



ELECTORAL COMMISSION DIVISIONAL UNION OF P.S.W.U. OF TUC

OUR REF: ECTUC/DIV/038

DATE: 1ST JULY 2026

**THE CHAIRPERSON
MRS. JEAN MENSA
ELECTORAL COMMISSION
ACCRA**

Madam Chairperson,



**PETITION AGAINST THE CONTINUED BREAKDOWN OF
CORPORATE GOVERNANCE, UNILATERAL ADMINISTRATION,
RECRUITMENT IRREGULARITIES, AND PROPOSED DISPOSAL OF
THE COMMISSION'S ASSETS**

1. I write on behalf of the Staff Union of the Electoral Commission to formally express our profound concern regarding the current state of governance and administration within the Electoral Commission. As employees committed to preserving the integrity, independence, and effectiveness of this important constitutional institution, we consider it our duty to bring to your attention a number of issues that, in our respectful view, threaten the proper functioning of the Commission and undermine the constitutional framework under which it was established.
2. The Electoral Commission is an independent constitutional body established under the 1992 Constitution of the Republic of Ghana to safeguard the country's democratic governance. The Constitution contemplates a Commission governed collectively by its seven (7) Members, with the Chairperson and the Deputy Chairpersons serving as principal executives responsible for implementing policies and decisions lawfully adopted by the Commission. The constitutional architecture does not envisage the unilateral administration of the Commission by the Chairperson acting independently of the other Members.
3. It is, however, the considered view of the Staff Union that, since assuming office, you have increasingly centralized the administration of the Commission in your office to the exclusion of the other Members of the Commission. This approach, in our respectful opinion, departs from the principles of collective decision-making and institutional governance embodied in the Constitution and the Commission's governance framework.
4. We are particularly concerned that, for almost three years, no formal meeting of the Commission has reportedly been convened to deliberate upon and approve major

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policy and administrative decisions. Consequently, decisions that ought properly to be taken

collectively by the Commission appear to have been undertaken unilaterally by you without the benefit of deliberation and approval by the Members of the Commission.

5. The Staff Union is further concerned that the official vehicles assigned to four Members of the Commission have reportedly been withdrawn by you without any publicly known justification. In addition, administrative and operational authority within the Commission has become so centralized that, in your absence, neither the Deputy Chairpersons nor any other authorized officer is able to approve payments, authorize programmes, or facilitate the ordinary administrative functions of the Commission. This concentration of authority has adversely affected operational and administrative efficiency of the Commission and, in our respectful view, is inconsistent with accepted principles of corporate governance applicable to public institutions.
6. We are equally concerned about the increasing reliance on external consultants to manage critical operational departments of the Commission, including Finance, Information Technology, and Procurement. These departments traditionally constitute the core administrative functions of the Commission and ought to be managed by duly appointed officers of the Commission. The continued engagement of consultants in these strategic roles raises legitimate concerns regarding institutional capacity, accountability, succession planning, and compliance with established public sector governance standards.
7. It is our understanding that an application was recently submitted to the Public Procurement Authority seeking approval to renew the contracts of these consultants and that the Authority declined the request in May 2026. Despite this development, unilateral steps have been taken by you to recruit your crony occupy the position of Director of Finance. The Staff Union is particularly disturbed by the ongoing recruitment process for the position of Director of Finance, which has remained vacant for approximately eight years. We note that an advertisement was published on 10th June 2026 with a closing date of 25th June 2026 and that the advertised eligibility criteria include a maximum age requirement of fifty-five (55) years.
8. There is widespread concern among staff that the recruitment process may not be sufficiently transparent and competitive. In particular, concerns have been raised that the prescribed eligibility criteria may have been designed to favour a particular individual, Mr. Henry George Ashong, your crony and protege. It has further been established that discrepancies exist between his date of birth contained in his Commission records and that reflected in his SSNIT records. We make no definitive finding on these allegations but consider them sufficiently serious to warrant an independent review in the interest of transparency and public confidence.
9. Furthermore, the Staff Union believes that any decision to recruit and appoint a Director of Finance a strategic officer responsible for the financial stewardship of the Commission ought first to be considered and approved by the Commission itself at a duly constituted meeting. Such a decision should be supported by comprehensive records demonstrating collective deliberation and approval in accordance with the constitutional governance structure of the Commission.

10. The Staff Union is also deeply concerned about the ongoing process to dispose of operational assets of the Commission, including saloon vehicles, trucks, staff buses, and other valuable inventory through public auction despite the apparent absence of replacement arrangements. We respectfully submit that the disposal of operational assets without adequate replacement planning has the potential to undermine the Commission's operational readiness and impair its ability to discharge its constitutional mandate effectively.
11. Madam Chairperson, these concerns extend beyond administrative disagreements. They relate fundamentally to the constitutional governance of one of Ghana's most important democratic institutions. Public confidence in the Electoral Commission depends not only upon the conduct of credible elections but also upon transparent, accountable, and lawful internal governance.
12. Accordingly, the Staff Union respectfully petitions you to:
 - a. Immediately suspend the ongoing recruitment process for the position of Director of Finance pending consideration and approval by the Commission at a duly constituted meeting.
 - b. Suspend the proposed auction and disposal of the Commission's vehicles and other operational assets until a comprehensive needs assessment and replacement plan have been approved by the Commission.
 - c. Convene regular meetings of the Commission in accordance with its constitutional and statutory governance framework.
 - d. Restore collective decision-making by ensuring that all major policy, administrative, financial, procurement, and human resource decisions are considered and approved by the Commission as a corporate body.
 - e. Create a healthy and cordial working relationship between yourself and the staff of the Commission.
 - f. Decentralize administrative authority by empowering the Deputy Chairpersons and other authorized officers to discharge their lawful responsibilities, thereby ensuring continuity of operations and institutional efficiency.
 - g. Strengthen internal institutional capacity by prioritizing the appointment and development of qualified permanent staff rather than continued reliance on external consultants for the management of core operational departments.
 - h. Reaffirm the Commission's commitment to the principles of transparency, accountability, fairness, collective responsibility, and good corporate governance that underpin public confidence in the Electoral Commission.
13. The Staff Union remains committed to working constructively with Management and the Commission in the collective interest of preserving the independence, credibility, and institutional integrity of the Electoral Commission. We respectfully urge that

these concerns receive your immediate attention and that appropriate remedial measures be taken in the best interests of the Commission and the Republic of Ghana.

14. Please accept the assurances of our highest consideration.

Yours faithfully,



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RICHARD AGORKOR
Chairman
Electoral Commission Divisional Union

Cc:

1. The Deputy Chairman, Corporate Services
2. Members of the Electoral Commission
3. Staff Union file.