

VRA NEWS

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KWEKU AWOTWI RETURNS AS VRA BOARD CHAIRMAN



Members of the VRA board with the Minister

The President of the Republic of Ghana, His Excellency Nana Addo Dankwa Akufo-Addo has appointed an eight-member Board for the Volta River Authority (VRA) chaired by Mr. Kweku Andoh Awotwi.

Inaugurating the Board on behalf of the sector Minister, the Deputy Minister for Energy in-charge of Power, Hon. William Owurako Aidoo, urged the Board to provide the required leadership to enable VRA maintain its reputation as one

of the best generating utilities in the sub region; and as a generator of choice in line with its own corporate vision to become “A Model of Excellence for Power Utilities in Africa”.

“I would encourage you to ensure VRA remains a good corporate “citizen” and adequately address environmental and other issues in communities affected by their operations. This includes the protection of the Volta Gorge against all sorts of illegal activities such as

blasting and sand wining as well as the effects of the construction of the dam on the Lower Volta”, the Deputy Minister said.

He concluded, “You, as individuals have in no doubt achieved a lot in your various fields but I believe you will work best as a team and we at the Ministry will be monitoring your performance.

The other members of the Board are Mr. Emmanuel Antwi-Darkwa, (Chief Executive, VRA), Mr. Richard Obeng Okrah, Dr. Joyce Rosalind Aryee, Nana Kobina Nketsia V, Mr. El-Farouk Umar, Chief Musa Badimsugru Adam and Mrs. Janet Anane,

The new Board Chairman, Mr. Kweku Awotwi said: “We are supporting the government to get its work done. We will make sure we get a positive outcome”.

He said the move to restructure the VRA had been on the drawing board for many years and stressed that the board was prepared to help the management of the VRA to implement the restructuring plan.

Mr. Kweku Awotwi until his appointment as Board Chairman had served as Chairman of an Interim Management Committee and Chief Executive of the Authority.

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VRA ACADEMY RECEIVES MAJOR BOOST



Ing. Richard Agyemfra Badger and Mr. Tehemer exchanging the MoU

The quest by the VRA Academy to become a regional academy of learning in the sub region has received a major boost with the signing of a Memorandum of Understanding (MoU) for technical collaboration with ASEA Brown Boveri (ABB), a leading power and automation technology group.

Per the initial two-year agreement, ABB, a Swiss-based multinational

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**VOLTA
RIVER
AUTHORITY**

Our Vision:

A MODEL OF EXCELLENCE FOR POWER UTILITIES IN AFRICA

VRA Academy Receives Major Boost

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company will offer quarterly training courses in “Power and Automation” to VRA Trainers and Technical Engineers.

Also, technical experts from ABB and the VRA will collaborate to design and deliver relevant technical courses at the academy. Additionally, ABB will provide technical experts to peer review training content of selected programmes offered at the academy as well as use the academy as a hub for ABB Training programmes in West Africa.

In an address delivered on behalf of the Chief Executive of the VRA, the Deputy Chief Executive, Engineering and Operations (E&O), Ing. Richard Agyemfra Badger, stated that “The V R A / A B B agreement is a novelty and a significant milestone in the V R A / A B B partnership which has existed for decades”. He added that collaborating with ABB, would enhance the capacity of the Authority's Engineers and Technicians”.

He gave the assurance that VRA's commitment to the agreement would yield mutual benefit to both organizations and was optimistic that by the end of the programme, VRA would have succeeded in making the academy the preferred technical training institution for power utilities in the sub-region.

In a welcome address the Deputy Chief Executive, Services (DCE(S)), Mr. Richmond Evans-Appiah, noted that “Under the agreement, ABB would provide excellent professional training courses and tutelage in “Power and Automation” technologies for Technical Engineers in the Authority through the VRA Training Academy”.

In addition, the contract would enable the VRA improve upon its operational efficiency, safety practices and cut down on exorbitant overseas professional training programmes.

The Managing Director of ABB

Ghana, Mr. Hesham Tehemer, noted, “As a leading power automation company, we are always looking for collaborative opportunities to facilitate knowledge transfer”. He continued, “We are therefore excited by the fact that through the MoU, ABB's technical expertise will be in the hands of Ghana's largest utility company, making them more familiar and very abreast of ABB's latest technology in power and automation. He stated that he fully understood

Operations and Maintenance.

Present at the event organized on Monday, July 31, 2017 at the Electro Volta House Conference Hall were the Swiss Ambassador to Ghana, His Excellency, Markus Dutly; the Chief Executive Officer of the Ghana Grid Company, Ing. William Amuna; the General Secretary, PSWU of TUC, Richard Ampabeng; Chairman, Swiss-Ghana Chamber of Commerce, Dr. Nortey K. Omaboe; the Director of Power, Ministry of Energy, representatives of ABB-GH.



Group photography of the dignitaries

Ghana's power challenges and was sure with the collaboration, VRA will meet its energy and industrial development goals by unleashing the full potential of the entire organization to take advantage of the growing energy market.

The Chief Learning Officer of the academy, Mr. Eric Mensah Bonsu, in a media interview said, “The agreement will see a vast improvement in stable power production in the country indicating that the collaboration is focused on building capacity in the energy sector for industry players. He said that the programme which is expected to cover 200 direct beneficiaries would train 20 people under each of the 10 programmes outlined during the two-year period”.

Mr. Eric Mensah Bonsu stated that within the framework, the following courses would be run in 2017: Electrical Safety for Power Installations, PLC Training, Testing and Commissioning of Transformers and HV Circuit Breakers, Controls and Instrumentation and MV Switchgear

Official launching at Akuse

Earlier in the morning at the premises of the VRA academy at Akuse, the official launching of the agreement was rolled out leading to the admission of the first batch of 20 VRA staff who received training in

“Electrical Safety for Power Installations.”

Leadership Quote

“The tragedy of life doesn't lie in NOT reaching your GOAL.

The tragedy lies in having NO GOALS to reach”.

BENJAMIN E. MAYS
(American Civil Rights Icon)

First Batch of Trainees Complete ABB-VRA Training Programme

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo



A team of experts on the high table

A VRA / ABB training programme in “Electrical Safety for Power Installation” has been organized for the first batch of 20 VRA staff at the VRA Academy at Akuse.

Speaking at the closing ceremony, The Ag. Chief Learning Officer, VRA Training Academy, Mr. Eric Mensah Bonsu, noted that the programme which is the first to be organized after the signing of the agreement for technical cooperation between VRA/ABB, aims at building the capacity of the VRA staff with the ultimate goal of enhancing the efficiency of the Authority's operations.

Mr. Mensah Bonsu advised the participants from Hydro Generation, Technical Services, Engineering

Services and Thermal Generation Departments to ensure the training received is put to good use to facilitate VRA's quest of becoming a Model of Excellence for Power Utilities in Africa. He assured that the collaboration between the VRA Academy and ABB would be



Officials and participants in a group photograph

extended to other players within the energy sector in the sub region in the future.

Manager, Technical Training at the Academy, Mrs. Sophia Tijani, remarked that the VRA/ABB



A section of participants at the programme

collaboration was in line with the Academy's commitment towards delivering programmes that would bridge the competency gaps. She added that, “More programmes especially in ‘Power System Automation’ would be rolled out and urged staff not to miss the opportunity available to them.”

The Managing Director (MD) of ABB Ghana, Mr. Hesham Tehemer, said that both ABB Group and ABB Ghana are proud to be part of the collaboration with the VRA. He expressed gratitude to the VRA Academy for their willingness to collaborate with ABB on the technical training programme.

In a brief remark on behalf of his colleague participants, Mr. Samuel Adjei said, “We are honoured and privileged to have been the premier class for this programme”. He thanked the Management of the Authority for the collaboration with ABB and added that the knowledge acquired would go a long way to help them on the job.

Deputy Energy Minister Tours Akosombo And Kpong Dams

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo

The Deputy Minister of Energy responsible for Power, Mr. William Owuraku Aidoo, has paid a working visit to the Akosombo and Kpong Generating Stations.

The visit was to enable him acquaint himself with the operations of the Volta River Authority's (VRA) Hydroelectric Plants.

Interacting with the Ag. Chief Executive of the VRA, Mr. Emmanuel Antwi-Darkwa and some members of his management team, the Deputy



Deputy Minister's entourage and VRA officials in a photograph

Minister expressed satisfaction with the operations of the two hydro dams

and the various measures put in place to ensure that the VRA continues to be a

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Deputy Energy Minister Tours Akosombo And Kpong Dams → Contd. from pg.3

model of excellence for power utilities in Africa.

The Deputy Minister's visit, which is his first since his appointment, began from the Akosombo Generating Station where the Director, Hydro Generation, Ing. Charles desBordes; Director, Engineering Services, Ing. Eugene Ada Asomontsi as well as Manager, Generation Planning, Ing. Abdul Noor Wahab briefed them on the Authority's hydro and engineering operations. This was followed with a plant tour conducted by the Plant Manager of the Akosombo Generating



Ing. Arthur explaining a process to the entourage

Station, Ing. Kenneth Arthur.

At the Kpong Generating Station, Plant Manager, Johnson Hlodjie, conducted a tour of the facility for the Deputy Minister and his entourage. Subsequent to that, Ag. Chief

Learning Officer, Mr. Eric Mensah Bonsu; Director of West Africa Power Pool Project (WAPP), Ing. Francis Kyere; Manager, Project Management, Ing. Isaac Bedu; and Ing. Kofi Gyekye-Adarkwa made presentations on the VRA Academy, WAPP, VRA International (consultancy wing) and VRA's Solar Projects to the Minister.

The Director of Power at the Ministry of Energy, Ing. Emmanuel Dankwa Osafo, and other officials accompanied the Deputy Minister.

HR Fair Ends at Aboadze

Samuel M. Cann, Corporate Communications Unit, Aboadze



The last of the series of HR Fairs organized by the Volta River Authority's Human Resource Department (HRD) to educate staff on systems, policies and procedures has ended at Aboadze.

The one-day event, which ended on Thursday, August 3, 2017 at the Takoradi Thermal Power Station (TTPS) conference room afforded staff the opportunity to get direct information or clarifications on issues related to the HRD, as well as sought answers to issues they considered very personal.

After presentations on the functional activities of all the sections within the HR Department, the HR team led by Mrs. Jayne Kumi, interacted with the staff and provided appreciable responses to the pertinent questions posed by them. Of the many questions that the staff

sought answers to, the most prominent and critical was the question by the Chairman of the Association of VRA Technician Engineers (AVRATE), Mr.



