

Colleges of Education Teachers Association of Ghana



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Immediate Release to all Media Houses in Ghana.

DECLARATION OF INDEFINITE STRIKE ACTION BY COLLEGES OF EDUCATION TEACHERS ASSOCIATION OF GHANA (CETAG) IN ALL THE FORTY-SIX PUBLIC COLLEGES OF EDUCATION OVER MARKET PREMIUM AND BOOK AND RESEARCH ALLOWANCE.

At an emergency National Council meeting of Colleges of Education Teachers Association of Ghana (CETAG) in Kumasi on Monday October 29, 2018, the highest decision-making body of the Association resolved to embark on an indefinite strike action with immediate effect in all the forty-six public colleges of education. This follows failure to reach agreement with Government on Interim Market Premium as well as Book and Research allowance for members of CETAG, after a three-month period of negotiation.

BACKGROUND

Market Premium is a tool to attract and retain critical skills in short supply within the economy, as determined by the employer. The rationale is to enhance productivity. Equally, Book and Research Allowance for teachers in the public tertiary education institutions is meant to facilitate, teaching, research and publication. This package has been accessed by teachers in public tertiary education institutions in Ghana since 2012.

Currently, there are forty-six public colleges of education in Ghana. Following the promulgation of the Colleges of Act in 2012 (Act 847), the then 38 pre-tertiary training colleges were upgraded to tertiary diploma-awarding institutions, and eight more were added eventually. New entry behaviour was prescribed by the National Council for Tertiary Education (NCTE) for the tutors. So, every tutor in the college of education possesses the minimum requirement so prescribed.

LEGITIMACY OF CETAG'S DEMAND

Deeming our demand legitimate, the Fair Wages and Salaries Commission (FWSC) established by Act 737 (2007) and given the mandate to negotiate salaries and other conditions of service for and on behalf of government, invited CETAG for negotiation. The negotiation which started on 18th July, 2018 has seen five sittings. The government team led by the F.W.S.C. is always represented by the Ministries of Finance, Education, as well as Employment and Labour Relations. The National Council for Tertiary Education (NCTE) has always been in attendance.

DISCRIMINATION

CETAG reckons that any negotiation that is not underpinned by the principles of harmonization, standardization and equity is discriminatory in nature. We are simply asking government to extend to us a package of Market Premium as well as Book and Research allowance comparable to what is given to other teachers in analogous public tertiary education institutions who possess qualifications similar to ours and do the same work that we do as enshrined in Article 24 (1) of the 1992 Republican Constitution of Ghana thus:

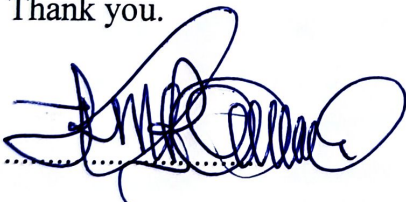
"Every person has the right to work under satisfactory, safe and healthy conditions, and shall receive equal pay for equal work without distinction of any kind".

Members of CETAG who started teaching Diploma students in **2004** but had to wait till **2018** before being invited to negotiate for a legitimate claim, feel strongly that this discrimination must end once and for all.

INDEFINITE STRIKE ACTION

You will recall that CETAG occasioned a press conference at GNAT Hall, Accra on 29th August, 2018 where we asked government to expedite action on negotiations with CETAG to avoid a possible longest strike action in Ghana. The entrenched position taken by government on the matter is unacceptable to CETAG. By this release, leadership of CETAG is asking all tutors across the 46 public colleges of education in Ghana to embark on indefinite strike action with immediate effect, till government finds the requisite fiscal space to accommodate a legitimate claim by CETAG.

Thank you.



(Prince Obeng-Himah)

President, CETAG

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