

UNITY AS COMPASS AND PATHFINDER TO PROFESSIONAL GROWTH OF PHYSIOTHERAPY IN NIGERIA INTO THE 21st CENTURY

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By

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His Excellency, Dr. Olusegun Mimiko, Governor of Ondo State, his entire entourage, Honorable President of the NSP, President Taiwo Oyewumi, Members, Board of Governors of NSP, newly appointed Chairman of the Medical Rehabilitation Therapists Board of Nigeria, (MRTB), Col. (Dr.) Paschal Mogbo, The Registrar, MRTB, Dr. J. A. Jogunola, The President, National Post Graduate Physiotherapy College of Nigeria, Prof. MOB Olaogun, members of the entire Executive Cabinet of NSP, former Presidents of NSP, with their cabinets, all distinguished elders, leaders and members of the NSP, ladies and gentlemen with all protocols observed with humility. It is my pleasure to stand before you to talk about Unity of the Rank and File of members of our Profession both at home and in the Diaspora.

I totally submit myself to the Will of God the Omnipotent and the El-Shaddai, the beginning and end of all things. The Holy Spirit of God will touch us, heal us, unite us, and deliver us from all our destructions in the name of God the Father, God the Son and God the Holy Spirit.

This lecture that dwells on Unity will start with the history of Physiotherapy in Nigeria. A people that neither know, nor remember their history are bound to fumble and stumble through life,

repeating the same mistakes over and over again and again. It is a fact of life that doing the same thing repeatedly and hoping for different results is unwise.

Growth of Physiotherapy Profession in Nigeria: A brief History:

In a very seminal and insightful address presented by one of our greatest Pioneers and Elders, Dr. Abayomi Oshin, PhD, JP, on December 10, 1999, at Osun Presidential Hotel, Osogbo, Nigeria, during the 40th Anniversary Celebration of the Nigeria Society of Physiotherapy (NSP), with the title “Physiotherapy in Nigeria: Yesteryears, presently and in the next millennium”, the history of our profession in Nigeria was eloquently laid down by the person who has seen it all (1).

Physiotherapy introduced into Nigeria:

According to him, Physiotherapy was introduced into Nigeria in 1945 by two British Chartered Physiotherapists, Ms., Mansfield and Mr. Williams, who were employed by the Nigerian Government to serve at the National Orthopedic Hospital, Igbobi, Lagos. They were saddled with two assignments:

1. To treat disabled Nigerian Soldiers returning home from Burma and other countries during the Second World War.
2. To start a training program in Physiotherapy that awards a Diploma after 3 years of intensive training. The Diploma became equivalent to Assistant Physiotherapists who were charged to work strictly under the supervision of Chartered Physiotherapists trained in England.

Physiotherapy introduced into the Nigerian Higher Education System:

The Igbobi training was later discontinued to give way to the Bachelor of Science (BSc) Physiotherapy degree Program started at the University of Ibadan, which took off in October 1966. The Pioneer Students graduated in 1969, thus making the University of Ibadan in collaboration with the University College Hospital (UCH) as the first in Nigeria and entire West Africa to award a degree in Physiotherapy.

The University of Lagos started a Three Year Diploma Course in 1971 and in 1977 was upgraded to BSc. Degree in Physiotherapy. The University of Ife (now Obafemi Awolowo University) started a Four Year BMR, PT also in 1977, to be followed by the University of Nigeria, Nsukka, who started a Degree program in 1987. Many Universities now offer Degree and Post Graduate Degree Programs across the length and breadth of Nigeria.

Origin and Growth of the NSP:

The Nigeria Society of Physiotherapy was inaugurated on August 29, 1959 at a meeting held at the Physiotherapy Department of the University College Hospital, Ibadan. A meeting was convened by formally Mr. T. A. Oshin (now Dr.) and C. A. Ajao (now late Chief) at which the following persons were present (2):

Miss H. M. Joyce M.C.S.P,
Mr. M.O. Bazuaye Assistant Physiotherapist;
Miss S. A. Ajala (Now Mrs Ajao) MCSP
Mr C.E. Ekabua Assistant Physiotherapist
Miss M. T. Walton MCSP
Mr. T.A. Oshin MCSP
Mrs L.E. Baker MCSP
Mr C.A. Ajao, SCM, NT
Miss H. Munroe MCSP
Mr I.O. Ayodeji MCSP
Miss N.C. Frazer, MAOT was present as an observer.

