

# NIGERIA NURSES CHARITABLE ASSOCIATION

England & Wales · Charity number 1092724

## Details

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**Status** Registered

**Legal form** Other

**Registered** 2002-07-01

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 9 Eastern Avenue East  
Romford  
RM1 4SB

**Phone** 07931322335

**Email** [info@nncauk.org](mailto:info@nncauk.org)

**Website** [www.nncauk.org](http://www.nncauk.org)

## Activities

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**Objects:** (A)TO RELIEVE POVERTY AND DISTRESS BY THE PROVISION OF PRACTICAL CONTRIBUTIONS TO THE DELIVERY OF HEALTH CARE AND(B)TO ADVANCE EDUCATION BY PROMOTING HEALTH EDUCATION IN NIGERIA AND THE UNITED KINGDOM.

**Activities:** The Nigerian Nurses Charitable Association was set up to relive the poverty and distress by the provision of practical contributions to the delivery of healthcare and to advance education by promoting health education in Nigeria and United Kingdom

## Classification

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- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- **Area of benefit:** UNITED KINGDOM AND NIGERIA
- Nigeria
- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£36,060	£45,830	-	-
2023-12-31	£29,674	£32,819	-	-
2022-12-31	£11,980	£6,291	-	-
2021-12-31	£17,262	£8,987	-	-
2020-12-31	£1,480	£735	-	-

## Trustees

Name	Role	Appointed
Wendy Olayiwola	Chair	2015-01-01
ELIZABETH EKANEM		2019-12-09
EMILY MOBOLAJI ONI		
Oluyemisi Adegbile		2019-12-09

**NIGERIA NURSES CHARITABLE ASSOCIATION**

England & Wales - Charity number 1092724

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# Accounts

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# Trustees' Annual Report for the period

<b>From</b>	Period start date			<b>To</b>	Period end date		
	Day 01	Month 01	Year 2024		Day 31	Month 12	Year 2024

## Section A Reference and administration details

<b>Charity name</b>	NIGERIA NURSES CHARITABLE ASSOCIATION
<b>Other names charity is known by</b>	NNCA UK
<b>Registered charity number (if any)</b>	1092724
<b>Charity's principal address</b>	9 Eastern Avenue
	East Romford
	<b>Postcode</b> RM1 4SB

### Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Wendy Olayiwola	Chair		
2	Elizabeth Ekanem	Trustee		
3	Oluyemisi Adegbile	Trustee		
4	Christiana Okoli	Trustee		
5	Funmi Bewaji	Trustee		
6	Ebun Akanni	Trustee		
7	Christine Obasuyi	Trustee		
8	Christiana Ezinwanne Okoli	Trustee		
9	Emily Oni	Trustee		
10	Folake Ashawe	Trustee		
11	Caroline Offoh	Trustee		
12	Yinka Hakeem-Habeeb	Trustee		
13	Obafunmilayo Bewaji	Trustee		
14	Rita Nwigwe	Trustee		
15	Emily Mobolaji Oni	Trustee		
16				
17				
18				
19				
20				

### Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

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**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address

**Name of chief executive or names of senior staff members (Optional information)**

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**Section B Structure, governance and management**

**Description of the charity's trusts**

Type of governing document (eg. trust deed, constitution)	CONSTITUTION
How the charity is constituted (eg. trust, association, company)	CONSTITUTION ADOPTED ON 6 OCTOBER, 2001 AND AMENDED ON 4 MAY, 2002.
Trustee selection methods (eg. appointed by, elected by)	Charity trustees who will be elected by exco members

**Additional governance issues (Optional information)**

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

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**Section C Objectives and activities**

**Summary of the objects of the charity set out in its governing document**

(A)TO RELIEVE POVERTY AND DISTRESS BY THE PROVISION OF PRACTICAL CONTRIBUTIONS TO THE DELIVERY OF HEALTH CARE AND (B)TO ADVANCE EDUCATION BY PROMOTING HEALTH EDUCATION IN NIGERIA AND THE UNITED KINGDOM.
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The Nigerian Nurses Charitable Association was set up to relieve the poverty and distress by the provision of practical contributions to the delivery of healthcare and to advance education by promoting health education in Nigeria and United Kingdom.

**Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)**

**Additional details of objectives and activities (Optional information)**

Our Conflict of Interest Policy.

This policy is a summary the main duties and responsibilities of charity trustees. It sets out the legal principles and also used for sections of the guidance that follows.

The main focus of this policy is the transparency with which trustees account for the activities of;

- Investment of funds
- Private benefit
- Covering legal requirements.
- Recommendations of developing good record-keeping and reporting practice.

Trustees have and must accept ultimate responsibility for directing the affairs of the charity, and ensuring:

- That it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up.
- Ensure that the charity complies with charity law, and with the requirements of the Charity Commission as regulator; in particular ensure that the charity prepares reports on what it has achieved and Annual Returns and accounts as required by law.
- Ensure that the charity does not breach any of the requirements

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

or rules set out in its governing document and that it remains true to the charitable purpose and objects set out therein.

