



**VOLTA
RIVER
AUTHORITY**

NEWS

Newsletter Volume 4: October — November — December — 2013

VRA Marks Safety Awareness Day

The Volta River Authority has marked its annual Safety Awareness Day with a lecture **“Dental Disease, Prevention and Control”** and **“Physiotherapy Education”**.

The celebration was on the theme: **“Shortcuts Cut Lives Short.”** Mr. Martin Adjoe, Coordinator of Work Area Safety Committee (WASACO) Accra, welcomed VRA staff to this year’s event and urged them to make the Authority a safe working environment for all. He praised the management of VRA for encouraging staff participation in safety by making safety meeting attendance important criteria for the Annual Employee Key Performance Objective.



The procession to the Civil Service Auditorium

In a speech read by Mr. Maxwell Odoom, Deputy Chief Executive (Services), on behalf of the Acting Chief Executive, he stressed that VRA’s Safety Awareness Day provided an opportunity to focus on any health or safety issue and to educate the Authority’s staff about the correct methods, and habits for

overcoming them. He said by providing safety education and awareness on health and safety problems, the Authority would avoid safety problems in the future.

Dr. Emmanuel Sowah of the VRA Hospital, Accra, made a presentation on Dental Disease, Prevention and Control. He stressed the need

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OUR VISION

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

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Ing. Kirk Koffi Appointed Ag. Chief Executive

President John Dramani Mahama has appointed Ing. Kirk Koffi Acting Chief Executive of the Volta River Authority. The appointment takes effect from November 15, 2013. Ing. Koffi succeeds Mr. Kweku Andoh Awotwi, who had been Chief Executive since June 8, 2009

Ing. Kirk Koffi joined the VRA in 1982 and has held several leadership positions, including Senior Mechanical Engineer (1986 to 1991) with responsibility for sectional administration and maintenance planning at the 160MW Kpong Generating Station. From 1991 to 1995 he assumed responsibility as Principal Mechanical Engineer for the Akosombo Retrofit Project.

In 1995, Ing. Koffi became the Plant Manager of the Kpong Generating Station and in 2001 Plant Manager for the Akosombo Generation Station. In 2002 he was appointed Director of Generation, with additional responsibility for the retrofit project. He became Deputy Chief Executive responsible for Engineering and Operations in December 2008.

Under Mr. Awotwi's leadership the VRA had significant transformation, the most significant phase being its focus on its core operation of power generation and has built substantial capability across all functions of the Authority.

In 2012, the VRA faced huge challenges, including:

- ◆ Disruption in gas supply for its thermal plants and for Sunon



Ing. Kirk Koffi Appointed Ag. Chief Executive

Asogli, resulting from an accidental rupture of the West African Gas Pipeline off the coast of Togo.

- ◆ Insufficiency of the system capacity reserve margin available in Ghana's electricity system, resulting in periodic country-wide load-shedding, that continued into 2013, and

- ◆ Tariffs that barely covered operations

Ing. Koffi helped navigate VRA through many of these challenges. In an interview with VRA News, Mr. Koffi said: "My vision is to expand the portfolio growth in generation and work towards

availability of gas in Ghana, while increasing electricity accessibility, availability and affordability and positioning the VRA as a world class company.

"The VRA", said Mr. Koffi, "will continue to be a leader in the power industry in Ghana and West Africa and we will extend our leadership to other parts of Africa. We are positioning ourselves for a de-regulated electricity market in which we expect to be even more successful in a keenly competitive arena. I will consistently build the capacities of our employees in order

to increase productivity. To this end we are establishing a Center of Excellence in Engineering at Akuse, to extend the frontiers of technical knowledge and increase distinctive competencies in power generation", he said.

Ing. Koffi graduated in Mechanical Engineering from the University of Science and Technology in Kumasi in 1981. He has had a vast experience in management and taken part in several international management programmes, including an Executive Development Programme at Stanford and Harvard Universities, in the US, and has had professional attachments with Ontario Hydro and with Hatch, a Canadian engineering consulting firm.

A recipient of the Order of the Volta, one of the highest national awards for process innovation in engineering, Mr. Kirk Koffi has a passion for technology and his quest for excellence and customer focus are expected to help the VRA to grow.

Mr. Koffi has a strong track record for improving the operational performance of VRA's power generation and he is thus ideally equipped to lead the VRA as it enters a new era in its strategic development.

VRA News welcomes Mr. Kirk Koffi to the top and anticipates an exciting and successful future for the VRA in the years ahead.

VRA Wins World Finance Award



The Volta River Authority (VRA) has won the World Finance Project Deal of the Year award, for successfully arranging a US\$ 150million project finance deal to settle its indebtedness. The award was received on behalf of the Authority by the former Chief Executive, Mr. Kweku Andoh Awotwi, at a ceremony in London recently.

The deal became necessary as a result of VRA's cash flow constraints, delays in the payments of Ministries, Departments and Agencies' and of Promissory Notes issued by the Ministry of Finance and Economic Planning to support the financing of Light Crude Oil, and the inability of the VRA to liquidate indebtedness from maturing letters of credit established for crude oil imports.

The VRA's indebtedness shot up following unforeseen interruptions in gas supply from Nigeria in 2012 to fuel VRA's thermal plants; therefore VRA had to rely on increasing quantities of crude oil imports. The deal was completed successfully in a shorter period than usual.

The project finance deal is evidence of successful cooperation between the public and private sectors and a mark of true professional work by all participants from different backgrounds and with different perspectives, that enabled the VRA to overcome obstacles, navigate through challenges and conclude a very successful and significant financial arrangement acknowledged by World Finance.

Financing discussions began in August 2012 with Ecobank Development Corporation (EDC), which successfully structured and assembled a syndicate comprising Ecobank Ghana Limited (Ecobank), Africa Finance Corporation (AFC) and Africa Export-Import Bank (AfraExim). As part of the arrangement, Ghana International Bank (GhiB) produced a US\$10million Standby Letter of Credit (SBLC) in favour of the lenders.

To assist the VRA in its cash flow constraints while the processes was fulfilled, temporary financing was also pro-

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VRA marks Safety Awareness Day

← Contd. from pg.1



A cross section of staff at the event

to take good care of one's body as one could reap the benefits later in life. He explained dental disease as any abnormality that affected the mouth, teeth and surrounding tissues. Dr. Sowah said dental caries were caused by two main factors: bacteria, and a diet high in sugar and starch. Preventive dental health, he noted, helped to reduce dental caries and, subsequently, premature tooth loss.

On ways to prevent dental diseases, Dr. Sowah said that dental

caries, gingivitis and halitosis, or bad breath, could be prevented by effectively brushing the teeth and flossing at least twice a day, eating raw fruits and vegetables and re-

ducing the intake of dietary sugars. He also advised people to visit the dentist at least twice a year, to have the mouth properly cleaned.

Dr. Kojo Essel of the Cocoa Clinic, who is Chief Executive Officer of Mom's Health Club, made a presentation on physiotherapy and advised people not to wait until the onset of a stroke to think about physiotherapy; it is important at all times, he stressed. He advised men not to sit on their wallets, since this usually tilted their posture and could have long term effects on their spine.

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VRA's Safety Awareness Day provided an opportunity to focus on any health or safety issue and to educate the Authority's staff about the correct methods, and habits for overcoming them

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UPDATE on Power Generation - facts & figures: Akosombo Lake Levels

Wednesday, December 5, 2013

269.82 feet

82.24 meters

Ghana's Installed Generation Sources as at November, 2013.

VRA Hydro	VRA Thermal	VRA Solar	IPP Thermal	Bui Hydro
47%	36%	0.1%	12%	5%



TOURING AND VISITING OUR PLANTS

Akosombo is destination of choice for many visitors to Ghana. Each year thousands of visitors arrive to see the great Volta Lake, taking advantage of guided tours conducted throughout the week. Many love to spend a few days to enjoy the natural beauty, tranquility and panorama. Among other things, visits to the Akosombo Hydro Dam ranks high on the itinerary of several visitors.



VRA Observes Safety Awareness Day

The Acting Chief Executive, Ing Kirk Koffi has said that Volta River Authority's Safety Awareness Day "provides an opportunity to focus on any health or safety issue and to educate all staff in the Authority about the correct methods and habits to overcome some aspects of corporate life".

Safety Awareness Day in Pictures



Some staff of VRA in a procession marking Safety Awareness Day



Mr. Odoom reading the CE's speech



Dr. Emmanuel Sowah, of the VRA Hospital giving a presentation on Dental Disease, Prevention and Control



Dr. Essel giving a presentation on Physiotherapy



Some members of Management exchanging pleasantries before the procession



A physiotherapist illustrating correct sitting position



WASACO Coordinator with DCE (S)



WASACO Ridge Towers receiving an Award



The General Manager of AIS taking an Award



WASACO Akosombo Vehicle Workshop receiving an award

Restructuring is key to VRA's Survival

— CE

The Acting Chief Executive of the VRA, Ing. Kirk Koffi, says that he is committed to the restructuring of the Authority's Strategic Business Units (SBU). "Restructuring the Strategic Business Units (SBU) of the Authority will make them independent and help them survive on their own. "Assets wholly owned by VRA, are being developed as Strategic Business Units to enable them to stand alone as self-financing commercial entities, and more viable and profitable," Ing. Koffi said.

Interacting with the management and staff of the Authority, at Akosombo, a few weeks after his appointment as Chief Executive of the Authority, the dynamic mechanical engineer who entered the Authority as a National Service person and rose through the ranks to become Chief Executive, said his new appointment should demystify any fear among staff that he might not be aware of the expectations of staff.

Ing. Koffi, said his appointment as Chief Executive of the Authority did not mean that the policy of re-

structuring the Authority's assets would come to a halt.

He observed that the continued existence of the Authority would depend on difficult, yet meticulous and well calculated decisions that were taken today in order to secure a brighter future for the next generation.

"The time has come for the Authority to start considering creating an international unit with the sole purpose of replicating the professional work being done here in Ghana, in order to take advantage of the investment oppor-

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Staff of Hydro congratulating the CE Ing. Kirk Koffi



Executives listening, as CE, Ing. Kirk Koffi, addresses the staff of Hydro Dept., Akosombo



Dir. Hydro Ing. KB Amoako preparing the ground for CE Ing. Kirk Koffi to address the staff of Hydro Dept., Akosombo



CE Ing. Kirk Koffi addressing the staff of Hydro Dept., Akosombo



A section of Hydro staff listening to CE Ing. Kirk Koffi



CE Ing. Kirk Koffi addressing the staff of AIS Akosombo



A section of the management addressing the staff of AIS



CE Ing. Kirk Koffi addressing the staff of General Services Dept. and procurement Akosombo



Mr. Felix Dzordzorme of General Service Dept., Akosombo in a hand shake with CE Ing. Kirk Koffi



CE Ing. Kirk Koffi addressing staff of Public Health and Mess hall at Akosombo



CE Ing. Kirk Koffi addressing staff of HR, Finance, P&SMD, Registry and ESD at Akosombo

VRA's Investment Department Celebrates First Anniversary

The Investment Department of the Volta River Authority has marked its first anniversary with a brief ceremony. The Department, the 23rd to be added to the Authority's organisational structure, was established on October 1, 2012 to manage and ensure the sustainability of VRA's investment portfolio in its non-core business areas.

The Acting Director, Mr. Kenneth Kojo Obeng, said the Department was born out of VRA's ambition to operate in line with Ghana's Power Sector Reform, which requires the Authority to focus on its core business of power generation and other major policy objectives. Short term measures, he said, were being introduced to restructure all of VRA's non-core subsidiaries: Akosombo Hotels Limited, Volta Lake Transport Company and Kpong Farms, as well as the Health Services, Schools and Real Estate functions currently operating as departments.

Mr. Obeng said that these assets, wholly owned by VRA, were being developed as Strategic Business Units, to stand



alone as self-financing, viable and profitable commercial entities. "We want to make sure that these investment areas focus on their operations and generate revenue for themselves," he said.

Mr. Obeng noted that the Authority had been given a 'No Objection' approval by the Ministry of Energy and Petroleum to proceed with its business portfolio initiatives, and was making efforts for a similar endorsement by the Ministry of Finance and Economic Planning, to ensure full compliance with the Public-Private Partnership Law.

VRA, he said, was in the process of establishing a Holding Company to be known as the VRA Property Company (Propco), as part of the commercialisation of the Real Estate Depart-



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*Scenes from the celebration of the
1st Anniversary
of the Investment Department*



BUILDING A CULTURE OF INNOVATION

— Prof. Kwaku Atuahene-Gima

Prof. Kwaku Atuahene-Gima has urged the Volta River Authority to create a climate and environment conducive to breakthrough thinking, collaboration and the timely execution of new ideas to produce successful innovations.

Making a presentation on: “Igniting Innovation Culture” at the VRA Top 100 conference in Accra recently, Prof. Atuahene-Gima, who is the founder and President of the International Foundation for Marketing and Innovation Management, CEIBS, and founding Executive Director, CEIBS Africa, asked management of the VRA to create an “environment where innovation is the job of everyone, every time”.

He said although many business leaders and managers know that the success of their experience is inextricably linked to a culture of innovation, few do, or could do, it.

Prof. Atuahene-Gima, who is ranked the world's Second Foremost Innovator, said that many people want to build innovation culture overnight, but warned that cultures do not change overnight. “[Cultures] don't change overnight because they have taken a long time to become what they are. What can



change overnight is the intention to change the culture...and the commitment...and the strategy and process for effectively changing it”, Prof Atuahene-Gima said.

Using a metaphor of an innovation leader as a gardener, Prof. Atuahene-Gima said, “If you really want to build an innovation culture, first consider the process that a gardener goes through in order to get a significant yield. The gardener doesn't just plant seeds. The gardener (innovation leader) creates the conditions that allow the seeds to bear fruit...”

