committee and NARD Business Ventures committee, to review the state of NARD business and ways of expanding and protecting it.

- Improving advocacy and member participation through direct interaction with NEC members.

COMMITTEE'S RECOMMENDATION

- Due consideration needs to be given to the recommendations in the areas of elections and other amendments sought, by the NEC.
- Establishing a database for members that exit the program before completing to either assist them (for those with challenges) or encourage them to continue to participate, for those that leave the country.

COMMITTEE'S RECOMMENDATION

- Establishment of a welfare scheme for members through which members can have access to cars, housing loans, et cetera.
- The Special Duties committee could serve as an additional link where necessary between NEC and NOC to improve communication and action.

APPRECIATION

- On behalf of all members of SDC, I appreciate
- Mr. President and the NOC for the honorable assignment of serving our dear association
- The entire NEC for the support and cooperation we have enjoyed so far
- Other committees for the collaborative working relationship.



INCOMING MAILS

2022-2023

SN	DATE	TITLE
1	31-10-2022	NOTICE OF NEC MEETING OF THE NMA (NMA)
2	31-10-2022	RE: REQUEST FOR AUDIENCE (NMA)
3	31-10-2022	RE: NON-MIGRATION OF SOME RESIDENT DOCTORS IN LUTH TO THE IPPIS PLATFORM (FMOH)
4	27-10-2022	RE: LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (HEAD OF THE CIVIL SERVICE OF THE FEDERATION)
5	26-10-2022	REQUEST TO HOST NARD JULY NEC MEETING (LASUTH)
6	24-10-2022	LETTER OF DEMAND FOR REFUND OF TWO HUNDRED AND NINETY-TWO THOUSAND NAIRA ONLY ILLEGALLY DEDUCTED FROM THE SALARIES OF DR ISAAC BERNARD AND DR IKPAMAN BONIFACE TOATL AND ORDER TO STOP FURTHER DEDUCTIONS (SAMSON ASERIFA & CO. BARRISTERS & SOLICITORS)
7	24-10-2022	LETTER OF REQUEST(UMAR DUKKU & CO)
8	24-10-2022	RE: LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (SGF)
9	18-10-2022	RE: REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (ATBUTH)
10	18-10-2022	RE: INVITATION AS SPECIAL GUEST/PANEL DISCUSSANT FOR THE MDCAN EDUCATION SUMMIT (MDCAN)
11	17-10-2022	NOTIFICATION OF THE OUTCOME OF OUR AGM (FMoL&E)
12	14-10-2022	MILITATING CUM FRUSTRATING FACTOR INHIBITING THE DEVELOPMENT OF THE ON GOING NARD HOUSING ESTATE AT ABUJA & AWKA ANAMBRA STATE (E.A. IGWE & CO)
13	14-10-2022	RE: REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (UUTH)
14	13-10-2022	RE: LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (OFFICE OF THE INSPECTOR GENERAL OF POLICE)
15	06-10-2022	RE: LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (NMA)
16	04-10-2022	CONGRATULATORY MESSAGE (HON. YUSUF TANKO SUNUNU)
17	25-11-2022	RE: REQUEST FOR PAYMENT OF MONTHLY LEVY
18	24-11-2022	REQUEST FOR SPONSORSHIP FOR THE NIMSA GENERAL ASSEMBLY (LASUMSA)
19	11-11-2022	COMMUNIQUE ISSUED AT THE END OF THE VIRTUAL EMERGENCY CONGRESS OF LASUTH ARD HELD ON THURDAY 10TH NOVEMBER 2022
20	10-11-2022	RE: REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF NARD (FMC UMUAHIA)
21	09-11-2022	OPENING CEREMONY OF ARD AE-FUTHA 1 LOOUNGE
22	07-11-2022	RE: LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (SGF)
23	04-11-2022	RE: OMISSION OF SOME OF OUR MEMBERS FROM THE PAYMENT OF HAZARD ALLOWANCE ARREARS RECENTLY PAID BY IPPIS (FMOH)
24	03-11-2022	RE: LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (DEFENCE HEADQUARTERS)
25	03-11-2022	RE: LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (FMOH)
26	31-12-2022	REQUEST TO HOST NARD ORDINARY GENERAL MEETING (LUTH)
27	28-12-2022	LETTER OF INTRODUCTION (ALIM ROYAL HOTEL & SUITES)
28	24-12-2022	RE: REQUEST TO TRAVEL FOR MY CHILD DEDICATION
29	22-12-2022	REQUEST UPWARD REVIEW OF NARD MONTHLY DUES FROM N1,000 TO N1,500 (NASARAWA ARD)
30	19-12-2022	LETTER OF APPRECIATION AS PANELIST AT THE MDCAN MAIDEN MEDICAL EDUCATION SUMMIT (MDCAN)
31	19-12-2022	INTRODUCTION TO TAKE OVER MATTERS PENDING BEFORE VARIOUS COURTS OF THE FEDERATION (ALLIANCE SOLICITORS)
32	16-12-2022	RE: LETTER OF CLARIFICATION (UATH)

33	14-12-2022	RE: NOTIFICATIN OF IMPENDING CRISES IN ARD UUTH: THE NEED TO CALL DR. JUMBO HEZEKIAH TO ORDER (UUTH)
34	13-12-2022	RE: RESCUE APPAEL FOR INTERVENTION FROM VICTIMIZATION AND PUBLIC EMBARRASSMENT (UCH, IBADAN)
35	09-12-2022	ELECTORAL FRAUD IN THE 2022/23 ELECTION OF ARD FMC ABUJA (DR. PETER EZE)
36	06-12-2022	RE: OMISSION OF SOME OF OUR MEMBERS FROM THE PAYMENT OF HAZARD ALLOWANCE ARREARS RECENTLY PAID BY IPPIS (FMOH)
37	19-01-2023	NARD PRINTING PRESS PROPOSAL (DR SAMMY OKORAFOR)
38	18-01-2023	RE: IMMINENT NATIONWIDE INDUSTRIAL DISHARMONY IN HEALTH SECTOR: A MATTER OF URGENT ADMINISTRATIVE IMPORTANCE (FMoL&E)
39	18-01-2023	RE: LETTER OF INVITATION (FMOH)
40	17-01-2023	RE: LETTER OF INVITATION (OFFICE OF THE PRESIDENT OF THE SENATE)
41	16-01-2023	DEMAND NOTICE (AMAC)
42	13-02-2023	RE: REQUEST FOR INFORMATION (WACS)
43	10-02-2023	ACKNOWLEDGEMENT OF FILING OF ANNUAL RETURN (CAC)
44	10-02-2023	RE: MATTERS ARISING FROM THE REVISED CIRCULAR OF THE MRTF (FMOH)
45	08-02-2023	STATUS REPORT (CAC)
46	06-02-2023	CUSTOMIZED DIARY AND CALENDAR OF THE NMA (NMA)
47	03-02-2023	RE: REQUEST FOR INFORMATION (WACP)
48	02-02-2023	RE: NARD HOUSING PROJECT: A MATTER OF URGENT ADMINISTRATIVE IMPORTANCE (CITY CODE)
49	01-02-2023	CERTIFICATE AWARD (SUCCESSORY NIGERIA LIMITED)
50	25-04-2023	RE: LETTER OF ENQUIRY/CLARIFICATION (DR IYELOBU COLLINS EKHAESOMI)
51	04-04-2023	INVITATION TO A PUBLIC HEARING (HOUSE OF REPRESENTATIVES COMMITTEE ON HEALTHCARE SERVICES)
52	18-05-2023	INVITATION FOR AN EMERGENCY MEETING (HOUSE OF REPRESENTATIVES COMMITTEE ON HEALTHCARE SERVICES)
53	15-05-2023	RE: INVITATION AS A SPECIAL GUEST TO THE OPENING CEREMONY OF THE OGM OF THE NARD (NPMCN)
54	13-06-2023	ALLOCATION OF N5,000,000.00 TERTIARY EDUCATION TRUST FUND INTERVENTION UNDER THE HIGHER EDUCATION BOOK DEVELOPMENT FUND TO THE NIGERIAN JOURNAL OF MEDICINE, NJM (TETFUND)
55	08-06-2023	HEARING NOTICE
56	31-07-2023	LETTER OF REQUEST FOR A PRESENTATION SLOT ON ECOONOMY DESIGNER PLAN PROJECT (THE AMAZONS)
57	26-07-2023	RE: IMMINENT INDUSTRIAL ACTION BY THE ARD UITH, ILORIN
58	20-07-2023	RE: NOTIFICATION OF THE OUTCOME OF OUR E-NEC MEETING OF NARD (FMoL&E)
59	14-07-2023	RE: NOTIFICATION OF THE OUTCOME OF OUR E-NEC MEETING OF NARD (BUDGET OFFICE OF THE FEDERATION)
60	15-08-2023	RE: INVITATION TO MDCAN 13TH BIENNAIL DELEGATES MEETING (BDM) (MDCAN)
61	29-08-2023	RE: LETTER OF CONGRATULATIONS AND REQUEST FOR COURTESY VISIT (HMoS FMoL&E)
62	29-08-2023	RE: INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NARD (HMoS FMoL&E)
63	29-08-2023	RE: NOTIFICATION OF THE OUTCOME OF OUR EXTRA ORDINARY NEC MEETING (FMoL&E)
64	01-09-2023	RE-LETTER OF CONGRATULATIONS (FMOH AND SOCIAL WELFARE

