

FORUM

FOR PUBLIC SECTOR ASSOCIATIONS AND UNIONS

P. O. BOX M.336
Ministries, Accra

Our Ref: BA\7\SF.2\VOL.4

Your Ref:.....

17TH NOVEMBER, 2022

**THE HON. MINISTER
MINISTRY OF EMPLOYMENT &
LABOUR RELATIONS
ACCRA**

PROPOSALS FOR BASE PAY NEGOTIATION - 2023

The FORUM would wish to submit proposals for the Base Pay on the Single Spine Salary Structure (SSSS) for the year 2023.

Originally, the daily Base Pay (Level 1 Step 1) was 10% above the National Daily Minimum Wage (NDMW).

Over the years, as a result of accepting COLA instead of normal salary increase and granting increases in National Daily Minimum Wage (NDMW) that were higher than the percentage increase in the Base Pay, a wide gap has been created between the National Daily Minimum Wage (NDMW) and the Base Pay.

Currently, the 2022 daily Base Pay on the 2022, Single Spine Salary Structure (SSSS) is 16.26% below the 2022 National Daily Minimum Wage.

In order to close the gap and restore the 10% point with respect to the National Daily Minimum Wage (NDMW). The daily Base Pay for 2023 should be GH¢14.88 plus 10% that is GH¢16.37.

CONTACT: 0244159982, 0244654068, 0243532235, 0242213929, 0201989834.

Thus, the annual Base Pay on the Single Spine Salary Structure (SSSS) for 2023 should be GH¢5,303.23. The 2022 annual Base Pay on the Single Spine Salary Structure (SSSS) is GH¢3,672.84. It would need an increase of 44.39% in order for the erosion in salary levels for our members subsisting on the Single Spine Salary Structure (SSSS) to be wiped off.

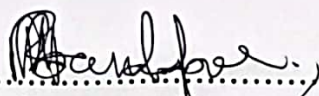
Due to the inflationary trends and the fact that 15% COLA has been granted on the National Daily Minimum Wage (NDMW). We humbly propose that a 60% increase on the 2022 Base Pay should be considered.

The step increment of 1.7% on the Single Spine Salary Structure (SSSS) 2010 was to have moved to 2% in 2012.

However, over the years, our plea to adjust the 1.7% step increment (annual increment) to 2% step increment has fallen on deaf ears.

The FORUM can no longer wait for the implementation of the 2% step increment.

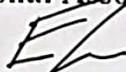
Submitted Sir, for your favourable consideration.



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Isaac Bampoe Addo
Executive Secretary
Civil and Local Government Staff Association, Ghana (CLOGSAG)



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Thomas T. Musah
President
Ghana National Association of Teachers (GNAT)



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Eric A. Carbonu
President
National Association of Graduate Teachers (NAGRAT)

CONTACT: 0244159982, 0244654068, 0243532235, 0242213929, 0201989834.

King Ali Awudu

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King Ali Awudu
President
Coalition of Concerned Teachers, Ghana (CCT)

For

Dr. Frank Serebour

.....
Dr. Frank Serebour
President
Ghana Medical Association (GMA)

Perpetual Ofori-Ampofo

for:
Perpetual Ofori-Ampofo
President
Ghana Registered Nurses and Midwives Association (GRNMA)

Nathan Coompson

.....
Nathan Coompson
National Chairman
Government and Hospital Pharmacists' Association (GHOSPA)

Frederick Kporxah

.....
Frederick Kporxah
General Secretary
Ghana Association of Certified Registered Anesthetists (GACRA)

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