



VRA LAUNCHES MALARIA CONTROL STRATEGY



LAUNCH OF THE MALARIA CONTROL AND SAFETY AWARENESS PROGRAMME

The Volta River Authority (VRA) has launched a corporate strategy document for malaria control and prevention. The document was prepared with the assistance of the Johns Hopkins University Center for Communication Programs for a Malaria-free Future. It affirms the VRA's primacy of workplace health and safety.

Mrs. Alexander Totoe, VRA Deputy Chief Executive for Finance, who launched the document

on behalf of the Chief Executive, Mr Kweku A. Awotwi, said in order to increase the effectiveness of malaria control and prevention, the VRA, with the assistance of the Johns Hopkins University Center for Communication Programs, has developed a strategy document for a malaria-free environment for its workforce, workers' families and their environment.

The document lays down three strategic objectives that must be pursued towards making the VRA a

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malaria-safe institution. These objectives are:

- ☞ Strengthening the workforce against malaria, to reduce its effects and enhance the productivity of every worker.
- ☞ Empowering mothers/caregivers and children and other dependents of the VRA to be appropriately engaged in malaria prevention and treatment.
- ☞ Engaging surrounding communities as partners and beneficiaries in malaria prevention and treatment.

The Chief Executive said that the VRA operates a definitive health and safety policy which involves hazard and risk assessment and control, safe work procedures, work competency and training, work site inspection, emergency response plan, incident investigation and monitoring and evaluation.

“To achieve effectiveness of our health and safety principles, we enlist involvement and commitment and foster a positive health and safety culture. Our health and safety meetings conducted every week are opportunities to internalise what we learn, so that these principles might become second nature,” Mr. Awotwi said.

He said that VRA decided this year to place particular emphasis on malaria control and prevention for many reasons.

“We recognise that water, a key factor in the breeding of mosquitoes that cause malaria, lies at the heart of the mission of the VRA. We harness water to produce electricity. It



is important to note that in the main installations of the VRA, the majority of the workforce and the communities affected by its operations, lie in high malaria endemic areas,” the Chief Executive said.

He said that malaria cases recorded at VRA’s health facilities rose from 10,803 in 2009 to 16, 241 in 2011. Malaria alone, he noted, cost the VRA GHC82,943.84 (approximately \$52,000) in 2011.

“The VRA cannot fight malaria alone. It must enlist the support of other institutions. Consequently, as an alternative to the VRA medical boat services, we have in a joint effort signed a Memorandum of Understanding with the Asuogyaman District Health Management Team (DHMT) to provide services to communities along the Volta Lake, using the Community Health Planning and Services (CHPS) Compound system to provide services to about two million inhabitants of the Volta Lake area to fight malaria, bilharzia and other water-borne diseases,” the Chief Executive added.

Dr Rebecca Acquah-Arhin, Director, Health Services, noted that malaria remains a major public health challenge. A total effort, she said, was, therefore needed to bring the disease under control.

Dr. Emmanuel Fiagbey, Country Director, Johns Hopkins University, urged staff of the VRA to adhere to the principles of the malaria control and strategy document, to enhance productivity and reduce high health-care costs.

The programme was supported by the Ministry of Health and the

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MALARIA CONTROL STRATEGY LAUNCH IN PICTURES

Ministry of Energy, Departments of the VRA which observed corporate safety regulations and principles were awarded decorative plaques. The Takoradi Thermal Station won the first prize, followed by the Akosombo Generating Station and the Kpong Generating Station.

— Michael O. Sackey



KPONG FARMS

REVIVED KPONG FARMS HARVEST FIRST RICE

Kpong Farms Limited (KFL) has harvested its first perfumed rice since it ceased operations temporarily ten years ago because of liquidity problems.

The 252.75 hectare farm, a subsidiary of the VRA, was incorporated in 1982 and designed to serve as a resource centre of excellence for training in modern agricultural practices. It later took advantage of market opportunities to enter into commercial production of crops, livestock and meat processing and production, using modern agricultural techniques.

Mr Henry Tetteh Ahorlu, Manager of the Kpong Farms Restructuring Project, said at a news briefing, that the reactivation of the farms was part of the VRA's strategic business plan to convert its non-power operations into self-financing subsidiaries. He said VRA was committed to reactivating all of its non-functional subsidiaries to generate income and job opportunities for the youth. KFL resumed operations recently, after it had had to be rescued from insolvency in 2010.

He said management had taken steps to revive KFL's animal husbandry, poultry, cattle, horse rearing and an abattoir sectors.

Mr. Ahorlu noted that VRA had committed an initial GH ₵28,300 to the rice project, and was in the process of



A rice harvester being used at Kpong Farms.

negotiating with strategic investors to implement the project.

The farm supervisor, Mr. Tei Kwablah, said the project was revived last March and was expected to be expanded after the first harvest.

The Chief Executive, Mr. Kweku Andoh Awotwi, inspected work at the KFL, accompanied by Deputy Chief Executives, Ing. Kirk Koffi, and Mr. Maxwell Odoom, the Director of Finance, Mr. Samuel Gyawu and Human Resource Director, Isaac Aidoo.

— John Chobbah, Michael Danso and Nathaniel Mensah, GSD, Akuse

INVESTING

FOREIGN INVESTORS TO PARTNER VRA TO BOOST TOURISM — AKUA SENA DANSUA

The Minister for Tourism, Hon. Akua Sena Dansua, has assured the Volta River Authority (VRA) that the government was prepared to seek strategic investors to boost tourism on the Volta Lake.

She said the Ministry was expected to discuss with a South African tourism company, GUMA, the possibility of investing in chalets in Ghana.

The Minister, who was accompanied by the Deputy Minister of Tourism, Baba Jamal, expressed concern at the damage to the cruise boat, Dodi Princess, in a fire some time ago.

She said the damage to the Dodi Princess was a big blow to the tourism industry, and urged the VRA to take



Ms. Akua Dansua, Minister of Tourism and Mr. Kweku Andoh Awotwi Chief Executive being interviewed by Journalists.

steps to acquire a new cruise boat.

She later inspected the Ohemaa LXI, a first class hospitality yacht of the VRA designed for conferences, executive meetings, individuals and corporate entities.

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VRA SENIOR STAFF ASSOCIATION COMMISSIONS NEW BUSES

The Senior Staff Association (SSA) of the Volta River Authority (VRA) has commissioned four *Yuton* buses for commercial operations.

Mr. Maxwell Odom, Deputy Chief Executive (Services), who commissioned the buses, charged the executives of the association to ensure good maintenance of the buses.

The National Chairperson of the association, Ms Marian Antwi, explained that the buses had been acquired to sustain the association.

She disclosed that the association would build a 20 bedroom house for members.

A representative of the manufacturers, Mr. Lolu Akindele, commended the association for the investment and pledged his company's support in the maintenance and operation of the vehicles.



Mr. Maxwell Odom, DCE (Services) 3rd from right front row, commissioning the buses

He said that the necessary parts and the maintenance of Yuton buses in Ghana were assured.

Mr Kweku Awotwi, Chief Executive of the VRA, expressed happiness at the initiative of the association.

— Sedziafa Applause, GSD, Accra.

STAKEHOLDERS MEET ON MULTIPURPOSE DAM PROJECT

The Volta River Authority has organised a consultative meeting on the construction of the Pwalugu dam.

The hydro dam, with a capacity of 50MW, is one of four medium-sized projects on the White Volta in the Upper East Region.

Agence Francaise de Developpement (AFD) has committed 5.6 million Euros towards the feasibility study on the project.

Mr. Wisdom Ahiataku Togobo, a director at the Ministry of Energy who represented the Minister of Energy, said the project is expected to be completed in eight years. He mentioned transportation, fisheries, recreation and tourism as some of the economic benefits of the project.

