



UPNMG
Union of Professional
Nurses & Midwives, Ghana.

Postal Address: Box MS 35, Mile 7, Accra
Tel: 0302968902/0544758944
+233 24 412 1894
GPS Address: GE-366-8651
E-mail: upnmg2017@gmail.com

Our Ref: UPNMG/PR/006/04/24 our Ref:

Date: May 22, 2024

PRESS STATEMENT ON THE CONDITIONS OF SERVICE NEGOTIATIONS FOR NURSES AND MIDWIVES

The Union of Professional Nurses and Midwives, Ghana (UPNMG), is dismayed by the Ghana Registered Nurses and Midwives Association's (GRNMA) unilateral negotiation and signing of the 2024 Conditions of Service (COS) for nurses and midwives. We wish to place on record that the negotiation was done without proper consultation with other unions within the nursing and midwifery fraternity, leaving key stakeholders in the dark about the details of the new agreement.

On January 17, 2023, the GRNMA invited the UPNMG and other union leaders to present proposals on the COS for submission to the government. The UPNMG leadership complied, contributing significantly to the proposed COS with the hope of improving the welfare and socio-economic conditions of Ghanaian nurses and midwives. This initial engagement, the first since our emergence, was a promising step towards collaboration.

However, communication from the GRNMA stopped after UPNMG received the harmonized copy of the proposed COS. Repeated attempts to get updates from GRNMA were unsuccessful. Despite the Labour Act, 2003 (Act 651), and Labour Regulations 2007, (L.I. 1833), regulation 10, requiring the holder of the collective bargaining certificate (CBC) to lead negotiations with the involvement of other unions, the GRNMA failed to uphold transparency and inclusivity throughout the process.

The UPNMG is deeply concerned by the GRNMA's disregard for these provisions as it is crucial for all stakeholders involved in the harmonization process to be kept informed throughout the negotiations. Currently, the UPNMG leadership is not privy to the contents of the 2024 COS, which raises significant concerns about the GRNMA's approach.

The nursing and midwifery profession should adopt a collaborative negotiation model, similar to that of other unions, which have successfully secured favorable conditions for their members. This approach will foster unity and strengthen our collective bargaining power. The nursing and midwifery profession deserves no less. We call on the GRNMA to immediately disclose the contents of the signed 2024 COS to all relevant unions, including the UPNMG. Additionally, we insist that all future negotiations involve every union within the nursing and midwifery profession, as mandated by regulation 10 in L.I. 1833. We have also notified our lawyers to petition the Chief Labour Officer in respect of the GRNMA's unilateral negotiation in breach of the labour act and labour regulations.

We urge all nurses and midwives across the country to remain calm while we await the details of the signed COS. We understand the anxiety and frustration caused by this situation and the unnecessary suspense created by the CBC holder regarding the content of the COS. We hope that the provisions of the newly signed COS will genuinely benefit the ordinary nurse and midwife, as the GRNMA president appeared excited during the signing of the agreement. However, should the newly signed COS fail to genuinely benefit all ranks of nurses and midwives, we will not hesitate to demonstrate our dissatisfaction with the GRNMA's continuous holding of the CBC despite failing to secure better conditions of service for nurses and midwives.

Thank you.

A handwritten signature in blue ink, appearing to read 'John Agbenyeavu', with a small circle at the end of the signature.

John Agbenyeavu (National PRO)

(0245243138)