

## **CONSTITUTION**

### **ASSOCIATION OF HEALTH SERVICE ADMINISTRATORS, GHANA**

#### **Preamble**

We, the Association of Health Service Administrators, Ghana, do establish this Constitution and do pledge ourselves to carry out the provisions thereof

#### **PART I**

### **THE ASSOCIATION OF HEALTH SERVICE ADMINISTRATORS, GHANA**

#### **1. NAME AND AFFILIATION**

- (1) The Association shall be known as the Association of Health Service Administrators, Ghana in this Constitution referred to as “the Association” and generally referred to as “AHSAG”.
- (2) The Association may affiliate with a trade union as may be approved at an Annual General Meeting.
- (3) The Association shall exist as a registered Professional Association incorporated under the relevant legislation and regulation.
- (4) The Association may affiliate with any local and/or international professional organization for the purposes of fulfilling its mandate.

#### **2. MISSION**

The Association exists as a professional body for Health Service Administrators to promote high ethical standards in hospital and health service management through effective leadership and continuous education of its members.

#### **3. OBJECT**

- (1) The Association shall concern itself with all matters relating to the administration and management of health service delivery in Ghana and shall take such actions as it considers prudent and necessary in this regard.
- (2) Without prejudice to sub-clause (1) above, the objects of the Association shall include -
  - (a) Bringing together persons concerned with or interested in Hospital and Health Service Administration as a unified body
  - (b) Representing the professional interest of Health Service Administrators in the development and implementation of health policies
  - (c) Seeking better conditions of service and promote the continuing education and dignity of its members

- (d) Providing a medium through which new ideas in Hospital and Health Service Administration may be discussed, researched and developed
- (e) Developing and promoting professional standards of competent training and a code of ethics for Health Service Administrators
- (f) Cooperating with health institutions and other relevant bodies concerned with management and improvement of the health of the people of Ghana
- (g) Establishing and maintaining good relations with similar associations and institutions within and outside of Ghana

**PART II**  
**MEMBERSHIP AND ORGANIZATION**

**4. MEMBERSHIP**

- (1) Full membership shall be open to persons qualified as Health Service Administrators
- (2) Associate membership shall be open to students of Health Service Management in tertiary institutions pursuing an accredited course leading to qualification as Health Service Administrators
- (3) Honorary membership shall be open to distinguished personalities in Society in recognition of their contribution to health service management

**5. APPLICATIONS AND ADMISSIONS**

- (1) Application for membership shall be submitted to the National Executive and upon the recommendation of a full member of the Association
- (2) An admission fee to be determined by the National Executive and approved by the National Council shall be paid on admission
- (3) The requirements for continued membership shall be
  - (a) Payment of monthly dues and other levies as may be determined by the National Executive Committee and approved at an Annual General Meeting
  - (b) General conduct conducive to the interest and image of the Association

**6. CESSATION AND REMOVAL OF MEMBERSHIP**

- (1) A member of the Association shall cease to be a member if he/she
  - (a) is dismissed from his/her employment as a result of misconduct
  - (b) is interdicted by his/her employer for a punishable offence. Membership may be restored if the member is cleared of the offense that placed him/her under interdiction
  - (c) behaves in such a manner which, in the opinion of the Disciplinary Committee and in consultation with the National Executive Committee and approved by the National Council, brings the Association into disrepute
  - (d) defaults in payment of membership dues for a total period of six (6) cumulative calendar months in any year.

- (2) Written notification shall be sent by the General Secretary to a member who is subject to suspension or expulsion from the Association giving reasons for such action. The member shall have the right of appeal to the National Council
- (3) Any members of the Association may resign from membership after two months' notice in writing to the National Executive Committee

#### **7. APPEALS**

- (1) Where a member of the Association is aggrieved by a decision of the Disciplinary and Ethics Committee or the National Executive Committee, he/she shall have the right to appeal to the National Council for redress.
- (2) A member's appeal may be dismissed when majority of the members of the National Council present at that meeting vote against the appeal.
- (3) The decision of the National Council shall be final.

#### **8. NATIONAL SECRETARIAT OF THE ASSOCIATION**

The Headquarters of the Association shall be the Association's Secretariat near Dodowa in the Greater Accra Region and shall consist of such administrative and other staff as the National Executive Committee may consider necessary to run the Association.

