



# GHANA REGISTERED NURSES AND MIDWIVES' ASSOCIATION

(Member of the International Council of Nurses)

## BANKERS:

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## COMMUNIQUE ISSUED BY THE GHANA REGISTERED NURSES AND MIDWIVES ASSOCIATION AT ITS 16TH QUADRENNIAL NATIONAL DELEGATES CONGRESS HELD AT THE MENSVIC GRAND HOTEL, EAST LEGON, ACCRA

### INTRODUCTION

The Ghana Registered Nurses and Midwives Association (GRNMA), held its 16th Quadrennial National Delegates Congress, the highest decision-making body of the Association, at the Mensvic Grand Hotel, East Legon, Accra from 20<sup>th</sup> to 25<sup>th</sup> November, 2023 under the theme, *“Investing in Nursing and Midwifery, A Strategic Response to the Right to Health”*. The Congress was attended by 309 delegates and over 150 Observers.

The GRNMA is the Professional Association and Trade Union that holds the Collective Bargaining Certificate covering all nurses and midwives in Ghana and serves as the sole official mouthpiece of nurses and midwives in the country.

Within the period of the Congress, a number of issues affecting the education, practice and general welfare of Ghanaian nurses and midwives were discussed. At the end of Congress, the General Assembly resolved as follows:

### **1. CONDITIONS OF SERVICE FOR NURSES AND MIDWIVES**

The General Assembly noted with concern the non-implementation of the Book and Research Allowance for Nurse Educators instituted three years ago and the Rural Incentive Package developed by the Ministry of Health (MOH) with involvement of the GRNMA and other partners and calls for their immediate implementation of same. The Assembly further noted that, the expired Collective Agreement of nurses and midwives had not been renegotiated although the leadership of the GRNMA had submitted a proposal to the Fair Wages and Salaries Commission (FWSC) as at August, 2023. The Assembly calls on the Employer and the FWSC, as a matter of urgency, to invite the Association to begin negotiations on its Conditions of Service.





## **2. EMIGRATION OF NURSES AND MIDWIVES**

The emigration of nurses and midwives from Ghana continues to affect the delivery of safe and quality health services. The General Assembly therefore noted with concern the emigration of highly skilled and experienced nurses and midwives from Ghana and calls to high income earning countries for the completion of the labour market survey within the health sector to inform the decision of Ghana on future bilateral agreements on the exportation of nurses.

## **3. NURSING AND MIDWIFERY EDUCATION/TRAINING**

The Association calls on government and all stakeholders to take decisive steps in upgrading all diploma-awarding nursing and midwifery schools to degree-awarding institutions, ultimately to have the entry level for nursing and midwifery in Ghana being first degree. In addition, we call for expedited action in phasing out the certificate nursing programs (Nurse Assistant Preventive and Nurse Assistant Clinical) and enhancing access to programs that will allow the practitioners to become professional nurses.

## **4. DELAYED PAYMENT OF NATIONAL HEALTH INSURANCE CLAIMS**

The General Assembly bemoaned the delay in payment of claims to hospitals and facilities by the National Health Insurance Scheme (NHIS) and how it adversely affects the procurement of logistics including medicines and payment of Category 2 and 3 allowances due healthcare workers especially Nurses and Midwives who form the majority of these workers.

## **5. FUNDING FOR NURSING AND MIDWIFERY SPECIALISATION**

With the cost of specialist training increasingly becoming burdensome for nurses and midwives seeking to gain specialized skills in patient care, the General Assembly calls on government to provide full sponsorship for nurses and midwives who attain study leave to pursue such programs at the Ghana College of Nurses and Midwives. This is important in building the capacity of nursing and midwifery professionals as contained in documents like World Nursing and Midwifery reports adopted for implementation by the World Health Assembly where Ghana is a member. It will also help curb the emigration of and address the disparities in patients' access to specialised care across the country.

## **6. UNEMPLOYED NURSES AND MIDWIVES**

The over twenty thousand (20,000) licensed nurses and midwives who continue to languish at home is a loss for our nation Ghana since they lose their skill every additional day that they stay at home. The GRNMA therefore calls on government to engage their services in-country to support health service delivery across the country especially at the district and sub district levels or urgently engage high-income earning countries who may need their services to recruit them on contract basis. The labour market survey will equally be helpful in this direction to help us all clearly understand Ghana's nursing and midwifery workforce needs, the existing gaps and where more nurses and midwives are required.

## **7. AKOSOMBO DAM SPILLAGE**

The GRNMA continues to express its sympathy towards residents in the lower basin of the Volta river who were affected by the spillage of water intended to safeguard the structural integrity of the Akosombo dam. The GRNMA calls on the Volta River Authority and government for that matter to restore the livelihoods of those affected and especially nurses and midwives, considering the essential services they provide to the people of the areas involved. The Association further calls for a dedicated unit in all health facilities in the affected areas to offer professional psychological support services to health professionals affected by the spillage to help deal with the potential mental health issues likely to be experienced by them. We wish to assure our nurses and midwives of the continued support from the Association and further thank the general public for the support to the communities affected by extension to the nurses and midwives working in those communities.

## **8. REVENUE MOBILIZATION VS TAX INCENTIVES**

The Association calls on government to use the tax incentives act to remodel tax incentives for multinational companies operating in Ghana to eliminate spurious incentives. In addition, shareholders should pay withholding taxes on dividends arising out of free zone investments. This can improve government's revenue to address the poor working conditions of nurses and midwives.



## 9. NATIONAL EXECUTIVE COMMITTEE ELECTIONS

The under-listed officers were elected as GRNMA National Executive Committee members for a tenure of four (4) years following the elections held on 24<sup>th</sup> November, 2023:

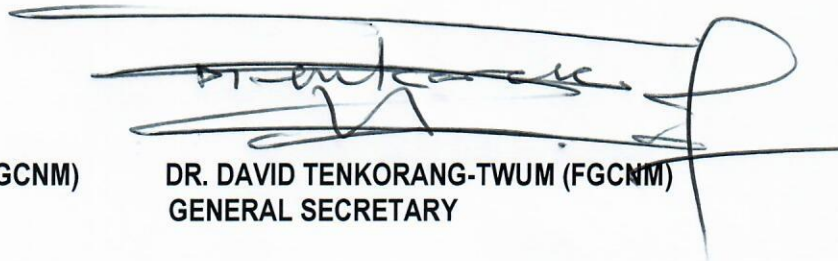
Mrs. Perpetual Ofori-Ampofo	- President
Mr. Samuel Alagkora Akolgo	- 1 <sup>st</sup> Vice President
Mr. Daniel Attah-Tuffour	- 2 <sup>nd</sup> Vice President
Dr. David Tenkorang-Twum	- General Secretary
Mr. Anthony Aaweleyir Sopaal	- Assistant General Secretary
Mr. Joseph Wolimmor Krampah	- National Public Relations Officer
Mr. Philimon Gyapong.	- Assistant National Public Relations Officer
Mr. Moses Robertson Anyigba	- National Treasurer
Mr. Thomas Jafouk Lambon	- Assistant National Treasurer

## CONCLUSION

The leadership of the Association calls on all members to continue supporting the implementation of the GRNMA Strategic Plan and play their role effectively as committed members of the Association. We further call on the public to recognize and respect the role of nurses and midwives within the continuum of care and endeavour to foster healthy working relationships with their care givers in upholding patient and care giver rights at all times.



**MRS. PERPETUAL OFORI-AMPOFO (FWACN, FGCNM)**  
**PRESIDENT.**



**DR. DAVID TENKORANG-TWUM (FGCNM)**  
**GENERAL SECRETARY**