

SPECIAL
POINTS OF
INTEREST :

- > Immigration Compliance: Departure Requirements of Expatriate Workers at Ghana Immigration Service
- > Ghana's Fiscal Consolidation Needs Re-focusing
- > Ghana: Improving Internally Generated Revenue

INSIDE THIS
ISSUE :

Immigration Compliance: Key update on Exit/Departure Requirements of Expatriate Workers	1
Ghana's Fiscal Consolidation Needs Re-Focusing	2 - 3
The Corporate Immigration Review – Ghana (Series 4)	4 - 5
Ghana: Improving Internally Generated Revenue	6 - 8
Ghana economy	9

The Ghana Immigration Service has commenced enforcement of measures pertaining to commencement, change, and cessation of employment; and particularly, exit/departure requirements for expatriate workers.

The Law

Commencement of employment:

The law requires that when a foreign national commences work for an employer in Ghana the employer will not later than seven days after the commencement, give notice of the commencement date to the Immigrant Quota Committee, with a copy to the Director of Immigration in the prescribed form, and furnish the Director of Immigration with a letter of guarantee in the prescribed form in respect of the repatriation expenses of the foreign national.

That apart, the employee will, not later than seven days after the commencement give notice of the commencement date to the Committee with a copy to the Director in the prescribed form.

Cessation of employment:

Furthermore, in terms of a foreign national ceasing to work for an employer in Ghana, the law obliges the employer to, not later than seven days after the cessation, give notice of the cessation to the Immigrant Quota Committee in the prescribed form with a copy to the Director of Immigration and shall comply with the directions of the Director as to arrangements for the repatriation of the foreign national and his dependents.

On their part, expatriate employees will not later than seven days after the cessation notify the Committee of the cessation, with a copy to the Director of Immigration in the prescribed form.

Illegal Exit:

A person shall not leave Ghana, except by an approved place of departure as determined and approved by the law itself. Contravention of this provision is an offence punishable on summary conviction to a fine of not less than one hundred Ghana Cedis or to a term of imprisonment of not less than three months or more than one year or to both.

Conditions of Departure:

There are conditions a person must comply with before

they can be allowed to leave Ghana. At the point of departure, the inspecting Immigration Officer must be satisfied that such a person leaving Ghana: is not a wanted person; is in possession of a valid travel document; has a valid visa to enter the country of destination; and is not in arrears of payment of fees or penalty to the Ghana Immigration Service. If he is satisfied that the individual meets the conditions of departure, the officer may permit that person to leave Ghana on completing the prescribed form and then endorsing his passport or travel document.

Procedural Overview – key update on departure requirements

The below has been generated by GT Legal, based on Ghana Immigration Service requirements to ensure that companies are fully compliant with departure formalities upon completion of assignment or cessation of employment. Ghana Immigration Service had not been enforcing the cancellation of residence permit after cessation of employment. Hitherto, a notification of departure could suffice.

However, we are reliably informed that the additional step of cancellation of residence permit in passport would be enforced in all cases and as such all companies must comply with these formalities.

[End of Assignment/Employment- Standard work and Residence permit (Non-Quota)]

A. Prior to departure:

- Cancel Residence permit at least one month prior to departure and obtain validation to remain for the remaining month;
- GIS requires Letter of request for cancellation and validation; as well as
- Original passport of the expatriate worker.
- Processing time is 7 days

B. Notification to GIS by employer on cessation of employment to be filed 7 days after end of assignment.

NB: Ghana immigration service will no longer accept the letters that we have previously presented as a form of notification of the departure of the assignee.

GHANA'S FISCAL CONSOLIDATION NEEDS RE-FOCUSING

A while ago, an International Monetary Fund (IMF) mission initiated discussions with Ghanaian officials on a possible programme of economic reforms that could be supported by the much dreaded Bretton Woods institution. The meeting resolved that Ghana continues to face weighty domestic and external susceptibilities on the back of a hefty financial/fiscal deficit, a retarding economic growth and increasing rate of inflation.

