



VRA Board Members Visit Atuabo

Members of the Board of the Volta River Authority (VRA) have paid a working visit to the Atuabo gas project site.

According to Mr. Raymond John Lartey, Secretary to the Board and Director, Legal Services, the visit was to enable Members to acquaint themselves with the project and to learn, at first hand, the challenges confronting managers of the project, and also to let them know how anxiously the Authority was waiting to receive the first gas from the site.

In the company of the Chief Executive, Ing. Isaac Kirk Koffi, and his management team, the Board Chairman, Mr. Lee Ocran commended workers of the



VRA Board members touring the Ghana Gas site

Ghana Gas Company for the work done so far and expressed hope that the project would be completed on schedule this time.

He, however, expressed disappointment the company's inability

to complete the project according to the earlier schedules. "The many postponements have not been in the interest of the VRA and the country as a whole, considering the enormous benefits the country

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OUR VISION

**SETTING THE STANDARD
FOR PUBLIC SECTOR
EXCELLENCE IN AFRICA**

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expected on its completion.” The current energy situation, he said, was not the best situation and a quick completion of the project was crucial.

Mr. Ocran said with the erratic supply of gas from the Nigerian Gas Company (NGas), using Ghana’s own gas from the Jubilee Fields would be a step in the right direction, as this would ensure that VRA not only receives regular gas supplies, but also gets the right volumes to power the thermal facilities.

He said he was anxious to see the completion of the project because of VRAs precarious financial situation stemming from high crude oil import bills. “Ghana gas”, he said, “has enormous potential financial benefits for VRA, as it could improve the Authority’s poor finances through a cut back on the use of crude oil.”

Mr. Ocran said although supplies from Atuabo would not be enough to meet the country’s total gas needs, it was a good beginning. He expressed hope that the government and other stakeholders would continue to collaborate in exploring other gas supplies, particularly from the other wells that have been identified.

Responding to the Chairman’s comments, the Technical Director, of the Ghana Gas Company, Dr. Ben Asante, who received the delegation, noted that the company had accepted the concerns expressed in good faith and gave the assurance that it would work assiduously to ensure the successful completion of the project. He expressed hope that the end-of-July 2014 deadline would be met.

Speaking on the sidelines, the Chief Executive of the VRA, Mr. Kirk Koffi, reiterated the Board

Chairman’s comments on the early completion of the project. That, he noted, was why major stakeholders on the project had undertaken to meet twice every month at Atuabo to get to know the progress of work, as well as of any challenges impeding the early completion of the project.

Mr. Koffi said, “I personally can’t wait to see the final completion of the project and the delivery of gas to our plants at Aboadze.” That would be great news, because I can tell you for a fact that, “it would not only afford VRA the opportunity to continue providing adequate, reliable and stable power to our stakeholders, but it would particularly help the Authority to make a minimum savings of one million dollars (\$1,000,000) on crude oil purchases each day.”

He said the 107MMscfd of gas expected to be delivered from At-

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VRA Launches Books

The Volta River Authority (VRA) has launched a commemorative volume marking 50 years of the Authority.

The book which is titled, ‘Lake of Life’, was written by Professor Edward S. Ayensu, a Development Advisor on Science and Technology to the Africa Development Bank, and is the second commissioned by the VRA to tell the story of the development of the Akosombo Hydro Electric Dam.

The volume, which follows James Moxon’s, “Volta: Man’s Greatest Lake”, celebrates the 50th anniversary of the Volta River Authority with emphasis on energy infrastructure development and a strategic focus on VRA’s contribution to the economy of Ghana.

Also launched was the book titled, “Field Guide to the Volta River Basin” - a volume written by Professor Edward S. Ayensu to highlight the flora and fauna of the Volta River Basin.



Working at VRA

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

uabo may not be enough to meet the country's thermal needs, because it can power only three 100MW gas turbines at Aboadze. But, that would be a good start.

VRA, he said, was working closely with government to identify other sources of gas supply, to ensure Ghana's requirements were met. "As an organisation, we have been proactive; we have started talking to other suppliers in Nigeria to supplement what we are receiving from NGas," he said.

Another area that the VRA was interested he said, was Liquefied Natural Gas (LNG). He said "although capital intensive, the construction of LNG infrastructure in Ghana would ensure that the

... with the erratic supply of gas from the Nigerian Gas Company (NGas), using Ghana's own gas from the Jubilee Fields would be a step in the right direction, as this would ensure that VRA not only receives regular gas supplies, but also gets the right volumes to power the thermal facilities at Aboadze.

country could procure gas from any part of the world and promote the continuous availability and sustained supply of the product." This, in his view, would lead to gas security in the country and ensure that VRA was able to meet its mandate of supplying adequate,

regular and stable power in the country and expand her frontiers in the sub-region.

The Chief Executive said since Ghana was strategically located in the sub-region, it was prudent she took advantage to expand her market share. Mr. Koffi said a lot

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Liquified Natural Gas The Way Forward

The pursuit of load shedding, owing to enormous deficits in power generation, is now a matter of great concern to all stakeholders.

Power crises are not new in Ghana. But, unlike those in 1981, 1983, 1987, 1997, 2006 and 2007, due basically to poor inflows of water into the Akosombo dam, the situation today goes beyond poor rainfall, to the much more intricate and complex situation of high

crude oil prices, unavailability of gas to power the thermal facilities, a weak network system and, most importantly, to the non-existence of a reserve margin, as required by international standards.

Following the need to diversify Ghana's dependence on hydro generation because of the unpredictability of the weather, the introduction of thermal generation, with light crude oil (LCO) for fuel, was highly fancied as what would enable the VRA to meet the country's

energy requirements.

The first thermal unit at the Takoradi Thermal Plant was commissioned in 1997, unfortunately the proposal to diversify has become the bane of the authority's finances. For, VRA now has to buy crude oil whose price has risen rather high. Coupled with inadequate pricing of power, this has resulted in more than a decade of financial losses, effectively rendering VRA unable to undertake any investments or to carry out its maintenance pro-

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Liquified Natural Gas The Way Forward ← *Contd. from pg.3*

grammes on schedule.

News that the first gas from the West African Gas Pipeline to Aboadze plant would flow in December 2008, and that the plant would now switch to gas in April 2009, signalled the relief the Authority had been expecting. For the use of gas was expected to cut down the cost of thermal production by half, at least. According to the contract signed with the Nigeria Gas Company (NGas), VRA was to take delivery of 123 MMscf of gas daily. But this was not to be.

Besides, supply has been erratic, or bedevilled with low pressure.

The shutdown of the pipeline in August, 2012, owing to a rupture following a pirate attack in Togolese waters, contributed largely to worsen an already bad situation. That single incident resulted in what has been called “dum sor dum sor” referring, of course, to the irregularity of power supply throughout the country.

This situation lingered until



2009 when, with the introduction of the business reengineering process there was a marked improvement that enabled VRA to declare its first ever profit.

As the foundation customer of the West African Pipeline, VRA has never received the contractual volumes of 123MMscf of gas each day from Nigeria, resulting in the generation deficit with which Ghana now finds itself. The shutdown of the pipeline compounded the Authority's al-

ready volatile financial situation, as VRA has had to spend more than US\$50m to buy 450,000 barrels of crude oil each fortnight.

It must be stated that although supplies from Nigeria remain unreliable, natural gas is said to be much cheaper and, therefore, preferred option for adequate, stable and reliable power generation supply.

News, therefore, of the government's desire to develop Ghana's own gas at Atuabo was a laudable idea. However, delays in the proj-

VRA Signs Agreement with GASOL LNG

The Volta River Authority (VRA) has signed a conditional long term gas supply agreement with Gasol LNG Import Ltd, a subsidiary of Gasol.

Under the agreement, GASOL will supply a daily contractual volume of 100Mft³/d of gas to the VRA. This is to commence when the proposed LNG import and re-

gasification facilities, to be located at Cotonou harbor in Benin are completed.

The contract provides for the supply of natural gas, from Liquefied Natural Gas (LNG), re-gasified in Benin, for the first five years, and afterwards from gas fields in Nigeria.

VRA would receive the fuel

through its interconnection pipelines from the West Africa Gas Pipeline (WAGP) in Tema and Takoradi, enabling thermal facilities at both Aboadze and Tema to receive supplies.

The Gasol facility in Benin is expected to supply gas from Benin, in the case of LNG sources, and from Nigeria in the case of pipeline

ect's execution, and the subsequent postponement of the date of completion have not helped matters at all, not only for the VRA but also for the independent power producers (IPPs).

The project's delivery is creating more serious challenges for power generation, as VRA and the Independent Power Producers (IPP) continue to make legitimate demands on the little that is received from Nigeria. It is hoped that eventually when Ghana Gas arrives, it will bring some relief to power producers.

On the other hand, the notion that Ghana's gas cannot fully

meet the country's gas requirements brings to the fore the need to identify other sources of supply, as the country's thermal facilities are waiting to switch fully to gas, from the much more expensive crude oil.

This idea brings into sharp focus the need now for the government and all interested stakeholders to direct their attention towards accessing gas from any part of the world. This must be a gargantuan project, and many are of the view that if the government should provide the needed funding, it will go a long way to cut down the power crisis, and in addition power the country's economic development,

particularly when Ghana is on the brink of becoming a middle-income country. There is a ready market for Liquefied Natural Gas (LNG) in the country, at least for powering our thermal facilities. Unfortunately, the delay in delivering the gas, for inexplicable reasons, has invariably aggravated the energy situation, compelling VRA to resort to loadshedding.

The establishment of the West African Gas Pipeline (WAGP) whose sole aim was to provide gas from Nigeria, to power VRA's thermal facilities at Aboadze and Tema, among others was considered a timely intervention, as this could lead to reducing the Authorities' spending on crude oil by at least half.

However, the high expectations of the West African Gas Pipeline project have been scuttled, owing to the supplier's inability to deliver, of late, as well as, the rupture of the gas pipeline through pirate activity, resulting in its shutdown, from August 2012, for repairs.

The establishment of the West African Gas Pipeline (WAGP) whose sole aim was to provide gas from Nigeria, to power VRA's thermal facilities at Aboadze and Tema, could lead to reducing the Authorities' spending on crude oil by at least half.

sources, all through the WAGP.

Considering the VRA's gas demands, which are about 300MMscfd, this agreement is regarded as a step in the right direction. As WAGP is able to deliver only 120MMscfd, leaving a deficit of 180MMscfd.

Besides, with the expected installation of more thermal plants in the coming years, VRA's gas demand alone would be expected to exceed 700MMscfd by 2020, necessitating the search for additional gas supplies.

Securing more gas sources is expected to contribute significantly to the generation of additional power to meet increasing demand.



CE Ing. Kirk Koffi

President Urges VRA to Support Power Generation in Guinea

President John Mahama, has urged the Volta River Authority (VRA) to support Guinea in the area of power generation.

The President's statement followed a request by the Guinean President, Mr. Alpha Conde, to call on Ghana's expertise in hydroelectric power generation, during a recent visit by the two presidents to the Akosombo Generating Station.

President Mahama said, "Guinea has a large potential for hydro generation and discussions between the two countries would lead to Guinea coming to learn from our experience. I, therefore, urge you to accord them the necessary support to make them realise their dream", President Mahama said. He added, "Discussions I have had with the President of Guinea indicate Guinea's preparedness to tap into Ghana's Hydro Generation experience acquired over the years."

Receiving the Presidential delegation, the Chief Executive, Mr. Isaac Kirk Koffi, assured the two Presidents that VRA was ready to share its experience with any country that expresses interest in it.

He said the Authority was poised to salvage the country from any potential load shedding, with the completion of a number of projects designed to add to the capacity of the national grid.

During his interaction with staff at the plant, President Mahama said he was impressed with their commitment to seeing to it that the nation became a better place for all. He commended the Management and staff for their high level of professionalism and urged them to continue working hard to ensure that VRA succeeded.

The President of Guinea, Mr. Alpha Conde, did not hide his amazement on seeing one of the major legacies of Dr. Kwame Nkrumah that he had only read about years ago. He commended the staff on their high standards in ensuring the plant was well managed.

He said the Akosombo plant was such a significant and gigantic achievement that showed President Nkrumah was, indeed, a visionary as well as a great builder deserving of being ranked among the world's great Presidents. He continued, "I hope my younger brother Mahama, follows his



CE Ing. Kirk Koffi leads President Mahama and President Conde to the power house



President Alpha Conde signing the Authority's guests book

illustrious footstep, so that one day he would be referred to as another Nkrumah. Congratulations to the Ghanaian Team here".

Mr. Conde praised Ghana for showing the way not only in democratic governance, but also on development that would benefit future generations. He said, "Just as my colleague President Mahama has said, Guinea is prepared to explore Ghana's hydro generation potential and,

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TTPC Station-2 Undergoes Hot Gas Path Inspection

Proper and Planned maintenance of generating facilities are prerequisite for ensuring plant availability and reliability.

This, according to systems operators, is the surest way of keeping up the ability to generate regular, adequate and stable power to meet stakeholder expectation.

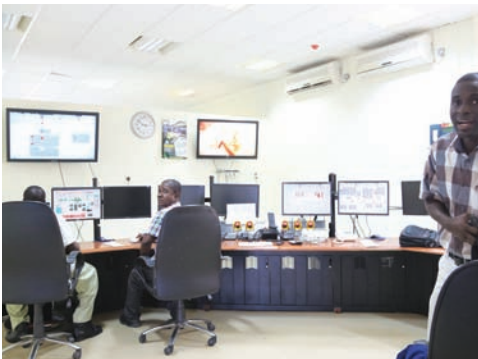
In view of this, and in keeping with the VRA's excellent maintenance culture, Managers of the Tema Thermal Power Complex (TTPC) have undertaken a Hot Gas Path Inspection (HGPI) on its Station-2.