He said the Pwalugu hydro project was one of several small and medium potential hydro power sites with capacities below 100MW.

The Minister of Energy, Dr. Oteng Adjei, thanked the World Bank towards its assistance towards the development of the project. He said the development of the project would create several job opportunities.

Participants in the stakeholders' forum included: Savannah Accelerated Development (SADA), Environmental Protection Agency (EPA), Water Resources Commission, Energy Commission, World Bank and AFD, Ghana Dams Dialogue, Volta Basin Authority, WIENCO



Ing. Kirk Koffi, DCE(E&O), 2nd from right, delivering his address



Stakeholders on multipurpose dam project in a pose after the meeting.

Ghana Limited and the Ghana Irrigation Development Authority.

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VRA INAUGURATES ENVIRONMENTAL MANAGEMENT PLAN STEERING COMMITTEE

The Volta River Authority (VRA) has inaugurated a nine-member committee to manage an Environmental Management Plan (EMP) approved by the Environmental Protection Agency.

The EMP aims at continuous improvement in reducing the impact of the operations of the Akosombo and Kpong dams on the environment and the communities.

The committee aims at ensuring that the obligations in the Environmental Management Plan are fulfilled. The committee is expected to meet every year and issue annual progress reports on its work.

Speaking at the inauguration of the Steering Committee, Mr. Kweku Andoh Awotwi, Chief Executive of the VRA, explained that the Authority had safely operated and maintained the Akosombo and Kpong dams for the generation of hydro electricity for over fifty years. But in spite of the huge benefits of the dams, there had been various adverse impacts on the environment and the communities in the Volta Basin and the VRA was implementing environmental, social and public health measures to mitigate those impacts.

Mr. Awotwi said parts of the schistosomiasis control programme were aquatic weed management, gorge afforestation project, community development projects, and periodic dredging of the Volta estuary.

Mr. Awotwi said VRA management was committed to ensuring smooth implementation of the Environmental



EMP Steering Committee Members.

Management Plan. "We will commit the necessary resources and power to ensure that actions in the EMP are undertaken in a timely manner," he added.

Mr. Maxwell Odoom, Deputy Chief Executive (Services), noted that the VRA was passionate about safeguarding its environment and communities and believed that the Environmental Management Plan would help provide solutions to some of the environmental challenges.

Mr. Ben Ampomah, Acting Executive Secretary of Water Resources Commission, who presided over the ceremony, urged the committee to involve all relevant stakeholders to ensure a successful implementation of the programme.

— Nathaniel Mensah, Corporate Communications Unit,
National Service Person, Akuse

SELF-MEDICATION IS DANGEROUS!

Self-medication is a menace in homes. Currently, it has assumed a deadly new twist.

Now, some Ghanaians have been taking their old prescriptions back, for medications at the pharmacy shops when their symptoms appear to resurface.

Although the practice of buying known drugs for headaches, malaria and other ailments such as colds and dizziness has not stopped, the practice of presenting previous prescriptions at the pharmacy has increased.

This new development is worrying. You need to see a doctor to diagnose your ailment, but not to

resubmit your prescription to a pharmacist. Because even though the symptoms may be the same there is no guarantee that you would be healed.

This requires the attention of the medical practitioner who can best determine what type of drug could be effective.

Have you experienced an instance when you take a pain reliever and it fails to relieve your pain?

Do you trust only chemists, pharmacists or sometimes 'behind the counter dispensers to diagnose your illnesses and treat them, without first seeing your doctor?



Credit:
www.httphealth.indiaviolet.com

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WE ARE ONE BODY

Although the body is one, there are many parts that come together to make one whole body. Each and every member of this body plays a very important role.

The mouth cannot decide one day that it would not accept any food from the hand. The stomach cannot decide, out of the blue that it would reject any food from the mouth. Can you just imagine what would happen to the entire body if all the individual members decide to go by their own decisions? Indeed there would be chaos and the consequences would be disastrous to each such member.

The Volta River Authority can be referred to as the entire body, while the staff represent the members of this great body. Everybody has a role to play in achieving the Authority's objectives.

We realise that the Authority is made up of different departments and each member of staff finds himself in a particular department play-

ing a particular role.

We all complement each other's roles. A few examples will do. A communicator's work is important, an engineer's work is also important. A caterer's work is important, as is the accountant's. We cannot overlook the work of a driver or a planner. What about a medical officer?. All these come together to enable the Authority to achieve its goals.

We cannot downplay the role that any individual plays.

One part of the body cannot do without the other. We need each other in our lives. You cannot look down on a brother and despise him or the work he does. Today, you find yourself up on the ladder. Maybe tomorrow you will not be where you are today. That brother you have despised all these years because of his low status is now in a position to assist you to move up again. What do you do? Regret? It may be too late.



Let us think of tomorrow and rearrange ourselves, no matter the position we find ourselves in for no condition is permanent. Let us give recognition and respect to each other's contribution, no matter how insignificant we regard it. It may be insignificant, but without it everything else comes to a standstill. Let us hold and encourage each other to build the Authority because the success of this great family depends on you and me.

— Cynthia Ann Aglah,
Corporate Communications Unit, Accra

FOREIGN INVESTORS TO PARTNER VRA TO BOOST TOURISM — AKUA SENA DANSUA contd. from P.4

The Chief Executive, Mr. Kweku Awotwi, said Management was taking steps to develop safety procedures for the Authority's assets, to minimise the impact of fires.

Mr. Awotwi said VRA was liaising with management of some companies in the Akosombo area to develop safety mechanisms against fires.

— Michael Danso, Akosombo

STAKEHOLDERS MEET ON MULTIPURPOSE DAM PROJECT contd. from P.5

He commended the VRA for spearheading the initiative and urged all participants to co-ordinate with the VRA on the project.

The Minister also advised them to be circumspect in reviewing the Terms of Reference for the technical and environmental studies, to ensure that the concerns of the people were incorporated in it.

Ing. Kirk Koffi, Deputy Chief Executive, Engineering and Operations, called for the active participation of stakeholders in the execution of the project.

The Upper East Regional Minister, Mark Woyongo, said the project would improve the socio-economic fortunes of the region.

— Michael Danso, Akosombo

TECHNOLOGY

KNOWLEDGE MANAGEMENT, THE FRAMEWORK, ITS CREATIONS, ITS SHARING AND ITS BENEFITS

VRA News brings you the concluding part of the article by Clement Akyeampong, Procurement Department. The first part of this article was carried in the first quarter edition VRA News.

HOW TO CREATE KNOWLEDGE

Knowledge creation is a continuous process through which one transcends the boundary of the old self, into a new self by acquiring a new context, a new view about the world, and new knowledge.

Knowledge is created through interactions among individuals or between individuals in an environment. Knowledge creation can be described as a system that interacts with both the micro and the macro environment. Changes occur at both levels and these changes influence each other and are influenced by the environment. Knowledge is created through the interactions between tacit and explicit knowledge, rather than from one type alone. Nonaka (1995) described this as knowledge conversion. Through the conversion process tacit and explicit knowledge expands in both quality and quantity.

There are four different approaches to knowledge conversion.

1. Internalisation

This is the process in which an individual uses explicit knowledge to create tacit knowledge. Through this process of internalisation, the explicit knowledge created is shared throughout the organisation and is converted into tacit knowledge by individuals. For example, the creation of the Oracle-based E-Business Suite Solution (new automation

or computerised systems) to improve internal business processes. The manuals that accompany the training sessions contain the explicit knowledge which the individual trainee reads in order to understand the processes and procedures by way of internalising explicit knowledge to enrich their tacit knowledge.

