



VOLTA RIVER AUTHORITY

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VRA shares New Corporate Direction with Top International Publications

The Chief Executive of the Volta River Authority (VRA), Mr Kweku Andoh Awotwi, has granted in-depth interviews to three top international publications outlining the organisation's new vision and strategic direction. The publications are *Newsweek*, represented by *The Correspondent*; *Foreign Affairs*, represented by *World Profile*; and *Shanghai Daily*, represented by *Prisma Reports*. Below are some highlights of the interviews.

Ghana has been in the international community spotlight for quite some years. What is your opinion on the current state of affairs and how do you think this boom effect could be maintained?

You could say that the recent discoveries of oil and gas and the investments that came with them mean there is a lot more potential for investment. But, re-



Mr Kweku Andoh Awotwi, Chief Executive, Volta River Authority (VRA)

ally, at the end of the day there is still a great need for infrastructure. We see that in the power sector we have been growing at 10% a year for the last three years, in terms of electricity consumption.

And we suspect that even though with time it may flatten out, we are going to see very high levels of consumption over the next few years. What this means is that in every seven or eight

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OUR VISION

SETTING THE STANDARD FOR PUBLIC SECTOR EXCELLENCE IN AFRICA

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“As far as VRA is concerned, our particular interest is twofold: we need to provide the infrastructure, as far as electricity is concerned, for the people who need it. And growing at 10% per year means we need to build more power plants to meet that need. Power plants are not cheap.”



years we would be doubling the need for infrastructures, if we keep growing at this rate.

Going back to oil, what is Ghana doing to ensure that its oil findings are a blessing? Furthermore, what is the VRA doing to position alternative sources of energy just as attractive as oil?

There is a genuine sense that having oil is not enough and one has to be careful how the revenues are managed. Government is putting in place governance structures and other mechanisms to manage those revenues efficiently.

Let me say this: there are examples of countries who manage their oil revenues well. Trinidad and Tobago, Norway, etc., come to mind, and Ghana is trying to learn from those examples. As far as VRA is concerned our particular interest is twofold: we need to provide the infrastructure, as far as electricity is concerned, for the people who need it. And growing at 10% per year means we need to build more power plants to meet that need.

Power plants are not cheap. One hundred MW costs about one hundred million USD. The country is at a little over 2000MW right now. If we are growing at 10% per year it means we need to spend 150 to 200 Million USD on infrastructure to keep up supply.

But our particular interest in oil and gas is really in gas, because we in the electricity sector can use that gas to power our plants. Our sector is, indeed, the largest user of gas, generally. So we are in a particular position where we can monetise gas. We can put it to use and make the cost of electricity cheaper than if we were to use crude oil to produce power; which is what we do, mostly.

Due to Ghana's strategic geographical position in West Africa, what is worth highlighting in terms of regional integration in energy supply and what efforts are being made to ensure that Ghana, through VRA, becomes the region's energy hub?

If we look at the map, Ghana is right in the middle of the West African sub-

region. We are members of the “West Africa Gas Pipeline,” moving gas from Nigeria to Ghana and Benin. VRA is representing Ghana with 16% share of that company.

We are closely monitoring gas developments not just in Ghana, but also in Nigeria and along the coast. As a shareholder our interest is to get as much gas through that pipeline as possible. As a customer I want as much of that gas as possible to use. So the two align, but they also give VRA a fair regional perspective of what is happening in terms of gas development.

Ghana is also a member of the “West Africa Power Pool,” which is a 16-member ECOWAS regional organisation. Again, geographically we are in the middle of that region. The first project of the WAPP is a transmission line that crosses Cote d'Ivoire, Ghana, through to Nigeria. We have constructed the first segment to Tema. Similar initiatives are being undertaken in Sierra Leone and Nigeria. But the other two segments that are being done now

are those from Ghana to Burkina and from Ghana through Burkina to Mali. Feasibility studies have been conducted and the projects are expected to be completed in the next three to four years.

