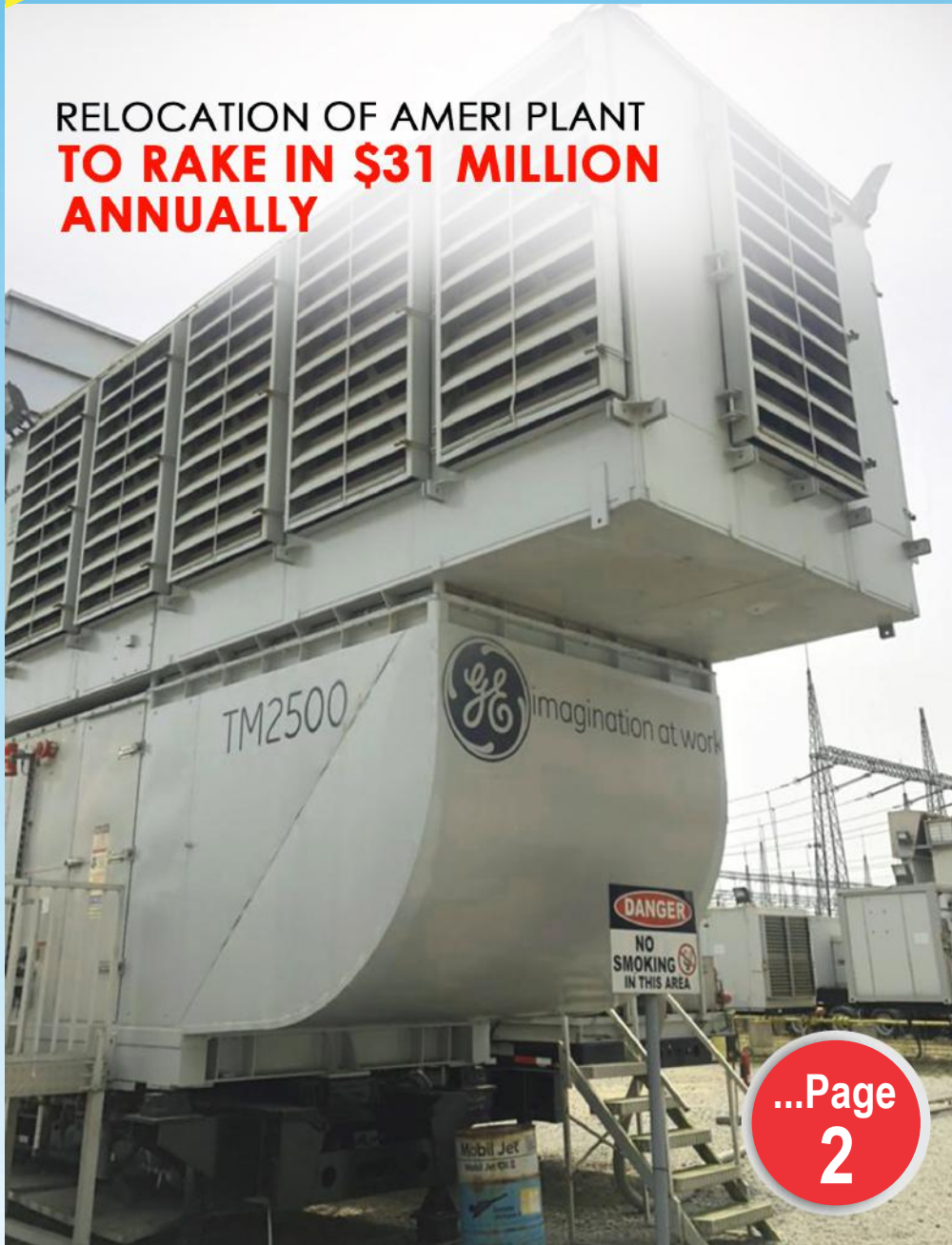


# VRA NEWS

Newsletter Volume 31: Jan. - Feb. - March - 2022

## RELOCATION OF AMERI PLANT TO RAKE IN \$31 MILLION ANNUALLY



One of the units of the AMERI power barges

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**VOLTA  
RIVER  
AUTHORITY**

VRA ... We Add Value to Lives

## RELOCATION OF AMERI PLANT TO RAKE IN \$31 MILLION ANNUALLY

Michael Danso, CA&ER, Accra



Mr. Obeng-Kenzo receives a dummy key from the Western Regional Minister to symbolise the official takeover of the plant from the Government.

**T**he Ministry of Energy has made it known that, the takeover and relocation of the African and Middle East Resources Investment (AMERI) Power Plant to the Ashanti Region is estimated to rake in substantial revenues of about \$31 million annually from power exports and \$4 million as savings on transmission loss cut back.

The project would also promote the extension of the Ghana Gas pipeline, which hitherto ended in the Western Region.

The natural gas in the region would stimulate other productive non-power uses of indigenous natural gas resource.

This was highlighted when the Government of Ghana (GoG) assumed full ownership of the 250-Megawatt (MW) power production plant from the AMERI Group, following the expiration of the five-year production and sale of power agreement signed between the Government and the United Arab Emirates (UAE)-based company.

The Deputy Energy Minister, Mr. William Owuraku Aidoo on behalf of the Government handed over the power barges to the Volta River Authority

(VRA), at a ceremony in Aboadze in the Shama District, Western Region, recently.

He said the 10-unit power barge, with capacity to generate 25MW each, totaling 250MW, which operates on natural gas would be moved to Anwomaso in Kumasi in the Ashanti Region. He said the power plant would be mounted on a trailer for it to be relocated to its new site to improve the reliability of power supply in the middle and northern sections of the power grid and for export. He added that, preparatory works at the new site were at an advanced stage and on schedule for completion.

The Director, Thermal Generation at that time, (now Deputy Chief Executive, Engineering and

Operations) Mr. Edward Obeng-Kenzo, said Ghana's power system currently had low voltage around the Ashanti Region to the northern part of the country. "This is mainly because all the power plants in the country are located in the Southern, Eastern or Western part of the transmission network, the only plants in the middle of the transmission network are the 400MW Bui Hydro Power plant and the Bui Power Solar project", he stated.

He said the relocation of the 250MW AMERI Power Plant to the Ashanti Region will enable the country to export an additional 50MW to neighbouring Burkina Faso. He reiterated that the export of power, would fetch an additional income of \$31 million annually and also reduce transmission system losses by 15MW, estimated at \$4 million or about GHS23 million annually.

The Country Manager of AMERI Energy, Mr. Francis Kofi Kpolu, said AMERI was happy with the achievement made through the new lease model and hopeful to collaborate with Government for more projects in future.

On February 15, 2015, the Government of Ghana signed an emergency power agreement with AMERI Energy to Build, Own, Operate and Transfer (BOOT) the power barge for five years, after which the country would assume full ownership of the Plant. This was in response to the country's power generation deficit which led to a nationwide power rationing which became known commonly as 'Dumsor'.



The AMERI power barges.

## 'LET US IDENTIFY AND DEVELOP TALENTS IN VRA' -CHIEF EXEC. URGES MANAGEMENT

Michael Danso, CA&ER, Accra



Mr. Antwi-Darkwa addressing Management

The Chief Executive of the Volta River Authority (VRA), Mr. Emmanuel Antwi-Darkwa has urged VRA Management to uncover hidden talents within the Authority and nurture them for a seamless succession plan that can sustain the Authority's business in the years ahead.

According to him there is the need to attract a pool of high-potential talents, develop, motivate and build them into a resilient human resource who understand the VRA business.

