

SENIOR STAFF ASSOCIATION-UNIVERSITIES of GHANA



SSA-UoG

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

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PRESS BRIEFING BY SENIOR STAFF ASSOCIATION-UNIVERSITIES OF GHANA (SSA-UoG)

Good afternoon Ladies and Gentlemen of the Media, you are all welcome to this important press briefing. We want to use this opportunity to thank you immensely for honoring our invitation.

The purpose of today's press briefing is to express our dissatisfaction and frustrations about the manner Government flouted the 28th January, 2021 National Labour Commission's directive contained in reference number: NLC/G-572/019/2021, that stated that the parties should go back to the negotiation table to negotiate in good faith on the non-basic allowance and market Premium, the Conditions of Service and the Tier 2 pension arrears and conclude all by **March 31 2021**.

It is unfortunate, though, to state how the Government of Ghana has refused to comply with the directive of its own statutory agency.

Since **March 2018**, we have consistently drawn Government's attention through relevant Agencies to the following grievances of the Senior Staff cadre of public Universities in Ghana: **Award of Interim Market Premium and Non-Basic Allowance, Unpaid Tier-Two Pension Contributions (2010-2016), and Deteriorating Conditions of Service**, which Government and its agencies have arrogantly refused to listen to our grievances:

- **Award of Interim Market Premium and Non-Basic Allowance**

We still maintain our position that Government has been unfair to the **Senior Staff** cadre of public Universities in Ghana. In our candid opinion, the award of the **interim market premium** and non-basic allowance to a selected few within the **University community** and our compatriots in the Civil and Local Government Services is **unscientific** and discriminatory. We therefore expect Government to act fairly toward **Senior Staff** in the public Universities by extending the interim market premium to all **members of our union** without further delay.

- **Unpaid Tier-Two Pension Contributions (2010-2016)**

The government has been in breach of the Pension Act 2008 (Act 766) which stipulates that our tier-two contributions shall be paid to a designated fund manager **every month**. Tier-Two is a mandatory contributory scheme with monthly contributions of **5%** on the basic salary of all employees.

Tier-Two is a defined contributory scheme and contributions are **fully tax-exempt** and are privately managed by the National Pensions Regulatory Authority (NPRO) licensed service providers.

The scheme pays out a lump-sum benefit to individuals upon **retirement**, which is comprised of all contributions made under the scheme plus all **returns earned** on their contributions. Ladies and Gentlemen of the press, are we not justified to say government

is deliberately breaching the National Pension Act and frustrating the Senior Staff cadre of public universities in Ghana, especially our colleagues who went on retirement last year and those who are expected to retire this year?

It is sad to note that most of these people have served the Universities and mother Ghana wholeheartedly between 25 to 40 years and gone home with a meager amount of GHC 3000.00 as their tier-two lump-sum.

In all sincerity, do you expect us to continue rendering our services in the wake of such injustice? We wish to place on record that per the provisions of the Act, Government has acted fraudulently and the Union is contemplating legal action against Government in due course.

- **Deteriorating Conditions of Service**

Per the Labour Act, conditions of service of employees are expected to be re-negotiated every two (2) years. Since 2008 our conditions of service have not been reviewed, thus accounting for the deteriorating conditions under which we work. In view of this, we were expecting the Authorities concerned to expedite the processes instead of the knee-jerk and fire-fighting approach adopted by the Government and FWSC.

As much as we regret the dire-consequences of an industrial strike action on public Universities campuses in Ghana in particular and the Country in general, we are left with no option than to do just that.

INDEFINITE GRAND FINALE INDUSTRIAL STRIKE

Therefore, ladies and Gentlemen, in furtherance to our letter dated 7th May 2021, served on the Executive Secretary of the National Labour Commission, declaring our intention to embark on an industrial action, I wish on behalf of the National Executive Council to announce the **COMPLETE** withdrawal of services by all members of the Senior Staff Association-Universities of Ghana with immediate effect until all the following protracted demands are resolved:

1. Payment of our Tier2 Pension arrears with accrued interest as agreed spanning 2010 to 2016
2. Award of Market Premium and non-basic allowance
3. Finalization of negotiation on our Conditions of Service by Fair Wages and Salaries Commission.

All members of Senior Staff Association-Universities of Ghana, are therefore, **required to lay down their tools** until further notice. Ladies and Gentlemen of the press we thank you for your attention and may God bless our homeland Ghana.


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(NATIONAL CHAIRMAN, SSA-UoG)

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