



# The Teacher

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## GNAT HAS A NEW GENERAL SECRETARY: MR. THOMAS TANKO MUSAH

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**GNAT - WE LIVE TO TEACH!**

# GNAT HAS A NEW GENERAL SECRETARY

MR. THOMAS TANKO MUSAH

**M**r. Thomas Tanko Musah has thirty years experience as both an educationist and Trade Unionist. He has indepth knowledge and understanding of Ghana's Labour Act, 2003 (Act 651), other labour laws and related statutes, Ghana's Education Laws and Policies, as well as the Regulations and Conventions, elsewhere, the world over. He has headed the GNAT Youth Desk, helped stabilize the youthful (young) teachers in the Association, facilitated the institutionalization of mentoring in schools, and helped mainstream policies and activities of the youthful teachers in the functions of the Association.

Mr. Musah trained as a professional teacher at the St. John Bosco Teacher Training College, Navrongo, and obtained the Teacher's Certificate 'A' (3-year Post/Secondary) and went further to obtain the B.A. (Hons) Political Science with History degree from the University of Ghana, Legon, M.A. in Human Rights from the University of Education, Winneba, EMBA (HRM) from the University of Ghana Business School, Legon, and M. Ed. (Education & Administration) from the University of Cape Coast, Cape Coast. He also holds the Post-Graduate Certificate in Labour Policy (PGCLP) from the University of Cape Coast, and a Professional Certificate from the Institute of Human Resource Management Practitioners (HRMP), Accra. He is a Labour Policy Analyst and Associate Member of the Institute of Human Resource Management Practitioners (IHRMP), Ghana, and a Commissioner of the Ghana National Commission for UNESCO.

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With the Ghana National Association of Teachers, GNAT, Mr. Thomas Musah has been the Metro GNAT Secretary, Cape Coast (2006-2010), Regional GNAT Secretary at GNAT Headquarters (2010-2014), National Youth Coordinator at GNAT Headquarters, and Head, Membership Education and Youth Desk, Headquarters (2014 till appointment as General Secretary).

Among others, Mr. Musah.

- Mobilised teachers for Union activities
- Handled teachers' grievances as Metro GNAT Secretary,
- Coordinated the publication of the **GNAT Youth Bulletin**
- Advised on issues of Industrial Relations, Trade Unions, and the participation of the Youth(ful) (teachers) in the governance of GNAT, as Secretary at Headquarters, and
- Coordinated the GNAT/CTF

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Institutionalisation of mentoring in Basic Schools

- Worked with the Youth Coordinators, supervised, mentored, coordinated and managed the GNAT Social media platforms, as National Youth Coordinator at the GNAT Headquarters.

At one time or the other, Mr. Musah has served as a

- Member and Spokesperson of the Committee which met the University of Ghana on the Review of the 4-year Degree programme.
- Member of the Editorial Board of **The Teacher**
- Member, Cape Coast Metro GES Disciplinary Committee
- Facilitator/Resource person, GNAT/CTF Project Overseas Mentoring Programme.

Mr. Musah has attended a number of Seminars, Workshops and Courses, among them.

- The Africa Federation of Teaching Regulation Authorities, 8<sup>th</sup> Teaching and Learning Conference in Africa at Maseru, Lesotho
- The 7<sup>th</sup> Teaching and Learning Conference organized by Africa Federation of Teaching Regulatory Authorities at Abuja, Nigeria
- The African Union Meeting on Continental Education Strategy for Africa (CESA 2015-2026) at Maseru, Lesotho.

#### **COURSES:**

- International Business Education and Research, at the Fox School of Business, Temple University, USA.
- International Human Resource

Management, Yale School of Management, USA

- Member of the University of Ghana Business School Executive MBASE Study Tour to the MIT Sloan School of Management, Harvard, George Washington University, Howard University, Cheyney University, all in the OSA.

Mr. Thomas Musah has some publications to his credit, among them

- *Addressing the problem of bullying at the workplace, The Ghanaian Times, 2<sup>nd</sup> June, 2015*
- *Unemployment: A threat to National Security, Daily Graphic, 18<sup>th</sup> December, 2014*
- *Curbing Absenteeism in Schools, The Ghanaian Times, 18<sup>th</sup> November, 2014*
- *Guiding the new teacher to excel, The Ghanaian Times, 19<sup>th</sup> September, 2014.*

Mr. Musah is happily married to Mrs. Justine Abla Musah, a teacher by profession. They have three children. The family are members of the Great Commission Church International.

Mr. Musah holds the rank of Assistant Director II of Education. He was appointed General Secretary of the Ghana National Association of Teachers, GNAT, in December, 2019. His hobbies are reading, listening to music, playing with children.

Mr. Thomas Tanko Musah looks forward to carrying the Ghana National Association of Teachers, GNAT, to greater, dizzying heights, and has, since his appointment, been working assiduously to achieve this.

## ...AND A NEW DEPUTY GENERAL SECRETARY, ADMINISTRATION AND LABOUR RELATIONS



He is Mr. Daniel Affadu. Until his appointment, Mr. Affadu was the Eastern Regional GNAT Secretary.

Mr. Affadu is a highly motivated man, with keen interest in Human Resource practices and Labour Relations. He holds the Executive Post-graduate Certificate in Labour Policy Studies, and MA (Human Resource Management) both from the University of Cape Coast, B. Ed. (Agriculture) and Diploma (Agriculture) from the University of Education, Winneba.

Mr. Affadu trained as a Professional Teacher at the Presbyterian Training College, Akropong Akuapem, and obtained the Teacher's Certificate 'A' (3-year Post Sec.). He taught at the Agona D/C JSS, Agona Ahanta in the Western Region, and the Boundary Road JSS, Adabraka, Accra before joining GNAT as District Secretary for the Mpohor/Wassa East, also in the Western Region. He subsequently worked

as District Secretary, Wassa West, Tarkwa, Western Region and Accra Metro West, Greater Accra Region.

Mr. Affadu has attended many training workshops, courses and seminars, among them,

- Analysis of Education Policy (Education International),
- Human Resource Management Information System for Payment of Salaries for GES Staff (Public Services Commission),
- Workshop on the Sustainable Development Goals and Early Childhood,
- Implementation of the new 3-Tier Pension, and
- Training Workshop on the Labour Act, 2003 (Act 651).

He has also served on various Bodies and Committees, among them, Amnesty International, Koforidua, Eastern Regional Disciplinary Committee, Koforidua, and the District Disciplinary Committees, Mpohor/Wassa East and Accra Metro West.