#### **9. NATIONAL OFFICERS**

- (1) The National Officers of the Association shall perform the functions specified in this Constitution.
- (2) The President shall –**
  - (a) preside at all meetings of the Association;
  - (b) have casting vote at all meetings except during election of Officers;
  - (c) be responsible for the smooth and efficient functioning of the Association; and
  - (d) endorse all minutes of meetings
- (3) The Vice-President shall –**
  - (a) assist the President in the performance of his/her duties;
  - (b) perform any functions assigned by the President; and
  - (c) in the absence of the President, preside at all meetings of the Association at which he/she may be present
- (4) The General Secretary shall –**
  - (a) be responsible for the day-to-day administration of the Secretariat of the Association
  - (b) convene meeting in consultation with the President;
  - (c) accurately record and keep minutes of all meetings of the Association;
  - (d) be responsible for all correspondence and general organization of the Association;

- (e) prepare and present annual and other reports on the activities of the Association for the consideration of the National Executive Committee and Annual General Meeting/Conference;
- (f) in consultation with the President, liaise with other organizations and similar professional bodies; and
- (g) perform any other duties that may be assigned by the President

**(5) The Deputy General Secretary shall –**

- (a) Assist the General-Secretary in the performance of his/her duties
- (b) In the absence of the General-Secretary, perform his/her duties

**(6) The Financial Secretary shall –**

- (a) Collect financial contributions from members of the Association
- (b) Pay financial contributions to the Treasurer of the Association

**(7) The Treasurer shall –**

- (a) Keep books of accounts and proper record of accounts of the Association
- (b) Ensure that funds of the Association are kept in approved bank accounts
- (c) Prepare annual budgets of the Association for approval by the National Council through the National Executive Committee
- (d) Ensure that the accounts of the Association are audited before the date of the Annual General Meeting/Conference and presented to the Annual General Meeting/Conference

**(8) The Welfare Officer shall –**

- (a) Represent the Association on welfare matters of members including benefits, loans, insurance, funerals, and weddings, and arrange for appropriate donations and present to members.
- (b) Investigate and recommend to the National Executive Committee in reported cases of abuse, neglect and humiliation of members.

**(9) The Public Relation Officer shall –**

- (a) Organize and publicize activities of the Association
- (b) Maintain liaison with the press
- (c) Be responsible for publication of newsletters, journals, communiques, resolutions and other publications of the Association
- (d) disseminate information to protect the good image of the Association
- (e) maintain liaison with the President and the General Secretary

**10. ELECTION OF NATIONAL OFFICERS**

- (1) The National Officers shall be elected at an Annual General Meeting/Conference
- (2) Elections shall be held every two (2) years

- (3) Any member of the Association who is has served his/her internship qualifies to be nominated by a member and supported by at least two (2) members to be elected as a National Officer.
- (4) A member who is in arrears of membership dues, fees and/or levies for twelves (12) months shall not be entitled to stand for elections or vote at elections.
- (5) A candidate may withdraw his/her candidature before voting takes place
- (6) Where at the close of nomination only one (1) candidate stands nominated, that candidate shall be declared elected by the Electoral Officer
- (7) The National Council, with the approval of members present at an Annual General Meeting/Conference, shall appoint an Electoral Officer and Assistant Electoral Officers for the purposes of elections under this Constitution.
- (8) The out-going National Officers shall hand over to the newly elected National Officers within thirty (30) days after elections.

#### **11. THE NATIONAL COUNCIL OF THE ASSOCIATION**

- (1) There is established by this Constitution a National Council which is the governing body of the Association.
- (2) The National Council shall consist of the following members –
  - (a) A Chairperson who shall be a past National Executive Committee member of the Association elected at an Annual General Meeting for a term of two (2) years and shall be eligible for re-election.
  - (b) The President
  - (c) The General Secretary, who shall be the Secretary to the National Council
  - (d) All Chairpersons of Regional Branches of the Association
  - (e) The Director, Health Administration and Support Services Division of the Ghana Health Service

#### **12. FUNCTIONS OF THE NATIONAL COUNCIL**

- (1) The National Council shall have power to interpret the Constitution and give directions regarding matters on which the Constitution is silent
- (2) It shall have power of co-option
- (3) It shall review and ratify decisions of the National Executive Committee
- (4) It shall consider and approve reports and programme of work by National Executive Committee
- (5) The National Council shall have oversight responsibility for the proper administration of funds of the Association in accordance with sound financial management practices
- (6) It shall ensure that the Association remains solvent
- (7) It shall ensure that all funds and assets of the Association are used reasonably and only in furtherance of the objects of the Association

