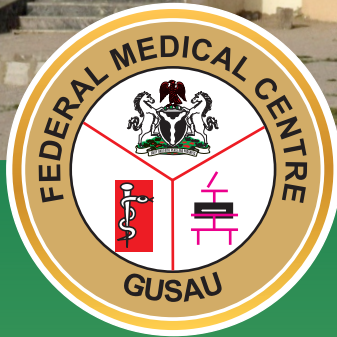


DR ANKA MOHAMMED KABIR AUDITORIUM



FEDERAL MEDICAL CENTRE GUSAU

ZAMFARA STATE

Annual Report 2024

Highlights

- “We are able to sustain our services despite challenges” -HOCs
- Special Tribute to former interim Administrator, Dr. B.B. Braimah-Oboh
- And many more



Dr. Bello A. Mohammed, MBBS, FWACS
Medical Director



A patient is the most important person in this hospital

- ☐ He is not an interruption to our work.
He is the purpose of it.
- ☐ He is not an outsider in our hospital.
He is part of it.
- ☐ We are not doing him a favour by serving him. He is doing us a favour by giving us an opportunity to do so.



Do Right. Serve Right

SERVICOM UNIT

OUR VISION

Our vision is excellence in the delivery of tertiary healthcare service that is culturally acceptable and affordable to the community, based on global best practices, through partnership with our patients, the public and other organizations

OUR MISSION

We are committed to the provision of qualitative health care services and training, delivered with professionalism by dedicated and motivated staff while ensuring excellence, equity and accountability.

OUR CORE VALUES

- **Patients-oriented Services**
- **Honesty, Transparency and Accountability**
- **Promoting Team Work**
- **Efficiency in Resources Management**
- **Monitoring of our Progress by a process of self-auditing and bench marking against others**
- **Effective Community Mobilization and Participation**



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FOREWORD



I am delighted to present the 2024 Annual Report of Federal Medical Centre, Gusau. I express my deepest gratitude to Allah for the opportunity to witness another year and for the resources to publish this report.

2024 has been a remarkable year for our Centre, marked by numerous achievements and milestones. The management team has worked tirelessly to bring high-profile projects to life, enhancing service delivery and working conditions. Notably, more departments have obtained accreditations for residency and intern trainings, demonstrating our commitment to excellence in healthcare education.

The Centre has prioritised staff welfare, conducted and implemented promotion examinations and provided opportunities for professional growth. The automation policy has continued to be a game-changer, streamlining service delivery and easing staff workload.

I would like to highlight some of the notable achievements of our Centre during the reporting year, including expansion of our healthcare services to include new specialties and subspecialties, providing our patients access to comprehensive and quality care. We have also invested in modernizing our facilities, including the installation of new medical equipment and building new departments and units. These achievements and more are pointers to collective efforts of the Top Management Committee (TMC), staff, and partners.

I wish to extend my sincere appreciation to the Honourable Coordinating Minister of Health and Social Welfare, the state Minister of Health, the Permanent Secretary and the Zamfara State Government for their unwavering support. We also appreciate the efforts of the Federal University Gusau (FUGUS) in healthcare education. It has recently received NUC approval and has commenced undergraduate programmes in health sciences.

To our staff, I express my heartfelt gratitude for your hard work and commitment. Your tireless efforts have made FMC Gusau to inch closer to her aspiration of becoming a Centre of excellence in healthcare delivery. As we celebrate our achievements, I hope we will continue to build on our successes and strive for even greater heights.

With consistent supports from our staff and partners, we will be launching several new initiatives aimed at further improving our healthcare services and enhancing the patients' experience.

Thank you.

DR. BELLO A. MOHAMMED (MBBS, FWACS)

Medical Director,
Federal Medical Centre, Gusau





PROF MUHAMMAD ALI PATE, CON
Honourable Coordinating Minister of Health
and Social Welfare



DR. IZIAQ ADEKUNLE SALAKO
Honourable Minister of State for Health and Social Welfare



DAJU KACHOLLOM S. mni

Permanent Secretary Ministry of Health and Social Welfare



DR. BELLO A. MOHAMMED, MBBS, FWACS
Medical Director, Federal Medical Centre, Gusau

Top Management Committee



DR. BELLO A. MOHAMMED, MBBS, FWACS
Medical Director



DR. UMAR ABDULLAHI
Head of Clinical Services



LAWALI S. BUNGUDU
Head of Administration



AHMED TURAKI TANIMU
Head of Accounts & Finances

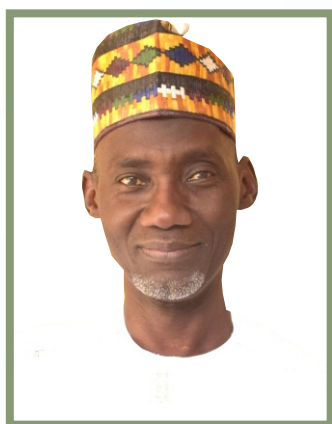


GARBA M. KANWA
Head of Nursing Services



ALIYU GARBA BUNGUDU
Ag Head of Internal Audit

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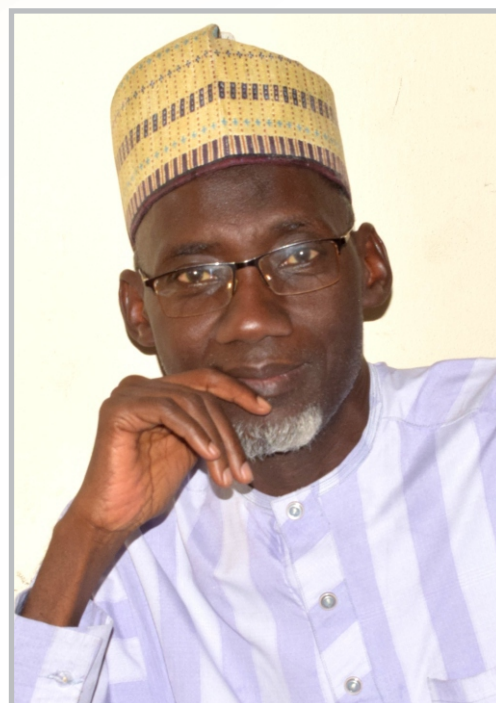
From The Editor's Desk

Celebrating Excellence

As we celebrate another year of delivering quality healthcare services to our community, we are proud to showcase the remarkable achievements of the Federal Medical Centre Gusau. This edition of 2023/2024 Annual Report highlights the Centre's milestones, successes, and innovations that have positioned the Centre as a beacon of hope in healthcare delivery in Zamfara State and its environs.

Under the visionary leadership of the Medical Director, Dr. Bello A. Mohammed the Centre has witnessed significant transformations. As usual, in this edition, we feature reports of hope, resilience, and excellence from both clinical and non-clinical departments and units of the Centre in a lucid and engaging presentation for the reader. We highlight the Centre's commitment to quality healthcare, its innovative approaches to patient care, and its dedication to training and research.

Particularly, in this edition, the strides of Dr. Umar Abdullahi (FMCP), as the Head of Clinical Service and Training (HOCS), has



BARR. M. A. SANI

been reported in a special interview. His appointment was the icing on the cake, bringing a wealth of experience to the table. Similarly, readers will find that one of the Centre's most notable achievements is the completion of its new auditorium and Community Medicine Complex. We believe that these state-of-the-art facilities will enable the Centre to provide better services to its patients and community, and will also serve as a hub for training and research. On the other side, we have obituaries of our fallen heroes in this report.

I wish to, at this juncture, commend the Chairman and members of the Editorial Board for their selfless service in making sure we deliver at the shortest possible time. My appreciation goes to the management team, and heads of departments and units for their efforts in making the Federal Medical Centre Gusau a beacon of excellence in healthcare delivery. They have all gone the extra mile to ensure the Centre's success.

As we report these achievements, we are reminded by the challenges and recommendations from various departments, that there is still much work to be done. We must continue to innovate, improve, and expand our services to meet the evolving healthcare needs of our community. We cannot rest on our laurels, but must keep pushing the boundaries of excellence.

I hope this report will inspire, motivate, and remind you of the importance of our collective efforts in delivering quality healthcare services to our community. Thank you for joining us on this journey to excellence.

Sincerely,
Barr. M. A. Sani
Editor-in-Chief



ADMINISTRATION DEPARTMENT

INTRODUCTION:

The Administration Department is very relevant in the Hospital system, particularly in tertiary health institutions such as FMC Gusau.

The department has the following divisions:

1. Human Resources/Establishment
2. General Administration and Management Services (GAMS)
3. Planning, Research and Statistics
4. Works and Maintenance

Other units include:

1. General Store
2. Legal Unit
3. Laundry Unit
4. Library Unit
5. Social Welfare Unit
6. Information Unit



LAWAL S. BUGUDU
Head of Administration

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Consolidated	1
2	Administrative Officer	36
3	Executive Officer Admin	32
4	Architect	2
5	Building Officer	1
6	Confidential Secretary	14
8	Craftsman	53
9	Data Processing Officer	22
10	Electronic Engineer	7
11	Estate Officer	1
12	Information Assistant	5
13	Legal Officer	3
14	Librarian	3
15	Motor Driver	20
16	Planning Officer	5
17	Procurement Officer	6
18	Programme Analyst	17
19	Quantity Surveyor	1
20	Social Welfare Officer	4
21	Store Officer	11
22	Technical Officer Electrical	27
23	Transport Officer	1
24	Typist	1
	TOTAL	271

ACTIVITIES

HUMAN RESOURCE DIVISION

- i. Maintains staff retention.
- ii. Conducts staff promotions.
- iii. Oversees staff development and training.
- iv. Coordinates and enforces disciplinary measures.
- v. Processes and approves leave matter.
- vi. Facilitates pension and compensation matter.
- vii. Manages and safeguards staff files.
- viii. Takes charge of all correspondences within and outside the hospital.

GENERAL ADMINISTRATION AND MANAGEMENT SERVICES (GAMS)

- i. Handling of general administration matters
- ii. Verification and settlement of bills
- iii. Information, communication and provision of telephone Services
- iv. Provision and supervision of general cleanliness of the Center
- v. Management of the Center's Guest Houses
- vi. Staff biometric data and issuance of ID cards



- vii. Provision of logistic Support and Supervision of various units such as Transport, Security, Environment, Protocol & Special Duties

WORKS AND MAINTENANCE

- i. Electrical /Maintenance Unit: This unit is saddled with the general repairs and maintenance on all aspect of electrical appliances.
- ii. Biomedical Unit: This unit is responsible for repairs, maintenance and installation of Medical equipment as well as supervision of out- sourced biomedical engineers.
- iii. Laundry Unit: This unit is responsible for providing adequate clean and constant supply of linens to all users in the hospital.

PLANING DIVISION

This division is responsible for the formulation and Implementation of policies such as drafting of annual budget of the Center.

LEGAL UNIT

The unit handles all legal matter of the hospital.

ACHIEVEMENTS

- 1. Introduction of weekly meeting for principal officers where current administrative issues are discussed and guidance is provided to emerging managerial challenges and problems.
- 2. Improved Staff effectiveness through supportive supervision and management
- 3. Allocation of more training slots for the year 2024.
- 4. Successful coordination of issues pertaining to

appointment, transfer of Services and other related establishment matters.

- 5. Successfully Conducted 2024 Promotions exercise for both Senior and Junior staff.
- 6. Relocation of Works and Services Unit to its new complex.
- 7. Emergence of an Admin Staff as the Best Staff for the Year 2023 during Award Ceremony organized by the Inspection and Awards Committee.

CHALLENGES

- 1. Inadequate office accommodation.
- 2. Inadequate working tools such as books, photocopiers, computer, and stationeries, etc.

RECOMMENDATIONS

- 1. Provision of more computer system and internet services to the department and other sub-sections.
- 2. Provision of office accommodation to the legal unit, and other units that are congested.
- 3. Provision of functional workshops for Works and Services Unit.

CONCLUSION

The department deeply appreciates the consistent support given to it by the Management, the staff of the department and the hospital community. It is hoped that this robust partnership will continue in the future in order to fulfill the collective shared vision of the Hospital.

