



**UTAG**  
**NATIONAL SECRETARIAT**  
**UNIVERSITY TEACHERS ASSOCIATION OF GHANA**

22<sup>nd</sup> February 2022

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**TEMPORAL SUSPENSION OF UTAG STRIKE ACTION**

Good morning, ladies and gentlemen of the Press.

The National Executive Committee (NEC) of UTAG is grateful to you for coming to cover our press conference.

This press conference has become necessary to provide you with updates on the UTAG Strike Action.

You may recall that UTAG members in its fifteen (15) Branches withdrew teaching and related services indefinitely on Monday, 10<sup>th</sup> January 2022. This strike action hinged on the poor Conditions of Services of University Teachers, negotiations of which commenced in 2018. Although some progress has been made in some aspects, the key areas, which go to the core of the Conditions of Services, have seen little or no progress and it appears there is no end in sight anytime soon, whilst our members continue to wallow in worsening economic conditions.

Ladies and Gentlemen of the Press, you may recall that the Interim Market Premium (IMP), which was instituted following the implementation of the Single Spine Pay Policy got frozen, per a Government White Paper, in 2013, for the purpose of conducting of a Labour Market Survey to determine a Market Premium payable to workers deserving of it. However, this determination has not been made, which has resulted in the erosion of the University Teacher's salary. There was the hope that by completing and implementing the 2019 Labour Market Survey (LMS) Report, a review of the IMP would have put the University Teacher on a relatively good salary stead.

Regrettably, the recommendations of the 2019 LMS Report without any accompanying technical report on the implementable Market Premium is meaningless to UTAG as it does not address the pertinent issues of improved Conditions of Service.

UTAG, therefore, embarked on this strike action to press home the demand for the restoration of the Interim Market Premium Allowance of University Teachers to the 2013 levels of 114% of the Basic Salary.

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During this strike action, UTAG held several meetings with the Employer and other stakeholders in tertiary education in Ghana. These meetings include:

1. University Students Association of Ghana: 13<sup>th</sup> January 2022
2. Vice Chancellors, Ghana: 19<sup>th</sup> January 2022
3. Ministry of Education: 20<sup>th</sup> January 2022
4. Graduates Students Association of Ghana: 31<sup>st</sup> January 2022
5. Ministry of Education: 8<sup>th</sup> February 2022
6. Ministry of Education: 10<sup>th</sup> February 2022
7. University Students Association of Ghana: 15<sup>th</sup> February 2022
8. Parliamentary Select Committee on Education: 17<sup>th</sup> February 2022

In all of these meetings, UTAG was called upon to suspend the strike action and return to the table to negotiate.

Ladies and Gentlemen, the NEC of UTAG held an Emergency Meeting on Monday, 21<sup>st</sup> February 2022 at the University of Professional Studies, Accra (UPSA) to deliberate on the way forward regarding the withdrawal of teaching and related services on the various campuses of the Public Universities.

Following this, members evaluated the entire strike action with the aim of reaping the full benefit of improving the Conditions of Service of its members. The NEC of UTAG also considered the impact of our industrial action on our students and the appeals from:

1. Student groups like NUGS, USAG, and GRASAG;
2. the general public, especially parents and respected eminent leaders including former President J. A. Kufour, Chancellor of University of Mines and Technology, Tarkwa, and Sir Sam Jonah, Chancellor of University of Cape Coast, and the National Security Minister, on behalf of the President; and
3. the Parliamentary Select Committee on Education.

Ladies and Gentlemen, at the end of the meeting, the NEC of UTAG resolved to heed to the pleas of the eminent leaders, the Parliamentary Select Committee on Education, and other stakeholders to temporarily suspend the strike action up to 4<sup>th</sup> March 2022 to engage with the Employer.

We, therefore, call on the Government to take advantage of this window to help improve the salary and general working conditions of the University Teacher. Lastly, we call on Government to see to the implementation of the several agreements that have been signed in recent times.

We call on all members to rally behind leadership and remain calm and resolute at this important phase in our history. At many forums, the Employer has agreed with stakeholders that there is the need to improve the Conditions

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of Service of University Teachers. Thus, we are cautiously optimistic that the Government will do the needful to improve the working conditions of the University Teacher.

We know that Government has not fulfilled its part of the bargain in many signed agreements in the recent past. However, with the involvement of the Parliamentary Select Committee on Education and other eminent persons, we expect that Government will carry through its promises this time round. We will, however, not hesitate to resume the suspended strike action should Government renege on its commitments at the end of the stipulated period of negotiations.

Thank you very much.