

SENIOR STAFF ASSOCIATION OF JUDICIAL SERVICE OF GHANA (SSAJUG) INAUGURATED

1.0 INTRODUCTION

Over the years, the Judicial Service Staff Association of Ghana, JUSAG served as the only Association in the Judicial Service of Ghana for all employees including the members of the Judiciary. The Association started as a Welfare Association that catered for welfare needs and gradually attained the status of a Union where it was given bargaining rights to negotiate for salaries and better conditions of service for staff.

As time evolved, the members of the Judiciary deemed it fit to establish the Association of Magistrates and Judges, Ghana, to cater for the Bench in both the superior and lower Courts. This was in accordance with the provisions of the 1992 Constitution, which clearly distinguishes the Members of Bench from the Staff of the Service.

As pertains in most institutions, it is a common practice to have separate Associations for Senior and Junior Staff. This is mainly due to the fact that both classes of employees have peculiar entitlements and in some cases clearly defined negotiation processes.

Consequently, in 2018, some senior members of staff in Accra and Kumasi came together to birth the idea to form this noble association. These senior members of staff, otherwise known as the Promoters of this association, after mooted the idea proceeded to register the association with the Registrar General's Department and went further to attain the trade union certificate. Thus making SSAJUG a duly accredited Association to operate as a Trade Union to cater for the Senior Staff of the Judicial Service of Ghana.

SSAJUG attained the certificates for incorporation and to commence business on 16th August 2018 and the Trade Union registration certificate on 27th December 2018.

2.0 AIMS AND OBJECTIVES

The purpose of this union is to cater solely for the welfare and needs of the Senior Staff of the Service by executing the following aims and objectives:

- To serve as the mouthpiece for the Senior Staff members of the Judicial Service especially in activities such as negotiations of salaries and conditions of service as well as representing members on disciplinary committees.
- To promote the development of Senior Staff of the Judicial Service of Ghana.
- To promote and protect the economic and social rights of the Senior Staff.
- To hold congress, meetings, lectures and workshops for the discussion of affairs of the Senior Staff members.

- To provide and maintain such other services for the benefit and welfare of members as the Association may from time to time determine.
- To promote cordial and good working relationships among the members of the Association.

3.0 MEMBERSHIP

Membership of the union is open to all senior staff within the Judicial Service, i.e., from the rank of the High Court Registrar to the rank of the Chief Registrar and their analogous positions. The constitution of the union has also made provision for Directors and Deputy Directors in the Service to join the Association but are not entitled to hold Executive positions. A senior staff can become a member of SSAJUG after voluntarily filling a form.

Currently, SSAJUG is proud to have a membership of **1,212** covering all the **sixteen (16)** regions of Ghana.

4.0 INAUGURATION

On 3rd August 2020, the union was inaugurated by His Lordship Justice Anin Yeboah, the Chief Justice of the Republic of Ghana, which was a very simple and colourful activity. The late Justice Marful-Sau, a Justice of the Supreme Court and the Director of the Judicial Training Institute at the time, chaired the programme. The Chief Justice pledged his support towards the success of the association and admonished the leadership of SSAJUG to ensure that the needs of members are priority in all their endeavours. In attendance was also a representative from the Ministry of Employment and Labour relations who delivered an address on behalf of the Minister.

There were goodwill messages from Ghana Federation of Labour, which is the Labour center SSAJUG is affiliated to, and the National Labour Commission. The programme was graced with the presence of Executives of other welfare Associations within the Judicial Service of Ghana, CHRAJ Staff Association, Senior Staff Association of Ghana Prisons Service as well as some Directors and Deputy Directors in the Judicial Service.

5.0 WELFARE PACKAGE(S)

5.1 TIER 3 INVESTMENT SCHEME

In 2020, The Association instituted a tier 3 investment scheme for all members where 50% of each member's dues is invested in an investment portfolio towards their pensions. The scheme is managed by PETRA TRUST CO. LTD, which is the well-known investment institution in Ghana. The scheme still runs till date.

5.2 SIM CARD REGISTRATION EXERCISE

In 2022, the National Executives organized sim card registration exercises for all staff in Accra in response to the call made by the Government for citizens to register their sim cards before the deadline.

5.3 TRAININGS

- In December 2020, the Association organized a training programme for 35 Superior Court Registrars on the role of Registrars in the adjudication of electoral cases. The training programme was organized by the SSAJUG in collaboration with the Judicial Training Institute and STAR Ghana. This is the first training programme organized by Union in the Judicial Service of Ghana.
- In May 2021, the Association also organized training programmes for the National and Regional Executives on Labour practices and issues. This was a move towards capacity building of the Executives to be able to efficiently and effectively discharge their duties.

5.4 OTHER PACKAGES

The Association is currently working on other welfare packages for the benefit of its cherished members. These packages will include health care, financial support and end of year packages.

