



GAUA/NS/UEW/114

23rd January, 2024

FOR IMMEDIATE RELEASE

See distribution.

Dear Sir,

DECLARATION OF STRIKE BY THE GHANA ASSOCIATION OF UNIVERSITY ADMINISTRATORS (GAUA)

At an emergency meeting of the GAUA National Executive Committee (NEC) held on 23rd January, 2024, it was decided that following government's failure to address the myriad of problems plaguing senior administrators in the public universities, and the penchant attitude of government agencies in handling issues affecting staff of the public universities, the Association hereby **declares an indefinite nationwide strike action effective Monday, 29th January, 2024.**

GAUA in its press release dated 19th January, 2024, lending solidarity to the Senior Staff Association–Universities of Ghana (SSA-UoG) strike, notified government on its intention to lay down its tools if it failed to show commitment to addressing issues plaguing the association and its membership, chief amongst which include:

- i. The arbitrary implementation of decisions on payment of Office Holding Allowances to some office holding staff in the public universities without the proper regulatory frameworks;
- ii. Non-payment of the tier-2 pension commitments by government;
- iii. Continued disparities in the single spine salary structure for university administrators;
- iv. Non-review of the Harmonized Allowances Schedule in public universities;
- v. Non-review of a directive of the NLC on an agreed allowance in the GAUA Collective Bargaining Agreement (CBA) addendum for IT professionals which was unilaterally stopped by GTEC at one NLC sitting;
- vi. GTEC's failure to specify criteria for promotion of university administrators who are required to submit professional documentation and reports, memos etc., and yet together with FWSC remain silent on the GAUA request for support for professional publications, etc.

It is unfortunate that two agencies of government namely the Ghana Tertiary Education Commission (GTEC) and the Fair Wages and Salaries Commission (FWSC) have over the years apparently worked to make the conditions of service of the university administrators worse off by unilaterally issuing obnoxious directives that are inimical to the wellbeing of the

administrators, showing total disregard for the conditions of service and negotiation machinery, and seeking to consistently erode the benefits of the administrators to their penury.

GAUA wishes to admonish GTEC and FWSC to respect the conditions of service and negotiated outcomes to preserve industrial peace in the public universities.

Our Demands

1. GAUA therefore demands the immediate suspension and cessation of the implementation of the GTEC-led decisions on office holding allowances of affected members, and calls for the restoration and refund of the said allowances to the affected members until such time a regulatory framework is employed.
2. GAUA demands an agreed schedule of stakeholder engagement meetings towards addressing all its concerns listed *supra*.
3. GAUA further demands that GTEC be cautioned to be circumspect and fair in dealing with university administrators on issues pertaining to staff development and career progression.

We also call on government and all stakeholders to immediately address the issues afore raised by finding a lasting solution to them to foster industrial harmony; failure of which could lead to consistent disruptions of the academic calendars on the various campuses of the public universities.

It is hoped that the smooth running of Ghana's public universities will be revered in a swift response of the government agencies to forestall disruptions in the academic calendar.


SURV. RICHARD AFRIYIE
GENERAL SECRETARY


DR. (MRS) BETH OFFEI-AWUKU
PRESIDENT

Cc: The Executive Secretary, National Labour Commission
Hon. Minister, Ministry of Education
Hon. Minister, Ministry of Finance
Hon. Minister, Ministry of Employment and Labour Relations
Director General, Ghana Tertiary Education Commission
The Chief Executive, Fair Wages and Salaries Commission
Chairperson, Vice-Chancellors Ghana
All Local Presidents and members of GAUA
All media houses