Mr. Affadu is a committed Methodist and a Local Preacher of the Church. He was the 1<sup>st</sup> Vice President of the Methodist Youth Fellowship (MYF) of the Calvary Methodist Church, Adabraka, Accra and Secretary, Calvary Men's Fellowship, between 2013-2015. He is married to Mrs. Margaret Affadu and they have three (3) children. His hobbies are listening to music and reading.

# THE LEGACY ARREARS

## BACKGROUND:

The legacy arrears are salary arrears owed teachers, spanning the period 2012-2016. It is so described, because it was inherited by the current government from the government which preceded it. The phenomenon arose out of the previous government's decision to pay only three months of any salary arrears owed public sector works, and the rest paid only after proof was shown.

We want to place it on record that some teachers had been paid since 2017, after the Audit Service had verified teachers' documents and forwarded same to the Controller and Accountant General's Department (CAGD), thence to the GES which confirmed, for payment.

The payment of the rest of the arrears was scheduled to be done effective November, 2019, after the Ghana Audit Service had again verified teachers' documents and approved payment.

However, when the data was handed over to the GES from Controller and Accountant General's Department (CAGD) for verification, they said they discovered some discrepancies with some payments, among them,

1. Some teachers were to be paid on ranks they were not on.
2. Some had no records on the pay roll between 2012 to 2014.
3. Some teachers were not owed at all, but were due for payment.
4. Some teachers were employed as pupil

teachers but were to be paid as Senior Superintendents.

5. Some female teachers were to be paid as night watchmen

GNAT vehemently disagreed with the above reasons and together with the other Teacher Unions gave the employer up to 5<sup>th</sup> December, 2019 to pay all the arrears or face the wrath of the Teacher Unions.

## MEASURES BY GOVERNMENT:

The President of the Republic intervened, and at a meeting with the Principal Officers of the Teacher Unions at the Jubilee House, tasked the Union Leaders to collate the data on all those owed the arrears of remuneration, to enable them take a concrete action on it.

On February 27, 2020 GNAT submitted to the GES data containing 45,455 teachers owed the arrears, as requested by Government.

The CAGD, in a letter dated 14<sup>th</sup> June, 2020 responded the GNAT data, with counter data.

After a careful perusal of the CAGD data, GNAT came out with the following:

- GNAT submitted a total of 45,455 members owed the salary arrears.
- Of the 11,539 sent by CAGD to GNAT, only 4,490 were found on its database
- GNAT members who applied for the arrears on the CAGD fall out data was 1,376, out of 4,490.
- Of the 4,490 only 1,376 were presumed to have been paid, subject to confirmation from the supposed beneficiaries.

# PROTEST AGAINST IMPOSITION OF SIC GROUP INSURANCE POLICY ON ALL GES STAFF

The attention of GNAT has been drawn to an advertiser's announcement in the Monday, August 6, 2018 edition of the *Daily Graphic* (page 33) on the above subject matter that:

- Deduction of premium would be done at the end of September 2018 while cover starts from 1<sup>st</sup> September, 2018.
- Any member of GES who does not want to be covered under this Group Life Insurance should write to the GES through their Union by 31<sup>st</sup> August 2018, to ensure that the Government does not pay any premium on their behalf
- All teacher unions have been consulted and engaged through the MOE and the GES.

We wish to state the position of GNAT on the proposed SIC implementation policy, as follows:

- i. Section 69(2)(b) of the Labour Act, 2003(Act 651) prohibits deductions from a worker's remuneration, any amount which is not permitted by Section 70 and without the consent of the worker.
- ii. We wish to place it on record that GES was advised by the Teacher Unions to consult the teachers in tandem with Section 69(2)(b) and 70 of the Labour Act, 2003(Act

651). Unfortunately, GES never consulted the teachers, yet they intend to hang it around the necks of teachers. In this regard, the teacher who is to drive the success of the whole enterprise has been totally ignored and relegated to the background.

- iii. We are by this registering our strongest protest at how the policy is prematurely being implemented, while totally ignoring the consent and interest of the teachers, as enjoined by Section 9(h) of the Labour Act 2003)(Act 651).
- iv. In furtherance, it is against the Labour Act, 2003 (Act 651) for GES to ask any Staff the GES who does not want to be covered under this Group Life Insurance to write, through their Union, by 31<sup>st</sup> August 2018, to ensure that the Government does not pay any premium on their behalf.
- v. This decision of government has generated tension among the rank and file of our members.
- vi. We are by this serving notice that the speed and commitment with which the GES used in deducting GH¢10 from Teachers, same should be applied in refunding the monies to them, as per our agreement.

# GNAT AND THE FIGHT AGAINST THE CANCER SCOURGE

## INTRODUCTION

Cancer is a disease which carries a triple burden. First, in the African society, no one really talks about it. It is the disease that gets forgotten in the face of the media hype for malaria, HIV and tuberculosis, even though it is responsible for more deaths worldwide. According to the International Agency for Research on Cancer (IARC)(2008), there were about 715,000 new cancer cases and 542,000 cancer deaths in Africa alone, in 2008.

Researchers predict that these numbers would nearly double (1.28 million new cancer cases and 970,000 cancer deaths) by 2030, simply due to aging and growth of the African population. Researchers also say the numbers would potentially be even higher, because Africans are adopting behaviours and lifestyles associated with economic development, such as smoking, unhealthy diet, and physical inactivity. Cancer affects everyone. One day it will be someone you know; a father, a mother, a sister, an auntie or a friend.

Do not let cancer be forgotten, ignored or remain untreated.

Speak up in the fight against the disease now, and help to save thousands of lives in Africa.

## Cost of Treatment

The cost of cancer care at public facilities is often lower; however, with a higher volume of patients it (can) take(s) several weeks before treatment starts. Thus cancer patients wait in long queues outside crowded buildings with limited, outdated and outmoded resources. This wait can sometimes take valuable time which could have been used for treating the disease early, and saving lives.

The cost of treatment could thus be said to be the major reason why people don't seek care, when cancer strikes. Unfortunately, very few medical insurance companies in Africa provide coverage for this dreaded disease. Patients therefore have to pay costs out-of-pocket.

Down home in Ghana, the only cancer treatment centre which serves the needs of cancer patients from across West Africa is the Sweden Ghana Medical Centre (SGMC), whose aim is to deliver the best treatment for cancer patients.

**GNAT and the Fight Against the Cancer Scourge:**

Recognizing that:

- a. Cancer is the second leading cause of deaths in Africa, after heart disease.
- b. Today, 60% more Africans die from cancer than... malaria- and that the number of cancer deaths is rising at an alarming rate.
- c. Cancer numbers are rising across Africa: for example, breast cancer incidence rates nearly doubling over the past 20 years in Kampala, Uganda.
- d. Unlike Western countries, research shows that Africans are getting cancer at younger ages.
- e. Men as young as 45 are being treated for prostate cancer, women as young as 24 are diagnosed with breast cancer.
- f. Many of the persons identified above could be teachers and their families.
- g. Within ten years, by 2030, the number of deaths from cancer will have increased almost 70%, based on age demographics alone.