Power should move east-west and south-north. One of the ideas the WAPP has had for some time now is to move gas from areas of surplus to areas of deficit. There are no areas of surplus as per today. But properly managed, properly conceived and properly planned if, in fact, gas comes in the quantities that we think, and the regulations are appropriate, there is a situation where there is enough lower-cost gas on the coast that can move north. That is the whole vision of the WAPP and Ghana is in the middle of it. Ghana is in a good position.

The Minister of Finance makes a call for IPPs to develop the economy. The call liberalises the market for the entry of Independent Power Producers (IPPs). What are they expected to accomplish and how will they affect VRA's scenario?

We need to manage that competition. Going back to the need for a lot more electricity in the sector, it is fairly clear that Government alone will not be able to keep up 200 million USD a year for the electricity sector. But if they can provide the right fiscal regime, they can bring private sector players in, and with government help providing resources. From now, going forward, VRA will be one of many companies providing electricity, and no longer the only one, like today.

Today we provide 90% of the electricity. The hope is that with time, a lot more private investors will come and fill the gap. There should be plenty of opportunities available.

The challenge for VRA as a state company first, and a public monopoly second, is to adapt to those changing circumstances.

Are you referring to a gap to be filled by a potential international investor in the energy sector?

There is certainly the need for more power. We see private companies that we would be happy to partner with. There is opportunity for partnership to produce power with VRA. Already Abu Dhabi Water and Power Co. owns 90% of TICO Plant and VRA 10%. We are partners with them and are expanding that project from 200MW to 300MW. We are already very close to reaching financial close, spending 300 million USD to expand the project. I can see us replicating this model for other projects.

In the area of gas, we are not gas producers or gas suppliers. But because we are primary gas consumers, I can see us looking for partners to help us provide that product. No one needs gas as much as we do, so we are the first to be interested in finding those potential investors who want to produce gas and we want to say, "We are ready to partner with you."

Regarding the recently released One Billion USD from the Chinese Development Bank for the energy sector, and from your privileged position as CE of VRA, what are the direct implications of this deal and how is it being deployed?

The important thing is that a lot of that money is devoted to developing the gas infrastructure that is critical to our economy.

There are expectations that gas will not just power plants, but will also be raw material for fertilisers and petrochemicals. It is a huge potential yet to be realised. And one day gas will go into our homes, just as it does the factories. The fact that Chinese money has gone into the first phase of gas development is quite significant. They are building the Bui Power Plant, 400MW; also Chinese money; a very important project for Ghana because of the amount of power that it brings into the system.

Nothing stops China from bringing skills and technology. They have established themselves as clearly a country that can do it.

African inter-trade; what, in your opinion, is the status of the multilateral relations among African economies as a boost

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CE, with officials from Shanghai Daily newspaper

BUILD THE BUSINESS PROGRAMME (BtB)

TRANSFORMING VRA'S BUSINESS FOR PUBLIC SECTOR EXCELLENCE

INTRODUCTION

In 2009 the Volta River Authority (VRA) redefined its vision of "Setting the Standard for Public Sector Excellence," in order to provide a platform for the restructuring and realignment of the Authority's business in readiness for the full implementation of the government's power sector reform programme. The challenge for VRA as for other public institutions in Africa, is how to act like a private enterprise, where efficiency and productivity are the bottom line, and still remain public in a competitive environment.

In pursuit of this vision, the Chief Executive, Mr. Kweku Andoh Awotwi, on March 26, 2012, launched a flagship programme named "Build the Business" (BtB), which is expected to bring about the much needed changes in the Authority's business environment.

The overall purpose of the BtB programme is to improve information efficiency (speed of collection, processing and distribution) and effectiveness (quality and usage for decision making). The thrust of the BtB programme, simply, is to get smarter by transforming the way the Authority does business, using modern technology to achieve competitive advantage.

