As a Governing Authority, the GES Council welcomes the publication of this Newsletter. In this era of new initiatives on the educational front our posture as a Governing Council is that adequate up-to-date information to the entire GES staff and relevant stakeholders is non-negotiable especially with the challenges that Covid-19 has given birth to. Flow of adequate information continuously has the ability for example to dispel fears among staff, give assurance and step up courage to overcome impediments and challenges of the Covid-19 and its related matters.

Beyond Covid-19, the public including the media is constantly bombarding the Managers of the country’s educational system with questions which require up-to-date answers and it is important that staff and other stakeholders be adequately updated.

It is against this background that as Chairman, on behalf of the entire Council I welcome this second edition of the Newsletter. I encourage all GES Staff and its relevant Stakeholders to read through thoroughly – it must be read and not shelved.

I also seize this opportunity to wish all 2020 WASSCE candidates well. They must determine to play to the rules and avoid any malpractices which can create problems for themselves, their parents, their schools and the nation as a whole.
Educating our citizenry is paramount to our survival as a nation. It ensures continuity of government, preservation of our culture and contributes to the vibrancy of our democracy. Our President, H.E. Nana Addo Dunkwa Akufo-Addo, has been laser focused during this COVID-19 crisis on our next generation. His Minister for Education, Dr. Matthew Opoku Prempeh and his team of deputies and technical staff are working around the clock for the Ghanaian child.

In our beloved country of Ghana, it is evident to everyone that we do not have the best and ideal situation in our schools. Even in the best of societies, they are struggling. This situation should not be lost on us but it must guide our thinking, our innovativeness and creativity as a People.

First, we need to gradually bring our lives back to a semblance of normalcy. It will obviously take time but we must begin the planning process. So, for us at the Ghana Education Service, under the leadership of our Director-General, Prof. Kwasi Opoku Amankwa and with the guidance of our Minister for Education, we are beginning the planning process. This does not mean schools will re-open today or next week but if we are going to win this battle as a people, we must plan.

With that said, we have taken the approach that we are a nation that must work together to come out of this crisis and educating our next generation is one of our mandates that we must push for. What we have adopted is an approach that solicits for proposal, suggestions and recommendations to help us in the planning process. We do not want our default position to be just push back. We have to think beyond the notion that the immediate response to all our challenges is that it’s not possible to overcome. We usually want the easy way out; that is look for problems even within the solutions. We, at the GES, are calling on all Ghanaians, especially our stakeholders, to put on our thinking caps to proffer solutions, proposals, recommendations and suggestions that will contribute to the planning and help us prepare for re-opening of our schools.

Who best to think creatively than our teachers? Who best to think creatively than all of us Ghanaians combined? So we are asking for proposals on how to handle large class sizes and overcrowded dorms. We know, obviously, that those are the challenges. We also do know that government is undertaking the largest infrastructure intervention in schools in our nation’s history. We are asking and expecting ideas and solutions not a repetitions of the problems as a way not to plan.

Our children cannot be sentenced to just hold on until COVID-19 passes us by. 9.2 million Pre-Tertiary learners and about Five Hundred Thousand Tertiary learners are at stake. That is one-third of our population! There are serious health implications to prolonging the out of school situation. Learning decline will occur, mental and psychological issues will develop, other social deficits will happen when we are not educating our children.

The President, in his wisdom, sanctioned the rolling out of Distance and Remote Learning to curb some of the learning decline during prolonged out of school situations. We have rolled out online and television and are working on radio in the coming month. Yet, we do know that our current dispensation requires more. In the end, it must be said of us that we did not cower to the virus but rather in the face of adversity, we prevailed and came up with innovative solutions to keep our next generation educated.