- Comply with the requirements of other legislation and other regulators (if any) which govern the activities of the charity.
- Act with integrity, and avoid any personal conflicts of interest or misuse of charity funds or assets.
- Ensure that the charity is and will remain solvent.
- Use charitable funds and assets reasonably, and only in furtherance of the charity's objects.
- Avoid undertaking activities that might place the charity's endowment, funds, assets or reputation at undue risk.
- Take special care when investing the funds of the charity, or borrowing funds for the charity to use.
- Use reasonable care and skill in their work as trustees, using their personal skills and experience as needed to ensure that the charity is well-run and efficient
- Consider getting external professional advice on all matters where there may be material risk to the charity, or where the trustees may be in breach of their duties.

All trustees, however appointed, must act in the charity's interests, and must not represent the interests of any outside organisation or their own personal interests.

## Section D

## Achievements and performance

**Summary of the main achievements of the charity during the year**

There was a significant increase in income to £36,060. Our main sources of funding were:

- Membership annual dues
- Grants
- Annual conference
- Voluntary donations

We held a successful annual conference and training event. We thank all active members for paying their dues, our partners for their donations, and our Executive Committee for their dedication, commitment, and voluntary service during the fiscal year ended 31 December 2024.

## Section E Financial review

Brief statement of the charity's policy on reserves

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Details of any funds materially in deficit

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Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

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## Section F Other optional information

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## Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

<b>Signature(s)</b>		
<b>Full name(s)</b>	Wendy Olayiwola	Olajide Bankole
<b>Position (eg Secretary, Chair, etc)</b>	Chair	Acting Treasurer

**Date** 18/10/2025



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name <b>NIGERIAN NURSES CHARITABLE ASSOCIATION</b>	No (if any) 10924724
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**CC16a**

## Receipts and payments accounts

For the period from	Period start date 1/1/2024	To	Period end date 31/12/2024
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
GRANTS	4,000	-	-	4,000	9,980
MEMBERSHIP ANNUAL DUES	2,721	-	-	2,721	2,003
SPECIAL VOLUNTARY DONATION/BEREAVEMENT SUPPORT	-	-	-	-	1,504
CONFERENCE REGISTRATION	13,379	-	-	13,379	8,339
CORPORATE/INDIVIDUAL DONATIONS	6,390	-	-	6,390	850
ADVERT ON ANNIVERSARY BROCHURE	-	-	-	-	3,600
SALES CONFERENCE SOUNVIERS	996	-	-	996	700
PAYMENT IN ERROR	-	-	-	-	1,481
UNSPENT VOTE RETURNED	-	-	-	-	1,000
OTHER DONATIONS	6,000	-	-	6,000	217
TRAINING	2,574	-	-	2,574	-
<b>Sub total (Gross income for AR)</b>	<b>36,060</b>	<b>-</b>	<b>-</b>	<b>36,060</b>	<b>29,674</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>36,060</b>	<b>-</b>	<b>-</b>	<b>36,060</b>	<b>29,674</b>
<b>A3 Payments</b>					
COST OF ACTIVITIES	37,668	-	-	37,668	31,015
CONSULTANT FEE	200	-	-	200	300
BEREAVEMENT SUPPORT	75	-	-	75	1,504
ADMINISTRATION	2,318	-	-	2,318	-
NNCAUK 5 YRS STRATEGY PLAN	200	-	-	200	-
NNCAUK 2023 CONFERENCE OUTSTANDING BILL	994	-	-	994	-
LEADERSHIP TRAINING	4,000	-	-	4,000	-
LEADERSHIP RETREAT	375	-	-	375	-
<b>Sub total</b>	<b>45,830</b>	<b>-</b>	<b>-</b>	<b>45,830</b>	<b>32,819</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>45,830</b>	<b>-</b>	<b>-</b>	<b>45,830</b>	<b>32,819</b>
<b>Net of receipts/(payments)</b>	<b>- 9,770</b>	<b>-</b>	<b>-</b>	<b>- 9,770</b>	<b>- 3,145</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>10,389</b>	<b>-</b>	<b>-</b>	<b>10,389</b>	<b>13,534</b>
<b>Cash funds this year end</b>	<b>619</b>	<b>-</b>	<b>-</b>	<b>619</b>	<b>10,389</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>		-	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	-	-	-

(agree balances with receipts and payments account(s))

Agreement Error	OK	OK
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	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Wendy Olayiwola Olajide Bankole	18/10/2025
		18/10/2025



**Section A Independent Examiner's Report**

**Report to the trustees/members of**

Charity Name  
NIGERIA NURSES CHARITABLE ASSOCIATION

**On accounts for the year ended**

31/12/2024	<b>Charity no (if any)</b>	1092724
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**Set out on pages**

Pages 1&2  
(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 12 / 2024.

