

**STATEMENT ON THE REVOCATION OF APPOINTMENTS AND RECRUITMENTS  
MADE AFTER 7<sup>TH</sup> DECEMBER, 2024.**

- A. Good afternoon, friends from the media, and thank you very much for honouring our invitation to this week's instalment of the Government Accountability Series.
  
- B. It would be recalled, that at the very first meeting of the Joint Transition Team formed after the 2024 elections, on 17<sup>th</sup> December, 2024, the side of the incoming Government raised concern about reports of rushed and unlawful recruitments being made into public institutions in the immediate aftermath of the elections and substantial payments to contractors and other creditors.
  
- C. The incoming Government's side of the Transition Team left the meeting under the clear impression that an agreement had been reached by both sides for all ongoing recruitments, promotions, significant statutory payments, and related activities to be submitted for the joint Team's review.
  
- D. Following the total disregard of this agreement by the outgoing Government, I authored a statement on behalf of the incoming Government stating our intent to revoke all such appointments and subjecting same to thorough investigations.
  
- E. On 10<sup>th</sup> February 2025, the Chief of Staff issued a letter directing that all appointments and recruitments made unlawfully after 7<sup>th</sup> December, 2024 should be revoked.
  
- F. Shortly after, reports filtered in that some persons who were lawfully employed before 7<sup>th</sup> December, 2025 or whose recruitment processes had commenced but had not been concluded before the elections also had their appointments revoked.
  
- G. To ensure fairness and prevent innocent persons from suffering unduly, the Chief of Staff, established a Committee to investigate all affected recruitments, appointments and promotions, assess their compliance with established public sector processes, and make recommendations. The

members of the committee were: Nana Oye Bampoe Addo – Deputy Chief of Staff and Chairperson of the Committee; Dr. Prince Edward Darah – Commissioner, Public Service Commission; Ms Roda Gavor – Director HR, Ministry of Labour, Jobs and Employment; Mr. Bernard Adjei – Representative of Organized Labour; Mr. C.W. Ayiku – Secretary, Director, Finance and Administration, Office of The President.

H. The Terms of Reference (ToR) for the Committee were as follows:

1. Determine whether the prescribed procedures for recruitment and promotion were followed in the recruitments and promotions made after 7<sup>th</sup> December.
  2. Establish the dates on which the process leading to these recruitments and promotions commenced and ended.
  3. Identify and categorise recruitments and promotions that complied with the stipulated procedures and those that did not.
  4. Provide case-by-case recommendations for the Government's consideration.
- I. Based on the ToR, the Committee developed a checklist of indicators to assess whether the cases under investigation complied with the prescribed processes for recruitment, appointments and promotion. The committee set the passmark for procedural compliance at 80%. The Committee also requested relevant documentation and interviewed appropriate officers in the Organisations concerned. The documents and information requested by the Committee included:
1. Evidence of declaration of vacancy
  2. Copy of advertisement
  3. Copy of approved scheme of service
  4. Copy of technical clearance
  5. Copy of financial clearance
  6. Copy of interview report
  7. Copy of appointment letter
  8. Copy of acceptance letter
  9. Copy of payslip (where necessary)

J. The Committee's work spanned 21<sup>st</sup> March, 2025 to 30<sup>th</sup> April 2025. It received 43 reports from institutions and individual petitioners. Of the 43 institutions, 36 appeared before the Committee as follows:

➤ **Institutions that appeared before the committee**

1. Office of the Administrator-General
2. Ghana-India Kofi Annan Centre of Excellence in ICT
3. Ghana Post Company Limited
4. Ghana Revenue Authority
5. Ghana Ports and Harbours Authority
6. Ghana Shippers' Authority
7. National Health Insurance Authority
8. Office of the Head of Local Government Service
9. Ministry of Gender, Children and Social Protection
10. Ministry of Energy and Green Transition
11. Ministry of Food and Agriculture
12. Office of the Attorney-General and Ministry of Justice
13. Petroleum Commission
14. Public Procurement Authority
15. National Communications Authority
16. Ghana Meteorological Agency
17. Northern Electricity Distribution Company
18. National Pensions Regulatory Authority
19. Tema Oil Refinery
20. Ministry of Health
21. Ghana National Gas Company
22. Volta River Authority
23. Bui Power Authority
24. Ghana TVET Service
25. Ghana Investments Promotion Centre
26. Electoral Commission
27. Gaming Commission of Ghana
28. Aircraft Accident and Incident Investigation and Prevention Bureau
29. Ghana Maritime Authority
30. PSC Tema Shipyard Limited
31. Ghana Civil Aviation Authority
32. Metro Mass Transit Limited

- 33. SD Dombo University of Business and Integrated Development Studies
- 34. Minerals Income Investment Fund
- 35. Social Security and National Insurance Trust
- 36. University of Energy and Natural Resources

➤ **Some affected Individuals submitted petitions about the revocation of their appointments to the following organisations;**

1. Forest Plantation Development Fund
2. National Investment Bank (NIB)
3. National Development Planning Commission
4. Ghana Exim Bank
5. GCB Bank
6. Volta Lake Transport Company Limited
7. Ghana Investment Fund for Electronic Communications
8. Collective Petition from the NDC Disability Desk.

K. At the end of its work, the Committee made the following recommendations findings.

1. Of the thirty-six (36) institutions that appeared before the committee, twenty-eight (28) had commenced the recruitment process before the 7<sup>th</sup> December directive.
2. A total of nineteen (19) institutions REVOKED appointments made in response to the 7<sup>th</sup> of December 2024 revocation directive.
3. Seventeen (17) institutions did not revoke their appointments but sought guidance from the President's Office.
4. Sixteen of the cases reported by the institutions were mainly payroll-related.
5. In total, two thousand and eighty (2,080) recruitments, appointments and promotions were reported by the institutions when they appeared before the Committee.
6. Of these 2,080 recruitments, appointments and promotions, 879 were revoked by the institutions themselves, while 1,201 appointments were not revoked.
7. After the hearing, the Committee recommended that 1,539 of the recruitments, appointments and promotions be upheld, complied with the prescribed recruitment and promotion procedures and received

appointments letters before 7<sup>th</sup> December, 2024. This implies that they achieved a pass mark of 80% or above.

8. The Committee recommended that the recruitments, appointments and promotions of 541 persons be revoked because the recruitment processes ended after 7<sup>th</sup> December, 2024 and failed to meet the pass mark.
- L. Also, the number of recruitments, appointments and promotions recommended for revocation by the committee (541) was lower than the number that the institutions themselves revoked (879). This is because the committee paid special attention to vulnerable groups, including Persons with Disabilities, particularly within the Ghana Education Service.
- M. Obviously, the recruitments, appointments and promotions revoked were made in clear breach of procedures and directives issued during the transition period and did not comply with the Regulatory Framework and Guidelines for Recruitments, Appointments and Promotions in the Public Service.
- N. Hence, the decision to revoke these appointments was not a witch-hunt and had no political motive beyond a desire to uphold due process and ensure compliance with the rules and proper procedures governing such recruitments and appointment. It was done without malice or ill-feeling towards anyone.
- O. It was a necessary step to uphold the rule of law and ensure accountability. The previous government was fully aware that basic requirements were not met in those cases and still went ahead to sanctions same. They completely disregarded the incoming administration when we requested to be consulted on same leaving us no choice but to carry out this review.