My dear friends, we therefore need your ideas to help us at the GES plan for re-opening of our schools even if the re-opening will be 1 year from now.
Thank you.
COUNCIL MEMBERS

Mr. Michael Kenneth Nsowah
Chairman of Council

Prof. Kwasi Opoku-Amankwa
Director General,
Ghana Education Service

Very Rev. Ama Afo Blay
Government Nominee

Prof. (Mrs.) Salome Essuman
Government Nominee

Most. Rev. Dr. Robert Aboagye-Mensah
Christian Council of Ghana
(Methodist Church of Ghana)

Mr. Anis Haffar
Government Nominee

Rev. Sister Elizabeth Amoako-Arhen
National Council for Tertiary Education (NCTE)

Mr. John Kwasi Nyoagbe
Ghana National Association of Teachers (GNAT)

Mr. Aytyp Morgan
Ahmadiyya Muslim Mission, Ghana

Mr. Justice King Essiel
Ghana National Association of Private Schools (GNAPS)

Dr. Agyemang Frimpong
Public Services Commission

Mrs. Florence Agyei-Wiredu
Teachers & Educational Workers Union (TEWU)

Most Rev. John Bonaventure Kwofie
Catholic Bishops Conference

Mr. Benjamin K. Gyasi
Chief Director, Ministry of Education

Dr. (Mrs.) Angela Tena Mensah
Secretary to the Council (Director)
The President of Ghana, H.E Nana Addo Dankwa Akufo-Addo on June 18, 2020 launched the Ghana Accountability for Learning Outcomes Project (GALOP) at the Jubilee House in Accra.

Donor partners such as the World Bank, Department for International Development (DfID) and Global Partnerships for Education (GPE) are jointly funding the project at a cost of $218.7m for the period of 5-years.

In launching the Project, President Akufo-Addo indicated that, despite the many steps, government has taken over the last three and half years in improving quality education, a lot more is still left to be done. According to him, there is the urgent need to address the problem of low learning outcomes that reflect in the performance of some of our children at the Early Grade Reading Assessment (EGRA), Early Grade Mathematics Assessment (EGMA), and Basic Education Certificate Examination (BECE).

The Project is a results-based financing project with release of project funds tied to the achievement of pre-determined results.

GALOP’s main object is to improve quality of education in low performing basic schools and strengthen equity and accountability in the education sector. The project targets 10,000 low performing basic schools including Kindergarten, Primary, Junior High and Special schools spread across the 260 districts in the country with direct interventions in teaching, learning and the management of schools.

The Ghana Education Service has started a Radio Education Programme targeting pupils at B1, B2 and B3 to help them continue to learn and read at home during the COVID-19 pandemic.

School kids with the aid of their parents and guardians, are encouraged to make time to sit through the lessons which started airing on the 15th June 2020 on all Ghana Broadcasting Corporation radio channels dotted across the country.

The President of Ghana, H.E Nana Addo Dankwa Akufo-Addo giving his speech at the launching of GALOP.

GES NEWS

PRESIDENT LAUNCHES GALOP

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the outbreak of the Covid-19 pandemic led to the closure of schools in March as part of the measures adopted to curb the spread of the disease in schools. Schools re-opened on 22nd and 29th June 2020 for final year students in Senior High and Junior High schools respectively to return to school to prepare and complete their courses. Second year Gold Track students also joined the final years in school to make up for the lost time in the semester.

Apart from Sundays, the lessons are aired on all days, from Monday through to Saturday and these lessons are usually delivered by very experienced teachers.

### Re-opening Plan

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<th>Re-opening Plan for the final years students in the country</th>
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<tr>
<th>Level</th>
<th>Academic Work Dates</th>
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<tr>
<td>SHS 1</td>
<td>June 15th - July 24th</td>
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<td>SHS 2</td>
<td>June 22nd - August 21st</td>
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<td>SHS 3</td>
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<tr>
<th>Level</th>
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<td>SHS 1</td>
<td>July 27th - August 1st</td>
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<td>SHS 2</td>
<td>August 2nd - September 4th</td>
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<tr>
<td>SHS 3</td>
<td>September 14th - September 18th</td>
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### Fumigation Exercise at Ghana National College.

Precautionary measures for the prevention of COVID-19 were put in place before the schools were re-opened. Some of these measures include the fumigation of the schools and the supply of Personal Protective Equipment (PPEs) for the use of both teachers and students including non-teaching staff.

Eighteen thousand Veronica Buckets, 800,000 pieces of 200-millilitre sanitisers, 36,000 rolls of tissue paper, 36,000 gallons of liquid soap and 7,200 thermometer guns have been distributed to schools.

