

# VRA NEWS

Newsletter Volume 7: April — May — June — 2016

## CHIEF EXECUTIVE URGES FLOOD VICTIMS TO REMAIN CALM AFTER FLOOD DISASTER



Ing. Kirk Koffi, arrowed, interacting with some of the flood victims

### OUR VISION

SETTING THE STANDARD  
FOR PUBLIC SECTOR  
EXCELLENCE IN AFRICA

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Chief Executive of the Volta River Authority (VRA), Ing. Kirk Koffi, has urged residents in the Akosombo Township who were affected by the floods to remain calm as the Authority takes steps to address the challenges caused by the disaster.

The Akosombo Township which has earned international reputation as the home of one of Africa's most successful development projects (Volta Development

Project) and a tourist destination was submerged in water after five hours of torrential rainfall on Tuesday, May 23, 2016. The rains flooded the Community Two neighbourhood which include; New Quarters, Akosombo Market, Church Ridge area, New Combine, etc.

Community Two is home to the bulk of the town's population and most commercial and business activities.

*Contd. on pg.2→*



**VOLTA  
RIVER  
AUTHORITY**

*... We Add Value to Lives*

## Chief Executive Urges Flood Victims To Remain Calm After Flood Disaster

← Contd. from pg.1

On hearing the news of the flooding, the Chief Executive and a team of Management Staff and Engineers visited the flood scene to ascertain at first hand the extent of damage. Speaking to the victims around "New Quarters", the Chief Executive sympathized with the victims and assured them of the Authority's support; adding that the VRA was concerned about their safety and security and would as a matter of urgency take the necessary steps to tackle the issues to forestall future occurrence.

Ing. Koffi said: "In my thirty five years stay at Akosombo, I have never experienced this kind of flood that invaded homes and destroyed properties worth millions of cedis." He assured the residents of Management's prepared-

ness to resolve the issues.

The Chief Executive further disclosed that he had instructed the Engineering Services Department and the Akosombo Management Committee (AMC) to work together to address the situation.

On behalf of the Authority, Ing. Koffi presented relief items including forty bags of rice, seven hundred pieces of canned fish and two hundred pieces of cooking oil to NADMO for distribution to the affected persons. The items were received by the Asuogyaman District Director of NADMO, Mr. Love Joy Dusi and the Assemblyman for Lower Asukwao, Mr. Frank Asukwao in the company of other NADMO officials.

Speaking to the *VRA News*, a flood victim and worker at the

Volta Lake Transport Company Ltd. urged the Authority to quickly come to the aid of the victims. He admitted that no lives were lost.

Giving an account of what happened, the Mayor of Akosombo, Mr. Edward Ofori, stated that previous days' heavy rains had gotten the soil absorbing more water than it could. He explained that the torrential rains on that day resulted in the soil reaching its saturating point resulting in the water gushing out from the hills. He said since the Township drains could not contain the large volumes of water, it caused the flooding of the Community Two neighbourhood, which happens to be a low lying area in the Township.

"Akosombo is home to a pre-

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### Corporate Social Responsibility

#### — Social Enhancement Projects

Social Enhancement Projects for the Communities include:

- Classroom blocks
- Cold Store
- Potable Water
- Health Facility
- Public Place of Convenience (KVIP)
- Asphalted Road from Inchaban to Aboadze
- A first Class Road from Inchaban to Dwomoh



#### — Community Development Programme

To continually provide support for communities, the Authority has a Community Development Programme (CDP) under which communities also benefit from:

- Youth Training Programme
- Education
- Income Generating Activities
- Social Infrastructure
- Support for cultural activities



#### Working at VRA

A career at VRA is one to be proud of. Opportunities abound in personal development, rewards and aspirations. What is more, you will be challenged to thinking outside the box, while contributing to the growth of an industry leader. Whatever it is you do at VRA, you will know you are contributing to a cause which not only impacts Ghana, but also the West Africa sub-region. All these, and an organisation deeply committed to accountability, teamwork, integrity and trustworthiness. Welcome aboard!



**“In my thirty five years stay at Akosombo, I have never experienced this kind of flood that destroyed properties worth millions of cedis.” Ing. Kirk Koffi informed the victims that the VRA Management was quickly going to plan to resolve the related issues.**

dominantly migrant population with most of them mainly engaged in power generation and other activities,” Mr. Ofori stated. He indicated that over the years, the Township’s population had doubled, putting pressure on the existing drainage system. According to him, the doubling of human activities in the Township in general and in particular, poor environmental sanitation practices at “New Combine”, a suburb in the Township were the immediate causes of the flooding. In his view, the effect of climate change was a factor that could not also be entirely discounted.

To address the situation, the Mayor mentioned a short to long term plans that have been outlined to resolve the flooding challenges. In the short term, he said, the AMC would collaborate with NADMO to sensitize residents in the flood prone areas on what to do during the rainy season, the AMC would also engage the Traders and Drivers Association as well as opinion leaders at New Combine on the need for good environmental sanitation practices.

Additionally, “we would remove fallen slabs and tree stumps in the drains opposite the Akosombo market and desilt the minor drains within the Township,” he stated. He also mentioned plans to construct new drains, provide additional culverts and ensure

existing ones were expanded to accommodate free flowing water, particularly during the rainy seasons. He stated that the process for the award of contract for the desilting of the major drains around the Kyease Cluster of Schools’ bridge and the VLTC-Stadium area has also been initiated.

Concluding, he reiterated the need for all residents to observe proper sanitation practices to ensure the drains were free to prevent flooding.



**Ing. Kirk Koffi and his delegation inspecting one of the drains**



**Kyease Cluster of Schools compound submerged in water**

*Contd. on pg.6*

## VRA AND CEL CONVERT TT1PP & TCTPP INTO COMBINED CYCLE MODE

JOHN CHOBBAH — CORPORATE COMMUNICATIONS UNIT, TEMA

The Government of Ghana (GOG) has a National Energy Policy aimed at providing affordable access to electricity to all communities and becoming a net exporter of electricity in the short to medium term.

It plans to do this by increasing generation capacity from the present 3,500MW to 5,000MW as well as upgrading the necessary transmission and distribution infrastructure.

The Volta River Authority, (VRA) and CENIT Energy Limited (CEL) in May 2013 signed a Memorandum of Understanding (MoU) in which CEL undertook to raise additional financing required to convert the Tema CENIT Thermal Power Plant (TCTPP) and VRA's TT1PP into a combined cycle mode.

To achieve this, Government under the then Ministry of Energy and Petroleum (MoEP) initiated a Cooperation Agreement between VRA, CEL and Quieros Galvao of Brazil (QG) under which QG agreed to provide the EPC services and assist in mobilization, without sovereign guarantee, the financing required to fast track the implementation of the conversion process.

To enable VRA and CEL confirm certain aspects of the EPC Contract as well as collaborate in the formation of a Project Company that would work towards the realization of the project, both parties entered into a Joint Implementation Agreement (JIA) that requires



DCE, E&O arrowed, addressing the gathering.

them to form a Steering Committee (SC) and an Implementation Team (IT).

In fulfillment of the JIA, VRA's Deputy Chief Executive, Engineering & Operations (DCE, E&O), Ing. Richard N.A. Badger, on behalf of the Chief Executive, inaugurated a seven (7) member SC comprising three (3) representatives from VRA and four (4) representatives from CEL.

They include Mrs. Alice Osei Okrah, Member, VRA Board, Ing. Richard Oppong-Mensah, Director Thermal, Eastern Operational Area, Mr. Ebenezer Tagoe, Director Finance, VRA, and Ing. Snr. Fellow Andrew T. Barfour, Member, CENIT Board. The rest are Mrs. Akosua Nelson-Cofie, Member, CENIT Board, Mrs. Eunice Biritwum, CEO, CEL and Mrs. Naada Bilijo Jinnapor, Board Secretary, CENIT.

The DCE, E&O noted that the inauguration of the SC marks an important milestone towards the realization of the project. He observed that team work between both organizations has been very

good. "We've encouraged diverse opinions and focused on the overall objective to convert our existing simple cycle units into combined cycle mode."

Ing. Badger said the role of the SC among others include ensuring that their decisions are generally implemented by the IT which has been formed.

He said, the successful completion of the steam conversion project is expected to benefit both VRA, CEL and Ghana in general by adding to the generation stock. He disclosed, "the project will generate extra electricity without additional fuel cost, increase returns on the equity contribution of GoG, VRA and CEL; build the technical competence and capacity of staff to be seconded to execute the project as well as create jobs."

Ing. Snr. Fellow Andrew T. Barfour, on behalf of the SC thanked the DCE, E&O for the confidence reposed in them and assured him of their commitment to fulfill the task assigned them.

# VRA WILL CONTINUE TO COLLABORATE WITH INDEPENDENT POWER PRODUCERS

JOHN CHOBBAH — CORPORATE COMMUNICATIONS UNIT, TEMA

The Chief Executive of the Volta River Authority (VRA), Ing. Kirk Koffi has stated that: "Though the Independent Power Producers (IPP) have come in as competitors, the VRA recognizes them more as collaborators who have come to ensure the country achieves its target of increasing the country's generation capacity."

