

# COMPENDIUM

## ONE YEAR MILESTONE OF THE MEDICAL DIRECTOR FEDERAL NEURO-PSYCHIATRIC HOSPITAL KADUNA



**DR. AISHATU YUSHA'U ARMIYA'U**  
MBBS, CERT, PGDE, Msc, MBA, PhD, FMCPsych, FWACP, IFAPA, MNIM

**2ND AUGUST 2022 - 2ND AUGUST 2023**

# A TRANSFORMATIONAL LEADER





## VISION

To be the leading centre of excellence for quality mental health education, research, and training.

## MISSION

To provide quality and affordable mental healthcare: delivered by well trained, highly motivated and patient friendly professional mental health personnel.

## CORE VALUES

Teamwork  
Respect  
Integrity  
Passion  
Professionalism  
#TRIPP

# MANDATE

To provide advanced mental health services in line with international best practices.

To serve as residency, post-basic psychiatric nursing, and other related professional training hub.

To undertake research into mental health challenges for the purpose of improving the condition of mentally ill patients and delivering the best mental health services.



2ND AUGUST 2022 - 2ND AUGUST 2023

# THE MEDICAL *Director*

**D**r Aishatu Yusha'u Armiya'u was appointed on the 2nd of August 2022 as the fifth and first female Medical Director of Federal Neuro-Psychiatric Hospital Kaduna.

Her well-deserved appointment comes at the time when the Hospital needs a Dedicated, Trustworthy, Prudent, and Transparent Leader.

On assumption of duty on the 22nd of August 2022, Dr. Aishatu Yusha'u Armiya'u immediately set out to transform the Hospital into a center of excellence and a psychiatric institution of global standard both functionally and infrastructurally.

Within her first year of milestone, Dr. Aishatu Yusha'u Armiya'u epitomizes leadership, capacity, focus, passion, resilience, hard work, commitment, high taste, class, sacrifice, service, selflessness, accountability, effectiveness, efficiency and dedication to duty. Global in her orientation, but local in her approach.

Dr. Aishatu Yusha'u Armiya'u possesses a strong goal-oriented mentality and the ability to motivate her team to pursue mutual objectives. She is soft on people, but harsh on standard. Within a month in office, she was able to design a clear mission, vision and core values for the Hospital.

Using effective strategies, she successfully created a team-oriented work environment and a clear operating metrics.

An Associate professor of Forensic Psychiatry and one of the most celebrated academicians in Nigeria with over one hundred publications to her credit in local and international journals,

Dr. Aishatu Yusha'u Armiya'u has shown her willingness to deploy all her expertise and passion for mental health to reposition neuropsychiatric services in Nigeria and indeed Africa to meet a global standard.

Dr. Aishatu Yusha'u Armiya'u was preceded by the late Dr. Yusuf Abdulkareem Jika a Professor of Psychiatry from 2018 to 2021, Dr. Taiwo Lateef Sheikh also a Professor of Psychiatry from 2010 to 2018, Dr. G.T. Suleiman from 2001 to 2009 and late Dr. Muhammed Habib Ahmed a Professor of Psychiatry from 1996 to 2001.



PRESENTATION OF APPOINTMENT LETTER AS THE MEDICAL DIRECTOR  
BY THE FORMER MINISTER OF STATE FOR HEALTH  
HON. JOSEPH NKAMA EKUMANKAMA  
18th AUGUST 2022



SIGNING OF ACCEPTANCE LETTER  
18th AUGUST 2022



2ND AUGUST 2022 - 2ND AUGUST 2023



# THE RAIN



*How can we not thank God for the rain?  
For it brought forth a new reign.  
Pretty and fierce like rain and thunder;  
she came to unite and not put asunder.  
Could this be the end of our worries; I wonder?*

*TRIPP is her one and only agenda;  
rather strengthened by the uniqueness of her gender.  
Her speech was versed as a conscious reminder;  
a warning to face-servers and mindful pretenders.*

*She is for all and with none;  
like a shot from a purposeful canon.  
She's a divine driven drone;  
a ubiquitous being that is borne for the throne*

*May God guide her right to lead us to greater heights!*

*August 29, 2022  
Akande Yusuf B,  
Training and Research Department.*

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*Historical  
Background*

## HISTORICAL BACKGROUND

Federal Neuro-psychiatric Hospital is a tertiary Health Institution established in 1996 located in Kaduna, North West Nigeria. The institution is well positioned to meet the Mental Health needs of all Nigerians particularly individuals from states such as Kaduna, Kano, Jigawa, Katsina, Gombe, Bauchi, Plateau, Niger, FCT and Zamfara.

The Institution renders its services to the general public within the Hospital premises and in rural communities through community Psychiatry Programme.

The Institution has the following mandates:

1. Treatment and management of mentally challenged individuals.
2. Training of Resident Doctors and Nurses in Psychiatric Medicine and Post basic Psychiatric Nursing, respectively.
3. Research in Mental Health and related fields.

