

VRA NEWS

Newsletter Volume 10: April - May - June - 2017

CANADIAN HIGH COMMISSIONER TO GHANA CALLS ON VRA CHIEF EXECUTIVE



Ing. Antwi-Darkwa exchanging pleasantries with Madam Cameron

support Ghana's industrialization drive for the next four years, adding that Canada is strategically prepared to partner the government to implement its flagship "One District One factory" policy.

Her Excellency Heather Cameron formally requested the Chief Executive to join the Canadian community in Ghana to mark the 150th (sesquicentennial) Anniversary of the Confederation on July 1, 2017. She also invited him to the "Africa Energy Forum" in Copenhagen, Denmark, scheduled for June 2017.

The "Africa Energy Forum" is a global investment meeting for Africa's power, energy, infrastructure and industrial sectors. The forum brings together senior-level representatives from governments, utilities, regulators, power developers, financial institutions, technology providers, consultants, law firms and large energy consumers to form partnerships, identify opportunities and collectively move the industry forward.

The Chief Executive expressed gratitude to Madam Cameron and assured her that the Volta River Authority would develop a broad policy framework that would facilitate collaboration between Canada and Ghana and the VRA in particular.

He added that in the long term the proposed framework would ensure improvement in the provision of quality and sustainable power, critical for national development.

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The Canadian High Commissioner to Ghana, Her Excellency Heather Cameron has paid a courtesy call on the Ag. Chief Executive of the Volta River Authority (VRA), Ing. Emmanuel Antwi-Darkwa.

Madam Cameron who also serves as High Commissioner to Sierra Leone and Ambassador to Togo stated that the visit was to meet with and congratulate Ing. Antwi-Darkwa on his appointment. In their deliberations, the two discussed a wide range of issues that would foster bilateral relations and corporate development between Canada and the VRA.

The High Commissioner expressed her country's commitment to



**VOLTA
RIVER
AUTHORITY**

“REVENUE MOBILIZATION KEY CHALLENGE FACING ENERGY SECTOR” -VRA CHIEF EXECUTIVE

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo

The Ag. Chief Executive of the Volta River Authority (VRA), Ing. Emmanuel Antwi-Darkwa, has called on the church to sensitize its members on the need to collaborate with major players within the power sector to find lasting solution to challenges confronting them.

Ing. Antwi-Darkwa made the call in a speech read on his behalf by Director, Thermal Generation, Eastern Operational Area, Ing. Richard Oppong-Mensah, at the 14th Annual Synod of the Somanya Dioceses of the Methodist Church, Ghana at Akosombo.

According to him, key among the challenges facing the sector is revenue mobilization from customers many of whom are members of the church. He

therefore urged the church to encourage members to promptly pay



VRA officials and the clergymen in a group photograph

for the power consumed. The Chief Executive stated, “The Authority is collaborating with government and other stakeholders to consolidate the renewable energy agenda as an alternative power supply

considering that it is cleaner and cheaper”. “As Ghana's major power producer, VRA is doing its best to generate more power than its market share in Ghana in order to create a surplus for export”, he added.

He called on the church to continue praying for the Authority as it makes efforts to overcome the current challenges and position itself as a Model of Excellence for Power Utilities in Africa.

Manager of the Akosombo Management Committee (AMC), Mr. E.K. Ofori, in his fraternal message, urged the delegates to adopt appropriate resolutions to move the Somanya Diocese forward.

The Diocesan Bishop, Rt. Rev. Alfred N.O. Aryeetey, remarked, “Jesus charged his disciples to bring in more people into God's Kingdom and this is a perpetual charge which must be adhered to at all times. The theme for the synod was *“Go and make disciples of all Nations-Rekindling the Methodist Evangelical Heritage for Church Growth”*.”

VRA SUPPORTS GHANA NATIONAL TRUST FUND

Fotwe Afful, NSP, Corporate Communications Unit, Accra

The Corporate Communications Unit (CCU) of the Volta River Authority (VRA) on behalf of Management has donated a cheque of one thousand cedis GHC1000.00 to the Ghana National Trust Fund (GNTF).

Presenting the cheque on behalf of the Authority, Mrs. Linda Appiah of the CCU advised the GNTF official to ensure the money was put to good use, noting that the gesture formed



Mrs. Linda Appiah presenting the cheque to Mr. Johnson Ako

part of VRA's corporate social responsibility.

Mr. Johnson Ako, who received the cheque on behalf of the GNTF, expressed gratitude to the VRA for the support and assured that the money would go a long way to enable it procure artificial fitted limbs (prostheses) for about 20 amputees across the country.

The Ghana National Trust Fund, established over 55 years ago, by an Act of Parliament (Act 106), undertakes social intervention programmes and offers practical assistance to the vulnerable and disabled people in society.

EDUCATION REMAINS KEY TO CREATING OPPORTUNITIES AND SUSTAINING PARTNERSHIP WITHIN IMPACTED COMMUNITIES

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo

Head of Corporate Communications Unit of the Volta River Authority, Mrs. Gertrude Koomson has stated, “The Authority believes that education is the backbone on which efforts to create opportunities and partnership with its impacted communities can be achieved”.

Mrs. Koomson made the remark when she, on behalf of the Management of the Volta River Authority (VRA), presented educational materials to communities impacted by its



Beneficiaries in a photograph with the VRA officials

operations within the Lower Volta Basin and upstream of the Akosombo Dam.

Addressing the gathering, Mrs. Koomson noted, “Our frantic efforts to partner with our impacted communities by creating opportunities via developmental projects cannot be sustained if we do not express the greatest interest and

desire in educating the children.”

She urged the pupils from the communities to study hard in order to become good citizens not only for their communities but also for the nation at large. “The only way you can become responsible citizens like the people gathered here today is through education, so, I advise you all to take your studies seriously,” she said.

Presentation of the one hundred and sixty-nine thousand (169,000) VRA branded exercise books, one thousand six hundred and twenty (1,620) story books, eighty-two thousand five hundred VRA branded pens (82,500) and fifty (50) HIV/AIDS game according to her forms part of the Authority's support to impacted communities under the Community Development Programme (CDP) framework.

The Framework makes provision for



Items donated



Mrs. Koomson addressing the media

the distribution of learning materials, to facilitate learning as well as provide scholarship to brilliant but needy students at the secondary and tertiary levels.

Directors of the various Municipal/District Education Services and representatives of the various Traditional Authorities expressed their gratitude to the VRA for the support.

The beneficiary Municipal and District Education Services that benefitted include; Central Tongu, Ada East, South Tongu, Upper Manya, Shai Osudoku, Kpando, Keta and Lower Manya Krobo respectively.

TTPC COMMISSIONS FIRE DETECTION AND FIGHTING SYSTEM AT TEMA

John Chobbah,
Corporate Communications Unit, Tema

To ensure international best practice and promote the safety and protection of its plants, the Tema Thermal Power Complex (TTPC) has formally commissioned its fire detection and fighting system at Tema.



Testing output of firefighting nozzles



Water being pumped around the tank farm

With the commissioning of the equipment, including pumps, nozzles and hoses, the TTPC is ready to respond to any form of fire that is likely to engulf the surroundings of the three stations forming the complex. These include the Tank Farm, Balance of Plant (fuel and water treatment systems) and the offices.

The Tema Thermal Power Complex contributes about 270MW of power into the national grid.

CONTRIBUTING TO THE DEBATE ON DIVERSIFICATION OF VRA

Kwesi Eyeson, VRA Academy, Akuse

Having followed with keen interest the bold attempt by VRA Management to diversify into other energy related areas apart from generation, transmission and distribution, I must be honest and say that the decision is long overdue.

According to Management, the objective is 'to leverage its capabilities and market position to enable it benefit from the variety and scale of power sector investment across Africa, particularly the West African sub region'.

Management intends to achieve this 'by contracting with third parties to partner in, support and invest in commercial ventures that lie outside of VRA's jurisdiction'. It is instructive to note that Management has outlined the intended service areas as follows:

- Project Development and Appraisal
- Power Engineering
- Project Finance
- Project Management
- Operations and Maintenance (O&M)
- Quality Assurance/Quality Control (QA/QC)
- Environmental Sustainability and Impact Assessment (ESIA)
- Legal and Regulatory Framework
- Technical/Power Related Training

In terms of strategy, Management proposes that 'a dedicated affiliate company/SBU be established that would focus on offering the afore-mentioned

services to developers in the power sector'. This is where I would like to make my humble contribution.

Power

First, what does VRA have to offer? The answer would definitely not be the generating plants but power. Yes, power is what VRA produces. Therefore, if VRA is going into partnerships, the emphasis should be on what VRA has to offer and what the investors want.

What VRA can do is to let the investors know that it can produce and supply them with safe and reliable power. We can then negotiate the physical and financial terms and conditions for the investments.

Expertise

After half a century in hydro generation and twenty years in thermal generation, there is no doubt that VRA has built and acquired saleable expertise in hydro and thermal operations in West Africa. VRA can therefore boast of a crop of experienced Engineers and Technicians who can deliver top-notch engineering services. What VRA can do is to position them to provide training and consultancy in power engineering and related services.

Water

Another resource that VRA has in abundance is water. The whole expanse of the Volta River is at its disposal, save the water that flows from Burkina Faso;

and even that one also ends up in the Akosombo reservoir. After it has passed through the Kpong dam, the water flows slowly and mockingly into the sea at Ada.

VRA can partner with private investors by offering marked portions of the river for investment, for instance, for fish farming, sand winning and river transport including aqua-tourism. It is also sad that not much attention has been paid to the harvesting of calcified underwater tree stumps in the Volta Lake, which could be a major source of revenue, by processing them into industrial charcoal and exporting them for hard cash.

Land

In all the locations, VRA has enclaves with several acres of land. In Accra, VRA possesses land at Cantonments, Madina, Sowutuom and the Ambassadorial Enclave. Instead of putting up our own offices and head offices, for example, we can lease out the land to investors, to put up high-rise buildings and reserve some floors for our offices while we acquire shares in the companies and share in the profits.