Mr. Antwi-Darkwa stated, "We want to be able to continue to support talent. One of the biggest issues I have observed in VRA is the difficulty to identify talent. Being able to identify talent and also developing them in a manner that allows us to have a clear succession plan is what we are looking for. Anytime we have to make a decision on who to succeed who, it is always difficult."

The Chief Executive made the recommendation in his opening remarks at a two-day Strategic Management

Retreat which took place from February 16 - 17, 2022 in Accra, under the theme: "Advancing Our Sustainability with a Private Sector Mindset".

The Retreat, which was facilitated by the Corporate Strategy Department was chaired by the Chief Executive, with the full complement of all the Deputy Chief Executives, Directors and selected Unit Heads.

Addressing the participants, Mr. Antwi-Darkwa urged them to prioritise skills and talent development in VRA to ensure the Authority continued to tread the path of growth. "It should be possible for people to move from let's say Department 'A' to Department 'B', all within the context of moving up the career/professional ladder if you have the chance to still be in the organization", he stated.

The Retreat discussed strategic topics that centered on objectives of the VRA Sustainability Plan, Inculcating Private Sector Mindset in the VRA Work Culture, Increasing Revenue and Cashflow, Improving Business Processes, Leveraging on IT and OT, Improving Staff Competencies and Effectiveness, Building Strategic Alliances and Relationships among others.

## VRA BOARD CHAIR VISITS AKOSOMBO POWER STATION

Nathaniel Ekue Mensah, CSR & Community Relations, E&SD/Akosombo



Mr. Tutu Agyare (2nd from right), in a pose with the Chief Executive, Director, Hydro Generation and the Plant Manager.

Board Chairman of the Volta River Authority (VRA) Board, Mr. Kofi Tutu Agyare has paid a day's working visit to the Akosombo Generating Station (AGS) to familiarize himself with the operations of the Plant.

The visit, which was his first since his appointment in August 2021 by President Nana Addo Dankwa Akufo-Addo, formed part of series of planned engagements by the Board Chair to the Authority's power

installations to acquaint himself with operations and processes of the plants.

Mr. Agyare was accompanied by the Chief Executive of VRA, Mr. Emmanuel Antwi-Darkwa who together held a meeting with the Director, Hydro Generation, Ing. Kenneth Mensah Arthur, Director, Environment and Sustainable Development Department, Mr. Benjamin Arhin Sackey and the Director, Technical Services, Ing. Samuel Lamptey.

# SITE SELECTION FOR GHANA'S 1ST NUCLEAR PLANT TO BE CONCLUDED BY END OF THIS YEAR

Source: GNA



Dr. Stephen Yamoah

**T**he Nuclear Power Ghana (NPG) says it will by the end of this year complete the selection of a preferred site for the country's first Nuclear Power Plant. The NPG, charged with the mandate to lead the construction and operation of the Plant, had identified four candidate sites for the project.

Dr. Stephen Yamoah, Executive Director of NPG said the institution is analysing historical data on the four identified sites. He said the NPG would produce a Site Approval Report, which would be submitted to the regulator for review. "We have received a host of historical data from over 12 institutions: seismology and issues of flooding. We have received information from the Ghana Statistical Service in terms of population and a projected population growth. All these are criteria that we factor into the site selection because the nuclear power plant will not be put up in a

populated area, so we need to know the present population and the projected," Dr. Yamoah said.

The International Atomic Energy Agency (IAEA), under its programme on safety standards for nuclear installations, has prepared the Site Evaluation for Nuclear Installations (IAEA Safety Standards Series No. NS-R-3) guideline for member countries to ensure adequate protection of site personnel, the public and the environment from the effects of ionizing radiation arising from nuclear installations.

The siting process for a nuclear installation consists of an investigation of a large region to select one or more candidate sites (site survey), followed by a detailed evaluation of those candidate sites.

In the evaluation of the suitability of a site for a nuclear installation, the Safety

Guideline requires countries to consider the effects of external events occurring in the region of the site, and the characteristics of the site and its environment, which could influence the transfer of radioactive material to people and the community.

The Guideline also requires the consideration of the population density and population distribution and other characteristics of the external zone. "If the site evaluation for the three aspects cited indicates that the site is unacceptable and the deficiencies cannot be compensated for by means of design features, measures for site protection or administrative procedures, the site shall be deemed unsuitable," the Guideline indicates.

Ghana has ramped up efforts to add nuclear power to its energy mix to support the country's industrialisation drive. The country has targeted to construct and operate its first nuclear plant by 2030, with the NPG targeting to operate the plant between 60-80 years.

The country has already ratified all the 12 international treaties set by the IAEA, governing the implementation of a nuclear power programme. The treaties include the Convention on Early Notification of a Nuclear Accident; Convention on Assistance in the Case of Nuclear Accident or Radiological Emergency; Convention on Nuclear Safety; Convention on Physical Protection of Nuclear Material; Vienna Convention on Civil Liability for Nuclear Damage, and the Comprehensive Safety Standards Agreement.

# VHSL ACCRA HOSPITAL PERFORMS FIRST MAJOR SURGERY SUCCESSFULLY

Michael Danso, CA&ER, Accra



Dr. Omari Yeboah being assisted by his medical team to perform the surgery.

A team of medical professionals led by Dr. Kwabena Omari Yeboah, Medical Director, VRA Health Services Ltd. (VHSL), has successfully conducted Myomectomy (surgery to remove fibroids from the womb) on a 38-year-old patient.

The Medical Director was supported by Dr. Nathaniel Mensah, Obstetrics/Gynaecology trainee, and assisted by Hellen Okantey, Anaesthetist, Evelyn Datsomor, Peri-operative Nurse/Scrub Nurse, Vivian Aidoo-Andoh, Peri-operative Nurse, Nancy Smither, Circulating Nurse, Ruth Boatemaa Okyere, Support Nurse and Hannah Nelson, Critical Care Nurse.

The surgery which lasted for about an hour, was the first of its kind at the VRA Hospital in Osu, Accra, since it was expanded and fitted with ultra-modern

facilities including a theatre and maternity ward last year as part of the VRA Sustainability Plan.

Speaking to this reporter after the surgery, Dr. Omari Yeboah, an Obstetrician Gynaecologist, stated that, the surgery was a great success and added that there was the need to remove the uterine fibroids—a common non-cancerous growths in the uterus (womb) - to improve her chances of getting pregnant in future.

He said “fibroids usually develop in women, mostly in their childbearing years and surgery may be required if it becomes complicated.” According to him, the immediate cause of fibroids is not known, however, risk factors for its development includes: early age at menstruation, sedentary lifestyle, obesity, women with fertility problems, among others.

He said symptoms may include heavy menstrual bleeding, bleeding in-between menstruation, prolonged periods, feeling of a mass (swelling) in the abdomen and severe lower abdominal pains during menstruation. “In some cases, there are no symptoms at all”, he stated.

Touching on the new hospital facility, he said, Management of VRA granted VHSL a loan facility of GH¢3 million to be able to put up the new edifice with modern ancillaries to expand the services of the hospital. Furthermore, the successful surgery marked the beginning of the usage of the theatre. He expressed his appreciation to the Board and Management of VRA for the support. He called on all staff and dependents, retirees and spouses and individuals within the Greater Accra region with surgical needs to turn to the VHSL hospital in Accra for assistance.

The Medical Superintendent of the Hospital, Dr. Emmanuel Sowah also noted that the successful performance of the surgery makes room for more surgeries to be conducted at the hospital which would ostensibly cut down the rate of referrals to other hospitals in the capital.

