

## VRA PRESENTS GH¢ 2 MILLION TO COVID-19 TRUST FUND

The Volta River Authority has presented a cheque of Two Million Cedis (GH¢2,000,000.00) to the National COVID-19 Trust Fund as its contribution to the fight against the pandemic.

The Board Chairman of VRA, Mr. Kweku Andoh Awotwi, accompanied by the Chief Executive, Mr. Emmanuel Antwi-Darkwa and a National Executive member of the VRA Senior Staff Association, Mr. Martin Adjoe made the presentation to the Fund at the Jubilee House.

Receiving the cheque, Justice Sophia Akuffo, Chairperson of the COVID-19 Trust Fund expressed gratitude to the VRA for the gesture and assured that the money would be used for its intended purpose.

## VRA CHIEF EXECUTIVE URGES STAFF OF NEDCo TO ADOPT A PRIVATE SECTOR MINDSET



Staff of NEDCo listening with rapt attention to the Board Chairman

The Chief Executive of the Volta River Authority (VRA) and Board Chairman of the Northern Electricity Distribution Company (NEDCo), Mr. Emmanuel Antwi-Darkwa has urged Staff of NEDCo to begin conducting their

operations with a private sector mindset if they want to remain relevant and competitive.

The Chief Executive made the comment when he addressed Staff at the Bolgatanga, Navrongo and Tamale offices.

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# VRA PAYS COURTESY CALL ON AKWAMUHENE

By: Erica Ruby Ofori-Owusu, CSR/ CR, Akosombo



Odeneho Kwafo Akoto III flanked by the VRA delegation.

A high powered delegation from the Volta River Authority (VRA) led by Deputy Chief Executive (DCE), Engineering and Operations (E&O), Ing. Emmanuel Dankwa (E.D) Osafo, has paid a courtesy call on the Paramount Chief of the Akwamu Traditional area, Odeneho Kwafo Akoto III.

Accompanying him were; Ing. Ebenezer Koramoa, Director, Technical Services and Ag. Director responsible for Environment and Sustainable Development Department, Mr. Samuel Fletcher, Manager, Corporate Social Responsibility and Mrs. Rhoda Arthur, Senior Community Relations Officer.

The visit was to discuss issues of common interest that will inure to the mutual benefit of the Traditional Area and the Authority and, strengthen the social ties between the VRA and Akwamu.

According to Ing. E.D Osafo, the visit was influenced by the long- standing relationship between the VRA and the Akwamu traditional area, who are custodians of the land acquired for the Akosombo hydro-electric project. He used the opportunity to explain measures that Management have taken in the wake of the COVID-19 to protect the citizenry of Akosombo and its environs.

They also discussed ways of providing social support services to the Akwamu state to improve the lives of the people.



Odeneho Kwafo Akoto III very appreciative of the visit by the VRA Team.



Presentation of Traditional Drinks by Community Relations Officer, Miss Barbara Akyea.

# VRA CHIEF EXECUTIVE URGES STAFF OF NEDCO TO ADOPT A PRIVATE SECTOR MINDSET

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According to him, though NEDCo is a public sector organisation with a public sector mandate, it was imperative for the Staff to become commercially oriented and conduct their business with a private sector mentality.

“VRA has adopted this approach through our “BRAISE” strategy and it is working for us,” he stated.

Addressing the Bolgatanga and Tamale Staff in separate “Town Hall” meetings, the Board Chairman disclosed that he had come to inspire them to have confidence in themselves and believe NEDCo could be better than what it is today.

He commended them for their good work and encouraged them to continue

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The Chief Executive signing the visitors book at the NSPP, looking on are Ing. E.D Osafo, Mr. Ayuba and Mr. Osman

## VRA MANAGEMENT SUSPENDS VISITS TO GENERATING FACILITIES AND ENFORCES STAFF LOCKDOWN OVER COVID 19

Michael Danso, CCS/CSD, Accra

**M**anagement of the Volta River Authority (VRA) has suspended visits/tours to its power generating and recreational facilities across the country as part of precautionary measures to prevent the spread of the Coronavirus (COVID-19) pandemic.

The directive was contained in a press release issued to tourists and patrons of VRA facilities across the country.

### VRA GOES INTO PARTIAL LOCKDOWN

Further to that, and in compliance to Government's directive on National Restricted Movement, Management has imposed a fortnight partial lockdown on the Authority, as part of measures to contain the spread of the novel COVID-19 pandemic in the country.

According to the Chief Executive, the imposition forms part of prudent measures deployed by Management to ensure the safety of the workforce, stakeholders and customers against the virus. He said in spite of the lock down, critical staff who normally go to work when the Authority is on break at periods such as the Christmas break and Staff selected by Heads of Department/Directors would be expected to be at work.

To facilitate the movement of critical Staff and others who would be called upon to perform official duties, the Chief Executive indicated that identity cards would be provided to facilitate their movement. He urged all staff to comply with the outlined measures and practice the social distancing and personal hygiene protocols at all times to combat the spread of the virus.

### EFFECTS OF COVID-19 ON VRA BUSINESS

Speaking to the VRA NEWS on the impact of COVID-19 on VRA's business, the Manager, Corporate Strategy, Mr. Stephen Ofori, stated that, “With Staff having had to stay at home, normal VRA business operations have been disrupted, with ongoing projects falling vulnerable and business relationships based on contractual agreement halting due to the force majeure.” He noted that COVID-19, for instance, has created supply chain disruptions, delaying the delivery of equipment from virus hot spots, which ultimately could affect our operations.

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He stated that in spite of the above, Management is furthering a Business Continuity Plan out of which measures will be developed to ensure the Authority's business remains resilient. He said that Management has currently put in place flexible working arrangements which leverage on the

Authority's IT infrastructure so Staff can work remotely.

According to him the pandemic, though lamentable, has presented an opportunity for VRA not only to enhance its skill on how to navigate and manage crisis, but importantly,

how to be pre-emptive on such a crisis in the future. He expressed the hope that the crisis would be over sooner rather than later, so that the Authority's business operations would return to normalcy.

## MR. EMMANUEL ANTWI-DARKWA IS POWER CEO



Mr. Emmanuel Antwi-Darkwa (right), with a broad smile receiving the citation

The Chief Executive of the Volta River Authority (VRA), Mr. Emmanuel Antwi-Darkwa has been adjudged Chief Executive of the Year in the power sector by organizers of the Ghana Energy Awards.

He was crowned the 2019 Energy Personality of the Year for his invaluable contributions to the energy sector through his active transformational roles in the VRA and immense impact in the energy sector in general.

A Civil Engineer by profession, Mr. Antwi-Darkwa has over thirty years of extensive experience in the energy industry and has detailed knowledge in

the functional, regulatory and dynamics of local and international power systems development.

He has expertise in strategic planning, policy formulation and evaluation, contract negotiations, as well as the development of several multi-disciplinary power projects. He has been involved in projects such as the: 400-MW Bui hydroelectric power project and expansion of the 330MW Takoradi Thermal Power Plant in Aboadze.

Since his assumption of office as Chief Executive of VRA in 2017, Mr. Antwi-Darkwa has championed a conscious change in VRA's business model and

organisational mind-set to ensure improved operational and project implementation efficiencies.

He has ensured improvement in the financial health of the VRA and reduced VRA's carbon footprint through the Corporate Solid Waste Segregation Programme.

Additionally, he has provided educational scholarships to 300 brilliant but needy students in Tertiary institutions from VRA impacted communities through the Authority's Community Development Programme (CDP) scholarship scheme.