**Responsibilities and basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below \*) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

*\* Please delete the words in the brackets if they do not apply.*

**Signed:** 

**Date:** 18/10/2025

**Name:** TONY JIKA

**Relevant professional qualification(s) or body (if any):**

B.Tech; MBA; AAT Dip - Accountancy & Book-Keeping.

**Address:**

17 Buttermere Court  
Grayrigg Road  
Maidenbower  
RH10 7PD

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

**NIGERIA NURSES CHARITABLE ASSOCIATION**

England & Wales - Charity number 1092724

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# Accounts

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# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



## Trustees' Annual Report for the period From **January 2023 to December 2023**

**Charity name:** Nigerian Nurses Charitable Association UK

**Charity registration number:** 1092724

### **Background**

The Nigerian Nurses Charitable Association NNCA UK established in 1998. It is a not-for-profit organization and attained charity status in 2002. Membership includes Nurses, Midwives and Health Visitors of Nigerian origin, heritage or by marriage. Representing over 5000 members.

### **Mission**

NNCAUK was set up to relieve the poverty and distress by the provision of practical contributions to the delivery of healthcare and to advance education by promoting health education in United Kingdom and Nigeria.

To provide practical, professional and welfare support for our members

Work in partnership with other Black Minority Ethnic organisations to raise and enhance nurses and midwives voices

### **Vision**

**The organisation has 4 pillars underpinning its objectives;**

- 1. Employment relations** - partnership with Trade Unions, values & quality Charter overseas recruitment, NMC registration support.
- 2. Political action unit** - Influence governmental & trust policies, public relations & international relations and governmental liaison
- 3. Professional development**– including education, training and research, Seminar & Workshops, Technology & Innovation and conferences
- 4. Social & community engagement** - care, support & welfare of members, charity in Nigeria, annual dinner gala & awards, fund raising & grant management

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



## Nigerian Nurses and Midwives in the UK

They are the 3<sup>rd</sup> largest group of Internationally Educated Nurses (IENs) on the UK Nursing and Midwifery Council (NMC) register. The NHS show a vacancy rate of 7.5% (31,294 vacancies) as at 31 March 2024 within the Registered Nursing staff group (which includes midwives and health visitors). This is a decrease from the same period the previous year when the vacancy rate was 9.9% (40,096 vacancies). Year on year, the number of Nigerian nurses and midwives entering the UK NMC register is increasing. The organisation has seen an expansion in membership and on their various organisational forums



## Achievements and Objectives for the period 2023

A number of our core objectives for the reporting period is to support, educate and inform existing Nigerian nurses and midwives in the United Kingdom but to also respond to and advocate for the increasing numbers of Nigerian nurses and midwives entering the United Kingdom to work and live. The newly arrived individuals tell us that the main purpose for leaving Nigeria was to gain education opportunities, lack of jobs and the low wages.

There are 12,099 Nigerian Nurses and Midwives on the NMC UK and are the faster growing nation for International Educated Nurses. See the NMC register mid-year update 1 April – 30 September 2023 0130a-mid-year-data-report-uk-web.pdf ([nmc.org.uk](https://nmc.org.uk))

The numbers of Nigerian nurses and midwives on the UK NMC register do not include the multitude of registrants who identify as British citizens.

The organisation has had to increase its pastoral support for those nurses arriving in England for the first time. This is essential as Nigeria is on the 'WHO health workforce support and safeguards list 2023' WHO health workforce support and safeguards list 2023 so no active recruitment from Nigerian is permitted. However, Nigerian Nurses and Midwives independently apply and make arrangements to work and live in the United Kingdom. We are also aware that there are unscrupulous recruitment agencies who do not follow the WHO guidance and some nurses find themselves in difficulty.

\*Benefit

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



Nigerian nurses and midwives are essential to the UK nursing and midwifery workforce in terms of reducing vacancies as well as bringing into the UK sound practice and expertise.

## **Computer Based Testing (regulation)**

This is a fundamental aspect of the organisations priorities and duties. A significant event involved issues related to Nigerian nursing and midwives practice in the UK. In May 2023, the Nursing and Midwifery Council (NMC) shared that their CBT provider, Pearson VUE, had alerted them to unusual data relating to tests taken at Yunnik Technologies Test Centre in Ibadan, Nigeria.

When internationally educated nursing and midwifery professionals wish to join the NMC register to practice in the UK, they must demonstrate that they have the skills, experience, and aptitude to meet their high standards of proficiency and conduct. This includes passing a two-part test of competence (ToC): a computer-based test (CBT) that assesses their clinical and numeracy competency and is usually sat in their home country, and a practical test (OSCE) taken in the UK. The investigation concluded that there was evidence of widespread fraudulent activity at the Yunnik centre, where they suspect some people fraudulently obtained their CBT, probably by use of a proxy tester, where someone takes the test on behalf of someone else. Overall, this meant that the NMC did not have confidence in any CBT result from this test centre and treated all CBTs obtained at Yunnik as invalid. For all of those affected, this meant retaking of the CBT and possible cancelled application and possible removal from NMC register.

