



FAIR WAGES AND SALARIES COMMISSION

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PRESS RELEASE

FOR IMMEDIATE RELEASE

FAIR WAGES AND SALARIES COMMISSION REAFFIRMS ITS COMMITMENT TO TEACHERS AND APPEALS FOR CONTINUED DIALOGUE DURING THE TRANSITION TO THE INDEPENDENT EMOLUMENTS COMMISSION

The Fair Wages and Salaries Commission (FWSC) has taken note of the one-week notice issued by the Ghana National Association of Teachers (GNAT) regarding the possibility of industrial action.

The Commission wishes to assure all teachers, parents, learners and the public that Government deeply appreciates the invaluable contribution of teachers to national development. Every classroom shapes Ghana's future, and every teacher plays a vital role in building the nation's human capital. Their welfare remains an important priority for Government.

Ghana is currently undertaking one of the most significant reforms of public sector remuneration since the introduction of the Single Spine Pay Policy. This reform will culminate in the establishment of the Independent Emoluments Commission (IEC), which is intended to create a fairer, more transparent and more sustainable remuneration system for the entire Public Service.

The objective of this transition is not to postpone the concerns of any category of public servants. Rather, it is to ensure that longstanding challenges, including wage distortions, inequities, overlapping allowances and inconsistencies in conditions of service, are addressed comprehensively instead of through isolated interventions that may unintentionally create new disparities.

As part of this national reform process, Government has engaged extensively with organised labour and public sector unions. During these engagements, a transitional approach was adopted to enable the country to complete the institutional reforms while maintaining stability across the Public Service. In line with this approach, interim arrangements have

been concluded across virtually the entire public sector, with the understanding that the broader review of remuneration and conditions of service will be undertaken under the new framework.

The Commission fully appreciates that teachers have legitimate concerns regarding their conditions of service. These concerns are neither dismissed nor overlooked. They form an important part of the broader reforms currently underway. Indeed, because teachers constitute one of the largest and most critical professional groups in the Public Service, Government is committed to ensuring that any long-term improvements are implemented within a comprehensive framework that promotes equity for all while recognising the unique contribution of the teaching profession.

Some of the issues raised, including rural and deprived area incentives, have implications that extend beyond the education sector and affect many categories of public servants serving under similar conditions. Government therefore considers it prudent to address such matters through a holistic national policy so that every affected public servant is treated fairly and consistently.

The Commission also recognises that the current remuneration system has not fully achieved all the objectives envisioned under the Single Spine Pay Policy, particularly in relation to equity, transparency and the stronger linkage between remuneration, performance and productivity. The ongoing reforms seek to address these challenges in a lasting and sustainable manner.

A major national stakeholder engagement on the establishment of the Independent Emoluments Commission is scheduled for early August. This engagement will further refine the implementation roadmap for Ghana's new public sector remuneration architecture and provide an opportunity for continued dialogue with all stakeholders.

The Fair Wages and Salaries Commission respectfully appeals to our hardworking teachers to continue engaging with Government through dialogue as we work together to build a remuneration system that serves not only the interests of today's workforce but also those of future generations of public servants.

Government remains firmly committed to fairness, equity, transparency and sustainability in public sector remuneration. The Commission believes that by working together in good faith, Ghana can complete these historic reforms in a manner that strengthens confidence, promotes industrial harmony and delivers lasting benefits for all public servants.

The Fair Wages and Salaries Commission remains open to constructive engagement and reaffirms its unwavering commitment to a fair, equitable and sustainable public sector remuneration system.



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