

In case of reply the number
And the date of this
Letter should be quoted

My Ref. No. **GHOSPA/001/30**
Your Ref. No.....



BOX GP 2133
ACCRA

10th September, 2025

Executives

Chairman

Dr. Emmanuel Owusu
Owiafe
emawusmedia@yahoo.com

0245434262/0201567033

Vice Chairman

Samuel Owusu
samowusu2002@gmail.com

0208164569/0277114225

General Secretary

Frederick Yiadom Darfour
darffred@yahoo.com
0244562527/0264562527

Deputy General Secretary

Dr. Ebenezer Wiafe
weben38@gmail.com
0501364131/0249160931

Treasurer (Acting)

Stella Selassie Ahiati
stellaahiati@gmail.com
0541016365

Executive Member

Dr. Paul Gyan
popegyan@gmail.com
0244463756

PRESS STATEMENT

FOR IMMEDIATE RELEASE

URGENT APPEAL FOR FINANCIAL CLEARANCE FOR 599 INDUCTED PHARMACISTS

The Government and Hospital Pharmacists Association (GHOSPA) issues this urgent appeal to His Excellency the President, the Ministry of Finance, and the Ministry of Health to expedite the financial clearance for five hundred and ninety nine (599) newly qualified and inducted pharmacists who have been awaiting posting for their housemanship for nearly ten (10) months.

They represent a crucial cohort of healthcare professionals whose skills are desperately needed to bolster our overstretched healthcare system. Every day of delay directly impacts patient care and jeopardizes the professional future of these young Ghanaians.

The Indispensable Role of the Pharmacist

The modern pharmacist is a cornerstone of effective healthcare delivery. In our hospitals, pharmacists are essential for:

- **Clinical Pharmacy Services:** Working directly with doctors and nurses on wards to ensure optimal drug therapy, reviewing medication regimens for effectiveness and safety, and providing expert advice on complex cases.
- **Medication Safety:** Identifying and preventing harmful drug interactions, dosing errors, and adverse drug reactions, thereby protecting patients and reducing hospital costs.
- **Patient Education:** Counselling patients on the correct use of their medicines, improving adherence to treatment plans, and ultimately leading to better health outcomes.
- **Antimicrobial Stewardship:** Leading efforts to ensure the rational use of antibiotics to combat the growing threat of antimicrobial resistance.

The non-posting of these 599 pharmacists means our hospitals are operating without this critical layer of patient safety and clinical support, leading to an unsustainable workload for existing staff and sub-optimal patient care.

It is important to stress that pharmacists have not been recruited into the Public Service for the **past five (5) years**. This prolonged recruitment freeze has left a glaring gap in the health workforce, undermining the continuity of pharmaceutical care at the primary and secondary levels of healthcare delivery. At a time when **other cadres of healthcare professionals have seen periodic recruitment**, the **consistent exclusion of pharmacists has further weakened the resilience** of our health system and denied communities across the country access to essential pharmaceutical expertise.

A vivid example of this is current happenings in one of the key regional hospitals in our country (Effia-Nkwanta Regional Hospital). Out of the expected 35 pharmacists of various ranks and categories (according to the 2018 MOH staffing norms document) required, only 11 pharmacists are employed and paid by CAGD, leaving a whopping gap of 24 pharmacists. This is the situation across most hospitals in the country.

Devastating Impact on Professional Lives

For the 599 inducted pharmacists, this 10-month delay is not merely an administrative hurdle; it is a period of professional stagnation and personal anxiety with severe consequences:

- **Skill Atrophy:** Clinical knowledge and skills gained through years of rigorous training risk degradation without a practical outlet for their application.
- **Career Progression Halted:** They are unable to commence their housemanship, a mandatory requirement for full licensure and career advancement. This delay postpones their entire professional trajectory and earning potential.
- **Financial Hardship and Brain Drain:** The extended wait without income creates significant financial strain, pushing these highly skilled individuals to seek opportunities abroad or in other sectors, resulting in a tragic loss of national investment in their education.

We acknowledge the fiscal responsibilities of government. However, we firmly believe that the deployment of these pharmacists is not an expense, but a critical investment into the nation's health security and a moral obligation to its future healthcare leaders.

GHOSPA, therefore, respectfully and urgently appeals to the conscience of the State and all relevant authorities:

- To **prioritize and issue the immediate financial clearance** for the 599 inducted pharmacists.
- To **facilitate their immediate posting** to various accredited health facilities to commence their housemanship without further delay.

- To **implement a sustainable system** to prevent such delays for future healthcare graduates.

Our health system is in dire need of their expertise. Our young professionals are in dire need of the opportunity to serve. We call on the government to act now to secure both the future of these pharmacists and the health of the nation.



Dr. Emmanuel Owusu Owiafe (Pharm. D)
(National Chairman)



Frederick Yiadom Darfour
(General Secretary)