LAWALS. BUGUDU

Head of Administration



DEPARTMENT OF ANAESTHESIA AND CRITICAL CARE

Anaesthesia department is integral part of the clinical departments of the hospital. Its responsibilities include but not limited to perioperative care of surgical patients. These functions entail preoperative evaluation and optimization, intraoperative administration of anaesthesia and post operative pain management. The critical care unit caters for the critically ill patients who often are co-managed with other specialties and require more intense monitoring and some form of organ support.



DR. KABIRU ISAH

HOD, Anaesthesia & Critical Care

DEPARTMENTAL ACTIVITIES

1. Provision of anaesthetic services
2. Management of the critically ill patient
3. Administration of Cardiopulmonary Resuscitation
4. Teaching of resident doctors on posting
5. Departmental clinical, morbidity and mortality meetings

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Senior Consultant	2
2	Consultant	1
3	Principal Medical Officer	1
4	Senior Medical officer	1
5	Medical Officer II	2
6	Nurse Anaesthetist	11
7	Critical Care Nurse	19
8	Technician	2
	TOTAL	39

ACHIEVEMENTS

1. Piping of oxygen to ICU, all suites in main theatre, recovery rooms and different wards in the hospital.
2. There has been a significant increase in patient turn out in Critical Care Unit.
3. Improvement in standard and scope of anaesthesia services rendered to patients.
4. The department had additional Consultant Physician, two Medical Officers and ICU Nurses.
5. Training of Resident Doctors on posting in the department

CHALLENGES

1. Inadequate man power especially nurse Anaesthetists
2. Inadequate call duty rooms and offices
3. Lack of Departmental Secretariat and Office Equipment
4. Out-dated and dilapidated anaesthetic machines.

RECOMMENDATIONS

1. Provision of modern Anaesthetic machines
2. Increase in staff strength
3. Need for training and retraining of staff

4. Provision of office accommodation, call duty room and departmental secretary.

CONCLUSION

The department is committed to the sustenance of the gains achieved in recent times while looking up to the management for continued support.

DR. KABIRU ISAH

HOD, Anaesthesia and Critical Care

CHEMICAL PATHOLOGY DEPARTMENT

INTRODUCTION

The Department of Chemical Pathology provides quality clinical chemistry services to clients/patients coming directly from the Centre, other Hospitals and Clinics in the state and neighboring states. It is also involved in training of Intern Medical Laboratory Scientists, corps members and students on industrial attachment.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Consultant	1
2	Deputy Director Medical Lab Services	2
3	Asst. Director Medical Lab. Services	4
4	Senior Medical Lab. Scientist	3
5	Asst. Chief Medical Lab. Technician	1
6	Principal Medical Lab. Technician	5
7	Higher Medical Lab. Technician	3
8	Medical Lab. Technician	5
9	Lab. Attendant	1
	TOTAL	25

ACTIVITIES

1. Routine Clinical Chemistry: Liver Function Test, Lipid Profile, Bone Minerals Metabolism, CSF biochemistry, Renal Munction Tests, Inflammatory markers, etc.
2. Immunoassay Based Tests: Fertility Mormones Profile, Tumor markers, Thyroid Function Tests, and Cardiac Biomarkers.
3. Training: Training of Intern Medical Laboratory Scientists, students on industrial attachment and Resident Doctors on posting.

ACHIEVEMENTS

1. A new scientist was employed
2. A new semi-automated machine

(EMP SUN) was supplied.

3. Adequate supply of reagents and consumables
4. Regular maintenance of Analyzers and other equipment
5. Adequate power supply
6. Two staff of the department were sponsored in-house training and some were sponsored to attend conference/workshop.

CHALLENGES

1. Inadequate offices
2. Inadequate manpower
3. Lack of Reception Centre
4. Lack of staff toilet facility



DR. ABUBAKAR SIRAJO

HOD, Chemical Pathology

RECOMMENDATIONS

1. Provision of adequate offices and toilet facility for staff
2. Provision of Reception Centre
3. Employment of more staff

CONCLUSION.

The department has witnessed tremendous improvements in terms of quality test and turnaround time. It wishes to assure the Management and the entire public that the improved standard of services achieved so far would be sustained.

DR. ABUBAKAR SIRAJO

HOD, Chemical Pathology

COMMUNITY MEDICINE DEPARTMENT

INTRODUCTION

Community Medicine Department has the mandate of providing preventive and social services in the hospital. It also partners with the State Ministry of Health, State Primary Healthcare Board and other Non-Governmental Organizations within and outside the state to provide public health services. In compliance with the NUC's requirement for accreditation of College of Health Sciences, Federal University Gusau, the department has expanded its services and operations to include: Endemic Disease Clinic (Tuberculosis, HIV, STI), Family Planning Unit and Nutrition Unit.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Senior Consultant	2
2	Consultant	1
1	Principal Medical Officer	1
2	Nurse	20
3	Scientific Officer	3
4	Environmental Health Officer	1
TOTAL		28

ACTIVITIES

1. Child Welfare Clinic.
2. Endemic Disease Clinic: (supervision of DOTs and HIV clinics)
3. Infection Prevention and Control (IPC)
4. Hospital Environmental Sanitation.
5. Disease Surveillance and Control
6. Food Hygiene and Safety,
7. Capacity building.
8. Community Services.

ACHIEVEMENTS

1. Expansion of services and operations of the department.
2. Identification and formalization of two PHCs to serve as Outreach Health Facilities.
3. Successful accreditation of the department by the Nigeria University Commission.
4. Increase in number of human resources.

CHALLENGES

Inadequate number of Resident Doctors/Medical officers.

RECOMMENDATIONS

More Doctors to be posted to the department.

CONCLUSION

The department wishes to appreciate the management for its support in securing the



DR. ABUBAKAR AMINU BALAH
HOD, Community Medicine

accreditation from NUC for the College of Health Sciences and the provision of befitting complex for the provision of a full scale primary Health Care services worthy of a Community Medicine Department of a prospective teaching hospital.

DR. ABUBAKAR AMINU BALAH
HOD, Community Medicine



Newly constructed and furnished complex of Community Medicine Department

DENTAL SURGERY DEPARTMENT

INTRODUCTION

The Department of Dental Surgery offers preventive and therapeutic dental services to the hospital staff, NHIS patients and the general community. The department also offers emergency services to patients with maxillofacial trauma and oral space infections.

STAFF STRENGTH

S/N	CADRE	NUMBER
1.	Consultant	3
2.	Senior Dental Officer II	1
3.	Dental Officer	1
4.	Assistant Chief Dental Therapist	2
5.	Dental Therapist	1
6.	Dental Technician	9
7.	Assistant Chief Dental Technician	2
8.	Higher Dental Technician	12
9.	Senior Dental Technologist	1
10.	Dental Technologist	1
	TOTAL	33

ACTIVITIES

The Department's Clinic runs daily from Monday to Friday. Procedures being carried out include:

- Minor oral surgery such as exodontia, reduction and immobilization of maxillofacial fractures, incision and drainage, etc.
- Restorative and endodontic treatment such as filling of cavities, root canal treatment, apicectomy, crown and bridge etc.
- Preventive and periodontic procedures such as prophylactic fluoride application, scaling and polishing, deep curettage and root planning.
- Prosthodontic procedures such as removable partial denture (RPD) and complete denture.
- Maxillofacial Surgery procedures.

ACHIEVEMENTS

- The department has improved tremendously in terms of number

and types of services delivered.

- Increase in the revenue generated by the department due to increase in the number of procedures being offered.
- Increase in the number of staff in the department especially dental auxiliaries.
- One Senior Resident passed his Part II exam and is now a Fellow of the National Postgraduate Medical College of Nigeria.
- Several staff were promoted to more senior positions.
- Plans to convert the Department to Faculty of Dental Sciences of the Federal University, Gusau, with many departments under it, is underway.

CHALLENGES

- Insufficient dental chairs
- Lack of constant running water
- Limited number of Dental Officers



DR. ADIGUN OLUFEMI IBRAHEEM
HOD, Dental Surgery

RECOMMENDATIONS

- Procurement of more dental chairs for more efficient service delivery.
- Employment of more Dental Officers.
- Provision of separate overhead tank and pumping machine for the department to ensure constant water supply.

CONCLUSION

The Department has made significant improvement in terms of quality of service delivery as well as revenue generation. It is believed that solving the aforementioned challenges would go a long way towards the development of the department and the hospital in general. The contributions of the Medical Director and his entire team towards the establishment of the College of Health Sciences, Federal University Gusau, is also appreciated.

DR. ADIGUN OLUFEMI IBRAHEEM
HOD, Dental Surgery



ENT DEPARTMENT

INTRODUCTION.

The department of Ear, Nose and Throat Surgery, otherwise called Otorhinolaryngology, takes care of diseases in the ear, nose and throat. The services provided by the department have been robust over the years with noticeable achievements and harmonious working conditions.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Senior Consultant	1
2	Visiting Consultant	1
3	Senior Medical Officer	1
4	Medical Officer	2
5	ENT Nurse	6
6	Audiology Technician	1
7	Health Record Officers	4
8	Health Attendant	1
	TOTAL	17



DR. CALEB MANYA
HOD, ENT

DEPARTMENTAL ACTIVITIES

DAY	ACTIVITY
Monday	Endoscopy and in-patient review
Tuesday	Consultant clinic
Wednesday	Theatre session
Thursday	Consultant clinic
Friday	Clinical presentation and ward round

Emergencies are attended to at any time including weekends.

ACHIEVEMENTS

1. The department has witnessed the smooth running of the targeted activities, especially clinics, due to the impact of electronic medical record system (EMR).
2. There is improved revenue generation also tagged to the EMR.
3. The department has collaborated with other departments and units to ensure a multidisciplinary team approach to patients care. The departments of Anesthesia and Histopathology, in particular, had been of tremendous assistance.

CHALLENGES

1. Lack of flowing water to all consultation rooms and offices.
2. Inadequate human resources, especially consultants, audiology specialists and speech therapist.
3. Lack of needed equipment, like lack of flexible scopes, rigid bronchoscopy, laryngology sets and examination microscope
4. Lack of Ear, Nose and Throat consoles for out-patient consultation.

RECOMMENDATION

The area of procurement of the needed equipment as listed above should be considered as it may have the direct impact of attracting the best of hands to the Centre.

CONCLUSION

The Department, with the support of Management, has sustained its services with satisfactory results. It is hoped that its future goals and aspirations would be ultimately realized.

DR. CALEB MANYA
HOD, ENT

FAMILY MEDICINE DEPARTMENT

INTRODUCTION

The Family Medicine Department, previously known as General Outpatient Department (GOPD), attends to majority of the patients that visit the facility. It comprises of the following Clinics; General Outpatient Clinic, NHIA Clinic, Retainer-ship/Fee for Service Clinic, Private Enrollee and NYSC Orientation Camp Clinic.

STAFF STRENGTH

S\N	CADRE	NUMBER
1	Chief Consultant	1
2	Consultant	4
3	Senior Registrar	8
4	Principal Medical Officer (PMO)	2
5	Registrar	11
6	Medical Officer (MO)	1
	Total	27

ACTIVITIES

1. General Out-patient Clinic: This is the entry point of most of the adults and some paediatric patients into the centre with the exception of emergencies. The clinic runs every day from 8:00am to 9:00pm after which GOPD patients are seen during "call duty" at NHIA clinic from 9:00 to 8:00am
2. Admission Observation Unit: In this unit, emergency cases are admitted for observation resuscitation, stabilization and subsequent discharge. Patients who require further evaluation are referred appropriately.
3. NHIA Clinic: The NHIA Clinic attends to the patients registered under the NHIA. It runs for 24 hours every day with a side laboratory, pharmacy and observation room for admission.
4. NYSC Orientation Camp Clinic: Doctors in the department attends to NYSC member during Orientation Camp Clinic
5. Retainership Clinic: In this clinic, private clients are seen on daily basis.
6. Academic Activities: Departmental Scientific presentation holds on Wednesdays and Thursdays 8:00am-9:00am and postgraduate seminar holds every Wednesdays by 2pm.

