ASSOCIATION OF MEDICAL COUNCILS OF AFRICA

AMCOA
CAPACITY
BUILDING
WORKSHOP

2025

MEDICAL AND DENTAL COUNCIL OF NIGERIA

INTEGRATED HEALTHCARE REGULATION AND LEADERSHIP IN BUILDING RESILIENT HEALTH SYSTEMS

ROLE OF THE REGULATOR IN WORKFORCE MOBILITY: NIGERIA

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REGISTRAR/CEO MEDICAL AND DENTAL COUNCIL OF NIGERIA

FEDERAL MINISTRY OF
**HEALTH &
SOCIAL WELFARE**

NUMBER OF DOCTORS PRODUCED (2024)

Total Provisionally Registered Practitioners: 4,914

Medical Doctors: 4,634 (92.1%)
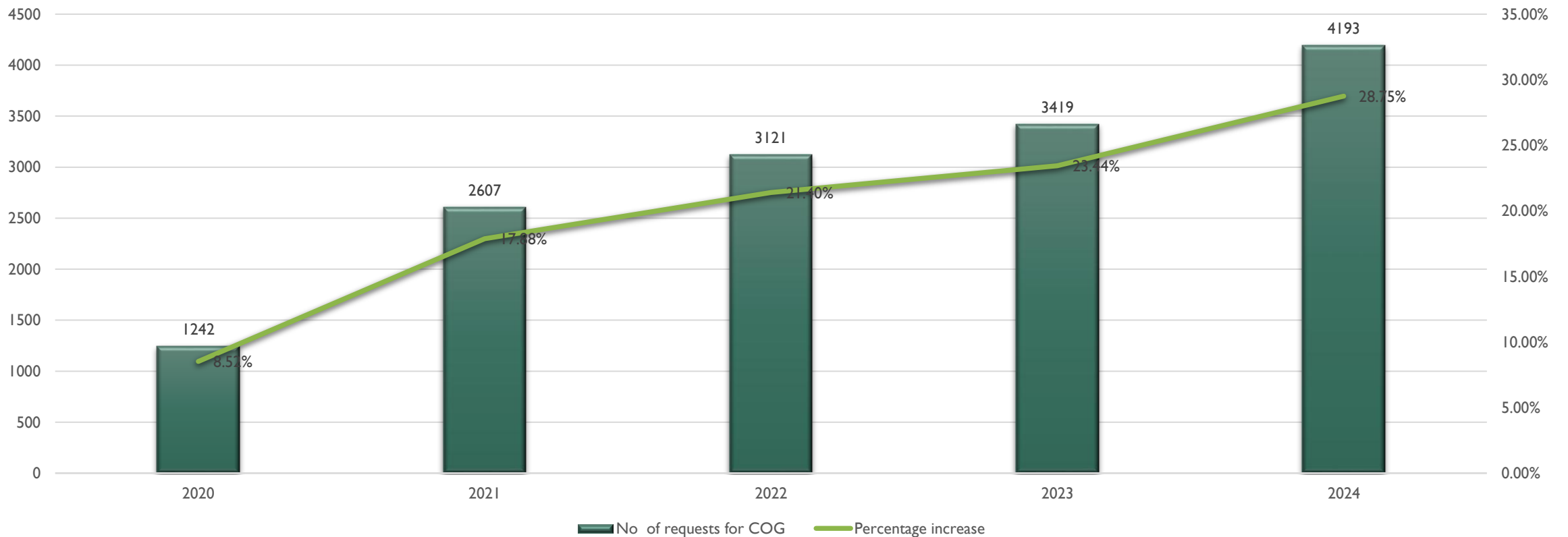
Dentists: 280 (7.9%)

By Training Origin:

- **Locally Trained:** 4,033 (82.1%)

- **Foreign Trained:** 881 (17.9%)

MIGRATION TREND OVER 5 YEARS

- **Growth:** COG requests rose 237.5% from 2020 (1,242) to 2024 (4,193).

- **Spike in 2021:** 109.8% increase post-pandemic.

- **Insight:** Continuous rise in healthcare migration; policy needed to manage workforce loss.