According to the IMF mission, these susceptibilities, among other things, are putting Ghana's medium-term prospects at risk of jeopardy. It further estimated growth to decelerate to 4 ½ per cent in 2014, from 7.1 per cent in 2013, and inflation to reach an average of around 15 per cent for the year.

The fiscal deficit is expected to remain elevated at around 9 ¾ per cent of Gross Domestic Product (GDP), driven by weak revenue performance, a large wage bill and substantially rising cost of debt service.

As a result, it said a more determined, aspiring and front-loaded fiscal consolidation was needed to help place public debt on a sustainable and viable pathway, and to allow monetary policy to be more real, operative and efficient in reducing inflation, exemplified by sternly limiting the practice by which Bank of Ghana finances budget deficits.

Ghana/IMF: Brief History

According to economic historians, Ghana's interaction with the IMF and the World Bank dates back to the late 1960s when the National Liberation Council (NLC) toppled Dr Kwame Nkrumah. The NLC became pro-IMF and revised Dr Nkrumah's state-oriented policies. In the 1970s, intense resistance from domestic social forces compelled successive leaders to rescind their decisions to implement rigorous neo-liberal economic reforms.

Between 1983 and 1992, however, the military government of the PNDC turned around and accepted the Structural Adjustment Programme (SAP). SAP involves both economic and political dimensions. They both contain specific sets of prescriptions linked to the conditional loans of the IMF and the World Bank. The economic dimension involves such market-oriented policies as trade liberalisation, privatisation, and fiscal discipline.

Ever since, government after government have resorted to the IMF for bailout after the economy has been mismanaged. Every recovery made to lead the country on the path of growth has been derailed on grounds of political expediency.

Fiscal consolidation:

The IMF asked for a more ambitious and front-loaded fiscal consolidation to help place public debt on a sustainable path.

According to the Organisation for Economic Corporation and Development (OECD), fiscal consolidation is a policy aimed at reducing government deficits and debt accumulation.

Fiscal consolidation is important to any type of government fiscal policy that focuses on the elimination of debt. In order for the policy to function properly, it must consider the total cost of essential expenses and identify ways to generate as much benefit from those purchases as possible. This often means creating procedures that help to eliminate waste, effectively increasing the efficiency of the consumption of the goods and services purchased.

Unfortunately, in the case of Ghana, this has never happened since the 1990s because successive governments have ran huge deficits, a situation which makes people wonder whether the managers of the economy really understand what the term 'fiscal consolidation' is really about.

According to the Ministry of Finance website, the overall objective of the government debt management policy is to meet the central government's financing requirement at minimal borrowing costs with a prudent degree of risk. It also aims at facilitating the government's access to the financial market, as well as supporting development of a well-functioning domestic financial market.

Continued: GHANA'S FISCAL CONSOLIDATION NEEDS RE-FOCUSING

Continued on Pg3

Yearly debt stock:

According to information on the Ministry of Finance Website, Ghana's total public debt stock which stood at US\$9,303.7 million increased steadily to US\$22,737 million as of the end of August, 2013. Out of this, total external debt amounted to USD10,167 million, (i.e. 44.72 per cent) and domestic debt was USD12,569.83 million, representing 55.28 per cent of the debt stock.

As a percentage of GDP, total debt stood at 36.9 per cent as of the end of December 2009, up from 32.3 per cent on December 31, 2008.

This increased to 49.25 per cent of GDP by the end of December 2012. However, in January 2013, there was a slight reduction in this ratio to 42.3 per cent. Thereafter, there has been a slight increase to 49.44 per cent in August 2013.

According to the Monetary Policy Report for September 2014, the stock of public sector debt as of the end of June was 55.4 per cent of GDP, marginally lower than the 55.5 per cent observed at the end of December 2013. Of the total debt stock, domestic debt constituted 43.9 per cent while external debt was 56.1 per cent.

