

PROFESSIONAL ASSOCIATION OF PSYCHIATRIC NURSES - GHANA

OUR VALUES

- Integrity
- Professionalism
- Transparency
- Teamwork
- Empowerment



Address: Post Office Box DL447
Adisadel, Cape Coast Ghana

Tel: +233 55 141 7444
+233 27 099 9022

Website: www.papng.org

Email: papngofficial@papng.org

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Your Ref:.....

PRESS STATEMENT

Professional Association of Psychiatric Nurses - Ghana Secures Injunction Against Implementation of Collective Agreement

Accra, 27th June 2024 – The Professional Association of Psychiatric Nurses - Ghana (PAPNG) is pleased to announce that today, the High Court of Ghana, Labour Division, has granted an ex parte injunction in our favour. This injunction halts the implementation of the collective agreement negotiated by the Ghana Registered Nurses and Midwives Association (GRNMA), which was set to commence on 1st July 2024.

Parties: This injunction was obtained against:

1. The Ghana Registered Nurses and Midwives Association
2. Fair Wages and Salaries Commission
3. The Controller and Accountant General
4. The Minister for Finance
5. The Attorney General

Effect of the Injunction: The court's decision effectively stops the implementation of the collective agreement that the GRNMA had negotiated without including PAPNG and the other unions such as the UPNMG in the process.

Basis of the Injunction The court's decision addresses the following key issues:

1. **Exclusion from Negotiations:** PAPNG was not consulted or invited to participate in the negotiation process, which is a violation of statutory requirements.
2. **Violation of Labour Regulations:** The actions of the GRNMA breached the Labour Regulations, 2007 (LI 1833), which mandate consultation with all relevant unions during collective bargaining.
3. **Adherence to Labour Act:** The Labour Act, 2003 (Act 651), which ensures inclusive and fair representation in collective agreements, was not followed.

This ruling is a significant victory for psychiatric nurses across Ghana. It upholds the principles of fairness and inclusivity in collective bargaining processes, ensuring that the voices of all relevant unions are heard and respected.

We remain committed to advocating for the rights and interests of psychiatric nurses and will continue to work towards ensuring fair and equitable treatment for all our members.

For further information, please contact:

Professional Association of Psychiatric Nurses – Ghana (PAPNG)

Tel: [0551417444]

Email: [papngofficial@papng.org]