ACHIEVEMENTS

1. Full automation i.e Electronic Medical Record {EMR} of



The Medical Director, Dr Bello A. Mohammed (left) presents best departmental Staff Award to Dr. Tijani Najeemdeen (right) during end of the year get-together organized by the Family Medicine Department of FMC, Gusau



DR. AKOGWU HARRISON SUNDAY
HOD, Family Medicine

the department.

2. All the Medical Officers in the department who wrote the Primary Fellowship Exam in Family Medicine passed. 100% success consecutively in the last two postgraduate medical exams in both part 1 and part 2 level. Five Registrars passed the part 1 Membership Exam of the WACP, while two Senior Registrars passed the part 2 fellowship Examination.
3. 24 hours daily side Laboratory
4. Installation of air conditioner for all consulting rooms at NHIA Clinic.
5. The Department successfully organized Family medicine day and a departmental End of Year Award Ceremony.

CHALLENGES

1. Inadequate manpower.
2. Lack of functional postgraduate library.
3. Non-accreditation for NPMCN and Tutelage Center in Gusau.

RECOMMENDATIONS

1. Recruitment of more Residents Doctors.
2. Provision of a well-equipped departmental library.
3. Facilitation for accreditation for NPMCN and establishment of Tutelage Center in Gusau, Zamfara State.
4. Setting up of a staff clinic

CONCLUSION

The department appreciates the Management of the Center for its support in ensuring that Residency Training and service delivery to the clients are carried out effectively.

DR. AKOGWU HARRISON SUNDAY
HOD, Family Medicine



FINANCE AND ACCOUNTS DEPARTMENT

INTRODUCTION

The Department of Finance and Account is saddled with the responsibility of all financial transactions of the Centre and keeps accounting records as stated in Financial Regulation and in line with International Public Sector Accounting Standard (IPSAS).

The Department is divided into eight (8) major Units as follows:

1. Expenditure Control Unit
2. Payroll Unit
3. Cash office Unit
4. Revenue Unit
5. NHIA Unit
6. Reconciliation /Assets Unit
7. Final Account Unit
8. Retainership / Fee for Service Unit

STAFF STRENGTH

S/N	CADRE	NUMBERS
1	Director	1
2	Deputy Director	1
3	Assistant Director	5
4	Chief Accountant	2
5	Principal Accountant	1
6	Accountant I	3
7	Accountant II	4
8	Chief Executive Officer (Accounts)	1
9	Assistant Chief Executive Officer (Accounts)	2
10	Principal Executive Officer I (Accounts)	7
11	Principal Executive Officer II (Accounts)	4
12	Senior Executive Officer (Accounts)	5
13	Higher Executive Officer (Accounts)	6
14	Assistant Executive Officer (Accounts)	8
15	Chief Clerical Officer (Accounts)	11
	TOTAL	61

ACTIVITIES

1. Implementation of Treasury Circulars of Bye Laws issued by the office of the Accountant General of the Federation and other relevant MDAs.
2. Response to all issues arising from office of the Auditor General of the Federation and other MDAs.
3. Receives, documents and accounts for all financial transaction in the Hospital.
4. Payment for goods supplied, services rendered and staff claims.
5. Preparation of monthly salary variations for both Regular and Non Regular staff.
6. Operation and maintenance of Treasury Single Account (TSA) on

behalf of the Centre.

7. Preparation of Annual Budget, quarterly and yearly budget performance reports and yearly Trial Balance.
8. Attendance of Budget Defense.
9. Establishment of an Internal Control System for effective and efficient Financial Transactions.
10. Preparation of bottom up cash plan for capital projects.

ACHIEVEMENTS

1. The staff of the Department both senior and junior that were due for promotion were promoted during the year under review.
2. Some staff of the department were sponsored for 2024 MCPD



AHMED TANIMU TURAKI FCNA, FCII
Head of Finance and Accounts

programme while some who were sponsored for various training programmes ranging from Bsc, HND, ICAN and ANAN completed their training.

3. The Department organized a sensitization of the hospital community to mark the 2024 International Accounting Day.

CHALLENGES

1. Shortage of manpower
2. Inadequate offices and office furniture.

RECOMMENDATIONS

1. Employment of more staff.
2. Provision of adequate office accommodation and furniture to the Department.
3. Regular training and retraining of staff

CONCLUSION

The Department acknowledges the efforts and support of the Management during the year under review.

AHMED TANIMU TURAKI

Head of Finance and Accounts



HEMATOLOGY DEPARTMENT AND BLOOD TRANSFUSION

INTRODUCTION

Haematology and Blood Transfusion is one of the departments in the laboratory section of the hospital. The Department offers a variety of services to the clients including diagnostic, treatment of blood disorders, transfusion and general hematological services.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Visiting Consultant	1
2	Medical Officer	1
3	Deputy Director Medical Laboratory Services	2
4	Assistant Director Medical Laboratory Services	2
6	Principal Medical Laboratory Scientist	1
7	Medical Laboratory Scientist	6
8	Chief Medical Laboratory Technician	2
9	Assistant Chief Medical Laboratory Technician	3
10	Principal Medical Laboratory Technician	6
11	Medical Laboratory Technician	14
	TOTAL	38



DR. NASIRU ABUBAKAR

HOD, Haematology and Blood Transfusion

ACTIVITIES

1. Specialty clinic and in-patient management for cases of bleeding disorders, blood cancers, and haemoglobinopathies.
2. The General Haematology Unit does clotting profile, complete blood count, blood film morphology, reticulocyte count, haemoglobin genotype electrophoresis, bone marrow examination, erythrocyte sedimentation and lupus erythematosus cell request.
3. The Blood Group Serology (BGS) conducts blood banking, antibody screening and identification, donor-fitness tests, blood grouping and cross-matching.
4. Academic activities include clinico-pathological conferences with relevant departments, departmental seminars, and participation in hospital ground and safety training for laboratory staff.
5. Collaboration with other departments and institutions in areas of research, training and service delivery.

ACHIEVEMENTS

1. Improved turnaround time
2. Furnishing of offices and the call duty room
3. Acquisition of a new Hamatology Analyser and repair of the old one
4. Employment of additional staff in the department

CHALLENGES

1. Delay in maintenance of equipment.
2. Inadequate air conditioners.
3. Lack of back-up generator or solar power.
4. Inadequate offices for the staff.

RECOMMENDATIONS

1. Continuous training and retraining of personnel to keep up with new discoveries.
2. Provision of the following equipment: Modern Coagulation Analyzer, HPLC Haematology Electrophoresis machine, Cold Centrifuge and Haemophoresis machine, and Water de-ionizing machine.
3. Provision of departmental library.
4. Provision of more offices.

CONCLUSION

The department is grateful to the Management and staff of FMC Gusau for their support and promises to provide more effective services in coming years.

DR. NASIRU ABUBAKAR

HOD, Haematology and Blood transfusion



HEALTH INFORMATION MANAGEMENT

INTRODUCTION

The Health Information Department is responsible for the effective management of patients' and clients' health information using traditional and electronic means.

STAFF STRENGTH:

S/N	CADRE	NUMBER
1	Chief Health Record Officer	2
2	Chief Health Record Technician	3
3	Principal Health Records Officer	1
4	Asst Chief Health Record Technician	10
5	Principal Health Record Technician	16
6	Senior Health Record Technician	5
7	Higher Health Record Technician	34
8	Assistant Chief Health Record Assistant	1
8	Health Record Technician	66
9	Senior Health Record Assistant	4
10	Higher Health Record Assistant	7
11	Health Record Assistant	13
	TOTAL	161



KABIRU MUHAMMAD ZUMA
HOD, Health Information

ACTIVITIES:

1. Registration, Archiving and Retrieval of patients' record
2. Booking of appointment
3. Coding and indexing
4. Compilation of monthly, quarterly bi-annual and annual statistical report
5. Processing of patients' record for health research

ACHIEVEMENTS:

1. Revenue generation has improved on account of the automation process.
2. Three staff were sponsored for seminars and workshops while two staff on course successfully graduated and secured Bsc. in Health Information during the period.
3. Twenty-one staff were employed in the department during the year under review.

CHALLENGES:

1. Inadequacy of the automation software to support some research activities.
2. Use of old software (ICD 10) in the present

automation system.

3. Lack of full awareness of patients and clients on the automation system.
4. In sufficient computers.

RECOMMENDATION:

1. Training and Re-training of staff on automation to ensure efficient and effective service delivery.
2. Current version of the software (ICD 11) should be installed in the automation system.
3. Creation of more awareness to the community on the importance of automation.
4. Provision of more computers.

CONCLUSION

The department wishes to thank the Management of the hospital for its support in actualizing the electronic health record in the Centre and prays for God guidance in the future endeavors.

KABIRU MUHAMMAD ZUMA
HOD, Health Information

INTERNAL AUDIT DEPARTMENT

INTRODUCTION

Internal Audit is an independent managerial control tool that functions directly under the office of the Medical Director (Chief Accounting officer) to help the management in measuring and evaluating the effectiveness of the internal control system in the Centre.

STAFF STRENGTH

S/N	CADRE	NUMBER
1.	Assistant Director Fin & Acct	1
	Chief Accountant	1
2	Ass. Chief Accountant	3
3	Principal Executive Officer II	4
4.	Chief Clerical Officer	1
6.	Clerical Officer	2
	TOTAL	12

ACTIVITIES

1. Pre-payment Audit.
2. Post-payment Audit
3. Stock taking and Stocks Verification.
4. Audit Report writing (monthly, quarterly and annually).
5. Examination of all accounting records to ensure Compliance with extant rules.
6. Examination and Investigation of suspected fraudulent activities.

ACHIEVEMENTS

- 1. Pre-payment Audit:** All payment voucher forwarded to the department were treated.
- 2. Payment voucher waiting time:** The Department ensured that no payment voucher exceeded the stipulated time stated in Financial Regulation 2005.
- 3. Post-payment Audit:** Monthly post payment audit conducted by the department had ensured full retirement of all advances granted.
- 4. Stock Taking and Stocks Verification:** The monthly stock takings of drugs in all Revolving Fund in conjunction with the Store

Officers and Pharmacist helped to achieve a greater accuracy of records.

5. Examination and investigation of suspected fraudulent activities: Adequate compliance with extant rules and regulation ensured blocking of leakage in revenue generation in the Centre.

CHALLENGES

1. Inadequate Professional training
2. Inadequate Manpower - The department is under-staffed.
3. Insufficient office accommodation

RECOMMENDATIONS:

1. Recruitment and retraining of Internal Audit staff.
2. Provision of more office accommodation.



ALIYU GARBA BUNGUDU CNA
Ag. Head of Internal Audit.

CONCLUSION:

The Department and its entire staff appreciate the management of the Centre for the support it accorded to the department during the reporting period.

Aliyu Garba Bungudu CNA
Ag. Head of Internal Audit.



