



NIGERIAN ASSOCIATION OF RESIDENT DOCTORS

NATIONAL SECRETARIAT

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1st February 2025

COMMUNIQUE ISSUED AT THE END OF THE JANUARY NATIONAL EXECUTIVE COUNCIL (NEC) MEETING AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD BETWEEN MONDAY, 27TH OF JANUARY AND SATURDAY, 1ST OF FEBRUARY 2025 AT TRAUMA CENTRE NATIONAL HOSPITAL, ABUJA.

PREAMBLE

The Nigerian Association of Resident Doctors (NARD) held her January NEC meeting between the 27th of January and the 1st of February 2025. This meeting is one of the statutory meetings of NARD and marks the year's first official gathering of the Association.

The Opening Ceremony and Scientific Conference were held on January 30, 2025, at Royal Choice Inn, FCT Abuja.

The theme of the Conference was **"Empowering Doctors with Leadership and Entrepreneurial Skills: A Panacea for Universal Health Coverage and a Brighter Health Care System"** delivered by Dr Olatise Olalekan, MD/CEO of Zenith Medical and Kidney Center. The subtheme **"Building Resilience and Strengthening Nigeria's Healthcare System for Effective Disaster and Disease Management"** which was taken as a panel discussion anchored by the Moderator, Dr. Aisha Attahiru (Consultant Public Health Physician UATH Gwagwalada), and panelists including; Dr. Abba Usman (Representative of the Director General, Nigerian Centre for Disease Control (NCDC)), Dr. Salahudeen Jimoh *mni* (Director of Hospital Services, Federal Ministry of Health), Dr. Salamatu Belgore, Acting Director FCT health Insurance Scheme, Dr. Luka Ibrahim representing the Country Representative of WHO), Dr. Eleleta Surafel Abay, MD Co-Chair Primary Healthcare Working group, Junior Doctors Network, World Medical Association.

The Chairman of the occasion was **Dr. Izaq Adekunle Salako, The Honourable Minister of State for Health and Social Welfare**. Other Dignitaries included: Dr. Yusuf Tanko Sununu, Honourable Minister of State for Humanitarian Affairs and Poverty Alleviation ably represented by Dr. Nafisa Abdulkadir, Ms. Kachollom Daju *mni*, Permanent Secretary of Federal Ministry of Health and Social Welfare ably represented by Dr. Jimoh Olawale Salaudeen *mni*, the Director of Hospital Services, Federal Ministry of Health and Social Welfare, Prof Bala Audu; the President, Nigeria Medical Association, Prof. Mohammed Aminu Ahmed, the MDCAN President, Prof Sa'ad Aliyu Ahmed, the Medical Director, Federal Medical Centre, Abuja represented by the CMAC Dr Bioku Muftau Jimoh, and Mr. Virginus Ekwem, Director of IPPIS.

ACTIVITIES

Some of the activities carried out in the course of the program included:

1. National Officers' and Extended National Officers' Committee meetings.
2. Courtesy visit to the CMDs of National Hospital Abuja, Federal Medical Centre Abuja, and University of Abuja Teaching Hospital Gwagwalada.

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3. The Doctors' Reach-Out-Program (T-DROP), a corporate social responsibility program aimed at giving back to society, which involved a free medical outreach program at Karonmajigi Abuja
4. Opening Ceremony and Scientific Conference at the Royal Choice Inn, FCT Abuja.
5. Business session of the National Executive Council (NEC) Meeting.
6. Press Conference

OBSERVATIONS

1. The NEC acknowledged and appreciated the efforts of the Federal Government, the Kaduna State government, the Federal Ministry of Health, the Office of the National Security Adviser, and all the Security Agencies / Stakeholders which resulted in the safe rescue, rehabilitation, and reuniting of Dr. Ganiyat Popoola (who was previously abducted) with her family.
2. The NEC noted with dismay the non-payment of the 2025 Medical Residency Training Funds (MRTF), the outstanding 2023 and 2024 MRTF, and the arrears of the 2022 MRTF.
3. The NEC commended the Federal Ministry of Health and Social Welfare for convening a stakeholders' meeting to address issues related to the Medical Residency Training Fund (MRTF).
4. The NEC expressed disappointment over the non-payment of the arrears of the upwardly revised CONMESS salary and other outstanding salary arrears.
5. The NEC observed with dismay the persistent shortchanging of our members over the past five years, as there have been no consequential adjustments to the CONMESS basic salary and allowances, in clear violation of the provisions of the 2009 collective bargaining agreement.
6. The NEC noted that this persistent shortchanging of our members does not align with the National Policy of Health Workforce of the FMOH which encourages improvement of incentives as a means of retaining healthcare workers.
7. The NEC appreciated the Chief Medical Directors who have fully paid the Accoutrement Allowance arrears from June 2023 to June 2024. However, the NEC noted with disappointment that many other CMDs have yet to complete these payments.
8. The NEC expressed her displeasure over the Federal Government's failure to pay the 2024 Accoutrement Allowance arrears.
9. The NEC expressed concern about the persistent manpower shortage in most hospitals.
10. The NEC observed some of the positive strides that the Chief Medical Director of Obafemi Awolowo University Teaching Hospital Complex (OAUTHc), Prof. John Akintunde Okeniyi, undertook towards ensuring and maintaining industrial peace within the hospital.
11. The NEC commended Barrister Nyesom Wike, the Minister of the FCT, for ensuring the payment of all outstanding salaries and allowances, the disbursement of MRTF, and the employment of doctors in the Federal Capital Territory.
12. The NEC observed the persistent drift of specialized medical manpower in privately owned teaching hospitals due to poor remuneration.