OUTGOING MAILS 2022-2023

SN	DATE	TITLE
1	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (MD, ASOKORO DISTRICT HOSPITAL, ABUJA)
2	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (CMD, UUTH)
3	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (CMD, FTH KATSINA)
4	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (CMD, NDUTH)
5	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (CMD, ABUTH)
6	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (CMD, OAUTH)
7	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (CMD, ATBUTH)
8	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (CMD, UITH)
9	30-09-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (MD, FMC UMUAHIA)
10	04-10-2022	REQUEST FOR UPWARD REVIEW OF NARD MONTHLY DUES FROM N1,000 TO N1,500
11	04-10-2022	LETTER OF APPRECIATION (Sen. Chimaroke Nnamani)
12	04-10-2022	RE: LEADERSHIP CRISIS IN ARD IMSUTH, ORLU, IMO STATE
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22	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (Sen. Ibrahim Yahaya Oloriegbe)
23	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (PRESIDENT, NMA)
24	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (HMOH)
25	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (HMoL&E)
26	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (HON. SPEAKER)
27	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (PRESIDENT OF THE SENATE)
28	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (HON. TANKO SUNUNU)
29	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (OAGF)
30	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (SGF)
31	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (NSIWC)
32	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (DG, BUDGET OFFICE)
33	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (HCSF)
34	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (REGISTRAR NPMCN)
35	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (REGISTRAR MDCN)
36	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (DIRECTOR, IPPIS)
37		
38		
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40	04-10-2022	LETTER OF APPRECIATION (Victor Okezie Ikpeazu)
41	04-10-2022	RE: THE ONGOING INDUSTRIAL ACTION IN ABSUTH AND THE PAYMENT OF SEVEN (7) MONTHS SALARY ARREARS BY THE STATE GOVERNMENT
42	04-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (REGISTRAR NPMCN)
43	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (DG, SSS)

44	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (DSS ABIA STATE)
45	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (IGP)
46	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (ABIA POLICE COMMAND)
47	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (COMPTROLLER GENERAL, CUSTOM)
48	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (CHIEF OF DEFENCE STAFF)
49	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (HON MINISTER OF NDA)
50	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (MD CHANNEL TV)
51	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (MD NTA)
52	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (MD FRCN)
53	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (MD TVC)
54	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (MD AIT)
55	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (MD SILVERBIRD)
56	07-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (MD ARISE TV)
57	12-10-2022	CONDOLENCE MESSAGE (Prof. Azubuike Kanario Onyebuchi)
58	17-10-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NARD (CMD, FUTH, OWERRI)
59	17-10-2022	RE: NON-MIGRATION OF SOME RESIDENT DOCTORS IN LUTH TO THE IPPIS PLATFORM (HCSF)
60	17-10-2022	RE: NON-MIGRATION OF SOME RESIDENT DOCTORS IN LUTH TO THE IPPIS PLATFORM (FMOL&E)
61	17-10-2022	RE: NON-MIGRATION OF SOME RESIDENT DOCTORS IN LUTH TO THE IPPIS PLATFORM (FMOH)
62	17-10-2022	CHANGE OF SIGNATORIES
63	18-10-2022	2022 BRANCH ANNUAL GENERAL MEETING/ELECTION OF BRANCH EXECUTIVE MEMBERS
64	19-10-2022	FOLLOW-UP ON THE COURTESY VISIT TO YOUR OFFICE BY OUR ASSOCIATION (REGISTRAR NPMCN)
65	20-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (HMSFH)
66	20-10-2022	RE: REQUEST FOR PAYMENT OF MONTHLY LEVY
67	24-10-2022	LETTER OF REQUEST (UMAR DUKKU AND CO)
68	24-10-2022	LIST OF OUR MEMBERS NOT PAID THE FIRST TRANCH OF HAZARD ALLOWANCE ARREARS PAID BY IPPIS
69	24-10-2022	OMISSION OF HOUSE OFFICERS IN THE PAYMENT OF THE FIRST TRANCH OF HAZARD ALLOWANCE ARREARS PAID BY IPPIS
70	26-10-2022	OMISSION OF SOME OF OUR MEMBERS FROM THE PAYMENT OF HAZARD ALLOWANCE ARREARS RECENTLY PAID BY IPPIS (HMOH)
71	27-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (Professor Yemi Osinbajo)
72	27-10-2022	LETTER OF INTRODUCTION/REQUEST FOR COURTESY VISIT (President Muhammadu Buhari <i>GCFR</i>)
73	31-10-2022	REQUEST TO ENROLL NEW PHONE NUMBERS AND EMAIL ADDRESSES: NATIONAL ASSOCIATION OF RESIDENT DOCTORS OF NIGERIA.A/C NUMBER 0142538895
74	01-11-2022	NOC LEADERSHIP RETREAT
75	01-11-2022	OMISSION OF SOME OF OUR MEMBERS FROM THE PAYMENT OF HAZARD ALLOWANCE ARREARS RECENTLY PAID BY IPPIS (HMOH)
76	01-11-2022	OMISSION OF SOME OF OUR MEMBERS FROM THE PAYMENT OF HAZARD ALLOWANCE ARREARS RECENTLY PAID BY IPPIS (HMO&E)
77		
78	01-11-2022	FOLLOW-UP ON OUR COURTESY VISIT TO YOUR OFFICE (Rt. Hon. Femi Gbajabiamila)
79		
80	04-11-2022	PAYMENT OF THE REVIEWED HAZARD ALLOWANCE FOR SEPTEMBER, OCTOBER, NOVEMBER, AND DECEMBER 2022 (FMOH)
81	04-11-2022	PAYMENT OF THE REVIEWED HAZARD ALLOWANCE FOR SEPTEMBER, OCTOBER, NOVEMBER, AND DECEMBER 2022 (FMOL&E)
82	04-11-2022	MEASURES TO IMPROVE HEALTHCARE SERVICE DELIVERY AND CURB BRAIN DRAIN IN THE NIGERIAN HEALTH SECTOR (FMOH)
83	04-11-2022	BRAIN DRAIN OF DOCTORS AND THE IMPACT ON HEALTHCARE DELIVERY IN NIGERIA (DSS)
84	07-11-2022	REQUEST FOR COURTESY VISIT (AIR PEACE)

85	07-11-2022	REQUEST FOR COURTESY VISIT (MAX AIR)
86	07-11-2022	REQUEST FOR COURTESY VISIT (ARIK AIR)
87	07-11-2022	REQUEST FOR COURTESY VISIT (IBOM AIR)
88	07-11-2022	REQUEST FOR COURTESY VISIT (UNITED NIGERIA AIRLINE)
89	07-11-2022	REQUEST FOR COURTESY VISIT (OVERLAND AIRWAYS)
90	07-11-2022	REQUEST FOR COURTESY VISIT (INNOSON MOTORS)
91	07-11-2022	RE: REQUEST FOR REVIEW OF CONMESS AND RELATED ALLOWANCES (FMoL&E)
92	07-11-2022	RE: REQUEST FOR REVIEW OF CONMESS AND RELATED ALLOWANCES (FMOH)
93	07-11-2022	RE: MATTERS ARISING FROM THE NEW CIRCULAR ON THE UPWARD REVIEW OF MEDICAL RESIDENCY TRAINING FUND (MRTF) RELEASED BY THE NATIONAL SALARIES, INCOME AND WAGES COMMISSION (NSIWC)
94		
95	08-11-2022	RE: LETTER OF REQUEST (UMAR DUKKU AND CO)
96	08-11-2022	INVITATION AS A RESOURCE PERSON (DR SOKOMBA)
97	08-11-2022	INVITATION AS A RESOURCE PERSON (Dr Ude, Anthony Chukwunonso)
98	10-11-2022	FOLLOW UP ON OUR COURTESY VISIT TO YOUR OFFICE (HMSFH)
99	11-11-2022	RE: NOTICE OF NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE NIGERIAN MEDICAL ASSOCIATION (NMA)
100	14-11-2022	IMMINENT INDUSTRIAL ACTION AT THE LAGOS STATE UNIVERSITY TEACHING HOSPITAL (LASUTH), IKEJA (Mr. Babajide Sanwo-Olu)
101	19-11-2022	RE: REQUEST FOR PAYMENT OF MONTHLY LEVY (The Chairman, Road 69A Resident's Association)
102	22-11-2022	IMMINENT INDUSTRIAL ACTION AT THE BENUE STATE UNIVERSITY TEACHING HOSPITAL (BSUTH) Dr. Samuel L. Ortom
103	23-11-2022	RE: APPLICATION TO REGISTER NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) AS A TRADE UNION
104	25-11-2022	REQUEST FOR COURTESY VISIT (The Managing Director, Guaranty Trust Bank.)
105	25-11-2022	REQUEST FOR COURTESY VISIT (The Managing Director, Zenith Bank.)
106	25-11-2022	REQUEST FOR COURTESY VISIT (The Governor of Central Bank.)
107	25-11-2022	LETTER OF INTRODUCTION: DR IDEYONBE SAMUEL ESEILE
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110	28-11-2022	RE: NARD MEMBERSHIP; UPDATE
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113	29-11-2022	REQUEST FOR REFUND OF DEDUCTED ARD DUES BY DR IKPAMAN BONIFACE AND DR ISAAC BERNARD THROUGH THEIR LAWYER, ASERIFA & CO (BARRISTERS AND SOLICITORS)
114	29-11-2022	NOTIFICATION OF DATE FOR JANUARY 2023 NARD NATIONAL EXECUTIVE COUNCIL (NEC) MEETING
115	29-11-2022	RE: REQUEST TO HOST NARD JULY NEC MEETING
116	01-12-2022	REQUEST FOR COURTESY VISIT (Barr. Dr. Ekong Sampson)
117	01-12-2022	REQUEST FOR COURTESY VISIT (Engr. Uwem Okoko, Managing Director, Hensek Integrated Services, Ikot Abasi, Akwa-Ibom State.)
118	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Barr. Dr. Ekong Sampson)
119	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Engr. Uwem Okoko, Managing Director, Hensek Integrated Services)
120	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Dr Mrs Charity Ido)
121	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Hon Unyime Idem)
122	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Rt. Hon. Okpolupm Etteh)
123	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Dr Pabara Newton Igwele)
124	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (The Honourable Commissioner for Health)

