

# NEWS LETTER

JULY/AUGUST: 2022 Vol. 003



GHANA NATIONAL ASSOCIATION OF TEACHERS (GNAT)

## Government agrees on 15% COLA with Organised Labour, effective July 1 see page 7 for the details



### GNAT ENGAGES NATIONAL SECURITY ON 'SEE SOMETHING, SAY SOMETHING' ANTI-TERRORISM CAMPAIGN

see page 11 for the details

### YOU CAN'T FIGHT NATIONAL SECURITY THREATS WITHOUT FIXING HIGH COST OF LIVING - GNAT TELLS GOVERNMENT see page 12 for the details





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**REV. ISAAC OWUSU**  
National President, GNAT



# MESSAGE FROM THE NATIONAL PRESIDENT

**M**y fellow teachers, it is a great honour to address you who are chosen for our noble profession. You have been instrumental in the development of our dear country Ghana, and you deserve to be acknowledged. I wish to congratulate all teachers, especially GNAT members, for continuing to strive and make impact, even in the face of difficulties. In the past few months, we have been engaging government to ensure that teachers are cushioned within this period, hence our demand for the Cost of Living Allowance (COLA). The Association will stand by its ultimatum to government to pay the COLA to workers and you can be assured, GNAT will not fail its members, for government to pay the allowance. I'm fully aware, that some regional branches of GNAT have also re-emphasised their resolve to ensure that the COLA is paid, as soon as possible.

I urge all the branches to keep the fire burning, until our demand is met by the employer. To strengthen our capacity and bonds, the Ghana National Association of Teachers (GNAT) sponsored many teachers and staff across the country to participate in the 9th Conference of the Africa Federation of Teaching Regulatory Authorities (AFTRA) and 11th Roundtable of Ministers of affiliate countries. The GNAT team was led by the National President and Mr. Dagbandow Kwame, Deputy General Secretary, Education and Professional Development.

The conference was held this year at the International Conference Centre, and was opened by the Chief of Staff, representing the President of the Republic of Ghana. It was organized on the theme "Unpacking Teaching and Learning in Africa for Excellence". NAGRAT and other organizations were formally accepted into the AFTRA fraternity. The first half of the year is gone and I urge you not to lose hope in your chosen field, because we, your elected executives, will continue to fight for what is best for the teaching fraternity. I wish you the very best in all your endeavours.

GNAT : We live to teach!  
God bless you!



## MR. THOMAS T. MUSAH

General Secretary, GNAT



# GENERAL SECRETARY'S MESSAGE

It is with great pleasure that I have another opportunity to address you, my fellow teachers. The first half of the year is over and we have entered the second half, praying that our living conditions will improve, even as leadership of this great Association makes conscious efforts to get the best for our members. As you are aware, on July 4, 2022, GNAT joined the other teacher unions to declare a nationwide strike, following government's failure to honour the June 30 deadline given for the payment of the Cost of Living Allowance. We can no longer bear the hardship. Even more so, we rejected the inequality of salaries in the public services of this country. We were compelled under the current circumstances to publicly communicate to Ghanaians, our intention to go on strike.

**B**y the strike, we informed the general public, that we were withdrawing all our services in all the pre-tertiary education space, this included teaching and non-teaching staff. I reckon that teachers are bearing the brunt of the current economic crisis, which is why we settled for a Cost of Living Allowance (COLA), rather than the wage opener clause. There is the need for the general income situation of all workers in the country to be looked at. There is one thing that we have been asking over the years, at least, if nothing at all, when the worker is retiring, he should be able to afford a two-bedroom house.

The Ghana National Association of Teachers (GNAT) has partnered the National Security, to improve intelligence gathering, as threats of terror attacks in the subregion intensify. The collaboration is expected to enable teachers complement efforts of the Ministry of National Security, to protect Ghana's borders and promote peace in communities. You can trust that the leadership of GNAT would only work on what is in our common interest and welfare. May God bless us all and make our Association, GNAT, great and successful.





