FRAMEWORK FOR GHS 2024 EXCELLENCE AWARDS

Ghana Health Service

June 2024
01 Introduction
By the end of the training, participants will be able to:

<table>
<thead>
<tr>
<th>Understand the Framework</th>
<th>Evaluate Nominees</th>
<th>Conduct Fair Assessments</th>
<th>Enhance Procedural Knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrate a thorough understanding of the GHS Excellence Awards framework, including its background, objectives, principles, categories, and eligibility criteria etc.</td>
<td>Utilize the KPMG tool effectively to evaluate nominees based on detailed assessment criteria for both individual and institutional awards.</td>
<td>Apply the evaluation criteria impartially to ensure a fair and transparent assessment process at across levels.</td>
<td>Gain practical insights into the nomination and submission process, enabling efficient handling of the administrative aspects of the awards.</td>
</tr>
</tbody>
</table>
The training program will employ a blend of techniques to ensure understanding and practical application.

The approach includes:

- Interactive Lectures
- Case Studies and Simulations
- Role-Playing
- Q&A Sessions
The GHS Award Scheme seeks to recognize and celebrate outstanding performance and meritorious service by individual health workers as well as health facilities to motivate them to do more and inspire others to do the same.

The Goal is to build a sense of national pride, patriotism, and professionalism in health workers working in an impoverished and stressful work environment. The Awards Scheme is guided by the following objectives and principles:

**Objectives**
- Recognize and reward excellence in healthcare delivery.
- Improve and sustain quality of healthcare in Ghana.
- Motivate health workers at all levels.
- Encourage service in underserved areas.
- Strengthen partnerships in healthcare delivery.
- Enhance the image of the Ghana Health Service.

**Principles**
- **Equity**: Grant equal opportunity for nominations while considering service in underprivileged areas.
- **Transparency**: Maintain clear rules for who can win and how they're judged.
- **Sustainability**: Reward lasting achievements, innovative solutions, and service in underserved areas.
- **Public participation**: Recognize public service healthcare workers and involve various groups in the process.
The awards scheme was launched at Labadi Beach Hotel in Accra on 19th December 2022. The scheme is structured to be competitive, starting from the district level and progressing to regional and national levels.

The pinnacle of these events was a national awards ceremony, hosted in November 2023 at the Grand Arena, Accra International Conference Centre.
## 2023 National Evaluation Panel Summary of results

<table>
<thead>
<tr>
<th>Levels</th>
<th>General Staff Awards</th>
<th>Leadership Excellence Awards</th>
<th>Institutional Awards</th>
<th>Special Awards</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>District</td>
<td>634</td>
<td>336</td>
<td>519</td>
<td>-</td>
<td>1489</td>
</tr>
<tr>
<td>Region</td>
<td>96</td>
<td>64</td>
<td>64</td>
<td>-</td>
<td>224</td>
</tr>
<tr>
<td>National</td>
<td>18</td>
<td>14</td>
<td>18</td>
<td>15</td>
<td>65</td>
</tr>
<tr>
<td>Overall National</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>750</td>
<td>414</td>
<td>601</td>
<td>15</td>
<td>1779</td>
</tr>
</tbody>
</table>
2023 National Evaluation Panel Summary of Results

Overall GHS Awards Results

<table>
<thead>
<tr>
<th>Total Nominees and facilities</th>
<th>242</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Award Winners</td>
<td>51</td>
</tr>
</tbody>
</table>

Individual Awards

<table>
<thead>
<tr>
<th>Total Nominees</th>
<th>Award Winners</th>
</tr>
</thead>
<tbody>
<tr>
<td>152</td>
<td>33</td>
</tr>
</tbody>
</table>

Leadership Excellence

<table>
<thead>
<tr>
<th>Total Nominees</th>
<th>Documents Vetted</th>
</tr>
</thead>
<tbody>
<tr>
<td>68</td>
<td>55/13</td>
</tr>
</tbody>
</table>

Service / Institutional Level Awards

<table>
<thead>
<tr>
<th>Total Facilities</th>
<th>Award Winners</th>
</tr>
</thead>
<tbody>
<tr>
<td>90</td>
<td>18</td>
</tr>
</tbody>
</table>

