



SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)

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29th March, 2026

COMMUNIQUE OF THE 54TH NATIONAL EXECUTIVE COUNCIL (NEC) MEETING OF THE SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU), HELD AT EKITI STATE UNIVERSITY, EKITI STATE, FROM 26TH TO 27TH MARCH, 2026

The National Executive Council of the Senior Staff Association of Nigerian Universities (SSANU) held its 54th NEC Meeting at Ekiti State University, Ekiti State, from Thursday 24th to Friday 27th March, 2026.

NEC extensively deliberated on the state of the nation, the condition of Nigerian universities, and issues affecting the welfare of members of the Union across its various branches and resolved as follows:

1. Renegotiation of the 2009 Agreement

NEC expresses grave concern over the slow pace and inconclusive nature of the ongoing renegotiation between the Federal Government and the non-teaching unions in the university system. Council observes that prolonged engagement without clear commitment, defined timelines, and tangible outcomes is unacceptable. NEC therefore insists that Government must, without further delay, reconvene and conclude the renegotiation process in a fair, transparent, and time-bound manner.

NEC Resolution

In view of this, SSANU hereby issues a final ultimatum to the Federal Government from 1st April, 2026 to 30th April, 2026 to conclude the renegotiation process and sign the agreement. Should the Government fail to do so within this period, the Union will have no other alternative but to liaise with its partner in the Joint Action Committee of NASU and SSANU to commence an indefinite, comprehensive and total industrial action. NEC makes it unequivocally clear that, in the event of such failure, there will be no going back on this decision by the JAC of NASU and SSANU.

2. Salary Delays, Increments, and Withheld Entitlements

NEC condemns the persistent delays in the payment of salaries of staff in Federal and some State universities, as well as the non-payment of approved increments and other withheld entitlements. Council notes that these recurring delays have imposed severe hardship on members and their families, weakened morale, and undermined productivity across the university system. NEC therefore demands the immediate settlement of all outstanding salary-related issues and the establishment of a reliable and unified salary payment structure.

Council recommends that Government should consider the adoption of the Remita platform as the channel for payment of salaries to universities workers because of its seamless and reliable nature.

3. Earned Allowances

NEC expresses dissatisfaction with the failure of Government to fully and fairly implement the disbursement of the ₦50 billion Earned Allowances agreed upon in 2022. Council condemns the exclusion of Inter-University Centres and Research Institutes from previous disbursements and insists that all eligible categories of workers must be included without discrimination

Vice President (North-Central):- Abubakar Aliyu

Vice President (North-East):- Alhaji Audu Isa

Vice President (North-West):- Sabo Balarabe Wudil

Vice President (South-East):- Okechukwu Animba

Vice President (South-South):- Azumah Cheta Ugochukwu

Vice President (West):- Dr. Abdussobur Olawiyola Salaam

National Treasurer:- Uchenna Sunday Nwokeji

National Financial Secretary:- Akanbi Muhammed Jimoh

National PRO:- Ja'afar Hamid Bage

National Trustee:- Izu Monday E.

National Internal Auditor:- Timnan Nathan Rimdap

National Ex-Officio:- Egberongbe Taiwo Tijani

National Women Leader:- Ijeoma Basil Kalu

National Legal Adviser:-

General Secretary:-

4. Economic Hardship and Workers' Welfare

NEC notes with concern the worsening economic hardship in the country, driven by inflation and the rising cost of living, which has further reduced the purchasing power of workers. Council calls on Government to urgently implement practical relief measures, including wage review, improved social protection, and concrete interventions that will cushion the effects of current economic realities on university workers.

5. Funding of Universities

NEC observes that the funding crisis in Nigerian universities has persisted, leading to decaying infrastructure, weak service delivery, and inadequate support for teaching, research, innovation, and administration. Council reiterates that education must be treated as a priority sector and calls for predictable, transparent, and adequate funding of public universities.

6. State of the Nation and National Security

NEC expresses deep concern over the deteriorating security situation across the country, including incidents of terrorism, banditry, kidnapping, communal violence, and other tragic attacks in different parts of Nigeria. NEC particularly laments the loss of innocent lives in the recent attacks and extends condolences to affected families and communities. Council calls on the Federal Government to take more decisive, intelligence-driven, and sustained steps to secure lives and property across the federation.

7. Safety of University Communities

NEC notes with serious concern the growing insecurity within and around university campuses, including threats to staff, students, and critical infrastructure. Council calls on Federal and State Governments, as well as university authorities, to strengthen campus security architecture through improved surveillance, lighting, perimeter protection, rapid response mechanisms, and better welfare for security personnel.

8. Global Knowledge Gap and Digital Relevance

NEC notes that Nigerian universities are falling behind in the rapidly evolving global knowledge economy due to weak digital infrastructure, inadequate research support, and limited opportunities for staff development. Council urges Government to prioritise digital transformation, research investment, innovation, and stronger institutional partnerships that will keep Nigerian universities globally relevant and competitive.

9. Labour Solidarity and Union Readiness

NEC commends the continued support and solidarity of the Nigeria Labour Congress and reaffirms SSANU's commitment to lawful and collective engagement in pursuit of justice, fairness, and equity for university workers. Council also urges members across all branches to remain united, disciplined, vigilant, and committed to the ideals of the Union.

10. Public-Private Partnership and Protection of Jobs

NEC reiterates SSANU's opposition to any Public-Private Partnership or divestment framework that may lead to job losses, casualization, or erosion of the rights and conditions of service of university workers. Council maintains that any reform in the university system must protect workers and strengthen service delivery without undermining the workforce.

11. Way Forward

NEC demands the immediate reconvening of the renegotiation process; prompt resolution of salary delays, withheld salaries, and increments; fair disbursement of Earned Allowances to all eligible workers; protection of jobs under any reform framework; and the establishment of a standing consultative mechanism between Government and university unions for continuous dialogue and early dispute resolution.

12. Conclusion

NEC concludes by reaffirming that the continued neglect of the welfare of university workers and the persistent delay in resolving critical labour issues can no longer be tolerated. The Federal Government is hereby called upon to take immediate, sincere, and decisive steps to conclude the renegotiation process, settle all outstanding entitlements, and restore confidence in its commitment to industrial justice within the university system. SSANU has demonstrated maturity, patience, and goodwill in the face of provocation and hardship. However, NEC makes it abundantly clear that if Government fails to act within the stipulated timeframe, the Union will not hesitate to embark on decisive and lawful industrial action. SSANU remains firmly united and fully prepared to defend the rights, welfare, and dignity of its members.

This communique is issued at Ekiti State University, Ekiti State, today, 27th day of March, 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 of JAC (SSANU/NASU)