

## **What incentive system for staff driving gear mechanized brigades of the Directorate of Roads?**

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The Road Department maintains a road network of 57,000 km of which more than 40,000 km are surfaced. This network is subject to routine maintenance using the means of administration and periodic maintenance by private companies.

For the strict maintenance, Roads Division have a stock of equipment for Public Works (PW) composed of approximately 800 units of machinery and trucks operated by 7 Services Logistics & Material (SLM) to: Agadir, Marrakech , Casablanca, Rabat, Meknes, Fez and Oujda.

The personal conduct of these devices is available 24/24 and 7journs / 7 pour intervene in the most urgent cases (natural disasters, floods, cutting roads, snow, ...) for user safety and durability of the movement. These drivers operate both in very difficult circumstances. And it is through them that traffic on the roads is permanently maintained and that public service is maintained at a level acceptable to users.

It is therefore useful to know how this part of the staff is motivated and how their needs are met.

This communication is to share the results of a strategic diagnosis of the motivation of Operating Engineers TP with a field survey by highlighting the strengths and weaknesses and opportunities and threats from the diagnosis and the strategic and operational recommendations motivational drivers gear.