General Staff

<table>
<thead>
<tr>
<th>Total Nominees</th>
<th>Documents Vetted</th>
</tr>
</thead>
<tbody>
<tr>
<td>84</td>
<td>62/22</td>
</tr>
</tbody>
</table>

Overall GHS Awards Results

<table>
<thead>
<tr>
<th>Total Nominees and facilities</th>
<th>242</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Award Winners</td>
<td>51</td>
</tr>
</tbody>
</table>

Individual Awards

<table>
<thead>
<tr>
<th>Total Nominees</th>
<th>Award Winners</th>
</tr>
</thead>
<tbody>
<tr>
<td>152</td>
<td>33</td>
</tr>
</tbody>
</table>

Leadership Excellence

<table>
<thead>
<tr>
<th>Total Nominees</th>
<th>Documents Vetted</th>
</tr>
</thead>
<tbody>
<tr>
<td>68</td>
<td>55/13</td>
</tr>
</tbody>
</table>

Service / Institutional Level Awards

<table>
<thead>
<tr>
<th>Total Facilities</th>
<th>Award Winners</th>
</tr>
</thead>
<tbody>
<tr>
<td>90</td>
<td>18</td>
</tr>
</tbody>
</table>

General Staff

<table>
<thead>
<tr>
<th>Total Nominees</th>
<th>Documents Vetted</th>
</tr>
</thead>
<tbody>
<tr>
<td>84</td>
<td>62/22</td>
</tr>
</tbody>
</table>
### Key Lessons and Feedback from Maiden Edition...

#### Challenges encountered by the National Evaluation Panel

<table>
<thead>
<tr>
<th>Team-Based Citations</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Many leadership citations reflected the collective effort of teams rather than the individual leader’s contributions.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Scoring In-Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The scoring criteria for staff in CHPS facilities showed an imbalance, favouring individuals working in deprived districts over those working in deprived areas within non-deprived districts.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Misunderstanding of Awards Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Some nominees were nominated in the wrong award category</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Vetting by Non-Health Professionals</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Nomination forms were vetted by professionals outside the health sector, for instance, Obed Kabiebayor of Bono East - Primary Level forms was vetted by GES Staff.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Limited to the assertion by Nominees</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Due to insufficient documentation, the Panel had to lay reliance on the submitted forms to conduct their evaluation.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Facilities Assessment Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The Panel identified and raised concerns with the criteria used to evaluate facilities. For instance, the scoring range of 0-49 for planned home visit sessions, treated facilities with “zero” the same as those with less than 49%, which was deemed inequitable.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Legibility Issues with Handwriting</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The prevalence of handwritten nomination forms posed a clarity and ease of review challenge for the Panel</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Broad Individual Assessment Criteria Max score</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The maximum scores for the Individual Assessment Criteria, such as “Exemplary Performance” with a max score of 10, allowed for subjectivity in nominee evaluations.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Incomplete Nomination Forms</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Some nomination forms were submitted with missing information, hindering a comprehensive evaluation.</td>
</tr>
</tbody>
</table>
Feedback from the Survey

The awards is a very good initiative, laudable, refreshing and capable of motivating staff. “GHS excellence award programme was excellent”

Financial and Technical support should be provided to then regions to ensure effective regional awards programme

Additional comments include:
- “I was nominated but never got any feedback”
- “Serve hot meal not cold meal”
- “The Process should start early”
- “The Awards were too many for the event”

Results from the survey and recommendations from the National Evaluation highlights the following key issues:

…but we're always striving to improve.

Recommendations from the National Panel

Encourage all GHS officers to actively participate by sending in nominations to increase competitiveness and the overall attractiveness of the awards

Organise comprehensive training and sensitisation programs for officers to better understand the objectives of the awards

Digitalise the entire evaluation process, starting from the district level and extending up to the regional level, to streamline and enhance efficiency.

Incorporate face-to-face evaluation sessions at the national level to allow for a more personalised assessment of nominees’ achievements.