The objective was the desirability and need for a professional organization. A committee was formed comprising of Mrs L. E. Baker, Messrs T. A. Oshin and C.A. Ajao to prepare a draft constitution and Byelaws for ratification at the next General Meeting, which was fixed for 28th November 1959. Officers elected at the Inaugural meeting were as follows:

Chairman - Mrs L.E. Baker
Vice Chairman - Mr I. O. Ayodeji
Hon. Secretary - Mr C. A. Ajao
Treasurer - Mr T. A. Oshin

The first General Meeting of the NSP was held on 28th November, 1959 in Lagos at 8 Club Road Ikoyi where Mrs M. E. Archera, a Physiotherapist in private practice and sixteen other persons were present including the founding members. In 1962 the NSP was recognized by the Federal Government and other Regional Governments. It was the only body that had the power to negotiate with the governments. State chapters emerged after a few years. They were all under the umbrella of the parent body, the NSP.

Rotation of NSP meetings:

For seventeen years, meetings of the NSP were held at Ibadan and Lagos respectively. As membership increased in various sector of the country, meeting venues shifted from the established bases to Enugu in 1976, Zaria in 1977, Ife in 1978, Lagos in 1979, Benin in 1980, Owerri in 1981, Kano in 1982, Jos in 1983, Akure in 1984, Lagos in 1985, Ilorin in 1986, Port-Harcourt in 1987, Enugu in 1988, Abeokuta in 1989, Kaduna in 1990, Ibadan in 1991, Kano in 1992, Markudi in 1993, Calabar in 1994, Kano in 1995, Lagos in 1996, Lagos in 1997, Zaria in 1998, Osogbo in 1999.

NSP introduced into the WCPT:

The existence of the NSP was made known in 1960 to the World Confederation for Physical Therapy with the view of becoming a member of the World Body. On application, the, the N.S.P was granted provisional membership in 1966. It was invited in 1967 to the 5th International Congress of the WCPT which took place in Melbourne, Australia. Three NSP members, Messrs Ajao, Kehinde as well as Mrs. Aboderin were present at the memorable congress where Nigeria Society of Physiotherapy was formally admitted as full member of the World Confederation for Physical Therapy on the afternoon of Thursday 18th May, 1967. Since then, members of Nigeria Society of Physiotherapy had attended the International Congress held by the World Body. Some even occupied positions in the Executive Committee. Scientific papers were presented by our members as far back as 1970 in Amsterdam; 1974 in Montreal, Canada; 1978 in Tel Aviv, Israel; 1982 in Stockholm, Sweden, 1987 in Sydney, Australia, 1991 in London, United Kingdom; 1995 in Washington D.C., United States of America; 1999 at Yokohama, Japan.

WCPT visits Nigeria:

The President of WCPT, Mr. Eugene Michaels visited Nigeria in 1975 where he launched the NSP booklet on Guidelines on the Training of Physiotherapists in Nigeria. Previously, past Secretary of WCPT, Ms. M.J. Nelson M.B.E, visited in 1968. Another past Secretary of WCPT, Ms. E. M McKay visited in 1979. Ms. Hollis, M.B.E., the Principal of the School of Physiotherapy, Bradford, England, conducted a course on P.N. F at the College of Medicine, Lagos University in June 1977.

Formation of Pan-African Physiotherapy Congress:

The First Pan-African Physiotherapy Congress was held in the Old Great Hall, College of Medicine, and LUTH by the Nigeria Society of Physiotherapy on May 28th to June 3rd, 1979. The African Physiotherapy Organization later met in Cairo, Egypt where Mr. (now Professor) Odia emerged as the Newsletter Editor.

The Original Nigerian Giants of Physiotherapy:

It grieves our hearts to live with the fact that Chief Christopher A. Ajao, Pa Joshua Obiri and Pa Bitrus Gani Ikilama, three of the greatest Physiotherapists and pioneers of Physiotherapy in Nigeria are no longer with us. While Chief Ajao was a founding father of our profession, Pa Obiri and Pa Bitrus Gani Ikilama, were some of the greatest Physiotherapist that ever existed in Nigeria. They departed into the bosom of the Lord a while ago. They left many indelible footmarks in the sands of time.