BtB is being implemented through an integrated programme comprising three inter-related projects: Business Process Reengineering, Oracle e-Business Suite Software Implementation,



Mr Kweku Awotwi, CE, flanked by two of his deputies; Mr Maxwell Odoom, DCE (Services) and Ms Alexandra Totoe, DCE (Finance)

and MIS Transformation (including IT infrastructure rehabilitation).

Objectives of BtB

The optimised and harmonised business processes and the Oracle technology are expected to:

- lead to precise supply chain (improved procurement) planning and processing,
- Efficient and effective accounting processing and reporting
- effective asset management with end-to-end, and
- real-time transparency in the business operations of the Authority.

The Programme is expected to standardise, simplify and synchronise the business processes of the Authority to enable it to achieve speed in decision-making. It is also intended to provide transparency in information sharing, efficiency of business functions and

the necessary competencies in executing the Authority's strategy.

Programme Implementation

A team of independent professionals, made up of PricewaterhouseCoopers Ghana, Oracle Consulting, Consolidated Ventures, and e-Solutions Consulting, have been engaged to work with selected staff of the Authority to ensure successful delivery of the programme.

The Success of the BtB Programme hinges on:

- Provision of strong support from the executive and management
- Formation of core teams of key staff from functional areas to support the programme
- Extensive training of core team members and end users
- Involvement of all key stakeholders during documentation of business requirements



•Change in the way we do business and how we conduct ourselves as workers

Who will be affected by this programme?

It is expected that all VRA and NEDCo staff will be affected by this change . Staff are, therefore, expected to change the

way they do business and adapt to the new business environment.

Some staff are also expected to be impacted by the programme. These are employees whose jobs will be directly affected by the change. Consequently these staff will be expected to learn new skills and use new tools.

Programme timelines

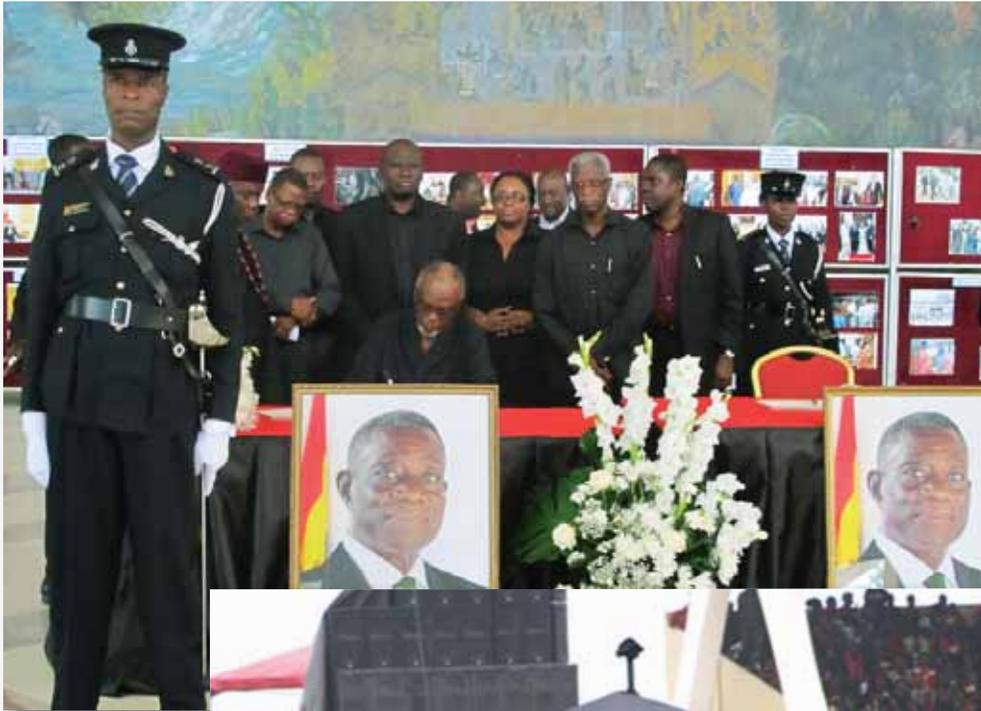


VRA staff at the launch of the BtB programme



WATCH OUT FOR MORE INFORMATION IN A SPECIAL NEWS BULLETIN OR CONTACT gertrude.koomson@vra.com