Federal Neuro-psychiatric Hospital has the following facilities designed to meet the needs of mentally challenged individuals:

1. Male Ward (80 patients' capacity).
2. Female Ward (46 patients' capacity).
3. Child and Adolescent Ward (30 patients capacity).
4. Emergency Ward (20 patients' capacity).
5. The General Out-patients Department (GOPD) which serves hundreds of patients daily.
6. Drugs Addiction Therapy and Rehabilitation Ward (DATAR) (60 patients capacity)

7. NHIA clinic and Electroencephalography (EEG).

8. Well-equipped Laboratory and Bio molecular Laboratory services.

9. Amenity Psychiatric services.

10. Dialysis Services

11. Pharmaceutical services.

Dr. Aishatu Yusha'u Armiya'u is preceded by the late Dr. Yusuf Abdulkareem Jika (Professor of Psychiatry) 2018-2021, Dr. Taiwo Lateef Sheikh (Professor of Psychiatry) 2010-2018, Dr. G.T. Suleiman 2001-2009 and Dr. Muhammed Habib Ahmed (Professor of Psychiatry) 1996-2001.



2ND AUGUST 2022 - 2ND AUGUST 2023



## THE MEDICAL DIRECTOR



2ND AUGUST 2022 - 2ND AUGUST 2023



# 6 KEY AREAS

**GOOD GOVERNANCE**

**QUALITY SERVICE DELIVERY**

**FACILITY & RESOURCE MANAGEMENT**

**INFRASTRUCTURAL DEVELOPEMENT**

**RESEARCH AND TRAINING**

**COLLABORATION WITH STAKEHOLDERS**

2ND AUGUST 2022 - 2ND AUGUST 2023

**COMPENDIUM OF  
FIRST YEAR MILESTONE  
OF THE MEDICAL DIRECTOR**



**2ND AUGUST 2022 - 2ND AUGUST 2023**



## KEY AREA 1 GOOD GOVERNANCE

### GOOD GOVERNANCE

On assumption of duty, Dr. Aishatu Yusha'u Armiya'u deployed her natural tendencies for an organized, clean and scenic environment to design a clear and concise direction for the institution going forward. The new Medical Director paid visits to all the units in the Hospital, interacted with all staff, noted and documented all their concerns in details and made observations on how to enhance productivity of each unit. During her visits to the various units, the Medical Director promised to address all genuine concerns raised, as well as take the necessary steps that will be required for each unit to perform optimally.

Within her first year in office, Dr. Aishatu Yusha'u Armiya'u has been able to address over 90% of the issues raised by the various units in addition to the new innovations introduced and implemented in all the units, in line with the vision and mission of the institution.

Some of those notable milestones are as follows:

- A.** She accomplished a comprehensive structural Organogram which provide a clear direction and purpose going forward.
- B.** Establishment of Standard Operating Procedures (SOPs) for all the units, departments and directorates for the purpose of instilling professional discipline among staff of the institution; the first of its kind in the Hospital.
- C.** First institution in Nigeria to implement the modern Performance Management System (PMS) in line with guidelines from the office of the Head of Civil Service of the Federation.
- D.** Constitution of a Progress and Strategic Report Committee to work with each unit within the Hospital to ensure a SMART design and implementation of institutional goals to optimized quality service delivery.

**E.** Inauguration of a planning unit with a planning team to work closely with Hospital Management in implementing institutional goals

**F.** Issuance of a clear schedule of duty to all staff of the Hospital in a bid to promote efficiency and effectiveness.

**G.** Organization of pending promotion exercise; conducted and concluded.

**H.** Securing of the much-needed cash backing from the office of Director General Budget Office. This allowed the pending employment exercise to be carried out successfully.

**I.** Regularization of all necessary documentation to enable all the staff who transferred their services to the Hospital receive their salaries.

**J.** Prompt settlement of staff outstanding salaries from the months before her arrival.

**K.** Employment of staff to strengthen service delivery. This includes eighty (80) staff on permanent and pensionable basis of which

a. Fifty eight (58) are senior staff and

b. Twenty two (22) are junior staff.

c. Over thirty (30) staff were equally employed on locum appointment.

