



**UTAG**  
**NATIONAL SECRETARIAT**  
**UNIVERSITY TEACHERS ASSOCIATION OF GHANA**

UTAG/NAT/2022/IM-002

19<sup>TH</sup> JANUARY, 2022

**DISTRIBUTION: All UTAG Branches**

Dear UTAG Member,

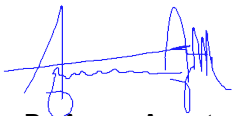
**UPDATE ON THE STATE OF THE WITHDRAWAL OF TEACHING AND RELATED ACTIVITIES AND  
THE WAY FORWARD**

Following the ruling by the National Labour Commission (NLC) on 13<sup>th</sup> January, 2022 against UTAG members in respect of the processes leading to the partial withdrawing of one (1) of three (3) core mandates, teaching and related activities, as illegal, the NEC of UTAG informed the general membership of UTAG about the directive of the NLC.

Consequently, the fifteen (15) member branches have held independent emergency meetings to that effect and the general membership expressed their dissatisfaction with the directive and were of contrary view. Thus, the members have unanimously resolved to continue with the withdrawal of teaching and related services until further notice and attached is a copy of the resolutions for your perusal.

By this cover note, all members are entreated to remain calm.

Thank you very much.



**Dr Asare Asante-Annor**

**National Secretary**

**University of Mines and Technology, UMaT, P. O. Box 237, Tarkwa, Ghana**

Tel: +233556548919 (President); +233552672313 (Secretary)

E-mail: nationalutag@gmail.com



## **UNIVERSITY TEACHERS ASSOCIATION OF GHANA**

14<sup>th</sup> January 2022

The National President  
University Teachers Association of Ghana  
UMaT, Tarkwa

Dear Sir,

### **UTAG-UMaT RESOLUTION IN SUPPORT OF NATIONWIDE STRIKE ACTION**

Following a directive by the National Executive Committee (NEC) of UTAG on Thursday, 13<sup>th</sup> January 2022, an Emergency Meeting of UTAG-UMaT was held on Friday, 14<sup>th</sup> January 2022 to discuss the matters arising in relation to the ongoing nationwide strike action by UTAG and the ruling of the National Labour Commission (NLC) regarding the legality of the strike action.

Members decried the delay tactics being used by the Employer in addressing the eroded salary of the University Teacher. The members present voted unanimously to continue with the withdrawal of teaching and related activities for as long as necessary until our demands are met by the Employer.

They admonished the National Executives, NEC and all UTAG members to be resolute and be prepared to go the long haul until our concerns are addressed or a restoration to an Interim Market Premium (IMP) of 114% of the current basic salary. They also recommended that legal and labour experts be consulted when necessary to advance the case of UTAG.

A handwritten signature in blue ink, appearing to read 'Dr Asare Asante-Annor', is written over a faint circular stamp.

**Dr Asare Asante-Annor**  
**Secretary**

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**University of Mines and Technology (UMaT), Post Office Box 237, Tarkwa, Ghana**

**President:** Assoc Prof Solomon Nunoo  
**Secretary:** Dr Asare Asante-Annor

**Tel:** +233556548919  
**Tel:** +233243470830

**E-mail:** snunoo@umat.edu.gh  
**E-mail:** aasante-annor@umat.edu.gh



**UTAG**  
**KNUST SECRETARIAT**  
**UNIVERSITY TEACHERS ASSOCIATION OF GHANA**

17<sup>th</sup> January 2022

UTAG/KNUST/2022/OUTJAN03

The National President  
National Secretariate of UTAG  
UMat  
Tarkwa

Dear Sir,

**RESOLUTION ON THE WITHDRAWAL OF TEACHING AND RELATED ACTIVITIES**

Following the meeting with the National Labour Commission by the National Executive Committee (NEC) of UTAG on the 13<sup>th</sup> of January 2022, the local branches were tasked to communicate the outcome of the meeting.

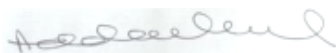
Members of the UTAG-KNUST held an emergency meeting today, Monday, 17<sup>th</sup> January 2022 at the Great Hall of the Kwame Nkrumah University of Science and Technology and opposed the decision of the Commission and unanimously resolved as follows;

- i. members should continue with the withdrawal of teaching and teaching-related services until all our demands are met.
- ii. that, the local chapter was solidly behind the NEC and that leadership should remain steadfast and not relent in its effort to get better working conditions for members of the Association.

