



SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)

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COMMUNIQUE ISSUED AT THE END OF THE 56TH NATIONAL EXECUTIVE COUNCIL MEETING OF THE SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU), HELD AT THE UNIVERSITY OF UYO, AKWA IBOM STATE, FROM 30TH SEPTEMBER TO 1ST OCTOBER, 2026

The National Executive Council (NEC) of the Senior Staff Association of Nigerian Universities (SSANU) held its 56th regular meeting at the University of Uyo, Akwa Ibom State, from 30th September to 1st October, 2026.

The meeting deliberated extensively on developments affecting the Nigerian University System, the welfare of members of the Union and other issues of national importance, including the implementation of the 2026 FGN/SSANU Agreement, funding of universities, security, the economy and cost of living, public education, accreditation of university programmes, food security, technology and cybersecurity, energy, rule of law and the general state of the nation.

After exhaustive deliberations, NEC in session observed and resolved as follows:

1. IMPLEMENTATION OF THE 2026 FGN/SSANU AGREEMENT, PAYMENT OF CONTTA ARREARS AND 14-DAY ULTIMATUM

NEC acknowledged that implementation of the 2026 FGN/SSANU Agreement, which took effect from 1st January, 2026, notwithstanding its formal signing on 29th June, 2026, has commenced in some universities. NEC, however, expressed serious concern that implementation remains incomplete and uneven across the university system as a result of funding and administrative challenges.

NEC categorically demanded the immediate release and payment of all outstanding arrears arising from the implementation of the 2026 FGN/SSANU CONTTA salary structure, calculated from the effective date of 1st January, 2026. NEC stressed that these arrears constitute legitimate financial entitlements of affected members and must be paid in full without further delay.

NEC further observed that universities which have so far implemented the CONTTA salary structure did so largely through internally sourced funds, without direct cash backing from the Federal Government. NEC therefore called on Vice Chancellors and Governing Councils of universities that are yet to implement the financial and non-financial components of the 2026 FGN/SSANU Agreement to draw lessons from institutions that have taken proactive steps to implement the Agreement in the interest of staff welfare, industrial harmony and improved organizational performance.

Conclusively, NEC, in session, after exhaustive deliberations on the continued non-release of funds for the implementation of the 2026 FGN/SSANU Agreement, issued the Federal Government a fourteen (14) day ultimatum to release the required funds and ensure the full payment of all outstanding CONTTA arrears. NEC stressed that members have waited sufficiently for the benefits of an Agreement already concluded and therefore demand immediate and full compliance within the stipulated period. FAILURE BY

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National Treasurer:- Uchenna Sunday Nwokeji
National Internal Auditor:- Timnan Nathan Rimdap
National Legal Adviser:-

Vice President (North-East):- Alhaji Audu Isa
Vice President (South-South):- Azumah Cheta Ugochukwu
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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

THE FEDERAL GOVERNMENT TO MEET THIS DEMAND WITHIN THE FOURTEEN (14) DAYS WILL COMPEL THE UNION TO RESUME A TOTAL, COMPREHENSIVE AND INDEFINITE STRIKE ACTION WITHOUT FURTHER NOTICE.

2. PAYMENT OF OUTSTANDING 2-MONTHS WITHHELD SALARIES AND 1-YEAR ARREARS OF THE 25% AND 35% SALARY INCREASE

NEC expressed serious concern over the continued non-payment of the remaining two months' salaries withheld during the 2022 industrial action and categorically demanded the immediate release and payment of the outstanding two months' salaries to all affected members.

NEC further demanded the immediate release and payment of the outstanding one-year arrears arising from the 25% and 35% salary increases, stressing that these are legitimate entitlements due to affected university workers and should no longer be subjected to further delay.

NEC therefore called on the Federal Government to take immediate steps to settle these outstanding obligations in full, in order to address the financial hardship being experienced by affected members and demonstrate commitment to the welfare of university workers.

3. IMPLEMENTATION IN STATE-OWNED UNIVERSITIES

NEC expressed concern over the uneven implementation of the Agreement in State-owned universities and noted the varying experiences across institutions, including developments in Ondo, Delta and Kaduna States.

NEC strongly called on State Governments and Governing Councils of State universities to ensure full and equitable implementation of the Agreement and to provide the necessary funding for its execution. NEC maintained that staff of State universities must not be treated as lesser partners in the Nigerian University System and cautioned that selective or delayed implementation could undermine industrial harmony.

4. FUNDING, DEVELOPMENT AND QUALITY ASSURANCE IN THE NIGERIAN UNIVERSITY SYSTEM

NEC reiterated that adequate and sustainable funding remains critical to the development of the Nigerian University System and to the delivery of quality teaching, research and innovation. NEC therefore called on Government to increase investment in essential university infrastructure, including electricity, laboratories, workshops, libraries, ICT facilities, security systems and maintenance.