“In other words, the committed gardener (innovation leader) makes a sustained effort to create conditions (company environment) that are optimally conducive to the ap-

pearance of an intended yield (successful innovation)”, he said.

Using various case examples and lessons from some excellent companies such as Samsung, GE and Whirlpool, Prof. Atuahene-Gima said: “It is not the strongest companies, companies run by the most intelligent managers, that survive but those that are proactive to tomorrow's market conditions. That is Sustained Innovation”.

He outlined 14 ways by which the VRA could create a sustainable culture and innovation. These are:

Vision, Strategy and Principles

1. Know the company's strengths and weaknesses in innovation - baseline and periodic 'state

Scenes from the Innovation Lecture



of innovation' survey. E.g., innovation capability survey, employee 360^O innovation feedback survey on top management and their managers.

2. Define the concept of innovation for yourself and your people

3. Develop a vision, strategy and principles for the innovation journey – sometimes through Powerful, Purposeful Stories (PPS)

4. Senior Leadership communicate their vision and commitment to the workforce

Create a “High-Gain Conversation” medium to allow leaders and

employees to share best practices and stay inspired.

People

5. Offer “Leading Innovation” training to selected managers – Develop certified innovation coaches and mentors - who can teach innovation best practices to other employees

6. Offer “Banking on Innovation” training to the general workforce

7. Select and evaluate people on their creativity and innovation performance

Contd. on pg.12 →



VRA marks Safety Awareness Day ← Contd. from pg.4

Speaking on posture, Ms. Bertha Assuming, physiotherapist with Mom's Health Club, noted that good posture promoted good muscle tone and could slow down arthritis. She took staff through a demonstration of proper sitting, and the right way to bend when lifting heavy objects, while maintaining the natural curve of the spine.

The staff were then taken through some physiotherapy and

massage exercises by a team of physiotherapists.

Awards were presented to three Management staff, who had contributed immensely to Safety Awareness within the Authority. They were: Mrs. Angelina Domakyaareh, a retired Director of the Legal Services Department, Ing. Kofi Ellis, Director, Planning and Business Development, and Ing. Richard Badger, Director, Thermal Generation.

Akosombo International Schools received an award for overall safety in VRA's non-core area. WASACO, Akosombo Vehicle Workshop and WASACO Ridge Towers were adjudged first and second runners-up.

... that good posture promoted good muscle tone and could slow down arthritis.

Restructuring is key to VRA's Survival

← Contd. from pg.6

tunities and to maximise returns," he stated.

The VRA's new Chief Executive said the Authority's ambition was to operate in line with Ghana's power Sector Reform, which require that VRA focus on its core business of power generation and other policy objectives.

He commended the staff for their commitment and dedication to work and urged them not to relent on their collective effort to build a formidable organisation.

Building a Cultural Innovation ← Contd. from pg.11

8. Idea generation and management process - idea discovery and evaluation

9. Innovation process – ensure teamwork, collaboration in conception, development and marketing of innovation

10. Reward and recognition process, activities and events – emphasis on rewarding success and intelligent failures

11. Periodic, externally facilitated off-site corporate meditation events for Senior Leaders to review progress and to strategise improvements in the innovation effort

Systems & Tools

12. Search and select Best Prac-

tice tools and customise for use in your company

13. Develop and use appropriate performance measures for innovation

14. Emphasise systems and tools that ensure FICH organisation - Holistic and balanced focus on today's and tomorrow's markets.

Mr. Kirk Koffi, Ag. Chief Executive of the VRA entreated staff of the Authority to approach their work with a sense of innovation, in order to increase productivity. He called on VRA's human resource managers to devise a system where achievements could be publicised widely and celebrated.

VRA Wins World Finance Award ← Contd. from pg.11

vided by Ecobank Ghana Limited and Ecobank Nigeria Plc.(Ecobank) with a US\$100 million bridging facility for a maximum of 30 days expiring in October 31, 2012. The US\$ 100million bridging facility was to be superseded by the US\$150million Receivable Backed Financing Arrangement.

Former Chief Executive Inspects Work on EXCITER Upgrade

The former Chief Executive of the Volta River Authority, Mr Kweku Andoh Awotwi, paid a familiarisation visit to the Akosombo Hydro Generation Station on August 24, 2013, and inspected work on the installation of type Ex2100e digital Exciter on generator No. 6. This is the first of six exciters to be installed at the Akosombo Plant. They are replacements for the type Silco5 static exciters that are currently deployed on the machines.

The former Chief Executive was shown round by Ing. K. B. Amoako, Director, Hydro Generation Department, and supported by Mr. Sampson Andoh of the P&C section.

Giving the background to the exciter upgrade, Ing. Amoako said the Silco5 exciters were installed during the Akosombo GS Retrofit Project between 1994 and 2004. And although they have performed well, vendor support has declined, owing to upgrades in the Original Equipment Manufacturer (OEM) line of exciters.

He said Ghana's grid is becoming more complex, hence the need to upgrade and take advantage of the enhanced features

in the Ex2100e exciters. These features, he said, were expected to improve the regulation of the generator output voltage, as well as the stability of the power network.

The contract for the upgrade was won by General Electric (GE), USA, with Hatch Ltd of Canada as the Consulting Engineers. GE's commitments include the design of the exciters, manufacture, site supervision, commissioning and training.

All six exciters and associated auxiliary equipment have been received at site and the required outage for the commencement of work was done on August 12, 2013. The replacement work began on Generator No. 6, the installation is being carried out by VRA Engineers and Technician Engineers. It is expected to take three weeks per unit to complete the project.

The former Chief Executive noted that he was satisfied with the progress of work and commended the team on the good job they were doing. He expressed his appreciation to the GE Commissioning Engineer, Mr. Mohammed Abdrabou, and the Hatch Ltd Engineer, Mr. Alex Belous, for their support.



Mr Mohamed Adbrabou in group picture with the staff of Hydro Generation



Some staff Hydro Generating Station in a group photograph with the commissioning Engineer



Toasting the commissioning of the new digital exciters

VRA Honoured by AGI

The Volta River Authority (VRA) has been honoured by the Association of Ghana Industries (AGI) 2013 Ghana Industry Awards as the best Company in the country's Energy Sector.

The award is in recognition of the Authority's commitment to its vision of setting the standard for public sector excellence in Africa;

a vision that management and employees of the Volta River Authority (VRA) have pursued diligently as our contribution to national progress and development.

The management of the Volta River Authority (VRA) expresses its gratitude to the Association of Ghana Industries (AGI), for its timely recognition of the Authority's efforts and commits to serv-

ing the nation better by meeting customer demands and the expectations of all stakeholders.

This award inspires the Volta River Authority (VRA), to not relent in our collective effort to build a formidable organisation that is at the forefront of powering development in Ghana and beyond.



Mr Sam Fletcher, Head Corporate Communications receives the AGI award.

VRA at AGI Exhibition

The Volta River Authority has taken part in the 4th local content exhibition and conference organised by the Association of Ghana Industries (AGI). The 4-day event under the theme "Making Local Content Work," showcased sectors of critical importance that are developing local content policies.

There were presentations on the new exploration and production law with its implications on local content policy and how it would work. Other presentations also touched on opportunities in the housing industry, and housing policy.

Some key organisations such as Newmont Ghana, Technip, Schlumberger, ECG, and Tullow Ghana provided information on specific products that they procure as part of their local content promotion.

The Volta River Authority also had a presentation on the review of its technical performance, financial statement, tariff and other issues. The presentation was done by the Acting Director of Project and System Monitoring, Mr. Ansu Gyeabour. He explained that, Section 60 of the Public Procurement Act 2003, (Act 663) permits the use of Margins of Preference (MoP) for the benefit of domestic suppliers, contractors and consultants. Its aim is to assist the local business community to become competitive and efficient suppliers to the public sector. The Margin of Preference is applicable to the procurement of goods, works and services.

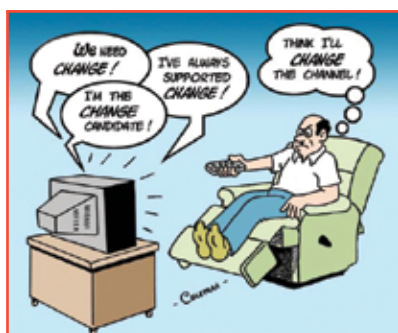
Mr. Ansu Gyeabour said, domestic contractors are eligible for Margins of Preference (MoP) only if they were registered and have been incorporated under the Laws of Ghana, with majority

shareholding by Ghanaians. He said effective use of the Margins of Preference would promote the development of local industries, assist the local business community to become competitive and efficient suppliers to the public sector, and generate employment.

As has been the practice, policies, programmes and projects, as well as materials that VRA works with were also exhibited. Among pictures displayed were work at the Kpone and Aboadze thermal plants and a model of the Akosombo Dam.

A draw was held for participants who had dropped their business cards in the VRA box; lucky winners, whose cards were picked randomly, were given VRA-branded souvenirs, such as key holders and ties.

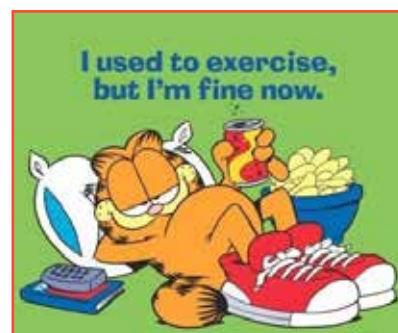
HUMOUR BREAK



Source: blogspot.com



Source: atuntab.com



Source: punjabiportal.com

Clean Development Mechanism workshop for power utilities

A one-day capacity building workshop and training aimed at assisting Power Utilities to implement the Clean Development Mechanism (CDM) has been held in Lome, Togo. Participants received training from experts from the United Nations Climate Change Secretariat and from other international partners.

The CDM, as defined in Article 12 of the Kyoto Protocol, allows a country with an emission-reduction or emission-limitation commitment under Annex B of the protocol to implement an emission-reduction project in developing countries.

The objectives of the workshop were to help utility organisations in Ghana understand the process, standards, rules and requirements of CDM, to follow current developments on the international carbon market and to give to the utilities an opportunity to apply best practices and lessons learnt from the implementation of CDM projects in Africa.

Opening the workshop, Ing. Kirk Koffi, VRA's Acting Chief Executive, said the mechanism was the first global environmental investment and credit scheme of its kind, providing a standardised emission offset for CERs.



The Ag. Chief Executive discussing a point about the CDM workshop with a UN official



VRA's Investment Department Celebrates First Anniversary ← *Contd. from pg.8*

ment. Three companies are to emerge out of the Real Estates Department, with Propco being the holding company, together with a proposed Property Development Company and Akuse Golf Estate being the subsidiaries.

The VRA Hospital, he said, would undergo massive restructuring in the coming years leading to the establishment of three subsidiaries that would include a Nursing Training College, a Specialist Eye Clinic, a Trauma Centre at Aboadze and the introduction of satellite clinics at the main VRA Hospital at Akosombo.

Mr. Koffi said, "Such a project could earn saleable Certified Emission-Reduction credits (CER), each equivalent to one tone of Carbon dioxide which could be counted towards meeting the Kyoto Protocol target."

He said that the mechanism stimulates sustainable development and emission reductions, while giving industrialised countries some flexibility in how they meet their emission reduction or limitation targets.

Mr. Koffi said, a CDM project activity might involve, for example, a rural electrification project using solar panels or the installation of more energy-efficient, boilers.

Ing Koffi said, in November the UN Secretary-General launched

the Nairobi Framework to improve the support of the Kyoto Protocol's Clean Development Mechanism (CDM) in under-represented regions including Africa.

"Africa's interest and involvement in the CDM has grown with the number of projects on the continent. Yet, Africa still accounts for less than three per cent of the more than 3600 CDM projects registered in 72 countries," Ing Koffi said.

He expressed gratitude to the Regional Collaboration Centre, in Lome (RCC Lome) for organising the event for the power utility companies, which included the VRA, Electricity Company of Ghana, TICO, Ghana Grid Company (GRIDCo), Asogli and CENIT Energy.



VRA at Policy Fair

The Volta River Authority was a participant at a Policy Fair held by the Ministry of Information between 16th and 18th of October, 2013.

The three day event held under the theme, "Partnership and Innovation for Development," brought together a number of public and private institutions to showcase their programmes and activities and respond to questions from other participants.

The fair exhibited pictures of policies, programmes and projects of various organisations. The VRA showed installation work at the Kpone and Aboadze thermal plants. A model of the Akosombo dam was also displayed.

A tour of the various stands showed interesting activities.

One stand that caught great attention was the registration of citizens by the Office of the President. The registration was to enable the Resident's Office to respond easily to citizens' request for information, especially relating to the activities of the Government.

The Chief of Staff, Mr. Bani, said at the closing event that the active participation of people in the 2013 fair was a clear demonstration that as a nation, people were determined to contribute towards national development, and to hold the government responsible for its lapses.

Other participating institutions were the Tema Oil Refinery, the Ghana National Petroleum Corporation, and Electricity Company of Ghana.

Large Equipment Hauled to KTPP Ahead of Schedule

Two Alstom gas turbines (GT) and two generators for the Kpone Thermal Power Plant (KTPP) have been transported to the site, ahead of schedule. The process, which began on Tuesday October 15, 2013, was scheduled to be completed on Sunday October 27, but was actually completed one week earlier.

On the completion of installation the Alstom gas turbines, each with 110 MW capacity, will be fired with gas supplied from the Tema Oil Refinery (TOR) and will provide urgent, reliable and efficient thermal power for the local power market.