Ing. Kirk Koffi made the comment when he paid a day's familiarization visit to the premises of the Kpone Thermal Power Project (KTPP) and the Tema Thermal Power Complex (TTPC) to acquaint himself with the prog-

ress of work at the two locations.

Speaking further, he noted, as an organization striving to Set the Standard for Public Sector Excellence: "I am not perturbed about the competition we face from the IPPs. Instead, I will continue to lend my support to them to guarantee power sufficiency for Ghanaians to ensure attainment of Government's goal of increasing generation to 5,000MW." He indicated that the ultimate is to make Ghana a net exporter of electricity in the short to medium term.

Project Manager of KTPP, Mr. Francis Agbenyo, indicated that KTPP which was nearing com-

pletion was ready to begin "hot gas commissioning" using Distillate Fuel Oil (DFO) after the successful completion of the "cold commissioning". Station Manager, Darlington Ahuble, assured the Chief Executive of his team's preparedness to efficiently run the 200MW plant after its official commissioning.

From KTPP, the Chief Executive conferred with the Director Thermal, Eastern Operational Area, Ing. Richard Oppong-Mensah, Plant Manager, Ing. Edward Obeng Kenzo, and the Ag. Operations Manager, Edward Dovlo.

## ETHIOPIAN PRIME MINISTER AND PRESIDENT MAHAMA TOUR AKOSOMBO DAM

NATHANIEL EKUE MENSAH — CORPORATE COMMUNICATIONS UNIT, AKOSOMBO

Prime Minister of the Federal Republic of Ethiopia, H.E. Mr. Hailemariam Desalegn, has paid a working visit to the Akosombo Generating Station (AGS). Receiving the Prime Minister, the President, John Dramani Mahama, underscored the importance of the operations of the Akosombo Hydroelectric Dam to the socio-economic development of the country.

He said even though the country's focus is gradually shifting from the dominance of hydroelectric power to renewables and more thermal, hydroelectric power still plays a critical role within the country's energy mix.

H.E. Mr. Hailemariam Desalegn commended the Management and Staff of the Akosombo Generating Station for preserving the legacy for

over fifty years and urged them to continue maintaining the standard.

Chief Executive of the Volta River Authority, Ing. Kirk Koffi, who conducted the visiting Prime Minister round the Authority's facility was grateful for the Prime Minister's visit and pledged the Authority's readiness to exchange ideas with Ethiopia in the area of hydroelectric power generation since it's currently investing in a 6000MW hydro dam.

Present to welcome the Ethiopian Prime Minister were the Director, Hydro Generation, Ing. Charles desBordes and the Ag. AGS Plant Manager, Ing. Ebo Amoah.

The visiting Ethiopian Prime Minister was accompanied by his wife, H.E. Roman Tesfaye.



Ethiopian Prime Minister and President John Mahama in a tour of the Control Room



Officials of VRA welcoming H.E. Hailemariam and President John Mahama to the AGS

## ING. CHARLES desBORDES PRAISES KfW'S ROLE IN GHANA'S ENERGY SECTOR

The Director, Hydro Generation, Ing. Charles desBordes has on behalf of the Management of the Volta River Authority (VRA) lauded KfW's role in the development of Ghana's Energy Sector.

The Director made the assertion when he received Dr. Norbert Kloppenburg, a member of the KfW Development Bank Management Board, who was visiting the Akosombo Hydroelectric Power Station as part of a 2-day working visit to Ghana.

Speaking on his arrival, Dr. Norbert Kloppenburg commended the staff for their hard work and noted that aside KfW's current investment in the promotion of renewable energy within the country, his outfit was also looking forward to

more strategic partnerships in the areas of Agriculture, Sustainable Economic Development and Decentralisation.

He stated: "KfW in its attempt to implement its whole portfolio, follows two principles: promoting Ghana's ownership in development projects and aligning them with Ghana's National Development Plan and Financial and Procurement System."

KfW is one of the world's leading and most experienced promotional banks. Since 1961, it has actively supported the Government of Ghana on behalf of the German Government.

Dr. Norbert Kloppenburg was accompanied by a member of the German Parliament, Mr. Johannes Selle; Country Director, Birte Schorlemmer; and the Local



Shift Leader of the Operating Section, Mr. Ocansey, explaining a point to the delegation



Ing. Charles desBordes briefing KfW officials



VRA and KfW officials in a group photograph

Expert-Energy and Financial Sector, Michael Oppong-Adjei.

NATHANIEL EKUE MENSAH

— CORPORATE COMMUNICATIONS UNIT, AKOSOMBO

## KPONE THERMAL POWER STATION INAUGURATES WORK AREA SAFETY COMMITTEE

SAMUEL deGRAFT-JOHNSON — CORPORATE COMMUNICATIONS, ACCRA

The Kpone Thermal Power Station (KTPS), has inaugurated its Work Area Safety Committee (WASACO) ahead of the official inauguration of the power station.

The 15-member Work Area Safety Committee inaugurated on March 1, 2016 at the Kpone Thermal Power Project site, Tema, is chaired by the Plant Manager, Ing. Darlington Ahuble.

The WASACO, aimed at ensuring the safety of all staff, is expected to conduct regular inspections of the generating plants and its environs as well as audit work tools once every month.

Present at the inauguration were; Manager, Safety, Mr. Samuel Odartey Lamptey, Mr. Michael Yerenkyi, and Mr. Peter Mingle all from the Technical Services Department.



# VRA STAFF HOUSING LOAN SCHEME

## — WHAT YOU NEED TO KNOW

### Key Facts

#### 2 Bedroom Properties - Average Rents

<b>Tema (Estate)</b>	GHS 800/Mth
<b>Tema</b>	GHS 500/Mth
<b>Dansoman</b>	GHS 500/Mth
<b>Kasoa</b>	GHS 500/Mth
<b>Nsawam</b>	GHS 400/Mth
<b>Dome</b>	GHS 600/Mth
<b>Adenta</b>	GHS 700/Mth

#### 3 Bedroom Properties - Average Rents

<b>Tema(Estate)</b>	GHS 1,200/mth
<b>Tema</b>	GHS 700/Mth
<b>Dansoman</b>	GHS 1200/Mth
<b>Kasoa</b>	GHS 800/Mth
<b>Nsawam</b>	GHS 600/ Mth
<b>Dome</b>	GHS 1000/Mth
<b>Adenta</b>	GHS 1200/ Mth

#### Mortgage Interest Rates (Ghc)

<b>HFC Bank</b>	29%
<b>Ghana Home Loans</b>	32%
<b>Fidelity Bank</b>	15%
<b>Ecobank</b>	27.95%

**Inflation Rate - 18.5%**

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### INTRODUCTION

The VRA Staff Housing Loan Scheme (SHLS) was established in August, 1992 as a vehicle for granting loans to eligible staff to purchase, construct, expand or complete an existing structure for residential use only in any location of the beneficiary's choice. However, staff would be required to move into the building after completion if the house is within the beneficiary's work location. If the house is not within the beneficiary's work location, they will be required to give VRA the first right of rental.

### ELIGIBILITY CRITERIA

Permanent employees of the Authority who have accumulated at least 8 years continuous service are eligible to apply for the loan.

### PERIOD OF THE LOAN

The loan repayment period is up to 15 years. All loans plus interest would be recovered before the 59th birthday of the applicant.

### MODE OF APPLICATION

Interested applicants should apply to the Director, Real Estates for the Housing Loan forms. The letter should state whether the applicant wants to purchase a house from an estate developer, undertake a new construction or complete an existing building.

### PURCHASING FROM AN ESTATE DEVELOPER/PRIVATE INDIVIDUAL

For applicants purchasing from developers, the following documents are required:

- Offer letter from the preferred Developer or Vendor
- Copy of the Developer or Vendor's Land Title Certificate or Fully Registered Indenture
- Completed purchase agreement form

### SELF CONSTRUCTION/COMPLETING EXISTING BUILDING

Applicants should submit the application forms with the following documents:

- Registered Indenture or Land Title Certificate
- Approved Building Drawings
- Bill of Quantities certified by a Quantity Surveyor stating works completed and works outstanding
- Building Permit

### HINT – MORTGAGE LIFE INSURANCE

The Secretariat would want to encourage housing loan beneficiaries to take Mortgage Life Insurance to protect loved ones from any financial burden in case of any eventuality.

QUICK VIEW OF HOUSES FOR SALE:	2 Bedroom (Gh)	3 bedroom(Gh)	Location	Plot Size (ft)
<b>Estate Developer</b>				
<b>Devtraco Ltd</b>	\$92,000	\$154,800	<b>Tema(Com 25)</b>	<b>35*80/65*80</b>
<b>Cedars Real Estates</b>	¢135,000 (terr.)	¢300,000	<b>East Legon hills</b>	<b>25*70/50*85</b>
<b>Blue Rose Const. Ltd</b>	¢115,000 (terr.)	¢255,000 (SD)	<b>Budumburam</b>	<b>60*80/65*80</b>
<b>GHS Housing Limited</b>	¢190,000	¢301,000	<b>Kuntunse</b>	<b>60*61/60*66</b>

AS AT JUNE 1, 2016

# INFORMATION RISK MANAGEMENT

## INTRODUCTION

We are discussing, in this issue of the Newsletter, Information Risks and its Management, another type of risk exposure, whose occurrence could negatively impact VRA's operations and reputation.

