



MEDICAL ASSOCIATION OF NIGERIANS
ACROSS GREAT BRITAIN
www.mansag.org

**Annual Report of the Executive Committee of MANSAG by
Dr Chris Agbo, MANSAG President
28 October 2023**

1. INTRODUCTION

Dear Colleagues,

It is a pleasure to deliver my 2nd Annual Report on behalf of the Executive Committee of MANSAG as MANSAG President. Firstly, I want to thank everyone who made it to the AGC\AGM especially some of our older members whom we have not seen since the pandemic. MANSAG has continued to progress in various direction, and we look forward to a new MANSAG fit for the 21st Century Nigerian Healthcare Professionals.

We will focus on expanding our membership and advocacy at various levels of government and colleges both here in the UK and in Nigeria.

2. PROGRAMMED ACTIVITIES:

2.1 Educational Symposium

13th Annual Educational Symposium and Spring Charity Ball Saturday, 13th May 2023

This meeting was held in Brigg, North Lincolnshire, it was well attended featured high quality Abstract Presentations (Oral & Poster). The fund-raising was organised for two charities.....the financial secretary will present the amount given to each charity. The feedback from this event was positive, and members are looking forward to the annual conference in London. We also awarded two Travel Fellowship grants total sum of £1500 (£750 each) to our members Adanna Ewuzie and Arthur Okonkwo, they are expected to present their work at the Conference in London.

2.2 Annual General and Scientific Conference (AGM).

This is our second annual conference since the pandemic, and the theme for this conference is Transforming Health Outcome. This year's conference appears to be the best conference in the history of MANSAG. It is a 2 day fully packed event with over 30 highly reputable speakers from different categories ranging from regulatory body, Royal College representatives, Police makers and a lot more. Active engagement of the younger ones is one of our agenda, I am that MANSAG is becoming more relevant to different generation of health care professional. We have close 38 high quality Abstract presentation at this year's conference.

It is equally important that we begin to recognise achievement of our own, in line with that MANSAG will be introducing Award ceremony as part of our Saturday dinner. This year we have 10 recipients including the founding Executive members of MANSAG (Dr Hosea Gana & Dr Cally Nwosu). We are grateful that they took this initiative way back in 1997. On behalf of the Executive committee, we say a big congratulations to all the recipients of this Maiden Award.

Looking to the future, as we continue to gather momentum, it is envisaged that MANSAG will be requiring a CME Chair to help with the Scientific part of the Annual Conference. As you will agree with the standard of the organisation of this conference meets the standard of any professional conference. Well done to Dr Jide Menakaya and the LOC members.

We expect that the collaborations among the various diasporan association will continue to grow stronger as we meet during this conference to brainstorm on how best to address the healthcare challenges in our home country.

STATE OF THE ASSOCIATION

3.1 Profile: MANSAG's profile continues an upward trajectory, as evidenced by our collaborative work with diaspora medical and healthcare organisations in the UK and abroad. These include the Nigerian Regulatory bodies and participation in deliberations on matters affecting Black and Minority Ethnic (BAME) groups in health and social care services. In addition, we maintain our influence in the GMC through our active participation in the activities of its BME Doctors Forum and should continue to do so.

MANSAG is now well known not just in the UK & Nigeria but globally and highly esteemed. MANSAG has engaged with the GMC, and it is part of the GMC **Strategic Equality, Diversity, and Inclusion Advisory Forum (ED&I)**. There was a meeting of the Executives of MANSAG and GMC in February 2023, It was a fruitful discussion on how we can work together to support this group of healthcare professionals. He assured us that GMC is willing to work closely with MANSAG in any way we deem needful to support the healthcare professionals as they settle in the UK. We also discussed the issue with the NES and Nigerian doctors plight, he stated that GMC will not be engaging in contract issues, but GMC is happy to arrange a meeting

MANSAG and NES Executive including their responsible officer. Subsequently, the meeting was held between MANSAG representatives and NES Team, discussion is ongoing on how to address some of the issues raised.

