



NATIONAL SECRETARIAT

UNIVERSITY TEACHERS ASSOCIATION OF GHANA

Ref: UTAGN/2024/Vol.2/0048

June 27th, 2024

All Campuses
All Members

NEC OF UTAG 3RD QUARTER COMMUNIQUE 2024

Kumasi – The University Teachers Association of Ghana (UTAG) convened its Third Quarter National Executive Council (NEC) meeting at the Kwame Nkrumah University of Science and Technology (KNUST) on Thursday, June 27, 2024, with representation from all member universities. Following extensive deliberations, Members of the NEC of UTAG made resolutions on the following:

1. Rejection of VCG Report on Office-Holding Positions

After a thorough discussion of the VCG report on harmonised office-holding positions in public universities in Ghana, NEC made a resolution to reject the proposals contained in the report. NEC believes that UTAG, as a key stakeholder whose members are to be affected by the proposals, should have been involved through proper representation on the committee that works on the document. The exclusion of UTAG in the process resulted in the production of a report that does not reflect the interests and perspectives of our members. On that basis, NEC unanimously rejected the report and requested adequate stakeholder consultations and engagements in any future deliberations and decisions on this matter.

2. VCG and OTSA Payments

Members of NEC expressed significant concern regarding the delay in the payment of the IGF component of the Online Teaching Support Allowance (OTSA) by many member universities despite the existence of a dedicated budget line for this purpose in all public universities. NEC finds this delay unacceptable and requests that the Vice-Chancellors Ghana (VCG) take immediate action to clear all outstanding arrears. Failure to honour these payments promptly could potentially lead to industrial action, which NEC is keen to avoid in the interest of maintaining harmonious labour relations and uninterrupted academic activities.

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3. Book and Research Allowance (BRA) Payment for the 2023/2024 Academic Year

NEC calls upon the Ghana Tertiary Education Commission (GTEC) and the Ministry of Finance to expedite the processing and payment of the Book and Research Allowance (BRA) for the academic year, which is due by August. NEC reiterates that, according to the conditions of service, all Academic Senior Members, including academic librarians and those on study leave as per Section 4.25.1.8 of the Human Resource Policy Framework and Manual for Ghana Public Services, are eligible beneficiaries of the BRA. It is imperative that these payments are made in a timely manner to support our members' research activities and academic growth during the period.

4. University Librarians and Eligibility Issues

NEC reviewed the roles, responsibilities, and promotion requirements of academic senior members working in the libraries of member universities across the country and is convinced that there is no ambiguity in their eligibility for OTSA and Research Allowance. This is because they are required to meet the same criteria for appointment (research degree) and promotion requirements. Through a sample of appointment letters, NEC has verified that librarians are indeed on the academic track and should be recognised as such. Historical positions and correspondence from GTEC have consistently identified librarians as Academic Senior Members. Therefore, academic librarians are entitled to all allowances and benefits accorded to Lecturers and Research Fellows. NEC strongly opposes any unilateral change in GTEC policy that contradicts long-standing university policies and statutes, as well as GTEC's historical stance. NEC, therefore, resolved that the directive of GTEC has to be reversed immediately.

5. Payment of Allowances to Members on Study Leave

According to the negotiated conditions of service and in accordance with Section 4.25.1.8 of the Human Resource Policy Framework and Manual for Ghana Public Services, all UTAG members on university-approved study leave are deemed to still be at post and so are entitled to all allowances, including off-campus allowance, vehicle maintenance, OTSA, non-basic allowances, security, and sanitation, with the exception of responsibility allowances. NEC urges all Directors of Finance and Payroll Officers to ensure full compliance with these conditions and to implement the necessary payments without delay.

6. Promotion Issues and Salary Arrears

NEC members expressed deep concerns about the extended waiting period required for the promotion of academic members. The current practice of paying only three months of salary arrears upon promotion is an unfair denial of legitimate earnings. NEC, therefore, appeals for a policy change to ensure that academic members receive fair and timely compensation for their promotions.

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7. Policy Dialogue with Political Parties

NEC remains steadfast in its commitment to continuous dialogue and collaboration with all relevant stakeholders to address pressing national issues. As part of this commitment, NEC has resolved that UTAG, as the intellectual hub of the nation, will actively engage with political parties and their leaders to deepen and expand the frontiers of democratic electoral campaigning in the 21st century. The Dialogue Series focuses on creating a neutral platform for political parties led by their Flagbearers to engage the Ghanaian people in an objective intellectual discourse on the state of the economy and to afford them the opportunity to elaborate on their proposed policy measures for dealing with the challenges. This initiative is intended to enhance our understanding of the political governance options and ideas that will shape the next phase of our democratic development. Thus, UTAG firmly believes that the Dialogues will foster a more informed and engaged electorate, contributing to the overall democratic process and the nation's development.

End



Prof Victor Mogre
National Vice President



Dr Eliasu Mumuni
National Secretary

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