VRA MOURNS PROF JOHN EVANS ATTA MILLS



VRA Board Chairman, Prof Akilagpa Sawyerr, signs the book of condolence on behalf of the organisation



The Board, Management and staff of the Volta River Authority (VRA) last August joined other sympathisers to mourn the President John Evans Atta Mills who passed away on July 24, 2012. Led by the Board

Chairman, Professor Akilagpa Sawyerr, a delegation made up of members of the Board, the Executive and Staff of the Public Relations Unit, called at the Accra International Conference Centre to sign the book of condolence for the late President.

To express a deeper feeling of regret and shock to his wife, his family and the Government of Ghana, the VRA also published a message of condolence in the national dailies and submitted a tribute to State Protocol for the funeral brochure.

VRA CHIEF ON IMPORTANCE OF HUMAN RESOURCE MANAGEMENT IN BUSINESS SUCCESS



VRA Chief Kweku Awotwi delivers his presentation at the SHRM Forum

In what can best be described as a highly engaging presentation, Mr Kweku Awotwi praised VRA's HR team for responding positively to major changes being pursued by the Authority, and for embracing revised processes for achieving VRA's new Vision of "Setting the Standard for Public Sector Excellence in Africa." He advised participants to continue benchmarking and brainstorming

with their colleagues from other organisations on how to take the HR practice to the highest competency level in this modern era of dynamic, technology-driven competitive business environments.

Also on the panel of speakers was Mr Sam Dontoh, Group Head of HR for Unilever West Africa, who made a detailed presentation of his company's Human Resource practices, reward system and sanctions regime.

The Chief Executive, Mr Kweku Andoh Awotwi, has acknowledged the crucial role played by the Human Resource discipline in setting, implementing and evaluating strategic objectives that can make businesses competitive and successful. Speaking as a Keynote Speaker at an HR forum organised by the Ghana Branch of the Society for Human Resource Management (SHRM) in Accra last June, Mr Awotwi challenged HR practitioners to discover their place as partners in advancing employee performance for business growth.

General Electric and Chevron Corporation from the US, Eskom from South Africa and the VRA, Mr Awotwi outlined strategies thought-provoking HR decisions, processes and best practices that have worked effectively for companies the world over. "The Human Resource professional is a key partner in setting strategic objectives, identifying talent, building capacity and creating a suitable environment for high performance. If it can happen in other companies elsewhere with the right attitude, it can also happen in Ghana", the VRA Chief added.

Held under the theme "Nurturing and Sustaining a High Performance Culture," the forum brought together some 150 HR professionals from the private and public sectors, comprising service and manufacturing organisations, local and multinational entities, and medium and large companies to discuss how the HR profession can be encouraged by businesses to achieve high corporate performance.

Using case studies and practical examples from international players like



An interactive session with forum participants

VRA Solar Energy Project Kicks off at Navrongo

The Volta River Authority (VRA) is building the first of a number of solar farms to be sited in the Northern part of the country. Work is progressing steadily on the first 2 MW farm at Navrongo in the Upper East Region.

The cost is estimated at 6.6 Million US Dollars and 1.5 Million Ghana Cedis, with 10% contingency incorporated. The project is being undertaken by China Wind Power Company.

The Navrongo solar farm forms part of a 10MW project, the rest of

which are to be sited at Kaleo (4 MW), Lawra (2MW) and Jirapa (2 MW), all in the Upper West Region. VRA officials, say the project will be commissioned in December.

In line with its expansion programme and the government's policy of seeking alternative sources of energy, the VRA has embarked on a number of initiatives to develop renewable energy sources to augment its hydro and thermal capacity. One other such renewable alternative that VRA is looking at is Wind Energy.