Our seat on the NMA's National Executive Council allows us to influence healthcare policies in Nigeria. For example, we have a member of MANSAG sitting in the MANSAG supporting the National Black and Minority Ethnic (BAME) Awards, a nascent awards scheme recognising the achievements of Black, Asian and Minority Ethnic Group Staff improving healthcare services in the United Kingdom.

Our working together philosophy is demonstrated in these activities in the UK:

- A. UK-Nigeria Health Alliance – an initiative organised by all the Nigerian healthcare professionals in the United Kingdom. We held the first round-table discussion in December 2022. However, there has not been much since last year. We are hoping to maximal push from the new Minister to move things forward.
- B. CANPAD national conference was held in August 2023, Regina- Canada, and we discussed on how best to pursue the DPHI programme that has been dormant.
- C. We continue to work closely with BMA, BAPIO, APPNE, BIDA, Cam Doc, Egyptians Doctors in the UK, and other professional organisations.
- D. MANSAG and BAPIO have continued to work closely together, and this has progressed to MOU, members of MANSAG will have a discounted rate for the MDS subscription among other aspects of collaboration including supporting our members collectively as the case maybe.

H. MANSAG active engagement with other Nigerian healthcare professionals' associations such as NDUK, NGPUK, NIRAD, ACDA, and Alumni associations to foster a stronger collaboration. The partnership level is still under discussion with various groups, and we are at the final point of getting an MOU between MANSAG and NDUK. We are looking at how best to support this group young Nigerian doctors (IMG) new to the UK in the area of induction, career guidance, mentoring, exam revision and welfare support especially with disciplinary or issue with regulatory bodies.

Our activities and engagement outside the UK:

1. Engagement with the various diaspora associations and the Federal Ministry of Health in the Diaspora Healthcare Professionals Initiative (DPHI). This is championed by the health minister and leaders of the diasporan associations in the UK, USA, Canada, Germany, and South Africa. The objectives of this initiative are knowledge and skills transfer, capacity building and medical mission.

The health minister officially launched the DPHI, and the diasporan association carried out several virtual training sessions across three pilot hospital sites (UNTH, UBTH, and National Hospital Abuja).

2. CANPAD national conference in August 2023, themed healthcare delivery during times of crisis and conflict.
3. National Diasporan Day celebration was in July 2023 which I attended. NIDCOM Chair was keen for a stronger engagement of MANSAG with other Diasporan association to help in transforming the health system in Nigeria. There is the expectation of the Diasporan association, and the Federal ministry of health to review the DPHI initiative that was abandoned since it was launched April 2022.
4. The partnership between MANSAG with the American University of Antigua to support Nigerian students that may want to study medicine in AUA. The student will receive a £10000 scholarship if he/she came through MANSAG. We have had about 5 students enrolled since the last academic year.

The actions above are consistent with our charter that MANSAG will use its collective strength to work in partnership with other relevant professional bodies, associations, and unions to promote the needs and effective delivery of such demands of its members.

3.2.1 Membership

MANSAG as an association is as strong as our membership; there has been an ongoing issue with membership. It is interesting to note that many of our members do not pay their subscriptions. We are looking at a more efficient way of increasing our membership subscription and retaining those financially active members. We are looking for ways of ensuring that membership benefits are well spelt out to encourage members to pay their subscription and offer some discount from time to time. We encourage anyone that has not set up direct debit or standing order to do so before the end of this AGM kindly.

We had more than 50% rise in our membership registration this October 2023, this was as a result of the successful advocacy and representation by MANSAG on behalf of a member's husband that went through Trust disciplinary hearing in October 2023. It was indeed a success story as the doctors spread the good news around and in influx of new MANSAG who have paid their annual subscription.

The ongoing challenge has been keeping exact account of paid-up members and ensuring that those old members that have stopped paying their subscription to remind them to re-activate their subscription. We will be using an Electronic membership management system that will be operated by one of our members. The cost to get the membership app build and maintained is £2000 to get it set up and a monthly maintenance fee of £15 - £30 depending on traffic flow. It is expected that with this electronic system, it will be able to generate more

income through membership subscription and also able to keep members up to date with regular information.

3 Medical Activities (Missions/Training)

3.1 Leadership Academy – it was first started in March 2022 a yearly event; this year was done in June 2023. The purpose of the Leadership Academy is to equip members with leadership skills early in their careers. Prof Rotimi Jaiyesimi is coordinating this, and we are seeking more members to join the Leadership Academy Team.