It is our hope that you have drawn key lessons from our previous articles, which include Strategic Risk Management, Financial Risk Management, Human Resource Risk Management, Operational Risk Management, among others.

## WHAT IS INFORMATION RISK?

Information is an essential asset of every organization. Good and quality information go a long way to enhance work efficiency, improve decision-making, and allow organizations to gain competitive advantages. Information must however have the qualities of confidentiality, integrity, availability, reliability and relevance.

Information Risk is harm caused to a business as a result of a compromise on **confidentiality, integrity, availability and nonrepudiation** of its information. This, in other words, is the risk of unauthorized access to information, incorrectness/misrepresentation of information, failure of Information Systems to meet information requirements and ability of persons to deny issues concerning information creation, usage or modification.

Information risks are of two main forms: Threats and Vulnerabilities.

**Threats** to information are, for example, the risk of fraud, malicious and harmful codes such as virus attacks by hackers, theft of electronic information and informa-

tion assets by cyber thieves, competitors, dissatisfied employees, foreign agents, natural or human caused disaster (e.g. fire, flood and earthquake) leading to loss or damage of records and Information Systems.

**Vulnerabilities** are weaknesses that allow a threat to attack information. Examples include unpatched servers and workstations, inadequately managed access control, weak passwords, untrained personnel, ill-defined employee termination procedures, inadequate incident response, disaster recovery and information continuity planning, etc. Inaccessibility of records, for example, could be the result of inadequate indexing, technological obsolescence rendering the records unreadable or unauthorized records destruction.

## EXAMPLES OF INFORMATION RISKS OCCURRENCES

Security incidents on computer networks and the consequences of third parties gaining unauthorized access to sensitive data is one of the major risks of Information Systems, which is a growing problem for institutions that utilize technology. A few institutions have recently been profiled in the media, not for their products or services, but for their alleged failure to protect non-public or private information in their custody.

A recent example is what has now been christened as the "Panama Papers". The institution involved here, is Mossack Fonseca & Company, a Panamanian law firm and corporate services provider founded in 1986, with more than 40 offices worldwide currently.

The Firm received worldwide media attention in April 2016,



when information on off-shore tax havens and other client information were published in the Panama Papers, after an enormous cache of its documents between 1970 and 2015 was leaked to the news media.

This resulted in millions of confidential documents concerning politicians, business leaders and celebrities being disclosed. The leaked documents involved five heads of state from Argentina, Iceland, Saudi Arabia, Ukraine, and the United Arab Emirates as well as government officials, close relatives, and close associates of various heads of government of more than forty other countries. This caused public unrest in some of these countries and tarnished the image of the parties involved. It actually resulted in the resignation of the Prime Minister of Iceland, Sigmundur Davio Gunnlaugsson.

The company informed its clients on April 3, 2016 that the confidential files were obtained through a hack of the company's email server. Forbes Magazine however, suggested that the firm's information security was poor, that Mossack Fonseca was running old versions of key tools, and had information security vulnerabilities.

In our current global village, a company's information resources



## CAUSES OF INFORMATION RISKS

The following actions depict some of the causes of information risks:

CAUSE	DESCRIPTION
<b>Unauthorized Disclosure</b>	Unauthorized or accidental release of classified, personal, or sensitive information; affecting confidentiality.
<b>Interruption</b>	This is when Information Systems fail to complete set transactions of data transfer or execution. This could be caused by a Denial of Service Attack (DoS) or system breakdown. This affects the availability of information.
<b>Unauthorized Modification</b>	An unauthorized modification, insertion or deletion of data will compromise confidentiality, availability, integrity and nonrepudiation of the data.
<b>Theft</b>	Theft of physical Information System assets and data would affect the confidentiality and availability of information.
<b>Destruction</b>	All types of natural occurrences (e.g. earthquakes, flood, etc.) that may damage or affect systems/application, thus affecting availability.
<b>Ineffective Design</b>	Failure of a design to meet the business and control needs of the organization that an Information System is meant to serve. This could affect various aspects of the information depending on the design flaw.
<b>Ineffective Execution</b>	Failure of users to provide the required instruction and configuration for Information Systems to produce the expected results. This could affect the integrity of the information.
<b>Nonadherence to Rules and Regulations</b>	Improper enforcement of rules and regulations to govern and manage the use of Information System.
<b>Inappropriate Use</b>	Misuse of Information Systems that could result in undesirable performance/breakdown of the Information System. An example is the misuse of data bandwidth. This could affect the availability of Information Systems.

are always at risk, which calls for the need to safeguard information assets.

## MANAGEMENT OF INFORMATION RISKS

Information Risk Management is defined as the coordinated activities to direct and control an organization with regard to risks associated with the ownership, adoption and use of Information Systems.

Information Risk Management sees to the identification, analysis, evaluation and establishment of controls to manage threats and vulnerabilities identified within an organisation's Information Systems.

Some classes of Information Systems controls include:

- 1. Administrative controls**, which include policies, standards, procedures, guidelines, personnel screening, awareness training, etc.
- 2. Technical controls**, which include network logins and passwords, firewalls, audit logs encryption, antivirus and spam filters.
- 3. Physical controls** which include door locks, cameras, environmental controls, guards, etc. Proper implementation of suitable controls would enable an organization to effectively manage information risks.

Below are some of the key controls that need to be considered:

- i. IT Governance Structure:** The organization must have an effective IT governance body that sees to the proper alignment of Information Systems to its business needs, to ensure that the desired benefits are derived from all Information System Assets. This body must also be accountable for protection of such assets of the organization.
- ii. User Awareness Training & Education:** Information users must receive regular training and education in the organization's information security policies and their

Contd. on pg.11→

## VRA COLLEGE OF NURSING UNDERGOES INSTITUTIONAL INSPECTION BY THE NATIONAL ACCREDITATION BOARD

The Volta River Authority's (VRA) College of Nursing has undergone institutional inspection by the National Accreditation Board (NAB) as part of requirements to secure accreditation.

The VRA College of Nursing is seeking to train and award a three-year Diploma in Registered General Nursing.

According to the Medical Director of the VRA Health Services, Dr. (Mrs.) Rebecca Acquah-Arhin, "running a Nursing and Midwifery Training College would improve revenue flow, equip the VRA Hospitals with manpower and pass on to the nursing students a culture of quality health care delivery."

She was hopeful the facility would pass all the tests and inspections so that operations could start by the beginning of the 2016/2017 academic year.

She said the VRA College of Nursing would enhance the brand visibility of Health Services Department and the Authority in general.

Principal of the College, Mrs. Sussie Van-Brocke, stated: "the accreditation process involved a series of programmes and inspections that needed to be met by the College prior to the official recognition of the Board appointed to oversee the affairs of the Health Service Department as a Strategic Business Unit." The Accreditation process involves facility visit by the Nursing and Midwifery Council, Affiliation inspection by the Kwame Nkrumah University of Science and Technology, Inspection by the Library, Architecture and Programme Accreditation Divisions of NAB.



Participants in a round table discussion

In the interim, the VRA College of Nursing is located at the premises of the VRA Academy at Akuse and has installed ultra-modern facilities such as a Skills Laboratory, Information Communication Laboratory, a Hundred-seater Capacity auditorium, a well stocked Library, Classroom and Offices among others. The College would also run a hostel system as a means of providing accommodation for the students.

The College is to be affiliated to the Kwame Nkrumah University of Science and Technology and trainees would have the opportunity to practise at the VRA Hospital in Akosombo, Korle-Bu Teaching Hospital, Pantang Psychiatric Hospital, Koforidua and Ho Government Hospitals. Students would also have the opportunity to undertake other International programmes as part of their training programme.

## Ing. Charles desBordes Appointed Director, Hydro Generation

*NATHANIEL EKUE MENSAH — CORPORATE COMMUNICATIONS UNIT, AKOSOMBO*

The Volta River Authority has appointed Ing. Charles desBordes, former Plant Manager of the Akosombo Generating Station, as Director, Hydro Generation.

Prior to his appointment, Ing. desBordes was responsible for the management, maintenance and operation of the generating stations. He liaised with the System Control Centre of the Ghana Grid Company (GRIDCo.) to offer the best generation options for the power system when necessary.

The new Director is required to provide Strategic Management of the Authority's two hydro dams in Akosombo and Kpong to enable the VRA to achieve its objective of providing reliable power to

the nation. He is also expected to provide leadership within the Department while ensuring that staff recognize their role in achieving the objectives of the VRA.

Ing. desBordes hopes to improve on the maintenance practices of the Department and train staff to maximize their full potential.