Debt sustainability:

Many economists including the country's donor partners have consistently raised issues about the level of the country's public debt stock, warning that it is likely to throw the economy out of gear and derail the gains made in the past.

Experts and institutions such as the Institute of Economy Affairs (IEA) have wondered why since 1990, the country has constantly been in debt while the macroeconomic conditions continue to worsen. They amplify the need for the government, irrespective of which political party is in power, to take pragmatic steps to reverse the trend.

The general public have also waded into the debate, wondering the whereabouts of the large amount of monies borrowed by the government both internally and externally.

Although the government continues to explain where the monies are going, it is not yet evident to the masses what the realities are and that is an issue that requires urgent and much more serious attention.

Conclusion:

Ghana must "cut her coat according to the size of her cloth". As much a cliché as this Ghanaian saying may sound, governments must recognise it and see the need to act fervently to curb the unremitting rise in the public debt.

We hear reports of internally borrowed monies from treasury bills by the government. Much as the managers of the economy will say that the rationale is to mop up excess liquidity and settle maturing debts, it is important for them to know the impact of that on industry and the growth of Small and Medium Enterprises.

Today, it is obvious that the banks are making more money because almost all of them tend to invest heavily in T-Bills instead of extending loans to grow businesses in the country.

Considering the implications of the excessive borrowing of the government on the economy and the image of the country, there is the need for the managers of the economy to go back to the rudiments of economics to better understand the meaning of fiscal consolidation. This will help them avoid the temptation of borrowing limitlessly to bring ineffable hardships to the people.

THE CORPORATE IMMIGRATION REVIEW-GHANA SERIES 4: BY MR PAA KWESI HAGAN
[Chapter 14, The Corporate Immigration Review 4th Edition (Law Business Research Ltd)]

IV. EMPLOYER SPONSORSHIP

All foreigners who intend to work in Ghana must be sponsored by a host entity in Ghana. An offer letter or a valid contract must exist between the host entity and the assignee to trigger the work authorisation process.

Foreign nationals may only work in Ghana after obtaining a work permit issued to the company by Ghana Immigration Service or an automatic immigrant quota issued by the GIPC. A holder of a work permit or GIPC quota must subsequently apply to the Ghana Immigration Service for a residence permit to be fully authorised to work.

i. Work permits

It is mandatory for all foreign nationals seeking work in Ghana to have the relevant work permit. Corporate bodies and other institutions that wish to employ foreign nationals may obtain work permits for these employees upon application to the Ministry of the Interior through the Director of the Ghana Immigration Service. As mentioned above there are two main types of work permits issued by the Ghana Immigration Service.

These are temporary and long-term work permits. Generally, the requirements for obtaining a work permit are as follows:

- a. from the employer:
 - business registration documentation;
 - corporate tax clearance certificate;
 - application letter;
 - audited accounts (if available);
 - letter of support from government agencies (where applicable);
 - GIPC registration certificate (if applicable);
 - completion and signing of work permit application form; and
 - offer or appointment letter, or contract

of employment; and

- b. from the employee:
 - copy of bio data page of passport;
 - curriculum vitae;
 - professional and educational certificates;
 - medical certificate indicating fitness to work;
 - police clearance certificate from country of origin or current residence; and
 - evidence of efforts to recruit a Ghanaian for the position (i.e., advertisement of the job vacancy).

Residence permits

The residence permit allows for multiple entries into Ghana by the holder during the period of validity of the permit. An application for a residence permit may require an assignee to surrender their passport during the consideration of the application. Other conditions must also be met before a residence permit is issued. These include providing a copy of the applicant's non-citizen identification card and passport-size photographs.

Dependants of a holder of a residence permit must demonstrate their connection to be issued with a residence permit. A spouse may be required to submit evidence of marriage, while copies of the relevant birth certificate may be required for a child. No work for remuneration is permitted on dependent permits.