Fortunately, most of the founding fathers who are great and dogged fighters on behalf of the profession that are still with us are many and include, Chief (Dr.) Thompson Abayomi Oshin, JP, Emeritus Professor Vincent Babatunde Nwuga, Professor G. I. Ordia, Chief Mrs. S. A. Ajao, Mama Gladys Peju Nwuga, Prof. Hans Okeke and many others. We proudly and respectfully say: Thank you for what you have done for the Profession of Physical Therapy in Nigeria.

Aside from the founding fathers, we now have a whole army of 2nd Generation of highly competent achievers and distinguished Intellectuals and academics as listed on the website of the Nigeria Physiotherapy Network (4). These include Professor Arinola Sanya, former Head of Physiotherapy, College of Medicine, University of Ibadan (COMUI), and presently Deputy Vice Chancellor (Administration), University of Ibadan; Professor Joseph A. Balogun, Professor and Dean, College of Health Sciences, CSU, Chicago, Illinois, USA; Prof Chukuka Enwemeka, Professor and Dean, College of Health Sciences, UW, Milwaukee, Wisconsin, USA; Prof Dele Amosu, Professor and Director, School of Health & Rehab Sciences, UCT, South Africa; Prof Akinniran Oladehin, Professor & Chair, Dept. of PT, MSU, Springfield, MO, USA; Prof Isaac Owoeye, Professor and Former Head, Dept. of Physiotherapy, CMUL, Lagos, Nigeria; Dr. Bridget Birabi, former President of NSP, Dr. J. A. Jogunola, Registrar of MRTB, Dr. Babatunde Adegoke, Dept. of Physiotherapy, COMUI, Prof. Polycarp Nwoha, HOD, Dept. of Anatomy and Cell Biology, OAU, Ile-Ife, Prof Mathew O Olaogun Professor and Former Provost, College of Health Sciences, OAU, Ile-Ife, Nigeria; Dr. Oladeinde Kehinde Abereoje, a business mogul in Private Physical Therapy Practice, Brooklyn, USA; Colonel Pascal Mogbo Rtd, Former Director of Professions Allied to Medicine, Nigerian Army Medical Corp, Bonny Camp, Lagos, Nigeria and recently appointed Chairman, MRTB; Dr. Ronke Akinpelu, HOD Physiotherapy COMUI, Mr. Noel Adeghe, former President of NSP and retired HOD, University of Benin Teaching Hospital; Elder Felix Faniran, former long-term member of the NSP Executive Council, Dr. ST Eke-Okoro, former Head of Physiotherapy Dept., University of Nigeria, Enugu, Prof A Onuoha, former Head of Dept., Physiotherapy, Bayero University, Kano; Nigeria; Prof Godwin Eni, who some while ago (2009) received an award in Toronto Canada, as one of the top 75 Canadian immigrants who have made some difference in Canada; and last but not the least, my humble self, Prof. Victor A. Obajuluwa, Professor and Academic Coordinator of Clinical Education, Physical Therapist Assistant Program, Ivy Tech, Northwest Indiana, USA.

Prof. V.C. B. and Mrs. Nwuga:

This historical write-up will not be complete without highlighting the titanic achievements of one the greatest pacesetters in our Profession, in the person of Prof. Vincent C. Babatunde Nwuga. He started the Physical Therapy Program as the Bachelor of Medical Rehabilitation (BMR) in 1977, with his beautiful and gorgeous wife, Mama Gladys Peju Nwuga, at the then University of Ife, now the Obafemi Awolowo University, Ile Ife.

They worked tirelessly to lift the Department of Medical Rehabilitation to world standards. What we are witnessing today at the OAU, Ife PT Alumni in the Diaspora, is a testament to their hard work. Prof Nwuga flawlessly became the first Nigerian and first African Indigenous Academic Professor of Physiotherapy. His open arms policy, easy to work with profile, and academic achievements attracted my humble self to join them in 1983 as Lecturer in training, later rising to the position of Senior Lecturer before leaving for Saudi Arabia in 1990. I eventually checked out, like Andrew, to the USA in 1999, to join my present College where I was promoted a Professor in 2000.