125	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (The Medical Director, Nedeke Children's Hospita)
126	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Sen. Lawrence Eghrudjakpor, Bayelsa State Deputy Governor)
127	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Dr Nathaniel Adiakpan, Permanent Secretary, Akwa-Ibom State Government House)
128	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Dr Ignatius Akpabio, Personal Physician to the Governor of Akwa-Ibom State.)
129	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Pastor Umo Bassey Eno, Akwa-Ibom State PDP Governorship Candidate)
130	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (Dr Valerie Obot, Permanent Secretary, Ministry of Works and Fire Service, Uyo, Akwa-Ibom State)
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132	01-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (The Chief Medical Director, University of Uyo Teaching Hospital (UUTH), Uyo, Akwa-Ibom State)
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134	01-12-2022	AWARD PRESENTATION BY NARD (Engr. Uwem Okoko, Managing Director, Hensek Integrated Services, Ikot Abasi, Akwa-Ibom State)
135	01-12-2022	LETTER OF INVITATION (The Honourable Speaker, Akwa-Ibom State House of Assembly, Uyo, Akwa-Ibom State)
136	01-12-2022	LETTER OF INVITATION/REQUEST FOR COURTESY VISIT (His Excellency, The Executive Governor of Akwa-Ibom State)
137	01-12-2022	CALENDAR OF EVENTS FOR THE 2022/2023 EXECUTIVE YEAR
138	10-12-2022	RE: RESCUE APPEAL FOR INTERVENTION FROM VICTIMIZATION AND PUBLIC EMBARRASSMENT
139	10-12-2022	RE: ELECTORAL FRAUD IN THE 2022/2023 ELECTION OF ARD FMC ABUJA
140	10-12-2022	TERMINATION OF RETAINERSHIP CONTRACT (UMAR DUKKU AND CO)
141	13-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (The Senator, Akwa Ibom North East Senatorial District, National House of Assembly)
142	13-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (The Senator, Akwa Ibom State South Senatorial District, National House of Assembly)
143	13-12-2022	LETTER OF INVITATION/REQUEST FOR FINANCIAL SUPPORT (The Senator, Akwa Ibom North West Senatorial District, National House of Assembly, Nigeria.)
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145	15-12-2022	CANCELLATION OF THE ELECTIONS HELD AT THE 2022 ARD FMC JABI AGM
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149	15-12-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) DR. ALFA YUSUF
150		
151	16-12-2022	All NEC Members
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156	19-12-2022	REQUEST FOR SCHOLARSHIP TO MERCK FOUNDATION CAPACITY ADVANCEMENT PROGRAM
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158	20-12-2022	RE: LETTER OF CLARIFICATION (The Vice President & General Secretary, Association of Resident Doctors, University of Abuja Teaching Hospital, Gwagwalada, Abuja.)
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160	21-12-2022	SUSPENSION OF ACTIVITIES IN ARD UUTH AND TAKEOVER BY NARD (The President, University of Uyo Teaching Hospital (UUTH), Uyo, Akwa-Ibom State)
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162	22-12-2022	APPOINTMENT AS CARETAKER COMMITTEE CHAIRMAN, ARD UUTH
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165	22-12-2022	APPOINTMENT OF CARETAKER COMMITTEE FOR ARD UUTH
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167	22-12-2022	NARD HOUSING PROJECT; A MATTER OF URGENT ADMINISTRATIVE IMPORTANCE (The Managing Director, Federal Mortgage Bank)
168	28-12-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) DR. UZOMA CHIDI OKEREKE
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170	28-12-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) DR. LANRE-AREMO BABAJIDE
171	28-12-2022	REQUEST FOR CONCESSION TO PARTICIPATE FULLY IN THE ACTIVITIES OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) DR. ASORE OGHENEVWARHE E.
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175	30-12-2022	REQUEST FOR STATEMENT OF ACCOUNT RE: NATIONAL ASSOCIATION OF RESIDENT DOCTORS OF NIGERIA A/C NUMBER: 0026245741
176	02-01-2023	RE: REQUEST TO HOST NARD ORDINARY GENERAL MEETING
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178	05-01-2023	IMMINENT NATIONWIDE INDUSTRIAL DISHARMONY IN HEALTH SECTOR: A MATTER OF URGENT ADMINISTRATIVE IMPORTANCE
179	03-01-2023	NOTICE OF NARD JANUARY 2023 NATIONAL EXECUTIVE COUNCIL MEETING
180	06-01-2023	LETTER OF INVITATION AS A SUB-THEME SPEAKER (Dr. Christie Akwaowo)
181	06-01-2023	LETTER OF INVITATION AS THEME SPEAKER (Sen. Lawrence Eghrudjakpor)
182	06-01-2023	LETTER OF INVITATION AS A SUB-THEME SPEAKER (Dr Pabara Newton Igwele)
183	06-01-2023	CONDOLENCE MESSAGE
184	07-01-2023	LETTER OF INVITATION (His Excellency, Udom Gabriel Emmanuel)
185	07-01-2023	LETTER OF INVITATION (His Excellency, The Deputy Governor of Akwa-Ibom State)
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204	09-01-2023	IMMINENT INDUSTRIAL ACTION IN EKITI STATE UNIVERSITY TEACHING HOSPITAL AND THE NEED FOR URGENT ACTION TO AVERT SAME
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206	10-01-2023	REQUIREMENTS FOR CLEARANCE TO PARTICIPATE IN THE FORTHCOMING NARD 2023 JANUARY NEC MEETING
207	11-01-2023	REQUEST FOR COURTESY VISIT (Alhaji Zikrullah Kunle Hassan, The Chairman/Chief Executive Officer, National Hajj Commission of Nigeria)
208	11-01-2023	REQUEST FOR COURTESY VISIT (Rev. Yakubu Pam, The Executive Chairman, Nigeria Christian Pilgrims Commission)
209		
210	13-01-2023	OFFER OF TEMPORARY EMPLOYMENT AS A DRIVER
211		
212	23-01-2023	FOLLOW UP ON THE DELAY IN ASSESSING THE MORTGAGE LOAN FROM FMBN BY NARD SUBSCRIBERS
213	23-01-2023	REQUEST FOR EXPLANATION ON OUTRAGEOUS BILL SENT TO OUR SECRETARIAT
214	24-01-2023	NARD HOUSING PROJECT: A MATTER OF URGENT ADMINISTRATIVE IMPORTANCE
215	25-01-2023	CONDOLENCE MESSAGE
216	28-01-2023	LETTER OF APPRECIATION (The Manager, Villa Hilton Hotel Uyo, Akwa-Ibom State)
217	30-01-2023	CHANGE OF SIGNATORIES RE: NATIONAL ASSOCIATION OF RESIDENT DOCTORS OF NIGERIA (NARD) ACCOUNT NUMBER: 0026245741
218	28-01-2023	LETTER OF APPRECIATION (Dr. Uwem Okoko, The Manager Director, Henssek Integrated Services)
219	29-01-2023	LETTER OF APPRECIATION (The Chairman, Villa Hilton Hotel Uyo, Akwa-Ibom State, Nigeria)
220	30-01-2023	LETTER OF APPRECIATION (The Chief Medical Director, University of Uyo Teaching Hospital, Akwa Ibom State)
221	30-01-2023	LETTER OF APPRECIATION (Comrade Ini Ememobong, The Honourable Commissioner, Ministry of Information and Strategic Planning)
222	30-01-2023	LETTER OF APPRECIATION (Prof. Augustine Umoh, The Honourable Commissioner, Ministry of Health)
223	30-01-2023	LETTER OF APPRECIATION (Dr. Iniobong Essien, Chairman, Akwa Ibom Airport Development Company Ltd)
224	30-01-2023	LETTER OF APPRECIATION (Dr. Valerie Obot, Permanent Secretary, Ministry of Petroleum and Fire service)
225	30-01-2023	LETTER OF APPRECIATION (The Chairman, Nigerian Medical Association, Akwa Ibom State Branch)
226	30-01-2023	LETTER OF APPRECIATION (Dr. Nathaniel Adiakpan, The Permanent Secretary, Government House, Akwa-Ibom State)
227		
228	30-01-2023	REQUEST FOR INFORMATION (The Secretary-General, West African College of Physicians)
229	30-01-2023	REQUEST FOR INFORMATION (The Secretary-General, West African College of Surgeons.)
230	30-01-2023	REPORT OF UNLAWFUL USE OF FIREARM BY MEN OF THE NIGERIAN POLICE FORCE AGAINST AN UNARMED DOCTOR ON DUTY IN DELTA STATE AND REQUEST FOR YOUR URGENT ACTION
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233	31-01-2023	RE: NARD HOUSING PROJECT; A MATTER OF URGENT ADMINISTRATIVE IMPORTANCE
234	31-01-2023	RE: FOLLOW UP ON DELAY IN ASSESSING THE MORTGAGE LOAN FROM FMBN BY NARD SUBSCIBERS
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245	01-02-2023	LETTER OF APPOINTMENT as AGM Internal Auditor I of NARD
246	01-02-2023	LETTER OF APPOINTMENT as AGM Internal Auditor II of NARD
247	01-02-2023	RE: REQUEST TO HOST NARD ORDINARY GENERAL MEETING
248	03-02-2023	RE: UPWARD REVIEW OF MEDICAL RESIDENCY TRAINING FUND (MRTF)
249	13-02-2023	IMPENDING INDUSTRIAL ACTION IN FTH KATSINA AND THE NEED FOR URGENT INTERVENTION TO AVERT A PREVENTABLE INDUSTRIAL CRISIS
250	15-02-2023	DEGRADATION OF MEMBERSHIP CERTIFICATE ISSUED BY THE POSTGRADUATE MEDICAL COLLEGES BY THE MEDICAL AND DENTAL COUNCIL OF NIGERIA
251	21-02-2023	CONDOLENCE LETTER
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257	03-03-2023	LETTER OF APPOINTMENT as the Chairman of the FUNDRAISING/LOBBY COMMITTEE in the 2022/2023 NARD Executive year
258	03-03-2023	LETTER OF APPOINTMENT as the Secretary of the FUNDRAISING/LOBBY COMMITTEE in the 2022/2023 NARD Executive year
259	03-03-2023	LETTER OF APPOINTMENT as a member of the FUNDRAISING/LOBBY COMMITTEE in the 2022/2023 NARD Executive year
260	03-03-2023	LETTER OF APPOINTMENT as a member of the FUNDRAISING/LOBBY COMMITTEE in the 2022/2023 NARD Executive year
261	03-03-2023	LETTER OF APPOINTMENT as the Chairman of the REMUNERATION AND WELFARE COMMITTEE in the 2022/2023 NARD Executive year
262	03-03-2023	LETTER OF APPOINTMENT as the Secretary of the REMUNERATION AND WELFARE COMMITTEE in the 2022/2023 NARD Executive year
263	03-03-2023	LETTER OF APPOINTMENT as a member of the REMUNERATION AND WELFARE COMMITTEE in the 2022/2023 NARD Executive year
264	03-03-2023	LETTER OF APPOINTMENT as a member of the REMUNERATION AND WELFARE COMMITTEE in the 2022/2023 NARD Executive year
265	03-03-2023	LETTER OF APPOINTMENT as a member of the REMUNERATION AND WELFARE COMMITTEE in the 2022/2023 NARD Executive year
266	03-03-2023	LETTER OF APPOINTMENT as the Chairman of the SPECIAL DUTIES COMMITTEE in the 2022/2023 NARD Executive year
267	03-03-2023	LETTER OF APPOINTMENT as the Secretary of the SPECIAL DUTIES COMMITTEE in the 2022/2023 NARD Executive year
268	03-03-2023	LETTER OF APPOINTMENT as a member of the SPECIAL DUTIES COMMITTEE in the 2022/2023 NARD Executive year
269	03-03-2023	LETTER OF APPOINTMENT as a member of the SPECIAL DUTIES COMMITTEE in the 2022/2023 NARD Executive year
270	03-03-2023	LETTER OF APPOINTMENT as a member of the SPECIAL DUTIES COMMITTEE in the 2022/2023 NARD Executive year

