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GHANA MEDICAL ASSOCIATION

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Our Ref:

JUNE 29, 2015

Date:

Your Ref:

CONDITIONS OF SERVICE

PROPOSAL FOR NEGOTIATIONS

THE GHANA MEDICAL ASSOCIATION PRESENTS THIS PROPOSAL AS ITS SUBMISSIONS TO KICK START NEGOTIATIONS OF OUR CONDITIONS OF SERVICE WITH THE GOVERNMENT (MINISTRY OF HEALTH)

1. That ALL Members of GMA (Medical Doctors/Dentist) are part of Senior Staff in all Ministry of Health (MOH) establishments or institutions.
2. That categorizations for Medical Doctors should be:

Category	Grade/Rank
A2	Consultant
A3	Senior Specialist
A4	Specialist/Chief Medical (Dental) Officer, Deputy Chief Medical (Dental) Officer
A5	Principal Medical (Dental) Officer (PMO)
B1	Senior Medical (Dental) Officer (SMO)
B2	Medical (Dental) Officer
B3	House Officer

3. That Members of the GMA who attain the Rank of **Principal Medical/Dental Officer and above shall Retire on their last salary** where the Doctor has served a minimum of 15 years in the MOH/its Agencies

4. That all Members of GMA working for the MOH and its Agencies shall be entitled to **40% of their basic salaries as Accommodation allowances per month**
5. That Members of GMA working for MOH and its Agencies **shall be entitled to fuel Allowance** as follows:

Category	-	A2-A3	-	100 gallons per month
		A4-A5	-	90 gallons per month
		B1-B3	-	80 gallons per month

6. *That members of GMA working for MOH and its Agencies shall be entitled to **one official vehicle** on attaining the Rank of **Principal Medical Officer and above**
7. That Members of the GMA working for MOH and its Agencies shall be entitled to a lump sum long service award after working continuously for a minimum of Fifteen (15) years (Calculated as Last Gross Salary x 180 months)

8. That Members of GMA working for MOH/its Agencies shall be entitled to **Overtime Duty Allowance of minimum 200 hours per month which is the standard above the 40 hours per week that is currently being paid for under the Single Spine Pay Policy. The following rates shall apply:**

Minimum 1^{1/2} times of daily salary - for Monday-Friday
 Minimum 2 times daily salary - for Saturdays, Sundays and Nights.

9. **On call Duty Facilitation Allowance**

- 20% of Basic Salary per month

10. **Clothing Allowance - All Categories of doctors and dentists**

- 30% of Basic Salary per month

11. That Doctors working for the MOH and its Agencies shall be paid the following allowances

- i. **Book Allowance** - for purchase of latest/appropriate publications, journals, Medical Text Books etc. – SMO and above

Rate: 30% Basic Salary per month

- ii. **Utility Allowance**

20% of Basic Salary per month for Principal Medical (Dental) Officer and above

- iii. **Professional Allowance** - 50% of Basic Salary per month

- iv. **Special Risk Allowance** - 25% of Basic Salary per month

- v. **Vehicle Maintenance Allowance – 20% of Basic Salary per month**

- vi. **Vehicle Tax Exemption or waiver for Doctors**

12. **Health, Safety and Well Being**

GMA adopts chapter 6 of the Conditions of Service Framework Document

Foreign Medical Services

Government (Ministry of Health) to send members of GMA out of the country for health care services that are needed but not available in the country at any particular time.

Government (Ministry of Health) to bear the full cost for such classes of patients and one other person (family or care taker) who accompanies the patient on such medical trips

13. Post-Graduate Medical Education

- Should be fully paid for or sponsored by government/employer for members of the GMA

14. Medical and Dental Council (MDC) sanctioned Continuous Professional Development (CPD)

--Employer to pay for all such CPD's

15. Malpractice Insurance cover for all Doctors

- **Premiums to be** paid for by the Employer/MOH.

NB: 16. Current Outstanding Issues

- Reduced Pensions
- Conversion Difference

Since Salaries and Pensions are part of the Framework for Negotiating Conditions of Service, the GMA's position is that these outstanding issues should also be addressed completely during these negotiations

The GMA adopts the general provisions in chapters 1, 2, 3, 5, 6, 7, 8, 9, 10 and 12 of the Framework for Negotiation subject agreements reached at the Negotiation.

Chapter 11 is adopted under the same principle except section 11.05 (Resignation). GMA's position is **that two (2) months' notice** should be given by the employee.

Dr. Kwabena Opoku-Adusei
President