**NEWS HIGHLIGHT**

**GNAT**



# GOVERNMENT AGREES ON 15% COLA WITH ORGANISED LABOUR, EFFECTIVE JULY 1

**G**overnment and Organised Labour have agreed on a 15% Cost of Living Allowance, to be paid to all public sector workers. It takes retrospective effect from July 1, 2022. The Employment and Labour Relations Minister, Ignatius Baffuor Awuah said “the Cost of Living Allowance (COLA) will be paid at a rate of 15 per cent of base pay. The effective date of the payment is 1st July 2022”. This was at the third meeting between government and the labour unions, since the demand for COLA started.

Prior to this agreement, the Ghana National Association of Teachers (GNAT) and the other Teacher Unions had declared an indefinite strike to press home their demand for 20% of their basic salary, as COLA. The General Secretary of the GNAT, Thomas Musah, stated that all their calls on government for appropriate action had fallen on deaf ears, hence the resort to the strike action.



MR. MUSAH AND THE OTHER UNION LEADERS ADDRESSING THE PRESS ON THE DEMAND FOR COLA





**MR. THOMAS T. MUSAH, GENERAL SECRETARY**

## **WORKERS SHOULD AFFORD TWO-BEDROOM HOUSE WHEN GOING ON RETIREMENT – GNAT GENERAL SECRETARY**

The General Secretary of the Ghana National Association of Teachers, (GNAT), Thomas Musah says the general income situation of all workers in the country should be looked at. He indicates that most workers earn low basic salary which eventually affects the quantum of the pension benefits they are given when in retirement.

**S**peaking at the GNAT Investment Forum held at the GNAT Hall on Wednesday, June 29, he said “it has become very necessary that the issue of income in this country should be looked at. We cannot run away from the issue of the basic salary”. “That is why we are organizing this forum to look at what can be done to ensure that when workers are retiring they go home better. There is one thing that we have been asking for over the years, that at least, if nothing at all, when the worker is retiring he should be able to afford a two-bedroom house”.

# SSNIT IS THE BEST SCHEME YOU CAN EVER GET-SSNIT DG

The Director General of the Social Security and National Insurance Trust (SSNIT), Dr John Ofori-Tenkorang has expressed his optimism, that the SSNIT scheme is the best pension package scheme workers can get anywhere. He intimated that Management of SSNIT has been carrying out indexation, to meet the rising rate of inflation. This, he said, is part of the reasons the scheme is the best for workers. Dr. Ofori Tenkorang was speaking at the Ghana National Association of Teachers (GNAT) Investment Forum held at the GNAT Hall, on Wednesday, June 29. "I will urge people not to throw the baby out with the bad water", he advised.

"The narrative is that, SSNIT is not good, people connive with their employers not to pay their SSNIT, the SSNIT scheme is the best you can ever get anywhere else, as far as pensions is concerned", he assured. "if you don't join it to contribute, you are harming yourself", he warned. He further indicated that the management is going to rollout a programme to educate the people on the need to join SSNIT.



**Dr. John Ofori-Tenkorang**  
Director General, SSNIT

# TAKE ADVANTAGE OF GNAT'S GREAT PACKAGES – Retired Teacher



**KWESI ADDISON**  
Retired Teacher

**K**wesi Addison is in his mid-sixties. He started his work as a pupil teacher in Yapei Kusogu, in the Northern Region. Later, he enrolled at the training college to acquire formal training. Upon completion, he was posted to Gomoa Akropong Number 1 in the Central Region, where he worked for about 10 years. “I enjoyed teaching and making impact in those communities. In all, I worked with the Ghana Education Service for 40 years, mostly as a Social Worker”, he stated. Mr. Addison has been on retirement since 2014 and has been actively involved in the development of education in his home town, Gomoa Gyaman and the surrounding towns. “I feel more active now though I am retired.

I am very much involved in education development in this area, through the knowledge imparting workshops I organise for teachers. I feel like I never actually retired”, he stressed. He says he’s had a very fantastic retirement. “If you don’t prepare for retirement and you come home, you will regret it. If you prepare adequately and sacrifice a lot, you will enjoy it”, he stressed further.

