

7TH NOVEMBER, 2022

**H.E. THE PRESIDENT OF THE REPUBLIC OF GHANA
OFFICE OF THE PRESIDENT
JUBILEE HOUSE
ACCRA**

PETITION TO HIS EXCELLENCY PRESIDENT NANA AKUFO-ADDO AGAINST THE GOVERNING BOARD OF THE NATIONAL SPORTS AUTHORITY

We the undersigned workers of the National Sports Authority (NSA) wish to petition the President, His Excellency Nana Addo Dankwa Akufo-Addo, to as a matter of urgency investigate and call to order the Governing Board of the National Sports Authority to allow for smooth running of the only agency mandated to develop, organize and promote sports in Ghana. This call has become necessary following the unabated interference of the work of the Director General, Professor Peter Twumasi and the Management ever since the Board came into existence in October 2021 under the chairmanship of Mr. Seth Panwum, who was a member of the previous Board that attempted to appoint Mr. Majeed Bawa, the current NSA Deputy Director General, after resignation of the Former Director General, Hon Robert Mensah, due to the 'Anas Number 12 Exposé'. Their illegal appointment of Mr. Bawah Majeed as the Director General in 2018 was annulled leading to the appointment of Professor Peter Twumasi, then Head of Department of Biochemistry and Biotechnology at Kwame Nkrumah University of Science and Technology as the substantive Director General by H.E. Nana Addo Dankwa Akufo-Addo.

Since the appointment of Professor Peter Twumasi as Director General of the NSA by the President in December 2018, the Authority has recorded monumental achievements. The young and humble Professor possesses exceptional leadership qualities which have brought about many significant transformations of our organization.

Below are some of the transformational achievements credited to Prof Twumasi during the last four years as Director General of the National Sports Authority:

1. Sports Infrastructure: It was during the period of Prof Twumasi in office and with the support of President, Nana Akufo-Addo that our major sports stadia in Accra and Kumasi got renovated. Again, partial renovation works have been carried out at Cape Coast and Tamale sports stadia. With just two Astroturf facilities in 2017, Ghana today prides itself with over one hundred (100) Astroturf facilities. Under the leadership of Prof. Peter Twumasi, Theodosia Okoh National Hockey Stadium has been renovated with three new hockey facilities under construction at the University of Ghana, Kwame Nkrumah University of Science and Technology and the University for Development Studies. Further, the Essipong sports stadium at Sekondi is currently being renovated as well with ten multipurpose stadia under various stages of completion at Wa, Novrongo, Yendi, Dormaa Ahenkro, Nyinahin, Koforidua, Dunkwa-On-Offin, Ho, Axim and Kaneshie are all contributing to intense and

unprecedented development of sports infrastructure during the period of Prof's leadership at the NSA.

2. Increased IGF: The National Sports Authority, years before the arrival of Prof Twumasi was in very serious financial debt distress and always at the corridors of the Ministry and Presidency begging for bailouts and hand-outs. Debt stock of the Authority in respect of electricity, water, supply of goods and services ran into over Thirty million Ghana Cedis (GHC 30,000,000). Upon his assumption of office, Prof. Peter Twumasi set up a committee to validate all outstanding debts and agreed on a roadmap to pay off these debts that subjected the Authority into many disturbing court actions, garnishee of NSA accounts among others. The Director General also established systems to intensify Internally Generated Funds (IGF). By end of 2019, IGF increased by over 300%. This was unprecedented and highly commended by the Finance Ministry. It was projected to exceed this achievement in 2020 but the target was affected by the COVID-19 pandemic. This year (2022), even before the year ends, IGF collected is about fourfold of the target. The introduction of E-TICKETS in our stadia for the first time in Ghana during his administration has brought sanity to our match organizations and impacted positively on our revenue generations. As a result, the Authority currently runs all our sporting competitions on IGF with almost no support from the Sector Ministry. Under the decisive leadership of Prof. Peter Twumasi, our debt stock has been reduced from Thirty million Ghana cedis to about Eight million Ghana cedis.
3. Recruitment of half of current workers of NSA: Almost all our essential staff at the Technical Department, the fulcrum of the organization, had either resigned or retired, and made NSA almost becoming defunct at the time the Young Professor took over. In fact, prior to his appointment as the Director General, the NSA was considered an institution on the "brink of extinction" due to lack of personnel to execute the mandate of sports development and organization at the national, regional and district levels of the country. The new Director General, Prof Peter Twumasi, pursued a deliberately aggressive request for the recruitment of new officers to take over vacant positions, and to run the agency in all 16 regions. This he succeeded with approval of clearance by the Finance Ministry to recruit two hundred and fifty (250) new workers in 2021. This was the first time in about twenty years that such major recruitments were carried out in the Authority. It is a fact that more than half of the Authority's current human resources were recruited by the Director General and his management. Young men and women of varied backgrounds across the country and with contemporary specialties relevant for sports development in the twenty first century were recruited. Also, long-serving casual workers at the NSA were employed permanently.
4. Successful qualification of Ghanaian teams to and/or winning of medals at African Games, Olympic Games and Commonwealth Games: In the last four years since Prof Twumasi assumed the position as Director General of the National Sports Authority, Ghana has successfully participated in several sporting competitions and won prestigious trophies and medals including Africa U20 Football Championship, 13 medals from 2019 African Games in Morocco, a medal from Olympic Games in Japan which happened to be first in thirty (30) years, and recently five (5) medals in the Commonwealth Games. It took exceptional efforts of Professor Twumasi, his Management and the