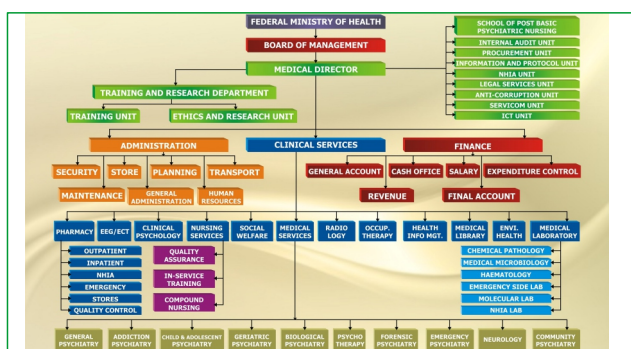
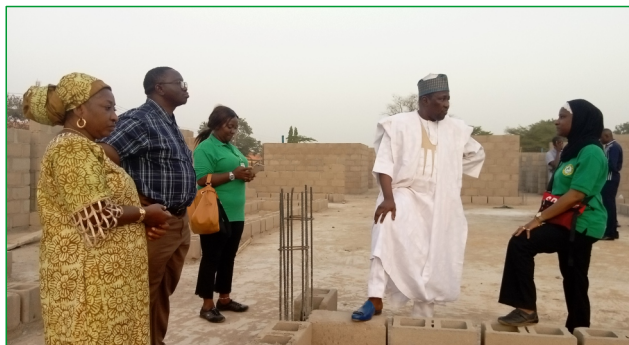
**L.** Proactively took necessary steps to resolve the persistent security challenges within the Hospital. New security contractor was engaged, the office of the Hospital security supervisor was created and improved remuneration and condition of service for the security personnel was ensured.

**M.** Provision of uniforms and improved working conditions for compound cleaners.

**N.** Discouragement of the culture of 'I-owe you' provision from the cash and revenue office in order to instill discipline and accountability.

**O.** Ensuring of 100% implementation and payment of all 2022 Capital budgets.

## GOOD GOVERNANCE





## KEY AREA 2 QUALITY SERVICE DELIVERY

### QUALITY SERVICE DELIVERY

Within her first year, Dr. Aishatu Yusha'u Armiya'u demonstrated her capacity for innovations and proper utilization of scarce resources to greatly improve service delivery within the hospital as follows:

**a.** Waiting time at the Emergency unit of the Hospital is reduced by 75%. This is made possible by provision of essential services previously not available at the emergency unit. The Emergency unit of the Hospital is now equipped with additional consulting rooms, Pharmacy unit, Laboratory service unit, cashier, social welfare services and additional beds for emergency patient admission. The Medical Director is equally credited with the creation of a patient's Restraining team that is adequately equipped with working tools and professional training. This innovation represent first of its kind in all health institutions in the country.

**b.** The general out-patient's department (GOPD) of the Hospital has been decongested. This was done through clear assignment of patients visiting days and time which allows Doctors adequate time to properly interact with patients and clients in a work-friendly environment.

**c.** Under the leadership of Dr. Aishatu Yusha'u Armiya'u, Federal Neuro-psychiatric Hospital Kaduna now offers Dialysis services with Psychotherapy for both Non aseptic and Aseptic cases. These services represent the first of its kind nationwide. The additional Psychotherapy has greatly addressed the usual psychological trauma being experience by patients receiving dialysis.

**d.** The institution now offers modern sophisticated X-Ray and ultrasound services as part of expansion in service delivery within the Hospital.

**e.** As part of her innovations, Dr. Aishatu Yusha'u Armiya'u created a toxicology ward, an idea that was previously nonexistence. The toxicology ward allows the separation of Psychiatric patients diagnosed with various forms of Psychiatric conditions from those with substance use disorder.

This permits the design of a clear plan for the management and rehabilitation of people with substance use disorder.

**f.** Under the leadership of Dr. Aishatu Yusha'u Armiya'u, drug information and Pharmacovigilance units have been created in the Pharmacy department. These units are responsible for the provision of drugs related information and creating awareness on the presence of dangerous and substandard Pharmaceutical to both the staff and patients within the institution.

**g.** The Pharmacy department has been provided a functional and equipped compounding unit which is responsible for the production of all the relevant consumables needed in the Hospital. The MD within her first year in office ensured that all consumables needed in the Hospital are produced by the Pharmacy department.

**h.** Federal Neuropsychiatric Hospital Kaduna now has a well-equipped and functional bimolecular laboratory for handling highly infectious Biological samples and biomedical research.

**i.** The institution now has a functional website and renders professional front-desk services which are created to inform and educate the general public, both at home and abroad on the activities and services being rendered by the institution.

**j.** Federal Neuropsychiatric Hospital Kaduna now renders a comprehensive NHIA services which covers an extensive area of Medical Practice with full accreditation.

**k.** In order to minimize patient's waiting time and to achieve accelerated service delivery, additional cashier and payment points have been created. These services include the provision of Point of sale (POS) for ease of financial transactions between the Hospital and clients.