In line with this feedback and other considerations, the Framework has been revised and enhanced for this year’s Awards.
2ND DRAFT FRAMEWORK FOR GHS 2024 EXCELLENCE AWARDS
The GHS Excellence Awards comprises three broad Awards Categories:

- **General Staff Awards**
- **Institutional and Leadership Excellence Awards**
- **Special Awards**

The awards are structured at three competitive levels:

- **District Level**
- **Regional Level**
- **National Level**
The Revised Framework: AWARD CATEGORIES

**Institutional and Leadership Excellence Awards**

- **Best Performing (CHPS / Health Centre/Primary Level Hospital / Secondary Level Hospital / DHD / RHD)**
- **Leadership Excellence (CHPS / Health Centre/Primary Level Hospital / Secondary Level Hospital / DHD / RHD)**

**National Level Awards**

- Most Outstanding Staff - CHPS
- Most Outstanding Staff - Health Centre
- Most Outstanding Staff - Primary-Level Hospital
- Most Outstanding Staff - secondary-Level Hospital
- Most Outstanding Staff - DHD
- Most Outstanding Staff - RHD
- Most Outstanding Staff - HQ
- Overall Most Outstanding Staff of GHS

**Regional Level Awards**

- **Best Performing (CHPS / Health Centre/Primary-Level Hospital / DHD)**
- **Leadership Excellence (CHPS / Health Centre / Primary-Level Hospital / DHD)**

**General Staff Awards**

- Most Outstanding Staff - CHPS
- Most Outstanding Staff - Health Centre
- Most Outstanding Staff - Primary-Level Hospital
- Most Outstanding Staff - secondary-Level Hospital
- Most Outstanding Staff - DHD
- Most Outstanding Staff - RHD
- Overall Most Outstanding Staff of the Region

**District Level Awards**

- **Best Performing (CHPS / Health Centre)**
- **Leadership Excellence (CHPS / Health Centre)**

**General Staff Awards**

- Most Outstanding Staff - CHPS
- Most Outstanding Staff - Health Centre
- Most Outstanding Staff - Primary Level Hospital
- Most Outstanding Staff - DHD
- Overall Most Outstanding Staff of the District
## Aggregate of the Awardees: All Levels

<table>
<thead>
<tr>
<th>Levels</th>
<th>General Staff Awards</th>
<th>Leadership Excellence Awards</th>
<th>Institutional Awards</th>
<th>Special Awards</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>District</td>
<td>1,235</td>
<td>519</td>
<td>519</td>
<td>-</td>
<td>2,273</td>
</tr>
<tr>
<td>Region</td>
<td>112</td>
<td>84</td>
<td>84</td>
<td>-</td>
<td>280</td>
</tr>
<tr>
<td>National</td>
<td>10</td>
<td>6</td>
<td>6</td>
<td>3</td>
<td>25</td>
</tr>
<tr>
<td>Total</td>
<td>1,357</td>
<td>609</td>
<td>609</td>
<td>3</td>
<td>2,578</td>
</tr>
</tbody>
</table>
### Eligibility Criteria: General Staff Awards

<table>
<thead>
<tr>
<th>The nominee should be either of the following:</th>
</tr>
</thead>
<tbody>
<tr>
<td>▪ An Employee of the GHS</td>
</tr>
<tr>
<td>▪ Any health staff not employed by GHS who may be seconded or transferred to the Service.</td>
</tr>
<tr>
<td>▪ Any health staff not employed by GHS who is working in a health facility recognized or designated by the Service as a district hospital, polyclinic, health centre, clinic, or CHPS Centre and the facility is providing services in accordance with GHS-approved guidelines.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The nominee should:</th>
</tr>
</thead>
<tbody>
<tr>
<td>▪ have completed his/her probation period.</td>
</tr>
<tr>
<td>▪ not have had any adverse report on his/her performance within the period under consideration.</td>
</tr>
<tr>
<td>▪ not have any adverse track record on his/her conduct in the past 3 years i.e. 2021-2023.</td>
</tr>
<tr>
<td>▪ not have been granted leave of absence (study leave or leave without pay) within the period under consideration.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>▪ Facility heads at CHPS and health centers can compete for general staff awards.</td>
</tr>
<tr>
<td>▪ However, facility heads for primary and secondary-level hospitals, DHDs and RHDs, are not eligible to compete for these awards.</td>
</tr>
</tbody>
</table>
Eligibility Criteria: Institutional and Leadership Excellence Awards

The nominee should be either of the following:

1. An Employee of the GHS
2. Any health staff not employed by GHS who may be seconded or transferred to the Service.
3. Any health staff not employed by GHS who is working in a health facility recognized or designated by the Service as a district hospital, polyclinic, health center, clinic, or CHPS Centre and the facility is providing services in accordance with GHS-approved guidelines.

