



8th January, 2024

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STATEMENT ON THE DECLARATION OF NATIONWIDE STRIKE ACTION

In reference to our letter dated 1st January 2024 captioned “**Declaration of Nationwide Strike**”, the National Executive Committee (NEC) of the Technical University Senior Administrators’ Association of Ghana (TUSAAG) makes the following statements:

1. That, the Vice Chancellors of Technical Universities of Ghana (VCTU-G) have met with the leadership of TUSAAG, and have agreed to implement the Roll Over provisions in our Conditions of Service. The VCTU-G has further issued a Resolution Memorandum to all Vice Chancellors in respect of the above;
2. That, the Management of Cape Coast Technical University has fulfilled their pledge by amending letters for the affected members to reflect Roll Over conditions, pursuant to the Resolution Memo. The NEC of TUSAAG has been notified of this effort;
3. That, the National Labour Commission (NLC) has summoned TUSAAG, the Minister of Education, the Minister of Employment and Labour Relations, FWSC, GTEC, the VCTU-G and other stakeholders to appear before it on Wednesday January 10, 2024. The Commission further advised TUSAAG to call off the strike action;
4. That, the Ghana Tertiary Education Commission (GTEC) has written to direct the Management of Technical Universities to “adhere” to the Roll Over provisions in our Conditions of Service
5. That the NEC and the National Council of TUSAAG have met to consider the above developments as progressive, but take exception to portions of the GTEC Correspondence.

Objection to GTEC's Disregard for Conditions of Service of Public Universities

While the NEC of TUSAAG appreciates the swift intervention made by the GTEC in facilitating the resolution of the impasse, we object to the attempt by the Commission to disregard our Conditions of Service or any portions of it, in the manner captured in *line 1 of paragraph 2 of the letter dated January*

4, 2024 (copy attached). The portion in the GTEC letter that “... **the Commission recognize that staff [of the Public Universities] are not entitled**” to the provisions in our Condition of Service, clearly indicates that the Commission does not regard our Conditions of Service (either as a whole or in part) as a working document, and that it can at any time alter, vary, review or set it aside completely. Indeed, by the nature of the January 4 2024 letter, the Commission decided to set our Conditions of Service aside, and introduce its own preconditions for the implementation of the Roll Over provisions therein.

The NEC of TUSAAG respectfully submits that the life of an existing Conditions of Service of Public Universities is not subject to discretion of the Commission. Further, the procedures for the review of, or amendment to our Conditions of Service do not include a Unilateral Declaration by the Commission. To want to declare a particular provision of an existing Conditions of Service for Public Universities a nullity, the Commission would be acting outside its Regulatory Function under the Education Regulatory Bodies Act, 2020 Act 1023 (as amended),

Consequently, TUSAAG rejects that portion of the letter that failed to recognize our Conditions of Service. The NEC further reiterates that the Conditions of Service is determined through negotiations between the Management of Public Universities (the employer) and the Unions who are registered under the Labour Act 2003 (Act 651), and the Labour Regulations 2007 L1 1833, and who act as representatives of the workers for all discussions related to employment conditions.

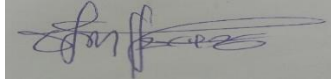
The NEC assures members in all the ten Technical Universities, that all the provisions in our existing Conditions of Service are still alive, and that they shall be protected with full force, to ensure that members are treated fairly, their rights are protected, and that they have access to the provisions of our Conditions of Service

The Strike Action

In view of the interventions made by the Minister of Education, Minister of Employment and Labour Relations, the GTEC, the FWSC and the commitment of the Vice Chancellors of Technical Universities of Ghana, to fully implement the Roll Over, the NEC of TUSAAG suspends the intended strike action with immediate effect.

The NEC calls for calm on all the affected University campuses, as we wait for the GTEC and the VCTU-G to firm up their commitment in dealing with the other outstanding issues indicated in our earlier correspondence.

Respectfully issued,



MR. JOSEPH MENSAH OTI-ASIRIFI (CMC, ChPA)

NATIONAL PRESIDENT, TUSAAG

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1. *The Hon. Minister of Education*
2. *The Hon. Minister of Employment and Labour Relations*
3. *The Director-General, Ghana Tertiary Education Commission*
4. *The Chairman, Vice Chancellors of Technical Universities, Ghana*
5. *All Vice-Chancellors of Technical Universities, Ghana*
6. *The Chief Executive Officer, Fair Wages and Salaries Commission*
7. *The Executive Secretary, National Labour Commission*
8. *All Local Chairmen, TUSAAG*
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