**l.** The Hospital now operates incinerator services for effective disposal of medical waste.

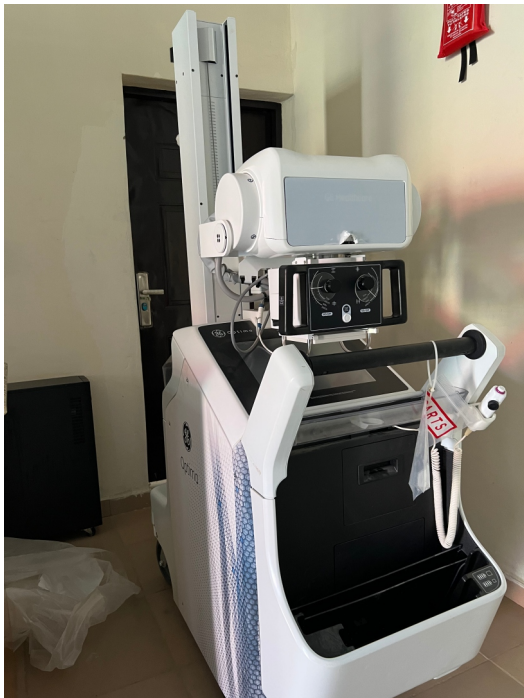
**m.** The institution under the leadership of Dr. Aishatu Yusha'u Armiya'u has signed a build-operate-and transfer (BOT) agreement with a private investor for the provision of canteen and related services to the staff of the Hospital.

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## QUALITY SERVICE DELIVERY



KEY AREA

3

## FACILITY & RESOURCE MANAGEMENT

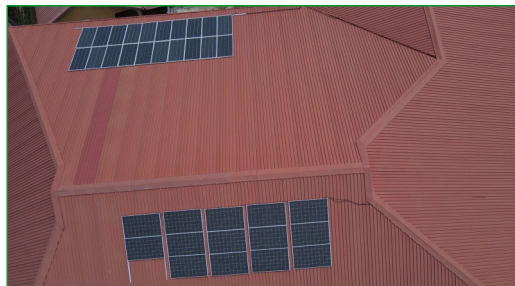
### FACILITY AND RESOURCE CONTROL MANAGEMENT

Despite working with scarce resources in her first year in charge, Dr. Aishatu Yusha'u Armiya'u demonstrated excellent resource management, prudence, accountability, sense of personal sacrifices and proper allocation of resources. The institution under the leadership of Dr. Aishatu Yusha'u Armiya'u is now equipped with the following facilities:

**a.** Electronic Health Medical Record System; this positioned the institution among the best in the country in automated service delivery, accelerated service delivery and accountability.



**b.** Solar Energy; the Hospital now has alternative power supply to guarantee uninterrupted service delivery.



**c.** Under the leadership of Dr. Aishatu Yusha'u Armiya'u, three generators (2 units of 50kva and 1 unit of 150kva) have been installed at the Emergency unit, the medical laboratory and the Covid 19 intervention project site to sustain uninterrupted power supply to the Dialysis section, X-Ray and USS center, the bimolecular laboratory, and the Amenity ward all in the complex.



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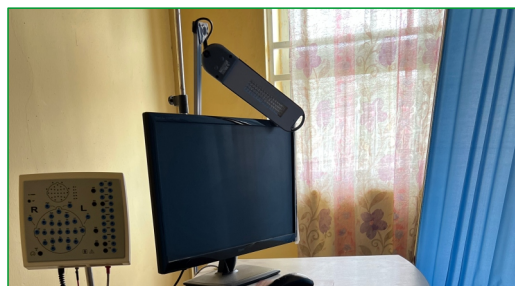


## FACILITY & RESOURCE MANAGEMENT

**d.** New vehicles have been purchased for Community Psychiatric Outreach and utility purposes with vehicles service bay and maintenance area being constructed.



**e.** New EEG machine has been installed.



**f.** Installation and commissioning of eleven thousand (11,000) liters diesel tank/reservoir for the institution.



**g.** For the first time in the history of the Hospital mosquito nets have been installed on all the windows of the wards in the institution.



KEY AREA

4

INFRASTRUCTURAL  
DEVELOPMENT

**INFRASTRUCTURAL DEVELOPMENT**

On assumption to office Dr. Aishatu Yusha'u Armiya'u, immediately embarked on a mission to complete all uncompleted projects within the Hospital. This is a reflection of her willingness to always give credit and compliment the efforts of her predecessors, a rare quality usually lacking among many leaders. Projects completed and commissioned by Dr. Aishatu Yusha'u Armiya'u include the following:

- a.** The Administration Block building which she named after one of her predecessors (Professor Muhammed Habib Ahmed Administration Block).
- b.** The new Pharmacy Department.
- c.** The new NHIA Clinic.
- d.** Toxicology ward.



Aerial View of the New Administrative Block

- e.** The new classroom block at the school of post basic Psychiatric Nursing (SPBSN).
- f.** The new student hostel at SPBSN.
- g.** The new Emergency Complex (Brig. Gen. Lawal Ja'afar Isa Emergency Complex)
- h.** The new Health information Unit.
- i.** Newly constructed Isolation Centre has been converted into Amenity ward in the newly constructed Covid-19 intervention complex named after her immediate predecessor Late Prof. Abdulkareem Yusuf Jika.

Dr. Aishatu Yusha'u Armiya'u within her first year as the Medical Director initiated some notable infrastructural development projects in the institution. These projects include the following:

- a.** Construction of Hospital gate and renovation of perimeter fence.
- b.** Re-Asphalting of 2.5 kilometer access road and car packs within the Hospital.
- c.** Construction of geriatric ward.

