

GOVERNMENT AND ORGANISED LABOUR AGREE ON 30% ADJUSTMENT ON BASE PAY FOR 2023 FINANCIAL YEAR 12 JANUARY 2023.

1. The Public Services Joint Standing Negotiation Committee (PSJSNC), has concluded negotiation on the 2023 Base Pay. The Base Pay on the Single Spine Salaries Structure has been adjusted by 30% for the 2023 financial year. The leadership of the Organised Labour stated that this year's salaries negotiation has been a fair deal for the Ghanaian workers, considering the economic challenges that has bedeviled workers in the country due to inflationary hikes.
2. The Minister for Employment and Labour Relations, Hon. Ignatius Baffour Awuah (MP) prior to the agreement, recounted that the meeting on 12 January, 2023 had been the 10 in the series of ongoing meetings over the Base Pay negotiations for the 2023 financial year, an indication of how challenging this round of negotiations had been.
3. He further stated that, any further delays in the ongoing negotiations would have dire consequences on the public service workers if consensus was not reached by Friday the 12th of January, 2023 for the Controller and Accountant Generals Department to begin the roll out of salaries payments for the month of January 2023.
4. He also bemoaned the fact that the 15% Cost of Living Allowance (COLA) currently being enjoyed by the Ghanaian worker would elapse by December, 2022 and therefore, there was the need for consensus to be reached, otherwise workers would be worse off by the end of January, 2023, after the discontinuation of the COLA.
5. The Secretary General of the Trades Union Congress (TUC), Dr. Yaw Baah, stressed that he is very much associated with the sentiments raised by the Minister of Employment and Labour Relations, Hon. Ignatius Baffour Awuah, to the effect that the continuous delay in negotiations could be a detrimental to public servants and therefore, admonished both parties to endeavor to bring the negotiations an end so that Public Servants would not be short-changed at the end of the January, 2023

6. The Executive Secretary of the Civil and Local Government Staff Association (CLOGSAG), Dr. Issac Bampoe, assured all his members were assiduously going to work to assist government increase its revenue mobilization quest needed to boost Ghana's socio economic and infrastructural development for this financial year.

7. After several caucuses, proposal and counter proposals, the Government Negotiation Team decided to accept the 30% final proposal as tabled by the Organised Labour. The long awaited 2023 Base Pay Salaries Negotiation thus announced by the Minister of Employment and Labour Relations Hon. Ignatius Baffour Awuah, and greeted with thunderous applause and overwhelming praises by both parties for the successful conclusion of this year's negotiations.

TRAJECTORY OF THE NEGOTIATION

8. This year's Base Pay Negotiations started with an initial proposal of 60% from Organised Labour, whilst the Government Team on the other hand began at 8% to 10%, 12%, 15%, 20%, and subsequently to 27%, with all this proposal being flatly rejected, by Organised Labour. The protracted negotiations finally concluded with an agreement of 30% Base Pay increment by both parties.

BACKGROUND

The Government Team consists of the Ministry of Employment and Labour Relations, (MELR) the Ministry of Finance (MOF) the Ministry of Education (MOE), the Ministry of National Security, the Controller and Accountant Generals Department (CAGD), with the Fair Wages and Salaries Commission in the lead, whilst Organised Labour comprises the Trade Union Congress (TUC), the Civil and Local Government Staff Association (CLOGSAG), and other Unions and associations within the public service.

Present at the function were the representatives of Organised Labour and the Government Team.

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