The transportation of the gas turbines and generators, each weighing 200 tonnes, was undertaken by officials of Panalpina, a heavy duty haulage company based in Nigeria. The process lasted about two hours and was jointly supervised by a team of engineers and officials from the VRA, Alstom, Panalpina, Zhakem International Construction Limited (the project contractor), and the State Insurance Company (SIC), the project

insurer. They were supported by the Ghana Police, who provided escort services from the VRA Procurement Yard to the project enclave at Kpone. Stakeholders, such as the Ghana Grid Company (GRIDCo), the Electricity Company of Ghana (ECG) and telecommunication giants, Vodafone Ghana, also helped to ease the process.

KTPP Project Engineer, Edward Dovlo, said the transportation of the first gas turbine started at about 6am at the Tema Procurement Yard on Tuesday, October 15, 2013 and arrived successfully at the project site two hours later. This was followed closely by the second turbine five days later and finally by the two generators, which was done concurrently on Sunday, October 20, 2013.

The offloading and installation of the first turbine on the turbine concrete started at about 11am the same day and was monitored by Ing. William Sam-Appiah, Director of Engineering Services, and by staff of all the stakeholder companies.

Mr. Richard Afaglo, Area Manager of SIC, Tema, said SIC had a

“Goods in Transit” Insurance package service cover for the movement of the equipment and had provided for Accidental Damage Insurance, Load Risks and Offloading packages to guarantee the safety of the equipment and staff.

Ing. Dovlo said the effective transportation process was due to an elaborate preliminary survey conducted by Mr. Seyram Dzefi, Environment and Safety Coordinator, and Mr. Samuel Annan, Project Administrator and Logistics Manager, which identified possible exigent areas two weeks ahead of the commencement date.

He said that the weight of the equipment made it necessary to bring in Panalpina Haulage Company, which uses a hydraulic jerking system to load heavy duty machinery onto its Goldhofer truck, which has 96 wheels. He said, the gas turbines and generators were loaded onto the 12-axeled truck the previous nights, in order to meet work load schedules and to ease road traffic congestion on the main Tema-Aflao road.

Ing. Dovlo thanked GRIDCo, ECG, Vodafone, the Police and

the Ambulance Service for their cooperation . He noted the ECG and Vodafone disconnected some of their low voltage cables, as well as some overhead communication cables, to make for free access,

and for the movement of the truck at the low speed of 20 kilometres an hour.

He said officials who facilitated the transportation process demonstrated fully standardised Safe

Limit Approach practice, which ensured an acceptable point of clearance for the items, to avoid damage to overhead electrical and telecommunication lines.



Media Tour to Aboadze & Akosombo

The Volta River Authority has conducted a Media Facilities Tour, as part of its effort to enlighten stakeholders on its core business of power generation.

The tour, the second since its inception in February 2013, engaged 30 selected journalists from a wide range of media houses. It was designed to keep them abreast of the current power situation and systems upgrade at the generation facilities in Aboadze, Tema, Akuse and Akosombo.

The Maintenance Manager of the Takoradi Thermal Power Station (TTPS) at Aboadze, Mr. Stephen Owusu, told the media team that Ghana's total energy level was expected to rise to 1,718 MW by 2022. This figure, he said, represented nearly 58% of energy intake which excluded power generated by independent power producers.

He said, the Takoradi station was operating at an installed capacity of 330 MW, with additional power from Heat Recovery Steam Generators. He said installed treatment capacity was 16,543 barrels of water a



day, with storage facility of 186,000 barrels of water for fire fighting, and demineralising water. About 25,782 barrel of crude oil, costing US\$ 2,578,000 were needed daily to ensure full operation, he said.

At the Kpone Thermal Power Plant (KTPP) project site, the Project Manager, Francis Agbenyo, noted that work on the 220 MW facility was far advanced and would be completed in the last quarter of 2014. The project, which would cost US\$200 million, he said, was being funded from VRA's own resources.

Mr. Johnson Hlodjie, Plant Manager, Kpong Generation Station, told the Media that VRA was in the process of commencing a major retrofit project of the plant to bring it up to



meet modern standards, after more than 30 years of operation. The project which is funded by the Agence Francaise de Development would cost 36 million Euros, with counterpart funding of two million dollars and will take four years to complete.

He said although a contractual agreement had been signed for the commencement of the project, an additional year was required to be fully prepared and to manufacture the component parts that would be used for the project.

Contd. on pg.29→

Aboadze in Pictures



Akosombo in Pictures



Writing Workshop 1

Starting from this edition of VRA News, we'll be discussing some lessons on writing techniques. I shall be drawing some lessons from my book, *Corporate Reporting*, which is at the printers and will be launched early next year.

Writing is a fine art and a useful skill essential for effective communication. It is a means of communicating ideas. Writing is individualised and requires differentiated writing and thinking strategies.

To communicate effectively, you need to think critically, objectively and logically, and write thoughtfully, clearly and concisely while organising your message with good language proficiency. Writing needs to be engaging and to have a 'voice'. However, writing is something that not everyone can do well. The good news is that one, too, can learn this skill and use it to great effect, for personal and professional success. One, too, can have a voice to get one's message across and make sure one's documents got to the top.

Learning to write well takes time and practice. I learned professional writing in the intermediate level of elementary education and my first published work, which was in poetry, was published in the *Ideal Woman* (Obaasima), edited by Mrs. Kate Abam. Since then, I have written articles for international journals in South Africa and West Africa, too.

Some of my early works included *Interpretive Commentary on Charles Dickens' Great Expectations* and *Interpretive Commentary on Ernest Hemmingway's The Old Man and The Sea*. Those books, now out of print, were widely used by Ordinary and Advanced Level students.

Understanding the Writing Process

Writing is a product of thought and analyses. The act of writing can often uncover unanticipated insights and analyses that make the writer's work unique and valuable.

The act of writing is one way to discover what we are thinking and arguing with ourselves before we commit the main idea to paper. Although we may be following a writing process that seems to have a succession of orderly steps, preparing to write, drafting the paper, and editing are not tidy processes. They are iterative and recursive. In other words, they influence each other and constantly recur.

Writing is reading. There is always a link between thinking, read-

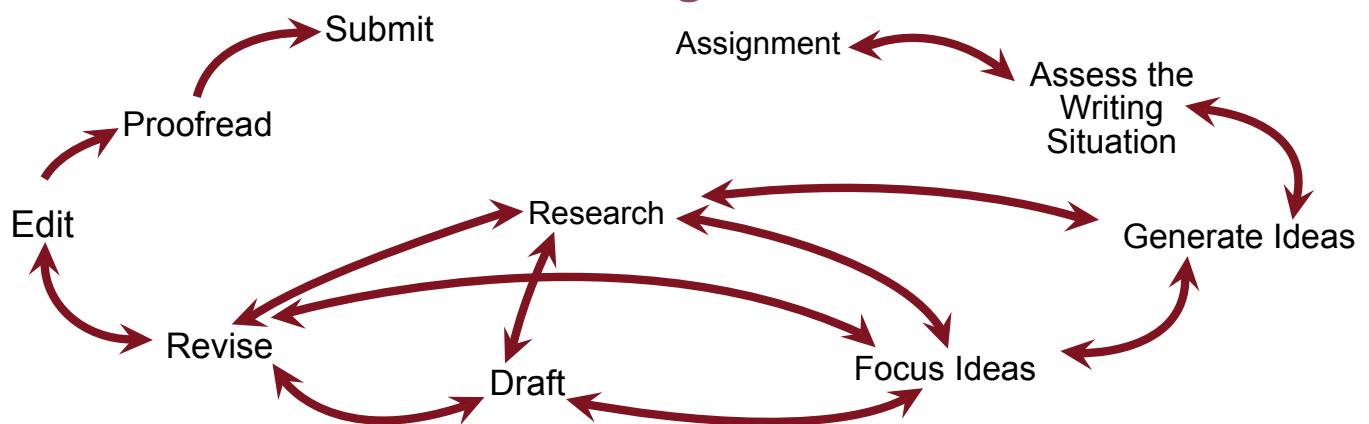
ing and writing. The way you write depends completely on what you read.

A consistent programme of reading helps to develop high-order critical thinking skills that are essential to the development of good writing. I read at least one novel every month, and have kept this practice since primary school. Reading improves the ability to think concisely and clearly.

To achieve linguistic competence, there is the need for intensive and consistent reading, practice, listening to good speakers and studying the writings of others, particularly their techniques. Learning to read critically helps one to become more aware of the strategies and techniques available to thoughtful writers. By developing one's ability to communicate effectively, one gains the key to power, prestige and privilege.

The most effective way to attain professional writing skills is to read many books and make a habit of practising writing. Francis Bacon, English author, courtier and philosopher, underscored the importance of reading in his famous statement 500 years ago: "reading maketh a full man, conference a ready man, and writing an exact man."

The Writing Process



On the subject of writing, Stephen King, recipient of The National Book Foundation Medal for Distinguished Contribution to American Letters, emphasises the importance of reading: “If you don’t have the time to read, you don’t have the time or the tools to write.” Good writing skill is the result of much practice and hard work. If you are determined to work hard, you can improve your writing skills. Writing is just work.

As one reads many books, including books outside of one’s disciplinary community, the depth and breadth of one’s knowledge and vocabulary expands and one’s ability to form new associations increases. Reading engages one’s mind with other conversations and opens up additional perspectives. For instance, while reading a book to discover the solution to one problem, one may find the solution to others that one may not have considered.

Reading improves your reasoning skills and creativity and builds your expertise.

It would be a brilliant idea if you could at least read some of the works of Nobel Literature laureates, with an eye to studying their styles. For example, this is what is said of Ernest Hemmingway: “The Nobel Prize in literature was awarded to Ernest Hemmingway for his mastery of the art of narrative, most recently demonstrated in *The Old Man and the Sea*, the influence that he has exerted on contemporary style.” Secretaries who write minutes must read *The Old Man and the Sea*, because it has the finest narrative style in contemporary literature. Reading this novel will help improve the narrative techniques of secretaries who are required to take down minutes.

It is important to cultivate the habit of reading and reviewing models of writing, so that you can

be exposed to different stylistics or genres of writing and how writers pay attention to the words they choose, the structure of their paragraphs, and the images they create to achieve a particular effect.

Writing helps to make sense of yourself and your world by illuminating your thought processes; writing is your mind in motion working to clarify and understand. To improve your writing abilities you must read a lot and write a lot.

Writers are expected to be lifelong learners and do take responsibility for their own development. Once you begin to write, you must need feedback from others so that you can know how others feel about your writing. Showing your work to your friends will help a great deal in polishing your professional writing. You can learn from your own mistakes and the valuable suggestions you get.

A relentless pursuit of profes-

Contd. on pg.29→

Risk Awareness Process

Risk Identification

In the last publication the July-September issue, it was explained that “Establishing the Context” is the first step of the Risk Management Process. This article focusses on the next step of the Process: **Risk Identification**.

The Risk Management Standard ISO 31000:2009, defines risk identification as “The process of determining what, where, when, why, and how something could happen”.

Risk Identification actually describes those developments, either internal or external, that could significantly affect an organisation’s ability to achieve its objectives, either positively or negatively. It includes identifying the causes and sources of the risk

(hazard, in the context of physical harm), events, situations or circumstances which could have a material impact upon objectives and the nature of that impact.

The risk identification process provides the opportunities, indicators, and information that allows an organisation to raise major events before they adversely affect its operations and hence the business. Risk identification is a continual thing that happens as often as there come changes that affect an organisation.

How to describe risks

The recommended method for describing risks is to state risk **event, its causes, and impacts**. *As an example:*



The above generic example of a negative risk is tied to a goal of using a guard dog to protect a home. In this case, the strategic objectives are safe and secure stewardship of the dog and protection of life and property. A risk event that could occur is “escape of the dog”. The above Causes and Impacts flow from this Event.

Why do we need to undertake risk identification?

The objective of risk identification is to generate a comprehensive list of risks based on those events and circumstances that might enhance, prevent, degrade or delay the achievement of the organisation's objectives. This list of risks is then used to guide the analysis, evaluation, treatment and monitoring of key risks.

Comprehensive identification and recording is critical, because a risk that is not identified at this stage may be excluded from further analysis. The risk identification process should include all risks, whether or not they are under the control of the organisation.

How do we identify risks?

The following are the key risk identification steps, with a brief explanation

1. Understand What to Consider When Identifying Risks

To develop a comprehensive list of risks, a systematic process should be used that starts with the statement of context. To demonstrate that risks have been identified effectively, it is useful to step through the process, project or activity in a structured way using the key elements defined while establishing the context. This can help provide confidence that the process of risk identification is complete and major issues have not been missed. *Contd. on pg.26 →*

The process then asks the following questions about each of the key elements:



Risk Awareness Process ← Contd. from pg.25

2. Gather information from different sources to identify risks

Good quality information is important in identifying risks. The starting point for risk identification may be historical information and then discussions with a wide range of stakeholders about historical, current and evolving issues.

3. Apply risk identification tools and techniques

The Risk Management Standard, ISO 31000:2009, recommends that an organisation apply a set of risk identification tools and techniques that are suited to its objectives and capabilities, and to the risks the organisation faces. Relevant and up-to-date information is important in identifying risks. This should include suitable background information where possible. People with appropriate knowledge should be involved in identifying risks.

Risk Identification Methods

Some basic tools to help in risk identification include surveys and expert advice within and beyond the organisation. Other methods include:

- ☐ Interview/focus group discussions
- ☐ Audits/physical inspections
- ☐ Brainstorming
- ☐ Questionnaire, Delphi technique
- ☐ Networking with peers, industry groups and professional associations
- ☐ Judgmental – speculative, conjectural, intuitive
- ☐ History, failure analyses and lost reports
- ☐ Examination of personal experience or past organisational experience
- ☐ Incident, accident and injury investigation
- ☐ Scenario analysis
- ☐ Decision trees
- ☐ Strengths, weaknesses, opportunities and threats (SWOT) analysis.
- ☐ Flow charting, system design review, systems analysis
- ☐ Work-breakdown structure analysis

It is important that due recognition be given to human and organisational factors when identifying risk. Hence, deviations of human and organisational factors from the expected sources should be included in the risk identification process.