Under his leadership feasibility studies, funding and procurement agreements and processes have led to the awarding of contract for the Pwalugu Multi-Purpose Dam and Irrigation Project. He has also established the automation of commonly used corporate forms, injected excellence and commitment into the operations and enhanced VRA's Renewable efforts.

Mr. Antwi-Darkwa holds a Master of Business Administration (MBA) in International Oil & Gas Management, University of Dundee, UK; a Master of Public Administration (MPA) from Harvard University, USA, as well as a Bachelor of Science (Hons) Civil Engineering from the Kwame Nkrumah University of Science and Technology, Ghana.

# PRESIDENT AKUFO-ADDO CUTS SOD FOR VRA'S 17MW SOLAR PV PROJECT



The President, being assisted by VRA's Projects Manager, Mr. Isaac Bedu, to cut the sod

The President, Nana Addo Dankwa Akufo-Addo, has cut sod for the construction of a 17-Megawatt (MW) photovoltaic solar power project under the Volta River Authority (VRA) Renewable Energy Portfolio. The project is part of phase one of the VRA's Renewable Energy Development program launched in 2010.

The twin project would see the construction of a 13MW peak solar power plant at Kaleo on a 20.4 hectare land in the Nadowli-Kaleo District and a 4MW peak plant on a 6.13 hectares of land at Lawra in the Lawra Municipality both in the Upper West region.

Speaking at the sod-cutting ceremony recently, the President said the project is being funded by the German Government's Development Bank, KfW, at a cost of €22.8 million.

According to the President, the project establishes government's commitment to diversify the country's energy generation portfolio and increase renewable energy in Ghana's energy mix.

He said the solar project will reduce carbon dioxide emission by 7,400 ounce each year and contribute to the fight against the effects of climate change, making the country a cleaner place to live.

President Akufo-Addo noted that the project at Lawra is scheduled to be completed in June this year, whereas the Kaleo project is scheduled to be completed by December this year.

“When completed, both projects will generate enough energy to power some 32,000 households, and increase the geographic spread of power generation

in the country”, he stated.

The President mentioned that the projects will create employment for the youth during the construction and operation stages, as assured by the VRA.

He asked tertiary institutions to collaborate with VRA to undertake research in areas that will improve the efficiency and sustainability of the plant. “We should get our next generation of solar energy experts from this region,” he added.

The project, being spearheaded by VRA, has Spanish company Elecnor as the Engineering, Procurement and Construction (EPC) contractor with Belgium's Tractebel Engineering as the project consultant.

When completed, both projects would be fully equipped with control room buildings, medium switchyard and transmission lines for evacuation of power as well as PV panels, inverters and transformers.

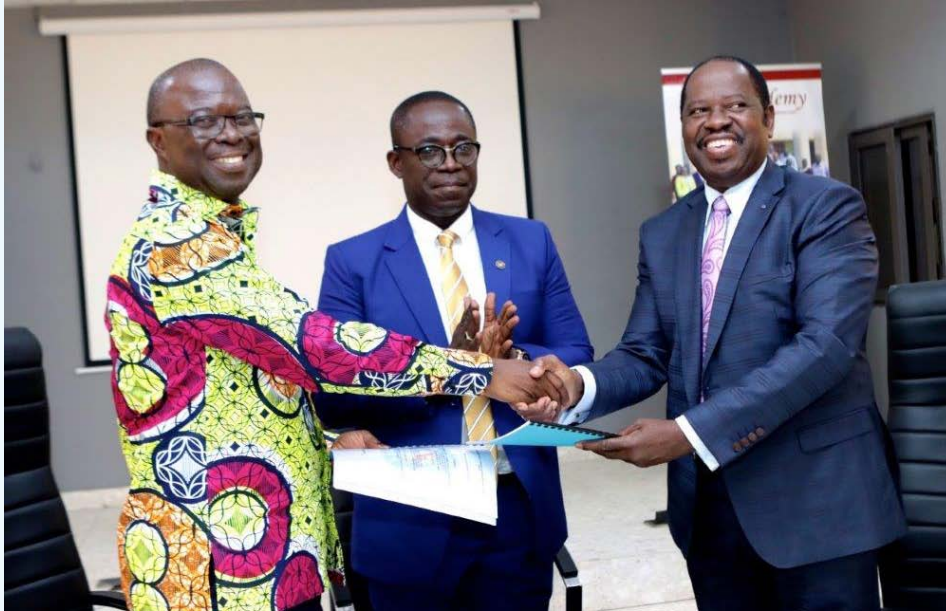
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The solar project will reduce carbon dioxide emission by 7,400 ounce each year and contribute to the fight against the effects of climate change”

President Akufo-Addo

# VRA ACADEMY MAKES HISTORY

## —JOINS ANCEE AS REGIONAL TRAINING INSTITUTIONS

Michael Danso, CCS/CSD, Accra



Mr. Emmanuel Antwi-Darkwa and Mr. Abel Tella (right) exchanging the admission memorandum as the Deputy Power Minister, Mr. Owuraku Aidoo looks on.

The Volta River Authority (VRA) Academy has been granted accession to the elite association of African Network of Centres of Excellence in Electricity (ANCEE), to provide tailored corporate training to member states of the Association of Power Utilities of Africa (APUA).

The elevation of the Academy makes it the first corporate training institution in Ghana and the eighth ANCEE member to achieve the feat having successfully met the requirement criteria for selection after about four years.

Mr. Emmanuel Antwi-Darkwa, VRA Chief Executive, and Mr. Abel Didier Tella, the Director General APUA, both signed the accession agreement at a short event at the VRA Head office in Accra on behalf of their respective institutions.

In his remarks, Mr. Antwi-Darkwa said the signing of the protocols was a landmark one and a demonstration of

the VRA's commitment to the regional agenda and added that, it would allow the VRA to offer its 60-year long expertise and experience to the electricity generators, distributors and transporters in Africa.

“It would also help raise the bar in training to ensure a well-functioning industry. The designation will provide cross-training for utilities, support

network-tailored training for APUA members and intensify cross-border exchanges to provide power at a reasonable cost,” the Chief Executive noted.

He said the increase in technical capacities through adoption of best practices would enhance the provision of sustainable power to all and bridge the competency gap in power utilities in Africa.

It seeks to improve human capital development by providing capacity building in technical, leadership and managerial competencies for employees of member utilities of the APUA in order to enhance the performance of the power sector in Africa.

Relatively, Mr. Abel Tella said the signing of the admission memorandum after a long process showed that the VRA Academy was on track to become a fully-fledged Centre of Excellence on the continent. He urged the VRA Academy to use its inclusion to the ANCEE to help bridge the competence gap on the continent in the electricity value chain.

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Mr. E.D Osafo (extreme left), Deputy Chief Executive (DCE), Engineering & Operations; Mr. Kofi Ellis, DCE, Services; Mr. Ebenezer Tagoe, DCE, Finance and Dr. (Mrs). Irene Stella Agyenim-Boateng, Director, HR.

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In a speech read on behalf of Mr. Peter Amewu, the Minister of Energy, by Mr. Owuraku Aidoo, Deputy Minister of Energy, he said the accession placed a huge responsibility on the Academy to provide relevant training and called on other institutions to lend support to enhance innovation. He said government was undertaking various initiatives in the power sector to ensure the provision of affordable power for poverty reduction.