2. Externalisation

The process where individual tacit knowledge is turned into explicit knowledge through written and verbal means in order to turn internalised, formalised knowledge into externalised knowledge and subsequently communicating or sharing it. When tacit knowledge is made explicit knowledge it gets crystallised, thus allowing it to be shared as new knowledge. However, this depends most on the sequential use of metaphor, analogy and model.

3. Combination

Combination is the process where new explicit knowledge is created through the combination of other systematic sets of explicit knowledge. For example, with the promulgation of the Public Procurement Act (Act 663) in 2003, Procurement entities collected both internal and external explicit knowledge, such as policies, procedures and financial instructions, combined them, edited them and processed new knowledge out of them to form new knowledge. The new explicit knowledge created was shared among employees and other stakeholders. Such processes

require a large scale database and resources to convert such knowledge and it takes Procurement entities, for example, to do such conversions.

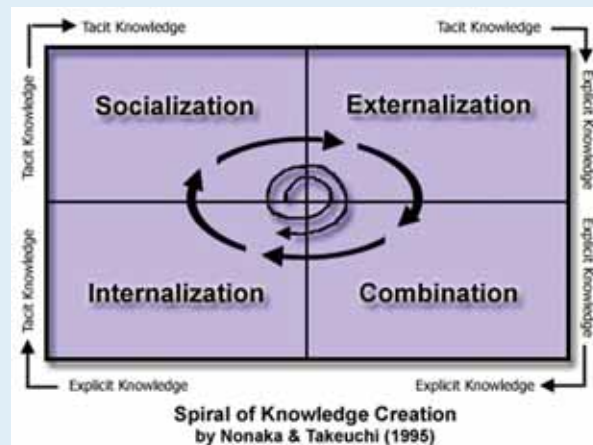
4. Socialisation

Socialisation is a process of transferring tacit knowledge between individuals through observation and working with a mentor or a more skillful or knowledgeable individual. Since tacit knowledge is not easy to formalise, and often time space-specific, knowledge is acquired through sharing experience by spending time together or living in the same environment. And it occurs beyond company boundaries.

Davenport and Prusak (1998) cited in Bernus P et al (2007) also identified four knowledge processes as knowledge generation which comprise:

- a) *Creation and knowledge acquisition;*
- b) *Knowledge codification; that is, storage of knowledge in various forms and*
- c) *Knowledge transfer (sharing of knowledge); and*
- d) *Knowledge application.*

Holsapple and Joshi (2002) also classified four major categories of knowledge manipulation activities as:



Credit: www.gramconsulting.com

◆ Acquiring activity: the activity that identifies knowledge in the external environment from external sources and transforms it into a presentable manner that can be internalised and used.

◆ Selecting activity by identifying needed knowledge within an organisation's existing resources; this activity is analogous to acquisition, except that it manipulates resources already available in the organisation.

◆ Internalising involves incorporating or making the knowledge part of the organisation.

◆ Using this represents an umbrella phrase for the generation of new knowledge by the processing of existing knowledge, and externalising knowledge that makes knowledge available to the outside world.

These four processes, according to Bernus P. (2006), are applicable to the organisation as an entity, rather than addressing knowledge processes from the point of view of an individual.

Organisations should be aware of the complete process of knowledge flow, looking at the flow between the company and the external world and the flow among individuals within and outside the company. This is vital, because in many professional organisations individuals belong to various communities and their links to these communities are equally important to them as the link to their organisation (Bernus P. and Brane K. 2006).

Knowledge manipulation activities operate on knowledge resources to create value for the organisation. On the one hand, value generation depends on the availability and quality of knowledge resources, as productive use of knowledge resources depends on the application of knowledge manipulation skills to execute knowledge manipulation activities.

Internalisation — Reflecting

- ★ LEARNING BY DOING
- ★ REFLECTING
- ★ TRIAL & ERROR
- ★ PERFORMING
- ★ MULTI-USER SIMULATIONS
- ★ MULTI-PLAYER GAMING



Externalisation — Mobile Technologies

- ★ MOBILE TECHNOLOGIES
- ★ IM
- ★ VOIP
- ★ WIKIS
- ★ METADATA
- ★ TAGGING
- ★ CHAT
- ★ EMAIL
- ★ BLOG
- ★ VIDEO/PHONE CONFERENCING



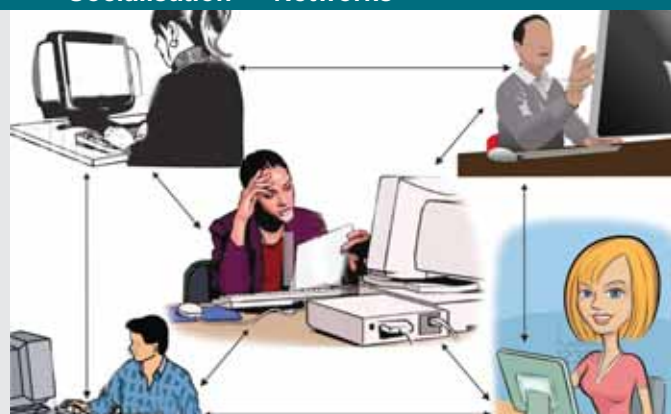
Combination — Info Sharing

- ★ INFORMATION SHARING
- ★ POD/ VIDEOCASTING MASHUPS
- ★ DISTRIBUTED REPOSITORIES
- ★ RSS
- ★ INTELLIGENT SEARCH ENGINES
- ★ FILTERING
- ★ REVIEWS



Socialisation — Networks

- ★ NETWORKS
- ★ COMMUNITIES
- ★ PARTICIPATION
- ★ OBSERVATION
- ★ IMITATION



AKOSOMBO INTERNATIONAL SCHOOL

158 A.I.S GRADUATES USHERED INTO OLD STUDENTS ASSOCIATION

The Secondary Department of the Akosombo International School (A.I.S) has held its maiden graduation ceremony for the 2012 student year group. The group was made up of 82 males and 76 females.

The graduates were thereafter ushered into the school's Old Students Association.

Speaking at the ceremony, the Chairman of VRA Schools Board, Professor Anamuah-Mensah, urged the government to address the challenges of increasing access to the Senior High School by providing quality education .

Prof. Anamuah-Mensah, former Vice-Chancellor of the University of Education, Winneba, told the new graduates to eschew negative practices such as sexual immorality, homosexuality and materialism.

The Vice-President of the Ghana Medical Association, Dr. Sodzi Sodzi-Tettey, advises the students to acquire further knowledge and skills to improve themselves, and to see every challenge as a learning process.

The Parent Teacher Association (PTA) of the school donated a new, 13-seater Hyundai caravan to the school administration.

The General Manager of VRA Schools, Mr Arnold Seshie thanked the PTA for the kind gesture and promised to put the bus to good use.

— *Michael Danso, Akosombo*



A section of AIS graduands at the ceremony



The Bus donated by the PTA of AIS

AIS WINS QUIZ COMPETITION

The Akosombo International School (A.I.S) Civic Education Club has won a quiz competition organised by the National Commission for Civic Education (NCCE) for selected Senior High Schools in the Asuogyaman District.

The school, represented by Adom Wilson, David Adjei-Twum and Hudu Mahadi Munkaila, distinguished themselves, securing 61 points to beat their opponents from Akwamuman Senior High who scored 44 points, and Adjena Senior High School, who scored 33 points.

The schools were presented with branded wall clocks and NCCE souvenirs.

Mrs. Pearl Addo, Asuogyaman District Director of the NCCE, said the quiz competition was one of the means to

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A student from AIS receiving the Award from an official of NCCE

AIS HOLDS 50TH ANNIVERSARY SYMPOSIUM

“Holistic Education: A.I.S in The Next Decade”

The Akosombo International School (A.I.S) has held a symposium as part of its 50th anniversary celebration on the theme: “Holistic Education: A.I.S in The Next Decade”.

