

OFFICIAL MDCN COMMUNIQUÉ

OUTCOME OF MDCN'S ENGAGEMENTS ON NARD'S REQUESTS FOR WAGE AWARDS AND HOUSE OFFICERS' ALLOWANCES

At the just concluded 65th National Council on Health (NCH) meeting held in Maiduguri on 18-22 November 2024, the Coordinating Minister of Health and Social Welfare presented a comprehensive memorandum detailing the progress achieved and the ongoing steps being taken for house-officers wage award and salaries. The memo was noted by the NCH, that the actions taken thus far, with the continued support of the NCH, will lead to a resolution that benefits all the medical professionals and the overall healthcare system. The NCH is the highest decision-making body on health in Nigeria.

The Medical and Dental Council of Nigeria (MDCN) issues this communiqué to provide stakeholders with updates on the efforts made to address the concerns raised by the National Association of Resident Doctors (NARD). Working in collaboration with relevant government agencies and under the directives of the Federal Ministry of Health and Social Welfare, the MDCN continues to pursue fair, transparent, and sustainable solutions to these matters.

What We Have Achieved So Far

1. Implementation of Revised Salaries
 - The MDCN facilitated the implementation of a 25% revised CONMESS salary for house officers, effective June 2023, as part of efforts to align compensation with current realities.

2. Clearing of Outstanding Arrears
 - By October 2024, substantial progress had been made in clearing salary arrears for house officers at Federal Teaching Hospitals and Federal Medical Centres, under the centralised housemanship scheme. Efforts are ongoing to ensure all eligible payments are processed and completed as at when due.

3. Regularised Salary Payments

- Monthly salaries for house officers are being paid consistently under the revised CONMESS structure, reflecting the MDCN’s commitment to timely compensation.

4. Advocacy for Wage Awards

- Following NARD’s request, the MDCN initiated inquiries with the National Salaries, Incomes, and Wages Commission (NSIWC) in May 2024 regarding the eligibility of house officers for the ₦35,000 monthly wage award.

- An appeal for reconsideration was submitted to the NSIWC on 13th May 2024, and the Council is actively following up to ensure a resolution that reflects fairness and equity.

Our Next Steps and Delivery Timelines

- November–December 2024: The MDCN will continue its engagements with the NSIWC to secure a timely resolution of the wage award issue.

- Ongoing: Monthly salary payments under the revised CONMESS structure will remain uninterrupted, with efforts to address any outstanding cases.

- First Quarter of 2025: A detailed review of policy implementation will be undertaken to ensure all concerns are resolved conclusively.

Our Commitment

The MDCN remains steadfast in its mission to safeguard the welfare of medical professionals while promoting the stability and resilience of Nigeria’s healthcare system. We are committed to continue advocating for fair and just outcomes, ensuring that no healthcare professional is left behind. The Council recognizes the contribution of resident doctors and house officers and is committed to addressing their concerns with the urgency and care they deserve.

Our Prayer

The MDCN calls on all stakeholders to support these efforts with patience, understanding, and dialogue. Achieving a lasting solution requires a collective commitment to industrial harmony and mutual respect. We pray for a resolution that fosters unity, strengthens trust, and reinforces our shared goal of delivering quality healthcare to all Nigerians.

The MDCN, in close partnership with the Federal Ministry of Health and Social Welfare, remains committed to building a healthcare system that values its workforce and ensures sustainable progress for the nation.

Signed

22 November 2024