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h. GNAT must focus on health as part of its “brighter future” mission – i.e. all teachers are entitled to good health benefits,

The Ghana National Association of Teachers (GNAT), under its brighter future mission which focuses on the health of teachers and their families, is collaborating with the SGMC to ensure that

teachers and their families with cancer problems, are treated, to enable them to earn their living and contribute to the growth of the country.

The Ghana National Association of Teachers (GNAT) also believes that by this collaboration, teachers and beneficiaries would be better educated about cancer, that it can be prevented, treated and cured.

To carry the fight further afield, the Ghana National Association of Teachers (GNAT), is partnering TV3 to deliver a 52-part special documentary on the theme **Collaboration of Hope**, for its members.

We therefore urge members to increase their subscription to the cancer fund. We look forward to your cooperation.

### Itinerary for the documentary shoot in five regions.

<b>VOLTA REGION</b>			
<b>Departure</b>	<b>Arrival</b>	<b>Recce</b>	<b>Activity</b>
May 3, 2020	May 3, 2020	May 4, 2020	May 5-12, 2020
<b>Return Trip</b>			
May 12, 2020	May 12, 2020		
<b>WESTERN REGION</b>			
<b>Departure</b>	<b>Arrival</b>	<b>Recce</b>	<b>Activity</b>
May 17, 2020	May 17, 2020	May 18, 2020	May 19-25, 2020
<b>Return Trip</b>			
May 26, 2020	May 26, 2020		
<b>EASTERN REGION</b>			
<b>Departure</b>	<b>Arrival</b>	<b>Recce</b>	<b>Activity</b>
May 31, 2020	May 31, 2020	June 1, 2020	June 2- 8, 2020
<b>Return Trip</b>			
June 9, 2020	June 9, 2020		
<b>BRONG AHAFO REGION</b>			
<b>Departure</b>	<b>Arrival</b>	<b>Recce</b>	<b>Activity</b>
June 14, 2020	June 14, 2020	June 1, 2020	June 16- 22, 2020
<b>Return Trip</b>			
June 23, 2020	June 23, 2020		
<b>NORTHERN REGION</b>			
<b>Departure</b>	<b>Arrival</b>	<b>Recce</b>	<b>Activity</b>
June 28, 2020	June 28, 2020	June 29, 2020	July 1- 6, 2020
<b>Return Trip</b>			
July 7, 2020	July 7, 2020		



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# TENDERING PROCESSES IN GNAT: PROCEDURES TO FOLLOW AS DIRECTED BY THE PUBLIC PROCUREMENT AUTHORITY OF GHANA

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## INTRODUCTION AND INSTRUCTIONS

**T**hese Tender Documents (TD) have been prepared by The Public Procurement Authority for use by Procurement Entities, in accordance with the Public Procurement Act, 2003 (Act 651), of the Republic of Ghana as amended, for the procurement of goods through National Competitive Tender (NCT). The procedures and practices presented in this document have been developed through broad experience, and are mandatory for use in the procurement of goods which are estimated to cost more than one hundred thousand Ghana Cedis (GH¢100,000.00) but less than ten million Ghana Cedis (GH¢10,000,000.00)<sup>1</sup>, financed in whole or in part with public funds of the Republic of Ghana.

In order to simplify the preparation of tender documents for each procurement, the Standard Tender Document (STD) groups the provisions that are intended to be used unchanged in Section II, Instructions to Tenders (Data and provisions specific to each procurement and contract should be included in the Tender Data Sheet); and in Section III General Conditions of Contract. Section IV: Special Conditions of Contract; Section V: Schedule of Requirements; and Section VI: Technical Specifications. The forms to be used are provided in Section VII, Sample Forms.

Care should be taken to check the relevance of the provisions of the STD against the requirements of the specific goods to be

procured. The following general directions should be observed when using the documents:

- a) Specific details, such as the “name of the Purchaser” and “address for Tender submission”, should be furnished in the Invitation for Tenders, in the Tender Data Sheet, and in the Special Conditions of Contract. The final documents should contain neither blank spaces nor options.
- b) All Tender documents described elsewhere in this document are normally required for the procurement of goods. However, they should be adapted as necessary to the specific requirements of the particular project.
- c) This Tender document is intended to be used on a repetitive basis. Modifications to meet the specific procurement requirements of a project should be provided in the Special Conditions of Contract. If modifications are to be made to Tender procedures, they can be presented in the Tender Data Sheet. The text of Instructions to Tenders and General Conditions of Contract shall remain unaltered.
- d) These documents have been prepared for Tender where either pre-qualification or post-qualification applies. The process of pre-qualification of Tenders is not covered in this Standard Tender Document.

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Refer to the Standard Pre-qualification Document issued by the Public Procurement Authority.

<sup>1</sup>Or the equivalent threshold level as revised in accordance with the Public Procurement Act, 2003 Act (663).

- e) The italicized Notes in boxes, italicized remarks in brackets [ ] and italicized footnotes in this Standard Tender Document are not part of the text. They contain guidance and instructions for the Procurement Entity preparing and issuing the document, and should not be incorporated in the final customized version. The cover should be modified as required to identify the

Tender documents as to the names of the Project, Contract and Purchaser, in addition to date of issue.

- f) Italicized Notes in boxes, italicized remarks in brackets [ ] and italicized footnotes in this Standard Tender Document are not part of the text. They contain guidance and instructions for the Procurement Entity preparing and issuing the document, and should not be incorporated in the final customized version. The cover should be modified as required to identify the Tender documents as to the names of the Project, Contract and Purchaser, in addition to date of issue.

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## THE GHANA NATIONAL ASSOCIATION OF TEACHERS' CONTINUED STAND ON THE PRE-TERTIARY EDUCATION BILL-2019

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Once again, the Ghana National Association of Teachers, GNAT, wishes to bring to the attention of the public, its continued stand on the Pre-tertiary Education Bill, following its inclusion in the Order Paper of Friday, 3<sup>rd</sup> April, 2020, to be laid before the Parliament of the Republic of Ghana for discussion and subsequent passage.

The attention of the Pre-tertiary Education Unions – GNAT, NAGRAT, TEWU and CCT-Gh was drawn to paragraph 352, pg. 72 of the Budget Statement and Economic Policy of the Government of Ghana for the 2018 Financial Year, which was presented to Parliament on Wednesday, 15<sup>th</sup> November, 2017, which indicated that the Pre-tertiary Education Bill had been reviewed and approved by Cabinet.

