



MEDICAL LABORATORY PROFESSIONAL WORKERS' UNION

P. O. BOX KB 144, KORLE-BU, ACCRA

Our Ref.: MELPWU/NS/26/Vol.1/0013

Your Ref.:
5TH MAY, 2026

PER DISTRIBUTION:

1. THE CHIEF OF STAFF, OFFICE OF THE PRESIDENT
2. THE HON. MINISTER, MOH
3. THE CHIEF DIRECTOR, MOH
4. THE EXECUTIVE SECRETARY, NLC
5. THE CHIEF EXECUTIVE, FWSC
6. THE CHIEF LABOUR OFFICER
7. THE DIRECTOR GENERAL, GHS
8. THE CEO, KBTH, KATH, TTH, CCTH, HTH, STH
9. THE EXECUTIVE DIRECTOR, CHAG
10. THE EXECUTIVE DIRECTOR, NBS
11. THE EXECUTIVE DIRECTOR, AMHS
12. THE EXECUTIVE DIRECTOR, MHA

Dear Sir/Madam,

RE: NOTICE OF INTENDED STRIKE ACTION OVER THE UNFAIR REMOVAL OF THE HEAD OF LABORATORY SERVICES, KBTH

I write on behalf of the Medical Laboratory Professional Workers' Union (MELPWU) to formally notify you, pursuant to the Labour Act, 2003 (Act 651), of our intention to embark on industrial action arising from the unilateral and unlawful removal of the duly appointed Head of Laboratory Services at Korle-Bu Teaching Hospital (KBTH).

The said appointment was made in compliance with resolutions reached at a high-level stakeholder meeting convened by the Ministry of Health on 3rd February, 2026 and communicated to the National Labour Commission (attached). These resolutions formed the basis upon which the Union together with the Ghana Federation of Allied Health Professions suspended their earlier intended industrial action in good faith.

However, the CEO, Director of Medical Affairs and the Director of Human Resource (Management), in a clear breach of these resolutions and in bad faith, decided to jump the gun and proceeded to use their administrative powers to:

- Remove and reassign the duly appointed Head of Department (a Medical Laboratory Scientist) to satisfy the unlawful demand of physicians;
- Impose a physician to head the department with an alternative leadership arrangement inconsistent with the established governance framework; and
- Undermine the established professional structure of Medical Laboratory Services.

This action constitutes:

- A violation of binding administrative agreements that was reported to the National Labour Commission by the Employer (Ministry of Health);

- A breakdown of the dispute resolution processes at the MoH, and the NLC; and
- A direct threat to industrial harmony and effective healthcare delivery.

Accordingly, TAKE NOTICE that:

1. The Union shall embark on a nationwide industrial action effective Tuesday 12th May, 2026 should this matter remain unresolved.
2. The industrial action shall be preceded by appropriate directives to members in line with essential service obligations.

Our Demands:

- 1. Immediate reinstatement of the duly appointed Medical Laboratory Scientist as the Head of Laboratory Services at the Korle Bu Teaching Hospital;**
- 2. Establishment of a clear leadership structure and a separate regulatory council to coordinate activities of all practitioners of the medical laboratory to ensure accountability in laboratory service delivery in Ghana;**
- 3. Strict adherence to the resolutions reached under the auspices of the Ministry of Health (attached) on 3rd and 12th February, 2026.**
- 4. Immediate resignation or removal of the Board Chairman, Prof Titus Beyuo (a physician and Former General Secretary of the GMA), CEO of the KBTH (Dr. Y.S. Adam), the Director of Medical Affairs, Dr. Frank Owusu-Sekyere (Immediate Past Chairman of KODA) who are conflicted, bias and currently using administrative powers in a synergistic style with KODA to cause chaos in the health sector.**

The Union remains open to urgent engagement to resolve this matter within the statutory notice period.

We trust that the Employer (Ministry of Health and allied agencies) and the National Labour Commission will treat this matter with the urgency it deserves to avert disruption in critical health services.