Enter an Academic Giant freshly minted in the USA – Prof. Joseph A. Balogun:

Mention must be made of somebody spectacular, who the Department of Medical Rehabilitation, OAU, Ife, was able to attract through the instincts of Prof. Nwuga, when I was still Lecturer at OAU, Ile-Ife. He was a high profile Academic titan in the person of Prof. Joseph Abiodun Balogun from the USA. His dynamism, prolific Academic output and the fact that he was a fresh, renowned Academic, trained in the USA, brought untold excitement to the entire staff and students of the Dept. of Medical Rehab, OAU, Ife. He was able to link with various high Academic achievers across the Academic spectrum of OAU. This resulted into many Publications of various scientific articles of high quality standards published in high quality International Journals.

I was one of those fortunate to work closely work with Prof. Balogun and we jointly published many articles together in renowned international journals. As a matter of fact, he became my mentor and trainer in Research Publications. He gave me my break in the area of Research publications. The rest is history as the Department piled one laurel over the other to the present time.

Prof. Arinola Sanya, present Deputy Vice Chancellor, University of Ibadan:

Prof. Arinola Sanya, is one person that I must pay personal tribute to, because she was another mentor that shaped my life both professionally and privately. She was the one who relentlessly encouraged me to go for my higher degree right from the time I graduated with the Bachelors degree, at the University of Ibadan.

Prof. Sanya is another Academic giant of repute. It is a testament to her high Academic Achievements and Academic-political sagacity that she became the HOD, Physiotherapy Dept,

University of Ibadan, and appointed to the Position of Health Commissioner in Oyo State at one time and now the Deputy Vice Chancellor of the University of Ibadan. Need we say more?

She and her family became our family friends more than 25 years ago. We were so close that my wife stayed with her when she was pursuing her Bachelor's program at the University of Ibadan. My wife talks about Prof. Sanya with palpable excitement. She narrated how Prof Sanya vacated her bed for her during the period she was with Prof. Sanya. She said she has never met the likes of Prof. Sanya as regards her peoples skills, compassion and love.

Up to today, she had stayed close to my family. Regardless of her crowded itinerary, she still found the time to attend my Son's Engagement ceremony at Lekki, in Lagos, early this year. She continues to amaze me by her love and compassion.

Enter NSP as an Independent Registration Body:

The NSP as an independent registration body was recognized in 1989 when decree No. 38 on Medical Rehabilitation Therapy Board, MRTB, was promulgated and the Federal Government of Nigeria appointed Physiotherapists to represent the N.S.P on the following bodies:

1. National Advisory Health Committee.
2. National Policy on Medical Rehabilitation.
3. Board of Management of Teaching and Specialist Hospitals.
4. Medical Rehabilitation Therapists Board of Nigeria.

Late Chief Christopher A. Ajao:

With the greatest humility and respect, I like to talk about one of the greatest pioneers of our profession, leaving giant strides and gigantic shoes that will be difficult for anybody to fit in. He left an indelible mark in my memory, since the day I first encountered this great man of humble manners. I am talking of Chief Christopher A. Ajao, the former Chief Physiotherapist in the old Oyo State and later the Oyo State Commissioner for Health. We shall always remember him with fond memories. It is therefore with great joy, humility and excitement that I have accepted my nomination by the Executive Board of the NSP to deliver the 1st Chief Christopher Ajao Lecture Series.

I shall never forget the day I went to him when he was the Chief Physiotherapist and requested to transfer my services from the old Ondo State to Oyo State because of my post-graduate Studies at the University of Ibadan, Oyo State. I was in the process of prostrating to him to show my respect, as is the custom of the Yorubas, when you meet an elder. He immediately restrained me and said: 'we are professional colleagues now and I have the greatest respect for you as a good professional'. He beamed joyously: 'welcome to the achievers' pool of the Oyo State Physiotherapists!' He immediately set in motion all that was needed for my work relocation. Such was his humility and respect for professional integrity.