Topics discussed included a general introduction and definition of education; what is holistic education, critiquing the National Educational System and the system as it operates in A.I.S and A.I.S; in the next decade.

Speaking on holistic education, Miss Hannatu Cobbiah described education as a multi-level experiential journey of discovery, expression and mastery, where the moral, emotional, psychological, physical and spiritual dimensions of the child are developed.

She said holistic education seeks to train the cognitive domain, (the mind), psychomotor domain (the hand) and the effective domain of a human being.

To attain excellence in education she said, there was the need to direct teaching towards the development of morality, social ability, redefining values, self-knowledge, good judgment and spiritual knowledge.

Nana Yaw Odei Danso, who spoke on; “A.I.S in the

next decade,” called on the school authorities to speed up work on the infrastructural base to improve teaching and learning.

On the study of ICT, he asked the school the authorities and stakeholders in education in general, to encourage the use of laptop computers in the school under strict supervision, in place of workstations which could not be relied on for effective research work.

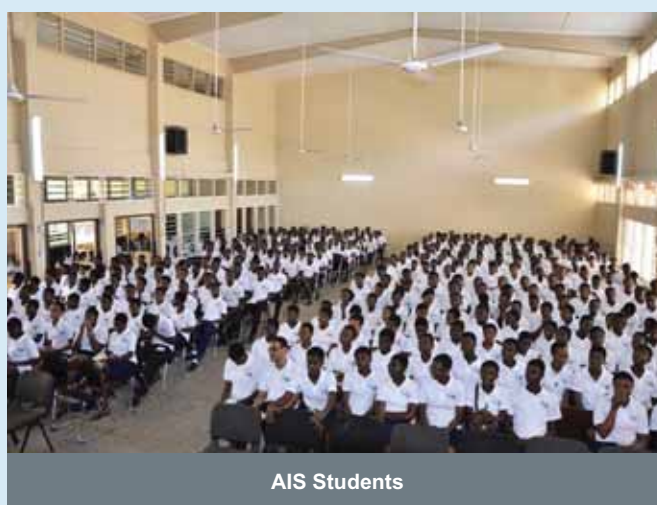
The Headmaster of the school, Julius Kog-der, assured the students that the school administration was working assiduously to improve infrastructure and logistics that would enhance effective teaching and learning.

Reacting to the proposal on the use of laptop computers in the school, Mr Kog-der noted that the practice does not conform to the disciplinary sanction of the school; that it would promote promiscuity since some students would use the lap tops to watch pornographic materials. And that, should that be allowed to go on unchecked it would defeat the intended purpose of laptop use.

— Michael Danso, Akosombo



Ms Hannatu Cobbiah delivering her address



AIS Students

I Want To Retire At 50, How Much 'Money' Do I Need?

I Want To Retire At 50, How Much Money Do I Need?

If you plan to retire early at, say, age 50, it's important to know how much money you would need to support a standard lifestyle when you leave the workforce.

Depending on Social Security alone might not bring in enough funds to live on.

Live frugally and save funds. You could live on a strict budget and save enough to put into an Individual Retirement Account (IRA), an investment or into a savings account.

For instance, wash your clothes in the washing machine and hang them to dry, instead of using a dryer; then ask yourself, "Is this what I want?"

In most cases, you might not have a choice, but you need to decide how much is enough before you make any decision to tap your IRA, investment or savings account.

Avoid using credit for

purchases other than for a home and maybe a good, low-cost vehicle. Pay down your debt quickly and start saving that valuable cash. Money in the bank or as an investment can add up quickly.

Invest wisely. Use your company allowance and financial assistance options, start a personal IRA or make a few investments if the economy is stable.

Start saving early in life. Even if you wait until you are 30, you may be able to have enough money to retire at 50.

Define your daily needs and

make a separate list of what you want to do later in life. Use the calculator to see what you would need each month to live and do a few things, such as travel or play golf everyday.

Save as much as you want, but keep it realistic. Cut your expenses in half. If you drive a car to the grocery store, try riding a bicycle or walking, if it is not as far away.

Try to put funds away as much as you can, even if you experience a layoff because of an injury, or if your business collapses. This might be harder to do, but if you contribute even a few dollars a month, you would be building up a fund to live on when you retire.

You may have to delay contributing to the fund for a few months or even a year, but always apply any extra money to this fund because you would be 50 before you know it.

CULLED FROM THE NET.



SELF-MEDICATION IS DANGEROUS! contd. from P.6

Many Ghanaians self-medicate at one point or another. Check an average Ghanaian's home and you will find Aspirin, Paracetamol, Efpak, Cough syrups, lozenges, Valium, etc. However, is it really safe to have these medicines because they are advertised on TV?

Do anxiety-ridden people self-medicate because they are substance abusers or do they become substance abusers because they self-medicate?

In theory, a person who self-medicates could be a budding drug abuser.

Available statistics from the Accra

and Pantang Psychiatric hospitals indicate that the number of youth within the age group between 15-20, who are involved in the abuse of drugs kept increasing from 2003 to 2010.

The statistics show that there were 145 cases in 2003 compared to 767 cases in 2010 - an annual average percentage increase of 61 per cent.

Self-medication by individuals gradually graduates into drug and other hard substance abuse, since its inability to cure the illness will result in the use of harder and stronger ones 'believed' to be capable of curing.

In our homes, offices and even in our private and commercial cars, the first aid box is a familiar tool. But how often are its contents replaced.

Pain relievers are the most often taken, but little attention is paid to the expiry date.

Herbal medicine, among Ghanaians is regarded as safe and effective. Some think it is, even far better than orthodox medicines. But do they have any side-effects?

— Stephen Bonsu,
Corporate Communication,
National Service Person
Accra

VOLTA HOTEL REWARDS JUNIOR STAFF

The management of Volta Hotels has presented awards to 21 junior staff at Akosombo.

The awards which were in recognition of dedication to duty, were in four categories: 5, 10, 15, and 20 years of service.

Mr. Ntiri-Darko, Administrator of the hotel, said management had introduced mechanisms to cut down costs and make profit.

Mr. Ntiri-Darko indicated that the tourist boat, MV Dodi Princess which was severely damaged in a fire last May had been contributing about 40% of the hotel's revenue.

He said management was working hard to acquire smaller boats within the next three months to, keep the boat cruise business running while efforts were being made to refurbish the damaged boat.

Three employees, Athanasius Pomeyie, Agorkpoh Riverson and Albert Okyere of the General Services and Housekeeping Departments received awards.

Each was given a refrigerator and a certificate of merit.

— Michael Danso, Akosombo



Award winners pictured above with a sample of the refrigerator

FIVE-BEDROOM NURSES' QUARTERS FOR BOTOKU HEALTH CENTRE

A five-bedroom nurses' quarters has been built for the Botoku Health Centre in the North Dayi District of the Volta Region.

The project was financed by the Volta River Authority (VRA) Resettlement Trust Fund, and is estimated at GH¢ 68,800.

Mr. Andrew Tontoh Barfour, Board Chairman of the Trust Fund, said the project was part of social interventions to provide relief for the 52 resettlement communities which were affected by the construction of the Akosombo hydroelectric dam.

The Volta Regional Minister, Henry Ford Kamel, commended management of the Trust Fund

for the project and asked the district Assembly to maintain the facility.

Introduced in 1996, the fund has built 40 kindergartens, 52 primary schools, 43 Junior High Schools, four teachers' quarters, 10 clinics and five nurses' quarters, as well as provided 82 boreholes, 16 small town water systems, 70 10-seater KVIPs and eight community centres.