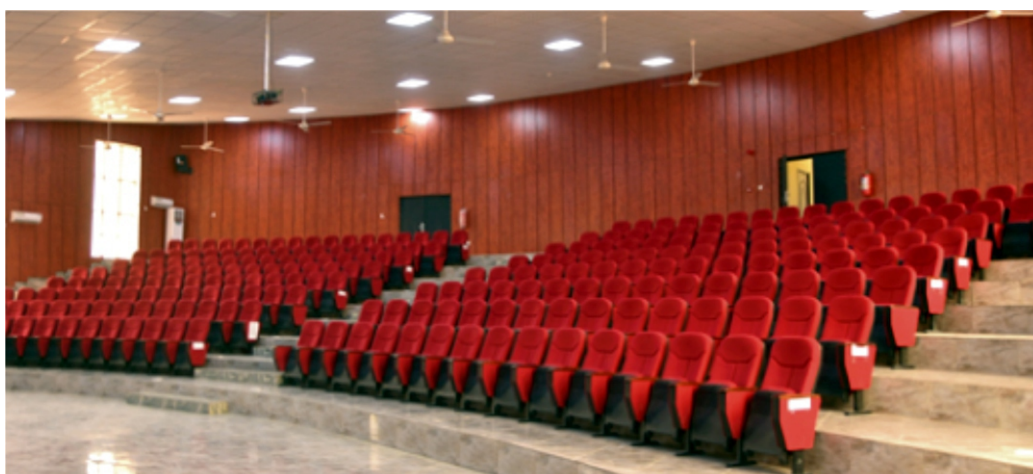
DR. ANKA MOHAMMED KABIR AUDITORIUM (250-CAPACITY)



Front Facade view of Dr. Anka Mohammed Kabir Auditorium



Stage performance view of the Auditorium



Seating area view of the Auditorium

2024 AWARD CEREMONY



The Medical Director, Dr. Bello A. Mohammed, addressing the attendees during the Award Ceremony



The Chairman of Inspection and Awards Committee, Dr. B. B. Oboh, flanked by other Committee members, Mustapha S. Talle (Left) and Aminu Adamu (Right)



Best junior staff, Sanusi S. Makera, receiving his award from the Medical Director, Dr. Bello A. Mohammed



Best senior staff, Yahaya Isah Bature, receiving his Award from the Medical Director, Dr. Bello A. Mohammed



Former Medical Director, Dr. Anka Mohammed Kabir, Former Head of Clinical Services, Dr. Sunday Onazi, and Head of Internal Audit, Garba Labbo, during the ceremony



The Medical Director, Dr. Bello Mohammed, Head of Administration, Lawali S. Bungudu and Head of Accounts and Finance, Ahmed Turaki, during the ceremony



2024 AWARD CEREMONY



Unveiling of the 2022-2023 Annual Report by Dr. Anka Mohammed Kabir



Cross section of HODs glancing through the newly unveiled Annual report



Cross section of participants at the Award Ceremony



Cross section of participants at the award ceremony



Presentation of the training policy by the former HOCS, Dr. Sunday Onazi



Vote of thanks by the representatives of Award recipients, Dr. Etop Nkata



PHOTO GALLERY



The TMC with Accreditation team from Medical Rehabilitation Therapists Board of Nigeria



Staff of the Physiotherapy Department during the Accreditation visit by MRTBN



Newly Constructed and Furnished Complex of Community Medicine Department



The TMC with the Inspection and Awards Committee during the sendforth in honour of Dr. B. B. Oboh



The Medical Director, Dr. Bello A. Mohammed, receives Award of Excellence from the Association of Resident Doctors, (ARD) FMC, Gusau



The Medical Director, Dr. Bello A. Mohammed (left) receiving Human Capital Development award from Alhaji Aliyu Muhammad (right) Area Manager, Industrial Training Fund (ITF)

INTERNAL MEDICINE DEPARTMENT

INTRODUCTION

The Department of Medicine provides clinical care to adult patients with various medical conditions. It runs specialist out-patients' clinics, conducts ward rounds and covers Accident and Emergency Unit. The department is involved in training of House Officers and recently obtained a partial accreditation for the training of Resident Doctors.

STAFF STRENGTH

S/N	CADRE	NUMBER
1.	Chief Consultant	1
2.	Senior Consultant	2
3.	Consultant	1
4.	Locum Consultant	4
5	Chief Medical Officer	1
5.	Principal Medical Officer I	3
6.	Principal Medical Officer II	1
7	Registrar	7
8.	Medical Officer	6
	TOTAL	22



DR. KABIR MUHAMMAD MANDE
HOD, Internal Medicine

DEPARTMENTAL ACTIVITIES

1. Medical Emergency Services: Patients coming to the hospital with medical emergencies receive prompt attention for 24-hours call services.
2. Medical Out-patients Clinics: The department runs Specialist Clinics on Tuesdays and Thursdays.
3. In patient care: This is available to all the patients admitted with medical conditions. Consultants carried out ward round regularly during which they also teach Residents and House Officers.
4. Training: The Residency Training Program commenced following the accreditation of the Centre by National Postgraduate Medical College of Nigeria. The department is also involved in the training of House Officers. Seminar presentations and Morning Reviews are regular activities of the Department.

ACHIEVEMENTS

1. Accreditation to commence Residency Training by the National Postgraduate Medical College.
2. Exams Success: One Resident in-training passed the Part II Fellowship Examination to become a Fellow of the National Postgraduate Medical College and five Residents also passed the Primary exams of the College.
3. Employment of five locum Consultants by the Management to strengthen the department.
4. Establishment of a departmental library as part of the requirement for the accreditation of the department for Residency Training.

CHALLENGES

1. Inadequate number of Consultants and Resident Doctors.
2. Frequent loss of vibrant and dedicated staffs due to Japa, both

internal and external.

3. Lack of endoscopy services.
4. Frequent breakdown of the dialysis machine due to failure of the Water Reverse Osmosis system.

RECOMMENDATIONS

1. There is a need to employ more Consultants and Resident Doctors.
2. There is need to provide endoscopy and EEG machines.
3. Address the challenges in the Dialysis Centre for optimal services

CONCLUSION

The Department wishes to sincerely appreciate the Management for supporting the department in its bid to achieve the very important milestone of commencing Residency Training.

DR. KABIR MUHAMMAD MANDE
HOD, Internal Medicine



LIBRARY UNIT

INTRODUCTION

The Federal Medical Center Library is designed to assist physicians, health professionals and non-clinical staff in finding health and scientific information to improve, update, assess or evaluate health care. The mission is to foster the advancement of research and professional practice in medicine.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Chief Librarian	1
2	Librarian II	2
3	Executive officer	1
4	Admin officer II	1
5	Clerical officer	2
6	Clerical officer II	1
7	Health Assistant	1
	TOTAL	9



SABDAT AMINU

Hospital Librarian

ACTIVITIES

The library provides services such as: selective retrieval and dissemination of medical books and journals, Reference service, current awareness services, daily shelf reading, photocopying services, printing, Information retrieval services, cataloging and classification of Information resources in the library for easy access and retrieval.

LIBRARY OPENING HOURS

Main Library 8.00am – 9.00pm
(Mondays to Fridays)

Departmental Libraries
(EPU & MMW) 8.00am – 4.00pm
(Mondays to Fridays)

ACHIEVEMENTS

- Establishment of Internal Medicine Library at Male Medical Ward with over 35 medical books and medical journals.
- Supply of more medical

journals and medical books in different disciplines.

- Provision of official table and chairs for the Main Library.
- Provision of a computer in Internal Medicine Library.

CHALLENGES/AREAS OF NEEDS

1. Lack of Main Library Complex.
2. Lack of Internet facilities.
3. Non-registration of the library with National Library Board.
4. Lack of e-Library facilities.
5. Inadequate computers.
6. Inadequate training opportunities.
7. Lack of library assistants.

RECOMMENDATION

1. Provision of standard hospital Main Library Complex.
2. Provision of computers with Internet facilities.
3. The library should be a registered member of the National Library Board.
4. There is the need to provide

more training opportunities for the librarians.

5. Recruitment of library assistant to help the librarians carry out daily responsibilities.

CONCLUSION

The Library Unit wishes to appreciate the management for the significant improvement in human resources and equipment witnessed in recent years. It is hoped that with continued management's support and dedication of staff of the Unit, it will continue to evolve in the scope of services delivered to her clients.

SABDAT AMINU

Hospital Librarian



MEDICAL MICROBIOLOGY DEPARTMENT

INTRODUCTION

Medical Microbiology Department comprises of the following units: Bacteriology, Parasitology, Phlebotomy and Molecular Laboratory Units.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Visiting Consultant	1
2	Deputy Director Medical Laboratory Services	3
3	Assistant Director Medical Laboratory Services	5
4	Chief Medical Laboratory Scientist	1
5	Senior Medical Laboratory Scientist	5
6	Chief Medical Laboratory Technician	3
7	Assistant Chief Medical Laboratory Technician	5
8	Principal Medical Laboratory Technician	3
9	Higher Medical Laboratory Technician	7
10	Medical Laboratory Technician	15
11	Medical Laboratory Assistant	1
12	Medical Laboratory Attendant	5
	TOTAL	54



MLS. LUBABATU SANI

Ag. HOD, Medical Microbiology

ACTIVITIES

1. Routine diagnosis of bodily fluids such as: blood, urine, sputum, stool, CSF, aspirates, seminal, and ascitic fluids. Others include HVS, ECS, skin snips, skin scrapings etc
2. Molecular diagnosis of Covid-19, CD3/CD4/CD8 profiles, Hepatitis profile, HBV viral load, HCV viral load, Gene expert tests and other qualitative and quantitative PCR analysis.
3. Serological investigations such as HBs Ag, HBV, VDRL, Widal test, etc
4. Monitoring diseases and treatment progression
5. Weekly audit of department's activities
6. Monthly departmental presentations
7. Training of Interns and Students (both BMLS and Technicians)
8. Coordination of Phlebotomy activities in the laboratory
9. Research activities

ACHIEVEMENTS

1. Employment of additional staff (Both Medical Laboratory Scientists and Technicians)
2. Creation of additional side laboratories – NHIA and GOPD
3. Renovation of Bacteriology Unit
4. Sponsorship for training of staff for additional qualification and seminars/workshops
5. Acquisition of new laboratory equipment such as: Autoclave, Incubator, Digital Weighing Balance, and Olympus microscope
6. Improvement in the supply of reagents and consumables
7. Provision of additional furniture in working areas
8. Staff promotion
9. Improved turn-around-time

CHALLENGES

1. Non-availability of back-up for bench centrifuge

2. Inadequate office space and air conditioners
3. Lack of dedicated toilet for call duty room and the Phlebotomy Unit

RECOMMENDATIONS

1. Provision of back-up bench centrifuge
2. Provision of more office accommodation and air conditioners
3. Provision of dedicated toilets for call duty room and the Phlebotomy Unit

CONCLUSION

The Department wishes to appreciate the Management for providing enabling environment which has resulted in improved diagnostic activities and significant turn-around-time. It is Hoped that the challenges listed above would be addressed.

MLS. LUBABATU SANI

Ag. HOD, Medical Microbiology



NURSING SERVICES DEPARTMENT

INTRODUCTION:

Department of Nursing Services is the most populous Department in the Centre with about **734** staff strength. It has about **533** senior staff (Nurses and Midwives) and **201** junior staff. Members of this department are widely distributed across almost all other departments, units and sections of the hospital, where they participate in the treatment, care and rehabilitation clients/patients.

STAFF STRENGTH

S/N	RANK	NO
1	Deputy Director Nursing Services (DDNS)	12
2	Assistant Director Nursing Services (ADNS)	19
3	Chief Nursing Officer (CNO)	44
4	Assistant Chief Nursing Officer (ACNO)	34
5	Principal Nursing Officer (PNO)	79
6	Senior Nursing Officer (SNO)	67
7	Nursing Officer I (NO I)	86
8	Nursing Officer II (NO II)	192
TOTAL NUMBER OF NURSING OFFICERS' CADRE		533
9	Higher Health Attendant (HHA)	80
10	Senior Health Attendant (SHA)	49
11	Health Attendant (HA)	72
TOTAL NUMBER OF HEALTH ATTENDANTS CADRE		201
GRAND TOTAL OF NURSING DEPT. STAFF		734

ACTIVITIES:

The Department has its routine activities of delivering health care in a professional way to the esteemed populace. These are some of the activities;

- Perioperative and Anesthesia services in the operating theatre
- Emergency and trauma care
- Intensive care nursing to both adults and neonates
- Patients care in the Wards and Clinics.
- Management of the Central Sterilization and Supply Department (CSSD).
- Application of POP by orthopaedic Nurses.
- Provision of qualitative perinatal care to pregnant women
- Public Health talks in all outpatient Clinics.
- Counseling in Specialty clinics such as HIV and TB clinics.
- Emergency response activities in all areas of clients/patients care.
- Daily taking over from the Nurse who covered night duty in the Clinical Nursing Services Office and nurses from all the wards and units (Morning review meeting) by the Nursing



GARBA MUHAMMAD KANWA
HOD, Nursing Services

Senate, every working day.

- Hospital clinical (supervision) round by the officers (Unit Coordinators/Senate Members/Ward Managers) who are on permanent morning duty, and who are not in the shift roster, every day from 4:00pm to 6:00pm.
- Quality patient care assurance by the Quality Improvement Unit (QIU).
- Effective supervision of Nursing Process Implementation in the care of patients in the wards by the Nursing Audit Committee of the Quality Improvement Unit (QIU), 24/7.
- Effective, Supervision of the Nurse Interns by the assigned preceptors.

