

VRA TECHNICIAN ENGINEERS SAVE THE AUTHORITY GHS 160K

Ing. Joshua Adjetey & Ing. Benjamin Kittah, HGD, Akuse

A crack team of in-house technician engineers have, through their ingenuity, saved the Volta River Authority (VRA) an amount of GHS 160,000 which could have been expended to procure a brand-new Carrier Air-Conditioner for the Kpong Generating Station.

The team which was led by Ing. Jacob Donkor with support from Messrs. Vincent Ankutse, Gabriel Nartey and Ceasar Ralph, braved the storm and brought their expertise to bear to fix the powerhouse Carrier Air-Conditioner which was not functioning for many months.

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AIS wins “Your World Competition” for a record 5th time



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The new AC control circuit is a stand-alone panel from the old one.

The Powerhouse Carrier Air-Conditioner was installed during the Kpong GS major Retrofit Project in 2015. Until recently, the Air-Conditioner developed minor faults which led to its total shutdown on January 25, 2023, and went out of service following that as a result of a major fault.

The fault was due to a communication error in the control circuit of the Air-Conditioner which led to a permanent alarm being registered on the control panel of the Air-Conditioner. Ordinarily, such faulty alarms are cleared by engaging the reset button, but in this case the reset button failed to clear the alarm suggesting a major communication problem in the control circuit.

A certified service provider, Core Engineering, was subsequently invited to troubleshoot and resolve the communication error. Unfortunately, they failed to provide a solution which led to the invitation of Coolink Ltd., the authorized Carrier brand representative in Ghana that installed the Air-Conditioner in 2015. However, they also failed to fix the problem.

Following the series of disappointments, the VRA technician engineers decided to take up the challenge to design, construct and install an entirely new control circuit for the Air-Conditioner to restore it to full functionality.

Through hard work, determination, constructive-thinking, teamwork, brainstorming, application of technical know-how and innovation, the team on May 8, 2023, successfully designed from first principles, constructed, and tested a prototype control circuit for the Air-Conditioner.



Ing. Jacob Donkor (right), and his team.

On May 13, 2023, an entirely new control circuit designed by the team was successfully installed on the Air-Conditioner to restore it to full functionality using spare kits (components) from the Kpong GS Retrofit Project. The Air-Conditioner has since been running smoothly with no adverse findings. The new control circuit is completely independent of the original faulty control circuit configured by the manufacturer-Carrier.

The timely intervention of the team has saved the Authority a whopping amount of about GHS 160,000 being the cost of a new Air conditioner.

The restoration of the Air-Conditioner after three and a half months has brought great relief to the Plant staff who can now work more effectively and efficiently in a healthy and safe office environment.

The VRA News Team join management of the Hydro Generation Department to commend the team for exhibiting the values of constructive thinking, teamwork, ownership, and innovation in their work. The entire VRA is indeed proud of your achievement.



The air conditioner control panel.



Creativity & Innovation- “I HAD NO IDEA IT WAS A CONTEST” - DENNIS ANYOMI

Michael Danso, CA&ER, Accra

It may sound strange and awkward to be part of a competition without knowing you are a contestant. That is the story of the winner of the maiden edition of the VRA Creativity and Innovation competition which took place in April this year. According to him, he thought he was just contributing to a pool of ideas that will sustain the VRA brand in business for the future, when the ideation platform for Creativity and Innovation was opened.

As an astute engineer, his desire is to see growth not necessarily by inventing new stuff or designing new products, but by also reviewing processes to make things better, more efficient, and effective. If I must distill his description to its essence, the list would be too exhaustive but may include intelligence, hard work, vision, humility, commitment, dedication, integrity, and resilience.

The VRA Quarterly Newsletter (VRAQN) caught up with the reigning VRA, Creativity and Innovation champion, Ing. Dennis Anyomi (DA) to shed more light on his persona, vision, and idea that made him champion. The following dialogue ensued.

VRAQN: Who is Dennis Anyomi?

DA: My name is Dennis Sitsofe Anyomi, a native of Sokode-Bagble near Ho in the Volta Region. I am the fourth of five children of my parents who are both alive and retired civil servants. I am a product of Bishop Herman College, Kpando. I hold a BSC in Mechanical Engineering from KNUST and an MSC with distinction in Engineering Project Management from Coventry University where I was awarded the best graduating student in Engineering and Management related programs for cohort (3). I am married with two adorable daughters: Dennise Aseye and Michelle Delasi Anyomi.

VRAQN: When did you join VRA?