staff of the Authority to successfully organize all CAF and FIFA home qualifier matches of the National Senior Football Team, the Black Stars, to qualify for 2021 AFCON in Cameroon, and the Qatar 2022 World Cup (after missing out on qualification four years ago). He led NSA to organize the grand World Cup play-off match between Ghana and Nigeria at the newly renovated Baba Yara Stadium with over 40,000 spectators in March 2022 without any hitches, and with favourable results to see Ghana through to Qatar 2022 World Cup.

5. Participation in international competitions with no records of scandals: Prof Twumasi assumed office just after two most embarrassing scandals – the Australia Commonwealth Games Visa Scandal, and the 'Anas Number 12 Exposé'. Even before these events, there had been many previous scandals associated with Ghana's participation in international sporting competitions. However, in the last four years that Prof Twumasi took over the helms of affairs at NSA, no such scandals have occurred. Ghana has redeemed its lost glory in the comity of sports and the image of the National Sports Authority has improved significantly with his leadership. Only those seeking a return to the dark days in sports would oppose his leadership.
6. Sports allowances for one thousand (1000) elite athletes: One of the commendable innovations the Young and affable Professor brought to the NSA was the institution of the monthly Sports allowances paid to One Thousand (1,000) professional or elite athletes to ensure that they meet their basic needs to focus on their training for international competitions. Thanks to his networking skills, the Youth Employment Agency (YEA) then led by Mr. Justin Kodua Frimpong, current General Secretary of New Patriotic Party (NPP), was brought on board to partner the NSA to administer this important package to our professional/elite athletes. This project indeed impacted on our performance in sporting competitions as most of our recent international sporting champions/medalists are beneficiaries of the package.
7. Ghana winning bid to host African Games for the first time: For the first time during the administration of His Excellency President Akufo-Addo and at the time of Prof Twumasi leading the NSA, Ghana successfully won the bid to host the 13th African Games in 2023. This is a great achievement considering how prestigious the competition is as well as the social, economic and political impact the arrival of 54 African countries will have on the country.
8. Regular promotion of workers: Unlike unfair practices that characterized past promotion of staff within the NSA with some staff spending over ten years without due promotion, because they were perceived not to be in the good books of some leaders. Prof. Peter Twumasi since his arrival has ensured that every staff due for promotion is accordingly processed and at regular timelines without any prejudice or favouritism. Under his tenure, all backlogs associated with staff progression and promotion have been cleared. The Authority today has no backlog of staff awaiting promotion. As staff, we have absolute confidence in the leadership of Prof Twumasi.
9. Migration of workers onto new and enhanced salary structure: for many years, National Sports Authority workers suffered from very low remuneration compared to their counterparts in other public services due to delays in the migration of workers unto an enhanced salary structure to appreciable

levels by the Fair Wages and Salaries Commission. Prof Twumasi and his management gave attention to the numerous calls of workers for salary enhancement, took decisive actions and has successfully migrated all staff onto a new and enhanced salary structure which has brought appreciable salary enhancements to the workers of the Authority. Workers now feel motivated to put in our best under the guidance of a leader who has our general welfare at heart.