Thank you for your cooperation.

Signed

Prof Otchere Addae- Mensah (President)



Dr Mrs Yaa Asantewaa Osei (Secretary)

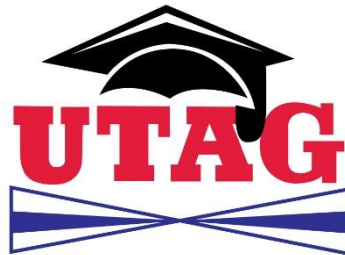


# UNIVERSITY TEACHERS' ASSOCIATION OF GHANA

## University of Cape Coast Branch

Our Ref:

Your Ref:



University of Cape Coast  
University Post Office  
Cape Coast, Ghana

Tel: +233 332 137 213

UTAG/UCC/NAT/21/03

17<sup>th</sup> January, 2022

The National President of UTAG  
UMaT, Tarkwa

Dear Sir

### DECISION OF THE UNIVERSITY OF CAPE COAST BRANCH ON THE NATIONAL LABOUR COMMISSION'S DIRECTIVE TO CALL OFF STRIKE ACTION

The University Teachers' Association (UTAG) appeared before the National Labour Commission (NLC) on Thursday, 13<sup>th</sup> January, 2022, the latter ruled and directed that the former calls off its strike action (withdrawal of teaching and its related activities) and resume work immediately. Following this directive by the NLC, the leaders of the University of Cape Coast Branch (UTAG-UCC) called an emergency meeting to inform its members as per the Constitution of UTAG on Monday, January 17, 2022.

At the meeting, members unanimously rejected the NLC's directive and resolved that **UTAG** should;

1. Remain focused, united and resolute to **SUSTAIN** the STRIKE ACTION to press home its demands for a better Conditions of Service (CoS).
2. Combine "strategy and law" to challenge the decision of the NLC at the law court first before the NLC does the same.
3. Saturate the airwaves with **press conferences** to trumpet its own side of the story.
4. Establish a Technical Team in addition to the Legal Team to help advise on the way forward.

**President:** Samuel Bert Boadi-Kusi, Ph.D. **Tel:** +233 208 752 876 **E-mail:** sboadi-kusi@ucc.edu.gh  
**Secretary:** Jerry Opoku-Ansah, Ph.D. **Tel:** +233 243333845 **E-mail:** jopoku-ansah@ucc.edu.gh

Members further pledged their unwavering support to NEC in case of an unforeseeable repercussion.

Please, this is for your information and further action.

Thank you.

Yours sincerely,



Jerry Opoku-Ansah  
**SECRETARY**



## UNIVERSITY TEACHERS ASSOCIATION OF GHANA

P. O. Box LG 232, UPO - Legon, Accra - Ghana

+233 (0)55 360 9520 / 024 485 8495

universityofghanautag@gmail.com

18<sup>th</sup> January, 2022

### RESOLUTION

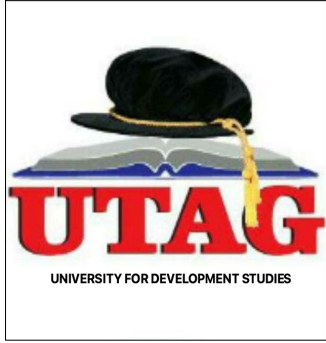
1. At an Emergency Meeting held on 17<sup>th</sup> January, 2022, UG-UTAG Members noted with concern, the 13<sup>th</sup> January 2022 National Labor Commission's (NLC) ruling on the legality of the industrial action embarked upon by University Teachers across the country on 10<sup>th</sup> January 2022. Members were surprised at the NLC directive for the strike to be called off due to late notification. In their view, UTAG's intention to strike had always been in the public domain from the middle of 2021, yet not much interest has been shown in resolving the issues, particularly with regard to the Government's obligations to UTAG.
2. Unanimously, UG-UTAG Members resolved that, to the extent that their demands for improved Conditions of Service have not been met, they are unable to call off the strike in spite of the NLC directive.
3. Members reiterated their rejection of the 6<sup>th</sup> October 2021 MoA and demanded that they be restored to the 2013 entry point salary level of the cedi equivalent of 2,084 USD per month. They noted that the preparation of a Labor Market Survey Report alone does not necessarily lead to improvement in their Conditions of Service, recalling the non-implementation of a similar Report in 2014. They therefore found the claim by the Fair Wages and Salaries Commission (FWSC) that, all issues about UTAG's Conditions of Service have been resolved, simply because a Report has been produced, as diversionary, propagandistic and in a very bad faith.
4. Members resolved that they will not call off the strike until their demands have been met. They charged National Executives of UTAG and the National Executive Committee to be proactive, resolute and resilient in championing the fight for better Conditions of Service. They also tabled some strategic ideas to sustain the strike.