6.0 PROMOTERS AND EXECUTIVES

The promoters who lead to the formation of the Association are as follows:

- Francis Arthur
- James Mensah
- Kobina Ewusi
- Ustarz Hamza
- Thomas Agombire (Deceased)
- Simon Quainoo
- Atsu Kornyoh
- David Nartey
- Bismark Ansah
- Francis Gbeddy
- George Taylor

Currently, the union is being run by an Interim Executive Body as follows:

National Executives:

- | | |
|--------------------------------|---------------------------|
| • Marilyn E.M. Suttah (Mrs) | – National President |
| • Emmanuel Darkwa | – National Vice President |
| • George Daddy-Hauffner Taylor | – Secretary General |
| • Emmanuel Agyeman Bannor | – National Treasurer |

Regional Executives:

The union has Regional Executive Boards in eight (8) of the former ten (10) administrative regions. The other two (2) regions, which are Upper West and the Northern regions have representatives.

Greater Accra Region:

- | | |
|--------------------------|-----------------------------|
| 1. Gideon Amedzenu | – Chairman |
| 2. Angela Amissah-Mensah | – Vice Chairman |
| 3. Pascal Kwame Tuo | – Regional Secretary |
| 4. Charity Banini | – Regional Deputy Secretary |
| 5. Mirinda Ayaaba | – Regional Treasurer |

Volta/Oti Regions:

- | | |
|---------------------------|-----------------------------|
| 1. Michael Klugah | – Chairman |
| 2. Edwin Abaidoo | – Vice Chairman |
| 3. Charles Wilson | – Regional Secretary |
| 4. Franklina Sefakor Deh | – Regional Deputy Secretary |
| 5. Terry Worlanyo Tayviah | – Regional Treasurer |

Central Region:

- | | |
|----------------------------|----------------------|
| 1. Aziz Mohammed | – Chairman |
| 2. Abigail Nanaa Quaye | – Vice Chairperson |
| 3. Paul Ochere-Koffie | – Regional Secretary |
| 4. Josephat Kwabena Onomah | – Regional Treasurer |

Western/Western North Regions:

- | | |
|-----------------------|----------------------|
| 1. Charles Acheampong | – Chairman |
| 2. Philip Glover | – Regional Secretary |
| 3. David Isaac Koffie | – Regional Treasurer |

Ashanti Region:

- | | |
|-------------------------|----------------------|
| 1. Reginald Gogo | – Chairman |
| 2. Helen Azure | – Vice Chairperson |
| 3. Samuel Boachie Addai | – Regional Secretary |

- | | |
|--------------------------------|-----------------------------|
| 4. Alhassan Sani | – Regional Deputy Secretary |
| 5. Maxwell Quarshie (deceased) | – Regional Treasurer |

Bono/Bono East/Ahafo Regions:

- | | |
|---------------------------|----------------------|
| 1. Patrick Manu | – Chairman |
| 2. Gordon Ofori | – Vice Chairman |
| 3. Bernard Owusu Assiamah | – Regional Secretary |
| 4. Martha Wiafe | – Regional Treasurer |

Eastern Region:

- | | |
|--------------------------|-----------------------------|
| 1. Eric Asamoah Ayisi | – Chairman |
| 2. Belinda Amoah | – Vice Chairperson |
| 3. Juliana Elorm Gadewor | – Regional Secretary |
| 4. Elizabeth Kornyoh | – Regional Deputy Secretary |

Upper East Region:

- | | |
|--------------------------|-----------------------------|
| 1. Ben Abu Adam | – Chairman |
| 2. Hamdat El-Alawa | – Vice Chairperson |
| 3. Raymond Atanga Aweh | – Regional Secretary |
| 4. Fatahia Tilado Hamidu | – Regional Deputy Secretary |
| 5. Esther Dambayi | – Regional Treasurer |

Northern Region

- | | |
|----------------------|---------------------------|
| 1. Gloria Abena Dari | - Regional Representative |
|----------------------|---------------------------|

Upper West Regions

- | | |
|------------------------|---------------------------|
| 1. Brains Dwumah Antwi | - Regional Representative |
|------------------------|---------------------------|

7.0 UPCOMING ACTIVITIES

7.1 FIRST QUADRIENNIAL CONGRESS

Currently, the union is preparing to hold its first Regional and National Delegates Congress at Kumasi, in the Ashanti region. The event has been scheduled to take place in the first week of October 2022.

7.2 REGIONAL AND NATIONAL ELECTIONS

The Electoral Committee of SSAJUG has issued the bye laws governing the elections, the election notices and the nomination forms. Members in good standing are encouraged to file for positions at the Regional or National Level.

CONCLUSION

SSAJUG was founded on the principle of fairness to all hence our motto is EQUAL JUSTICE FOR ALL and our slogan is RESPECT, PROBITY AND ACCOUNTABILITY.

The Leadership of SSAJUG has pledged to deal in honesty and utmost good faith. However, all members are encouraged to give their unflinching support in order to make SSAJUG a success.

Long live SSAJUG! SSAJUG! Progress!