

FRIDAY, 10TH APRIL, 2026

RE: ALLEGATIONS OF REDUCING THE SALARIES OF NLA STAFF

The attention of the Management of the National Lottery Authority (NLA) has been drawn to a publication circulating on social media alleging impropriety by the Director-General, Mr Mohammed Abdul-Salam.

Management wishes to state unequivocally that the information circulating is inaccurate, misleading, and has been distorted to damage the reputation of the Director-General.

Management would clarify the emerging issues as follows:

Staff Salary Reduction

Management wishes to state for the record that, at no point since his assumption of office, has the Director-General reduced staff salaries by 13% or any other percentage.

What is being claimed as a reduction is, in fact, an approved increase achieved through negotiation in a transparent, collaborative process verifiable by all parties involved.

Upon his appointment, the Director General inherited an 8% Utility Allowance that the previous administration had approved for all management and staff, pending implementation. The 8% Utility Allowance was scheduled to commence in January 2025. Additionally, the local union of the authority formally requested a 20% salary increase for all staff. Following collective negotiations with the local union and discussions with the Governing Board, a 5% increase was approved on the basic salary of all staff alongside the 8% Utility Allowance. This has since been implemented. We therefore urge the public and all stakeholders to dismiss the falsehood being circulated and to treat it with the contempt it deserves.

Salary Increment

The claim that the Director-General has increased his salary from GHS 38,000 to GHS 70,000 is entirely false. The Director-General, of his own volition, cannot increase his salary. Salary adjustments are made solely through formal processes involving the Governing Board and relevant authorities, and records confirm he has not increased his salary.

It is worth noting that the increment attributed to the Director-General is an exercise in the offering that applies to the entire Executive Management and, by extension, to all Staff, and not just to the Director-General, as purported.

The process being undertaken is outlined as follows:

- Following a request by the Public Services Commission (PSC) to the NLA for the approved Conditions of Service to enable the issuance of a formal appointment letter to the Director-General after his interview, it became apparent that the Management Conditions of Service for Executive Management had not been reviewed since 2015.
- This was subsequently discussed at an Executive Management Meeting, and a committee was established to develop a proposal.
- The proposal was presented to the Governing Board for review, and in line with due process, the Governing Board directed that a survey of prevailing Conditions of Service of public financial institutions be conducted for guidance.
- When no institution was willing to share its data, the NLA contacted the PSC, which advised the NLA to contact the Fair Wages and Salaries Commission (FWSC), the legally mandated body for such matters, for guidance.
- The NLA then sent a formal letter to the FWSC requesting their input on the proposed Conditions of Service.
- The FWSC responded, requesting a Board resolution regarding the earlier 2015 approval and the NLA's four-year financial statements.
- The NLA has provided the requested documents to the FWSC and is awaiting their feedback.

No increment has therefore been effected.

Rent Allowance

Management wishes to clarify that the Rent Allowance allocated to a Director-General is included in the Management Conditions of Service. Any payments made to the Director-General for accommodation are in line with the current Conditions of Service.

It is important to emphasize that the Rent Allowance, a statutory benefit, has been consistently awarded to previous Director-Generals, and this entitlement remains standard and legitimate.

For the avoidance of doubt, the claim that the Director-General receives an annual payment of \$108,000 or \$228,000 as Rent Allowance is false.

The Director-General has instructed his lawyers to take legal action against the media houses peddling these falsehoods, without affording the NLA a fair opportunity to respond, as the ethics of journalism espouse.

Conclusion

Management urges its stakeholders to dismiss the perpetrators' attempts to smear the Director-General and damage his reputation. We also encourage the public to disregard any false claims meant to undermine the integrity of the Governing Board, Management, and the Authority.

Management is committed to its mandate to foster moments of hope and happiness for its patrons and continues to carry out its operations with transparency and integrity.

For further clarification, contact the Head of Corporate Affairs, Maame Kesewaah Dolphyne, on 0560027810.

**SIGNED
MANAGEMENT**