**SIGNED**

**Dr. Samuel Nkumbaan (President)**

**Prof Ransford Gyampo (Secretary)**

**SUBMITTED TO THE NATIONAL EXECUTIVE OFFICERS OF UTAG**



**UNIVERSITY TEACHERS' ASSOCIATION OF GHANA (UTAG)**  
**UNIVERSITY FOR DEVELOPMENT STUDIES (UDS)**  
P. O. Box TL 1350, Tamale, Ghana  
Mob: +233 (0) 543415754  
Mob: +233 (0) 544057036

14th of January 2022

**The National President,  
University Teachers' Association of Ghana (UTAG)  
University of Mines and Technology.  
Tarkwa.**

Dear UTAG National,

#### **UTAG-UDS RESOLUTION ON THE STRIKE ACTION**

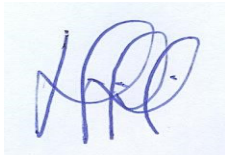
Following the outcome of the meeting on the 13<sup>th</sup> of January 2022, between the Government Team and the UTAG Negotiation Team, and the directive by the National Labour Commission (NLC) to NEC, UTAG-UDS had an emergency meeting on the 14<sup>th</sup> of January 2022 and the following key resolutions were unanimously reached:

1. UTAG-UDS will not call off the strike action as long as our demands on better Conditions of Services (CoS) are not met by the Government.
2. The Government through the Fair Wages and Salaries Commission (FWSC) and the NLC have not shown goodwill and fairness in responding to our strike action.
3. The condescending posture of the NLC and the FWSC in the public sphere shows how the Government is not serious with our CoS.
4. As soon as immediate, Government should restore the 114% of the current basic salary as Interim Market Premium (IMP) whilst negotiation on the comprehensive CoS is reached.
5. The FWSC and Government should move away from the hanging position of the preparation and release of the Labour Survey Market (LSM) report as though it addresses UTAG's CoS.

6. Government should be reminded that UTAG is still providing other critical essential services (administrative, research, and community services) to students in our various campuses and further delays will lead to a complete abdication of these responsibilities.
7. The National Executive Committee (NEC) of UTAG and the UTAG Negotiation Team are encouraged to be resolute, firm, and proactive and that the entire membership of UTAG-UDS fully supports them.
8. In reiterating, NEC should and must not call off the strike until the IMP of 114% is unfreeze and the CoS processes are firmed.

Signed on this 14<sup>th</sup> day of January 2022.

Dr Felix Longi



President

Dr Eliasu Mumuni



Secretary

**Cc: NEC**



17<sup>th</sup> January, 2022

**RESOLUTION**

1. At an Emergency Meeting held on the 17<sup>th</sup> of January, 2022 to communicate the ruling of the National Labour Commission (NLC) to the general membership of UTAG-U EW, the members decried the 13<sup>th</sup> January 2022 National Labour Commission's (NLC) ruling on the legality of the industrial action embarked upon by members of the University Teachers Association of Ghana (UTAG) since 10<sup>th</sup> January 2022. Members expressed their disappointment at the ruling of the NLC in the light of the deliberate steps they took to avoid being served our letter of notification. Members found the directive to call off the strike very unfortunate and the unhelpful posturing of the NLC highly inimical to industrial peace.
2. Members of UTAG-U EW unanimously resolved that the strike should continue until our demands for better Condition of Service are met by our employer.
3. Members are calling for a restoration to the 2013 Market Premium (14% of the Basic Salaries as an interim measure while the employer takes steps to develop the guidelines for the implementation of the 2019 Labour Market Survey.
4. Members resolved that the National Executive Council and the National Executives should not enter into any agreement with our employer without consulting the general membership of the association.