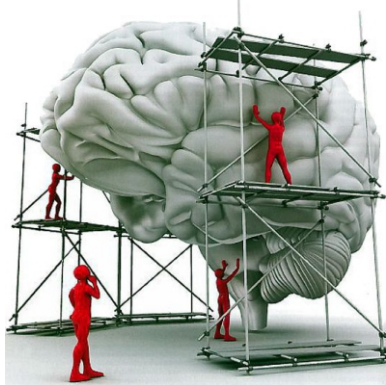
Conclusion

There is no doubt that VRA Management's decision to diversify into the delivery of other power related services to generate additional revenue is a good one. However, the Authority must first identify what it has to offer and then set up a strong **COMMERCIAL-MINDED TEAM** to vigorously negotiate with investors who would be interested in our products and services.

every minute of every day through our experiences, feelings conscious and unconscious thoughts. The kind of brain that we end up creating for ourselves would determine what our minds become proficient at doing. This means as your mind changes, your brain changes; and as your brain changes, your mind changes, according to Hampton. Neuroplasticity works under the same conditions as physical exercise does for the body. The same practices done with consistency, over time, will gradually have noticeable, lasting effects on your body. The same is true for the practices which shape your brain.

What we allow our minds to rest on in the midst of all the experiences of our lives

BUILDING YOURSELF A HAPPY BRAIN



Neuroscience research has now shown that the brain takes the shape the mind rests upon. In every moment of your life, every single thing of which you are aware – sounds, sights, thoughts, feelings – and even that of which you are not can be directly traced to neural activity in your brain, according to Debbie Hampton. What you do, experience, think, hope and imagine physically change your brain through what is called experience-dependent neuroplasticity, she says. According to her, we are literally shaping our brains

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VRA ASSURES IMPACTED COMMUNITIES OF ITS COMMITMENT TO IMPROVE THEIR LIVELIHOODS

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo

The Volta River Authority's (VRA) Environmental Management and Emergency Preparedness Plan (EMP/EPP) team has assured residents of the Lower Volta Basin of its commitment to improve their livelihood.

The Manager, Lower Volta Dredging Project, Mr. Ulysses Ocran-Hammond, gave the assurance during the year's EMP/EPP workshop organized to sensitize potentially affected persons of emergencies that could arise following the operation of the Authority's dams.

Mr. Ocran assured them of efforts VRA was making to improve the management of aquatic weeds and dredging of the Volta River in the Lower Volta Basin. He noted that the procurement process for the selection of private-sector companies to partner VRA is almost completed. "After the procurement process, physical activities are expected to commence in the third quarter after selected entities have obtained the relevant permits," he stated. According to him as part of the process, VRA engaged fourteen (14) project-impacted communities on the Lower Volta Dredging Project in December last year,

to sensitize, identify concerns and obtain their consent as part of the Project's implementation strategy".

He further assured that the Authority is putting in place measures to ensure communities impacted by VRA's operations are taken care of when the Lower Dredging Project kicks-starts.

Principal System Planning Engineer of the VRA and Coordinator of the EPP, Ing. Kwame Darkwah addressing a



VRA officials and the stakeholders in a photograph at the North Tongu workshop

concern of the residents noted that "Emergencies under the EPP arise from a spill situation at the Akosombo dam or a dam break of either the Akosombo or the Kpong dams, but not spilling at the KGS". He emphasized that KGS' spill is consistent with its operations, adding, "As a run-of- the river hydro



Mr. Ulysses Ocran-Hammond

plant, the KGS has to allow the tail water from Akosombo to pass without storage. As such in the event that there is ongoing maintenance activities, the KGS has to spill some of the water to prevent compromising the dam structure". He explained that spilling sometimes occurs as a way of preventing movement of weeds towards the ingress.

Senior Community Relations Officer, Mrs. Rhoda Arthur among others used the occasion to explain the criteria for selecting beneficiaries of the Authority's CDP scholarship.

The Authority's annual EMP/EPP workshop seeks to update impacted communities on the EMP implementation efforts as well as sensitize stakeholders on issues related to the EPP. It also provides a platform to obtain feedback from stakeholders on the EMP interventions and EPP awareness creation.

MOVES TO IMPROVE RELIABLE POWER SUPPLY GETS MAJOR BOOST

Fotwe Afful, NSP, Corporate Communications Unit, Accra

As part of efforts to improve and provide reliable power to Ghana and beyond, the Ghana Grid Company (GRIDCo) has awarded a \$32 million contract for the expansion of a connection base of the 330-kilovolt (kV) transmission lines within the Aboadze Thermal power enclave. The objective is to enable the lines carry additional generating systems to add to the eight existing units and, thereby, enable the company evacuate power from additional generating units that are to come on stream soon.

Additionally, the project would help in the reduction of transmission losses and further enhance reliability of power supply from Aboadze.

Ghana's pursuit to become a leading exporter of power in the West African Sub-region requires a very good grid system that would evacuate power to the sub-region.

DANGBE KAKE-PEM KPE HOLDS GET TOGETHER

Nathaniel Ekue Mensah, Corporate Communications Unit, Akuse

Members of the Dangbe Kake-Pem Kpe Association have held their 2017 get-together at the VRA Club House.

Speaking at the event, former Director, Legal Services of the Volta River Authority (VRA), Lawyer Raymond Lartey, admonished staff of Dangme extraction with the VRA and GRIDCO to live peaceably among themselves in order to promote unity.

Lawyer Lartey made the comment when delivering his speech as Chairman for the occasion. He pointed out that when members of the Association unite, it would strengthen the gains made by pioneers of the

Association. He disclosed that he was impressed with the Association's achievements and urged similar Associations within the two institutions to take a cue from them. Immediate past Chief Executive of the VRA, Ing. Kirk Koffi, who was the Special Guest of Honour, urged the



Members of the Association in a group photograph

members to be committed to the Association's course since it serves as a great platform for socialization while prioritizing their welfare.

“Dangbe Kake-Pem Kpe” Association, which literally means “Dangbe Unity Association”, exists to promote the welfare of the people of Dangbe extraction.

The Association presented gifts and plaques to members who retired last year for their contributions towards the development of the Association.



Lawyer Lartey presenting an award to Ing. Kirk Koffi

AKOSOMBO MANAGEMENT COMMITTEE COMMITS TO PROMOTING HEALTHY LIFESTYLE THROUGH SPORTS

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo

The Manager of the Akosombo Management Committee (AMC), Mr. Edward K. Ofori, has stated that his outfit is committed to using sports as a tool to promoting healthy lifestyle as well as unearthing sporting talents among residents within Akosombo and its surrounding communities.

Mr. Ofori made the comment when addressing patrons of the AMC's 2017 sporting event organized for residents within Akosombo and its surrounding communities.

Welcoming residents to the event organised as part of activities marking Ghana's Independence Day, Mr. Edward .K. Ofori, touted the Authority's record of being a good social citizen through the many interventions it is undergoing to improve the socio-economic livelihood of communities impacted by its operations. These include the

CDP Scholarship and support for cultural activities among others.

He said, “As a socially responsible organization, VRA has come to a firm conclusion that one of the many ways of giving back to the community in which it operates is to revive the annual sporting event which he believes would make it possible for the Authority to keep in touch with the community”.

He added that the introduction of the annual event would ensure that the energies of the youthful population

within and around Akosombo are positively channeled thereby contributing to curbing the increasing numerous vices among the youth within and around Akosombo. He stated, “Some could begin earning a living by pursuing and developing the talents we have unearthed”.

He advised that regardless of age, all residents should endeavor to undertake some form of exercise to reduce the incidence of preventable communicable diseases.



Mr. Edward Ofori



Participants in a photograph with VRA officials

RESTORE THE PRIDE OF THE AKOSOMBO SWIMMING POOL

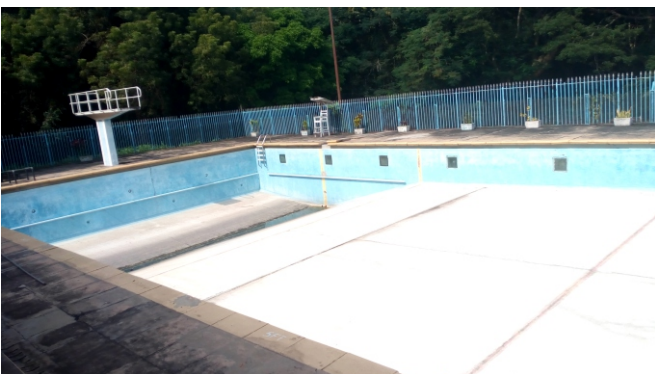
Alfred Okang, VRA Academy

What went wrong that the Akosombo swimming pool which in the past produced national swimmers and was the pride of the Akosombo Township now finds itself in a sorry state?

In the 1980s, 1990s and the early part of the 2000s, it was indeed a privilege to catch a glimpse of the likes of Ohene-Okaes, Gyimahs, Opares, Quayes, Lartey and the Acquayes battle each other for family pride in the swimming competitions organised usually on 6th March at the swimming pool. Over a period, these stiff local

School; as such, pupils and students could not avoid it. Great instructors like the Late William Larbi Parry, George Arhin and Coach Kelvin Attipoe were at the beck and call of people who wished to learn how to swim or improve upon their skills.

This great piece of swimming history was made possible by the managers and workers of the then Akosombo Town Management such as Messrs Francis K. Yeboah, Raphael D. Salawu, Rev. Ishmael N. Ghansah, Francis K. Atubrah, Patrick O. Kwakye, the Late Grace Opere (O'gray), Alfred Kwei Botchwey, Jacob Adzani and others.



The abandoned Swimming pool

competitions alerted officials of the then National Sports Council to rely on swimmers from Akosombo in the persons of Faith Opere, Emil Opere, Jemima Gyimah, Kwesi Aikins and Felix Asamoah to represent Ghana in international competitions.

Back in the day, swimming though a sport was like staple food in Akosombo and was therefore considered an abomination if as a resident one did not know how to swim. Indeed, swimming was a mandatory subject on the timetable of the Akosombo International

also contributed to the wellbeing of the children and families of Akosombo. It presented them with an escape from the pressures and stress of daily life, leading to improved levels of physical and mental health as well as building strong social networks and relationships. It was indeed a valuable asset to the community.