Work in progress on the first 2MW Solar farm at Navrongo

Press Release

VRA Signs Agreement for Dual Fuel Conversion Works at Tema Thermal

Work will soon begin on Station 1 of the Tema Thermal Power Complex to convert it into a dual fuel plant. This was made known at a short ceremony at Akosombo Hotel in July, when the Volta River Authority (VRA) signed a contract with Wellhead Power Development LLC to undertake gas fuel conversion work at the station. Valued at 11.6 Million US Dollars, the conversion work, will enable the station to run on natural gas from the West African Gas Pipeline, in addition to diesel.

Signing the contract on behalf of VRA, the Chief

Executive, Mr Kweku Andoh Awotwi, expressed confidence in the credentials and capabilities of Wellhead Power Development to deliver quality work on the plant. He said in today's challenging power generation markets, fuel cost and plant capacity utilisation have become critical factors for most gas turbine users. As such, the capability to switch to less expensive fuels has become economically attractive. "There is no doubt in my mind that we can count on Wellhead to do diligent, precise, timely and effective conversion work on Station 1", the VRA Chief said.

VRA MAKES HEADWAY WITH HEDGING PROGRAMME

The quest by Management to make the Volta River Authority (VRA) much more financially sustainable and profit-oriented, through the implementation of a number of financial strategies is making great progress.

Financial options, which include hedging of light crude oil (LCO) for price protection, and the sourcing of funds through banking facilities, and bond and equity issues is targeted at guaranteeing financial sustainability as well as generating funds needed for power projects between 2013 and 2015 and for generation resources for 2015 to 2021.

The Authority's hedging pro-

gramme commenced in May 2012, after it had been approved by the VRA Board in 2010, and by the National Risk Management Committee (NRMCM) in 2011.

LCO is bought in an environment subject to significant and varied price movements on the international oil market, with the potential to increase or dramatically reduce the Authority's operating profit. For instance, a US\$10/bbl. rise in the price of crude can increase the organisation's operating costs by as much as US\$40 million.

The hedge strategy is, therefore, designed to ensure that VRA withstands any adverse changes in LCO prices, by placing a cap on

the price at which LCO is to be bought over a given period, say, 3, 6 or 9 months, for up to 50% of the Authority's annual LCO requirement.

The primary instrument used for the hedge programme is Call Options. A call option gives VRA the right (but not the obligation) to buy the LCO at a predetermined price by a specific date. With a call, VRA protects itself against rising prices by establishing a maximum purchase price and also able to take advantage of lower prices. Call spreads have also been used as a way to cheapen outright call purchases. This means VRA will buy the low strike call and sell the high strike call and, therefore, pay a re-

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VRA REWARDS LON

The Management of the Volta River Authority on Friday June 21, 2012, rewarded 205 members of staff for their long and dedicated service to the Authority.

The Chairman for the occasion, Mr Jabesh Amisah-Arthur, Chief Executive of Bui Power Authority, com-

mended the award winners for their discipline and dedication to duty, which had ensured that VRA had survived as a successful public sector organisation. He urged them to continue working hard to enable the organisation to succeed in the emerging energy market.

VRA Chief Executive, Mr Kweku

Andoh Awotwi, commended the efforts of the hard working staff who, he said, had contributed to uplifting the image of the Authority. He assured staff that Management would continue to take staff welfare seriously, in order to provide motivation for work.

Mr Isaac Aidoo, Director, Human Resource Department, noted that



On the high table were Mr Jabesh Amisah-Arthur CE, Bui Power Authority and Chairman of the function; VRA Chief Kweku Awotwi and VRA's DCE (Finance), Ms Alexandra Totoe



Mrs Mercy Gbezey receiving her 40 years' meritorious award from the CE (left) and Mr Jabesh Amisah-Arthur, CE, Bui Power Authority (right)

LONG-SERVING STAFF

Long Service Awards were instituted eight years ago to motivate staff to give of their best at all times.

Mrs Mercy Gbezey, who has served the Authority for forty years, thanked management on behalf of her colleagues and implored them to continue giving of their maximum best.