Amanor-Lartey, Teye Ebenezer (PhD)  
**(Secretary, UTAG-U EW)**

Dr Pascal Kpodo  
**(Vice-President, UTAG-U EW)**

**UNIVERSITY TEACHERS ASSOCIATION OF GHANA (UTAG)  
UNIVERSITY OF PROFESSIONAL STUDIES, ACCRA (UPSA) BRANCH**



**Our Ref: S/R/01/22**

**Your Ref:.....**

**P. O. Box LG 149  
Legon – Accra**

17/01/2022

The National President,  
UTAG.

**RESOLUTION BY MEMBERS OF UTAG-UPSA**

1. Following your communication on the ruling of the National Labour Commission (NLC) on Thursday, 13th January 2022, UTAG-UPSA held an emergency meeting on Monday, January 17, 2022, at 10 am to brief members.
2. Members were informed about the description of the ongoing strike as illegal by the NLC, and also the call by NLC on FWSC and UTAG to go and negotiate within a month and report back to NLC.
3. Members of UTAG-UPSA noted with concern the government's inability to implement on time previous memorandums of understanding and agreements like the implementation of a revised schedule of payroll-related allowances for senior members of the public universities since August 2021. In addition, the non-implementation of the agreements signed on 6th October 2021 by the government.
4. Based on the above concerns, members unanimously voted for the strike to continue unabated.

Dr Richard Amankwa Fosu  
President

Dr Ibn Kailan Abdul-Hamid  
Secretary

# UNIVERSITY TEACHERS ASSOCIATION OF GHANA

## UNIVERSITY OF HEALTH AND ALLIED SCIENCES BRANCH

Our Ref: \_\_\_\_\_

Your Ref: \_\_\_\_\_



University of Health and Allied  
Sciences  
PMB 31, Ho

January 17, 2022

The President  
UTAG-NATIONAL  
UMaT, Tarkwa

### RESOLUTION

At the instance of the National Executive Committee (NEC) of the University Teachers' Association of Ghana (UTAG), the University of Health and Allied Sciences Branch of UTAG (UTAG-UHAS) held an emergency meeting on Monday January 17, 2022, to update its members on the happenings at the labor front, especially concerning a directive from the National Labor Commission (NLC) for UTAG to call off the ongoing industrial action.

At the end of the meeting, UTAG-UHAS unanimously resolved as follows;

1. That UTAG continues the industrial action until our demands are met.
2. That the communication strategy of NEC should be strengthened, so as to counteract the misinformation being peddled by the Fair Wages and Salaries Commission (FWSC) and its appointees in the media and public space.

The members of UTAG-UHAS are solidly in support of the National Executives and the entire NEC of UTAG.

Thank you.

Reuben Ayivor-Djanie, PhD  
President,  
UTAG-UHAS



UNIVERSITY TEACHERS ASSOCIATION OF GHANA  
UNIVERSITY OF ENERGY AND NATURAL RESOURCES



P. O. Box 214, Sunyani

e-mail: reginald.djimatey@uenr.edu.gh/david.anafo@uenr.edu.gh

Tel: +233 244 219 144 / +233 202 999 895

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**Our Ref:**

**Date:** January 17, 2022

**Your Ref:**

The President  
UTAG-National  
UMAT – Tarkwa

Dear Sir,

**RESOLUTION OF UTAG-UENR ON NLC'S DECLARATION ON THE  
WITHDRAWAL OF TEACHING SERVICES**

UTAG-UENR held an emergency Zoom meeting on January 15, 2022 to deliberate on the declaration by the NLC regarding the on-going nationwide withdrawal of teaching and related services by UTAG members. At the end of the meeting, members of UTAG-UENR unanimously resolved as follows:

