



*Promoting Unity and Excellence*

## **JOINT STATEMENT ON THE INTENDED UNILATERAL INDUSTRIAL ACTION BY GRNMA**

The leadership of the Union of Professional Nurses and Midwives, Ghana (UPNMG), the Professional Association of Psychiatric Nurses Ghana (PAPNG), the National Association of Registered Midwives, Ghana (NARM-GH) and the Ghana Registered Midwives Association (GRMA) wish to clarify our collective position regarding the industrial action recently declared by the Ghana Registered Nurses and Midwives Association (GRNMA).

At a joint meeting of all nursing and midwifery unions held yesterday 27<sup>th</sup> May 2025, it was unanimously agreed that no industrial action would be taken until further consultations had been held between the leadership of each union and their respective executives and members, to assess the proposed roadmap for the implementation of the Collective Agreement (CA) on our Conditions of Service (COS). Moreover, a scheduled engagement with the Minister of Finance, intended to advance discussions on the CA, is yet to take place.

We are, therefore, deeply concerned by the unilateral decision of GRNMA to proceed with an intended industrial action starting 2<sup>nd</sup> of June, 2025, per their press release earlier today, 28<sup>th</sup> May, 2025, in direct contradiction to the collective resolution. Such action undermines the professional cooperation and unity the sector urgently needs.

We reaffirm our commitment to securing the implementation of the Collective Agreement. However, we maintain that such progress must be achieved through structured dialogue, mutual respect, and coordinated efforts. Unilateral actions risk weakening our collective stance and may undermine the welfare of the very professionals we seek to represent.

Accordingly, we state the following:


1. UPNMG, PAPNG, NARM-GH and GRMA are not part of the intended industrial action declared by GRNMA.
2. We urge all our members to remain at post and continue delivering essential health services.
3. We remain committed to engaging key stakeholders, including the Ministry of Health and the Fair Wages and Salaries Commission, to ensure the timely and coordinated implementation of the CA.

We call on GRNMA to reconsider its position and to honour the consensus reached just 24 hours prior. This is a critical moment for responsible leadership, unity of purpose, and strategic solidarity in Ghana's nursing and midwifery landscape.



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