3.2 Medical Students Network

MANSAG has an active medical student forum, which involves various medical schools; there is an ongoing mentorship program; Coordinator – Dr Ib Adedugbe. The next medical student event will be in November 2023. We are experiencing increasing involvement of Medical students since this Medical Student was set up. Registration for medical students is free, please let us sign post any Nigerian medical student you know to the Coordinator Dr Ib Adedugbe.

3.3 Mentoring Program

The mentoring program is now better structured. We are looking for mentors in different regions and specialities as we have an increasing number of IMG and Students that will need mentoring. Please do let us know if you would like to mentor healthcare professionals.

Every year the mentor and mentee activities are reviewed as per the guideline. The coordinator is Dr Ib Adedugbe.

3.4 Training/Skills Transfer/Capacity Building: At the start of our tenure, we carried on with the existing strategy for the medical mission from previous leadership following the report referred to as the 'Dilly Report' which was delivered to the Executive in August 2019. We continue to focus on the three categories highlighted and in addition to other activities relating to Medical Outreach:

MANSAG Medical MISSION (Triple M)

MANSAG Recognized MISSION

MANSAG Accredited MISSION (Diaspora Professional Healthcare Initiative [DPHI])

1. MANSAG – Evercare Hospital MOU March 2022. This is a collaboration with a private healthcare setting in Nigeria. We have delivered two sessions of virtual training with excellent feedback and one face to face activities. The purpose of the partnership is training, skills transfer, capacity building and service as stipulated in the MOU. However,

this program is now paused as the Hospital are having challenges with making their own contribution towards our members engagement in training.

2. Lagos State Government through discussion with Prof Bola Owolabi NHSI Director are keen to work with MANSAG. Area of focus will be Sickle Cell Disease at primary & secondary care level. Core 20 + 5 Africa Initiative is also being considered to be piloted in Lagos State. Prof Owolabi has informed the Lagos State government that even though she is championing it, it has to come under the auspices of MANSAG. We will be getting in touch with our members who have done great work in these areas to be involved once the MOU is approved. There is a planned visit to the Lagos State Government in January 2024.
3. The Redeem Health Village is under construction, and they would like the involvement of MANSAG through our Medical Mission activities. Discussion is ongoing on the degree of involvement, hopefully an MOU will be signed when they are ready. Overseas Development Committee will be involved in this at the appropriate time.
4. Royal College of Paediatric & Child Health UK in collaboration with MANSAG will be embarking on a project which will involve several states in Nigeria looking at Maternal & Child Health in rural/urban setting. The aim to see how best to support countries with highest infant and child mortality rate, they have already commenced the project in India and Pakistan.

Edo State is the state that is piloted in Nigeria, some of our members Dr Ngozi Ed-Osagie and Dr Mo Akindole are involved in the planning of this project. First visit is planned sometime in February 2024(exact date TBC).

5. University of Oxford Research Equity Centre Launch – MANSAG is fully involved in the newly launched Research Equity Centre under the Leadership of Prof Mahendra Patel. We are looking at how our members can be engaged in Research Equity initiatives through policy making, playing key roles in research relating to our ethnicity as Principal Investigator in order to increase participation. Prof Patel has kindly requested if he could be given an Honorary membership of MANSAG which in principle is approved unless there is reason not to. We are expecting that under the remit of Academic Committee.
6. Centrepoint- MANSAG collaboration: Community Outreach is one of our agenda for change. In line with this, we had initial meetings with the Director Centrepoint (support for homeless people aged 18 -30) in London. We will be looking at engagement through health awareness activities, screening, training of the staff etc. The pilot project will kick off in London region and this will be followed up by Manchester depending on how things progress.
7. Other Royal Colleges – MANSAG engagement: the presence of the representatives of five Royal Colleges at this year`s conference is strategic. We have begun discussions with some of the Colleges on how best to engage with our Association through visibility in their events, supporting our members in their career/exams (differential attainment) and also how we can leverage on the Royal College International arm to support training of our colleagues back home. We are asking for any member that is in a position of influence at the College level they is willing to take on this role(Preferably experienced College Fellow/Member).

