

WHAT EVERY MEMBER SHOULD KNOW ABOUT THE UPNMG DEDUCTIONS

Union of Professional Nurses and midwives (UPNMG) and Ghana Registered Nurses and Midwives Association (GRNMA) are both Labour Unions and one cannot belong to the two at the same time. It's either you belong to the UPNMG or GRNMA. There should not be a situation where a UPNMG member will have double deductions i.e. being deducted by both UPNMG and GRNMA.

ABOUT DUES ALREADY PAID TO GRNMA

The following are the statutory dues by the GRNMA

GH Registered Nurses Association Dues = 2.0% of basic salary

Nurses Fund Union Deduction = GHS50.00

Building levy = GHS20.00

The Nurses Union Fund will be claimed in full but the feedback we are getting from our legal team suggests that **we might not** get anything from the building levy and Association dues paid.

UPNMG DEDUCTIONS COMPARED TO GRNMA DEDUCTIONS

Let's take for example the basic salary (GHS968.00) of a newly posted Nurse

GRNMA takes 2% as Association Dues that translates into GHS19.38

Building levy = GHS20.00

Union Fund = GHS50.00

Total GHS89.38

For the same category of employed Nurse

Basic salary = GHS968.00

UPNMG takes 1.5 % of basic salary and that translates into GHS14.52

Mutual fund = GHS50.00

Total GHS64.52

Let's take the basic salary of a Senior Nurse or Midwife

Basic salary = GHS2066.13

GRNMA takes 2% as association dues which translates to GHS41.32

Building levy = GHS20.00

Nurses fund union deduction = GHS50.00

Total = GHS111.32

For the same category of Nurse/Midwife

Basic salary = GHS2066.13

UPNMG takes 1.5% of basic salary as dues which translates to GHS30.99

Mutual fund = GHS50.00

Total = GHS80.99

NOTE: under the UPNMG deductions, there is no building levy, and the mutual fund is not a pension's fund. Loans and other benefits will be derived from it and when a member retires, he/she will take home all that he/she has contributed (minus any outstanding loan) plus interest.