4. Use relevant risk categories for comprehensiveness

Identified risks need to be categorised for easy analysis. The VRA risk universe has four broad categories namely:

- a. Financial
- b. Strategic
- c. Operational and
- d. Information and Technology

5. Document Your Risks

Risks identified during the risk identification stage are typically documented in a Risk Register, that, at this stage in the risk assessment process, includes:

- Risk description
- How and why the risk can happen (i.e. causes, events and consequences)
- Existing controls that can reduce the likelihood or consequence of risks.

It is important to understand the cause–effect relationship between a risk, its causes and the potential consequences should the risk occur. If the wrong risk is identified (e.g. causes or consequences rather than the actual risk itself) it will reduce the value of the rest of the risk management process.

6. Document the Risk Identification Process

In addition to documenting the identified risks, it is important to document the risk identification process, to help guide the future risk identification exercise and to ensure that good practices are maintained by drawing on lessons learned through previous exercises. Documentation of this step should include:

- ☒ Approach or method used for identifying risks

Contd. on pg.29 →

Core Values: Their Relevance

Core values are the standards that an organisation holds relevant and which form the foundation on which work is executed. The VRA, like any other organisation, has its own core values which support the vision, shape the culture and reflect the Authority's worth.

Core values are very relevant in any organisation. There will be no way forward for an organisation without core values. The core values of the VRA, for instance, are Accountability, Commitment, Trust, Integrity and Team Work.

Accountability is defined as the state of being liable, answerable and explicable. This value is relevant in the sense that every employee should be able to explain and justify his actions with regard to any job executed. This will ensure that the organisation's goals are achieved.

Commitment, the second core value of VRA is in plain terms, dedication, promise and the obligation of employees to their jobs. This value entreats employees to make their priority what they are paid to do and to do it wholeheartedly. Commitment paves the way for the achievement of organisational

goals.

Trust, another organisational value, expects loyalty from the employees. VRA expects employees to act in a way that will make them trustworthy.

Integrity is another core value of the VRA. This value expects all employees to exhibit honesty and reliability in every setting in which they find themselves. This value definitely promotes better and stronger relationships with employees and does the organisation a lot of good.

Teamwork, the next value, is the cooperative effort of the employees for a common objective. In an organisation, employees work with colleagues, subordinates and superiors; it is, therefore, important that every employee be a team player.

Core values are a contributing factor to the achievement of long term organisational goals and they serve as a structure that employees must follow to achieve the mission and vision that their employer has set for itself.



THE IMPORTANCE OF BRANDING

Organisations have various ways of getting into quality contact with its publics. One such quality contacts is how well you may be known by your publics in an extraordinary way. An organisation may be known because of a particular style or design, and this style, or design may be about what the organisation does, or what their mission for the publics is. One of this quality contact is branding.

Branding, in general, is a strong packaging design that makes an organisation unique or outstanding. Branding does not get itself excluded when the Code of Ethics is to be applied. The Code of Ethics seeks the best for both customers and workers. Branding seeks for a good image for an organisation and expects a good feedback from its audience or from consumers. Criticisms are always welcome so far as branding is concerned, in order to correct errors. When products from a company or an organisation is to be delivered, branding helps the public to easily identify where such product has come from.

Colours, shapes and images need to be properly placed when branding. This is important, because the publics are easily at-

tracted to images and colours. They are the right people to criticise a product when it is badly packaged or bad branded. Care need to be taken when choosing colours or images for branding. Designs, colours, etc., should not be contrary to the organisation's norms, but should create an atmosphere where an individual or consumer may understand what exactly the company does. In branding, one may not use an image of e.g. a crocodile dancing while the organisation has nothing to do with crocodiles. One may also need to consider the exact colour to be used, in order to avoid misunderstandings with other organisations. An instance occurred when two telecommunications

networks in Ghana had a misunderstanding on the use of colours, because they both needed to use red.

Branding is important when considering the culture and beliefs of the publics, because it might create a bad atmosphere when it goes against the norms of a particular society, or of the whole public in general. There is a saying, "When you go to Rome, do what the Romans do" When an organisation finds itself in an Islamic community, designs should not be against the Islam religion or anything that would lead to criticise that religion.

Another important question that brings to light about branding is, will it be seen by all our publics



Contd. on pg.29 →

Importance of Branding

← Contd. from pg.28



or will it answer questions to those who are not ready to use our products, or even enter the premises of our company. Remember, good branding can change the minds of even those who have previously had nothing to do with the mission or goal of the organisation.

There are some instances where an organisation may consider rebranding. Such cases may be change of environment or location, misunderstanding with the public over a bad product previously or an organisation uses the

same image as others.

Personally, branding believes in new and old fashioned styles in a sense that it may feel that the public is tired of the old ways and rather fix itself in a new form, simply making it current to suit the new era. Criticisms may be welcomed but should not be a goal or a routing. Branding expects the best from the audience.

Branding, to me, is the most important tool that any organisation may need to sell itself well and to be seen as unique..

Risk Awareness Process

← Contd. from pg.26

- Scope covered by the identification
- Participants in the risk identification and the sources consulted

Conclusion

Risk identification is 'the process of determining what, where, when, why, and how something could happen'. It is a continual thing that happens as often as changes affect an organisation.

Any risk that is not identified cannot be analysed and treated. It is, therefore, important to do a comprehensive risk identification, in order to assure better risk management.

Writing Workshop 1

← Contd. from pg.23

sional writing excellence can be cultivated by becoming well versed in the liberal arts, such as philosophy, history, literature and the fine arts. "Management is a liberal art", as Peter Drucker said; "liberal because it deals with the fundamentals of knowledge, self-knowledge, wisdom, and leadership; art because it is also about practice and application".

Our next writing workshop will be on the Nature of the Writing Activity.

Have a Pleasant Christmas and a Happy New Year.

Media Tour to Aboadze & Akosombo

← Contd. from pg.20

At Tema, the Maintenance Manager of the Tema Thermal Power Complex (TTPC), Mr. Darlington Ahu-ble, noted that the 80MW Mines Reserve Plant was undergoing fuel conversion to enable it to operate on both diesel and gas.. He said, the plant upgrade, was estimated at US\$ 11.6 million and was expected to be completed in five months.

An Operating Engineer, Nana Yaw Anane Benfah, of the Akosombo Generating Station, said VRA had completed installing new digital governors and other ancillaries at the Control Room to ensure efficiency and accuracy in power generation.

Akosombo National Service Persons undergo orientation

A number of young men and women doing National Service with the VRA at Akosombo have undergone orientation at the Human Resource Department (HRD).

The programme, organised for over 100 service personnel, was to officially welcome them and, most importantly, educate them on the nature of the Authority's business and its rules and regulations. The HRD was assisted by Town Management, Akosombo Management Committee (AMC), Real Estate & Security Department, the Ag. Plant Manager, AGS and the Corporate Communications Unit (CCU).

Welcoming the enthusiastic National Service persons, the Manager of HRD, Mr Francis Ekuban, briefed them on the history and functions of the Authority. He said: "Over the last fifty years the VRA, as a public sector organisation, has worked hard to power the economy with the provision of adequate, reliable and stable power, in spite of numerous financial challenges".

He said VRA has ensured the maintenance of discipline through the strictest application of its Code of Ethics enshrined in the Collective Bargaining Agreement (CBA). He noted that VRA was committed to attaining its vision of "setting the standard for public sector excellence in Africa" and urged them to contribute towards attaining that goal. Moreover, he advised, they must show good behaviour and avoid breaking the law.

Mr Ekuban assured them that the Authority would always pay them their service allowance. He urged them to complete the necessary forms and submit them to the Department, as any delays would result in late payments.



New service persons listening to facilitators



Akosombo Area Human Resource Manager Francis Eghan-Ekuban, addressing new service persons

Speaking for the Town Manager, Mr Francis Ayembila of the AMC gave a useful insight into the Authority's Local Authority functions, as prescribed in the Executive Instrument (EI 43). He advised the young persons to be each other's keeper and be security conscious, stressing that even though security men had been deployed, the township still faces numerous security challenges. He advised them to explore the environment and enjoy their stay in Akosombo.

An Information/Publicity Officer of the Corporate Communications Unit, Mr. Samuel deGraft-Johnson, advised the National Service Personnel of the need to

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My First Impression of VRA

National Service officially commenced on October 1, for all 2013 graduates from the various tertiary institutions posted to the VRA. All the Service Personnel gathered at the Accra/Tema Area office before 8:00am and waited for the arrival of Mrs Adriana Quarshie, HR Manager for the Accra/Tema area of VRA, to assign us to our various departments. She arrived at 8:00am and handed us forms to fill.

She had a brief discussion with us and from the little she said I realised that punctuality and the style of dressing was vital at the VRA. After all was said and done, we were dispatched to our various Departments.

In her speech, Mrs Adriana Quarshie, stated that, “Not knowing is not an excuse in VRA” and that was the main objective for the orientation.

Being one of the National Service persons posted to the Authority, I had my first impression of the organisation at the orientation that was held for us on 26th September, 2013 at the Osu Ebenezer Presby Church Hall. I realised that VRA is a well-structured organisation. As my colleagues and I walked through security, the reception and finally to the Corporate Communications Unit, I noticed that the VRA environment was very tidy and orderly, right from the car park, through the reception area and to the offices.

When we got to our Unit, we waited at the administration office for the Head of Unit, Mr Sam Fletcher to attend to us. He spoke to us about the work ethic of the department and of VRA as a whole. From what he said, I got the impression that everything works systematically at the VRA. My colleagues and I came to understand

that, at each level or department in VRA, there is a Head, as well as supervisors for each section.

Mr Fletcher assigned one of the staff to walk us through the whole Unit and introduced us to the team. I noticed a good rapport between subordinates and superiors. The staff advised us to work as a team, be disciplined and be responsible for our actions and inactions.

Above all, I realised that, VRA is not only an organisation but a family that focuses on nurturing individual growth to achieve positive results in the right direction.

The vision of the Volta River Authority (VRA) is to set the standard for public sector excellence in Africa and they are working hard to realise this.

HUMOUR BREAK



Computer Resource Center Commissioned at Akosombo

As part of efforts by Management to create a paperless working environment within the Authority, and in line with its E-Business programme, the VRA has commissioned an ultra-modern Computer Resource Centre for staff at Akosombo.

Commissioning the facility, the Director, Hydro Generation, Mr. K.B Amoako, noted that the idea for the establishment of the centre was mooted in 2013 when Management decided to introduce the E-business programme. The main objective, he noted, was to build the capacity of staff to ensure that they became ICT-compliant, so that the E-Business programme could be facilitated and be successful.

The Director, Management Information Systems Department (MIS), Dr. Isaac Doku, said such a facility would make it easier for staff who otherwise would not have access to computers, to build their capacities and be able to swiftly discharge their duties. He announced that the MIS Unit at Akosombo would manage the facility and schedule a vigorous ICT training programme for staff as and when there is a demand.

Dr. Doku added: “The move by



Dir. Hydro Generations Dept. Mr. KB Amoako and Dir. MIS Dr. Isaac A. Doku inaugurating the new Computer Resource Centre



Dir. Hydro Generation Dept. and some staff trying their hands on the new computers

the Authority to establish a Computer Resource Centre is in line with the Authority’s vision of creating a paperless working environment through its E-business project.” He commended the move by the Authority to upgrade the ICT skills of its staff and gave the undertaking that the project would be replicated in all VRA operational areas.

The E-Business programme, a

project under the MIS Department, seeks to standardise, simplify and synchronise the value chains of the Authority in order to achieve speed in decision-making. It is also targeted at providing transparency in information dissemination, efficiency of business functions and the necessary competencies in executing the Authority’s strategy.

VRA Acquires Web-Based Job Evaluation Software

A five-day training workshop on Job Profiling and Job Evaluation has been held in Accra, to give hands-on training and guidance to VRA's Grading Panel on a newly acquired web-based Job Evaluation Software.

The web-based Easy Job Evaluation Software is a system designed for the profiling and evaluation of job functions of VRA staff and an upgrade of the original Standalone Job Grading System which VRA started using in 2007.

A benefit of the application is that VRA's cross-functional team of Job Evaluation Panel can now do grading activities from any VRA work location, or in any part of the world, when the need arises. The previous JEasy Standalone version, however, required that all grading panel members be physically present at a particular location before any grading could be undertaken.

The Grading Panel members, who are subject matter specialists, were selected from all VRA locations and enlightened on the need for consensus and transparency in the job grading process.



A group photograph of the participants and the course facilitator, Ms. Sanet de Lange (middle row fifth from left). Also in the shot are Mr. Isaac Aidoo (front row first from left) - Director, Human Resources; and Dr. Isaac Doku (front row first from right) - Director, Management Information Systems

It is expected that their technical expertise and work experiences, coupled with in-depth knowledge of jobs in the Authority, would impact positively on the work of the panel.

Selected groups of Directors, who are members of the Job Evaluation Validation Committee, were trained as well. Their role includes ensuring the review and endorsement of job ratings prior to the implementation of the grading results. The Validation Committee also serves as the policy making body responsible for reviewing and recommending improvements

on the Job Evaluation System and processes.

Other participants, including Administrators, Human Resource Managers and Supervisors, various Staff Group Leaders of the Senior Staff Association and the Divisional Union of PSWU, also received training on the web-based JEasy software and its new functions. An overview of Job Evaluation and an introduction to the software's Job Profiler, among others, were also discussed.

Opening the workshop, the Deputy Chief Executive (Services), Mr. Maxwell Odoom, said the

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Sierra Leone MPs visit Akosombo

An eight-member delegation from the Parliamentary Service Commission of Sierra Leone has paid a visit to the Akosombo Generating Station (AGS).