In addition to the directive for the observance of the general Covid-19 protocols, the Management of the GES further directed heads of schools to limit class sizes to 25 students per class. All Day students in boarding schools were made boarders, where as traditional Day schools were to ensure enhanced health protocols. All dining hall attendance should be done in batches. Sporting activities and visitation of students in schools have been discouraged.

### Fumigation of Schools and Supply of PPEs

The Ministry of Education in collaboration with the GES engaged the services Zoomlion Ghana to fumigate all schools as part of measures to contain the spread of the Covid-19 outbreak and the elimination of bedbugs in schools.

This fumigation exercise became particularly necessary to pave way for the re-opening of schools for the final year students in senior and junior high schools to complete their course of study and the Gold Track students to also complete their semester.

As part of the arrangement for the re-opening of schools in the Covid-19 period, Personal Protective Equipment (PPEs) were supplied to schools for distribution to students and teachers. Each teacher and student have received three (3) re-usable nose masks for use. Veronica buckets with liquid soap and hand sanitizers have also been supplied to the schools which have been
The Ghana Education Service (GES) has celebrated Menstrual Hygiene Day to promote good menstrual hygiene management practices and raise awareness of the challenges women and girls face during menstruation particularly in schools.

Deputy Minister of Education, Hon. Gifty Twum Ampofo who represented the Minister of Education as the keynote speaker, outlined government’s commitment and investment in the health and menstrual hygiene of the girl child.

The event which has been celebrated globally on 28th May since 2014 has a theme for this year as "It's Time for Action". The event brought together guest speakers and panellists from the health, water, sanitation, hygiene and education sectors to deliberate and share knowledge and experiences on menstrual hygiene in schools.

**MINISTER AWARDED BY HARVARD**

The Minister for Education, Dr. Matthew Opoku Prempeh has been awarded by Harvard University under the auspices of its Ministerial Leadership Programme which selects one of its Alumni through strict criteria for award annually.

This year’s award settled on the Minister in recognition of his work over the past four years in strengthening public education in Ghana. The award has re-echoed the achievements of Dr. Opoku Prempeh for the successful implementation of government’s flagship programme, the Free Senior High School Programme which has put over 400,000 high school students who would have otherwise not be in school into school now.

In a citation, the Medal of Achievement acknowledged Dr Matthew Opoku Prempeh as the 2020 recipient of the Harvard Ministerial Medal of Achievement award in recognition of his outstanding performance in achieving priority goals and leadership in driving government’s agenda in Ghana’s education sector.
**KNOW HOW TO ACCESS YOUR TIER 2 RETIREMENT PACKAGE**

**GESOPS Tier-2 Benefits: 5 Easy Steps to Claim**

**Step 1**
Obtain claim form from GLICO Pensions/Union Office/ GES District Office for completion. Complete claim form and add all required documents and submit them to the GES “Supervisor” (District Director/Headmaster/ Circuit Supervisor/or TEWU, HR Officer, Accountant, Senior Staff for endorsement. GES supervisor receives and endorses form and returns them to member.

**Step 2**
Submit endorsed form along with required documents to Union Officer for onward submission to GESOPS. Union office receives claim documents and forward them to GESOPS Secretariat for further processing.

**Step 3**
GESOPS Secretariat receives claim documents and reviews them for completeness and accuracy. GLICO Pensions receives claim documents; process claim and submits benefit requisition slip to GESOPS Secretariat for authorisation for payment.

**Step 4**
GESOPS receives benefit requisition slip and issues Authorisation Note to Custodian to pay beneficiary. Custodian receives Authorisation Note, transfers benefit amount into beneficiary's account and issues proof of payment to GESOPS Secretariat.

**Step 5**
GESOPS Secretariat receives proof of payment of and informs GLICO Pensions via email. GLICO Pensions receives email from GESOPS Secretariat and informs beneficiary via SMS alert.

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www.gespensions.com.gh
0509629009

**DISTRIBUTION OF MOTORBIKES AND ACCESSORIES TO SUPERVISORS OF SCHOOLS**

The Ministry of Education (MoE) in collaboration with Ghana Education Service (GES) has distributed 493 motorbikes and their accessories in seven regions to aid in the management of basic schools.

These motorbikes came with their accessories including crash helmets, side mirrors, batteries, and battery acid to match.