- (8) It shall ensure that the National Executive Committee does not undertake activities that might place the Association's funds, assets and reputation at undue risk
- (9) It shall approve the scheme and conditions of service for employees of the Association determined by the National Executive Committee
- (10) It shall approve allowances for Committees
- (11) The National Council shall meet at least twice in a year to transact business. Emergency meetings may be convened when necessary by the General Secretary acting upon the advice of the President

### **13. THE NATIONAL EXECUTIVE COMMITTEE**

- (1) There shall be a National Executive Committee of the Association
- (2) The National Executive Committee shall comprise the following –
  - (a) All National Officers
  - (b) Two Executive Members elected at an Annual General Meeting/Conference of the Association, at least one of whom shall be a woman
- (3) The Executive Members of the National Executive Committee shall represent the concerns of the membership and may be assigned any special duties
- (4) The members of the National Executive Committee shall hold office for a term of two (2) years and shall be eligible for re-election.
- (5) The National Executive Committee shall prepare the agenda for Annual General Meetings/Conferences.
- (6) The National Executive Committee shall develop mechanisms and strategies for the achievement of the objects of the Associations.
- (7) The National Executive Committee shall have powers to appoint ad-hoc committees as and when necessary
- (8) The National Executive Committee shall, as a matter of course, draw up and present a programme of action during the first three (3) months of assumption of office.
- (9) The National Executive Committee shall meet as often as it is necessary for the transaction of business but shall meet at least four (4) times in a year.
- (10) It shall convene a special meeting within fourteen (14) days of receipt of a written request by the General-Secretary from seven (7) qualified members of the Association. Such a special meeting shall consider only the business for which it was convened.
- (11) The National Executive Committee shall be responsible to the National Council of the Association

### **14. SUB-COMMITTEES OF THE NATIONAL EXECUTIVE COMMITTEE**

- (1) The National Executive Committee may appoint sub-committees comprising of members NEC or non-members or both for the discharge of its functions.
- (2) Without prejudice to sub-clause (1) above, NEC shall appoint the following Sub-Committee to assist in the realization of aims and objectives of the Association:
  - (a) Disciplinary and Ethics Sub-Committee**
    - (i) Review and evaluate periodically the Code of Ethics and make recommendations for its observance
    - (ii) Review and recommend action to the National Executive Committee all allegations brought forth regarding breaches of Code of Ethics
    - (iii) Develop ethical policy statements as guidelines for ethical conduct
    - (iv) Prepare and submit reports of observation, accomplishments and awards to outstanding members
    - (v) Monitor professional conduct of members
    - (vi) Shall be guided in the performance of its functions by the Code of Ethics of the Association
  - (b) Marketing and Publicity Sub-Committee**
    - (i) Shall develop a strategy and appropriate communication materials to attract new members and encourage active participation of members in the activities of the Association
    - (ii) Shall make relevant policy recommendations on media relations
    - (iii) Promote the image of the Association through newsletters, journals and other relevant publications
  - (c) Finance Sub-Committee**
    - (i) Ensure the timely preparation of financial reports and audited accounts
    - (ii) Develop business practices and strategies for the Association
    - (iii) Advise the National Executive Committee on matters relating to investment planning and insurance
    - (iv) Shall lead in fund raising activities of the Association
  - (d) Education and Programmes Sub-Committee**
    - (i) Prepare programme content/synopsis for Annual Conferences, Workshops and Seminars
    - (ii) Publish notice of such programmes for attention and participation of members
    - (iii) Shall make appropriate arrangements and preparations for the Associations programmes such Annual Conferences, Workshops and Seminars
    - (iv) Shall promote continuing professional education, research and consultancy
    - (v) Shall review education curriculum and training manuals and make recommendations where necessary

- (vi) Liaise with the University of Ghana Business School and any other recognized training institution on the training of Health Service Administrators.