LONG SERVICE STAFF BEING HONoured



NEDCo INAUGURATED SUCCESSFULLY

The Volta River Authority (VRA) last May operationalised its Northern Electricity Department (NED) into a subsidiary company called the Northern Electricity Distribution Company (NEDCo). The inauguration of the new company took place in Tamale on May 8, under the patronage of Hon Alhaji Inussah Fuseini, Deputy Minister of Energy and Member of Parliament for Tamale Central.

Mr Fuseini said the successful operationalisation of NEDCo is in the interest of the government and people of Ghana. He noted that the success of NEDCo would require an “all-hands-on-deck” attitude and commitment by all relevant stakeholders. Such an approach, he said would create the right environment for the company to operate in an efficient, vi-

able and sustainable way, to ensure the delivery of quality and reliable electricity to customers. The Deputy Minister said since the inception of the Power Sector reforms in 1994, the government had made a great effort toward the operationalisation of NEDCo.

Mr Kweku Andoh Awotwi, Chief Executive of the Volta River Authority and Board Chairman of NEDCo, spoke about the long journey that NEDCo has travelled over the past twenty five years and called on all staff to work harder to realise the goals for NEDCo’s operationalisation.

Mr Awotwi noted that \$200 million was needed to create

favourable operational grounds for the business in terms of infrastructure. Such support, he said, would come from the VRA and the government. The NEDCo Board Chairman commended the staff on their hard work and commitment and advised them to work even harder towards the growth of the new subsidiary.

On his part, the Managing Director of NEDCo, Mr John Nuworklu, gave an account of NEDCo’s journey and looked forward to a bright future.



On the high table, from left to right: Mr Kweku Awotwi, CE, Hon Alhaji Inussah Fuseini, Deputy Minister of Energy, Prof Akilakpa Sawyerr, VRA Board Chairman, and Mr John Nuworklu, Managing Director, NEDCo

VRA shares new corporate direction

Contd. from p3

for development?

That is not enough. It is terribly inadequate. For the various African economies to really grow, one of the few opportunities for economic development for these economies is to expand inter-African trade. If we can't trade among ourselves, the opportunities for our economies to grow are limited.

Africa remains one of the few high growth areas in the world today. There are African resources available to back up that growth. And we are not doing enough yet.

VRA's commitment to its community outreach is evident with the ownership of



VRA makes headway with Hedging programme.....Contd. from p9

duced premium. Consideration is also being given to other instruments such as Futures, SWAPS (at no cost) and Zero Cost Collars.

It is instructive to note that Light Crude Oil (LCO) for running VRA's thermal power plants makes up between 50% and 80% of operating costs, depending on the gas volumes available from Nigeria. The purpose of hedging risks associated with price fluctuations is to attain stability in price, in the case of VRA, for its crude oil purchases. This in turn would lead to protection for the Authority's cash flows in order to meet operating expenses, debt service obligations and capital expenditure.

Following the selection of the three financial institutions (counterparties) on International Swaps

and Derivatives Agreements (ISDAs), LCO prices were monitored until they reached a level that enabled the Authority to attain the budgeted hedge price.

On May 4, 2012 an initial volume of 350,000 barrels was traded. So far a total of 800,000 barrels, 30% of LCO procured has been

hedged. A trading room has been set-up to facilitate the transactions.

It is equally instructive to note that the objective of VRA's risk management policy is not for speculation; rather, it is a means to reduce potential losses. In fact, to avoid speculation, the hedge committee determines the exact timing and the proportion of crude oil demand to be hedged.

Management's expectation as it pursues the hedging programme, is to secure cash flows that will enable VRA to ensure that it provides adequate and reliable electricity, guarantees plant availability all-year round, and strengthens the Authority's financial position.

Updates on the other financial strategies will be published in the next edition.

... note that Light Crude Oil (LCO) for running VRA's thermal power plants makes up between 50% and 80% of operating costs depending on the gas volumes available from Nigeria.

schools, hospitals and more. As Chief Executive you are obviously proud of these initiatives. Comments?