Bennet Morladza. Mr. Morladza, who is a member of the Institution of Engineering and Technology (IET), Ghana, sought to know why HRD continually fails to recognize the Institution's certificate when it comes to internal adverts. He said that the

Engineering Council of Ghana recognizes the IET, as one of the two legally mandated bodies to license all practicing engineers in the country and therefore could not understand the position of the HRD in that regard.

In a response, Mrs. Jayne Kumi appreciated the concerns raised and said HR would take cognizance of the fact and work towards changing the situation in subsequent internal adverts.

Members on the HR team included the Areas HR Manager, Mrs. Gwendoline Sam-Appiah, who deputized for the Manager, Corporate Social Responsibility and Development (CSR&D), Mr. Torgbor Anang, Manager, Corporate Industrial Relations



and Staff Compensation (CIR&SC), Mr. Richard Ocquan, Mr. Forster Opore, Ms. Yvonne Attipoe and Mr. Heinz Boateng. Others were Lena Nyinaku and Vera Lartey, Ms. Akuba Sangmor and Mr. Joseph Hutchful. The Aboadze Area HR officer, Mr. Kwesi Eyeson and his team also provided support.

Knowledge Management as an Integral Part of Strategic Management in Volta River Authority

PART 1 - Randy Emmanuel Kommey

As part of the Strategic Plan to transform the Authority into a high performing organization, the VRA has adopted one of Baldrige's Models for excellence, "Knowledge Management" (KM). Baldrige is an outcome-focused, validated management model based on the characteristics of high-performing organisations. The Baldrige Excellence Framework and its Criteria empowers VRA to reach its goals, improve results, and become more competitive.

More importantly, the Baldrige Framework has been applied for decades and served as a model for national and international excellence award frameworks. "I see the Baldrige process as a powerful set of mechanisms for disciplined people engaged in disciplined thought and taking disciplined actions to create great organisations that produced exceptional results" by Jim Collins

'Knowledge Management' is a term used by business analysts to describe a great number of business practices and approaches, which are connected with the creation, sharing, managing, processing and diffusion of knowledge and know-how. It is the most important intangible asset and the only sustainable competitive advantage of the VRA.

Knowledge Management can provide opportunities for achieving substantial savings, significant improvements in human performance, and other competitive advantages. Besides, some companies that have already embarked on a KM programme have benefited in a number of ways including: enhanced collaboration, improved communication, improved employee skills, better decision making, and increased innovation. The graphic depicts the Baldrige

Framework in terms of what makes it work - its key processes and systems.

The future and the success of VRA are determined by its ability to utilise its most valuable resource: business knowledge. This means that it must be

of products and services.

2. This knowledge shall be maintained and made available to the extent necessary.

Current Knowledge Management Situation in VRA

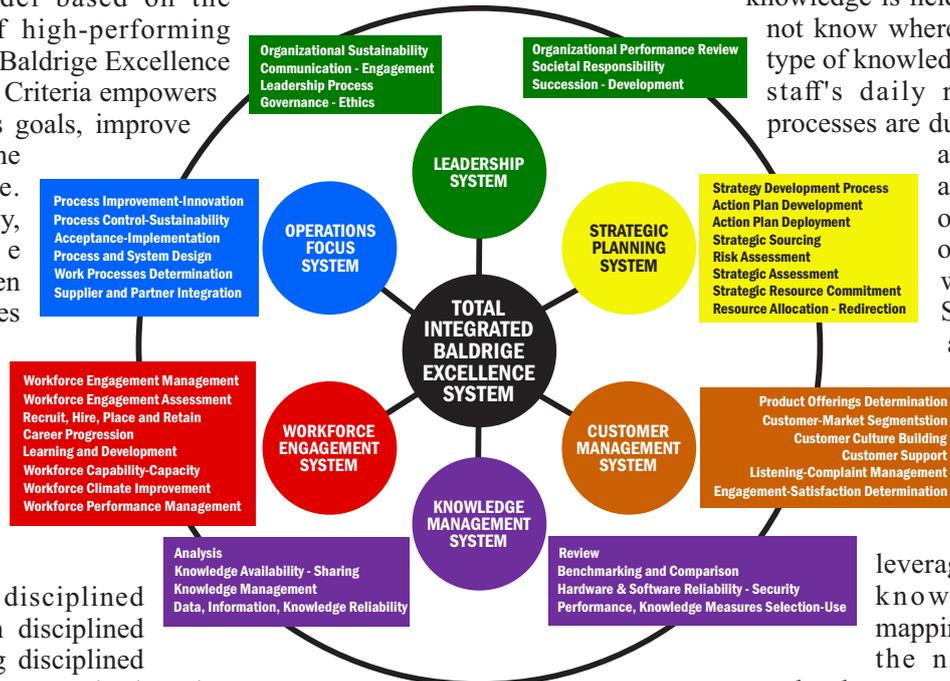
The current situation in VRA is that knowledge is held up in silos, staff do not know where and how to get the type of knowledge needed to apply in staff's daily routines and work processes are duplicated and policies and standards are not adhered to. A number of staff are not abreast of new developments within the Authority. Staff are also not abreast of new trends

in their various fields to be able to learn before, during and after and use best practices. To

leverage and improve the knowledge assets and mapping in VRA, there is the need to effectively

employ best practices to improve KM processes and learning that will lead to good decision making, innovation and make it a one stop shop. Various skills are also required like data capture, data mining, indexing, electronic databases, institutional memory, e-learning, expertise locator, sharing and collaboration platforms, KM system, etc

Knowledge Management will help facilitate innovative thoughts, mentoring and coaching skills needed by modern managers, sharing of beneficial work points and knowledge that would stay explicit, without such a discipline. Actively managing knowledge into common access points to make work and situations easy and comfortable is one point of support to Knowledge Management from a vast bunch of thoughts. Acquiring knowledge is never an easy or effortless job. People have to be extracted and accumulated through different sources



given particular importance in the way of its internal organisation, as well as on the mechanisms and relationships that the VRA develops with its business partners, to become a world class organisation.

By and large, the inclusion of Knowledge Management within the recently released ISO 9001:2015 marks a huge change within the world of KM. For the first time, one of the global business standards explicitly mentions knowledge as a resource, and specifies expectations for the management of that resource. This provides a long-awaited level of legitimacy for KM, which could be a game-changer.

A new clause has therefore been added to ISO 9001:2015, as follows:

Clause 7.1.6. Knowledge

1. Determine the knowledge necessary for the operation of its processes and to achieve conformity

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Knowledge Management as an Integral Part of Strategic Management in Volta River Authority

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in vivid ways known. Providing knowledge retention and attrition, rewards, persuasion through mechanisms and ideas that would encourage the source to providing information, reviews provided on such accumulations, usefulness of repositories, all constitute to how successful the Knowledge Management is to VRA.

Knowledge Management is still growing and has now become an integral and unavoidable part of society as a

whole. Intranets, data warehouse, group conferencing, groupware, etc. forms what can be put simply and straight, Knowledge Management. Knowledge Management has a scope that keeps increasing with each second passing by. The actual reason for such a vast scope is because, knowledge never ends, but keeps increasing, and modified with new inputs and outcomes in the global market and world as a whole. VRA has joined

world-class organisations at the American Productivity Quality Centre (APQC). APQC helps organizations work smarter, faster, and with greater confidence. It is the world's foremost authority in benchmarking, best practices, process and performance improvement, and Knowledge Management. *(To be continued)*

Corporate Communications Unit Organises Orientation For National Service Persons

Fotwe Afful, Corporate Communications Unit

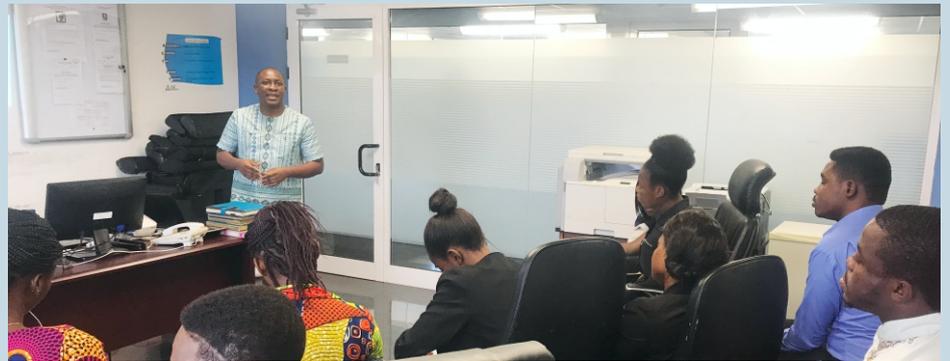
The Corporate Communications Unit (CCU) of the Volta River Authority (VRA) has organized an orientation programme for the 2017/2018 batch of National Service personnel.

The objective of the one-day event was, among others, to sensitize the personnel on work ethics, functions, Authority's core values and the general work culture of the Unit and the need to adhere to the Authority's standardized practices.

Various speakers including Ms. Bellona-Gerard Vittor-Quao, Senior Information Publicity Officer (External Communications), Mr. Samuel deGraft-Johnson, Senior Information Publicity Officer (Internal Communications), Mr. Eric Paatey, Webmaster, Mr. Michael Danso, Information/Publicity Assistant, Mrs. Linda Appiah, Senior Clerk Typist (Administration) and Maurice Acquaye, Computer Technician, MIS, took turns to address participants on various topical issues.



Mr. Samuel deGraft-Johnson advising the Service Personnel



Mr. Eric Paatey making a point to the Service Personnel

Ag. Manager, Corporate Communications, Ms. Vittor-Quao, admonished the personnel to adhere to laid-down rules and regulations, and make effort to tap from the expertise of the staff. She told the personnel to abide by the core values of the Authority, work hard, strive for perfection and be consistent in carrying out duties assigned to them.

Mr. Samuel deGraft-Johnson advised them to be of good behaviour throughout their period of engagement. He told them to always remember, "A good attitude is the fulcrum around which success revolves".

According to statistics from the National Service Secretariat, the Scheme deployed a total of 91,871 personnel for the 2017/2018 mandatory National Service period. Out of the number, about 76,908 (85%) of the service personnel deployed

would serve in the public sector while the remaining 14,963 (15%) were posted to the private sector.

A little over 300 personnel were posted to the VRA out of which 20 are with the Corporate Communications Unit.

The National Service Scheme was established in 1973 by an Act of Parliament, Act 426, to formulate mandatory national service policies and structures for Ghanaian students who graduate from accredited tertiary institutions.