Ms Akua Sena Dansua, Member of Parliament for the area, thanked the government for implementing the development projects.

— Michael Danso, Botoku



The Regional Minister unveils a plaque to inaugurate the project.



The New Nurses' Quarters

GENERAL SERVICES WIN CORPORATE GAMES

The General Services Department of the Volta River Authority (VRA) emerged winners of the maiden Republic Day fun games organised for corporate institutions in the Akosombo area.

General Services beat their opponents from Volta Lake Transport Company 5-4, in the final football match to lift the trophy at stake.

A side attraction match between VRA Ladies and their counterparts from Volta Lake Ladies Association ended 5-6 on penalties in favour of Volta Lake Ladies.

Other disciplines included game cards and scrabble.

The Town Manager of Akosombo, Mr. Edwin Aryeetey said the games were to break barriers be-

tween the companies and residents in and around Akosombo.

He commended the teams for showing discipline and professionalism during the games and promised to encourage more organisations to take part in the games next year.

The games were organised by Els Garage, a hospitality and events management organisation in Akosombo. Participants were made up of the Ghana Police Service, Ghana National Fire Service, Volta Lake Transport Company and Ghana Grid Company, Health Services, Hydro Generation, General Services, the VRA Schools Department and Akosombo Town Management.

The event was co-sponsored by



Staff of GSD jubilating over their victory.

Coca-Cola and Akosombo Town Management.

Mr. Steve Segbefia, Area Sales Manager of the Eastern and Volta Regions of Coca-Cola, said the fun games were aimed at fostering unity among the participating institutions.

— *Michael Danso, Akosombo*

SHOULD HE BE BLAMED?

He lived at a small village called ‘Nipanye’, somewhere in the central part of the Gold Coast.

Known to his peers as Opanyin Nkwantabisa, he was born without hope for a better future. And surely life became almost unbearable for him, as he was even a native of the village.

However, with hard work and perseverance Papa Nkwantabisa was able to make ends meet. Then he went on to accumulate a considerable sum of money for himself.

Soon Papa Nkwantabisa attracted envious looks when he bought an old Nissan 160 bus for commercial purposes and wrote at the back of his bus “THOSE PEOPLE”, and

more money started rolling in!

Papa Nkwantabisa, of course had his bad side. He was very emotional, could not get on well with people, and was always arguing or quarelling.

Soon Opanyin Nkwantabisa was summoned before the chief and elders to explain the idea behind the slogan on his vehicle. In spite of everything Opanyin Nkwantabisa was found guilty of ridiculing the inhabitants and was ordered to change the inscription behind his car.

He obliged and changed the slogan. The new read “THE SAME PEOPLE”.

— *Applause Ebenezer Sedziafa, GSD, Accra.*

AIS wins competition contd. from P.10

educate the public on basic activities of the Commission.

An Administrative Officer of the Human Resource Department of the VRA, Mr. Frederick Larbi, advised the students to develop the virtues of self-confidence for a successful careers.

“Take advantage of opportunities and learn something new; be focused and motivated, have confidence in yourself and build on your competence”, Mr. Larbi said.

— *Michael Danso, Botoku*



VRA RENOVATES AKOSOMBO DENTAL UNIT

The Volta River Authority (VRA) has renovated the Dental Unit of the Akosombo Hospital. It now has a new dental chair, sterilizer, dental mobile machine, orthopantomogram and Periapical X-ray machine, among other quality equipment.

Dr. Mary Dsane, Head of the Dental Unit, noted that the equipment would enhance the quality of dental care at the hospital.

Mr. Charles Dagedzie, an X-Ray technician explained that the Ortopantomogram machine aids in scanning both the upper and lower jaws in a single X-ray, while the Periapical machine helps in detecting any abnormalities of the root structure, and the surrounding bone structure, especially in cases of tooth decay.

— Paulina Elorm Tovor, Akosombo



Health Officer admiring the equipment



To those who are married, not married ... and soon to be married

When I got home that night as my wife served dinner, I held her hand and said, I've got something to tell you. She sat down and ate quietly. Again I observed the hurt in her eyes.

Suddenly I didn't know how to open my mouth. But I had to let her know what I was thinking. I want a divorce; I raised the topic calmly.

She didn't seem to be annoyed by my words, instead she asked me softly, why?

I avoided her question. This made her angry. She threw away the chopsticks and shouted at me, "You are not a man!" That night we didn't talk to each other. She was weeping. I knew she wanted to find out what had happened to our marriage. But I could hardly give her a satisfactory answer; she had lost my heart to Dew. I didn't love her anymore. I just pitied her!

With a deep sense of guilt, I drafted a divorce agreement which stated that she could own our house, our car, and 30% of my company.

She glanced at it and then tore it into pieces. The woman who had spent ten years of her life with me had become a stranger. I felt sorry for her wasted time,

resources and energy, but I could not take back what I had said, for I loved Dew so dearly. Finally, she cried loudly in front of me, which was what I had expected to see. To me, her cry was actually a kind of release. The idea of divorce, which had obsessed me for several weeks, seemed to be firmer and clearer now.

The next day I came back home very late and found her writing something at the table. I didn't have supper but went straight to bed and fell asleep very fast, because I was tired after an eventful day with Dew.

When I woke up, she was still there at the table writing. I just did not care, so I turned over and was asleep again.

In the morning she presented her divorce conditions: she didn't want anything from me, but needed a month's notice before the divorce.

She asked, that in that one month we both struggle to live as normal a life as possible. Her reasons were simple: our son was having his exams in a month's time and she didn't want to disturb him with our broken marriage.

This was agreeable to me. But

she had something more, she asked me to recall how I had carried her into our bridal room on our wedding day and she asked that morning for the month's duration I carry her out of our bedroom to the front door. I thought she was going crazy. Just to make our last days together bearable I accepted her odd request.

I told Dew about my wife's divorce conditions. She laughed loudly and thought it was absurd. "No matter what tricks she applies, she has to face the divorce," she said scornfully.

My wife and I hadn't had any body contact since my divorce intention was explicitly expressed. So when I carried her out on the first day, we both appeared clumsy. Our son clapped behind us; "Daddy is holding mummy in his arms." His words brought me a sense of pain. From the bedroom to the sitting room, then to the door, I walked over ten meters with her in my arms. She closed her eyes and said softly; don't tell our son about the divorce. I nodded, feeling somewhat upset. I put her down outside the door. She went to wait for the bus to work. I drove alone to the office...

On the second day, both of us acted much more easily. She

leaned on my chest. I could smell the fragrance of her blouse. I realized that I hadn't looked at this woman carefully for a long time; that she was not young any more. There were fine wrinkles on her face, her hair was graying! Our marriage had taken its toll on her. For a minute I wondered what I had done to her.

On the fourth day, when I lifted her up, I felt a sense of intimacy returning. This was the woman who had given ten years of her life to me.

On the fifth and sixth day, I noticed that our intimacy was growing again. I didn't tell Dew about this. It became easier to carry her as the month slipped by. Perhaps the daily workout had made me stronger.

She was choosing what to wear one morning. She tried on quite a few dresses but could not find a suitable one. Then she sighed, "All my dresses have grown bigger." I suddenly realised that she had grown so thin, and that was why I could carry her so easily.

Suddenly it hit me... she had buried so much pain and bitterness in her heart. Subconsciously I reached out and touched her head.

Our son came in at the moment and said, "Dad, it's time to carry mum out." Seeing his father car-

rying his mother out had become an essential part of his life. My wife gestured to our son to come closer and hugged him tightly. I turned my face away because I was afraid I might change my mind at this last minute. I then held her in my arms, walking from the bedroom, through the sitting room, to the hallway. Her hand surrounded my neck softly and naturally. I held her body tightly; it was just like our wedding day.