The delegation, comprising five MPs, a Clerk and two supporting staff, was welcomed to the Plant by the Information and Publicity Officer of the Corporate Communications Unit (CCU), Mr. Samuel deGraft-Johnson.

The Leader of the delegation, Hon. Ibrahim Bundu, said that they had come to Ghana to understudy how Ghana's parliamentary system, as the Sierra Leone Parliament was a post-conflict one faced with a lot of challenges.

Hon. Bundu further noted that the delegation could not visit Ghana without seeing the Akosombo Dam, whose construction by Dr. Kwame Nkrumah was informed by the spirit of African Unity.

He commended the professionalism of the Authority in maintaining the plant and particularly the fact that it is manned by indigenes without any assistance from expatriates. Ghana, he said, had proved that, given the chance the African could manage his own affairs.

Briefing the delegation, Mr de-Graft Johnson noted that the Authority, besides its hydro and thermal facilities, the VRA has begun implementing its renewable energy policy with the installation of a 2MW solar plant at Navrongo in the Upper East Region. And plans are also far advanced to generate between 100-MW and 150MW of wind power by 2015.

Mr. de-Graft Johnson entreated the delegation not to hesitate to visit the Authority's facilities anytime they were in the country and to serve as ambassadors in their home country, for the good work of the Authority.



Delegation from the Sierra Leonean Parliament listening to their guide



IPO, Sam de Graft-Johnson explaining how the shaft operates



IPO, Sam de Graft-Johnson in group picture with delegation from Sierra Leonean Parliament

SDA Donates Blood To VRA Hospital

Twenty seven volunteers of the Akosombo-Anum District Seventh Day Adventist (SDA) Church have donated 17 pints of blood to the blood bank of the VRA Hospital at Akosombo.

According to Pastor Kwasi Asante Krobea, the Akosombo-Anum District Pastor of the Church, the donation formed part of the 125th anniversary celebration of the S.D.A Church in Ghana.

He said the church's mission is to save lives while proclaiming the message of salvation to all mankind, hence the need for blood to save emergency situations at the hospital.

Besides its foremost objective of spreading the gospel is also the commitment to assisting the government in providing physical health needs to all manner of people. That, he said was the reason the church operates medical facilities such as hospitals, clinics and health posts all around the country.

Mr. S.A.D Amadu, Principal Medical Laboratory Technologist



SDA donates blood to VRA hospital

of the VRA Hospital, said the donation had come at a time when the blood bank was restocking, after an empty period.

He noted that blood donation was not common at Akosombo and only few organisations had been donating blood, and some individuals usually charge as much as GH¢100.00 before donating, even in emergencies. He asked the general public to discard, superstitious beliefs and negative impressions that they had about blood donation and volunteer to support the hospital. He also made a spe-

cial appeal to departments, social groups and organisations within the Authority to come forward to support the blood bank and thereby help reduce the rate at which the Hospital referred blood shortage cases to major hospitals in Accra and Koforidua.

Mr. Kwasi Aniagyei Darko, the Administrator of the Health Services Department, who is also an Elder of the S.D.A Church, commended the volunteers for supporting the hospital and called on other bodies to emulate their example.

Benefits of Employee Training

The Oxford Online Dictionary defines 'training' as an organised activity aimed at imparting information and instruction, to improve the employee/recipient's performance, to enable him or her to attain a required level of knowledge or skill.

Knowledge and skills development are essential to the growth of an organisation. We live in an information era where organisations are valued on both their physical as well as on their intellectual aspects. Training in an organisation can be described as an organisational effort aimed at helping employees to achieve basic skills required for the efficient execution of the purpose for which they were hired.

When we talk about training, people consider it as the preparation given to new employees of an organisation. However, it has been established over the years that on-the-job training can be given to old staff as well.

Training should form a fundamental part of an organisation; this is because it promotes higher rates of productivity and lowers the amount of growth the com-

pany needs. Although training programmes can be expensive and may take valuable time or work hours, they are very essential nevertheless. This is because it is necessary to be updated with new trends and technology as well as refresher courses which will add new ideas relevant to the job, or new methods adapted by employees for doing their jobs more efficiently.

Through training, employees ei-

**Training ... promotes
higher rates of
productivity and lowers
the amount of growth
the company needs**

ther learn new things which are relevant to their work, or how they can do their job more efficiently. Both ways, it is beneficial to the employee as he acquires new knowledge. A mind that learns is alert and receptive.

Training promotes new ways of doing things that would help the employee save time, money and energy. This will, in turn, be beneficial to the organisation. For exam-

ple, the amount of work that takes a longer time to be accomplished because of lack of knowledge, is reduced as a result of training.

An organisation that provides necessary training for its employees increases its value on the job market. Employees are always looking for ways to enrich their job descriptions in order to acquire better pay. If an organisation is able to match up this requirement, the loss of employees would be lower in the organisation and would save time, effort and money. Providing training to improve the skills of its employees should be a core concern for any organisation which thinks of retaining valuable assets in the long term.

Training also allows employees to socialise and get to know others working in the same field, both internally and outside their own organisation. Through these ideas are shared, since each employee has his own perspective and they all come up with ways to work better.

The Training and Development team should always be a vital part of any organisation that seeks to facilitate growth.

AKOSOMBO VRA Presby Primary Recognises VRA's Efforts

The Akosombo VRA Presbyterian School in the Asuogyaman District, has recognised VRA's contributions to the school's development for the past 50 years.

Recounting the school's association with the VRA, in her speech on the school's 50th anniversary, the headmistress, Mrs. Florence Aboagye-Mintah, noted that the school's association with the VRA commenced as far back as 1984.

She said, when a rainstorm destroyed the school's initial makeshift structures in 1982/83 the school approached the Town Manager at the time, Mr. Cecil Abu Nelson, who temporarily accommodated the school at the Kyease Nursery School, then under construction.

The Volta River Authority, being the Local Authority of the township, went to the aid of the school with a six classroom block, which was handed over to the school on October 8, 1984 and the school was then named Akosombo VRA Primary School. She commended VRA for supporting the school with a second six-classroom block, which made it possible to abandon the shift system. Mrs. Aboagye-Mintah noted that VRA also converted a classroom into an

Contd. on pg.39 →



Information & Publicity Officer receiving the citation on behalf of the management of the VRA

Akosombo National Service Persons Undergo Orientation ← *Contd. from pg.30*

exhibit attitudes and behaviours that would not result in image problems for the Authority. "As individuals," he noted, "whatever you do will be taken as a reflection of the larger VRA." He said now that the personnel had become a part of the VRA family, it was imperative that they grasped the import of VRA's operational challenges and took part in propagating the message on the need for consumers to pay more and, even more important, to learn to conserve energy.

An officer of the Safety Department touched on the importance of security, on ways that promote safety, as well as practices that could cause safety problems.

The Ag. Plant Manager, Mr. Ken Arthur, led a plant tour for the personnel, explaining to them the power generation process. A tour of the dam was led by the Information/Publicity Officer, Mr. Samuel deGraft-Johnson.

Never Give Up

Nothing comes easy and nothing can be achieved without challenges. There is always some setback, one way or the other. But this doesn't bring the world to an end. Even a child, in its attempt to walk, does not go through an easy process. It is very likely to fall a couple of times, but that doesn't stop it. It gets up and repeats the cycle all over, until it finally perfects its steps. This teaches us not to give up when the times get hard.

I am yet to meet someone who has never thought of giving up in his life; it is quite impossible. I know how hard it is to study all night for an exam and to forget everything while sitting behind the exam paper; You don't ever get motivated to study for another exam.

It can be very frustrating when you put in a great effort into helping someone and your efforts are not appreciated. It can kill your spirit and make you give up on helping others. Yet there are genuine people out there who appreciate the efforts of people and won't take you for granted.

Over time, I have realised that things get harder before they get



better. So any time things are not going very well for you, know that things may be about to get better. There is a saying that God gives his hardest battles to his toughest soldiers. That is to say, there is nothing that you can't get through as a person. No matter how bad the days are, there are better days ahead that will cancel the bad days and make everything worth your while.

Most prominent people we know have gone through some very hard times before becoming who they are today. An example is the late Steve Jobs of Apple Inc., who dropped out of college at a point. Yet, had he considered him-

self a failure he wouldn't have been where he was before he passed on. Another example is Bill Gates, currently the richest man in the world; he also dropped out of college but did not give up on himself; he still pursued his dreams and made it.

These two prominent men had difficulties at certain times in their lives and may have even considered themselves failures. But they did not give up; they pursued their dreams and ended up where they are now.

Always remember that everybody is different and everyone is running his own race.

VRA Acquires Web-Based Job Evaluation Software ← *Contd. from pg.33*

Standalone system had been used for the evaluation of over 550 jobs in the Authority since 2007 and the outcomes had been used to develop a new salary structure for the Authority. He expressed satisfaction with the upgraded functions of the Job Evaluation Software, describing it as user-friendly and multi-functional.

According to Ms. Sanet de Lange, an Executive of the Products Division of 21st Century Pay Solutions Group, based in South Africa, the software is made up of multi-function applications intended to make work easier. Ms. de Lange, who facilitated the workshops, commended VRA on achieving more with the Stand-alone system in a limited time, compared to many of their other clients. "This is an achievement, considering that most companies achieve far less within the same time frame," she remarked.



Participants at the training

She suggested, however, that all new VRA jobs be graded first to determine the value of the positions, before adverts were sent out ahead of job interviews. This, she explained, was in line with job evaluation best practice around the world.

AKOSOMBO VRA Presby Primary Recongises VRA's Efforts ← *Contd. from pg.37*

ICT laboratory, to promote the teaching of ICT in the school.

Mrs Aboagye-Mintah appealed to VRA to assist with the fencing of the "Stream B" school, to help save money from frequent repairs on facilities damaged by intruders. She made an appeal to the Presby Church at Akosombo, the Presbyterian Educational Unit, and the District Assembly to assist procure computers for the ICT laboratory.

The Town Manager, Mr. Edwin Aryitey, representing the Chief Executive, assured the school of VRA's support, even though the Authority was confronted with

numerous challenges. He presented a cheque for GHc1,000.00 and 606 exercise books to the school as the Authority's modest contribution towards its Golden Jubilee celebration.

In appreciation for VRA's role, the school presented a citation to the Authority, which was received by Information/Publicity Officer, Mr. Samuel deGraft-Johnson. He thanked the school for the recognition and gave the assurance that the VRA would continue to engage with them, to ensure quality education.

The former headmistress of the school, Mrs. Beatrice Ohene-Okai,

donated a personal computer to the school. The Member of Parliament pledged four computers for Asuogyaman and the District Chief Executive three computers, to the school.

At the function were the Asuogyaman District Director of Education, Mr. Brownsford Asamoah, the Circuit Supervisor of Akosombo schools Circuit "A", Albert Alorbu, the District Minister, PCG Monninger Congregation, Akosombo, Rev. Justice Kwame Asumeng, and Mr. Willis Ampiaaw, Headmaster, VRA Basic School, who represented the General Manager of VRA Schools.

ECG Wins Inter-Utility Fun Games

The Electricity Company of Ghana (ECG) have won the 2013 annual Inter-utility Power Fun Games held at the VRA Club House at Akuse.

In the keenly contested games ECG secured the top spot with four gold, two silver and three bronze medals. Other participants were Ghana Grid Company (GRIDCo), VRA, ECG, Sunon Asogli Power Plant, Bui Power Authority (BPA), Energy Commission, Ministry of Energy and new entrants CENIT Energy Limited and Northern Electricity Distribution Company (NEDCo).

The event, which had the theme: “United to Power the Economy”, received support from the National Sports Council and saw participants competing in disciplines such as football, volleyball, swimming, oware, lawn tennis, playing cards, chess, draughts, table tennis and scrabble.

A 1.5-kilometer health walk from the Akuse Club House to the Kpong Hydroelectric power plant preceded all activities.

The keep-fit walk was fully patronised by the Deputy Minister of Energy and Petroleum, Mr. John Jinapor, and heads of the various utility companies, notably Mr. Maxwell Odoom, Deputy Chief Executive, Services, VRA; Ing. William Amuna; Chief Executive Officer (CEO), GRIDCo, Mr. William Hutton-Mensah, Managing Director of ECG, Mr. Jabesh Amissah-Arthur of Bui Hydro.

That event was followed by the hoisting of the national and organisational flags by the Deputy Minister and heads of the various institutions, at the forecourt of the Akuse Club House.





In a brief address, Mr. Jinapor quoted a Latin maxim: *Mens sava incorpare sano* - which says “a sound mind in a sound body” - to demonstrate the importance of fitness.

He commended the power utility companies for the recent improvement in power delivery to the country.

The former Chief Executive of VRA, Mr. Kweku Andoh Awotwi, said the games presented a fine opportunity for corporate collaboration, interactivity and co-operation in addressing the challenges of the power sector.

The Managing Director of ECG, Mr. William Hutton-Mensah, said the proposed revision of utility tariffs required a lot of additional inputs to improve on services, and hard work to satisfy Ghanaians and the economy, and lauded the participating organisations for their support.

VRA won three gold and three silver medals to emerge runners-up in the competition. But that was not enough to stop ECG retaining the coveted Minister of Energy Challenge Cup that they won in 2012.

In the Men's football final, VRA locked horns with the Ministry of Energy in a nerve racking encounter that saw the Ministry winning 2-1. The Captain of the Energy Ministry team, Joseph Donsey Quaye, scored both goals for his team.

The VRA team had dominated play in the entire first half of the game, in spite of the slippery nature of the pitch following a heavy downpour which lasted almost an hour.

This made ball control difficult for either side, especially for the two goal keepers.

The Ministry of Energy team stamped their authority on the game in the second half of the 60-minute game, and saw Captain Donsey Quaye take full advantage of a goal keeping error to seal victory for his side in the 29th minute.