Service Persons listening with rapt attention

AGI Officials Call On VRA Chief Executive



Officials of VRA and AGI in a group photograph

A delegation from the Association of Ghana Industries (AGI) led by their Chief Executive Officer (CEO), Mr. Seth Twum-Akwaboah, has paid a courtesy call on the VRA's Chief Executive (CE), Emmanuel Antwi-Darkwa at the Electro-Volta House.

Mr. Twum-Akwaboah, in his introductory remarks, indicated that, the visit was to enable the leadership of the AGI officially meet and congratulate the Ag. Chief Executive, Mr. Emmanuel Antwi-Darkwa on his appointment, as well as deliberate on issues that would promote sustained collaboration between the two

organizations.

Issues discussed, include the Association's proposal for power from hydro generation as a dedicated source for use by industries. Mr. Twum-Akwaboah also appealed to the VRA to offer the Authority's facilities at the Trade Fair site near the COCOBOD stand for their official use.

In a response, the CE, Emmanuel Antwi-Darkwa, thanked the AGI delegation for the visit and lauded the efforts of many past AGI Executives including Honorary Ing. Andrew Quayson, for their foresight that established the VRA/AGI

collaboration. He indicated that his deputies will discuss and consider the AGI requests.

The CE further disclosed that, the Authority has a vast tract of land at Akosombo with available electric power earmarked for development. He suggested to the AGI to moot the idea to interested parties to facilitate the Government's 'One District, One Factory Initiative' to industrialize the Akosombo Township.

Both teams also discussed other collaborative efforts to ensure that the Public Utilities Regulatory Commission (PURC), provide cost reflective tariffs to enable the utilities break even and assist industries to provide the needed services.

Further discussions centered on the upcoming Ghana Industrial Summit & Exhibition scheduled from November 15 to 17, 2017, to which the VRA agreed in principle to Co-host. The event, as noted, promises an unrivalled collection of investment opportunities.

The CEO of AGI, Mr. Twum-Akwaboah, thanked the VRA for the continual collaboration and wished the new CE and his team a successful and fruitful tenure in office.

VRA HONoured BY SOKPOE TRADITIONAL COUNCIL

Michael Danso, Corporate Communications Unit, Accra



Mrs. Koomson displaying the citation

The Chiefs and people of the Sokpoe Traditional Area in the South Tongu District of Volta Region have expressed gratitude to the Volta River Authority (VRA) for its consistent financial support and contribution towards its annual "Torstogbe" festival.

Mr. George Asafo and Emefa Kpoeti, Chairman and Member of the Tortsogbeza Planning Committee respectively presented the citation on behalf of the Traditional Council to the Authority in Accra.

The citation as presented read: "The Chiefs and people of the Sokpoe Traditional Area deem it imperative to express our sincere gratitude to the Volta River Authority for your support and contribution towards the organization and celebration of our "Tortsogbe" Festival over the past years. You have been a significant part of the secret of our successful organization of Tortsogbza".

Receiving the citation, Mrs. Gertrude Koomson, Head of Corporate Communications of the VRA, thanked the Traditional Council for recognizing the Authority's efforts towards the socio-economic development of the people of the Sokpoe Traditional Area. She assured that the Authority looked forward to a more fruitful collaboration with the community in the ensuing years.

The Tortsogbe festival signifies the historic crossing of the Volta River by the people of Sokpoe to their present day settlement after migrating from the ancient community of Notsie in Togo with some other Ewe groups in the 17th century.

KTPP Maintenance Team Undertake Borescope Inspection On GT 11 Alstom Turbine

John Chobbah, Corporate Communications Unit, Tema



Damaged Combustor Sieve

The Kpone Thermal Power Station (KTPS) maintenance team has carried out a mandatory borescope inspection of the GT11 Gas Turbine as per GE/Alstom's recommendation.

According to the Maintenance Team, the damage to the Combustor Sieve in the cold air part of the combustor was detected during an inspection carried out by engineers and technicians. In the view of the Team, per the location of the sieve, it should not have suffered that damage considering that it is made of steel with a melting temperature of 1400 degree celsius. The Team further observed in the process that a large chunk of the 3mm steel mesh had melted away and pieces of steel were carried up into the upper inner cover of the combustor, combustor inner liner and the zone of tiles area.

In addition, the borescope inspection of the burner cooling holes by

the team revealed deposits of molten metals, which caused damage to the coatings on the blade. Additionally, even though upon inspection the second, third and fourth stage vanes and blades

looked good, large areas within the combustor inner liner had had its coatings removed. It was unclear if that was also caused by the sieve damage. Similarly, checks conducted on the fuel drains from the combustor and compressor to establish leakage or blockage of the lines yielded no leads.

The investigations did not identify any possible cause of the damage. After the investigations, it was noted that the Unit is in a condition that can be made operable if all molten



Damage to coatings on 1st stage Vanes

deposits were removed and the problem isolated. "The Unit would have to be closely observed to determine when to carry out a type C inspection", they suggested.

The maintenance team further opened up, inspected and measured various parts of the Gas Turbine Combustor after operating it for 7,394 Equivalent Operating Hours (EOH). This type of maintenance inspection falls within the Mandatory Inspection Type maintenance, scheduled for 6,000 EOH as per the equipment manufacturers (Alstom's) recommendation.

The inspection team recommended that all molten material deposits should be removed before the Unit is restarted and an expert be engaged to establish the cause of the incident and recommend a solution, while VRA prepares to change or repair the mesh during the next inspection.

According to the team, it is still possible to run the Unit once the cause of the problem is identified and eliminated, however, frequent inspection of the unit would avert such occurrence in future.

Finally, they suggested that KTPS should begin planning towards the type "C" inspection, after 24000 EOH, by procuring the parts and services. They also suggested that a similar inspection should be carried out on Gas Turbine 12 as a precautionary measure as soon as possible.

TGD Staff Of Tema Area Undertake Games And Walk

John Chobbah, Corporate Communications Unit, Tema



The Tema Area Senior Staff Association (SSA) and the Welfare Association of the

Thermal Generation Department have organized games and a walk for staff of

the Area as part of their socialization program.

The games held on July 1, at the Don Bosco Park, near Tema Community 22, attracted staff and their families from the Eastern Operational Area.

In a friendly football match, the Kpone Thermal Power Station (KTPS) football team defeated their counterparts from the Tema Thermal Power



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Why 21st Century businesses cannot ignore CSR

(Lawrence Quartey)



If Corporate Social Responsibility (CSR) does not create or produce value, why will companies and organizations engage in it? The concept may not be the panacea for society's problems, but several studies have shown that CSR certainly does hold something to make society and the world a better and safer place.

The term CSR has many definitions, which explains why it has many names. Companies refer to it as Corporate Citizenship, Corporate Conscience, Corporate Responsibility and Sustainability for various reasons depending on how they view the concept. Although there is no one acceptable definition, generally an organization is credited as practicing good CSR when it takes responsibility for its actions and inactions towards the environment, its employees, and the community where it operates.

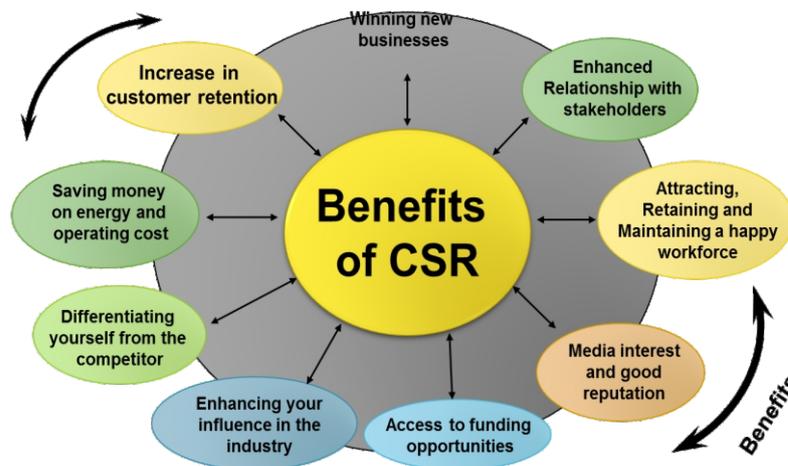
According to Professor Michael Porter, an American academic known for his theories on economics, business strategy and social cause, CSR can be “a source of good and a wellspring of innovation, a competitive advantage and value creation for a firm”. He notes that CSR should be seen much more than just a cost, constraint, or charitable deed by an organization.

One major reason why some business leaders find it difficult to see the positive correlation between CSR and profit is that there are too many factors influencing a firm's financial performance. Hence, it has made it difficult to effectively isolate the impact

of CSR activities.

Many big companies and strong empirical studies continue to attest to the array of benefits that today's understanding of CSR produces not only for communities but also to organizations that incorporate societal needs into their business models.

Usually organizations that embrace the modern concept of CSR, make every effort to integrate it into their core business processes. They do this because it is a demonstration of their values, which earns them good reputation; as a compliance issue to enable them operate freely and legitimately in society and as a source



of opportunity because having a good record in social and environmental performance increases the success rate in competition with other firms.

What are the benefits of CSR?

The benefits of being socially responsible are many. They come in tangible and intangible forms and can be measured. Wayne Dunn, Professor of CSR Practice, puts it this way: “No matter how you sliced it, CSR is all

about value for the people, communities, shareholders and governments”. Wayne's value proposition is based on the fact that there is greater social value return on every dollar invested in CSR. Thus to him, CSR justifies the equation $1+1=3$, meaning the amount invested will yield a far greater social value in return.

This article discusses six of the many benefits that good CSR practice brings to organizations and companies that make the effort to incorporate CSR into their core business process:

- **Reputation Enhancement and Brand Visibility:** - Organizations' reputation and brand are better enhanced when they are perceived to be socially responsible to the environment and identified with certain social interventions they undertake in the society within which they operate.

Their performances in the field of corporate social activities can help build a good reputation for the company. This also means that poor performances can influence negatively the value of the company's brand. When through CSR a company gains brand visibility, it enables the firm to penetrate easily into new markets.

- **Gaining and Maintaining a Social License:** - Beyond acquiring license to operate a business, a company has to also gain societal acceptance without which the firm cannot operate. This is what is called, “social license”. You cannot see or hold it, but it is very necessary. The empowerment of communities and the rise of community NGOs make it even more imperative for companies to gain social license in order to operate. In short, activities associated with social responsibility help companies to earn social license in jurisdictions where they conduct business.