Hot Gas Path Inspection (HGPI), according to the operators, is one of the mandatory maintenance inspections carried out on gas turbines to ensure reliable performance. During such inspections, components in the combustion and hot gas path sections of the turbine are dismantled, inspected and replaced if necessary.

Explaining the need for the inspection, the Plant Manager, Mr. Oppong Mensah, said, "the objective was to examine parts of the gas turbine exposed to high temperatures from hot gases discharged from the combustion process, and to repair or replace any defective parts." This, he said, was to ensure reliable and enhanced performance of the unit.

He explained that hot gas path inspections were done every twenty four thousand (24,000) operating hours, if the unit runs on natural gas or every twelve thousand (12,000) hours if on liquid fuel (Light Crude Oil, LCO).

Mr. Mensah noted that the inspection was done within nineteen (19) days, as against the twenty one (21) set as international best practice.



VRA Joins in MAY Day



May 1 has been set aside by the international community to celebrate workers all over the world. It is now known as International Workers' Day and in countries that celebrate it, refer to it as "May Day", in honour of workers for their enormous contributions to the economy.

It is for this reason that the Volta River Authority joined organised labour to celebrate this year's May Day at the Black Star Square in Accra. The celebration was on the theme 'Ghana's Economy, A Concern for All'.

Mr. Kofi Asamoah, Secretary-General of Ghana Trades Union Congress (TUC), mouthpiece of organised labour, called on the government not to sign the Economic Partnership Agreement (EPA) in this current state of economic instability. He announced that the government had rescinded its decision to not increase salaries and

the cost of living allowance in 2014.

On oil and gas, Mr. Asamoah advised the government to take a second look at its decision to grant a permit to a foreign private company to establish new oil logistics port at Atuabo. This, he said, would not only violate the Ghana Ports and Harbours Authority (GPHA) Act 160 of 1986 (PNDCL 160), which gave GPHA sole authority to plan, build, manage, maintain, operate and control ports, but would also undermine national sovereignty and security.

President John Mahama acknowledged the difficulties that Ghanaians faced, but gave the assurance that things would improve by the end of the year. He said even though some measures introduced by the government to revive the economy were harsh, "I assure you, my countrymen and women", he added "that these measures are achieving the desired ef-

fect and the economy is gradually responding."

He said clear measures had been instituted to deal with corruption, which, he said was said to be worsening. "We are committed to plugging the loopholes in our revenue systems and will carry out reforms in our revenue administration, to ensure sustainable economic growth...In the next few weeks, we will initiate a massive payroll audit with a view to eliminating the pervasive ghost names and ensuring that these ghosts die a permanent death and resurrect no more," said the President.

Staff of VRA, in white polo shirts and caps, carried placards some with inscriptions such as "We Add Value to Lives", "Use Energy Wisely", "Let the Gas Flow", "Pay Realistic Tariffs", and "We Are Sorry for the Power Situation", among others.

MAY Day in Pictures



Energy Sector gets ABU DHABI AID

A 350MW combined cycle power plant, with the capacity to produce 100,000 cubic meters of desalinated water per day, is to be installed at the T2 thermal facility at Aboadze.

The project, which is being supported by the government of the United Arab Emirates (UAE), is part of a US\$100m grant from the Abu Dhabi Development Fund. TAQA, a Takoradi-based thermal plant, is owned by investors from Abu Dhabi.

Speaking to the press after a closed door meeting between President John Mahama and the UAE's Deputy Minister for Economic Affairs, Mr. Al Gaith, at Akosombo, the Presidential Spokesperson, Mr. Ben Dotse Marlor, noted that one key thing that emerged from the discussions between President Mahama and



the UAE Deputy Minister was the UAE's offer of US\$100m to support Ghana's infrastructural development.

He said the UAE government was also supporting a number of other projects, including a port expansion project, bauxite mining at Nyinahin, and agriculture.

In a related development, President Mahama also received a delegation from Mauritius, led by the Vice Prime Minister of Finance and Economic Development, Mr. Charles Xavier-Luc Duval. After meeting with President Mahama, Mr. Duval and his delegation were conducted round the Akosombo Hydro Generating Station by VRA's Chief Executive, Ing. Kirk Koffi.

Methodist Church Honours VRA Chief Executive

The Akosombo Wesley Methodist Church has recognised the Chief Executive (CE) of the Volta River Authority (VRA), Ing. Isaac Kirk Koffi, for his role in the growth of the church over the last 50 years.

The church began on August 12, 1964, following the influx of immigrants to the Akosombo Township as the construction of the Akosombo Hydro Electric Dam went on.

Presenting to the Chief Executive a plaque which read in part "... In recognition of your faithful service to God in work, witness and worship," at a thanksgiving service to climax the Golden Jubilee of the Wesley Methodist Church at Akosombo, the Superintendent Minister, Very Rev. Amos

Justice Pobee, commended the Chief Executive on his meritorious service to the church.

The Very Rev. Pobee noted the contribution of the Chief Executive had been outstanding and very distinguishable in the last few decades that he had been with the church.

Receiving the plaque, Mr. Koffi said the role of the church in the development of the country could not be over emphasised as the evidence was there for all to attest to.

Ing. Kirk Koffi, himself an active member of the church for the past 30 years, recounted how he, together with a few others, contributed to the development of the Wesley Methodist Church at Akosombo.

"My personal service and joy as



VRA CE, Ing. Isaac Kirk Koffi, addressing the congregation

Harvest Committee Chairman for some years made me realise that the body of Christ has been faithful, giving and loving".

He called the entire membership to continue building the church spiritually, numerically, financially and socially, in order to fulfil the great commission of Jesus Christ.

Ing. Kirk Koffi, on behalf of the Authority, made a donation of Gh¢5,000 as part of the Authority's contribution towards the acquisition of seats for the new 1,000-seater chapel now under construction.

VRA Board Members Visit ATUABO

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more Independent Power Producers (IPPs) had expressed interest in the power sector, and so regular and sustainable supply of gas, would motivate many others to come on board. He said this would ensure the country not only has energy security, but also guarantee price affordability.

Mr. Koffi was optimistic that with the availability of gas and the effective pursuit of the Authority's renewable energy policy, Ghana's energy future was bright.

BADGER Appointed Deputy Chief Executive

Ing. Richard Badger, Director, Thermal Generation Department, has been appointed the Deputy Chief Executive, Engineering & Operations (DCE, E&O).

Ing. Badger's appointment follows the appointment of Ing. Isaac Kirk Koffi, as Chief Executive and resulting the removal of Mr. Kweku Andoh Awotwi, Chief Executive, in November 2013.

We congratulate Ing. Badger on his appointment and hope he would bring his rich experience to bear on the Authority's fortunes. We urge all staff to give

the new appointee their maximum support.

A comprehensive profile of Mr. Badger and his vision for the Authority would be published in the next edition of the VRA News.



VRA Lauded by IPP



Ing. Alfred D. Sackeyfio, Plant Manager (head of table) and Ing. Isaac D. Manu, Operations Manager, at a round-table discussion with the group

A four-man delegation prospecting as Independent Power Producers (IPP) in the country was quite surprised to learn that only Ghanaian engineers and technicians had operated the Takoradi Thermal Power Station (TTPS) since its commissioning.

The delegation, which had earlier been to Domuli, Atua-bo and surrounding areas in the Western Region, as part of their prospecting exercise, was led by Mr. Samuel M. Cann, Community Relations Officer of TTPS, to pay a courtesy call on the Plant Manager, Ing. Alfred D. Sackeyfio. Present with the Plant Manager to receive the group was Ing. Isaac Darfour Manu, Operations Manager of TTPS.

The leader of the group, Mr. Pierre Kordylas of Cyclone



The four-man group during a tour of the Station, with Ing. Obed Opoku of the Operations Section

Eagles, expressed appreciation for the leading role of the Volta River Authority (VRA) in power generation in the West Africa sub-region.

The group's discussions centered on technical issues, availability of a ready market and operational difficulties. Rust control was mentioned as a major problem facing TTPS, owing to its proximity to the sea. The high level of safety consciousness and maintenance culture did not escape the notice of the group. They were later conducted round the station by Ing. Obed Opoku, of Operations Section.

Ghana's power demand, now standing at about 2,000MW, is expected to increase dramatically as more IPPs come on board.

Mastering the Art of READING AND WRITING

Writing is an individual undertaking and requires different writing and thinking strategies. To communicate effectively one needs to think critically, objectively, creatively and logically, as well as write thoughtfully, clearly and concisely, while organising the content of one's message with good language proficiency. To achieve linguistic competence there must be intensive and consistent reading, practice, listening to good speakers, and for time well spent studying the writings of others—particularly their techniques. Learning to read critically helps one become more aware of the strategies and techniques that thoughtful writers use.

There is always a link between thinking, reading and writing quality. The way one writes depends almost completely on what one actually reads. A consistent programme of reading helps develop high-order critical thinking skills that are essential to the development of effective writing. Writing also improves the ability to think concisely and clearly. By developing the ability to communicate effectively, one gains the key to power, prestige and privilege. The most effective way to attain professional writing skills is to read more books, practise writing and look at examples. Francis Bacon, English author, lawyer, courtier and philosopher, underscored



the importance of reading, in his famous statement: “Reading maketh a full man, conference a ready man, and writing an exact man.” On the subject of writing, Stephen King, recipient of the National Book Foundation Medal for Distinguished Contribution to American Letters, emphasises the importance of reading: “If you don't have the time to read, you don't have the time or the tools to write.” Good writing is the result of much practice and hard work. If you are determined to work hard, you can improve your writing. Writing is just work.

In his book *On Writing*, King states that he writes 10 pages a day without fail, even on holidays. That is a lot of writing each day. King is one of the most prolific writers of our time. In contrast to King, Ernest Hemingway wrote 500 words a day. As Alvin

Toffler points out in his well-known work, *Future Shock*, “The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn.” Reading English classics and professional journals and essays will greatly enhance your ability to express yourself in all areas of your life.

In his book “12 Disciplines of Leadership Excellence,” Brian Tracy sums up the power of reading and points out that reading one book a month will put one in the top 1% of business people working today. Reading 30 to 60 minutes each day actually earns for one the equivalent of a PhD in one's field each year. What an amazing word of wisdom! The result, Tracy points out, is: “Without exception, the people who take this advice come back and tell me that it has transformed

their lives. They have gone from rags to riches; from junior employees to presidents of their organisations, or from struggling, to great financial success, by the simple exercise of reading and learning and growing each and every day throughout their careers.”

As you read more books, including books outside your disciplinary community, the depth and breadth of your knowledge and vocabulary expand and

Literature laureates, with an eye to studying their styles. Study the techniques of the masters and learn from their craft. The Nobel Prize in literature was awarded to Ernest Hemingway “for his mastery of the art of narrative, most recently demonstrated in the “Old Man and the Sea, and for the influence that he has exerted on contemporary style.”

It is important to cultivate the habit of reading and reviewing models of

to persuade a reader to think as you do. Writing helps you make sense of yourself and your world by illuminating your thought processes. Writing is your mind in motion, working to clarify and understand. To improve your writing abilities you must read a lot and write a lot, integrating writing into your life. Writers are expected to become lifelong learners and to take responsibility for their own development. Your writing skills can improve phenomenally through a reading and writing programme that lays particular emphasis on continuous improvement. Set high standards of writing excellence and live up to them.

Once you begin to write, you need feedback from others, so that you can learn how others feel about your writing. Showing your work to your friends will help a great deal in polishing your professional skills. You can learn from your mistakes and from the valuable suggestions you’ll get.

Writing in the Harvard Business Review (May 2011 edition) on the theme The Wise Leader, Ikujiro Nonaka, a member of the board of directors of Mitsui & Co. and Seven & 1 Holdings, and Hirotaka Takeuchi, personal adviser to Fast Retailing’s Tadashi Yanai, noted four ways of cultivating the ability to make judgments about goodness. One is experience, particularly one gained by facing adversity or failure.

A second method, he explained, is to write down principles drawn from life experiences, and share them.

A third method, he pointed out, is the relentless pursuit of excellence.

Finally, he said, judgment can be cultivated by becoming well versed



your ability to form new associations increases. Reading engages your mind with other conversations and opens up additional perspectives and possibilities. For instance, in reading a book to discover the solution to one problem, you find the solution to others that you may not have considered. Reading improves your reasoning skills and creativity and builds your expertise. It would be a brilliant idea if you could at least read some of the works of Nobel

writing, so that you can be exposed to different stylistics or genres of writing and how writers pay attention to the words they choose, the structure of their paragraphs, and the images they create to achieve particular effects. An important part of improving your work and turning it into a masterpiece is learning to contemplate your subject, searching for exactly the right word to describe an observation, and drawing together different pieces of evidence

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OVERCOMING CHALLENGES

A challenge generally refers to anything that is imbued with some difficulty. Heroes aren't just people that you read about, or characters in a movie – they are ordinary people just like us.

Our real disabilities come from the inside. All of us, even those without any types of legally accepted disability, can fall prey to self-defeating thinking by focusing on what we can't do and comparing ourselves to others. Here are my tips for how to overcome any obstacle — or perceived disability — that life may bring to you.

1. Stay focused on the positives instead of the negatives. No matter what obstacles that came to me, staying positive allowed me to overcome them. When I was in my final year at the university, I had to miss 29 days of classes in order to have a major back surgery: seven vertebrae were removed owing to spinal cord compression. I knew that the back surgery was crucial and I found a way to make up the class work that I had missed. Staying positive allowed me to keep up with my classmates and to



graduate on time.

