

**NEGOTIATION OF 2023 BASE PAY ON THE SINGLE SPINE SALARY
STRUCTURE BY PUBLIC SERVICES JOINT STANDING NEGOTIATION
COMMITTEE (PSJSNC) ON 30TH 11-2022 AT THE MINISTRY OF HEALTH
CONFERENCE HALL.**

1. The Public Services Joint Standing Negotiation Committee (PSJSNC), comprising the Government Team and the Organized Labour, reconvened on the 30th November, 2022, to continue negotiations on the 2023 Base Pay. The meeting however, ended inconclusive as both parties could not reach an agreement on the Base Pay for the year, 2023.
2. Organized Labour, comprising of various Labour Unions working within the Public Services led by the Trade Unions Congress (TUC), was determined to negotiate for an appreciable pay rise, given the current economic challenges that had adversely impacted on the livelihoods of their memberships. Organized Labour therefore, demanded for a pay adjustment that could improve on the economic conditions of their members.
3. The Government Team was led by Fair Wages and Salaries Commission (FWSC), the Ministry of Employment and Labour Relations (MELR), the Ministry of Finance (MoF) also focused on satisfying the Ghanaian workers with cognizance of the national kitty to meet their demands.
4. Consequently, Organised Labour's initial proposal of 60 percent increment over 2022 Base Pay remains unchanged after several appeals by the Government Team. The Government Team on the other hand, moved on 4 different occasions from its initial Counter proposal of 8 percent to 10 percent to 12 percent and finally to 15 percent. All these proposals by the Government Team have been however, rejected by the Organized Labour.

5. Again, at the meeting on Wednesday, 30th November, 2022, which was the fifth (5th) consecutive occasion, the Government Team's had reviewed its counter proposal to 18 percent, yet it was rejected.
6. Subsequently, Organized Labour thereafter shifted its original position from 60 percent to 65 percent, citing inflationary hikes and given the imposition of more taxes as contained in the national budget statement, which would have a toll on its memberships.
7. Thereafter, government side appealed to the Organized Labour to review its part of the bargain in line with the spirit of true negotiations and in good faith, and ironically all fell on deaf ears by the organized labour.
8. The meeting therefore, ended inconclusive with no agreement in sight, whilst a new date is yet to be announce later to continue further negotiations until an amicable resolution is reached with the organized labour.
9. The Minister of Employment and Labaour Relations Honourable Ignatius Baafour Awuah (MP), earlier appealed to the organized Labour to endeavour to come to an amicable agreement to end the protracted negotiations.
10. He further assured of the government preparedness to engage the labour front in order to bring the negotiations into a closure.
11. On his part, the Secretary General to the Trade Union Congress (TUC) Dr. Yaw Baah, urged the labour unions to engage with open heart such that it would not be seen to be overly dragging the negotiations with the government side, which would be unhealthy.
12. The Executive Secretary of the Civil and the Local Government Staff Association (CLOGSAG). Dr. Isaac Bampoe Addo, also admonished the government to endeavour to better the living conditions of workers.

13. Present at the function from the government team, were the Minister of Employment and Labour Relations, Honourable Ignatius Baafour Awuah (MP), the Deputy Minister of Finance and Economic Planning Honourable Abena Osei Asare (MP), and the Chief Executive Officer of the Fair Wages and Salaries Commissions, Ing, Benjamin Arthur, while the Leadership from the organized Labour were also led by the Secretary General to the Trade Union Congress, Dr. Yaw Baah and the Executive Secretary of the Civil and the Local Government Staff Association (CLOGSAG). Dr. Isaac Bampoe Addo.

By Alhassan Abubakar Sadik- Fair Wages and Salaries Commission.