Following this, the GNAT, acting on behalf of the Pre-tertiary Education Unions wrote to the Minister of Education, requesting for a copy of the document (see our letter Ref. 0990/VOL.III/41/17, 27<sup>th</sup> November, 2017, **Request for Education Bill Approved by Cabinet**). Surprisingly, the Minister not only failed to respond to the letter, but refused us the document.

With time, our attention was once again drawn to three Bills which had been laid before Parliament without engagement with, or inputs from the Unions. These were the **Pre-tertiary Education Bill, 2019, the Education Regulatory Bill, 2019 and the Complementary Education Bill, 2019.**

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We found this as a breach of the ILO/UNESCO Recommendations Concerning the Status of Teachers (1966) which encourages social dialogue between partners on such national policies and issues, and therefore raised our voice against it. We also drew the attention of the Minister of Education to the spirit and letter of the 2009 Collective Agreement with the Ghana Education Service, particularly the preamble which enjoined the parties not to be both anti-union and anti-management with each other, but endeavour to promote trust, respect and fairness in all our dealings.

We wish to place it on record that the Pre-tertiary Education Unions, had been requesting for the draft of the Education Bills since 2017, but had been ignored. So we were shocked when we learned that the Bills were being forwarded to Parliament without our inputs. Considering the far-reaching implications the Bills would have on the Education Service as stipulated in Article 190 of the 1992 Constitution of Ghana, our teachers and the teaching profession as a whole, once again, we raised our voice in protest.

In our quest for a document which would be accepted by all, and whose implementation would not disadvantage our teachers, we entreated Parliament, humbly, to suspend business on the three Bills, and asked that copies be made available to us for our study, analysis and inputs, to make them holistic, when laid. We wrote to The Rt. Hon. Speaker of Parliament about this (see our letter, Ref. 1422/VOL.IV/22/19, 9<sup>th</sup> October, 2019).

On 30<sup>th</sup> January, 2020, the Parliamentary Select Committee on Education invited

the Unions to a meeting on the Pre-tertiary Education Bill, 2019, on Tuesday, 4<sup>th</sup> February, 2020, which we honoured and a follow-up meeting on Wednesday, 12<sup>th</sup> February, 2020 which we again honoured. It was at the 12<sup>th</sup> February meeting that we were informed that per the Bill, management of education in Ghana would assume the following shape:

- Senior High Schools: Would be managed/run by the Regional Education Directorates (Regional Coordinating Councils).
- Basic Schools: Would be managed/run by the Metropolitan/Municipal/District Assemblies.
- The Technical/Vocational Schools: Would be managed/run by their own Director General, independent of the Ghana Education Service.

By this arrangement therefore:

- The Ghana Education Service would be shorn of its power/mandate, and now become a feeble coordinator.
- The Teaching Profession would be destabilized
- The Unified Service currently in place would be broken/dismembered
- The unified Condition of Service under which teachers operate would be broken.
- Teachers would be manipulated and subjected to the whims and caprices of the Assemblies, and subsequent politicization of the service.

*cont. on page 11*

Indeed, the Bill, if allowed to pass, would destroy the organic profession our founding fathers fought for and attained, even under colonial rule.

In the spirit of unity, harmony and organic solidarity, the Pre-tertiary Education Unions expressed their abhorrence for the arrangement, and rejected it in no uncertain terms. We made it crystal clear, that the UNIFIED TEACHING PROFESSION, AS IT EXISTS TODAY, IS NON-NEGOTIABLE!

We conveyed this message to the wider Ghanaian public by our press conference, held on 14<sup>th</sup> February, 2020. In response to our press release, the Ministry insisted that some of the issues we raised did not reflect the provisions of the Bill, and referred us back to the Ministry for engagement on some outstanding matters of concern to us. This assurance notwithstanding, the Ministry went further to emphasize that Government's agenda... will not be derailed by sectional interest, and its commitment to pursuing important reforms towards improving learning outcomes in our institutions... We found these Statements unfortunate; if attempting to consolidate the united front of teachers, save the Ghana Education Service from politicization and our teachers from manipulation would be deemed sectional interest, we leave that to the judgement of the good people of Ghana. Again, what reform could be more important than carrying along Teachers, the drivers of the learning process, rather than the veiled attempt to destroy their front and politicize the GES?

The Unions had not exhausted the options yet. Thus we duly attended a day offsite

meeting on the Pre-tertiary Education Bill at the City Escape Hotel, Accra on 27<sup>th</sup> February, 2020 (see GES letter, Ref. GES/DG/245/20/067). The Hon. Minister of Education was represented by Dr. Adutwum, the Hon. Deputy Minister of Education.

At this meeting, the Pre-tertiary Education Unions, were asked to put their inputs together and submit it to the next meeting for discussion. We were in the process of doing this when the COVID-19 pandemic broke out, and the country went on lockdown.

The inclusion of the Pre-tertiary Education Bill in the Order Paper of Friday, 3<sup>rd</sup> April, 2020 to be laid before the Parliament of Ghana for discussion and subsequent passage therefore comes to the Unions as a rude shock and an exercise of bad faith.

We wish to reiterate that our stance is no derailment of Government's agenda, neither is it sectional, for the President of the Republic, His Excellency Nana Darkwa Akufo Addo himself recognizes that we (the Pre-tertiary Education Unions) have concerns over the Pre-tertiary Education Bill 2019 (see State of the Nation Address, 2020).

The Ghana National Association of Teachers' continued stand on the Pre-tertiary Education Bill, 2019, therefore is:

- (1) We stand for unity, harmony and organic solidarity on the Pre-tertiary education front.
- (2) We would not allow the manipulation of our teachers, and the politicization of the Service by any policy or legislation.

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- (3) We would not allow the dismemberment, disintegration and destruction of the teaching profession.
- (4) We remain committed to our Collective and United front, now and in the future.

We hereby call on Parliament to suspend all deliberations on the Bill, until all issues between us (the Pre-tertiary Education Unions) and the Ministry of Education have been resolved, to the satisfaction of us all.

We caution that should Parliament not heed our call, but go ahead with the discussions and eventual passage of the Bills, Leadership of the Unions would not

be able to control the actions or inactions of our members, and the Ministry of Education may have itself to blame, in the end. We wish to sound further that our members in all the Regions have already served notices to this effect through their various press conferences, that they would resist the imposition of the Pre-tertiary Education Bill 2019 in no uncertain terms.

God bless our homeland Ghana!