## **15. REGIONAL BRANCHES**

- (1) There shall be regional branches of the Association whose Regional Executive Officers shall consist of at least the following membership –
  - (a) Chairman
  - (b) Secretary
  - (c) Treasurer
- (2) The duties of the Regional Executive Officers shall correspond with those of the National Officers
- (3) There shall be an executive committee for each regional branch of the Association composed of the following members –
  - (a) All Regional Executive Officers
  - (b) An Executive Member elected at a regional election
- (4) The Regional Executive Committee shall
  - (a) administer the affairs of the Association within the region
  - (b) promote the objects of the Association within the region
  - (c) collect subscriptions and levies
  - (d) submit reports on their activities to the National Executive Committee or Annual General Meeting/Conference as may be determined by the National Executive Committee
- (5) Members of the National Executive Committee who reside in the regions shall where possible attend meetings of the Regional Branches

## **PART III**

### **FINANCE**

## **16. INCOME OF THE ASSOCIATION**

- (1) Membership fees to be determined by the National Executive Committee and ratified by a simple majority at an Annual General Meeting/Conference.
- (2) The National Executive Committee may, subject to the approval of members at an Annual General Meeting/Conference, impose specific levies as it considers appropriate
- (3) A Regional Executive Committee may impose other levies on its members in addition to the monthly subscription approved at an Annual General Meeting/Conference
- (4) Other sources of income of the Association may include



- (a) Revenues generated from any business venture or consultancy work in which the Association
- (b) Interest on funds invested by the Association
- (c) Income from endowment funds
- (d) Proceeds from sale of publications and other items
- (e) Loans for specific projects
- (f) Grants

**17. SPECIAL FUNDS**

The National Executive Committee with the approval of members at an Annual General Meeting/Conference may set up a special fund for a particular purpose and shall determine the conditions of withdrawals from the fund

**18. AHSAG PROVIDENT FUND**

- (1) The Association shall establish a pension fund scheme to be known and called AHSAG Provident Fund which shall be governed by a Board of Trustees.
- (2) The AHSAG Provident Fund shall be established in accordance with provisions of the National Pensions Act, 2008 and other relevant Regulations.
- (3) Contributions to the AHSAG Provident Fund shall be voluntary and members who default in their contributions shall be required to clear all arrears of contributions before they qualify to benefit from the Fund.
- (4) The National Executive Committee, subject to the approval by the National Council, shall appoint a Fund Manager for the Scheme.
- (5) The National Executive Committee shall be responsible for the administration of the pension scheme

**19. POWER TO BORROW**

- (1) The National Executive Committee, subject to the approval of the National Council, shall have power to borrow money to finance projects which have been approved at an Annual General Meeting/Conference.
- (2) The repayment period for loans secured by the National Executive Committee shall not exceed eight (8) years.

**20. SIGNATORIES TO ACCOUNTS**

- (1) The Association shall open and operate Bank Accounts with any recognized bank the National Executive Committee may determine
- (2) Signatories to a bank account of the Association shall be the President and either the Treasurer or General Secretary

**21. ADMINISTRATION OF FUNDS**

- (1) All moneys received shall be paid into the Association's bank account
- (2) The Finance Committee, the Treasurer and the Financial Secretary shall be responsible for the administration of funds of the Association

- (3) The National Executive Committee shall cause an Income and Expenditure Accounts and Balance Sheet to be prepared and audited at the end of every financial.
- (4) The National Executive Committee shall submit statements on the audited accounts to the Annual General Meeting/Conference of the Association
- (5) The Financial Year of the Association shall commence on the first (1<sup>st</sup>) of January of the year and end on the thirty-first (31<sup>st</sup>) December of the same year.

#### **PART IV MEETINGS**

##### **22. ANNUAL GENERAL MEETING/CONFERENCE**

- (1) The Association shall hold an Annual General Meeting /Conference during the fourth quarter of the every year and at a time to be determined by the National Executive Committee.
- (2) One-third (1/3) of the membership of the Association shall constitute a quorum at an Annual General Meeting
- (3) The Annual General Meeting/ Conference shall be the highest decision-making body of the Association.
- (4) An Annual General Meeting/Conference shall receive and consider policies, financial reports and annual operational reports of the Association
- (5) It shall also discuss and review all matters relating to this Constitution.
- (6) It shall ratify decisions and actions of the National Council
- (7) It shall dissolve the National Executive Committee in situations of Vote of No Confidence in the Committee.

##### **23. EMERGENCY GENERAL MEETING**

- (1) An Emergency General Meeting of the Association shall be convened upon receipt, by the General Secretary, of a written request signed by at least twelve (12) paid-up members of the Association.
- (2) An Emergency General Meeting of the Association shall only transact the business for which it was convened.