2. Don't ever give up. When I completed secondary school, I attended 100 job interviews before starting my current position. If I wasn't right for those one hundred positions, I knew there were still other opportunities out there for me.

3. Challenge yourself and try new things every day. As soon as I wake up in the morning, I encounter a new challenge — whether it is trying to reach something high in

the kitchen, or volunteering to participate in an optional pitch lunch at work. As long as you try, that's all that matters, in the end.

4. Each day, ask yourself if you're happy. If there's something that's making you unhappy, do find a way to change it. I find myself unhappy whenever I'm surrounded by negative people. Now I'm more cautious about the people with whom I surround myself.

5. Smile. A smile goes a long

**Challenges are what make Life
Interesting; Overcoming them is
what makes Life Meaningful**
— Joshua J. Marine

Mastering the Art of **READING AND WRITING** ← *Contd. from pg.13*

in the liberal arts, such as philosophy, history, literature, and the fine arts. “Management is a liberal art, as Peter Drucker said; liberal because it deals with the fundamentals of knowledge, self-knowledge, wisdom, and leadership; art because it is also about practice and application.”

He said, “To use metaphors and stories effectively leaders must learn to see the relationship between one thing and another, between themselves and someone else, or between the present and either the past or the future. The best way to do that is to read as many novels as possible in all genres, including romance, satire, comedy, and tragedy, and to attend the theatre.”

“Rhetoric counts, because effective communicators touch people’s hearts and minds. Think of speeches that have done both, such as Martin Luther King Jr’s “I have a Dream” speech at the Lincoln Memorial in 1963, and Steve Jobs’s “Stay Hungry, Stay Foolish” commencement address at Stanford University in 2005. Both were based on personal experience. Each

had a beginning, a middle, and an end, and repeated the key message several times. King said “I Have a Dream” eight times, and “Let Freedom Ring” 10 times in the last five minutes of his 17-minute speech. Job repeated the phrase “Stay Hungry, Stay Foolish” three times in the last 20 seconds of his 15 minute address.”

Writing and Inspiration

Regardless of how much you love writing, you will always find days in which you need inspiration from one great writer or another. Inspiration is desirable. It is an essential part of the writing process. Every writer must find inspiration in order to produce inspired writing. We recommend the following sources of inspiration:

Books. Read your favourite books and then mimic ideas from them, analyse the writing, get inspiration from their greatness.

Nature. Go into the wilderness, trees, fields and hills. See the oceans, rivers and lakes. William Wordsworth was inspired by nature to write some of the finest poems about, and the lessons

and wisdom from, nature. Learn to appreciate the beauty in nature and let the inspiration flow through you.

History. Great, famous and noble people in history can inspire you to greatness. You may read about Thomas Edison, Einstein, Julius Caesar, Nelson Mandela, J.F. Kennedy, Barack Obama.

Poetry. Poetry can inspire prose through its beauty and sublimity, flow, style, rhythm and play on words, through its use of language and music.

Shakespeare. Shakespeare is not the only playwright, but he is the greatest, and the greatest master of the English language as well. A study of a Shakespearean play pays off greatly. Shakespeare wrote beautifully, “used the largest vocabulary of any English writer, invented his own words, made up interesting phrases that were used during his day, had more puns and twists on words than any writer. There is no writer more deserving of our study and more inspirational to other writers.”

OVERCOMING CHALLENGES ← *Contd. from pg.14*

way. Whenever people are staring or laughing at me for whatever reason, keeping a smile on my face causes them to wonder why I don’t react.

6. Don’t compare yourself to others, but find time to celebrate your little accomplishments. I always set my own goals. Although we all wished we could get there as fast as it seemed others had, I’ve found ways to enjoy the journey and to celebrate each little success on the way.

President Urges VRA to Support Power Generation in Guinea ← *Contd. from pg.6*

it’s true, plans are far advanced for us to come and learn from Ghana’s rich experience”.

Signing the Visitors book, President Mahama wrote, “I am always filled with a sense of pride when I visit Akosombo, Great Staff! Great Plant!! This showcases the talent and innovation of the Ghanaian. Kudos to Kirk and all the VRA staff!”

The Risk Management Process

RISK EVALUATION

CRMU is here again with this article in the risk awareness creation series. The last article dealt with risk analysis, the third step in the risk management process. This article focuses on risk evaluation, the fourth and last step in the risk assessment process.

What is Risk Evaluation?

According to ISO 31000:2009, risk evaluation is the process of comparing the results of risk analysis with risk criteria, to determine whether the risk and/or its magnitude are acceptable or tolerable. Risk criteria, in the above definition, refer to the terms of reference against which the significance of a risk is evaluated. Risk evaluation allows managers to determine whether further controls are required to bring the risk within a level acceptable to the organisation. The output of the risk evaluation phase is a prioritised list of risks.

Why Do We Need To Do Risk Evaluation?

The purpose of risk evaluation is to make decisions based on the outcomes of risk analyses, about which risks need treatment (mitigation), and to prioritise treatments for further actions. The first thing to do is to sort the analysed risks by classifying them as one of the following:

◆ **Accepted Risks:** Risks that are currently accepted and do not need treatment but will be kept under review. They are tolerable and require zero to very little resource to control them.

◆ **Rejected Risks:** Risks that are considered non-existent, after analysis, or of no significance.



◆ **Significant Risks:** Risks to be treated. These may need prioritisation.

Categorisation and prioritisation are done against the risk criteria already developed at the “Establish the Context” stage.

How to Evaluate Risks

The following key steps are involved in evaluating risks:

1. Rank the risks based on the outcome of the risk analysis process
2. Consider the overall risk profile
3. Develop a list of priority risks.

1. Rank the Risks

Risks can be ranked using a heat map, a colour-coded matrix with each colour indicating the level

of risk. This heat map represents the tolerance level of an organisation. The risk tolerance level is part of the organisation’s risk management context developed in the earlier phase of “Establish the Context”.

The most common approach to visually recording risk is using a 5 by 5 heat map, as shown below. A risk heat map is sometimes referred to as a risk matrix. Basically, using the likelihood and consequence ratings of the risks identified in the analysis phase, the risks are plotted against the matrix. The completed matrix is our risk profile.

Using a 5-point scale for both risk consequence and likelihood, as shown below, the following risk heat map is appropriate

Table 1: Risk Rating Criteria

RATING	LIKELIHOOD	CONSEQUENCE
1	Rare	Insignificant
2	Unlikely	Minor
3	Possible	Moderate
4	Likely	Major
5	Almost Certain	Significant

		HEAT MAP					
LIKELIHOOD	5	5	10	15	20	25	
	4	4	8	12	16	20	
	3	3	6	9	12	15	
	2	2	4	6	8	10	
	1	1	2	3	4	5	
	X	1	2	3	4	5	
		CONSEQUENCE					

KEY	
Risk Tolerance Levels	RISK LEVELS
(15 - 25)	Severe/Extreme Risk
(10 - 14)	High Risk
(5 - 9)	Moderate Risk
(1 - 4)	Low Risk

Some organisations use 3 by 3, 4 by 4, 4 by 3 and 4 by 5 matrices to create a heat map. VRA has chosen a 5-point scale risk rating criterion, therefore a 5 by 5 matrix.

2. Consider the Overall Risk Profile

Once the initial risk profile has been developed, the organisation may need to consider how each risk ranks in relation to other risks. This step allows the organisation to conduct a “sanity check” of the risks that have been placed on the heat map, to ensure that risks are rated correctly when compared to each other (e.g. “Lateness to work” is not rated the same as “Plant breakdown”).

Possible outcomes of this step include:

- ◆ The organisation reassessing the rating of some of the risks if it is felt that the overall spread of the risks relative to each other is not a true reflection of reality.
- ◆ The organisation recognising that some risks are similar to the other risks, or are contributing factors to other risks; hence incorporating them into the risk description of other risks within the risk register.
- ◆ The organisation also, considering the interdependencies between the risks and the consequences on the organisation if more than one risk occurred at the same time. This may result in changes to the overall risk ratings.

Contd. on pg.18→

The Risk Management Process ← Contd. from pg.17

3. Develop Priority List of Risks

The primary objective of evaluation is to prioritise risks. Risk prioritisation, as a principle, means doing ‘first things first.’ As a process, it means evaluating all analysed risks and ranking them in order of importance or urgency. This helps to inform the allocation of resources to manage risks, both financial and non-financial.

The priority list can be categorised by a number of different criteria, depending on what is most relevant to the organisation, e.g. risk rating or functional area; or by type of impact (i.e. strategic or

operational). This will further refine the focus for risk treatment.

Conclusion

In conclusion, risk evaluation is the comparing of the results of risk analysis with risk criteria, to determine whether the risk is acceptable or not. It also means making a decision about whether a risk is being satisfactorily managed or whether it requires further treatment. Risk evaluation helps organisations and businesses focus on critical areas of concern and to prioritise the use of resources to maximise response and recovery efforts.

Risk Appetite and Tolerance Workshop Ends

The Volta River Authority has, in recent years, adopted Risk Management principles and practices to minimise risk and maximise opportunities in its operations.

Some key staff from a number of Departments within the Authority have been provided with understanding and appreciation of Risk Management, at a programme held at the Volta Hotel.

The workshop provided participants with techniques and tools to address their responsibilities and associated risks, especially in the review of Departmental Policies and Procedures.

Ing. Joe Sutherland, Director, Risk Management, in his introductory remarks called on officers to develop a



Ing. Joe Sutherland making a presentation

high appetite for detailed risk management and to prepare risk response strategies to control the risks and maximise the opportunities.”

He emphasised the need to develop a complete and accurate risk register, to qualify and to quantify the risk of functions.

Scenes from the Risk Management Lecture



Mr. Christian Cobbina, Manager, Corporate Risk, took participants through Understanding Risk; Risk Management Process; Risk Criteria, Risk Appetite and Risk Tolerance.

As part of the practical and interactive session, participants undertook a group activity on risk identification and the setting of Risk Appetite and Risk Tolerance Levels.



Balanced Scorecard-Based Performance Management System

Policy and Guidelines

Part 2

2.2 EMPLOYEE PERFORMANCE REVIEWS

2.2.1 Quarterly Performance Reviews

There shall be quarterly performance review sessions/dialogue between supervisors and employees to assess/track progress and achievements made on performance targets. During the sessions, supervisors are required to provide feedback and corrective measures to achieve performance targets. **There shall be no rating of performance outcomes for Quarters 1; 2 and 3.** The Employee Performance Monitoring & Review (EPMR) Forms shall be used for capturing outcomes of these review sessions/dialogues.

The **Year-to-Date Actual** column on the EPMR Forms records actual performance achievements in respect of targets on incremental, cumulative or progressive basis.

The **Remarks** column on the EPMR Forms records or captures:

- a) details of performance achievements
- b) challenges and constraints
- c) planned interventions
- d) Outlook for subsequent period of reporting

2.2.2 Annual Performance Reviews and Ratings

Annual/End-of-Year/4th Quarter performance review sessions/dialogue shall be carried out between supervisors and employees. During these reviews, there shall be **rating** of performance outcomes based on agreed measurement criteria as outlined in the Employee Target Setting Form for the current year.

2.2.3 Submission of Training Reports

An Employee on a sponsored training programme or study-leave-with-pay exceeding six (6) months is required to submit **training reports to HR** through his/her department. This will serve as his/her Performance Review for the period.

2.2.4 Interim Performance Reviews

An interim performance review shall be conducted on an employee due to the following circumstances:

2.2.4.1 New Appointment/Promotion/Transfer/Re-assignment

A Supervisor shall perform a review and **rate** performance achievements of an employee who is proceeding to take up new appointment, promotion, transfer or re-assignment (e.g.re-assignment to Project). This assessment must be conducted at least a week before the employee changes role, department/unit, section, location etc. The interim performance review outcome should be forwarded to HR. However, there shall not be the need for a performance review if the employee has worked for less than three (3) months on his/her targets before the new appointment, promotion, transfer or re-assignment

2.2.4.2 Maternity Leave

A Supervisor shall perform a review and **rate** performance achievements of an employee who is proceeding on maternity leave at least a week before the employee leaves. The interim performance review outcome should be forwarded to HR.

2.2.4.3 Retirement

A Supervisor shall perform an exit review and **rate** performance achievements of an employee who is proceeding on retirement at least two (2) weeks before the employee's exit. The exit performance review outcome should be forwarded to HR.

2.2.4.4 Sick Leave

A Supervisor shall perform a performance review and **rate** performance achievements of an employee who is on sick leave at least two (2) weeks after medical notice/advice has been served on the Supervisor. The interim performance review outcome should be forwarded to HR.

Balanced Scorecard-Based Performance Management System

2.2.5 Signing of PMS Forms

All PMS forms must be signed by the **Employee, Supervisor and Higher Supervisor**.

A Supervisor, acting on **expressed authorization**, shall sign the PMS forms on behalf of an employee who for special reasons cannot personally sign his/her forms. Special reasons may include **sick leave, maternity leave, study-leave-with pay or sponsored training etc.**

2.2.6 Submission of PMS Forms

Each Department/Unit shall coordinate, collate and submit completed Employee Target Setting and Performance Monitoring & Review forms to HR. This process shall be guided by the BSC-PMS calendar which shall be published by HR.

2.2.6.1 Late Submission of PMS Forms

Submission of PMS Forms on employees after HR deadlines shall require a justification and approval by the Branch Head before forwarding them to HR.

2.2.7 Role of Higher Supervisor

A **Higher Supervisor** shall indicate his/her agreement with a Supervisor's assessment (performance achievement, rating and comments) of employee's performance by endorsing the EPMSR Forms.

