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COMMUNIQUÉ ISSUED BY THE TECHNICAL UNIVERSITY TEACHERS' ASSOCIATION OF GHANA AT ITS EXTRAORDINARY CONGRESS HELD ON 24TH APRIL 2026 AT KUMASI TECHNICAL UNIVERSITY

Introduction

The Technical University Teachers' Association of Ghana (TUTAG) convened an Extraordinary Congress on 24th April 2026 at Kumasi Technical University to deliberate on critical matters affecting the welfare, conditions of service, professional dignity, institutional governance, and effective functioning of Technical Universities in Ghana.

Congress also considered broader policy issues relating to the sustainable development of the tertiary education sector, including the Government's reported intention, through the Ministry of Education, to establish additional public universities across the country. Congress reviewed concerns relating to rollover arrangements, post-retirement contracts, implementation of agreed conditions of service, regulatory directives, academic certificate evaluation, matters before the National Labour Commission, and specific issues reported by the Bolgatanga Technical University Chapter. Congress further emphasised the need for careful, evidence-based planning in the expansion of public university education, particularly in a context where several existing institutions remain under-resourced.

In view of these matters, Congress resolved to communicate its position firmly but respectfully, with the objective of promoting due process, fairness, institutional autonomy, peaceful labour relations, responsible public investment, and constructive engagement among TUTAG, relevant government agencies, regulatory bodies, University Councils, Managements of Technical Universities, and other key stakeholders.

1. Rollover and Post-Retirement Contract Issues of Retired Faculty Members

Congress expresses concern about recent developments relating to the rollover policy and post-retirement contract arrangements for retired faculty members whose expertise remains critical to sustaining academic activities in Technical Universities. Over the years, the rollover arrangement has played a critical role within Ghana's university system by supporting continuity in teaching and learning, preserving institutional memory, mentoring younger faculty, and ensuring smooth academic progression. Congress is therefore concerned that changes to this long-standing practice appear to have been introduced without adequate prior consultation with affected stakeholders and without sufficient transitional arrangements, which could impact serious academic work.

Congress notes that the discontinuation or suspension of the rollover arrangement has created difficulties for some affected faculty members, including emotional and financial hardship arising from the non-payment of salaries for services already rendered. Since August 2024, payment of some Technical University lecturers on post-retirement contracts has reportedly stalled despite their continued service to their respective institutions. Based on engagements involving TUTAG, Vice-Chancellors, GTEC, and the Ministry of Education, Congress understands that the non-payment may be linked to the deletion of post-retirement faculty from the payroll system through processes involving the Ministry of Finance and the Controller and Accountant-General's Department.

In light of the above, Congress respectfully urges the Ministry of Education, the Ministry of Finance, GTEC, the Controller and Accountant-General's Department, and all relevant agencies to treat this matter with urgency. TUTAG requests that all outstanding salaries, including the reported twenty-one months' arrears owed to affected post-retirement contract faculty, be resolved expeditiously, preferably by 29th May 2026, in order to preserve institutional harmony, sustain academic work, and ensure fairness to affected lecturers.

2. Concerns Regarding Technical University Governance and the Functions of Councils and Management

Congress expresses concern about reported instances in which regulatory interventions are perceived to have affected the statutory functions of Technical University Councils and Managements. TUTAG recognises the important mandate of GTEC in ensuring quality, compliance, and accountability within Ghana's tertiary education sector. At the same time, Congress emphasises that Technical Universities are established and governed under legal and regulatory frameworks that assign defined responsibilities to Governing Councils, Managements, and other institutional organs. Congress is of the view that the effective governance of Technical Universities requires a careful balance between regulatory oversight and institutional autonomy. Where regulatory directives or interventions appear to affect the lawful functions of Councils and Managements, such matters should be clarified through proper engagement, transparent communication, and adherence to due process. Congress therefore, respectfully requests the Ministry of Education, GTEC, University Councils, and Managements to engage constructively to ensure that regulatory oversight is exercised in a manner that strengthens accountability while respecting institutional autonomy, academic freedom, and lawful governance structures.

3. Unilateral Variation of the Scheme and Conditions of Service

Congress notes with concern reports that aspects of the agreed Scheme of Service, particularly provisions relating to the appointment and upgrading of Assistant Lecturers who satisfy specified requirements, have been varied or suspended without adequate prior consultation with TUTAG and affected institutions. For several years, Technical Universities have relied on the approved Scheme of Service as a framework for appointment, upgrading, career progression, and staff development. Congress considers the Scheme of Service an important instrument for predictability, fairness, and orderly human resource management within the sector. Congress is concerned that any variation of such provisions without broad consultation, negotiation, and consensus-building may affect staff morale, career progression, and trust in established labour

relations processes. TUTAG, therefore, respectfully urges GTEC, the Ministry of Education, and all relevant stakeholders to engage the Association and the affected institutions on the matter to sustain academic activities'. Congress further calls for any proposed reforms to the Scheme or Conditions of Service to be pursued through proper consultation, negotiation, and mutual agreement in accordance with established labour practices and the principles of good-faith engagement.