Yours faithfully,



DR. CEPHAS KOFI AKORTOR

(General Secretary)

For and on behalf of MELPWU

Cc:

- The Chief Executive Officer, Korle-Bu Teaching Hospital
- The Chairman, KBTH Board
- The Registrar, Allied Health Professions Council
- The Consultant, Gamey and Gamey Group
- Leadership of GFAHP & HSWU
- The President, GAMLS
- The Board Chairman, SMLM-G
- All Health Sector Unions and Professional Associations at KBTH



REPUBLIC OF GHANA

MINISTRY OF HEALTH

P.O. Box MB44, Accra
Digital Address: GA-029-4296

Kindly quote this number and date on all
correspondence

My Ref. No. LE/43/223/01

Your Ref. No. _____

Date: **4th February, 2026**

**THE EXECUTIVE SECRETARY
NATIONAL LABOUR COMMISSION
ACCRA, GHANA**

JOINT REPORT ON STAKEHOLDER ENGAGEMENT AND RESOLUTION OF NOTICE OF INTENDED INDUSTRIAL ACTION

This Joint Report is submitted to the National Labour Commission following a stakeholder meeting convened by the Ministry of Health on **Tuesday, 3rd February, 2026**, involving the Ministry of Health (MoH), Korle Bu Teaching Hospital (KBTH), the Ghana Federation of Allied Health Professions (GFAHPS) – Korle Bu Chapter, Medical Laboratory Professional Workers Union (MELPWU), and the Health Service Workers Union (HSWU).

The engagement was convened in response to a Notice of Intended Industrial Action issued by GFAHPS (KBTH Chapter) dated **26th January, 2026**, concerning delays in the establishment of the Allied Health Services Directorate and the appointment of leadership for Allied Health and Laboratory Services at KBTH.

Following extensive deliberations and caucus discussions, the parties reached consensus on the following key resolutions:

1. **Appointment of Head of Laboratory Services** to be effected by **4th February, 2026**, pending completion of processes already undertaken.
2. **Internal advertisement** for the position of **Laboratory Manager (Central Laboratory Services, KBTH)** to be conducted within **one month**.
3. **Joint review** of the final Organogram and Scheme of Service by Union representatives and KBTH Management prior to submission to the Public Services Commission (PSC).
4. **Appointment of Director of Allied Health Services** to be undertaken upon approval of the requisite documents by the PSC.
5. **Constitution of a three-member sub-committee**, comprising representatives of MoH, MELPWU/HSWU, and KBTH Management, to review issues relating to private sector participation in Laboratory Services and submit recommendations to the main Committee.
6. **Concerns regarding alleged victimization** of laboratory staff to be formally communicated to the Board Chairman of KBTH for appropriate action.
7. In view of the commitments made, **GFAHPS, MELPWU, and HSWU agreed to withdraw the intended industrial action.**

All parties reaffirmed their commitment to continued dialogue, cooperation, and the maintenance of industrial harmony within the health sector.

Attached herewith are the **Minutes of the Stakeholder Meeting**, for the Commission's information and records.

Kindly accept this report for your consideration.

Tel: +233 (0) 206 887 882 / (0) 302 986 608
+233 (0) 206 887 884
Email: info@moh.gov.gh
Website: www.moh.gov.gh



**MINISTRY
OF
HEALTH**

P.O. Box MB44, Accra
Digital Address: GA-029-4296

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DESMOND BOATENG
Chief Director
Ministry of Health

.....
DR. Y. S. ADAM
Chief Executive Officer
Korle Bu Teaching Hospital

.....
DR. CEPHAS KOFI AKORTOR
General Secretary
MELPWU

.....
FRANKLIN OWUSU ANSAH
General Secretary
HSWU

Tel: +233 (0) 206 887 882 / (0) 302 986 603
+233 (0) 206 887 884
Email: info@moh.gov.gh
Website: www.moh.gov.gh

MINUTES OF MEETING BETWEEN THE MINISTRY OF HEALTH, MANAGEMENT OF KORLE-BU TEACHING HOSPITAL, LEADERSHIP OF THE GHANA FEDERATION OF ALLIED HEALTH PROFESSIONS (GFAHPS), KORLE-BU CHAPTER, MEDICAL LABORATORY PROFESSIONAL WORKERS UNION (MELPWU) AND THE HEALTH SERVICE WORKERS UNION (HSWU), HELD ON TUESDAY, 3RD FEBRUARY, 2026 AT THE MINISTRY OF HEALTH AUDITORIUM