Mr. Addison advises teachers to make hay while the sun shines, by taking advantage of the packages the Ghana National Association of Teachers offers. “GNAT made me who I am. I joined the GNAT Teachers Fund so before my take-home would come, I had something in my pocket to keep me going. GNAT has very good packages for teachers and I advise that teachers take advantage of these opportunities.

They have some building loans that helped me. Let me quickly add that if you retire and want to live in the family house, you will die in a maximum of two years. I feel I never made a mistake being a teacher and joining GNAT. Even if you put a knife to my throat, I won’t change my mind”, emphasised Mr. Addison. We wish him a blissful retirement.

## GNAT ENGAGES NATIONAL SECURITY ON ‘SEE SOMETHING, SAY SOMETHING’ ANTI-TERRORISM CAMPAIGN

Teachers across the country have been encouraged to help the government to deal with the rising threats of terrorism in the country. This follows an engagement between the Ghana National Association of Teachers (GNAT) and the National Security Ministry, on the newly-launched ‘See Something, Say Something’ Campaign. Among other things, this partnership is “expected to enable teachers complement the efforts of the Ministry, to protect Ghana’s borders” and promote peace in communities across the country.

The National Security Coordinator, Major General Francis Adu-Amanfo (Rtd), said teachers are critical agents of development, as they can help prevent the threats by educating the public, especially students. He therefore, charged the leadership of GNAT to educate the members on sensitive information and signals needed to assist National Security, in maintaining peace internally and across Ghana’s borders. On his part, the National President of the Association, Rev. Isaac Owusu, encouraged teachers to “assist the security agencies, in addressing conflicts”, in their efforts to maintain the peace.



LEADERSHIP OF GNAT WITH MAJOR GENERAL FRANCIS ADU-AMANFO (RTD), NATIONAL SECURITY COORDINATOR





## **‘YOU CAN’T FIGHT NATIONAL SECURITY THREATS WITHOUT FIXING HIGH COST OF LIVING’ – GNAT TELLS GOVERNMENT**

The Ghana National Association of Teachers (GNAT) says government's fight against terrorism will not succeed, if there is a continuous neglect of the security challenges people face as a result of the high cost of living in the country. While the government is concentrating on tightening security measures by retooling the security apparatus, GNAT says issues of basic necessities need attention as well. The General Secretary of GNAT, Thomas Musah, has noted that the growing hardship in the country is exposing people to financial difficulties, something that poses security threats to the state. He intimated that the situation is affecting members of GNAT; hence, their decision to embark on an industrial action, if nothing is done to address it.

“There is an uneasy calm. We are coming from a background of 4% and 7%; that didn't sit well with workers and almost every time they keep calling us day and night, there is pressure on us”, he lamented. Mr Musah revealed that despite their appeal to the government to institute the Cost of Living Allowance (COLA), there had not been any discussions on it yet. “The only thing that has been looked at is the issue of the minimum wage...a technical team has worked on it and presented its report, he disclosed. We believe this is the time for the government to respond because of the issues of human security, which could have serious implications on national security, Mr. Musah stressed.





## **DEVELOP RURAL COMMUNITIES TO PREVENT INDIGENES FROM ACCEPTING OFFERS FROM TERRORISTS – GNAT TO GOVERNMENT**

**T**he Ghana National Association of Teachers (GNAT) has asked” government to address the developmental challenges in rural communities, to prevent indigenes from falling prey to enticements from terrorists. The Association says the existing developmental gaps in the rural areas can be exploited by terrorists, to foment trouble in the country. The National President of the Association, Reverend Isaac Owusu thus advises, “it’s very important for us as a nation, to look at how we’re distributing the national cake.

In fact, if you take Ghana as a whole, and look at the distribution of the national cake, you can see that some people are not happy; especially if you look at those working within the deprived areas of this country, the social amenities are not there”, he stressed. The General Secretary of the Association, Thomas Musah also reiterated that government must ensure the welfare of teachers and students, to prevent them from being enticed by offers from terrorist groups.