ACHIEVEMENTS

- Employment of additional manpower by the management.
- Sustenance of direct report taking by the Senate from Nurses who covered night duty in various wards/units.
- Emergence of Amenity ward and Main Operating Theatre as the best ward and clinic respectively in the year 2023.
- The management sponsored a number staff for different post-basic specializations



during the reporting period.

- Sponsorship for workshop/seminars for staff in the department.
- The department maintained 100% success in the 2024 promotion exercise.
- Successful conduct of 2024 sendforth ceremony for 5 nurses that retired from service which held at the new Nurses Secretariat.

The Department has staff strength in the following areas of Nursing Specialties:

S/N	NURSING SPECIALITY	STAFF STRENGTH
1.	Perioperative Nursing	23
2.	Anaesthesia Nursing	14
3.	Psychiatric Nursing	09
4.	Paediatrics Nursing	16
5.	Accident and Emergency Nursing	13
6.	Ophthalmology Nursing	07
7.	Otorhinolaryngology (ENT) Nursing	08
8.	Critical Care (ICU) Nursing	15
9.	Orthopaedic Nursing	12
10.	Nephrology Nursing	10
11.	Oncology Nursing	03
12.	Public Health Nursing	08
13.	Midwifery	150
	TOTAL	300

CHALLENGES:

- Although the Management has been and is still doing its best in the area of employment, shortage of manpower still remains a major challenge in the department, considering the increase in clients/patients turn out in the centre.

- Lack of accommodation for Quality Improvement Unit (QIU), Clinical Nursing Service Office and the Nursing Senate.

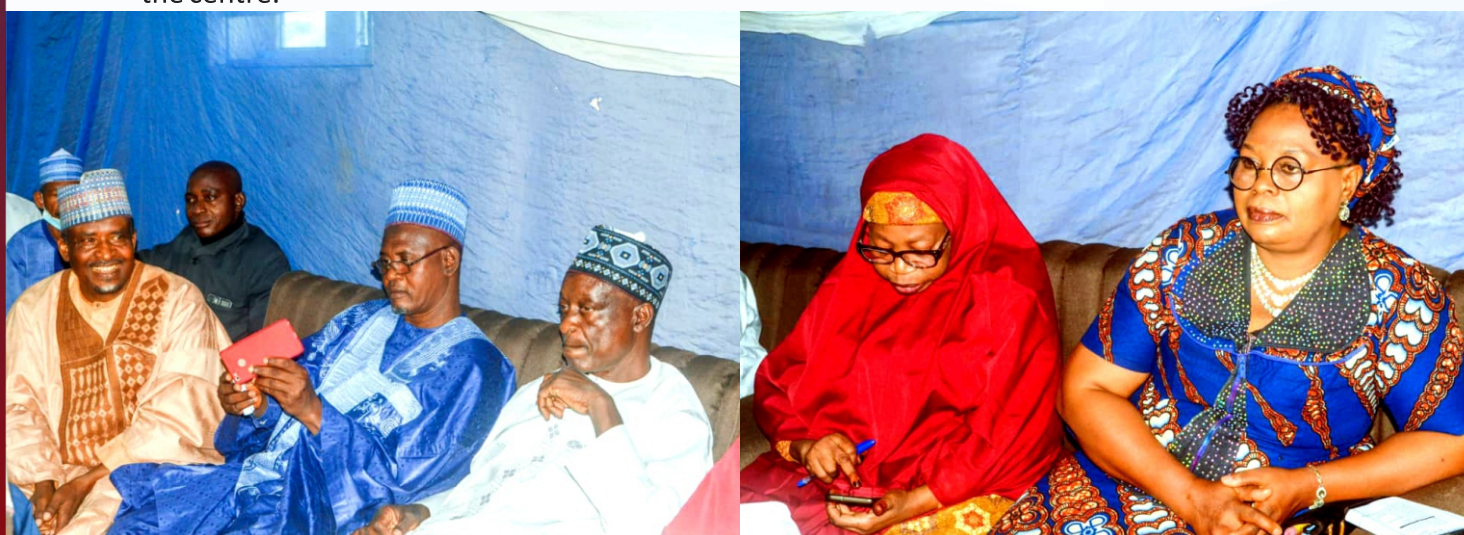
RECOMMENDATIONS

1. Recruitment of more Nurses
2. Provision of office accommodation for QIU, CNSO and the Nursing Senate

CONCLUSION:

The Department wishes to sincerely appreciate the Management of the Centre for its responses in the areas of staff training (in-house trainings, workshop/seminars, specialty, training etc), timely promotion, and provision of working equipments, peaceful/conducive working environment and many other forms of staff motivation. On our own part, as a department, we assure the management of our continuous support and cooperation for the successful implementation of the Centre's policies and programmes.

GARBA MUHAMMAD KANWA
HOD, Nursing Services



L-R: CNO Nuhu Yakubu Maru, DDNS Sirajo Umar Jabaka, Alhaji Mustapha Muhammed Anka, DDNS Binta Usman Mayana, CNO Chiagozie Okafor during a Send Forth Ceremony to celebrate their retirement from FMC, Gusau. Organized by Department of Nursing Services of FMC, Gusau at NANNM Secretariat, FMC, Gusau.

OBSTETRICS AND GYNAECOLOGY DEPARTMENT

INTRODUCTION

The Obstetrics and Gynaecology Department offers obstetrics and gynaecological care services. These include: ANC, PMTCT, delivery and postnatal care. It also offers emergency obstetrics and gynaecological care. The Department runs ANC, Gynaecology, and Family Planning clinics. It also provides Pap smear, colposcopy and ultrasound services. The Department runs Residency Training Programme on O & G.



DR. USMAN SULEIMAN FWACS
HOD, O&G

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Chief consultant	3
2	Consultant	7
3	Senior Registrar	6
4	Registrar	7
5	Medical Officer	4
6	Visiting Consultant	2
	TOTAL	29

ACTIVITIES

There are four Teams in the department - The Pink, Green, Blue and White Teams. The team activities are as follows.

Days	Pink Team	Green Team	Blue Team	White Team
Monday	Elective Surgery	Elective Surgery	Ward Round	Clinic
Tuesday	Consultant Ward Round	Clinic	Consultant Ward Round	Consultant Ward Round
Wednesday	Clinic	Consultant Ward Round	Elective Surgery	Elective Surgery
Thursday	Ward Round	W/R	Clinic	Ward Round
Friday	ANC Booking	ANC Booking	ANC Booking	ANC Booking

- Morning Review holds 8 - 9 am Monday to Wednesday.
- Scientific presentation every Thursday 8 -10am
- Morbidity and Mortality Statistics 1st Thursday of every month
- Residents tutorials every week
- Single Best Answers (SBAs) every Wednesday
- OSCE every Friday in the morning.
- Mock examination before every part I & II WACS examination
- Family Planning, colposcopy and USS every day

ACHIEVEMENTS

- Two Senior Registrars passed part two examination of the WACS.
- One Registrar passed part I WACS Examination
- Two Registrars passed part I of the NPMCN.

CHALLENGES

- Manpower shortage
- Lack of accreditation for NPMCN.
- Inadequate water supply to the department.

RECOMMENDATION

- Improvement in manpower.
- Provision of borehole to the department

CONCLUSION

The Department wishes to appreciate Management of FMC Gusau for its continuous support to the department.

DR. USMAN SULEIMAN FWACS
HOD O&G

ONCOLOGY DEPARTMENT

INTRODUCTION

The Department of Oncology, Federal Medical Center, Gusau was established in 2014 to provide highly specialized oncology services in the Center. The oncology services delivered include specialist clinic, follow-up clinic, referral services, chemotherapy administration, in-patient care, counselling, palliative care, multi-disciplinary team management, etc.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Consultant	1
2	Medical Officers	1
3	Oncology Nurses	3
	TOTAL	5

DEPARTMENTAL ACTIVITIES

These include:

- | | |
|------------------------|------------|
| 1. Specialist clinic | Wednesdays |
| 2. In-patient care | Everyday |
| 3. Chemotherapy | Everyday |
| 4. Ward rounds | Everyday |
| 5. Academic / Research | Mondays |

ACHIEVEMENTS

1. Sustenance of the temporary 6-bedded Chemotherapy Suite.
2. Two Medical Officers who passed their Primary Fellowship Exams in Radiology proceeded for Residency Training.
3. Increased collaboration with other clinical departments for effective cancer care

CHALLENGES

1. Shortage of manpower
2. Lack of a dedicated Oncology Complex
3. No basic radiotherapy facilities (external beam radiotherapy, brachytherapy).
4. High cost of Cancer treatment not covered by Health Insurance.

RECOMMENDATIONS

1. There is urgent need to provide an Oncology Complex which should comprise offices, chemotherapy suits, oncology wards and out-patient clinic.
2. There is need for employment of more staff (doctors and nurses) and continuous manpower training and re-training and



DR. SHEHU SALIHU UMAR

MBBS, MDRMDS, MPH, FWACS
HOD, Oncology

sponsorship for Oncology Conferences.

3. The management should try to partner with Zamfara State Government to help support cancer patients who are mostly indigent.
4. The management should commence advocacy to relevant stakeholders towards intermediate term plan of acquiring radiotherapy facilities in the center

CONCLUSION

The Department wishes to specially appreciate the management of the hospital for its support to Oncology Department. The positive collaboration with other clinical departments is also appreciated.

Dr. Shehu Salihu Umar (MBBS, MDRMDS, MPH, FWACS)
Head of Department

OPHTHALMOLOGY DEPARTMENT

INTRODUCTION

The Department of Ophthalmology provides specialist medical and surgical eye care services, including emergency eye care services and dispensing of spectacles.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Consultant	1
2	Visiting Consultant	1
3	Senior Registrar	1
4	Medical Officer	2
5	Optometrist	4
6	Ophthalmic Nurse	5
7	Dispensing Optician	3
8	Health Attendant	1
	Total	18

ACTIVITIES

1. Specialist clinic – Mondays and Wednesdays
2. Surgical session – Tuesdays and Thursdays
3. Clinical presentations – Fridays
4. Emergency services – everyday

ACHIEVEMENTS

1. Increase in patients' turnover for routine clinic and surgeries
2. Automation of departmental activities
3. Increase in staff strength

CHALLENGES

1. Inadequate equipment for patient management
2. Lack of low vision services
3. Lack of ophthalmic pharmacy and inadequate supply of ophthalmic drugs
4. Inadequate consulting rooms
5. Lack ward for in-patients admission

RECOMMENDATIONS

1. Provision of required equipment to improve patient care and surgical outcome. These include:
 - a. Ocular A and B Scan
 - b. Autorefractometer with \ Keratometer
 - c. Pachymeter
 - d. Slit lamp biomicroscope



DR NASIR ABDULRASHID
Ag. HOD, Ophthalmology

- e. Wall mounted pulse air tonometer
 - f. Rechargeable binocular indirect ophthalmoscope
2. Training of Optometrist and Ophthalmologist in the area of low vision and provision of instruments for low vision assessments
 3. Creation of ophthalmic pharmacy within the department and adequate supply of ophthalmic drugs
 4. Creation of more consulting rooms and admission wards

CONCLUSION

The department specially appreciates the support of the hospital management and looks forward to addressing the challenges enumerated above.

DR NASIR ABDULRASHID
Ag. HOD, Ophthalmology

PAEDIATRICS DEPARTMENT

INTRODUCTION

Paediatrics Department offers clinical services to children from birth to eighteen (18) years of age. The department being one of the key clinical departments, had full accreditation in 2023 for Residency Training in Paediatrics by West African College of Physicians. The Department has the following units: Paediatric Outpatient Department (POPD), Emergency Paediatric unit (EPU), Paediatric Medical Ward (PMW), Special Care Baby Unit (SCBU) and Nutrition Unit.

