



**NATIONAL SECRETARIAT**

# **UNIVERSITY TEACHERS ASSOCIATION OF GHANA**

**Ref: UTAGN/2026/Vol.5P/007**

**4 July 2026**

**To: All Members of UTAG**

**From: National Secretariat**

**Subject: Update on Engagements with Government and Notice on Intended Industrial Action**

Dear Colleagues,

The National Secretariat extends its appreciation to all members for the overwhelming support demonstrated during the recent referendum on industrial action. Your unity, resolve, and unwavering confidence in the leadership have significantly strengthened UTAG's negotiating position and reaffirmed the Association's collective commitment to defending the welfare and dignity of university teachers.

As members will recall, the referendum conducted across all UTAG branches returned an overwhelming mandate in favour of industrial action. The National Executive Committee (NEC) wishes to assure members that this mandate remains fully valid, intact, and firmly vested in the Association. It has neither been withdrawn nor diminished and remains available for activation should Government fail to fulfil its commitments.

Following the issuance of our earlier notice, Government engaged with UTAG leadership in a series of high-level discussions aimed at securing concrete action on the outstanding Conditions of Service and other matters that informed the decision to commence the strike process. We are pleased to report that these engagements have produced significant progress.

Most notably, the Interim Salary Adjustment Agreement was formally signed on 2 July 2026, with implementation taking effect from 1 July 2026. This represents an important milestone in our negotiations and reflects the impact of the united stance demonstrated by members across the country.

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Furthermore, at a meeting with the Minister for Finance on 3 July 2026, Government provided firm assurances on the resolution of several outstanding matters, including the payment of promotion arrears, implementation of other Conditions of Service obligations including the placement concerns affecting some UniMAC staff, outstanding OTSA obligations for UESD, research fellows and librarians, post retirement and roll over challenges, and related issues requiring administrative action. We have also been informed that the requisite implementation letters and official directives are currently being finalised and are expected to be issued within the coming week to facilitate implementation.

Having carefully assessed these developments, NEC has resolved, without prejudice to the strike mandate already granted by members, that the intended industrial action **will not commence on Monday, 6 July 2026**, as previously communicated.

This decision should not be interpreted as a relaxation of UTAG's position. Rather, it reflects NEC's commitment to acting responsibly and in good faith by allowing Government the opportunity to translate its commitments into concrete actions within the agreed timelines. The progress recorded thus far has been made possible largely because of the credible mandate overwhelmingly entrusted to NEC by members, and leadership remains determined to ensure that every outstanding commitment is fully honoured.

We therefore call on all members to remain calm, united, and vigilant, while continuing to discharge their official responsibilities. NEC will closely monitor the implementation process and maintain active engagement with Government to ensure that all agreed commitments are fulfilled promptly and completely.

Members are assured that the leadership remains fully accountable to the mandate entrusted to it and will not hesitate to invoke that mandate should Government fail to

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honour its commitments within the agreed period. Should implementation not proceed as assured, NEC will communicate, without further delay, a new date for the commencement of industrial action.

The confidence, solidarity, and resilience demonstrated by members throughout this process continue to be UTAG's greatest source of strength. Together, we have reinforced the Association's credibility at the negotiating table and demonstrated that a united membership remains our most powerful instrument for advancing the welfare of university teachers.

NEC thanks all members for their patience, discipline, solidarity, and unwavering trust in the leadership. We remain resolute in our commitment to securing the full implementation of all agreements and protecting the collective interests of our members.

Yours in service and solidarity,



**Prof. Vera O. Fiador**  
**National President**



**Samuel Kingsford Seglah, PhD.**  
**National Secretary**

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