DA: I joined the Authority in 2012 as an Assistant Mechanical Engineer in the Hydro Generation Department and have been fortunate to have worked with very great minds and mentors. I worked at both hydropower plants (Kpong Generating Station and Akosombo Generating Station) with knowledgeable and experienced teams. I was also part of the mechanical team during the Kpong GS Retrofit Project for unit 3. The project has given us in-depth

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Ing. Dennis Anyomi.

knowledge, experience, and confidence. The level of experience and dedication of staff at both Akosombo GS and Kpong GS is top-notch, and I am privileged to be associated with them. Currently, I am the Principal Engineer in the Hydro Planning Section, Directorate.

VRAQN: Is VRA the only corporate organisation you've worked with?

DA: No! Prior to joining VRA, I worked with Toyota Ghana Company Ltd., where I undertook my national service and was retained as a Service Advisor and rose to become a Demand and Supply Analyst for the National Inventory team.

VRAQN: Congratulations for winning the Creativity and Innovation Contest.

DA: Thanks Mike. We give glory to God.

VRAQN: You are now the Creativity and Innovation Champion. How does that make you feel?

DA: I am humbled. Throughout my education and short career, I have received a few accolades. However,

undertaking my daily duty as staff and being recognized in grand style is truly humbling.

VRAQN: Does it put any burden on you?

DA: No, it doesn't. For me, it is rather a motivation to keep going and looking at the bigger picture. My dad always says, "The reward for hard work is more work." This is to suggest that we should be prepared for more work if we desire to keep doing well in life. In view of this, I believe it is easier to be the first once in a while, but to continue to be on top, you need to be ready to consistently put in maximum effort and be open to learning new things. Having such a mindset, when you win, it feels like recognition and opportunity for personal and professional growth rather than a burden.

VRAQN: What motivated you to enter the contest?

DA: I love competitions, but I had no idea it was a contest. I was thrilled to share my ideas that could help improve service delivery, increase revenue, reduce waste, and add value. I was happily galvanizing colleagues in hydro to ensure the department is well represented with ideas.

We all have at one time in our lives experienced a bad service or product. The question is, what can one do to improve such poor service or product, what are the challenges and how can it be made less stressful or frustrating. So, I saw the ideation platform as a means of sharing my views or ideas on how certain things can be made much better or deployed to improve some aspects of the Authority. I shared three ideas and one was successful.

VRAQN: Did you know you were going to win?

DA: Not at all. I only knew rewards will be given to the top 10 of us who were invited to share more insight on our submission.

VRAQN: What was the concept/idea that won you the overall prize?

DA: Paperless System: Deployment of QR Code to improve Service Delivery.

“I HAD NO IDEA IT WAS A CONTEST”...

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VRAQN: Can you describe how your idea works and how you think it will improve VRA's operations?

QR Code can be deployed in all VRA departments and subsidiaries to address various levels of challenges we may be having. Permit me to highlight four key areas.

Inventory management - we could have more control of our various stock levels and be able to tell the various stock levels regardless of where you are. This will improve supervision and management of our stores as well as better planning for maintenance or other activities. Inventory is huge money and integrating the QR Code in our inventory software will be great. By so doing all you will need is to scan the code anywhere you are and get updated information on stock level and stock movement.

Mike, assuming you are a storekeeper in the Plant, Hospital or Procurement and your Director or DCE sitting in his office can scan a code on his laptop to tell the level of critical spare parts, medications/drugs that are in your stock and question you on over-stocking or under-stocking whilst requesting for information. Believe me, you will be on your toes everyday knowing that anyone that matters can tell what is happening in the store by just a scan in his/her office. As it is often said, people do what is inspected not what is expected. This will provide not just an added layer of supervision but also transparency and improve inventory management practice.

Reduce cost and operate in a more environmentally friendly manner – commodity prices keep increasing. Just last year (2022), the Authority spent over GHS170,000 on tonners and cartridges as per the natural account for tonners and ink cartridges. Data from the various departments shows that in 2022, the Authority used about 2,400 rims of A4 sheets. In 2021 it was well over 2,800 rims of A4 sheets. The question is, can we do better? Of course, we can! Mind you these are the A4 sheets we are still using in the midst of Laserfiche deployment. Doing a little math, one can say, about 128 trees are felled annually for just our A4 sheet use as an Authority. Can we do better? Yes, we can!

QR Code can be used to share some of these reports and tenders/bids with very limited need to print. If errors/mistakes are identified, these can be corrected in the respective documents without one going back to reprint

as these updates or corrections will automatically reflect. This makes reporting and circulation of documents/tender, especially items that need frequent updates, easier.

I remember some time ago I saw a press release from your unit that had some errors. Assuming that was linked to QR Code, all you needed to do was to update the information behind the scenes and anyone who scans the code will get the updated information.

