

# VRA

# NEWS

**SPECIAL EDITION - APRIL 2018**

**VRA @57**

## CHIEF EXECUTIVE'S MESSAGE TO STAFF



*Staff at Aboadze listening to the Chief Executive on VRA Day*

The Chief Executive of the Volta River Authority, Mr. Emmanuel Antwi-Darkwa, on April 26, 2018 delivered the 57th anniversary message to staff in all work locations via video/podcast.

*Below is the full text of the Chief Executive's address:*

Dear Colleagues,

It is with great pleasure that I address you as part of the events for the celebration of VRA Day this year. I intend to use this opportunity to share some of the hopes and aspirations of what we shall call the New VRA.

*Contd. on pg.2*

## GOODWILL MESSAGE FROM THE ENERGY MINISTER

Since its establishment on April 26, 1961, the Volta River Authority (VRA) has keenly pursued its mission of powering the Ghanaian economy in a safe manner and has entrenched its core values - commitment, integrity, trust, teamwork and accountability - in daily operations.

As you celebrate another year, I

congratulate all staff, both past and present, for your invaluable contributions towards the enviable successes that the company has been able to achieve over the years.

Happy 57th Anniversary!

**Hon. Boakye Agyarko**  
*Minister for Energy*



**VOLTA  
RIVER  
AUTHORITY**

## Chief Executive's Message to Staff - contd.

Colleagues, this year's celebrations is aptly themed "The New VRA, Powering the Future". This theme should give us a sense of the need to refresh the institution and also maintain our aspiration to be the gold standard for utilities in Africa.

Let me start by commending all our staff, both past and present for the hard work and sacrifices which have resulted in our achievements over the last 57 years. We should be proud that we remain the most relevant of all the state/public institutions set up in the early 1960's. Most of our compatriot institutions are no longer in existence. I am particularly grateful to our retirees who set the standards of excellence to which we hold ourselves today. Messrs E.L Quartey, Louis Casely Hayford, E.A.K. Kalitsi, Gilbert Dokyi, Adjei Boye, R.O. Ankrah and many others continue to inspire the current generation of staff in VRA today. We should not let it be said we could not uphold the standards that they set for us. Let it not also be said that we have lowered the bar of excellence.

Colleagues, for 57 years, we have operated as an excellent public institution; and have largely delivered on the mandate given us, that is, to provide power to support the economic and social development of Ghana. But the environment of our business is changing, there is competition, the

policy and regulatory environment is rapidly changing and the global change in how the energy sector operates is affecting our business.

We therefore need to run our business with a different mindset, let us continue to provide public service which is our mandate but with a private sector orientation. Let us operate in a way that provides value to our shareholders (which includes ourselves) as all private institutions do. Let us examine all business decisions from a risk perspective, cost control and profitability among others. We cannot continue "business as usual" in our current business climate. That is what the New VRA stands for.

Colleagues, our 57th anniversary provides an opportunity to celebrate, but also for introspection and more importantly, chart a new course to ensure that we remain relevant and competitive.

Currently, we are faced with a number of challenges notably, financial, low asset utilization, a decline in our market share, loss making subsidiaries and SBUs and more significantly, a declining human resource.

Colleagues, in order to confront these challenges, we have developed a strategic plan which is our road map for our journey of transformation to becoming a **RESILIENT, SUSTAINABLE AND GROWING MULTI-BUSINESS HOLDING COMPANY**.

To attain this objective, we shall build our business around six (6) main themes, namely:

- Building our Human capital
- Restoring our finances
- Advancing internal and external business processes
- Improving operational and Capex excellence
- Sustaining VRA's position as a market leader, and
- Ensuring the sustainable development of our business.

Over the next few months, we shall embark on a re-organisation, restructuring and refocusing of our business on the philosophy AN EFFICIENT, PROFITABLE AND SUSTAINABLE "NEW VRA"

Colleagues, it is my expectation that all of us will show the necessary commitment and dedication by employing diligence and a sense of purpose.

We have the skills, experience and resources to turn around VRA so let us rise above mediocrity and collectively achieve the singular purpose of re-energizing VRA.

Finally, never should it be said that we could not rise to the challenge of building the resilient, viable and financially strong NEW VRA that we all will be proud of. This, I am confident that we can do in the next 3 years to ensure that we keep the lights on for the good people of Ghana as we add value to their lives. I wish you all and your families, a Happy 57th Anniversary.