That is why as beneficiaries of the yesteryears' Akosombo swimming pool, we all must bow our heads in shame that this pool today can no longer provide our children the very

benefits our parents provided us in the past.

We owe it a duty to the younger and unborn generation to make Akosombo begin to produce national swimmers again. We must restore the swimming pool to enable residents particularly the children, shed off excess fat acquired from the so-called good living; provide them a meeting "joint" to nurture their social relationships and justify their social inclusions; and a place to make their families proud through healthy competitions.

As adults, we also need a place where we can sit and enjoy the serenity of the blue pool waters underneath clear skies over chilled lager beer and hot chilly kebabs. A place where we can send our teeming visitors who see Akosombo as a paradise and wish to come over and over again; a place we can go to swim and exercise our bodies.

We are appealing to the VRA Management, Real Estates Department, and the Akosombo Town Management to do whatever it takes to bring back life into our swimming pool, and restore our pride as a swimming destination.

They ensured the pool was in great shape at all times and became one of the best-maintained community swimming pools you could find in the country.

Undoubtedly, the swimming pool

Leadership Quote

*"Effective Leadership
is Not About Making
Speeches
or Being Liked;
Leadership is Defined by
Results,
Not Attributes"*

PETER F. DRUCKER
(Management Consultant)

VRA DAM SAFETY UNIT IN PERSPECTIVE: (Roles & Responsibilities)

The Dam Safety Unit of the Engineering Services Department of the Volta River Authority (VRA) is the body mandated to ensure the Authority's dams are safe to operate for electricity generation. As a responsible institution, the VRA since the early 1960's has established a robust dam safety programme with the objective of ensuring the appurtenances of the Akosombo and Kpong Dams are checked regularly for safe operation. The VRA NEWS in this edition focuses on the roles and responsibilities of the VRA Dam Safety Unit.

The Dam Safety Unit consists of two teams (Akosombo and Akuse), of four staff (2 Technical Dam Attendants and 2 Civil Technician Engineers). The teams report to a Principal Civil Engineer who reports to the Supervising Engineer, Civil & Dam Safety.

Generally, monitoring activities of the Dam Safety Unit are grouped into inspections, measurements and maintenance.

Inspection

A familiar adage among dam safety professionals states that "One of the best instruments for monitoring is a human eye attached to an alert and conscientious human brain". Inspection is the most essential activity in Dam Safety practice. Usually, inspections are carried out on foot and covers all accessible areas of the dams and its appurtenances especially the crest, berms, slopes and toe of river dam, and the east and west dykes, drainage galleries, drainage ditches and underground adits (entry). The inspection teams keep notes of observations in a field book or standard form which are used in preparing reports.

Measurements:

The dams are fitted with various instruments and monitoring systems to collect data for monitoring of the performance of the dams. Typical measurements carried out by the Unit include:

- Crest monuments in the river dams and dykes for measuring horizontal (deflection) and vertical (settlement) alignment of the dams
- piezometers in embankments and concrete structures for measuring pore pressures within the dam embankments and foundation of concrete structures
- water levels in relief wells
- seepage from relief wells and in drainage ditches of dykes and concrete structures

Seepage and settlement are the simplest and fastest measurements to carry out and also they are the most direct indicators of performance. Various presentations are utilized in exhibiting data from measurements including time plots, valley profile and depth profile types, etc.



Maintenance

The Dam Safety teams in collaboration with a maintenance team at the Akosombo and Kpong Generation Stations undertake some maintenance activities to ensure that instruments and monitoring systems are kept in good and reliable state. Some of these maintenance activities include:

- Cleaning and probing relief wells in galleries
- Checking and sounding relief wells in dykes
- Repair to seepage monitoring devices
- Control of vegetation growth

Two main objectives fulfilled by monitoring are:

- To ensure that both inspection and instrumentation give results which are

consistent with established predictable trends of the particular dam.

- Inconsistent results or departures from predicted trends are recognized early to allow action to be taken if necessary.

Evaluation of data collected is vital for achieving the goals of effectively monitoring the performance of the dams' structures. It is of the utmost importance that data is regularly and promptly evaluated as it is collected. Standard weekly, monthly, quarterly reports are generated to inform the ESD Management and other stakeholders of the health of the dams. These reports include comparison of recent behavior to historical trends and conclusions as to the performance of the dam with respect to the parameters measured.

Corrective and preventive maintenance works are scoped and implemented based on recommendations from the monitoring activities. One of such works was the recently completed Review and Rehabilitation of the Kpong and Akosombo Dam Safety Monitoring System/Instrumentation Project in 2013. A proposed project for implementation in 2017/18 is the Rehabilitation of the Kpong Dams East and West Dykes and Spillway Project. These projects ensure that the Dams are continuously safe for operation.

VRA subjects its Dam Safety Monitoring to a constituted international body of experts in dam design, construction and safety (Dam Review Board) every five years. The Unit has been highly commended in its consistent high Dam Safety Monitoring Practices.

VRA monitors its dams routinely, performs maintenance and repair of aging structures and continuously updates its Dam Safety Program to meet current industry standards through instrumentation, inspection and maintenance. VRA Dam Safety staff also regularly interacts with other dam safety professionals around the world at industry conferences and training.

Keeping the Authority's dams performing well and Communities downstream safe is a top priority for VRA and the Dam Safety Unit of ESD champions this course.



EXTERNAL RISKS EVENTS AND HOW TO MANAGE THEM (PART II)

Researched by **Christian Cobbinah**

INTRODUCTION

In the first part of the article on Corporate Risk Management, we identified the key components of external risks to an entity as political, legal, economic, social, technological and environmental, as well as natural and unnatural phenomena. We also highlighted the distinction between external and internal risks; both of which are causes of operational risks. We further explained that whilst businesses are able to control their internal risks, external risks are largely outside their domain and much more difficult to manage, despite sometimes, their significant impact on businesses. This second epistle will focus on impacts of external risks and their management.

IMPACTS OF EXTERNAL RISKS

The occurrence of external risks can positively or negatively affect a business entity, irrespective of its size and can generally result in:

- Operational disruptions,
- Unavailability of critical business processes, leading to process related losses,
- Loss to capital assets e.g. damage to buildings, equipment, furniture, etc.,
- Business resumption expenses, and
- Change in business direction.

The impacts of each of the components of external risks (i.e. political, legal, economic, social, technological and environmental, natural or unnatural phenomena) are briefly explained below:

Political Risks

Political risk occurrence determines how businesses generally fare, based on how political actors have their “noses and eyes” in public and private sector enterprises by way of policy direction

and legislation. Political influences and decisions could provide opportunities and constraints. In countries, such as Ghana, demand for affordable and reliable energy by citizens gives it a substantial political prominence and government's desire to seek electoral support, results in influences in tariff setting, by ensuring that it is “affordable”, which most of the time, may not be cost reflective. The consequence is that there is normally under investment in power utilities' infrastructure. Ultimately the utility companies are not able to provide the efficient, reliable and the expected “affordable” services, due in part to frequent breakdown of the obsolete power infrastructure, abnormal technical and commercial losses, among others.

Legal Risks

The energy sector in Ghana is widely impacted by legislations and regulations. With the objective of enabling economic growth and improving the people's standard of living, the Government of Ghana initiated the Power Sector Reform in 1994, with the enactment of various Acts and Legislative Instruments, some of which were specified in Part I of this article. The impacts of these could include; increase in the number of players in the industry, improved efficiency and reliability of power supply. Another possible impact is that inefficient players could also be swept out of business, at the shake-out stage of the industry.

Economic Risks

Economic forces substantially influence every business operation. Rise or fall of GDP and other economic indicators, such as inflation, interest and exchange rates can have either positive or negative impact on businesses. High inflation and interest

rates can increase the cost of doing business and constricts expansion plans of businesses. The Energy Sector in Ghana, like most businesses is vulnerable to the movements of these indicators. Increases in exchange rates, crude oil and gas prices, for example, results in increases in input costs, and ultimately operating costs of the utilities.

Technological Risks

The only thing permanent about technology is change and sometimes very rapid. Technological risk factors could impact businesses by providing new ways of:

- Producing goods and services
- Distributing goods and services
- Communicating with target markets

Advances in technology can cause disruption in the competitiveness of businesses in an industry and allow new players to displace established ones. Companies in industries that are exposed to rapid technological change, risk losing market share, if they fail to quickly adapt to the technological advances.

Social Risks

Social risks are doubled-edged. Whilst operations of power utilities sometimes cause social and environmental impacts, social attitudes, profiles, preferences and tastes also sometimes determines how utilities operate and their profitability or otherwise. The population of Africa, for example, is growing rapidly (2.3% per year). At the same time, urbanization and per capita income levels are rising. These trends are driving energy demand, growth and consumption patterns.

Natural and Unnatural Phenomena

Natural phenomenon, including shifts in the natural environment could impact businesses significantly. Hydro generating plants are adversely affected, when climatic changes results in reduced rainfall. These can have substantial economic impact on hydro generating stations. For example, low water inflows

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External Risks Events and How to Manage Them (Part II)

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into Akosombo and Bui Reservoirs could hamper the generation plants ability to run all of their Units. The consequence is obvious, a shortfall in the national energy supply, which results in the periodic load shedding to account for the shortfalls. Unnatural disasters like fires and cyber-attacks can also disrupt power utilities operations.

MANAGEMENT OF EXTERNAL RISKEVENTS

The secret to managing external risks is being proactive. A key consideration is strengthening internal controls and checks, by studying the organization's core operational vulnerabilities and putting countermeasures that are both preventive and detective in place.

The following can be considered to manage the risk components indicated above:

Political and Legal Risks

Political and legal risks are closely linked, and both can be managed by proactively and constructively engaging key stakeholders, including political office holders on matters of interest to the power utilities. The utility companies need to educate policy makers and legislators on the medium

to long term implications of their decisions and actions and lobby those who understand the issues to advocate on their behalf. Utility Sector Players should not sit idle in various energy policy formulations, but ensure always that their useful inputs have been factored in various policies, legislative instruments and laws enacted.

Technological Risks

Technological risks are mitigated by harnessing technological potential to improve internal efficiencies and also to identify new products, improve on existing products or services to match or exceed expectations of existing and potential customers. Keeping pace with technology is a sine qua non for maintaining competitiveness.