That error by goalkeeper Isaac Kossi, however, touched the raw nerves of the teeming VRA supporters, who jeered and booed at him in the dying minutes of the game.

Luck, however, eluded the VRA team when several attempts to cancel the lead narrowly missed the goalposts. In fact, one ferocious strike by number 11 man, Emmanuel Obuobisa, landed on the cross bar!

Three minutes of additional time given by referee Isaac Odoom, could not help the VRA men, who had earlier received a pat on the shoulders from the Chief Executive, Mr. Kweku Andoh Awotwi, for beating the GRIDCo team by a lone goal to reach the final.

MANYA KROBO

Lauds VRA on CSR

The Konor of Lower Manya Traditional Area, Nene Sakite II, has praised the Volta River Authority for addressing the menace of school dropouts, within the operational areas of the Authority.

Nene Sakite II said the Authority had through its numerous social responsibility programmes, always proved that it was human-centred. He mentioned, in particular, VRA's Community Development Programme Scholarship Award Scheme.

"The scheme could not have come at a better time than now, since many parents within the op-



Deputy Eastern Regional Minister delivering her keynote address

erational areas of the Authority cannot afford to finance their wards through school," Nene Sakite said.

Nene Sakite made these remarks when the Authority made a donation of 20,000 VRA @ 50 branded exercise books to the Traditional Council and the Ghana Education Service in the Manya Krobo Tra-

ditional Area, to be distributed to school pupils in the area.

Presenting the books on behalf of the Authority, Information/Publicity Officers Mrs Rhoda Arthur and Mr Samuel de-Graft Johnson both noted that was most vital to the Authority, hence its contributions over the years toward improv-

The beauty queens in Akosombo



The beauty queens posed for the camera in the Akosombo GS plant

A bevy of ladies vying for the 2013 Miss Ngmayem Beauty Contest in October 2013 have paid a familiarisation visit to the Akosombo Generating Station.

The visit formed part of activities marking this year's Ngmayem festival, celebrated by the people of Manya Krobo.

ing accessibility to children within its operational area.

They mentioned various programmes such as the Employee Voluntary Service, which is aimed at encouraging the Authority's staff to teach in schools within the area as a way of giving back to the society and the Community Development Programme, among others, as measures the Authority has taken to assist its operational areas.

Mrs Arthur said, the Authority is pleased with the collaboration between the chiefs and people of Manya Krobo and the Authority and prayed for a far better and lasting way to sustain it.

Present at the event were the District Director of Education for Asesewa, Mr Stephen Boadu-Apiah and the District Director of Education for Odumase, Madam Irene Ayenor



Eastern Regional Deputy Minister Hon. Mrs. Frimpong in a handshake with Nene Sakite the paramount chief of Manya Krobo.



A Section of the dignitaries at the festival.



A Section of women dressed Kente and beads

Conducting the visitors around, a Supervising Technician Engineer at the plant, Mr. Wilson Borkom, said the VRA was grateful to have received them and to be associated with the festival.

Madam Judith Odjija, one of the organisers of the pageant told the Corporate Communications Unit that the main idea for organising the pageant was to promote the declining girl-child education.

She noted that the perception that the place of the girl-child was in the kitchen was wrong; that just like their male counterparts, girls had what it took to enter into any profession that was male-dominated.

The beauty contestants thanked the VRA for re-

ceiving them so warmly and commended the Authority for the great work they were doing, in spite of the numerous challenges.



Personality Profile

Kwesi Eyeson The Writer

One person who consistently contributed very interesting and educative articles to the VRA house journal, Voltascope (now re-christened VRA News), is Mr. Kwesi Eyeson, of the Human Resource Department at Akuse.

Since joining the Authority in 1994, Mr. Eyeson has contributed a number of educative and informative articles to the house journal. Among these were Staff Remuneration and Productivity, “Paying Workers Fortnightly,” “Why Do They Change?”, “How Positive Is Your Behaviour?”, “Improving Driver-Officer Relationship,” “Enhancing Tourism on the Volta River Lake”, “Adjena – the Village under the Volta Lake”, “Is Akosombo Dying?” “Come With Me to Akosombo”, “Saga of the Obosom Airline”, “Heroes of Our Time,” and many, many others.

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

Others about whom Mr. Eyeson has written include Mr. Raphael Darlington Salawu, a former Town Manager of Akosombo, Mr. Peter Mensah-Barnes, Electrical Maintenance Instructor at the Training and Staff Development Division, Mr. K. K. Ocansey, a diver with the Environment and Sustainable Development Department.

He has also published articles in some of the national newspapers, notably the Daily Graphic, the Chronicle and the P& P. In 1996, an article he published in P&P, en-

titled “I am not your son”, caused a stir at Akosombo when people thought they could identify the main fictional character who, they thought, was a well known person at Akosombo. Another article, “Mammy Water in the Volta Lake”, was read as a feature article on Radio Gold.

Mr Eyeson was twice First Prize winner of the Voltascope Award competition, in 1996 and 1997. Unfortunately, this award, instituted by Management to whip up enthusiasm for the house journal, has since been discontinued. But he continues to write to inform, to educate and to entertain his numerous readers, within and outside the Authority.

Mr Eyeson’s hobbies are reading, writing and correspondence.

6 Personality Types Who Will Succeed as Writers

Never doubt that thoughtful committed citizens can change the world; indeed it is the only thing that ever has.—Margaret Mead

1. THE DILIGENT: those who sit down and write.

Natalie Goldberg immortalized it without words, the simple gesture of holding up a pad of paper and writing.

Don’t write for publication. Don’t write for ambition. Don’t write because you keep reading the news about people even less literary than you

making it in the best selling Big Time. Don’t base your dreams on greed.

Write for zest and exploration and color and detail. Write as research and daydreaming and argument and creativity and hypothesizing. Write for experimentation and hallucination and entertainment and friendship and education and sheer goodness of

heart. Write for amusement and revenge and anguish and, ultimately, exhaustion.

Write because writing’s what you do—and what you’re going to be doing for the rest of your life—even when you have nothing to write about.

Guess what? You’re a writer.

Credit: www.victoriamixon.com To be continued

Staff Urged to eat fruits



The Director of Health Services of the Volta River Authority, Dr. Mrs. Acquah-Arhin, has again advised VRA staff to eat more fruits and vegetables, to stem the rise in chronic diseases such as strokes and some types of cancer.

Mrs. Acquah-Arhin said this at a brief ceremony when the Women's Fellowship of the Lord's Garden Ministry, led by the General Overseer, Apostle (Mrs.) Lyanne Koffi, made a donation of fruits and vegetables to the VRA Hospital at Akosombo.

Dr. Acquah-Arhin said, Researchers over the past 30 years have developed a solid base of science to back up the notion that the consumption of fruits and vegetables are essential to fighting chronic diseases, and to control the increasing spate of heart diseases, strokes and other forms of ailments, control blood pressure, prevent some types of cancer, and avoid a painful intestinal ailment called diverticulitis, and guard against cataracts and macular degeneration - two common causes of vision loss.

Presenting the items on behalf of the Women's Fellowship, the Assistant Secretary, Madam Elizabeth Okaebea, said the dona-



Director Health Services, Dr. Mrs Rebecca Acquah-Arhin, assisted by Supt of VRA Akosombo Hospital, Dr. Seth Fiadoyor, with the Women's Fellowship of Lord's Garden ministry.

tion formed part of the activities marking the year's Women's Day celebration, which had the theme: "Woman, Thou Art Loosed". She noted that their donation was also to lay emphasis on the biblical significance of giving, especially to those in need.

Madam Okaebea praised the hospital's Management for the swift and professional manner in

which they had been responding to emergency cases. She promised that the Fellowship would continue carrying out their social responsibility to the community in which the hospital operates.

The Superintendent of the VRA Hospital, Dr. Seth Fiadoyor, and the hospital Administrator, Mr. Ralph Punamane, were among VRA staff present at the function.





Public Views

Actually, people have a lot of problems with the prepaid system. I think, we should go back to the post-paid metres, because they really helped the public.

Benjamin Doku,
Businessman. Age: 32

Ghanaians are really complaining about the tariff. So the government should do its best to bring it down for us to be able to afford it. As I speak, I need to buy credit and I'm thinking of how I'm going to use it, because I need to put almost everything off. So what's the benefit now? There's nothing to entertain us at home. The more we entertain ourselves, the more we get trapped in the tariff increase.

Antwi Debrah,
Ghana Health Service. Age: 39

The tariff is very high and we need the government's help. Looking at our monthly salaries, it won't help to raise the tariff so high; it's really getting dangerous. We need the government's help.

Nathaniel Acquah,
Melcom Ghana. Age: 32

Seriously, we cannot afford to buy credit, so I prefer being in darkness. So take your light and I take my darkness. That is what the government wants!

Clarence Quashigah,
Community Development. Age: 51

I am not all that interested in the new tariff at the moment. We should rather tackle the problems existing now. Those who are in charge have a lot to do, because some people are not paying and it doesn't affect them at all. Some are still using the post-paid meters. The organisation needs to go round and change all the post-paid meters to the new system. There should be equality in everything we do in this country. And those who don't pay, including the Parliamentarians, etc, should all start paying now when they do that the tariff will come down.

Eric Ofori,
Education Office. Age: 58

We are in a mess and nobody is blaming anybody. We blame ourselves as citizens. If we truly care about each other, things would be minimised when it comes to how we use our gadgets at home. The tariff is too high; compared to other nations, salaries are quite low here. In Africa, an individual earns less than a dollar so how come tariffs are increased to this extent? There should be some considerations. We as citizens should also manage the use of power very well.

Rev. Fayose,
Full Gospel International,
Teshie. Age: 50

To me it's acceptable. But looking at how it has been increased, you would buy the credit and it would soon get finished. I do some calculations and read about the cost of production, which is very expensive. It's acceptable, but we are hoping for the best.

Stephen Fenuku,
Ultimate Group of Companies.
Age 41

The tariff increase is ok; the only problem is the deduction of the credit. It's too much for consumers. It's very devastating. We are not well educated on that, so it needs to be well understood, because people are really confused about this whole tariff thing.

Clarence Quashigah,
Community Development. Age: 51

The tariff is too much for the consumers. We don't use anything much at home but have to buy credit at such a high price that we can't afford and it's now a burden. Why should this happen to our country?

Mrs Esther Akwere,
Sports Stadium. Age: 35

We can't even pay our children's school fees and now there's this new tariff. It means our leaders want to kill us.

Mahoney Appiah,
Contractor. Age: 59

ON THE TARIFF INCREASE



We overuse electricity even when it's not important to do so. I would say that as citizens it's we who cause the whole problem. We should think wisely when using electricity and hopefully, one day, the tariff will go down again.

Francis, Akoto
Ghana Revenue Authority.
Age: 59

Our salaries are too small for this tariff. If you are paid at the end of the month, by the 5th day of the following month all the money is gone because of debts, etc. Where are we going to get money for this new tariff? It's not acceptable to me.

Martin Osafo,
Ghana Health Service. Age: 28

We just don't know where we are heading to as a country. We are getting poor each day. How can we get money to support this increased new tariff? It's totally bad.

Abraham Oku,
Survey Department. Age: 29

Personally I'm not against it. But if there's something they can do to help us, then it should be done immediately.

Mr Benjamin Oppong,
Tax Consultant. Age: 49

Normally I operate two deep freezers for my business. Now I can't use them effectively because of the tariff increase. I'm a caterer and now very confused, because I don't know what to do. Now I don't gain anything from the work I do. I'm pleading to the government to reduce the tariff for us.

Phyllis Sackey,
Trade Fair Centre. Age: 45

The new tariff increase is a killer, if you ask me. There's nothing to write home about. We are going back to the old ways. It's like digging a hole to cover a hole. The government must do something about this. The country is moving without aim.

Nana Agyemang,
Ghana Commercial Bank.
Age: 32

Before the tariff increase, bills and prepaid usage were affordable. Now it is not. This tariff increase is definitely going to empty our pockets.

Michael Appiah-Agyei,
Addo and Sons Pharmacy. Age: 31

Our leaders do not feel the pain of paying bills, and this is the outcome. If they paid bills it wouldn't be this way. They should all start paying bills and they would see how painful it is.

Karen Adams. Age 28

Any time expenses go high, it definitely affects one's pocket. This tariff increase is going to affect all workers. If our incomes are not increased, then we are off course and going down to zero.

Baba Babiba,
Sports Council. Age: 33

Do we have specific things we should use at home? I'm asking this question because personally I don't use my television, neither a tape nor a fridge. I use just the light and a fan. So why do I need to pay bills so high like this? This tariff increase is going to create problems.

Kwame Nsiah,
Ghana Fire Service. Age: 38

We can't complain because there's nothing they will do to help us. The country's leaders don't pay bills, and they are the number one consumers.

Maurine Osafo,
Ghana Health Service. Age: 42

Confusion is what the new tariff is creating. Because for now, four or more people cannot share a meter. One may think there's a cheat somewhere. To avoid all these problems, something good needs to be done.

Oscar Mpiani,
Education Officer. Age: 28

Contd. on pg.50 →

VRA at Kloyosikplemi Festival

The Ag. Chief Executive of the Volta River Authority, Ing. Kirk Koffi, has called on all indigenes of Yilo state to put their hands on deck in pursuit of the development goals of the area.

Speaking to the Corporate Communications Unit on the sidelines of the 2013 Kloyosikplemi Festival, Ing Koffi said the annual festival reminded the people who they were, and where they had come from: that they were forcibly ejected from the nearby hills by the colonial administration.

Ing.Kirk Koffi, who comes from the area and was the Chairman of the Planning Committee of the 2013 Kloyosikplemi Festival, noted that the development of the area was expected to be consolidated in the coming year.

