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**GHANA TERTIARY
EDUCATION COMMISSION**

Driving a World Class Tertiary Education System for National Development

P. O. BOX MB 28 ACCRA - GHANA

Tel: +233-55-7664407

+233-55-7813119

+233-55-7195533

www.gtec.edu.gh info@gtec.edu.gh

27 APRIL 2026

TO - See Distribution List Below

Dear Sir/Madam

WITHDRAWAL OF POLICY DIRECTIVE ON RETIREMENT AGE AND POST-RETIREMENT CONTRACTS DATED 1ST OCTOBER, 2025

The Ghana Tertiary Education Commission (GTEC) respectfully refers to the above-mentioned subject.

Following a meeting between the Honourable Minister for Education and the leadership of the University Teachers Association of Ghana (UTAG), the Honourable Minister has issued a directive to GTEC to immediately withdraw its policy directive dated 1st October, 2025, regarding retirement age and post-retirement contracts for Academic Senior Members of public universities.

In compliance with the Minister's directive, and pending further consultations with all relevant stakeholders to ensure broad consensus and institutional sustainability, GTEC hereby announces the immediate withdrawal of the attached policy directive dated 1st October, 2025. Further guidance will be communicated following the conclusion of stakeholder consultations.

The Commission counts on your usual cooperation.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'A. Ocloo', is written over a horizontal line.

**PROF. AUGUSTINE OCLOO
DEPUTY DIRECTOR-GENERAL
FOR DIRECTOR-GENERAL**

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GA-452-0871

East Legon - Trinity - IPS Road (Legos Avenue); Adjacent Chartered Institute of Bankers Ghana, Accra - Ghana

GHANA TERTIARY EDUCATION COMMISSION

GTEC

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P.O. Box MB 28
Accra - Ghana
Tel: +233-30-7001666
+233-20-9989414
+233-20-9989413
www.gtec.edu.gh
info@gtec.edu.gh

October 1, 2025

To: See Distribution List Below

Dear Sir/Madam,

RETIREMENT AGE AND POST-RETIREMENT CONTRACT

The Ghana Tertiary Education Commission (GTEC) has approved the attached policy directive regarding retirement age and post-retirement contract for public universities in Ghana. Vice Chancellors are hereby requested to take note and fully comply accordingly.

We count on your cooperation.

Yours faithfully,



PROF. AHMED JINAPOR ABDULAI
DIRECTOR-GENERAL

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Retirement Age and Post-Retirement Contract Procedures for Staff of Public Tertiary Institutions

1.0 Preamble

The Ghana Tertiary Education Commission (GTEC) issues this directive to provide a clear and unequivocal framework governing the retirement of staff and any post-retirement engagements in all public tertiary institutions in Ghana. This directive is issued pursuant to GTEC's mandate to regulate tertiary education and is grounded in the supreme authority of the 1992 Constitution of the Republic of Ghana.

2.0 Legal Foundation

This policy is founded on the following constitutional provisions:

- Article 199(1): *"A public officer shall, except as otherwise provided in this Constitution, retire from the public service on attaining the age of sixty years."*
- Article 199(4): *"Notwithstanding clause (1) of this article, a public officer who has retired from the public service after attaining the age of sixty years may, where the exigencies of the service require, be engaged for a limited period of not more than two years at a time but not exceeding five years in all and upon such other terms and conditions as the appointing authority shall determine."*
- Article 190: Defines the "public service" to include *"services in any other public institution, established by this Constitution or by an Act of Parliament."* Staff of public tertiary institutions, established by Acts of Parliament, are therefore public officers under the Constitution. Section 7 of the Public Services Commission Act, 1994 (Act 482) reiterates this constitutional provision.

3.0 Policy Objectives

This policy aims to:

- a. Ensure uniform and strict compliance with the compulsory retirement age.
- b. Establish a transparent and timely procedure for any post-retirement engagements, strictly as permitted by the Constitution.
- c. Eliminate administrative and legal ambiguities regarding the tenure of staff.
- d. Facilitate effective human resource and succession planning.

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4.0 Directive on Compulsory Retirement

- a. Retirement Date: The mandatory date of retirement for all staff shall be the day they attain the age of sixty (60) years.
- b. Cessation of Authority: On this date, the staff member's appointment is automatically terminated. This includes any and all administrative portfolios (e.g., Vice-Chancellor, Pro-Vice-Chancellor, Registrar, Head of Department).
- c. Institutional Responsibility: The Governing Council and Management of each institution are directly responsible for ensuring all staff retire on their due date. The Human Resource Directorate must initiate the retirement process for each staff member at least nine (9) months prior to their 60th birthday.

5.0 Procedure for Post-Retirement Contract Engagement

Post-retirement engagement is not a right but a privilege, permitted only under the specific constitutional conditions of Article 199(4) and based on critical, exceptional institutional need.

a. Eligibility and Restrictions:

- i. Qualifying Staff: Eligibility for a post-retirement contract is restricted to Teaching Senior Members only, except as may be determined by GTEC.
 - ii. Office Holding: A Teaching Senior Member engaged on a post-retirement contract shall not hold any administrative office (e.g., Head of Department, Dean, Pro-Vice-Chancellor, Vice-Chancellor). The contract will be strictly for teaching and research duties.
- b. Eligibility Criteria: To be considered, a Teaching Senior Member must:
- i. Possess specialized knowledge or skills deemed critically irreplaceable for the institution's academic functions at the time of retirement.
 - ii. Have a record of good conduct and service.
 - iii. Be certified as medically fit.

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c. Application Timeline:

- i. The staff member must submit a formal application to the Head of Institution not later than six (6) months before their 60th birthday.
- ii. The application must include a detailed justification, a proposed role (excluding administrative functions), and a curriculum vitae.
- iii. The application must be in compliance with the GTEC approved template on post-retirement contracts.

d. Institutional Assessment and Recommendation:

- i. The Head of Institution shall refer the application for a thorough assessment against genuine academic exigencies.
- ii. The Governing Council must deliberate and, if supported, forward a formal recommendation to GTEC for approval at least three (3) months before the retirement date. The recommendation must provide a strong justification aligned with Article 199(4).

e. GTEC Approval:

- i. GTEC will review the recommendation based on the constitutional justification and national policy alignment.
- ii. No individual shall remain at post beyond their retirement date without the prior written approval of GTEC. Any service rendered without such approval is invalid and will not be recognized.

6.0 Compliance and Enforcement

Strict adherence to this policy directive is mandatory. GTEC will conduct periodic audits. Institutions found in violation will be subject to sanctions, and any payments made to individuals serving unlawfully may be surcharged to the responsible officers.

7.0 Effective Date

This policy directive takes immediate effect upon issuance and applies to all staff approaching the age of sixty (60).

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