

FAIR WAGES AND SALARIES COMMISSION ENGAGES SOME STATE-OWNED ENTERPRISES ON THEIR CONDITIONS OF SERVICE. – 14- 17- 2023.

As part of the ongoing quest to ensure that state institutions conditions of service are properly aligned within the threshold of the government of Ghana's payment structure, the Fair wages and Salaries Commission (FWSC) negotiating team headed by its Chief Executive, Ing Benjamin Arthur engaged some state institutions over their conditions of service and also implores them on the remedial steps to be taken in the delivery of their operational mandates.

The institutions were the Volta River Authority, The Ghana Water Company Limited, The Ghana Free Zones Limited and the Tema Development Company Limited.

The major highlights of the meetings centered on whether the State Owned Enterprises were entitled to the 15 percent cost of living allowance (COLA) given to Ghanaian workers under the Single Spine Salaries Structure last year, and the 30 percent Salaries increment government granted to Organised Labour for the 2023 financial year.

These deliberations were necessitated since organizations are not compensated on the Single Spine Salaries Scheme.

The Chief Executive of Fair Wages and Salaries Commission Ing. Benjamin Arthur, stressed that engagements with the public sector institutions was to advise, manage and monitor their collective bargaining agreement process to ensure that they conform to the laid down procedures regarding salaries and compensation of their workers if they are to benefit from government considerations offered to workers, under the Single Spine Salaries Structure.

LINKING PAY TO PERFORMANCE.

Ing. Benjamin Arthur, disclosed that his outfit intends to embark on a performance monitoring exercise in partnership with the Public Services Commission (PSC) to ensure that worker's pay are realistically linked to their performance and productivity, to ensure value for money of what the state is paying to the Ghanaian workers.

PAY ROLL MONITORING EXERCISE

He further used the occasion to disclosed that his outfit in the coming months will be embarking on a payroll monitoring exercise of selected Public Service institutions to help eliminate the incidence of ghost names in the Public Sector payroll system from the Government of Ghana wage bill, amongst the concerns.

MANDATE OF THE FWSC.

The Fair wages and Salaries Commission (FWSC) was established by the government of Ghana under ACT, 2007 (Act 737) with the mandate of implementing the government of Ghana's Pay Policy for Public Service workers in Ghana.

Per Section 3 (G) under the functions of the Fair Wages and Salaries Commission, it is to Coordinate, Manage, and Monitor Collective Bargaining processes in which the government is the direct or indirect employer.

Present at the meetings were the Negotiating team of the FWSC as well as the management team of the Public Sector institutions visited.

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