The Nigeria Society of Physiotherapy published its first journal, the Maiden Issue in 1969. Other historical publications like: “First Decade” by late Chief C.A. Ajao appeared in that Maiden issue of the N.S.P. Journal. Chief Mrs. S. Ajao published the “Handbook of Nigeria Society of Physiotherapy” In 1974 and was reprinted in 1976. “Guidelines on the Training of Physiotherapists in Nigeria” was published by the N.S.P. in 1975. Professional Code of Ethics of the NSP was released in 1978 by the NSP, while the Nigeria Society of Physiotherapy at 25” was published by the NSP during the Silver Jubilee Celebration in June 1985. (adapted from “Celebrating 40 years of Physiotherapy Services in Nigeria”).

Benchmark curriculum of Training for a PT degree in Nigeria:

The benchmark curriculum of training in Nigeria for a physiotherapy degree in the University is the Bachelors Program, Masters and Doctorate Programs are purely Post Graduate degrees in Nigeria at the present time. The NSP is working to harness efforts with other stakeholders to upgrade the Benchmark Bachelors curriculum to entry-level Doctor of Physiotherapy/Physical Therapy (DPT). This has led to talks with several Universities including the University of Michigan-Flint (UMFlint) in the USA, over two years ago. An alliance was struck with UMFlint, to commence the transitional DPT program.

Recent DPT Graduates from UM-Flint:

Recently, we all witnessed the historical and ground-breaking first set of Nigerian students who graduated with DPT at the University Commencement which held Second quarter of 2013 at the University of Michigan-Flint UM-Flint (3). They are:

1. Dr. Nneamaka Abanum
2. Dr. Kayode Alewi
3. Dr. Aderonke Eso
4. Dr. Frank Iheakam
5. Dr. Izuchukwu Nwoba
6. Dr. Olabisi Oyarekua

Third generation PT Academics closely trailing the 2nd generation:

In a previous presentation at the historical OAU Ife Physical Therapy Alumni Convention in New Jersey, USA, Professor Obajuluwa (4) presented a list of some second-generation Nigerian-trained Physical Therapists making waves and creating huge impacts in the USA and other countries of the World. We salute their courage, tenacity, industry and intellect.

Now, we have a whole group of third-generation fire-brand Physical Therapists in Nigeria and the Diaspora both in Academia and Private Practice (5). They are so many that space would not permit me to enumerate. However mention must be made of a few particular outstanding ones that are ready, capable, and ever ready to carry the torch forward, far into the 21st Century. By

their current activities, hard work, resilience, integrity and sense of Unity, I am unafraid and totally confident of the future of our Profession. Those that I currently know and very familiar with, forty (40) of who are randomly listed with no particular order, are:

1. President Taiwo Oyewumi, PT (Current President of the NSP)
2. Dr. Abayomi Kuforiji, DPT (President, OAU, Ife PT Alumni, USA)
3. Dr. Akinloye Olokungbemi, DPT (Vice President, OAU, Ife PT Alumni, USA)
4. Dr. Damilare Adeniyi, DPT (Secretary, OAU, Ife PT Alumni, USA)
5. Dr. Andrew Olawoye, DPT (Treasurer, OAU, Ife PT Alumni, USA)
6. Dr. Dapo Ajayi, DPT
7. Prof Emmanuel Babatunde John, PT, PhD
8. Prof. SojiAdedoyin, PT, PhD (Former HOD, Dept. of Medical Rehab. OAU, Ife)
9. Dr. OlusolaOdole, PT, PhD.
10. Prof. T. K. Hamzat PT, PhD
11. Dr. Sam Ibeneme, PT, PhD
12. Dr. Jide Olawale, PT, PhD
13. Dr. Jumoke Smith, PT, PhD
14. Prof. Abiodun Akinwutan, PT, PhD
15. Prof. Sunday, Rufus A. Akinbo, PT, PhD
16. Dr. Olumide Dada, PT, PhD
17. Dr. (very soon to be) TaofeekAwotidebe
18. Dr. Lukman Ganiyu, MPT, DPT
19. Dr. Ayo Ayoola, PT, MD ((Publicity Secretary, OAU, Ife PT Alumni, USA)
20. Dr. Ade Popoola, DPT
21. Prof. Abiodun Akinwutan, PT, PhD
22. Dr. Kunle Onilari, DPT
23. Dr. Edewor Nana, DPT
24. Dr. Adeleke Adelekan, DPT
25. Dr. Clement Adesinasi, DPT
26. Dr. Akeem Fatola, DPT
27. Dr. (Imam) AkinsolaAkinyode, DPT
28. Dr. Mukaila Kareem, DPT
29. Dr. AdewoleAdenlola, DPT
30. Dr. Gbenga Falana, DPT
31. Dr, Mrs Olutoyin Ayoola, DPT
32. Dr. Benedicta B. Ohiani-Jegede, DPT
33. Dr. Ibikunle Salami, DPT
34. Dr. Sunday Osunuga, PT, MD
35. Dr. Tola Charles Akomolafe, DPT