A **Higher Supervisor** may provide advice to a Supervisor for review of performance assessment before his/her endorsement if there are discrepancies between performance achievement(s) and ratings or he/she (Higher Supervisor) has sufficient reasons that warrant review of performance ratings.

GLOSSARY

Supervisor: An employee who exercises direct oversight over an employee in the discharge of his/her schedule/duties.

Higher Supervisor: An employee who has oversight responsibility over a supervisor i.e. a supervisor's immediate supervisor

Participant: An employee who takes part in assessment process.

Appraiser: An employee who assesses another employee's conduct, attitude and behaviour.

Appraisee: An employee whose conduct, attitude and behaviour is being assessed.

Peer: An employee who is on the same level, slightly above or below an Appraisee in terms of job position and rank.

Subordinate: An employee of lower rank/position who

takes directives and reports directly to another employee of higher rank/position i.e. a Supervisor.

Permanent Employee: An employee engaged for service to the Authority on long-term basis i.e. with no specific contract period.

Contract Employee: An employee engaged for service to the Authority on specific contract period usually on short-term basis.

Transfer: Movement or re-location from one job location to another within the Authority without an automatic change in status.

Secondment: It refers to temporary absence of an employee either from an outside agency to the Authority or vice versa for a specified period.

Salary Scale: The salary attached to a position.

PMS Forms refer to Employee Performance Target Setting (EPTS); Employee Performance Monitoring & Review (EPMSR); and Performance Improvement Plans (PIP).

ABBREVIATIONS

BSC: Balanced Scorecard
EPMS: Employee Performance Management System
PMS: Performance Management System
EPTS: Employee Performance Target Setting Forms

EPMSR: Employee Performance Monitoring & Review Forms
PIP: Performance Improvement Plans

For more information about the Balance Scorecard Performance Management System, please call PLC 728153 or email bsc.pms@vra.com

How to LIVE in HARMONY AS A TEAM

Harmony is the state of being in agreement or concord: agreement in action, opinion and feeling, mostly towards the attainment of a goal.

It's a fact that we are all more alike than we are different. In effect this means the more a person understands and admires traits and talents in himself or herself, the more this person is likely to understand and admire the rest of humanity.

The fabric of humanity is woven with many threads and each of us can enrich and uplift the whole as best we can and live together. Have a vision for your life and for humanity; work toward “the greatest good for the greatest number of people.”

Think about what goal you want to achieve; what dream you want to realise; what destiny you want to pursue; what plan you want to execute; what mission you want to accomplish; and dig deep and enlist the support and encouragement of others to shape the future for the better.

One needs to understand and adapt to people so as to live in harmony with them. Some may not come as easy as it sounds, but the overall effort is what counts. There has to be a common objective for the parties involved, and it must have the intention of achieving an aim. This may not be the case, just



as living in harmony may not always be work-related.

To live in harmony as a team, you need to know the behavior traits of the others. A team is a group of people with a full set of complementary skills required to complete a task, job, or project.

Share authority and responsibility for self-management.

Team members operate with a high degree of inter-dependence.

They are accountable for the collective performance and work toward a common goal and shared reward(s).

A team becomes more than just a collection of people when a strong sense of mutual commitment creates synergy, thus generating performance greater than the sum of the performance of its individual members.

Team members can be both introverts, extroverts and, just like the human body, work synonymously to achieve the ultimate goal.

Behaviour patterns and temperaments:

Extroverts

Most people believe that an extrovert is a person who is friendly and outgoing. While that may be true, that is not necessarily the true meaning of extroversion. Basically, an extrovert is a person who is energised by being around other people. This is the opposite of an introvert, who is energised by being alone.

Traits

◆ Extroverts tend to “fade” when alone and can easily become bored without other people around.

◆ Extroverts enjoy social situations and even seek them out since



they enjoy being around people.

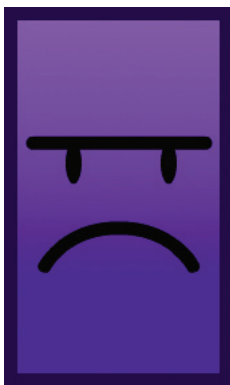
◆ Their ability to make small talk makes them appear to be more socially adept than introverts.

Introverts

Contrary to what most people think, an introvert is not simply a person who is shy. In fact being shy has little to do with being an introvert. Basically an introvert is a person who is energised by being alone and whose energy is drained by being around other people.

Melancholic

An individual who is serious and predisposed to reflection and solitude. He is the classic “deep thinker.” In addition, with proper discipline and care he is capable of great acts of deep love and heroic self-sacrifice.



Knowing these patterns and how to react would help one live in har-

mony. Further, when we are not in harmony with others, it's because we are not in harmony with ourselves. When one is in harmony with oneself, one is often in harmony with others. When one approaches life and living from a place of harmony, one experiences the qualities of true and real courage, strength, wisdom, will, confidence, motivation, self-discipline, inner peace and love, compassion and what is known as “right knowing, “right action” and “right understanding.” These are qualities that are not available when one is in a state of disharmony. Such can be pivotal when people have to live in harmony as a team.

Recognise the unique contribution that each person can make to the cause of human progress through imagination and hard work. Don't be overly concerned with another person's religious or political affiliations. Instead, be mindful of how you can co-exist and work as a team. Compete constructively and try to resolve conflicts with patience, tolerance, and communication. No matter whom you encounter, always keep in mind that the similarities which you share with any person far outweigh the differences.

Appreciate your natural desire to look good and to perform well.

There is much pleasure that can be

derived from having an audience as well as being an audience, as you get the privilege to enjoy the appearance and performance of other people. The dignity of human beings relentlessly prompts us to carry ourselves in a certain esteemed way. We can bring out the best in each other as a testament to the heights to which humanity can ascend.

Recognise that you can be useful to others, and that others may be useful to you.

It is unreasonable for any person to expect to get something out of nothing in any relationship. Keep in mind, however, that sometimes there is no harm in extending assistance to another person simply because you can, and that such a gesture could even be a source of personal fulfillment. Indeed, not expecting reciprocation is a large part of the success of giving, because your giving, then, becomes unconditional. You will find that most people will reciprocate, anyway, especially when you share yourself with good intent.

We stand to gain more by working together and with each other, rather than working against each other. It has been said, “No tree has branches so foolish as to fight amongst themselves. “Humanity faces many unavoidable challenges that require our best defense without our creating additional, unnecessary problems among ourselves. Love is the greatest catalyst of harmony and it always brings the best in all of us.

German Ophthalmologists Support Akosombo Hospital

Two German Ophthalmologists have donated assorted surgical consumables worth about €5,000 to the Eye Clinic of the VRA Hospital at Akosombo.

Dr. Stephan Kretschmar, an Ophthalmologist, and Madam Annemonica Jacob, an Ophthalmic Theatre Nurse, made the donation when they visited the hospital recently. The items presented include; Slit Lamp with Assistant Scopes; Kerato-Refractometer; A+B dual ultra-sound machine; Digital Lensmeter and Digital Tonopen; Humphrey 750i Visual Field Analyser; Digital Pulseoximeter, and one Irrigation-Aspiration unit for cataract surgery.

Receiving the items, the Ophthalmologist and Medical Superintendent of the hospital Dr. Seth Fiadoryor, expressed appreciation to the team for their continuous support to the Eye Clinic.

Dr. Fiadoryor noted that the two specialists, who have been his friends for the past 12 years, had built a working relationship with the VRA hospital and frequently visited to assist in surgeries and refresher training for staff of the Eye Clinic.

Dr. Stephan Kretschmar, who presented the equipment, expressed gratitude to hospital for the oppor-



Dr. Fiadoryor and the Ophthalmic team from Germany examine a patient's eye

tunity given them to share ideas on new trends in the ophthalmic field.

He said he was happy that a personal relationship between him and Dr. Fiadoryor has resulted in a partnership that went beyond them to benefit others.

A Senior Nursing Officer at the VRA Hospital Eye Clinic Madam Dora Adipah, who participated in the refresher courses conducted by



Dr. Fiadoryor and the Ophthalmic team from Germany pose for a photograph

the two specialists, said the training was very beneficial, particularly as it exposed them to the use of some of the new equipment for cataract surgeries.

Personality Profile

Meet Mr KWESI EYESON – The Writer

One person who consistently contributed very interesting and educative articles to the VRA house journal, the Voltascope, was Mr. Kwesi Eyeson of the Human Resources Department, Akuse. Voltascope has been rechristened VRA Newsletter and Mr. Eyeson continues his regular contributions to this publication, too.

Since joining the Authority in 1994, Mr. Eyeson has written several educative and informative articles



Kwesi Eyeson

on “Staff Remuneration and Productivity”, “Paying Workers Fortnightly”, “Why Do They Change”, “How Positive Is Your Behaviour”, “Improving Driver-Officer Relationship”, “Enhancing Tourism on the Volta Lake”, “Adjena, the Village under the Volta Lake”, “Is Akosombo Dying”, “Come with Me to Akosombo”, “Saga of the Obosom Airline”, “Heroes of Our Time, and many, many others.

He has also profiled a number of personalities, including Mr. Frank John Dobson, the first Chief Executive of VRA, Dr. Emmanuel Laud Quartey, the first Ghanaian Chief Executive, and Mr. Louis Casely-Hayford, the third Chief Executive. The three, together, spent a remarkable 30 years in office.

Others include Mr. Raphael Darlington Salawu, a former Town Manager of Akosombo, Mr. Peter Mensah-Barnes, Electrical Maintenance Instructor at the Training and Staff Development Division, and Mr. K. K. Ocansey, a driver with the Environment and Sustain-

able Development Department.

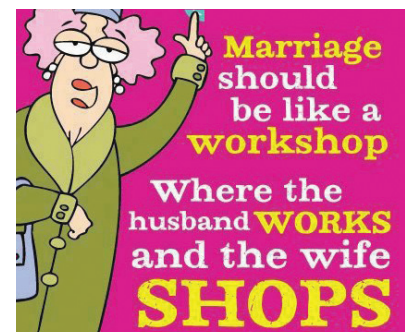
He has also published articles in some of the national newspapers including the Daily Graphic, the Chronicle and P&P. In 1996 he caused a big stir at Akosombo, when a character in his article, entitled ‘I Am Not Your Son,’ appeared in the P&P and people thought they could identify that fictional character with someone living at Akosombo. Another article, entitled ‘Mammy Water in the Volta Lake,’ was read as a feature article on Radio Gold.

He was twice first Prize winner of the Voltascope Award competition in 1996 and in 1997. Unfortunately, the Voltascope Award, which was instituted by Management to whip up enthusiasm in the house journal, has since been discontinued. But he continues to write to inform, educate and entertain his numerous readers both within and outside the Authority. Mr. Eyeson’s hobbies are reading, writing and correspondence.

HUMOUR BREAK



"My doctor told me to avoid any unnecessary stress, so I didn't open his bill."



Source: funnymuch.com

Facelift for AKOSOMBO

The Akosombo Township, built as part of the Volta River project is set to see an upgrade in sanitation, recreational facilities and other basic social amenities.

When completed, the upgrade would put the township at par with other planned towns elsewhere.

Speaking at a meeting with the Akosombo Management Committee (AMC) at Akosombo, the Chief Executive, Ing. Isaac Kirk Koffi, said, the improvement of infrastructure within the Akosombo Township is a critical component of his vision for the Authority.

Ing. Koffi observed that the primary reason for the establishment of the Township was to make life easy for the workers of the Authority who would otherwise have had access to a lot of basic social needs.

He said VRA was trying to identify an investor to take over the redevelopment of the Akosombo stadium. That, he said, would make it viable for business and provide a recreational centre for the township. The development of other strategic areas in the township would also pave the way for his plan for turning Akosombo into a modern industrialised town.



Staff and management of VRA present at the meeting in a group photograph

“We all began from here as staff of the Authority, hence the need to collectively ensure that the Akosombo Township is not allowed to deteriorate,” he said.

The District Chief Executive of the Asuogyaman District Assembly, Mr. Thomas Ampem Nyarko who represents the Assembly on the Akosombo Management Committee, pledged his own support and that of the Government, to enable the Chief Executive of VRA to carry out his plan for the Akosombo Township. Mr. Nyarko underscored the importance of the Akosombo Hydro Electric Dam within the district, hence the need for the government to support the development of the area. *Contd. on pg.27→*



Ing. Isaac Kirk Koffi, CE VRA, chairing the meeting



Asuogyaman D.C.E elaborating on some issues at the meeting



Mr. Ahorlu (Manager, Finance) presenting a financial report at the meeting

KGS Elevator Restored

A ten-man task force, comprising Maintenance Engineers set up at the Kpong Generating Station (KGS) have successfully rehabilitated and restored the Station's elevator which had broken down the past three years.

At a ceremony to commission the elevator, which was repaired at a cost of Thirty Thousand Ghana Cedis (GHc30,000.00), Mr. K.B. Amoako, Director, Hydro Generation Department, commended the team for its outstanding work and challenged the Authority's staff to put to good use the training they acquired on the job.

Mr. Amoako, who was particularly happy with the task force's achievement, pointed out that it was the first time the Authority had employed in-house capacity and know-how to repair an elevator. He said the device had been earmarked for replacement under the KGS retrofit project, because the electromechanical control needed for corrective maintenance was no

longer supported by the original equipment manufacturer.

However, he remarked, the idea of modernising the elevator controls in-house came from an engineer who had been sponsored by the Authority for a foreign training program who convinced Management to buy into the idea because of its innovative nature. He said the department decided to support the idea because it believed it would enhance operational capacity to operate and maintain the new PLC control system that was to replace the existing analogue relay control system.

