



# SENIOR STAFF ASSOCIATION

of

# NIGERIAN UNIVERSITIES

(SSANU)

**All Correspondence to the National Secretariat:**

Plot No. 821, Cadastral Zone B10,  
Opposite Sali's Ventilated Homes, Behind Kings' Court Estate,  
Daki-Biyu District, Jabi, Abuja, FCT.

**Phone:-** 08038249767, 07067593559

**E-mail:-** [ssanunational@yahoo.com](mailto:ssanunational@yahoo.com)

[ssanunational@gmail.com](mailto:ssanunational@gmail.com)

**E-mail:-** [www.ssanunational.org.ng](http://www.ssanunational.org.ng)

**National President:-** Mohammed Haruna Ibrahim *fnipr, fnll, fciml, manupa*  
[mahib@five.co.uk](mailto:mahib@five.co.uk) 08036065646

## **COMMUNIQUE ISSUED AT THE END OF THE 45TH REGULAR NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU), HELD ON THURSDAY 28TH SEPTEMBER, 2023 AT UNIVERSITY OF MAIDUGURI, BORNO STATE.**

NEC in session deliberated on issues of national importance as it concerns members of the SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU) in particular and the University system in general.

### **1. PAYMENT OF WITHHELD FOUR MONTHS SALARY ARREARS DURING NATION WIDE STRIKE**

NEC in session for the umpteenth time condemns the action of Government on the withheld four months salary arrears during the last nationwide strike embarked upon by it's members, viewing it as insensitive and inconsiderate. It was obvious that SSANU complied with all legal provisions including giving adequate notices to the appropriate authorities but were forced to embark on that strike due to Government's failure to honour her path of the agreement. SSANU therefore earnestly requests Government to pay the withheld salaries without any further delay considering the harsh economic realities currently faced by citizens in the country as Government is aware, the value for the money has already been eroded by hyperinflation.

### **2. IMPLEMENTATION OF 25% AND 35% SALARY INCREASE**

NEC recalled the renegotiation of salaries for her members with the Committee led by the late Professor Nimi Briggs that was at the final stage where SSANU demanded for 700 percent wage increase but the Committee offered a 23.5% and 35% review to our members. NEC is also aware that a provisional sum of #100Billion had been budgeted for salary review of workers in tertiary institutions which is yet to be implemented.

The recent announcement for approval of an increment of 25% and 35% for tertiary institution workers by the Government which was circulated in the

social media is not a product of collective bargaining agreement with the University based unions.

While grudgingly acknowledging this slight increase that is yet to be officially communicated to the union, our universities and inter-university centers, SSANU urges both Federal and State Governments to immediately implement the increment and pay the arrears without further delay.

### 3. RENEGOTIATION OF 2009 AGREEMENT

The issue of renegotiation of the 2009 FGN/SSANU agreement is not only long overdue but has become necessary that the exercise be concluded. NEC in session agreed that now that Ministers have been appointed, the Minister of Education, Prof. Tahir Mamman SAN should hit the ground running as directed by the President. This will go a long way in addressing all industrial disharmony between the Government and the university based unions. NEC also demands that the Government should immediately reconstitute the renegotiation Committee with broad membership from amongst experienced university administrators with a marching order to complete the assignment within a reasonable time.

### 4. COMMENCEMENT OF INDEFINITE STRIKE

The Nigeria Labour Congress (NLC) and Trade Union Congress (TUC) had declared an indefinite strike action from the 3rd of October, 2023.

NEC in session after due deliberations agreed that SSANU as an affiliate of the NLC will join the strike to protest the insensitivity of Government in providing palliatives to cushion the effect of removal of fuel subsidy. NEC therefore mandated all branches to mobilize her members to join the strike as declared as the demands before Government also includes the release of withheld salaries of university workers.

### 5. ATTEMPT TO STOP STATE UNIVERSITIES' PARTICIPATION IN NATIONWIDE INDUSTRIAL ACTIONS

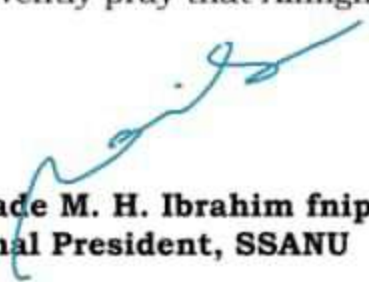
NEC in session feels seriously agitated by the report of the Ad-hoc Committee of Pro-Chancellors of State Owned Universities which among other things recommended that State universities should not participate in nationwide industrial actions. NEC wishes to reiterate that SSANU at all levels ranging from National to branches is one indivisible entity. NEC therefore calls on Visitors to the State Universities (who are the State Governors) and Pro-Chancellors of all State Universities to urgently jettison that clause and in their best interest expunge it because SSANU will stop at nothing to resist any

attempt to dismember the Union since this runs contrary to the Freedom of Association as enshrined in the Constitution of the Federal Republic of Nigeria and the Labour Laws.

6. NEC in session observed with serious concerns the dissolution of university Governing Councils who were yet to complete their tenure. The absence of Governing Councils in our universities has completely stamped progress and development both in terms of policy and Staff development. However even while the university Governing Councils were operational their powers and functions were usurped by the Office of Head of Service of the Federation. NEC disapproves of this unethical practice which contradicts best global practices. NEC therefore calls on Government to stop this ugly trend and ensure that the University Governing Councils exercises their full autonomy which includes recruitments, promotions and infrastructural development.

#### 7. CONDOLENCE MESSAGES

NEC in session sincerely condoles and commiserates with the families and friends of our Deputy General Secretary and some members who died recently. We fervently pray that Almighty God grants them Eternal Rest.



**Comrade M. H. Ibrahim fnipr, fnli, fcilm, manupa  
National President, SSANU**