8. DPHI - As stated previously, we have engaged with the DPHI, which led to the successful execution of virtual training for multidisciplinary in three hospitals in Nigeria.
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3.3 Trainee issues: Dr Amaka Ewuzie and Dr Arthur Okonkwo won the 2023 Trainee Travel Fellowship Award for carrying out an initiative aligned with our vision and mission. They are expected to present their work at the conference this year.

ADMINISTRATION

4.1 Permanent Office

We have adopted the use of a virtual office. A virtual office works remotely but uses many features of a traditional office via the internet. It is also a way of having a presence in a high-profile business area, such as the City of London, but you could work from anywhere around the country. Our office address remains.

Kemp House
152-160 City Road
London EC1V 2NX

4.2 Admin Staff – we interviewed for the post of admin staff with a 16-hour contract per week of 10 pounds\hour. We are pleased to announce the appointment of an admin staff following a vigorous interview. Hopefully, this will make some improvement in membership management.

4.3 Executive Meetings

The executive committee now hold a monthly meeting on the 1st Thursday of every month, meeting 7.00 pm – 8.30 pm via Zoom. In addition, every three months, we have an Executive Council meeting involving the sub-committee chairs and regional chapters. The monthly has helped the Executive to be in top activities within the calendar.

4.4 Office of the Patrons – as an association, we will be appointing three people that will be patrons (two in the UK and one in Nigeria) unfortunately this has not happened yet. We are looking for potential candidates. Please do let us know if you know any potential patron, the idea of Patron is to provide stability and continuity in MANSAG as we are going period of transformation.

4.5 MANSAG Election 2024 – 2027 Tenure

We are seeking to appoint 3-member Electoral committee to commence work asap.

4.6 Calendar

We have a calendar of events which covers all the national and regional events released before the end of every year. The calendar is active on our website, and the website is dynamic now. Daily update of the time to the next forthcoming event. We intend to send electronic copy to paid members at the beginning of the year. Please keep your membership UpToDate by paying your membership. Form will be circulated during this conference to ensure we optimize our membership subscription.

4.7 Website Development

MANSAG has been upgraded to a more user-friendly, modern website that is dynamic and displaces the latest activities. The publicity secretary, communication officer and webmaster hold regular meetings to monitor content and provide feedback. As a result, the website looks more user-friendly, modern, and up to date with events.

4.8 Money Matters

4.8.1 Financial statements and accounts

Our Finances are stable though there is room for expected income generation if membership subscription increases, there are lots of our members that have not been paying their annual subscription hence impacting on our income generation. We intend to use this conference to remind members both old and new to get their annual subscription up to date.

Dr Deji Jaiyesimi, Financial Secretary and Dr Dorothy Apakama, Treasurer, will produce the final financial statement in their report.

We are current with our submissions to Companies House, HMRC and the Charity Commission.

We intended to close the MANSAG Limited Liability Company account. Since its formation, we have not traded, and we have had to prepare an account every year, and any lateness in the submission was penalised with a fine. However, it appears that there was an objection to closing the company account. Details of the person who objected to TBC.

4.8.2. Bank issues: The NatWest accounts in now the only active MANSAG account as Barclays Account was closed by the bank due to some administrative issues.

5. SUBCOMMITTEES

5.1 Professional and career development, clinical attachment, and mentoring

(PCM): The chair of the subcommittee, Mr Andrew Alalade and his colleagues have maintained the tradition of the PCM as an active subcommittee and has successfully organised a highly successful Educational Symposium and Charity Ball in Cambridge in May 2022, Briggs May 2023 with Abstract Presentations. They also carried out the selection of the recipient of Travel Fellowship grant in 2022 and 2023.

5.2 Private-Public Partnership, Medical Mission, and Skills Transfer (Overseas

Development): This is headed by Alex Obor and his team; they have commenced activities post-pandemic. First of which is the MOU signed between MANSAG and Evercare Hospital Lagos. Successfully carried out two training sessions in the Anaesthetics Department of the Hospital; a few other specialities will also be involved. However, this program is paused at the moment due to some internal issues.