But her much lighter weight made me sad. On the last day, when I held her in my arms I could hardly move a step. Our son had gone to school. I held her tightly and said, I hadn't noticed that our life lacked intimacy.

I drove to the office and jumped out of the car swiftly without locking the door. I was afraid any delay would make me change my mind. I walked upstairs. Dew opened the door and I said to her, Sorry, Dew, I do not want the divorce anymore.

She looked at me, astonished, and then touched my forehead. "Do you have a fever?" she said. I moved her hand off my head. "Sorry, Dew," I said. "I won't divorce. My marriage life was boring, probably because she and I didn't value the details of our lives, not because we didn't love each other any more. Now I realise that since I carried her into

my home on our wedding day I am supposed to hold her until death do us apart."

Dew seemed to suddenly wake up. She gave me a loud slap and then slammed the door and burst into tears. I walked downstairs and drove away.

At the floral shop on the way, I ordered a bouquet of flowers for my wife. The salesgirl asked me what to write on the card. I smiled and wrote, I'll carry you out every morning until death do us apart.

That evening I arrived home, flowers in my hands, a smile on my face. Then I ran upstairs, only to find my wife in the bed - dead.

The small details of your lives are what really matter in a relationship. It is not the mansion, the car, the property, the money in the bank, blah..blah.. blah. These create an environment conducive to happiness, but cannot give happiness in themselves. So find time to be your spouse's friend and do those little things for each other that build intimacy. Do have a real happy marriage!

If you don't share this, nothing will happen to you. If you do, you just might save a marriage.

Culled from the Net



WHAT THE GHANAIAN HAS IGNORED!.

Both the rich and the poor desire to live long and happy lives.

Unfortunately, little or no attention is paid to the slow killer, car emissions. Car emissions, like HIV, can kill you. You cannot totally eliminate the canker, but you can do something to prolong your life.

Vehicle transportation constitutes about 97% of passenger and freight traffic in Ghana.

It enhances the performance of other sectors such as agriculture, education, health, and energy. But most automobiles manufactured a decade ago have today failed to meet the international emission standards.

Take a deep breath if you live in the city, and the chances are that

you will inhale some amounts of different air pollutants, which are harmful to your health. While industry is still a significant source of Green House Gas (GHG), the transportation sector and, in particular, cars, are now becoming the primary source of these emissions.

Driving a private car is a typical citizen's most air-polluting activity. The negative effects of automotive emissions are at their peak when you sit in traffic surrounded by cars, their engines idling.

Traffic jams help increase air pollution and this becomes more intensive especially on working days, festive and holiday seasons. Everyone sitting in a traffic jam gets poisoned.

Some of the negative emissions

affecting human health are as follows:

❑ **Carbon Monoxide (CO):** Impairs ability of blood to carry oxygen, has negative effects on cardiovascular, nervous, and pulmonary systems. CO can cause harmful health effects by reducing oxygen delivery to the body's organs such as the heart, brain and tissues. At extremely high levels CO can cause death.

❑ **Sulphur Dioxide:** causes respiratory tract problems, including airway inflammation in healthy people, and increased respiratory symptoms in people with asthma, and permanent harm to lung tissue.

❑ **Lead:** causes retardation and

brain damage, especially in children. It affects the nervous system, kidney function, immune system, reproductive and developmental systems and the cardiovascular system. It causes high blood pressure and heart disease in adults as well.

❑ **Nitrogen Dioxide:** causes respiratory illness and lung damage.

❑ **Particulated Matter:** causes increased respiratory symptoms such as irritation of the airways, coughing, or difficulty in breathing, for example, decreased lung function, aggravated asthma, bronchitis, irregular heartbeat, non-fatal heart attacks, and premature death in people with heart or lung diseases.

❑ **Ozone:** causes airway irritation, coughing, and pain when taking a deep breath; wheezing and breathing difficulties during exercise or outdoor activities; inflammation, which is much like sunburn on the skin; aggravation of asthma and increased susceptibility to respiratory illnesses such as pneumonia and bronchitis; and permanent lung damage with repeated exposures.

Chronic health effects caused by vehicle emissions include bronchitis, emphysema and cancer, which are detailed as follows:

a. Emphysema is a long-term, progressive disease of the lung(s) and occurs when the alveolar walls are destroyed along with the capillary blood vessels that run within them. This lessens the total area within the lung where blood and air can

come together, limiting the potential for oxygen and carbon dioxide transfer, and kills more than cancer. b. Bronchitis is defined as a long-term cough with mucus due to exposure to certain gases or fumes in the workplace or the environment where automobile pollution is very high.

Combustion is by far the major producer. Emission, therefore, happens in two ways: exhaust emission and evaporative emission.

As vehicle exhaust systems have improved, evaporative emissions have become a larger component of total vehicle VOC emissions. The combustion process results in emissions of volatile organic compounds (VOC), oxides of nitrogen (NOX), particulate matter (PM), and carbon monoxide (CO), which are released from the exhaust pipe while a vehicle is operating.

Exhaust emissions occur in two modes:

1. Cold Start - Starting and driving a vehicle the first few minutes results in higher emissions because the emission control equipment has not yet reached its optimal operating temperature.

2. Running Exhaust Emissions - Pollutants are emitted from the vehicle's exhaust pipe during driving and idling after the vehicle is warmed up.

Evaporative Emission is another mode of vehicle air pollution. Volatile organic compounds (VOC) also escape into the air through fuel evaporation. With today's efficient exhaust emission controls and petrol formulations, evaporative

Driving a private car is a typical citizen's most air-polluting activity. The negative effects of automotive emissions are at their peak when you sit in traffic surrounded by cars, their engines idling.

losses can account, on hot days, for a majority of the total VOC pollution from current-model cars. Evaporative emissions occur in several ways:

I. Running Losses - The hot engine and exhaust system can vapourise petrol while the vehicle is running.

II. Hot Soak (Cooling Down) - The engine remains hot for a period of time after the vehicle is turned off, and petrol evaporation continues when the car is parked while cooling down.

III. Diurnal Emissions (Emissions while Parked and Engine is Cool)- Even when the vehicle is parked for long periods of time, petrol evaporation occurs as the temperature rises during the day.

IV. Refuelling - Petrol vapours escape from the vehicle's fuel tank while the tank is being filled.

— Stephen Bonsu and Sedziafa Applause, Accra

2012 1st Half Long Service Awards

10 YEARS' SERVICE



15 YEARS' SERVICE



20 YEARS' SERVICE



25 YEARS' SERVICE



2012 1st Half Long Service Awards

30 YEARS' SERVICE



35 YEARS' SERVICE



40 YEARS' SERVICE



2012 Retired VRA Staff



Edward K. Nyarko,
Environment & Sustainable
Development Department,
Akosombo.
March 5, 2012



Elizabeth L. Quao,
Planning & Business
Development Department,
Accra
February 26, 2012



John K. Tawiah,
Former Headmaster, AIS
and Restructuring Task Force,
Accra.
January 1, 2012



P. A. Ameyaw,
General Services Department,
Accra.
June 25, 2012



J. A. Amoako,
General Services Department,
Accra.
Retired on May 30, 2012

Mr. Alhassan Abukari Sule,
NEDCo-Tamale,
June 1, 2012

Mr. S. K. Agyepong,
NEDCo – Tamale,
March 2012.

*
Mr. Peter Mills Ahadjie,
NEDCo-Sunyani,
May 2012.

*
Mr. Sentu Thomas K. Belaar,
NEDCo –Tamale,
March 7, 2012.

*
Mr. John K. Appiah Kubi,
NEDCo-Sunyani,
May 9, 2012.