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Why 21st Century businesses cannot ignore CSR *Contd. from pg.9→*

• **Reducing Business Risk:** - One important way companies can reduce material and resource cost is by undertaking environmental initiatives. Being socially responsible teaches you efficient ways to use resources. For instance, using less toner and paper, helps reduce the cost of inputs and using less water, energy and sewage, will also help reduce utility cost. It is also possible to reduce maintenance costs due to the efficient manner in applying the material and resource.

• **Increasing Employee Motivation And Productivity:** - Studies have shown that companies that undertake CSR programmes get in return increased moral and motivation for employees to work. A very good example is the introduction of a CSR programme like “Employee Voluntarism,” which allows companies through their staff to foster a more personal link to the community by sharing their skills and competencies. This usually leads to improvement in productivity for the benefit of the company.

• **Attracting and Keeping Employees:** - With good CSR presence in society, as indicated earlier, a company's reputation and brand is enhanced. This places the company in a better position to attract and keep a competitive workforce. The World Resources Institute and the Initiative for Social Innovation through Business (ISIB) in a study revealed that MBA program graduates consider also corporate evaluation criteria when picking a working place, besides salary levels and responsibilities. The attraction and retention forces come mainly because of the other benefits that CSR creates such as increase competitive advantage, sense of teamwork among employees and the emotional tie between employees and the business.

• **Satisfying Stakeholders' Expectations:** - Another important new direction for CSR is stakeholder engagement. Stakeholders are best evaluators of an organization and since their expectations change all the time, it is important to get them involved in setting goals for social and

environmental programmes and not just inform them about the organization's activities and its performance. This reinforces the assertion that CSR is also about partnership and transparency, which in the end will help to improve relationships.

In conclusion, I wish to refer to my article in the 3rd quarter edition of the 2016 captioned “The New CSR: Insider View”. In this article, I simply described CSR as just “doing good business” and indicated the modern consumer, client, or customer is fast becoming more socially conscious, which directly influences his decisions. This requires that businesses manage the social and environmental consequences of their actions beyond the requirement of legal and regulatory settings.

Thus to reap the full benefits of CSR, organizations should treat their staff and suppliers fairly, ensure products are safe to society, educate consumers, act with the highest level of integrity and transparency, help the community and preserve nature as well as create good value for shareholders.

Physically Challenged Persons Receive Support From VRA And TICO Ladies' Associations

Samuel M. Cann, Corporate Communications Unit, Aboadze.

The Ladies' Association of the Volta River Authority (VRA) and the Takoradi International Company (TICO) in collaboration with a US based organization, Afriq Ventures, have supported four physically challenged persons.

The beneficiaries are Mr. Moro, a cobbler (shoemaker) at Aboadze, Mr. Awudu Adama of Essipon, Master Ebenezer Smith, a JHS student of Inchaban L/A school and Master Egya-



The eight-year old beaming with smiles in his wheel chair

Essilfie, an eight-year old boy.

In the case of Master Egya-Essilfie, a representative of the community testified that attempts by his mother of the eight-year old over the years to procure a wheel chair to enable her child start schooling had proven futile. To them, it was thus a miracle for the Ladies' Association to have located and supported him.

The delighted beneficiaries expressed their profound gratitude to their benefactors for their support and promised to take good care of the wheels. Most importantly, they were hopeful the chairs would go a long way to make life easier by facilitating their movement.

The donation was made possible with the collaboration of a US based organization Afriq Ventures, headed by Mr. Fredrik Bok, who responded favorably to the request for support by providing the four new wheel chairs.



Mr. Moro in a pose with the Ladies' delegation

The team of Ladies who presented the chairs on behalf of the Association included Mrs. Vivian Parker Mckeown, President, Mrs. Mabel Pearce-Pearson, Vice President, Mrs. Marian Atta-Benyah, Secretary and Mrs. Linda Borlu-Sam, Treasurer and others.



PEOPLE RISKS MANAGEMENT

Researched by **Christian Cobbinah**

In this series, we will continue our discussion on the root causes of operational risks, which we defined as "the risk of loss, arising from failed internal processes, people, systems or external events". The two earlier articles on the subject have deliberated at length, on risks related to external events and their management. This article focuses on the 'People Risks' aspect of operational risks.

People Risks

Most organisations acknowledge that their employees are their greatest assets and thus see human capital as

mobility, attraction, retention, talent and succession, as well as issues pertaining to staff relations.

Briefly, people risks refers to the risk of loss or gain to an organisation, intentionally or unintentionally caused by its employees or other risks involving employees, such as health and safety, industrial disputes, ethical conduct, critical skills shortage and succession planning, compliance and regulation, issues pertaining to restructuring, mergers/demergers and acquisitions, among others.

Based on the above explanation, people risks can be grouped into two

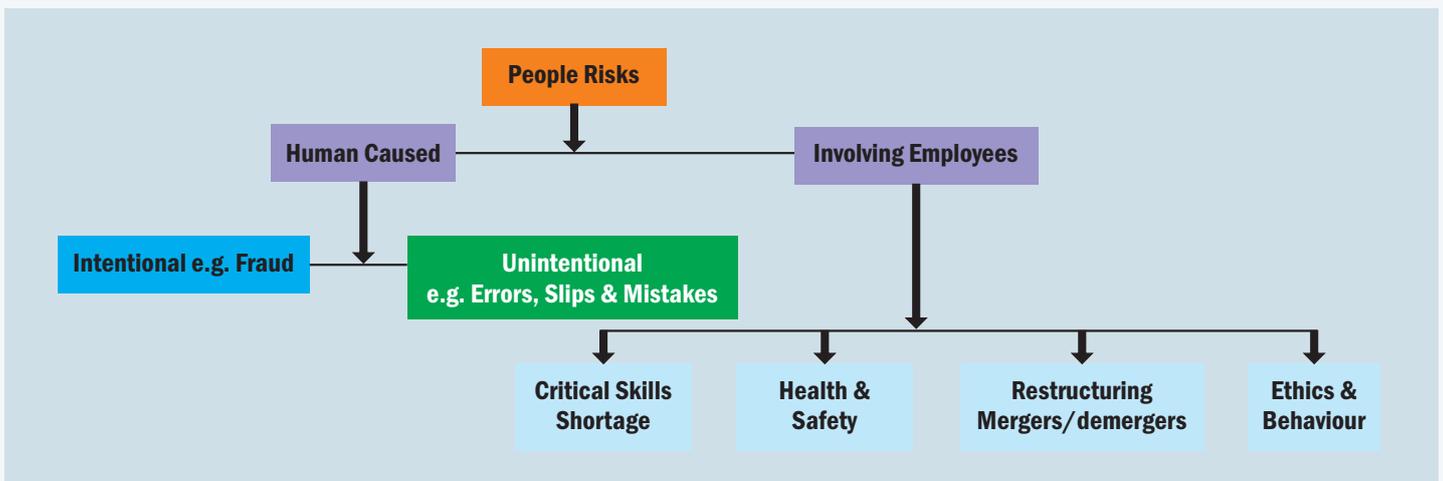
latter include fraud or embezzlement, through misuse of funds or confidential information, and even illegitimate competitive activities, involving conflict of interest in the governance framework.

Risks Involving Employees

Explained briefly below are some examples of risks involving employees. It is worth noting that these two types of "People Risks" are sometimes mutually inclusive. A case in point is an employee's error that causes workplace accidents, entangling other employees.

1. Health and Safety Issues

The Factories, Offices and Shops Act, 1970 (Act 328) govern health and



one of their most critical resource for creating and sustaining competitive advantage. This is because, people are the potential contributors to the creation and realisation of an organisation's mission, vision, strategy and goals. In a similar vein, people are a key factor to an organisation's underlying competencies, culture, values, attitudes, motivations and commitments.

This means that good or bad performance of organisations hinges on their human capital, because of their behaviour, deliberative (e.g. fraud) and non-deliberative (e.g. human error) actions, capabilities, deployment,

main categories: Risks caused intentionally or unintentionally by employees fall in the first category, whilst the second category comprises of risks involving employees or risks arising by the mere fact that organisations strive to achieve its objectives using people as the key driver.

Certain conducts by employees may not necessarily spring from bad motives, but may be due to genuine oversight or errors. However, other actions may be due to motives to obtain personal gain at the expense of the organisation. Examples of the

Safety issues in Ghana. The creation of safety risks by the inadvertent or intentional actions of an employee could result in an organisation being in breach of its primary duty under this Act, exposing the organisation to liability. Various studies have indicated that almost 90% of workplace accidents are attributable to human error, and this is prevalent in institutions with lax safety culture and/or poor supervision.

2. Critical Skills Shortage

Organisations that do not have the right people with the appropriate skills,

Contd. on pg. 12→

People Risks Management → *Contd. from pg.11*

needed to suitably innovate, compete and grow could have a bleak future and may not be able to provide the required value expected by its stakeholders. The visibility of such organisations would eventually diminish and could even become extinct, thus relegated to the limbo of industrial forgetfulness. Aging workforce, who upon retirement would take away the organisation's experience and institutional knowledge with them, could aggravate critical skills shortage.

3. Ethics and behaviour

A company's ability to satisfy customers, expand as well as sustain its market share is most of the time, not just an equation of employees undertaking their roles on a day-to-day basis, but more importantly revolves on employees' exhibition of the appropriate attitudes and behaviour, coupled with the application of the right skills and competence to tasks.

Cases of individual and team failures of good ethical judgement – whether deliberate, uninformed or lack of skills – has had significant adverse impact on several organisations globally. Hardly a week passes, without an institution making news headlines for all the wrong reasons.

4. Compliance and Regulation

The Public Procurement Act 2003, (Act 663), as amended, the Public Financial Management Act, 2016, (Act 921), Electricity Regulations, 2008, (LI 1937), Factories, Offices and Shops Act, 1970, (Act 328), and Labour Act, 2003, (Act 651) are examples of regulations that need to be complied with, and ignorance of their clauses is not excused. Breaching any Acts or non-compliance could result in dire consequences for the Authority, in terms of sanctions or penalties, as well as suffering negative media publicity and reputational damage. One root cause for a breach is that a sizeable number of employees may not even be aware or understand the relevant clauses.

5. Restructuring, Mergers / Demergers and Acquisitions

Corporate restructuring, mergers/demergers and acquisitions, which are sometimes done due to changes in market dynamics, political considerations, regulations and stakeholder expectations are normally executed with all sorts of people related risks. These could range from disengagement, loss of key talents, redundancy payments, psychological and emotional anguish, just to mention a few.

