



NATIONAL ASSOCIATION OF NIGERIA NURSES AND MIDWIVES

FEDERAL HEALTH INSTITUTIONS SECTOR

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NANNM-FHI/EXT.MEMO/2026/28/VOL., 2

15TH JULY, 2026.

The Honourable Coordinating Minister,
Federal Ministry of Health and Social Welfare,
Abuja.

Sir,

A NOTICE OF 15-DAY ULTIMATUM OVER THE VICTIMIZATION OF NURSES AT FEDERAL NEUROPSYCHIATRIC HOSPITAL, BARNAWA, KADUNA.

The National Association of Nigeria Nurses and Midwives (NANNM), Federal Health Institutions (FHI) Sector, writes to express its profound concern over the continued victimization, intimidation, and unfair treatment of our members and elected union officials at the Federal Neuropsychiatric Hospital, Barnawa, Kaduna.

Our concerns include, but are not limited to, the following:

- 1) The suspension of the Unit Chairman of NANNM for providing temporary accommodation within the union secretariat to nursing students on clinical posting who had been left stranded without accommodation. It is our considered view that this humanitarian action should have attracted commendation rather than punishment, especially as the responsibility for providing accommodation for students on posting ordinarily rests with the hospital management.
- 2) The unjust demotion of the Unit Public Relations Officer and two other members from CONHESS 13 to CONHESS 12 without any justifiable basis. This action is not only punitive but has also negatively affected the morale and welfare of the affected officers.
- 3) The refusal of the Medical Director of the Federal Neuropsychiatric Hospital, Barnawa, Kaduna, to implement the Memorandum of Understanding reached and signed after a prolonged strike in the presence of the Permanent Secretary Ministry of Labour and Employment following the industrial dispute. Such disregard for a duly executed agreement undermines the integrity of the collective bargaining process and erodes confidence in government-mediated resolutions.
- 4) The persistent actions and leadership approach of the current Medical Director have continued to fuel industrial disharmony, victimization of union officials, and disregard for established agreements. The Sector has consequently lost confidence in her ability to provide the leadership required to maintain industrial peace and harmonious labour-management relations in the institution.

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All Correspondence to the Secretary

Accordingly, NANNM-FHI hereby issues the Federal Ministry of Health and Social Welfare a 15-day ultimatum effect from 15th July, 2026 to 29th July, 2026 to:

- 1) Immediately direct the lifting of the suspension of the Unit Chairman and restore all his rights and privileges. Reverse the unjust demotion of the affected officers and restore them to their appropriate CONHESS level with all attendant benefits.
- 2) Ensure the immediate implementation of all terms contained in the Memorandum of Understanding signed before the Permanent Secretary Ministry of Labour.
- 3) Thoroughly investigate the persistent allegations of victimization, intimidation, and anti-union practices at the institution
- 4) Take decisive administrative action to restore industrial harmony at the Federal Neuropsychiatric Hospital, Barnawa, Kaduna, including a review of the continued suitability of the current Medical Director to lead the institution in view of the prevailing circumstances.

The Sector remains committed to dialogue and peaceful resolution of industrial disputes.

However, should the issues raised above remain unresolved within the stipulated 15 days, the National Association of Nigeria Nurses and Midwives (FHI Sector) shall be left with no option than to embark on 3 days warning strike to press home our demands.

We trust that the Ministry will treat this matter with the urgency it deserves in the interest of industrial harmony and quality healthcare service delivery across the country.

Please accept the assurances of our highest regards.

Yours faithfully,



Comrade Morakinyo Olajide Rilwan
National Chairman



Comrade Enya Agatha Osinachi
National Secretary

Cc:

- Minister of labour and productivity
- NANNM Headquarters
- Inspector General of Police
- Director, SSS.
- DNS FMOH