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27th September, 2022

THE DIRECTOR-GENERAL

GHANA EDUCATION SERVICE

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ACCRA

GRIEVANCES ARISING OUT OF CONDITIONS AND SCHEME OF SERVICE

Following our discussions on certain pertinent issues which borders on our Collective Agreement, August 2020, signed between the Ghana Education Service (GES) on one hand and the Teacher Unions on the other, and subsequent to the understanding for us to work together as social partners to resolve them, we wish to state as follows:

Application for Promotion for Teaching Staff

The Teacher Unions (GNAT, NAGRAT and CCT-GH) will like to express our profound gratitude and appreciation to you and your entire team for your positive and speedy response by correcting the promotion year from 2017 to 2018 to reflect the required number of years (4 years) in the grade, as enjoined by our Conditions of Service.

We, however, wish to remind you of the following outstanding issues:

1. Payment of Continuous Professional Development (CPD) allowance

If you will recall, the Teacher Unions officially wrote to you on the 12th of September 2022 to remind you of the 2022 Continuous Professional Development (CPD) allowance, for Teaching Staff of the Ghana Education Service (GES), as enjoined by Section 16 of our Collective Agreement. We once again, will like to remind you to ensure that the CPD Allowance is paid before the end of 31st December 2022.

2. Grievance arising out of Promotion to the Grade of Director I & II

In our last meeting, it was noted that promotion in the Ghana Education Service (GES) shall be made according to merit and in accordance with the Scheme of Service. It was also, observed that in determining an individual's claim for promotion, account shall be taken of qualification, experience, efficiency, seniority, sense of

responsibility, initiative, general behaviour and where relevant, the powers of leadership, expression, and requisite attendance of in-service training course, as enjoined by the Collective Agreement. Unfortunately, the disturbing issue is that, *availability of vacancy in the promotion grade is the key determinant*. This is creating disaffection, unbearable frustration, and irreparable damage to career progression within the Service, with its dire effects on pensions/retirement. We wish to state that the principles for promotions on the Senior Ranks, same should apply to the Grade of **Director I & II**. We therefore, call on the GES to ensure that, moving forward, promotions to **Director I & II** should not be based on vacancies but as in the Senior Ranks, Teachers who qualifies should be promoted to these ranks whilst they remained as Teachers in the classroom and put on the relevant scale.

3. Grievance arising out of Payment of Allowance to Teachers in Deprived Communities

The Ghana Education Service (GES) has since 2009 sinned against the provision of the 2009 Collective Agreement between the GES and the Teacher Unions in the Education Service, which enjoins the GES in Section 18.3 to pay allowances based on a percentage of monthly gross salary to teachers posted to areas designated as deprived. The Collective Agreement was renewed in August 2020, with a promise that the issue would be resolved. Unfortunately, two years now, it has not been done. We once again, will like to remind you to ensure that the Committee's work is completed and *Payment of the Allowance to Teachers in Deprived Communities* effected before the end of 31st December 2022.

4. Lower Ranks Promotion and Related Matters

Another concern is the *Lower Ranks Promotion and Related Matters*, inasmuch as the Teacher Unions acknowledge and notes the efforts being put in place to ensure that all the affected teachers are promoted, it can never compensate the irreparable damage to the career progression of the affected teachers. It is worrying, unacceptable and should not be tolerated to the extent that, a teacher who has successfully passed his promotion in 2015 till date (2022) has not been put on scale or effected. It is irritating and provocative with the potential of disturbing the industrial peace given the time teachers had to wait before their legitimate promotion is effected. We once again, will like to remind you to ensure that the *Lower Ranks Promotion and Related Matters* are resolved before the end of 31st December 2022.

5. Review of the 2020 Collective Agreement between the GES and the Teaching Staff within the GES

Pursuance to Section 4.1 of the 2020 Collective Agreement between the GES and the Teaching Staff within the GES, which provides that the duration of this agreement shall be three (3) years and subsequent to Section 41.1 which enjoins the parties to review the Collective Agreement every three (3) years, we hereby wish to serve notice of our intention to seek review of the 2020 Collective Agreement.

6. National Teaching Council CPD POINTS

It is sad to note that today, on daily basis, teachers and for that matter the teaching profession is confronted with all kinds of Continuous Professional Development at exorbitant fees with the tacit support of some GES Staff who compel teachers under duress or threats to attend. This is therefore a call to action, to sanitize the Continuous Professional Development environment to curb the consistent exploitation, intimidation and undue pressure from some GES Staff.

We anticipate a quick response to these issues.

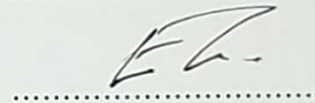
Thank you.

THOMAS T. MUSAH, GENERAL SECRETARY, GNAT



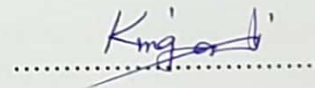
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ANGEL CARBONU, PRESIDENT, NAGRAT



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KING ALI AWUDU, PRESIDENT, CCT-GH



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