Ing. Charles desBordes

## CLAUDIA GYEKE-ABOAGYE APPOINTED BOARD SECRETARY

INI-AM SULEMANA — SERVICE PERSON, CORPORATE COMMUNICATIONS UNIT, ACCRA



Mrs. Claudia Gyeke-Aboagye

The Volta River Authority has appointed Mrs. Claudia Gyeke-Aboagye as the Board Secretary.

As Board Secretary, Claudia will be responsible for coordinating and liaising with the Executive Management to ensure effective, efficient and timely dissemination of information to the Board and also ensure that administrative procedures are complied with to uphold best governance practices in the Authority.

Mrs. Gyeke-Aboagye joined the VRA in July 1998 as an Assistant Administrative Officer in the office of the then Deputy Chief Executive, Engineering and Operations. She however did not get the opportunity to work there as she was reassigned to the Board Secretariat, weeks upon assumption of duty.

Until her substantive appointment, she worked as the Assistant Board Secretary and also acted as Board Secretary for about a year when the position was vacant.

## INFORMATION RISK MANAGEMENT

← Contd. from pg.9

personal responsibilities for protecting information.

**iii. Computer and Network Security:** IT staff must securely manage the technology infrastructure in a defined and documented manner that adheres to effective industry information security practices.

**iv. Physical and Personnel Security:** The Organization must have appropriate physical access controls, guards, and surveillance systems to protect the work environment, server rooms, phone closets, and other areas containing sensitive information assets. Background investigations and other personnel management controls must also be in place.

**v. Third-Party Information Security Assurance:** Organizations must share sensitive information with third parties only when it is assured that the third-party appropriately protects that information.

**vi. Periodic Independent Assessment:** Organizations must have an independent assessment or review of their information security system, covering both technology and management, at least annually.

### CONCLUSION

Information and its proper management contribute to the achievement of organizational goals. An organization's Information Security Management Programme must prudently and cost-effectively manage the risk to critical organizational information assets by identifying all threats and vulnerabilities and putting appropriate control measures in place to manage them.

## New Plant Manager For Akosombo Generating Station

NATHANIEL EKUE MENSAH — CORPORATE COMMUNICATIONS UNIT, AKOSOMBO

The Manager of the Mechanical Maintenance Section of Akosombo Generating Station (AGS), Ing. Kenneth Mensah Arthur has been named as the new Plant Manager of the Station.

Ing. Ken Arthur is expected to lead the Management Team of the Akosombo Generating Station to ensure optimal operation of the hydroelectric power station, in an efficient and cost effective manner, to meet all contractual and commercial obligations regarding electricity production, in a safe and reliable manner.

Until his appointment, Ken Arthur was responsible for planning and implementing mechanical maintenance works at the hydroelectric power station as well as other electro-mechanical installations within the Akosombo Township. He ensured compliance of the Authority's rules and regulations and adherence to safety procedures within the Mechanical Section.

Ing. Ken Arthur hopes to work to ensure the continuous relevance of the VRA in the face of the current deregulation exercise within the power sector in Ghana.



Ing. Kenneth Mensah Arthur

# VRA MUST SPEAK OUT

## In Defence of Its Professional Integrity

SAMUEL CANN — CORPORATE COMMUNICATIONS UNIT, ABOADZE

Members of Staff of the Volta River Authority's Takoradi Thermal Power Station (TTPS), Aboadze, have unanimously expressed the urgent need for the VRA to speak out in defense of the Authority's achievements.

This is in reaction to the recent public outcry by a section of the public regarding the Authority's performance in the face of the recent challenges in the power sector. They are of the view that, if not checked, it will end up eroding the achievements of the Authority. The staff therefore called upon the Corporate Communications Unit to continue educating the public on the Authority's unmatched performance.

Newly appointed Director Thermal, Western Operational Area, Ing. Alfred D. Sackeyfio, briefed the workers at a staff durbar on the current



At the durbar were right to left: Plant Manager, Ing. Stephen Owusu and Maintenance Manager, Ing. Isaac D. Manu



Ing. Alfred D. Sackeyfio

generation successes as well as challenges. Speaking to the gathering, he shared with staff what needs to be done for the Station to stay competitive. The members of staff expressed their commitment to increase efficiency of the TTPS.

# WATER EVERYWHERE BUT NONE TO DRINK!

KWESI EYESON — VRA ACADEMY, AKUSE

It is not that VRA staff do not have good ideas to give to Management - the problem has always been how to package the ideas so that they would be accepted. That is why I have decided to put this idea across to Management through this medium.

We all know that the major raw material for VRA is water and this is abundantly provided by the Volta River. However, after going through the hydro dams at Akosombo and Kpong, the water flows slowly and mockingly into the sea at Ada, completely wasted. Why should it be so?

And yet, VRA buys water for some of its operations. If you doubt this just find out how much bottled water we buy for our business outlets such as the Mess Halls and Club Houses, and also for meetings and corporate social events.

Why can't VRA produce its own branded bottled water for its own use and for sale to the public? For those who are not aware, VRA already has a water processing plant (waterworks) at Akosombo which produces and supplies high quality potable water to the Akosombo Township and its surrounding areas.

Those who have tasted the water in Akosombo would bear witness to the fact that it is purer, odorless and more nourishing than water produced in other places. So we already have the infrastructure and the expertise.

If Management is thinking of creating Strategic Business Units (SBUs) for some of its existing non-power departments, then this is also a good opportunity to harness the water that flows freely and wastefully into the sea.

In other words, VRA can set up a subsidiary water bottling company downstream or partner with others to produce VRA branded bottled water for the Authority and for sale to the general public. I bet you, we would capture the local and international market in no time because of the VRA brand.



### SETTING UP A VRA BANK

I often wonder why if individuals and corporate bodies in the country can set up successful banks, a big corporate body like VRA can't set up its own bank? An example is ESKOM South Africa which has established its own bank.

Looking at the way the VRA Provident Fund Scheme has been successfully managed till date, there is no doubt that a VRA bank would be very successful.

**SHOULDN'T WE TAKE ADVANTAGE OF THESE WONDERFUL BUSINESS OPPORTUNITY?**

## 2016 ANNUAL APUA MEETINGS LAUNCHED

MICHAEL DANSO — CORPORATE COMMUNICATIONS, ACCRA

The Chief Executive of the Volta River Authority, Ing. Kirk Koffi, has officially launched the 2016 Association of Power Utilities of Africa (APUA) Annual General Meetings at the Electro-Volta House in Accra.

Launching the event, the Chief Executive who is also a Vice President of APUA, stated that “the Meeting would offer member institutions the opportunity to redirect their strategies that will help them deal with challenges in the power sector on the continent.”

He reiterated that APUA exists to promote the development and integration of the African power systems through interconnection of networks, exchange of experiences and know-how as well as the pooling of energy resources in a win-win approach for all members. He noted that the Association had worked towards the promotion of renewable energy and energy efficiency as well as rural electrification, promotion of interconnection of grids between countries through the coordination of the forum of African Regional Power Pools.

Ing. Abel Didier Tella, Director General of APUA, said the world has become a global village and makes it necessary to collaborate to deliver a more efficient service to clients across their member states.

He indicated that “as part of the long term plan to have personnel to manage the power sector in the coming years, APUA has established a school from where engineers on the continent would be trained to live up to the challenges in the power sector.”

The 50th APUA Annual Meetings is being co-hosted by Volta River Authority (VRA), Ghana Grid Company (GRIDCo), Electricity Company of Ghana (ECG) and the Northern Electricity Distribution Company (NEDCo) from Tuesday, July 12 to Friday, July 15, 2016 at the MÖVENPICK Ambassador Hotel, Accra on the theme: **“Energy Development through Customer Management, Revenue Collection and Energy Efficiency”**. It will be attended by the 54-member institutions across 43 countries on the continent and will seek to address challenges relating to access to electricity in member states and the continent as a whole.



Ing. Abel Didier Tella, Director General, APUA, addressing the gathering



Ing. Kirk Koffi launching the 2016 APUA Meetings



A section of dignitaries at the meeting



Ing. Abel Didier Tella and Ing. Kirk Koffi posing for the cameras

## DR. (MRS) ACQUAAH-ARHIN COMMENDS GHANA SOCIETY OF RADIOGRAPHERS FOR THEIR ROLE

NATHANIEL EKUE MENSAH  
— CORPORATE COMMUNICATIONS UNIT, AKOSOMBO

Medical Director of the VRA Health Services, Dr. (Mrs.) Rebecca Acquaaah-Arhin has commended members of the Ghana Society of Radiographers (GSR) for the role they play in the delivery of health services in the country.

Mrs. Acquaaah-Arhin made the comment at the Southern Sector Zonal Scientific Workshop organized at Akosombo by the Ghana Society of Radiographers (GSR). Organised on the theme: **“Imaging and treatment of abdomino-pelvic pathologies”** the workshop brought together radiographers from the Volta, Eastern, Greater Accra, Central and Western regions.