ANCEE is an initiative of Association of Power Utilities of Africa (APUA) launched in June 2015 and made up of electricity generators, distributors and transporters in Africa. By its third year of implementation, ANCEE had trained more than 7,000 staff of the African Power sector from all levels of responsibility, including leadership seminars in strategic governance.



Dr. (Mrs). Agyenim-Boateng making a presentation to Mr. Owuraku Aidoo

# VRA HAS ENOUGH FUNDS TO MAINTAIN AKOSOMBO DAM'



Samuel Azumah Abogobon, NSP/CCS, Accra

Ing. Eugene Ada Asomontsi, Director of Engineering Services Department of the Volta River Authority (VRA), has said that the Authority has enough funds to meet any financial commitment needed to maintain the Akosombo and Kpong hydroelectric Dams.

According to him between 2013 and 2015, the Authority financed the review and rehabilitation of the Kpong and Akosombo Dam Safety Monitoring System and Instrumentation Project at a cost of US\$3.9m.

“We are also financing the rehabilitation of the East and West Dykes of the Kpong Dam which includes the maintenance of the Spillway Gates which started in 2018 and expected to be completed in 2020 at an estimated cost of US\$6.8m”, he stated.

Ing. Asomontsi made this known when he was addressing the media at a Dam Safety Assurance Engagement on the Akosombo and Kpong Dams in relation to a media report that suggested that after 54 years the dam's safety could be compromised.

Discounting the claim, he made reference to a report issued by a dam Review Mission in 2015 which stated that: “The Akosombo and Kpong dams are safe and pose no threat to public safety; these facilities will continue to serve their purpose for many years to come. The Authority implements a rigorous Dam Safety programme and has an excellent maintenance culture”.

He indicated that the Authority spent almost US\$10m from its Internally Generated Funds on maintenance of the

two hydro dams to meet best international practice and explained that government secured external funds for the retrofitting of the Kpong Generating Station but VRA bears the cost of the civil maintenance of the dams.

He said, VRA will be expecting the dam review-board by the end of the year to carry out further periodic review exercises of the dams. He said the dam Review Board nominated by International Commission of Large Dams (ICOLD), conduct dam review, inspection and maintenance work on the dams every five years.



# VRA'S PERFORMANCE CONTRACT WITH SIGA- WHAT DOES IT MEAN TO US?

On January 8, this year, eighty (80) state-owned entities including the Volta River Authority (VRA), signed performance contracts with the State Interests and Governance Authority (SIGA), the body mandated by law to supervise the performance of State-Owned Enterprises (SOE's).

The performance contract outlines key deliverables and terms of performance in fulfillment of a statutory provision in the Regulations (196) of the Public Financial Management Act (LI2378), in line with the recently passed SIGA Law, ACT 990, 2019. In essence, the performance contract, as a basis to assess and improve performance of SOEs ties into the realisation of our goal to become the “NEW VRA”.

Certainly, these requirements can only be achieved through Staff concerted effort and ultimately, the effective implementation of initiatives from our “BRAISE” strategy.

Under the SIGA Law, Performance Contract signings now assume a more stringent compliance to all agreed targets and statutory obligations.

Non-compliance to the contract and other requirements, can lead to heavy penalties, ranging from refusal to grant bonuses, financial charges, recommendations to the appointing authority to remove Managements and Boards of Directors, and prosecutions, leading to court fines and jail terms. The 2020 contract therefore carries much expectation, as VRA' strives to continually, improve performance anchored on our “BRAISE” strategy.

In our strategy execution, there are evidence of Budget reduction, improving efficiencies and sustainability as well as, improvements in our delivery of services. The Executive and Management have urged us to put in more efforts to ensure attainment of our long-term objective of becoming a resilient, viable and financially sustainable organisation.

In line with the above, VRA NEWS wishes to urge all Staff to demonstrate positive attitudinal change and utilise working hours, to achieve targets set for the year, even more so, as we inch closer to celebrating our 60th anniversary next year and ultimately pursuing the “NEW VRA” agenda.

In conclusion, our failure to meet the requirements in the performance contract could attract, sanctions, which will affect every one of us, including the payment of the annual bonus/incentives.

Let us therefore “BRAISE” on and face the challenges ahead, especially when the Authority's business may suffer in the wake of the outbreak of the COVID 19 pandemic.

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Under the SIGA Law, performance contract signings now assume a more stringent compliance to all agreed targets and statutory obligations.

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# VRA CHIEF EXECUTIVE URGES STAFF OF NEDCO TO ADOPT A PRIVATE SECTOR MINDSET



A Staff at the NSPP making a point to the delegation

working harder, particularly in the areas of revenue mobilisation and collection, reduction in technical/commercial losses, as well as cutting down on operational cost.

Mr. Antwi-Darkwa assured the Staff that VRA was committed to supporting NEDCo improve its operations using her strong balance sheet, provided NEDCo would come up with strong business proposals.

He said, “Supporting NEDCo is critical for the VRA since the future of the VRA is tied to the success of NEDCo.”

Speaking on the need to be customer-oriented, the Board Chairman urged the Staff to be passionate about their jobs and work assiduously towards improving quality of service. He said, “Your operations touch the lives of people and transforms their livelihoods. These customers are the reason you are in business, since without them the business cannot survive. You must therefore treat them like 'kings', by reaching out to them and proactively finding solutions to their problems, instead of waiting for them to come to you. That is what we mean by being private sector minded.”

Mr. Antwi-Darkwa, however, expressed his displeasure with NEDCo's inability

to meet PURC's revenue collection target of 98% and urged them to double their efforts at collection, particularly from the private consumers. He encouraged them to study and understand the system they operate and work to reduce average duration for outages, avoid poor voltage, and delays in reconnection.

He reiterated that improving their quality of service was critical to making NEDCo successful. He commended the Staff on their strong determination to deploy IT (E-platform) in their operations and assured them of VRA's support.

### KEY ISSUES IDENTIFIED

The key issues outlined after the interactions with the Staff included the

- Non-payment of revenue by MDAs
- Shortage of prepaid meters
- Challenges with revenue mobilisation
- Lack of needed Logistics (service centres/motorbikes)
- High Technical Losses
- Challenges with the use of substandard materials for the “SHEP” programme
- Recruitment process/Promotions

following:

Responding to the issues, the Managing Director of NEDCo, Mr. Osmani Ayuba, stated that with support from VRA, NEDCo was procuring prepaid meters to address the challenges posed by the use of credit meters and consequently improve on their revenue collection. He also indicated that Management had triggered the processes to procure motorbikes for the Staff to facilitate their work. He further assured them of Management's commitment to resolving the challenges at the various Service Centres. On deployment of Information Technology (IT), he stated that Management was working expeditiously to create the E-billing/E-payment platforms to enhance the company's revenue mobilisation efforts.

On challenges posed by the use of substandard materials for the execution of the SHEP programme, Mr. Ayuba told the Staff that Management, with support from the Board would liaise with the appropriate authorities to seek an amicable resolution to the problem.

Speaking on the HR related issues, the VRA HR Director, Dr. (Mrs). Irene-Stella Agyenim-Boateng told the Staff that, “VRA's recruitment and promotion processes are very transparent and competitive devoid of favouritism.” She therefore entreated them to disabuse their minds of any negative perceptions and rather prepare very well when invited for interviews. She used the opportunity to educate the Staff on the new Reward Management System.