Social and Environmental Risks

The above risks are managed by keeping abreast with social and environmental issues; being a socially responsible institution, being conscious of social norms, tastes and preferences, as well as complying with environmental laws. Other mitigation measures, which also consider natural and unnatural phenomena include:

Setting Key Risk Indicators and Risk Appetite

Set clear risk indicators and risk appetites and ensure that these are effectively monitored. Any worsening trend of the indicators or breaches of appetite and/or tolerance should be escalated to management.

Emergency Recovery Plans

Use of emergency recovery plans, which are documented and structured approach with instructions for responding to unplanned incidents, must be put in place. A strong risk culture must be built among all employees, who should be educated on the emergency plans put in place.

Manage risks from the impact side

External risks are also better managed from the impact side. Use of insurance, hedging and installation of fire extinguishers and training staff in their use, are examples of this.

CONCLUSION

External risks most of the time, take organizations by surprise. Effective internal control measures put in place to strengthen business processes, work on internal weaknesses and vulnerabilities, as well as being proactive can be good mitigating tools.

VRA LADIES, ABOADZE BRANCH MAKE DONATIONS TO TWO ORPHANAGES

Samuel M. Cann, Corporate Communications Unit, Aboadze

The Aboadze Branch of the Volta River Authority (VRA) Ladies Association has donated various consumable items worth over Two thousand Cedis (GHc 2,000.00) to two orphanages at Aboadze and Sekondi in the Western Region.

Making the presentation, Chairperson of the Association, Mrs. Vivian Parker Mckeown of the Health Services, commended the Management of the Homes for their continued sacrifices towards the



An official taking delivery of the items

wellbeing of the children. After the donation, the VRA Ladies interacted with the inmates and encouraged them to study hard in spite of their

challenging conditions. Managers of the “JIKO” and “Our Father's Home” orphanages, expressed their gratitude to the Ladies for their gesture and called for continuous



VRA ladies interacting with the children



HOME OWNERSHIP IS A STRONG ANCHOR FOR YOUR LIFE

...SPEAK TO **SHLS** NOW!

Key Facts

2 Bedroom Properties - Average Rents

Tema (Estate)	GHS 800/Mth
Tema	GHS 500/Mth
Dansoman	GHS 500/Mth
Kasoa	GHS 400/Mth
Nsawam	GHS 300/Mth
Dome	GHS 600/Mth
Adenta	GHS 600/Mth

3 Bedroom Properties - Average Rents

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

Mortgage Interest Rates (Ghc)

HFC Bank	29%
Ghana Home Loans	32%
Fidelity Bank	13%
Ecobank	27.95%

Inflation Rate - 16.7%

Contact:
Nana Adjoa Mensah-Darkwa (Mrs.)
 PLC: 728-122, Email: nana.mensah-darkwa@vra.com

Rosemond Akuffo-Okae (Mrs.)
 PLC: 728-128,

SNEAK PEEK INTO THE MORTGAGE INDUSTRY - MORTGAGE RATE SEEN FALLING

Ghana has been faced with a significant housing shortage for sometime now with a deficit at roughly 1.7 million units and a growing rate of 70,000 units a year. Many people found it difficult in the past to own homes, however, currently due to the decline in T-Bill rates and the current removal of the VAT on real estate, people can afford houses. It means workers who earn **Ghc4,000 – Ghc5,000** can now qualify to purchase a house priced at about **US\$84,000.00** thereby broadening the

STAFF HOUSING LOAN SCHEME SERIES

OTHER MORTGAGE INSTITUTIONS AND THEIR PROCESSES: GHANA HOME LOANS



CONTINUATION OF GHANA HOME LOAN PROCESSES

A Home Construction mortgage is divided into two phases:

Phase 1: A contractor/builder/developer of your choice shall be required to complete the construction of the building using their source of funding. In very special cases, Ghana Home Loans shall consider a request for partial disbursement before the construction phase is completed;

Phase 2: Upon completion of the construction phase, Ghana Home Loans shall disburse the approved loan amount directly to the contractor/builder/service provider.

The loan period is up to 10 years for cedi loans and 15 years for dollar loans. The first step is for the prospective homeowner to identify a house that they wish to acquire. The client can also opt for lesser number of years. The base rate for the cedi loans is **29 %** and runs on a **10 years period** at a base rate of **12.50 %** while the dollar loan runs on a **15 years period**. Processes include:

1. Applicant submits completed application form with requisite documents.
2. GHHL issues a **Letter of Intent (LOI)** within **48 hours**
3. Applicant accepts to proceed by signing and returning the LOI
4. Application is processed and either accepted or declined. If accepted, the **Facility Letter** is issued.
5. Applicant accepts terms and conditions, signs and returns the Facility letter to GHHL
6. Applicant then fulfils all pre-disbursement conditions, including insurance.
7. Loan is closed and disbursed.

LOAN CLOSING COST	CEDI FACILITY	USD FACILITY
Application Fees	2.5% of loan amount (not less than GHC 500)	1.25% of loan amount (not less than \$500.00)
Deposit towards registration of mortgage and transfer of Title	2% of property value for home purchase (Not less than GHC 1,000.00) 1% of loan amount for Equity Release, Home Completion construction applicants with Land Title Certificate (Not less than GHC 1,500)	1.85% of Property Value for Home purchase(not less than \$1,500.00) 1% of loan amount for the Equity Release, home completion and construction
Refundable security Deposit	No security Deposit required	Equivalent of 1 to 3 months loan repayment

QUICK VIEW OF APARTMENTS FOR SALE		PAYMENT TERMS		
TEMA DEVELOPMENT CORPORATION	2 BEDROOM APT	\$90,000.00	70% Deposit	Net Floor Area – 107.02m ²
	3 BEDROOM APT	\$180,000.00	40% Deposit	Net Floor Area – 218m ²

home ownership band. The Treasury Bills for the 91 and 182 days in 2016, was 22 and 23 percent respectively, however it currently stands at 15.4% for 91 day treasury bills and 16.4 % for 182 day bill. (source BFT, Pg4 02/5/17)

**TPS ENGINEERS
UNDERTAKE
ROTOR
MAINTENANCE
ON UNIT GAS TURBINE
(GENERATOR 1)**



S. M. CANN,
Corporate Communications Unit, Aboadze

A team of engineers and technicians from the Takoradi Thermal Power Station (TTPS) has carried out a Hot Gas Path

Inspection and maintenance works on Gas Turbine and Generator Rotor on Unit No.1

According to the team leader, the



objective for the maintenance work is to ensure that the rotor and stator, which convert mechanical energy to electrical energy, was in good condition to guarantee reliable operation and utilization of the full life of the generator and to ensure the smooth operations of the Station.

The outage and maintenance teams led by their various supervisors Ing. Evans Owusu, Outage team, Ing. Geoffrey Barnes, Mechanical Section, Ing. Loius Annan, Maintenance planning, Ing. Joseph Obeng-Kwakye of Control & Instrumentation and Ing. Ivan Amoah, Electrical Section, discovered other defects outside the planned scope of works, but worked around the clock to complete work as expected.

Commenting on the efforts of the team, the Plant Manager, Mr. Stephen Owusu, acknowledged the hard work of the team and other supporting staff, and noted that with such dedication and support from Management, the TTPS team shall be able to carry out similar jobs or services outside VRA, to earn revenue for the Authority.



**“GOLD NUGGETS ON OUR WALLS
A PARTING GIFT FROM MRS EFUA GARBRAH-SARFO”**

Ing. Sophia Abena Tijani, VRA Academy



Mrs. Efua Garbrah-Sarfo
Chief Learning Officer, VRA Academy

So who is Mrs. Efua Garbrah-Sarfo?

She is the current Director, General Services. Before then she was the Chief Learning Officer of the VRA Academy at Akuse. And, if I were to conduct a survey to know staff’s opinion of her, I am sure different people would describe her in their own terms. She could be said to be motherly, strict, hardworking, workaholic, “hard”, meticulous, intelligent, and very eloquent.

But, in this piece, I intend to see her through a “motherly lens”.

As a mother she corrects, directs, sacrifices, endures and loves. She does all these to develop and bring out the best in people. Even if her efforts are not recognized, she never gives up. She continues to shower her motherly gifts on her 'children'. Such are the qualities VRA Academy found in Mrs. Efua Garbrah-Sarfo, our former Chief Learning Officer. Mrs. Garbrah-Sarfo was a mother to all, and she corrected with love. She was patient with all her team members, even the “stubborn” ones, and never relented in inculcating discipline in the Academy Team. Like every caring mother, when she was leaving the Academy in

Contd. on pg.13→

“Gold Nuggets on our walls; a parting Gift from Mrs Efua Garbrah-Sarfo”

→ Contd. from pg.12

December 2016, she never left us empty handed. She blessed us with valuable gifts that would impact the lives of those who pay attention to her messages and are open to receive wisdom.

Mrs. Sarfo donated to the Academy twenty (20) wall hangings - having on them wise inspirational words spoken by world acclaimed personalities. Her gifts have been hanged on the internal walls of the VRA Academy premises at Akuse.

One of the sayings that speak to me personally is; “A leader is the one who knows the way, goes the way and shows the way” by John C Maxwell. This quote has taught me that I need to have a learning mindset, constantly to improve and “walk the talk”.

Another one that touches me is; “Progress is impossible without change, and those who cannot change their minds cannot change anything” by George Bernard Shaw. Meaning we should not expect progress if we continue to do the same old things over and over again.

“We all need people that will give us feedback. That is how we will improve” by Bill Gates, is another of Mrs. Garbrah-Sarfo's gift that resonates with me. Thus, we can never improve without constructive feedback - mentorship. I see very little of that in VRA and I believe we can all learn to give constructive feedback instead of always condemning each other.

I choose to celebrate Mrs. Garbrah-

Sarfo for the legacy she has left for us at the VRA Academy. The Wall Hangings are Gold Nuggets which would forever challenge the conscience of readers and help shape their attitudes to life and work in a positive way.

On behalf of the VRA Academy, I would like to say 'ayekoo' to our mother - our former Chief Learning Officer - Mrs. Efua Garbrah-Sarfo, now Director, General Services.