36. Dr. Felix Odusaga, DPT
37. Dr. Ola Abioye, DPT
38. Dr. Ayodele Onigbinde, PT, PhD
39. Dr. Adesola Ojoawo, PT, PhD.
40. Dr. Michael A. Obajuluwa, PTA, B.Sc.CIS (IT), MD (Pritzker School of Medicine, University of Chicago; and Resident Doctor at Northwestern University, Chicago, Illinois, USA.

THE WORD "UNITY"

This five letter word has assumed a larger-than-life importance in all works of life, Spiritual and Temporal from the family to Government, and to Communities. All Religious Text keep harping on the Subject of Unity. God the Omnipotent Creator of all things, Created Man in Unity with the Host of Heaven: "Come, let Us Create Man in Our Own Image" (Genesis 1: 26 adapted from the Holy Bible).

The Online Dictionary of Current English (6) defines Unity as:

1. The state or quality of being one; singleness.
2. The state or quality of being in accord; harmony.
3. The combination or arrangement of parts into a whole; unification.
4. A combination or union thus formed.
5. Singleness or constancy of purpose or action; continuity: "In an army you need unity of purpose" - Emmeline Pankhurst.

Plato's Republic (7) opined that to achieve the objectives:

"For the dissemination of pure truth and to secure the triumph of virtue, we must cleanse men from prejudice, diffuse principles in harmony with the spirit of the times, undertake the education of the young, **unite ourselves in indissoluble bonds with the wisest men, boldly yet prudently overcome superstitions, infidelity, and folly, and form of those devoted to us a body linked together by unity of purpose and possessed of authority and power**"

On the other hand, a compass is an instrument for finding Direction (8) – definition taken from free online Dictionary. While one needs a Compass to point to the Right Direction, one needs a pathfinder to really secure the path that one should navigate. Leaders of Men generally act as Pathfinders and others will follow.

While Unity primarily acts as a Compass, it could double as a Pathfinder in the hands of an astute Leader to secure the final destination in a journey that could be uncertain, arduous and long.

THE WAR OF ATTRITION IN THE RANK AND FILE OF OUR PROFESSION IN NIGERIA

War by, and within the ranks of our professional Organization in Nigeria is nothing new. In the past, our grand patrons and progenitors, a lot of times prodded by their youthful followers that

have graduated with degrees from the Universities, have all been forged in the hot furnace of facing an uncertain future, and have had to fight for their Rights in Nigeria. They have been forced to fight the Government of the day at the States and at the Center for professional recognition.

There was a time, when we were classified with the Technicians because the Government of the day either by omission or commission left us out of Professional classifications and relegated us to the non-palatable rank of non-professionals, with the attendant shame and humiliation of getting a University Degree only to be classified with those who did not obtain University Degrees and who spent a mere one or two years post High School Diploma in a vocational School. We fought back ferociously and we won every battle. We did not shy away from wars. We welcomed every war with fortitude, courage and professionalism. We have always united behind our leaders to face adversaries of our Professional growth. These types of wars had always united the Ranks and file of our Professional Organization.

However, what has become very worrying has been the unending war of attrition within the ranks of our professional organization, the NSP. These types of wars have broken the NSP into factions with strong emotions and loyalties, creating nearly insurmountable obstacles to Professional Unity. As if our Professional organization, the NSP has not been facing enough problems, it broke into two disjointed, but distinct groups with disparate interests – ACADEMICS versus CLINICIANS. They fought themselves like there would be no tomorrow, fighting with everything lethal and non-lethal such as blackmail, character assassination, hatred and malice. Election time to pick officers and leaders of the NSP easily became open wars of ATTRITION, and then, came the unholy war between the NSP on one hand and the MRTB on the other hand with no love lost between the two sister organizations. There was also the raging war between the elders and youths of NSP - Oh, the humanity!

