



SENIOR STAFF ASSOCIATION-UNIVERSITIES of GHANA

SSA - UoG

C/O SENIOR STAFF ASSOCIATION, KNUST, PMB, KUMASI-GHANA
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PRESS STATEMENT,

FOR IMMEDIATE RELEASE

DECLARATION OF AN INDEFINITE INDUSTRIAL STRIKE BY SENIOR STAFF OF PUBLIC UNIVERSITIES IN GHANA

Distinguished ladies and gentlemen of the media. Today, the Senior Staff Association - Universities of Ghana (SSA-UoG) and the Federation of Universities Senior Staff Association of Ghana (FUSSAG) announce, with deep regret, the commencement of a full blown indefinite industrial strike across all public universities in Ghana. This avoidable decision, unfortunately and regrettably, is occasioned by the Government's persistent disregard for the welfare of universities senior staff, particularly concerning critical issues of pensions and Condition of Service as contained in the Labour Act of Ghana.

At the 17th National Executive Council (NEC) meeting held on 25th November, 2023, SSA-UoG established with substantial evidential value, coupled with utter shock and disappointment, the failure by Government, even upon countless plea to release the Tier-2 Pension contributions to the Board of Trustee for effective investment management in accordance with the Pension Act and the immediate reversal of the illegal cancellation of our overtime allowance which is in sharp contravention to the agreed condition of service signed between us and the Government, as established by law.

Despite all these case management industrial attempts by us since February 2023 to get Government urgently release these funds and the restoration of the overtime allowance, our attempt to draw government's attention have proven futile, culminating in this unfortunate situation we are all witnessing today.

Ladies and gentlemen, this is not the first time such a breach has been committed by the Government with impunity of the highest order. Historically, you will recall that the Government has in a similar vein failed to pay our pensions contributions on time, between 2010 to 2016, and deliberately avoided paying the mandated three percent penalty on the amount owed, and subsequent use simple interest rates as against a compound interest rates, resulting in a significant loss of value of funds to our members.

The matter is currently under consideration by the National Labour Commission (NLC), highlighting the Government's persistent non-compliance with the Pensions Law (Act 766 Section 64).

The implications of the Government's actions are unacceptably severe, particularly for retirees from 2020 to 2023, who have been denied their rightful lump sums, and are currently facing abject poverty and illness in their twilight years. Their dedicated service rendered to mother Ghana deserves better.

Additionally, the Fair Wages and Salaries Commission (FWSC) and the Ghana Tertiary Education Commission (GTEC) directed universities managements to cut off overtime allowance for weekend and holiday work, creating uncertainty and hardship for dedicated staff. This unilateral alteration of established Condition of Service contravenes the Labour Act as established.

Therefore, the unions demand the following:

- a. Government must urgently pay all outstanding debt/pension contributions together with the appropriate interest from March to December 2023, using the three percent penalty rates as stipulated by the Pension's Act, Act 766 Section 64.
- b. The government must prioritize the recalculation of accrued interest on Tier-2 pensions for 2010-2016, as agreed upon in the Memorandum of Agreement (MoA) signed on July 25, 2022.
- c. All outstanding arrears must be paid to retirees without further delay.
- d. Immediate withdrawal of the FWSC and GTEC letters dated November 7 and 20, 2023, respectively, which illegally eliminated overtime allowance for senior staff and maintain the existing Collective Agreement between labour and government to re-establish the industrial harmony between us and Government.

Ladies and gentlemen of the media, we hereby, officially declare an indefinite strike action with immediate effect by all public universities in Ghana, until the Government and its relevant

agencies respect the Labour law of this Country to its fullest, and find rational and an urgent need to address all the above protracted concerns raised.

SSA-UoG is left with no choice than to withdraw its services entirely without any exemptions, across all public universities in Ghana, unfortunately though, at a time when academic and administrative activities are in full gear. We regret embarking on this counter-productive path, but Government is fully responsible for any dire consequences, likely to arise from this action. But as unfortunate as this may be, we believe it is absolutely necessary and compelling to ensure that, the generic rights and welfare of our members we have sworn an oath to protect and defend are upheld, in order to guarantee them respire from their current shackles and psychological trauma that does not in any form or shape assure them longevity of life.

We thank you all for your time and attention.

Thank you.

A handwritten signature in black ink, appearing to be 'Isaac Donkoh', written in a cursive style.

Isaac Donkoh
National Chairman
(0245204311)