MANAGEMENT OF PEOPLE RISKS

Human Caused Risks

Risks caused by inadvertent actions of an employee, which can give rise to health and safety issues are managed by training employees and inculcating in them the right way of executing jobs, as well as building a strong health and safety culture, as a safeguard to avoid such risks from materialising into problematic events. On the other hand, risks deliberately caused by employees (e.g. fraud) could be managed in the following ways

- Establish mandatory norms of conduct by means of a written "Code of Conduct".
- Carry out periodic monitoring of activities of employees in this area.
- Take appropriate punitive action against offending employees.

Critical Skills Shortage

Critical skills shortage can be addressed by undertaking the following measures:

- Taking stock of the organisation's culture and continuously designing and building an appropriate corporate culture.
- Regular skill gap analyses vis-à-vis market trends and following careful recruitment practices, when assessing potential candidates for hiring
- Measuring and understanding the issues driving employee retention. Putting in place well designed career development plans.
- Designing an attractive and transparent reward system.

Ethics and Behaviour

Establishing a good ethical behaviour

can be a fitting defensive strategy, capable of preserving an organisation's reputation and brand. Ethical behaviour could be assured by putting in place, some of the following policies:

- Conflict of Interest
- Code of Conduct
- Whistle Blower
- An organization-specific Ethical Statement and/or Values Statement.

In addition, the organisation needs to aspire to industry best practices, and ultimately meet them, and make every effort to cultivate a positive organisational culture of transparency and openness.

Restructuring, Mergers/Demergers and Acquisitions

The ADKAR model developed by Jeff Hiatt in 2003, which focuses on the 'people' element of change, proposes how to get employees involved and support for Organisational Change. The Model is recommended for managing HR risks in restructuring, mergers/demergers and acquisitions. The Model involves 5 sequential elements as explained below:

i. Awareness: Employees must be made aware of the need for change.

ii. Desire: Employees must have the desire to participate and fully support the change.

iii. Knowledge: By gathering knowledge about the change process the (ultimate) goal of the change will become clear to employees.

iv. Ability: Because of the ability to learn new skills and by managing behaviour, change is accepted.

v. Reinforcement: Reinforcement to sustain the change makes it clear for all employees that there is no turning back.

Conclusion

Human Risks management has tremendous implications for an organisation's long-term competitiveness. Ultimately, what separates an excellent organisation from an average or even a failed one is the quality of people driving its vision, mission, strategy, goals and value statements.

Institutions therefore, have to pay special attention to the HR risks they face and handle them in a systematic, proactive and coordinated manner.



HOME OWNERSHIP IS A STRONG ANCHOR FOR YOUR LIFE

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Key Facts

2 Bedroom Properties - Average Rents

Tema (Estate)	GHS 700 -1000/Mth
Tema	GHS 450-650/Mth
Dansoman	GHS 800-1200/Mth
Kasoa	GHS 500-600/Mth
Nsawam	GHS 400-600/Mth
Dome	GHS 650-1000/Mth
Adenta	GHS 800 - 1000/Mth

3 Bedroom Properties – Average Rents

Tema(Estate)	GHS 1500-2000/Mth
Tema	GHS 800-1200/Mth
Dansoman	GHS 1200-1800/Mth
Kasoa	GHS 800-1000/Mth
Nsawam	GHS 700-900/Mth
Adenta	GHS 1200 -1500/Mth

Mortgage Interest Rates (Ghc)

HFC Bank	29%
Fidelity Bank	30%
Ecobank	27.5%

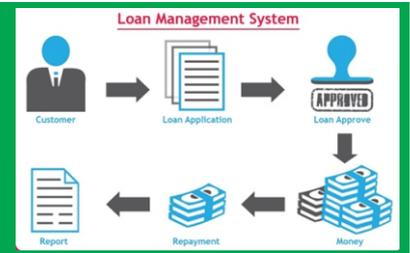
Inflation Rate – 11.9 % as at July 2017

(source: Ghana Statistical Services)

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STAFF HOUSING LOAN SCHEME SERIES

WATCH OUT FOR THE LOAN MANAGEMENT SYSTEM!!!!



Over the years, the Staff Housing Loan Management System in VRA has been managed using a stand-alone Microsoft Office Excel Spreadsheet with no interface with any existing system. It therefore required several manual interventions making it prone to errors. This has resulted in an unnecessarily long review process which tends to delay operations.

In this fast evolving technological inclined world, it has become necessary to upgrade the current manual process to a web-based computerized system, which will improve the efficiency and productivity of the existing one.

The main objectives for implementing a web-based computerized system for the Staff Housing Loan Management System are:

- To speed up the application process
- Efficient reporting system
- Management of interest charged on the loan

Brief on the Loan Management System

The Staff Housing Loan Management System is a web-based system. The key features of the web-based Staff Housing Loan Management System are as follows: -

- Interest rates and loan details will be available online. All loan beneficiaries will have access to real time account details.
- The system would help the secretariat track the repayment schedules of customers easily and the work load in managing the process manually reduced significantly.
- Staff can apply for the loan online.
- The decision process is faster and more convenient
- It provides details about the staff
- It would reduce the financial liability on the Authority since the process would be paperless
- Provides details about customer's liabilities
- Provides a good communication link that can easily track the progress of applications at every stage of the process.
- Provides a facility to generate reports very easily

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

John Nuworklo Appointed Adviser to Chief Executive

Michael Danso, Corporate Communications Unit, Accra



Ing. John Nuworklo

Ing. John Kwame Nuworklo has been appointed Adviser, Office of the Chief Executive of the Volta River Authority (VRA), effective Monday, June 26, 2017.

Prior to his appointment, the Advisor served as Director, Generation and Transmission, at the Ministry of Energy, tasked with the responsibility of providing technical leadership in the development of sustainable generation and transmission policy plans, budgets, strategies, programmes and projects for the Ministry.

In an interview in his office on the 11th Floor of the VRA Head Office, the Adviser told VRA NEWS his role as Adviser included coordinating the implementation of the strategic plans of the VRA Subsidiaries and Strategic Business Units (SBUs), and overseeing broad policy direction and strategic objectives with respect to business opportunities, growth and sustainable operation of the Subsidiaries and SBUs among others.

Profile

Responding to a question on his association with the VRA, he recounted that he joined the Volta River Authority 35 years ago as a National Service Person in October 1982, after graduating from

the Kwame Nkrumah University of Science and Technology, Kumasi, with a BSc. (Hons.) degree in Electrical and Electronic Engineering. After National Service, he was appointed Assistant Protection and Control (P&C) Engineer and posted to the Akosombo Area of the then Power Operations Department in October 1984.

According to him, in October 1985 and October 1988, he gained promotions to the positions of P&C Engineer and Senior P&C Engineer respectively and was in charge of installation, commissioning, testing, calibration and general maintenance of Metering, Relaying, and other Power System Protection and Control equipment. "I was appointed to the position of Ag. Area Manager, Akosombo, in October 1988 and confirmed as Area Manager, Akosombo, in January 1989 when the Transmission Systems Department (now Ghana Grid Company, GRIDCo,) was formed out of the Power Operations Department", he added. As Area Manager, I was tasked with the responsibility of planning, administering, and supervision of activities for the operation, maintenance and repair of Transmission System equipment in the Akosombo Area, covering all High Voltage Substations in the Eastern and Volta Regions.

From July 1999 to June 2000, Ing. Nuworklo worked as Manager, Design Services, in the Engineering, Design and Construction Department, where he supervised all electro-mechanical, civil and architectural design activities of the VRA including survey and consultancy services.

Ing. Nuworklo stated that In July

2000, he was appointed Director, Northern Electricity Department (NED), and subsequently as Managing Director, Northern Electricity Distribution Company (NEDCo), in June 2011.

Ing. Nuworklo was instrumental in the implementation and successful transition of NED to NEDCo which was inaugurated in May 2012, as part of the Government of Ghana's Power Sector Reform programme. He led VRA's resolve to operationalize NEDCo, which had earlier in 1997 been registered as a hundred percent wholly-owned subsidiary company of the VRA. According to him, during the period, as Managing Director, NEDCo, he was responsible for the strategic management and the general administrative functions of the electricity distribution systems in the Northern, Upper East, Upper West and Brong Ahafo regions as well as parts of the Volta, Ashanti and Western regions covering over two-thirds of the land mass of Ghana.

In February 2016, he served as Director, Research, Statistics & Information Management when he was posted on secondment to the Ministry of Power. His role was to research into policy and strategy options in power generation and supply. He was later appointed Director, Generation and Transmission, in March 2017 at the Ministry of Energy.

With his rich experience and knowledge in the transmission and distribution sectors of the power system, VRA NEWS believes Ing. Nuworklo is well positioned to offer valuable advice for the sustainable growth and development of the Authority.

The VRANEWS congratulates him and wishes him the best in his new role.

ING. EBENEZER KORAMOA HEADS TECHNICAL SERVICES DEPARTMENT



Ing. Ebenezer Koramoa

Mr. Ebenezer Koramoa has been made Head of Technical Services Department.

This follows the appointment of Mr. Jonathan Amoako Baah, former Director, Technical Services as the new Chief Executive Officer of the Ghana Grid Company (GRIDCo).

Mr. Koramoa's appointment takes effect from Monday, September 18, 2017.

VRA NEWS wishes to congratulate Ing. Koramoa on his appointment and wish him all the best in his new endeavor.

VRA Makes Progress In The Fight Against Schistosomiasis

Nathaniel Ekue Mensah, Corporate Communications Unit, Akosombo



Dr. Abdul Aziz delivering a speech

The Volta River Authority's (VRA) quest to reduce the prevalent rate of schistosomiasis within affected communities along the Volta Lake has contributed to its significant reduction from 40 to 25 percent.

The Manager, Public Health, Mr. Kwesi Agyemang Prempeh, made the disclosure when he delivered the keynote address on behalf of the Deputy Chief Executive (Engineering & Operations) Ing. Richard Agyemfra Badger, at a Schistosomiasis Education Campaign held at Sedorm near Adjena.

The campaign, a collaboration between

the Public Health Section of the Environment and Sustainable Development Department (E&SDD) and the Corporate Social Responsibility Section of the General Services Department (GSD), aims at educating residents on the mode of contraction and prevention of the disease.

Mr. Prempeh stated that to ensure sustainability in the fight, "VRA since 2011 has collaborated with the Ghana Health Services with the view to



A section of the residents at the event.

improving coverage and securing the participation of major stakeholders in the fight against schistosomiasis".

The Asuogyaman District Health Director, Dr. Abdulai Aziz, who chaired



Ms. Elizabeth Kisson educating the community

the event, urged the riparian communities to adhere to preventive health practices to avoid contracting the diseases.