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UNIQUE INSURANCE COMPANY LIMITED (UIC) was incorporated in October 1999 and licensed by the Ghana National Insurance Commission, to underwrite General Insurance business. The company is owned by the Ghana National Association of Teachers (GNAT) through its investment wing, The Teachers Fund (TF) and some affiliate unions of The Trades Union Congress. Our professionalism stems from the calibre of personnel who run our operations.

Our astute board members are highly skilled and well exposed. This body, coupled with the dynamism of Management and their level of expertise, gives us the confidence to grow the Unique brand. Another strength, as a company, is the youthfulness of our human resource and their technical capabilities, making us an agile company. The delivery of our policies through digitized and controlled conventional means, make them easily accessible. Our unrivalled MOTOR INSURANCE POLICY comes with free towing service for comprehensive policy holders and the payment of minor claims within two hours. These have positioned us as a strong force in Motor insurance underwriting.



UIC STAFF PRESENTING A CHEQUE TO A BENEFICIARY



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We have in our product bouquet, the following policies as well:

- Goods in Transit
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We at Unique Insurance don't shy away from paying claims, we believe it's the anchor that holds the growth of our company.



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- Free towing for all comprehensive clients
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We entreat all affiliates and GNAT members to insure with us, since their businesses and property are safe with us. We, in turn, assure them of our commitment to live by our tagline of placing their needs first! We will not rest; until your needs are met!

The Unique Insurance Team in charge of GNAT can be reached on the following numbers:

1. Gifty Owusuwaa Darko – Head, Business Development & Distribution  
020 7605347 & 050 1569433
2. Osbert Katey Dooso – Head, GNAT Operations  
0244 455253 & 050 1478198





# SUSTAINING THE GNAT CANCER FUND

In fulfilment of one of its objectives to meet the welfare needs of its members, the Ghana National Association of Teachers (GNAT) passed a resolution at its Governing National Council meeting, to authorise the deduction of Two Ghana Cedis (GH¢ 2.00) from each member, per month. The objective was to fund the treatment of any member who suffers cancer. The treatment goes for all cancers, apart from blood-related cancers. The Fund which operates on the principle of insurance, covers a member, his or her spouse and two children below eighteen (18) years of age.

The Fund is in collaboration with the Sweden Ghana Medical Centre (SGMC), a state-of-the-art oncology centre for the treatment of cancer. Through sensitisation and the many testimonies from members who have undergone treatment at the Sweden Ghana Medical Centre, and the smiles that have been brought to many families, more people are benefiting from the Fund, now than ever before. The fact that the cost of treating our members at the Centre continues to witness astronomical figures cannot be overemphasised.



Patient treatment at SGMC



A quick juxtaposition of the revenue from the Two Ghana Cedis (GH¢ 2.00) paid per member, per month, with the expenditure over the same period makes the picture clearer. It is instructive to note, that the cost of treating one cancer patient ranges from Forty-Five Thousand Ghana Cedis (GH¢ 45,000.00) to Two Hundred and Fifty Thousand Ghana Cedis (GH¢ 250,000.00).

*Sustain the Fund and Save Life...*

## NUMBER OF BENEFICIARIES

Since its inception in 2014, up to December 2020, a total of Six Thousand, Seven Hundred and Seventy-three (6,773) members have received treatment under the Fund. Out of this number, Three Thousand, Nine Hundred and Fifty-two (3,952) have been fully treated.