STAFF STRENGTH

S/N	CARDRE	NUMBER
1.	Chief Consultant	1
2.	Consultant	4
3.	Chief Medical Officer (CMO)	1
4.	Principal Medical Officer (PMO)	1
5.	Senior Resident	7
6.	Junior Resident	4
7.	Medical Officer	6
8.	Visiting Professor	1
9	Nutritionist	4
	TOTAL	29

ACTIVITIES

1. Paediatric Outpatient Department (POPD): This clinic runs daily (Monday to Sunday), including evenings.

2. Emergency Paediatric Unit (EPU): This is the unit where emergency cases are seen and admitted. The unit has 19-bed capacity. The EPU also houses a side laboratory and library.

3. Paediatric Medical Ward (PMW): Patients are transferred to this unit after stabilization in EPU. There may also be direct admissions into the ward when there is space constraint in EPU.

4. Special Care Baby Unit (SCBU): Babies from birth to 28 days of life are admitted in either the in-born or out-born sections of the SCBU. The unit has 10 baby cots, 11 incubators, 9 Phototherapy machines and one ventilator.

5. Nutrition Unit: This unit participates in the management of malnourished children. It offers nutritional counseling and gives Ready-To-Use Therapeutic Food (RUTF) to both in-patients and out-patients.

6. Ward Rounds: There are two consultant ward rounds each week both for patients' management and teaching of Residents, Medical Officers and House Officers.

7. Specialist Clinic: These clinics are run by Consultants on (i) Tuesdays (Cardiology, Neurology, ART, GIT, Endocrine and Nephrology) and (ii) Wednesdays (Haematology, Oncology, Pulmonology and Dermatology).

8. Morning Review: This takes place daily Monday to Friday by 8:15am to 9:15am.

9. Tutorials: This is in the form of presentation on a chosen topic by a Resident or Medical officer moderated by a consultant. It takes place every Tuesday.

10. Mortality Review: This takes place on the first Wednesday of every month by 8:15am.

11. Residency Programme: Performance And Cognition Skills Evaluation (PACSE) Bedside/MCQ etc are administered weekly on Wednesday afternoon to Residents.



DR. IBRAHIM JIBRIL HANO
HOD, Paediatrics

ACHIEVEMENTS:

1. One of the Supranumerary Residents passed his Part II exam and has reported back to the Centre.
2. One Resident passed his Part I within the reporting period.
3. EPU is now fully supplied with solar power.
4. EPU, SCBU and PMW have piped oxygen supply.

CHALLENGES:

1. Inadequate manpower of all cadres.
2. Incubators, Resuscitaires and Phototherapy machines need repairs or replacement.

RECOMMENDATIONS

1. The Department needs additional Consultants, Resident Doctors, Nutritionists and more Nurses to fill its WACP approved quota.
2. Repair or replacement of machines in SCBU.

CONCLUSION

The Department wishes to show its appreciation to the staff of the department, the nurses and other support staff as well as the Management for the support received during the reporting period.

DR. IBRAHIM JIBRIL HANO
HOD, Paediatrics



PATHOLOGY DEPARTMENT

INTRODUCTION

The Department of Pathology provides clinical laboratory services including histopathologic diagnosis, cytopathologic diagnosis (FNAC and body fluid), as well as special staining for specific diseases (ZN for TB). It also runs academic activities such as training of rotating Resident Doctors and students of various health institutions. In addition, the department provides mortuary services.

STAFF STRENGTH

SN	CADRE	Number
1	Consultant	3
2	Assistant Director Medical Lab Services (ADMLS)	2
3	Medical Laboratory Scientist (MLS)	3
6	Principal Medical laboratory Technician (PMLT)	1
7	Higher Medical Laboratory Technician (HMLT)	2
8	Medical Laboratory Technician (MLT)	4
9	Higher Laboratory Attendant (HLA)	1
10	Higher Health Attendant (HHA, Mortician)	1
11	Chief Mortuary Attendant (CMA)	1
12	Mortuary Attendant (MA)	4
	TOTAL	22

ACTIVITIES:

1. Diagnosis of diseases based on the clinical details using microscopic, histologic, cytologic, histochemical and sometimes immunologic techniques.
2. Provision of training to students, Interns, and Resident Doctors on rotation.
3. Database research.

ACHIEVEMENTS:

1. Purchase a brand-new Automated Tissue Processing machine and paraffin wax dispenser.
2. Increase in Manpower
3. Improvement in turnaround time

CHALLENGES

1. Space constraint - lack of offices for all cadre of staff, laboratory and other structures too small or lacking, only one rest room, etc.
2. Lack of embedding chamber which will make histopathology services more efficient
3. Turnaround time still long due to recurrent



DR. NASIRU ABUBAKAR MB,BS FMCPath
HOD, Pathology

failure of equipments in the Main laboratory and lack of backups.

4. Lack of regular servicing of the mortuary chillers

RECOMMENDATIONS

1. A new Pathology Department Complex should be constructed close to the Mortuary.
2. A standby generator is needed in the main Laboratory and Mortuary.
3. There is a need for continuous training and retraining of staff.

CONCLUSION

The department wishes to sincerely appreciate the management for the tireless efforts in the provision of equipment, manpower, as well as sponsorship of staff to training, workshops and seminars. The commitment of the staff of the Department is equally appreciated.

DR. NASIRU ABUBAKAR MB,BS FMCPath
HOD, Pathology



PHARMACY DEPARTMENT

INTRODUCTION

Pharmacy Department forms one of the critical components of the hospital healthcare system. The Department is committed to providing high-quality pharmaceutical services to patients; such as ensuring safe and effective medication use, warehousing, production of medicine information and pharmaceutical care services.

The Department has eleven Units as listed below:

1. GOPD Pharmacy
2. A & E Pharmacy
3. Main Theatre Pharmacy
4. O & G Pharmacy
5. NHI Pharmacy
6. Retainership Pharmacy
7. Main Pharmacy Store
8. Paediatric Pharmacy
9. Production / Compounding Unit
10. Antiretroviral Unit and
11. Medicine Information / Pharmacovigilance Unit



PHARM. ADAM LIMAN

Ag. HOD, Pharmacy

STAFF STRENGTH/ CADRE

S/N	STAFF CADRE	NUMBER
1.	Director Pharmaceutical Services	2
2.	Deputy Director Pharmaceutical Services	1
3.	Asst. Director Pharmaceutical Services	3
4.	Chief Pharmacist	1
5.	Pharmacist	9
6.	Chief Pharmacy Technician	4
7.	Asst. Chief Pharmacy Technician	6
8.	Principal Pharmacy Technician	2
9.	Senior Pharmacy Technician	1
10.	Higher Pharmacy Technician	2
11.	Pharmacy Technician	8
	TOTAL	39

CHALLENGES

1. Inadequate space at EPU and Theatre Pharmacy.
2. Lack of wooden pallets in the dispensary.
3. Lack of equipment for production of sterile water.
4. Lack of Quality Assurance (QA) and Quality Control (QC) Units.

RECOMMENDATIONS

1. Expansion of space for EPU and Theatre Pharmacy.
2. Provision of wooden pallets in the dispensary.
3. Provision for production of sterile water.
4. Creation of Quality Assurance (QA) and Quality Control (QC) Units.

CONCLUSION

The department appreciates the management for employing more pharmacists and technicians as well as continued support given to her. It is hoped that the challenges mentioned above would be addressed for efficient and effective service delivery.

PHARM. ADAM LIMAN

Ag. HOD, Pharmacy

ACTIVITIES

1. Rational Dispensing and Pharmaceutical care services
2. Drug procurement
3. Warehousing of drugs and consumables
4. Drug distribution.
5. Compounding and reconstitution of drugs
6. Drug information services
7. Documentation of poisons
8. Monthly Stocktaking
9. Training of Intern Pharmacists, IT Pharmacy students and Pharmacy Technicians
10. Weekly departmental clinical

presentations every Wednesday

ACHIEVEMENTS

1. Improved service delivery due to increased manpower
2. Upgraded pharmacy operation due to automation which has created a conducive environment for effective and efficient pharmacy services.
3. Implementation of initiatives to improve medication safety such as drug reaction reporting, medication error reporting, etc.
4. Improved staff development that enhances staff skills and knowledge in pharmacy practice and patient care.



PHYSIOTHERAPY DEPARTMENT

INTRODUCTION

The Physical Therapy Department is concerned with identifying and maximising quality of life and movement potential within the spheres of promotion, prevention, treatment/intervention and rehabilitation of referred patients.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Director	1
2	Deputy Director	1
2	Assistant Director	3
3	Principal Physiotherapist	2
4	Physiotherapist	5
5	Health Information Technician	2
6	Health Attendant	2
	TOTAL	16



OSAJIE PETER (PT)
HOD, Physiotherapy

ACTIVITIES

- 1. Cardio pulmonary Physiotherapy** - Treatment and rehabilitation of patients with or at risk of diseases and injuries affecting the heart and lungs.
- 2. Orthopaedic Physiotherapy** - Treatment and rehabilitation of musculoskeletal conditions.
- 3. Women Health Physiotherapy** - Treatment and rehabilitation of patients with uterine prolapse, pelvic inflammatory disease, obstetric palsy, incontinence and other related conditions in women.
- 4. Paediatric Physiotherapy** - Treatment and rehabilitation of injuries, illnesses and diseases of children.
- 5. Neurological Physiotherapy** - Treatment and rehabilitation of patients with neurological conditions.
- 6. Clinical presentation by physiotherapists.**

ACHIEVEMENTS

- The Department secured accreditation from The Medical Rehabilitation Therapists Board of Nigeria for the training of Intern Physiotherapists.
- The Department now serves as a Training Centre for Physiotherapy Students from Zamfara State University, Talata Mafara, on clinical postings.
- Four (4) Physiotherapists were employed for the department in 2024.
- Some needed items and equipment were provided for the Department, which include: Vaginal cones and sensor, Respiratory exerciser and Peak Flow Meter, Goniometer, e.t.c.

CHALLENGES

- Inadequate manpower, especially physiotherapists.
- The department needs more equipment.

RECOMMENDATIONS

- Employment of more physiotherapists.
- Purchase of more equipment for the department.
 - Treadmills
 - Shortwave Diathermy Machine
 - Multi-Gymnasium

CONCLUSION

The Department appreciates the Management of the Centre for the employment of 4 physiotherapists, purchase of more equipment and provision of comfort for the staff of the department in 2024.

OSAJIE PETER (PT)
HOD, Physiotherapy

PSYCHIATRY DEPARTMENT

INTRODUCTION

The Department of Psychiatry offers evidence-based treatment to patients with mental health challenges and compliments the bodily treatment offered by other departments in the Hospital. It also gives hands-on training to Medical Officers, Post-Graduate Trainee Doctors from other departments and allied health



DR. BAMIGBADE ADEKUNLE OPEYEMI.
HOD, Psychiatry

STAFF STRENGTH

S/N	CADRE	NUMBER
1.	Consultant	1
2.	Medical Officer	2
3.	Psychiatric Nurse	15
4.	Record Officer	1
5.	Visiting Consultant	1
6.	Social Worker	1
	Total	21

ACTIVITIES

1. Weekly Outpatient Clinic every Friday.
2. In-patient admission and treatment
3. Ward rounds
4. Psychosocial treatment
5. Psycho-education and counselling
6. Bi-weekly post-graduate seminars
7. Substance abuse patient care

Department and donation of furniture and sports equipment received from an NGO.

CHALLENGES

1. Inadequate furnishing for the new Psychiatry Complex.
2. Inadequate manpower, especially Doctors.
3. Lack of running water in the New Complex.

Doctors.

Provide more furniture for the offices.

ACHIEVEMENTS

1. The Department has moved to the new Psychiatry Complex.
2. Increase in Nursing staff strength.
3. Establishment of a Youth-friendly Centre at the

RECOMMENDATION

Connect the Complex with the hospital water Reticulation System
Employ more staff, especially

CONCLUSION

The Department appreciates the Management for its smooth relocation to the New Complex and hopes that the above recommendations would be looked into.

DR. BAMIGBADE ADEKUNLE OPEYEMI.

