



**39<sup>th</sup> Annual Conference/Continuing Education Programme  
Windy Lodge, Winneba, Central Region  
November 11 – 13, 2015**

**Conference Synopsis**

The Association of Health Service Administrators, Ghana (AHSAG) was incorporated in 1975 with the primary purpose of promoting professional and ethical standards in the management of hospital and other health institutions in Ghana. It also represents the professional interests of Health Service Administrators in the development and implementation of national health policies.

AHSAG is pleased to announce its 39<sup>th</sup> Annual Conference/Continuing Education Programme to be held from November 11 – 13, 2015, on the theme **"Performance Management; A Tool for Equitable Compensation in the Health Sector"**.

Performance management is the systematic process of tracking progress towards the achievement of stated objectives. It involves planning, monitoring and communicating results of activities undertaken. Performance management therefore is not a one-off event but a continuous effort to achieve improved results. It enables managers to make evidence-based decisions to align staff performance to the attainment of organizational goals.

Over the years, there has been a number of reforms to improve service delivery in public sector organizations in Ghana. Notable among these are the review of the Annual Confidential Reporting System (ACRS) in 1974; introduction of Performance Evaluation System (PES) in 1992 as part of the Civil Service Reform Programme from 1987 – 1993; and the introduction of Performance Agreement System (PAS) from 1997 – 2008.

Presently, a new approach to performance management has been introduced into the public sector by the Public Services Commission. One of the cardinal principles underpinning the new Performance Management System (PMS) is equity. The aim is ensure that the grades within similar job classes in different public service organizations

are assessed through the same process for comparable outcomes. It recognizes the need to establish a clear link between achieving specified performance targets and the award of incentives and rewards for optimal performance of employees. Hence, rewards, incentives and sanctions would be linked to employee performance.

These reforms have been undertaken with the aim to strengthen the capacity of the public service for efficient and effective service delivery.

Social partners including Government, Ghana Employers Association and Ghana Trade Union Congress agreed at the end of the Second National Forum on the Implementation of Single Spine Pay Policy in May 2015 that the Performance Management System introduced by PSC should be used to establish a framework for developing public service productivity indicators. The partners also agreed to hold a National Productivity Forum to determine strategies for enhancing productivity in the public service.

The implementation of SSPP which began in January 2010 was aimed at addressing four key concerns in the administration of the public sector pay system. These concerns were pay disparities within the public service; rising cost of public sector wage bill; large number of public sector pay negotiations; and linking pay to productivity.

Various agencies of the Ministry of Health have developed performance indicators to assess the outputs of their Units. These are derived from the performance agreements that the Heads of Agencies have signed with the Health Ministry. However, concerns have been raised by some labour experts and human resource management practitioners regarding the low level of performance management expertise in public sector organizations. It has also been argued that the Single Spine Salary Structure (SSSS) and the public sector budget system do not lend themselves to performance related reward arrangements.

The theme for the conference is deemed appropriate and timely as it reflects the current spate of industrial strife that has characterized the public sector in general, and the health sector in particular. Government has consistently indicated its desire to have a compensation system that is linked to increase in productivity as a justification for any demands for upward adjustments of rewards. The theme therefore seeks to stimulate discussions and suggestions to inform the on-going discourse on linking performance to compensation in Ghana's public sector.

It is against this background that the 2015 Annual Conference of AHSAG will bring together Health Service Administrators from both public and private health institutions as well as Resource Persons for a discourse on improving performance management in the health sector through ensuring equitable compensation for health workers.

Participants and Speakers will also discuss effective strategies to improve productivity of the health workforce.

### **Sub-Themes/Topics**

The Annual Conference will have two sub-themes aimed at addressing the critical challenge of providing quality care within the constraints of underfunding of health services. The sub-themes are as follows:

- Performance Management Framework for the Health Sector in Ghana
- Performance Indicators for Health Service Administrators

### **Conference Objectives**

Through the 39<sup>th</sup> Annual Conference, AHSAG aims to contribute to improving performance management in the health sector by coming out with creative means to measure and monitor the performance of support service units of health facilities.

Specifically, the Conference will:

- (a) Enhance capacity and competence of Health Service Administrators in the health sector performance management framework and its application in health facilities.
- (b) Reexamine key performance indicators for support service units to contribute more meaningfully to quality health service delivery; and
- (c) Develop strategies to link performance of employees/units to rewards at the institutional level.

### **Participation**

This Conference is opened to all Health Service Administrators in the Ghana Health Service and Teaching Hospitals, Faith-based health facilities, quasi-government health institutions and private health facilities. Other persons who are directly involved in health administration and management may attend the opening and scientific sessions.

### **Guest of Honour**

Hon. Alex Segbefia, Minister of Health

### **Guest Speaker**

Mr. George Smith Graham, Chief Executive Officer, Fair Wages and Salaries Commission

**Other Speakers**

- Dr. Kwesi Asabir, Deputy Director, Human Resources for Health Development, Ministry of Health
- Martin Ankomah, Deputy Director (Administration), HASS Division, GHS Headquarters

**Invited Guests**

- Dr. Ebenezer Appiah-Denkyirah, Director – General, Ghana Health Service
- Hon. Aquinas Quansah, Regional Minister, Central Region
- Dr. Sam Kwarshie, Central Regional Director of Health Services