

**NEGOTIATION AGREEMENT
BETWEEN THE EMPLOYER AND PRE-TERTIARY TEACHER UNIONS**

THIS NEGOTIATION AGREEMENT is made this **31st day of May, 2024**

BETWEEN

The Government Team, represented by the Fair Wages and Salaries Commission (FWSC), Ministry of Education, Ministry of Finance (MoF), Ministry of Employment and Labour Relations (MELR) and Ghana Education Service (GES)(hereinafter called "**The Employer**") of the one part,

AND

The Ghana National Association of Teachers (GNAT) in collaboration with National Association of Graduate Teachers (NAGRAT) and Coalition of Concerned Teachers, Ghana (CCT-GH)(hereinafter called "**The Association**") of the other part;

Whereas the Parties having negotiated on the Conditions of Service for the Pre-Tertiary Teachers in the Ghana Education Service

Whereas the Parties having negotiated in utmost good faith with each other and agreed on the issues for negotiation;

Whereas this Agreement sets forth the terms and understanding between the Parties;

NOW THEREFORE, the parties hereby agree as follows:

TERMS OF AGREEMENT

That the following items have been agreed upon in the stated manner:

A. CATEGORY 2, 3 AND 4 ALLOWANCES

S/N	ITEM/ALLOWANCE	AGREED RATE/AGREEMENT	ELIGIBILITY
1.	Permanent Posting Allowance	3 months' basic salary	A Teacher who is moved from one geographical area, location or station to another permanently at the instance of Management
2.	Additional Duty Allowance	10% of monthly basic salary	A Teacher who is asked in writing to take additional responsibility for a position other than his/her own for more than twenty-one (21) days.
3.	Allowances for Directors	Approved Category 4 rate to apply.	Directors and above
4.	Medical Care	Approved Category 2 and 3 rate to apply.	All Teachers
5.	Travelling	Approved Category 2	A Teacher who is posted to a new station.



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S/N	ITEM/ALLOWANCE	AGREED RATE/AGREEMENT	ELIGIBILITY
	Expense Allowance	and 3 rate to apply.	
6.	Acting Allowance	Approved Category 2 and 3 rate to apply.	A teacher performing in a temporary position which is higher than his/her current position and not expected to last for more than six (6) months.
7.	Night/Out-of-Station Allowance	Approved Category 2 and 3 rate to apply.	A Teacher who travels on official duties and is required to spend the night away from his/her duty station in Ghana.
8.	Vehicle Maintenance Allowance	Approved Category 2 and 3 rate to apply.	A Teacher whose work requires the use of his/her own vehicle/motorcycle/bicycle for day-to-day official duties.
9.	Kilometric Allowance	Approved Category 2 and 3 rate to apply.	A Teacher whose work requires the use of a vehicle but is requested to use his/her own vehicle for official trips.
10.	Protective Clothing	To be provided by Ghana Education Service (GES)	Technical/Vocational, Science, ICT and Home Economics teachers
11.	Funeral Grant	Approved Category 2 and 3 rate to apply.	All Teachers
12.	Physically Challenged Guide Allowance	Approved Category 2 and 3 rate to apply.	A physically challenged teacher who needs a guide for onward payment to the guide.
13.	Physically Challenged Transport Allowance	Approved Category 2 and 3 rate to apply.	A physically challenged teacher who is certified as needing special means of transport to enable him/her commute to and from work.

B. INSTITUTION SPECIFIC ALLOWANCES

S/N	ITEM/ALLOWANCE	AGREED RATE/AGREEMENT	ELIGIBILITY
14.	Retention Premium	15% of monthly basic salary	All Teachers
15.	Continuous Professional Development Allowance (CPDA) per annum	2400 for Professional Teachers 1800 for Non-professional Teachers That GHS200 shall be deducted at source annually for Continuous Professional Development. That GHS 100 shall be deducted at source for licence renewal. That this allowance shall be paid in	All Teachers




S/N	ITEM/ALLOWANCE	AGREED RATE/AGREEMENT	ELIGIBILITY
		September, 2024 and November, 2025	
16.	Deprived/Difficult Area Incentive	The Ministry of Education and the Ghana Education Service shall review the Deprived Area Report for implementation. The Teacher Unions shall then negotiate the figures with FWSC.	To eligible Teachers
17.	Complimentary Digital Instruction Support Allowance	GHS800.00 per annum to be paid in November each year.	All Teachers
18.	Advance for Teachers in GES	An advance of not exceeding 150% of an employee's annual gross salary (to be repaid in not more than eighty-four (84) equal instalments) may be granted to a confirmed teacher.	All Teachers

B. The effective date of this agreement shall be **1st July 2024** and shall expire on **30th June, 2026**.

C. FWSC and GES shall work together to correct any salary placement disparities or wrongful placement.

D. GES and the Pre-Tertiary Teacher Unions shall expeditiously work together to resolve all outstanding issues concerning the promotion of Deputy Directors (DD) to Director II and subsequently to Director I by September, 2024.

IN WITNESS whereof of the Parties herein have set their names and hands this **31st** day of May, 2024.

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