271	03-03-2023	LETTER OF APPOINTMENT as the Chairman of the NARD NETWORK SERVICES/BUSINESS VENTURES COMMITTEE in the 2022/2023 NARD Executive year
272	03-03-2023	LETTER OF APPOINTMENT as the Secretary of the NARD NETWORK SERVICES/BUSINESS VENTURES COMMITTEE in the 2022/2023 NARD Executive year
273	03-03-2023	LETTER OF APPOINTMENT as a member of the NARD NETWORK SERVICES/BUSINESS VENTURES COMMITTEE in the 2022/2023 NARD Executive year
274	03-03-2023	LETTER OF APPOINTMENT as a member of the NARD NETWORK SERVICES/BUSINESS VENTURES COMMITTEE in the 2022/2023 NARD Executive year
275	03-03-2023	LETTER OF APPOINTMENT as a member of the NARD NETWORK SERVICES/BUSINESS VENTURES COMMITTEE in the 2022/2023 NARD Executive year
276	03-03-2023	LETTER OF APPOINTMENT as the Chairman of the TDROP COMMITTEE in the 2022/2023 NARD Executive year
277	03-03-2023	LETTER OF APPOINTMENT as the Secretary of the TDROP COMMITTEE in the 2022/2023 NARD Executive year
278	03-03-2023	LETTER OF APPOINTMENT as a member of the TDROP COMMITTEE in the 2022/2023 NARD Executive year
279	03-03-2023	LETTER OF APPOINTMENT as a member of the TDROP COMMITTEE in the 2022/2023 NARD Executive year
280	03-03-2023	LETTER OF APPOINTMENT as a member of the TDROP COMMITTEE in the 2022/2023 NARD Executive year
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286	22-03-2023	LETTER OF APPOINTMENT as the Chairman of the RESEARCH AND STATISTICS COMMITTEE (RSC) in the 2022/2023 NARD Executive year
287	22-03-2023	LETTER OF APPOINTMENT as the Secretary of the RESEARCH AND STATISTICS COMMITTEE (RSC) in the 2022/2023 NARD Executive year
288	22-03-2023	LETTER OF APPOINTMENT as a member of the RESEARCH AND STATISTICS COMMITTEE (RSC) in the 2022/2023 NARD Executive year
289	22-03-2023	LETTER OF APPOINTMENT as a member of the RESEARCH AND STATISTICS COMMITTEE (RSC) in the 2022/2023 NARD Executive year
290	22-03-2023	LETTER OF APPOINTMENT as a member of the RESEARCH AND STATISTICS COMMITTEE (RSC) in the 2022/2023 NARD Executive year
291	22-03-2023	LETTER OF APPOINTMENT as the Chairman of the STATE TERTIARY HEALTH INSTITUTIONS (STHIs) COMMITTEE in the 2022/2023 NARD Executive year
292	22-03-2023	LETTER OF APPOINTMENT as the Secretary of the STATE TERTIARY HEALTH INSTITUTIONS (STHIs) COMMITTEE in the 2022/2023 NARD Executive year
293	22-03-2023	LETTER OF APPOINTMENT as a member of the STATE TERTIARY HEALTH INSTITUTIONS (STHIs) COMMITTEE in the 2022/2023 NARD Executive year
294	22-03-2023	LETTER OF APPOINTMENT as a member of the STATE TERTIARY HEALTH INSTITUTIONS (STHIs) COMMITTEE in the 2022/2023 NARD Executive year
295	22-03-2023	LETTER OF APPOINTMENT as a member of the STATE TERTIARY HEALTH INSTITUTIONS (STHIs) COMMITTEE in the 2022/2023 NARD Executive year
296	22-03-2023	LETTER OF APPOINTMENT as the Chairman of the LEGAL/LEGISLATIVE COMMITTEE (LLC) in the 2022/2023 NARD Executive year
297	22-03-2023	LETTER OF APPOINTMENT as the Secretary of the LEGAL/LEGISLATIVE COMMITTEE (LLC) in the 2022/2023 NARD Executive year
298	22-03-2023	LETTER OF APPOINTMENT as a member of the LEGAL/LEGISLATIVE COMMITTEE (LLC) in the 2022/2023 NARD Executive year

299	22-03-2023	LETTER OF APPOINTMENT as a member of the LEGAL/LEGISLATIVE COMMITTEE (LLC) in the 2022/2023 NARD Executive year
300	22-03-2023	LETTER OF APPOINTMENT as a member of the LEGAL/LEGISLATIVE COMMITTEE (LLC) in the 2022/2023 NARD Executive year
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304	03-04-2023	2023 MEDICAL RESIDENCY TRAINING FUND (MRTF): A MATTER OF SERIOUS CONCERN
305	03-04-2023	2023 MEDICAL RESIDENCY TRAINING FUND (MRTF): A MATTER OF SERIOUS CONCERN
306	03-04-2023	APPEAL FOR RECOMMENCEMENT OF MONTHLY DEDUCTION OF HOUSE OFFICERS' DUES FROM SOURCE
307	03-04-2023	REQUEST FOR COURTESY VISIT (The Managing Director, Max Air)
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309	04-04-2023	REQUEST FOR COURTESY VISIT (The Managing Director, Arik Air Limited)
310	06-04-2023	LETTER OF INTRODUCTION: DR SAMUEL ALADEJARE
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313	11-04-2023	A PROPOSAL PRESENTED TO THE CHAIRMAN OF INNOSON VEHICLE MANUFACTURING (IVM), UMUDIM, NNEWI, ANAMBRA STATE BY THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) ON POSSIBLE AREAS OF PARTNERSHIP BETWEEN IVM AND NARD
314	11-04-2023	CYBER BULLYING, DEFAMATION OF CHARACTER AND FALSE ACCUSATION BY YOUR MEMBERS AND EXECUTIVES AT THE FEDERAL CAPITAL TERRITORY ABUJA AND THE NATIONAL HOSPITAL ABUJA (NHA) AGAINST ONE OF OUR MEMBERS: A CALL FOR REDRESS
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327	24-04-2023	NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
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330	14-04-2023	LETTER OF APPOINTMENT as the Chairman of the Medical Education Committee (MEC)
331	14-04-2023	LETTER OF APPOINTMENT as the Secretary of the Medical Education Committee (MEC)

