

Colleges of Education Teachers Association of Ghana

cetag

BANKER: Ghana Commercial Bank
Ministries Branch, Accra

Our Ref:

CETAG/PRESS/No.1.24b



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C/o Atabubu College of Education
Post Office Box 29
Atabubu - Bono East Region
Email: cetag20152gmail.com

Your Ref:

13th August 2024

For Immediate Release: All Media Houses & Outlets

TWISTING OF FACTS ON CETAG STRIKE BY GOVERNMENT

The ongoing strike action by the Colleges of Education Teachers Association of Ghana (CETAG) is taking a dramatic turn with the Executive Secretary of the National Labour Commission (NLC) and the Hon. Minister for Education making some statements which are calculated at twisting the facts on the matter.

First of all, the Executive Secretary of NLC has been making wild allegations in the media of late to create an impression that CETAG members were unreasonable and that the Union was making the work of the Commission difficult. The assertion by the Executive Secretary of NLC is erroneous because the current strike action was caused by the inaction of his Commission for failing to take concrete steps since 2nd May 2023 to enforce its compulsory arbitration award in favour of CETAG. It will be recalled that on 6th November 2023, NLC replied to a letter CETAG wrote to the Commission requesting for enforcement of the compulsory arbitration award after Fair Wages and Salaries Commission (FWSC) has failed to comply with the directive of the Commission for the second time in October 2023. In the reply letter (**copy attached**), the Commission assured the Union that it had referred the non-compliance of FWSC with the compulsory arbitration award issued on 2nd May 2023 to its Legal Department for necessary action but the Commission never went to the High Court for enforcement as stipulated in section 172 of the Labour Act, 2003 (Act 651) for over eight months leading to the ongoing strike.

Secondly, the Executive Secretary of NLC made a statement that CETAG had refused to call off our strike in contempt of a court order. Unfortunately, that statement by the Executive Secretary is completely false because since CETAG declared our indefinite strike on June 14, 2024, no court has ordered the Union to call off our strike which the Union has defied. The fact is that the NLC which is the body mandated to determine whether a strike is legal or illegal has not been able to make any pronouncement on the legality of the ongoing strike action by CETAG as at today 13th August 2024. As we speak, the Commission's interlocutory injunction case filed against CETAG at the Labour High Court in Accra has been adjourned sine die. Apart from that the Commission's application at the Labour High Court for enforcement of its compulsory arbitration award on behalf of CETAG has not been heard since 26th June 2024 due to FWSC's failure to appear at the court on three different occasions.

NATIONAL PRESIDENT: Mr. Prince Obeng-Himah (0203811964 / 0244891154)

AG. NATIONAL SECRETARY: Mr. Thomas Ampomah (0244036146)

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Another twist of facts regarding the ongoing strike action by CETAG is what the Hon. Minister for Education granted interviews to some media houses to say that CETAG signed a Memorandum of Agreement (MoA) with the Government but has refused to call off our strike action. With all due respect to the Hon. Minister, the National Council of CETAG never approved of the signed MoA and the Union has written to the Ministry and all the other stakeholders assigning reasons for the disapproval. It is worth noting that the Hon. Minister who is now accusing leadership of CETAG for dishonouring the recent MoA has also in recent past dishonoured his own letter of assurance dated 7th December 2022 and a communiqué he signed on 16th December 2022 to persuade CETAG to call off a similar strike. If anything is to go by the Hon. Minister's signature on those two documents carries weight than the signatures of CETAG leadership which was subject to approval by the National Council of the Association.

Finally, it important to let the public know through the media that as at today Tuesday, 13th August 2024, the Government is yet to comply with the outstanding compulsory arbitration award. CETAG is yet to be invited to monitor the purported migration exercise ongoing at the Ghana Tertiary Education Commission (GTEC). So far, no single college has been migrated unto the public university pay structure and paid per the staff rationalization audit report issued in September 2023 and the compulsory arbitration award. The Government has not paid the one-month salary as compensation for all-year-round work done in 2022 to any single entitled staff. In fact, the top-up of research allowance for 2023 which is the least among the arbitration award is yet to be fully honoured. Lastly, there is no indication by GTEC to halt the unilateral variation of office holding allowance which has made some members worst off.

Conclusively, it is very obvious from the foregoing that Government has not made any strong commitment in resolving the ongoing CETAG strike. The only thing Government is doing is to frustrate CETAG to call off its legitimate strike so that the Employer can get its peace of mind to sleep over the compulsory arbitration award which has been pending since 2nd May 2023. Until the Government provide concrete evidence of implementation by way of payments to our members, the Union cannot trust the very Government which has misled us in calling off three different strike actions regarding the same matter in recent past. CETAG cannot embark on another strike over this same matter again so the Government must do the needful to restore the normalcy in the academic space of the 46 public colleges of education. Enough is enough!