### Stopover at Navrongo Office

The Board Chairman and his Team made a stopover at the Navrongo Office. During the interactions, he urged the Staff to continue working hard to make NEDCo a better place for all. He extended a special commendation to the revenue collection task force constituted to

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# PWUALUGU MULTIPURPOSE DAM : A BEACON FOR NORTHERN GHANA

Laud Evans Ofori, Communications Officer, PMDP

The Volta River Authority's Pwalugu Multi-Purpose Dam Project is one that has spanned many years. The journey, which began in the early 1990s, with the aim of fostering economic growth in Northern Ghana, has since gone through various processes and stages. Now, after two decades, and Parliament's approval, it is finally a go.

Parliament in a sitting on the 14th of February, 2020 endorsed a contract agreement of US\$993 million for PowerChina International Group Limited to begin the construction of the Project at Pwalugu, which will include a 60 MW hydropower dam, a 50 MW solar power plant, and a 24,000-hectare irrigation scheme.

Indeed, the ratification of the Pwalugu agreement suggests the next big input into national development, but more so represents an assurance to the people of Northern Ghana that the long-awaited project which would help remedy their situations will assuredly happen.

The Northern part of Ghana, unlike the rest of the country, is relatively poor and continually experiences drought. For decades, its people have suffered perennial flooding from rainfall and spillage from the Bagre Dam, resulting in the painful loss of life and property. These persisting issues are why the implementation of the Pwalugu Multi-Purpose Dam Project is imperative – as a response to the people's dire needs.

It cannot be overemphasized that agriculture, which is a major engine for growth, has been an issue in Northern Regions for a long time. Since agriculture in the North is dominated by rain fed, smallholder farming, lack of effective irrigation has been a key barrier to agricultural growth. The 25,000-hectare irrigation scheme downstream

seeks to correct this by providing water all year round, for farming and helping with the difficulty with water access that hits Walewale, Nareligu and surrounding areas during the dry season in the Region.

The project will help in securing the people living in the White Volta Basin from flooding by collecting water from rainfall and the Bagre Dam into its reservoir, and also ensure the generation of stable electricity for the Northern Regions.

The Solar Power component of the Project will not only support the stability of power in the North and Ghana as a whole, but also generate electricity in a cost-effective manner while ensuring a strong commitment to mitigating

climate change, as stated in our 'BRAISE' strategy.

In the area of job creation, over 2500 people would be engaged directly, with immense potential for indirect job opportunities, facilitating government's holistic plan of accelerating socio-economic development in the Northern part of Ghana.

Stakeholder engagements have ensured that every aspect of the project is rightly considered before construction begins, so the Northern part of Ghana and the entire country absolutely reaps all the benefits the project will bring.

The Pwalugu Multipurpose Dam Project truly demonstrates VRA's commitment to “adding value to lives”.



President Akufo-Addo, cutting the sod to officially mark the commencement of the project.

# VRA CHIEF EXECUTIVE URGES STAFF OF NEDCO TO ADOPT A PRIVATE SECTOR MINDSET



assist with revenue mobilization in the remote areas and urged them to work hard to achieve that objective. The Board Chair and his Team later visited the premises of the Navrongo Solar Power Plant (NSPP), where he also engaged with the Staff on duty.

**Conclusion**

Overall, the over enthusiastic staff at the locations thanked the Board Chairman, who they graciously described as “Grandfather”, for the visit, noting that it was the first time in

Eleven (11) years that a Board Chairman and Chief Executive of VRA had had such an engagement with them. They expressed hope that the gesture would be a regular feature on their calendar.

The Team that accompanied the Board Chairman comprised the Deputy Chief Executive (E&O), Mr. Emmanuel Dankwa Osafo; Deputy Chief Executive, (Finance), Mr. Ebenezer Tagoe; Dr. (Mrs). Irene-Stella Agyenim-Boateng, HR Director; and a

representative from the Corporate Communications Section, Mr. Samuel deGraft-Johnson, all of VRA and the Managing Director of NEDCo, Mr. Osmani Ayuba.



# 'SHOW LEADERSHIP IN ALL FORMS OF ENGINEERING' -CHIEF EXECUTIVE URGES SOVRAE

Michael Danso, CCS/CSD, Accra

The Chief Executive of the Volta River Authority (VRA), Mr. Emmanuel Antwi-Darkwa, has implored the Society of Volta River Authority Engineers (SOVRAE) to exhibit leadership in all ways of engineering endeavour in Africa and beyond.

He also entreated them to lead the discourse in energy matters and have a voice in policy and regulation to address the challenges in the energy sector in Ghana.

Mr. Antwi-Darkwa gave the advice at the opening of the 2019 edition of the Annual General Conference and Banquet of SOVRAE at Akuse held on the theme “The BRAISE Strategy – The Engineer's Contribution Towards The NEW VRA”.

The Conference brought together members of SOVRAE across the VRA operational areas who discussed issues such as: practical engineering case study and process approach and, possible potential actions going into the future of the energy industry among others.

Mr. Antwi-Darkwa encouraged the engineers to “be interested in the sector issues such as the availability and reliability of power, affordability and access to electricity so as not to leave the issues to the politicians alone”.

He explained that “research will allow for the development of solutions that will help to improve existing practices, redefine traditional theories and propose solutions to address perennial problems”.

He mentioned that the survival and prosperity of institutions were determined by their investments into research, ability to innovate and the



Chief Executive of VRA, addressing Engineers at the Conference.

quest to push existing boundaries and urged the association to focus on research activities to develop their capacities.

President of SOVRAE, Ing. Darlington Ahuble said the theme for the conference has been chosen at a time that VRA is poised for a paradigm shift in its business strategy to achieve financial recovery in all aspects of its operations.

He said the challenges confronting the environment called for a new understanding, indicating that, engineers were trained to find solutions, and there should be an effort to make great impact and significant contribution within their respective communities.

Ing. Ahuble said the frontiers of engineering practices could be better deepened in the VRA, with a well-structured monitoring and coaching approach for the senior colleagues to mentor the young engineers through their experiences in the practice over the years.

The Managing Director of Northern Electricity Development Company (NEDCo) Mr. Osmani Aludiba Ayuba said NEDCo had reached a point, where it had to do some introspection to enhance its business attitudes and achievements to lead the organisation in its initiative drive.

He clarified that “the new direction would call for some radical re-alignment and a paradigm shift in attitudes,” adding that, “we must brace ourselves for change because that is the only way forward”.

The SOVRAE was established in 1982 through the initiative of some engineers within the VRA who saw the need to support engineering practices within the context of the organisation and to provide advisory role to VRA management.

# VRA ENGAGES STAKEHOLDERS IN ABOADZE AREA ON TVET.

Nathaniel Ekue Mensah, CR/E&SDD, Aboadze



Ing. Obeng-Kenzo making a point to the gathering

The Volta River Authority (VRA) has embarked on a day stakeholder consultative meeting on the introduction and implementation of Technical/Vocational Education Training (TVET) under its Community Development Programme (CDP) Scholarship Scheme at Aboadze.

The event which brought together stakeholders within the Shama District Assembly, Ghana Education Service and the various communities impacted by the Authority's operations, was held at the Conference Room of the Takoradi Thermal Power Station (TTPS).

Addressing the participants, the Director Thermal Generations (SBU), Ing. Edward Obeng-Kenzo reiterated the Authority's commitment to providing quality education to children from communities impacted by its operation.

He said despite the fact that the Authority's Community Development Programme (CDP) Scholarship Scheme has been operating for some years now, there is the need to broaden it by introducing Technical/Vocational Education Training (TVET) into it.

“VRA is a government institution which means that it belongs to everyone and therefore it is part of our duty to support government in the implementation of some of its policies to the benefit of everyone” he said.