He called on Doctors who have patients with surgical conditions and need theatre space to consider using the VRA Hospital for safe and optimum performance.

# 61 NEEDY BUT BRILLIANT STUDENTS BENEFIT FROM VRA CDP SCHOLARSHIP SCHEME

Nathaniel Ekue Mensah/ CSR & Community Relations/Akosombo



The beneficiaries in a group photograph with Management and Invited Guests

The Chief Executive of the Volta River Authority (VRA), Mr. Emmanuel Antwi-Darkwa has expressed optimism about the Authority's commitment to ensuring that its operations continue to impact significantly on the economic and human capital development of Ghana and the sub-region.

Mr. Antwi-Darkwa observed that the Authority's significant impact means it must continue to conduct its business responsibly by way of directly and indirectly positively affecting the lives of communities which have been impacted by its operations. He indicated that it was no longer something that must be done, rather, an essential part of the business.

The Chief Executive made the statement at a ceremony held at the Dodi World, Akosombo to award educational scholarships to 61 needy but brilliant students from 51 communities impacted by the operations of VRA. This year's Community Development Programme (CDP) tertiary scholarship was awarded to students in various public tertiary institutions in the country at a cost of GH¢800,000—covering payments for tuition and hostel fees of the students.

The 61 beneficiaries comprised of two batches of scholarship awardees whose award events were suspended as a result of the Covid-19 pandemic. They include 30 beneficiaries for the 2019/2020 academic year and 31 beneficiaries for the 2020/2021 academic year.

Speaking on behalf of both the Minister of Education and the Director General of the Ghana Education Service, The Chief Internal Auditor of the Ghana Education Service (GES), Rev. Bismark Akandi, commended the Board, Management and Staff of VRA for operating a responsible business over the years aimed at improving the livelihood of those impacted by the Authority.

"I want to urge VRA to sustain the initiative to provide a holistic education for all, especially the disadvantaged in society. Your continuous support is not only tremendously enhancing your corporate image and reputation, but also contributing to education and improving the lives of these beneficiaries, which would ultimately lead to the development of their communities and the nation at large," Rev. Akandi indicated.

The Chief of Akwamu Adumasa, Nana Ansah Kwao IV who chaired the event on behalf of the Paramount Chief of Akwamu Traditional Area, Odenho Kwafu Akoto III observed that the VRA has over the years ensured that communities impacted by its operations are supported through various developmental projects such as education and sanitation and ought to be commended.



Dr. Ebenezer Tagoe, Deputy Chief Executive, Finance, presenting a certificate to a beneficiary.

# VRA, GRIDCo IMPROVING POWER SUPPLY

Michael Danso, CA&ER, Accra



Dr. Ebenezer Tagoe

**T**he Deputy Chief Executive, Finance, of the Volta River Authority (VRA) Dr. Ebenezer Tagoe has announced that VRA and the Ghana Grid Company Limited (GRIDCo) are in close collaboration towards the upgrade and expansion of various energy facilities to improve generation and reliable power supply in the country.

Addressing a panel session during the 2021 VRA Customer Forum dubbed: "Clean, Reliable Power Supply — Our Commitment", in Accra recently, he said the initiative which includes the construction,

efficient operation of power plants and cleaning of transmission lines, would ensure regular and uninterrupted power supply.

He said following some financial turbulent times the Authority went through, Management had to do some introspection to look at ways of addressing its plethora of costs.

According to him the Authority adopted the thermal efficiency plan to ensure that its thermal plants operated efficiently on combined cycle mode to bring down cost of operation to enable the Authority to make some gains.

Mr. Frederick Okang, Manager, Power Systems Planning of GRIDCo, said the company helped in keeping the reliability of the grid by the system frequency, adding that, some of the country's grid infrastructure was as old as 60 years, "but we are doing well to build a grid that is resilient and also efficient for use."

He said over the years, GRIDCo had improved the reliability of power supply with projects such as the 500-MW substation, with the help of the Millennium Development Authority at Pokuase last year. According to him, the inauguration of the last section of the 330 kilovolts (kv) between Kumasi and Kintampo, covering over 800 kilometres of lines, had improved reliability in those areas.

The acting Senior Engineering Manager of AngloGold Ashanti-Induapriem, Mr. Joseph Effah, who represented the Ghana Chamber of Mines, said there had been significant improvement in power supply and reliability. He said mines operated all day and all week, and that even little dips frustrated their work because their operations were affected.

The Chief Executive of GRIDCo, Mr. Ebenezer Essienyi, said it will cost more than a billion dollars to upgrade the country's old-fashioned power transmission infrastructure; some of which account for most of the power outages in the country.



## PROFESSIONALISM

Mrs. Marian Atta-Benyah, Health Services, Aboadze

**P**rofessionalism as defined by Ashley Brooks, a Freelance Writer at Collegis Education and Rasmussen University, is the way you conduct yourself at work to represent both yourself and your company in a positive way. It includes standards for behaviour that might be mandated in an employee handbook. Professionalism goes beyond a checklist of requirements. Eric Mochnacz, HR consultant at Red Clover specifies it comprises of the embodiment of the company's values and serving as a stellar representative of the company. Eric Mochnacz further indicates that Professionalism is peoples' inherent ability to do what is expected of them and to deliver quality work because they are driven to do so.

It also encompasses the way an employee interacts with other people, including coworkers, customers and supervisors. Speaking with your colleagues in a respectful manner, conducting yourself with integrity and being courteous are also components of professionalism, says Sarah Walker, HR Manager at Miracle Mile Law Group.

### Signs of professionalism

It is clear that professionalism is important, but what are the real-life signs of professionalism employers are looking for? Some examples as shared by Experts are: appropriate attire, strong communication Skills, ethical actions, reliability, proper demeanor (in person and online) and being calm under stress.

### Importance of professionalism

The Experts agree that professionalism is one of the biggest factors in your level of career success. This trait affects every aspect of how you do your job. A lack of professionalism can cost you a job or promotion, and it can even put you first in line for a layoff.

Your level of professionalism can make or break your career, says Sarah Walker, HR Manager at Miracle Mile Law Group. Without it, you will never be taken seriously and you may even be looked over when it comes to a time to be considered for a promotion as indicated by Katy Curameng, Director of Career Planning and Development, University of Massachusetts Global. Regardless of overall performance, careers have been

known to stall (or even fail to start) because an individual did not display these qualities.

Your professionalism encompasses the way you carry yourself, your attitude and the ways you communicate with others. Being professional can ensure a positive first impression, successful interpersonal relationships and a lasting reputation within your organization and industry.

Another reason why professionalism is so important is because it is an outward display of your attitude towards your job and your company. It is a sign of loyalty, dependability and responsibility, says Nate Masterson, HR Manager at Maple Holistics. A lack of professionalism suggests a lack of respect towards an employer, which can impact your ability to land a job. Professionalism is also a key in ensuring quality and efficiency.

### How to develop and practice professionalism

Professionalism is not just a trait; it is a combination of different qualities. The following are worth considering in a way to develop and practice professionalism. Practice positivity, dress for success, be punctual and productive, adapt to problems, communicate effectively, be attentive, responsive, proactive, honour your commitments, get to know workplace culture, keep personal matters to a minimum and avoid the negative side of office politics.

It behooves on all Staff to create a good image for the Volta River Authority (VRA) and to live our values. Staff should work hard to ensure the realization of the Sustainability Plan. It is important, therefore, to hold on to professionalism. To this end, let us continue with the Authority's mantra of 'inculcating private sector mindset in public sector delivery' in which professionalism plays a key role.