Regional Directors of Bono, Ahafo, Northern, North East, Savannah, Upper West, and Upper...
East regions received the motorbikes on behalf of the beneficiary regions for onward distribution to the districts.

Routine school inspection and supervision is done by officers of the GES in clusters often referred to as Circuits and these officers are also known as Circuit Supervisors. Some of the Circuits are very remote and hard to reach by vehicles necessitating the use of motorbikes.

The Vice President of the Republic Alhaji Dr Mahamudu Bawumia, has presented 100 brand new 33 seater Hyundai buses to the Ghana Education Service in a short ceremony at the forecourt of Parliament House, Accra.

The Vice President, in an address explained that these buses are meant for 100 senior high schools in the northern enclave covering regions such as; Northern, Savanna, North East, Upper East, Upper West, Bono, Bono East, Ahafo and Oti regions of Ghana.

‘Government is determined to provide the required logistics and infrastructure to the senior high schools to ensure smooth operations and management of schools leading to improved learning outcomes’, Dr Bawumia said.

The Director General of the Ghana Education Service, Prof Kwasi Opoku-Amankwa, was grateful to government and in a characteristic fashion of the proverbial “Oliver Twist” asked for more of these buses to all under served schools in the country.
The Study Leave with Pay policy is an incentive provided by the Ghana Education Service for its qualified employees, where a staff is sponsored by the Service to pursue further studies (first degree only) by receiving salary while in a full time programme. This is also to support the future human resource needs of the Service, and approved programs must be in accordance with the forecasted requirements of GES. An approved course is allocated by quota to the various Regional Directorates for qualified teachers within the region. The regions select teachers who qualify, give them approval and submit returns to the headquarters.

**CONDITIONS FOR THE GRANT OF STUDY LEAVE WITH PAY**

1. An applicant must have served satisfactorily in the Service for at least three (3) years before they qualify.
2. A beneficiary of Study Leave with Pay shall be bonded for the number of years served at the institution plus one (1) year. Eg: if 3 years, then they shall be bonded for 4 years of service.
3. An applicant who has served in a designated deprived area for two (2) clear years may be eligible for consideration for the grant of Study Leave with Pay.
4. Members of the Service returning from secondment must have served a minimum of two (2) years before they become eligible for Study Leave with Pay.
5. Members of the Service who vacate the Service and are re-engaged must serve a minimum of five (5) years before being eligible for Study Leave with Pay.
6. An applicant who is eligible for Study Leave with Pay must have a minimum of two (2) years after the course to serve. For example, staff who are fifty-five (55) years and above cannot apply for Study Leave with Pay to pursue courses that last for four (4) years or more.

**MODE OF APPLICATION FOR STUDY LEAVE WITH PAY**

1. Applicants should obtain application forms from District/Regional Education Offices.
2. Applicants should complete application forms (4 copies) and attach Certified True Copies of Certificate(s).
3. Applications should be submitted to the applicant’s REGIONAL DIRECTOR through the DISTRICT DIRECTOR/HEAD OF INSTITUTION.

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**CORPORATE EMAIL ADDRESS SYSTEM FOR GES**

The Ministry of Communications through the National Information Technology Agency (NITA) has deployed a corporate email address system to GES to be assigned to its staff and all the Senior High Schools including Technical and Vocational Educational Training Schools in the country with the domain name as: ges.gov.gh, for example, info@ges.gov.gh.

With this arrangement, all staff of GES will be given a new email address to reflect the domain name as indicated above. These customised domains make the sending of mails between organisations credible and trustworthy. The use of corporate email addresses by organisations has become one of the widely accepted business etiquettes for the purpose of corporate identity and the building of trust among customers, shareholders, and stakeholders of any organisation. The GES therefore puts itself up to be part of the organisations you can trust and rely on hence, the adoption of the corporate email system for its workers and entities.
4. The Regional Director should ensure that the returns of beneficiaries of Study Leave with Pay are submitted to the Director-General, through Director, Human Resource Management and Development Division (HRMD), GES Headquarters.

**SANDWICH AND DISTANCE PROGRAMME**

A sandwich programme is an educational programme in which you have periods of study between periods of being at work.

A Distance programme is an educational programme an individual undertakes without regular face-to-face contact with a lecturer in the institution.