##### **24. VOTING RIGHTS**

- (1) Each member of the Associate shall have one (1) vote at a meeting
- (2) At any meetings, other than committee meetings, only fully paid-up members of the Association are eligible to vote
- (3) Committee members have one vote each at committee meetings
- (4) In the event of parity of vote at a meeting of the Association, The President or the person presiding shall have a deliberative and casting vote.
- (5) All matters other than that regarding amendment to the Constitution shall be decided on simple majority

## **25. AMENDMENTS**

- (1) This Constitution or any part thereof may be amended, altered or additions made thereto by resolutions carried by two-thirds (2/3) majority of the members present and voting at an Annual General Meeting/Conference or at an Emergency General Meeting
- (2) Any proposal to amend this Constitution must be delivered in writing to the General Secretary at the registered office of the Association no less than 28 days before the date of the meeting at which it is first to be considered
- (3) A Regional Branch may propose amendment to the Constitution
- (4) An amendment will require the approval of
  - (a) Simple majority of members of the National Council
  - (b) Two-thirds majority of members present and voting at a General Meeting. Notice of such a meeting be given in accordance with normal procedure but not less than 14 days prior to the meeting and giving the wording of the proposed amendment.

### **Note**

This constitution was first amended in November 1997. At the Annual General Meeting on 28<sup>th</sup> November 2014, it was further amended, ratified and adopted as the official constitution of the Association of Health Service Administrators, Ghana (AHSAG).

## **Code of Ethics for Health Service Administrators**

### **Preamble**

The Code of Ethics applies to members of the Association of Health Service Administrators, Ghana (AHSAG). It serves as a standard of conduct for members in their professional relationships. It provides a framework for Health Service Administrators to uphold the honour and dignity of the profession.

The Code of Ethics also serves as a reference point in the exercise of the investigative and disciplinary mandate of the Disciplinary Sub-Committee of the National Executive Committee of AHSAG. It defines professional misconduct as a guide to all members. It also sets out the standards of practice which shall apply to all members regardless of their position.

Members shall decide on matters of common professional interest by mutual consultation and strive individually and collectively to enhance the prestige of the profession by adhering to the Code of Ethics.

### **Definition of Conduct and Misconduct**

In this context, conduct is defined as behavior, attitude and character exhibited by a Health Service Administrator within and outside his/her working environment.

Misconduct is defined as any act of omission or commission by a Health Service Administrator which;

- (a) Brings the profession or the Association into disrepute
- (b) Contravenes any law relating to health service delivery in Ghana
- (c) Contravenes the Code of Ethics of AHSAG
- (d) Contravenes the code of conduct and ethics of the organization in which he/she is employed
- (e) Amounts to failure to perform in a proper manner his/her assigned duties

For the avoidance of doubt, the involvement of a Health Service Administrator in any criminal offence or moral depravity tends to bring AHSAG into disrepute.

Any conduct, which is prejudicial to the Association, the profession or employer's interest whether within or outside the work place, shall be treated as misconduct and shall constitute grounds for disciplinary action. The Disciplinary and Ethics Sub-Committee of the National Executive Committee shall determine any allegation of misconduct brought against a member of the Association.

### **Guiding Principles**

The guiding principles of AHSAG are based on the strong conviction that Health Service Administrators must, at all times, act in such a manner that protects their personal reputation as well as that of the profession and their employers. As an Association, we are concerned with the following principles:

#### Professionalism

Since AHSAG is for promotion of professional discipline and for pursuance of excellence in health service administration and management, members shall seek to fulfil their duties to the best of their professional ability and good management practice and standard.

#### Loyalty

Loyalty is an indispensable condition for being a member of the Association, therefore every member should consider loyalty to the Association as an essential part of his or her profession

#### Integrity

Members of AHSAG should be honest and truthful in the performance of their duties at all times. They should not accept any pecuniary or other inducements offered by any person or entity to influence the discharge of their duties.

#### Transparency

Members of AHSAG are required to be open and transparent in their decisions and actions. Decisions and actions should be based on good reasons and not arbitrary.

#### Expertise

Members shall endeavour to enhance their knowledge and proficiency through continuing professional development and education.

#### Confidentiality

Members shall honour confidential information and restrict access to the information unless a competent court or the wider public interest demands otherwise. The obligation of professional secrecy must be carefully fulfilled not only as regards records / documents but also as regards confidential matters learnt or acquired in the course or exercise of professional duties.