# VRA HAS MADE ME THE FIRST GRADUATE IN MY FAMILY

Ernestine Emefa Akorli, National Service Person, CA&ER, Accra

**E**ducation was never rooted in my family but today, I am honored to be the one to break that cycle with the help of the Volta River Authority's Community Development Programme Scholarship Scheme.

Growing up in a polygamous home whereby my dad earns very little from fishing to cater for the needs of his six wives and 17 children, I never envisaged myself furthering my education to the tertiary level.

I had my basic education on a small island called 'Fuveme', a suburb of Keta in the Volta Region. Unfortunately, the sea has occupied the whole island, giving the occupants no choice but to relocate to the nearest village called 'Atiteti'. Most of my colleagues I began schooling with dropped out because there was no source of inspiration from anywhere and they all had one belief that they would eventually end up being fishermen and fishmongers. By the time I completed my basic education, I was the only girl among six boys. Most of the ladies ended up being teenage mothers.

With determination, I passed my BECE successfully in 2013. This good news, however, suddenly turned to a joyless one since there was no means to fund my secondary education. My mother, whose full-time job is selling of salted fish, commonly known as 'Momoni' could not also support fully since she earns very little from her business. She, however, used all she had to pay my admission fee to start my secondary school in Keta Senior High Technical School (KETASCO). I reported to school without the usual student's provisions. I had to manage the little money given to me and made sure I was always present at the dining hall. Knowing very well the grim challenges and the realities of life back at home, I decided to study hard and never let my mother's toil be in vain.



Ernestine Emefa Akorli

Conditions at home only got worse by the day, compelling all of us to conclude that I needed to drop out since paying for the subsequent term's fees would become burdensome. Luckily for me in 2014, VRA's rescue came in just in the nick of time. The Authority decided to sponsor my secondary education due to the performance I put up by emerging as the best student from my village during the BECE. This philanthropy by VRA forms part of its Corporate Social Responsibility through the CDP, which has the objective of supporting needy but brilliant students from its impacted communities. The Authority sponsored my education till I completed in 2016. After gaining admission to read Communication Studies at the University of Cape Coast, I sought help

from VRA once again. They in turn never hesitated to sponsor me. I sensed a great warmth and continued to study even harder in order not to disappoint them following the confidence they had reposed in me.

Aside the financial rewards, I was also privileged to do my internship with the Corporate Communications Unit in 2019, where I worked with supervisors who helped in unlocking my potentials and encouraged me to follow my passion. After finishing my first degree, I couldn't have gone anywhere but to serve the people that have been of immense financial help to me and my family. Currently, I am on National Service with the Corporate Affairs & External Relations Unit, Accra, and I am glad to be working under knowledgeable supervisors who are stretching my experience and abilities.

VRA, your philanthropy has indeed made a valuable change in the lives of many whose hopes were lost. You will be glad to know that I am the first person in my family to get such an amazing privilege to ever graduate from a university. Due to our number, you may not get the chance to see the smile you put on our faces, but we want to assure you that your help has had a tremendous impact on our success and happiness. I would like to express my heartfelt appreciation on behalf of all the beneficiaries of the Volta River Authority's Community Development Programme (CDP) Scholarship Scheme. No form of appreciation can ever be enough for the value you have added to our lives. We are eternally grateful for making the world a better place for the less privileged like us.

Thank you for investing in my future and mentoring me to become a valuable asset to my community. I hope and pray that in the near future, I will be in a good position to give back to my community and also be a major source of inspiration to the younger ones.



# EASTER FAMILY XCAPE 15TH-18TH APRIL, 2022

- Accommodation with dam view (std)
- Buffet – Breakfast & Dinner
- Exclusive boat cruise (Dodi World)
- Adowa night club experience
- Happy hour & live performances
- Pool access, indoor and outdoor games
- Kids party in the park
- Easter Egg Hunt, lots of surprises



## COUPLE

**GHC 2,800**

(2 Nights)

**GHC 4,100**

(3 Nights)

## FAMILY OF 4

**GHC 4,800**

(2 Nights)

**GHC 6,700**

(3 Nights)



**For bookings: 054 435 7703 | 054 435 7705    Sales and Marketing: 050 142 1977**

**“Learning and innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow.”**

**William Pollard**

# VRA Celebrates

## E.D.O & AKLIGO WITH FAREWELL PARTY

Michael Danso & Eugene N.K.O. Acquahful, CA&ER, Accra

A farewell party has been organized in honour of Ing. Emmanuel Dankwa Osafo (E.D.O), the immediate past Deputy Chief Executive, Engineering and Operations (DCE, E&O), and Mr. Frank Akligo, Advisor, Office of the Chief Executive.

The occasion was used to celebrate the two gallant Management Staff who retired from active service this year, having attained the statutory retirement age of 60 years.

It was a time of heartfelt sentiments and nostalgia when VRA Management took turns to compliment and celebrate the two past executives for the varied roles they played in the success story of the Authority when they were in service for over 34 years.

The Chief Executive of VRA, Mr. Emmanuel Antwi-Darkwa, was full of praise and appreciation to Ing. Dankwa Osafo for his commitment, that has contributed greatly to the growth of the Authority.

“I think one of the unsung heroes that we have had in this organisation is Osafo, I am happy with his commitment to work. Osafo thank you very much. You have been a major part of the growth of VRA”, he stated.

He also expressed gratitude to Mr. Akligo whom he described as “cool and calm but very brave”, for effectively contributing to the success of his administration as the Chief Executive of VRA.

He wished them a successful retirement and advised them to be active so that



society continues to benefit from their experiences and wealth of knowledge in the engineering field.

On behalf of his colleague, Mr. Akligo expressed gratitude to the Board, Management and Staff of VRA for the collaboration and support they enjoyed while in service.

Corporate Affairs and External Relations presented a large size picture to Ing. Osafo to show appreciation for his support in the various activities of the Unit whenever he was called upon.



# INTERNAL AUDIT WEEK CELEBRATION

**“LET US WORK TOGETHER TO MAKE VRA A TRUE MODEL OF EXCELLENCE FOR POWER UTILITIES IN AFRICA” – CHIEF EXECUTIVE**

Eric Paatey, Corporate Affairs & External Relations Unit



Staff of the Audit Department.

**T**he Chief Executive of the Volta River Authority (VRA), Mr. Emmanuel Antwi-Darkwa has called on Staff to continuously pursue innovation and build strategic partnerships to enable the Authority work towards its vision of becoming a true model of Excellence for Power Utilities in Africa.

He made the call at the opening ceremony of the maiden Internal Audit Week organized by the Internal Audit Department, which was under the theme “Adding Value through Innovation and Enhanced Stakeholder Management”.

Delivering his address via webnair, Mr. Antwi-Darkwa said that VRA through its Sustainability Plan had identified innovation and stakeholder engagement among the things to be

prioritized to ensure the Authority stayed relevant.

He noted that in the year 2018, the Authority proactively took up the challenge to embrace new trends in innovation, and as part of the BRAISE strategy committed to leveraging on IT by adopting key technological tools such as video conferencing and electronic document management in its operations.

He said that, “the timely technological initiatives by the Authority as well as other key decisions enabled us to withstand the extremes of the COVID pandemic and its associated limitations.”

He commended the Internal Audit Department for instituting the Internal Audit Week, and urged Staff to embrace innovation and improve stakeholder engagement to push VRA to greater heights. He also tasked the Department to enhance their function with new and evolving best practices to ensure that the Authority's business functions are appropriately benchmarked against world class utilities.