He thanked the VRA for donating Gh¢ 5000 and 15,000 VRA @ 50 branded exercise books towards the celebration.

The Deputy Eastern Regional Minister, Ms. Mavis Ama Frimpong, noted: “Occasions like this must be preserved and refined to suit modern times, so that their relevance and importance are not lost”.

Contd. on pg.49 →



The Deputy Eastern Regional Minister in a handshake with the acting Konor of Yilo Krobo



The CE of VRA being congratulated by the Deputy Eastern Regional Minister



CE of VRA presenting an award to winner

VRA at Kloyosikplemi Festival – *Contd. from pg.48*

She praised the organisers for settling on the theme: “Feeding the nation-the Krobo perspective,” as of relevance, especially noting that it had relevance to how such festivals could be used as platforms to champion development.

She noted that over the years

Krobo farmers had won several awards at the national farmers’ day for their dedication and support for the feeding of Ghanaians.

Delivering a good will message to the chiefs and people, the Acting Konor Osayem Odonkor Tetteh Tuumeh praised his people for their

peaceful nature and said the area could thrive only if they continued to maintain the existing peace. He called on the government to pay attention to the deplorable state of roads in Somanya, especially the only roundabout which had become the main cause of congestion.

VOLO & BATOR Festival

The chiefs and people of the Battor Traditional Area have been advised to give priority to the education of their children, so that they could become productive citizens.

The call was made on behalf of the out-gone Chief Executive of VRA, Mr Kweku Awotwi, by Information/Publicity Officer, Mrs Rhoda Arthur, at the 2013 Hogbeza festival at Battor.

Mrs Arthur also called on the youth of the area to secure their future with sound education.

She said the Volta River Authority was making tremendous efforts to support communities in its operational area. One such support, she noted, was the Community Development Programme (CDP) scholarship scheme that had been in operation since 2011. And she advised the youth to learn hard so as to get more slots on the scholarship programme.

Mrs Arthur told the gathering that the Authority was committed to maintaining the tertiary scholarship programme for brilliant but needy children from the Authority’s impacted communities.

The Paramount Chief of Battor, Togbe Dzekle IV, thanked the Authority for supporting the socio-economic development of area and remarked that he was optimistic about the future peaceful co-existence between his community and the VRA.

Speaking at Volo on behalf of Mr. Antwi, the 2013 celebration of Voloza in the Volta Region, Mrs Arthur

advised the youth to take their studies seriously, so that they would become relevant in the future.

The Deputy Minister of Education, Mr Samuel Okudjeto Ablakwa, who is the MP for the area, called on parents to make time for their wards and monitor their progress, for that was the only way they could tell whether they were making positive strides academically.



Mrs Rhoda Arthur paying homage to the paramount chief of volo Togbui Kweku Agbliza III



Mrs. Rhoda Arthur in a handshake with the paramount chief of Battor Togbe Patamia Dzekle VII

Public Views On the Tariff Increase

← Contd. from pg.47

Just last night I had to put everything off, including the fan, although I was feeling hot. I woke up in the morning and realised that my credit had been consumed, even though I had not used it. I had a lot of credit on it before going to sleep. What's really happening in the country? This is too bad.

Derrick Appiah Kubi,
Internal Revenue Service. Age: 29

To me, so far as our salary remains the same, this tariff increase doesn't make any sense.

Bismark Gyamfi.
Teacher. Age: 27

There's a need to demonstrate against the tariff increase, because it's not going to benefit any of us in the country. Is the government helping the workers concerning our salaries? The answer is no. Therefore, why should we cooperate?

William Dadzie. Age: 40

Any time there is a policy, we should ask ourselves, what is the effect on the company and the people, we should not look at one side only. It means we are not being fair because now the people are rather suffering. They should look at it again, because I know there is a way out.

Aggrey,
Ghana Revenue Authority. Age 31

It has gone beyond my thinking. Anything that takes money out of the pocket is not welcome. It brings burdens. If there is any investment, the focus should not be on consumers. I don't see any reason for this increase.

Alex. Age; 28.
Ghana Revenue Authority

I think Ghanaians should go back to the old system and forget about this pre-paid thing. I don't know if the increase affects only those using the pre-paid, because it seems they are rather complaining so much.

Janet Donkor.
Teacher. Age 35

ADU-AMANKWAH Family Grateful to VRA

Five family members of the late Managing Director of the Electricity Company of Ghana (ECG), Mr. Jude Kwadwo Osafo Adu-Amankwah have called on the Deputy Chief Executive, in-charge of Services of the Volta River Authority (VRA), Mr. Maxwell Odoom to express the family's gratitude to the Authority. The family presented a letter of appreciation and a bottle of schnapps to Mr. Odoom to that effect.

Mr. Kwasi Adu-Amankwah who led the family, said the entire family

was touched by the selflessness and commitment of the VRA throughout the preparations for the funeral on November 16, 2013.

The team which comprised Mr. Kwame Boamah Dwira, Mr. Alphons Adu-Amankwah, Head of the Homicide Unit, Ghana Police Service, Mr. Maurice Adu-Amankwah, an International Lawyer and Mrs. Cynthia Lumor, a Legal Practitioner. A former Secretary General of the Trades Union Congress (TUC), Mr. Kwasi Adu-Amankwah led the delegation.

The late Jude Kwadwo Osafo Adu-Amankwah died on September, 28, 2013, barely a month after turning 59 years. He joined the Electricity Corporation of Ghana in 1996 and doubled as Secretary to the Board of Directors and Secretary to the company, before his appointment as Director of the Legal Department.

After ten years in that capacity he took up a new appointment as the Managing Director of the Company in 2006 and served for nearly three years before his premature re-

| RETIRED STAFF |

NAME	TITLE	DEPARTMENT	RETIRE- MENT DATE
Mr. Charles Narh,	Senior Night Watchman	Real Estate	23 October,13
Mr. Festus Boafo	Senior Caretaker	Real Estate	01 Nov,13
Miss Rosaline Aku Selormey	Senior Ward Assistant	Health Service	05 Nov,13
Ms. Agnes Ansu,	Senior Word Processing Operator Grade 1	Northern Electricity Department	21 Nov,13
Mr. Isaac Nii Trebi Hammond	Senior Nurse Anaesthetist	Health Service	22 Nov,13
Mr. Joseph Mark Adamtey	Administrative Assistant Grade 1	Real Estate	23 Nov,13
Mr. Charles Martey	Accounting Assistant Grade 1	Finance	28 Nov,13
Mr. Victor Crispin Vanderpuye	Principal Graduate Master	VRA Schools	28 Nov,13
Mr. Joseph Kofi Hram Quayson	Assistant Chief Technician Engineer	Thermal Generation	11 Dec,13
Mr. Emmanuel Melvin Amekor	Manager, Environment	Environment & Sust. Development	25 Dec,13

tirement. He was honoured with the 2008 Best Chief Executive Officer award by the African Utility Conference while he was Managing Director of ECG.

On behalf of the Authority, Mr. Odoom, who was supported by Mr. Samuel Gyewu, Director of Investment, described his late schoolmate as a humble and dedicated person with cheerful disposition towards everyone with an encounter with him and expressed condolence to the bereaved family.

The late Jude Kwadwo Osafo Adu-Amankwah is survived by a wife and five children.



For God So Loved the World that He Gave...



Christmas is a season of joy and celebration of God's gift of His son Jesus Christ. However, over the years this festival that should cause us to replicate what God did for the world, has been commercialised.

This has led to the loss of the true meaning of this sacred Christian festival. If Christ had not been born, there would not be forgiveness of sin; hence our reconciliation with God would have been lost forever.

Therefore, this Christmas, before you fall for the ploy of marketers and businesses and lose the true meaning of the season, pause and consider some of the ways that you can also give to the poor and needy, just as God did.

This is a season where we can show love through giving.

Give out your old clothes and shoes

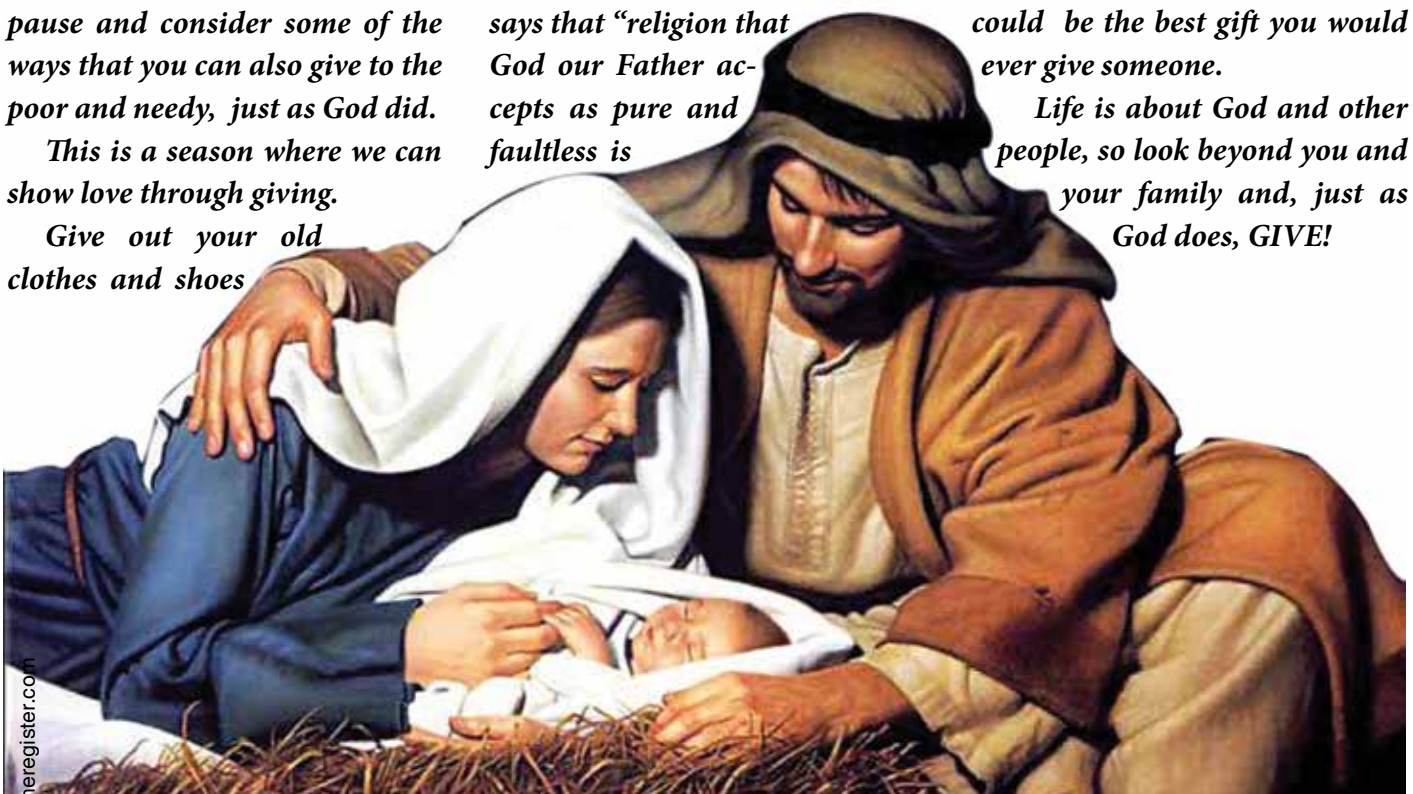
to someone who really needs them. My rule of thumb here is that anything that I have not worn for the past three to six months must go, since I may never wear it again. Give out all those old clothes which you know you would never wear again. Forget the superstition that an evil person could use these personal effects to your harm in the spiritual world. The wise King Solomon, says that he who repays good for evil, evil will never leave his house. Again, he says that a curse undeserved will not rest on the person it is sent against. This superstition could stop some blessing from reaching you. James 1:27 says that "religion that God our Father accepts as pure and faultless is

this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world".

You can also cook for someone or a group whom you know will not have the means to celebrate this Christmas. It could be for kids at an orphanage, a poor family down your street, your family in the village or someone at church. You can invite these people over to your house, cook for them, and get them to make merry with you.

Give someone a book that changed your life, a bible. You can even take someone to church and change his life forever. This could be the best gift you would ever give someone.

Life is about God and other people, so look beyond you and your family and, just as God does, GIVE!



2013
end of year
Christmas
Messages





Christmas & New Chief

Dear Colleagues,

I am delighted that we have successfully navigated through the operational challenges we faced during the year. Happily, we have ended the year on a note of optimism. Together, we have built substantial capability across all functions and this gives us every confidence in our ability to build on our achievements.

Our failures have given us a deep understanding of the Authority, in particular the constraints on success. The fragility of our gas supply system has made us wiser, and its resolution our highest priority.

Consequently, we have deepened our search for alternatives to gas supply and are in serious discussions with gas producers in Nigeria and Ghana, including ENI, holders of the Sankofa Non-Associated Gas Field. We are exploring, as well, alternatives for securing additional gas supplies through

re-gasified Liquefied Natural Gas (LNG) imported from around the world. Our pre-occupation in the coming year, naturally, is to secure enough gas supplies to increase electricity availability, accessibility and affordability; as well as promote private investment in generation, in order to achieve energy sufficiency.

The applicable tariffs granted us in 2013 barely cover our costs. Our challenge is, therefore, to optimise the internal factors within our control. This implies, in particular, plant availability and keeping a stringent hold on our administrative costs. We must, therefore, follow policies and procedures and adhere strictly to financial control systems.

The Authority is stepping up its effort at building the capacity of employees to meet the challenges of a de-regulated electricity market. We are straining every sinew to find the resources to build a Centre of Excellence

Year Message from Executive



Christmas is an exciting time of the year. It is a time full of love, joy, wonder, families, friends and all the elements that make our lives meaningful. It is a thanksgiving feast!

in Engineering at Akuse, to extend the frontiers of technical knowledge and to increase our distinctive capabilities in power generation and support services.