## INFRASTRUCTURAL DEVELOPMENT





## INFRASTRUCTURAL DEVELOPMENT



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## INFRASTRUCTURAL DEVELOPMENT



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KEY AREA  
**5**

## TRAINING AND RESEARCH

### RESEARCH AND TRAINING

An astute academician with a passion for research, Dr. Aishatu Yusha'u Armiya'u expanded the research unit to Training and Research Department. This allowed the department to explore new collaborations with institutions/organizations on training, research consortium and grants including:

- a.** Ahmadu Bello University Zaria.
- b.** Aminu Kano Teaching Hospital.
- c.** Cardiff University, UK.
- d.** Vanderbilt University, US.
- e.** Yale University, US.
- f.** CBM Global.
- g.** Centre for Disease Control (CDC) Africa
- h.** University of Liverpool

Under the leadership of Dr. Aishatu Yusha'u Armiya'u the department has the following active research grants:

- a.** Award of BRIDGE Epilepsy Treatment Gap research grant by NIH, worth \$847,778.00.
- b.** Award of Depression Genetics in Africa (Dept. Gen. Africa-NG) research grant by Wellcome Trust Fund UK.

following active research grants:

Under the leadership of Dr. Aishatu Yusha'u Armiya'u the department has the

- c.** Under the stewardship of Dr. Aishatu Yusha'u Armiya'u, the School of Post basic Psychiatric Nursing has been issued full accreditation by the Nursing and Midwifery Council of Nigeria. This allows the school to review the number of students to be admitted to fifty (50) students from previous maximum of thirty (30) students.

- d.** The School of Post Basic Psychiatric Nursing (SPBPN) has commenced Computer Base Test (CBT).

- e.** Ten (10) Medical laboratory Scientist have been trained on the operations of bimolecular laboratory.

- f.** Four (4) Nurses are undergoing training at the School of Post Basic Psychiatric Nursing.

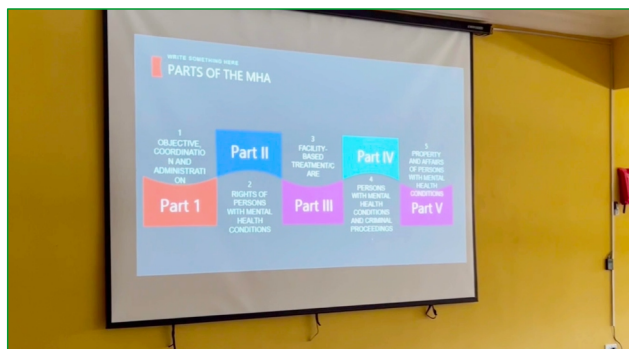
- g.** Six (6) Nurses have been given approval to attend various degree programs.

- h.** Nineteen (19) other staff from Account and Finance, Audit unit, Administration, Procurement, Dialysis unit, Laboratory, Maintenance, Health Information unit and attendants have equally been given approval to obtain various training certificates.

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## TRAINING AND RESEARCH





KEY AREA

6

## COLLABORATION WITH STAKEHOLDERS

### COLLABORATION WITH STAKEHOLDERS

On assumption to office, Dr. Aishatu Yusha'u Armiya'u demonstrated keen interest in building relationship and collaborative efforts with relevant stakeholders, to ensure successful administration of the institution. The following institutions and organizations were visited by the Medical Director:

- a.** Zaria Emirate Council where she was received by the Emir of Zazzau, His Highness Amb. Ahmad Nuhu Bamalli
- b.** Kaduna State Ministry of Health, received by the then Honorable Commissioner for Health Dr. Amina Mohammed Baloni
- c.** The National Eye Center, received by the CMD Dr. Mohmoud Alhassan
- d.** The National Ear Care Center, received by the MD Dr. Mustapha Abubakar Yaro
- e.** Barau Dikko Teaching Hospital Kaduna, received by the CMD Dr. Abdulkadir Musa Tabari

**f.** 44 Nigerian Army Reference Hospital Kaduna, received by the CMD Col. Stephen Onuchukwu

**g.** The Correctional Staff College Barnawa Kaduna, received by the Commandant ACG Peter I. Pevigo

**h.** Borstal Training Institute Kaduna, received by the Principal Mr. Musa Dauda Doguwa

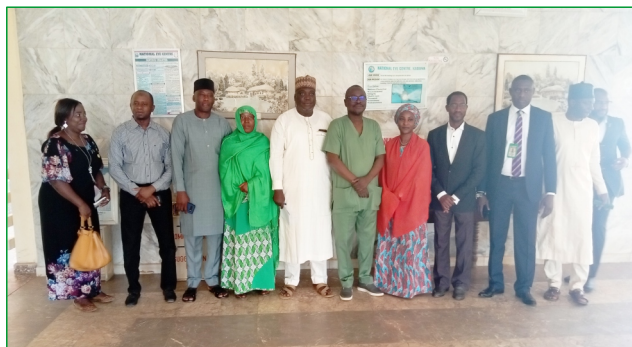
**i.** National Drug Law Enforcement Agency (NDLEA) Kaduna state received by the Commandant Mr. Ibrahim Braji