HOD, Psychiatry Department



Youth Friendly Centre at the Psychiatric Department



Children playing indoor game at Youth Friendly Centre



RADIOLOGY DEPARTMENT

INTRODUCTION

The Radiology Department of the Federal Medical Center Gusau continues to play a pivotal role in the diagnosis and management of various medical conditions. The Department is committed to delivering high-quality imaging services to support patient care.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Chief Consultant Radiologist	2
2	Senior Consultant Radiologist	2
3	Consultant Radiologist	3
4	Medical Officer/ Resident	6
5	Assistant Director of Radiography	1
6	Locum Assistant Chief Radiographer	1
7	Radiographer	6
8	X- ray Technicians	17
9	Scientific Officer	1
10	Nurse	2
11	Clerical and Support Staff	12
	TOTAL	53



DR. ABUBAKAR MUSA MBBS, FMCR
HOD, Radiology

DEPARTMENTAL ACTIVITIES

1. The Department offered both General and Specialized Radiological services such as:

- Conventional X-rays
- Ultrasound Scans
- Doppler Studies
- Special Contrast Studies
- Interventional Radiology

2. In addition, the department provided training to Resident Doctors on posting, Intern Radiographers and SIWES students on Industrial Training.

ACHIEVEMENTS:

1. Increased patient turnover and improved service delivery.
2. Acquisition of a new Digital X-ray Machine.
3. Strengthened collaborations with other departments for multidisciplinary patient management.
4. Training and capacity-building programs for staff.
5. Successful implementation of protocols to enhance imaging quality

and efficiency.

CHALLENGES AND AREAS OF NEED

1. Insufficient modern imaging equipment such as MRI, CT and advanced ultrasound machines.
2. Inconsistent power supply, affecting service delivery and causing frequent equipment breakdown.
3. Limited funding for research and training.
4. Non-accreditation of the department for Residency Training.
5. Inadequate offices for staff and lack of Seminar Room.

RECOMMENDATIONS

1. Recruitment of additional Radiologists, Residents, Radiographers, and Support Staff.
2. Procurement of modern imaging equipment, including MRI and Doppler Ultrasound machines.

3. Expedition of actions to ensure the available CT Scanner is functional.
4. Establishment of a dedicated maintenance schedule to prevent frequent breakdowns.
5. Improved power supply, possibly through an alternative energy source.
6. Increased budgetary allocation for research and continuous medical education.
7. Conversion of department lobby into a standard seminar room and provision of offices for staff.

CONCLUSION

The Department remains committed to providing quality diagnostic services despite the challenges faced. Addressing the identified areas of need will significantly enhance the efficiency and scope of services offered. The Department appreciates the support of the hospital management and relevant stakeholders in improving radiological services for better patient care.

DR. ABUBAKAR MUSA MBBS, FMCR
HOD, Radiology



SURGERY DEPARTMENT

INTRODUCTION

Surgery department provides a wide range of clinical services to patients with different surgical conditions. It comprises different units such as Orthopaedic, Urology and General Surgery, with limited Paediatric and Plastic Surgery services. The surgery department also attends to surgical emergencies in the Accident and Emergency Unit of the hospital.

The department runs specialist clinic on Mondays (Orthopedic and Urology) and Wednesdays (General Surgery, Plastic Surgery and Paediatric Surgery). It also involved in training of House Officers and Resident Doctors on clinical postings.

STAFF STRENGTH

S/N	CADRE	NUMBER
1	Chief Consultant	2
2	Senior Consultant	1
3	Visiting Consultant	5
4	Principal Medical Officer	3
5	Senior Medical Officer	1
5	Medical Officer	16
6	Locum Medical Officer	2
7	Residents On Training	5
	TOTAL	35

ACTIVITIES

1. Accident and Emergency services

Victims of accident and other surgical emergencies have their first contact with hospital here. There is 24/7 coverage by the Casualty Officers.

2. Surgical Outpatient Activities

The department runs specialist clinic on Mondays (Urology and Orthopedic) and Wednesdays (General Surgery, Pediatric Surgery and Plastic Surgery).

3. Ward Rounds

Consultant ward rounds are conducted on Mondays and Wednesdays.

4. Training and Research

Surgery department is involved in the training of House Officers and Resident Doctors on clinical postings from other department. It also conducts clinical researches.

ACHIEVEMENTS

1. A Doctor from the department passed his Part One examination and is currently on training in a Teaching Hospital.

2. One of the Chief Consultants becomes a Fellow of American College of Surgeon (FACS).

CHALLENGES

1. Inadequate Manpower (Consultants and Medical Officers).

2. Suboptimal function of theatre system (cooling and diathermy) and other logistics.

3. Non-availability of C-ARM for image guidance during orthopedic procedure.

4. Lack of upper urinary tract Endo-urology equipment.

5. Lack of Call Duty Room and



DR. PETER ENESI
HOD, Surgery

offices for the second-on-call.

6. Lack of procedure rooms in wards and clinics for Orthopedic and General Surgery cases.

7. Delayed completion of the new A & E Complex.

RECOMMENDATIONS

1. Management should look into the above challenges to ensure better services to the patient.

2. There is urgent need to employ subspecialty consultants especially in plastic surgery.

CONCLUSION

The department wishes to appreciate the management for its support and hope its dream of commencing Residency Training in surgery will be realized in the nearest future.

DR. PETER ENESI
HOD, Surgery

"WE ARE ABLE TO SUSTAIN OUR SERVICES DESPITE CHALLENGES"

- Dr Umar Abdullahi, HOCS, FMC Gusau



Dr Umar Abdullahi, Head of Clinical Services during an Interview with the Editorial Board members

Early 2024, Dr Umar Abdullahi (FMCP) assumed duty as the new Head of Clinical Services and Training (HOCS) of Federal Medical Centre Gusau. In this interview with our team, Dr Abdullahi has briefly explained to the readers part of his coming up, office experiences, challenges and the way forward. Below is the excerpt of the interview.

EB: Good morning, Sir. This morning you are receiving members of FMC Gusau Editorial Board. We are here in your office for a scheduled interview with you.

HOCS: You are welcome.

EB: Thank you, Sir. Early 2024, you assumed duty as the Head of Clinical Services and Training in the Federal Medical Centre Gusau. The hospital community, and indeed, our teeming readers would like to know, who is Dr. Umar Abdullahi?

HOCS: In the name of Allah, the most beneficent, the most merciful, my name is Dr Umar Abdullahi. I am a Consultant Cardiologist working with the Department of Medicine, Federal Medical Centre Gusau. I am an indigene of Shinkafi Local Government in Zamfara though I was born and brought up in Gusau, because my father, late Ambassador Abdullahi Shinkafi, was residing in Gusau where he worked as a civil servant.

I attended Tudun Wada Model Primary School Gusau. Then I proceeded to Government Unity Secondary School Gumi for my Junior Secondary School and later to Nagarta College, Sokoto for my Senior Secondary School Certificate. After completing my secondary education, I gained admission to study Medicine at Usmanu Danfodiyo

University, Sokoto. After obtaining my MBBS, I did my one year mandatory Internship at UDUTH and went to General Hospital, Toro, Bauchi State, for my National Youth Service. After my NYSC, I worked in Farida General Hospital, Gusau, for two years before proceeding to Aminu Kano Teaching Hospital, Kano, for my Residency Training. I obtained my Fellowship of National Post-graduate Medical College of Nigeria in Internal Medicine with sub-specialization in cardiology. I returned to Zamfara State after I qualified and worked in Yariman Bakura Specialist Hospital, Gusau, as a consultant Cardiologist before I transferred my service to FMC Gusau.

I occupied various offices in the course of my career. I served as Head of Internal Medicine Department and Deputy Head of Clinical Services in both Yariman Bakura Specialist Hospital and Federal Medical Centre, Gusau. I served in various committees in both hospitals. I was the chairman of Hospital Editorial Committee and Dialysis Revolving Fund. I was a member of the Research and Ethics Committee, Residency Training Committee, and Human Resource Development Committee, to mention but a few. I was the Deputy Head of Clinical Services before my appointment as the Head of Clinical Services in 2024.

In terms of Union activities, I was once PRO and later, chairman of Medical and Dental Consultant Association, Zamfara State chapter. In terms of awards and recognitions, I was recognized and awarded as the best Senior Staff in FMC Gusau in the year 2021. This is who I am in brief.



EB: What is your vision or agenda for the office of Clinical Services and Training?

HOCS: My vision and agenda is aligned with vision and agenda of the Medical Director because, as the Head of Clinical Services, I am there to assist the Medical Director to ensure that the Clinical Directorate is working efficiently.

Some of the core visions of the Medical Director is to reduce patient waiting time and achieve industrial harmony. Therefore, when I came into office, I keyed into the automation policy and ensured that all the clinical departments were captured into the automation system. To further reduce patients' waiting time, we engaged with the Pharmacy Department to address the issue of drug stockout. Furthermore, I have to have a cordial relationship with the Unions to make sure that the harmony that was established by the Medical Director is sustained. I operate an open door policy and I am ready to partner with anybody who is ready to promote the vision and objectives of the Medical Director.

EB: Thank you very much. Sir, with the current economic and security challenges in the country in general and Zamfara State in particular, how do you keep the clinical staff motivated?

HOCS: Security challenges have indeed affected human resources in Federal Medical Center, Gusau. It serves as a 'push factor' causing a lot of staff to leave the Center. At the Management level, we tried to identify some 'pull factors' that can attract people to come and remain at the Centre. Some of the measures we employed were regular replacement of staff, provision of a conducive working environment, regular payment of allowances and entitlements, prompt promotion, proper placement and payment of arrears when due. We organize regular training and workshops for our staff to boost their capacity. Occasionally, we bring experts and resource persons to educate them on various topical issues. The other time, we brought the Director of DSS and his men to give us some security tips on how to cope with the prevailing security challenges of our time. And, insha Allah, we will continue with this training to ensure that our people are abreast with the standards that they are supposed to be.

EB: Recently, the Centre unveiled her new Training Policy. Can you give us some highlights of the content of the policy? What is the status of the training programme in the Centre?

HOCS: Quite sure. There was a training policy but it was grossly deficient and not in tandem with current realities in terms of scope and implementation, hence, the need for a revision. The key highlights of the new policy include clear guidelines on eligibility criteria on who shall be released for in-house training, bonding of a prospective candidate and close monitoring of the released staff. By the grace of God, the new training policy has been in place and was well received by all the Unions. This is not surprising, because all the Unions participated in the committee that drafted the new policy.

In terms of training during my one year in office, our candidates in Residency Training did very wonderfully well in their exams both at the National Postgraduate and West African College examinations. We have gotten partial accreditation from the National Postgraduate Medical College for Internal Medicine Department to train Twenty Residents for both Part I and Part II Examinations. We have got accreditation for Internship Training in Physiotherapy Department. We have also secured an increase in our quota for Internship across various disciplines including House Officers, Dental Surgeons, Nurses, Pharmacists, Medical Lab Scientists, Optometrists, Dental Technologists, Dental Therapists and Radiographers.

EB: Does the Center have priority areas with respect to Quality Improvement in clinical services and training?

HOCS: Yes, as I told you, part of the vision and mission of Medical Director is to make the FMC Gusau a Center of Excellence, a center that will attract people, not only within Gusau, but even outside the state, to come to have very efficient and sustainable services. One of the things we do is to identify key priority areas. For instance, recently we recognized the need to strengthen our Nephrology and Urology Units. You know, UDUTH Sokoto has commenced renal transplant services. We saw the need to send some of our staff there for training, especially in Urology Nursing, so that when they return, they will train others. The Management also is doing its best to secure state-of-the-art equipment and send some staff on training on how to operate them. To be a tertiary institution, our staff must have adequate knowledge with skills. This is the only way we can provide efficient and effective services to our customers.



Dr Umar Abdullahi Shares his Perspectives with MLS Bala Auna, (left) and Barr M. A. Sani of the Editorial Board.

EB: Recently, NUC approved five medical programmes for the College of Health Sciences at Federal University Gusau and the Accreditation Team visited the Centre. What is the update on the outcome of that visit?

HOCS: I have to thank Allah SWT, because it is something very good and interesting. FMC Gusau partnered with the Federal University Gusau to make sure that the College of Health Sciences is established. And Alhamdulillah, as announced by the Vice Chancellor of the University, the College of Health Sciences has become a reality. Five courses were accredited namely: Bachelor of Medicine, Bachelor of Surgery degree, Bachelor of Dental Surgery degree, Bachelor of Nursing Sciences, Bachelor of Physiotherapy and Bachelor of Nutrition and Dietetics. These courses will attract a lot of students to come to Federal University, Gusau and the dream of transforming FMC Gusau into a Federal Teaching Hospital is in the process of being realized.