Benefits include:

- a. multiple entries into Ghana during period of validity of residence permit;
- b. dependent children may enrol in schools and are entitled to all benefits accorded to Ghanaians; and
- c. access to all services including banking and insurance.

Additional requirements of regulators and government agencies

Additional requirements may be imposed by government and regulatory agencies who play a part in the work authorisation process. These include the GIPC, the Free Zones Board, the Petroleum Com-

mission and the Minerals Commission. Their level of involvement varies from simply issuing automatic immigrant quotas to complete control of the process. Companies that fall within the above sectors must register with the relevant regulatory agency.

Appeals

A person, other than a prohibited immigrant, aggrieved by a refusal to grant or renew their permit, revocation of permit or repatriation may petition the Minister of the Interior for redress within seven days of the action and the Minister may take appropriate action to redress the matter. Recourse to the law courts is also available to an aggrieved party in a decision of the immigration authorities.

ii. Labour market regulations

The Constitution of Ghana offers protection to all persons in Ghana. Foreign workers therefore have the same rights as Ghanaian workers and cannot be subject to discrimination at work on the basis of their nationality.

Labour Act of Ghana

Ghana's labour law is applicable to all workers and employers in Ghana. The law defines a worker in broad terms irrespective of nationality. The law prescribes the rights and obligations of employers and employees. The law provides protection against unlawful termination of employment and provides remedies for unlawful termination. The law further guarantees employees the freedom to form and join trade unions of their choice and generally prohibits unfair labour practices.

To further protect the rights of both employers and employees the law establishes the National Labour Commission to receive complaints from workers, trade unions, employers and employers' associations in the settlement of industrial disputes.

CONTINUED: THE CORPORATE IMMIGRATION REVIEW-GHANA SERIES 4: BY MR PAA KWESI HAGAN [Chapter 14, The Corporate Immigration Review 4th Edition (Law Business Research Ltd)]

The Commission in settling disputes has the powers of the High Court of Ghana.

There is a right of appeal to the Court of Appeal against a decision of the Labour Commission.

The National Labour Commission is the main administrative adjudicating body in charge of ensuring a congenial atmosphere for all labour market individuals. The Commission has resolved countless industrial disputes using effective industrial relations mechanisms outlined in the Labour Act, 2003 (Act 651), the NLC Regulations, 2006 (LI 1822) and the Labour Regulations, 2007 (LI 1833).

Its duties include receiving labour-related complaints, facilitating the settlement of industrial disputes, settling industrial disputes and promoting effective cooperation between labour and management.

The establishment of the Commission has enhanced cooperation among social partners, which has translated into a harmonious industrial relations environment in the country.

Pension contributions

With effect from July 2013 the National Pensions Regulatory Authority has been demanding social security contributions from foreigners working in Ghana. The definition of a worker under the National Pensions Act, 2008 (Act 766) covers everyone, including foreign workers, who are therefore required to make the statutory pension contribution. Employees are expected to make a mandatory contribution of 5.5 per cent of their basic salary to the scheme on a monthly basis while the employer makes a compulsory contribution of 13 per cent on a monthly basis. Employees may elect to make additional voluntary contributions. There is also voluntary cov-

erage for self-employed persons and previously insured persons who are unemployed. The Act provides for a sanction regime for non-compliance.

Local content

An employer engaging the service of a foreign national in Ghana must present evidence to satisfy the Ghana Immigration Service that attempts have first been made to recruit a Ghanaian to the position. This evidence may be in the form of a newspaper advertisement or any other mode of advertisement. Oil and gas service companies are also mandated to incorporate the dictates of the 'local content' regulations applicable to their sector in recruiting foreign labour to undertake work activities in the sector. Companies in the oil and gas sector are required to submit local content plans for approval from the Petroleum Commission prior to registration to undertake petroleum activities. It is further required that the local content plan should contain a sub-plan on employment and training of the Ghanaian workforce. Preference must also be given to Ghanaian companies in the acquisition of goods and services.