MANSAG is looking at increasing engagement with both Private and Public Health sectors in Nigeria with sustainable activities and capacity building.

5.3 Professional and Judicial Advisory (PJA): There are team members, but we are still waiting for confirmation from the chair. The team have been involved in a few cases that involve GMC investigation and other cases with good input.

5.4 Publicity, Membership, Recruitment and Fund-raising (PMF) Please see the report. The leader of this committee is Dr Onyeka Ekowo. They are passionate about increasing MANSAG social media presence – work in progress.

5.5 Academic Subcommittee – this is a 10-member committee with the mandate to carry out research related to black and ethnic minority. The idea of us as a people writing our own story with evidence. Currently, a few studies are on the way, and the team presented their work during the Educational Symposium. The chair of the Committee is Dr Kelechukwu. Since last there has not been much going on with the committee due to members busy schedule.

We will need to discuss how to move this committee forward as it will be pivotal in MANSAG partnership with Research Equity University of Oxford.

5.6. Communications (Websites, Emails and Social Media Platforms): Dr Chris Osuafor is our communication officer. His team has been very busy supporting the organisation's social media presence. We hope the communication and Publicity teams working together will increase our social media presence.

6.0

Regional Chapters

MANSAG is in the business of expansion, and the regional chapters are the bedrock of this strategy. With the increasing number of Nigerian healthcare professionals across the nation, MANSAG is looking at having Hospital representatives within the region; this will increase networking. Since the last conference one new chapter was formed and London chapter re-activated now waxing strong.

Manchester Chapter	Dr Ugo Umeadi
Midland Chapter Chair	Dr Raymond Ladele
East of England Chair	Dr Amaka Achara
London Chapter Chair	Dr Jide Menakaya
South West Chapter Chair	Dr Femi Akerele
Yorkshire Chapter Chair	Dr Tonye Wokoma
East Midland Chair	Dr Fatima Adamu - Biu

7.0 Welfare Matters

To fulfil our charter, we have tried to reach out to a few of our colleagues who have been unwell by telephone calls and written communication. In addition, MANSAG representatives made calls to the families and sent letters of condolences.

We supported one of our members with GMC Tribunal hearing through championing a joint letter including eight other associations with a successful outcome. Most recent intervention was this month, MANSAG represented one of members husband at a Trust disciplinary hearing and it was successful. This led to a surge in membership registration in the month of October over 50 new registrations following the member sharing the testimony of how MANSAG stepped in when every other association failed them. The Welfare secretary represented MANSAG at the disciplinary hearing.

8.0 MANSAG

The Future MANSAG

An inclusive association catering to healthcare professionals to bring all the healthcare professionals of Nigeria together for a stronger impact in the UK and Nigeria. We will be extending our support to every private and NHS Nigerian doctor/healthcare professional, with the intent of providing a great opportunity for career progression.

MANSAG – NDUK collaboration is under way, and we are looking at how we can work together to foster transformation that we so much desire at the same time offering support to the large cohort of IMG doctors. MOU is progress and will be in place before the end of the year.

Watch out for the new MANSAG that will embrace everyone and provide a thriving environment for growth. Let us build the MANSAG we so much desire; all hands must be on deck for this to happen.

Finally, I am pleased to announce to the house that as the President of MANSAG, I was among the recipient of “2023 Top 100 Most Influential People of African Descent in the World” on the 1st of October 2023 in New York. This is United Nations initiative in recognition of contribution of people of African descent in the World 2015 – 2024. www.mipad.org . This award is dedicated to MANSAG, as an association we are now placed in a global space, congratulation to every MANSAG member.

9.1 ACKNOWLEDGEMENTS

I wish to thank members of MANSAG for their support and the opportunity to serve. I am particularly grateful to those who have volunteered to work in new areas and always coming up with ideas on how to move MANSAG forward.

Special thanks to my executive committee members for their selfless service, tremendous energy, and cooperation.

Yours in MANSAG



Chris Agbo

Chris Agbo MBBS, MRCP, FWACP, FHEA, MSc, PhD

MANSAG President

Consultant Nephrologist & Honorary Senior Clinical Lecturer