Advertise VRA subsidiaries and use of the Analytics

– VRA has farms, hotels, PROPCo and others that can leverage on the use of QR Codes to advertise their products, services, and the analytic portion of it to delight their customers especially those who have peculiar needs. For instance, QR code having information on rice being produced can be embossed on the rice bags being sold so anytime one needs any updated information on Kpong farm, you will scan the code on the bag and get relevant updated information on available services/products in Kpong farm instantly. Similarly, Volta Hotel and PROPCo provide a host of services that can be advertised and tailored information, discounts, special events can be captured and shared with customers/potential customers. The analytic portion that QR Code provides can be used to determine the relevant need of high-profile customers so tailored services can be provided to delight them.

Vcard, Productivity Checker etc. – Michael, do you have a VRA official complimentary card? No, assuming you have, Mike, in the face of this composite progression, will it be sustainable to print new cards for staff every time they progress to new levels? How will you feel if you have an official electronic card on your phone? Am sure you will be happy. With QR Codes, VRA can design a VCard for all level of staff. When staff participates in training, conferences, or even conducts visitors around our Plants and they are asked to share complementary cards, they only show them a picture on their phone which can be scanned for seamless transfer of the contact and needed credentials into one's phonebook. For Management and Executive level where they need a hard copy of the complimentary card, they can still emboss a QR Code at the back of the printed card which will be linked to a speech on YouTube or information page educating one on VRA and/or its strategic direction.

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AIS wins “Your World Competition” for a record 5th time

Sarah Freda Adei (Mrs.) Assistant Headmistress, Academic



AIS is the first school in Ghana to win the competition for a record eight times.

For the past eight years, the British Council has been organising a video competition for its partner schools. In September 2022, the British Council invited students who take UK qualifications (IGCSE/GCSE/O and A-Level) to participate in the Eighth Edition of the annual Partner Schools ‘Your World Competition.’ Akosombo International School, being a Partner School, participated in the competition.

About the Competition

This is a fantastic opportunity for students from around the world to use their creativity and connect with each other while providing a window into their unique lives, environments, and experiences. It also affords an opportunity for students to showcase their talents and to compete with their peers from all over the world. This year’s Competition was launched on September 1,

2022. On March 11, 2023, videos for the competition were uploaded and results were released on April 27, 2023.

The competition was themed, “Good Health and Well-Being” in line with Sustainable Development Goal Three (SDG 3). Akosombo International School won first place in both Ghana and Sub-Saharan Africa. This makes AIS five-time National Winner in a row, three-time Regional Winner and one-time Global Winner! It is worth noting that the school made its first appearance at the competition in 2019 and has emerged winner to date. Last year, the School won at the Global level.

This achievement makes AIS the first School in Ghana to get to the Regionals and the World since the inception of the Competition.

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AWARDS CEREMONY: AIS WINS YOUR WORLD COMPETITION FOR THE FIFTH TIME

An awards ceremony was organised by the British Council at the Accra International Conference Centre on Friday, June 23, 2023, themed, “Celebrating Today’s Achievers and Tomorrow’s Leaders.”

During the event, students from schools that undertake the Cambridge Assessment International Education were awarded for their excellent performance in the 2022 June examination series at the various levels – Cambridge Ordinary Level, International General Certificate of Secondary Education (IGCSE), Advanced Subsidiary (AS) and Advanced Level.

Four Star Performers from Akosombo International School who obtained 95% and above in the IGSCSE Foreign Language French were invited together with their parents and honoured. They are:

DAVID ASAMOA BERKO (Mathematical Science Student, University of Ghana, Legon)

NANA ARABA YANKSON (Law Student, University of Ghana, Legon)

TERENCE BRYAN ANTWI OPPONG (Geography & French Student, University of Ghana)

HENRIETTA MILLICAN (Medical Student, KNUST)

The students were taught by Mrs. Sarah Adei.

The icing on the cake was the award of the 2022/23 British Council Partner Schools “**Your World Video Competition**”. The theme for the Video Competition was ‘Good Health and Well-being’. The three-minute video was shown to the audience after which individual participants were awarded certificates while the School received two certificates and two plaques for emerging National and Regional Winner (Sub-Saharan Africa).



Two of the students who obtained 95% and above in the IGCSE French in a pose with their teacher Mrs. Sarah Adei, Asst. Headmistress, Academic.



Students, teacher and parents sharing proud moments.