MEMBERS PRESENT

1. Desmond Boateng – Chief Director, MoH (Chairman)
2. Frederick Mensah-Acheampong – Director, HRHD-MoH
3. Joana Abakah-Yamoah – Deputy Director, HRHD-MoH
4. Prof. Titus Beyuo – Board Chairman, Korle-Bu Teaching Hospital
5. Dr. Y. S. Adam – Chief Executive Officer, Korle-Bu Teaching Hospital
6. Yehuza Jawula – Director of Human Resource, KBTH
7. Franklin Owusu Ansah – General Secretary, HSWU
8. Dr. Cephas Kofi Akortor – General Secretary, MELPWU
9. Austin Gamey – Consultant, Gamey & Gamey
10. Felix Bonnie – Gamey & Gamey
11. Edward Ayem – Acting Chairperson, GFAHPS
12. Dr. Solomon D. Y. Kwashie – General Secretary, GAMLS
13. John Kofi Nakoja – Chairman, MELPWU-KBTH
14. Abdul-Latif Adam – MLS-KBTH
15. Henrietta Badda – Executive Member, GFAHPS
16. Samuel K. Appiah – Vice President, GAMLS
17. Dr. Prosper S. Sokpe – Deputy General Secretary, MELPWU
18. Michael Nyamadi – General Secretary, GFAHPS-KBTH
19. John Kudjo Ntedado – Senior Human Resource Manager, HRHD-MoH
20. Caleb Nyamekye Otchere – Administrative Manager, HRHD-MoH (Recorder)

1.0 INTRODUCTION

The Ministry of Health acknowledged receipt of a letter from the **Ghana Federation of Allied Health Professions (GFAHPS), Korle-Bu Chapter**, and the **Medical Laboratory Professional Workers Union (MELPWU)** dated **26th January, 2026**, and **27th January, 2026**, titled *“Notice of Intended Industrial Action: Demand for Appointment of Director of Allied Health and Laboratory Leadership.”*

The letters expressed concerns regarding the continued delay in establishing the **Allied Health Services Directorate** and appointing leadership for Allied Health and Laboratory Services, despite prior engagements and assurances.

In response, the Ministry convened this meeting to engage Management of **Korle-Bu Teaching Hospital (KBTH)** and the leadership of **GFAHPS, MELPWU, and HSWU** to deliberate on the issues and seek an amicable resolution.

2.0 PURPOSE OF GATHERING

The Chief Director stated that the meeting was convened to discuss the concerns raised in the notice of intended industrial action and to work towards a peaceful resolution. He emphasized the Ministry’s commitment to constructive engagement and appealed to GFAHPS/MELPWU to reconsider the intended strike action.

3.0 WELCOME ADDRESS

The Director, HRHD-MoH welcomed participants and outlined the key issues affecting GFAHPS/MELPWU, namely:

1. Release of the approved organogram establishing the Allied Health Services Directorate.
2. Advertisement and appointment of a Director of Allied Health Services.
3. Appointment of a Head of Laboratory Services.
4. Appointment of a Laboratory Manager to ensure effective supervision and continuity of services.

4.0 STAKEHOLDERS’ SUBMISSIONS

4.1 Gamey & Gamey (Consultant to MELPWU)

The Consultant stated that he had been briefed by the Union leadership on developments at KBTH and welcomed the Ministry’s intervention. He emphasized the need for all parties to resolve the matter amicably.

4.2 General Secretary, HSWU

He expressed appreciation to the Ministry for convening the meeting and reiterated the Union’s commitment to dialogue and peaceful resolution.

4.3 General Secretary, MELPWU

He stressed that the outstanding issues remained unresolved and called for fairness and representation of laboratory professionals at management level. He also raised concerns about alleged privatization of laboratory services at KBTH.

4.4 Management of Korle-Bu Teaching Hospital

The Board Chairman acknowledged a breakdown in communication and provided updates on actions taken, including:

- Revision of the organogram to include an Allied Health Directorate, pending PSC verification.
- Submission of draft organogram and Scheme of Service to the PSC.
- Awaiting FWSC input on revised Scheme of Service.
- Proposal for the Allied Health Directorate and laboratory leadership to be headed by a Scientist.
- Delay in appointments due to disagreements over the organogram structure.

He clarified that:

- The revised organogram had been shared with Union representatives for input.
- Recruitment could not proceed without PSC approval.
- There was no intention to privatize laboratory services at KBTH.

4.5 Ministry of Health Clarifications

The Director, HRHD-MoH explained that adjustments to the organogram were necessary for effective coordination. GFAHPS and MELPWU were requested to review the draft organogram and submit feedback by **4th February, 2026**.

5.0 AFTER CAUCUS

Following caucus discussions, the General Secretary of MELPWU:

1. Requested clear timelines for appointing the Director of Allied Health.
2. Confirmed agreement with the proposed appointment of the Head of Laboratory Services.
3. Acknowledged Management's good faith efforts.
4. Raised concerns about outstanding Scheme of Service, Job Description, and alleged victimization.
5. Management's request to appoint a coordinator should be limited to only the processes of follow ups to the PSC, and not an acting Allied Health Director.

