AGREEMENT
MULTI-YEAR PUBLIC SERVICE REMUNERATION AGREEMENT, 2027–2028

THIS AGREEMENT is made this 28th day of October, 2026.

BETWEEN

The Government of Ghana, represented by the Fair Wages and Salaries Commission (FWSC), and the Ministry of Finance of the one part

AND

Organised Labour comprising workers' unions, and institutions within the Public Service of Ghana of the other part at the premises of Ghana Employers Association

Whereas the Parties, negotiating as the Public Services Joint Standing Negotiating Committee (PSJSNC), have concluded negotiations for the 2027 and 2028 Public Service Remuneration;

TERMS OF AGREEMENT

The Parties agree:

1. to a two-year public service remuneration framework effective 1st January 2027 to 31st December, 2028, recognising workers' contributions to economic recovery and the need for income protection, fiscal sustainability and industrial harmony;

2. that the two-year arrangement is intended to provide predictability and a stable environment for the transition of the Fair Wages and Salaries Commission (FWSC) to the Independent Public Emoluments Commission (IPEC), subject to the applicable legislative processes;

Public Service Remuneration for 2027

3. to an increase in total remuneration of 9%, effective 1st January, 2027; of this, 8 percentage points is earmarked for base pay increase across board and 1 percentage point for Conditions of Service;

Public Service Remuneration for 2028

4. to an increase of 10% across board base pay, effective 1st January, 2028, calculated on the applicable base pay at 31st December 2027;

Income Protection

5. that the 2028 Base Pay is agreed having considered the current inflation of 5.2% and government's inflation projection of 8%±2% for both 2027 and 2028. In the event that year-on-year inflation for December 2027 overshoots the mid-point projection of 8% by a factor of two (2), the Public Sector Joint Standing Negotiating Committee shall reconvene to review the 2028 Base Pay;

6. that the Parties shall use the transitional period to review some allowances with the view of addressing the distortions in the current compensation arrangement before the implementation of IPEC;

FWSC–IPEC Transition and Reform Commitments

7. that Government shall pursue the lawful and orderly transition from FWSC to IPEC, including the proposed legislative framework, institutional design, National Emoluments Policy, National Negotiations Policy, Performance and Productivity-linked Pay Framework, stakeholder consultations and operational readiness;

8. that Organised Labour shall be consulted quarterly on reforms affecting workers. FWSC and other existing bodies shall retain their lawful functions until any transfer of authority takes legal effect;

Industrial Harmony and Dispute Resolution

9. that negotiation for public service remuneration for 2027 and 2028 are settled by this Agreement. Parties commit to constructive dialogue and peaceful resolution of any dispute that may arise during the implementation of this agreement through established negotiation and lawful dispute-resolution procedures; and

Duration of Agreement

10. that this agreement shall operate from 1st January, 2027 to 31st December, 2028.

IN WITNESS whereof the Parties herein have set their names and hands this 28th day of October, 2026.

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GEORGE SMITH-GRAHAM (DR)

CHIEF EXECUTIVE, FWSC

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BRO. JOSHUA ANSAH

SECRETARY-GENERAL, TUC

IN THE PRESENCE OF:

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HON. DR. CASSIEL ATO FORSON (MP)

MINISTER OF FINANCE

IN THE PRESENCE OF:

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MR. THOMAS T. MUSAH

GENERAL SECRETARY (GNAT)