



NIGERIAN ASSOCIATION OF RESIDENT DOCTORS

NATIONAL SECRETERAT

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NARD/SG/2021-2022/300722/

30th July, 2022

THE COMMUNIQUE ISSUED AT THE END OF THE JULY NATIONAL EXECUTIVE COUNCIL (NEC) MEETING AND SCIENTIFIC CONFERENCE OF THE NIGERIAN ASSOCIATION OF RESIDENT DOCTORS (NARD) HELD AT TA'AL CONFERENCE HOTEL, LAFIA, NASSARAWA STATE FROM 25TH– 30TH JULY 2022

PREAMBLE

The July National Executive Council (NEC) meeting of the Nigerian Association of Resident Doctors (NARD) tagged "Lafia 2022" had the theme, "Medical Workplace Hazards: Defending a Nation Under a Shade of Arrows."

The Chairman of the occasion was the Director of Research, Federal University Lafia, Nassarawa State, Professor Ali Shugaba.

The Special Guest of Honour was the Executive Governor of Nassarawa State, His Excellency Engr. Abdullahi A. Sule. Other Guests of Honour were the Deputy Governor of Nassarawa State, His Excellency Dr Emmanuel Agbadu Akabe; the Honorable Commissioners of Health for Nassarawa and Benue States, Hon. Ahmed Baba Yahaya and Dr Joseph Ngbea respectively.

The Guests of Honour also included the Speaker of the House of Representatives, Rt. Hon. Femi Gbajabamila; The Honorable Minister for Labour and Employment, Senator (Dr) Chris Nwabueze Ngige OON; the Honorable Minister of Health, Dr Ehanire Osagie; the Honorable Minister of State for Health, Barr. Egwumaka Joseph Nkama; the Chairman, Senate Committee on Health, Distinguished 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. 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, Nassarawa State Branch, Dr Sabo Emmanuel Ombugadu.

The Chief Host was the Chief Medical Director, Dalhatu Araf Specialist Hospital (DASH) Lafia, Dr Hassan Ikrama while the Host was the President of NARD, Dr Dare Godiya Ishaya. The Royal Father of the day was His Royal Highness, Honorable Justice Sidi Bage Muhammed I (JSC Rtd), the Emir of Lafia. Other Fathers of the day were HRH Dr Kabir Musa Ibrahim, the Emir of Azara/Consultant Obstetrician and Gynaecologist, and HRH Dr Umar Apeshi Abubakar, Sarkin Agwatashi/Consultant Orthopedic Surgeon.

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The Keynote Speaker was Dr Esther S. Audu, Chief Consultant Medical Microbiologist and Infectious Disease Specialist, Dalhatu Araf Specialist Hospital (DASH) Lafia. The Sub-theme Speaker was His Excellency Dr Emmanuel Agbadu Akabe, Consultant Ophthalmologist and Deputy Governor of Nassarawa State.

ACTIVITIES

1. Opening Ceremony & Scientific Conference
2. Award presentation to the Executive Governor of Nassarawa State, His Excellency Engr. Abdullahi A. Sule, and the Deputy Governor of Nassarawa State, His Excellency Dr Emmanuel Agbadu Akabe.
3. The NEC meeting was attended by 70 chapters of the association across the country to deliberate on issues affecting the health care delivery in Nigeria, and the welfare of its members.

OBSERVATIONS

1. The NEC noted, with gratitude, the progress in the commensurate 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 2nd February 2022 with reference No. SWC/S04/S.6/II/208, and upward review of examination and other fees by the National Postgraduate Medical College of Nigeria (NPMCN).
2. The NEC observed with dismay, the unnecessary delay in the implementation and payment of the new Hazard Allowance for over seven (7) months since its approval on 22nd December 2021 in a circular with reference No. SWC/S/04/S.218/11/406. Also, the delay in the payment of the 2020 Medical Residency Training Fund (MRTF) to our members, who were omitted despite several efforts by the association.
3. The NEC observed that the skipping arrears covering 2014, 2015 and 2016 have remained unpaid despite several negotiations with the Federal Government over the matter.
4. The NEC noted that several years after the implementation of a new minimum wage in 2019, some of our members are yet to benefit from the consequential adjustment of minimum wage.
5. The NEC observed the need for the review of the Consolidated Medical Salary Structure (CONMESS) and other related allowances due to the current economic situation in the country which had led to super inflation and devaluation of the currency causing untoward hardship on our members.
6. The NEC relished and warmly welcomed the achievement of the Executive Governor of Nassarawa State, His Excellency Engr. Abdullahi A. Sule, on the Domestication of Medical Residency Training Act (MRTA) 2017, his approval and commencement of payment of the Medical Residency Training Fund (MRTF) to Resident Doctors at Dalhatu Araf Specialist Hospital (DASH) Lafia, and promise to employ the wife of our deceased member who died of workplace hazard into the State Civil Service.
7. The NEC also noted with grave 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, the Federal Capital Territory Authority (FCTA), and most recently Nassarawa State.

8. The NEC noted the little progress that has been made by the Abia State Government towards the implementation of MRTA 2017 and payment of twenty-six (26) months' salary areas owed Resident Doctors at Abia State University Teaching Hospital (ABSUTH) as agreed in the last meeting between the Abia State Government and Representatives of the Leadership of NARD. However, the NEC were displeased over the condition of our members under different State Governments' employ namely Imo, Ondo, Ekiti and Gombe owed 10, 5, 3 and 2 months respectively.
9. The NEC observed with utmost displeasure the spate of abuse and assault against doctors and the changing narrative from attacks being carried out by patients/patient relatives, to being committed by other healthcare workers.
10. The NEC lamented the acute manpower shortage in most tertiary health institutions occasioned by the ongoing massive brain drain and the physical and mental burnout effects on our members across the country.

