

SENIOR STAFF ASSOCIATION-UNIVERSITIES of GHANA



SSA-UoG
UDS Branch
P.O. Box TL 1350, Tamale
Email: ssauoguds@gmail.com



5th May, 2022

The Executive Secretary

National Labour Commission, Accra

INTENTION TO EMBARK ON AN INDEFINITE INDUSTRIAL STRIKE

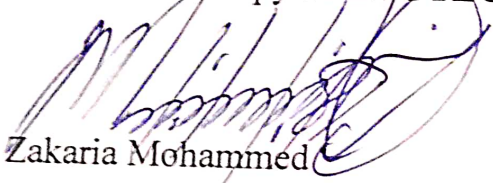
The Executive Council of the Senior Staff Association-University for Development Studies, Tamale, shall embark on an indefinite industrial strike on **Thursday May 12, 2022**.

This follows:

1. The University's Management failure to respect and implement the prudent professional recommendations of the Ghana Tertiary Education Commission (GTEC), on the concerns of Senior Staff Association, in relation to qualifications requirements for progression and upgrading to Senior Member Grade, contained in a letter dated, December 24, 2021.
2. Capricious and whimsical applications of administrative rules by some heads within the University.
3. Unprovoked, unprofessional, intimations, undesirable frustrations and attritions leading up to series of regrettable, unfortunate and painful resignations born out of deep seated psychological trauma and emotions by some members of the Senior Staff cadre, with huge institutional memory and experiences.
4. Delays in attending to promotion applications, corresponding to successful interviewee and withholding of the issuance of promotion appointments of some members of the Senior Staff in an inexplicably bizarre circumstances.
5. Failure to apply Notion Date to successful Senior Staff interviewee, as done to Senior Members.
6. Lack of coordination and cooperation between Management and Union leaders, coupled with threats against Union Executives with the highest form of impunity, watering down the mouthpiece inalienable right bequeathed to us by the Labour Act, (Act 2003) of the Republic of Ghana.

We hereby serve notice, that if by **Wednesday, May 11, 2022**, these concerns are not fully and properly investigated and addressed, we shall declare an indefinite Strike against our Management.

Attached is a copy of the **GTEC** letter for your perusal.



Zakaria Mohammed
(Chairman, SSA-UoG, UDS, Tamale)
0243841460

Distribution:

The Hon. Minister, Ministry of Education

The Hon. Minister, Ministry of Employment and Labour Relations

The Director General, GTEC

Chairman, University Governing Council, UDS, Tamale

Vice-Chancellor, UDS, Tamale

Pro-Vice Chancellor, UDS. Tamale

Registrar, UDS, Tamale

The Chairman, Vice- Chancellors Ghana (VCG)

National Chairman, SSA-UoG

GHANA TERTIARY EDUCATION COMMISSION GTEC

In case of reply, the
number and date of
this letter be quoted

My Ref No.....

Your Ref No.....



P.O. Box MB 28
Accra - Ghana

Tel; +233-30-7001666
+233-20-9989414
+233-20-9989413

www.gtec.edu.gh
info@gtec.edu.gh

December 24, 2021

The Chairman,
Vice Chancellors Ghana
Accra

Dear Sir,

CONCERNS OF SENIOR STAFF ASSOCIATION - UNIVERSITIES OF GHANA (SSA-UoG) ABOUT QUALIFICATIONS REQUIREMENTS FOR PROGRESSION AND UPGRADING TO SENIOR MEMBER GRADE

The Ghana Tertiary Education Commission (GTEC) granted audience to the Executives of the Senior Staff Association – Universities of Ghana (SSA-UoG) on October 5, 2021 at the request of the Association. At the meeting, the Association presented what they described as challenges and frustrations with the manner in which issues relating to progression of staff in this group and their requests for upgrading to senior member grade are handled in the various public universities. These challenges, it would appear, are particularly prevalent in one or two universities.

The Ghana Tertiary Education Commission (GTEC) took a serious view of the concerns expressed, given the implication for staff morale. More importantly, however, GTEC is concerned that a number of the "problematic" decisions or rules cited in relation to staff progression and upgrading, allegedly, are attributed to the GTEC.

On the Recognition of Certificates, the Association expressed concerns that some universities refuse to accept certificates obtained by staff through further studies from *sandwich, distance or parallel programmes*. The universities specifically demand certificates from *regular full-time programmes* of study, ostensibly, because that is supposed to be a GTEC requirement for promotion of Senior Staff. Ironically, the refusal to admit certificates from *sandwich, distance and parallel programmes* extends to the universities' own programmes.

Please be advised that it is not GTEC policy that certificates from *distance, sandwich and parallel* programmes are ineligible for the purposes of promotion of Senior Staff. Secondly, the practice raises serious concerns about the quality and credibility of those programmes. It is important to note that *sandwich, distance and parallel* programmes are merely delivery modes which are not expected to lead to certificates any less credible than those from *regular full-time* programmes. Where programmes of a particular university are affected, it would appear that the university does not have confidence in the quality and standard of its own programmes. While GTEC reserves for itself the discretion to conduct academic audit of the programmes, it is strongly advised that universities involved in the practice put a stop to it or provide the necessary justification.

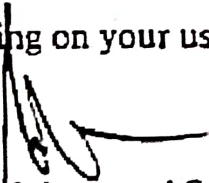
On the matter of upgrading of Senior Staff to Senior Member grade, or even for promotion within the same staff category in some instances, it was reported that some universities

demand the acquisition of a *research master's degree* as a prerequisite. The SSA-UoG also lamented the denial of promotion to staff graduating with 3rd Class and Pass by some universities. In addition to the above, concerns were also expressed about the general lack of opportunity for upgrading to Senior Member grade. This was attributed to the universities tying upgrading to constraints posed by "the establishment" and availability of vacancies in the Senior Member grade.

Kindly take note that GTEC does not require non-academic Senior Staff, or indeed non-academic Senior Members to have "research master's" qualifications. That requirement is for the meantime applicable only to Academic Senior Members. Furthermore, whereas the reported approach to 3rd Class and Pass certificate holders, and making the upgrading of Senior Staff contingent on availability of vacancies in the Senior Member grade, may have some basis, it is important also to do so in the right context. The context is that there is no fixed establishment as such in the university setting, especially when a distinction is drawn between office holding positions for Senior Members and Senior Members by grade or rank. Also, where staff obtain certificates with 3rd Class or Pass, the perceived weakness may be mitigated by a specified number of post-qualification working experience.

These concerns of the SSA-UoG and our observations are being referred to Vice Chancellors Ghana (VCG) for your kind consideration and necessary action. It shall be deeply appreciated if the processes and requirements in contention are reviewed to ensure consistency with GTEC norms and to facilitate the progression and upgrading of Senior Staff in all public Universities.

Counting on your usual cooperation.



Prof. Mohammed Salifu
(DIRECTOR GENERAL)

Cc: The President
SSA-UoG
University for Development Studies
Tamale