In a speech read on her behalf by Dr. Tarus Valmont, Obstetrician and Gynaecologist at the VRA Hospital at (Akosombo), the Medical Director urged radiographers to be guided by their code of ethics as their roles as radiographers play a key part in a patient’s diagnosis and treatment.

Asuogyaman District Director of Ghana Health Services (GHS), Dr. Augustine Ankuvie, commended the society for instituting the workshop to enhance knowledge sharing.

GSR is an umbrella body of all Diagnostic Medical Imaging and Radiotherapy Professionals in the country.



Group photograph of participants after the workshop

## VRA SENSITIZES STAKEH

The Volta River Authority (VRA) has held series of stakeholder engagements to provide education on its proposed 2X350MW supercritical coal-fired generating power plant to be cited at Aboano near Otum in Ekumfi in the Central Region.

The plant is to be constructed on a Joint Venture Partnership basis between VRA and its Chinese Partners, Shenzhen Energy Group Company Limited (SEC). It would be further expanded either to a 4x350MW (or 2x600MW) to meet future power demands.

It is being funded under a long-term China-Africa Development Fund (CADFund) loan facility of about US\$1.5billion

A recent Press Soiree brought together renowned Journalists including: Bernard Avle, host of Citi



Ing. Richard Badger, addressing the journalists

## Ing. Edward Obeng-Kenzo Made Pl

JOHN CHOBBAH —

Former Operations Manager of the Tema Thermal Power Complex (TTPC), Ing. Edward Obeng-Kenzo has been appointed the substantive Plant Manager for TTPC.

Ing. Obeng-Kenzo until his appointment, served as Ag. Plant Manager for TTPC as well as Project Manager of the Tema Thermal 2 Power Project (TT2PP). His duties as Operations Manager included; liaising with the Plant Manager on budgetary issues in the operations of the Complex, focusing on

## OLDERS ON PROPOSED CLEAN COAL POWER PROJECT

Breakfast Show on Citi FM, Ken Kuranchie, Managing Editor of the Daily Searchlight, Napoleon Atto-Kittoe of GTV, A.C Ohene, TV Africa; Thomas Adotei-Pappoe, TV3 Network Limited.

It was mainly to dialogue and educate the pressmen on key issues regarding environmental management on the construction of the proposed plant.

Opening the discussions, Ing. Richard Badger, Deputy Chief Executive, Engineering and Operations of VRA said, the Authority seeks to strengthen the country's base load capacity and forestall any future shortage of power when existing plants are due for mandatory maintenance, hence, the need for the clean coal power plant.

Ing. Jacob Yawson, a member of the project team said, coal plants as thermoelectric power systems, re-

quire cooling; adding that, water is used to cool the steam used to make electricity in the power plant and to control pollution from coal plants.

For this reason however, he said, "we are going to use sea water at the facility. We will desalinate sea water just like we have at Nungua in Accra and use it for the proposed plant. We won't have to rely on water supply system of the Ghana Water Company Limited."

Mr. Ben Sackey, Manager, Environment and Sustainable Development Department of VRA said: "Based on the project timelines, we expect to start construction on April 17, 2017. But that is also dependent on getting a permit from the Environmental Protection Agency. We are working closely with

*Contd. on pg.17→*



Mr. Yawson facilitating a presentation



Mr. Napoleon Atto-Kittoe of GTV making a point

## Plant Manager for Tema Thermal Power Complex

CORPORATE COMMUNICATIONS UNIT, TEMA

improving measurement of station performance management, procurement of goods and services according to procurement plan, fuel and unit utilization planning among others.

As Plant Manager, Ing. Obeng-Kenzo is expected to report to the Director for the effective and efficient operation of all the power

stations as well as ensuring compliance in all areas of the Environmental, Health and Safety (EHS) programs and procedures, creating and optimizing contractual agreements with contractors and suppliers; promoting and fostering teamwork among staff and Plant Management.



Ing. Edward Obeng-Kenzo

# RE-INVENTING VRA THROUGH A “SOCIALLY-RESPONSIBLE” PROCESS

*Dear reader, in the last edition of the VRA News, we promised to publish the newly appointed Director of HR's strategy paper for the Authority. Please find below the paper as presented by the Director, Mr. George Koranteng.*

## INTRODUCTION

The Volta River Authority is confronted with some challenges which requires it to respond more radically in order to thrive in the emerging business environment. The challenges include:

- Power Sector Reform (PSR) and its regulations including LI 1937
- Emergence of Independent Power Producers (IPPs) and the attendant competition
- Over capacity in the power system
- Cash Flow constraints
- Low reservoir level

The combined effect of these factors present a compelling situation for the Authority to respond in a manner that will enable it to thrive and remain relevant in the power market. A number of interventions and initiatives are required to be implemented.

## HR'S STRATEGIC ROLE

HR remains pivotal in these key transformation process because of the “people issues” which underpin the interventions and eventually would determine their overall success or otherwise.

### Over-arching HR/organisation Development Goal in Reinventing VRA

HR will develop and realign systems, structures, policies and procedures to facilitate and support the Authority to reinvent itself to remain relevant in the reformed power industry/market as well as transform the non-power Strategic Business Units (SBUs) to be market leaders in their respective industries.

### Re-inventing Process will involve:

1. Reorganising and repositioning the power business in response to LI 1937 and other key issues driving the power market
2. Reorganise and strengthen non-power functions to unlock the economic potential inherent in those portfolios
3. Realign other support service functions
4. Develop and negotiate more market-place practices and systems into our business operations to thrive in a competitive power market
5. Develop a more agile, multi-skilled workforce for improved productivity
  - ◆ Intra and inter departmental job rotation
  - ◆ Requisite and targeted training
6. Develop and build leadership capacity and pipeline same for effective and seamless succession for all critical positions, including levels 1-4 positions
7. Improve trust among the Authority's primary stakeholders/social partners (management, staff groups and Board) for sustainable industrial harmony and improved productivity
8. Vigorously re-orient staff to be more engaged and productive in an ever-changing world of work/work environment
9. Improve institutional adaptation process through a vigorous Change Management practices throughout the organisation



**HR Director, Mr. George Koranteng**

10. Implement a socially responsible change process involving all the social partners to ensure success and long term sustainability

11. Improve technology culture by attaching reward and sanctions regime to the usage of Authority's IT systems especially EBus suites to:

- ◆ optimise investment in IT applications
- ◆ improve efficiency and effectiveness and overall productivity

### Engaging for partnership and resources for implementation success:

The OD/HR interventions and initiatives will require a lot of social partners buy-in and support as well as require resources to ensure success. Therefore HR will do the following among others:

- ◆ Positively engage Management for Executive buy-in and top level visibility
- ◆ Dialogue with staff leadership and entire workforce for cooperation and support
- ◆ Seek required resources for initiatives.



## VRA SENSITIZES STAKEHOLDERS ON PROPOSED CLEAN COAL POWER PROJECT

← *Contd. from pg.15*

EPA to ensure that all the stringent environmental requirements are met."

The coastal town of Aboano was selected as the ideal location after initial consideration of sites in Domunli, Akwidaa and Komenda purely on technical and economic bases, Mr. Sackey noted.

As has been the practice, VRA continuously engages its major stakeholders and civil society groups on any new engineering project it undertakes to explain and educate them on contemporary issues regarding the project.

The Authority's intention to generate electricity from coal on a large scale has generated controversies and has brought several environmental advocates who are inclined with atmospheric dynamics into the fray.

Some of the major stakeholders who have been engaged so far on the coal project have included state institutions such as; the Ministry of Power, Environmental Protection Agency, the Energy Commission



A cross section of the media men listening to the presentation

and, non-profit environmental advocacy groups like Ghana Youth Environmental Movement (GYEM) and 350 G-ROC in Accra.

Following a successful completion of a prefeasibility study of the project, scoping notice and design of the plant have been served; to enable individuals, groups and organizations with special interest, concerns and expert knowledge on the environmental impact, equip the Environmental Protection Agency (EPA), VRA and SEC with it.

*MICHAEL DANSO — CORPORATE COMMUNICATIONS, ACCRA*

## HYDRO CO-OPERATIVE CREDIT UNION ADJUDGED BEST CREDIT UNION IN GHANA

*NATHANIEL EKUE MENSAH — CORPORATE COMMUNICATIONS UNIT, AKOSOMBO*

The Hydro Co-operative Credit Union (HCCU) has been awarded the best performing Credit Union in Ghana for the 2014/2015 financial year.

In addition, the HCCU also received two other awards; Union with 5% of total assets deposited in the Central Finance Facility (CFF) and the best Risk Compliance Union at the Ghana Cooperative Credit Union Association biennial conference held in Accra.

Manager of the Hydro Co-operative Credit Union, Mr. Joseph Garti, told the VRA NEWS, "the award is in recognition of our success within the industry and also throws a challenge to us to aspire higher. Even though we are not in competition with anybody, we try to be the best in what we have been doing over the years by working within the rules of the game," he stated.