*May God bless us all.*

## GOODWILL MESSAGE FROM THE ELECTRICITY COMPANY OF GHANA



The Board, Management and Staff of the Electricity Company of Ghana wish to convey our most profound goodwill to the Board, Management and Staff of the Volta River Authority on the occasion of the 57th anniversary of your establishment.

We cherish our kinship and fruitful

business relationship spanning over five decades. Together, we have provided quality, safe and reliable electricity to support the economic growth and development of Ghana over the years.

We associate ourselves with your theme: "The New VRA: Powering the Future", and the fact that you are focusing on

*Contd. on pg.3*



## Goodwill Message From The Electricity Company Of Ghana-contd

“moving the Authority beyond its challenges”. We in ECG are also gearing up for a future of greater opportunities in power market.

Given the commonality of our destinies, we pledge our continued cooperation and deeper business relationship with you to ensure a

viable and sustainable power sector in Ghana.

As you celebrate 57 years of remarkable achievements, we trust you will also spare a moment for introspection, naturally.

Challenging as the future may seem from a distance, ECG assures you of

our unflinching business and brotherly relations to enable our two companies grow stronger to power Ghana into a future of prosperity for all her citizens.

**Long Live VRA!**  
**Long Live ECG!**  
**Long Live Ghana!**

## VRA REWARDS EXCELLENCE DURING 57TH ANNIVERSARY CELEBRATIONS



Mr. Emmanuel Antwi-Darkwa presenting the items to representatives from the Asuogyaman District



VRA Executives and Mr. Kalitsi in a pose with the award winners

The Management of the Volta River Authority on April 26, 2018 rewarded individuals from various institutions for excelling in their fields of endeavour at the Electro Volta House in Accra.

The awards ceremony formed part of activities marking the VRA’s 57th Anniversary

celebrations. Beneficiaries of the awards included some basic schools which took part in a Quiz Competition organized by the VRA during the 22nd Ghana International Trade Fair & Exhibition, teachers who had been recognized as the best teachers for the Asuogyaman District as

well as the best Female Engineering Student from the Takoradi Technical University.

Addressing the gathering, Mr. Kofi Ellis, Ag. DCE (Services), spoke on behalf of the Chief Executive, expressing his delight in seeing pupils having an interest in the operations of the Authority and used the opportunity to

elaborate on the need to conserve Energy.

He stated that adequate information and knowledge if acquired at an early age, will bring about attitudinal changes in homes and institutions which was critical because the solution to eradicating Ghana’s energy challenges as experienced during the days of “dumsor”, is not only to produce more electricity but to cultivate the habit of using electricity judiciously. He also in his speech taught all present some simple energy conservation tips that will reduce bills and save money.

Mr. E.A.K. Kalitsi, former Chief Executive & Board Chairman of the VRA also used the platform to launch Energy Conservation Clubs in Basic Schools.



Ing. Emmanuel D. Osofo presenting an award to one of the schools.

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Contd. from pg.3



Mr. Kofi Ellis presenting a laptop to Joana Amponsah the best female Electrical Engineering student from the Takoradi Technical University



Some students present at the awards ceremony.

Presenting the awards to the teachers from the Asuogyaman District Education office, the Chief Executive, Mr. Emmanuel Antwi-Darkwa recounted the partnership that has existed between the VRA and the Education office and expressed the hope that it will be sustained for the benefit of both parties. He commended the teachers for their exemplary efforts that has resulted in them being awarded the best in the various categories.

Speaking on behalf of the award winners, the District Director of Education, Asuogyaman District, Madam Mavis Yirenykye thanked the VRA for the kind gesture and

expressed hope that the collaboration between VRA and the Asuogyaman District Education office will be strengthened to promote education in the District.

Some of the awards presented were Certificates of Recognition to the Basic schools as well as some books to aid the pupils in building their knowledge on the history of the VRA. Madam Joana Amponsah also received a laptop for excelling as the overall best Electrical Engineering student and the teachers from Asuogyaman parted with Refrigerators and Television Sets.

Also present were Ing. Alfred Sackeyfio (Director, Corporate Strategy), Mrs. Bervelyn Asamoah

Advisor, VRA Academy and Mrs. Gertrude Koomson, Manager, Corporate Communications.