I also encourage all staff to lookout for the “Gold Nuggets” on our walls anytime they pass through the Academy. Read them, internalize what you read and let those wise words guide your journey to greater heights.

Bravo! Mrs Efua Garbrah-Sarfo.

LACK OF POWER LINES DELAY SUB-SAHARAN AFRICA'S BIGGEST WIND FARM

The biggest wind farm in sub-Saharan Africa is ready for launch but will remain idle until next year, as Kenya's government has not yet installed the transmission lines needed to get the clean power to customers, the provider of the turbines have said.

Danish wind turbine maker Vestas Wind Systems installed 365 turbines at Lake Turkana in the hot desert north of the east African country in March, completing construction in less than a year and two months ahead of schedule.

The project, which the government says will produce around 300MW of power, is located in one of Africa's windiest places. Costing 70 billion Kenyan shillings (\$678 million), it is the country's largest single private

investment and closely watched by investors looking for opportunities in African renewable energy.

The wind farm had planned to begin producing power this month, but construction of the transmission line to the power grid, being built by state-run Kenyan Transmission Company (KETRACO), has been delayed.

“The challenge is now to get the wind farms connected to the grid and that is indeed a project which is not with us,” head of Vesta's central European and sub-Saharan business, Nils debar told Reuters in an interview at the Africa Energy Forum in Copenhagen.

“The expectation is that it will happen in early 2018,” he said, adding that the project is Vesta's largest-ever in terms of the number of wind turbines being installed.

The 428km power line from Loiyangalani in northern Kenya to Suswa in the centre of the country was due to be completed by October last year, but demands for compensation from landowners along the route and other issues have delayed it.

Once in operation, the Turkana Lake Wind Farm is expected to provide 15 percent of Kenya's total electricity needs.

Culled from B&FT

NB: The VRA NEWS wishes to advice stakeholders within Ghana's power sector to take a cue from this development in Kenya and ensure the necessary steps are put in place in readiness for VRA's 150MW wind power expected to come online hopefully in 2019. This is critical because it would be disheartening to experience the situation where the country has available power but does not have the required infrastructure to evacuate it.

INTERNS SHARE THEIR EXPERIENCE

Sharon Kwarley Quartey, Legal Services Department

My association with the Legal Services Department of the Volta River Authority (VRA) gave me a practical feel of the Law. My schedule was such that I visited the various divisions of the High Court, for hearings on VRA's pending cases. Indeed, my overall experience at the Legal Department was one which met my expectation. A real practical learning experience”.

Theophilus Amoah Arthur, University for Development Studies, CCU.

Aside the mandate of VRA which is to generate electricity, I was thrilled to be enlightened on the non-power establishments of the VRA, for example the Hospitals, Volta Hotel, Kpong Farms and many others.

The facility tour also provided much insight into my knowledge of VRA's power operations

Mahamuda. S.K. Halidu, University for Development Studies, CCU

Undertaking my internship with the Corporate Communications Unit of VRA gave me an insight into the operations of the Authority. During my stay, I participated in a facility tour organized for Service Personnel and Interns from the CCU. This tour really was a revelation as it gave me a practical understanding of the operations of the Authority. I am certain I can become a crusader for the VRA.

William Emode, Regent University College of Science & Technology, CCU

VRA gives people the opportunity to learn new things. I never knew of the “Inverted Pyramid” theory style of writing until I came to VRA. My supervisor told me to always have that theory in mind anytime I am doing an informative write-up. The theory I believe would guide my future writings.

Felecia Apiemkabe Anko, University for Development Studies, CCU

People in the Corporate Communications Unit of the VRA have been very supportive. The working environment is very friendly and conducive thereby promoting work efficiency. From the outside, I did not understand VRA's operations especially that which relates to “dumsor”. Today, I can say I appreciate VRA's role and really commend them for their efforts.

Kingsley Nyinah, University for Development Studies, CCU

My experience as an Intern in the Volta River Authority (VRA) has changed my perception about public institutions in Ghana. My stay gave me the impression that staff in public institutions have good work ethics and have good attitudes towards superiors and subordinates.

Gifty Adjei, Ghana Institute of Journalism, Corporate Communications Unit (CCU)

VRA challenges people to go the extra mile. On my first day at work, I was briefed and directed to write an article on the Electronic Document and Records Management Solutions Project (EDRMS). I did a quick research, wrote the article, and submitted it. This experience kept me on my toes until the end of my internship.

Evancella Mensah, University for Development Studies, CCU

Unlike other Institutions in Ghana, VRA seeks to train its Interns and National Service Personnel to prepare them to be able to work effectively when they gain employment. Again, I observed a high level of seriousness on the part of the staff. There was always effective supervision, which ensured positive delivery.

NATIONAL SERVICE PERSONNEL SHARE THEIR EXPERIENCES

Eugenia Atakora, Legal Department

In February 2016, I walked in as a National Service Person into the Legal Services Department, a very prestigious Department in VRA. I was placed under the wings of the Senior Administrative Officer. Which made me an Administration and Support Staff. As a former Assistant Administrator at one of Ghana's Ministries and a private clinic, it enabled me learn and adapt to the way of life in my new environment.

I learnt new skills and way of doing corporate duties; one of such is paying extra attention to details and not being too quick to generate results at the peril of minor but significant details.

Further, I have had the opportunity to observe the Legal way of handling documents, the everyday work life of a corporate Lawyer and most especially the special eye for details that most "Learned Friends" use as their bargaining chip.

A worrying situation in the Authority is the habit of some staff discussing official issues be it confidential or otherwise in the elevator. This I believe is not ethical and could go a long way to affect the Authority negatively since visitors also use the elevator and may eavesdrop and use it against the Authority.

I recommend that the above issue be tackled through training and sensitization at various safety meetings.

Fotwe Afful, CCU, Accra

I had always prayed and hoped to work in an organization that will give me practical experience and knowledge after my course of study in the University.

That opportunity came when I was posted to the Corporate Communications Unit (CCU) of the Volta River Authority (VRA) to undertake my National Service. Working with the CCU has greatly broadened my exposure, as I was obliged to undertake various roles.

I am proud to say I have enhanced my writing skills and gained the necessary self-confidence needed to practice as a Public Relations person. Aside that, I have improved my human relations due to various engagements with people living within the VRA impacted areas.

Working with the Supervisors was another experience altogether as each of them expressed the willingness to teach subordinates particularly when they availed themselves for training.

Ben Mensah (MIS, Accra)

There's nothing as fulfilling as being given the opportunity to solidify the foundation of your tertiary education with practical training." It is priceless when you consider how deficient our educational system is.

Working in the MIS department has been a rewarding experience. Though it was tough from the beginning, today, I have developed the skill(s) to handle clients and resolve temporary faults that pertain to the network and telephony system; understood the purpose and roles of sections within my department through our consistent collaborative meetings. Additionally, my frequent participation in the presentation sessions has boosted my confidence and made me master the skill of articulating myself fluently to both experts and non-experts in my field of study.

Most importantly, employees in the department and VRA as a whole are always welcoming and readily available to share knowledge. They make time for you even when schedules are busy.

Christopher Kpobi, CCU, Akosombo

My national service with the Corporate Communications Unit (CCU) specifically the Media Relations and Events Desk has made me a more focused, innovative and knowledgeable person. My responsibilities included, the taking of photographs of the Authority's events, writing stories for the VRA newsletter, media monitoring and compiling of weekly and monthly survey sheets.

Most importantly, working with the internal and external publics of the Authority has improved my self-confidence greatly. This is as a result of the opportunity given to me by the Authority to conduct guided tours and educating tourists about the operations of the Akosombo Dam.

VRA is a good organization to work with because the system encourages national service personnel to learn.

TRUST, One thing that CHANGES EVERYTHING

Kofi Ellis with references from the book:
"Speed of Trust" by Stephen Covey

Ask yourself this question.

– Do People Trust Me?

Think carefully about this question and see if you can identify at least 10 people (including your immediate or extended family) who really trust you. Am sure some of us may have difficulty getting the 10 or even 5, who really trust us. Some may even be wondering if the 5 that we think trust us are really being honest. How do you feel if majority of the people you know do not trust you? I guess we will feel very comfortable if we are sure that a large percentage of the people we know truly trust us.

It is always a joy to be in an environment when you know you are trusted and vice versa. You enjoy family life when your spouse trusts you and command respect when trusted at your work place. Can you imagine being with your family, work mates or even church members where you know that NONE of them trust you? I strongly believe that you will feel unwelcomed and probably leave. On the other hand, imagine the joy, peace and security, when you are confident that people around you can be trusted and they in turn trust you. This is just to point out the importance of trust in the life of all humans

Trust is very important in every sphere of our lives and if we want to excel, then it is extremely important that we consciously build it wherever we find ourselves. Trust does not come automatically. It involves a conscious and consistent regime of self-work.

In a work environment where we have people from different cultures, backgrounds, profession and beliefs, it

is very important to feel comfortable with the people you work with. One of the best ways is to ensure that you can be trusted. The first day you stepped into the VRA family, nobody knew you very well and therefore could not judge whether you could be trusted or not. Our day-to-day interaction, utterances, grooming and time consciousness etc. begin to define whether we could be trusted or not. Immediately we create a positive impression on people regarding our attitudes and utterances, we position ourselves to be trusted and when that happens almost everything else falls into place. The slightest action that signals doubt as to who you truly are creates a fertile ground for mistrust. Take for example a staff who reports late to his first meeting, especially when other members at the meeting are very time conscious. Irrespective of the excuse, you might be sending bad signals to the people at the meeting. If the situation is repeated and happens again for the third time, then you inadvertently brand yourself as one who cannot be trusted and people start seeing you differently. The unfortunate thing is that people then begin to look out for similar behaviours on other areas of your life. Just one mistake or disappointment is enough to draw a conclusion of your character.

Trust is therefore an important quality to sustain any relationship, and possibly grow it.

SECURITY PERSONNEL UNDERGO TRAINING

Samuel M. Cann,
Corporate Communications Unit, Aboadze

A joint Training Programme by the Volta River Authority (VRA) and Cobra Security Services Limited, a private security company contracted to augment security enforcement at the VRA Townships,

has ended at the premises of Takoradi Thermal Power Station (TTPS) Aboadze for personnel of Cobra Security Services.