Mr. Garti receiving the award on behalf of his colleagues

He added, "though the membership of the Union is not as large as others, we continued to play according to the rules in order to give value for money to our members." Mr. Garti reiterated Hydro Co-operative Credit Union's commitment to help members attain a lifetime financial

*Contd. on pg.18→*

## ING. OPPONG-MENSAH URGES STAFF TO WORK HARD AND ESCHEW INDISCIPLINE



Ing. Oppong-Mensah

The newly appointed Director Thermal, Eastern Operational Area (EOA), Ing. Oppong-Mensah has cautioned all staff of the EOA to continue working hard and eschew indiscipline.

The remark was made when outlining his vision for the Department at a staff durbar held at the conference room of the Tema Thermal Power Complex (TTPC).

Ing. Oppong-Mensah proposed various plans to re-engineer the EOA to ensure it becomes the most reliable power producing area. He assured the staff that they will be provided with the experience needed for maintaining gas turbines so as to make the EOA staff the team of choice in the area of maintenance for IPPs in the Thermal Generation Business.

He urged staff to work hard on the ongoing maintenance work to ensure the work was completed on schedule. Ing. Oppong-Mensah cautioned the staff to be disciplined, adding that they must also dress appropriately to project the image of the EOA and the VRA at large.

JOHN CHOBBAH — CORPORATE COMMUNICATIONS UNIT, TEMA

## TAKORADI THERMAL POWER STATION GETS NEW PLANT MANGER



Ing. Stephen Owusu

The Takoradi Thermal Power Station (TTPS) has a new Plant Manager in the person of Ing. Stephen Owusu.

With his current position, Ing. Owusu would be responsible for ensuring the Plant is operated to achieve strategic operational and financial targets, direct and coordinate the Plant's operations within the Authority's policies and procedures; review activity reports and plant performance data to measure productivity as well as ensure that materials and services are procured within budget.

Before the appointment, Ing. Owusu served as Operations Manager for TTPS and was responsible for planning, organizing and coordinating the efficient and safe operations of the Plant's generating assets. Additionally, he also managed the Station's chemical laboratory and Fire Unit.

SAMUEL CANN

— CORPORATE COMMUNICATIONS UNIT, ABOADZE

## HYDRO CO-OPERATIVE CREDIT UNION ADJUDGED BEST CREDIT UNION IN GHANA ← Contd. from pg.17

freedom through the provision of a unique blend of savings and loans at competitive rates as well as financial advisory services for the purpose of raising their standard of living whilst ensuring the long term sustainability of the credit union.

The HCCU which was established 44 years ago with the aim of becoming the most progressive credit union in Ghana through the provision of quality, innovative and lifelong financial solution to its valuable members had a total asset value of GHC30,398,917.11 and a membership of 640 as at June 2015.



# A BOOK LAUNCH WITH A DIFFERENCE!

## “Blessed And Highly Favoured — Testimony Of A Cancer Survivor”

CYNTHIA ANN AGLAH — CORPORATE COMMUNICATIONS UNIT, ACCRA

**M**ay 20, 2016 was the long awaited special day, the launch of the **Precious Jewel**; the book entitled, “Blessed and Highly Favoured - Testimony of a cancer survivor”.

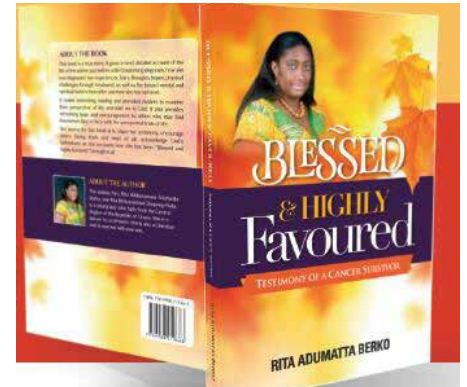
The event held at the Golden Tulip Hotel, Accra was attended by various dignitaries, class mates, work colleagues, church members, relatives and friends of the Authoress, making the 200 chair capacity Hall fully packed.

The Chairperson, “Nana Ekow Akon” from the Oguaa Traditional Area (Cape Coast), expressed her delight to be present at the event. She stated: “she was grateful to God for how far He has brought the Authoress, and she knew the Lord who had begun with her will surely accomplish what He had started.”

In launching the book, the Executive Director of the Salt and Light Ministries, Dr. Joyce Rosalind Aryee, who was the Special Guest of Honour stated, “God still does miracles.” highlighting on the peace God gives amid the everyday burdens of life, which is not of this world. She urged all the invited guests to get a copy of the book since it will touch the lives of many who find themselves in dire situations.

In her address, Apostle Lyanne Koffi of the Lord’s Garden Ministry, encouraged the guests to continue trusting in God no matter the situation they find themselves because God is still in the miracle business and will surely handle any unfortunate situations in their lives.

So who is the Authoress of this inspiring book that was being launched? It is no other than, Mrs. Rita Adumatta Berko. A blessed and highly favoured beautiful lady with a beautiful soul. She is a lawyer by profession.



Her book is about a true story and gives a detailed account of her life before and after being diagnosed with a life threatening disease – CANCER. Her fears and anxieties, the treatment she underwent, the many questions she asked her maker, how her faith in God was tested, increased and how she is still surviving with her strong faith in God.

In a heart touching speech, Mrs. Adumatta Berko, dressed in a splendid peach and cream lace / kente Kaba and Slit, exhibited great enthusiasm, joy and strength. There wasn’t a dry eye in the audience after her speech.

This is a great and inspiring woman whose testimony is alive and kicking. She knows that through all the changing scenes of life, in trouble and in joy, the praises of her God shall still her heart and tongue employ. She believes and will forever boast of her deliverance by God till all that are distressed take comfort from her example and charm their griefs to rest.

Reading this book will change one’s attitude to life and give one a fresh perception of who God is.

One gentleman who read the book remarked to her on a social platform as follows:

“I finished reading my copy of your book in the wee hours of the morning. (My wife fin-

ished hers a couple of hours earlier and my goodness - what a profound piece of work) !

We have all heard or seen movies about cancer survivor stories, but trust me, nothing quite prepares you for hearing it directly from someone you personally know (in my case since primary school). I salute you for the incredible courage it must have taken you to bare your soul as you did in over 200 plus pages, holding nothing back and telling it as it is: the physical and psychological agony of your journey to this point, the victories chalked up along the way, the uncountable setbacks you endured, etc.

Will the book make you cry? Yes. Will it make you laugh? In parts, yes, will it inspire you and renew your faith? A big resounding YES! I salute you.”

Most readers reported that they were unable to put the book down after they started reading and many had to sit up throughout the night until they finished reading it.

Yes, Madam Rita has experienced God in a special way and we all thank God for His mercies and grace towards her. We share in her testimony and I will humbly ask everyone to get a copy of the book for themselves!

Rita, Ayeekoo! May the Lord continue to prove his faithfulness onto you.

## 60 SECONDS IN THE ELEVATOR



Have you ever been trapped in an elevator before? Trust me, it is not an experience one would cherish. Tuesday, the 19th day of May, 2016 was a normal working day. I used the elevator to the 7th floor in the morning though I knew, as other employees did that the Electro-Volta House elevator occasionally mal-functions and workers and even visitors get trapped. We complain about the incidence of traps, but we keep the complains to ourselves.

I was to pick up mails from the Registry after 12 O' clock in the afternoon. I got to the elevator, pressed the down button and waited. After about what seems to be three to four minutes the door to one of the elevators opened and I entered. I noticed first upon entry that the lights in the elevator were off and the door shut faster than usual. My first challenge was locating the right button to press for my destination, I ended up pressing two buttons as I struggled to find the right one.

Though I was expecting the elevator to move downwards, I felt the elevator moving upwards and about a while halted. In the few seconds that followed, I did not panic but rather wished I had my cell phone. After what seemed to me as 25–30 minutes, stories of elevator accidents which I have heard about started running through my mind, then I became frightened. Was the elevator going to crush down, how long am I going to be here, am I going to suffocate?

I gathered courage to pray for divine intervention. Just as I closed my eyes, I felt a ray of light, I opened my eyes and wow! The elevator door was wide open. I hurried out and realized I was on the 9th floor.

Apparently my ordeal only lasted about sixty seconds, though I felt like it had taken sixty minutes.

My advice from this experience is, always remember to carry your cell phone when you are heading for the elevator, do not board when you notice anything wrong, the stairs might be a better option if you are not in a hurry and the exercise will be beneficial to your health. Finally if you are in there and all hope is lost, resort to divine intervention.

## VRA PARTICIPATES IN 11TH WAMPOC AND 12TH WAMPEX 2016 CONFERENCE

The 11th West African Mining & Power Conference and the 12th West African Mining & Power Exhibition (WAMPOC & WAMPEX 2016), under the theme: *"Sustaining Mining and Power Investments: Meeting stakeholder expectations in a challenging global environment,"* was held at Accra International Conference Centre from June 1 - 3, 2016. This was to reinforce the need for businesses in the mining and power sectors to remain viable in the face of economic challenges whilst at the same time providing the hallmark for transformation of the sub-region.

