# GHANA MOH TRANSPORT MANAGEMENT EXPERIENCES

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# PRESENTATION OUTLINE

- ✓ TRANSPORT POLICY DEVELOPMENT PROCESS
- ✓ TRANSPORT POLICY OPERATIONALISED
- ✓ FLEET MANAGEMENT ESTABLISHED
- ✓ HEALTH AND SAFETY
- ✓ OTHER BENEFITS
- ✓ INITIAL CHALLENGES

# TRANSPORT POLICY DEVELOPMENT PROCESS

- Awareness created on the need to rationalise the use of transport resources at all levels through seminars and workshops
- Stakeholders at all levels; national, regional and district levels and development partners were consulted
- Senior Management at the highest level were committed
- Transport policy discussed and approved at a conference of Regional Directors of Health Services on the 5th of July 1993

# TRANSPORT POLICY OPERATIONALISED

- Means of transport was therefore considered a health tool and treated as such
- Transport management made simple – Operational, Transparent and Measureable
- Roles and responsibilities of drivers and managers at all levels were identified and clearly defined
- Capacity building to operate and manage transport at all levels
- Data collected, analysed and for management decisions at all levels

# FLEET MANAGEMENT ESTABLISHED

- A comprehensive transport inventory was created and maintained
- An ideal fleet model for the deployment of transport by activity, type and geographical area and its use for the development of annual transport plans was created
- A vehicle allocation (replacement), disposal and funding policy in line with the ideal model was was developed
- Specification, Selection and Procurement streamlined

# Ideal fleet?

# Wrong Specifications?

# FLEET MANAGEMENT ESTABLISHED(C'nd)

- Planned Preventive Maintenance (PPM) system was developed
- In November 1994, Zero breakdown motorcycle project was instituted
- Master riders, riders(male/female) and mechanics trained, 2 medical officers trained as riders in Greater Accra Region
- Spare parts made available for the system

# HEALTH AND SAFETY

- Recruitment of drivers streamlined
- Drivers made aware of their role in health service delivery & dress code
- Comprehensive annual medical check up for all drivers instituted
- All passengers in MOH vehicles use seat belt and all new vehicle with air bags
- In-service training for drivers

# Specifications and Safety

# OTHER BENEFITS

- In 1996, 500 motorcycles and spare parts procured under World Bank assistance programme for sub-districts
- In 1997 MoH Staff Vehicle Hire Purchase Scheme (MOHSVHPS) initiated by the Government and the Ministry to serve as an incentive package and minimize the brain drain amongst Health Workers
- Motorised boats introduced in 1999
- In 2005 a Staff Vehicle Hire Purchase Scheme operating under a Revolving Fund model was created from the recoveries and a seed capital of **$2,000,000.00** from the Government and Development Partners to enable more staff to benefit from the Scheme.
- About **6,268** staff have benefitted from the scheme through **Hire Purchase basis, Outright Purchase and Tax Waivers**

# Makes/Models and numbers

| Make/Model | No. | Year Allocated |
|---|---|---|
| Toyota Corolla,VW Polo Classic,Opel Astra | 104 | 1997 |
| Skoda Octavia | 200 | 2000 |
| Renault | 60 | 2003 |
| Honda,Nissan,Toyota Corolla,Fiat Palio | 980 | 2004/2005 |
| Nissan Sunny,Honda Civic | 320 | 2009 |
| VW Polo,Fiat Linea | 180 | 2009/2010 |
| VW Passat | 113 | 2010/2011 |
| Yamaha AG100 motorcycles | 300 | 2011 |
| Nissan,Toyota Corolla,Toyota Yaris | 1,193 | 2013/2014 |
| Tax waivers | 2,681 | 2008 - 2013 |
| Outright Purchase | 137 | 2008 - 2013 |
| | 6,268 | |
| | | |

# Cars for staff vehicle hire purchase scheme

# INITIAL CHALLENGES

- **Non-compliance with transport policy by some officers resulting in reduced vehicle availability for service delivery**
- **Officers and drivers do not complete transport data collection tools adequately making data analysis difficult and unreliable, e.g. log books**
- **Inability of drivers to receive and transmit information accurately due to low level of education**
- **Personal attachment of drivers to some officers thus rendering reassignment of duties difficult**
- **Non-adherence to safety measures resulting in avoidable injuries and deaths**

# FROM EXPERIENCE

- **“WE HAVE FOUND THAT YOU CANNOT LEAVE TRANSPORT MANAGEMENT TO CHANCE”**

- **“YOU MUST PLAN IT, CONTROL IT, MEASURE IT AND UNDERSTAND ITS ROLE IN HEALTH SERVICE DELIVERY”**

**By the late Dr. N. A. Adamafio, Director of Medical Services, Ghana (October 1995)**

# THE END