The programme was meant to beef up knowledge and skill of personnel to enable them discharge their duties as expected of them by the Authority. For this reason, the two-week training exercise under the tutorage of Mr. Aldrine Lanquaye, Drill Instructor of VRA Security and Mr John Kofi Mensah, retired staff of VRA Security, now with Cobra Security Services, took participants through various aspects of security enforcement and discipline.



Security personnel in a drill exercise

The passing out parade was reviewed by Col. Kutin (Rtd), the Managing Director of Cobra Security Services Limited, assisted by Maj. Jeff Kweifio-Okai (Rtd). Speaking in turns, the two reviewing officers appreciated the smart turn out of personnel and expressed the hope that they will bring to bear on their duties whatever they have learnt at training.

At the parade was the Plant Manager, Ing Stephen Owusu, who expressed the hope that the training will assist personnel to discharge their duties with accuracy and diligence. Also in attendance were Capt. Damasus Bogee (Rtd), Mr. Solomon Antwi, Principal Security Officer, TTPS and Mr. Kojo Sanule, Area Manager, VRA Accounts.

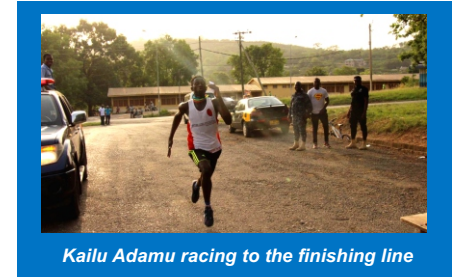


MASTER KAILU ADAMU WINS AMC's 10.5KM CROSS COUNTRY RACE

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo

Master Kailu Adamu, a 19-year-old final year student of the Adjena Senior High School, has become the first winner of the revived Akosombo Management Committee (AMC) annual sports event organized at Akosombo. Speaking to the VRA News, on the sidelines of the event, the cross-country winner disclosed that it was his first time participating in a

competitive race and was grateful to the Authority for the platform. He noted that it is his dream to become a national athlete and is confident the win will inspire him to keep working harder at his dream. Masters Maclean Kulamegbe and Master Kofi Bantey both from the Boso Senior High School placed second and third respectively. The event which was organized as



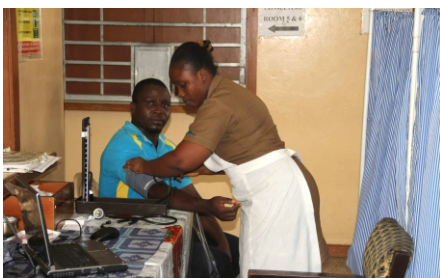
Kailu Adamu racing to the finishing line

part of activities earmarked for the Independence Day at Akosombo and its environs saw the winners of the cross-country and other events including ludo, cards, draughts and oware receiving standing fans, rice cookers, blenders, tea kettles and yards of cloth as their prizes for participation.

AKOSOMBO HOSPITAL TO PROMOTE INTEGRATED SYSTEM OF HEALTH DELIVERY

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo

The Volta River Authority's Hospital at Akosombo has set up a Preventive Health Clinic at Akosombo to reduce the incidence of preventable diseases among employees, their dependents and members of the public.



A staff being attended to at the Preventive Health Clinic

According to the Medical Director of the Hospitals, Dr. (Mrs.) Rebecca Acquah-Arhin, the project dubbed, "**Prevention is better than Cure,**" seeks to shift the focus of public and private health delivery from the existing curative-oriented system to an integrated system that provides preventive measures as well.

Dr. (Mrs.) Acquah-Arhin made the remark at an event organized to receive medical items donated by the Deutsche Gesellschaft fur International Zusammenarbeit (GIZ) GmbH in partnership with the Strategic Alliance (StA) and the Ghana Association of Quasi Health Institutions. Items received include two sphygmomanometers, two stethoscopes, two pulse oximeters, two heavy-duty scales with height meter, two weighing scales, and two Non-Contact Thermometers. Others are two Public Address Systems, and 1 glucometer (one touch).

Making the donation, Project Manager of GIZ, Miss Juliette Edzeame, stated that the items are to facilitate the work of the clinic to ensure the promotion of preventive health. She bemoaned the increasing attention given to curative health in the country noting that if preventive health is paid attention to in the country, it could help reduce the number of curative health cases,

which results into emergencies because of ignorance.

Receiving the items on behalf of the Management of VRA Hospitals, Dr. (Mrs.) Rebecca Acquah-Arhin, commended GIZ for their gesture and assured the equipment would be put to good use to promote the concept of preventive health. She urged staff, their dependents and the public to utilize the facility set up at the hospital.



Mr. Fiadiyor receiving the items on behalf of the Hospital



Mrs. Edzeame signing the MoU on behalf of GIZ

SHAMA STUDENTS URGED TO TAKE CAREER PLANNING SERIOUSLY

Lawerence Quartey, GSD, Accra

Mrs. Efua Garbrah-Sarfo, Director, General Services Department (GSD) has advised students of Shama Senior High School (SSHS) to take their chosen careers seriously since achieving their goals will not be an overnight task.



Mrs. Efua Garbrah-Sarfo addressing the students

Addressing about 1,800 students and staff of SSHS in the Shama District in March 2017, at the Employee Volunteer Programme (EVP) on career

guidance, Mrs. Garbrah-Sarfo said, "Pursuing a good career required effective planning with clear set objectives".

Explaining VRA's social responsibility vision, Mr. Samuel Fletcher, Manager CSR, said every organization must endeavor to show care and do business that promotes good ethical behavior, especially in its operational areas".

The Corporate Social Responsibility (CSR) Section under the GSD organizes the EVP twice every year by mobilizing staff from various departments in the Authority to take up a day's career guidance and teaching session in Senior High Schools located in VRA's operational areas.

VRA in 2013 initiated the EVP as a CSR initiative to promote the spirit of volunteerism among VRA employees to give back to society. The Shama programme, which is the seventh, brought together about 20 VRA employees from the General Services, Thermal Operational Area (Western), Aboadze School, Hospital Services Limited, Real Estate and Security and Management Information System Departments.

Headmistress of the school, Mrs. Regina Obiri, expressed appreciation to the VRA for selecting Shama SHS as a beneficiary.

Mrs. Garbrah-Sarfo, who taught French in one of the classes, further advised the students to be committed to their ambitions and dreams since the positions they occupy in future would determine the nation's developmental path.

TTPC EMULATES KTPS' EXAMPLE

John Chobbah, Corporate Communications Unit, Tema

Months after staff of Kpone Thermal Power Station undertook a cleaning up exercise to ensure a clean and healthy environment for both staff and equipment; their colleagues at Tema Thermal Power Complex (TTPC) have emulated their example by undertaking a similar exercise.

The three-hour exercise witnessed staff cleaning around the generating units, fuel and water treatment plants, transformer housing, streets and offices. This, according to the Operations Manager, Ing. Edward Dorylo, who spoke on behalf of the Ag. Plant Manager, Ing. Darlington Ahuble is to guarantee the readiness

of the Units to deliver power when required. He added that although the plant is available, they have been put on standby awaiting to be brought online by the System Control Centre anytime their service was required. In addition, he advised staff to take their annual medical exams seriously and urged them to continue working in safe environments.



Staff undertaking cleaning exercise



My Encounter With **DR. MARY DSANE-** **THE VRA DENTIST**

Cynthia Ann Aglah (Mrs) Corporate Communications Unit, Accra

Every year I religiously visit the various Units at the VRA Hospital (Accra) to undertake my routine annual medical examination.

During these routine check-ups, one Unit I have reluctantly visited is the Dental Unit. This is due to my childhood experience with a dentist. In fact, since infancy, I have had negative perceptions about them and their activities.



Dr. Mary Dsane attending to a patient

Interestingly, during my encounter with Dr. Mary Dsane, she made a significant impact on my impression thus making me rethink my position that dentists are very insensitive people. Indeed, when I entered the theatre, her approachability, affability, mannerisms and enthusiasm made me so comfortable that when she was done with her checks on my teeth, I still laid on the bed thinking she was yet to commence her task.

Alas, I heard her voice, “You can please get up, I am done”. I was pleasantly surprised considering that I had gone through the process without pain or discomfort.

Following my experience, I decided to enquire more about her from her colleagues in the theatre. Mrs. Stella Opoku Adansi, a nurse who assists Dr. Dsane said of her, “My madam is very free to be with, and a delight to work with. She is very sociable and approachable”. Another, Mrs Florence Ofori Sosu was quick to add, “As for boss, she is simply nice and loving. I am happy to work with her”. Other staff interviewed also made positive remarks about Dr. Dsane and commended her for her good work.

Meanwhile, it is also interesting to state that before my encounter, my little boy, Kevin, who had also experienced Dr. Dsane somewhere in April, had asked me, “Mummy when am I going to visit the Dentist at your workplace again?” I replied, “very soon”. His curiosity compelled me to find out why he had asked. His response, “She was caring and I didn't feel anything when she attended to me”.

His confirmation of Dr. Dsane's work ethics and affability motivated me to set aside a day to have a chat with her.

ABOUT DR. MARY DSANE

Dr. Dsane who comes from Teshie in Accra attended Akosombo International School (AIS). She attained her secondary education at Mfantsiman Girls Secondary School and continued to the University of Ghana to pursue a seven-year training in dentistry. From the Dentistry School, she acquired a 3-year training in Paediatric Dentistry at the Ghana College of Physicians and Surgeons. From there, she enrolled at the Kwame Nkrumah University of

Science and Technology (KNUST) to undergo a 2-year training in Health Informatics.

Dr. Mary Dsane is a versatile woman who judiciously manages her time during her leisure hours, undertaking artwork, bridal bouquet, hair accessories, beading and clothing.

According to her, she loves her profession and feels fulfilled when her patients are well and satisfied. She expressed how frustrated and challenged she becomes when she does not have the required tools to carry out her work on time. “It's very challenging at times”, she reiterated. “Sometimes I improvise and negotiate to get what I need to do my job”.

