



JUDICIAL SERVICE STAFF ASSOCIATION OF GHANA (JUSAG)

National Headquarters

BANKERS:

GCB Ltd, High St. Accra

National Investment Bank, Law Court Complex, Accra

Our Ref:.....JUSAG/HQ/NP/001/26

Your Ref:.....

12th January, 2026

Date:.....

email: generalsecretary@jusag.org

**THE EXECUTIVE SECRETARY
NATIONAL LABOUR COMMISSION
ACCRA**

Dear Sir,

NOTICE OF INTENDED INDUSTRIAL ACTION

We refer to our previous engagement with the Ministry of Finance and the Government, the letter of the Honourable Deputy Minister of Finance dated 15th September, 2025, with reference number BD/CPMU/JS/COS/25/09, and our subsequent follow-ups and engagement with the Government in respect of review of salaries and related allowances for employees of the Judicial Service for 2025.

From the understanding reached with the Government, and in line with Article 149 of the Constitution, His Excellency the President of Ghana approved a base pay increase by 10% for 2025 for Judicial Service workers effective 1st January 2025. This was in line with the approval granted to all public sector workers.

Unlike other public sector workers, the implementation of the 10% base pay adjustment in related allowance was implemented in September 2025, with assurance that the rest of the arrears covering January to August 2025 would be paid subsequently.

Engagements and understanding reached were that payments were to be effected not later than the 2025 fiscal year. Unfortunately, the Government failed to honour its promise of paying the arrears in 2025.

By the letter dated 16th December, 2025, with reference number JUSAG/NP/215/25, we wrote to the Judicial Council through the Judicial Secretary for the payment of the arrears to be made in December, 2025. Despite the assurance from Management by the letter dated 16th December, 2025, with reference number OJS/U/29/V.1/2025, the arrears remained unpaid.

The Judicial Service staff serving the third arm of Government (the Judiciary) is one of the important public sector workers whose services are critical to the maintenance of law, order, and stability. Unfortunately, the review of salaries has always been riddled with challenges. We are unable to bear the situation that the Government has subjected our hardworking members to.

The festive month of December was one of the most difficult moments for staff who were very expectant of the receipt of the much-anticipated eight (8) months arrears to appease them of the struggles they have gone through in 2025, only to be met with shock and disappointment.

Our members are fed up with the unbearable situation they have been subjected to by the Government. We are unable to accept any excuse any longer. Therefore, the National Executive Council (NEC) of JUSAG held its emergency meeting and resolved to embark on an **indefinite strike** starting from **Monday, 19th January 2026**. The strike shall continue to be in force until our demand for payment of the **eight (8) months' salary arrears from January to August 2025 is fully met**.

Your outfit is respectfully notified accordingly.

Thank you.



SAMUEL AFOTEY OTU
[NATIONAL PRESIDENT]

Cc: The Honourable Chief Justice of Ghana, Judicial Service, Accra
The Judicial Secretary, Judicial Service, Accra
The Hon. Minister of Finance, Accra
The Hon. Minister of Employment and Labour Relations, Accra
The President of the Lower Bench, Judicial Service
The General Secretary, JUSAG
All Members of the National Executive Council, JUSAG
All Members of the National Executive Board, JUSAG
All Members of the Regional Executive Board, JUSAG
The General Secretary, SSAJUG