Mr. Amoako noted that the refurbished elevator would facilitate the movement of staff and guests who use the Conference Room (located on the third floor) for important meetings and conferences, and also build the confidence of the maintenance personnel in executing projects of similar magnitude.

Mr. Johnson Hlodjie, KGS Plant Manager said, some staff had put their training into good use. This shows that staff training and devel-

opment is yielding a positive result. He urged all staff of the Authority to be bold in taking initiatives that would help the Authority move forward.

The ten-man multidisciplinary team that carried out the task was made up of Ing. Kwaku Sarpong Mensah, Manager, P&C-Team Manager, Ing. Benjamin Kittah, Snr. Electrical Engineer, Felix Atiogbe, Asst. Electrical Engineer, Jacob Donkor, Snr. Technician Engineer, Love Mensah Aryee, Snr. Technician Engineer, Bennett A. Madzah, Snr. Technician Engineer, Isaac Ablorh Sowah, Snr. Technician Engineer-Team member, Eric Dogbey, Snr. Technician Engineer, Richard A. Amoni, Snr. Technician Engineer, and Philip Carl N. Dowuona, Technician Engineer.

Speaking on behalf of the team Ing. Kwaku Sarpong Mensah expressed gratitude to Management for their support and thanked Hatch Energy of Canada for supplying materials and providing advice to the team.

Facelift for AKOSOMBO ← Contd. from pg.26

The Director of Real Estate and Security, Mr. William Bobie, told the Corporate Communications Unit that sanitation in the Akosombo Township is a major concern but gave the assurance that his unit had been working on measures to salvage the situation. The AMC, he said, was positioning itself to assist the Chief Executive to realise his vision for the town.

Mr. Bobie commended the various sub-committees of the the AMC for their dedication to work and in ensuring that the AMC succeeded.

Humour

I am not your Son

The funny story of a young man who tried to outwit the father

The man stood perplexed before a large, curious crowd in front of LAVA Stores in Accra. He could not believe his eyes: how could he not recognise his own son? No, that was not possible! Something must be wrong somewhere!

He looked anxiously at the faces of the people who had gathered around, expecting to see a familiar one that would come forward to confirm that the boy was, indeed, his own son. Instead, he saw only jeering and leering faces.

It was an AMA Taskforce man who came forward and pleaded with him: “Please, the boy says he is not your son, so let him go. I guess the right place to look for him is Akosombo. You, stand the risk of being taken for a thief. You may end up being beaten up by the crowd, you know!”

The realisation that his own life could be in danger sobered him and he reluctantly released the boy. He had a few things to buy which he would quickly do, then rush back to Akosombo. If it was not his own son, Paa Kofi, that he had met in Accra then it might be his ghost.

That morning, as soon as his father had left their home at Community One at Akosombo, Paa Kofi quickly dressed up and headed for town. His mother, a trader at the Akosombo market, had left the house earlier.

It was at the Akosombo lorry station that he met a school mate called Willis. Willis had been sent by his father to deliver a parcel to a relative in Accra. Paa Kofi then decided to join him on the journey.

In Accra, he roamed excitedly

from the busy Kinbu Lane, through the congested Makola Market, to the hectic Rawlings’s Park, admiring the numerous goods on sale for the coming Christmas. He then turned in the direction of UTC Stores.

He was so engrossed with his window shopping that he failed to notice the man who had just come out of LAVA Stores. Suddenly, he was grabbed from behind by a powerful hand. He twisted round only to find himself looking straight into the fiery eyes of his father!

Left off the hook, Paa Kofi ran straight to the Tudu Lorry Station to board a vehicle to Akosombo. He knew he had to get to the house before his father, otherwise he would be in serious trouble.

A VW LT bus was loading and he quickly bought a ticket. He had hardly made himself comfortable when he saw his father coming, very briskly toward the very vehicle he was on. Immediately he started looking for an imaginary coin under the seats.

Fortunately for Paa Kofi, the last ticket had been sold, so his father had to wait for the next vehicle. As his bus moved away, he touched his heart in silent thanks. For the second time that day he had gotten away from his father by the skin of his tooth.

When he got home his mother had not yet returned from the market. He quickly removed his shirt, sprinkled water on it, put it under his pillow, and slept on it. Some three hours later, his father also arrived. Before he even entered the home, he had started calling out: “Paa Kofi, where is Paa Kofi?” It was his mother who responded: “He must be in his room sleeping. He told



me he was not feeling well.”

Paa Kofi came out of his room looking like someone who had been sleeping since the time of Abraham. “I don’t believe it. I met this boy in Accra who looked exactly like him – his face, his voice, his dressing, andyes, where is that orange shirt your grandmother gave you? Go and bring it!”

Paa Kofi went into the room and brought out the orange shirt which was visibly crumpled and creased as if it had not been worn for half a century. His father took one look at it and flung it away contemptuously.

In so far, Paa Kofi’s father never knew that it was his own son that he met in Accra. Any time he heard people talking about resemblances, he would chip in to say that he believed people were created in twos in this world; that for every person living, there would be somebody exactly like him, or her, somewhere. He would then recount his own personal experience.

That may be true, but certainly not of the boy he met in Accra the other day. He was not anybody’s double; it was his own son, Paa Kofi!!!

A Word to my Colleagues On National Service

Colleagues, how has the year treated you so far? Maybe along the line, you had an unpleasant encounter. Do not be discouraged; rather, see how best you can develop attitudes and behaviours as you move on in the year 2014.

Our character plays an important role in our day to day encounter with people. As we relate to people, let us consider these virtues that should serve as a guide toward our goals as we serve within the Volta River Authority.

The first virtue we want to look at is HUMILITY. Humility is an essential key to success in our endeavours as fresh graduates in the work environment seeking to gain work experience and serve our country. Dear colleagues, I agree with you that others' behavior may cause us to lose sight of this trait and act with pride. But, let's strive to be humble at all times, especially to people who are superior to us. Let's always remember that great achievers in the world, such as Socrates, Martin Luther King and many others were humble in their endeavours.

Another virtue to consider is HARD WORK. Let us all, practise the habit of working diligently. Always remember the saying "All

work and no play makes Jack a dull boy". Do not be moved by how others do their work; rather, set realistic goals for yourself and be involved, as much as you can, in every activity that goes on in this organisation.

Let us be CURIOUS in a positive way to learn more. We discover things that help us to improve in our daily activities by learning the procedures for handling particular assignments. A vital criterion for gaining a good service experience is when we develop awareness and are curious for knowledge. Never in our lives should we say "Oh, I'm done with learning". As the African proverb says "A learned fool is better than an ignorant fool". The Holy Bible also confirms this essential trait, in Proverbs 18:15, "An intelligent heart acquires knowledge and the ear of the wise seeks knowledge". Let us endeavour to learn as much as we can, because one day we may be called upon to put our knowledge and experiences to full use.

Have you ever thought of how GESTURES carry a strong message and sometimes easily tell who we are? Gestures are a form of non-verbal communication; they speak 90% of the kind of person we are! Gestures have meanings, intentions and emotions; therefore, we need to



Miles Bako Cunningham

check the way we walk, talk and even how we eat. Make it an objective to SMILE every day, because that simple gesture could brighten someone's day. With a positive attitude let's make a mark wherever we find ourselves. Colleagues, remember we cannot always know who is watching us as we go about our duties. Let us do our best on the job and, pray for strength and good health, and we are sure to achieve our aim.

- ◆ **HUMILITY**
- ◆ **HARD WORK**
- ◆ **CURIOUS**
- ◆ **GESTURES**
- ◆ **SMILE**

A DAY WITH DOMINIC KWADJO

Poor sanitation is a critical issue and the primary source of deadly infectious diseases in many parts of Africa; and Ghana is not an exception.

Do you ever imagine what your office, home or neighbourhood would be like without constant cleaning and removal of dirt? Interestingly, in spite of the role that those who undertake such tasks play in our society, we tend to easily forget or even ignore these men and women, who dedicate their lives to ensuring that we live in a clean environment.

One such person is Dominic Kwadjo, a Conservancy Labourer with VRA's Health Services Department, whom we have chosen for our personality profile for this edition of the Corporate Newsletter.

Early Childhood and struggle for survival:

Dominic Kwadjo, was born on January 2, 1959 and had to begin fending for himself quite early in life! He is healthy looking, of average height and, black in complexion. Dominic says following the rather early death of his father, who was the bread winner for the fam-



ily, life became rough. So he decided to migrate to Akosombo in search of an uncle, but was disappointed with the maltreatment he got. So he left for Somanya to be on his own.

In such circumstances Dominic resolved, against all odds, to fend for himself through all legitimate means, after dropping out of Primary Six in 1971, in Tongo in the Upper East Region, his home District.

“If my father had not died so early, I would have continued my schooling,” Dominic recalls:

But as fate would have it, he met a good fellow called Mr. Kafaba Adongo, who practically adopted him and through whom his journey



with the Volta River Authority began.

Dominic recounted how one day Mr. Adongo asked him whether he would like to work for the VRA. He answered YES without any hesitation. He was then offered a job as a labourer, to sweep the Akosombo Market. “Seriously, I was impressed by the love this man showed me, even though we hadn't met before. He took me as his own son and

went to the extent of helping me get a job,” he recalls.

His journey with the Authority:

Dominic joined the Volta River Authority on May 1, 1981 and after five years as a labourer at the market, Dominic earned a promotion to Conservancy Worker. Cleaning water closets at numerous offices in the Authority at Akosombo and desilting choked drains in the Township, were only two of the numerous duties he was tasked with.

Now a proud Headman, after more than three decades of working with the Conservancy Section, Dominic now has the responsibility of monitoring and supervising conservancy labourers. His day begins at about, 5:30 am, with tidying up of the various washrooms assigned him, or desilting choked gutters when necessary.

Dominic’s supervisor, Mr. Anthony Yankey Akomoah, like many of his colleagues, speaks fondly of his dedication, commitment and selflessness on any given job. “Dominic is somebody who doesn’t joke with his work at all. I came to meet him here some five years ago and I can say that his working relationship with his colleagues is cordial.” Mr. Akomoah noted.

He is not oblivious to changes within the Authority:

Asked whether he was aware of the numerous changes taking place within the Authority, Dominic was quick to point out that the new employee reward system, known as the Balanced Scorecard has not added much to improving the lot of the Authority’s workers. “It’s the same then, and the same now; nothing has changed. First, they can promote you if you have the papers; now they talk about annual increment. For me, I don’t have any paper so I don’t know whether I am going up or down.” He says coolly.

Just like many labourers who may not be able to work on the Balanced Scorecard personally, Dominic’s level of appreciation of the new employee reward system is quiet interesting. He is able to tell exactly what the Balanced Scorecard is meant to achieve, but admits that his understanding is as a result of better and clearer explanations from his supervisors.

Dominic admits that the compulsory medical examination for staff is a good thing that enables staff at least to monitor their own health while on the job, and when going on retirement.

He has a concern too:

Dominic regrets the unavailability of logistics, especially vehicles, for work, but was quick to point out that even though some units have been allocated enough vehicles, these have mostly been hijacked by some Managers who are not willing to release them for official duties. “Sometimes I wonder why people would “hijack,” for their private use, what is meant for office use leaving undone the work for which the vehicle had been allocated.

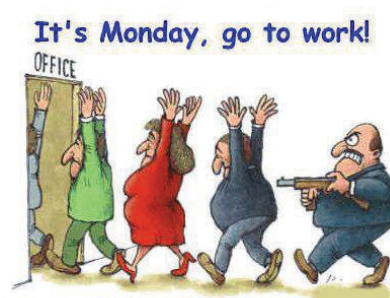
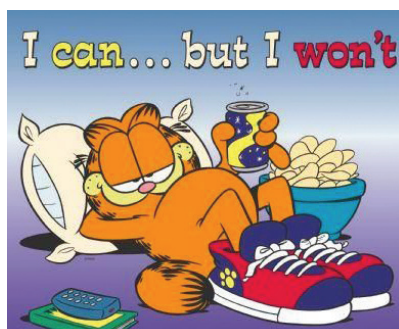
Family and social life:

Dominic Kwadjo is a family man, with two wives and three children.

He notes that he now occupies himself with his second wife’s “Pito” business when he is off duty. But he advises his colleagues who may want to patronise his wife’s “Pito” to go for the fermented, and not the sweet one since there are some recognised health implications involved.

This is the man Dominic Kwadjo. If you chance to run into him anywhere, just shout the nickname; “Agbelimor,” or “Banky3” he would gladly respond with such enthusiasm as may really surprise you!.

HUMOUR BREAK



Source: funnymuch.com

Perseverance

A Key Ingredient in every success story

“Great works are performed not by strength but by perseverance.”

There are many inspiring, true stories of men and women who have had many great achievements to their credit. They were not always great athletes, business people or military personnel. They were average people who were highly motivated by the achievements of many good people around them. With perseverance they were able to achieve amazing successes and sometimes wonderful victories against challenging odds. Perseverance was the key ingredient in their every success story.

Perseverance is a steady persistence in a course of action, a purpose, especially in spite of difficulties or discouragements. Determination, tenacity and patience are also closely linked qualities.

After more than 10,000 attempts at inventing the incandescent light bulb before he was successful, Thomas Alva Edison said, “Many of life’s failures are people who did not realise how close they were to success when they gave up.” For most people, getting through a day, or a week, or a year, is about all the perseverance they can muster. Working at full time jobs, raising children and being involved in church and/or social clubs or



activities fills all of their time.