MIGRATION TREND OVER 5 YEARS

Yearly Distribution of External Migration (Last 5 Years)

Year	No. of requests for COG	Percentage increase
2020	1242	8.51%
2021	2607	17.68%
2022	3121	21.40%
2023	3419	23.44%
2024	4193	28.75%

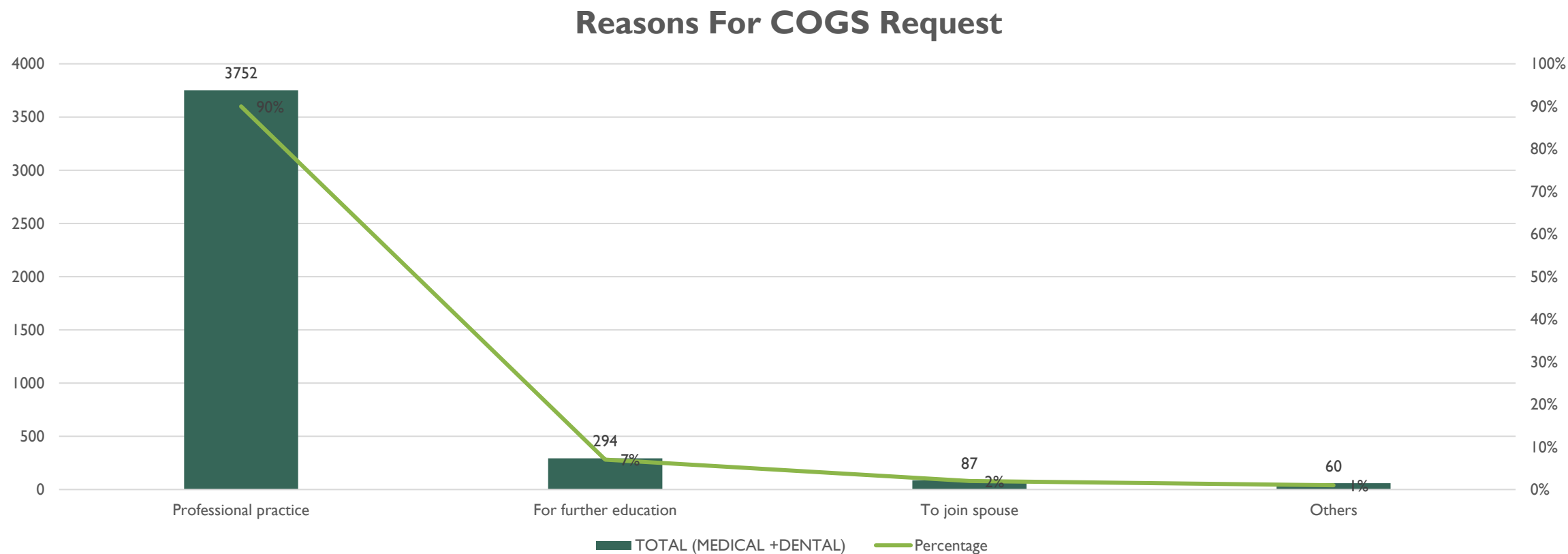Legend: No of requests for COG — Percentage increase

CERTIFICATE OF GOOD STANDING REQUESTS (2024)

