



MEDICAL LABORATORY PROFESSIONAL WORKERS' UNION

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PRESS STATEMENT

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MEDICAL LABORATORY PROFESSIONAL WORKERS' UNION MARKS INTERNATIONAL LABOUR DAY WITH A CALL FOR ACTION

As we commemorate International Labour Day (May Day), the Medical Laboratory Professional Workers' Union (MELPWU) stands in solidarity with our members and workers all over the world in recognizing the invaluable contributions of labour to society. Today, we reaffirm our commitment to advocating for the rights and welfare of medical laboratory science professionals in the health sector.

MELPWU represents a vital segment of healthcare workers, whose dedication and expertise are essential for the functioning of healthcare systems in Ghana. Our members deserve better working conditions, competitive salaries, and opportunities for career advancement. The continued neglect of these issues not only undermines the morale of medical laboratory science professionals but also jeopardizes the quality of healthcare services provided to the public.

One of the most pressing things facing us is the absence of Conditions of Service that is tailored to the unique needs and challenges of medical laboratory science professionals. Without clear guidelines and provisions that address issues such as workload, remuneration, career progression, and workplace safety, our members are left vulnerable to exploitation and unfair treatment at the workplace. Despite our desperate efforts to negotiate with the Fair Wages and Salaries Commission (FWSC), we are unhappy with the lack of urgency and progress.

Furthermore, we are particularly concerned about the plight of unemployed medical laboratory science professionals who are facing financial hardship and uncertainty due to the lack of financial clearance from the Ministry of Finance. These highly skilled individuals have invested years of rigorous training and education to qualify for their profession, only to find themselves unemployed. They continue to spend money every year to take part in CPD programs and keep their licenses active in order to fulfil employment conditions.

It is imperative that urgent action is taken to address this situation and provide them with the opportunity to contribute their expertise to the healthcare sector.

The shortage of qualified medical laboratory science professionals in the healthcare facilities across the country is compelling facility heads to engage the services of these our unemployed colleagues but underpaying them against provision of the Labour Act, 2003 (Act 651) in Sections 10(b); 68 (1); 74 (2)(a); 75(1). It is extremely disheartening to note that some of these professionals have been on the same salary for several years without an increment in pay even when base pay in the public sector is increased. Obviously, this is an unfair labour practice.

On this International Labour Day, MELPWU calls upon the relevant authorities to:

1. Expedite negotiations with the Medical Laboratory Professional Workers' Union and without further delay implement the concluded agreement;
2. Provide urgent financial clearance for the recruitment of the qualified unemployed medical laboratory science professionals;
3. Prioritize investment in the training, development, and deployment of Specialists and Doctor of Medical Laboratory Science program in all the public universities in Ghana to strengthen healthcare and diagnostic systems.

These in no small measure will improve patient safety and overall outcomes.

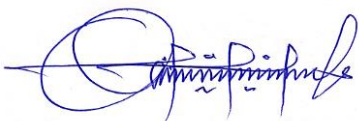
We hereby issue a firm ultimatum to the FWSC that if by 20th May, 2024 the Employer fails to conclude negotiations with the union regarding the conditions of service for our members and financial clearance for the unemployed medical laboratory science professionals, we will have no choice but to advise ourselves on the necessary steps we have to take to ensure that our rights and interests are safeguarded.

As advocates for the rights and welfare of medical laboratory science professionals, MELPWU remains committed to working collaboratively with all the agencies, healthcare institutions, and the relevant stakeholders to address these pressing issues to ensure a fair and dignified working environment for all.

Together, let us honor the spirit of International Labour Day by championing the rights of workers and advancing social justice for all.

We cannot fail.

Yours fraternally,



DR. CEPHAS KOFI AKORTOR
(GENERAL SECRETARY)

For Medical Laboratory Professional Workers' Union

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