10. Recognition, management and support for 47 Sports Associations: Currently NSA manages forty-seven (47) Sports Associations and each of them is given the requisite support to create an enabling environment for every Ghanaian to practice and excel in that sporting discipline. With the establishment of an active website (which didn't exist before Prof's arrival), the Authority has become an example in transparency and accountability practices, updating the Ghanaian populace on all relevant sporting developments in Ghana. The sporting disciplines receive the needed publicity and promotion.
11. Drafting and facilitation of the passage of a Legislative Instrument (Regulation) for the Sports Act, 2016 (Act 934): Although a Legislative Instrument is a policy document to be produced by the Ministry, Prof Twumasi in 2019 knowing the importance of such a legal instrument, initiated preparation of the Legislative Instrument regulations to ensure the operationalization of the 2016 Sports Act (Act 934). With facilitation by the Sector Ministry, the document is now about to be laid in Parliament for passage after going through all critical stakeholder engagements. This will revolutionize sports development and promotion in Ghana.
12. Payment of most outstanding workers overtime and tools and other allowances: Despite financial challenges faced by the National Sports Authority leading to non-payment of workers benefits with its attendant low motivation among the staff, the Director General when he assumed office managed to pay such outstanding workers' benefits and has continued to date.

Despite the hard work and several achievements of the current Director General, Prof Peter Twumasi, and Management, the non-cooperative stance of the new Board and the Ministry is hampering the day-to-day running of the National Sports Authority especially with the arrival of the new Board under the chairmanship of Mr. Seth Panwum.

Since the inauguration of the Governing Board in October last year, there has been several developments which tend to negatively affect the workings of the Director General and his Management whilst the Governing Board and the Sector Ministry looks on unconcerned. In some of these situations and events, workers have found out that the current governing Board of the NSA and the sector Ministry are behind such distractions. The Board has also not been exercising its policy formulation functions but rather interfering with day-to-day management of the organization.

The following are some of our observations:

1. Failure or delay of the Ministry to process funds due NSA via GIFMIS platform: We are aware that due to the Ministry's Chief Director's non-cooperative attitude towards the Director General of the

National Sports Authority, Prof Peter Twumasi, lots of matters brought to his attention from the agency are delayed unnecessarily. It is known that the Chief Director once attempted to physically assault the Professor in front of the Sector Minister and the Board Chairman, and to the surprise of those present, the Minister rather reprimanded the DG and took no steps to resolve the conflict. It is also known fact that, the Chief Director's deliberate failure to approve GIFMIX request of the NSA despite many requests and reminders. As a result, the NSA lost its allocations from the government and controller and accountant general that runs into millions of cedis.

2. Withholding of gate proceeds due NSA: The NSA is the Agency created by law and under the Ministry of Youth and Sports that is mandated to implement sports policy and programs. Despite this huge responsibility, the Authority is confronted with financial challenges. It must be indicated that the National Sports Authority receives just about eight percent (8%) of its approved budgets from the Ministry of Youth and Sports. It is disturbing to note that key revenues generated during national matches are not released by the Ministry to NSA for its work. A case in point is the GHS 1.4 million gate proceeds generated during Ghana vs Nigeria match at Baba Yara Stadium in Kumasi where the Ministry kept all the proceeds with nothing to NSA that organized the match.
3. Interference of day-to-day management of the organization: The Board's attempt to direct staff transfers, staff appointments to committees, and other similar acts amount to interference of day-to-day management of the organization. We the workers of the NSA consider the interference by the Board inappropriate and amounts to the usurping powers of the Director General and Management.
4. Board's involvement of petitions to the Office of Special Prosecutor and EOCO to remove Professor Twumasi from office: It has come to our notice that some members of the Board are involved, behind and backing some unduly disgruntled workers' frivolous allegations against the Director General and have emboldened these workers to report the hardworking Director General to the Ghana Police service, EOCO, CHRAJ, Office of Special Prosecutor and subjecting Prof Twumasi to unhealthy/unscrupulous media propaganda. The Board Chairman is known to have written to the Office of Special Prosecutor to investigate the Director General. These allegations which are with no substance are only made to court public hatred for the Director General which eventually would bring the name of the organization into disrepute. We, the staff of the NSA are well informed and not misled by these hollow allegations.

As Staff satisfied with the leadership of the Director General, Prof Twumasi and direction the Authority is headed since his appointment from 2018, we deem this petition a critically necessary measure to bring a stop to the conscious attempts to undermine the work of Prof Twumasi and overall progress of the National Sports Authority. We the workers of the NSA are therefore calling on His Excellency, President Nana Addo Dankwa Akufo-Addo to immediately call the Board and the Ministry to order.