## **Nigerian Nurses involved in Computed Based Testing investigations by the NMC.**

Pastoral Care - This has affected nearly 2000 individuals who are either applicants or already on the NMC register. The impact has seen a significant increase in the number of individuals experiencing extreme anxiety, worry, loss of income and jobs. Many individuals contacted the organisation and the organisation had to react promptly to respond to multiple queries both here in the UK and in Nigeria at the time. We rapidly contacted many members and carried out engagement sessions as well as setting up support groups to provide information and engaged with multiple individuals. The organisation also delivered CBT education and practice sessions to help those undertaking the CBT. Frequent engagement sessions/webinar sessions are held with those affected to provide information, listen to worries and provide updates as well as hear from the NMC and unions. The NMC process is still ongoing as the NMC fitness to Practice hearings continue.

The organisation obtained an emergency grant from NHS England to deliver an education and support program to the individuals affected. The grant allowed us to enhance the pastoral care offer to international nurses who currently work in the NHS or wider health and social care organisations in England. The grant facilitated the following; increasing telephone, email and face-to-face support to the 512 individuals identified on the NMC register and the 1400 individuals who were still in the registration process, increased administration support to monitor NNCAUK Inbox, professional and objective communications and legal advice, increased technical capacity – including a Zoom subscription for hosting larger webinars and information sessions, facilitating specific CBT training sessions on the new CBT model for those who previously took an older version of

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



the product of webinars prior and post arrival in England and provision of information and support to nurses and midwives affected by the NMC investigation.

## **Ambassadors**

There are 36 Diaspora organisations e.g. Nursing Association of Jamaica and Filipino Nursing Association UK within the United Kingdom. The NNNCAUK make up one of the 36 Diaspora nursing and midwifery organisations within the United Kingdom and two of the executive/ senior leadership team members represent the organisation on the Black Asian Minority Ethnic consortium.

The NNCAUK are members of the International Nursing and Midwifery Association working group (INMA), NHS England and the INMA forum at the Nursing and Midwifery Council (NMC).

The NNCAUK is one of the longest established diaspora groups and their opinion and advice is often sought from the other diaspora groups and newly formed groups. These forums facilitate the sharing of information, discussion of health, well-being and safeguarding matters. These networks are strong and effective and aid in collective action and escalation to relevant parties and stakeholders. This is essential as several International Educated Nurses face racism and discrimination within the workplace and public life.

## ***Benefit:***

Healthy and nurtured registrants deliver high quality patient care and reduce the risk of incidents and mistakes. Staff that are well cared for remain in the health service, have reduced sickness and perform better. It is a fundamental human right not to be discriminated against and the forums can identify certain patterns and discuss the steps that need to be taken to reduce discriminatory behaviours.

## **Advocacy**

- The NNCAUK contacts and meets with e.g. NHS organisations on relevant matters especially regarding working conditions and matters relating to staff health, well-being and treatment. The NNCAUK advises and steers members to join a trade union to ensure that their interests and working conditions as employees are best served. Many newly arrived nurses and midwives are unaware of the services of unions including their professional arm.
- The organisation works closely with the regulators and unions e.g. Royal College of Nursing and Unison. This work is fundamental to ensuring that the regulator recognises the disproportionate numbers of Nigerian nurses and midwives that are disproportionately referred to them and that the NNCAUK advocates and canvases on their behalf regarding poor employment practices. The NNCAUK also ensure that members and individuals receive effective union representation when required, employment support, access union resources and that they are protected from unscrupulous working conditions or when things go wrong. They liaise regularly with the unions when members and individuals escalate concerns on the quality of

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



representation when it does not meet the required standards, this has been evident with the CBT investigations and formal concerns were raised accordingly

- Ministerial round table at Downing street

A delegation of 23 Nigerian Nurse from the Nigerian Nurses Charitable Association attended 10 Downing street 13/6/23 to meet with MP Maria Caulfield. The delegation consisted of representation from the executive, members, advisors, student midwife and a recently arrived internationally educated nurse from various health care backgrounds bringing a range of expertise to Downing Street. The round table was coordinated by Councillor Shade Adoh. The delegation met with Myles Stacey OBE, Special Advisor to the Prime Minister. A number of topics were discussed including; specific nursing matters around the health and wellbeing and the safeguarding of Nigerian nurses across all health care sectors. Nurse migration was discussed heavily as we have seen significant increases in the numbers of Nigerian nurses on the Nursing and Midwifery Council register. Whilst also acknowledging the significant contribution and impact of Nigerian nurses and midwives to the UK nursing population. Noting health disparities we raised issues regarding the disproportionate retention of Black people within mental health settings

