FOLLOWING NEGOTIATIONS HELD BETWEEN TEACHER UNIONS AND THE GOVERNMENT TEAM HELD AT THE MINISTRY OF EMPLOYMENT AND SOCIAL WELFARE ON FRIDAY 11TH MARCH, 2011

The negotiating parties were made up of the Ghana National Association of Teachers (GNAT), the National Association of Graduate Teachers (NAGRAT) and Teachers and Educational Workers' Union (TEWU) of TUC on the one part and the Government Team made up of The Honourable Ministers of Finance and Economic Planning, Employment & Social Welfare, and Education, and the Ghana Education Service (GES), Controller and Accountant-General's Department (CAGD) and the Fair Wages and Salaries Commission (FWSC) on the other part.

The parties recall that following the migration of Ghana Education Service staff from the Ghana Universal Salaries Structure (GUSS) to the Single Spine Salary Structure (SSSS), there were complaints of errors in the migration process and some sections of teachers felt dissatisfied with the levels of enhancement of their salaries even after the migration.

The parties also recall that deliberations between the Government Team and Teacher Unions namely GNAT and NAGRAT ensued thereafter amidst declarations of strike actions by different groupings of teachers in several regions culminating in a declaration of a general strike action by NAGRAT beginning Tuesday, 8th March, 2011.

The parties further recall that deliberations at their meeting held on Wednesday, 9th March 2011 resulted in two agreements, namely;

a. An agreement that technical errors occurred in the process of migration from GUSS to SSSS and that Ghana Education service (GES) and the Controller and Accountant-General's Department (CAGD) should take urgent steps to correct the errors.

b. That Government, in keeping with its commitment to attract and retain more teachers into the teaching profession, agreed to institute a new "Teachers Retention Premium" for teachers.

The parties recall that there was an agreement to meet today, Friday 11th of March 2011 to conclude negotiations on the quantum of the “Teachers Retention Premium” and resolve any other matters.
The parties, in fulfillment of the commitment to negotiate, having engaged in negotiation have agreed on the following:

(1) Government has agreed to give all teachers of the Ghana Education Service (GES) a “Teachers Retention Premium” of Fifteen percent (15%);

(2) This Premium shall be enjoyed by all professional and non-professional teachers of the Ghana Education Service (GES) and not just the professional teachers alone as prevailed in previous arrangements;

(3) In addition, certain categories of the non-teaching staff of GES who are members of the Teachers and Educational Workers Union (TEWU) of TUC whose job functions provide critical support to teaching and learning such as Laboratory Technicians etc, shall also enjoy the Premium;

(4) The implementation of the agreed Premium shall take immediate effect, i.e. 11th of March 2011;

(5) Government has set up a Technical Committee to correct the errors. This Committee is made up of representatives of the following agencies, organizations and institutions:

(a) GES
(b) GNAT
(c) NAGRAT
(d) CAGD
(e) FWSC
(f) TEWU

This Technical Committee shall ensure that the errors are corrected.

(6) A roadmap for the consideration of categories 2 & 3 allowances, meant for all public services employees, will be circulated on 15th March 2011.

DATED AT THE MINISTRY OF EMPLOYMENT AND SOCIAL WELFARE, ACCRA THIS 11TH DAY OF MARCH, 2011.

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JOHN NYOAGBE
DEPUTY GENERAL SECRETARY
GHANA NATIONAL ASSOCIATION OF TEACHERS (GNAT)

…….
STANISLAUS P. NABOME
GENERAL SECRETARY
NATIONAL ASSOCIATION OF GRADUATE TEACHERS (NAGRAT)

……
PETER K. LUMOR
NATIONAL CHAIRMAN
TEACHERS AND EDUCATIONAL WORKERS' UNION OF TUC

……
GEORGE SMITH-GRAHAM
CHIEF EXECUTIVE
FAIR WAGES AND SALARIES COMMISSION (FWSC)

WITNESSED BY:…….
HON. ENOCH TEYE MENSAH, MP
MINISTER OF EMPLOYMENT AND SOCIAL WELFARE