We therefore petition the President as a matter of urgency to caution the Governing Board of the National Sports Authority (NSA), investigate their actions which we consider to be inimical to smooth running of the sports agency and prescribe appropriate remedies.

CC: *Vice President, Jubilee House, Accra*
Chief of Staff, Jubilee House, Accra
Minister of Youth and Sports, Accra
CEO, State Interest and Governance Authority (SIGA), Accra
Board Chairman, NSA, Accra
Director General, NSA, Accra
Chairman of NSA Union, Accra

PETITIONERS:



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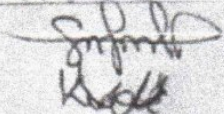



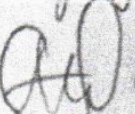
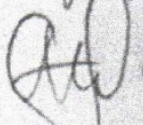
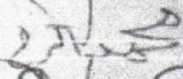





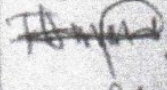

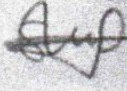
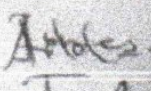
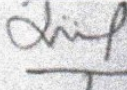



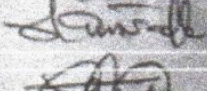

Attached are additional sixty-four (64) other signatories



NATIONAL SPORTS AUTHORITY

HEAD OFFICE

NO.	NAME	DESIGNATION	SIGNATURE
1	Ruth Anay Fordjour	Dep. Estate Manager	
2	Catherine Naa Ayeley Addo	Pri. Secretary	
3	Stephanie Anomie Eyi	HR. Officer	
4	Ellen Tweneboah Mann	HR. OFFICER	
5	Sarah Tawiah	HR officer	
6	Marc Oumartie	SOO	
7	Aminu Shaibu	Ass. engineer	
8	Patience Trimpong	Admin. Officer	
9	Lease T. Semu	Pro. Officer	
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NAME	SIGNATURES
Julius Amelar Kwadwo Manu	
Amoskohene Daniel	
Tweneboah Koduah Obed	
Bismark Aranuah	
Osei Bonsu	
Akram Mohammed	
Abje Maxwell	
Immanuel/Kofi Appiah	
FRIMPONG A. SAMUEL	
Opoku Scatrice	
Appiam Kusi Gloria	
Fred Fosu Abosi	
Caroline Abje Pobi	
Nennis Oppong	
Danson Ahyie Samuel	
Kofi addai-appia	
Joshua Addai-Mannu	
Kofi Agama	
John Gumpah	
Frank Awnah	
Charles Oquonu-Krisah	
Quusu Gifty	

NAME

	Signature
Adetunmbi Samuel	Adetunmbi Samuel
Odebi Patrick	Odebi Patrick
Adedun Adetunmbi	Adedun Adetunmbi
Jeremi Soft Agbemang	Jeremi Soft Agbemang
Kwaku Gyamasi	Kwaku Gyamasi
Rose Ankama	Rose Ankama
Immanuel K. Badu Tetteh	Immanuel K. Badu Tetteh
Paul Obeng Agbemang	Paul Obeng Agbemang

REGION - WESTERN NORTH

NO	NAME	DESIGNATION	SIGNATURE
1.	Asiedu Benjamin Bonteng	Ag. Regional Director	
2.	Obang Richard Agyei	Accountant	
3.	Ochere Emmanuel	Sports Development Officer	

REGION - CENTRAL

NO	NAME	DESIGNATION	SIGNATURE
1.	ALEXANDER TIEU	Ag. Reg. Secy	
2.	Hecencia Anita Mills	Administrative	
3.	Vivian Kengyong	Administrative	
4.	Ashley Helen	Administrative	
5.	Mohammed Bantawa	Security	
6.	Samuel Aducci	Security	
7.	Felicity Angemah Elizabeth	Par. Secretary	
8.	Felicity Angemah	P.F.O	
9.	Mariam M. Yakaya	PRD	
10.	Mohammed Inuwa	Asist. Accountant	
11.	Usman Inuwa	Asst. Secy	
12.	Emmanuel Kaba Gympy	IT	
13.	Lucas Othman	IT	
14.	Solomon Inuwa	Security	
15.	Frederick Kassi Arthur	Security	
16.	Ernest Burke Oti	SOC	
17.	Jeff Djanaley	Coach	
18.	Ben Nwanani	CPA/CAT	
19.	Joseph Nwanani	CPA/CAT	
20.	Joseph Nwanani	CPA/CAT	
21.	Emmanuel Acheampong	Accountant	
22.			
23.			
24.			
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