

G4S GHANA LIMITED AND G4S SECURITY SERVICES (GHANA) LIMITED
EMPLOYEES CONCLUDE THEIR MAIDEN COLLECTIVE AGREEMENT WITH G4S
AUTHORITIES IN GHANA

12TH AUGUST 2009

Employees of **G4S Ghana Limited** and **G4S Security Services (Ghana) Limited** on 18th August 2009 signed their maiden Collective Agreement with their local **G4S Management** under the **Union of Private Security Personnel** in Accra. (Ghana).

Under the agreement, a wage increase of **27%** was concluded on by the **Standing Negotiating Committee** which held the negotiations. The **27%** wage increase included components like a **2 : 3 % Provident Fund Scheme, Transport Subsidy, General Risk Allowance** and a **Special Risk Allowance** specifically meant for employees who are employed to perform within the **Alarm Response Services Unit**.

Besides the above mentioned components under the agreement, employees are also entitled to loan facilities for the registration and payment of premiums of dependants onto the **National Health Insurance Scheme**. Such loans are payable in a period of five months. The employee himself enjoys the employer paid registration unto the National Health Insurance Scheme to enable him obtain the benefit of his social security contributions.

“This is because the **NHIS** policy provides that workers in active employment and are active contributors to the National Social Security fund need not pay premiums annually to the **NHIS** to qualify for the insurance coverage from the scheme; they always need to register and keep on renewing the registration annually.

Another critical area worthy of mention in the Collective Agreement is a redundancy / severance package of one (1) month basic salary multiplied by the number of years of service which is payable to affected employees in event of redundancies as a result of loss of contracts. In fact this facility does not cover probationary employees.

All employees who are affected by this collective agreement were paid their back pay together with their accruing salaries / wages as per the increment at the end of July 2009.

Other components are payment of funeral grants to bereaved employees when they are bereaved.

Naturally one cannot say that all these happened without challenges.

The beginning of the negotiations saw a lot of frustrations and challenges. Especially when the company entered the transitional period after acquiring former Security Solutions International (SSI) a private security company that used to exist before G4S entered Ghana's Labour market.

However, the Local Authorities of G4S under the leadership of Mr. Alno Crouz, the General Manager, Mrs. Evelyn Dede Otchere, the Human Resource Manager, and a Local Labour Consultant, Mr. Austin Ghameh at a point exhibited the needed cooperation that saw the birth of this achievement.

The immense secretarial contribution of Mr. Francis Ngulah who also sometimes doubled as a chairman to some of the sub committees during the negotiations is also something that cannot be overemphasized.

A very significant tool that made the negotiations gain an immense momentum and progress was the Global Agreement between UNI and G4S which was forwarded to our union by **Sister Christy Hoffman** by e-mail.

In fact, by all standards, the General Manager, Mr. Alno Crouz and his management team upon seeing this Global Agreement exhibited a very great measure of cooperation to the extent of making it a point of reference for the Standing Negotiating Committee on the negotiation table at all times.

At this point, I wish to express a very sincere gratitude to the UNI for making the Global Agreement Document available to our union at that crucial period when we needed a material of the nature seriously.

Sister Christy Hoffman!

But for your constant supplies of information from the UNI to us, we would not have been adequately equipped to go through this exercise successfully.

We believe that you would continue to strengthen us by this means to enable us grow our union to reach our desired status as far as our affiliation to the UNI is concerned.

By our local standards, this maiden **Collective Agreement** may not be the best; we however believe that with time, we shall be able to better it in subsequent reviews.

The **Union of Private Security Personnel** greatly salutes the **Uni – Global Union** together with all her affiliates; more especially the **Property Protection Unions** for striving relentlessly to achieve such a **Global Agreement** which will go a very long way to facilitate and influence the possibility of putting smiles on the faces of personnel who are employed within the Private Security Industries worldwide.

As a young union in our part of the globe, we are very confident to indicate that the **Global Agreement** has positively impacted on the feat we have just achieved. More grease to the strong elbows of the UNI.” May the UNI live longer to embark on similar actions for the purpose of bettering the living conditions of the defenseless who find themselves under all forms of injustice in workplaces worldwide.”

Thank you.

EBENEZER MENSAH

**GENERAL SECRETARY
UNION OF PRIVATE SECURITY PERSONNEL
GHANA.**