

COLLEGES OF EDUCATION TEACHERS ASSOCIATION OF GHANA

CETAG - TEACHER EDUCATORS

Our Ref:

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PR/25-

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Your Ref:

29th January, 2025

For Immediate Release

All media Houses

CLARIFICATION ON FAIR WAGES AND SALARIES COMMISSION'S LETTER ON CETAG ISSUES

The Colleges of Education Teachers Association of Ghana (CETAG) wishes to express its appreciation to all stakeholders involved in the migration of staff onto the University Salary Structure, namely the Ministry of Education, Ministry of Finance, Ghana Tertiary Education Commission (GTEC), Fair Wages and Salaries Commission (FWSC), National Conference of Principals of Colleges of Education (PRINCOF) and the Controller and Accountant General's Department (CAGD). We recognize and commend the collaborative efforts made thus far to address some of the long-standing issues affecting our members.

However, CETAG finds it imperative to clarify certain inaccuracies and omissions in the FWSC letter dated 27th January 2025. While the letter conveys a positive outlook on government's progress in addressing CETAG's concerns, it fails to provide an accurate and comprehensive representation of the unresolved issues.

Acknowledgment of Progress

We appreciate the following milestones:

1. The commencement of the migration of CETAG members onto the University Salary Structure. This is an important step towards fulfilling the National Labour Commission's (NLC) arbitration award of 2nd May 2023.

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2. The payment of a top-up for the 2022/2023 Book and Research Allowance (BRA), which was disbursed as GHS 1,064 per qualified member based on the negotiation agreement signed between CETAG and other stakeholders signed on 22nd May 2023.
3. The Government's express commitment to addressing the challenges arising from the migration process.

CETAG remains optimistic that with sustained goodwill, these initial steps will culminate in a comprehensive resolution of all outstanding issues to ensure equity and industrial harmony.

Clarifications on factual inaccuracies in FWSC's Letter

1. Payment of 2023/2024 Book and Research Allowance

- The FWSC letter claims that the government has fully paid the Book and Research Allowance. This assertion is **factually inaccurate**.
- The **outstanding balance of GHS 21,636.00** per qualified member for the 2023/2024 academic year which is contingent upon the full implementation of the migration process. This amount has not been paid.
- The FWSC appears to have misconstrue the **2022/2023 top-up allowance (GHS 1,064)** arising from the negotiation agreement signed on 22nd May 2023 with the 2023/2024 Book and Research Allowance. We urge the FWSC to rectify this misrepresentation and ensure that accurate information is communicated to the public.

2. Outstanding All Year Round Work Compensation (AYRWC)

While only four (4) Colleges of Education have received payments for additional work done in 2022, the remaining forty-two (42) Colleges are yet to be compensated. This creates inequity among our members and must be addressed promptly to foster fairness.

3. Non-Migration and Improper Placement

- Some CETAG members are yet to be migrated onto the University Salary Structure.
- Several cases of **inappropriate placement** have been identified, including the non-recognition of certain qualifications as research master leading to inaccurate placement of affected members. These errors undermine the integrity of the migration process and must be urgently corrected.

4. Arrears for 2022/2023 BRA Top-Up

Staff at Akrokerry College of Education have not received their 2022/2023 BRA top-up arrears arising from the negotiation agreement signed on 22nd May 2023. The delay in processing this

payment continues to create unnecessary dissatisfaction among members of the affected College.

Outstanding Issues Requiring Immediate Resolution

We wish to respectfully remind the FWSC and all relevant stakeholders of the following unresolved matters that require urgent attention:

1. Payment of **All Year Round Work Compensation (AYRWC)** to the remaining 42 Colleges of Education.
2. Full payment of the **2022/2023 Book and Research Allowance arrears** which is contingent upon migration.
3. Full payment of the **2023/2024 Book and Research Allowance arrears** contingent upon migration.
4. Payment of 2022/2023 BRA top-up to deserving staff at Akrokerri College of Education.
5. Resolution of all cases of **non-migration** and **inappropriate placement** of CETAG members.
6. Payment of migration arrears to staff who have retired and those who have left for other institutions but were present in the colleges during the staff audit.

CETAG's Commitment to Industrial Harmony

CETAG has demonstrated its commitment to industrial peace by suspending its three-week industrial action on 24th January 2025. This decision was influenced by the following considerations:

- The goodwill shown by the government in partially addressing some of our concerns.
- The desire to minimise the adverse effects of the strike on students and the college community.
- The expressed commitment of the newly sworn-in Minister for Education to engage CETAG in resolving the outstanding issues.

While we are willing to maintain industrial harmony, we wish to **emphasize** that **lasting peace within the Colleges of Education depends on the timely resolution of all unsolved issues outlined above.**

FWSC's Call to End the Strike

In its letter, FWSC urged CETAG to call off its strike, citing that all issues had been resolved. This call was both misplaced and strange, as CETAG had already called off its strike on 24th January 2025. Official letters announcing the suspension of the strike were widely circulated in the public domain.

The FWSC's failure to acknowledge this suspension suggests a lack of coordination and communication between stakeholders. Such oversight undermines trust and creates unnecessary tension.

Call for Constructive Communication

We urge the FWSC to exercise due diligence in verifying information before issuing public statements.

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Accurate and transparent communication is essential to building trust and ensuring constructive dialogue among stakeholders.

CETAG remains committed to engaging in dialogue and collaboration with all stakeholders to secure a fair resolution to the issues affecting our members.

Long live Ghana! Long live CETAG!! Long live Teacher Education!!!

Thank you



National President



National Secretary