## Collaboration

- The NNCAUK hosted the Nigerian Nursing and Midway Council registrar and his team. The registrar visited the NMC headquarters in London and met with CEO and UK registrar Andrea Sutcliffe and members of her executive team.
- Medical Association Of Nigerians Across Great Britain (MANSAG) – partner relationship with MANSAG to share and act on professional matters between medics and nurses and represent the diaspora at stakeholder meetings and conferences.
- Federation of Ethnic Minority Healthcare Organisations (FEMHO) – working together strategically to contribute and respond to the ongoing COVID-19 enquiry.
- The National Association of Nigerian Nurses in North America (NANNNA) – work in collaboration to provide joint education and training programs across both countries and advocate for Nigerian nurses at home and abroad.

## Consultations

The organisations views are regularly sought as they are one of the longest diaspora organisations within the United Kingdom. The NNCAUK also respond to formal consultations that are relevant to the profession.

## Guidance and Policy

An essential role is to ensure that Nigerian Nurses and Midwives are represented at various forums to ensure that their voices are heard and that the organisation has a seat at the relevant guidance and policy tables.

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



## Stakeholder visits

The senior leadership team visit parts of the country in response to requests from individuals and organisations in particular NHS organisations as part of organisational induction program. These visits (six in the year) are important especially for new arrivals and form part of the on boarding process in organisations. The leadership team discuss and talk to staff about living and working within the United Kingdom and some of the differences and challenges they may face. Discussion also includes the differences in practice, cultural adaption and where to shop and bank as well as understanding the UK laws which differ from Nigeria.

## The Nursing and Midwifery Council of Nigeria (NMCN) visits the Nursing and Midwifery Council (NMC) UK October 2023

The organisation coordinated a visit by the NMCN secretary general registrar Alh. Faruk Umar Abubakar and his management team. They visited and the NMC headquarters in London and met Chief Executive and Registrar of the Nursing and Midwifery Council (NMC) Andrea Sutcliffe.

### \*Benefit

Sharing of experience and practice between Nigeria and the United Kingdom including legislation. Briefing of latest regulations in Nigerian practice. Discussion of CBT related matters.

## **Communications**

The organisation has an email inbox [info@thenncauk.com](mailto:info@thenncauk.com).

Social media via X formerly twitter account - @NNCAUK

Internet site - <https://www.thenncauk.org/>

The organisations receives several queries via its website [info@thenncauk.com](mailto:info@thenncauk.com).

On average the inbox will receive approximately 10 queries/contacts a day, this went up significantly at the start of the CBT investigation by the Nursing and Midwifery Council

The themes including the following;

- Individuals e.g. applicants and registrants seeking support
- Information pertaining to working in the UK
- Invitation to speak to Nigerian nurses within the National Health Service and wider health service providers.
- Media enquiries
- Advice and information to external stakeholders/bodies
- Nurses and Midwives in difficulty seeking assistance and support.

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



## Conference

The organisation held its silver Jubilee celebration event and annual conference at Warwick University, Coventry, between 30 November and 3 December 2023. Over 150 delegates attended with excellent feedback.

The theme for this celebration was **LEADING THE FUTURE: INFLUENCING GLOBAL HEALTH**, and this aligned with the organisation's mission to relieve poverty and distress by providing practical contributions to healthcare and to advance education by promoting health education in the United Kingdom and Nigeria. Thus providing practical professional and welfare support for members, working in partnership with other organisations to raise and enhance nursing' and midwifery ' voices.

### \*Benefit

Education and presentations from a plethora of speakers relating global health. Sharing of learning, showcasing best practice and expertise and strengthening confidence and practice. Raising the profile of the organisation across the UK.

Building relationships and collaboration with the Nigerian Federal Ministry of Health and the NMCN who were in attendance

Opportunities for networking amongst national and international colleagues and stakeholders

The NMCN register announced at the conference, a provisional memorandum of understanding between both organisations and agreed that membership of the NNCAUK, would count as recognition and contribute to the verification process in Nigeria for UK practice. This is a landmark agreement.

## Education

Webinars - the organisation ran several online webinars during the year. These included topics on the following;

Cultural awareness and self-awareness workshops (February, March, 2023, Patient Safety, Feb- March 2024, International day of the Nurse & Midwife (May 2023), Career development (June 2023), Job interview and preparation (July 2023), virtual meet and greet July 2024, August 2024.