Welcoming participants to the event, the Director, Internal Audit, Mr. Ebenezer K. Omari-Mireku, was hopeful that the event would equip participants to deliver on their mandate as internal auditors. He thanked the Executive for their continuous support to build a better internal audit function in VRA and embracing the Internal Audit Week celebration.



Mr. Omari-Mireku



# RIGHT TO INFORMATION (RTI) CORNER



## TIMELINES FOR PROCESSING RTI APPLICATIONS



Ruth Owusu, Assistant RTI Officer (Secondment, Ministry of Information)

**T**he Right to Information Act, 2019 (Act 989) is an Act of Parliament that provides for the implementation of the constitutional right of persons to access official information held by public institutions and relevant private bodies subject to some exemptions. The RTI Law is being implemented with the aim to foster a culture of transparency, accountability and democratic governance.

As part of efforts to sustain Staff awareness of the existence of the Law, the RTI Office, will be using the VRA NEWS to sensitise Staff on their rights and responsibilities under the Law. This is to avert a possible breach of the Law.

The RTI Corner today, focuses on the timeline for responding to requests made under the RTI Law.

*Pursuant to Section 19 of the RTI Act, only the Authority's Designated RTI Officer shall respond to an application made under the RTI Law.*

*The response shall be provided in accordance with Section 23 of the RTI Act. The RTI Officer has fourteen days from the date of receipt of the application to make a decision and respond with a written notice to*

*the applicant. The notice shall state whether or not access to the information shall be granted.*

*In the case where the RTI Officer decides to give access, the form and manner in which access will be granted, as well as the prescribed fee for the reproduction of the information shall be stated.*

*On the contrary, if access is denied, the notice shall state the reason for refusal and the provision in the RTI Law under which it is based.*

*Where the RTI Officer fails to determine and respond to an application within fourteen days, it is deemed to have been refused and the applicant has the right to seek redress from the Chief Executive in the first instance.*

*An Information Officer or any public officer who denies the right to information commits an offence and may be fined between 250 and 500 penalty units, or imprisoned for up to 3 years, or both.*

...to be cont'd

For further information and enquiries on the implementation of the RTI Law in the Authority, please contact the RTI Officer via telephone: 057542334 and email: [vra.rti@vra.com](mailto:vra.rti@vra.com).

# VRA SUPPORTS IIAG REBRANDING

Ernestine Emeffa Akorli, National Service Person, CA&ER, Accra



Mrs. Harriet Akua Karikari

The Institute of Internal Auditors Ghana (IIAG) has rebranded itself to elevate its impact on members, stakeholders and the profession.

To attain the set objectives of the rebranding, the institute unveiled a new logo, tagline, corporate colours and a website at a colourful ceremony in Accra recently.

The website which was built by the Webmaster of the Corporate Affairs and External Relations Unit, Volta River Authority (VRA), Mr. Eric Paatey has a modern look which makes it more flexible to use and navigate.

Speaking at the launch, President of the institute, Mrs. Harriet Akua Karikari said the need for the rebranding was to sell IIAG effectively to key stakeholders and empower internal auditors the ability to consistently deliver strategic advantage that drives corporate success.

Making a presentation on the rebranding, Director of Internal Audit, VRA and Chairman, Research and Publications of the IIAG, Mr. Ebenezer Kwadwo Omari-Mireku, stated that the institute is aiming for a pervasive future where it could help solve problems, translate insight into action and link all aspects of the business world.

Mr. Omari-Mireku reaffirmed the IIAG's commitment to empowering internal auditors to improve value for money while ensuring the development and expansion of the practice of internal auditing, adding that, issues relating to areas of standard copyright notice to publications, typography, pictures and images, stationery and templates would receive much focus to reflect its new identity.

## VRA, ECG & GNFS COLLABORATE TO DECONGEST ELECTRO-VOLTA HOUSE ACCESS ROUTES

Jemima Aniagyei, CA&ER, Accra



The fact-finding team.

As part of efforts to ensure the maintenance of optimal safety and security, the Volta River Authority (VRA) and the Electricity Company of Ghana (ECG), have jointly engaged the Ghana National Fire Service (GNFS) to map out a plan of action to decongest access routes at the Electro-Volta House.

→ Contd. on pg.20

## THE IMPAIRMENT OF FACE-TO-FACE CONVERSATION THROUGH THE USE OF SOCIAL MEDIA

Linda Appiah & Lilian Acquah, CSR/Kpone



The use of social media affects our daily and normal face-to-face conversations.

**T**he existence of social media sites i.e. Facebook, Twitter, WhatsApp, Instagram, Telegram, etc., in this generation has numerous positivity attached to it especially because it is widely used. However, it tends to have shifted our daily and normal face-to-face conversation to a screen-kind of conversation.

Although screen conversations partially save time, money and bring a lot of people around the world with a common goal together in a cybernetic community, it has affected our way of communicating interpersonally negatively. This is because social media has become the preferred mode of communication.

### IMPAIRMENTS

Screen conversation or social media life has decreased inter-personal face-to-face relationship that exists between people, and thus, there is no close association or acquaintance with whom we communicate, and sometimes as far as our regular business interactions. This form of communication does not keep lines of communication open and delays feedback when the other end is offline.

Social media platforms have made people uninterested in meetings when

they have to converge at a particular place, but prefer online meetings. This, therefore, impedes important information from getting to the receiver in good time, and or response delaying, especially when the receiver is offline or both the sender and receiver are out of data. When all members do not take time to read information placed on such platforms too, the actual meaning of information gets hindered. It also makes people create their meanings making them misinformed on vital issues. In-depth communication is influenced as well.

The excessive use of social media language for communication is an impoverishment of standard formal language. Social media has provided 80% of teens who are digital participants with a new way to communicate through a new language called shorthand. like lol – laughing out loud, Ur – your, hru – how are you. These shorthands are used for quick response to messages, but it goes a long way to weaken writing skills and is even reflected in examination scripts.

Social media conversations affect people psychologically in terms of anxiety and depression. This happens when one feels it is a necessity to be

constantly connected to the online world. This becomes the life of the individual when this world makes one stay awake for long. This could lead to problems associated with falling asleep during the day. One may go the extra mile to do anything to have data to enable him or her to stay online. This may go as far as starving oneself or stealing. This addiction breeds anxiety and sometimes mental uneasiness.

Social media communications disrupt attention such as spiritual gatherings, social gatherings, and business meetings. This happens when individuals though they are supposed to have a good time and contribute to discussions, what is realized is, they will rather be on their phones and other technological gadgets instead of listening with rapt attention. The youth, especially the females, Snapchat almost all the time. The extent of posting pictures on Instagram and other social sites brings about boredom when they do not have their phones with them, or they would end up not having a beautiful face-to-face conversation with the friend present. This sparks conflicts and gaps between colleagues, adults, and the youth.

Trending news, ranging from entertainment to business news can be found on almost all social media pages, to the extent of having live feeds. Indeed technology has brought man together in a global village. Platforms are available for all social communications, from individual to public, providing particular security measures to protect the image of the sender and the receiver. Even though social media has enabled information to reach a greater number of people at a particular time, making us abreast with information, there is still the need to maintain face-to-face conversation since it brings about acquaintance and makes people relate better to what is being discussed.