Dr. Aishatu Yusha'u Armiya'u equally visited many Ministries and Departments, Agencies and commissions at the Federal Capital Territory (FCT) all in an effort to build a cordial working relationship. The medical Director has established contact with many Non-governmental and Philanthropic Organizations including Aliko Dangote Foundation, ASR AFRICA (BUA group) and AA Rano foundation. This is with the view to secure private sector participation in developing and equipping the institution for effective service delivery.

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## COLLABORATION WITH STAKEHOLDERS





## COLLABORATION WITH STAKEHOLDERS



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## COLLABORATION WITH STAKEHOLDERS





**COMPENDIUM OF  
FIRST YEAR MILESTONE  
OF THE MEDICAL DIRECTOR**



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## LIFE AND SCRABBLE

*Life is like a game of scrabble;  
pieces of letters drafted on tiles or marble.  
Luck determines what you pick from the sack;  
knowledge is how you balance the tiles on your rack.  
Sometimes you have to loose a turn;  
that premium might be your next run.*

*Chance determines the special spots on the board;  
word power determines what you make of your pick.  
Some moves are easy while some are hard;  
the blanks we all tend to hoard.*

*If you make a good move stay humble;  
neither loose focus nor fumble.  
For the next time you dip in the sack;  
you can't tell what letters will be on the rack.  
Please be patient when you loose a turn;  
for it could be a premium on the run!*

*Learn from this game of scrabble;  
young or old, just be humble.*

*Akande Yusuf B.*

## SAVE THE TREES

*Please do you have an axe? Let's cut down the trees;  
let's think only of honey and kill the bees.  
We'll make some money and enjoy today;  
who cares what tomorrow has to pay.*

*Hot or not, just pour off the water;  
we can count dead insects later.  
Of what economic importance is the ants?  
Neither do they make honey nor eat our plants.*

*Now let's tend to our conscience;  
is global warming just a science?  
Perhaps we should give the trees and bees an audience;  
that the plants and insects might express their grievance.*

*Is it our nature to murder nature?  
Mining and drilling till the crust ruptures.  
When done with deforestation and digging for sculptures;  
then we'll find the hidden trumpet and blow for rapture.*

*Shikenan!!!*

*#inspired\_by\_an\_ant\_in\_me.*

*Akande Yusuf B.*





## COMPENDIUM OF FIRST YEAR MILESTONE OF THE MEDICAL DIRECTOR



## THE FRONT DESK



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**COMPENDIUM OF  
FIRST YEAR MILESTONE  
OF THE MEDICAL DIRECTOR**



**BOARD ROOM**



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**COMPENDIUM OF  
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**COMPENDIUM OF  
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OF THE MEDICAL DIRECTOR**