Speaking on behalf of the Manager, Corporate Social Responsibility and Community Relations, the Senior Community Relations Officer, Mrs. Rhoda Arthur explained that the Authority since the inception of the Community Development Programme (CDP) Scholarship Scheme has been awarding scholarship from the second cycle level to the tertiary level until government introduced

the Free Senior High School programme. According to her, this makes it impossible for the Authority to commit its resources to the second cycle level.

She indicated that having in mind the condition in which most of the Authority's impacted communities find themselves, it is crucial VRA identify alternative way of helping those who are unable to make it to the secondary schools.

“We noticed that Technical/Vocational Education Training (TVET) is not part of government's Free Senior High School programme and we know government is passionate about TVET yet cannot do it all alone. So VRA has decided to include it under our CDP Scholarship Scheme for our impacted communities”, she noted.

The Ghana Education Service (GES) Director for the Shama District, Madam Efua Amokowah-Quansah said the VRA deserved to be commended for its support to needy but brilliant students within the district over the years and urged other stakeholders within the district to learn from the Authority.

Madam Amokowah-Quansah said government is committed to ensuring that Technical/Vocational Education Training (TVET) is expanded to reach every child who is unable to make it to the Senior High School under the Free Senior High School programme hence every support from corporate Ghana to make this vision a reality is laudable.

# VRA SWEEPS TWO KEY AWARDS AT THE NIBS GHANA INNOVATION AWARDS



VRA team led by Mr. Ebenezer Tagoe, Deputy Chief Executive, Finance, pose for pictures with their awards.

The Volta River Authority (VRA) has received two key awards at the maiden Nobel International Business School (NiBS) Ghana Innovation Awards (NiBS GIA).

Dubbed "the Ultimate Industry Award", the awards night, held at Kempinski Gold Coast City Hotel, Accra, saw the Volta River Authority's (VRA) indefatigable Chief Executive, Mr. Emmanuel Antwi-Darkwa, being adjudged "Best Public Sector Chief Executive Officer (CEO) of the Year".

That aside, VRA beat other key public sector organisations to win the "Ghana Outstanding Company Innovator (OCI) Award".

The awards largely are in recognition of the innovative measures rolled out by the Chief Executive through the corporate strategy, "BRAISE", which has the key objective of ensuring a turnaround of the Authority's finances and ultimately drive our journey into a resilient and financially sustainable "NEW VRA".

The Deputy Chief Executive (Finance), Mr. Ebenezer Tagoe, received the awards on behalf of the Authority and the Chief Executive.

Present to grace the occasion were Director HR, Dr. (Mrs.) Irene Stella Agyenim-Boateng; Director Investment, Mr. Richard Ahenkora

Osei; Manager, Administration & Travels, Mrs. Tandy Chothia; Accra/Tema HR Manager, Mrs. Jayne Kumi; Principal Job Analyst, Mr. Dominic Ofosehene; as well as Messers Eric Paatey, Michael Danso and Mr. Samuel deGraft-Johnson from the Corporate Strategy Department.



Prof. Kwaku Atuahene-Gima, Founder and President of NiBS in a group photograph with the VRA team after presenting the award to VRA

# VRA HOSPITAL TAKES POSSESSION OF ASUOGYAMAN CONSTITUENCY AMBULANCE

Sam Justice, NSP, CR/E&SDD, Akosombo



Medical Staff of VHSL in a group photograph with Paramedics assigned to the Ambulance

The VRA Health Services Limited (VHSL) of the Volta River Authority (VRA), has taken delivery of the Asuogyaman constituency's share of the 307 ambulances distributed nationwide by President Nana Addo Dankwa Akufo Addo recently.

At a short ceremony to hand over the ambulance in Akosombo, Mr. Ralph Punamane, Manager, VHSL commended the President for implementing such an important intervention to support the health sector. According to Mr. Punamane, prior to the handing over, there was no ambulance in the constituency, which led to over reliance on the VRA hospital ambulance.

He said the hospital administration have officially communicated to Management of VRA to give executive approval for the provision of office space for the National Ambulance Service (NAS) paramedics.

Meanwhile, Dr. Taurus Valmont, Gynecologist and Clinical Coordinator of the VRA Hospital, noted that the Asuogyaman District Assembly is willing to bear all maintenance costs while the hospital provides accommodation space.

A Senior Advance Emergency Medical Technician of the NAS, Dr. Stephen Quansah, thanked the Managements of VRA for accepting to host the

ambulance and its paramedics and assured of a fruitful collaboration with the VRA Hospital.

The handing over of the Ambulance to the VRA Hospital in Akosombo is expected to ensure the realisation of effective emergency medical service in the constituency, as the VRA Hospital is the largest referral medical facility in the constituency.



The Asuogyaman Constituency Ambulance

# MRS. BANNERMAN-QUIST

## APPOINTED A NOTARY PUBLIC BY CHIEF JUSTICE

Patience Nayo Georgette/Daniel Tettey, NSP/CCS/CSD, Accra



Mrs. Ellen Bannerman-Quist

**M**rs. Ellen Bannerman-Quist, Director, Legal Services Department of the Volta River Authority (VRA) has been appointed and sworn in as a notary public under the Notaries Public Act, 1960 (Act 26).

She was among 85 lawyers (including 29 women) appointed and sworn in by the Chief Justice, Her Ladyship Sophia Akuffo, as notaries public, with the mandate to administer lawful oaths, take affirmation and affidavits, certify documents, attest to the authenticity of signatures and perform official acts in commercial matters among others.

Under the Notaries Public Act, 1960 (Act 26), the Chief Justice is empowered to appoint any lawyer of high moral character and proven integrity, with not less than 10 years' standing as a member of the Ghana Bar

Association (GBA), as a notary public, to discharge the duties assigned to that office by law or by the practice of commerce.

Speaking at a swearing in ceremony at the Chief Justice's Court of the Supreme Court in Accra, the Chief Justice said notaries public, play an important role in the prevention of fraud and such other cases and asked them to be professional and unbiased witnesses in the execution of their duties.

The Chief Justice, who administered the Oath of Office, asked the newly appointed notaries public to use their position to perform their duties with diligence and care, in compliance with the Notaries Act.

She said “a person appointed to such a public office is expected to be a qualified and experienced practitioner trained in the drafting and execution of legal documents. Such a person ought to be a person worthy of trust, fidelity

and dignity and a person well instructed in his business. She added that important documents prepared by a notary public such as: deeds, contracts, leases, power of attorney, articles of partnership, wills and other instruments, were recognised internationally and, therefore, urged the notaries public to ensure that they gave certificates which were truly authenticated with their notaries public signatures and official seals for them to be accepted in all countries where notary acts were recognised.

The President of the GBA, Mr. Anthony Forson Jr, said notaries public were obliged by law to perform their functions faithfully, stating that, “as officers of the court, you must be truthful in all your undertakings and work to the best of your skills and ability. You must be honest, meticulous, diligent and firm in the discharge of your duties and you are obliged to discharge the duties assigned to the office in accordance with the laws of Ghana”.

He also cautioned the new notaries public to be wary of people who would want to use them to proffer unlawful services and advised them to stay away from acts which pervert justice and also tarnish the image of the country.



Her Ladyship Sophia Akuffo, (middle) in a photograph with the Notaries Public and other functionaries.



# VRA DONATES TO FIVE (5) DISTRICTS AND AKWAMU TRADITIONAL COUNCIL TOWARDS COVID-19 PREVENTION

The Volta River Authority (VRA) has presented items worth GHS 210,000.00 to five Districts and Municipal Assemblies within its operational areas.

