



PUBLIC SERVICES WORKERS' UNION OF TUC(GHANA)

NIA DIVISION



23RD JUNE 2025

NOTICE OF INDUSTRIAL ACTION

Dear Members,

Following a resolution by the Divisional Executive Council of the Public Services Workers' Union (PSWU) – NIA, and after a final round of engagement with the Ministry of Finance on June 23, 2025, we write to formally inform you that the Union will embark on an indefinite strike action, effective Tuesday, June 24, 2025.

This difficult but necessary decision has become inevitable due to the Ministry of Finance's failure to provide a definitive commitment or timeline regarding the payment of the Operational Support Allowance—the only allowance NIA staff get to supplement their meagre basic pay. This allowance was the outcome of extensive negotiations concluded in July 2024 between the Government of Ghana's team—comprising the Fair Wages and Salaries Commission and the Ministry of Finance—and representatives of the Union.

In line with the agreement reached, payment of the allowance commenced in August 2024 and continued through to December 2024. Unfortunately, these payments have stalled since January 2025. Throughout this period, staff have exercised considerable patience and restraint, largely out of respect for assurances from NIA Management, who communicated that tireless efforts were being made to resolve the matter and resume payments.

Part of Management's communication regarding these efforts was evident during a press briefing held on June 18, 2025, where Management publicly re-echoed their assurance that the outstanding allowances would be paid "very, very soon." Despite this and many assurances, as of today, especially after a crunch meeting at the Finance Ministry, no concrete steps or timelines have been provided to address the matter.

Repeated follow-ups, constructive engagement, and our demonstrated willingness to cooperate in good faith have regrettably not been met with the urgency and seriousness this issue demands.

We acknowledge the efforts of key stakeholders who have attempted to facilitate a resolution, and we appreciate their continued engagement. However, the absence of concrete action from the Ministry of Finance has left our members—spread across the Head Office, Regional Offices, Premium Centres, and District Offices—under severe financial and emotional strain.

This industrial action is not taken lightly. It reflects the deep frustration of staff who have endured this situation for far too long amidst persistent neglect. Consequently, all PSWU members at the NIA are directed to withdraw their services indefinitely, starting Tuesday, June 24, 2025, until our legitimate concerns are addressed and outstanding payments resumed.

We urge all members to remain united, peaceful, and law-abiding throughout this period. The Union remains open to constructive dialogue, provided such discussions lead to prompt and full payment of the Operational Support Allowance as negotiated, agreed and signed.

Thank you for your cooperation.

In solidarity,



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