ALUTA CONTINUA!

NATIONAL PRESIDENT: Mr. Prince Obeng-Himah (0203811964 / 0244891154)

AG. NATIONAL SECRETARY: Mr. Thomas Ampomah (0244036146)



NATIONAL LABOUR COMMISSION



REPUBLIC OF GHANA

Private Mail Bag
Ministries, Accra Ghana

Tel: 233-21 238737 / 238345

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Our Ref: NLC/C-418/015/023/920

Your Ref:

Date: 6th November, 2003

THE NATIONAL PRESIDENT
CETAG

ATTN: MR. PRINCE OBENG-HIMAH ✓
020381194 / 0244 891 154

RE: WITHDRAWAL OF SERVICES DUE TO FAILURE OF THE GOVERNMENT TO COMPLY WITH THE NATIONAL LABOUR COMMISSION'S ARBITRAL AWARD ORDERS

We write to acknowledge receipt of letter dated 31st October, 2003 received from the Colleges of Education Teachers Association of Ghana (CETAG) on the above subject matter.

The National Labour Commission writes to advise CETAG that the Arbitration Award has been referred to the Legal Department for enforcement.

The Union is therefore advised to stay any industrial action and allow the legal processes to ensue.

By copy of this letter, the Legal Department of the Commission is accordingly advised.

B.W.2

DR. BERNICE A. WELBECK
DIRECTOR, ADMIN/HR
for: EXECUTIVE SECRETARY

Cc:

THE HON. MINISTER
MINISTRY OF EDUCATION
ACCRA

THE HON. MINISTER
MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS
ACCRA

Location: Former Ghana Olympic Committee Building, (5th Floor) adjacent to the Ridge Hospital. EMAIL: info@nlcgh.com

M.I

THE CHIEF EXECUTIVE
FAIR WAGES AND SALARIES COMMISSION
ACCRA

THE ACTING DIRECTOR GENERAL
GHANA TERTIARY EDUCATION COMMISSION (GTEC)
ACCRA

AG. NATIONAL SECRETARY
CETAG
ATTN: MR. THOMAS AMPOMAH
0244 036 146

THE DIRECTOR, LEGAL
NLC
ACCRA



**MINISTRY
OF
EDUCATION**

P.O.Box M45, Ministries – Accra
Digital Address: GA-111-6780

Kindly quote this number and date on all correspondence

My Ref No _____

Your Ref No _____

Date _____

7th December 2022

The President
CETAG
Atebubu

Dear Sir,

Re: Appeal to call off strike action

Following the meeting held with the leadership of CETAG on Monday, the 5th of December 2022, I reiterate the plea for the strike to be called off for further discussions on the following;

1. The effective date for the implementation of the conditions of service
2. The generic allowances
3. Compensation for All Year Round Work
4. Determination of a Road Map for the staff audit.

As agreed, a meeting of all stakeholders shall be called immediately the strike is called off to resolve the issues within two weeks.

Hon Dr Yaw Osei Adutwum, MP
Minister for Education

cc: The Hon Minister, Ministry of Labour and Industrial Relations
The Hon Deputy Minister of Finance
The Hon Deputy Ministers, MOE
The DG, GTEC
The CEO, Fair Wages and Salaries Commission
The Chief Director, MOE

COMMUNIQUE

At a meeting held between **The Government Team** represented by the Fair Wages and Salaries Commission (FWSC), Ministry for Education (MoE), Principals Conference (PRINCOF) and Ghana Tertiary Education Commission (GTEC) (hereinafter called **The Employer**) of the one part and the **Colleges of Education Teachers Association of Ghana, CETAG** (hereinafter called **The Union**) of the other part, on the 16th of December, 2022, at the Ministry of Education, agreed as follows:

1. The parties having discussed in utmost good faith with each other, hereby agree that the following three (3) outstanding issues are yet to be resolved:
 - Effective date of Conditions of Service
 - Vehicle Maintenance Allowance, Security and Sanitation Allowance and Electricity Subsidy
 - Payment of compensation for All-Year-Round Work
2. The parties shall engage within two (2) weeks after the suspension of the strike by CETAG and that the strike shall be suspended upon signing this agreement.

In witness whereof, the Parties engaged in the discussion herein have set their names, hands and seals to this agreement on the 16th day of December, 2022.



Benjamin Arthur (Ing)
Chief Executive, FWSC



Mr. Prince Obeng-Himah
National President, CETAG




Hon. (DR) Yaw Osei Adutwum (MP)
Minister for Education



Mr. Thomas Ampomah
Ag. National Secretary, CETAG

Witness



Harriet Naki Amul
Executive Secretary, PRINCOF

DATED THIS 16th DAY of DECEMBER, 2022