

NATIONAL ASSOCIATION OF GRADUATE TEACHERS

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ADDRESS DELIVERED BY THE PRESIDENT OF NAGRAT, ERIC ANGEL CARBONU, AT A PRESS CONFERENCE HELD AT THE NAGRAT LYCEUM ON THURSDAY 5TH SEPTEMBER, 2019

Ladies and gentlemen of the Media, about a month ago, the National Association of Graduate Teachers (NAGRAT) held a Press Conference to put before the general public issues that are negatively affecting the Ghanaian Teacher. Notable, among the issues raised was the Newly Introduced Human Resource Management Information System (HRMIS) acquired by the Public Services Commission which has brought a lot of problems and pains to the Ghanaian Teacher, in the following areas.

PROMOTION LETTERS

Today, teachers who have been promoted as far back as three (3) years ago have not been given their promotion letters indicating the effective date of their promotions. This will affect their chance of progressing in the GES.

ADDITIONAL RESPONSIBILITIES

Teachers who have additional responsibilities besides their teaching duties have not had their responsibility allowances restored after they were promoted. Some teachers have suffered this problem for the past three years.

DIFFICULTY IN REINSTATING TEACHERS

Some teachers who have completed their study leave with or without pay, have had difficulty being reinstated into the Ghana Education Service (GES) and even when they are reinstated, they are still being paid their pre-study leave salaries.

DELAY IN PROMOTION INTERVIEW

The Service condition of the GES and indeed the Public Service, grants that a teacher is eligible for interview after serving on his or her current rank for four (4) years.

Due to the myriad of problems bedeviling promotion in the GES, teachers have stayed on their ranks for more than five to six years without being invited for promotion interviews. A huge backlog has been created as a result of teachers waiting to be invited for promotion.

TRANSFERS

Ladies and gentlemen of the Media, it is a nightmare to be transferred or to seek transfer in the GES these days. The GES is unable to effect genuine transfer requests due to impediments placed in it's path by the HRMIS of the Public Service Commission. This has brought untold pressure and hardship on teachers in the service.

WE CALL ON THE PUBLIC SERVICES COMMISSION TO REMOVE THE OBSTACLES IT HAS PLACED ON THE PATH OF THE GHANA EDUCATION SERVICE.

SALARY ARREARS

It looks like the Government has suspended its obligation of paying salary arrears. Yet, day in day out, new arrears are being created. The promotion issues and salary upgrade problems, mentioned earlier, have created another batch of salary arrears.

Teachers who for one reason or the other have had their salaries stopped, will have to live without being paid for months despite the fact that they report regularly to duty.

Ladies and gentlemen, it is clear that the Human Resource Management Information System (HRMIS) being operated by the Public Service Commission is incompatible with the scheme of service of the GES. The Teacher Unions since inception of the HRMIS, have complained about the system to no avail.

COLLECTIVE AGREEMENT

Our Collective Agreement expired about eight years ago. Over the period, a lot have changed. Today, teachers are working longer hours without extra compensation. Calls by the Teacher Unions to commence negotiations for a new Collective Agreement have fallen on deaf ears.

The leadership of NAGRAT can no longer fold its arms and watch as teachers suffer such pains and neglect.

STRIKE ACTION

Leadership informs the general public and indeed all teachers that from today 5TH September, 2019 we have decided to lay down our tools. NAGRAT here declares a STRIKE. All teachers in schools that have already reopened should lay down their tools and stay out of school. Those that are yet to reopen, must stay out of the schools when school reopens. We call on all our teachers to be steadfast in this industrial action.

Thank you.

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