Resident and non-resident taxpayers

An individual who is not a citizen of Ghana is resident for tax purposes in any particular year if he or she resides in Ghana for a period exceeding 183 days in a 12-month period that commences or ends during the year of assessment.

Non-residents are liable for tax on income earned or derived in Ghana. They are not liable for tax on income brought into Ghana or received from a source outside Ghana. Tax relief would be available where Ghana has a tax treaty with the other country.

iii. Rights and duties of sponsored employees

Rights

The sponsored employee has a right to work and reside in Ghana, freely going about lawful activity. They are also guaranteed the fundamental freedoms in the Ghanaian Constitution. As with many

countries, foreign nationals working in Ghana are also accorded certain rights and privileges enjoyed by Ghanaian workers, including all rights to redress available to Ghanaians. Specifically, the rights and duties of an employee provided in our Labour Act are applicable to sponsored employees working in Ghana. These include the right to work under satisfactory, safe and healthy conditions, receive equal pay for equal work without discrimination of any kind and to receive information relevant to his or her work.

Duties

Sponsored employees have a general duty to comply with the laws of Ghana and to comply fully with the conditions of their employment.

These include:

- a. notifying the Director of Immigration within seven days of commencement of employment or cessation of employment; and
- b. an obligation to submit an annual return, not later than 14 January in each year, to the issuing authority with a copy to the Director of Immigration, giving names and addresses of all foreign employees in their employment as at 1 January.

Other particulars that may be prescribed will also have to be provided. The Labour Act of Ghana further imposes general duties on workers that include the following:

- a. to work conscientiously in the lawfully chosen employment;
- b. enhance productivity;
- c. obey lawful instructions regarding the organisation and execution of his or her work; and
- d. take proper care of the property of the employer entrusted to the worker or under the immediate control of the worker.



The Corporate Immigration Review, 4th Edition.

GHANA: IMPROVING INTERNALLY GENERATED REVENUE

S

In May this year, GT legal published a piece on the outcome of a concluded three-day national economic forum held at Senchi near Akosombo. The participants of the forum agreed on a twenty-two action points dubbed 'the Senchi Consensus'.

In this article, we look at one of the points numbered eighteen on the consensus list. This point requires urgent consideration if we are serious about economically projecting Ghana forward.

Action-point numbered 18 states that: "For the purposes of encouraging high national productivity, government, labour and the private sector must collaborate to institute a management and labour productivity crusade including the introduction of a Service Charter that ensures productivity is matched with remuneration".

This action-point is absolutely spot-on. There is no gainsaying that there is need for greater productivity in both private and public sectors of the economy if we want to change or challenge the status quo as a nation and at the same time taking real action in order to match up with the rest of the world where productivity or performance measurement is the order of the day.

It is noteworthy that being able to yield more for less is the line that distinguishes the businesses that survive, and the economies that boom, from those that fall by the wayside.

If workers were able to produce more per hour worked, then businesses would want to hire more workers, pushing up wages. Purchasing power of these workers would increase, thereby pushing up demand for products and services, which would in turn make businesses, want to hire more workers. This cycle of hiring and spending should allow an economy to grow at a fairly consistent rate; barring any shock to the economy and rampant inflation rate.

The productivity of an organisation is influenced by its People, Product (Service), Process, and Perception. To achieve the target performance while spurring economic growth and development, leadership or management of the organisation must exhibit courage and the drive to determine working processes that catapult from a sub-standard present state to a desired state; that apart, an acceptable level of workers' engagement and satisfaction needs tracking as well as the mentality of everyone connected to the organisation – leadership, and all interested parties -- to ensure value is delivered at all costs.