The first day was the opening of the conference and exhibition with the event being opened by the Minister for Lands & Natural Resources, Hon. Nii Osah Mills. People from across the continent displayed their products and services. On the second day, there was networking session and discussions. Visitors, stakeholders, professionals and exhibitors used this platform as a networking opportunity to interact and share information and ideas on ways to weather the current issues and understand the latest developments in their various sectors; the final day of the conference was about Corporate Social Responsibility where panel discussions were held.

There was also an official visit to the exhibition booths that was led by the Minister for Lands & Natural Resources, Hon. Nii Osah Mills and other key Stakeholders. Ten minute discussions were held where Hon. Osah Mills directed that the VRA re-opens a regular collaboration and engagement with the Chamber of Mines with its Energy Committee and improve on its customer relation activities. An average of one hundred and thirty visitors a day asked questions relating to "dumsor", the state of Ghana gas, the coal project and Renewable Energy, the state of T3 132 MW, the water level of the Akosombo dam and other relevant issues.

In general, the conference was a success as it was a unique opportunity for stakeholders to identify, showcase and benefit from sustainable models to improve business efficiency for steady growth in spite of prevailing bottlenecks. The VRA was able to make its activities visible, initiated business relations with various stakeholders in the following areas; procurement, gas supply, pump supply and power generators for grid backup. The Authority was also able to create partnerships and acquire international relations and got insight on cutting-edge technology for improved efficiency, achieving a reliable power supply, sustaining investments and meeting stakeholder expectations. Participants were also enlightened on Clean Coal Power Project, Renewable Energy – solar and wind and informed about issues on "dumsor".

# | 1st & 2nd Quarter 2016 STAFF ATTRITION |

NAME	TITLE	DEPARTMENT	LOCATION	RETIREMENT DATE
Ampadu, Mr. Kofi	Principal Accounts Clerk	NEDCo.	Bolgatanga	01 Jan 2016
Abdulai, Mr. Amidu	Senior Word Processing Operator	NEDCo.	Tamale	01 Jan 2016
Zibilim, Mr. Musah Adam	Assistant Chief Technician Engineer	NEDCo.	Tamale	12 Jan 2016
Attefah, Mr. Alexander Yaw	Head, Labourer (Cleaning)	PROPCo.	Akuse	12 Jan 2016
Ibrahim, Mr. John	Watchman	NEDCo.	Bolgatanga	20 Jan 2016
Crentsil, Mr. David Arthur	Chief Technician Engineer	Hydro Generation	Akuse	22 Jan 2016
Awudu-Karim, Mr. Musah	Principal Estates Assistant	NEDCo.	Sunyani	26 Jan 2016
Amegbornor, Mr. James	Labourer Sanitation	PROPCo.	Akuse	27 Jan 2016
Essuman, Mr. Emmanuel Kojo Dickmashie	Assistant Chief Technician Engineer	NEDCo.	Sunyani	27 Jan 2016
Adjetej, Mr. Joseph	Senior Driver	General Services	Accra	02 Feb 2016
Sackitey, Mr. Solomon Amenorvie	Supervising Maintenance Mechanic	Hydro Generation	Akosombo	02 Feb 2016
Kumah, Mr. William Tettey	Head, Hospital Orderly	VRA Hospitals SBU	Akosombo	12 Feb 2016
Odonkor, Mr. Samuel	Head, Labourer Cleaning	PROPCo.	Akuse	12 Feb 2016
Adenu, Miss Rose Para	Senior Steward	VRA Schools SBU	Akosombo	13 Feb 2016
Asiamah, Mr. Maxwell Twenefour	Assistant Chief Technician Engineer	Hydro Generation	Akosombo	17 Feb 2016
Kwame, Mr. Isaac Fermi	Assistant Chief Technician Engineer	Hydro Generation	Akosombo	24 Feb 2016
Yieri, Mr. Cyprian Annumba	Principal Accounts Clerk	NEDCo.	Wa	24 Feb 2016
Alhassan, Mr. Achumburo George	Principal Accounts Clerk	NEDCo.	Techiman	25 Feb 2016
Obiri, Miss Millicent Mary	Principal Nurse	VRA Hospitals SBU	Akosombo	28 Feb 2016
Amponsah, Mr. Emmanuel Opoku	Principal Computer Operator	NEDCo	Sunyani	28 Feb 2016
Goka, Mr. Samuel Kwasi	Senior Driver	Thernal Generation	Akuse	04 Mar 2016
Obuobi, Mr. Benjamin	Driver	General Services	Akosombo	06 Mar 2016
Angmor, Mr. Samuel Tetteh	Supervising Maintenance Mechanic	Environment & Sust. Devt.	Akosombo	10 Mar 2016
Ahorlu, Mr. Henry Tetteh	Area Manager, Finance	Finance	Akosombo	10 Mar 2016
Quarcoo, Miss Justina Ablah	Senior Steward	PROPCo.	Accra	27 Mar 2016
Asante, Mr. Emmanuel Boadu	Foreman	PROPCo.	Akuse	03 Apr 2016
Amoako, Mr. Kwesi Brenu	Director, Hydro Generation	Hydro Generation	Akosombo	06 Apr 2016
Mawuna-Semaha, Mr. Nicholas	Assistant Chief Technician Engineer	Hydro Generation	Akuse	12 Apr 2016
Williams, Mr. Kathleen Crawther	Senior Driver	PROPCo.	Akuse	14 Apr 2016
Kontor, Miss Elizabeth	Senior Word Processing Operator	NEDCo.	Techiman	15 Apr 2016
Asihene, Mr. Daniel Jackson	Chief Technician Engineer	Thernal Generation	Aboadze	17 Apr- 2016
Dzordzorme, Mr. Felix Korbala	Chief Technician Engineer	General Services	Akosombo	18 Apr 2016
Kale, Mrs. Christiana Kogh	Principal Clerk/Typist	NEDCo.	Wa	24 Apr 2016
Adjepong, Mrs. Dorothy Opoku	Superintendent (Teacher)	VRA Schools SBU	Aboadze	09 May 2016
Sutherland, Mr. Joseph William	Deputy Chief Executive, Services	Corporate Office	Accra	10 May 2016
Klu, Miss Edith Akutor	Senior Enrolled Nurse/Midwife	VRA Hospitals SBU	Akosombo	15 May 2016
Awuku-Abaidoo, Mrs. Lydia Abena	Principal Nurse	VRA Hospitals SBU	Akuse	17 May 2016
Agyare, Mr. Ebenezer	Head, Hospital Orderly	VRA Hospitals SBU	Accra	20 May 2016
Danzerl-Amedson, Mr. Joseph Kobina	Senior System Analyst	Mgt. Information Systems	Accra	22 May 2016
Quarshie, Mrs. Adina Ayikailey	Area Manager, Human Resources	Human Resources	Accra	30 May 2016
Kwoyigah, Mr. Charles Nazan Tirah	Senior Watchman	NEDCo.	Techiman	15 Jun 2016
Bledjima, Mr. Daniel Awartey	Head, Labourer General	Hydro Generation	Akuse	20 Jun 2016
Teye, Mr. Abraham Debrah	Principal Accounts Clerk	Finance	Akosombo	23 Jun 2016
Opoku, Mr. Peter	Principal Driver	Environment & Sust. Devt.	Akosombo	30 Jun 2016
Asare, Mr. Samuel Lawer	Driver	Human Resources	Akuse	30 Jun 2016
Ayim, Mr. Seth	Principal Clerk	PROPCo.	Akosombo	30 Jun 2016
Awuni Danyima, Mr. Dantumah Yakubu	Principal Driver	NEDCo.	Tamale	30 Jun 2016



# doctor's corner

## How Long Do You Want To Live?

It is interesting the way many of us unenthusiastically commit time and resources to the things that are necessary for us to enjoy long life and good health. The secrets of long life and health are not hidden. Research into the lives of those who have lived really long has taught scientists what things we need to do in order to have long healthy lives. The findings are that those who adopt a healthy lifestyle tend to be healthier, appear younger and live longer. The components of this healthy lifestyle are:

- ◆ sound nutrition
- ◆ keeping weight under control
- ◆ regular physical activity
- ◆ regular and adequate sleep
- ◆ avoidance of tobacco and avoidance (or moderation) of alcohol intake

Many of us are aware of these things and really do want to live long, but it appears that we are not prepared to do those things that would help us achieve that. We still devote time to those things that are rather harmful to our health and longevity.

### SOUND NUTRITION

Generally sound nutrition is based on a diet of a wide variety of fruits, vegetables and plenty of whole grains that include fat-free and low-fat milk products, legumes (beans), skinless poultry, lean meats and fish, (particularly fatty fish at least twice a week) and which is low in processed carbohydrate, sugar, saturated fat, cholesterol, salt and sodium. Examples of fatty fish are salmon, mackerel and herrings.

### KEEPING WEIGHT UNDER CONTROL

To determine whether as an individual you are underweight, of normal weight or overweight, a measure referred to as the Body Mass Index (BMI) is used. The BMI is obtained by dividing the weight in kilos by the square of the height in metres. That is;  $BMI = \frac{Wt. \text{ in kg}}{(Ht. \text{ in m})^2}$

This implies that it is not just the weight of the person that matters but also the height. The taller you are the more weight you are 'allowed' and vice-versa.