*
Mr. Akwasi Dante-Afriyie,
NEDCo-Sunyani,
March 6, 2012.

*
Mr. Samuel Vunorta,
Real Estate & Security
Services, April 4, 2012.

*
Mr. Phydellis M Amoah,
Procurement – Akuse,
February 1, 2012.

*
Mr. Prosper H. Bosonkui,
Engineering Services,
April 4, 2012.

*
Darko Prince, Real Estate &
Security Services, Akuse,
January 28, 2012.

*

*

Christmas

Messages from

DCE(E&O)

and Directors

I want to thank God for helping us get through a rather challenging year. The difficulties we have had with gas and crude oil, as well as load shedding, have put us all under a lot of pressure. But because of the dedication and tireless work of staff and management, we have been able to manage the situation.

Thermal generation this year is the highest ever in our history and special thanks have to be extended to the staff of the thermal department for their exemplary performance and for bringing the steam turbine back into service. We hope that they would improve on their performance in the coming year.

The Hydro Department has continued to maintain their splendid performance this year and continue to form the backbone of our power system.

The Authority is also working to increase its generation capacity and di-

versify its portfolio. In this regard, we have re-started the construction of the 220MW Kpone Thermal Plant with our own funds, after the handover of the plant by the Government. Also, the 1.9MW Solar Project in Navorongo is near completion, while a revised Power Purchase Agreement has been signed with TICO for the conversion of their plant to combined cycle, by adding a 110MW Steam Turbine. A number of projects are also in the pipeline and implementation will start in the coming year. This will require a lot of hard work by our engineers and technicians in the Engineering Services Department. But I am confident that they are up to the task.

In spite of the many challenges we face, it is important that we continue to work to maintain VRA's relevance in a rapidly changing industry. We need to ensure the highest level of professionalism and service. I also urge all staff to work as one and their reward



Ing. Kirk Koffi
DEPUTY CHIEF EXECUTIVE (E&O)

will be great. I am confident that with dedication, commitment and teamwork, we will be able to surmount any challenges that may come up in the coming years.

Finally, I wish to thank all staff of the Authority whose support has been invaluable to us and contributed immensely to our achievements this year. God bless you and your families, Merry Christmas, and have a prosperous New Year.

*Afehyia Pa – Afi nkɔ mmɛɛ yɛn bio.
Afe seseɛ na yɛtɛ nkwa mu!!
We are so grateful to the Lord God Almighty for granting us the grace to see the end of the year 2012. Once again we are to take stock of our successes as well as the challenges we encountered in the course of performing our duties as ambassadors of VRA, especially as we tried to meet our set targets in the new Performance Management System.*

The Legal Services Department is very grateful to the Executive for their leadership and guidance. I also wish to thank my colleagues and all our client Departments and their staff for their support during the year, as we worked towards the achievement of the Authority's Mission and Vision.

I would personally like to highly commend all staff of the Legal Services Department for your co-operation, support and sacrifice during the year. Considering the numerous constraints we have had to work within, which are well known to all of you, I say

Ayekooooo to all of you. Despite all the challenges we have nevertheless, worked as a team to help achieve the Department's target for 2012.

As we cross over into 2013, I urge us all to continue to live the Authority's Corporate Values of Trust, Integrity, Teamwork, Accountability and Commitment in the performance of our duties in 2013 and beyond to be able to achieve the Authority's Vision of "Setting the Standard For Public Sector Excellence in Africa." It is also important that we put in place appropriate strategies to surmount any challenges that we might face during the coming years.

The Department was able to undertake its maiden legal education in the VRA-NEDCo Areas on the subject "CONFLICT OF INTEREST" and the feedback has been very encouraging. The Department will, going forward, undertake the same legal education in the southern sector of VRA Work Areas as well as on other issues pertinent to all staff, to sensitise them



**Angelina M. Domakyaareh (Mrs.)
DIRECTOR, LEGAL SERVICES**

so as to reduce the number of disciplinary and court cases.

*This is the last official Christmas message that I am issuing in my capacity as a regular staff of the Authority, and from the bottom of my heart I wish everybody and all your family members a very Merry Christmas and a "NI TE YUON PAALAA, *" filled with Prosperity, Good Health and a determination to work even harder for the continued success of the Authority:*

**(Happy New Year in Dagaare)*

As we gradually approach yet another Christmas season with all the joy and excitement, I would like to extend my warm Christmas and New Year greetings to staff of the Authority and their families spread across the country and beyond.

The Authority has seen tremendous growth, in spite of the challenges that we are grappling with as a power generating company. The tough economic situation the world over puts new imperatives on us as a company, to ensure that we not only

survive, but also pursue and win new markets, improve our operations, deliver on target and continue our pursuit of Excellence.

As a Department, we have had our own challenges through the year. But the courage, determination, hard work and relentless desire of staff to meet the Authority's objectives has been the source of inspiration that has brought us this far. All our efforts have been directed at completing the T3 Plant and adding 132 MW to our generation capacity.

During this holiday season, I want to wish all staff a Merry Christmas and a pleasant New Year.

May this season bring with it joy, happiness and God's blessings to all members of the VRA family. May the good times and treasures of the present become the golden memories of tomorrow.

Merry Christmas.

**Ing. Stephen K. Doku, DIRECTOR,
SPECIAL ENGINEERING PROJECTS**

It is a great pleasure to give this Christmas Message on behalf of the Real Estate and Security Department for the year 2012.

The Department continued with the restructuring effort from the beginning of the year. In June 2012, the VRA Board finally approved the creation and registration of a property company; PROPCO, and two subsidiaries companies – Property Estate Company and Akuse Gulf Estate Company as limited liability companies.

The Board has also directed that five years after the registration of PROPCO, it should be a viable, independent company:

This new direction imposes a challenge to make all the subsidiaries and SBUs viable entities by reducing operational costs and increasing revenue.

The new direction also demands a new work culture, attitudinal change and commercial and financial skills.

I will, therefore, advise and encourage all PROPCO staff to brace themselves up for the new challenges, in order to ensure success.

May I take this opportunity to extend my gratitude to all Departments and Units of the Authority through whose functions, assistance and cooperation the Real Estate and Security Department was able to carry



**Mr. Seth Asante, DIRECTOR,
REAL ESTATE & SECURITY DEPT.**

out its operations successfully during the year.

I wish the Board, Management and Staff of VRA a Merry Christmas and a Prosperous New Year.

WE LIVE AGAIN

As usual, the year is coming to a close, and the rays of another New Year will soon light our faces. Deo Gratiās! May our strength and wisdom in God Almighty appreciate its beauty and contain its turbulence, if any. This year has been another challenging year for our great organisation. In recent months our operations have been characterised by inadequate power supply owing to circumstances beyond our control. Consumers are blaming us for their predicaments, despite our genuine commitment to increase production to meet their demands.

Notwithstanding these challenges I see great triumph in the immediate future. Hopefully next year, new and dynamic patterns will emerge, our capacity will expand and surely, we shall regain optimum operations.

Throughout this year, staff of the Audit Department have collectively demonstrated a high level of commitment and enthusiasm towards achieving our corporate Vision: “Setting the

Standard for Public Sector Excellence in Africa.” May I seize this opportunity to sincerely thank you all for such laborious endurance. You are, indeed, great pillars of our organisation and I salute you all! Nonetheless, in this period of uncertainties, I would not hesitate to urge all of you to work as if everything depended on you, and pray as if everything depended on God.

I entreat you, as professional colleagues working together for a common goal, to continue to show more affection to each other and abide by the ethics of the noble audit profession. In spite of the current exigencies, may our bonding and leverage with our sister agencies - Gridco, ECG - also double.