It has been part of the mandate of VRA since 1961. We are producing power and developing the lives of the communities. We have always understood this part of our mandate. We have been much more focused on that, especially since celebrating our 50th anniversary last year. The traditional failure of big companies is that they neglect the communities living close to them. We want to do a better job taking care of our communities; those people who for reasons beyond their control are dispossessed of their land and livelihoods. We have done a couple of things in the last couple of years to address that. We have set up new institutions – the Community Development Programme and partnerships with private sector players for the conservation of the eco-system of our

river. A much more focused attempt to improve the lives of our local communities. We have a school for 50 years. It is a corporate social responsibility practice that will become an independent business unit soon.

You have recently held a management meeting to review and improve leadership within VRA, and also to articulate your new vision for the organisation. What is Mr. Awotwi's leadership style?

You have to try to instil a sense of ownership of the vision that you have. You try to listen as much as possible, but also to be clear and firm in the direction you are trying to go. Because it is not a democracy and I think there are lots of opportunities for large companies like VRA to make an impact and to see how best we can make these impacts.

POWER UTILITIES BRIEF MEDIA ON ENERGY SITUATION

Top officials of the power utilities on Monday, September 3, jointly briefed the media on the current energy situation and provided an update of events leading to the shutting down of the West Africa Gas Pipeline, which had resulted in the non-availability of gas for the country's gas-fired plants.

Speaking for the VRA, Mr Maxwell Odoom, Deputy Chief Executive (Services), then acting as Chief Executive, noted that following the marine accident in which the West Africa Gas Pipeline, was damaged, Ghana's generation capacity has reduced significantly, resulting in load shedding across the country.

He said the deficit was due to the total shut down of the Asogli Power Plant, thereby creating a shortfall of 200MW. Besides, he



Mr Maxwell Odoom
Deputy Chief Executive (Services)
Volta River Authority (VRA)

said, one of the units at the TAPCo plant at Aboadze, a dual-fuel plant (Natural Gas & Light Crude Oil), was also down, for planned maintenance, creating an additional loss of 100MW. Mr Odoom said VRA had now turned to using the more expensive light crude oil (LCO) to generate power.

Mr Odoom noted that maintenance work on the T1 had been completed and the steam turbine,



Mr William Hutton-Mensah
Managing Director,
Electricity Company of Ghana (ECG)

which had been down since 2011 was soon to be put back into service to provide another 100MW.

These interventions, the Deputy Chief Executive said, would effectively reduce the total deficit to 100MW; that VRA would depend on the much more expensive liquids until the situation on the gas pipeline stabilised.

The Managing Director of the Electricity Company of Ghana (ECG), Mr William Hutton-Mensah, noted that the present situation called for load shedding and that the ECG would publish a schedule to that effect in the newspapers. He said the schedule would be created so that customers would be switched off every other day at both peak and off peak times. But it would be managed in a manner that would have little or no impact on industry, he said.

... the deficit was due to the total shut down of the Asogli Power Plant, thereby creating a shortfall of 200MW. Besides, he said, one of the units at the TAPCo plant at Aboadze, a dual-fuel plant (Natural Gas & Light Crude Oil), was also down, for planned maintenance, creating an additional loss of 100MW. Mr Odoom said VRA had now turned to using the more expensive light crude oil (LCO) to generate power.

ANDREWS NII ADDY BIBIOO ADDY

TRIBUTE BY VOLTA RIVER AUTHORITY

Show me, O Lord, my life's end and the number of my days, let me know how fleeting is my life (Psalm 39:4)

The late Andrews Nii Addy Bibioo Addy was born on Thursday, 21st June, 1951 at Korle Wokon in Accra. His father was the late Andrews Tetteh Addy, a well known footballer of the Accra Standfast Football Club and Gold Coast Eleven fame, who also worked at the Government Printing Press and later the Accountant-General's Department. His mother was the late Mrs Clara Adawa Addy of James Town, Accra. He had ten siblings and gained the respect and love of all of them.