One particular area that has generated much concern among the citizenry of this country in recent times is the enormous size of government's wage-bill it has to contend with every month. The sheer number of these public service workers, which we are told is close to six hundred thousand employees, has become a burden every month on government expenditure and economic plans.

Basically, this is due to the single spine salary structure (SSSS) and the concern of unknown huge numbers of ghost workers - people (dead or alive, real or imaginary) who are not working but are being paid. Government is unable to plan and allow for a certain percentage of normal waste because the number of ghost workers is unknown. Wastage is abnormal.

More importantly though, we can find immediate solutions to the problems mentioned above. How?

If Government can increase its revenue generation capacity -- that is, the income streams -- to a substantial level, then the issue of meeting its wage bill will become merely a small headache.

The issue of 'ghost workers' is actually sophisticated and organised crime in the public sector against the state -- and the perpetrators are not just one or two people. They cut across various strata of the chain. The lower-level officers and some senior public servants benefit from this bonanza every month.

The scourge of Ghost workers cannot die or go away easily in Ghana and Africa at large. The reason is that poverty and ignorance have blindfolded the perpetrators of this crime to think that it is only by stealing, cheating and engaging in bribery and corruption that they can get rich quickly.

Continued on Pg7

Proffering Solution...

This article tries to simplify a way out considering suggestions from various experts. Every public servant must be made to open accounts with commercial banks of their choice among the 27 banks in the country. These employees must be made to complete account owner identification/payment authentication form to be jointly signed by their Heads of Establishment where they work and the Branch Manager of the bank where they maintain the account.

Completed forms must be forwarded to the respective Head offices of these banks for collation before they are electronically delivered to the Accountant General Office in a particular format that enables the department to process the salary payment directly to the various bank accounts either through SWIFT or ACH.

As part of additional Know Your Customer (KYC) for the public sector account holders, they must be made to appear at their bank branch where they keep their account at least once in 3 months. This will prevent 'dead people' from collecting salary not more than two times before they are detected.

Current account holders on the other hand, who may be using cheques to transfer money around, must also show up once in three months to branch managers as the true owners of their accounts. This will eliminate the issue of 'ghost workers'.

Our commercial banks can be of great assistance here because of their spread and knowledge of KYC. They know how to detect fraudulent persons and transactions. By so doing, banks will assist government to tackle the incidence of 'ghost' salary collectors.

Once these two issues that are bedevilling the country's expenditure is tackled, government should be able to take the next step of restructuring the workforce to be more productive, accountable and ensuring that employees contribute enough in terms of productivity that corresponds to their salaries.

In real terms, what an employer is paying for in terms of wages or salary is your time and your brains. To maximise this, the employer must ensure that he gives you enough work within the time allowed for the engagement, and should also consider your competencies and capabilities to ensure you are able to deliver within that period.

That leads to the point of measuring performance in the public sector.

Performance measurement is a process that systematically evaluates whether your efforts are making an impact on the clients you are serving or the problem you are targeting. The primary purpose of performance measurement is to assess how well an organisation is achieving its goals and objectives. You don't know until you measure. You don't measure what you don't value. You don't value what you don't measure. The objective is to change the process so that defects are never produced in the first place. I think this is what we should introduce in the public sector to eliminate inefficiency, low productivity, low staff morale and sluggishness in the attitude of many of our public servants.

Performance measurement programmes we want to see in the public sector should aim at the long-term and should be forward-thinking initiatives designed to fundamentally change the way corporations, ministries and departments do business. It is not a post-mortem of what happened but a step toward how we do better in the future.

How do we improve internally generated revenue of government?

Instead of calling for staff rationalisation or downsizing in the public sector, measures can be taken to increase internally generated revenues which will ease up paying public workers and therefore the emphasis on reducing the number of employees of government. There is a lot more to be expected from internally generated revenue than what is presently coming into government coffers. The article dwells more on taxes.

