



1st January, 2024

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DECLARATION OF NATIONWIDE STRIKE ACTION

Reference is made to our letter dated 14th December, 2023, (copy attached) in which the National Executive Committee (NEC) of the Technical University Senior Administrators' Association of Ghana (TUSAAG) outlined specific grievances against Management of some Technical Universities regarding the continuous non-compliance with statutory requirements applicable to eligible senior member non-teaching staff at the Technical Universities.

Reference is also made to the relevant provisions for the retirement of staff of Technical Universities laid in **Article 14(b)** and **Article 34** of the **Conditions of Service (CoS)**, in which the said provisions are retirement roll-over conditions for eligible staff of the University.

For the avoidance of doubt, the referred Articles state as follows:

Article 14(b): "A Senior Member shall normally retire from the service of the Technical University at the end of the academic year in which he attains the compulsory retiring age, currently sixty (60)."

Article 34: "An employee of the University shall retire from the service of the University at the end of the academic year in which he attains the prescribed retiring age."

The NEC takes serious view of the non-compliance with, and the manipulation of this provision, and respectfully reminds the Management of Technical Universities that the conditions laid in **Article 14(b)** and **Article 34** (supra) are not subject to the dictates or the discretion of any individual or any constituted body, neither shall they be altered, varied or amended without due process, or in a manner that makes the employee worse off.

Despite the clarity provided in all our earlier communication, the Management of Cape Coast Technical University (CCTU), Sunyani Technical University (STU), Accra Technical University (ATU) and Koforidua Technical University (KTU) have failed to comply fully with the roll-over of the retirement date to the end of the academic year.

At the CCTU for instance, the 2023/2024 Academic Calendar starts on **Monday, October 16, 2023** and ends on **Friday, June, 07, 2024**, (copy attached).

The three affected staff (names provided to the Management of CCTU), all of whom are TUSAAG members, attained the age of Sixty (60) (the retiring age) between October 18, 2023 and December 16, 2023. Thus, the academic year in which the affected staff attained age Sixty (60) is the 2023/2024 Academic Year of the CCTU.

By the provisions laid in both **Article 14(b)** and **Article 34**, and in accordance with **the 2023/2024 Academic Calendar of CCTU**, the affected staff should therefore retire at the end of the 2023/2024 Academic year, which is **June 7, 2024**.

Contrary to the above conditions in the CoS, and in disregard of the earlier notice issued by the NEC of TUSAAG, the Management of CCTU has mandated the retirement of those officers by **December 31, 2023**, ahead of the expiration of the **2023/2024 Academic year**, which is **June 7, 2024** (*Find attached a notice by the Management of CCTU to that effect*).

At the STU, advanced notices are served to eligible (retiring) staff to promptly terminate their employment midstream the academic year of their retiring age, and in most cases, on the very date of attaining the retiring age.

The Management of ATU and KTU have declined to implement the roll-over conditions for qualified personnel, leading to the premature termination of the employment for affected staff members.

This denial of eligible staff of the established conditions of the roll over, is a breach of **Article 14 (b) and Article 34** of the Conditions of Service. It further violates the economic rights of the affected workers, and amounts to unfair termination of employment, (**Section 63 (4a) and 63 {4b}**) of the **Labour Act 2003, Act 651** referred).

On the basis of these lethal violations, and having satisfied the conditions espoused in Section 159 (b) of the Labour Act 2003 (Act 651), the NEC of TUSAAG hereby declares a nationwide strike effective Monday 8th January 2024, in demand for full compliance with the conditions of the roll-over of the retirement date, as outlined in the referred portions of the Conditions of Service.

The strike action shall mean the outright cessation of all administrative and professional services (including all services for both fresh and continuing students), withdrawal of services at all Units, Sections, Departments, Faculties, Centres, Directorates, Halls of Residence, Finance, ICT Services, physical development, facilities maintenance services, as well as all other main

and general services (at the offices of the Vice-Chancellor, the Pro Vice-Chancellor the Registrar etc.).

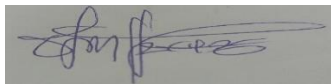
The strike action shall be in full force, until with the conditions of the roll-over of the retirement date, as outlined in the Conditions of Service, are wholly implemented by the Management of all Technical Universities, and same, fully applied to affected staff of the Cape Coast Technical University and elsewhere.

By this correspondence, all members of the Association are to take note, and act accordingly.

The NEC wishes to remind all stakeholders that Technical Universities are Public Universities and that the **1992 Constitution of Ghana** and **Act 651**(supra) prohibit discrimination among persons on the basis of class etc. The conditions of the roll-over of the retirement date shall not be different, or applied differently, among public university workers of the same class.

Further to this, the NEC remains open to dialogue, a prompt resolution, and the preservation of the academic calendar, and not a continuous disregard for statutory provisions, which leaves us with no alternative than to react in protection of the rights of our members.

Respectfully issued,



**MR. JOSEPH MENSAH OTI-ASIRIFI (CMC, ChPA)
NATIONAL PRESIDENT, TUSAAG
(0249 740393)**

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