The Manager, Corporate Social Responsibility (CSR), Mr. Samuel Fletcher, stated that the VRA will replicate "Project Maji" at Sedorm. "Project Maji" is the partnership between VRA and Binatone Ghana, which seeks to provide safe drinking water through the provision of mechanized boreholes.

A research Officer at the Public Health Section, Miss. Elizabeth Kisson, who facilitated the programme, advised the people to seek early medical care if they experienced symptoms such as abdominal pains, blood in stools or urine, etc.

Gov't Targets 300MW Of Solar By 2020

Samuel deGraft-Johnson, Corporate Communications Unit



A publication in the B&FT newspaper on Monday, September 25, 2017, indicates that government intends scaling up the penetration of renewable energy (RE) in the system, with a large plan to hit 300MW of solar power by 2020.

According to the report, as part of the measures, the Bui Power Authority has completed expansion works on its switchyard to accommodate the injection of up to 250MW of grid solar energy. The VRA NEWS views the initiative as welcoming considering that the country has abundant RE resources (solar & Wind) that can be effectively utilized to promote expansion of the country's generation portfolio.

VRA as usual being the trailblazer in the development of renewable energy in

Ghana established the first 2.5MWp grid connected solar power plant at Navrongo in the Upper East Region in 2013.

Further to that, we have received a major boost for the development of our 12MWp solar photovoltaic power plants at Kaleo and Lawra in the Upper West Region of Ghana by the signing of the loan agreement with KfW to undertake construction of the project. The tendering process to select an Engineering, Procurement and Construction (EPC) Contractor is underway. The plants, expandable to 20MWp, are expected to be commissioned within the first half of 2019. Subsequent to that, there is the proposed construction of a 20MWp plant at Bongo in the Upper East Region also expandable to 32MW.

Aside solar, Ghana has abundant wind energy resources in various parts of the country that can bolster the country's RE efforts. True to its trailblazing style, VRA currently is working with Vestas and Elsewedy on two wind power projects to provide about 150MW in four

locations in the southern parts of the country namely: Anloga, Anyanui, Lekpoguno and Akplabanya. The RE interventions we believe will go a long way to increasing generation capacity as well as diversifying the generation portfolio.

The VRA NEWS considers the move by the Government of Ghana to enact the Renewable Energy law, RE Act, 2011, Act 832, an indication of its commitment to promoting Renewable Energy. This should be motivation to attracting potential investors to take advantage of the opportunities, as there are incentives and prices for developing renewables. VRA for instance, has a renewable energy policy that mandates it to generate 10% of its generation capacity from renewable energy sources. The objective is to diversify the Authority's generation portfolio as well as contribute to achieving the Government of Ghana's renewable policy.

We conclude that the need to promote sustainable development and utilization of RE resources is critical to achieving the overall objective of making Ghana the energy hub in the sub region.

Jonathan Amoako-Baah Replaces Amuna At Gridco



Mr. Amoako Baah

Mr. Johnathan Amoako –Baah has been appointed by government to succeed Ing.

William Amuna as Chief Executive Officer of the Ghana Grid Company (GRIDCO).

Mr. Amoako- Baah in an interview with JoyBusiness News after his swearing-in, the newly appointed Chief Executive Officer stated that his focus would be on working to reduce tariffs. He stated that creating a phenomenon where electricity tariffs are driven down and consumers pay less electricity bills will make all stakeholders happy, hence, the conception.

He added, “We think that if we

have the wholesale electricity market established properly it will drive tariffs down and consumers will pay less”. He was optimistic that instituting a well-established market would make electricity production in Ghana very competitive resulting in the production of electricity that could be exported to neighbouring countries.

The VRANEWS Team congratulates the new Chief Executive Officer on his appointment and wishes him the best of luck in his new role.

Akwaaba Soirée for 5 Malians on Linguistic Immersion at the VRA Academy

On Wednesday, September 13, 2017, the VRA Academy organized an akwaaba dinner to usher in the second batch of five (5) staff of Energie du Mali, (EDM-SA) who were scheduled to undergo a three-week linguistic immersion programme at the VRA Academy.

The objective of the evening programme, was to officially welcome the delegates, and take them through orientation on policy, safety, and housekeeping issues; also, to solicit their expectations.

Opening the session, Mr. Eric Mensah Bonsu, Ag. Chief Learning Officer lauded the efforts of the VRA Executive and management staff who had been instrumental in clinching the deal for the VRA Academy to provide professional English training for staff of Energie du Mali.

He noted that the immersion programme was important for VRA for three reasons:

Firstly, it would strengthen the partnership between VRA and EDM-SA



and by extension Ghana and Mali. Secondly, it would boost the Academy's image as a Centre of Excellence in the teaching and learning of languages for power business and additionally, the whole arrangement would serve as a vehicle for sub-regional integration.

The Ag. Chief Learning Officer ended by assuring the Malians of their safety while in VRA and expressed the hope that the trainees would take the immersion programme seriously, have fun and make the most of their stay in Ghana. He expressed the hope that VRA staff who are learning French for Power Business would also visit Mali to improve on their French language communication skills.

On his part, Mr. Aliouné Tounkara, the Director of Business and Customer Service at EDM-SA thanked the VRA for the warm reception and camaraderie. He did not hide his positive feelings about VRA. As far as he was concerned, the VRA was a brand worthy of

benchmarking with. He was optimistic that their three-week stay in Ghana would help them improve on their English language communication skills which were critical for doing business with English speaking partners and service providers.

The VRA Academy representatives at the soirée included Sectional Heads, Trainers, and Administrative Support Staff.

Also present were Mrs. Vivian Yeboah, the Akuse Town Manager, and Mr. Amedzefe Dzefi (Jeff), the Hospitality Officer. They were there to assure the Malians of their security in terms of feeding, housing and recreation.

The Mali delegation comprised the Director, Business and Customer Service; Manager, Customer Control; Manager, Network Operating and Maintenance, together with two Executive Assistants.

The training programme would end on September 30, 2017. The first batch of the EDM-SA trainees ended their linguistic immersion on August 25, 2017.

By the terms of the MoU signed between VRA Academy and EDM-SA, a group of 4 or 5 personnel would be sent from Mali to the Academy every month until about 100 staff of EDM-SA are covered.

The Coordinator/Facilitator of the Language programme, Mr. Nicholas Harry Agbeli, hinted that SONABEL (Société Nationale d'Electricité du Burkina) was likely to sign up for a similar programme.

After the formal exchange of pleasantries, the rest of the evening was spent in socializing.

VRA Deploys Private Security At Akosombo Generating Station

Nathaniel Ekue Mensah, Corporate Communications, Akosombo



Staff of VRA and invited guests in a group photograph with the security guards after the parade.

The Volta River Authority (VRA) has engaged Yutees Security Services Limited, a private security company to complement the Authority's Security in protecting its priority installation; the Akosombo Generating Station (AGS).

Speaking at the passing out parade organized for the ten (10) Yutees

Guards at the AGS, Major. Kweifo-Okai stated that the new direction of the Authority is to operate a lean VRA security staff supported by private security operatives.

Managing Director of Yutees Security Services, Colonel Rahman Awudu, stated, "As typical of his company, they believe in attention to

detail in any given task and urged his staff to adhere to post instructions in delivering their duties".

Plant Manager, AGS, Ing. Kenneth Arthur, advised the new guards to operate professionally in the discharge of their duties since the AGS remains the number one attraction to investors and state guests who frequent the country. "Just as the VRA Security Guards, you are the first point of contact for visitors who come to the Authority, as such you need to adopt the highest form of

etiquette whilst making every effort not to compromise on your integrity as security men," he added.

The Manager, Akosombo Management Committee (AMC), Mr. Edward K. Ofori, encouraged the new guards to collaborate with other security operatives within the Akosombo Township in the discharge of their duties.

"On The Volta River"



1. The Adomi Bridge, a silver bow across the Volta River. We travel on a speed boat underneath it to the dam. The setting sun dips red glow, glistening on the river
The wind blows across the water forming ripples...
2. Women paddle their canoes full of goodies upriver So much peace, so much tranquility, so much life. The

view of The Villa is breathtaking from the river
The green mountains cape is soothing to the eyes...

3. The open waterscape reminds me of a diver. Suddenly, clouds gathering dance in a "skyscape" time to return to our hotel at the bank of the river
A hotel in Akwamu for Royals

4. within an African touch...
We explore the scape of this lovely river
The only water body not violated by illegal mining
Clean and clear but tepid when it rains on the river
It drizzles very gently on us, wetting our clothes...
5. I daydream on this water body we call the River
It gives livelihood for many communities along it
As it flows gently and magnificently down the river
It billows of love and swells of life everlasting...
6. I shall one day write about the Volta River
A poem, perhaps, on the Black, Red, White Volta
The many different activities across this river
The geese that fly across to their nests at sunset...

The poem is written by Adabasuwornu, Royal Senchi and Culled from the Daily Graphic of Saturday, September 16, 2017

'CAPTURE IN STYLE' – AN OPEN LETTER TO THE EV CAFETERIA



Premises of EV Cafeteria

The easy access to higher education in Ghana has generated a large number of elites in the working class. One special characteristic of these crème de la crème is their love for fine things; one component of such is good food.

The EV Cafeteria as we all know is one of the few establishments we pride ourselves with. It is a state-of-the-art eatery and one sign is the manner in which the art piece of the Akosombo Dam is displayed in the café and seems to take center stage. This piece exudes some form of sophistication.

Unfortunately, this sophistication is not portrayed in the routine and unchanging menu served week after week.

Ghanaian elites have become audacious and are ready to try new stuff. An eatery with such a level of class should be able to satisfy this complex need of their customers. One should note that, it is not only workers in the EV House that patronise the cafeteria but also workers and visitors from other institutions. A visit to the café on Fridays would bolster up my observation because there is always a variety of companies' attires spread throughout the hall.

However, either most of these customers leave feeling disappointed about the taste of the food or the lack of finesse in the services rendered to them. I have personally overheard many grievances from staff and visitors; one may ask will they come back?

In as much as such unfortunate perceptions have been formed, I believe EV can "capture in style" both new and old customers by engaging their culinary staff in gourmet and etiquette training. This training will enable them present customers with new and innovative tasty meals and top-notch services.

The EV Conference Room provides a great opportunity for the

café to expand since it is a convenient and warm place to host Departmental parties and other seminars of which most will require culinary services. I have had the opportunity to attend my Department's end of year party at the place and believe you me the scenery is unique. The site is simply breathtaking at sunset and professional pictures from the Corporate Communications Unit will confirm my opinion.