**SIGNED AND ISSUED IN ACCRA  
BY THE GHANA NATIONAL  
ASSOCIATION OF TEACHERS**

**THOMAS T. MUSAH  
GENERAL SECRETARY**

**DATE: SATURDAY, 4<sup>TH</sup> APRIL, 2020**

# COMMUNIQUE

**ISSUED BY THE NATIONAL COUNCIL AT THE END OF ITS  
MEETING HELD BETWEEN 19TH-21ST NOVEMBER, 2019  
AT THE GNAT VILLAGE, ABANKRO, NEAR EJISU**

**T**he National Council of the Ghana National Association of Teachers, at the end of its meeting held at the Teachers Village, Abankro near Ejisu in the Ashanti Region, between 19th-21st November, 2019, which deliberated on critical issues affecting the Association and the Education Sector as a whole, hereby issues the following communique.

1. By 31<sup>st</sup> December 2019, a new Collective Agreement for Ghana Education Service workers should be signed, to replace the old one which expired since 2011
2. The Ghana Education Service (GES) should provide more education on the proposed aptitude test for promotion for staff of the service.
3. Action be expedited on the 2019 Promotion Interviews to forestal the creation of a backlog of teachers waiting to be interviewed.
4. There should be more stakeholder engagement on the issue of the fee to be paid by practising teachers for their licence(s).

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5. The use of the 50-kilometre radius by the GES as a condition for the payment of transfer grants is unacceptable since every transfer goes with cost, and should therefore be revised.
6. GES workers have suffered unrealistic wages for far too long, thus we hereby resolve that never again shall we accept a salary increase below the rate of inflation.
7. Teachers were rushed into the implementation of the new standard-based curriculum, and therefore need more training on it, to be able to successfully implement it to achieve

the desired goals. Also adequate teaching and learning resources should be provided to facilitate the process.

8. GES/SIC deductions should stop immediately and forms made available for interested teachers to fill and join the policy. If this directive is not strictly adhered to, any further deduction without the consent of our members will compel the Union to advise itself.

**MS. PHILIPPALARSEN  
NATIONAL PRESIDENT OF  
GNAT**

**FROM  
THE GHANA NATIONAL ASSOCIATION OF TEACHERS  
TO  
MR. MICHAEL NSOWAH, CHAIRMAN, GHANA EDUCATION  
SERVICE (GES) COUNCIL ON HIS OUTBURSTS OVER THE  
DECEMBER 5, 2019 STRIKE ACTION**

The Ghana National Association of Teachers (GNAT) wishes to react to a statement purported to have been made by no less a person than Mr. Michael Nsowah, the Chairman of the Ghana Education Service (GES) Council, in a radio interview on the recent strike declared by the three pre-tertiary teacher unions.

Mr. Nsowah is said to have said that Ghanaian Teachers are “people that the government is having pity on”, in an interview on **Adom FM**, based in Accra.

We find this statement from Mr. Nsowah very repugnant, caustic and in effect insulting and therefore unacceptable. We want to remind him that since the dawn of education in the Castles through the Mission era, Nkrumah and all the governments which followed him, Teachers, of whom Mr. Nsowah is one, have never held themselves in opprobrium, ridicule and scorn;

if anything at all, they have been pace setters, trail blazers, and purveyors of knowledge, civilization, morality and refiners of human minds, and moulders of ladies and gentlemen who in the end have become the drivers of Ghana's future and advancement, in the fields of education, politics, the sciences and all facets of life. In this regard, Teachers are not, and can never be people any government, including those of the past, and those to come, should have pity on. Rather, they are, and should be people who should be admired and rewarded, given the invaluable services they render to humanity and Ghana, under the trying conditions they ply their trade. It is therefore an infra dig for any person who should, and indeed knows better to throw insults at them, even when they are asking for their legitimate rights and entitlements as payment of the (so-called) legacy arrears due them, as far back as 2012-2016, which culminated in the nationwide strike which commenced on Monday, 9<sup>th</sup> December, 2019.

*cont. on page 14*

As an Education Unionist himself-having at one time been the Ashanti Regional Chairman of GNAT, Mr. Nsowah, should have been decorous with his vituperations and diatribes on his colleagues, who had committed no crime than demanding their due; after all doesn't the good book even say the labourer is worthy of his hire? So why should Teachers be pitied for asking for what is legitimately theirs? We think Mr. Nsowah should have been discreet, rather than falling into tantrums and pouring scorn on Teachers. We want to stress and emphasize to Mr. Nsowah and all who think like him, that Teachers are not mendicants, and would never be. Mr. Nsowah, in his comfort zone, can epitomize the geographical maxim that "the higher you go, the cooler the temperature becomes," but our Teachers are not there yet, and so they would protest and strike, if any government, including the sitting government or body, would want to hold them hostage over their own legitimate entitlements.

Same goes to that loquacious white-bearded former Chief Executive of that Centre of Educational Excellence in Accra, who one

time described Teachers as lazy. He also should learn how to use effective communication skills and not run amok anytime he throws his lenses on Teachers, forgetting that he is also a Teacher.

We are sure that as law abiding citizens of the Republic, we the Unions persuaded our members to return to the classrooms when the National Labour Commission (NLC) declared the strike illegal, and they complied. This is how to deal with Teachers, and Mr. Nsowah should learn from this; and treat Teachers as human beings, and not morons, struggling for crumbs from the master's table.

We hereby join the Central Regional Chairman of GNAT and put it to good old Mike, with emphasis, that "Ghanaian Teachers are not poor beggars, and will never beg any government for money or food, so long as we remain in active service" and even after.

Thank you.

**ISSUED BY THE GHANA NATIONAL ASSOCIATION OF TEACHERS, ACCRA**

## FROM THE GHANA NATIONAL ASSOCIATION OF TEACHERS (GNAT)

### TO PROFESSOR STEPHEN ADEI

In this era when the whole world is reeling under the pain, insecurity and consternation caused by the Coronavirus (COVID-19) pandemic, the least the Ghanaian public could expect is the Ghana National Association of Teachers, GNAT, entering into combat with His Eminence, Professor Stephen Adei, the tormentor-in-chief of teachers in the country. We are doing so against the backdrop of his proposal that teachers be made to forgo 50% of their salaries, for

staying home, during this period of anxiety and uncertainty. We wish to stress that this is not the first time Professor Adei has turned his radar on our teachers.