## GOODWILL MESSAGE FROM SENIOR STAFF ASSOCIATION

On this occasion of the 57th Anniversary of the Volta River Authority we, the Senior Staff Association share the joy of the occasion with the Board, Management and Staff groups of the Authority who together have acted as Corporate Partners and collaborated in managing and ensuring the

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Ing. Alfred Sackeyfio presenting an award to a teacher from one of the schools.



At the high table from left: Ing. E.D. Osafo (Ag. DCE, E&O), Mr. E.A.K Kalitsi (Former Chief Executive), Mr. Emmanuel Antwi-Darkwa (Chief Executive), Mr. Kofi Ellis (Ag. DCE, Services) and Ing. Alfred Sackeyfio (Director, Corporate Strategy)



## BOARD CHAIRMAN OPTIMISTIC THE NEW VRA WILL SUCCEED



**Mr. Kweku Andoh Awotwi**

The Board Chairman of the Volta River Authority, Mr. Kweku Andoh Awotwi, has expressed optimism that the NEW VRA will succeed if we avoid the old mistakes.

VRA NEWS will bring you his full interview with Israel Laryea in the next edition.

### GOODWILL MESSAGE FROM SENIOR STAFF ASSOCIATION-contd

growth and survival of the Volta River Authority till date.

Today April 26, 2018, marks the 57th anniversary of the Volta River Authority, and fifty-seven (57) years is a major milestone for an institution, as it is for an individual. We thank the first

President of Ghana, Osagyefo Dr. Kwame Nkrumah, the Volta Aluminum Company, Impregilo and all others through whose vision, aspirations, contributions and efforts the Volta River Authority (VRA) was established to generate and supply electrical power to meet the energy needs of Ghana and its neighboring countries. The Authority has been at the centre of the economic and social transformation in Ghana since its establishment in 1961. After fifty-seven (57) years, the Authority's mandate remains as relevant as ever.

As employees, we have contributed our quota by helping the Authority to provide customers with reliable and affordable power thereby helping in improving the lives of Ghanaians. We, the past and present employees consider it a privilege to work in VRA, be part of this success story and

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## GOODWILL MESSAGE BY VRA DIVISIONAL UNION OF PSWU OF TUC, GHANA.

On behalf of the Executives of VRA Division of PSWU of TUC (Ghana) and the entire unionized staff, I extend my warm felicitations to the Board and Management of VRA for this memorable occasion as the Authority attains fifty-seven (57) years in its operational life span of existence and celebrating the occasion on the theme **“THE NEW VRA, POWERING THE FUTURE”**.

In the journey of fifty-seven (57) years of VRA, the Authority thrived on its core values, customs, beliefs and morals that have brought it this far but this achievement was not just by chance but by the adherence and compliance with hard work exhibited by the entire staff in the Authority.

Though the Authority went through some hard times, such as

the power crisis, financial constraints, restructuring, Government's attempt to give out certain properties (land & machinery) of the Authority to the private sector and some multi-nationals under the pretense of non-performance and inefficiency that greatly affected the operational processes and image of the Authority thereby making the group leaders of Staff going on air as well as to parliament to defend the Authority, we have sailed through these storms successfully to this day by the grace of God in attaining fifty-seven (57) years which is a very great achievement for the Authority.

It is worth mentioning that, every organization achieves its goals by the implementation of good policies, communication, information technology, safety health & environment with the

joint efforts of its employees to meet the set targets and good image which the Authority stands tall in these spheres.

As we celebrate this day, I take the opportunity in congratulating the management body and staff of the Authority for the good work done in bringing VRA to this state. I hereby make a passionate appeal to all to see ourselves as one family and join hands together in building a better VRA for the future and its continuous existence as we enter into a more competitive power generating era.

***I say “Ayeekoooo”. Long Live VRA, Long Live Ghana.***

**MR. FRANK KABA ADATUU**  
**(Union Chairman)**

# VRA @ 57 SAFETY MEETING &

**A**s part of activities marking the 57th Anniversary of the VRA, the staff were directed to organise safety meetings in their locations on VRA Day, April 26, 2018. The purpose of the gathering was to enable staff listen to the Chief Executive's anniversary message which was delivered via video/podcast.

*Below are some of the interesting scenes captured during the safety meeting and thanksgiving service.*





# THANKSGIVING SERVICE IN PICTURES



# Bui Power Authority Congratulates You on your 57th Anniversary.



**W**e applaud your tremendous contribution to national development and the various achievements chalked over these golden years. You built your company through hard work, diligence and service; and you have filled a critical need in supplying Ghana with electricity for both commercial and domestic use. Not only have you set the pace in hydro and thermal power generation, you have also maintained leadership in the energy industry.