EV's proximity to the conference room is a powerful bargaining chip but I believe their fine food and exquisite services will speak volumes for them in terms of positive word of mouth.

I stand to be corrected but I believe EV Cafeteria is already a monopoly; because, of about 20 meters, she stands as the only eatery that presents a more sophisticated structure and décor that matches up to today's "bourgeoisie restaurants".

In conclusion, I reiterate that elites love the fine things of life, so my dearest EV and PROPCo Management, "Capture in Style" your market share.

*Yours truly,
Concerned customer.*

TGD Staff Of Tema Area Undertake Games And Walk



Complex 7-1.

On August 17, the Tema Area SSA also organized a Walk from Ayi Mensah to Peduase for the staff. Though poorly attended, those who participated commended the



organizers for the exercise. According to them, the exercise gave them the opportunity to stretch themselves and build up their stamina, as by the nature of their work, they hardly get the

→ Contd. from pg.8

chance to exercise their bodies. They called for more of such social activities that will bring together staff and their families.

Children who attended were also engaged by playing in a bouncy castle



Natural Hair And The Corporate Environment

Karen E. Hayibor



Natural hair, the glorious mane that sprouts from the scalp of African women, growing upwards to soak in the rays of the sun, glistening with shea butter, enhancing our natural beauty and making our melanin rich skin pop, what a sight to behold. I always smile when I see a female staff of the Authority “rocking” natural hair. It's a thing of joy for me because natural hair is not really encouraged in most corporate environments. Kudos to VRA for allowing female staff to wear their hair in all of its natural glory without restrictions or discrimination.

Maintaining natural hair is not difficult when one has the required hairstyling skills and utilizes the best products for natural hair. In this installment of the series on natural hair care in a corporate environment, the focus is on making the transition from relaxed hair to natural hair.

Transitioning to Natural Hair

There are two ways to go natural; you either do a big chop (cut all of your relaxed hair off and start from scratch) or transition from relaxed hair to natural hair. Ladies, the big chop stage is perfect for co-washing (washing your

hair with conditioner only) every day. You may use a shampoo once a week to get rid of product buildup on your scalp. Follow every shampoo with a conditioner to avoid dry scalp. Apply sheabutter to your “teeny tiny afro” or low cut and you are ready for the work day. Recommended products for this stage includes Hawaiian Silky 14-in-1 conditioner (this is heaven in a bottle), sheabutter, any shampoo of your choice (alata samina also works wonders) and a rinse out conditioner like “Herbal Essences Hello Hydration Conditioner”.

The other method for going natural is transitioning; this is done by braiding your hair for a few months or until you get enough new growth and then you proceed to cut off the relaxed ends of your hair. During the transition phase, you may go to the salon for weekly wash and trim as well as a roller set.

Natural Hair Styles

“Naturalistas” (a term coined to describe women who rock their natural hair) have several options,



there are no limitations as to how one can style natural hair. There are twist outs, bantu knot outs, blow out, braid out, coil out, twists, braids, you can straighten it with a flat iron or opt for either sisterlocks or dreadlocks.

Hair Style Corner: How to do a twist or braid out



On freshly shampooed and conditioned hair, apply a leave in conditioner, then a styling product. Take a medium sized section of hair, apply styling product, comb through the section and Twist or braid hair. When complete, sit under a hair dryer or allow to air dry. Unravel when hair is fully dry and never before or you'll be asking for frizzy hair. Apply a dime size of sheabutter to your fingers before unravelling and voila, you have gorgeous curls that will last the whole week.

Recipe Corner

Homemade Whipped Sheabutter

What you need: A big chunk of sheabutter and any oil of your choice (I use avocado oil)

Place sheabutter in a mill (comes with most blenders or you can use an electric cake mixer). Add enough oil to cover the sheabutter and blend till the mixture is smooth and fluffy. Pour into a clean container and use as a body and hair moisturizer.

Dos and Don'ts

When you have enough hair to create natural hair styles, please do not over manipulate your hair or pull your afro puffs too tight. Doing so may cause mechanical damage to your hair resulting in *Alopecia*. Sheabutter is your friend, so is refined coconut oil, jojoba oil, castor oil, avocado oil etc. These oils and products can be purchased at any beauty supply or supermarket in Ghana. There are several online stores that also make deliveries so get to googling, ladies!

Stay natural, bold and proud!

VRA Donates To Akuse Police Station

Barbara, Obiribea Akyea – Corporate Communications Unit, Akosombo



A picture of the old structure

The Volta River Authority (VRA) has donated Ten Thousand Cedis (GH¢10,000) to the Akuse District Police Command to support renovation of the Akuse Police Station.

Speaking on behalf of the Manager, Corporate Communications, Mr. Samuel deGraft-Johnson reiterated the Authority's commitment towards supporting the development of communities impacted by its operations.

He commended the efforts of the Akuse District Police Commander, Assistant Superintendent of Police (ASP) Francis Ackah for initiating the project after

years of deterioration and neglect. Mr. deGraft-Johnson also expressed the Authority's appreciation to the District Commander for posting officers to provide 24-hour security on the Kpong Dam and expressed delight to note that they were willing to extend their services to other sensitive areas of the Authority within the Akuse Township.

The District Commander, ASP Francis Ackah, speaking on behalf of



Mr. deGraft-Johnson presenting the donation to the District Commander

his colleagues commended VRA for the timely donation and promised to ensure that the funds were put to the



Photo of the renovation works

use for which the request was made. He disclosed that efforts to have the top wooden floor of the Akuse Police Station renovated commenced in June 2016 but stalled due to budgetary constraints; hence, the initiative to get support from other corporate institutions.

The VRA delegation led by the Plant Manager, Kpong Generating Station, Mr. Hlordjie; the Estates Manager, Akuse, Mrs. Vivian Yebuah; and an Information/Publicity Assistant from the Corporate Communications Unit, Akosombo, Ms. Barbara Obiribea Akyea, inspected the ongoing works at the Station.

A DAY IN THE LIFE OF A COIN

Hillary Araba Andoh-NSP CCU, Accra

“Yes, backseat,” a young masculine voice boomed over the blaring music playing in the background. The bus conductor was taking fares from the passengers. This environment had become very familiar to me as I had been here one too many times. I was tightly tied up in the cloth of a frail old tomato seller who had snatched me from under an old table cloth along with others like me. The others didn't make it this far. Some had ended up in better places than they last were and others worse.

So far, since dawn, my destiny hadn't changed. I was still concealed in this very cloth Madam Ameley blew her nose into a little too often. As I was being lifted out of the bondage of that tattered old cloth, I could literally smell

freedom. I relaxed a little and prayed my next destination would be far better than this. I plopped right into the palm of a young man who from the feel of his palm hadn't seen such a rosy life so far. He shoved me into the coin compartment of his wallet and hurriedly alighted as the bus conductor and his driver had no time to waste. As the journey began, every few minutes, this young man would stop and ask for directions. Apparently, he didn't quite know the exact location of where he was headed. Soon enough, he entered a banking hall, took out his wallet and a brown envelope and laid it on the desk right in front of him. I took a quick peek outside to see what was going on. The poor young man was submitting his resume.

The look on his face was that of frustration and at the same time hope. It didn't seem like he had had things going for him for some time now. I couldn't help but sympathize with him. From my own experiences, I knew some people had it extremely rough in this life. I fell out of the wallet in his bid to reach his passport photo and hand it to the manager. He was shaking all over. The young man who was taking his documents asked him to relax and give him a minute. He then walked into an adjoining office and shut the door behind him. I spotted his student ID card which had the name Elvis Brown printed boldly on it. Elvis took out his already soaked handkerchief and dabbed at his face. He let out a sigh and began to grumble about the day he had had so far. I couldn't quite make out what exactly he was saying but then again, I wasn't so interested. I was tired. I had been shoved,

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A Day In The Life Of A Coin → Contd. from pg.20

pushed, picked, and thrown over the past few days and all I wanted in this moment was some rest. I shut my eyes and eased lower into the compartment, before I could say Jack, I was fast asleep.

I was awakened when I heard shouts in the distance. I was still in Elvis' wallet alright but it seemed something had transpired while I napped. He was exchanging words with another young man who claimed Elvis had bumped into him and refused to apologize. His face was red with anger and fumes were literally coming out of his nostrils. Elvis wasn't about to apologize anytime soon.

His voice a pitch higher anytime he opened his mouth. The other young man lost his temper completely and kicked Elvis in the left knee. He lost his balance and landed on his face, his wallet, with me crouching low and holding on tight

flew through the air and onto the side walk. There I lay, in a pool of muddy water with litter all around me. I wasn't in the least bit happy and prayed someone would come along and rescue me from my plight. A girl of about fifteen years with pigtails and a face beaming with smiles bent over, gathered the litter around me, put it into her trash bag and picked me up. She wiped me against her perfumed t-shirt and dropped me in the bottom of her jeans trousers. The ride was comfortable. I was quite positive I was in an SUV or maybe even a Bentley, I thought wishfully.

This girl was definitely born with a silver spoon in her mouth. She had found me as a result of her carrying out her duties as Girl Scout. She chatted away with her driver throughout the ride. The air-conditioning and fragrance in the car calmed my nerves

and I hoped she'd leave me there. Fortunately or unfortunately, the car came to an abrupt stop. Louisa, as I had heard her driver, Curtis, say over and over skipped her way through the front door, grabbed a waffle and practically hopped to her room. She slammed the door shut in her little brother's face, brought me out, stared for a while and whispered "you are going to be the beginning of my piggy bank savings. Remind me not to spend you on junk food or toys. Get comfortable, you are going to be here for a while." With that, she let me through the crack of a plastic pig. I landed on top of some paper that rustled when I came in. If she said I should be comfortable then that's exactly what I was going to be.