Total Certificates of Good Standing (COGs) Issued: 4,193

Medical Doctors: 3,919

Dentists: 274

REASONS FOR COGS REQUESTS

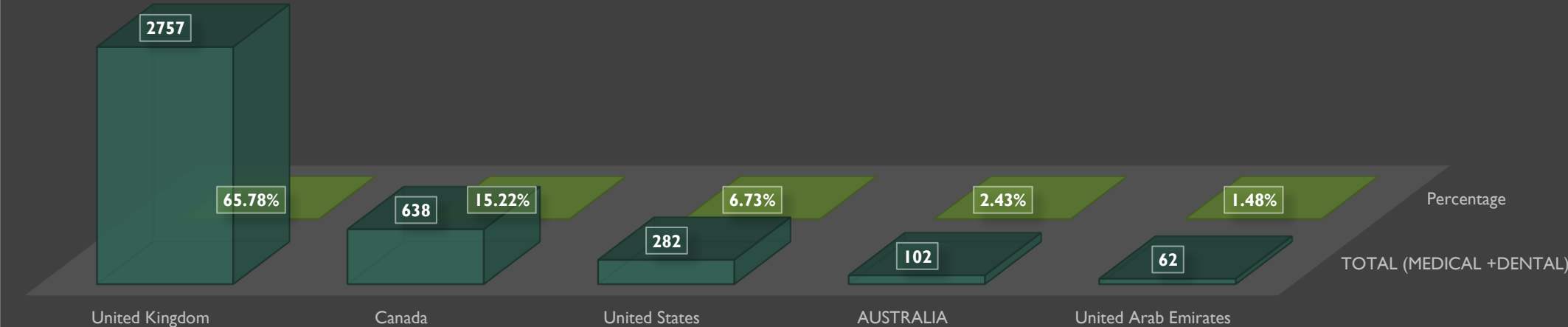**Reasons For COGS Request**

MIGRATION DESTINATIONS

Top Countries Where Doctors Are Heading:

- **United Kingdom – 66%**

- **Canada – 15.22%**

- **USA, Australia, UAE – 10.64% combined**

- **Other Destinations – 8.14%**

MIGRATION DESTINATIONS

COUNTRIES WITH THE HIGHEST NUMBER OF REQUEST FOR COGS

■ TOTAL (MEDICAL +DENTAL) ■ Percentage

Country	TOTAL (MEDICAL +DENTAL)	Percentage
United Kingdom	2757	65.78%
Canada	638	15.22%
United States	282	6.73%
AUSTRALIA	102	2.43%
United Arab Emirates	62	1.48%

REASONS FOR LEAVING

Main Stated Reasons for Requesting COGs:

- **Professional practice– 89.52%**

- **Further Education – 7.01%**

- **Family Reunification – 2.08%**

- **Other – 1.43%**

Insight: Career advancement is the main migration driver.

KEY TAKEAWAYS

Main Stated Reasons for Requesting COGs:

- **To Practice Abroad – 89.52%**

- **To Pursue Further Studies – 7.01%**

- **Family Reunification – 2.08%**

- **Other – 1.43%**

REGISTERED TEMPORARY DOCTORS (2024)

Total: 21 doctors

- 76% male, 24% female

- From 14 countries (UK, India, USA top contributors – 14.3% each)

Practice locations:

- FCT – 19%

- Lagos – 14.3%

- 52.4% unspecified

Mission
Increase the reach and quality of health services to Nigerians by medical and dental professionals

Outcomes we want to achieve:

[Production of doctors], [Reduction of migration], [Patient safety], [Requests handled via digital self-services]

Shape the healthcare workforce ecosystem, incl. migration	Increase patient safety by increasing good practices	Innovate and professionalise MDCN core service functions
• Expansion of medical schools - Increase production of HCWs by expanding training institutions • Create supply and demand incentives to manage migration	• Strengthening the oversight of patient safety • Expand certification across practitioners • Improve education and engagement on good practice	• Revamp of the enterprise architecture, and key interfaces (web, portal etc.) • Enhance archiving • Safeguard data *(cyber security and QA/QC systems)*

Operating model, Culture & Talent within MDCN: Improve the ways of working, strengthen skills, capabilities & values and drive a performance-based culture

Expansion; Education and Engagement; Digitalisation and Digitisation

The ultimate goal for MDCN is to increase the reach (e.g. effectively increase the number of medical doctors working in Nigeria) and the quality (e.g. ensuring oversight of patient safety and ethical practices by doctors) of the health services to Nigerians by Medical and Dental professionals.

DISTRIBUTION OF MEDICAL SCHOOLS BY GEO-POLITICAL ZONE

Total schools: 63

Top zones by number of schools:

- Southwest, Southsouth, Southeast – 15 each (24%)

Top zones by student intake:

- Southsouth – 1,825 (25%)
- Southeast – 1,715 (24%)
- Southwest – 1,695 (23%)

Lowest zones:

- Northeast – 4 schools, 360 intake (6%)
- Northwest – 6 schools, 750 intake (9%)

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SIX KEY AREAS TO BE ADDRESSED IN THE STRATEGIC EXPANSION PROGRAMME

- Infrastructure for capacity expansion

- Human Resources

- Enhancing workforce retention

- Curriculum delivery

- Scholarships and research funding

- Advocacy