

RMG – Fundamental Principles

District Coordinator

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Rural Access Programme

Development through access

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1. RMG Composition / Tools

- ❖ Typically one person per 1 – 1.5 km (depends on nature of road)
- ❖ Target is to work part-time (50% of available working periods), based on approx. 312 days per year
- ❖ Typical Group size: 5 – 12 members
- ❖ DCC/DTO provide tools / safety gear / first-aid kit (see Annex 2)

2. Work Plan / Inspection

❖ Performance Standards

- ❑ Approach: hybrid of Input / Volume / Performance based system
- ❑ Performance Standards: 'determine the condition of road elements by defining allowable defects' e.g. *'vegetation within 1m of road edge is < 30 cm high'* (stated in Guideline and Contract)
- ❑ Gradual transition toward full 'performance based system'
- ❑ Ambition: fully performance-based system once the road fully attains 'good maintainable condition'
- ❑ Timing depends on: degree of RMGs ability; and , condition of road.

2. Work Plan / Inspection

❖ Monthly 'Work Plan'

- ❑ Format in Annex 3
- ❑ Work Plan: 'defines the road elements and road sections where performance standards will be applied',
- ❑ Balances the volume of work with 50% time input (days varies upon road condition) using indicative task-output-rates to bring elements of road within stated 'performance standards'.
- ❑ Supervisor assesses the appropriate Work Plan content by:
 - Identifies road elements not meeting performance standards
 - Prioritises these based on activity and season (Annex 4)
 - Assesses the workload in terms of person-days based on 'task-rates' (Section 6.2.2)
 - Matches the Work Plan to the available work-days (approx. 11 days / person / month)

2. Work Plan / Inspection

❖ Inspection

- ❑ Informal inspections / orientation / training as required
- ❑ Formal Monthly Inspection (Annex 5 format)
 - Check for the sections / activities indicated on the Work Plan that the Performance Standards are now met,
 - In case of deficiencies states details of the outstanding problem,
 - In case of repeated deficiencies after a 'warning' assesses a deduction based on amount of incomplete work (by applying task-rates)
 - Records number of person-days spent (from RMG log) – for monitoring purpose not payment
- ❑ Preparation of new Work Plan – proceeding month's work plan is prepared at same time

3. Payment

- ❖ 'Standard Monthly Payment'
 - ❑ Based on District Rate
 - ❑ Monthly Wage Payment – amount stated in Contract [typically based on (working length x district rate x nos. of days)/12]
- ❖ Allowances
 - ❑ Transport allowance – for attendance at DCC/DTO
 - ❑ Tools / Equipment allowance (repairs / sharpening) – normally a fixed monthly amount
- ❖ Deductions
 - ❑ Apply in case of repeated deficiencies
 - ❑ Assessed based on task-rate input for incomplete items from Work Plan
- ❖ Made to the RMG as a Whole
 - ❑ Paid into RMG bank account
 - ❑ Distribution amongst members is RMG responsibility (monitored by Site supervisor)

4. Safety / Welfare

- ❖ Accident Insurance:- Responsibility of DCC/DTO
- ❖ Safety Gear:- procured by DCC/DTO (Annex 2), N.B. 'high visibility jacket'
- ❖ Tools & Equipment:- procured by DCC/DTO (N.B. appropriate quality for productivity)
- ❖ Public Audit (Site supervisor to facilitate)

5. Training

- ❖ 2-Day training (theory + practical)
- ❖ Theoretical Training
 - Combine several RMGs at one venue
 - 5 modules + 'Trainer's Guide' (emphasis on pictures).
- ❖ Practical Training (demonstration)
 - Best to conduct on RMG's own road (or at least similar road)

THANK YOU