Indeed, Professor Adei has the penchant for attacking teachers, sometimes under very spurious and bizarre circumstances. At one time or the other, he has called teachers *pure criminals, lazy, wicked, and a national burden*. He has accused teachers of *know(ing) next to nothing and forming cabals with their Heads (and)*

*cont. from page 14*

***deliberately boycotting classes, to the detriment of the(ir) pupils.*** Professor Adei has called the attitude of teachers to work lackadaisical, accused them of not teach(ing), yet tak(ing) their salaries, being wicked, collapsing the educational sector, questioned their competences and concluded, “let us dismiss all the teachers; it can be done, through revolutionary tactics”. Sources: Ultimate 106.9 FM page, March 27, 2018; Peace 104.3 FM page, January 24, 2019; Eveyo.com page, March 22, 2018; Ghanaweb, March 23, 2018; OTEC 102.9 FM, March 2018; Class FM page, January 2019; Citi FM page, January 29, 2019. All these vituperations and scorn he has poured on teachers, and gone scot free; but not this time round!

The Ghana National Association of Teachers, GNAT, wonders whether the loquacious Professor is not on this planet to appreciate the fact that a pandemic, the Coronavirus, COVID-19, is currently ravaging the world, Ghana included; that it is because of its devastation that the schools were directed to close down, in the bid to curb its spread. We want to know whether he appreciates the stay home (of both teachers and pupils) was a Government (official) order; that the teachers did not decide or elect themselves to stay home? We wish to know further from the Wiawso Training College educated Professor, whether he closed his Christian High School near Dodowa on his own accord, or on the Government (official) order?

Knowing Professor Adei for who he is, we deem his call for the 50% reduction of salaries of teachers as an attempt to instigate the greater society against

teachers and cause disaffection for them, but then, it won't wash! Teachers are not the cause of the Coronavirus and all the challenges it has brought in its trail; like all other segments of society, teachers are victims of circumstances, and must not be punished by a phenomenon they did not originate, as the garrulous Professor seeks to do.

We hereby do reiterate, that as professionals, teachers are not above criticism. However, when someone consistently subjects teachers to insults and ridicule, berate and set us up for attacks and create disaffection for us, as does Professor Adei constantly on the electronic and social media platforms, then we have no option than to defend ourselves and safeguard our reputation. We wish to state that we won't accept any repugnant and offensive expressions on our persons or families. We shall continue to accept constructive, and morale-boosting criticisms and not reprehensible, offensive and degrading ones. Let all know that we take exception to verbal attacks, and any pronouncements or policies meant to denigrate our persons or the teaching profession.

We wish to state that person(s) who take pleasure in engaging in verbal attacks against teachers with every opportunity should be mindful of the repercussions and consequences of their actions on teachers, their families and the teaching profession as a whole. Utterances such as those of Professor Adei, have led to situations in which some teachers have been assaulted

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physically, brutalized, maimed and even murdered, and we won't countenance these, going forward.

We therefore condemn in no uncertain terms the utterances of Professor Adei, and hereby remind all those who take delight in inflicting such verbal and physical pain on teachers and the teaching profession to note that Ghanaian Teachers have at all material times been mindful of Article 41 of the 1992 Constitution of the Republic of Ghana, which enjoins Ghanaians to be each other's keeper. This however, should not be misconstrued as weaknesses on their part. They should therefore be accorded the necessary honour and respect due them.

The Ghana National Association of Teachers, GNAT, is however relieved, that the Ministry of Education has come out swiftly with a statement, to tell Professor Adei, and all who think like him, that it isn't teachers who called for the schools to shut, and can therefore not be made to suffer the 50% drop in their salaries, the period the shut remains in place. We are happy the Ministry of Education has told the Professor Emeritus of Ashesi University, Chairman of the National Development Planning Commission (NDPC), and Chief Executive of the Ghana Revenue Authority (GRA), ***that teachers have not said they are unwilling to return to the classroom(s) to teach. We hope Professor Adei has ears to hear this!***

The Ghana National Association of Teachers, GNAT, still looks forward earnestly to life returning to normalcy and all groups, persons, professions and professionals, including teachers, returning to their domains to contribute their bits towards the country's growth and development.

Long Live GNAT!  
Long Live Ghana's Teachers!!  
Long Live Ghana!!!

**SGD  
THOMAS T. MUSAH  
GENERAL SECRETARY  
GHANA NATIONAL ASSOCIATION  
OF TEACHERS, (GNAT)**

**23<sup>RD</sup> MAY, 2020.**

# THE GHANA NATIONAL ASSOCIATION OF TEACHERS (GNAT)

## OBSERVATION ON GOINGS-ON IN THE COUNTRY

Gradually and steadily, the country and its people are inching towards the end of the year 2020. Year 2020 is quite significant, in that we shall be treading a path which could either mark us out as a people uniquely known for our forbearance, understanding, tolerance and willingness to march on in unity, or as a people who, for lack of these virtues, could go the way others elsewhere the sub-region and the African continent as a whole have travelled and ended up in tragedy and catastrophe. As the oasis of peace in a turbulent greater environment, it should be the prayer of every well-meaning Ghanaian, that we don't travel that path; whatever the odds may be, sanity should prevail, and we should continue to be the toast of black people everywhere the world over, post-December 7, 2020.

### **Why this long introduction? One may ask.**

As a group of educators and shapers of the minds and personalities of future generations of Ghanaians, the Ghana National Association of Teachers, GNAT, is a critical stakeholder in the future and continued cohesive existence of our beloved motherland, Ghana and therefore must be concerned and make its voice heard, when things are going heady in society. Ghanaian parents and children are our front line clients. We stand for Ghanaian children being given the right education under the required serene environment, to refine them, and enable them compete in the greater world arena, give their best to the development of the country, as well as be relevant to themselves and their families. In this vein, the country should do well to give every child the opportunity for an education adapted to his/her capacity, capability, interest and needs, and make adequate provision for the growth and development of his/her physical and mental health.

On the wider Ghanaian milieu, the 1992 Constitution, enjoins the citizenry, among others,

- to promote the prestige and good name of Ghana
- to foster national unity and live in harmony (with each other)
- to respect ... and ... refrain from doing acts detrimental to the welfare of other persons (and the state)
- to protect and preserve public property and combat misuse of and waste of public funds and property.
- to defend (the state of) Ghana and the hope of every Ghanaian,
- that the citizenry engage in health discourse on all matters, using decorous and civil language
- tolerate the views of each other on all matters.
- That civil society groups, religious groups, academicians, Chiefs, opinion leaders and all who matter most raise their voices when and where necessary, no matter whose ox is gored.
- That the police and other security agencies remain our bodies of defence
- That the courts remain our vehicles of acceptable justice.

These are the anchors on which the state of Ghana has been existing, and we believe nobody would rock them to our peril.

This is the environment in which every Ghanaian has been raised and educated. Thus we see Ghanaians as very decent, conscientious, refined and forward – looking. These have been our hall mark, throughout the years.

