

**COMMUNIQUÉ ISSUED AT THE END OF THE 51ST NATIONAL  
EXECUTIVE COUNCIL (NEC) MEETING OF THE SENIOR STAFF  
ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU) HELD AT  
ALIKO DANGOTE UNIVERSITY OF SCIENCE AND TECHNOLOGY,  
WUDIL, KANO STATE FROM TUESDAY 24TH TO THURSDAY 26TH  
JUNE, 2025**

The Senior Staff Association of Nigerian Universities (SSANU) held its 51st National Executive Council (NEC) Meeting at Aliko Dangote University of Science and Technology, Wudil, Kano State, under the leadership of the National President, *Comrade Mohammed Haruna Ibrahim*. After exhaustive deliberations on issues affecting the Union as well as matters concerning the University system and the nation at large, NEC in session reaffirms SSANU's commitment to nation-building, declaring the Union's readiness to offer its professional expertise in education reform in service to the nation.

Sequel to the above, NEC in session resolves that the following issues be given urgent attention:

**Non-Payment of Withheld Salaries and Persistent Salary Delays**

NEC strongly condemns the continued withholding of salaries of SSANU members who participated in the 2022 industrial action. NEC therefore, urges the Federal Government to immediately release the outstanding two (2) months withheld salaries as a demonstration of good faith and commitment to restoring industrial harmony within the University system. Similarly, NEC also decries the persistent delay in salary payments to Federal Universities, often weeks after other Federal workers have been paid. This discriminatory practice is both unjust and unacceptable. The Union demands the immediate harmonization of salary disbursements across all Federal and State institutions to ensure fairness and equity.

**Irregular Payment of Salaries by Some State Governments**

NEC in session observes with grave concern about the attitude of some state governments who deliberately refuse to pay the university staff salaries regularly. The Union demands that Federal Government direct such State Governors to immediate commence regular payment of salary to university workers as an obligation.

**Breach of Signed Agreements**

NEC expresses deep concern over the Federal Government's persistent disregard for Memoranda of Understanding (MoUs), Memoranda of Action (MoAs), and other duly negotiated collective bargained agreements entered into with SSANU. The Union reiterates that such agreements, having been reached through structured dialogue and mutual consent are binding and must be honoured in full. NEC warns that if this pattern of neglect continues, the Union will be left with no choice but to explore all lawful and appropriate avenues to compel compliance.

**Unjust Disbursement of Earned Allowances**

NEC strongly frowns at the inequitable and negligible allocation of the ₦50 billion Earned Allowance, wherein only 20% which amounts to ₦10 billion was allotted to the three (3) non-teaching unions (SSANU, NASU & NAAT) as against the ₦50 billion agreed in the signed MOU before the suspension of the 2022 industrial action. This allocation is unjust, discriminatory, and fails to acknowledge the indispensable role SSANU members play in the effective functioning of Nigerian Universities. It is also in breach of the MoU signed with the joint action committee (JAC) of NASU and SSANU in August 2022. NEC calls for an immediate release of the balance of ₦40 billion Earned Allowance to reflect principles of

fairness, equity, and inclusiveness across all staff unions of universities including all Inter-University Centres in line with the Memorandum of Understanding signed with the unions.

### **Renegotiation of the 2009 FG/SSANU Agreement**

NEC expresses deep disappointment over the continued silence and inaction of the Federal Government's Renegotiation Committee regarding the 2009 FG/SSANU Agreement. The Council emphasizes that the prolonged delay in commencing substantive discussions is unacceptable. SSANU therefore demands the immediate resumption and timely conclusion of the renegotiation process to address the long-standing concerns of its members to avert an industrial crisis in the university system.

### **Nationwide Insecurity**

NEC in session expresses grave concern over the worsening state of insecurity across the country, particularly the recent mass killings in Benue, Plateau, and other regions. The Council calls on the Federal Government to declare a national emergency on security, including investing in modern security infrastructure and rejigging the security architecture through intelligence gathering and professionalization of security agencies. NEC further urges the Government to address the root causes of violence particularly poverty, youth unemployment, and social injustice through targeted development and empowerment initiatives.

### **Worsening State of the Economy and Cost of Living**

NEC notes with deep concern that recent economic reforms including fuel subsidy removal and currency unification introduced by the Federal Government; though intended to stabilize the economy, have significantly worsened the cost of living for Nigerians. NEC also observe that inflation; rising food prices and declining purchasing power have placed unbearable pressure on workers and the vulnerable. NEC therefore calls on the Federal Government to urgently implement targeted social protection measures, including food subsidies, fuel vouchers, and conditional cash transfers, to cushion the impact on citizens, particularly low-income earners.

### **Climate Disasters and Non Proactiveness of Environmental Agencies**

NEC notes with growing concern the recurrent incidence of climate-related disasters, particularly over-flooding and environmental degradation which has continued to threaten lives, livelihoods, and national development. NEC therefore calls on the Federal Government to develop and implement a comprehensive national disaster response framework in line with global climatic changes, and proactively engage relevant environmental and emergency management agencies to mitigate future occurrences and safeguard vulnerable communities.

In conclusion, NEC calls on the Federal Government to demonstrate sincerity, commitment, and responsiveness in addressing our demands as SSANU reaffirms its unwavering commitment to the promotion of equity, professionalism, and good governance within the Nigerian university system and the broader national landscape. The Union remains resolute in its duty to protect the welfare, rights, and dignity of its members across the country.

Thank you.

**Comrade Mohammed Haruna Ibrahim** *fnipr, fnils, fciml, manupa*  
**National President, SSANU**