She recounted that one of her saddest moments was during her National Service postings years ago. She stated that she saw prospective service personnel without “Godfathers and Mothers” being posted to villages, while children of the “elites” remained in Accra. According to her, she really felt disappointed though there was nothing she could do about it.

Commenting on the need for good dental care, Dr. Dsane stated, “One needs to be particular about good oral hygiene because it reduces diseases such as gum bleeding, mobile teeth, abscesses, bad breath, and tooth decays. It also helps control chronic diseases like diabetes and heart related problems.

She used the opportunity to advise the youth to be mindful of their lifestyle emphasising the need for them to study hard in order to appreciate what entails in their chosen profession.

To conclude, I wish to commend Doctor Dsane for the good work she is doing at the dental clinic.



VRA INTRODUCES TECHNOLOGY TO CREATE PAPERLESS ENVIRONMENT

Michael Danso, Corporate Communications Unit, Accra

The Management and Information Systems Department of the Volta River Authority (VRA) has introduced “Laserfiche”, a computer enterprise content management software to facilitate the elimination of the standard paper-working environment. The newly introduced user-friendly technology in the long term also seeks to capture, store, manage

records and keep full audit trail of all corporate documents among others. The initiative, under an umbrella body, the Electronic Document Records Management System (EDRMS) project comprises selected staff from the Management Information System (MIS) and the Change Management Team of the Human Resources Department. A member of the Project Team, Mr. Foster Opare, said the software would

be used to standardize the Authority's filing system for easy and timely retrieval of information. According to him, awareness creation and piloting has been done in phase one of the project for about ten departments including; General Services, Real Estate and Security, MIS, Technical Services, Legal Services, Human Resources Department, CCU, etc. with file plans having been developed for smooth take off”. He said the Change Management Team would be monitoring and tracking the usage and progress of the project on quarterly basis to ensure efficiency and sustainability of the system.

VRA AND GNFS UNDERTAKE JOINT FIRE AND RESCUE SIMULATION EXERCISE

John Chobbah, Corporate Communications Unit, Tema

On Tuesday, April 25, 2017, VRA's Tema Thermal Power Complex (TTPC) and the Ghana National Fire Service (GNFS) jointly carried out a fire rescue and simulation exercise with the objective of assessing the preparedness of the staff of the two organisations in the event of a fire outbreak.



Lowering the dummy rescued from the rooftop of the station 2 admin block

The exercise drew fire fighters from three GNFS stations and the VRA Fire Station, and involved plant staff of both VRA and CENIT Energy Limited (CEL) as well as visitors who were present on sight. The almost two hours exercise started when the Incident Coordinator placed distressed calls to the GNFS and VRA

Fire Stations to request for assistance in fighting fire and rescuing staff. This was after he had triggered a fire alarm at exactly 09:03am. Once the alarm triggered, staff of the VRA and CEL filed out of their offices and gathered at the Assembly Point. The VRA fire team was first to arrive at the scene at 09:05am while the GNFS team deployed from their Heavy Industrial Area Fire Station near TOR and the Tema Community 1 Fire Station as well as a Fire Turntable from their Tema Regional Office at Community 2, arrived at 09:21am, 09:29am and 09:36am respectively.



The Plant Manager of TTPC Ing. Ahuble addressing staff at the Assembly Point after the exercise

During the rescue operation, the GNFS used their turntable to rescue a dummy trapped on the rooftop of the four story TTPC 2 Administration Block.

It is instructive to note that with the exception of the Managements of both GNFS and VRA, the exercise was executed without the prior knowledge of staff. This was to ascertain staff's response to emergencies.



GNFS Turntable attempting to rescue staff from the roof top

While at it, a genuine distress call came from VRA's Procurement Department. A VRA Fire team was dispatched to bring the situation under control.

It is imperative to note that even though the exercise was successful, it brought to the fore a few challenges. For instance, though the GNFS team arrived on time, their inability to map out easy access to the scene as well as the unavailability of VRA's site and

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VRA and GNFS undertake joint fire and rescue simulation exercise

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building plans impeded their smooth operations. Additionally, VRA did not make provision for an infirmary and or an ambulance service where medics could provide first aid to casualties and those injured or traumatised prior to evacuation to the hospital. Worse of

all, was VRA staff's lackadaisical approach to the exercise as most of the staff apart from leisurely filling out of their offices when the alarm was triggered, they also moved about taking photographs when a mandatory headcount was underway at the Assembly Point..

2017 STAFF ATTRITION - QUARTER 1 & 2

Cnt	Staff No.	Employee Full Name	Department	Position Title	Location	Retired Date
1	7448	Mr. George Twum Amponsah	PROPCo	Senior Labourer	Accra	1-Jan-17
2	5274	Mr. Emmanuel Komlah Kokroko	PROPCo	Watchman	Akosombo	1-Jan-17
3	3818	Miss Grace Dapaah	PROPCo	Senior Steward	Akosombo	2-Jan-17
4	6305	Mr. Joseph Larbi	Engineering Services	Senior Driver	Akuse	2-Feb-17
5	7502	Mr. Addai-Koduah Asamoah	Thermal Generation (WOA)	Senior Clerk	Aboadze	4-Feb-17
6	3795	Mr. Christopher Sai Adjah	PROPCo	Senior Labourer	Accra	7-Feb-17
7	7123	Mr. Alfred Asabil Hinson	PROPCo	Principal Landscape Assistant	Akosombo	13-Feb-17
8	4764	Ms. Anita Arko	VRA Hospitals	Principal Nurse	Akosombo	18-Feb-17
9	4663	Mr. Isaac Kwame Asare	PROPCo	Senior Security Guard	Akosombo	2-Mar-17
10	5486	Mr. Stephen Osei Anim	NEDCo	Principal Driver	Sunyani	2-Mar-17
11	7165	Mr. Samuel Theophilus Osabunor Doku	Environment & Sust. Devt.	Senior Deckhand	Ada Foah	4-Mar-17
12	5974	Mr. Joseph Kwabla Amey	NEDCo	Supervising Technician Engineer	Tamale	5-Mar-17
13	8953	Mr. Nketsiah Theophilus Bonney	Thermal Generation (WOA)	Senior Labourer (General)	Aboadze	6-Mar-17
14	2504	Mr. Emmanuel Kwabla Agbezukey	VRA Hospitals	Physician Assistant (Medical)	Akosombo	6-Mar-17
15	4903	Mr. Sampson Makarous Kow Arkoh Andoh	Hydro Generation	Chief Technician Engineer	Akosombo	6-Mar-17
16	3816	Mrs. Grace Antwi	PROPCo	Senior Steward	Akosombo	6-Mar-17
17	7460	Mr. Rudolph Buerteye Aniteye	Thermal Generation (WOA)	Senior Technician Engineer	Aboadze	11-Mar-17
18	7454	Mr. Lawrence Brako Twum	Thermal Generation (WOA)	Supervising Technician Engineer	Aboadze	12-Mar-17
19	4579	Mr. Offei Paul Addo	Hydro Generation	Assistant Chief Technician Engineer	Akosombo	25-Mar-17
20	9402	Mr. Ernest Fifi Tharkor	Corporate Communications Unit	Information/Publicity Officer	Accra	29-Mar-17
21	3926	Mr. Robert Amadi	VRA Hospitals	Head Hospital Orderly	Akosombo	1-Apr-17
22	4686	Mr. Quarshie Gado	PROPCo	Chief Security Guard	Akuse	9-Apr-17
23	4171	Mr. Emmanuel Asare-Akoto	Hydro Generation	Supervising Maintenance Mechanic	Akosombo	11-Apr-17
24	7342	Mr. Samuel Kwame Daitey	Environment & Sust. Development	Tradesman	Akosombo	17-Apr-17
25	3206	Mr. Seth Nii Narh Adumuah	Finance	Principal Accounts Clerk	Accra	21-Apr-17
26	4246	Mr. James Acher	PROPCo	Head Labourer (General)	Accra	22-Apr-17
27	8166	Mrs. Joana Nana Bartels	VRA Academy	Principal Training Officer	Akuse	30-Apr-17
28	5902	Mr. Sulemana Norgah	NEDCo	Senior Driver	Yendi	1-May-17
29	3998	Mr. Charles Emmauel Kofi Obuobi Addo	Engineering Services	Director, Engineering Services	Akuse	3-May-17
30	7431	Mr. Benjamin Owusu Amoaforo	Environment & Sust. Development	Foreman	Akosombo	4-May-17
31	3266	Mr. Kofi Mawuli Sokah	General Services	Senior Maintenance Mechanic	Akosombo	5-May-17
32	4689	Mr. Benjamin Krampah	PROPCo	Senior Security Guard	Akuse	12-May-17
33	2295	Mr. Kwabena Jacob Kenyeneda	PROPCo	Foreman	Akuse	17-May-17
34	6514	Mr. Emmanuel Agbesi Tettey	VRA Schools	Principal Graduate Master	Akuse	21-May-17
35	6234	Mr. Robert Ayelgum	NEDCo	Principal Accounting Assistant	Tamale	26-May-17
36	6607	Mr. Ekow Samuel Dickson	General Services	Senior Driver	Accra	30-May-17
37	4645	Mr. Emmanuel Kumah Kumordzi	PROPCo	Senior Labourer (General)	Akuse	7-Jun-17
38	7501	Mr. Stephen Nartey	Procurement	Driver	Tema	7-Jun-17
39	3930	Miss Jessie Belinda Akua Obuabia Obeng	VRA Hospitals	Principal Clerk/Typist	Akosombo	12-Jun-17
40	7749	Mr. Thaddeus Tuomba	NEDCo	Watchman	Wa	15-Jun-17
41	7512	Mr. Daniel Dickson Osei	General Services	Driver	Accra	28-Jun-17
42	8793	Mr. Daniel Amewuga	Hydro Generation	Senior Labourer (General)	Akosombo	30-Jun-17
43	3753	Mr. Anafo Talensi	PROPCo	Senior Labourer (Sanitation)	Akosombo	30-Jun-17
44	5147	Mr. Isaac Tetteh Asare	Technical Services	Chief Fireman	Akuse	30-Jun-17



YOU & YOUR SLEEP

Dr. Emmanuel Sowah, Health Services, Accra

Sleep is a state of inactivity for the mind and body in which the eyes are usually closed and consciousness is completely or partially lost. It is characterized by a cycle of brain wave activity that includes intervals of dreaming and entails a decrease in responsiveness to external stimuli.