332	14-04-2023	LETTER OF APPOINTMENT as a member of the Medical Education Committee (MEC)
333	14-04-2023	LETTER OF APPOINTMENT as a member of the Medical Education Committee (MEC)
334	14-04-2023	LETTER OF APPOINTMENT as a member of the Medical Education Committee (MEC)
335	14-04-2023	LETTER OF APPOINTMENT as the Chairman of the Publicity and Social Committee (PSC)
336	14-04-2023	LETTER OF APPOINTMENT as the Secretary of the Publicity and Social Committee (PSC)
337	14-04-2023	LETTER OF APPOINTMENT as a member of the Publicity and Social Committee (PSC)
338	14-04-2023	LETTER OF APPOINTMENT as a member of the Publicity and Social Committee (PSC)
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371	21-04-2023	LETTER OF INQUIRY/ CLARIFICATION
372	21-04-2023	LETTER OF APPOINTMENT as the Chairman of the PROTOCOL/STRATEGY COMMITTEE (PSC)
373	21-04-2023	LETTER OF APPOINTMENT as the Secretary of the PROTOCOL/STRATEGY COMMITTEE (PSC)
374	21-04-2023	LETTER OF APPOINTMENT as a member of the PROTOCOL/STRATEGY COMMITTEE (PSC)

375	21-04-2023	LETTER OF APPOINTMENT as a member of the PROTOCOL/STRATEGY COMMITTEE (PSC)
376	21-04-2023	LETTER OF APPOINTMENT as a member of the PROTOCOL/STRATEGY COMMITTEE (PSC)
377	24-04-2023	RE: NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
378	28-04-2023	REQUEST FOR STATEMENT OF ACCOUNT NATIONAL ASSOCIATION OF RESIDENT DOCTORS OF NIGERIA A/C NUMBER 0142538895
379	01-05-2023	ULTIMATUM BY THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS
380	01-05-2023	ULTIMATUM BY THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS
381	03-05-2023	NOTICE OF 2023 MAY ORDINARY GENERAL MEETING (OGM)
382	03-05-2023	RELEASE OF NOMINATION FORM FOR NARD 2023/2024 EXCO YEAR
383	03-05-2023	ELECTION OF THE NATIONAL OFFICERS COMMITTEE 2023/2024
384	04-05-2023	REQUEST FOR STATEMENT OF ACCOUNT NATIONAL ASSOCIATION OF RESIDENT DOCTORS OF NIGERIA A/C NUMBER 014253889
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409	1-05-2023	NOTICE OF STRIKE ACTION
410	20-05-2023	NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
411	22-05-2023	SUSPENSION OF NARD WARNING STRIKE AND EXTENSION OF ULTIMATUM
412	23-05-2023	NEED FOR CENTRE CONGRESSES BEFORE MAY OGM
413		
414	30-05-2023	REQUEST FOR SUPPORT FOR THE NARD GUEST HOUSE PROJECT
415	03-06-2023	NOTIFICATION OF THE OUTCOME OF OUR ORDINARY GENERAL MEETING (OGM) HELD BETWEEN THE 28TH OF MAY 2023 AND THE 3RD OF JUNE 2023 AT THE WATERCRESS EVENT CENTER, IKEJA, LAGOS
416	03-06-2023	LETTER OF APPOINTMENT as Auditor I of NARD
417	03-06-2023	LETTER OF APPOINTMENT as Auditor II of NARD

418	06-06-2023	REQUEST FOR STATEMENT OF ACCOUNT NATIONAL ASSOCIATION OF RESIDENT DOCTORS OF NIGERIA A/C NUMBER 0142538895
419	06-06-2023	REQUEST FOR SUPPORT FOR THE NARD GUEST HOUSE PROJECT
420	06-06-2023	CONGRATULATORY MESSAGE/REQUEST FOR COURTESY VISIT (Rt. Hon. Femi Gbajabiamila, Chief of Staff to the President)
421	07-06-2023	CONGRATULATORY MESSAGE/REQUEST FOR A COURTESY VISIT (Sen. Dr George Akume)
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423	07-06-2023	REQUEST FOR AUDIENCE WITH NMA NOC
424		
425	08-06-2023	CONGRATULATORY MESSAGE/REQUEST FOR A COURTESY VISIT (His Excellency, Asiwaju Bola Ahmed Tinubu)
426	13-06-2023	CONGRATULATORY MESSAGE/REQUEST FOR A COURTESY VISIT (Sen. Godswill Obot Akpabio, President of the Senate)
427	13-06-2023	CONGRATULATORY MESSAGE/REQUEST FOR A COURTESY VISIT (Hon. Tajudeen Abass, Speaker of the House of Representatives of Nigeria)
428	13-06-2023	PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND (MRTF)
429	13-06-2023	UPWARD REVIEW OF SALARY
430	13-06-2023	GOODWILL MESSAGE (Rotn. Dr. Sylvia Anthony-Eweputanna)
431	14-06-2023	REQUEST FOR COURTESY VISIT (The Executive Vice Chairman, Nigerian Communications Commission (NCC))
432	14-06-2023	CONGRATULATORY MESSAGE/REQUEST FOR A COURTESY VISIT (Honourable Patrick Umoh)
433	14-06-2023	CONGRATULATORY MESSAGE (Dr Emmanuel John)
434	16-06-2023	CONGRATULATORY MESSAGE/REQUEST FOR A COURTESY VISIT (His Excellency The Executive Governor of Plateau State)
435	16-06-2023	INSTRUCTION TO DISCONTINUE/WITHDRAW SUIT NO NICN/EN/46/2017: DR ONYEBUEZE UGOCHUKWU & 11 OTHERS VS. MINISTER OF HEALTH FRN & 3 OTHERS, PENDING AT THE NATIONAL INDUSTRIAL COURT ENUGU
436	16-06-2023	RE: OUTSTANDING DTA
437	16-06-2023	RE: REQUEST FOR PAYMENT OF OUTSTANDING DTA AND PERSONAL MONIES SPENT
438	16-06-2023	IDENTIFICATION OF ASSOCIATION OF RESIDENT DOCTORS (ARD)-GENERAL HOSPITAL ILORIN (GHI) AS ONE OF OUR BRANCHES
439	19-06-2023	CONGRATULATIONS AND REQUEST FOR A COURTESY VISIT (Dr Salma Ibrahim Anas, Special Adviser to the President on Health)
440	20-06-2023	ACCOMMODATION RESERVATION FOR OFFICERS/STAFF OF NARD AT THE FORTHCOMING JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF NARD
441	21-06-2023	RE: PAYMENT OF 2023 MEDICAL RESIDENCY TRAINING FUND (MRTF)
442	21-06-2023	DISCIPLINARY ACTION ON ACCOUNT OF YOUR POOR COMMITMENT TO DUTY
443	21-06-2023	CONGRATULATORY AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Imo State)
444	21-06-2023	CONGRATULATORY AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Nasarawa State)
445	21-06-2023	CONGRATULATORY AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Rivers State)
446	21-06-2023	CONGRATULATORY AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Rivers State)
447	22-06-2023	RE: PREPARATIONS FOR THE 2023 JULY NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF NARD
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450	30-06-2023	REQUEST FOR COURTESY VISIT (His Excellency, Prof. Babagana Zulum, The Executive Governor of Borno State)

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452	01-07-2023	NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
453	04-07-2023	REQUEST FOR SUPPORT FOR THE NARD GUEST HOUSE PROJECT (The Director General, National Pension Commission)
454	04-07-2023	REQUEST FOR SUPPORT FOR THE NARD GUEST HOUSE PROJECT (His Excellency, The Executive Governor of Imo State)
455	06-07-2023	NOTICE OF NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING
456		
457	05-07-2023	REQUEST FOR SUPPORT FOR THE NARD GUEST HOUSE PROJECT (Mr. Chinedu Nnabuihe, Managing Director, Pro Health HMO)
458	05-07-2023	REQUEST FOR SUPPORT FOR THE NARD GUEST HOUSE PROJECT (Mr. Chinedu Nnabuihe, Pro Health HMO)
459	05-07-2023	NOTIFICATION OF THE OUTCOME OF OUR EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL (E-NEC) MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD), HELD VIRTUALLY ON WEDNESDAY, 5TH JULY 2023
460	07-07-2023	CONGRATULATIONS AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Abia State)
461	07-07-2023	RE: REQUEST BY THE KOGI STATE SPECIALIST HOSPITAL ARD
462	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING
463	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING (Dr Salma Ibrahim Anas, Special Adviser to the President on Health)
464	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING (NMA)
465	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING
466	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING
467	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING
468	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING (NPMCN)
469	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING (The Registrar, National Post Graduate Medical College of Nigeria (NPMCN))
470	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING (PERM SEC, FMoL&E)
471	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING (Distinguish Sen. Tony Okechukwu Nwoye)
472	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING (Distinguish Sen. Osita Ngwu)
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474	07-07-2023	INVITATION AS A SPECIAL GUEST OF HONOUR TO THE OPENING CEREMONY OF THE NARD JULY 2023 NATIONAL EXECUTIVE COUNCIL (NEC) MEETING (Hon. (Dr) Yusuf Tank Sununu)
475		
476	10-07-2023	INVITATION TO THE NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) Dr. Nwosu Ekeoma
477	10-07-2023	INVITATION TO THE NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) Dr. Mbaeri Ikechi Chukwudi