4. Issuance of Directives Without Due Process

Congress expresses concern about reports of directives and communications issued to Technical Universities in ways that some institutions perceive as bypassing established administrative processes and governance channels. TUTAG acknowledges that regulatory communication is necessary for the orderly functioning of the tertiary education system. However, Congress believes that such communication should be clear, procedurally sound, properly routed, and consistent with the governance architecture of Technical Universities. Where directives affect academic governance, human resource matters, institutional leadership, programme accreditation, staff progression, or conditions of service, Congress urges that the appropriate institutional channels be respected. This approach will reduce uncertainty, promote accountability, and strengthen confidence among Councils, Managements, faculty, staff, students, and other stakeholders. TUTAG therefore calls for renewed commitment to due process, transparent communication, and respect for institutional governance procedures in all matters affecting Technical Universities.

5. Concerns Regarding the Exercise of Regulatory Powers Affecting Technical Universities

Congress took note of concerns relating to the exercise of regulatory authority over Technical Universities, including the reported removal of Bolgatanga Technical University from the website of the Ghana Tertiary Education Commission on 16th January 2026. Congress recognises the regulatory role of GTEC and the need for all tertiary institutions to comply with applicable laws, standards, and quality assurance requirements. However, Congress also respectfully emphasises that regulatory actions affecting the public standing, recognition, credibility, or institutional image of a duly established Technical University should be undertaken through transparent procedures, clear communication, and fair opportunity for clarification or remedy. The reported removal of a Technical University from an official regulatory platform raises concerns that warrant urgent clarification and engagement. Such developments may create anxiety among Management, faculty, staff, students, parents, alumni, and other stakeholders. Congress therefore respectfully requests the Ministry of Education and GTEC to clarify the circumstances surrounding the matter and to take appropriate steps to safeguard institutional credibility, public confidence, and adherence to due process. TUTAG remains committed to supporting regulatory compliance, institutional accountability, and fairness in the treatment of all Technical Universities.

6. Contradictory or Counter-Directives on GTEC-Evaluated Academic Certificates

Congress expresses concern about reported cases involving counter-directives or reversal of positions on academic certificates that had previously been evaluated, approved, or accepted by the Ghana Tertiary Education Commission. Congress appreciates the importance of maintaining rigorous academic standards and ensuring that qualifications used for appointment, promotion, and

academic progression meet the required benchmarks. At the same time, Congress is concerned that inconsistent or retrospective changes in the recognition status of already evaluated qualifications may create uncertainty, affect staff morale, and disrupt career progression.

Where certificates have previously been evaluated and accepted through established processes, any subsequent review or reconsideration should, in the view of Congress, be handled transparently, with clear reasons, proper documentation, and fair opportunity for affected persons and institutions to respond. TUTAG therefore respectfully calls on GTEC and the Ministry of Education to provide clarity on such matters and to ensure consistency, fairness, transparency, and procedural integrity in academic certificate evaluation and recognition. Congress further urges that any confusion created on campuses by contradictory communications be resolved promptly in order to protect the national and international credibility of Ghana's tertiary education system and the professional standing of affected faculty.

7. Specific Concerns Raised by the Bolgatanga Technical University Chapter

Congress took particular note of a formal complaint submitted by the Bolgatanga Technical University Chapter concerning matters it considers serious and requiring urgent stakeholder attention. The issues reported to Congress include concerns relating to institutional autonomy, due process, governance procedures, staff progression, procurement-related matters, leadership recognition, programme accreditation, statutory allowances, recruitment clearances, and local employment allocations.

Among the matters reported were concerns about the review of a staff member's academic status after previous evaluations had reportedly validated the qualification for promotion; alleged interference with decisions of a duly constituted University Council; concerns about statements made during official Council engagements; issues relating to human resource functions, including promotions and post-retirement contracts; and concerns about administrative measures affecting programme accreditation, acting appointments, allowances, recruitment clearances, and institutional benefits.

Congress considers these reported matters significant enough to require prompt, impartial, and constructive investigation. TUTAG is mindful that all parties involved must be treated fairly and that allegations should be examined on the basis of documented evidence, due process, and the opportunity for appropriate responses. Congress therefore respectfully calls on the Ministry of Education, GTEC, the Governing Council and Management of Bolgatanga Technical University, and other relevant stakeholders to engage urgently and transparently on these matters. TUTAG further requests that any decisions found to have been taken without adequate due process be reviewed through lawful and appropriate institutional channels. Congress emphasises that the BTU case should be handled in a manner that promotes fairness, protects institutional credibility, safeguards staff welfare, and strengthens confidence in higher education governance.