The beneficiary Assemblies including Upper Manya, Yilo, Asuogyaman, North Tongu and the Akwamu Traditional Council each received quantities of Veronica buckets, Surgical masks, Hand gloves, disposable gowns, gallons of liquid soap, Tissue, Hand sanitizers, non-contact thermometers and a cheque of GHS 5,000.00 to support their public education activities on COVID-19.

In a short statement before the presentation, Ing. Ebenezer Koramoa, Director, Technical Services, of the VRA stated that, “Over the years, VRA has lived by its mantra of 'Adding Value to Lives' by diligently executing its public sector mandate, as well as meaningfully contributing to improving the lives of the people living in communities impacted by its operations.”



He added that, the support is part of the low-key activities to commemorate the Authority's 59th anniversary which fell on Sunday, April 26. He further reiterated VRA's determination to continually pursue its foundational



Director, VHSL presenting the items to Odeneho Kwafo Akoto III, Paramount Chief of Akwamu Traditional Area at his Palace

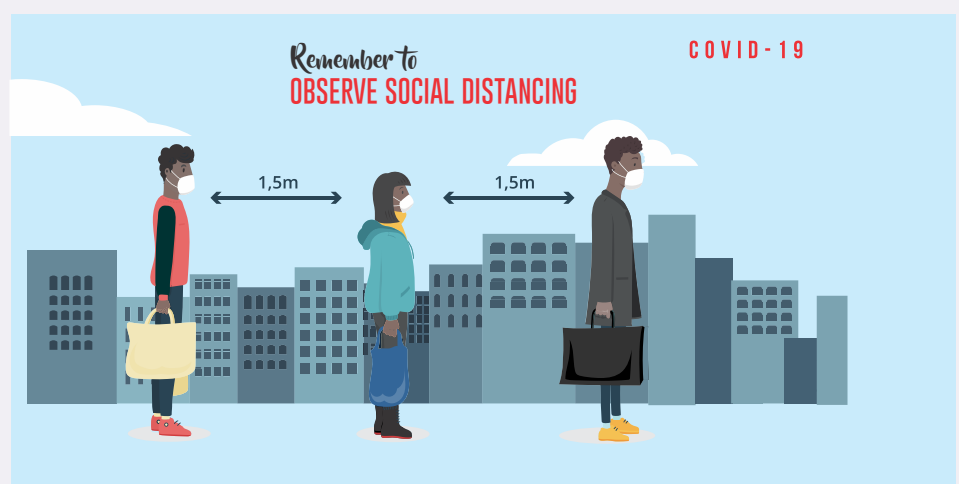
unique cultures of purpose-driven values and progressive management principles to shape a future that is linked to its strategy of growth, sustenance and agility.

Mr. David Prah, Senior Liaison Officer, representing the VRA Chief Executive, assured the DCEs and MCEs that the Authority's commitment to ensuring the Safety and Health of the people in the communities affected by its operations will go beyond COVID-19, which he said cannot be won in isolation.

Dr. (Mrs.) Rebecca Acquah Arhin, Medical Director of the VRA Health Services Limited (VHSL), who presented the items on behalf of the Authority, advised all to ensure strict compliance to the laid down preventive protocols.

It would be recalled that a couple of weeks ago, VRA also presented a cheque

of GHS 2,000,000.00 to the National COVID-19 Trust Fund in Accra, as its contribution towards the President's initiative in the fight against the pandemic.



# AKOSOMBO INT'L SCHOOL WINS BEST VIDEO IN "YOUR WORLD" COMPETITION

Michael Danso, CCS/CSD, Accra



A section of the winning team in a pose with Mrs. Sarah Adei, (with the plaque) and Mr. Dennis Obbo

The Akosombo International School has emerged national winners of the fifth annual Partner Schools Global Network (PSGN) “Your World” video competition organized by the British Council.

The competition is a film-making initiative for students who take UK qualification examinations like: IGSCSE, GCSE, O and A-Level, aged between 14–17 years.

According to Assistant Headmistress, Academic, Mrs. Sarah Adei participants work in teams of three to five, make a short video of up to three minutes on an aspect of their world as they and others experience it.

The competition which had the theme 'Healthy Minds, Healthy Bodies', tasked students to carry out the mission and in addition find a way of resolving the issue for the long term benefit of the community.

She said the aim of the video was to outline a social action project with reference to the local community around one's country, town, city or school and it was to identify a health issue related to nutrition and exercise along with its effect on a community.

She said “the competition had an underlying aim of bringing in Six Core Skills namely: Critical Thinking and Problem Solving, Collaboration and Communication, Creativity and

Imagination, Citizenship, Digital Literacy and Student Leadership, to the fore.

Mrs. Adei explained that “developing these Core Skills will enable students grow into well-rounded, creative and critical citizens, ready to engage with job markets and shape the future for themselves and future generations”.

She noted that “upon winning the national award, the video entered the regional competition. There, we placed second in Sub-Saharan Africa”. Students who made the school proud were; Miss Lololi Quashigah, Miss Emenyo Afi Nutakor, Miss Roberta Aduama, Miss Akua Omane-Manu and Master Michael Dery. They were awarded with a plaque and certificates of participation by British Council.

Other consolation prizes included a digital TV, long-lasting LED bulbs and a power unit for light appliances, to be presented to a beneficiary selected by Akosombo International School to a teacher living and working in an off-grid community. PEG Africa, a major off-grid solar company in West Africa also donated a solar TV system to the School.

The contestants were tutored and coached by Mrs. Sarah Freda Adei, English & French Teacher/Assistant Headmistress, Academic and Mr. Dennis Obbo, ICT Teacher.

## VRA LADIES RECIEVES DONATION FROM SINOHYDRO CORPORATION LIMITED

→ Contd. on pg.20

The Volta River Authority Ladies Association (VRALA) as part of its 20th Anniversary celebration has given prime focus to breast care and breast cancer prevention. In this regard, the Association embarked on a fundraising agenda to purchase a

→ Contd. from pg. 19



VRA Ladies receiving the cheque from Mr. Chen Zhenrong,

Mammogram for the Breast Care Unit of the VRA Hospital in Akosombo to help with the treatment of breast cancer cases.

It is in this light, that the Sinohydro Corporation Limited has donated GH¢10,000.00 towards the purchase of the Mammogram for the Breast Care Unit at the VRA Hospital in Akosombo.

The West and Central Africa Business

Development Department Representative of Sinohydro, Mr. Chen Zhenrong, who made the donation on behalf of the Corporation at the VRA Head office in Accra said, it formed part of their Corporate Social Responsibility for the society and also for the love of every Women.

He said the support was borne out of the good working relationship that exists between the Authority and Sinohydro on projects.

National President of VRA Ladies Association, Mrs. Stella M Dey, who received the cheque for the Association thanked Sinohydro for supporting the Association's desire to purchase a Mammogram to facilitate treatment of breast cancer patients.

She appealed to the general public to seek early medical treatment from medical facilities if symptoms of Breast Cancer are detected.

## Eating in convenience

Laud Evans Ofori, Communications Officer, PMDP



When asked about one of the most important places in the workspace, employers would probably consider conference spaces – and it is understandable, as most organizations place more premium on meeting areas than other places, considering their seen impact on organizational business.

Lunch spaces on the other hand, are not a likely choice, as with those, the impact on the business of an organization is not vividly recognized. However, research has shown that providing a space for a proper eating area makes for happy workers, and happy workers tackle their jobs efficiently to boost productivity.