### Patient Safety workshops

Nurses and doctors are among the most trusted people in society. We trust clinicians to support us when we are at our most vulnerable and rely on them to uphold high standards of professional behaviour and competence. Furthermore, we trust that there are mechanisms to hold them accountable if they are deliberately malicious or negligent and to ensure they are competent. But however powerful these mechanisms, they cannot stop every single person in healthcare from getting things wrong from time to time. That is why

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



we must do all we can to prevent these incidents from harming people (National Patient Safety, 2019)

Patient Safety workshops February to March 2023



The organisation applied and received a small grant from NHS England administered by the Florence Nightingale Foundation. The grant was used to engage senior nurse leaders to deliver a series of half day workshops on Culture and Patient safety. Nigerian Nurses established in the UK and those applying for UK practice have to adapt to differing ways of working and governance across the UK health system. The workshops developed the skills and knowledge of Nigerian nurses in relation to the need for cultural transformation and the impact of culture in the delivery of safe and high quality patient care in UK nursing practice, Attendees: 150 approximately bands 5 – 8 from across all care settings and included the following countries UK Nigeria, and Saudi Arabia

This series of half/full day workshops were targeted towards the development of the skills and knowledge of the nursing workforce in relation to the need for cultural transformation and the impact of culture in the delivery of safe and high quality care (Just Culture)

Engagement events with newly arrived nurses to the UK have identified challenges with adjusting to UK practice, aware also of high/disproportionate referral rates to NMC for Nigerian nurses

Workshops aim to improve and strengthen practice and increase patient safety and mind of enquiry. Assist in the development of reflective practice. For senior staff, program will assess leadership style with established model, strengthen and advance leadership competence, develop additional insight and intelligence that will enhance leadership journey and career progression. Develop outline of project/change that will demonstrate learning and impact patient/staff safety in the workplace

See program below

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



Month / Time	NNCAUK Programme	NNCAUK Programme	NNCAUK Programme	NNCAUK Programme	NNCAUK Programme	NNCAUK Programme
<b>Cohort 1</b>  <b>International Nurses</b>	Introduction to National Patient Safety Strategy  Safety I and Safety II – Implications for delivery of safe and high quality care  Leadership Journey – Adapting to UK working conditions and culture	Restorative and Just Culture – Implications for delivery of Safe and High quality Care  Leadership Journey – Adapting to UK working conditions and culture	Cultural Competence and diversity  Leadership Journey – Adapting to UK working conditions and culture	Role of the Freedom to speak up guardian and impact on patient safety  Psychological Safety and the Psychological contract  Leadership Journey – Adapting to UK working conditions and culture	How to create a High Performing Culture  Safeguarding Awareness session  Leadership Journey – Adapting to UK working conditions and culture	Kindness , respect and Civility – The impact of incivility on staff safety and the consequences for care delivery  Leadership Journey – Adapting to UK working conditions and culture
<b>Cohort 2</b>  <b>We need to define the banding (mixing very junior staff with senior staff often present a challenge to my experience)</b>	Introduction to National Patient Safety Strategy  Safety I and Safety II – Implications for delivery of Safe and high quality care  Leadership Journey – Role in transforming organisational culture	Restorative and Just Culture – Implications for delivery of Safe and High quality Care  Leadership Journey – Role in transforming organisational culture	Cultural Intelligence – Impact on transforming organisational culture  Leadership Journey – Role in transforming organisational culture	Role of the Freedom to speak up guardian and impact on patient safety  Psychological Safety and the Psychological contract  Leadership Journey – Role in transforming organisational culture	How to create a High Performing Culture  Leadership Journey – Role in transforming organisational culture	Kindness , respect and Civility – The impact of incivility on staff safety and the consequences for care delivery  Leadership Journey – Role in transforming organisational culture

## \*Benefit

- Nigerian nurses and midwives have a better insight on what to expect when arriving from Nigeria.
- Participants gained a greater insight on expectations regarding safety incident and the sessions have helped them to have courage to raise sensitive matters and initiate the relevant conversation.
- Participants learnt and gained understanding about the 'NHS Just Culture' principles and application which was new terminology to Nigerian nurses and midwives.
- Introduction/Understanding to the participants on patient safety culture between country of origin and UK
- Opportunity to network
- Reflective piece on safety practice
- Adaptation and working in a different culture

## Forums

There are several forums where all levels of staff including newly qualified, newly arrived into the country and experienced nurses and midwives gather together online to share best practices, learn and exchange ideas.

- Academic Forum – 18 participants
- Book and writing forum – 15 participants
- Community nursing practice forums – 11 participants
- Computer Based Test support group – 340 participants
- International Educated Nurses Forum – 1000 participants

## \*- Benefit

Learning about new terminology and standards of practice e.g. duty of candour, facilitate offline conversations and discussions ref; safe practice and enquiry. Enhance Safety thread

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



through relevant webinars which contribute to competent and safe practice of registrants which in the interest of the public.