Perseverance is not limited to manoeuvring through crises or disaster, but enduring the consistent faithfulness to get up and do what is needed, regardless of the obstacles. Newt Gingrich once said, *“Perseverance is the hard work you do after you get tired of doing the hard work you already did.”*

There was once a monkey called Kelly who lived on an island that was inhabited largely by other monkeys. Scientists had predicted that climate change would affect this island very badly, almost sinking it completely. So each of the monkeys decided to build a house on the highest part of the island, to protect himself from the floods on the day the disaster would come. Kelly had designed his house to withstand a very big flood,

and this required very big rocks.

All the monkeys built their houses in just one day, then spent the rest of the time playing cards and enjoying their new homes. They all laughed at Kelly, because while they had already built their houses, he had only drawn some plans. But Kelly was convinced that his house could survive any flood and although it might take a long time to build, it was worth the wait. So Kelly moved only one big stone a day, which meant that his house took shape very slowly and the other monkeys continued to laugh at him. But he didn’t care, and went on building his house stone by stone.

After a few months, when the other monkeys had got tired of playing cards, Kelly finished his house and very proudly threw a

big party to which he invited all the monkeys on the island. But on the very day of the party, the sea level rose without warning and all the monkeys hid in their houses in fright. But Kelly declared: “Monkeys of the island! I have prepared for this flood, and you all have a place in my new home. While you were laughing at me I was building

a house that would protect us all from this great flood. Come in and you will find your rooms at the end of the corridor.” All the monkeys were amazed and went into the house.

And that was how Kelly and all the other monkeys watched the big flood destroy all the other houses except Kelly’s. Then they

understood that Kelly was the most intelligent of them all, as well as the kindest-hearted and most generous, for he had wanted to save them all from the flood without expecting anything in return.

It is said that ‘hard work never break bones’. You failed the first, second or third time, Keep on trying. You don’t have to give up!

Carve out a Niche for yourself

I once worked with a colleague who made it a point to find out things about customers that others couldn’t. He always knew the names of customers’ children, where they went on vacation, their birthdays—and their spouses— their favorite music and restaurants. If you had to deal with a particular customer you went to Mike and asked, politely and humbly, if he could give you some useful information that would make you get on well in with the customer. Mike had carved out a niche for himself. No one asked him to become a walking encyclopedia of customer likes and dislikes. It wasn’t part of his job description. But he did.

It took a lot of work and effort. And it was a very valuable asset. It didn’t take long for the Regional Director to hear of this extra effort

that Mike had been making and his rise up to the corporate ladder was swift, meteoric, unprecedented. That was all it took. I say “all;” it was, in fact, a lot of work and immensely clever.

Carving out a niche means spotting a useful area that no one else has spotted. It might be, like Mike, knowing something no one else does. It might be being brilliant with scheduling or budgets, or thoroughly understanding the system. Make sure you don’t make yourself indispensable, or this rule may backfire.

Carving out a niche for yourself often takes you out of the normal range of office activities. You get to move around more; you get to know what others don’t. This makes you stand out from the herd, gives you independence and a superior quality.

I once volunteered to edit the company newsletter— bearing in mind the previous rule—and could wonder about between our seven branches at will. Obviously, I always made sure my work was done on time and very well.

Carving out a niche for yourself frequently means you get noticed by people other than your boss— other people’s bosses. These bosses get together and they talk. If they bring your name up, it will be in a good way—“I see Rich has been busy doing some really original market analysis.” This makes it difficult for your boss not to promote you if he wants to win his peer group approval. If the other bosses think you are a good idea, then your boss really has to go along with it.

“Amanee?”

One of the many valuable aspects of our culture is to announce one's mission for calling at places or on persons. This value, however, seems to be gradually fading among Ghanaians. Announcing one's mission in a definite form saves a person from embarrassment to say the least.

I was amazed to learn how much was required with the simple question, “Amanee?,” which means; ‘What's Your Mission?’ in Akan, when my duties took me to Fort Apollonia at Benyin in the Western Region.

I could not but appreciate the wisdom in African tradition with this singular observation. I really got a clear understanding of the expectations of the elders when this simple question is asked.

It is also worth noting how well this simple question is usually answered, for it determines how a guest is received and what kind of attention he gets.

At Fort Apollonia, “Amanee?” was explained and clearly brought out what the host sought to know from the guests, as follows:

- ◆ Introduce yourself; or who are you?
- ◆ Where are you from?
- ◆ What brings you to this place?
- ◆ What drives you to come to me?
- ◆ What can I do for you?

If you find yourself at an Akan place, note that the purpose of your visit cannot be said to be truly declared if you fail to touch on all these essential, yet unanswered questions.

The next time you call at your family house, or attend a gathering, a durbar or any such meetings and you are asked Amanee?, be sure your response addresses every one of the above listed questions.

CONGRATS, Driver Dogbey

The bravery, composure and alertness of Mr. Godwin Dogbey, a VRA bus driver in the early hours of Tuesday, February 18, 2014, were critical in preventing tragedy at Teshie, a suburb of Accra. Mr Dogbey was the driver of Nissan Civilian bus GW6041W that morning.

As he conveyed staff from Teshie to work that fateful Tuesday morning, his bus was attacked by a woman suspected to be mentally challenged; she pelted the bus with stones as she had been doing



Mr. Godwin Dogbey, VRA bus driver

earlier to other vehicles. This caused great agitation among the staff on the bus, who sensed that their lives were at risk.

The unidentified woman, dressed in brown skirt and yellow T-shirt, with a red piece of cloth tied around her head, was among a group of pedestrians and commuters at a bus terminal near the Teshie Military Academy and Training School. Suddenly this woman, believed to be in her mid-30s, began throwing stones at all vehicles travelling towards Accra from Teshie.

This caused fear and panic among passengers, commuters and bystanders, but, the woman did not appear to be moved by several yells to stop. Suddenly, she turned her focus on the VRA staff bus which was just about to pull up at the bus stop about 6:41am.

Obviously angered by attempts by on-lookers to get her to end her dangerous act, she became fixated, gazed at the oncoming VRA bus and threw a number of stones at it. But Mr. Dogbey braced up and drove the 17 people on board the bus to safety, before approaching the woman.

With the help of a colleague driver, Mr. Emmanuel Bosompem, he calmed down the growing apprehension among the staff; the two drivers succeeded in dragging the woman gently to a passenger shed.

According to Mr. Kwame Owusu Agyei, a National Service Person with the Planning Department, he was at the scene before the bus arrived to pick him; he had observed the woman throwing stones and other objects indiscriminately at moving vehicles ten minutes or so before the arrival of the VRA bus.

Mr Dogbey told VRA News: “No casualty was recorded and no damage was caused to the bus.” He advised his colleagues to muster courage, exhibit tact and professionalism, and think “safety first”, and trust in God when confronted with similar challenges.

VRA News learned later that the woman was later mobbed and severely beaten by some people in the neighborhood, who could not tolerate what they considered to be her public nuisance.

Students Benefit from VRA's Community Development Programme (CDP) Scholarship Scheme

The Chief Executive of the Volta River Authority (VRA), Ing. Isaac Kirk Koffi, has underscored the need for beneficiaries of the Volta River Authority's Community Development Programme (CDP) to religiously take their studies seriously, to justify the confidence reposed in them.

Ing. Koffi said the CDP scholarship seeks to provide opportunities for young men and women in VRA's impacted communities through education, to maximise their potential and talents and contribute to national development. VRA's CE made this known in a speech read on his behalf by the Deputy Chief Executive (Services), Mr. Maxwell Odoom, at Akuse to reward 61 brilliant but needy students that is expected to cushion them to further their education at the tertiary and secondary levels.

He said, over the last two years, VRA has been rolling out a scholarship scheme tenable at the high school level to students from its operational communities. "I am happy to state that this year's VRA's Scholarship award has been expanded to include a tertiary component.

The Deputy Minister of Education, Mr. Samuel Okudzeto Ablakwa, who was the guest speaker bemoaned the increasing poor academic performance among students especially at the secondary level, citing the recent ranking of secondary schools in the country.

He said Ghanaians had accepted that education should be their topmost priority. This, he believed was evident from the government's commitment to the educational sector and commended the Authority on contributing its resources towards the sector.

"I want to thank VRA for this initiative. It is really worth supporting in any way since it will help in turning out engineers, doctors, lawyers etc. for the development of their respective communities and the country as a whole", he noted.

Mr. Ablakwa said even though the VRA scholarships were timely and welcoming, parents needed to see the awards as a collaboration between the Authority and them, in order to make them sustainable.



Mr. Maxwell Odoom, Deputy Chief Executive, Services, presenting a certificate to one of the awardees



A section of parents and guardians at the gathering



The dignitaries, VRA staff, parents and guardians in a group photograph with the awardees



The Award recipients in a pose with their certificates

STAKEHOLDERS Commend VRA on EPP and EMP workshops

Districts and Municipalities that could be impacted in emergencies resulting from the VRA's operations, have commended the Authority for instituting annual Workshops on an Emergency Preparedness Plan (EPP) and Environmental Management Plan (EMP).

The stakeholders made the commendation during this year's EPP & EMP workshop held in seven districts and two municipalities.

Some participants at the workshops, however, expressed some doubts and wondered whether the Authority was not expecting a collapse of the great dam.

But the EPP Coordinator, Mr. Kwame Dakwah, quickly allayed their fears. "The integrity of the dam is assured, he said, "all the VRA is doing is to observe international best practice, as expected of dam operators across the world." He noted that international bodies such as the Dam Review Board periodically do assessments of the integrity of the Akosombo and Kpong Dams.

Mr. Dakwah said the objective of the annual event was to create awareness by specifying the roles



and responsibilities of stakeholders, in an emergency.

He called on stakeholders to identify potential safe havens, so that residents would become familiar with them, and in the event of an emergency, they could secure temporary solace there.

Mr. Samuel deGraft-Johnson, a member of the EPP team, proposed the mounting of huge sign posts with the inscription SAFE HAVEN, at places earmarked for the purpose. He said, this would trigger discussions and deepen awareness. He said declaring such places safe havens, would prevent encroachment on those lands.

Some participants wondered whether VRA was in a position to commit resources to those tasks, as the Assemblies were poorly funded.

Mr. Darkwah explained that the roles and responsibilities under discussion were the primary tasks of organisations such as NADMO and that this was an opportunity for them to approach the Authorities with their budgets, to secure the needed resources. He gave the assurance that VRA would not hesitate to collaborate to ensure effective execution of the tasks.

To ascertain the level of their understanding of the processes and the use of the EPP tool presented to them, Planning Officers from the various Assemblies were made to take up EPP presentations at the workshops.

At the end of the interactions stakeholders proposed the adoption of a multi-faceted approach in disseminating information to the

grassroots. They suggested the use of churches, educational institutions, durbars, etc., as effective platforms.

The Coordinator of the EMP, Mr. Uylsses Ocran-Hammond, gave a detailed account of the Authority's activities for the period under review. He said that VRA was partnering Safe Water Network, an NGO, to provide water for 20 selected communities. He mentioned Fodzoku, Torgorme, Natriku, Old Akrade, Kpetsupanya, Agbeve and Dodi Asantekrom as communities that had already had their estimates computed for a take-off.

He said 15 students had been selected as the first beneficiaries of the new tertiary education sponsorship. Forty-six other students from the Akosombo/Akuse, Kpong and Aboadze areas had received scholarships for secondary education, he added.

A member of the EPP/EMP team, Mrs. Rhoda Arthur of the VRA Corporate Communications Office at Akosombo, explained that a scholarship beneficiary was required to be an indigene of the impacted community and must

have attended at least a basic school there. The beneficiary would get support for hostel and academic user fees once a year, she said.

Regarding aquatic weed management, Mr. Hammond said some 233 acres of weed had been controlled from Torgome through Sogakope to Agodome. Another 153 acres had been harvested at the Kpong Head Pond with weed harvesters. Weed clearing on the Oti arm, he said, was being undertaken by ZOIL and the situation looked promising.

Mr. Ocran-Hammond said the VRA's evaluation of the mass drug administration programme undertaken by the Ghana Health Services in 20 communities at Asuogyaman, Biakoye and Kpando Districts, showed the average prevalence rate to be 20.5%.

On watershed management, he said the VRA was developing a 13-hectare plantation at Adjena Donor and Last Beach at Akosombo and 51,250 assorted forest tree seedlings, including kusia, mahog-

Contd. on pg.38→



STAKEHOLDERS Commend VRA on EPP and EMP workshops ← *Contd. from pg.37*

any and acacia, have been raised for that purpose.

He said as part of Bush Fire Management, the VRA had engaged 13 casual workers to patrol, check bush fires and stop inimical activities of some unscrupulous persons. He noted that a boundary line of about 90km had been created at Adjena, Akosombo and Mpakadan, as part of bush fire management.

Mr. Ocran-Hammond noted that 40 people from Gbefi, Adokope, Aveme, Awrokosi and Kpando-Dafor (Kpando District), Odomitor (Biakoye District) and other areas had been introduced to bee keeping, and been provided with start-up kits, such as bee hives, Wellington boots and gloves.

He said that seven community based organisations (CBO's) each with 20 persons had been formed to undertake environmental education. So far, he said, 30 education campaigns had taken place in seven riparian communities in the Kpando and Biakoye Districts: Cape Coast No. 1 and No. 2, Ahobrease, Tadieni, Keinie, Sika Ne Asem and Awatey.

On dredging, Mr. Ocran-Hammond said 75,343 square metres out of a targeted 140,000 square metres of coarse sand had been dredged in the Lower Volta. Areas dredged, included Vume, Tefle, and Sogakope.