He was baptised at the Holy Trinity Cathedral Church in Accra and confirmed at the All Saints Anglican Church, Adabraka, by Father Tekyi-Mensah. He became a communicant and server in 1967. Nii Addy had his primary school education at the Government Boys' School, Adabraka, Accra. It was perhaps at this time that he gained that sense of civic responsibility. He was always proud to have been one of the first eight young boys to be recruited into the Young Pioneer Movement during the First Republic. Young Addy went to Accra Academy for his secondary and sixth form education. He was an excellent all-round student and a good sportsman who also played the guitar. In his final year, Nii Addy served with distinction as the Library and Studies Prefect.

He then enrolled at the University of Ghana, Legon, where he earned a Bachelor of Laws Honours degree and went on to qualify in his professional law studies at the Ghana Law School and was called to the Ghana Bar in 1977.

Nii Addy continued with his keen interest in sports throughout his university days, distinguishing himself as a long jumper. He also played basketball and became a keen tournament player for the University.

After his national service with the Attorney-General's Department in Sunyani, he went on to do the Master's degree at the world renowned McGill University in Montreal, Quebec, Canada, completing in 1980. With his marriage to Esi Sutherland that year in Swarthmore Pennsylvania, Nii Addy initiated his own family life. The couple were blessed with two daughters, Dede and Korkor.

Like many young Ghanaians at the time, Nii Addy sought international exposure to enhance his career. He worked for a while with the International Commission of Jurists in Geneva, went on to teach law at the National University of Lesotho and practiced as an Attorney-at-Law of the High Court and the Court of Appeal in Lesotho, where he successfully handled many landmark cases.

Being in Lesotho at the time when the anti-apartheid movement was



gaining momentum in the post-Soweto crisis sharpened his understanding of the complex issues at play in the life and politics of not only the Republic of South Africa, but also of the entire southern Africa. His experience there and exposure to the anti-apartheid struggle had a deep impact on his political outlook.

Nii Addy returned to Ghana from Lesotho in 1989 and joined the Volta River Authority (VRA) as Principal Counsel at the Legal Department. He quickly immersed himself in the complex technical and engineering environment and was soon promoted Director of the Legal Department. He served in this role for many years, playing a major part in VRA's quest to develop the Takoradi Thermal Power Plant Complex and the West Africa Gas Pipeline Project.

REST IN PERFECT PEACE



Renewable Energy...

VOLTA RIVER AUTHORITY

Come Partner us to make a Huge Difference!

Our Mission:
 The Volta River Authority exists to Power economies & Raise the living standards of the peoples of Ghana & West Africa

- OUR VALUE**
- ⦿ **Commitment**
 - ⦿ **Integrity**
 - ⦿ **Trust**
 - ⦿ **Teamwork**
 - ⦿ **Accountability**

**Did You Know that.....
THE RAINS ARE HERE AGAIN!!!**

Continued from last issue

8 Assemble supplies for possible evacuation.
 Gather water, non-perishable food, paper plates/cups and plastic utensils, extra clothing and shoes, blankets or sleeping bags, a first aid kit and prescription medications, cash and credit cards, important phone numbers and special items for babies and the elderly.

9 Develop an emergency communication plan.
 In case family members are separated during a disaster because of work or school, choose a long-distance relative or friend who can

Some Safety Tips — Steps to Reduce Flood and Water Damage

serve as the “family contact.” After a disaster, it is often easier to call long-distance than to place a local call. Make sure everyone in the family knows the name, address and phone number of the contact person.

10 Discuss the situation with children honestly and openly.
 Hiding the situation from them will probably be even more stressful.

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Credit: VRA leaflet

- IN THE NEXT ISSUE:**
- ◆ Commissioning of T3 project
 - ◆ Progress on KTTTP
 - ◆ VRA financial strategy
 - ◆ Progress on Balance Scorecard Implementation

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

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