The following ranges of BMI and the corresponding medical or health interpretations are shown below.

- ◆ Emaciated= BMI <15
- ◆ Underweight= BMI <19
- ◆ Average =19-25
- ◆ Overweight=25-27
- ◆ Overweight and at risk= 27-30
- ◆ Obese=30-40
- ◆ Morbidly obese= 40+

The absolute weight of a person does not matter as much as the proportion of body fat when compared to lean body tissue.

### REGULAR PHYSICAL ACTIVITY

The minimum exercise recommendation (to keep one healthy but not fit) for health benefits is 30 minutes worth of moderate-intensity exercise every day divisible into three 10-minute sessions. Examples are walking, climbing stairs, gardening, cycling, and dancing.

For "recreational" fitness (in other words, someone who wants to be fit to play their favorite sport, keep up with the demands of work, maintain their normal weight, and delay the effects of aging) we need a minimum of three days a week of moderate to high intensity aerobic activity done for 30 to 60 minutes to improve cardiovascular fitness (also known as aerobic capacity or stamina) in addition to muscle-strengthening exercises which will make bones, muscles, and joints stronger.

For those who desire to lose weight thirty to sixty minutes of moderate-to-high



**Medical Superintendent, Accra Hospital, VRA Health Services Ltd., Dr. Emmanuel Sowah**

intensity aerobic activity done three to six days a week will maximize calorie burning. Low intensity aerobic exercise done for a longer duration is safer for unfit obese individuals. Strength-training is important to build hard and firm muscles which being metabolically active tissues aid in fat-burning even at rest.

It is also important, especially for those who are too busy to find the time to exercise to add more physical activity to their daily routine in the following ways:

- ◆ Dance anytime the opportunity arises
- ◆ Whenever possible walk to people you need to talk to instead of phoning them.
- ◆ Take the stairs to your office. Or take the stairs as far as you feel comfortable, and then take the elevator.
- ◆ A number of times during the week park as far away as possible from your destination or get down at a stop or two from your destination when you use public transport and walk the rest of the way.

### REGULAR AND ADEQUATE SLEEP

Sleep is beneficial in a number of ways.

**Keeps the Heart Healthy:** Lack of sleep has been associated with worsening of blood pressure and cholesterol, diabetes and depression. Your heart will be healthier if you get between 7 and 9 hours of sleep each night.

**May Prevent Cancer:** People working the late shift have a higher risk for breast and colon cancer. Researchers believe this link is caused by differing levels of melatonin in people who are exposed to light at night.

Light exposure reduces the level of melatonin, a hormone that both makes us sleepy and is thought to protect against cancer. Melatonin appears to suppress the growth of tumors. Be sure that your bedroom is dark to help your body produce the melatonin it needs.

**Reduces Stress:** When the body is sleep-deficient, it goes into a state of stress which causes an increase in blood pressure. This increases your risk for heart attacks and strokes and raises the level of inflammation in the body. This inflammation creates more risk for heart-related conditions, cancer and diabetes in addition to possibly contributing to the deterioration of the body as one ages.

**Adequate sleep may help in weight loss:** Researchers have found that people who sleep less than seven hours per night are more likely to be overweight or obese.

This is due to a poor regulation of the hormones ghrelin and leptin, which are important for the regulation of appetite. Additionally, cortisol levels increase and also contribute to weight gain which is characterized by accumulation of abdominal fat.

**Naps are beneficial:** A study of 24,000 Greek adults showed that people who napped several times a week had a lower risk of dying from heart disease. People who nap at work have much lower levels of stress.

**Helps the body make repairs:** During sleep the body performs repair of damaged tissues and cells, allowing for a decreased amount of wrinkles and contributing to a refreshed look.

### AVOIDANCE OR MODERATION IN ALCOHOL

The strength of an alcoholic drink depends upon how much pure alcohol, or ethanol, it contains. Cans or bottles will show the strength as the percentage alcohol by volume (%ABV).

A unit of alcohol is 10ml or 8grams of pure alcohol.

Moderate consumption of alcohol for an adult male is represented by 21 units per week= 210ml of pure alcohol= 30ml per day, which must be taken with meals. Females are allowed less.

How much of a particular drink one is

allowed in a day can be calculated by dividing 3000 by the percentage alcohol by volume. So for an average beer which is 5% alcohol by volume, an adult male is allowed  $3000/5= 600$ mls in a day. One beer bottle is 600mls, a soft drink like Fanta is 300mls and a Kalyppo box is about 250mls.



## MRS ADINA QUARSHIE URGES STAFF TO REGULARLY UPDATE BENEFICIARY NOMINATION FORMS

JOHN CHOBBAH — THERMAL GENERATION DEPARTMENT, TEMA

The Accra Tema Human Resources Manager, Mrs. Adina Quarshie has urged members of staff to constantly update their Beneficiary Nomination Forms to enhance record management efficiency.

She made the remark at the Tema Thermal Power Complex (TTPC) meeting room where she attended memorial service for three members of staff who died during the course of the year. According to her, the rationale behind updating the Beneficiary Forms was to ensure that entitlements of deceased staff are handed over to the

real dependants/beneficiaries. She stated: "Staff are required to constantly update their records to avoid the instance where their dependants do not get their benefits in the event of the staff passing on."

Addressing staff, Plant Manager of TTPC, Ing. Edward Obeng-Kenzo also entreated them to take the Annual Medical Examination instituted by the Authority seriously and endeavor to undertake regular exercises. This, he said was to ensure the body effectively accommodated the increasing domestic and work related stress.



The deceased include; Sampson Alhasan, Senior Technician Engineer of Station 1 Control Room, Richard Morttey, Senior Technician Engineer of Station 3 Services Section; and Benjamin Semaha, Tema Branch Chairman of the Local Union and a Maintenance Mechanic of Station 2 Mechanical Section.



Hydro



Solar



Wind



Biomass



Geothermal

**Renewable Energy**

**Come Partner us to make a Huge Difference!**

## Our Mission:

The Volta River Authority exists to **Power Economies & Raise** the living standards of the people of **Ghana & West Africa**

## OUR VALUES

- ☀ **Accountability**
- ☀ **Commitment**
- ☀ **Trust**
- ☀ **Integrity**
- ☀ **Teamwork**

# VRA Code of Ethics

## 2.0 SCOPE AND PURPOSE

The objective of the Code is to promote good governance principles and encourage a high standard of ethical behaviour among employees of the Authority in their dealings with each other and with the Authority's external stakeholders.

The 1992 Constitution of the Republic of Ghana obliges public officers to avoid unethical behavior or conduct, such as conflict of interest, illicit enrichment, abuse of discretion and other improper conduct.

In conformity with the tenets of the constitution, this Code of Ethics forms part of a continuing effort to develop systems and strategies to promote integrity, probity and accountability, dedicated and faithful service to the Authority and the nation as a whole, as well as building a sustainable capacity to combat corruption and other acts of misconduct.

## 3.0 VISION AND MISSION STATEMENT

All employees are expected to work and contribute to the achievement of the Corporate Mission, Vision and Strategic Objectives

as well as live the corporate core values at all times. Employees should therefore avoid attitudes, acts and behaviours which are not in the interest of the Authority.

### — MISSION

The Volta River Authority exists to power economies and raise the living standards of the people of Ghana and West Africa. We supply reliable electricity in a safe manner, to add financial, economic and social values to our operations and assets, to satisfy customers and meet stakeholders' expectations.

### — VISION

**Setting the Standard for Public Sector Excellence in Africa.**

- ◆ Leadership in performance, community and industry.
- ◆ Planning well, making proactive and sound business decisions.
- ◆ Anticipating, shaping and effectively responding to relevant external forces and events.
- ◆ Becoming a leading benchmarked utility operating within the Baldrige Excellence Framework.

## 4.0 STATEMENT OF THE AUTHORITY'S CORE CORPORATE VALUES

The Authority's core values are:

### Accountability:

- Being answerable to stakeholders of VRA.
- Conducting business in a financially responsible manner.
- Empowering employees and holding them accountable for results.

### Commitment:

- Goal and action-orientation.
- Taking leadership initiative.
- Building a culture of execution.

### Trust:

- Gaining confidence of all stakeholders e.g. employees, lenders etc.

### Integrity:

- Commitment to the principle of honesty, consistency and fairness in all dealings.

### Teamwork:

- Building and working in teams to achieve results.
- Respect for views/opinions of colleagues.
- Providing mutual support for each other.

*To be Continued.*

## IN THE NEXT ISSUE:

- ◆ Inauguration of KTPS
- ◆ 2016 APJA Meetings
- ◆ VRA Diversifies into Coal Generation
- ◆ VRA Staff Housing Loan Scheme — What you Need to know about

Please send your concerns, questions, congratulatory messages, issues, worries, suggestions, etc., to [corpcomm@vra.com](mailto:corpcomm@vra.com)

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