BPA appreciates your invaluable support in holding our hands as a “big brother” when we embarked

on the path of energy generation. Our continuous exchange of technical advice, training and capacity building have been priceless in our mutual journeys.

We believe you “blaze the trail” in best practices in hydroelectric power generation and applaud your dexterity in identifying and overcoming the numerous challenges over the years and still maintaining an efficient power plant. You indeed live your vision of being a “Model of Excellence to Power Utilities”!

By emulating you, we at BPA are well poised as we take on the challenge of Renewable Energy production. We hope to continue to share experiences as we forge ahead with the common goal of supplying energy as well as improving and maintaining efficiency in Ghana’s energy industry by safe and environmentally friendly means.

***Congratulations!***

## CONGRATULATORY MESSAGE FROM PROF. BOAFO

**C**ongratulations on this VRA Day!!!

I write to congratulate you on the occasion of VRA Day. I pray that you stay fruitful, more efficient and be counted as the best in your service to this nation and beyond.

God bless you this day and for ever.

From: Dean, Graduate Studies,  
MUCG

***Prof. Yaw Safo Boafo  
(Former Board Member)***

## GOODWILL MESSAGE FROM GHANA GRID COMPANY LIMITED

**T**he Board, Management and Staff of Ghana Grid Company Limited (GRIDCo) extend congratulations to the Volta River Authority (VRA) on the occasion of the 57th Anniversary of the establishment of the VRA.

We salute you for all the gains you have achieved over the years.

Your institution has been well branded such that even with the deregulation in the Power Sector; the citizenry are yet to come to terms that there are other players in the generation business.

GRIDCo is proud of its roots in the VRA and therefore share in your vision to move the Authority beyond its challenges to a self-sustaining power utility in a deregulated power market.

It is our prayer that the VRA will continue to maintain its leadership role in the face of emerging competition in the industry, and remain a shining example to power utilities in the sub-region.

As a key link in the power supply chain, GRIDCo will continue to work with you as well as with other utilities in the value chain for delivery of reliable and good quality power to customers.

We wish you continued success in your operations and the best of years ahead.

***Jonathan Amoako-Baah  
CHIEF EXECUTIVE***





# “LET’S TAKE CONTROL OVER OUR STATE OF HEALTH” - VRA NURSE URGES ABOADZE COMMUNITY

Samuel Cann, CCU Section, GSD/Aboadze

**A** Principal Nurse at the VRA Hospital, Aboadze, Mrs. Esther Danso Abeam, has suggested to members of the Aboadze community that they can take control over their state of health and live longer if they would ensure changes in their lifestyles.

She made the comment at the Health Talk and Screening Exercise organized by the Health facility for the community as part of activities to mark the 57th Anniversary Celebrations of the Volta River Authority.

Addressing persons mostly women between the ages of 26 and 70 years who had taken advantage of the publicized health screening exercise; Mrs. Abeam explained that by adopting some habits such as regular exercise, drinking a lot of water and eating balanced meals frequently, would help avoid ‘life-style diseases’ which include hypertension, diabetes and malaria.

The health screening exercise, with hands-on support from three Community Health personnel from the Shama District checked patients’ Blood-sugar levels,



*Members from the Aboadze community awaiting to be screened.*

Blood Pressure as well as Body-Mass Index (BMI) and provided some short-term measures to help the victims. In all, over a hundred and thirty people were attended to. Aside that, VRA staff of the Takoradi Thermal Power Station (TTPS) at Aboadze also donated blood to the Effia Nkwanta Hospital.

A similar exercise was held at the Electro Volta House in Accra. Mr. Samuel M. Cann, Community Relations Officer in a closing remarks expressed his appreciation

to the leader of the medical team from Effia Nkwanta Hospital, Mr. Emil Anormu, Principal Blood Donor Organizer, and his team for honouring TTPS’ request to hold the exercise at a very short notice. He expressed the hope that collaboration that has been started would continue to ensure the people of Aboadze enjoy good health.



