



SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)

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COMMUNIQUÉ ISSUED AT THE END OF THE 55TH NATIONAL EXECUTIVE COUNCIL MEETING OF THE SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU) HELD AT THE ABUBAKAR TAFAWA BALEWA UNIVERSITY, BAUCHI STATE, FROM WEDNESDAY 22ND TO THURSDAY 24TH JULY, 2026

The 55th National Executive Council (NEC) Meeting of the Senior Staff Association of Nigerian Universities (SSANU), held at the Abubakar Tafawa Balewa University, Bauchi State, from Wednesday 22nd to Thursday 24th July 2026, received the State of the Union and Nation Addresses presented by the National President, Comrade M. H. Ibrahim, fnipr.

After extensive deliberations on the issues contained in the President's addresses, NEC observed, noted and resolved as follows:

1. THE 2026 FGN/SSANU AGREEMENT

NEC commended the historic signing of the 2026 FGN/SSANU Agreement on 29th June, 2026, which concluded years of re-negotiation and collective struggle describing it as a landmark achievement made possible through the resilience, unity and sacrifices of SSANU members nationwide. The Council noted with satisfaction that the agreement provides for a 35 percent upward review of emoluments through the Consolidated Non-Teaching Tools Allowance (CONTTA), improved Earned Allowances, staff training and development, protection of non-teaching positions and equal career progression opportunities for qualified degree holders up to CONTISS 15.

2. APPRECIATION TO THE NEGOTIATION TEAMS

NEC express its appreciation to the Federal Government, the FGN Expanded Tertiary Institutions Negotiation Committee and all relevant Ministries, Departments and Agencies for bringing the renegotiation process to a logical conclusion. The Council specially acknowledged the Chairman of the Committee, Alh. Mahmud Yayale Ahmed, CFR, for his patience, accessibility, maturity and commitment to constructive engagement. NEC also commended the SSANU Renegotiation Team, the National Secretariat and members of the Union for their sacrifice, resilience, discipline, courage and solidarity throughout the process.

3. IMPLEMENTATION OF THE 2026 FGN/SSANU AGREEMENT, COMPLIANCE AND PROTECTION OF MEMBERS

NEC commends the National Universities Commission for forwarding the signed Agreement to all Public Universities and Inter University Centers and apprentices the National Salaries, Incomes and Wages Commission for the release of the implementation circular. Council hereby urge the Federal and State

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Vice President (South-South):- Azumah Cheta Ugochukwu
National Financial Secretary:- Akanbi Muhammed Jimoh
National Ex-Officio:- Egberongbe Taiwo Tijani
General Secretary:-

Vice President (North-West):- Sabo Balarabe Wudil
Vice President (West):- Dr. Abdussobur Olawiyola Salaam
National PRO:- Ja'afar Hamid Bage
National Trustee:- Izu Monday E.
National Women Leader:- Ijeoma Basil Kalu

Governments to urgently release the funds for the implementation and payment of arrears of the approved review to our members without further delay.

NEC further resolved that the implementation of the agreement must be done promptly, fully and without encroachment and discrimination. Council also called for the immediate activation of the Implementation Monitoring Committee of the agreement as contained in the document in order to ensure compliance and address violations.

NEC seriously warned against the denial of negotiated benefits, punitive postings, delayed promotions, harassment or any form of victimisation arising from members' participation in lawful union activities. The Council further affirmed that the agreement applies only to constitutionally recognised members of SSANU, whose membership is established through voluntary admission, registration and payment of check-off dues in various branches. Branches are therefore directed to maintain accurate and verifiable membership records and report all cases of non-compliance, marginalisation or victimisation through the appropriate Union structures.

4. PAYMENT OF TWELVE (12) MONTHS 25%/35% SALARY INCREASE ARREARS

NEC in session, commended Vice-Chancellors and Heads of Institutions that have fully implemented and paid in full or partially the approved arrears of the outstanding 25%/35% salary increase across Universities and Inter-University Centers. Council, frowns at Vice-Chancellors and Heads of Institutions that are yet to implement nor pay arrears of the 25%/35% salary increase and hereby urge them to do same without further delay to enhance staff motivation and cushion the effect of economic hardship.

5. FUNDING AND ACCESS TO QUALITY EDUCATION

NEC gladly welcomes the HOPE-EDU programme and the 2026 TETFund intervention of about 2.53 billion naira for each public university. The Council, however, stressed that TETFund is supplementary and must not replace adequate government funding, regular budgetary releases and the fulfilment of the 1.3 trillion naira public university revitalisation commitment. Government is urged to publish a transparent account of funds released, projects completed, outstanding obligations, and to invest in accommodation (staff & students), electricity, laboratories, research, digital infrastructure, cybersecurity and staff development. NEC maintained the need for digital transformation, improved efficiency and skills acquisition without causing indiscriminate job losses or casualisation.