8. Dissatisfaction with the FWSC Response to Matters Before the National Labour Commission

Congress noted that TUTAG submitted formal complaints to the National Labour Commission regarding rollover and post-retirement contract matters, and that the Fair Wages and Salaries Commission has responded to those concerns. Congress respectfully expresses dissatisfaction with aspects of the FWSC response, particularly where it appears to interpret post-retirement engagement provisions in a manner that may not adequately address implementation, payment mechanisms, and the obligations arising from services rendered by affected staff. Congress is concerned that any interpretation suggesting that the absence of explicit payment modalities removes the obligation to pay affected staff may create uncertainty and hardship for members who have continued to render services to their institutions. Congress is also concerned that describing such engagements as purely personalised arrangements may have implications for collective bargaining principles and the protection of members under agreed conditions of service.

TUTAG therefore respectfully urges the National Labour Commission to facilitate urgent engagement among all relevant parties, including TUTAG, FWSC, GTEC, the Ministry of Education, the Ministry of Finance, the Controller and Accountant-General's Department, Vice-Chancellors, and other stakeholders. Such engagement should aim at clarifying the interpretation and implementation of the 2024 Conditions of Service, resolving outstanding payment matters, and preserving fairness, predictability, and good-faith labour relations.

9. Establishment of Additional Public Universities and the Need to Resource Existing Institutions

Congress took note of the Government's reported intention, through the Ministry of Education, to establish additional public universities. While TUTAG is not opposed to the establishment of new universities where genuine need exists, Congress respectfully urges Government to proceed with caution, careful planning, and evidence-based decision-making. Congress observes that several existing public universities, including Technical Universities, continue to face significant resource constraints, including inadequate infrastructure, limited teaching and learning facilities, insufficient equipment, and gaps in qualified academic staff. In the view of Congress, the expansion of the public university system should not further stretch limited national resources or weaken the capacity of already existing institutions.

Congress therefore respectfully calls on Government and the Ministry of Education to ensure that any decision to establish additional universities is preceded by a comprehensive needs assessment. Such assessment should consider population density, projected student enrolment, geographical access, programme demand, labour-market needs, existing institutional capacity, and the ability of current universities to absorb prospective students within their catchment areas. Congress further notes that the objective of achieving regional balance in university education is important and commendable. However, this objective must be pursued carefully to ensure that newly established universities do not struggle to attract sustainable student numbers or operate without adequate infrastructure, facilities, equipment, academic staff, and administrative support.

TUTAG respectfully submits that, as a matter of national priority, Government should give urgent attention to retooling, resourcing, equipping, and strengthening existing under-resourced universities. Empowering already established institutions will improve access, quality, programme delivery, research capacity, and graduate outcomes, while ensuring value for money in public investment in higher education.

Congress therefore calls for a balanced and sustainable approach to university expansion, one that promotes access, equity, quality, institutional viability, and efficient use of public resources. TUTAG remains available for constructive engagement with Government, the Ministry of Education, GTEC, University Councils, and other stakeholders on policies aimed at strengthening Ghana's tertiary education system.

Conclusion

Congress reiterates TUTAG's firm commitment to protecting the rights, welfare, professional dignity, and legitimate interests of lecturers within the Technical University sector. The issues raised in this communiqué, including rollover and post-retirement contract arrangements, implementation of agreed conditions of service, institutional governance, regulatory communication, academic certificate evaluation, concerns from Bolgatanga Technical University, matters before the National Labour Commission, and the proposed establishment of additional public universities, are critical to the stability, credibility, quality, and sustainable development of Ghana's tertiary education system.

Congress respectfully calls on Government, through the Ministry of Education and in collaboration with GTEC, the Ministry of Finance, the Controller and Accountant-General's Department, FWSC, NLC, University Councils, Managements of Technical Universities, and other stakeholders, to facilitate urgent and constructive engagement on these matters. Such engagement should be guided by due process, institutional autonomy, transparency, fairness, and consistency in implementing agreed conditions of service.

TUTAG further emphasises that expansion of university education must be based on proper needs assessment, population dynamics, enrolment projections, programme demand, and national development priorities. Government should prioritise retooling and resourcing existing under-resourced universities while ensuring responsible use of public resources. TUTAG remains committed to dialogue, lawful processes, and responsible advocacy, while reserving the right to pursue legitimate avenues where unresolved issues persist.



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