



---

## **Re: Termination of the Implementation of Office Holding Positions in Public Universities and Notice of Industrial Action**

---

The Director General,  
Ghana Tertiary Education Commission (GTEC)  
Accra.

11-07-2023

On the 16<sup>th</sup> of June 2023, the University for Development Studies (UDS) wrote a letter to all Deans and Directors to effect the implementation of Office Holding Positions in Public Universities and the cancellation of some offices/positions. This directive was in response to implementing the May 22<sup>nd</sup>, 2023, letter by the Ghana Tertiary Education Commission (GTEC) on this subject.

Members of the University Teachers Association of Ghana, UDS (UTAG-UDS) and the Ghana Association of University Administrators (GAUA) of UDS have observed that:

- This exercise of cancellation of positions was reached without recourse and consultations with the members of Public University Unions across the country, who are critically affected by these unilateral decisions.
- We also observed, with disturbance, that some of these positions offered for cancellation were negotiated for as part of the payroll allowances.
- We observed the controlling, micromanaging behaviours and 'headmaster' act of GTEC regarding the public universities' day-to-day administration and academic autonomy system, which members will resist.
- We observed the worrying attempts by GTEC to subtly implement the Public Universities Bill (PUB) that key stakeholders of higher education in Ghana rejected. Indeed, GTEC's actions are increasingly threatening the autonomy of public universities, as it undermines the various university councils, making them redundant and powerless. This is an unhealthy development.
- We know that parts of the rejected PUB are being implemented through the backdoor using the GTEC law. This is a threat to the autonomy of public universities and an attack on academic freedom.

- Knowing each University's uniqueness and using equivalent titles and positions for members to perform the same functions as in all universities have been the conventions and practices for the harmony of operations under different University structures over the years.

Following these, we request an immediate **STOP** to the implementation process of this unilateral and non-consultative decision of GTEC and, by extension government.

Members of the Unions are by this letter serving a notice to GTEC, NLC, FWSC, Ministers of all the relevant Ministries and the government that failure to **STOP** this implementation, members will embark on an indefinite strike/industrial action from the 28th of July 2023, in accordance with the Labour Act (2003) Act 651, until these concerns are addressed.

Dr. Felix Y. T. Longi  
President, UTAG-UDS

Dr Iddrisu Mahamadu Tanko  
President, GAUA-UDS



Dr. Eliasu Mumuni  
Secretary, UTAG- UDS

Ms Stephaney Adongo  
Secretary, GAUA-UDS



**Distribution:**

The Honourable Minister, Ministry of Education  
The Honourable Minister, Ministry of Employment and Labour Relations  
The Honourable Minister, Ministry of Finance  
The Chief Executive Officer, Fair Wages and Salaries Commission (FWSC)  
The Chief Executive Officer, National Labour Commission (NLC)  
The Vice Chancellor, University for Development Studies (UDS)