TRANSPARENCY, FIDELITY AND FAITHFULLNESS:

Mentioning names of those guilty of all types of shenanigans would result in a futile exercise, because the purpose of this presentation is not only to plead for Unity with our Professional rank and file, but to outline some solid parameters for transparent financial conduct and the election of leaders. I recognize that mere pleading will do nothing to move the hearts of professional gladiators versed in the art of politics and war. That is why we need to establish some basic rules of etiquette to guide financial conduct, morality and the conduct of elections to choose leaders that will lead the NSP through the 21st Century. These outlined rules could be debated, refined and further developed. They are:

1. Transparency in the financial conduct of the officers and staff of MRTB and NSP will go a long way to reassuring the rank and file of our profession, of the faithfulness and moral

fidelity of those fortunate to be in-charge of running the affairs of NSP and MRTB. However in passing, I will like to pay tribute to the Registrar of MRTB, Dr. J. A. Jogunola for his dynamism, faithfulness and humility in the running of the Secretariat of MRTB. At the same time, I like to congratulate Colonel, Dr. (Rev.) Paschal Mogbo for his recent appointment as Chairman of the MRTB of Nigeria. Dr. Mogbo is not new to me. He was my classmate and a very good friend. He is now one of my confidants. I have found him to be one of the most humble persons I have been privileged to interact with. I remember when he came to OAU to do his post-graduate Masters degree at the Dept. of Medical Rehabilitation, where I was a Lecturer. I automatically became one of his Teachers. Regardless of the fact that he was my friend and classmate and at that time has become a high-ranking Military Officer of the Nigerian Army, he willingly submitted himself to my authority as one of his Teachers. I was amazed at the level of his humility when he starting addressing me as a Sir. I had to virtually beg him to stop addressing me as a Sir, as he was not only a classmate and a friend, he has the authority as a high-ranking Military Officer to lock me up in the guardroom if I misbehaved.

2. Strict and heavy sanctions for financial impropriety.
3. Strict sanctions for all kinds of improper conduct.
4. Strict and heavy sanctions for character assassination.
5. Outright disqualification for fraudulent practices during elections.
6. Peer review of Election results and appropriate sanctions like overturning of elections that are not free and fair with appropriate heavy sanctions slammed on people associated with such corrupted elections
7. Conduct of elections with utmost professionalism. Any unprofessionalism discovered should be heavily and adequately sanctioned.
8. Entrenchment and elevation of moral/ethical standards of professional conduct not just in our professional practice but in choosing leaders.
9. Board of Governors of the NSP should be instituted or reconstituted to include men and women of proven integrity in the Academia, Clinical, Politics, and Administration and from all walks of life in Nigeria home and Diaspora as the professional conscience of the NSP and the MRTB.
10. Meritorious service of NSP and MRTB officers and leaders of the PT Profession, both past and present, who have elevated morality, professionalism and good conscience to enviable standards, should be highly respected and adequately rewarded. Such leaders should be praised, revered, and never to be forgotten by creating halls of fame for them.
11. Finally, utmost transparency in the electoral and financial conduct of officers of the NSP should be of high priority. When there is openness, transparency and honesty, it is simply telling the whole world, that there is nothing to hide. This will in turn instill

absolute confidence and fidelity in the electoral and financial conduct of elected officers by those who elected them into office.

12. There should be no sacred cows as per those who run the affairs of NSP and MRTB.

In conclusion, the Nigerian uncivilized beast of corruption, lack of integrity, lack of conscience and willful disobedience to all things moral must not be allowed to eat us up. We are supposed to be the beacons of light by our professional training and experience. We have been naturally selected as the Salt of the Earth by our Professional calling of Mercy, Compassion, Integrity and Grace. If the Salt be corrupted, it becomes useless (9). **A man or woman with no integrity has nothing!**

Thank you and may God bless you all.

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