1. The employer has not kept faith with UTAG from the start of the negotiations, as it has failed on several occasions to honour its side of the bargain.
2. UTAG has been magnanimous with the employer and even offered concessions against the wishes of its members.
3. The current strike is a resumption of the one which was suspended in 2021 following the signing of a MoA between the employer and UTAG on October 6, 2021 in which it was stated that "the Labour Market Survey Report to determine the review of the Interim Market Premium will be completed by December, 2021 to be implemented in 2022".
4. Following the signing of that MoA, UTAG issued a communique on October 7, 2021 stating that recommendations from the LMS report must be implemented in January, 2022 failing which "**UTAG would be compelled to advise itself accordingly**". There is no indication that the employer is ready to implement the recommendations from the LMS report which is already two years old.
5. Considering these developments, UTAG-UENR wishes to remind the NEC that as per Section 3 of the UTAG Constitution, "an action by NEC to authorise an industrial action or accept or reject a partial or final collective bargaining agreement shall be advisory only and, in both instances, shall be subject to a final, direct vote of the regular members". NEC therefore

has not got the power to call of this strike unless all branches of UTAG authorises it to do so.

6. UTAG-UENR unanimously voted for a continuation with the withdrawal of teaching and related services until the employer does the needful. Should they carry through their threat of withholding salaries, the strike should be escalated to cover all services rendered by UTAG members on all campuses across the country.

UTAG-UENR hopes that the NEC of UTAG will treat our concerns thoughtfully and in the spirit of our rallying call for improved Conditions of Service. "IT IS NOW OR NEVER".

We count on your usual cooperation, please.

Thank you.

Yours sincerely,



Reginald Djimatey  
(UTAG President)



David Anafo (PhD)  
(UTAG Secretary)



15<sup>th</sup> January, 2022

The National President  
University Teachers Association of Ghana  
University of Mines and Technology  
Tarkwa

Dear Sir,

**Decision of UTAG CKT-UTAS on National Labour Commission's Ruling**

UTAG CKT-UTAS called an emergency meeting on the 14<sup>th</sup> of January, 2022 to discuss the way forward after the National Labour Commission ruled to declare UTAG's ongoing strike as illegal.

At the end of intense deliberations, **members unanimously voted NOT to call off the strike** until our demand to restore us to the IMP of 114% of our basic salary is met. The following recommendations were further made:

1. UTAG should organize public demonstrations to publicize the strike and gain more public sympathy.
2. Our social media platforms, especially Facebook, should be used fully with regular posts and updates.
3. Members of UTAG must be prepared to lose our salaries at some point if it becomes inevitable. .
4. UTAG should petition the President, Nana Akufo Addo, and/or Parliament, National House of Chiefs, or the Council of State.
5. A three member local communications team should be formed to keep members of the community well informed concerning UTAG's strike.

It is the hope of members that these recommendations will be fully implemented for the good of UTAG.

Sincerely.

Dr. Jonas Bugase  
President

Dr. Richard Puurbalanta  
Secretary



**AAMUSTED BRANCH**

**AKENTEN APPIAH-MENKA UNIVERSITY OF SKILLS TRAINING AND ENTREPRENUIEL DEVELOPMENT  
UNIVERSITY TEACHERS ASSOCIATION OF GHANA  
Post Office Box 1277, Kumasi**

17<sup>th</sup> January, 2022.

THE NATIONAL PRESIDENT  
UTAG  
TARKWA

Dear Sir,

**RESOLUTION TO CONTINUE WITH THE UTAG STRIKE**

Following a directive from NEC to all local UTAG branches that National Labour Commission has ruled on 13<sup>th</sup> January, 2022 indicating the illegality of the Association's decision to withdraw teaching and other related services, members of UTAG AAMUSTED branch on the 17<sup>th</sup> January, 2022 unanimously and overwhelmingly resolved not to call off the strike action that resumed on the 10<sup>th</sup> of January, 2022. It is the firmness of members that until the employer meets the demands of members, the strike action should continue unabated.

UTAG AAMUSTED wants the NEC to remain resolute and vehemently drive home our demands.

Counting on your usual cooperation. Thank you.