# GNAT ENGAGES NATIONAL SECURITY ON 'SEE SOMETHING, SAY SOMETHING' ANTI-TERRORISM CAMPAIGN



LEADERSHIP OF GNAT WITH MAJOR GENERAL FRANCIS ADU-AMANFO (RTD), NATIONAL SECURITY COORDINATOR



GENERAL SECRETARY WITH THE NATIONAL PRESIDENT



MR. LOLIH, NATIONAL TREASURER



MR. DAVID KATTAH (IN NOSE MASK) CHAIRMAN, TEACHERS FUND BOARD OF TRUSTEES AT THE ENGAGEMENT WITH NATIONAL SECURITY





**MAJOR GENERAL ADU-AMANFO (RTD)  
DELIVERING HIS ADDRESS**



**PARTICIPANTS LISTENING ATTENTIVELY**



**MORE OF THE PARTICIPANTS**



**GENERAL SECRETARY MAKING AN INPUT**



**MAJOR GENERAL ADU-AMANFO (RTD)  
DELIVERING HIS ADDRESS**



AT THE SEE SOMETHING, SAY SOMETHING CAMPAIGN



GENERAL SECRETARY WITH THE PRESS



MAJ. GEN. ADU-AMANFO (RTD) LEFT, REV. ISAAC OWUSU & MR. OWUSU, 1ST NATIONAL TRUSTEE







PARTICIPANTS AT THE SEE SOMETHING, SAY SOMETHING CAMPAIGN





# Gallery Of GNAT INVESTMENT FORUM 2022

## SCENES FROM FORUM 2022



GENERAL SECRETARY DELIVERING HIS ADDRESS



REV. ISAAC OWUSU. & PROF. BOKPIN, ECONOMIST, UNIVERSITY OF GHANA





**HON. BRIGHT WIREKO-BROBBY, DEPUTY MINISTER, EMPLOYMENT & LABOUR RELATIONS ADDRESSING PARTICIPANTS**



**MR. DAVID KATTAH (MIDDLE) BOARD CHAIRMAN AND MR. FOSTER BUABENG, (RIGHT) CHIEF EXECUTIVE, TEACHERS FUND**



**A PARTICIPANT ASKING A QUESTION**





SOME PARTICIPANTS



SOME OF THE NATIONAL OFFICERS



NATIONAL VICE PRESIDENT • NATIONAL TREASURER • 1ST NATIONAL TRUSTEE • 2ND NATIONAL TRUSTEE



## THE NATIONAL OFFICERS AT THE FORUM



REV. ISAAC OWUSU-NATIONAL, PRESIDENT



MR. THOMAS T. MUSAH  
GENERAL SECRETARY



MR. AFFADU & MR. DAGBANDOW DEPUTY  
GENERAL SECRETARIES





## THE NATIONAL OFFICERS AT THE FORUM



MAD. LUCY AMANDA • MR. VRANSFORD NSIAH • MR. JOHN MENSAH • MAD. MERCY NABIA  
NATIONAL VICE PRESIDENT NATIONAL TREASURER 1ST NATIONAL TRUSTEE 2ND NATIONAL TRUSTEE

## SCENES AT THE FORUM







## UNIQUE STAFF AT WORK





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## QUOTES FOR TEACHERS ACROSS THE WORLD

- Teaching is the profession that teaches all the other professions. -Unknown
- Teaching is the greatest act of optimism.
- Teaching kids to count is fine, but teaching them what counts is best. —Bob Talbert.
- A teacher affects eternity; he can never tell where his influence stops. – Henry Brooks Adams
- The best teacher lodges an intent not in the mind, but in the heart. – Anne Michaels
- The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates.

The great teacher inspires. – William Arthur Ward

- By doing what you love, you inspire and awaken the hearts of others
- To the world you may be just a teacher, but to your students you are a hero.



# GHANA NATIONAL ASSOCIATION OF TEACHERS



## Our Mission

To campaign effectively on behalf of our membership, using legitimate channels for improved terms and conditions, in line with National and International Labour Laws and provide Professional Development, Psycho-social and Economic services for our members in a Democratic, Non-partisan, non-sectarian and Environmentally responsible manner, through Innovation and a Committed Workforce.



## OUR VISION

Become a vibrant, resilient, pro-active, result-oriented teachers Union, championing the cause of teachers and quality education, for a brighter future.



## OUR CORE VALUES

- TOLERANCE
- RESILIENCE
- UNITY
- SOLIDARITY
- TRANSPARENCY  
( TRUST )





**THE GNAT**  
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