NEC also deliberated on the planned adoption of online/virtual accreditation through digital technology and strongly opposed its use as a substitute for physical accreditation. NEC maintained that the direct verification of facilities, staffing, equipment and the actual learning environment remains essential to safeguarding academic standards and preserving the credibility of Nigerian university programmes.

5. KING'S COLLEGE, LAGOS AND THE FUTURE OF PUBLIC EDUCATION

NEC unequivocally rejected any arrangement to concession, privatize or transfer the management of King's College, Lagos, or any other public educational institution to an alumni association or private body. NEC called on the Federal Government to halt the proposed arrangement and ensure that any reform preserves public ownership and management, protects workers' rights, and guarantees accessibility and affordability through broad stakeholder consultation.

6. SECURITY, ECONOMIC WELL-BEING, FOOD SECURITY AND RULE OF LAW

NEC expressed grave concern over the persistent insecurity, rising cost of living and worsening food insecurity across the country, noting their combined impact on education, agriculture, economic activities and the general well-being of Nigerians. NEC observed that kidnapping, banditry and other violent crimes continue to threaten farming communities and public institutions, while the high costs of food, transportation, energy, housing, healthcare and agricultural inputs have further eroded workers' purchasing power and placed enormous pressure on families.

NEC therefore called on Government to strengthen intelligence gathering and the protection of vulnerable communities, particularly farming communities and educational institutions, while pursuing policies that reduce the cost of living, protect workers' incomes and improve agricultural productivity. NEC also urged greater support for farmers, improved agricultural infrastructure and stronger collaboration between universities and the agricultural sector to translate research and innovation into practical solutions for increased food production and national food security.

7. DEVELOPMENT STRIDES IN AKWA IBOM STATE AND UNIVERSITY OF UYO

NEC in session commended the Government and people of Akwa Ibom State for the remarkable infrastructural development evident across the State, particularly in the areas of road networks, aviation infrastructure, urban development, environmental cleanliness and security. NEC observed that Akwa Ibom State has, over successive administrations, benefited from sustained attention to development and the improvement of the living environment of its people.

NEC particularly noted the importance of continuity in governance, stressing that sustainable development is better achieved when successive administrations consolidate viable projects, policies and programmes initiated by their predecessors. NEC therefore called on other State Governments to embrace continuity in governance and pursue development initiatives that improve infrastructure, security, environmental cleanliness and the general well-being of citizens.

NEC further acknowledged the contributions of His Eminence, Ntenyin (Dr.) Solomon Daniel Etuk, CFR, Oku Ibom Ibibio and President-General, Akwa Ibom State Supreme Council of Traditional Rulers, to the promotion of peace, unity, grassroots development and harmonious coexistence in the State. NEC noted that the traditional institution under his leadership has continued to serve as an important platform for dialogue, community engagement and collaboration in support of the development of Akwa Ibom State. NEC also recognised his contributions to the advancement of education in his capacity as Chancellor of Akwa Ibom State University, particularly his support for the unity, stability and progressive development of the institution.

NEC equally commended the Vice-Chancellor of the University of Uyo, Professor Christopher Nyong Ekong, for the administrative will and commitment demonstrated within his first 100 days in office, particularly through policies and impactful projects aimed at improving administration, service delivery and the welfare of staff, students and other stakeholders. NEC encouraged the Vice-Chancellor and his Management team to sustain the momentum and continue pursuing initiatives that enhance the growth and development of the University of Uyo.

CONCLUSION

NEC reaffirmed its zero tolerance for the victimisation of members on account of lawful trade union activities and condemned all forms of harassment, discriminatory treatment, punitive postings, denial of negotiated benefits and deliberate obstruction of career progression. NEC directed branches to promptly document and report such cases through appropriate Union channels.

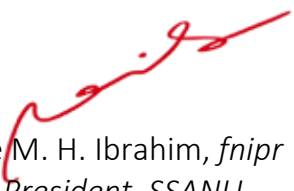
NEC further reaffirmed SSANU's commitment to the protection, welfare and professional advancement of its members, the faithful implementation of collective agreements, adequate funding of universities and the defence of accessible and quality public education. While remaining committed to constructive engagement and industrial harmony, NEC maintained that the Union would continue to deploy all lawful and constitutional means necessary to defend the legitimate rights and interests of its members.

Long live the Senior Staff Association of Nigerian Universities (SSANU)!

Long live the Nigerian Labour Movement!!

Long live the Federal Republic of Nigeria!!!

Issued at the end of the 56th National Executive Council Meeting of the Senior Staff Association of Nigerian Universities (SSANU), held at University of Uyo, Akwa Ibom State, 30th Sept to 1st October, 2026.



Comrade M. H. Ibrahim, *fnipr*
National President, SSANU