Signed,

Stephen Baffour Adjei (PhD)  
(President, AAMUSTED)

Napoleon Amoah Yeboah  
(Secretary, AAMUSTED)

AKENTEN APPIAH-MENKA UNIVERSITY OF SKILLS TRAINING AND ENTREPRENUIEL DEVELOPMENT

**President:** Stephen Baffour Adjei (PhD)

**Tel:** 0554973575

**Email:** [stevoo24@amusted.edu.gh](mailto:stevoo24@amusted.edu.gh)

**Secretary:** Napoleon Amoah Yeboah

**Tel:** 0554973575

**Email:** [nayeboah@amusted.edu.gh](mailto:nayeboah@amusted.edu.gh)



17/01/2022

The President  
UTAG National  
UMaT  
Tarkwa

### **RESOLUTION OF UTAG-GCTU ON INDUSTRIAL STRIKE**

Following the request from UTAG-NEC to update local UTAG constituents on the industrial strike action and matters arising, UTAG-GCTU called for an emergency meeting to deliberate on the foregoing issue. The meeting was held via zoom on January 16, 2022 which culminated in a **UNANIMOUS** decision to continue the industrial strike action until our demands are met or an agreement reached with government.

UTAG-GCTU is by this, assuring NEC of its unflinching support in that regard.

Best regards,

Dr. Patrick Acheampong  
Secretary



GHANA INSTITUTE OF JOURNALISM BRANCH  
**UNIVERSITY TEACHERS ASSOCIATION OF GHANA**

 P. O. Box GP 667, Accra-Ghana  +233244609699

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17<sup>th</sup> January 2022

**National President**  
**University Teachers Association of Ghana**  
**University of Mines and Technology**  
**Tarkwa**


Dear Sir/Madam

**RESOLUTION OF UTAG-GIJ ON NLC DIRECTIVE TO CALL OFF STRIKE**

Following the ruling by the National Labour Commission (NLC) that the industrial action declared by UTAG on 10<sup>th</sup> January 2022 was illegal and should be called off, UTAG-GIJ held an emergency meeting on Friday 14<sup>th</sup> January 2022 to discuss the next line of action for the strike. At the meeting, members resolved that:

1. The strike continues until government addresses UTAG's demand of a restoration to the 2013 IMP.
2. There should be sustained and active campaigns on both mainstream media and social media to press home the demands of UTAG members.
3. The National Executives and National Executive Committee of UTAG should consider the deteriorating economic conditions of the average lecturer before signing any agreement on members' Conditions of Service.

**SIGNED**

**Eric Boansi Agyekum Secretary (UTAG-GIJ Secretary)** 



SDD UBIDS



**UNIVERSITY TEACHERS ASSOCIATION OF GHANA**  
**SD DOMBO UNIVERSITY OF BUSINESS & INTEGRATED DEV'T**  
**STUDIES (SDD-UBIDS) BRANCH**  
**Box WA64, WA**

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January 17, 2022

The President  
UTAG National  
UMaT  
Tarkwa

Dear Sir,

**RESOLUTION FROM SDD UBIDS UTAG ON THE INDUSTRIAL STRIKE**

With reference to UTAG-NEC request for Members position on the industrial strike action and matters arising.

Members unanimously resolved to continue with the industrial strike action until our demands are fully met.

SDD UBIDS UTAG Members are by this resolution assuring UTAG NEC of their total support.

Thank you.

.....  
**Dr. Joseph K. Wulifan**  
(President, SDD-UBIDS UTAG)

.....  
**Dr. Elijah Yendaw**  
(Secretary, SDDUBIDS UTAG)

**UNIVERSITY TEACHERS ASSOCIATION OF GHANA (UTAG)  
UNIVERSITY OF ENVIRONMENT SUSTAINABLE  
DEVELOPMENT**

Tel:  
Email: [aclarbi@uesd.edu.gh](mailto:aclarbi@uesd.edu.gh)



PMB  
Somanya  
Eastern Region

*My Ref:*

17<sup>th</sup> January, 2021

The National Secretary  
UTAG-National  
University of Mines and Technology  
Tarkwa

Dear Secretary,

**RESOLUTION ON UTAG STRIKE**

At the emergency meeting held on Saturday 15<sup>th</sup> January, 2022 at the fore court of the multi-purpose auditorium of the University of Environment and Sustainable Development, Somanya, members at the end of the meeting resolved that the strike action be continued until the employer improves our conditions of service.

UTAG-UESD encourage National and NEC to be resolute in this battle for better conditions of service. Now or Never.

Thank you

Rosemary Akolaa Anderson (PhD)

Secretary

Christian Larbi Ayisi (PhD)

President