**MODE OF APPLICATION**

1. Application for Approval of Sandwich/Distance programme starts from the District/Municipal/Metropolitan to the Regional Office and to the headquarters for approval.

**Sandwich approval is subject to the following conditions:**

2. An applicant must have served satisfactorily on the current rank for a minimum of three (3) before qualifying for a sandwich or distance programme.

3. An applicant who has served in a designated deprived area for two (2) clear years may be eligible for sandwich and distance programme.

4. Do not use work time for course work, do not use contact hours for study assignments.

5. No guarantee of an upgrade as programmes should be relevant to GES approved courses, the teacher's schedule, and budget allocation.

6. If such a breach is found, approval will be withdrawn.

**GUIDELINES ON ALL REPOSTINGS/TRANSFERS IN THE GHANA EDUCATION SERVICE (GES)**

Re-postings are a common phase in the GES as the organisation employs and serves the length and breadth of the whole nation. Employees may be assigned duties and stations anywhere in Ghana as the pressures of the Service may demand.

Main types of GES Re-postings

(i) Intra District Transfer: transfer from one school/office to another within the same District.

(ii) Inter District Transfer: transfer from a school/office in one District to another school/office in a different District, but within the same Region.

(iii) Inter-Regional Transfer: transfer from a school/office in one Region to another school/office in a different Region.

Standard Processes Involved

**Step 1:** the teacher seeks Assurance from the receiving District/Region.

**Step 2:** the teacher writes a personal application letter seeking for approval of re-postings by the District Director.

**Step 3:** the teacher submits the District Director’s approval letter, assurance, and all other necessary documents to the Regional Education office for final approval letter.

**Step 4:** the final approved documents are then forwarded to the Headquarters for an approval letter form the Director-General.

**Step 5:** the teacher submits the final approval letter from the Headquarters to the current District/Region for him or her to be released.

**NB:** An applicant (teaching & non-teaching) ONLY qualifies for reposting when he/she has spent a minimum of three (3) years in a non-deprived area and two (2) years in a deprived one.
Question: What is your full name please?
Answer: My name is Peter Blay Ackah Quayson but casually known by all as Agya Blay Ackah.

Question: Can you please give me a little background of who Agya Blay is?
Answer: I was born in 1962 at Basake in the Western Region but my early childhood was spent between Prestea with my father and Nkwanta with my grandfather. I am the 3rd born among 5 siblings and a Catholic by religion since childhood. I am married with 4 children.

Question: What about your educational journey?
Answer: My basic school education was split between Nsuekyiri Primary school, Nkwanta and Prestea D/C Middle School. I proceeded to Half Assin SHS in 1977 and wrote my O’Level in 1982. I followed with my A Level at Boamponsem SHS, Dunkwa Offin from 1983-1985. Between 1986 and 1990, I attained a Degree in Arts (Religious Studies & French) and a Diploma in Education.

Question: Do you have any skills or hidden talent(s) that most people don’t know about?
Answer: Art, drawing of images such as faces, religious images (Jesus Christ). It earned me admiration from most of my teachers.

Question: Did you have any nicknames?
Answer: I had many ‘nickies’ but the most popular should be Rapisco, which I got in school due to my drawings.

Question: Growing up, what was your career aspiration?
Answer: I aspired to become a Catholic Priest, just like my Bishop whom I admire, Bishop Asuah. Unfortunately, that aspiration never happened.

Question: Whom would you say has been the greatest influence in your life? And why?
Answer: I’d have to make it 3. Without them, I would never have had the education which has led me here today: Maame Mela, my grandfather’s 1st wife, who took me from my grandfather’s forest at Nkwanta to Prestea so that I could go to primary school; Teacher Koomson, my primary 4 teacher, who encouraged me to sit for common entrance and also paid for my registration fees; and Mr. Sackey, who championed that I continue my education after passing my common entrance—he convinced my dad, took money, contributed his quota—and facilitated my entry into secondary school.

Question: What are your likes & dislikes?
Answer: I love choral music and with dislikes, I dislike the game of politics, a lot.

Question: What gives you satisfaction apart from your work?
Answer: Offering assistance to people out of tough situations and generally helping to make people’s lives better.

Question: What is your favourite food?
Answer: Fufu with chicken light soup (local chicken).