#### Individuality

Members shall uphold the dignity of individuals and demonstrate respect for their socio-cultural background and differences.

## **Professional Responsibilities of Health Service Administrators**

The mandate of AHSAG is to establish and promote professional standards and support the continuing professional development of Health Service Administrators in Ghana. AHSAG believes that administrative ethos in health service organizations are critical to the provision of safe and quality health care.

AHSAG also acknowledges that Health Service Administrators have different responsibilities to the profession, employer, health service organizations, clients and society.

AHSAG members shall be expected to fulfil their responsibilities as outlined below and to conduct themselves both in public and in private in such a manner that promotes the interest, good name and well-being of the Association, their profession and employer.

### **1. RESPONSIBILITIES TO THE PROFESSION**

A Health Service Administrator shall:

- 1.1 Faithfully observe and fulfill his/her obligations to the Association.
- 1.2 Take personal responsibility for sustaining and improving the quality of his/her professional practice
- 1.3 Take active part in the Association Meetings (local & national meetings, AGMs etc) and other social activities such as funeral and marriage ceremony invitations by members
- 1.4 Protect and enhance the good image of the Association and the profession
- 1.5 Avoid any act of omission or commission which would compromise his/her professional standard
- 1.6 Adhere to the Code of Ethics and inculcate ethical conduct among subordinates
- 1.7 Expose any instance of professional misconduct by another member which comes to his/her notice to the Disciplinary Committee or the appropriate regional branch of AHSAG
- 1.8 Not intentionally injure the professional reputation or employment of another Health Service Administrator.

### **2. RESPONSIBILITIES TO THE EMPLOYER**

A Health Service Administrator shall:

- 2.1 Perform his/her duties with diligence and loyalty and obey all the reasonable orders of his/her superiors
- 2.2 Act with honesty and integrity in the discharge of his/her duties at all times

- 2.3 Offer professional advice based on full knowledge of the facts and his/her best judgment in a given circumstance.
- 2.4 Avoid professional conflict of interest by disclosing any real or perceived conflict in the discharge of his/her duties.
- 2.5 Plan and communicate well-defined and achievable expectations
- 2.6 Endeavour to adequately consult when there is doubt concerning the morality or technical knowledge of a procedure especially when such procedure involves serious consequences.

### **3. RESPONSIBILITIES TO THE HEALTH ORGANIZATION**

A Health Service Administrator shall:

- 3.1 Promote ethical behavior by monitoring compliance to the organizational code of conduct.
- 3.2 Be fair and candid in his dealings with his superiors and subordinates
- 3.3 Not harass or discriminate against subordinates or other employees on the basis of sex, ethnicity, religion, political beliefs, race, social status, and physical infirmity.
- 3.4 Not provide fraudulent information or document in the performance of official duties or assignment
- 3.5 Ensure that resources within his/her control are efficiently and judiciously used to achieve the objectives of the Organization.
- 3.6 Exercise reasonable care in the use of property and assets of the Health Service Organization
- 3.7 Promote safe work environment for employees and clients
- 3.8 Not abuse his/her position or power, nor accept illegal gratification of any sort.
- 3.9 Not engage in any act that causes financial loss to the health organisation

### **4. RESPONSIBILITIES TO THE CLIENT**

A Health Service Administrator shall:

- 4.1 Treat all clients, internal and external, with due courtesy and respect
- 4.2 Not use his position or authority for personal gains but offer assistance to clients in a professional manner
- 4.3 Take into consideration the cultural norms and sensitivities of individuals, uphold their dignity and demonstrate respect for their socio-cultural background and differences.
- 4.4 Respect and uphold the privacy and confidentiality of client information and not disclose such information unless required by law

## **5. RESPONSIBILITIES TO THE SOCIETY**

A Health Service Administrator shall:

- 5.1 At all times, ensure that his/her comments are decorous and peaceful.
- 5.2 Promote access to quality health services especially in underserved and remote communities
- 5.3 Promote cost-effective interventions to address the health needs of the community
- 5.4 Advance the effective and efficient administration of health services to promote quality healthcare
- 5.5 Offer professional opinion on health policies and programmes in a frank, open and straight forward manner to improve health service delivery.
- 5.6 Participate in the planning, implementation and evaluation of health policies, programmes and project to improve health service delivery.