The need for canteens for employees have been underemphasized, and I believe it is not overstating to say that they hold nearly as much relevance as meeting or conference areas.

As an Authority, the VRA has invested in eating areas for its staff across its work locations. These are comfortable areas where employees can eat in convenience. But this does not seem to be the case at the head office where staff have to grapple with the issue of space in the small pantries that exist on the various floors.

Many a staff, in order to avoid such inconveniences, resort to eating on their desks, and those that do eat in the cubicle-sized pantries do it out of obligation to the Authority's policy of not eating in the office space. Truly, there is an issue in this that we must give notice to.

We must consider putting up a convenient eating area for staff to unwind, as our satisfied workforce are those who will effectively drive our strategy to enhance our business.

On the back of this, some might point out the availability of the EV Cafeteria as an unexplored option. However, it is clear that the cafeteria is a commercial eatery and it will be inexpedient to share the space with customers.

It is very essential that workers move away from their desks and enjoy lunch breaks in a comfortable eating space dedicated for just that. This would go a long way to help workers reset for the rest of the day, approaching their tasks with renewed vigour and focus.

## VRA DONATES STATIONERIES TO ABOADZE OPERATIONAL AREA SCHOOLS

Nathaniel Ekue Mensah, CR/E&SDD, Aboadze



Mrs. Rhoda Arthur, making the presentation

The Volta River Authority (VRA) has donated assorted educational materials to basic schools within communities impacted by its operations in the Western Region to enhance elementary education delivery.

The Shama District Ghana Education Service (GES) took delivery of the items which included: 10,000 VRA branded exercise books, 5,000 pens and 324 story books to be distributed equally

among public schools in Shama, Aboadze, Abuesi, Supowmu Dunkwa and Dwomo.

Making the donation, Senior Community Relations Officer, Mrs. Rhoda Arthur, said the gesture was in line with the Authority's Community Development Programme (CDP) Framework, which guide the Authority's commitment to providing continuous educational support to brilliant-but-needy students.

She said VRA has over the years demonstrated its commitment to championing education as a key component of its Corporate Social Responsibility through its CDP scholarship scheme and other interventions within the educational sector.

She called on stakeholders in the educational sector to collaborate effectively with the Authority to enable “us continue to support education in the impacted communities”.

The District Chief Executive (DCE) of Shama District Assembly (SDA), Mr. Joseph Amoah, commended VRA for its continuous support towards communities impacted by its operation in the district. He said the SDA would continue to work closely with the Authority to bring the needed development to the various communities.

Director of the Shama District Ghana Education Service, Madam Efua Amokowah-Quansah who received the items on behalf of the various communities expressed her appreciation to the Authority, promising that her office would ensure that the books get to the intended beneficiaries.

# BEPOSO D/A BASIC SCHOOL WINS MAIDEN VRA SAFETY DAY QUIZ

Nathaniel Ekue Mensah, CR/E&SDD, Aboadze



Ing. Edward Obeng-Kenzo, Director, Thermal Generation (SBU), congratulating the award recipients

The Beposo D/A Basic School emerged winners of the maiden Volta River Authority (VRA) Safety Awareness Day quiz competition organised for basic schools within the Shama District of the Western Region.

The competition, organised on the theme: “Ensuring Environmental Sustainability- A Key Requirement on our 'BRAISE' Strategy”, was to test the knowledge level of contesting schools on the operations of the VRA and UN Sustainable Development Goals (SDGs), and how to contribute towards its achievement.

It also sought correct answers on VRA's safety, environment and the new corporate strategy from contesting schools which included: Beposo D/A Basic School, Shama Model Junior High School (JHS), Inchaban Methodist JHS, Assorko Essaman Catholic JHS, Abuesi Methodist JHS and FKB JHS.

Beposo D/A Basic School won the competition with 55 points at the end of the fascinating three-round contest, whereas; Shama Model JHS garnered 46 points to take first runner spot followed by Inchaban Methodist JHS with 31 points.

The bottom three positions were shared between Assorko Essaman Catholic JHS who managed 29 points, Abuesi Methodist JHS with 27 points and FKB JHS scoring 26 points for the fourth, fifth and sixth positions respectively.

The winner, first and second runners up were presented with set of desktop computers, printers and scanners each.

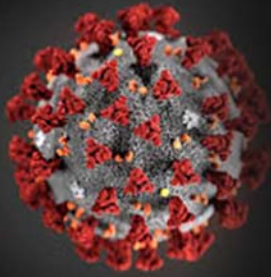
Supervisor of the VRA International Schools in Aboadze, Mr. Seth Oppong said in an address that, the school hosted the contest because VRA as a champion of the SDGs always looks forward to finding innovative ways to sensitize the youth within its operational areas on the importance of the SDGs.

He said this year's safety celebration presented a unique opportunity for the Authority to engage the youth in its impacted communities through the various schools by educating them on environmental sustainability.

The Ghana Education Service (GES) Director for the Shama District, Madam Efua Amokowah-Quansah expressed her appreciation to the VRA for continuously supporting education and its related activities within the district. She recounted the recent VRA branded exercise books donation among others as the Authority's show of commitment towards education as part of its Corporate Social Responsibility (CSR) efforts.



# Doctor's Corner



## Dealing with the Psychological and Psychosocial Consequences From Covid 19

**W**e need to understand that the fears and anxieties currently prevailing will reduce with time as long as you do not meditate on them. We will all get used to all this, no matter how bad it gets. It is just a matter of time and nature or science will certainly take care of this virus.

Would we have become at the end of it; better, stronger, wiser, more considerate, more generous, a communal thinker, respectful of the environment; or a worse human being, selfish, inward-looking, rebellious, worldly, reckless, destructive?

In these times of Covid-19 we have an opportunity to take a second look at our psychological well-being and consider how we can position ourselves well in that regard.

The absence of mental illness does not mean that we are psychologically well. To be psychologically well means we have the following:

**Self-acceptance-** we have positive attitudes you have about ourselves.

**Positive relationships** means we have a good quality of relationship with others.

**Sense of autonomy** means you are self-determining and independent.

**Sense of mastery** over the environment means we feel competent to meet the demands of our situation.

Sense of personal growth means we have high levels of personal growth, a feeling of continued development, are open to new experiences, and see ourselves as changing in a positive direction.

### **PSYCHOLOGICAL CONSEQUENCES**

- Fear and anxiety- from uncertainty, what ifs
- Stress –economic- (economic losses, price hikes, increased food consumption), social distancing, marital and family conflict, boredom, self-worth issues, fear-of infection and its consequences- personal and family, frustration from lifestyle changes, lockdown blues, fear of economic consequences, irrational fears, unfounded fears.
- Depression- from boredom- lifestyle changes- reduced access to recreational substances, economic losses, loss of family members, no church.

These things could manifest in the following symptoms:

- Excessive nervousness
- Increased irritability
- Panic
- Concentration difficulty
- Sleep difficulties such as problems in falling asleep
- Eating disorders i.e. mostly often loss of appetite
- Headache and body pain

### **DEALING WITH THE PSYCHOLOGICAL CONSEQUENCES**

Here are some of the things we can do to enhance our coping and promote our psychological and psychosocial well-being in these times.

### **RE-EXAMINE YOUR FEARS**

Taking care of psychological health starts from guiding the mind away from distorted thinking, especially catastrophizing. Distorted thinking is when information is interpreted more negatively than is reasonable. Catastrophizing makes the intensely negative reaction to a problem worse than the impact that the problem itself would have produced.