Mr. Ben Dogbey, VRA's Dredging Officer at Ada, said VRA's dredging machine was over twenty years old and that accounted for the slow rate of work. He suggested that the Assemblies come together and procure a new dredger to serve their needs.



Akuse International School Undergoes Fire Drills

The Volta River Authority's (VRA) Fire Unit has in collaboration with the Ghana National Fire Service at Somanya, taken staff and pupils of the Akuse International School (AIS) through a fire prevention and safety programme.

The programme, held at the VRA School Field was facilitated by Mr. Maxwell Afram, Principal Fire Officer. The aim was to equip the participants with knowledge in fire safety and how to prevent fire outbreaks in the home.

Making his presentation on fire prevention, Mr. Afram said it was the key to fire safety; and the very

first thing every individual should avoid is to play with fire.

He pointed out that some mistakes that people make which result in fire outbreaks include gas cylinders leaks, and forcefully pulling out plugs from their socket, among others. The participants were also advised not to tamper with matchsticks and electricity, as they could spark off fires.

During the drills firemen, in fire protection gear demonstrated how various types of fires could be brought under control. To buttress the point on how dangerous fire is and how harmful it can be to anyone irrespective of their status, they

maintained it was the reason why as firemen, they needed to be in protective attire before engaging in fighting fire.

The firemen encouraged the pupils to be watchful and help prevent fires particularly during festive occasions. They were also taught how to stop the spread of fires, when fire was in one's clothes only.

To enable the children appreciate the friendly nature of fire fighters, they were allowed to interact and mingle freely with them. This gave them confidence to ask questions on what they had learnt. The officers responded by granting them the opportunity to have a feel of some of their equipment and telling them more about the operations of fire tenders.

The Supervisor of the School Mr. Reuben Kubglenu, expressed the school's appreciation to the fire team and asked for more of such interactions in the future.

Mr. Maxwell Afram remarked that the training was conducted with the intention to equip the staff and pupils of the school with knowledge on how to prevent fires in their homes and to provide them with general knowledge of fire safety.



Press on to the HIGHEST

A MOTIVATIONAL PIECE

I believe you have made resolutions in critical areas of your life for 2014 and promised to move ahead, no matter what. Yes! It might be true you could not fulfill all your aspirations and dreams in 2013. Does that mean you have failed and cannot recover? No! No!, No!. The answer indeed is a big NO!

All you have to do is to press on and let go of the past. We can look at the past and see where we failed, so we could put in corrective measures, and press on.

What was it that you could not achieve? You set an objective to increase sales, upgrade your skills in a particular field, get a project accomplished and get settled in life. But you did not achieve any of these!

Dear one, you need not give up; what you have to do now is to press on to achieve your goal; press on to finish that project; press on to make that mark!

I don't know your aspirations for this year, but one thing I would encourage you to do is to re-arrange your life, get your mind set, and see what best you can do. Focus on that objective and work hard towards it.

You might have had some chal-

lenges in the past which had demoralised you: Do not be discouraged by these challenges, all you need to do is to press on.

As a supervisor, you know your subordinates performed below expectation. What measures are you taking to assist them perform better? Please, don't give up on them so readily! Have a discussion with them and know their problems and their concerns.

As a subordinate, what are you doing to improve your skills in order to work better. What are you doing to improve your relationship with your supervisor, so you get on well and work together to achieve corporate objectives?

Last year your high expectation for your child to improve upon his / her grades did not materialise. As a parent, what do you do? Encourage the child; do not let him feel useless; let him know he can do better. Give him the necessary encouragement and he would surely exceed your expectations.

What can you say about your interaction with your colleagues in the office, if it is not to your expectation, there is more room for improvement. Just press on!

What can you say about your relationship with your spouse? No matter how it had been, I believe you can have the best of relationships.

In life if you don't give up people can be a hindrance to the achievement of your goals. How do you treat such people?

Don't allow anyone who could be a hindrance to you to get at you again, and never allow his attitude to bring you down. Have a positive attitude towards them and with time it shall be well. Your positive attitude towards such people can influence them. You could be the best of friends. I know it is not going to be easy, but you can make it because you have decided to press on.

You have several open doors, you have a lot to achieve, you can do more than you believe. Press on to your dreams and never allow the past to intimidate you.

You are bound to succeed and you shall surely do. All you need to do now is to press on.

Do not forget the old saying, "Quitters do not win and winners do not quit". If you press on, you would get to the highest.

Interview With BENJAMIN ADDOQUAYE



Mr. Benjamin Nii Moi Addoquaye, 55 years old, hails from Nungua, a suburb of Accra. He had his basic education at the Local Authority School at Oyibi, near Dodowa, and completed Form Four in 1978. He is a member of the Church of Pentecost.

Mr Addoquaye started work as a factory hand at Unilever Ghana Ltd at Tema and later continued there as a bus conductor for a few months. “After my father’s death, things became rather tough, so I decided to learn carpentry, and finally joined VRA,” he remarks. Mr. Addoquaye is married and has six children and two grandchildren.

Asked about how he got employed at VRA, Mr. Addoquaye said he was introduced as a gardner to the Director of Personnel by a sister. He successfully went through the interview and medical examination at Akuse and started work on 1st September, 1991. His current job, he said was to trim hedges, mow the lawns at the Head Office and at Cantonments and to help with other manual work. He

currently leads a team of labourers to do specific tasks in support of VRA’s operations.

Mr. Addoquaye said when he joined VRA it was financially sound, had two corporate branches-Akosombo and Akuse-and no thermal facility besides the Tema Diesel Station. And there was no ‘Dum So Dum So’ problem.

On his source of motivation, he said, “Mr. Eric Owusu had always encouraged me in the course of my work. My tools are my friends. I come every morning and get to my work. Thank God for the life He gives me everyday. I enjoy what I do.”

Asked how he relates to staff in his section, Mr. Addoquaye said he places great value on relationships and would always want to bring people together so as to draw on their knowledge and experience. His Supervisor, Mr. Samuel Kumako adds that in the 23 years that he had known Mr. Addoquaye, he had always been a hard worker, with good interpersonal relationships.

Regarding his experience at VRA, Mr Addoquaye says “I have learnt a lot on the job. Initially I did not know how to use a mower. I have also learned how to trim the grass. I work with my tools and I find happiness in working”.

On challenges, he noted that when the tools he used were in bad shape, his work becomes very difficult. “I am appealing to Management to get us modern tools to help make our work much easier” he added.

He advised young people to live by their own values and be content with whatever they had. “When I joined the Authority in 1991, my first salary was ₵1.50 a day. Mr. Samuel Ablor then a Senior colleague, encouraged me to work hard, and through that I have managed to build a house for myself.”

He advised staff of VRA to strive to uphold the Authority’s mission, which was to work towards the socio-economic development of Ghana.



VRA Schools Observe Maiden ECOWAS Day

The Volta River Authority (VRA) schools have marked their first ECOWAS day with a cadet parade and a flag hoisting.

The event, which took place on the Akosombo International School (AIS) campus, is to be added to the school's calendar and observed each year on the anniversary of formation of the Economic Community of West Africa States (ECOWAS) in 1975.

Addressing staff and students of AIS, General Manager of VRA schools, Mr. Arnold Seshie, urged the students to uphold the rich culture of tolerance among member countries, as the future of the sub-region, depended on them.

He said over the years VRA Schools have served as a hub of integration for many nationals of the ECOWAS sub-region, who gain admission into the school, in line with the mission of ECOWAS which aims at promoting economic integration among member countries.

Mr. Seshie called on the leadership of ECOWAS to spearhead the campaign to free about 200 Nigeria girls abducted by the Islamic terrorist group Boko Haram.



Students gathered for the ECOWAS Day Parade



Staff of Akosombo International School in a group photograph with students



Mr. Arnold Seshie (General Manager, VRA Schools) inspects the parade



The A.I.S Cadet in action

He said the abduction of the girls was not affecting only their academic pursuit as they were preparing for the just ended West African

Senior School Certificate Examination (WASSCE), but also the psychology and emotions of their colleague students within the sub region.

Contd. on pg.43→

VRA Wins Tennis Tournament

The VRA Tennis Club beat their opponents, Army Mess, in Accra by 9 games to 7, in the return leg of a friendly tournament, hosted by the latter in Accra.

The Army Mess team which had been beaten earlier by the VRA team at Akosombo, was at the court, apparently filled with vigour to redeem its image.

But, the VRA Tennis Club, which has gradually turned to be a nemesis to the Army Mess team, responded swiftly to a defeat meted to it in the Singles, which the Army Mess team won by 4 games to 3.

The VRA team, comprising crack players like Ebenezer Grant, Nana Yaw Fumi and Alfred Okang (Captain), recorded wins for the Authority with 7-1, 7-6 and 7-0 against the Army Mess team of Col. Yakubu Salifu, Paul Kudalor and Sampson Shaibu.

VRA dominated the Doubles game and got the final score count in their favour.

Ing. Kirk Koffi, Chief Executive, and Chief Patron of the VRA Team, spurred his players on with his presence, urging them to show a great deal of resilience to beat the Army Mess Team in the last four doubles of the tournament.

The partnerships of Samuel Lamptey and Dr. Yaw Obeng Nsiah; Alfred Okang and Ebenezer Grant; Nana Kum Awotwi and Samuel Akotuah, and Adu Sarkodie and Nana Yaw Fumi, all recorded victories for the VRA Team.



Samuel Lamptey, VRA (Left) versus Ebo Cole, Army Mess Tennis Club



Nana Kum (left) and Frank De Sousa, (Right) Army Mess, ready to pitch their strength



Paa Kofi Grant of the VRA Club in a pose with his opponent, Col. Yakubu of the Army Mess Tennis Club

VRA Schools Observe Maiden ECOWAS Day ← Contd. from pg.42

“ We at the VRA schools want to use this occasion to support the leadership of ECOWAS in their efforts to rescue the over 200 abducted girls in Nigeria, since any form of threat to the fundamental human right of these girls is a threat to the future of the continent,” Mr. Seshie said.

The headmaster of the Secondary division of VRA schools, Mr. Julius Kog-Der, affirmed that the school intends to make the celebration of ECOWAS Day a part of the school’s calendar.



Staff of Akosombo International School in a group photograph

VRA Schools urged to uphold Core Values



General Manager Mr. Arnold Seshie addressing the staff

Mr. Arnold Seshie, General Manager of the VRA Schools, has said the only way his staff could meet the growing demands of their career and transforming the human resource of the country is by prioritising the core values of the Authority.

He said the present enviable status of the VRA Schools could only be improved upon if staff continued to hold on to the ideals of discipline and academic transformation which, he said, were core to the establishment of the school.

Accountability, commitment, trust, integrity and teamwork, he said, should be the guiding principles of every staff member, and they must all remain focused on achieving the vision of VRA Schools as places of serious study, with avenues for all students to develop their creativity, aptitude for

the arts, sciences, music, IT, business, sports, games, and other subjects.

Interacting with staff and management of VRA Schools during the end-of-year party at Akosombo, the General Manager reiterated the need for the staff and management to bridge the gap between them and the school's retirees, so as to tap into their wealth of experience.

He suggested that reaching out to the school's retirees would help

consolidate the truism that VRA Schools were one big family.

A former Ag. Director of the VRA Schools, Mr. J.K Tawiah, urged the staff to work harder to meet the growing demand of the teaching profession in the moral and academic transformation of students.

Mr. Tawiah further advised the staff to safeguard the enviable reputation that VRA Schools had achieved over the years and to endeavour to improve upon it. "If you won't praise me don't spoil my name," was how Mr Tawiah encapsulated his address.

Mr. Seshie used the opportunity to wish staff the best of the season and a productive 2014.

Deserving staff and national service personnel were rewarded for their hard.



General Manager, Mr. Arnold Seshie receiving a gift from Mrs. Sarah Adei on behalf of a staff



Mrs. Sarah Adei presenting a gift to Mr. V.C Vanderpjuie, a long serving staff

VRA Schools Support Heart Foundation

The Schools Department of the Volta River Authority has donated a cheque for GH¢5,000 to the Ghana Heart Foundation, in support of open heart surgeries of patients with heart disorders.

Making the donation, Mr. Willis Ampiaiw, Headmaster of the Basic Department of VRA Schools, said over the past 15 years the schools had been making annual donations to the Foundation, as part of VRA's corporate social responsibility.

He said the donation was meant to ensure that some perishable lives, especially of school children, were saved this year.

Mr. Ampiaiw said the donation was made up of contributions from various branches of the Schools Department, such as the Akosombo Kyease Primary and Kindergarten, Akuse Basic School, Aboadze Basic School and the

Akosombo Junior High and Senior High Schools.

Receiving the donation on behalf of the Foundation, Dr. Baffoe Gyan, thanked the AIS, and the VRA as a whole, for the donation and asked other corporate bodies to assist the Foundation with similar donations, to enable the Ghana Heart Foundation to treat about 200 children who need to undergo surgery at the National Cardiothoracic Centre (NCTC).

The Ghana Heart Foundation, he said, was the backbone that kept the National Cardiothoracic Centre active and that such donations were meant for every Ghanaian on admission at the centre.

Present at a mini-gathering organised for the donation were Dr. Frank Serebour, President of the Ghana Heart Foundation, Dr. Baffoe Gyan, a Heart Surgeon, Honestine Togoh, Deputy Director of Nursing Services,



Mr. Paa Kofi Grant; Assistant Headmaster (Administration), Ms. Gifty Twum-Ampofo; Head of the Science Department, some teaching and non-teaching staff and some selected students and pupils of the Akosombo International School.