## price list

GRADE	KGS	UNIT PRICE GH¢
A	5X5kg	170.00
	25kg	160.00
	5kg	40.00
AB	5X5kg	160.00
	1x25kg	150.00
	1x5kg	35.00
B	5x5kg	110.00
	1X25kg	100.00
	1x50kg	200.00
	1x5kg	25.00
	1x50kg	160.00
C	1x25Kg	80.00
	1X5kg	18.00
Rice Bran	35kg	35.00



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P.O. Box 77 Akuse

# TEAM AKOSOMBO WINS ANNIVERSARY TENNIS TOURNAMENT

Narki Ayerh, Community Relations (Akuse)



It was an epic encounter when members of the VRA Tennis Club in Accra, Akosombo, Akuse and Aboadze pitched their strength amongst each other to battle for honours and supremacy in an all in-house tennis competition dubbed: VRA 60th Anniversary Tournament.

The championship which was staged at the Dobson Club House Tennis Court in Akosombo brought together lawn tennis enthusiasts and patrons in the tennis fraternity as part of activities climaxing the year-long 60th anniversary celebration of the Volta River Authority. After a highly contested final match,

Team Akosombo led by Dr. Eric Borbi emerged champions of the VRA 60th Anniversary Tournament. The host team was crowned victors over their visiting opponents from Accra when the formidable pair of Alfred Okang and Samuel Akotuah beat Nii Akwei Addo and Dr. Yaw Obeng-Nsiah 7-4 to win the finals.

The Accra Team engaged Akuse whiles Akosombo locked horns with Aboadze at the preliminary stage where the partnership of Kofi Dzimadjor and Roger Badger ensured Accra's qualification to the finals over Akuse. Akosombo on the other hand had little

to do on Team Aboadze to book the final fixture with their Accra opponents to qualify for the finals.

Luck, however, eluded Ing. Samuel Lamptey and Ing. Akim Tijani of Team Akosombo as they fell to Kofi Dzimadjor and partner Ekow Dickson of Accra in the second final match. Team Akuse beat Team Aboadze in the third and fourth place contest.

Former Chief Executive of VRA, Ing. Kirk Koffi, who graced the occasion expressed delight about the development of the tennis club and encouraged every staff in the Authority to participate in some sort of sporting activity to stay healthy.

Mr. Eric Mensah Bonsu, Director, Human Resources of VRA said he was glad Akosombo won the tournament since that was the birthplace of VRA and emphasized how important it was to have a happy healthy staff.

Also in attendance were the former Chief Executive of GRIDCo, Ing. Jonathan Amoako-Baah, Ing. Alfred Sackeyfio, then Director Engineering Services, Ing. Ken Arthur, Director, Hydro Generation, and the Group Chair of Phoenix Group of Companies, Dr. Emmanuel Adu-Sarkodee.



Ing. Kirk Koffi (right) presenting a trophy to the winning team.



The teams displaying their readiness to battle it out.

## VRA NATIONAL SERVICE PERSONNEL EXPERIENCE

**T**he one-year mandatory national service imposed on all tertiary graduates is really essential as it helps the fresh graduates in getting on-the-ground experience. This initiative introduced in 1973 during the regime of Ignatius Kutu Acheampong gives us in-depth understanding of all that we have learned back at school, and also offers us the opportunity to apply them in real life situations. Having the opportunity to experience the dynamics of work in a company like VRA is a dream come true. The Authority has easily implementable and favorable policies that should be emulated by other institutions. A policy that stands out to me are the policies VRA has put in place to help fight against the spread of the pandemic.

Prior to our coming, the Authority organised a mandatory COVID-19 testing for all National Service Personnel posted to VRA without any charges. We were taken through the COVID-19 protocols and instructed to wear our masks, sanitize regularly and observe all other protocols. Due to our number, the Human Resources Department organised online orientation for us through Teams instead of the usual in-person orientation others went through. I would like to applaud VRA for this bold step because most of our colleagues in other institutions don't have these privileges. These are some of the initiatives that have set the Authority apart from other institutions.

On account of my background in Communication, I have been assigned to the Corporate Affairs and External Relations Unit (CA&ER) in the Corporate Office. Working with CA&ER the past few months has been an extremely rewarding one with the breadth of experience and depth of knowledge I have acquired so far. My understanding of professionalism, job-scope, time management, teamwork, multitasking and workplace communication has evolved tremendously. I am thrilled to be with supervisors whose mandate is to protect the Authority's image and reputation by building mutually beneficial relationships with important internal and external stakeholders. These experiences so far have given me a clearer understanding of what to expect in the corporate world.

Moving forward, I expect to be abreast with the operations and activities of the Authority and its subsidiaries. I also look forward to learning more from every staff as I get ready for the job market.

### ERNESTINE EMEFA AKORLI

Corporate Affairs & External Relations (Accra)



**M**y time with the VRA has been outstanding. The work environment and interactions with other staff and departments have been amazing to say the least. At VRA, one's utmost best is demanded of all the workers while at the same time experiencing the happy, friendly and conducive work environment. Workers are warmly receptive of clients from all walks of life and though one can get overloaded at times, effectively executing tasks while ensuring the greatest efficiency in both resource management and

utilization has never been compromised. Tasks are explained in the friendliest and most respectful manner to service personnel for easy comprehension. Within the time that I will be in VRA, I expect to learn the culture of the Authority and its Subsidiaries. I also look forward to gaining more knowledge on VRA's role at setting higher standards comparable to a private entity which will enhance my experience in the energy sector.

### ISSAH IBRAHIM GADUFIA

Real Estate and Security Services (Akosombo)



### FREDRICK OFOE SOTTIE

Engineering Services Department (Akuse)

**I** have spent close to four months in VRA, and I am particularly glad that I joined the Engineering Services Department. My experience at the Infrastructure Section has been great, and I have learnt new things related to architecture, electrical and mechanical designs. I have been handed a set of challenging responsibilities which has widened my knowledge and skills in the engineering practice. I have also had the opportunity to join a training program that was recently organized for the staff of the section in the use of a building services design software. The manager and the supervisors are approachable and do not hesitate in explaining engineering concepts to me. So far, the working environment has been very good and I am enjoying my stay here! As a National Service Personnel, I expect to add more value to myself, be more creative, be a problem solver and also become an asset that can work efficiently in the engineering industry after service.



**B**eing informed to join the Authority (as I would formerly say Volta River Authority) as a service personnel was a solemn one. I was glad I got the chance to work in a corporate space, but I got disappointed when I had to tap on a link to check my department; just to see Environment and Sustainability Development Department (E&SDD). I began to wonder what I was going to do there; contemplating how the department mentioned above correlates with what I studied in school — Bachelor of Arts in Communication Studies (Journalism major). After the deep thoughts, I consoled myself, saying, "A Communicator can fit everywhere. Since everything related to work involves communication, I wouldn't be redundant in the office" Tuesday, November 9, 2021 was my first day at work. Going to work, at 7:30 am, I joined the bus at the Head office in Accra to convey me to my designated office in Tema by 8:30 a.m. Although I wasn't too convinced about my department, this is where I got heartbroken, it had been indicated on my letter that my office is at Tema, I got to Tema only to be redirected to Kpone. I started to mutter, because I had never been there before and didn't understand why they were taking me far from home. I had no option but to oblige. Finally, Kpone Thermal Power Station (KTPS) welcomed me with a serene and beautifully erected office complex which looked conducive for working. I was in love with my new office already. At the reception, I was directed to the Corporate Social Responsibility (CSR) office, but I responded I wanted the Environment and Sustainability Development Department (E&SDD). A gentleman immediately replied "follow me". In my unsure state, I followed him and it was the same CSR I was initially directed to. I sighed as I entered the

office. I was worried. From Tema to Kpone, and now, from E&SDD to CSR?? Here I am in CSR office warmly welcomed with breakfast. I felt a bit relieved because I had met nice people.

