

**STATEMENT FROM THE GHANA REGISTERED NURSES AND  
MIDWIVES ASSOCIATION DELIVERED TO H.E THE VICE PRESIDENT  
OF THE REPUBLIC OF GHANA AT THE JUBILEE HOUSE ON  
23RD SEPTEMBER, 2021**

**PREAMBLE**

The Ghana Registered Nurses and Midwives (GRNMA) was formed on **20<sup>th</sup> March 1960** as Ghana Registered Nurses Association (GRNA). The name change was adopted at the Union's 2013 conference and took effect from 2015.

GRNMA became a registered trade union in Ghana in **2005** although it had been the professional association and the National Nursing Association registered under International Council of Nurses since 1960. As a trade union and a professional association, GRNMA is bound by its own constitution, the Labour Act 2003 (Act 651) and the constitution of Ghana.

GRNMA holds the Collective Bargaining Certificate that covers all nurses and midwives in Ghana although not all of them are members of GRNMA.

Total number of nurses and midwives in Ghana as at **July, 2021 was 97,415**. Figure includes certificate, diploma and degree holders. About **12,000** or more work at the sub district level including Health Centers and CHPS Compounds. Females constitute about **90%** and males are about **10%**.

Since meeting the H.E the Vice President is a rare opportunity, we would like to take the opportunity to put across some few issues concerning our profession.

## **ISSUES CONCERNING OUR PROFESSION**

### **A. Nursing and Midwifery Education**

1. In the short to medium term, upgrade all certificate awarding nursing schools to diploma awarding institutions and upgrading the certificate holders (Auxiliaries) in the system to diploma through the already existing systems.
2. In the long term, upgrade all nursing and midwifery colleges to degree awarding institutions.
3. Construction of a befitting edifice for the Ghana College of Nurses and Midwives (GCNM) to enhance the training of Specialist, Members and Associates.
4. Government should urgently consider the provision of full sponsorship for nurses and midwives who go for the Residency program at the GCNM.

### **B. Welfare issues**

1. Implementation of our Collective Agreement signed in November 2020 has been slow. We are yet to receive the uniform and the book and research allowance.
2. The Technical Committee working on the rural incentive package to attract and retain health professionals is on course with its work. The Ministry of Health must however ensure the provision of the necessary support to ensure that the work of the committee is completed on time.
3. Reinstitution of the vehicle tax waiver for health professionals and ensuring that the major unions within the health sector play a significant role in the prevention of abuse of the package.
4. Ratification of ILO Convention 190 on Gender Based Violence. Government should take it up.
5. NHIS should take up vaccination of all females in Ghana against cervical cancer. Health Sector employers can take the lead with the vaccination of all female health workers.

6. Need for better conditions of service in the light of current trend of nurses and midwives migrating to the Americas, Europe, Canada and other jurisdictions.

- Improved basic salaries.
- Full medical care during service and during retirement
- Retirement on one's salary
- Prompt payment of category 2 & 3 allowances and other agreed allowances as contained in Collective Agreements
- Support in acquisition of affordable housing and personal vehicles

### **C. Covid-19 issues**

1. Unpaid medical insurance and 50% Frontline allowance still lingers on.
2. Unvaccinated health care workers.

### **D. Employer and Labour Issues**

1. The need for a whole nursing and midwifery directorate at the Ministry of Health and the need to re-define the role and position of nursing and midwifery in the Ghana Health Service.
2. Representation on the Ghana Health Service Council - Ghana Health Service Council representation is discriminatory against other health professionals aside those that fall under HSWU.
3. Appointment of Regional Directors and Medical Superintendents - The Ghana Health Service and Teaching Hospitals Act, (Act 525) clearly states who qualifies to be a Medical superintendent and Regional Health Director.

The continuous inclusion of these as prerequisite in the advertisement of vacancies, is an attempt to prevent nurses and other health professionals from applying for these positions and thus creating a monopoly for Doctors.

Section 20(2)(2) A Regional Director shall be a person in the health profession with considerable knowledge and experience in planning, organisation and management of the delivery of health services.

Sections 29(1) There shall be appointed for each hospital within the Service, a Medical Superintendent who shall be the public officer in charge of the hospital with responsibility for ensuring the execution and implementation of the decisions of the Council in the hospital.

4. The actions of the Labour Department that can lead to the collapse of Trade Unions in Ghana involving the issuance of Trade Union Certificates to two or more persons within an establishment who apply for same.

### **Conclusion**

These are but some of the issues bothering the nurses and midwives in Ghana. We anticipate our regional constituents coming up with strong motions to address some of these issues. We therefore call on government to step in and address some of the issues if not all to motivate nurses and midwives to provide quality services to Ghanaians.

**Submitted and Signed by:**

**Perpetual Ofori-Ampofo (FWACN, FGCNM)  
PRESIDENT**