



SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)

National President:-
Mohammed Haruna Ibrahim
fnipr, fnli, fciml, manupa
08036065646 mahib@live.co.uk
Deputy National President:-
Dr. Ieku L. Ador
08037303461 leku4life@yahoo.com

Address: Plot No. 821, Cadastral Zone B10, Opposite Salis Ventilated Homes, Behind Kings' Court Estate, Daki-Biyu District, Jabi, Abuja, FCT. Phone: 07032122717, 07030100062
Email: ssanunational@yahoo.com ssanunational@gmail.com Website: www.ssanunational.org.ng

To: All SSANU Members

16th April, 2026

SSANU REJECTS THE PURPORTED LETTER ON THE PROPOSED 30% INCREASE IN CONSOLIDATED SALARY STRUCTURES AS CONSOLIDATED NON-TEACHING TOOLS ALLOWANCE FOR NON-ACADEMIC STAFF OF UNIVERSITIES, POLYTECHNICS AND COLLEGES OF EDUCATION

The attention of our union has been drawn to a purported letter circulating on social media, allegedly issued from the Office of the Honourable Minister of Education, conveying approval for a thirty percent (30%) increase in the consolidated salary structures of non-academic staff of federal universities, polytechnics, and colleges of education, to be implemented as Consolidated Non-Teaching Tools Allowance (CONTTA).

We wish to state clearly, categorically, and without ambiguity that the Senior Staff Association of Nigerian Universities (SSANU) did not endorse, or sign any agreement with the Federal Government on this matter yet.

At the moment, renegotiation between the Federal Government and our union is still ongoing through the duly constituted expanded renegotiation team. No final agreement has been reached. No negotiated percentage has been mutually adopted. No valid conclusion has been made that can justify the circulation of any document purporting to impose terms on our members.

It is therefore unacceptable, provocative, and a direct violation of the principles of collective bargaining for any authority, no matter how highly placed, to attempt to unilaterally determine the outcome of an unfinished renegotiation process. Such conduct amounts to an imposition and not an agreement. It undermines trust, disrespects the integrity of the renegotiating table, and insults the intelligence, patience, and sacrifice of non-teaching staff across Nigerian University System.

Let it be on record that while renegotiations are still in progress, no individual official has the moral or procedural right to bypass the renegotiation committee, approach the Presidency independently, and return with a figure presented as though it emerged from consensus. **That is not renegotiation, it is not consultation, and it is certainly not due process. It can best be described as executive overreach and/or arm-twisting.**

The so-called 30% is hereby rejected in its entirety because of the following reasons;

1. We reject it because it did not emanate from a concluded renegotiation.
2. We reject it because it was not discussed, agreed, and signed by the leadership of SSANU.
3. We reject it because it is an arbitrary figure imposed without transparency and justification.
4. We reject it because it seeks to stampede the ongoing renegotiation process.
5. We reject it because it treats non-teaching staff as though their welfare and wellbeing can be determined without their inputs through their unions under the established protocol of collective bargaining.

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:-

The attempt to package this as a settled matter is misleading and unacceptable. It creates a false impression before the public and before our members and that the unions have consented to terms which they have neither accepted nor executed. That is a dangerous distortion of the facts.

The Minister of Education must allow the renegotiation committee to conclude its assignment in line with established procedure. The committee was constituted for a purpose, and its work must not be hijacked, undermined, disrespected, or rendered meaningless by unilateral pronouncements. Government must allow the renegotiations to continue in good faith and also allow the process to run its full course until a reasonable, humane, and mutually accepted agreement is reached and formally signed within the timeframe demanded.

Our members are not second class category of workers. They are critical stakeholders in the Nigerian University System. Their welfare cannot be determined by arbitrary percentages crafted outside the renegotiating room and forced on them through administrative pronouncements. Any figure that is not a product of dialogue, reason, fairness, and signed agreement remains null in substance and unacceptable in practice.

We therefore, call on the Federal Government to immediately withdraw this imposition, retrace its steps, and continue genuine engagement with the unions. Anything short of that will only deepen mistrust and further confirm that government is not yet prepared to deal fairly and honestly with non-teaching staff in the education sector.

We also remind the Federal Government that JAC of (NASU/SSANU) has already issued a 30-day ultimatum for the renegotiation process to be resumed, concluded, and duly signed before the end of April 2026. In the same spirit, we support every lawful and legitimate step aimed at allowing a successful ending of the renegotiation and Government must abandon the politics of divide and rule.

SSANU will not accept an imposed percentage dressed up as an agreement, will not endorse a process that excludes it and then pretends to speak for it, and will continue to stand firmly in defence of due process, justice, fairness, and the dignity of its members.

Conclusion

The letter in circulation does not represent the outcome of any concluded renegotiation with SSANU. It is not binding on our members. It is rejected wholly and unequivocally. The Federal Government must return to the path of honour by allowing the renegotiation committee to complete its work and by respecting the principles of dialogue, consent, and signed agreement. Members are hereby assured that the leadership of SSANU has convened a **Special** NEC meeting for Saturday 18th April, 2026, while the leadership of JAC will also meet in due course. Members are kindly urged to remain calm and patience, and to continue to respect the existing **hierarchy, structures, and channels of communication** of our dear union.

Forward Ever!

Backward Never!!



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

National Internal Auditor, NLC
Chairman JAC of (SSANU & NASU)