**MD AND HER SUPPORT STAFF**

**PRESS CHAT**



**2ND AUGUST 2022 - 2ND AUGUST 2023**





**COMPENDIUM OF  
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## TOP MANAGEMENT COMMITTEE (TMC)



**DR. AISHATU YUSHA'U ARMIYA'U**  
MEDICAL DIRECTOR



**MRS. M. N. CLEMENT**  
Ag. HEAD OF ADMIN



**DR. ABIOLA TAJUDEEN**  
HEAD OF CLINICAL SERVICES

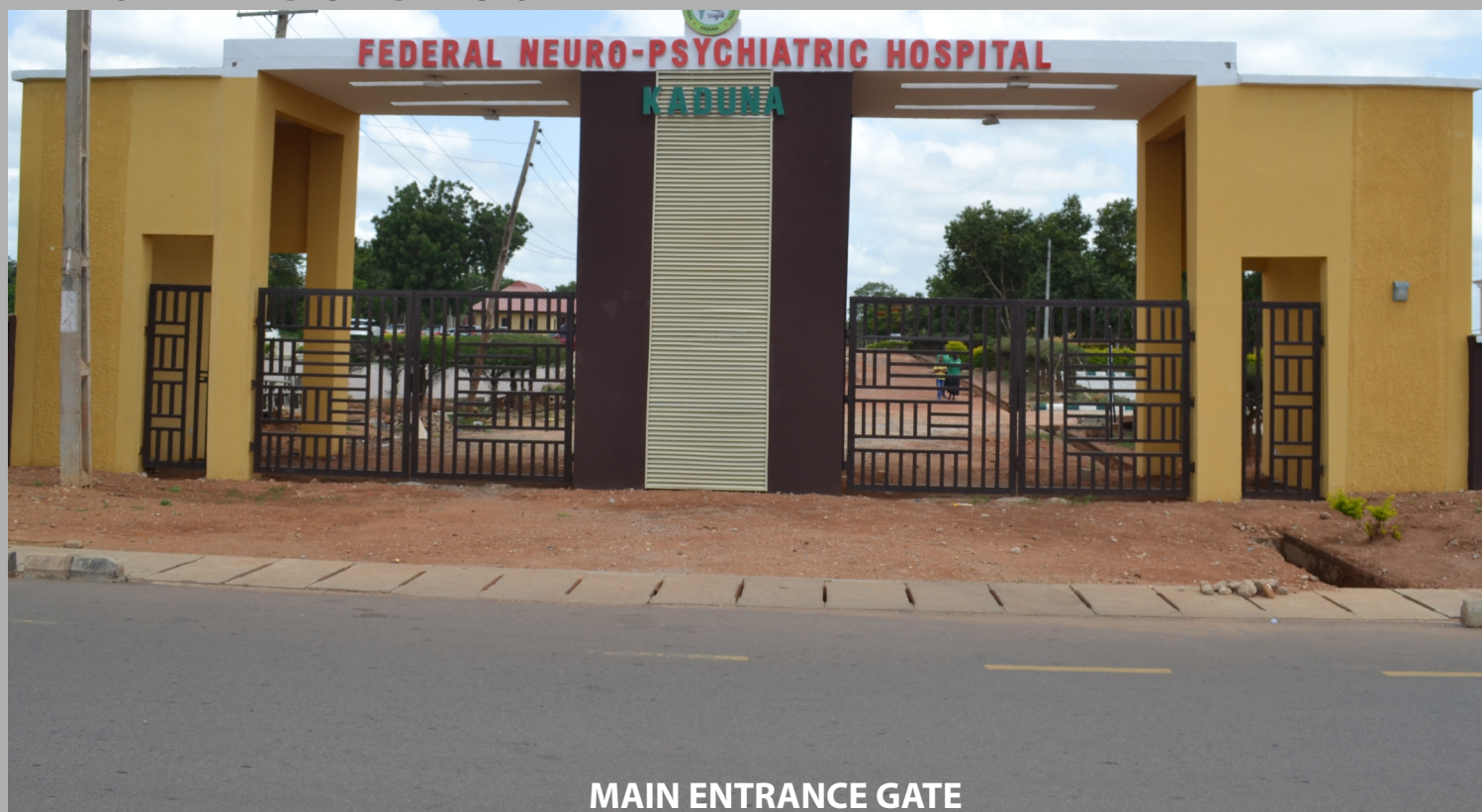


**MR. LUCKY ABUMERE**  
HEAD OF ACCOUNTS





**COMPENDIUM OF  
FIRST YEAR MILESTONE  
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**MAIN ENTRANCE GATE**



**2ND AUGUST 2022 - 2ND AUGUST 2023**



# COVID-19 COMPLEX





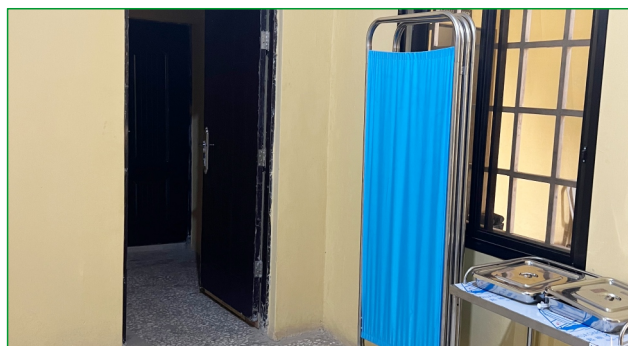
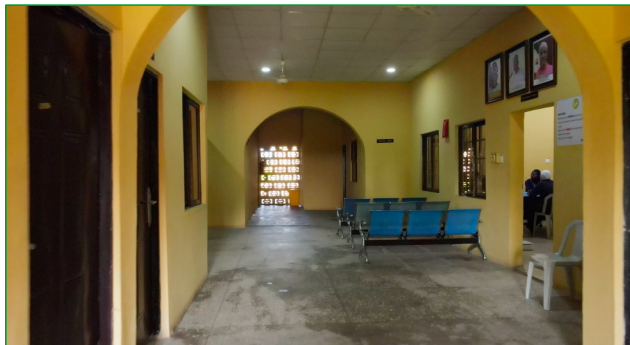
# EMERGENCY WARD