478	13-07-2023	REQUEST FOR A COURTESY VISIT (His Excellency, Dr. Peter Mbah The Executive Governor, Enugu State Government)
479	14-07-2023	SUBMISSION OF CENTRE/COMMITTEE REPORTS FOR 2023 JULY NEC
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486	18-07-2023	NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
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490	27-07-2023	CONGRATULATORY MESSAGE AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Delta State)
491	27-07-2023	CONGRATULATORY MESSAGE AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Ebonyi State)
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494	28-07-2023	CONGRATULATORY MESSAGE AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Akwa-Ibom State)
495	28-07-2023	CONGRATULATORY MESSAGE AND REQUEST FOR A COURTESY VISIT (His Excellency, The Executive Governor of Ogun State)
496	25-07-2023	NOTIFICATION OF THE OUTCOME OF OUR EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL (E-NEC) MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD), HELD VIRTUALLY ON TUESDAY, 25TH JULY 2023
497	31-07-2023	NOTIFICATION OF THE OUTCOME OF OUR NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD), HELD FROM MONDAY, 24TH JULY TO SATURDAY 29TH JULY 2023
498		
499	04-08-2023	NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
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501	07-08-2023	NOTICE OF NARD ADVISORY BOARD MEETING
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505	08-08-2023	NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
506	08-08-2023	RE: CLAIMS OF ERRONEOUS DEDUCTION OF OUR MONTHLY DUES CAPITATION FROM FEBRUARY, 2022 TO APRIL 2023
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509	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Dr. Uche Rowland Ojinmah, The President, Nigerian Medical Association)
510	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Dr. Ola Ahmed, Chairman NMA- Kwara State, Ilorin)
511	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, General Hospital, Ilorin)

512	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, University of Ilorin Teaching Hospital, Ilorin)
513	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Chairman Medical Advisory Committee, University of Ilorin Teaching Hospital, Ilorin)
514	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Deputy Chairman, Medical Advisory Committee (Clinical), University of Ilorin Teaching Hospital, Ilorin)
515	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Deputy Chairman, Medical Advisory Committee (Training), University of Ilorin Teaching Hospital, Ilorin)
516	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Director of Administration, University of Ilorin Teaching Hospital, Ilorin)
517	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Dr. Ayinla Abubakar Olayiwola, Permanent Secretary Kwara State Ministry of Health Ilorin)
518	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Commissioner for Health, Kwara State, Ilorin)
519	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Hon. Minister of Health, Federal Republic of Nigeria)
520	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Hon. Minister of State for Health, Federal Republic of Nigeria)
521	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (His Excellency, Mallam Abdulrahman Abdulrazaq, Executive Governor, Kwara State)
522	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (His Excellency, Mr. Kayode Alabi, Deputy Governor of Kwara State)
523	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Executive Secretary, Hospital Management Board, Kwara State)
524	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Dr. Mamman Saba Jibril, Head of Service, Kwara State)
525	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (His Royal Highness, Alhaji Ibrahim Sulu- Gambari (CFR), The Emir of Ilorin)
526	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (His Royal Highness, Alhaji (Dr.) Haliru Yahaya, The Emir of Shonga)
527	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Senator (Dr.) Yahaya Ibrahim Oloriegbe, Kwara Central Senatorial District, Chairman, Senate Committee on Health in 9th Assembly)
528	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Senator Saliu Mustapha, Senator of the Federal Republic of Nigeria, Kwara Central Senatorial District)
529	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Senator Suleiman Sadiq Umar, Senator of the Federal Republic of Nigeria, Kwara North Senatorial District)

530	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Arch. Oyelola Yisa Ashiru, Senator of the Federal Republic of Nigeria, Kwara South Senatorial District)
531	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Hon. Yakubu Danladi- Salihu, Speaker of the Kwara State House of Assembly)
532	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Anchormed Hospital, Ilorin)
533	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Olanrewaju Hospital, Ilorin)
534	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Medcare Hospital, Ilorin)
535	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Temitope Hospital, Ilorin)
536	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Femis Hospital, Ilorin.)
537	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Managing Director, Peace Pharmaceutical, Ilorin)
538	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Managing Director, Fiolu Pharmaceutical, Ilorin)
539	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Managing Director, KamWire Limited, Ilorin)
540	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Principal School of Nursing, University of Ilorin. Ilorin)
541	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Molab Hospital. Ilorin)
542	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Kosemani Hospital. Ilorin)
543	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Medclev Hospital. Ilorin)
544	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chairman, NANNM, UITH, Ilorin)
545	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chairman, SSA- UITH, Ilorin.)
546	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chairman, JOHESU- UITH, Ilorin)
547	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Director of Nursing Service, UITH School of Nursing, Ilorin.)
548	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Dean, Clinical College of Health Sciences, University of Ilorin. Ilorin.)
549	14-08-2023	CONDOLENCE MESSAGE
550	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Dean, Sub-Clinical College of Health Sciences, University of Ilorin. Ilorin)
551	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Dean, Basic Medical Sciences, University of Ilorin. Ilorin)
552	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Vice- Chancellor, University of Ilorin. Ilorin)

553	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Registrar, University of Ilorin. Ilorin)
554	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Olaolu Hospital, Ilorin)
555	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Olalomi Hospital, Ilorin.)
556	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chief Medical Director, Omolola Hospital, Ilorin)
557	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Senator Bukola Saraki, 13th President of the Nigerian Senate (2015 - 2019), Chair of the 8th Nigerian National Assembly (2015 - 2019)
558	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Vice- Chancellor, Al- Hikmah University, Ilorin)
559	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Founder, Al- Hikmah University, Ilorin)
560	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Vice- Chancellor, Kwara State University, Ilorin)
561	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chairman, MDCAN UITH, Ilorin)
562	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Executive Secretary, Kwara PHCDA)
563	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Executive Secretary, Kwaracare, (Health Insurance Agency))
564	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Medical Director, Olutayo Hospital, Ilorin)
565	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Medical Director, Adeyemo Hospital, Omu- Aran. Chairman ANPMP)
566	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Barrister Lateef Fagbemi (SAN), (Minister- Designate)
567	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The President, National Post-Graduate Medical College of Nigeria)
568	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Registrar, National Post-Graduate Medical College of Nigeria)
569	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Managing Director, BIORAJ Pharmaceutical, Ilorin)
570	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Managing Director, 'DELE JET' INFUSION, AFON/OGBONDOROKO)
571	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Registrar, Joint Admission and Matriculation Board.)
572	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Hon. Saba Ahmed Adam, Member, House of Representative Edu/Moro/Patigi Federal Constituency)
573	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Hon. Tijjani Kayode Ismail, Member, House of Representative Offa/Oyun/Ifelodun Federal Constituency)

574	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Hon. Aluko Ahmed Yinka, Member, House of Representative Ilorin East/South Federal Constituency)
575	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Hon. Shagaya Tolani, Member, House of Representative Asa/Ilorin West Federal Constituency)
576	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Hon. Olawuyi Raheem Tunji, Member, House of Representative Ekiti/Isin/Irepodun/Oke-ero Federal Constituency)
577	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Hon. Mohammed Omar Bio, Member, House of Representative Baruten/Kaiama Federal Constituency)
578	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The National Chairman, MDCAN)
579	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chairman, MDCAN Kwara State)
580	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The National President, MWAN)
581	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The President, MWAN Kwara State)
582	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The National Chairman, NAHDUS)
583	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The National Chairman, MEDSABAM)
584	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chairman, MEDSABAM Unilorin)
585	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The National Chairman, NAGGMDP)
586	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Chairman, NAGGMDP Kwara State)
587	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The National Chairman, ANPMP)
588	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Mallam. Yusuf Olaolu Ali (SAN)
589	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Prof. Buhari Mikhail Olayinka Immediate Past Deputy Vice Chancellor University of Ilorin Past NARD President)
590	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Prof. Olokoba Abdulfatai Bamidele Past Chairman NMA Kwara State President Ilorin Emirate Professors)
591	14-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (Prof. Kuranga Sulyman Alege Pro-Chancellor and Chairman Governing Body, Nnamdi Azikiwe University Awka, Anambra State)
592	15-08-2023	APPEAL FOR REVIEW OF THE POSITION OF THE MDCN ON THE MEMBERSHIP CERTIFICATE (The Registrar, Medical and Dental Council of Nigeria (MDCN))
593	15-08-2023	CURRENT PERFORMANCE STATUS OF VARIOUS STATE GOVERNMENTS ON THE DEMANDS OF NARD AND THE WELFARE OF DOCTORS IN THEIR EMPLOY (The Director General, Nigerian Governors Forum)
594		
595	16-08-2023	APPEAL FOR YOUR INTERVENTION IN AN ACT OF INJUSTICE METED OUT TO RESIDENT DOCTORS BY THE FEDERAL MINISTRY OF HEALTH (The President and Commander-in-Chief of the Armed Forces)