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But what are we seeing and observing these days? The Ghana National Association of Teachers, GNAT, sadly observes that decency seems thrown to the dogs; there is indiscipline all over the land, decorum is missing in our communication and discourse in the print, electronic, and the traditional media (radio); intolerance and haughty language have taken over the airwaves, politicians are insulting and threatening mayhem; leadership of the country (the presidency). Chiefs and Religious leaders have not been spared either; indeed everybody is on everybody's radar of accusation, castigation, opprobrium and condemnations, with even a practitioner of the law claiming that insulting a (the) President of Ghana is not/cannot be considered an offence, as per the criminal Code of 1960 and the 1992 constitution of Ghana; shocking, devastating! Moral turpitude is the order of the day, and there seems to be no end in sight! Indeed, the centre seems not holding, and the country and its citizens seem to be held hostage and in anarchy! **Whither goeth we, Ghana?**

As critical stakeholders in the fortunes of Ghana as stated earlier, the Ghana National Association of Teachers, GNAT, cannot stand aloof, and watch these negations and sinister goings – on in the country. We therefore condemn these acts and developments in no uncertain terms, and urge a stop to them. immediately, to put the country back on the road of civility, discreet and temperate language and communication, respect for offices, positions, authority and the elderly. In this same vein, we condemn the recent abuse of the President by some final year students, as well as their dastardly acts of vandalism, and attacking invigilators with stones and other offensive weapons, and attempting to engage in examination malpractices. Those acts are un-Ghanaian and the Ghana National

Association of Teachers, does not countenance them. As a father-figure Union, we however plead that the GES tempers justice with mercy with the 14 dismissed students, and ensure they are not denied their education, in the attempt to discipline them.

Ghanaian Society should feel ashamed, keeping mute over these happenings, probably because they reflect the moral decay which has characterized it in recent years. A big shame on all!

Going forward, we should be reminded, that we still have the 2020 general election ahead of us, we therefore caution all concerned – the citizenry, politicians, the political parties and persons and groups with sinister motives not to scuttle or thwart the process. Ghana is the only country we have, no persons or entities should therefore throw the country into an abyss from which we cannot easily recover.

We need the peace to continue carrying on as one people with a common destiny. We need an incident free pre-and post-general election, and the country would be the better for it!

This is the clarion call of the Ghana National Association of Teachers, GNAT, to fellow compatriots. And we hope all would listen, and give all of us a chance, and a fresh, new beginning, come year 2021.

We urge all to be reminded by the lyrics of the following patriotic song, and be led by it, in their daily dealings:

Yɛn ara y'asaase ni;  
Ɛyɛ aboo den den de ma yɛn,

Mogya a nananom hwie gu  
Nya de to ho ma yɛn,  
Adu me ne wo nso so,  
Sɛ yɛbɛyɛ bi atoa so.

Nimdee ntraso, nkoto-kranne;  
Ne p̄s̄emenkomenya,

Adi ȳn bra mu d̄em, ama  
ȳn asaase ho d̄o atomu s̄e.

(Chorus 2x)

Ɔman no, s̄e ɛb̄eȳe yie o;  
Ɔman no, s̄e ɛrennȳe yie o;  
Ɛȳe ns̄enah̄o s̄e,  
Ɔmanfo bra na ɛkyer̄e.

Ɔman no, s̄e ɛb̄e ȳe yie o;  
Ɔman no, s̄e ɛrennȳe yie o;  
Ɛȳe ns̄e nah̄o s̄e,  
Ɔmanfo bra na ɛkyer̄e.

(AKAN).

This is our own native land;

What a priceless heritage;  
Acquired with the blood our ancestors shed for us;  
It is now our turn to continue what our ancestors  
started

Bragging of educational achievements; Or useless  
greed for material things,  
And bad lifestyles are destroying our nation, and  
disgracing it.

(Chorus 2x):

Whether or not this nation prospers;  
Whether or not this nation prospers;  
Clearly depends on the character of the citizens of  
the nation.

Whether or not this nation prospers;  
Whether or not this nation prospers;

Clearly depends on the character of the citizens of  
the nation.

## GHANA NATIONAL ASSOCIATION OF TEACHERS 2020 MAY DAY MESSAGE

On the occasion of the marking of the Workers Day of Solidarity-May Day worldwide, the Ghana National Association of Teachers, GNAT, salutes its gallant members and all other workers on the Labour front, and renews its commitment to them, to continue championing their cause, to ensure that the employer does not shortchange them, but gives them their due.

The GNAT recognizes the pivotal role workers play in the country's developmental agenda and therefore entreats government to have them in mind in policy formulation

and implementation, as well as implement strategies to address all bottlenecks and impediments to Ghana's socio-economic growth and modernization. We urge the government to assure workers the security of tenure and create more employment opportunities for the country's teeming youth, so as to avert any security challenges they may pose to the country. We look forward to a period of bliss and a very stable economic and political environment, for the continued health and stability, as we inch gradually towards the general election in December, 2020.

Still with the December election in mind, we urge the government to do all it can to avoid conflict, and reduce, if not totally eliminate fear, anxiety and insecurity within the citizenry, in the interest of the greater good, and society at large.

On this momentous occasion, the Ghana National Association of Teachers still recognizes teachers as the shapers of the minds and destinies of our future generations; as drivers of the process therefore, they should be respected, and not stressed, not denigrated, scorned or insulted. Policy formulators and implementers should remember that without

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teachers, no nation would exist, so their due should be given them, without conditionalities or strains.

Once again, we wish to remind our members, teachers and all other workers and society at large, that the Coronavirus (COVID-19) pandemic is real and continues to trouble the world. We therefore entreat all to observe the Social Distance Protocols to enable them stay safe and alive. We

believe when we observe all the safety precautions and protocols, we shall surely overcome the pandemic.

We wish our members, teachers and all other workers a very serene and quiet May Day! We solidarise with them. We solidarise with Organized Labour here on the home front, and elsewhere the world over.

Long Live GNAT, Long Live our members and teachers,

Long Live Organized Labour, Long Live workers Long Live Ghana,

And may God continue to bless Ghana, and make her great and strong!

