



**FAIR WAGES
AND
SALARIES COMMISSION**

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PRESS RELEASE

IMMEDIATE RELEASE

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DECLARATION OF NATIONWIDE STRIKE ACTION BY THE CIVIL AND LOCAL GOVERNMENT STAFF ASSOCIATION OF GHANA (CLOGSAG)

The attention of the Fair Wages and Salaries Commission (FWSC) has been drawn to a press release issued on November 4, 2024 by the Civil and Local Government Staff Association of Ghana (CLOGSAG), indicating their intention to embark on a nationwide strike action effective Thursday November 7, 2024. FWSC wishes to respond to the concerns raised by CLOGSAG as follows:

1. The demand by CLOGSAG for a New Salary structure and other Conditions of Service was initially submitted to the Office of the Senior Presidential Advisor by the leadership of CLOGSAG for consideration and approval.
2. A Technical Committee comprising representatives from the Government Team and CLOGSAG was constituted by the Senior Presidential Advisor to discuss the proposed salary structure for CLOGSAG.
3. It must be noted that in a communique dated July 12, 2024 issued by CLOGSAG, the Executive Secretary of CLOGSAG indicated that ***"The Parties (i.e. Government Team and CLOGSAG) showed commitment towards the resolution of pertinent issues relating to the salary structure for the Staff of the Civil Service and the Local Government Service."***
4. It is very important to note that Government has been exploring alternative ways of addressing the demand for a new salary structure by CLOGSAG which will not injure the existing pay policy, bearing in mind the principles governing the negotiation of Base Pay and the High Court Ruling entitled ***"Civil and Local Government Staff Association of Ghana Vrs National Labour Commission and Fair Wages and Salaries Commission (Suit No. HRCM.76/11) delivered on the April 22, 2011"*** which barred GLOGSAG from opting out of the SINGLE SPINE PAY POLICY.
5. Whilst discussions by the Technical Committee with CLOGSAG was still ongoing the later on October 22, 2024, issued a notice to embark on strike indicating that ***"several meetings had been held on the matter without any firm offer from the Government side."***
6. It is instructive to note that in a meeting held on October 30, 2024, the Government Team made an alternative proposal aimed at addressing the concerns of CLOGSAG which they requested the Government Team to put into writing.

Being committed to the process, the Government Team confirmed the alternative proposal in writing as demanded by CLOGSAG on the same day.

7. We wish to state that CLOGSAG is yet to respond to the Government proposal. It is, therefore, surprising to see a notice issued by CLOGSAG to embark on strike when discussions have not reached a deadlock.
8. We wish to also state that CLOGSAG, is aware of the existence and mandate of the FWSC but deliberately decided to undermine the mandate of the FWSC by channeling its demands through the Office of the Senior Presidential Advisor for approval, contrary to Section 2 of the FWSC Act 2007 (Act 737). A case in point is when CLOGSAG decided to opt out of the Single Spine Pay Policy by going to court in 2011 (in the case indicated above) but lost the case. We observe that it is CLOGSAG's strategy to achieve its objective of opting out of the Single Spine Pay Policy, that it why it has adopted various tactics, including the demand for a new Salary Structure.
9. Additionally, CLOGSAG has at all material times sought to ignore the authority of the Chief Executive, Ing. Benjamin Arthur, of the FWSC including, walking out of scheduled meetings without provocations, verbal attacks during meetings and calling for his dismissals. These attitudes of CLOGSAG towards the FWSC and its Chief Executive, including refusal to attend scheduled meetings is an affront to the state institution mandated to manage the Government Pay Policy.
10. Therefore, for CLOGSAG to indicate in its Press Release that it ***"has decided to have nothing to do with the Chief Executive of FWSC"*** amounts to bad faith, when the Chief Executive has made several attempts to engage CLOGSAG but they have decided to ignore him and sidestep FWSC as they see the Commission as a blockade towards their quest to opt out of the Single Spine Pay Policy.
11. We wish to emphasise that, Government is prepared to engage CLOGSAG in finding lasting solution to its demands without undermining the principles underpinning the Single Spine Pay Policy.
12. We, therefore, urge CLOGSAG to rescind its decision to embark on the strike action and return to the negotiating table for a timely resolution of their concerns.

For further information please contact the Public Affairs Unit of the Fair Wages and Salaries Commission through email: info@fairwages.gov.gh or Emelia Ennin, head of Public Affairs.

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