I was enlightened that E&SDD is the mother department, while CSR is one of E&SDDs sections.

Later in the day, I was asked what I studied in school and I replied Bachelor of Arts in Communication Studies (Journalism major). I was told I will be working under the Information and Publicity Officer. I was beaming with smiles, as I realized that, I will be furthering my communication skills in a practical manner.

As weeks progressed, so did my capabilities, I grew more confident in the tasks I was assigned to. Even though I enjoyed doing the office work, I enjoyed all our travels to communities the most. I must say, I met a family and not Bosses. Whew, they are all nice people, I must admit. Additionally, I have learnt a lot about the Authority; its core mandate, its subsidiaries and what they do, just to mention few.

Three months in VRA is not regrettable. I love the experience and I am willing to learn more. I am positive my Colleagues are also enjoying their stay, because I see them always ready to join the bus every morning. I am hoping I learn the practical aspect of the theories I studied in school.

### **LILIAN ASIEDUAH ACQUAH**

Environment & Sustainability Development Department  
(Tema)



**FELICITY NYARKOWA INCOOM**  
Human Resources Department (Aboadze)

**I**n my 3 months of being with VRA, I have gained more knowledge and experience than I would have thought possible in the Human Resources Department. I have the privilege of working with bosses who have in-depth understanding of their work, learnt how to perform administrative duties and also had the opportunity to perform some HR functions such as assisting in the recruitment procedures and orientation of newly engaged staff. The Areas, HR Section is where I perform a portion of every HR activity in the organization and as such, I am exposed to the work of the Employee Relations & Reward Management and the Resourcing & Documentation Sections of the Human Resources Department too. I have learnt time management and the core values (ACT IT) are deeply ingrained in me now. Everyone in the Authority is welcoming and willing to share their knowledge. It is an honor to be a member of the VRA family. All good things must however come to an end, and in as much as I would love to be retained as a staff of this wonderful family, my expectation is to be able to transfer the invaluable experiences and values gained here wherever I may find myself after National Service. Be it entrepreneurship or employment, I will strive to add value to lives just like the tagline of the Authority.

**G**rowing up, I had always heard my older siblings and their friends narrate their National Service experiences. They rendered varied accounts. Those that went to remote areas especially, narrated horrifying experiences, even though largely most of the other narrations were pleasant. I listened attentively then without realizing that, sooner than later, I would live to recount my own experience.

My experience as a National Service Person (NSP) commenced on November 8, 2021, when I was invited by the Volta River Authority (VRA) to undertake a mandatory COVID-19 test prior to attending an online orientation programme designed to inculcate in us the Authority's corporate values, the nature of their business, etc.

As a student of Political Science, who has the ambition of becoming a lawyer, I was excited to have been posted to the Legal Services Department. On my first day, I was introduced to the Staff

by the Administrative Officer and later assigned to an office

I have learned a lot from the various tasks I have been given in the past few months. I get the opportunity to join safety meetings aimed at keeping Staff up-to-date on the hazards in their environment and the precautionary measures. There are also training workshops to improve the skills of the Staff. For instance, in the last two safety meetings, I have learnt about the types, use and importance of fire extinguishers as well as Tension Neck Syndrome's dangers, symptoms and preventions.

### **Reginald Roger Bannerman-Williams Jnr**

Legal Services



**V**olta River Authority is a prestigious organization of which I am privileged and thrilled to be a part of. Though its operations are segregated into a lot of components, there is a general warm and respectful atmosphere that transpires within the organization. VRA has created a conducive environment which enables any worker to acquire more skills for which they can incorporate into their work-related activities. My experience so far has been nothing short of an enlightening one and not only have I been able to adapt to the organization's day-to-day operations, I feel as if I have been part of the VRA family for a long time. I hope the rest of my stay here will continue to be fruitful and plan to remain dedicated to my assigned

duties. I also look forward to learning more from my supervisors and knowing more about the Authority.



### **JAMES NYAGBE SEDEM**

MIS, Accra

The move is in response to a Fire Safety Audit conducted in December 2021, by officials of the Ministries Fire Station of the GNFS to ascertain the adequacy of means of escape, installed firefighting equipment, detection and warning systems within the Ministries enclave amongst others.

Findings from the audit report indicated that prevalent within the VRA-ECG enclave were the blockage of entry and exit routes and roads that need to be congested to free space for prompt response to unforeseen emergency contingencies at the VRA - ECG Head office complex.

The VRA team led by Mr. Daniel Kpajal of the Technical Services Department, assured representatives of the GNFS of prompt actions by the Authority in collaboration with the ECG to provide solutions to the issues noted during the inspection.

As a short-term measure, the team agreed on the provision of alternate vehicle parking spaces for Staff of both power utilities at areas in and around the Ministries enclave.



# Doctor's Corner

## HOW TO KEEP OFF THE WEIGHT YOU LOSE

Dr. Emmanuel Sowah



### Why weight loss efforts fail

The most important measure that people use when they want to lose weight is cutting down on how much food they consume or by intermittent fasting. For these to work as means of sustainable weight loss, there is need to appreciate a few facts.

First and most importantly, it is necessary for us to remain consciously aware of the calorie content of what we eat as to its contribution to the success of our weight loss effort and respond appropriately. This is because body weight decreases due to fasting or restricting the diet, are restored if normal eating resumes even without an increase in the amount of food eaten. Diet-induced weight loss results in changes in appetite and gut hormones which promote increased appetite and weight regain, resulting in most dieters regaining more weight than they lost initially.

Secondly, it is noteworthy that generally, our weight stays stable because not all the excess calories we consume are laid down as fat. Weight increases gradually. Weight gain occurs after times of excessive intake such as on special occasions when we overeat or binge. Thirdly, the body allocates part of its available energy to metabolic processes

and the rest to contraction of muscles for physical activity. Because the body cannot afford to expend all its energy on muscle contraction for physical activity, it limits how much energy it expends on exercise, holding back at least a quarter of the calories we might expect to lose from exercise. For those who are obese this percentage may go up to about 50%. This reduction in expenditure of energy on exercising is also more likely when we reduce food intake, limiting how much weight we lose from our efforts. This means that we need to be consistent in exercising as a complementary means of achieving weight loss.

### Hidden dangers of weight loss

The weight we lose when we restrict our diet is not only weight from fat, but also a loss of weight from loss of other body issues (organs, bones, connective tissue, muscles) referred to as fat-free mass. There is significant reductions in bone mass density especially at the hip and lumbar spine in adults. Protein may also be broken down in muscle as the body attempts to provide alternative sources of energy, contributing to weight loss.

The loss of fat-free mass can result in major health detriments, including impaired functional capacity resulting from the loss of skeletal muscle mass and reduced strength, decreased blood

glucose circulation, and reduced insulin sensitivity which combine to increase risks of heart and metabolic diseases as well as of death. This means that we need to put in place measures to counteract these potential negative effects.

### How to lose weight sustainably

In order to lose weight and ensure that the weight is not regained and does not produce negative effects on the body, we need to do so with knowledge about the various means we employ.

Total energy expenditure is the sum of resting energy expenditure (the energy expenditure while a person lies quietly awake in between meals), the thermic effect of food (ie., energy expended in digesting, absorbing, and making use of food consumed) and the energy expenditure related to physical activity. Under most circumstances, resting energy expenditure constitutes as high as 60% to 70% of total energy expenditure. Most of resting energy expenditure is from muscle metabolism.