596		
597	16-08-2023	APPEAL FOR YOUR INTERVENTION ON THE SELECTIVE VICTIMISATION OF RESIDENT DOCTORS WITH THE NO WORK NO PAY ORDE
598	17-08-2023	UPDATE ON THE SALARY ARREARS AND OTHER WELFARE ISSUES AFFECTING OUR MEMBERS IN ABSUTH ABA
599	17-08-2023	RE: NON-IMPLEMENTATION OF NEW HAZARD ALLOWANCE, MEDICAL RESIDENCY TRAINING FUND (MRTF), NON-PROMOTION OF MEDICAL OFFICERS AND SHORTAGE OF STAFF AND CALL FOOD
600		
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603	17-08-2023	RE: REQUEST FOR REFUND OF EXPENDITURE INCURRED BY THE NARD CARETAKER COMMITTEE FOR FMC JABI
604	22-08-2023	LETTER OF INTRODUCTION (The Branch Manager, Zenith Bank, Ogbomoso)
605		INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Permanent Secretary, Federal Ministry of Health)
606	23-08-2023	INVITATION TO THE OPENING CEREMONY AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (The Registrar, Medical and Dental Council of Nigeria (MDCN)
607	23-08-2023	REVIEW OF SALARY
608	23-08-2023	REVIEW OF SALARY
609	23-08-2023	REVIEW OF SALARY
610	23-08-2023	REVIEW OF SALARY
611	23-08-2023	REVIEW OF SALARY
612	23-08-2023	ERRONEOUS OMISSION OF SOME OF OUR MEMBERS FOR THE PAYMENT OF THE 2023 MEDICAL RESIDENCY TRAINING FUND (MRTF) (The Registrar, National Postgraduate Medical College of Nigeria, Ijanikin, Lagos)
613		
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617	28-08-2023	NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
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625	30-08-2023	CASE OF ASSAULT AGAINST OUR MEMBER AND ONGOING INDUSTRIAL DISHARMONY IN THE ENUGU STATE UNIVERSITY TEACHING HOSPITAL (ESUT-TH PARKLANE) (His Excellency, Dr. Peter Ndubuisi Mbah, The Executive Governor of Enugu State)
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637	06-09-2023	CONDOLENCE MESSAGE
638	12-09-2023	REQUEST FOR STATEMENT OF ACCOUNT NATIONAL ASSOCIATION OF RESIDENT DOCTORS OF NIGERIA A/C NUMBER 0142538895
639	12-09-2023	REQUEST FOR STATEMENT OF ACCOUNT NATIONAL ASSOCIATION OF RESIDENT DOCTORS OF NIGERIA A/C NUMBER 0142538895
640	15-09-2023	LETTER OF CONDOLENCE
641	15-09-2023	CONDOLENCE MESSAGE
642		
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645		
646	16-09-2023	NOTICE OF EXTRA-ORDINARY NATIONAL EXECUTIVE COUNCIL MEETING (E-NEC)
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**INVENTORY OF ITEMS HANDED OVER FROM THE 2022/2023 ADMINISTRATION
TO THE 2023-2024 EXCO YEAR**

SECRETARIAT OFFICE		
QUANTITY	ITEM	CONDITION
1	HISENSE AIR CONDITIONER	GOOD
1	KONICA MINOLTA BIZHUB C654e	GOOD
1	FM 650 TABLE LAMINATING MACHINE	GOOD
1	32" HISENSE TELEVISION	GOOD
1	HP P1102 LASERJET PRINTER	GOOD
1	HP MFP 125A LASERJET PRINTER	GOOD
2	COMPLETE TOWER COMPUTERS	GOOD
1	HP DESKJET PRINTER	BAD
2	BLUEGATE UPS	BAD
2	POWER EXTENSION	GOOD
2	OFFICE TABLES WITH DRAWERS	GOOD
2	OFFICE CHAIRS	GOOD
1	ORANGE COLOURED ANGLE SHELVES	GOOD
1	SAMSUNG DVD PLAYER	GOOD
1	STRONG DECODER	GOOD
7	PAST SECRETARY GENERAL PORTAIT	GOOD
2	WINDOWS BLINDS	GOOD
1	WATER HEATER IN BATHROOM	GOOD
1	HITACHI PROJECTOR	GOOD
1	NIKON D7000 CAMERA	GOOD
1	BAG OF STAMP	GOOD
1	PUBLIC ADDRESS SYSTEM WITH 2 MICS	GOOD
1	PERFORATING MACHINE	GOOD
2	SMALL STAPLERS	GOOD
1	BIG STAPLER	GOOD
MAIN ENTRANCE		
1	CURVED BLACK TABLE	GOOD
1	OFFICE TABLE WITH DRAWER	GOOD
2	OFFICE CHAIRS	GOOD
1	ROLL UP BANNER	GOOD
CONFERENCE ROOM		
1	BIG CONFERENCE TABLE	GOOD
12	METAL CONFERENCE CHAIRS	GOOD
13	WOODEN CHAIRS	GOOD
1	EXECUTIVE OFFICE CHAIR	GOOD
3	HISENSE AIR CONDITIONERS	GOOD
2	BIG WINDOW BLINDS	GOOD

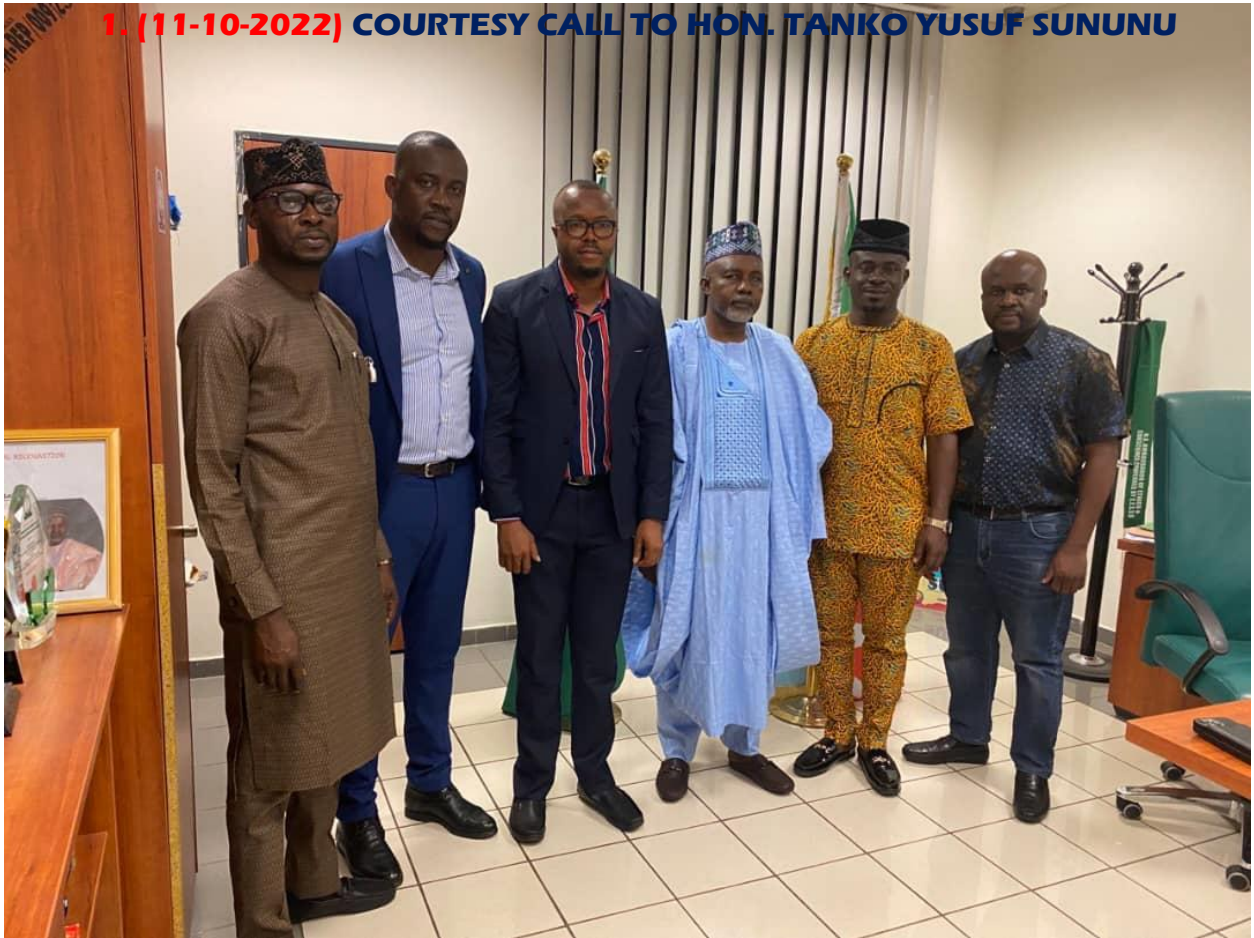
11	PAST NARD PRESIDENT PORTRAIT	GOOD
1	NATIONAL FLEX BANNER	GOOD
1	3 SEATER OFFFIE CHAIR	GOOD
1	CANVASS PAINT ATR WORK	GOOD
1	SMALL TABLE WITH DRAWER	GOOD
KITCHEN		
1	L.G MID SIZE REFRIGERATOR	GOOD
1	MIDEA MICROWAVE OVEN	GOOD
1	THERMOCOOL VOLTAGE REGULATOR	GOOD
1	NEXUS OVEN GAS COOKER+ 12KG CYLINDER	GOOD
1	WATER HEATER	GOOD
3	POTS	GOOD
1	FRYING PAN	GOOD
1	PHILIP BLENDER	BAD
1	SMALL LADDER	GOOD
UPSTAIRS PASSAGE		
1	FELICITY SINE WAVE INVERTER	GOOD
2	FELICITY BATTERIES	GOOD
2	FELICITY SOLAR CHARGE CONTROLLERS	GOOD
1	KNIFE SWITCH	GOOD
2	POWER SWITCH	GOOD
TREASURERS ROOM		
1	ITEL 32" TELEVISION WITH REMOTE	GOOD
1	6X6 BED WITH SIDE DRESSER + MIRROR AND SIDE DRAWERS, DUVET AND 4 PILLOWS	GOOD
1	SMALL SKYRUN FRIDGE	GOOD
1	LG INVERTER AIR CONDITIONER WITH REMOTE CONTROL	GOOD
1	ELECTRIC KETTLE	GOOD
1	TRAY + 2 TEACUPS	GOOD
1	WASTE PAPER BASKET	GOOD
1	CEILIN FAN	GOOD
2	FULL LENGTH WINDOW CURTAINS	GOOD
TREASURER'S BATHROOM		
1	RED BUCKET	GOOD
1	TOILET FOOTMAT	GOOD
1	CLEANING MOP	GOOD
1	WATER HEATER	GOOD
1	GREEN COLOUR BOWL	GOOD
1	WALL MIRROR	GOOD