EB: Last but not the least, you are now one year in the office. What has been your experience and challenges, if any? What is your message to the hospital community?

HOCS: It's not easy to lead a people with experience, knowledge and from different backgrounds. But Alhamdulillah, all the successes that we have recorded were by the mercies of Allah SWT, the support that I've gotten from the Medical Director and also other TMC members. The first thing that I can say in my experience is the automation. When we started automation, there were lots of misconceptions about the system. But by the grace of God, people have come to accept automation.

With regards to maintenance of equipment, there has been remarkable improvement. When I came on board, I made sure we repaired all the Phototherapy machines that were broken down. Our biomedical staff have fabricated one of the phototherapy machines which is working excellently in the SCBU and even works better than the ones purchased outside. And for all the other departments, we made sure that once a complaint is received from the department, we follow it to the later. We ensured that adequate priority is given to maintenance of various equipment.

As for service delivery, we have ensured that drug stock-out in the pharmacy is reduced to the barest minimum. Cancellation of surgeries have reduced drastically. Issues of laundry services and adequate lighting in the Centre have been taken care of. Additionally, an oxygen gas pipeline has been installed in all relevant clinical buildings within the hospital. I also made sure I sourced a handful of visiting consultants with international reputation to the Center.

And in terms of staff welfare, there have been remarkable improvement. Following our recommendation, the Center has successfully integrated staff pay slips into the hospital website, enabling employees to access their pay slip online.

As for challenges, well, these are just a few of them. One, to lead human beings is not an easy task because we have different perceptions and backgrounds. Some people are resistant to change, but Alhamdulillah, with advocacy, most of them have started to understand and embrace the changes. The prevailing insecurity in the state has caused some of our specialists to leave the Center. This has crippled some services in the Center. But, by the grace of God, the Management had sought for means to ensure a regular stream of visiting consultants and specialists so that the services will not be crippled.

My message to the hospital community, I want each and every staff to take FMC Gusau as his or her own personal belonging and handle the property of FMC Gusau as his or her personal property. And at the same time to know that without patients and clients, there is no FMC Gusau. Let us make sure that patients are treated with respect and dignity. And let us continue cooperating with the Management and its new policies because all these policies are aimed at making FMC Gusau a Center of Excellence. At the same time, I want to thank the Union leaders for the understanding that they have with us. If there is a problem, we sit down around a table and we address it. Let us sustain this harmony. If there is peace, there will be development. Without peace, there won't be any development. Let us be our brothers' keepers. Let us help one another.

EB: Thank you, Sir. The interview has been wonderful and rich, and I am sure it will add value to our production. Thank you for the time you have given.



Editorial Board Members with the Head of Administration, Alh Lawal S. Bungudu (left) and Dr Umar Abdullahi, Head of Clinical Services and Training (centre) after an Exclusive Interview with the Later.

Tribute

TO DR. BARTHOLOMEW B. BRAIMAH-OBOH

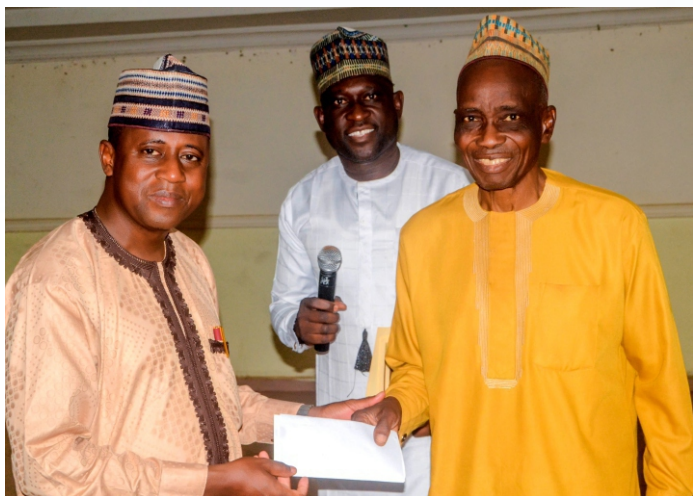
After 25 years of distinguished and selfless service, we celebrate the remarkable career of Dr. Bartholomew B. Braimah-Oboh—fondly known to many as Dr. Oboh. His legacy at the Federal Medical Centre, Gusau, is not only etched in titles but in the lives he touched and the standards he helped set. From his role as the pioneer Chairman of the Editorial Board, where he gave voice to excellence and knowledge, to his tenure as Acting Interim Administrator during a time of transition, Dr. Oboh's leadership has been steady, thoughtful, and deeply committed. As Head of Clinical Services, he steered clinical excellence with compassion and foresight, and as the SERVICOM Nodal Officer, he championed service delivery and patient care with unwavering dedication. In his capacity as Chairman of the Inspection and Awards Committee, he upheld the values of merit and



DR. B. B. BRAIMAH OBOH

accountability, ever a guardian of integrity. These, among many other sensitive roles he took on with characteristic humility and brilliance, paint a portrait of a man whose dedication was total and whose impact was profound.

Today, we honor not just the roles he filled, but the values he embodied—excellence, service, and humanity. Thank you, Dr. Oboh, for a legacy that will long endure. We, the members of The Editorial Board, the Hospital Management Team and indeed, the entire Hospital Community, wish you joy and fulfillment in the chapters ahead.



Dr. B. B. Braimah-Oboh recognized by the Family Medicine Department



The Medical Director presents a gift to Dr. Oboh on behalf of Editorial Board

2024 STAFF PROMOTIONS

S/N	PRESENT RANK	NUMBER
ADMINISTRATION DEPARTMENT		
1	Deputy Director Admin	1
2	Chief Admin Officer	1
3	Assistant Chief Admin Officer	1
4	Admin Officer I	4
5	Asst. Chief Executive Officer (Admin)	1
6	Principal Executive Officer I (Admin)	3
7	Principal Executive Officer II (Admin)	1
8	Senior Executive Officer (Admin)	2
9	Executive Officer (Admin)	1
10	Information Officer I	1
11	Senior Legal Officer	1
12	Chief Heavy Plant Operator	1
13	Senior Craftsman I	1
14	Senior Craftsman II	1
15	Planning Officer I	1
16	Programme Analyst I	1
17	Senior Technical Officer (Civil)	1
18	Senior Estate Officer	1
19	Principal Technical Officer II (QS)	1
20	Assistant Chief Planning Officer	1
21	Principal Confidential Secretary I	1
22	Principal Confidential Secretary II	6
23	Higher Data Programme Officer	3
24	Asst. Chief Store Officer	1
25	Principal Store Officer II	1
	TOTAL	38
ACCOUNTS AND AUDIT		
26	Assistant Director Accountant	2
27	Chief Accountant	1
28	Principal Executive Officer I (Acct)	2
29	Principal Executive Officer II (Accts)	3
30	Senior Executive Officer (Accts)	1
31	Higher Executive Officer (Acct)	1
32	Principal Executive Officer II (Audit)	5
	TOTAL	15
DOCTORS		
35	Consultant Super Grade I	2
36	Consultant Super Grade II	3
37	Principal Medical Officer I	5
38	Principal Medical Officer II	1

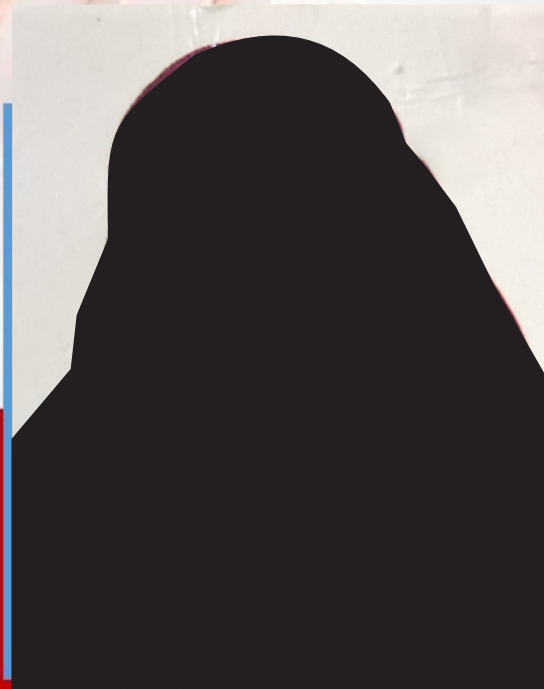
2024 STAFF PROMOTIONS

39	Senior Medical Officer II	8
35	Consultant Super Grade I	2
36	Consultant Super Grade II	3
8	Senior Executive Officer (Admin)	2
	TOTAL	19
DENTAL DEPARTMENT		
40	Senior Medical Officer 11 (Dental)	1
41	Asst. Chief Dental Therapist II	1
42	Higher Dental Technician	9
	TOTAL	11
LABORATORY SERVICES		
43	Deputy Director MLS	1
44	Asst. Dir. Medical Laboratory Services	6
45	Chief Medical Lab. Technician	2
46	Higher Medical Lab. Technician	12
	TOTAL	21
HEALTH INFORMATION DEPARTMENT		
47	Chief Health Record Officer	1
48	Chief Health Record Technician	3
49	Assist. Chief Record Technician	5
50	Principal Health Record Technician	9
51	Senior Health Information Technician	4
52	Higher Health Information Technician	12
53	Senior Health Information Assistant II	3
54	Higher Health Information Assistant	4
	TOTAL	41
PHARMACY DEPARTMENT		
55	Deputy Dir. Pharmaceutical Services	1
56	Chief Pharmacy Technician	1
57	Higher Pharmacy Technician	2
	TOTAL	4
NURSING SERVICES		
58	Deputy Director Nursing Services	3
59	Asst. Director Nursing Services	8
60	Chief Nursing Officer	9
61	Assist. Chief Nursing Officer	7
62	Principal Nursing Officer	14
63	Senior Nursing Officer	2
64	Nursing Officer I	27
	TOTAL	70
GRAND TOTAL		219

OBITUARIES



Nasiru Muhammad Nahuche
RADIOLOGY DEPARTMENT
DIED 01/01/2024



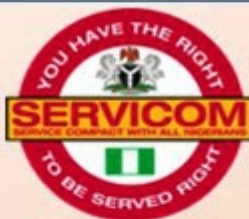
Ubaida Musa
NURSING DEPARTMENT
DIED 01/03/2024



Aliyu Haidara Yusuf
ADMINISTRATION DEPARTMENT
DIED 02/04/2024



Aisha Musa Lawal
NURSING DEPARTMENT
DIED 10/10/2024



Federal Medical Centre, Gusau

SERVICE CHARTER FOR CLINICAL SERVICES

BACKGROUND

The Federal Medical Centre Gusau is a centre poised to deliver clinical / health services to the public. The nature of services provided in the centre include out-patient and in-patient services including emergencies and diagnostic services.

SERVICE DELIVERY

- **Waiting Time** for out-patients not exceeding Ninety (90) minutes.
- Emergencies to receive PROMPT and IMMEDIATE attention.
- Proper medical history and physical examination.
- Privacy and confidentiality to be maintained.
- Religious and traditional customs to be respected.
- To attend to those with special needs.
- To obtain patient's consent for any procedure or special investigation.
- Information and counseling services to be provided.

OUR LIMITATIONS

- Limited resources
- Manpower shortage
- Dependence on other ancillary services

OUR VISION

To ensure that customers (patients) receive satisfactory medical care within the available resources of the centre and at the least possible time interval.

OUR MISSION

- To cater for the health needs of the host community and make these services available to all categories of the member of the public without discrimination.
- To also receive all referred cases from other levels of care in the health department and treat them with dispatch.

OUR CUSTOMERS

- Out-patients coming for the first time.
- Out-patients on routine medical check-up.
- Clients for routine medical examinations and certificates.
- In-patients on admission.
- Emergencies in all clinical departments.
- Referred cases from other levels of care – primary and secondary health care.



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