Fear prevents us from using our rational brain but rather promotes use of our emotional brain. It therefore affects our understanding of the condition and other circumstances surrounding it. The end-result is we making poor choices. It also has a negative impact on our immune system and we become more susceptible to infections including the Covid 19 infection. Fear also dissipates love, creating more interpersonal friction and self-centeredness.

The virus infects people if they get close to someone who has it. Our chances of getting infected if we stay at home, wear a mask when we go out and wash/sanitize our hands often, and do social distancing is negligible. The virus cannot chase us to our rooms and it cannot withstand proper handwashing and use of a standard hand sanitizer.

### **MANAGE INFORMATION**

- Minimize watching, reading or listening to news about COVID-19 that causes you to feel anxious or distressed.

→ Contd. on pg.23

- Seek information only from trusted sources at specific times during the day, once or twice from WHO website and Ghana Health Service platforms only.
- Get the facts; not rumours and misinformation. Facts can help to minimize fears.
- Take practical steps to prepare your plans and protect yourself and loved ones. Your fears and anxieties are less when you know you are doing something about the situation.
- Spend time for others' benefit Get knowledge on how to protect yourself and your family from the virus and focus on making use of the knowledge effectively. My people are destroyed from lack of knowledge.

## **ENGAGE IN ACTIVITIES INVOLVING THE SUPPORT OF OTHERS.**

This is a very useful way of reducing negative psychological effects of the pandemic on yourself and others.

- Check on others who may need help by telephone regularly.
- Be supportive to others, especially people who need financial assistance..
- Look for Covid 19 good news like positive and hopeful stories and positive images of local people who have experienced COVID-19- stories of people who have recovered or who have supported a loved one and are willing to share their experience.
- Look for ways to assist those involved in fighting the infection.

## **ENGAGE IN ACTIVITIES THAT REDUCE YOUR STRESS**

- Engage in physical exercise
- Do relaxation exercises
- Listen to music you like
- Watch funny movies
- Pray
- Sleep
- Engage in your favourite hobby- singing, games, reading, listen to music you love
- Eat lots of veggies and fruits

## **PROMOTE POSITIVE EMOTIONS**

Positive emotions neutralize the many negative ones being generated in these times.

Manage your mind- switch your thoughts to useful thoughts anytime you catch yourself thinking something that would make you sad.

Engage in activities that challenge you but bring you fulfilment.

Do useful things that make you happy.

Strive to show the loving side of you often. Being kind and loving elevates your mood.

Promote positive relationships it would be useful to call and make up with those we hold a grudge. Get rid of the bitterness.

Remember that in the event of personal misfortune it is spouses who get called and they seldom have a choice than to be there. Let us use this time to settle any spousal issues.

Use the period of the lockdown to create a family tradition, which your children will live to cherish.

Consider how you can relate better with work and church colleagues, because staying at home opens our eyes to their important roles in our lives.

## **SEEK ACCOMPLISHMENT**

This is more about taking steps forward, and seeing these as achievements. Acknowledge small victories.

- Involve yourself personally in the pursuit of personally meaningful goals, which promote your well-being not “material strivings” (ie, goals for fame, fortune and success). They have been repeatedly shown to detract from well-being and are more likely to lead to psychological and personal problems.
- Find a worthwhile thing, which you always wished you could do but which you have never been able to do. Break it down into smaller parts and start to tackle them one by one. There is fulfilment in doing that.

- List your fears and worries on paper and write down your strategies for dealing with them.

## **PURSUE MEANING IN LIFE**

- Have a sense of purpose in life; follow your passion in life.
- Appreciate your life as being valuable and making sense.
- Feel satisfied with what has been done.

## **BE FOCUSED**

In doing any activity at all, we must ensure that we invest all our focus and concentration into it. Anytime we fail to focus, the cares of our lives are able to intrude on our minds, preventing us from doing that activity well and also limiting or destroying our happiness. We must not allow our minds to be anywhere else apart from on the activity we are engaged in.

## THE IMPORTANCE OF RESPECT AMONG EMPLOYEES IN AN ORGANISATION

The corporate environment today operates a diverse workforce, and this diversity is no longer restricted to race or religion, but extends to varied work styles and personalities.

As such, to ensure productivity in an organization, employees need to abide with a work culture that regards everyone equally. This is the culture of respect. It is a two-way street that ensures employees navigate well the business environment by allowing others to feel their work is valued.

Organizations with well-established policies for treating employees equally and placing value on them have more efficient workers who ensure that the objectives of the organization is achieved. This gives staff a better understanding of their responsibilities and the organization's expectations.

Ensuring a respectful workplace culture also promotes happiness among employees, and reduces the risk of grievances, friction, turnover, and absenteeism. Truly dynamic organizations remain open to [cultural change and regularly engage employees for feedback. Employees feel valued and valuable, and are more likely to embrace new procedures or rules.](#)

In addition, a respectful workplace can significantly increase [job satisfaction and improve retention. Where trust is developed, employees feel empowered to make decisions and trust the direction of the organization. Trust is built on reliability, openness, and mutual concern for the needs of workers and the organization.](#)

Furthermore, research has shown that knowledge sharing and trust are closely

correlated. Where employees feel respected and trusted, knowledge is shared for the enhancement of better understanding of responsibilities and business expectations. This in turn increases the talent pool of employees and breeds new ideas, perspectives and skills at the workplace.

Respect is a key requirement for a healthy work environment. It promotes teamwork and increases productivity and efficiency at the workplace. It also makes employees know they are valued for their abilities, qualities and achievements, and that their role is important to the company's success. Everyone feels important and not downplayed, and do their possible best to achieve the company's set goals and targets. Without respect, there is no unity among employees in an organization. It is indeed very vital to show respect to each other to promote a healthy and harmonious working environment.

X



✓



Mask  
up &  
stop  
the spread





Hydro

Solar

Wind

Biomass

Geothermal

**Renewable Energy**

### Our Mission:

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

### OUR VALUES

- ⚙ **Accountability**
- ⚙ **Commitment**
- ⚙ **Trust**
- ⚙ **Integrity**
- ⚙ **Teamwork**

## PUBLIC HEALTH ADVICE ON COVID 19

### Stay Healthy and Protect Yourself from Infection

Frequently clean hands by using alcohol-based hand rub or soap and water



Cover mouth and nose with a medical mask, tissue, or flexed elbow when coughing or sneezing. Wash hands afterwards and discard mask or tissue.



Avoid unprotected close contact with people with fever and cough. Seek medical care if you have a fever, cough and difficulty in breathing.



If you feel sick while travelling, inform crew, seek early medical attention and share travel history.

When visiting the markets, avoid direct unprotected contact with live animals and their surroundings.



### Also wash your hands:



- After coughing or sneezing
- When caring for the sick
- Before, during and after preparation of food
- Before eating
- After toilet use
- After handling animals and or animal waste

### Protect yourself and others from getting sick

When coughing and sneezing cover mouth and nose with flexed elbow or tissue.



Throw used tissue into closed bin immediately.

Clean hands with alcohol-based hand rub or soap under running water after coughing or sneezing and when caring for the sick



### IN THE NEXT ISSUE:

- ◆ VRA @ 59 Celebration
- ◆ Effect of Covid-19 on VRA's business

Please send your concerns, questions, congratulatory messages, issues, worries, suggestions, etc., to [corpcomm@vra.com](mailto:corpcomm@vra.com)

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