*Mrs. Esther Danso Abeam attending to a woman from the community*



*A nurse attending to some members of Staff*



# MORE PICTURES OF THE HEALTH SCREENING HELD AT ABOADZE AND ACCRA





# GOODWILL MESSAGE FROM MR. ERASMUS A. K. KALITSI



**O**n the occasion of the 57th anniversary of the Volta River Authority, I take this opportunity to congratulate the Authority for its remarkable success so far achieved in building and operating at the highest international standards. VRA has produced a vast amount of electricity and thereby contributed immensely to stimulate industrial progress in Ghana and improvement in the lives of the citizenry.

It is my hope, wish and expectation that the current Board and Management will maintain and improve upon the technical and business standards attained and will pursue further the objectives of the founding fathers yet to be realized.

*Erasmus A. K. Kalitsi  
Former VRA Board Chairman  
and Retired Chief Executive*

## GOODWILL MESSAGE FROM SENIOR STAFF ASSOCIATION-contd

to serve the people of Ghana and beyond.

We acknowledge the priceless roles of Past Leaders and staff who as our fore-bearers accepted to be part of the building corps and made various selfless sacrifices to lay the foundation for the growth of the Volta River Authority over the 57 years.

On this 57th Anniversary, we say Ayekoo to all stakeholders for your loyalty, hard work, dedication and commitment to the cause of the Authority. We also express our deepest appreciation to all the people and institutions who have supported and helped the Authority to come this far.

The Leadership of the VRA Senior Staff Association (SSA) takes this opportunity to congratulate all staff for the support, particularly during the “dum so” period, the attempted sale of VRA Thermal assets, ceding of T3 Plant to AMERI, attempted lease of VRA buffer lands at the Kpone Thermal Power Station and the Tema Thermal Power Complex to IPPs, the attempted separation of the Non-Core VRA departments from the Authority as well as the recent clandestine signing of the Implementing Entity Agreement (IEA) between MiDA and NEDCo. You have shown total commitment to the struggle to protect the assets of VRA and to provide strategic options to Management to

help turn the financial and operational fortunes of the Authority around.

We were amazed and saddened by these decisions due to the late involvement of staff and the fact that the decisions would have negatively affected the country’s energy security and the Authority’s assets and revenue base. Strategic decisions like these require the input and buy-in of all key stakeholders for successful implementation.

Notwithstanding these priceless efforts of staff to see the organization’s successes, the Authority is confronted with operational and financial challenges. This has also been exacerbated by the introduction of unfair competition into the power sub-sector of the Energy Sector brought about under the guise of the Power Sector Reforms.

Let us however, not only see the challenges confronting us, but also the opportunities to expand our operations and increase our market share, and stay ahead of the competition in the energy market as a “competitive self-sustaining power utility in a deregulated energy market”.

In furtherance to responding to the competitive, operational and financial challenges currently confronting the Authority, the Board, Management and staff must continuously examine/discuss our business models

and make the critical strategic choices that will help turn the company around and ensure financial viability at all times. We must re-examine our business strategies, redesign our business processes, systems and structures for the new challenges and opportunities that face us. We call on management to keep the channels of communication opened to foster trust and transparency at all times.

We wish to state that we shall continually offer our total commitment as staff groups, by proffering pragmatic solutions and actively taking part in meeting all our operational challenges. Each and every one of us Senior Staff must work harder than ever to ensure we turn things around for the Authority. We on our part are resolved to partner management and all stakeholders in this stride to ensure

VRA regains its lost glory.

Let us truly live by our Core Values christened: Accountability, Commitment, Trust, Integrity and Team Work.

Once again we are very grateful to all serving employees and those who preceded us for working conscientiously to meet the growing needs of our customers and the role that you played over the years in the development of the Authority. Nothing would have been possible without your hard work, dedication and loyalty. Long live the SSA, long live VRA and long live Ghana.

# MANAGEMENT LESSON

The owner of an underwear making company was having a tough time with shortages. On departure for home all workers' bags were searched and everything always seemed to be okay. All security measures you can think of were put in place. Auditors were called in but still no one was caught and stock continued to disappear. All workers including management were checked on departure, each wearing just one underwear and no one was caught with more than one pair.



Then one day, some one thought out of the box and the security officer was advised to check all workers on arrival. He got the shock of his life when he found that all the workers including management had no underwear on them...Whaaaat!!!

***Lesson: Do things differently if you want a different result.***



26<sup>th</sup> April, 2018

**THE NEW VRA,  
POWERING THE  
FUTURE**



**VOLTA  
RIVER  
AUTHORITY**