Issued by the Ghana National Association of Teachers in Accra, and signed by

THOMAS T. MUSAH,  
General Secretary – GNAT

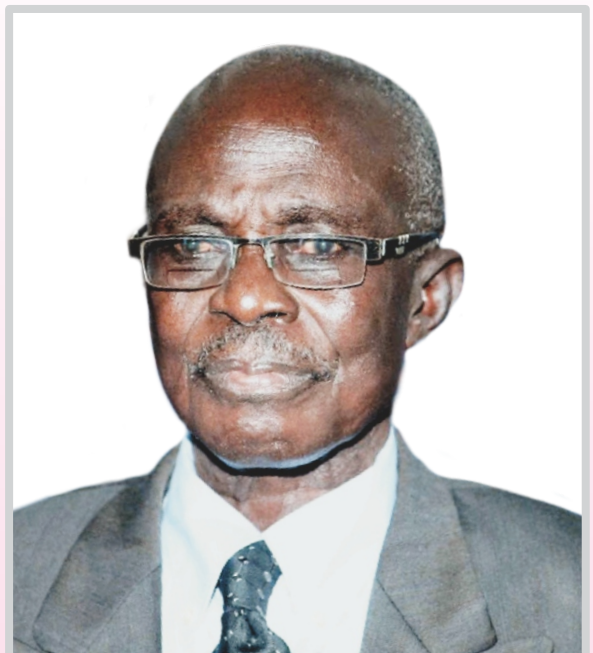
## THE GENESIS OF THE TEACHERS FUND

**I**t will be a little more uncharitable on my part, to begin to trace the immediate origins of the establishment of the Teachers Fund without acknowledging the genuine efforts and work of the past leaders of GNAT in promoting co-operative spirit and enterprise among teachers, aimed at creating schemes of a kind like the current Teachers Fund. Their efforts and work continued to be a source of inspiration which urged us on to have the courage to work to realize what they wished for teachers of this country.

In the early 1960s, with technical assistance from the

Canadian Teachers Federation, the leaders of GNAT promoted the formation of Teachers Credit Unions in the districts throughout the country. The hope then was that, the district Teachers Credit Unions would grow and eventually create a national Teachers Credit Union. Many of such Teachers Credit Unions exist today, but they have not been able to create such a national body.

GNAT in collaboration with the Ghana Education Service



promoted the formation of Teachers Multipurpose Co-operatives in all the regions in the 1970s. However the project did not succeed and had to be discontinued.

At the National Delegates Conference in 1992, we decided to impose a levy of ₵3,000 per teacher, per month,

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to establish a financial scheme from which teachers could borrow to meet some of their financial needs. The scheme was dubbed “Self-help”. Before we could start the implementation of the scheme, a few vocal, vociferous teachers were up in arms against the scheme and the leaders of GNAT. The opposition was so massive and violent that we had to abandon it.

Between 1993 and 1998, before the Teachers Fund was established, we had to institute a Social Assistance Fund financed through the use of part of the dues to give interest-free loans to teachers who found themselves in financial difficulties.

Soon we came face-to-face with the obvious naked fact that the scheme was unsustainable, because the repayment rate was unusually poor since teachers considered that the money belonged to all of us. The scheme was finally abandoned in 1998.

From what I have said so far, there was a burning desire of the successive leaders of GNAT to put in place, a sustainable viable financial scheme which could provide

solution to some of the financial problems of many of our teachers, but success eluded their efforts till 1998 when as a result of a combination of factors, not least among them, the technical feasibility and soundness of the scheme designed by Mr. Kwame Pianim for us to establish the Teachers Fund.

It all began like this: one afternoon Mr. Pianim came to my office unannounced and greeted me ending with a remark “Mr. General Secretary, you are sitting on a Goldmine” and I replied “where is the gold mine?” and he said “the numerical strength of your members is the gold mine”. I then invited him to sit down and he started to tell me what could be done. I was very much thrilled by his brilliant idea to the extent that I was over anxious to see action taken almost immediately. I therefore requested for a paper on the proposal immediately. At the time of meeting, we had barely two months for the 1998 National Delegates Conference.

Long before that meeting, I had asked someone to devise a “loans and savings scheme” for teachers but that person had not submitted to me any paper, therefore the idea that Mr. Pianim sold to me was

welcome, since it tied in neatly with our thoughts.

Within a very short time, indeed Mr. Pianim presented me with a comprehensive paper for our study. He was subsequently invited to speak to the National Council meeting.

The paper was endorsed, adopted and placed on the Agenda of the 1998 National Delegates Conference held at KNUST, Kumasi.

At the Delegates Conference, Mr. Pianim was asked to explain to the Delegates, the feasibility of the Scheme. Delegates accepted the principle and the rationale but would not accept the rate of contribution of ₵5,000 but rather, only ₵500. However, I proposed ₵1,000 and also advised that the scheme should be made compulsory for all teachers, with an option for anyone who was not in favour, to write to withdraw from it.

The recommendation of ₵1,000 contribution and making the scheme compulsory was approved by Conference.

Extensive education was mounted on the proposed scheme between January and

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April 1998. While the education was going on, Mr. Pianim started to deal with the technical and legal aspects of the scheme. Mrs. Irene Duncan-Adanusa was asked to set up a secretariat for the scheme, with the responsibility of acting as Fund Administrator, while I took up the responsibility of getting the Minister of Education to approve the deduction of ₵1,000 per month, per teacher, with effect from May, 1998 and also getting the Controller and Accountant-General to provide a code for the deductions.

The National Council approved the composition and nomination of a Board of Trustees with Mr. Yaw Asiedu-Mensah, National Vice-President as the Chairman and the appointment of Mrs. Irene Duncan-Adanusa and Mr. Wilson Kusi-Atansah as Fund Administrator and Secretary to the Board respectively.

Mr. Pianim was appointed the Fund Manager. Let me state that during the preparatory stages, Mr. Pianim worked without asking for any remuneration. I also directed that as

GNAT's contribution to the scheme, the initial administrative expenses be borne by GNAT, as well as providing space in the Teachers Hall for the Fund's Secretariat.

We were fortunate that, this time round, the idea of establishing a Teachers Fund was accepted by the teachers.

I was fully sure then that if the scheme was professionally and competently managed, with time, teachers would agree to step up their contributions. I made it clear to the National Executive, that the scheme should have a separate and distinct legal entity and be managed by professionally competent persons who would be recruited on merit. Before I left office as the General Secretary on 31<sup>st</sup> January, 2002, contribution was ₵5,000 per teacher ,per month.

Let me put it on record, the good work done by Mr. Pianim and Mrs. Duncan-Adanusa for the successful take-off of the scheme. I wish to thank the teachers for their understanding and co-operation, the National Council and staff for their

support, as well as the Minister of Education and Controller and Accountant-General.

I wish also to thank the present Board, Management and staff for the good work which has brought the scheme to its present stage.

Thank you.

**PAULOSEI-MENSAH**  
**Retired General Secretary,**  
**GNAT**  
**23<sup>RD</sup> MAY, 2008**

.....  
**KNOW YOUR  
NATIONAL  
OFFICERS**  
.....



**PHILIPPA LARSEN (Ms)**  
National President



**AFELIBIEK ABABU**  
National Vice President



**REV (MRS)  
HANNAH ODJENMA BOTCHWAY**  
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