



**COMMUNIQUE ISSUED AT THE END OF THE 31ST ANNUAL
GENERAL MEETING OF THE ASSOCIATION OF HEALTH
SERVICES ADMINISTRATORS, GHANA (AHSAG) HELD
AT THE NEW CAPITAL VIEW HOTEL –KOFORIDUA,
FROM 16TH-19TH DECEMBER, 2007**

Preamble

The AHSAG at its 31st Annual General Meeting held at the Koforidua New Capital View Hotel in the Eastern Region from 16th -19th December, 2007 on the theme: “**50 Years of Health Service Administration and Management in Ghana; Achievements, Challenges and Prospects**” and having deliberated on related topical issues adopted the following communiqué.

1. Development of Managerial Competencies

The health sector is a dynamic and complex industry. With the expansion of services, enlightenment of clientele of their rights and responsibilities as enshrined in the Patient Charter, increased utilization of service as a consequence of the National Health Insurance Scheme, and under funding, management of the health sector has become more challenging.

Health Managers therefore need to continually develop their managerial competences and skills to adequately cope with these challenges.

We therefore call on the Ministry of Health to commit the necessary funding for staff training and development.

2. Strengthening District Health Directorates

The Association notes with concern the weaknesses in the District Health Management system due to the absence of certain key Health Professionals notably Pharmacists and Health Services Administrators at the District Health Directorates.

To improve the management capacity at that level we recommend the appointment of District Pharmacists and District Health Service Administrators to all District Health Directorates in the country.

In the light of the afore mentioned concerns, we urgently appeal to the Ministry of Health as well as Ministry of Finance and Economic Planning to **hasten** the appointment of these and other health professionals to give practical meaning to the decentralisation process.

3. Improvement in Health Sector Salaries

The Association wishes to commend the Government of Ghana for improving the health sector salaries. We appeal to all health workers to reciprocate the improvement with increased productivity and better attitude towards work.

While commending government, we appeal that any existing relativity problems be addressed expeditiously.

Again, mindful of the fact that improvement in salaries alone cannot bring about increased productivity, we appeal to government to improve upon the availability of other health inputs.

4. Unified workforce in Industrial Relations

The Association considers as worrisome the current situation where Medical Doctors in the public sector on the one side and all other health workers (Health Workers Group) on the other side appear to be pitched against each other in negotiating for better conditions of service.

We therefore recommend a unified workforce to promote better industrial relation and minimize the rampant industrial unrest in the health sector.

5. Operational Challenges in the National Health Insurance Scheme

The Association further notes with concern certain key challenges that can negate the gains in the NHIS if not properly managed. Notable among these challenges are:

- i. The undue delay in reimbursement by the schemes to the service providers;
- ii. Delay in issuing membership cards to registrants; and
- iii. Fraudulent practices by some providers and schemes.

The Association urgently appeals to the National Health Insurance Authority to play a leading role in addressing these problems.

6. Amendment of the Act 525 of 1996

It is the conviction of the Association that the current Ghana Health Service and Teaching Hospitals Act, Act 525 of 1996 does not promote a continuum of health care delivery in the country in the sense that the Teaching Hospitals are not part of the Ghana Health service. This situation has created and continues to create unhealthy rivalry between the Teaching Hospitals and the Ghana Health Service.

The Ministry's decision to promote a unitary health service in the country is commendable and should therefore be pursued relentlessly.

MARTIN ANKOMAH
(PRO, AHSAG)