My message is a word of thanksgiving to God who makes all things possible. It is in Him that we live and move and have our being. We thank God for our lives and commit our programmes and plans to Him for success. We all have an obligation to look to God for wisdom and sustenance. We thank our Father in Heaven for His grace and His mercy.

Christmas is an exciting time of the year. It is a time full of love, joy, wonder, families, friends and all the elements that make our lives meaningful. It is a thanksgiving feast!

Let us commit ourselves to God and conduct our affairs in modesty and avoid over-indulgence, so that we can stay alive, healthy and happy.

I thank you all sincerely for your contributions to the work and objectives of the VRA. And I wish you a very Merry Christmas and a Prosperous New Year.

This time of the year has always been special to me since I get the opportunity to reach out to lots of staff, both within and without the Thermal Generation Department that I have not been able to connect with within the year. This is the time of the year when love truly comes down from above and is shared amongst us on earth. It has always been my pleasure sharing the love of Christmas with you while reflecting on the events within the past year.

I seize this platform to reach out to you and to wish you the best of the season's felicitations after a hard year's work. We have worked so hard not only to keep the megawatts flowing, but also

to restore the smiles on the face of all Ghanaians while setting the standard for public sector excellence.

In spite of the challenges that we have had as a Department and an organisation, we were able to soar above the challenges to where we truly belong and today we can boast of having run in full combined cycle mode for a little over one year now. This is unprecedented since the installation of the Takoradi Thermal Power Station. It is a big, big, big Bravo!!! to the personnel and the entire Authority, who worked tirelessly to restore the units and continue with maintenance of all the Authority's generating units.

For all these we can only give glory

to God for His mercies and His love for us all.

I wish you all a Merry Christmas and a Joyous New Year!!!!

I look forward to seeing all of you back at work, with renewed strength to work better in the coming year, and to put the Volta River Authority on the pedestal where it belongs.

Be blessed, and Merry Christmas once again!!!!



Richard Badger
Director, Thermal Plant

We know from the Scriptures that our Saviour Jesus Christ was born, lived and preached the Gospel to thousands of people when He was on this earth. We know from the Scriptures that He was killed in a gruesome way: nailed to the cross. We know from the Scriptures that God raised Him back to life and He appeared to many people. We know from the Scriptures that He ascended to heaven and is currently seated at the right hand of God interceding for us. Indeed, we know from the Scriptures that Jesus Christ was born on a particular day, and that is cause for rejoicing!!!

So, rejoice and be glad and cele-

brate Christ, because His birth opened up opportunity for Salvation for you and me. As the Prophet Isaiah put it

Isa 9:6-7 New International Version – NIV

“For to us a child is born, to us a son is given, and the government will be on his shoulders. And he will be called Wonderful Counselor, Mighty God, Everlasting Father, Prince of Peace.

Of the increase of his government and peace there will be no end. He will reign on David's throne and over his kingdom, establishing and upholding it with justice and righteousness from that time on and forever. The zeal of the LORD Almighty will accomplish this”.



Ing. (Pastor) Theo Nii Okai
Director Igis Project

So let us celebrate Christ this Christmas, not in wanton excesses of eating and drinking, as most people do, but in sober reflection and gratefulness to God for “Giving His one and only Son, that whoever believes in him shall not perish but have eternal life”.

Happy X'mas to all VRA staff and their families!

As we close the year 2013, I wish to express my sincere appreciation to all staff of the Planning & Business Development Department in helping achieve most of the targets set for the year. Staff of the department would also like to acknowledge all the support we got from the Executive, Departments in VRA, as well as other external stakeholders, in realising our targets.

One of the Department's responsibilities was to guide and monitor the strategic direction of the Authority, and this included the administration of the Corporate and Departmental Balanced Scorecard (BSC) system for monitoring organisational performance. The BSC concept is now gaining roots in the organisation, amidst few challenges, and has become a house-hold name. We also monitored the budget of the Authority judiciously, in the face of limited financial resources.

In terms of the core business of the Authority, the first half of this year was very challenging. The curtailment of natural gas supply from Nigeria, as a result of damage to the West African Gas Pipeline, forced the nation into very uncomfortable power rationing. The Authority had to contend with large scale procurement of light crude oil, which had very serious consequences on the finances of the Authority. We

maintained focus on all our customers, providing reliable and regular information on the situation, until power was fully restored in the third quarter of 2013 when the gas pipeline had been repaired.

The department pursued additional natural gas supply from Nigeria and had a number of discussions with other independent gas producers in Nigeria. At the same time, we had interactions with various stakeholders in the Jubilee Gas Project (especially the Ghana National Gas Company (GNGC)), which aimed at ensuring adequate gas supply for all VRA thermal units. Getting gas through the regasification of Liquefied Natural Gas also continued during the year. Our support in the development of renewable energy in the Authority also saw a lot of progress.

The challenges of 2014 will be many. With lower than expected water inflow into the reservoir this year, the energy demand-supply dynamics of 2014 will require careful planning for the Authority to maintain its financial viability. Increase in energy demand, with an inadequate selling price and limited gas supply, will require careful planning of our business strategy to successfully go through 2014. As the competitive electricity market picks up speed, we need to be more business-minded to ensure that we exceed the

expectations of our customers, so that we can increase our share of the electricity market. This department will continue to pursue new business areas and resources that will reduce the cost of operation for VRA and make us more competitive.

I, therefore, urge the entire staff of VRA, and especially staff of this department, to play their various role with dedication, time consciousness and cost effectiveness, in order to face the challenges of 2014, and possibly overcome them.

Lastly, we acknowledge and appreciate the good work done by two of our colleagues who retired in 2013, Mr. K.O. Ayisi and Mrs. Martina Addo. We also remember our late brother Mr. Emmanuel Afagbegee, whom we lost in the course of the year.

I wish all staff of VRA a very Happy New Year, with increased blessings and good health to them and their families.



Kofi Ellis
Director, Planning & Business Development

Dear Colleagues,

We are very grateful to the Almighty God for seeing us through another difficult, but eventful, year. This year has been one of the most difficult resulting in the Authority grappling with high generation costs owing to the high cost of crude oil on the world market coupled with the West African Gas Company's inability to supply the Authority with contracted gas volumes following the repair of the damaged pipelines. This has undoubtedly affected the Authority's cash flow, culminated in delays in the implementation of major generation expansion projects and in load shedding for the first half of the year.

As a department, we have had to re-prioritise our activities to meet the challenges posed by the erratic cash flow of the Authority. Notwithstanding these challenges, the department has achieved some successes in its assigned responsibilities. Notable among them are: the completion and inauguration of the 2.5MW solar plant at Navrongo; installation of the gas turbines at the Kpong Thermal Power Project (KTTP); Generators and Gearboxes on base, as well as their Preliminary Alignments, the award of contracts for Detailed Feasibility and Environmental and Social Impact Assessment (ESIA) Studies for the Domunli Thermal Power Project and the Pwalugu Multi-purpose Hydro Dam Power Project.

Other relevant achievements are, the completion of documentation for

the Award of Contract for the purchase of a spare transformer for the Kpong Generating Station; receipt of Bids for the award of Engineering, Procurement and Construction (EPC) contract for the construction of the Takoradi 4 Power Project and the Completion of 800m of Kpong Dam Downstream Shoreline (Toe) Protection Construction under the 3rd Phase of the Kpong Shoreline Protection Project. As Owner's Engineers for the Ministry of Energy and Petroleum, we have successfully completed all GEDAP and a large number of SHEP IV projects.

Again, the department has successfully completed the erection/construction of Wind Masts (including measuring sensors) at eight sites in the Volta (Anloga and Anloga West), Greater Accra (Akplabanya and Lekpogonno), Eastern (Nsutapon), Brong Ahafo (Amoma North and South) and Northern Regions (Gambaga) for Wind Measurement campaigns as part of the Feasibility Assessments for the implementation of the Wind Power Project.

Currently, one-year Wind Measurement Data is being collected for analysis and site selection.

Furthermore, we have worked as a team to fulfil our mandate of collection of Hydro-meteorological data from the Volta Catchment area as input for flood forecasting and lake monitoring. This culminated in the prediction of unfavourable inflow into the Volta Lake and a projected reservoir elevation of 260' 75" at the

end of the flood season, which will guide the Authority in its operations, especially the sustainable drafting of the lake for hydro power generation. We also carried out the mandated quarterly updates to the 2013 Energy Supply Plan, taking into consideration the high cost of crude oil, low inflows into the reservoir as well as the erratic supply of gas from Nigeria, to guide decision-making by the Executive and the operation of the Authority's plants. We ensured that the Dam Instrumentation Rehabilitation works and Dam Safety Monitoring have proceeded as per plan.

I am full of gratitude for the support and dedication to duty of the entire team. Next year promises to pose even greater challenge to the Authority in terms of its financial strength, owing to the need to meet a substantial portion of the nation's rising energy demand from thermal sources, in the face of limited energy from Hydro Power sources, erratic supply of gas from Nigeria and the unstable and high price of crude oil.

We note that notwithstanding the recent 36% increase in tariff (though VRA requested for 128% increase to achieve cost recovery tariff) being contested by organised labour, the Authority's finances are not out of the woods yet. This calls for prudent management of the department's budgetary allocation for next year and I am hopeful I can count on your support when the time comes.

With commitment and a good team spirit, I am certain that together

we can achieve more successes in the coming year and the years ahead. I, therefore, urge everyone of you to put your shoulders to the wheel, so that together we can confront the challenges ahead to enable the department, and the Authority as a whole, to meet their set targets.

My fervent prayer is that you will all exhibit the same team spirit and dedication to duty in the pursuit of our

mandate and avowed aim of becoming a first class consultancy and service provider of choice.

On behalf of Management, and on my own behalf, I seize this opportunity to wish every staff a Merry Christmas and a Happy and Prosperous New Year. God Bless You all.

William Sam Appiah
Director, Engineering Services Dept.

Dear Colleagues,
Christmas is the time when we look back on everything that we have achieved over the past year and recuperate our strength to deal with the challenges of the coming year.

I find the past three years very eventful in the existence of the VRA. In 2010, legacy hydro was called upon to do what it does best, i.e. produce as much quality electric power to serve the nation, because the Volta Lake was full to the brim and had to be spilled. We produced over 7,000GWh of energy!

The good fortune continued into 2011, when we generated over 7,500

GWh of energy. In 2012, with the disruption in the West Africa Gas Pipeline's (WAGP) supply, legacy hydro once again rose to the occasion with about 8,000GWh to meet our national needs.

It is anticipated that the situation in the next three years will most likely be the opposite; what an irony at a time of high and increasing demand. This forecast appears gloomy, but we must count our blessings and name them one by one. For six continuous years, we have experienced nothing but good favour.

In the face of changing legacy hydro fortunes, let us resolve to keep up our good work, act on and live the virtues

that the Authority demands of us in the coming year.

I say "ayekoo" to all the staff of Hydro Generation Department for your patience, dedication to duty and sacrifices that you've made to see the Department through 2013, with the expectation that when 2014's demands come knocking on our doors, we shall not relent.

I share in the pain of all those who lost loved ones in the course of the year.

On behalf of management, I wish the entire staff of the Authority a Merry Christmas and a Very Happy 2014.

Ing. K.B. Amoako
Director, Hydro

The mercies of God have seen us through both the good and the difficult times, even as the year 2013 comes to an end.

I extend my warm seasonal greetings and congratulations to the entire staff of the Authority for the hard work exhibited throughout the year, and also to Management for their support in providing the needed facilities and training to bring the Legal Services, in

particular, and the entire Authority, this far.

I also take this opportunity to congratulate the staff of the Legal Services Department on their hard work, commitment and all the good virtues they have displayed in their work, which have seen the Department perform creditably.

It is my sincere prayer that 2014 would bring more and better achieve-

ments than we have ever enjoyed.

May the Good Lord keep and bless all of us throughout the Christmas festivities and the years to come.

Afi oo, Afi, Feyeyenamilo, Afebyia pa.

Have a Merry Christmas and a Prosperous New Year!

Raymond John Lartey
Director, Legal Services



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

OUR VALUES

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



Do You Know These?

Water Quality Tips Around the House *Part 2*

IN THE KITCHEN

Dishwasher:

- Wash full loads and use the shortest cycle.

DID YOU KNOW?

An automatic dishwasher uses 40 L of water, compared to dishwashing by hand, which uses about 35 L.

Fridge:

- Keep a pitcher of water in the refrigerator, instead of running the tap for a cold glass of water.

DID YOU KNOW?

Water makes up 70% of the human body. Each day we must replace 2.4 L of water, some through drinking water & the rest through food (all foods contain water!).

IN THE LAUNDRY ROOM

Washing Machine:

- Wash full loads and use the shortest cycle.
- Adjust the water level and use cold or warm water instead of hot.
- Use environmentally friendly (low or no phosphate and biodegradable) detergents.
- Repair any leaks around the washer taps and hoses.

DID YOU KNOW?

The laundry room accounts for 20% of household water use.

Sink:

Repair leaky faucets and always turn off your taps tightly so they don't drip. Even a small drip can waste tons of water.

DID YOU KNOW?

A traditional washing machine uses 130 to 250 L of water to launder a large load.

IN THE YARD & GARDEN

Tap/hose:

Check outside hoses, faucets and sprinklers for leaks. Even a small drip can waste tons of water. Take care of your garden hoses. Don't keep them in the sun or drag them across the driveway.

DID YOU KNOW?

Practice wise water use! In the summer, lawn and gardening watering can increase the demand for water by more than 50%.

To be Continued.

IN THE NEXT ISSUE:

- ◆ Delivering World Class Power Supply
- ◆ Effective Writing 2

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

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