Dr. Baffoe Gyan demonstrating a point to the school children



Ms. Twum-Ampofo (left) presenting the cheque to Madam Honestine Togoh, Deputy Director, Nursing Services, Korle Bu, who receives on behalf of the Ghana Heart Foundation



Some of the students listening to a briefing from Dr. Baffour Gyan

Make Entrepreneurial Education Part of School Curriculum – Prof Alabi

The Vice Chancellor of the University of Professional Studies, Professor Joshua Alabi has urged the Management VRA Schools to make entrepreneurial education an integral part of its curriculum.

Prof. Alabi said, considering the high level of unemployment in the country and the view that government alone could not provide employment for all the youth who graduate from the various levels of the educational system annually, it was only prudent that managers of Ghana's educational institutions introduced elements of entrepreneurial training in their schools.

Speaking on the theme: “Empowering the Youth for National Development,” at the 2014 Senior High School graduation ceremony of VRA Schools at Akosombo, Prof. Alabi said “not all the youth could be absorbed into the formal sector of employment. Hence entrepreneurial training at all levels of the educational system was crucial in equipping them with meaningful skills, to ensure that they properly integrated into the society.”

Prof. Alabi said “Introducing courses on entrepreneurship would help reduce unemployment among the youth and thereby help them

contribute meaningfully to the country's development.” He advised the new graduands to pursue knowledge in all their endeavours, as it would enable them to avoid the ills of society.

The Headmaster, Secondary Education, of VRA Schools, Mr. Julius Kog-Der, noted that even though VRA Schools prided themselves in their numerous achievements, they were bedevilled with a huge infrastructure deficit, that puts them in a disadvantaged position; the most challenging being their inability to admit a larger number of the applicants.

“As more and more applicants keep seeking admission into our school, and as VRA pursues re-

structuring, to eventually set the school up as a business unit, the need to put up more classrooms, dormitories, dining facilities and a state of the art assembly hall has become more imperative,” he noted.

He noted that the school had helped its graduates to acquire knowledge and skills that would come in handy wherever they found themselves after school.

Mrs. Cynthia Amarteifio, Manager of the Tema Community 1 Branch of Zenith Bank, and a member of the 1988 group, welcomed the graduands into the fold of the student body and urged them to be good ambassadors of the school wherever they were.



A section of the graduands at the ceremony

SSA in Health Walk

Exercise, it appears, is becoming the norm at VRA, with members of the Senior Staff Association also engaging in a tough health walk. The Senior Staff Association (SSA), of VRA Accra Branch, in partnership with staff of Stanbic Bank, went on a health walk from Ayi Mensah, at the foot of the Akwapim Mountains, to Peduase Lodge, near Aburi. The walk took off from the Head Office at exactly 6:40 am with about 100 senior staff sporting their kits ready for the walk. A good number of police accompanied the walkers and controlled traffic on the busy highway. The never-tiring “JAMA” team kept the walk alive to the very end.

Mr. Jerry Nettey, Chairman of the SSA, Accra Branch, said the exercise was designed to create awareness and to highlight the importance of exercising the body. He advised members not to spend money on only good food but also on exercise, which would keep them fit for the day’s work. “A sound mind rests in a sound body” he said. The event, he noted was organised not only to keep fit, but also to fraternise.

Mr. Nettey went on further to ex-



press gratitude to the VRA and the staff of Stanbic Bank for attending the event. He was delighted at the turnout and called on his colleague senior staff to patronise activities organised by the Association.

The Relations Manager of Stanbic Bank, Mr. Christian Mortey, commended the VRA SSA for such a great move. “One thing we have learnt from this is the importance of exercise. We have received some vital information which hitherto we did not know and we think that this has benefited us

greatly”, he said.

Mr. Mortey used the opportunity to introduce Stanbic Bank products to VRA staff. He advised the public on the need to conserve energy, in order to save some money for investment.

Dr. Sowah also talked on the importance of exercise which, he said had a way of reducing calories in the human body. He said the body needed only a little exercise, a few portions of fruit and a little sugar to function properly.



VRA Ladies Take a Walk



Exercise is good, and its benefits cannot be over-emphasised. Besides its ability to keep one fit, exercise also helps tone the body, strengthen the muscles, improve the heart condition and make one alert and confident.

It was these potential benefits that propelled VRA Ladies, Accra Branch, to undertake a health walk.

The Ladies converged at the Christ the King School, near Flagstaff House in their VRA La Coste shirts over a pair of shorts or track suits. Before the walk began, the Deputy Chief Executive, Services, Mr. Maxwell Y. Odoom, in ‘walk-

ing gear’ commended the leadership of the Ladies’ Association on the initiative and called on all other groups to institute regular exercise programmes. He noted that there were gymnasia in the various work locations and encouraged staff to patronise them.

Mr. Odoom said the negative health reports (poor diet, low exercise, and high blood pressure) of staff from the hospitals give cause for worry. He, therefore, advised staff to change their lifestyles, eat more fruits, drink more water, be particular about their diet, and exercise regularly. And, he added: “Socialisation should be part of our day to day

activities”.

At 7.00am, the walk began briskly with various songs. As ladies moved from Christ the King, past Flair Catering Services to Morning Star, and then to the Togo Embassy, some of the ladies were seen gasping for breath and frequently asked for more water. The pace at which ladies started the walk slowed down and some had to stand for a while or join the bus.

Those who decided to finish the walk were not discouraged, because they knew that “winners do not quit and quitters do not win.” “They were determined to finish, irrespective of the challenges on the way.

The walk continued from the American Embassy, through NAFTI and ended at the VRA Club House at Cantonments. They were met on arrival with ‘bogging music’, to begin the aerobics that lasted twenty eight minutes.

A dance segment brought so much excitement; Ladies were seen on the dancing floor exhibiting their skills, while others sat down, tapping their feet to the music.

Fruits of all kinds were served, while Blue Skies Company provided fresh pineapple, orange and sugar-cane juice. Bread rolls and fish balls to accompany the juice were served. Each lady also had a specially designed souvenir after the exercise.

Mrs. Esther Agbo, President of the Accra Branch, Ladies’ Association, said the programme was timely because most of the ladies and gen-

tlemen did not have time to exercise. Even those who had treadmills in their homes did not use them, she said. “We sit in air conditioned vehicles, and air conditioned offices and do not walk much when we get to the office. This inactivity is the cause of many heart related diseases. This exercise is simply timely”, Mrs. Agbo said.

The Ladies felt very secured, with the presence of officers from the Ghana Police Service who escorted and guided them from the Christ

the King School to the VRA Club House.

Ms. Alexandra Totoe, Deputy Chief Executive, Finance, congratulated the ladies on their zeal and encouraged them to organise similar exercise each month, so that all ladies would get used to exercising.

Although most Ladies were worn out after the walk, they felt healthier and stronger. Instructors from the Sports Council were present to give their full support.



O B I T U A R Y

Mrs Olivia Esi Adjei-Larbi



Mrs Olivia Esi Adjei-Larbi, Principal Community Relations Officer, Corporate Communications Unit, passed away on March 25, 2014.

Olivia 42, was married to Mr. Adjei-Larbi, Acting Manager, Public Relations, Electricity Company of Ghana.

Mrs. Adjei-Larbi was a breath-taking beauty, with a kindly figure and an immaculate dress sense. She was the very nerve-centre of the community relations service, particularly at Aboadze, where she managed to pursue vested interests in the VRA township to accept the Authority as a partner in development.

Mrs. Adjei-Larbi studied at the University of Cape Coast and graduated with BA (Hons) in Social Science in 1997. She worked as Administrative Manager and broadcaster at SKYY FM in Takoradi, where she joined the VRA in 2002.

Because of her commitment to work, she was sponsored by the VRA to pursue a Master of Science (MSc) programme in Corporate Communications and Reputation Management, at the University of Manchester, UK, in 2012.

Mrs. Adjei-Larbi is survived by her husband and three sons. She will be sorely missed.

Harriet and Genevieve Lose Father

Mr. Daniel Mensah Odonkor, father of Harriet of the finance department and Genevieve of GRIDCo passed away on March 20, 2014.

Mr. Odonkor worked with Ghana Civil Service and with the State Insurance Company, where he served as Assistant Manager. He obtained a Diploma in Insurance from the West African Insurance Institute in Monrovia, Liberia.

A tribute by the children said: “Dad was so particular about our education that he made sure we went to only the best schools around, in order to achieve what he never had in life. He was always proactive, and always took us to and back from school because he thought we were always safe in his hands. Said



Mr. Daniel Mensah Odonkor

they: “you were always present and on time at our speech days and made sure you had lengthy conversations with our teachers to know how we were faring.”

“Our friends always commented on how blessed we were to have such wonderful parents, who made sure we attended very good schools. Daddy taught us valuable principles, and made us who we are today.”



Thank You

The widower, children, and the entire family of the late

Mrs. Victoria Ocloo-Gbekor

wish to express their heartfelt gratitude to all who sympathised and supported them during her burial and funeral rites.

We thank you especially for your love, prayers, presence and donations

God bless you with good health, joy and peace

Edwin Loses Wife

Mrs. Victoria Ocloo-Gbekor

Mrs. Victoria Ocloo-Gbekor, wife of Mr. Edwin Gbekor of the Centre of Excellence passed away on April 2, 2014, aged 55.

In a tribute, Mr. Gbekor said of his late dear wife:

“We shall always remember you as the mother who made prayer, praise and worship our priority; the woman who took care of her children and played foster mother to many others; the mother who was a symbol

of inspiration; a role model to both young and old, and a mentor and counsellor who restored hope to many hearts.”

“To preserve your memory, we shall pursue our dream of the Mentoring Programme, of raising children from the classroom to the boardroom; dream of transferring vocational skills to the underprivileged girl child, and inculcating the discipline of prayer.”

| 2014 STAFF RETIREMENTS |

FULL NAME	DEPARTMENT	POSITION	LOCATION	RETIREMENT DATE
Annan, Miss Evelyn	Health Services	Senior Telephonist	Akosombo	19 Apr 2014
Dziwornu, Mr. Isaac Fredrick Kobena	Environment & Sust. Development	Assistant Chief Technician Engineer	Akosombo	27 Apr 2014
Osei, Mr. Tuo Bobie	NEDCo	Prinipcal Supplies Officer	Tamale	1 May 2014
Sakyefio, Mrs. Cyn- thia Odokai	Real Estate And Security	Principal Clerk/Typist	Accra	1 May 2014
Lana, Mr. Mwinuur Kwasi	NEDCo	Principal Administra- tive Officer	Sunyani	3 May 2014
Oppong, Mrs. Ag- atha	Procurement	Principal Supplies Officer	Tema	8 May 2014
Kwakyie, Mr. Patrick Okrah	Environment & Sust. Development	Director, Environment & Sust. Development	Akosombo	9 May 2014
Gaisie, Mr. Timothy Benjamin	Real Estate And Security	Principal Administra- tive Assistant	Akosombo	16 May 2014

Volta Khebab!

Patrons of Volta Khebab, a delicious khebab prepared at the VRA Club House Complex at Akuse, were last Good Friday, treated to a specialty by the proprietor, Mr Kobina Osei, called simply Kobina, who was celebrating 27 years of making and selling hot, sizzling khebabs at the Club House as a private entrepreneur.

According to Kobina, he

started selling khebabs at the Club House on April 18, 1981. He had previously operated at the Achimota Brewery Company (ABC) in Accra, from where VRA bought the popular chilled, frothy, 'bubra', in the 1980's. But then Mr. Dzidzoryo, then the Club House Supervisor, saw him and was captivated by the quality of his khebabs. So he convinced him to relocate to Akuse. He has since been selling khebabs at almost every function at the place for the past 27 years.

Asked how he came by a typical Akan name, even though he is a native of Tongo in the Upper East Region, he explained that his parents lived at Obo Kwahu,

in the Eastern Region. That's where he was born as part of Tongo custom, he was named after the landlord.

Kobina remarked that if no one would give him a long service award, he would give himself one, and called on his numerous clients to join him to celebrate at the Akuse Club House on April 18, 2014, which also happened to be Good Friday.





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

OUR VALUES

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



Do You Know These?

Water Quality Tips Around the House *Part 4*

IN THE YARD & GARDEN

Sewer Grates:

■ Never throw garbage, oil or chemicals down your toilets, sink drains, the storm drain or onto the ground.

Improper disposal leads to contamination of our local creeks, streams, lakes and soil. Take your hazardous waste to your local waste management facility.

■ Paint yellow fish on storm drains, to remind everyone that what goes down our drains ends

up in our water systems. For more information about this activity, go to www.earthwater-stencils.com

DID YOU KNOW?

Dumping household cleaners, pesticides, oil, gasoline, etc. down the toilet, drain or storm sewer pollutes aquatic ecosystems and harm every creature that depends on them (including humans).

IN THE BEDROM

Potted Plants:

■ Water your indoor plants with water from a rain barrel.

DID YOU KNOW?

Plants are an active part of the water cycle—they release moisture from the surface of their leaves to the air through transpiration.

Ice floats because as water freezes, it becomes lighter (less dense) than liquid water. If ice did not float, lakes would freeze from the bottom up, freezing/killing all the plants and fish as well. But the ice on top keeps the water underneath protected from the cold. It is like a blanket that keeps the water at a safe temperature for the living things in the lake.

IN THE NEXT ISSUE:

- ◆ VRA's Board Vision
- ◆ Writing Workshop 3
- ◆ Balanced Scorecard-Based Performance Management System

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

For further information/enquiries, contact Corporate Communications Unit, Corporate Office. Tel: +233 302 664941-9 Ext. 252, 413, 309 & 453 PLC 724252/413/309/453. Also visit www.vra.com