
**INDUSTRIAL AND COMMERCIAL WORKERS UNION
(ICU AND PMSU), GHANA**

December 29, 2021.

The Director General

SSNIT Pension House

Accra Central

Respectfully Sir,

PETITION: REMOVAL OF CEO DUE TO MISMANAGEMENT.

1. Reports of continued losses by management for the past 5 years as a result of
 - i. Some bad decisions taken by the CEO on procurement without regard to the technical advice from HOD which has currently cause financial loss to the hotel examples are:
 - ✚ Renovations of Homowo conference centre (Adae kesie) this was mismanaged and eventually the roof could not be erected due to lack of due diligence. La-Palm staff had to sacrifice for their two months' pay to be put on hold for the funds to be used to temporally fix the mess at Adae kesie by the hotel maintenance team to be able to use the place for the Christmas festivity to generate some revenue for the hotel which was lost for over a year due to closure of the conference centre in the name of renovations where monies were paid to contractors but works still not completed.
 - ✚ Ghanaian village restaurant renovations (Thatch roof and electrical works), though the CEO was advised against this due to its capital-intensive nature and other things that needed to be considered, however this fell on deaf ears. The Thatch still leaks when it rains together with electrical shocks at the restaurant though the place was rewired and staffs are continuously endangered due to this.
 - ✚ Purchase of substandard air conditions which is not conducive for the environment.
 - ii. Direct interference by the CEO on the hotel operations e.g.
 - ✚ The CEO'S brother used the hotel's facility and checked-out with an unpaid bill of **GHC 36,383.00** to the hotel. This has been brought to the attention of the CEO but this has been ignored.
 - ✚ Some bookings not going through the Property management system paving ways for system manipulation and loss of revenue which cannot be accounted for.
 - iii. Excessive discounts and complementary approvals by the CEO, eg

- Akosua Nuamah wedding for 400 guests at a discounted cost from an already discounted amount of GHC 30,000.00 to **GHC18, 000.00** in 2018. This discount was after the first staged demonstration which demanded that she pays that outstanding amount which had not been paid long after the event had been held.
 - Still Waters Technology, a business booking the CEO brought to the hotel which was successfully hosted by the hotel has still not been paid for till date. The cost is **GHC32,321.00**
 - Ghana Jamaica Homecoming / Broadway, a business booking the CEO brought to the hotel which was successfully hosted by the hotel has still not been paid for till date.
 - There have also been events hosted by the CEO where the hotel beverages are used and later the food and beverage manager instructed by the CEO to replace them by purchasing the drinks from the market at reduced prices, when the hotel could have sold them to the guest to generate significant amount of revenue for the Hotel.
 - The CEO recently held the funeral of her late mother at the hotel at discounted cost and issued a cheque of GHC15,000.00 as payment however after the funeral she's instructed the cheque should not be presented to the bank.
2. Management style of operation which has hampered productivity of the hotel and currently nearing collapse. i.e. (indiscriminative transfer of staff without recourse to qualification and experience). Staff are promoted and transferred based on CEO' personal preference as opposed to proven record of hard work and laid down procedure. This mismanagement has currently dropped the standard of the hotel from a four (4) star hotel to a 3 star from the time she took office to date.
 3. The CEO and her staff are on full salary though her office does not generate any revenue for the hotel whiles staffs that generate revenue for the hotel have been put on 50% salaries which are even being paid in arrears.
 4. Arbitrary salary increments for some favourite staff of the CEO without following due process i.e., appraisal committee report not being implemented to the latter since 2018, only specific portions that favours some favourite staff was implemented. These issues were brought to the attention of the past board chairman through ICU who subsequently directed the CEO to reverse it but this fell on deaf ears. Currently there hasn't been any form of

staff appraisal since 2018 to date.

No	Staff	Previous Salary (Take Home)	Current Salary (Take Home)	Difference in terms of Percentage
1	Staff A	1,378.50	4,936.48	147.419% increase
2	Staff B	2,941.57	5,840.02	98.534% Increase
3	Staff C	1,522.14	3,079.98	102.345% increase
4	Staff D	1,359.99	2,679.98	88.889% increase
5	Staff E	3,116.94	3,888.23	24.745 % increase

5. Serious backlog on statutory payments of staff that hasn't been paid,
 - ✚ SSNIT tier 1 has not been paid from May 2019 to date,
 - ✚ Glico Tier 2 has not been paid from May 2019 to date.
 - ✚ Employee End of service benefits scheme not been paid from May 2019 to date.
 - ✚ Employee Deposit Administration scheme has not been paid from May 2019 to date, hence running the fun into losses. (These statutory payments have a long-term impact on staff future. Aside the long-term impact, it was insinuated by the CEO that staff fall on this investment during this covid-19 period, when these investments are not been paid and therefore have accrued virtually no interest.
 - ✚ About 80% resigned and retired staff end of service benefits are still in arrears since 2019, some have even died without enjoying the fruits of their labour.
6. Non-compliance with collective bargaining agreements, i.e., some groups of staff are treated differently without recourse to the collective agreement provisions.
7. Non-implementation of memorandum of understanding (MOU) from SNC meetings.
8. The current state of the hotel is worrying Sometime in January 2020, management presented some critical needs to SSNIT which we received information that approval has been given by SSNIT however the funds have been mismanaged by the CEO and her Personal assistance who award the contracts and sign cheques though there is a Chief financial officer from SSNIT (CFO) and an accounts officer in the office.
9. Since 2018, there has not been a working budget, marketing plan or strategy to run the business of the hotel and the current state of the hotel is worrying i.e.; the facility is deteriorating.

10. Finally, the contract of the CEO expired since August 2021, this was extended to November 2021 by the board, as we write this petition the CEO has requested for another 3 months extension i.e., February 2022 which suggest that she has refused to hand over and go.

It is our hope that as the director general of SSNIT your timely intervention on the above issues raised will be your topmost agenda to salvage the pensioners fund of which we are all stakeholders which has been used to build this magnificent edifice and not allow it to collapse for staff to lose their jobs and livelihood under your watch.

Counting on your usual co-operation.

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Your Sincerely

Mary Attoh (Local Union Chairman)

*CC: General Secretary – ICU-Ghana
Deputy General Secretary (Ops) ICU-Ghana
Director, PMSU Department, ICU-Ghana
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