RESOLUTIONS

1. The NEC calls on the National Postgraduate Medical College of Nigeria (NPMCN) to expedite the payment of the 2025 MRTF, ensure the settlement of the outstanding 2023 and 2024 MRTF, and facilitate the payment of the 2022 MRTF arrears in line with the stakeholders' meeting convened by the Federal Ministry of Health and Social Welfare.
2. The NEC urges the Federal Government to promptly pay the arrears of the upwardly revised CONMESS and other outstanding salary arrears without any further delay.
3. The NEC demands the full implementation of the consequential adjustments for the 2019 and 2024 minimum wage on our basic salary and allowances, along with the payment of all accrued arrears.
4. The NEC mandates the National Officers Committee (NOC) to sustain the engagements with the Federal Government. If there is no significant progress after six weeks, the NOC should convoke an Emergency National Executive Council (E-NEC) meeting to reappraise the situation.
5. The NEC demands that all CMDs/MDs complete the payment of the 2023/2024 Accoutrement Allowance arrears and that the federal government promptly process and pay the 2024 Accoutrement Allowance arrears.
6. The NEC calls for sustained engagement with the Federal Ministry to ensure the seamless and continuous employment of doctors in our health institutions, helping to mitigate the ongoing brain drain.
7. The NEC enjoins the Federal Ministry of Health and the Chief Medical Director of OAUTHc to address other lingering issues affecting the welfare of resident doctors in the hospital, which include payment of outstanding salary arrears, reversal of affected salary deductions, and massive recruitment of resident doctors into the hospital.
8. The NEC calls on all state governors to prioritize the welfare of doctors working in state-owned hospitals and training institutions to mitigate brain drain and promote industrial harmony.
9. NEC calls on the CMDs/CEOs of privately-owned teaching hospitals to improve the welfare packages of Resident Doctors within their employ to mitigate brain drain.

APPRECIATION

The NEC expresses gratitude to the following distinguished Nigerians:

1. His Excellency, Senator Asiwaju Bola Ahmed Tinubu, President of the Federal Republic of Nigeria.
2. His Excellency, Kashim Shettima, Vice President of the Federal Republic of Nigeria
3. His Excellency, Distinguished Senator Godswill Akpabio, Senate President of Nigeria.
4. His Excellency, Rt. Hon Tajudeen Abbas, Honorable Speaker of the House of Representatives.
5. Her Excellency, Distinguished Senator Dr. (Mrs) Ipalibo Harry-Banigo, Chairman Senate Committee on Health.
5. Barrister Nyeson Ezenwo Wike, Honourable Minister, Federal Capital Territory

7. Prof. Ali Pate, Honourable Coordinating Minister of Health and Social Welfare.
8. Dr. Iziaq Adekunle Salako, Honourable Minister of State for Health and Social Welfare.
9. Dr. Yusuf Tanko Sununu Honourable Minister of State for Humanitarian Affairs and Poverty Alleviation
10. Ms. Kachollom Daju, Permanent Secretary, Federal Ministry of Health and Social Services.
11. Chief Ekpo Nta, Esq., Chairman, National Salaries, Incomes and Wages Commission.
12. Mrs Oluwatoyin Madein, Accountant General of the Federation.
13. Mr Tanimu Yakubu, Director-General, Budget Office of the Federation.
14. Dr Fatima Kyari, Registrar/CEO, Medical and Dental Council of Nigeria.
15. Professor Bala Audu, President, Nigerian Medical Association.
16. Dr Emeka Malachy Ayogu, Chairman, NMA FCT, Abuja.
17. Professor Bissallah Ekele, CMD, University of Abuja Teaching Hospital Gwagwalada
18. Professor Muhammad Raji Mahmud, CMD, National Hospital Abuja,
19. Professor Saad Aliyu Ahmed, CMD, Federal Medical Centre Abuja,

Long live the Federal Republic of Nigeria,

Long live NMA,

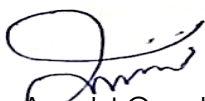
Long live NARD!



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President



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Secretary-General



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Public & Social Secretary