

PREFACE

As the Volta River Authority matures, there is the need to develop a Code of Ethics to imbue in the members of the Authority, Staff and the Authority's agents, the long held values of the Authority.

The Authority has drawn this **ethical Code** to assist members of the Authority, Staff and the Authority's agents who will be called upon to make decisions or act on behalf of the Authority, understand and appreciate the standard of conduct required of them and to apply this understanding and appreciation to their decisions and actions.

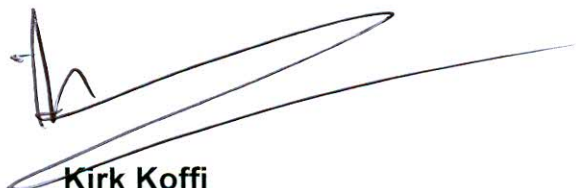
This Code provides guidelines on acceptable behaviour and what constitutes acceptable standards of behavior. It also states the Authority's mission, values, and standards. It is intended that the Code will sharpen our awareness, provide parameters for our actions and invigorate our commitment to the Authority.

We hope that the Code will be useful to all employees by providing them with guidance on sensitive issues and creating an atmosphere of trust, transparency and accountability in the Authority as well as providing high standards of practice.

Management assures staff it would abide by the content of this Code and ensure its effective implementation.

The Code will be updated regularly to make it relevant to the needs of the Authority.

It is our hope that it will effectively serve the purpose for which it is intended.



Kirk Koffi
CHIEF EXECUTIVE

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1.0 INTRODUCTION

An ethical Code is a system of moral principles, values, standards or rules that control or influence a person's behavior. In the work place, it is "the set of moral principles or values which guides behaviour". The foundation of ethics is honesty, transparency, and uprightness.

Within the Volta River Authority, work ethics are driven on the principle of VRA's core corporate values which are: accountability, commitment, trust, integrity and teamwork. These values constitute the dynamic guiding principles for every employee in conduct and the discharge of his/her duties.

In our collective effort to drive this great organization forward, it is imperative that staff abide by these work ethics, founded on our corporate values that duly place the Authority's interest paramount.

This Code shall be owned and practiced by the members of the Authority, the VRA Executive, Management, Staff and agents of the Authority and shall be publicized and enforced by VRA Management.

2.0 SCOPE AND PURPOSE

The objective of the Code is to promote good governance principles and encourage a high standard of ethical behaviour among employees of the Authority in their dealings with each other and with the Authority's external stakeholders.

The 1992 Constitution of the Republic of Ghana obliges public officers to avoid unethical behavior or conduct, such as conflict of interest, illicit enrichment, abuse of discretion and other improper conduct.

In conformity with the tenets of the constitution, this Code of Ethics forms part of a continuing effort to develop systems and strategies to promote integrity, probity and accountability, dedicated and faithful service to the Authority and the nation as a whole, as well as build a sustainable capacity to combat corruption and other acts of misconduct.

3.0 VISION AND MISSION STATEMENT

All employees are expected to work and contribute to the achievement of the Corporate Mission, Vision and Strategic Objectives as well as live the corporate core values at all times. Employees should therefore avoid attitudes, acts and behaviours which are not in the interest of the Authority

MISSION

The Volta River Authority exists to power economies and raise the living standards of the people of Ghana and West Africa. We supply reliable electricity in a safe manner, to add financial, economic and social values to our operations and assets, to satisfy customers and meet stakeholders' expectations.

VISION

Setting the Standard for Public Sector Excellence in Africa.

- Leadership in performance, community and industry.
- Planning well, making proactive and sound business decisions.
- Anticipating, shaping and effectively responding to relevant external forces and events.
- Becoming a leading benchmarked utility operating within the Baldrige Excellence Framework.

4.0 **STATEMENT OF THE AUTHORITY'S CORE CORPORATE VALUES**

The Authority's core values are:

- **Accountability:**
 - Being answerable to stakeholders of VRA.
 - Conducting business in a financially responsible manner.
 - Empowering employees and holding them accountable for results.
- **Commitment**
 - Goal and action-orientation:
 - Taking leadership initiative.
 - Building a culture of execution.
- **Trust:**
 - Gaining confidence of all stakeholders e.g. employees, lenders etc.
- **Integrity:**
 - Commitment to the principle of honesty, consistency and fairness in all dealings.
- **Teamwork:**
 - Building and working in teams to achieve results.
 - Respect for views/opinions of colleagues.
 - Providing mutual support for each other.

5.0 **BENEFITS**

This Code shall:

- I. Provide explicit guidance and standards to members of the Authority, Executive, Management and other employees on how to behave when confronted with ethical challenges.
- II. Provide new employees with ethical guidance and a sense of common identity.