6. ECONOMIC CONDITIONS AND THE COST OF LIVING

NEC expressed concern that the marginal decline in headline inflation from 15.93 percent in the month of May to 15.91 percent in June 2026, has not translated into visible relief for workers, especially as food inflation increased from 16.96 percent to 17.52 percent. The Council called for practical measures to restore workers' purchasing power, improve pensions, expand affordable housing, seamless transportation, and strengthen social protection. Government is also urged to ensure that the new tax framework is fair, transparent, free from arbitrary deductions, multiple taxation and unclear payroll administration.

7. SECURITY AND THE PROTECTION OF LIVES

NEC condemned kidnapping, banditry, insurgency, communal violence and other criminal activities threatening schools, universities, highways and farming communities. The Council commended the joint action force that rescued the abducted pupils and teachers in Oyo State and noted the reported ₦50 million support approved for the families of two teachers and three security personnel who lost their lives. NEC expressed deep concern that forty-two (42) children reportedly abducted in Mussa town, Borno State on the same day remained missing for more than two months. The Council demanded equal urgency, mobilisation, sympathy and support for victims in every part of Nigeria, stressing that the life of every Nigerian citizen has equal value.

8. STATE POLICE AND CAMPUS SECURITY

NEC noted the progress of the constitutional amendment on the State Police Act, as an attempt to decentralise policing and improve local security responses. The Council insisted that any state police arrangement must contain strong constitutional safeguards against political abuse and intimidation of workers, journalists, trade unionists and political opponents. Government and university managements were urged to strengthen campus security through perimeter fencing, surveillance systems, adequate lighting, emergency communication facilities, trained personnel and effective collaboration with Security Agencies.

9. LOCAL GOVERNMENT AUTONOMY AND THE 2027 ELECTIONS

NEC supports genuine local government autonomy that is backed by democratic elections, transparent financial management, effective public oversight and improved administrative capacity. As the country approaches the 2027 general elections, the Council called on political parties, INEC and security agencies to act transparently, professionally in the interest of the citizenry. Electoral technology should be reliable, applicable laws should be finalised early, and university staff to be engaged in electoral duties must be protected from political pressure and provided with adequate security and welfare.

10. CORRUPTION, NATIONAL UNITY AND RESPONSIBLE LEADERSHIP

NEC condemns the high rate of corruption and injustice, pervading the society, while calling for strengthening of institutions, transparent procurement, credible audits, effective oversight and firm consequences for misconduct. In addition, anti-corruption agencies must operate independently, professionally and with respect for the rule of law, without selective enforcement or political persecution. The Council further urged that public appointments, employment opportunities and resource distribution should reflect fairness, competence and the federal character principle. Political, religious, traditional, professional and trade union leaders are called upon to reject divisive tendencies, while promoting justice, inclusiveness and peaceful engagement.

11. SSANU'S COMMITMENT TO NATIONAL DEVELOPMENT

NEC reaffirms that SSANU will continue to proffer practical solutions through advocacy, monitoring, research, professional development and constructive engagements with relevant stakeholders. The

Union resolves to monitor implementation of the 2026 Agreement, promote accountability, encourage university-based innovation and work with government, civil societies, professional bodies and development partners to advance the welfare of workers and the overall development of Nigeria.

CONCLUSION

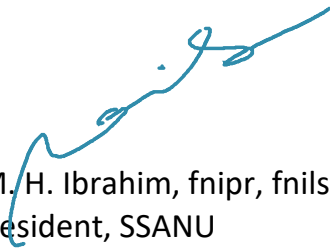
The 55th NEC reaffirmed its commitment to industrial harmony, constructive dialogue, national unity and the defence of workers' rights. The Council stressed the need for lasting peace in the university system respect for collective bargaining, faithful implementation of agreements, adequate funding of education and responsible leadership. NEC therefore calls on all relevant authorities to act promptly on the resolutions contained in this communiqué, while urging SSANU members to remain united, disciplined and vigilant.

Issued at Bauchi this 24th day of July, 2026.

Long live SSANU!

Long live the Nigerian University system!!

Long live the Federal Republic of Nigeria!!!



Comrade M. H. Ibrahim, fnipr, fnils, fciml, manupa
National President, SSANU
National Internal Auditor, NLC
Chairman, JAC of NASU and SSANU