Question: In which Organization did you start your working life?
Answer: I don’t know if it counts, but it was through my national service in 1985 at Copra Farmers’ Service Centre as Liaison Officer. My first official employment, however, was with GES.

Question: How long have you served in GES?
Answer: Since my first official employment in 1991 to date, thus, 29 years.

Question: Can you please share your working experience in GES with me? … the ranks you have gone through, the transfers and positions held.
Answer: My years in GES, somewhat, fortunately, have all been contained in the Western Region. Through the years, I have risen from the rank of Senior Superintendent to the rank of Director II (since, 2014). In chronological order, the transfers and positions I have held include:
1991-1997 at Fiaseman Shs as a French Teacher
1997-2003 at UMAT Basic school as a French Teacher
2003-2008 at Wassa West District Education Office (now Tarkwa Nsuaem Municipal) as a Circuit Supervisor
2008-2014 at Prestea Huni Valley Education Office as an Assistant Director for Supervision to establish the then-new district
2014-2018 at Jomoro District Education Office as the substantive Director of Education
2018-date at Ellembele District Education Office as the substantive Director

Question: What is the full meaning of CODE and what is the role of CODE in GES?
Answer: Formerly known as CODDE (Conference of District Directors of Education), it was reworded in 1993 to CODE (Conference of Directors of Education) to be able to accommodate all Directors in the Service and not be limited to only District Directors. Our role as an association seeks to promote the welfare and professional development of its members (Directors) through training workshops and conferences, collaborating efforts and sharing good practices. Also, it seeks to smoothen and ensure effective implementation of educational policies in our schools.

Question: How long have you been President of CODE?
Answer: October 2019, barely a year now.

Question: What do you think are the best skills that you bring to your job?
Answer: Excellent communication skills, good human relations, and adaptability skills.

Question: What would you say are some of the achievements or accomplishments you have attained during your working life at GES?
Answer: The goodwill and good name I have kept for myself, i.e. leaving no bad record in my 29 years of service; my commitment that moved the percentage BECE performance of Jomoro District from 54% to 65% and that of Ellembele District, from 45% to 68%; competitive selection for headship.

Question: What advice do you have for GES staff?
Answer: My message is that there’s dignity in hard work and honour in service regardless of the current remuneration. That being said, however, the government and management should reexamine the conditions, salary, and the general remuneration packages for all staff.

BUSINESS ETIQUETE

...Unfortunately whether we like it or not, our co-workers will and do form opinions or judge us based on how clean and tidy we are in the workplace. An untidy desk can simply be due to a heavy workload or busy schedule but on the other hand, dirty cups, containers or cans on the desk, toffee wrappers, used tissue paper and other unhygienic personal habits are more than likely a true reflection of our character. Such poor hygiene standards in the office are quite possibly a true indication of our domestic cleaning habits and personal hygiene. There are also some people who are at the other end of the scale and tend to go over the top when it comes to keeping their desks and personal workspace clean, however I guess it is preferable to work with such individuals rather than slobs.

TO BE CONTINUED...
The Director General visited centres; Akyem Wenchi Salvation Army SHS and St. Rose's Girls' School; all in the Denkyembour District, in Akwatia. Prof. Opoku-Amankwa was also at Kade SHTS and Asuom SHS in the Kwaebibrem Municipality.

Deputy Director General, Dr KB Tandoh monitors WASSCE at Methodist Girls' High School, Mamfe Akuapem

Mrs Bernice Addae, Director Special Education Division Monitors ongoing WASSCE at Bole Senior School, Savanna Region

Mrs Olivia Serwa Opare, Director Science and Maths Unit, Headquarters, monitors 2020 WASSCE at Nifa SHS, Adukrom Akuapem, Eastern Region
St. Thomas Aquinas SHS benefits from the free SHS Infrastructure Programme. A 12-unit Classroom Block

KUMBUNGU SHS in the Kumbungu District (Northern Region) has had their share of the FSHS Emergency Projects.

Double track intervention structures at St Monica’s SHS, Asante Manpong.

Keta Business School, a 12 Unit classroom block, Keta, Volta Region

12- Unit classroom block, Ghana Senior High school (Ghanass) Koforidua.

New Girls dormitory block, Nana Brentu SHTS, Enchi Aowin Municipal Western North Region
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