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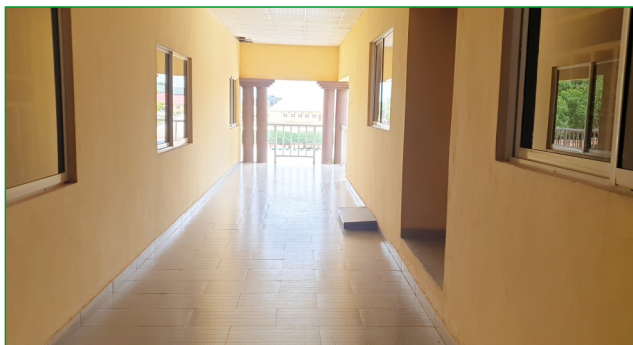
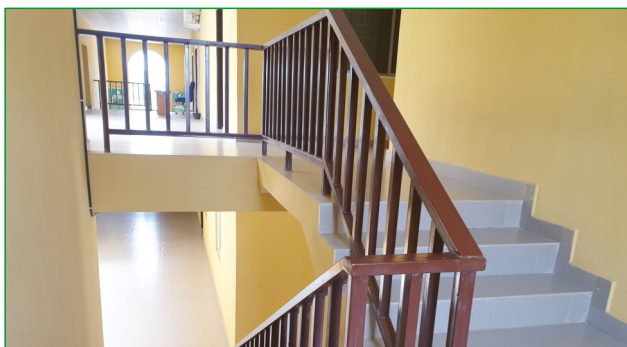
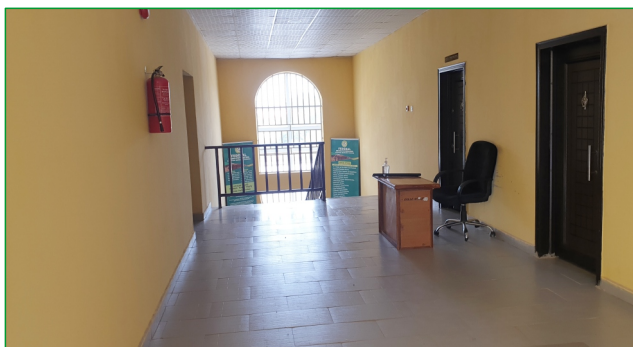


# NHIA CLINIC





# ADMIN BLOCK



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# SECURITY AND RESTRAIN TEAM





# COMPENDIUM OF FIRST YEAR MILESTONE OF THE MEDICAL DIRECTOR



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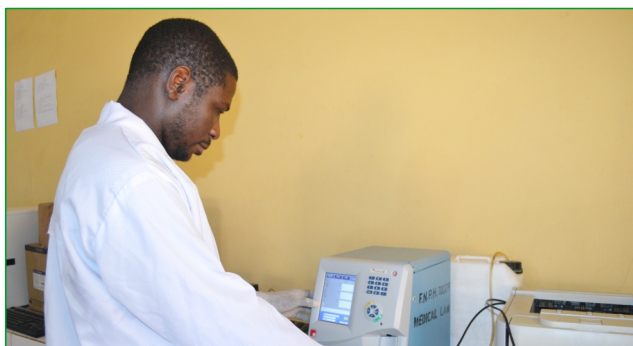


# MOLECULAR LABORATORY





# MEDICAL LABORATORY



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# HOSPITAL WARD



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# MD AND GUESTS



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## FNPH KADUNA STAFF OF THE MONTH AWARD

MAY 2023



JUNE 2023



JULY 2023



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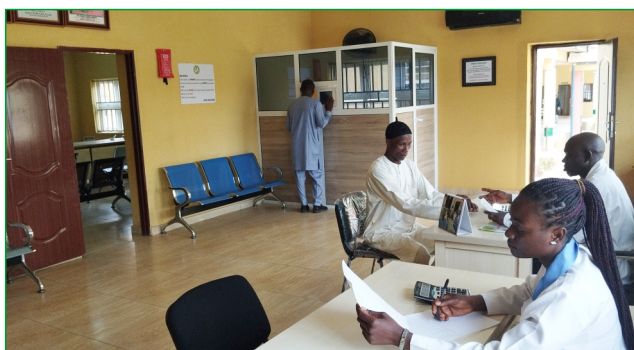
## NEW OCCUPATIONAL THERAPY UNIT



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# PHARMACY





## VEHICLES, SERVICE BAY AND CAR PARK



2ND AUGUST 2022 - 2ND AUGUST 2023



# SCHOOL OF POST BASIC PSYCHIATRIC NURSING





# MD AT A TRAINING SESSION



2ND AUGUST 2022 - 2ND AUGUST 2023



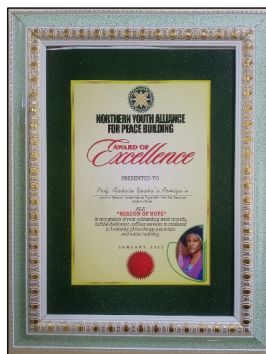
**COMPENDIUM OF  
FIRST YEAR MILESTONE  
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## MEDICAL DIRECTOR RECEIVING AWARD



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## MEDICAL DIRECTORS FORUM





## 2022 WORLD MENTAL HEALTH DAY



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**COMPENDIUM OF  
FIRST YEAR MILESTONE  
OF THE MEDICAL DIRECTOR**



**AERIAL VIEW OF THE HOSPITAL**



**2ND AUGUST 2022 - 2ND AUGUST 2023**





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