### Exercise

Exercise is planned or structured physical activity that involves repetitive bodily movement done to improve or maintain physical fitness.

Exercise promotes an increase in the individual's resting energy expenditure by increasing the muscle mass. At the same time, it promotes the burning up of fat and hence the energy expenditure on physical activity. Both promote weight loss.

Exercise also protects against loss of fat-free mass. This is because when we exercise the body reserves its amino acids for repair and building of muscle and instead to use of fatty acids and carbohydrates as energy sources. The result is that there is weight loss from fat breakdown and reduction in how much muscle is lost from not eating enough.

In addition, the mechanical strain to the muscles and bone that occurs during exercise, promotes an increase in bone strength and bone mineral density, reducing significantly, the loss in bone mineral density which is associated with reduction in food intake.

## Diet

The energy density of food (how much energy can be derived from a given weight of a particular food item). When trying to shed weight, low energy density foods are recommended. The healthiest low energy density foods are those that are high in protein but low in fat and calories. Examples are legumes (beans, peas and lentils, which are also good sources of fiber), fish, skinless white-meat poultry, fat-free dairy products and egg whites.

Eating low energy density foods neutralize the compensatory regain of weight which results from reducing our food consumption or fasting. The lower the energy density of the food we consume when limiting our food intake, the less the amount of energy that the body gains back afterwards. A low energy density diet therefore decreases energy intake but also helps in maintaining any weight lost.

Satiety is most strongly related to the weight of the food consumed, regardless of the number of calories they contain. A high satiety diet—that is, one consisting of foods that are high in protein, fiber and water while low in fat and sugar—can also help by promoting satiety whilst minimizing calorie intake. Studies show that protein is the most filling macronutrient and so limits subsequent food intake.

Protein intake increases the thermic energy from its consumption. As much as 23% of the energy derived from protein is expended as thermic energy. This is much higher than that of carbohydrate, 6% and fat 1%. When combined with resistance training which promotes muscle growth.

Volume eating, that is eating food that has a high volume, is another helpful method of eating. It helps to increase intake of fiber, vitamins, and minerals and increase satiety and fullness without increasing calorie intake. The following are examples of high-volume foods:

- Leafy green vegetables (lettuce, spinach, kale, etc.)
- Cruciferous vegetables (cabbage, cauliflower, Brussels sprouts & broccoli, etc.)
- Stem and other vegetables (peppers, onions, zucchini, celery, etc.)
- Fruit, especially berries

## Consumption of water

Do not wait until you are thirsty to drink water. We become mildly dehydrated when our body's normal fluid levels drop by just 1 to 2 percent. Some symptoms of mild dehydration — headache, fatigue, feeling light-headed and having difficulty concentrating — can resemble symptoms of hunger and could lead to you munching on a snack while all you really needed was a glassful of water.

Sufficient water intake has been proven to aid digestion and boost metabolism and therefore aids weight loss.

- ***Include foods with high water content in your diet. These foods include cucumber, watermelon, lettuce, radish, milk, spinach, bananas, strawberries, etc.***

- ***Overweight or obese individuals may have a harder time staying hydrated because the more you weigh the more water you need. Overweight people are therefore more likely to end up eating when they are may in fact be thirsty because they are often dehydrated.***

- ***Staying hydrated throughout the day helps curb cravings, keeps you alert, and helps digestion.***

## Importance of chewing

Chewing thoroughly not only makes it easier to swallow food, but also brings various benefits that promote your health.

- Chewing thoroughly and eating slowly prevents overeating, which leads to the prevention of obesity.

- Chewing helps digestion and prevents overeating. It also activates the functions of your stomach and intestines.

- The saliva has certain enzymes that can help break down the food.

- If we do not chew our food properly it creates a barrier to the digestion of proteins which are necessary for repair and building of muscles.

## Do not eat for the wrong reasons

- Many people use food as a coping mechanism to deal with such feelings as stress, boredom, or anxiety, or even to prolong feelings of joy.

- Many people eat because they like the taste or smell, because everyone else is eating, or because they think they might get hungry or thirsty soon.

- We often do not choose what to eat but rather eat what has been prepared and how much has been served by others, by the food manufacturer or the food outlet.

- Eating in the presence of others tends to increase calorie intake.

# 'LET US PAY ATTENTION TO CORPORATE SURVEYS' -AUGUSTINE OHENE-ADUTWUM

Michael Danso, CA&ER, Accra



Augustine Ohene-Adutwum

**M**r. Augustine Abu Ohene-Adutwum, Principal Planning Analyst, Corporate Strategy Department has called on staff of the Volta River Authority (VRA) to show keen interest in responding to corporate surveys that seek to solicit responses.

According to him such surveys allow Departments and Special Units to efficiently collect honest feedback, opinions and responses from staff and relay same information to Management for decision making that improve various areas of the Authority's business.

Speaking to this reporter in an interview during a Balance Scorecard performance assessment meeting with the Corporate Affairs and External Relations Unit (CA&ER), Mr. Ohene-Adutwum said the surveys provoke discussions on strategic business decisions and provide unbiased data to guide decision making by Management. "So, it becomes a challenge if we fail to respond. We must pay attention and respond to questionnaires that are sent to the portal."

Touching on the need to be more efficient and proactive with individual and departmental targets, he stated that "we do not expect everyone and departments to score full marks on their BSC, which means you win some and lose some. We must not wait to the end of the year before we start working on achieving our targets."

"So, let's try and gather our data and report appropriately before the end of year, in that case, we would be able to achieve most of our targets which will improve the business of the organization as we desire", he said.

## PRIVATE SECTOR MINDSET

### KEY CHARACTERISTICS OF 'PRIVATE SECTOR' MINDSET

### EXPECTED BEHAVIORS

	<b>SPEED AND QUALITY IN SERVICE DELIVERY</b>	<b>'I deliver my work on time and strive to eliminate errors'</b>
	<b>COST EFFECTIVENESS AND VALUE ADDITION</b>	<b>'I do my work in a cost-effective manner, making the best use of available resources to achieve results'</b>
	<b>INNOVATION AND CHANGE CHAMPION</b>	<b>'I look for new ways to improve my work and adjust to business changes'</b>
	<b>PERFORMANCE DRIVEN, MOTIVATED AND ENGAGED</b>	<b>'I take full responsibility of tasks, focusing on results, and not just on inputs'</b>
	<b>OWNERSHIP OF CORPORATE OBJECTIVES</b>	<b>'I align my decisions and end-to-end actions to corporate objectives because I am a responsible employee, not a spectator'</b>



**Renewable  
Energy**

*Come Partner us to make a **Huge Difference!***

## Our Mission:

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

## OUR VALUES

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

## VRA SUSTAINABILITY PLAN

## INCULCATING PRIVATE SECTOR MINDSET IN PUBLIC SERVICE DELIVERY

**IMPROVE  
OPERATIONAL  
EFFICIENCY**

**INCREASE  
RENEWABLE  
FOOTPRINTS**

**IMPROVE  
REVENUE**

**IMPROVE STAFF  
COMPETENCIES &  
EFFECTIVENESS**

**INCREASE STRATEGIC  
ALLIANCES &  
RELATIONSHIPS**

**IMPROVE BUSINESS  
PROCESSES  
LEVERAGING I.T**

## IN THE NEXT ISSUE:

- ◆ VRA at 61 celebration
- ◆ Chief Executive launches VRA Creativity and Innovation Day
- ◆ VRA supports World Water Day celebrations

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

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