The nominee should be a facility Head or the head of an administrative level:

- CHPS
- Health Centre
- Primary level Hospital (This includes Polyclinics and District Hospitals and their equivalent)
- Secondary Level Hospital (This includes Regional Hospitals and their equivalent)
- DHD (District Health Directorate)
- RHD (Regional Health Directorate)

The nominee must not:

1. have had any adverse report on his/her performance within the period under consideration.
2. have any adverse track record on his/her conduct in the past 3 years i.e. 2021-2023.
3. have been granted leave of absence (study leave or leave without pay) within the period under consideration.
Heads of Primary Level Hospitals and DHDs (District Health Directors) shall be evaluated and awarded at the Regional Level.

Heads of Secondary Level Hospitals and RHDs (Regional Health Directors) shall be evaluated and awarded at the National Level.

For one to be recognized for the leadership excellence awards, she/he must have been the longest (calendar days) serving head of that facility in the year 2023.
Evaluation panels shall be constituted at the various service levels to assess the nominees and institutions for the awards. The panel at each service level shall include the following members:

**District Level**

The evaluation panel should comprise either 5 or 7 members elected from the following:

- a. District Health Director or representative from DHMT (mandatory)
- b. Rep from RHD
- c. Rep. from the District Assembly
- d. Rep from the District Health Committee (if any) or the Community
- e. Rep from the Traditional Authority
- f. Rep from the Local Media
- g. Retired Senior Health Professional
- h. Rep from the Private Health Sector

**Regional Level**

The evaluation panel should comprise either 5 or 7 members elected from the following:

- a. Rep from the National level (Regional Parent) (mandatory)
- b. Regional Health Director or Rep from RHD (mandatory)
- c. Rep. from the Regional Coordinating Council (RCC) (mandatory)
- d. Rep from the Regional Health Committee
- e. Rep from the Media
- f. Rep from the community
- g. Retired Senior Health Professional
- h. Rep from the Private Health Sector
Proposed Evaluation Panels at the Various Service Levels

Evaluation panels shall be constituted at the various service levels to assess the nominees and institutions for the awards. The panel at each service level shall include the following members:

### Headquarters Level

The evaluation panel should comprise either 5 or 7 members elected from the following:

- a. Council Member (mandatory)
- b. Deputy Director General or Rep from ODG (mandatory)
- c. Rep. from the Regional Coordinating Council (RCC)
- d. Rep from MOH (Mandatory)
- e. Rep from Health Partners
- f. Rep from the Private Health Sector
- g. Rep from the Regional Health Directors Group
- h. Rep from CHAG
- i. Media
- j. Retired Senior Health Professional

### National Level

The evaluation panel should comprise either 5 or 7 members elected from the following:

- a. Rep. from MOH
- b. Rep from GHS Council
- c. Deputy Director General
- d. Rep from Health Partners
- e. Rep from the Media
- f. Director HRD and Director of Nursing & Midwifery Services
- g. Retired Senior Health Professional
- h. Rep from the Private health sector
- i. NGO in health
- j. Rep from CHAG
- k. KPMG (without voting role)

---

**Note:**

In cases where the proposed panel members are not readily available, the Regional Health Director or District Health Director of that particular region or district can appoint a suitable substitute or replacement to join the panel.
The nomination and Submission process for General Staff awards is as follows:

1. A staff can be nominated by their colleagues, former colleagues, a supervisor, the head of the facility, a community member, or any other staff who is not a member of the Committee.

2. A nominator is required for each nomination submitted for eligibility consideration.

3. Each nomination submission must specify the award category for which an individual is being nominated.

4. An individual may serve as a nominator for three (3) nominations.

5. The nominator should make references to two people (in the nominee’s current facility).

6. An individual may serve as a referee for three (3) nominations.

7. At the District level, the nomination forms can be filled manually or electronically. The completed forms should be collated by the office of the District Health Director and subsequently submitted to the Evaluation Panel.