RESOLUTIONS

1. The NEC urges the Federal Government to expedite action on the payment of the newly reviewed Medical Residency Training Fund (MRTF) within a two (2) weeks ultimatum to enable our members to meet up with the closing date of examination registration as advertised by the National Postgraduate Medical College of Nigeria (NPMCN).
2. The NEC demands the immediate implementation and payment of the new Hazard Allowance and arrears 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 within two (2) weeks.
3. The NEC urges the Federal Government to expedite action on the payment of the skipping arrears for 2014, 2015 and 2016 to deserving members as the patience of the association is waning concerning this matter.
4. The NEC demands immediate payment of consequential adjustment of minimum wage to our members who have been deprived this benefit since it was implemented several years ago.
5. The NEC demands an immediate review of the Consolidated Medical Salary Structure (CONMESS) and other related allowances 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 will be reviewed regularly.
6. The NEC appreciates the Executive Governor of Nassarawa State, His Excellency Engr. Abdullahi A. Sule for the approval and commencement of payment of the Medical Residency Training Fund (MRTF) to Resident Doctors at Dalhatu Araf Specialist Hospital (DASH) Lafia, and his promise to employ the wife of our deceased member who died of workplace hazard into the State Civil Service as was done to the two (2) spouses of our other colleagues who died from Lassa Fever last year.
7. The NEC urges the Governor of Abia State, His Excellency Dr Okezie Victor Ikpeazu to keep to the latest agreement of paying seven (7) months' salary arrears within one (1) week in the first instance and two (2) months' salary arrears monthly to our members until the arrears are cleared, and also the full implementation of the 2017 Medical Residency Training Act (MRTA) in Abia state.
8. The NEC calls on the Federal Government, the Nigerian Governor's Forum, Stakeholders, and well-meaning Nigerians to prevail on the Governors of

Imo (10 months), Ondo (5 months), Ekiti (3 months) and Gombe (2 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.

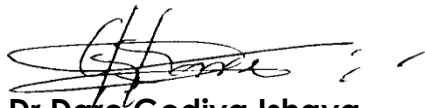
9. The NEC especially appreciates the Governors of Delta, Benue, Lagos States, the Minister of the Federal Capital Territory and once more, the Governor of Nassarawa State for their efforts in the adoption/domestication of the Medical Residency Training Act (MRTA) 2017 and also payment of Medical Residency Training Fund (MRTF) to Resident Doctors under their employ. We, therefore, call on other State Governors to emulate and replicate this achievement, to improve healthcare delivery in their various States.
10. The NEC enjoins the Federal and all State Governments to look into the issue of assault on Doctors and thoroughly investigate the ongoing cases and put measures in place to nip this menace in the bud to forestall future occurrences, as these inhumane acts have affected our members both physically and mentally.
11. The NEC urges the Federal Government to take steps toward curtailing the brain drain in the health sector and find ways of eliminating all bureaucratic bottlenecks in the employment and replacement of the Resident Doctors leaving our institutions daily to seek greener pastures.
12. As the 2023 appropriation bill is being prepared, the NEC 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.
13. The NEC shall by the expiration of the two (2) weeks ultimatum, reconvene to review the progress made so far and take further actions for which nationwide industrial harmony may not be guaranteed.

APPRECIATIONS

On behalf of the entire membership of the Nigerian Association of Resident Doctors (NARD), the President and the National Officers Committee, National Executive Council and all NARD members 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 Nassarawa State, His Excellency Engr. Abdullahi A. Sule.
5. The Deputy Governor of Nassarawa State, His Excellency Dr Emmanuel Agbadu Akabe
6. The Honorable Minister of Health, Dr Ehanire Osagie.
7. The Honorable Minister for Labour and Employment, Senator (Dr) Chris Nwabueze Ngige OON.
8. The Honorable Minister of State for Health, Barr. Egwumakama Joseph Nkama.
9. The Chairman, Senate Committee on Health, Distinguished Sen. Dr Ibrahim Yahaya Oloriegbe.
10. The Chairman, House Committee on Healthcare Services, Hon. Dr Yusuf Tanko Sununu.
11. The Director of Hospital Services, Federal Ministry of Health, Dr Adebimpe Adebisi mni.

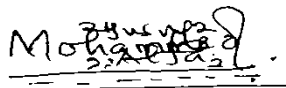
12. The Honorable Commissioner for Health, Nassarawa State, Hon. Ahmed Baba Yahaya
13. The Honorable Commissioner for Health and Human Services, Benue State, Dr Joseph Ngbea.
14. The Registrar, Medical and Dental Council of Nigeria, Dr T. A. B. Sanusi.
15. The President-Elect of the World Medical Association (WMA), Dr Osahon Enabulele.
16. The President of the Nigeria Medical Association (NMA), Dr Uche Rowland Ojinma.
17. The Chairman of the Nigeria Medical Association, Nasarawa State Branch, Dr Sabo Emmanuel Ombugadu.
18. The Emir of Lafia, His Royal Highness, Honorable Justice Sidi Bage Muhammed I (JSC Rtd).
19. The Emir of Azara, His Royal Highness, Dr Kabir Musa Ibrahim.
20. The Sarkin Agwatashi, His Royal Highness, Dr Umar Apeshi Abubakar
21. The Chief Medical Director, Dalhatu Araf Specialist Hospital (DASH) Lafia, Dr Hassan Ikrama
22. The Keynote and Sub-theme Speaker at the Scientific Conference.
23. The Congress, Executives of ARD DASH Lafia and the Local Organizing Committee.



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President



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