There are too many outright tax evasions and avoidance in the system that could account for about 60 to 70% of additional tax income that should accrue to the state, but it is not being captured because the supposed taxpayers are not within the tax net.

Existing and Registered Businesses -- The role of Bank of Ghana (BoG) and Ghana Revenue Authority (GRA)

Government through the help of Bank of Ghana should work with commercial banks and other Non-Bank Financial Institutions to collect data that helps GRA track all eligible tax payers in the system. It should request some specific details from these financial institutions for all their active account holders in an excel format that helps the users to sort data easily.

Continued on Pg8

These details should include: the business name, business location, region, telephone number, email address, name of signatory to the account, nature of business, registration number, account number, Turnover per quarter, accounts Relationship Manager's name.

These details once received by the BoG, should be off-loaded to GRA for proper analyses with the help of good Microsoft excel users to sort the consolidated data per region, per nature of business.

GRA will then allocate a certain number of businesses not currently paying tax based on the analysed report to each of their staff to be their Tax Relationship Officers (TRO) who are not tax collectors but will only serve demand notices on their tax payers. GRA should then set quarterly revenue targets for each TRO based on the quarterly turnover for those tax payers that are not currently within the tax net. Where necessary, these TROs will work with bank's Relationship Managers if they have difficulty in tracking or tracing any of the tax payers. The actual computation and reconciliations should still be done at the relevant GRA offices to prevent any form of collusion. All payments must be made to GRA-designated pay points or banks.

In three months, government internally generated revenue will multiply about four times.

Newly Established or Registered Businesses -- Registrar General Department and Ghana Revenue Authority

Going forward, it is recommended that all newly-registered companies should not collect their Certificate to commence business directly from the Registrar General Department; instead, it should be applied for by the bank at the point of opening a business account for the business.

This should be a part of banks' due diligence and search on the business. The bank must stamp the certificate to commence business before handing over to the customer once they are satisfied that all account opening requirements have been met. If the customer wants to open a new account with another bank, there must be a reference letter from the one that released the stamped certificate to commence business to the new bank.

In this present day of electronic mailing systems, everything can be done within a day inter-bank so there will be no delays in the account-opening processes.

The Registrar General's Department will now pass on all details of the newly -registered business to GRA on a quarterly basis. The Bank of Ghana will also forward same report to GRA like the initial one at the end of each quarter for newly-opened accounts from the last cut-off date.

This must be a regular quarterly return from the banks as part of their regular quarterly prudential report submission. GRA performs the same operations as before by attaching TROs to newly-opened accounts for the quarter. The system continues and everybody is captured in the tax net.

Unregistered Businesses and Self Employed (Informal Sector) -- ECG and GRA

This is where we expect some small challenges because these people do not have any form of official record with any government department. Many of them do not have bank accounts, but they buy electricity either for their business or home use.

ECG pay points must work hand in hand with GRA here by demanding at point of purchase of electricity units the last tax certificate of the person which must not be more than three months old before they can be served.

If he claims he doesn't have a job, he should go for letter of discharge from the ministry of employment or his District Municipal assembly to show that he is looking for job. That will even help government to know the number of unemployed people in the system from time to time to enable government cater for their needs when government revenue generation improves.

Conclusion

For these recommendations to be effective demands a degree of serious responsibility from various agents of Government and the country's financial institutions. This must be seen by them as collective civic responsibilities to assist government in achieving its goals and objectives.

GLOBETROTTERS LEGAL

Snail Mail:

P.O. Box DS 1712
Dansoman Estates
Accra, Ghana

Location:

No. 8
Adembra Road
East Cantonments
Accra, Ghana

Phone: (temporary lines)

0267719169/ 0268908907

E-mail:

info@globetrotterslegal.com

GLOBETROTTERS
LEGAL



**Quality, Responsibility,
Efficiency and Mutuality: The
client is our boss, quality is our
work and value for money is our
goal**

GT Legal is a licensed law firm incorporated under the laws of Ghana. Our Firm's objective is to provide the best of services to meet the needs of our clients in a constantly evolving world. We do this by putting our core values into action, rooting our business decisions in legal understanding and basing our targets on what is needed to solve each client's problem; rather than depending exclusively on what we can accomplish in the short-term or in the immediate future. As a fully integrated law firm based in Accra, Ghana, we take pride in our firm's capability and the approachable and team-oriented manner in which we work.