## **Fellow**

The purpose and program:

To provide protected time and opportunity for up to 15 active INMA officers to focus on developing their organisation's marketing and business development, membership model and administration. This time (6 months) will also be used to develop their business and communications skills to support their association's sustainability and viability. The program was initiated and coordinated by NHS England. The fellows have been in place since early 2022 and the current fellow has been in post since November 2022 and is the 2<sup>nd</sup> fellow for the organisation. Mentoring of the fellow is by the education lead including face to face supervision, career counselling, professional support as well as setting of objectives.

The fellow provides support for International Educated Nurses and Midwives including connecting individuals with the community of Nigerian Nurses in the UK, signposts to relevant information and links, assist and support nursing and midwifery cultural integration in the UK. Provides career progression advice.

The fellow held a community event in Oxford in August 2023.

The fellow engages with junior members and has been instrumental in liaising with the internal forums. During her tenure, the International Educated Nurses Forum has increased from 120 to 1000 participants during series of workshops

## **Global**

The organisations attends national and global events online and face to face. Communicates with other Nigerian nursing and midwifery organisations including Association of Nigerian Nurses in Ireland and attended and spoke at their African Health Summit in July 2023.

The organisation has ongoing relations with the Federal Ministry of Health and has begun to work closely with the Chief Nurse Francisca Okafor and facilitated a visit for her to Kings College Hospital Foundation Trust to meet their Chief Nurse

## **Digital platform**

Commissioning of a communication consultant to overhaul the outdated digital infrastructure including the following;

- website & platforms - set up new template, web build on wix platform – including migration from existing platform and content work
- Set up new domain @thenncauk.org
- membership and payments - upgrade and automation
- data work - data audit and clean – including segmenting members

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



- Microsoft suite including email, Microsoft office set-up – including migrating host and office 365 set-up
- NNCAUK email system – including new email set-up and mass cleaning of inbox
- inbox management and administration - daily checking, responses and admin
- automated membership system and membership portal
- Ecommerce shopping cart

## Membership

In 2023, our membership grew tremendously with 234 new members joining the association. These figures comprise of International Educated Nurses IEN from Nigeria and those who live and reside in the UK

Trailblazers in 2023

Dame Elizabeth Nneka Anionwu took part in the coronation of King Charles III, in 2023, as a key note speaker at the Florence Nightingale Foundation memorial service.

Peter Omoragbon – carrying out international liaison in Nigeria and other countries

Felicia Kwaku, OBE – named in Nursing Times NHS75 list

Joy Ojonile Agagwu - Nigeria achievers awards awarded health care award

Councillor Yemi Osho, MBE investiture

## Planning For next Year 2024

- Continue CBT support
- Increase membership
- Strengthen Governance including code of conduct
- Recruit Trustees
- Increase Patrons
- Review the constitution to ensure fitness for purpose and the structure and function of the charity and its purpose.
- Survey members and individuals to develop and track geographical spread
- Establish regional committees/forums across the UK
- Signpost individuals to the World Continuing Education Alliance and agree MOU
- Fund raising to enable the organisation to increase its pastoral support and activities

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



## Structure, Governance and Management

The organisation is led by the president who coordinates the executive director and senior leadership team.

The executive and senior leadership teams convene meetings several times a year. Informal meetings are also held more frequently with a wider leadership and volunteers to assist the organisation to meet its objectives.

Notes and actions of the meetings are taken as required

The organisation recognises that it requires more Trustees and to build in success planning for the organisation to continue to thrive.

**Reference and Administrative details Charity Name:** Nigerian Nurses Charitable Association UK

**Registered charity number:** 1092724

**Charity's principal address:** 9 Easter Avenue, Collier Row Romford, Essex RM9 6JR

<b>Executive Director/Lead</b>	<b>Name</b>
Wendy Olayiwola, BEM	President
Obi Amadi	General Secretary
Yemisi Adegbile	Deputy General secretary
Elizabeth Ekanem	Clinical Lead for Maternity
Peter Omoragbon	Director for International liaison
Jide Bankole	Director for members and leadership
Felicia Kwaku, OBE	Lead for Education and training
Malvis Humphery	Director for Strategy and programs
Annie D, Ayeni	Executive Business Manager

The organisation has a life Patrons; Professor Dame Elizabeth Anionwu DBE CBE FRCN.