SECRETARY GENERAL'S ROOM		
1	HISENSE 32" TELEVISION	GOOD
1	SKYRUN SMALL FRIDGE	BAD
1	6X6 BED WITH DRESSER + MIRROR AND SIDE DRAWER, DUVET, BEDSHEET WITH 4 PILLOWS	GOOD
2	CONFERENCE CHAIRS	GOOD
1	TRAY	GOOD
1	L.G DUAL INVERTER AIR CONDITIONER	GOOD
1	SMALL TABLE WITH DRAWER	GOOD
1	WASTE BIN	GOOD
1	ELECTRIC KETTLE	GOOD
1	TOILET FOOTMAT	GOOD
1	DSTV EXTRA-VIEW DECODER + SPLITTER AND ADAPTOR	GOOD
1	POWER EXTENSION	GOOD
2	FULL LENGTH WINDOW CURTAINS	GOOD
SECRETARY GENERAL'S BATHROOM		
1	WATER HEATER	GOOD
1	WINDOW BLIND	GOOD
1	BLACK BUCKET	GOOD
1	WALL MIRROR	GOOD
PRESIDENT'S ROOM		
1	6X7 SIZE BED WITH DRESSER+MIRROR, SIDE LOCKER, DUVET, 4 PILLOWS	GOOD
1	BED RUG	GOOD
1	NEXUS STANDING FAN	GOOD
1	SMALL SKYRUN FRIDGE	GOOD
1	TRAY	GOOD
1	ELECTRIC KETTLE	GOOD
2	FULL LENGTH WINDOWS CURTAIN WITH LANDING	GOOD
1	STAND ALONE DRAWER	GOOD
1	DSTV EXPLORER DECODER WITH REMOTE CONTROL	GOOD
1	32" ITEL TELEVISION WITH REMOTE CONTROL	GOOD
1	WASTE BASKET	GOOD
1	L.G DUAL INVERTER AIRCONDITIONER WITH REMOTE CONTROL	GOOD
2	CONFERENCE ROOM CHAIRS	GOOD
1	ORANGE COLOURED OVAL TABLE	GOOD
1	TOILET FOOT MAT	GOOD
PRESIDENT'S BATHROOM		
1	WATER HEATER	GOOD

1	BLACK BUCKET	GOOD
UPSTAIR OFFICE		
1	HISENSE AIR CONDITIONER	GOOD
1	TABLE WITTH DRAWER	GOOD
2	CONFERENCE CHAIRS	GOOD
1	OFFICE WOODEN CHAIR.	GOOD
OUTSIDE		
24	FULL SIZE SOLAR PANELS	GOOD
1	ECO GENERATOR	BAD
1	THERMOCOOL GENERATOR	GOOD
1	PRESSURE PUMPING MACHINE	GOOD
1	SUMMO WATER PUMP	GOOD
3	WATER TANKS WITH 1 TANK STAND.	GOOD
1	PREPAID POWER METER	GOOD
3	CHANGEOVER CUT-OUT FUSE	GOOD
1	KNIFE SWITCH	GOOD
1	WATER PUMP SWITCH	GOOD
3	FUEL GALLONS	BAD
1	BIG BLUE WASTE COLLECTOR	GOOD
1	DSTV DISH	GOOD
1	INTEGRITY SIGN BOARD ON BUILDING WALL	GOOD
1	ELECTRONIC INTEGRITY SIGN ON GATE POST	GOOD
1	2012 MODEL TOYOTA SIENNA	GOOD
CLINTON'S ROOM		
1	6X6 BED	GOOD
1	OX STANDING FAN	GOOD
1	TABLE WITH DRAWERS	GOOD
1	32" HISENSE TELEVISION	GOOD
1	EXECUTIVE CHAIR	GOOD
TONY'S ROOM		
2	6X6 MATTRASSE	GOOD
1	OX STANDING FAN	GOOD
SUNNY'S ROOM		
2	CONFERENCE CHAIRS	GOOD

PHOTOS' SPEAK

1. (11-10-2022) COURTESY CALL TO HON. TANKO YUSUF SUNUNU



18. (06-02-2023) COURTESY VISIT TO THE NIGERIA GOVERNORS' FORUM



5. (20-10-2022) MEETING WITH THE FORMER SPEAKER OF THE HOUSE OF REPRESENTATIVES, HON. FE MI GBAJABIAMILA



4. (19-10-2022) COURTESY VISIT TO THE FORM MINISTER OF LABOUR & EMPLOYMENT, SEN. DR. CHRIS NGIGE



14. (10-01-2023) COURTESY VISIT TO



2. (12-10-2022) NARD AT



3. (14-10-2022) VISIT TO THE MANAGEMENT OF





13. (14-12-2022) COURTESY VISIT T O



19. (15-02-2023) COURTESY VISIT TO THE



7. (2-11-2022) COURTESY VISIT TO THE NIGERIAN MEDICAL ASSOCIATION



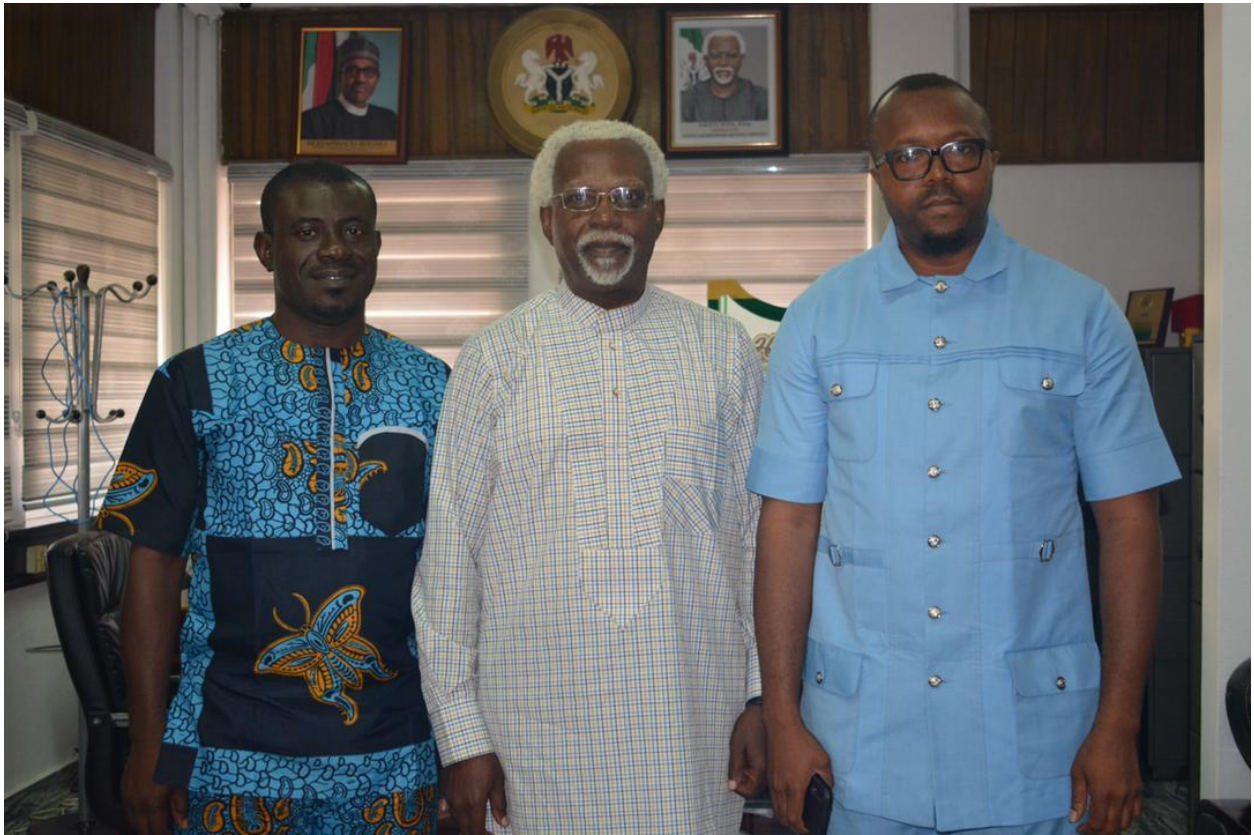
11. (24 & 25-11-2022) NATIONAL OFFICERS LEADERSHIP RETREAT



16. (25-01-2023) COURTESY VISIT TO



6. (21-10-2022) COURTESY VISIT TO THE CHAIRMAN, NSIWC



Serial	Date	Events	Remarks
(a)	(b)	(c)	(e)

**9. (7-11-2022) NARD VISIT TO THE FMR HONOURABLE MINISTER
OF STATE FOR HEALTH**



8. (3-11-2022) VISIT TO THE



23. (21-07-2023) NARD VISIT TO THE



22. (19-04-2023)



17. (28-01-2023) JANUARY NEC 2023



24. (08-08-2023)



20. (30-03-2023)



21. (05-04-2023)



NARD VISIT TO



15. (18-01-2023)