We act and advise across the broad spectrum of corporate work including public takeovers, private mergers and acquisitions, complex joint ventures, disposals and corporate restructurings, as well as general corporate, commercial, antitrust and corporate governance issues.

We also advise and act for companies and individuals in a wide variety of sectors of Corporate immigration, Visa and Consular advisory services, Document and Passport Procurement, Private-Client Immigration, Economic Citizenship (Citizenship-by-Investment schemes), Immigration Audits and Compliance, Labour and Employment law.

We're on the web:

www.globetrotterslegal.com

Social Media:

LinkedIn— Globetrotters Legal (GT Legal)

Twitter— GTLegal

Google+ - Globetrotters Legal

Facebook page—Globetrotters Legal

Disclaimer: The content of this document is provided for general information purposes. Your use of the whole or any part of this document is at your own risk; and you should not use any part without first seeking legal and professional advice. The provision of this document does not constitute legal advice or opinion of any kind; no advisory or fiduciary relationship is created between GT Legal and any other person accessing or using this document. GT Legal will not be liable for any damages or loss arising from using any part of this document.

GHANA ECONOMY

Government agencies review fees over Cedi's appreciation

The performance of the Ghana cedi over the past weeks could bring some relief to consumers and businesses. While some traders and industries have asked for more time before responding, some government institutions that tie their fees to the dollar are working to review their fees and rates.

One of the government agencies that has already reviewed its fees is the National Communications Authority (NCA). Government agencies would be reviewing some of their fees that are linked to the dollar, even though companies often pay in Ghana cedis to the agencies. The review would among other things cover various application fees, licensing fees, renewals and charges paid. The question

however is, would this warrant most firms and companies to also review the prices of their goods and services?

September inflation increases to 11.9: highest in 3 years

Inflation for the month of September increased marginally to 11.9 per cent, up from August's rate of 11.5 per cent. The current rate is the highest since March 2010's rate of 13.3 per cent. The Government attributed the increase to the recent hikes in transport fares. Government statisticians claim that the main trigger is transport because transport recorded an inflation rate of 27.7 per cent and that actually impacted on the

inflation rate. Transport fares last month went up by an average of 20 per cent due to adjustment in the prices of petroleum products.

The Food component used in calculating inflation accounted for 8.9 per cent of the index, while the Non-food inflation was 14.2 per cent. On the regional level, Western Region recorded the highest inflation of 15.5 per cent. Transport in the Western Region increased by 34.8%, while housing increased by 22.9%. Upper East recorded the lowest of 6.4%.

The inflation rate measures the rate of change in the consumer price index over the twelve-month period under review, which is from September 2012 to September 2013.

RELOCATION NOTICE: WE HAVE MOVED

Dear valued Clients both existing and prospective, Partners and friends; we are pleased to inform/ announce that with effect from 14th November, 2014, Globetrotters Legal has relocated to a new office address as follows: the main telephone will change and we will inform you accordingly in due time; all other contact information remain unchanged.

Our new office building can be located at:

NO. 8

ADEMBRA ROAD

EAST CANTONMENTS

ACCRA

Email: info@globetrotterslegal.com

Kindly note that you can find a simple map and directions to the new office on the Contact page

of our website (www.globetrotterslegal.com).

This is a step in furthering client care and we are keen on hosting you in the friendliest of environments and most comfortable surroundings. We look forward to your continued support; and we will continue to strive to provide exceptional service in appreciation of your support.

Please contact us should you have any difficulties or questions.