8. The office of the District Health Director will transfer nominee details from manual nomination forms to electronic format. The manual forms will be attached to the electronic entries and organized accordingly.

9. At the regional level, completed forms should be collated by the office of the Regional Health Director and subsequently submitted to the Evaluation Panel.

10. At the national level, completed forms will be collated by the office of the Director General and submitted to the Evaluation Panel.

11. Nominations shall be closed strictly based on the deadline for submissions.
NOMINATIONS & SUBMISSION PROCESS - Leadership

The nomination and Submission process for Leadership awards is as follows

1. All facility and administrative heads at the district and regional levels shall participate in the awards by self-nomination.

2. There shall be two referees from the core management of the entity for the nominee. In the case of CHPS facilities, the referee could be any staff member in the sub-district or a community member.

3. Each nomination submission must specify the award category for which an individual is being nominated.

4. At the District level, the nomination forms can be filled manually or electronically. The completed forms should be collated by the office of the District Health Director and subsequently submitted to the Evaluation Panel.

5. The office of the District Health Director will transfer nominee details from manual nomination forms to electronic format. The manual forms will be attached to the electronic entries and organized accordingly.

6. At the regional level, completed forms should be collated by the office of the Regional Health Director and subsequently submitted to the Evaluation Panel.

7. At the national level, completed forms will be collated by the office of the Director General and submitted to the Evaluation Panel.

8. Nominations shall be closed strictly based on the deadline for submissions.
The assessment of the General Staff Awards shall be based on Four (4) key factors, each assigned a specific weight, as outlined below:

**Performance 40%**

1.1. Appraisal Form  
1.2 Professionalism  
a. Adherence to Professional Standards  
b. Handling Difficult Situations with Tact  
1.3 Teamwork  
a. Collaboration with Team Members  
b. Willingness to Assist Colleagues  
c. Demonstrated Leadership in Performance

**Customer Care 20%**

a. Positive Interaction with Patients/ Clients  
b. Positive Interaction with Colleagues

**Innovation (15%)**

a. Originality and Novelty of Ideas/ Implementation of Innovative Solutions  
b. Adaptability to Change  
c. Ease of Replicating Innovation

**Work Setting 25%**

a) Service in Deprived Areas  
b) Length of Service
The assessment of leadership qualities shall be based on six key factors, each assigned a specific weight, as outlined below:

**Sustained leadership 10%**
- a. Consistency in Leadership
- b. Ability to Inspire and Motivate
- c. Fair and Transparent Management

**Performance 25%**
1.1. Appraisal Form
1.2 Professionalism
- a. Adherence to Professional Standards
- b. Handling Difficult Situations with Tact
1.3 Teamwork
- a. Collaboration with Team Members
- b. Willingness to Assist Colleagues
- c. Demonstrated Leadership in Performance

**Innovation 10%**
- a. Originality and Novelty of Ideas/Implementation of Innovative Solutions
- b. Adaptability to Change
- c. Ease of Replicating Innovation

**Customer Care 20%**
- a. Positive Interaction with Patients/ Clients
- b. Positive Interaction with Colleagues

**Stakeholder Engagement 10%**
- a. Collaboration with Stakeholders
- b. Community Engagement

**Work Setting 25%**
- a) Length of Service
- b) Service in Deprived Areas
ASSESSMENT CRITERIA: Institutional and Leadership Excellence Awards

The facilities will be assessed for the awards using a combination of the following:

- DHIMS DATA
- Holistic Assessment Report

- CHPS
- Health Centres
- Primary Level Hospitals
- Secondary Level Hospitals
- District Health Directorate (DHD)
- Regional Health Directorate (RHD)
The evaluation of institutions and leadership shall be conducted using a combination of institutional performance and leadership qualities as outlined below:

<table>
<thead>
<tr>
<th>Service Level</th>
<th>Assessment Criteria A: Institutional Performance</th>
<th>Assessment Criteria B: Leadership Qualities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facility Level</td>
<td>CHPS Facility Performance (CHPS) DHIMS 70% Head of CHPS Nomination Form (Questionnaire) 30%</td>
<td></td>
</tr>
<tr>
<td>Facility Level</td>
<td>Health Centre Facility Performance (Health Centre) DHIMS 70% Head of Health Centre Nomination Form (Questionnaire) 30%</td>
<td></td>
</tr>
<tr>
<td>Facility Level</td>
<td>Primary Level Hospital Facility Performance (Primary-Level Hospital) DHIMS 70% Head of Primary-Level Hospital Nomination Form (Questionnaire) 30%</td>
<td></td>
</tr>
<tr>
<td>Facility Level</td>
<td>Secondary Level Hospital Facility Performance (Secondary-Level Hospital) DHIMS 70% Head Secondary-Level Hospital Nomination Form (Questionnaire) 30%</td>
<td></td>
</tr>
<tr>
<td>Administrative Level</td>
<td>DHD District Performance Holistic Assessment 70% District Health Director Nomination Form (Questionnaire) 30%</td>
<td></td>
</tr>
<tr>
<td>Administrative Level</td>
<td>RHD Regional Performance Holistic Assessment 70% Regional Health Director Nomination Form (Questionnaire) 30%</td>
<td></td>
</tr>
</tbody>
</table>
Collection and Evaluation of nominations from district, regional and national levels

- KPMG will facilitate a nomination and evaluation process that adheres to best practices and ensures excellence is recognized at every level.

- KPMG will collate submissions and organise them in a structured way in. Dedicated SharePoint will be created to host nominee’s files (i.e. digitally forms, appraisal report, CVs and any other relevant document). These information will be shared with the Regional Director.

- KPMG will manage the evaluation process across the three levels, which may involve:
  - Distributing nominations and evaluation materials digitally to the Regional Director.
  - Collation and validation of evaluation results
  - Ensuring a fair, consistent and independent evaluation process across all levels of the award.
Award Prizes

01 General Staff
- Certificate & Plaque
- Laptop
- 55” Smart Television
- High-end double-door Refrigerator with Freezer compartment
- All expense paid weekend-stay in country for 2
- LED Smart TV set
- Vehicle
- All Expense paid trip abroad

02 Leadership
- Certificates & Plaques
- High-end double-door Refrigerator with Freezer compartment
- All expense paid weekend-stay in country for 2
- 55” & 75” Smart televisions
- All Expense paid trip abroad