6.0 KEY ACTION POINTS AGREED

1. Appointment of a **Head of Laboratory Services at KBTH** by **4th February, 2026** to oversee Laboratory Services, as interviews had already been conducted.
2. Appointment of an acting Laboratory Manager for the **Central Laboratory Services**, KBTH within one week.
3. Internal advert to be done within one month after meeting, for the appointment of a substantive **Laboratory Manager of the Central Laboratory Services**, KBTH.

4. Joint review of the final Organogram and Scheme of Service by Union representatives and KBTH Management, before submission to the PSC.
5. Appointment of Director, Allied Health to be done after the approval of documents submitted to the Public Services Commission (PSC).
6. **A three-member sub-committee**, comprising representatives from the **Ministry of Health (MoH), MELPWU/HSWU, and the Management of Korle Bu Teaching Hospital (KBTH)**, was constituted to deliberate on issues relating to private sector participation in Laboratory Services and to submit recommendations to the main Committee. The Chief Director, MoH has nominated Director, Allied Health, MoH, **Dr. Ignatius Awinibuno** as the representative of the Ministry, **Dr. Cephas Kofi Akortor** as representative of the Unions, **awaiting** the representative of management of KBTH.
7. Concerns regarding alleged victimization of laboratory staff are to be formally communicated to the Board Chairman of Korle-Bu Teaching Hospital for appropriate action.
8. In view of the commitments made, GFAHPS/MELPWU/HSWU **agreed to withdraw the intended industrial action.**

7.0 CLOSING REMARKS

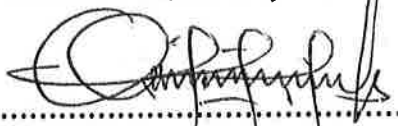
The Chairman thanked participants for their constructive contributions and reiterated the Ministry's commitment to maintaining industrial harmony.

The meeting ended at **5:35 p.m.**

SIGNED BY:



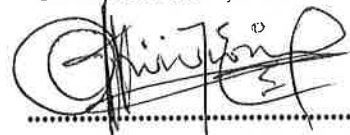
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DESMOND BOATENG
 Chief Director, Ministry of Health



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DR. CEPHAS KOFI AKORTOR
 General Secretary, MELPWU



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DR. Y.S ADAM
 Chief Executive, KBTH



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FRANKLIN OWUSU-ANSAH
 GENERAL SECRETARY, HSWU



REPUBLIC OF GHANA

MINISTRY
OF
HEALTH

P.O. Box MB44, Accra
Digital Address: GA-029-4296

Kindly quote this number and date on all correspondence

My Ref. No.: MoH. LE 291/296/01

Your Ref. No.

Date: 27TH FEBRUARY, 2026

**THE CHAPTER CHAIRMAN
MEDICAL LABORATORY PROFESSIONAL WORKERS' UNION KORLE-BU CHAPTER
ACCRA-GHANA**

**RE-FORMAL PROTEST AND DEMAND FOR WITHDRAWAL AND CORRECTION OF THE ADVERT
FOR LABORATORY MANAGER- KBTH CENTRAL LABORATORY**

We acknowledge receipt of your letter with reference no. MELPWU/NS/26/Vol.1/0008 dated 4th February, 2026 on the above subject.

Please be informed that the Ministry has received and duly acknowledged your letter regarding the intention of the MELPWU Korle-Bu Teaching Hospital Chapter to protest the advertisement for the position of Laboratory Manager at the Korle-Bu Central Laboratory.

As you are aware, the Ministry has already held several engagements with the Executives of MELPWU, the Korle-Bu Chapter and the Leadership of Korle-Bu Teaching Hospital. It was agreed that these discussions be postponed to allow the Chief Director of the Ministry of Health to further engage all stakeholders in order to reach an amicable resolution to the issues raised.

The Medical Laboratory Professionals Union Korle- Bu Teaching Hospital Chapter would be contacted should the need arise.

We count on your usual cooperation.

Thank you.

**DESMOND BOATENG
CHIEF DIRECTOR
FOR: MINISTER**

cc:

Hon. Minister, MoH

Hon. Deputy Minister, MoH

Technical Advisor to the Minister

Director, HRHD, MoH

Tel: +233 (0) 206 887 882 / (0) 302 986 608

+233 (0) 206 887 884

Email: info@moh.gov.gh

Website: www.moh.gov.gh