2017 QTR 3 STAFF ATTRITION LIST

Retirees - 3rd Quarter 2017						
Cnt	Staff No.	Employee Full Name	Retire Date	Department/Unit	Position Title	Location
1	5266	Mr. Morro Bukari	1-Jul-17	Real Estate & Security	Senior Labourer (General)	Accra
2	4706	Mr. Emmanuel Akutey	1-Jul-17	Environment & Sust. Development	Senior Labourer (Sanitation)	Akosombo
3	6203	Mr. John Kojo Sekum	5-Jul-17	NEDCo	Principal Driver	Techiman
4	8412	Mrs. Grace Effie Mensah	5-Jul-17	VRA Academy	Private Secretary	Akuse
5	7780	Mr. Samuel Tetteh	7-Jul-17	Thermal Generation (WOA)	Senior Fireman/Driver	Aboadze
6	6144	Mr. Frank Ebo-Amoah	8-Jul-17	Hydro Generation	Manager, Electrical Maintenance	Akosombo
7	7044	Mr. Ben Lawrence Kwasi Ben Danyo	14-Jul-17	Thermal Generation (WOA)	Chief Technician Engineer	Aboadze
8	3923	Mrs. Margaret Boah Wilson	18-Jul-17	Human Resources	Principal Clerk/Typist	Akosombo
9	3300	Mr. Kwame Moore Abraham Padi	22-Jul-17	VRA Hospitals	Head Hospital Orderly	Akosombo
10	6799	Mr. Vincent Zulee	28-Jul-17	Finance	Principal Planning Analyst	Accra
11	7601	Mr. Henry Narh Teye	28-Jul-17	Real Estate & Security	Watchman	Akosombo
12	4541	Mr. Emmanuel Anyane Essah	30-Jul-17	Environment & Sust. Development	Senior Field Attendant	Akosombo
13	7522	Mrs. Augustina Annor	31-Jul-17	VRA Schools	Senior Nursery Attendant	Akosombo
14	6578	Mr. Peter Baba Azombila	6-Aug-17	NEDCo	Assistant Chief Technician Engineer	Tamale
15	5766	Mr. Ibrahim Abdulai	15-Aug-17	NEDCo	Head Labourer (General)	Wa
16	5104	Mrs. Monica Abbey	16-Aug-17	Management Information Systems	Principal Programming Assistant	Accra
17	6655	Mr. Labaran Abudulai	26-Aug-17	NEDCo	Senior Driver	Tamale
18	4379	Mrs. Comfort Agyeibea Darko	7-Sep-17	VRA Hospitals	Administrative Officer	Akosombo
19	5137	Mr. Christopher Kumako	11-Sep-17	Real Estate & Security	Watchman	Akuse
20	8353	Mr. Samuel Ansah Asare	27-Sep-17	NEDCo	Driver	Wa

Breast Cancer Menace: Are You At Risk?

The Disease Burden

Breast Cancer is the second most common cancer worldwide and the commonest cancer in Ghana. It is estimated that 1.7 million new cases of Breast Cancer occurred among women worldwide in 2012.

According to World Health Organisation, 2000 Ghanaian women were diagnosed with breast cancer in the year 2012, out of which a whopping more than 1000 (that is more than 50%) died, depicting an increasing danger of the disease for women in Ghana.

Ghanaian women like many Sub-Saharan Africans are diagnosed at a younger age and at a more advanced stage. Nearly 70% of women diagnosed with breast cancer in Ghana are in advanced stage of the disease hence resulting in poorer prognosis complicating the disease burden. This burden is projected to increase due to ageing population, rapid urbanization and unhealthy lifestyles.

Risk Factors of Breast Cancers

Like many other cancers, the exact cause of breast cancer is unknown. However, certain characteristics/traits were found to pose a risk for the disease. These includes;

Ageing: The strongest risk factor; most women who get breast cancer are more than 50 years old, though in Ghana the disease affects younger females in significant numbers.

Family History: Having a mother, sister, auntie or grandmother who had breast cancer increases a women's risk. The risk is higher if the family member got breast cancer before age 40.

Others include obesity, physical inactivity, alcohol abuse among others.

Early Detection Saves Life

Since the major risk factors for breast cancers are non-modifiable factors,



Bulging lump on lifting the hands

early detection of disease is paramount in guaranteeing cure or at least minimizing morbidity of the disease.

The following guidelines are recommended:

- **Monthly Breast Self-examination (BSE)** starting from age 16, usually performed several days after your period has ended, as your breasts are less painful and less lumpy. If you are no longer menstruating, BSE should be performed on the same day each month.

- **Clinical Breast Examination** by a trained medical professional at least every 3 years for those below 35 years and ONCE annually for those above 35 years.

- **Annual Screening Mammography** for women from age 40. Women under 40 with either a family history of breast cancer or other concerns about personal risks may seek Medical Professional advice.

Steps of a Breast Self-Exam

Step 1: Begin by looking at your breasts in the mirror with your shoulders straight and your arms on your hips. If you see any of the following changes, bring them to your doctor's attention: Dimpling, puckering, or bulging of the skin

A nipple that has changed position or

an inverted nipple (pushed inward instead of sticking out) redness, soreness, rash, or swelling

Step 2: Now, raise your arms and look for the same changes.

Step 3: While you're at the mirror, look for any signs of fluid coming out of one or both nipples (this could be a watery, milky, or yellow fluid or blood).

Step 4: Next, feel your breasts while lying down, using your right hand to feel your left breast and then your left hand to feel your right breast. Use a firm, smooth touch with the first few finger pads of your hand, keeping the fingers flat and together. Use a circular motion, about the size of a quarter. Cover the entire breast from top to



Can lie on your back when feeling the breast, using right hand for left breast

bottom, side to side — from your collarbone to the top of your abdomen, and from your armpit to your cleavage.

Step 5: Finally, feel your breasts while you are standing or sitting. Many women find that the easiest way to feel their breasts is when their skin is wet and slippery, so they like to do this step



Examining the breast whilst standing using the inner pads of middle 3 fingers, NOT the tips of fingers.

in the shower. Cover your entire breast, using the same hand movements described in step 4.

Some Myths of Breast Cancer

- **Breast Cancer is not treatable - its**

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Breast Cancer Menace: Are You At Risk?

→ Contd. from pg.22

spiritual, they say.

Many people have been cured of breast cancer and have formed clubs/societies calling themselves “Breast Cancer Survivors”.

Well-known Christian International motivational/faith preacher Joyce Meyer is said to have declared to her audience last year 2016 that “25 years ago, I had breast Cancer” and went through all the treatment modalities for breast cancer.

- **Surgical removal of the breast will result in death – this is untrue.**

Majority of the Breast Cancer Survivors, including Joyce Meyer all had Mastectomy (surgical removal of the breast). Angelina Jolie has had bilateral Prophylactic Mastectomy when she was found to be at high risk of getting breast cancer.

- **Chemotherapy and Radiotherapy**

are poisonous to the body – this is false.

All Breast Cancer Survivors will not be alive today if these treatments are poisonous as they all had Chemotherapy and Radiotherapy. However, they offer side effects that are reversible.

Are MEN the forgotten victims of Breast Cancer???

It is wrong to believe that men do not develop breast cancer. Male – to – female ratio of incidence of breast cancer in Africa is higher (between 1.5 to 15%) than populations in developed countries (about 1%). Male Breast Cancers in Africa peaks at age 55 on the average, 7 years older than female patients.

Risk Factors and clinical manifestations are similar to female patients.

We are therefore ALL at risk of breast cancer. Hence, it is vital for everyone to be breast aware.

Writer:

Dr. Charles Arhinful, is a General Surgeon who leads a team of dedicated staff that runs the VRA Hospital Akosombo Breast Care Centre.

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Or write to

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Ghana Gas Begins Aboadze-Tema Pipeline

Marlvin-James Dadzie, Takoradi

Ghana National Gas Company (GNGC) has commenced preparations for the construction of a gas pipeline stretching from Aboadze in the Western Region to the Tema Power Enclave (TPE) in the Greater Accra Region to boost energy supply in the country. The 278km gas pipeline, when completed, is expected to wheel about 60 million metric standard cubic feet of gas per day from the Volta River Authority (VRA) plant at Aboadze to the (TPE).

The 24-inches diameter pipe would pass through four regions- Western, Central, Eastern and Greater Accra. The project, estimated at about \$500 million, is a Public Private

Partnership (PPP) agreement under the Build Own Operate and Transfer (BOOT) model. Dr. Ben Asante, Chief Executive Officer (CEO) of GNGC, disclosed this on Thursday at the Western Regional House of Chiefs (WRHC) in Sekondi when he visited the House to solicit the chiefs' support for the execution of the upcoming project.

Currently, the gas processing plant at Atuabo transports about 100 million metric standard cubic feet of gas per day to the VRA plant at Aboadze therefore linking Aboadze to the TPE would ensure the extension of energy supply for industrial enhancement, he said. He said gas-dependent industries such as

those engaged in Ethanol production, mineral processing and fertilizer would benefit immensely from the project.

He said some of the major challenges GNGC had to grapple with during the construction of gas pipeline from Atuabo to VRA at Aboadze were issues of compensation and “Right of Way” acquisition therefore implored the chiefs to support GNGC in this new project since the same challenges could arise. Before the project begins, he said GNGC would embark on intensive community sensitization to educate the public on it and conduct topographic and geotechnical surveys for the smooth take-off of the project.

Speaking on behalf of the chiefs, President of the WRHC, Ogyeahoho Yaw Gyebi II, pledged their support for the project and promised to assist in ensuring its success.

Credit- The New Crusading Guide, September 18, 2017



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**

UPDATE ON KGS RETROFIT



Unit 1 Control Board

Work on the Kpong Generating Station Retrofit (KGSR) started in October 20, 2014 and has progressed steadily. On August 12, 2016, operational acceptance of the first Unit (Unit 2) to be retrofitted was reached.

Works on the second unit to be retrofitted (Unit 1) started on September 1, 2016. These include disassembly, condition assessment and rehabilitation of the generator, turbine, intakes gates, Electrical Power System (EPS) & automation systems have been completed.

Reassembly of the unit is ongoing and is about 90% complete.

In the third quarter of 2017, the following were completed; reassembly of turbine runner blades, lowering into position of the turbine runner and outer head cover, installation of the turbine runner & intake gates. In addition, repairs of the powerhouse roof were partially completed and the fire detection and protection system upgraded. Additionally, installation of the new station battery has been completed and commissioned. Similarly, dry commissioning test



Installing the outer Head Cover



New Station Batteries

for the intake gates, Motor Control Center 1 (MCC1), MCC2 and Unit 1 control board have all been completed.

It is instructive to note that Unit 1, scheduled to be completed in August 2017 was delayed due to unforeseen works encountered. It is currently projected to be completed in November 2017.

All things being equal, the Kpong Generating Station Retrofit Project is forecasted to be completed in October 2019 and upon completion is expected to run for another 30 years.

IN THE NEXT ISSUE:

- ◆ Chief Executive's Christmas/NewYear Message
- ◆ VRA Board Confirms Chief Executive
- ◆ Xmas Messages from Heads of Departments

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

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