

GHANA AIR TRAFFIC SAFETY ELECTRONICS ASSOCIATION

(MEMBER AFFILIATE, INTERNATIONAL FEDERATION OF AIR TRAFFIC SAFETY ELECTRONICS ASSOCIATION)

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To: Press Release

INDUSTRIAL ACTION BY GHANA AIR TRAFFIC SAFETY ELECTRONICS ASSOCIATION

(GhATSEA)

The Ghana Air Traffic Safety Electronics Association (GHATSEA) wishes to, with the utmost respect yet deep frustration, draw public attention to the prolonged mishandling of our legitimate grievances by the management of the Ghana Civil Aviation Authority (GCAA). Our patience has been stretched beyond measure, and the silence and inaction on issues that directly affect the morale, motivation, and welfare of key technical professionals, the Air Traffic Safety Electronics Personnel (ATSEP), have left us deeply disgruntled, demoralised, and feeling neglected and disrespected.

For years, GHATSEA has peacefully petitioned and engaged GCAA Management on long-standing matters relating to unfair salary administration, inequitable job placement, and unresolved welfare challenges that have persisted for over fifteen (15) years. Sadly, these concerns have been consistently mishandled, with the Director of Human Resource, Mr. Ebenezer Sagoe, at the centre of the mismanagement that has eroded confidence in that office. Our numerous appeals for fair treatment and structural correction have fallen on deaf ears, leaving ATSEPs across all regional airports feeling betrayed and unappreciated for their critical role in maintaining aviation safety.

What is more worrying and deeply troubling is the regimental and brazen posture adopted by the Ag. Director-General, Rev. Stephen Arthur, and the Ag. Deputy Director-General (Technical), Mr. Theophilus Ago, who, in response to the Association's genuine requests for redress, have shockingly conveyed a "Do your worse" stance. This level of insensitivity towards a body of highly skilled professionals whose daily work underpins the safety and reliability of Ghana's airspace is both unacceptable and intolerable. It clearly demonstrates

the contempt and disregard with which ATSEPs are being treated, and further underscores the urgent need for a reset in management's approach to labour relations and staff welfare.

We therefore demand the immediate removal of Mr. Ebenezer Sagoe from his position and a comprehensive review and resolution of all outstanding issues that have lingered for far too long. The integrity of the Human Resource office must be restored to preserve industrial harmony and ensure the continued safe and efficient operation of the aviation system.

We wish to emphasise that our patience has completely run out. Effective 30th October 2025, GHATSEA will commence an indefinite industrial action in accordance with Section 160 of the Labour Act, 2003 (Act 651) until all outstanding matters are satisfactorily resolved. This action, though regrettable, is the direct consequence of management's neglect and lack of good faith engagement.

We sincerely apologise to all local and international airline operators, passengers, and the travelling public for any inconvenience this may cause. However, the responsibility for any disruptions must be placed squarely on those who have ignored the legitimate cries of the technical professionals who ensure the continuous safety and reliability of Ghana's air navigation systems.

We call on all well-meaning Ghanaians, the media, and relevant authorities to stand with us in demanding justice, accountability, and respect for the rights of technical personnel who form the backbone of the nation's air traffic safety infrastructure.

Attached is a copy of the modalities for the industrial action scheduled to begin on 30th October 2025.

Thank you for your kind attention.

Respectfully submitted,



Engr. David Annan Mensah
President, GhATSEA

cc: All Media Outlets

The Ghana Air Traffic Safety Electronics Association (GhATSEA) will be withdrawing its services on **30th October, 2025**. This means the Availability, Accuracy, Serviceability, Reliability, and Integrity of Communication, Navigation, and Surveillance (CNS/ATM) systems and services which provide the backbone of air traffic safety cannot be guaranteed rendering all airports, **unsafe for local and international airlines to be cleared to take off and land**. The systems which will to be affected by the strike action are as follows:

KOTOKA INTERNATIONAL AIRPORT (KIA), ACCRA

VHF/HF RADIOS

AFTN/AMHS

AWOS

ATIS

IBS/VSAT

ATS/DS

ILS

ADS-B

Accra RADAR

DVOR.

TAMALE AIRPORT

VHF RADIOS

AWOS

ATIS

VSAT

ATS/DS

ILS

Tamale RADAR

CVOR.



KUMASI AIRPORT

VHF RADIOS

AWOS

ATIS

VSAT

ATS/DS

ILS

Kumasi Radar

Kumasi CVOR

SUNYANI AIRPORT

VHF RADIOS

AWOS

ATIS

VSAT

ATS/DS

HO AIRPORT

VHF RADIOS

AWOS

ATIS

ATS/DS

WA AIRPORT

VHF RADIOS

ATS/DS

