



TEACHER UNIONS

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**THE DIRECTOR GENERAL
GHANA EDUCATION SERVICE
ACCRA**

November 21, 2024.

Dear Director General,

PERTINENT ISSUES BOTHERING TEACHERS

Following the signing of the Collective Agreement in May 2024, it was agreed that both parties do recognize and agree to promote the growth and development of cooperation, trust, respect and fairness and endeavour to uphold these values in the formulation of policies and standards of management in the GES.

It was further agreed and understood that Management shall negotiate with the Unions before making changes to the existing benefits and practices which have been mutually accepted by both parties.

It is therefore unfortunate that the attention of the Teacher Unions have been drawn to some disturbing, irritating and worrying issues some of which have been listed below, which if not addressed by **November 30, 2024** can disturb the industrial environment.

These include among others:

1. TAXING THE COMPLIMENTARY DIGITAL INSTRUCTION SUPPORT ALLOWANCE

The government should heed our call, not to Tax the *Complimentary Digital Instruction Support Allowance* as agreed earlier. Should the government not heed and goes ahead with the deduction, Leadership of the Teacher Unions would not be able to control the actions or inactions of their members, and the Ministry of Education may have itself to blame, in the end.

2. TRANSITIONAL PERIOD FOR ALL TEACHERS WHO WANT TO OPT OUT OF TVET SERVICE TO GES

The Ministry of Education and GES must provide a transitional period for all Teachers who want to opt out of TVET Service to GES for them (Teachers) to do so without any restrictions, fear or intimidation. We wish to sound further that the Teacher Unions would resist the forced implementation of the TVET Service by roping teachers against their will, most of whom are members of Teacher Unions into the membership of the Service by fiat, without any *Transitional Period*.

3. CONTINUOUS PROFESSIONAL DEVELOPMENT

It is sad to note that today, on daily basis, teachers are confronted with all kinds of threats and compulsion by some School Heads and District Directors to attend Continuous Professional Development Workshops at exorbitant fees with the tacit support of some GES staff who compel teachers under duress. This consistent exploitation, intimidation, and undue pressure from some GES staff **MUST STOP NOW!**

Conclusion

We wish to sound this notice, that failure of the Employer, to heed our call and expectations would have the Employer having himself to blame. We have had a very tranquil industrial environment, and we do not want to rock it!

We hereby want to remind the GES that the current temperature of the industrial environment is too high and hope the GES would not do anything to worsen it, by disturbing the peace. It is our expectation that the GES will respond to our demands on or before November 30, 2024.

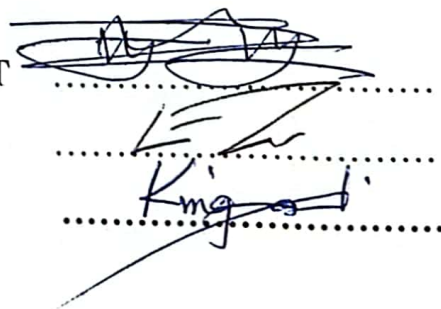
Thank you.

Yours faithfully,

Thomas T. Musah, General Secretary, GNAT

Angel Cabonu, President, NAGRAT

King Ali, President, CCT-GH



Handwritten signatures of Thomas T. Musah, Angel Cabonu, and King Ali, each followed by a dotted line for a printed name.