03 Institutional
- Plaques
- Photocopier Machines
- Units of all-in-one computers
03

Next Steps
<table>
<thead>
<tr>
<th>SN</th>
<th>Name of Committee</th>
<th>Lead/ Accountable person(s)</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Finance &amp; Resource Mobilisation</td>
<td>Dir. Finance</td>
<td>Mr. Robert Annan, Mrs. Norkor Duah, Nella, Michael Soti, Dan Osei</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Event planning/management</td>
<td>Mrs. Norkor Duah</td>
<td>Dir. Araba, Pearl, Esther-PR, Nella, Edith, Maame Esi</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Publicity &amp; Media</td>
<td>Jacob</td>
<td>Mr. Lamptey, Shelter, Rachel, Private Sector</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Training &amp; Sensitisation</td>
<td>Mr. Martin Ankomah</td>
<td>Head, CHIM, Augustus, Robert, KPMG, Mr. Zanu, Theresa</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>IT</td>
<td>Head, ICT</td>
<td>Mr. Ankomah, Nella, KPMG</td>
</tr>
<tr>
<td>6</td>
<td>National Evaluation Team</td>
<td>Dir. SSD</td>
<td></td>
</tr>
</tbody>
</table>
# Activity                                                | Start Date      | End Date        | Status     
---                                                        |-----------------|-----------------|------------
1 Updates of Framework- Completion of 1st Draft            | Monday, May 6, 2024 | Monday, May 6, 2024 | Completed  
2 Validation and Approval of Framework & Tools              | Wednesday, May 8, 2024 | Wednesday, May 8, 2024 | Completed  
3 Validation and Approval of Framework & Tools - Divisional & Regional Directors | Monday, May 13, 2024 | Monday, May 13, 2024 | Completed  
4 Training & Sensitization on the Awards Framework & Tools-Regional Teams | Thursday, May 24, 2024 | Tuesday, June 4, 2024 | Completed  
5 Piloting of the tools                                    | Thursday, May 24, 2024 | Tuesday, June 4, 2024 | Completed  
6 Review and Finalisation of the Draft Framework based on the inputs from the Field | Monday, June 4, 2024 | Monday, June 4, 2024 | Completed  
7 Sensitization of GHS Staff At HQ                          | Tuesday, June 18, 2024 | Tuesday, June 18, 2024 | Ongoing    
8 Circulation of the Revised Framework, Tools & DHIMS Indicators to the Regions | Wednesday, June 19, 2024 | Wednesday, June 19, 2024 | Yet to start 
9 Test Link For Nomination                                 | Wednesday, June 19, 2024 | Wednesday, June 19, 2024 | Yet to start 
10 Sensitization of Staff on the Awards Framework and Nomination Forms across the country | Monday, June 24, 2024 | Monday, July 15, 2024 | Yet to start 
11 Animation PVD Development for Sensitization of Staff    | Friday, June 21, 2024 | Friday, June 21, 2024 | Yet to start 
12 PRO submission of Videos/Banners                         | Monday, June 24, 2024 | Monday, June 24, 2024 | Yet to start 
13 Uploading of Nomination forms                            | Monday, June 24, 2024 | Monday, June 24, 2024 | Yet to start 
14 Submission of extracted DHIMS data for indicators from the Regions to the Head of CHIM for validation | Tuesday, June 25, 2024 | Tuesday, June 25, 2024 | Yet to start
<table>
<thead>
<tr>
<th>#</th>
<th>Activity</th>
<th>Start Date</th>
<th>End Date</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>Media Launch of the GHS 2024 Excellence Awards</td>
<td>Thursday, June 27, 2024</td>
<td>Thursday, June 27, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>16</td>
<td>Nomination Opens/Closes</td>
<td>Thursday, June 27, 2024</td>
<td>Sunday, July 21, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>17</td>
<td>Formation of District and Regional Evaluation Teams</td>
<td>Thursday, June 27, 2024</td>
<td>Friday, July 12, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>18</td>
<td>Evaluation Team Capacity Building/Orientation</td>
<td>Monday, July 15, 2024</td>
<td>Monday, July 29, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>19</td>
<td>Review &amp; Sorting of Nomination Forms by KPMG</td>
<td>Monday, July 22, 2024</td>
<td>Thursday, July 25, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>20</td>
<td>Validation of Nomination Data by Regional Focal Persons</td>
<td>Friday, July 26, 2024</td>
<td>Tuesday, July 30, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>21</td>
<td>Submission of Validated Nomination Forms to Evaluation Panel</td>
<td>Friday, August 2, 2024</td>
<td>Friday, August 2, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>22</td>
<td>District Level Evaluation &amp; submission</td>
<td>Monday, August 5, 2024</td>
<td>Friday, August 16, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>23</td>
<td>Validation of District Level Evaluation Results</td>
<td>Saturday, August 17, 2024</td>
<td>Tuesday, August 20, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>24</td>
<td>Submission of District Level winners to Region</td>
<td>Wednesday, August 21, 2024</td>
<td>Friday, August 23, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>25</td>
<td>Regional/ HQ Level Evaluation &amp; Submission</td>
<td>Monday, August 26, 2024</td>
<td>Friday, September 6, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>26</td>
<td>Validation of Regional/ HQ Level Evaluation Results</td>
<td>Monday, September 9, 2024</td>
<td>Wednesday, September 11, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>27</td>
<td>Submission of Regional/HQ Level winners to National</td>
<td>Wednesday, September 11, 2024</td>
<td>Friday, September 13, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>28</td>
<td>National Level Evaluation</td>
<td>Monday, September 16, 2024</td>
<td>Friday, September 20, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>29</td>
<td>Validation of National Results by KPMG</td>
<td>Friday, September 20, 2024</td>
<td>Wednesday, September 25, 2024</td>
<td>Yet to start</td>
</tr>
<tr>
<td>30</td>
<td>GHS Excellence Awards 2024</td>
<td>Thursday, October 10, 2024</td>
<td>Friday, October 11, 2024</td>
<td>Yet to start</td>
</tr>
</tbody>
</table>
Questions & Comments

Drop Comments or Question(s) in the Chat OR Raise Your Hands to Speak
Framework Review Team
Thank You