We are also very grateful to the Executive for providing us with resources to discharge our mandate. I will specifically mention the acquisition and implementation of the audit planning and management software, “TEAMMATE.” This tool will change the audit management process as well as reporting in the coming year.

We are delighted to know that all of

you, our contacts and clients, have come to the realisation that we are working together towards a common goal. The Audit Department exists to add value and facilitate the achievement of VRA’s strategic objectives and is thus committed to exceeding your expectation. The dawn of each day in the New Year will awaken us to continually search for what we could do to delight our customers and exceed their expectations in a positive way.

So, let us toast the new Audit Customer Value proposition together: “Internal Audit, your valued partner in risk management, control and governance of excellence.”

*Faith makes all things possible,
Hope makes all things work,
Love makes all things beautiful,
May you have all three this
Christmas.*

**MERRY CHRISTMAS AND
A PROSPEROUS NEW YEAR!**

**Mr. James Jabari Napou
AG. DIRECTOR, AUDIT**

I wish all staff of the VRA a Merry Christmas and a Prosperous New Year.

We thank the Lord God Almighty for how far he has brought us- "Ebenezer," good tidings He brings.

With God on our side, we shall smile at the storms, no matter how turbulent they might be.

The year has been challenging with re-structuring, re-engineering, renewable energy; hedging, low gas to no gas, little fuel cargo to more fuel cargo, low tariffs, low cash flow and the rest. And yet we have confidence that the leadership will take us to the

"promised land." We shall stand the test of time. Better days are yet to come, as we set the standard for public sector excellence.

The Health Services Department is doing its best within the corporate mandate to become more efficient, improve its recovery and become sustainable, in order to contribute to the success of the Authority. I thank all health services staff for their support, understanding and dedication.

Yes, Christmas is time for merry making. But watch what you eat and what you drink, because you are what you eat and drink. Come back in 2013



**Dr. Mrs Rebecca Acquah-Arhin
DIRECTOR
HEALTH SERVICES DEPARTMENT**

healthier for productivity and more wealth.

I wish you all a Happy Xmas and a joyous New Year.



**Mr William Amuna
DIRECTOR, PROJECTS AND
SYSTEMS MONITORING**

The year 2012 has been challenging as well as exciting for the Projects & Systems Monitoring Department (P&SMD). During the year the former Technical Services Department was re-structured to include a Project Management Office, Knowledge Management Office, Change Management Office, and a Documentation section.

Various strategy papers have been prepared and the new sections are on course to achieve set goals that will

help in our quest for innovation and excellence.

We have taken training on safety very seriously this year and we hope to intensify this in the coming years. This will be done in collaboration with all stakeholders, in a bid to ensure an accident-free workplace.

On behalf of the PSMD, I wish all our colleagues a very Merry Xmas and a New Year filled with hope.

Christmas is an ideal time to express love and good wishes to mankind. As we prepare ourselves for this year's Christmas, may the good times and the treasures of the present become the golden memories of tomorrow. May this Christmas end the present year on a cheerful note and make way for a fresh and bright New Year.

*May this day bring with a bunch of joy & laughter, a delight to savour.
Merry Christmas and a joyous and prosperous New Year. Stay blessed.*

**Mr. Arnold K. Seshie
GENERAL MANAGER, VRA SCHOOLS**

A nuanom na Adɔfo, Hydro ma Ahom Afɛhyiapa ooo!

Another season for celebrating Christ's birth has come; a period which signifies newness and love.

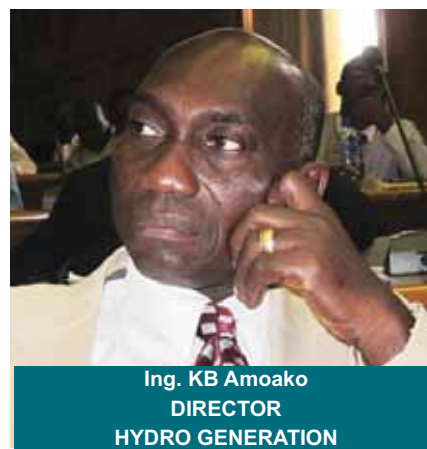
Christmas is a period of reflection and thanksgiving. And so if by God's grace we are still alive and healthy, and our hydraulic generating plants are operating and generating close to full capacity; then there is much to give thanks for.

This year has been quite an eventful year. Owing to good maintenance practices, dedication and teamwork our plant availabilities are high and our hydraulic generating plants have contributed over 65% of our nation's electricity demand. That notwithstanding, we had our fair share of bad

times. We lost one station service transformer at Akosombo and a Unit transformer at Kpong.

Regrettably we had two fatalities during the year in separate incidents – our own brother, "General Marcus" (may his soul rest in peace) and an expatriate worker (may his soul rest in peace).

As we reflect on our past achievements and challenges, let us also draw lessons from them and may we be guided by those lessons as we prop up ourselves for greater work ahead. Though our roles and functions vary, may the common purpose of powering economies unite us. And as we celebrate Christmas, may we renew our commitment to adding value to lives by personally reaching out to a neighbour



**Ing. KB Amoako
DIRECTOR
HYDRO GENERATION**

and sharing a meal, a drink, our time or a gift with him.

We say Ayekoo to our staff! May the holy child Jesus visit us in our homes with gifts of good health, peace, joy and love.

Merry Christmas and a Happy New Year!

2012 has quickly come to an end. We have gone through various experiences as an organisation. As a department we can recall the recalibration of the Corporate Balanced Scorecard during the year, led by the Executive, and the subsequent training of Managers and key staff of all departments and units, who brought down the Corporate Balanced Scorecard to departmental, sectional and individual levels to ensure alignment and meeting of corporate objectives.

We understand and appreciate the efforts that various departments have had to make to meet these new requirements on the Balanced Scorecard. We believe these new dimensions have brought clarity and appreciation of the BSC as a performance management tool rather than an incentives and rewards tool.

Also notable during the year were a number of fruitful stakeholder meetings

on the on-going power sector reforms and how it directly impacts the operations of VRA. The issue of pursuing gas for thermal generation was another major challenge. We began the year with hopes of obtaining the contracted inflows from the West African Gas Pipeline Company. However, in August, just as these hopes were about to be met, the pipeline was accidentally punctured. The loss of gas supply led to load shedding, creating lots of discomfort for our cherished customers. The pipeline was expected to be back in service by the end of year.

Despite these challenges, VRA has been able to hold the power system together, in close collaboration with GRIDCo, ECG and NEDCo. We have received fair support from the Government and the Regulatory Agencies. We appreciate the close relationship with all our customers and we know the year 2013 would be much better. In



**Mr. B. Kofi Ellis, DIRECTOR, PLANNING
AND BUSINESS DEVELOPMENT**

2013, we expect gas supply from Ghana Gas to complement the supply from Nigeria. We will continue to pursue the search for natural gas from Liquefied Natural Gas (LNG).

I take this opportunity to wish all my staff, their families and their dependents a very Merry Christmas and a Fulfilling 2013!!

May God bless Ghana and its people, especially the VRA Board Members, Management and staff.

“GHANA’S MOST BEAUTIFUL” VISIT AKOSOMBO DAM

Contestants of the 2012 “Ghana’s Most Beautiful” (G.M.B) beauty pageant, organised by TV3 Network, have visited the Akosombo Hydroelectric Power Station to acquaint themselves with power generation in Ghana.

They were accompanied to the Akosombo dam by Odeneho Kwafo Akoto III, Paramount Chief of the Akwamu traditional area.

The beautiful maidens expressed profound gratitude to the Authority for its maintenance culture which, they noted had kept the hydro-electric station in good shape.



Merry Christmas

from the editorial team

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