# NIGERIAN NURSES CHARITABLE ASSOCIATION UK



## APPENDIX 1

### Detailed Activities

Title	Date
Association South Asian Midwives and British Sikh Nurses conference	20/1/2023
Florence Nightingale leadership event	16/2/23
Exeter – visit and meeting with newly arrived Nigerian nurses	19/2/2023
Cultural awareness workshop hosted by NNCAUK	27/2/23
NHS pay offer meetings with Royal College of Nursing	6/4/243
International Day nurses and midwives event	17/5/23
Nursing, midwifery and AHP career development webinar	16/6/23
Florence Nightingale Foundation memorial service St Pauls Cathedral – International Nurses Day	5/7/23
Introducing the new online Continuing Practice Development (CPD) nursing and midwifery licence renewal in Nigeria	12/7/23
Dorset University hospitals visit – induction program	22/7/23
International Nurses transcultural conflict webinar	27/7/23
Interview preparation and NMC revalidation	28/7/23
North West England region reception	30/7/23
Association of Nigerian Nurses in Ireland – African Health Summit	29-30/7/23
Regional meet and greet	3/8/23
Black Asian Healthcare awards	28/9/23
Prime minister- Downing Street visit on behalf on MP Marie Caulfield's office	21/6/23
Medical Association of Nigerians Across Great Britain conference	27-28/10/23
Society of African Caribbean Midwives conference	3/11/23
Ghana Nurses Association event	4/11/23
Silver jubilee and annual conference	30/11-2/12/23
King Charles III birthday and International Nurse Celebration at Buckingham Palace	15/11/23
International Conference 25th International Conference 25th celebration	30/11/23 – 3/12/23

CBT specific support (not all contacts included as too numerous)

Title	Date - 2023
WhatsApp group established	7/5
Nursing and Midwifery Session for affected individuals	9/5
Information, Support and Discussion webinars	11/5, 13/5, 17/5, 20/9, 26/9, 3/10, 13/11, 15/11,
CBT online education session	13/10/23, 14/10/23



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name <b>NIGERIAN NURSES CHARITABLE ASSOCIATION</b>	No (if any) 10924724
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CC16a

## Receipts and payments accounts

For the period from	Period start date 1/1/2023	To	Period end date 31/12/2023
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### Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
<b>A1 Receipts</b>					
GRANTS	9,980	-	-	9,980	11,800
MEMBERSHIP ANNUAL DUES	2,003	-	-	2,003	180
SPECIAL VOLUNTARY DONATION/BEREAVEMENT SUPPORT	-	1,504	-	1,504	-
CONFERENCE REGISTRATION	8,339	-	-	8,339	-
CORPORATE/INDIVIDUAL DONATIONS	850	-	-	850	-
ADVERT ON ANNIVERSARY BROUCHURE	3,600	-	-	3,600	-
SALES CONFERENCE SOUNVIERS	700	-	-	700	-
PAYMENT IN ERROR RETURNED	1,481	-	-	1,481	-
UNSPENT VOTE RETURNED	1,000	-	-	1,000	-
OTHER DONATIONS	217	-	-	217	-
<b>Sub total (Gross income for AR)</b>	<b>28,170</b>	<b>1,504</b>	<b>-</b>	<b>29,674</b>	<b>11,980</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>29,674</b>	<b>1,504</b>	<b>-</b>	<b>29,674</b>	<b>11,980</b>
<b>A3 Payments</b>					
COST OF ACTIVITIES	31,015	-	-	31,015	5,991
CONSULTANT FEE	300	-	-	300	300
BEREAVEMENT SUPPORT	-	1,504	-	1,504	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>31,315</b>	<b>1,504</b>	<b>-</b>	<b>32,819</b>	<b>6,291</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>32,819</b>	<b>1,504</b>	<b>-</b>	<b>32,819</b>	<b>6,291</b>
<b>Net of receipts/(payments)</b>	<b>- 3,145</b>	<b>-</b>	<b>-</b>	<b>- 3,145</b>	<b>5,689</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>13,534</b>	<b>-</b>	<b>-</b>	<b>13,534</b>	<b>7,845</b>
<b>Cash funds this year end</b>	<b>10,389</b>	<b>-</b>	<b>-</b>	<b>10,389</b>	<b>13,534</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
<b>B1 Cash funds</b>		to nearest £	to nearest £	to nearest £
		-	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	-	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
<b>B2 Other monetary assets</b>	<b>Details</b>	to nearest £	to nearest £	to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	<b>Details</b>	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>	<b>Details</b>	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>	<b>Details</b>	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval




**CHARITY COMMISSION  
FOR ENGLAND AND WALES**

**Independent examiner's report  
on the accounts**

**Section A**

**Independent Examiner's Report**

**Report to the  
trustees/members of**

NIGERIAN NURSES CHARITABLE ASSOCIATION

**On accounts for the year  
ended**

31/12/2023

**Charity no  
(if any)**

1092724

**Set out on pages**

Pages 1&2

*(remember to include the page numbers of additional sheets)*

**Responsibilities and basis of  
report**


I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below \*) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

*\* Please delete the words in the brackets if they do not apply.*

**Independent  
examiner's statement**

<b>Signed:</b>		<b>Date:</b>
		16/04/2024

**Name:** TONYJKA

**Relevant professional qualification(s) or body (if any):** B.Tech;MBA;AATDip-Accountancy&Book-Keeping.

**Address:** 17ButtermereCourtGrayri  
gg Road Maidenbower  
RH107PD

**Section B Disclosure**

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