Sleep is a vital indicator of overall health and well-being. We spend up to one-third of our lives asleep, and the overall state of our "sleep health" remains an essential question throughout our lifespan. Most of us know that getting a good night's sleep is important, but too few of us actually make those eight or so hours between the sheets a priority. For many of us with sleep debt, we have forgotten what "being really, truly rested" feels like.

How much sleep do we need?

Newborns	14-17 hours
Infants	12-15
Toddlers	11-14
Pre School	10-13
School Age	9-11
Teens	8-10
Young adults	7-9
Older adults need	7-8

About 10% of people require more or less sleep whilst in general pregnant women need more sleep

Sleep Patterns

Far from being a uniform activity, sleep progresses through different stages and in a cyclical manner. Different activities occur at each stage of the sleep cycle and we go through a number of cycles during the period in which we are asleep.

There are two types of sleep: Rapid eye movement (REM) sleep and Non rapid eye movement (NREM) sleep.

The NREM sleep consists of four stages:

Stage one: A time of drowsiness or transition of being awake and falling asleep. Sleep is light and we drift in and out of it and, awoken easily. It involves slowed eye movement and muscle activity and we may experience a sense of falling followed by sudden muscle contractions

Stage two: A period of light sleep during which eye movement stops and there is muscle relaxation

Stage three and four: Together these are called slow wave sleep or deep sleep. Sleep is deeper with no eye movement and decreased muscle activity and the person is difficult to awaken. It is during this stage that some children experience *bedwetting*, night terrors and sleep walking.

Importance of deep sleep

Deep sleep is a time when the body repairs itself and builds up energy for the day ahead. It plays a major role in maintaining your health, stimulating growth and development, repairing muscles and tissues, and boosting your immune system. In order to wake up energized and refreshed, getting quality deep sleep is essential.

The most damaging effects of poor sleep result from getting inadequate deep sleep.

Factors that can lead to poor or inadequate deep sleep include:

- Being awakened during the night by outside noise, for example, or in order to care for a crying baby.
- Working night shifts or swing shifts.
- Light and excess noise.
- Smoking or drinking in the evening.

REM Sleep

During this stage sleep waves increase to the awake level. Most dreams occur during this stage and if awoken in this stage, most people remember their dreams. Physical changes during REM include increase in heart rate, blood pressure and breathing, having shallower and irregular breathing, eyes jerk rapidly, limb muscles temporarily get paralyzed, and men may experience erections.

Most people have 3-5 intervals of REM each night. Whilst infants spend 50% of time in REM, adults spend nearly half of time in Stage 2, 20% in REM, other 30% divided among other stages. As we age, we progressively spend less time in REM.

Importance of REM Sleep: During REM sleep, your brain consolidates and processes the information you have learned during the day, forms neural connections that strengthen memory, and replenishes its supply of neurotransmitters that boost your mood during the day. Just as deep sleep renews the body, REM sleep renews the mind and therefore plays a key role in learning and memory.

To get more mind and mood-boosting REM sleep, try sleeping an extra 30 minutes to an hour in the morning, when REM sleep stages are longer. Improving your overall sleep will also increase your REM sleep. If you are not getting enough deep sleep, your body will try to make that up first, at the expense of REM sleep.

Causes of Sleep Deprivation/Deficit

- Not going to bed!
- Inadequate time in bed
- The notion that less sleep equals "productivity"
- The notion that sleeping implies laziness or is not necessary
- Poor sleep hygiene
- Sleep disorders
- Behavioural interference (e.g. physical activity and eating before bedtime),

- Cognitive interference (e.g. worrying and planning before bedtime),
- Environmental interference (e.g. uncomfortable bed or noisy surroundings),
- Inconsistent sleep patterns (e.g. going to sleep/waking up at different times from day to day)
- Substance use before bedtime (e.g. nicotine, caffeine and alcohol).
- Overweight
- 40% have sleep apnea
- Diabetes
- ½ of people with sleep apnea have diabetes
- Pain/Illness
- Arthritis, osteoporosis, dementias, heart disease, lung disease, cancers
- digestive disorders
- Medications
- Stress

Contributors to Sleep Disorders

- Genetics
- Aging
- Menopause, hot flashes, hormone changes
- 1/3 of older adults have insomnia
- More nocturnal awakenings, more fitful sleep

General Symptoms of a Sleep Problem

- Decrease in performance: academic, physical, etc.
- Behavioral difficulties
- Irritability and hyperactivity
- Frequent illness
- Headaches, jaw pain, earaches
- Depression, anxiety

- Daytime sleepiness
- Needing an alarm clock in order to wake up on time
- Having a hard time getting out of bed in the morning
- Feeling sluggish in the afternoon
- Get sleepy in meetings, lectures, or cozy rooms
- Getting drowsy after heavy meals or when driving
- Needing to nap to get through the day
- Feeling the need to sleep in on weekends
- Falling asleep within five minutes of going to bed

VRA ABOADZE INTERNATIONAL SCHOOL HOLDS GRADUATION DAY

Samuel M. Cann, Corporate Communications Unit, Aboadze

On Friday, June 16, 2017, the pupils and students of the VRA Aboadze International School held its 6th Open Day and 3rd Graduation ceremony at Aboadze.

Addressing the gathering, Guest Speaker for the occasion, Dr. Bernard Kumi-Boateng of the University of Mines and Technology (UMaT), Tarkwa, observed that from a conceptual standpoint, re-engineering education in Ghana would primarily be based on re-defining and re-focusing education to meet the current national challenges as well as global demands of economic development.

He noted, “Achieving such a target would heavily rely on the capability of man to apply the knowledge, skills and attitudes acquired through education for effecting social change and economic development”.

Mrs. Bevelyn Asamoah, General Manager, VRA Schools, remarked that being an educator is one the best professions in the world.

This is because educators teach and nurture children to become responsible adults and useful citizens of a nation. She expressed high hopes in the graduands and appreciated the hard work of the parents and teachers.



New Graduands

Supervisor of the School, Mr. Seth O. Oppong, stated that the objective for establishing the school on November 1, 1999 was to provide educational facilities in Kindergarten and Primary levels for the children of Engineers, Technicians and other workers of the



AIS cultural troupe in a display

Takoradi Thermal Power Project at Aboadze. He added that since 2002 the School has grown to the level of a Junior Secondary.

In his closing remarks Chairman for the occasion, Ing. Steven Owusu, Plant Manager for Takoradi Thermal Power Station (TTPS) commended the parents, teachers and students for a successful event.

Dignitaries present included Rev. Charles Flintwood-Brace of the Assemblies of God Church, Aboadze, Mr. Kwesi Eyeson, Officer-in-Charge, HR, and Mr. Kojo Sanule, Area Manager, Accounts and Ing. Owusu Sekyere, the PTA Chairman.

The theme for the occasion was, “Re-engineering Education in Ghana for Economic Development in the 21st Century”.



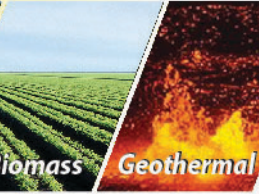
Hydro



Solar



Wind



Biomass



Geothermal

Renewable Energy

Come Partner us to make a Huge Difference!

Our Mission:

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

OUR VALUES

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

Building yourself a happy brain

→ Contd. from pg.4

determine the part of our brain that is activated and 'fed' and ultimately the kind of brain we create for ourselves. For instance, if you regularly rest your mind upon worries, self-criticism, and anger, in reaction to the circumstances of your life then your brain will gradually take that shape; and will develop nerve structures and connections that promote anxiety, low sense of worth, and negative reactivity to others. We ought instead, to regularly rest our minds upon, for example, how blessed we are, how much progress we have made in our lives, the fact that we are in good physical health, that we have a job, that we had difficulties in the past which are gone with our past, etc. Maintaining such a mental attitude of gratitude and optimism, would make our brains gradually take the shape of calm strength, self-confidence, and inner peace.

We can build happy brains for ourselves in two ways. Firstly, we must learn the discipline of focusing our mind on whatever we find ourselves doing. Secondly, we must store up useful thoughts as replacement when we need to expel

unhelpful thoughts from our minds. Harvard researchers, in a study of over 2,200 people the researchers found that people tended to be happier according to the degree of attention they were bringing to what they were doing. Our ability to concentrate our whole being and attention on whatever it is we are engaged in is the determining factor for whether we are happy or not. Whether our minds wander and where they wander predict our happiness, better than what we are doing. Our attention most of the day is generally lost in thought. According to the researchers, on average, our minds wander 47 percent of the time. What matters in our lives is the quality of attention we bring to bear on what we are doing even beyond what we are actually doing. According to Soren Gordhamer, the way to be happy is to do what you are doing as if it deserves your full attention. His advice is for us to prioritize not what we are doing as much as the quality of attention we bring to what we are doing, as if what we are doing right now deserves our full attention. As humans we have the tendency to want to 'sanitize' our lives in the sense that we like to focus on what is going wrong in our lives in order to eliminate them. The presence in our lives of negatively empowered thoughts is the

biggest challenge to our ability to focus attention on what we are doing and to be happy for what we have. By negatively empowered thoughts, I mean those challenges of life, which we permit to become a source of great worry for us. Until we deal with them or they go away, they retain the ability to intrude on our thinking uninvited. Unfortunately, many of our modern day challenges do not go away. Due the fact that we empower them by allowing them to distress us greatly, these thoughts enter our minds against our will and we are unable to get them out of our minds, they destroy our happiness. Even when we find ourselves within a very fascinating environment, like on a beautiful beach, our minds keep drifting back to these thoughts that make us unhappy and the end result is that although our body may be in a pleasant place we find ourselves unhappy. Our brains have become experts at detecting what is wrong in our lives while we neglect the part of our brains responsible for focusing on what is going right in our lives.

...to be continued

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Please send your concerns, questions, congratulatory messages, issues, worries, suggestions, etc., to corpcomm@vra.com

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