The five-member team that participated in the competition are:

KOEL EDEM ASHIGBEY (SHS 3)

IRIS NTIWAA NTI (SHS 3)

GEORGINA CHOTHIA (SHS 2)

KASI RAAHA ADAM (SHS 2)

CHIEF SENIOR BOADI ACHEAMPONG (SHS 2)

The team’s video project was on Mental Health and Schistosomiasis.

The students’ activities were coordinated by Mrs. Sarah Freda Adei, Assistant Headmistress, Academic.

Acknowledgements

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Conclusion

It is gratifying winning an award again this year. The students competed with over 3,000 students from 36 countries. I hope this feat will spur them on to win more laurels. This award could not have come at a better time – when VRA has launched a creativity and innovation programme to celebrate VRA Day on April 26, 2023, themed: “Creativity and Innovation; the Anchor for Our Sustainability”.

The School will continue to nurture creative and innovative minds as well as future-ready students for the country and the world at large.

AKOSOMBO GS EMBARKS ON ANNUAL MAINTENANCE & SYSTEMS UPGRADE

Ing. Kofi Owusu Dwamena, HGD, Akosombo



The maintenance on unit four is critical in improving its reliability and availability.

The Akosombo Generating Station saw the commencement of a significant upgrade and automation of the station's control, instrumentation, control system and Motor Control Center (MCC) panels in April 2019.

As part of the scope of works, the Contractor, ABB/PPA was required to replace the existing controls on the Generating Units and station services with PLC-based controls, replace the instrumentations, communication, and CCTV systems, and upgrade the Unit and Station Auxiliary MCC panels as well.

Additionally, the contractor was expected to seamlessly integrate the existing Turbine-Governor System, Excitation System, Relay System (Unit and Station) & MCCs (Unit and Auxiliary) into a Distributed Control System (DCS), and then consequently provide an interface with GRIDCo System Control Center (SCC).

The Supervisory Control and Data Acquisition (SCADA) and MCC project were started concurrently on Unit 1 in April 2019, and originally estimated at a contract sum of USD 3,544,195.35 and USD 1,856,313.74 respectively.

At present, apart from the upgrade works on Unit 4 which is currently ongoing, all the other five units have been substantially completed and commissioned into service, with some few outstanding requirements which are going to be resolved as part of the contractual punch list items. The entire project stands at 90% complete while Unit 4 works is 78% complete, at the time of filing this report.

Unit 4 SCADA activities begun on June 1, 2023 and included upgrade of the Control Bench Board (CBB), Main Meter Board (MMB), Auto Start/Stop panel (SSP), Unit Control Panel (UCP), Station Control Panel (SCP), wide range of Plant instrumentation (including vibration monitoring, intake gate position sensors, water flooding sensors, etc).

Additionally, the Unit also saw the installation of Uninterruptible Power Systems (UPS) for the DCS as well as an upgrade of the Turbine Governor Gauge Panel (TGGP) and the integration of the MCCs with the SCADA.

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The Unit 4 Motor Control Center (MCC) was also upgraded and commissioned into service during the outage. Currently all six Unit MCCs and all seven Station auxiliary MCCs have been successfully upgraded and commissioned into service.

In June 2023, through annual maintenance activities on Generating Unit 4 were also carried out. This major set of activities included comprehensive inspections and preventive maintenance on the 170MW Unit Generator, the 200MVA Unit transformer, the water passage systems (draft tube, scroll case etc), and all the station auxiliary systems.

The SCADA project which also saw the upgrade of the common systems and unit harmonization, and the implementation of CCTV systems and PABX Telephony/ Communication systems, have substantially enhanced communication and security at the Generating Station as well.



Engineers work hard to ensure high efficiency and productivity at the Akosombo plant.

The annual inspections and maintenance which were carried out on Unit 4 are critical in improving its reliability and availability to ensure they are operating efficiently and also extend the equipment lifespan. The inspections are done to identify potential problems including wear and tear, clogged filters, dirty oils, power equipment insulation integrity, etc. and carry out maintenance activities to prevent the risk of functional failures.

Overall, the SCADA and MCC upgrade projects have provided significant advantage in the operations of the station equipment at Akosombo GS. Key amongst the benefits obtained with the system include remote control of field devices, ease of fault diagnosis and troubleshooting, flexibility of more than one mode of operation, data acquisition, analysis and graphical reports and presentation, event logging amongst others.



Technician engineers on duty.



“VALUE YOUR TEAM MEMBERS”— SOPHIA TIJANI URGES VRA MANAGERS

Michael Danso, CA&ER, Accra

Manager, Learning, Development & Talent Management of the Human Resources Department of the Volta River Authority (VRA), Ing. Sophia Abena Tijani has implored Managers in the Authority to place value on the workforce who work under them.

According to her, when employees feel trusted and valued, they become more dedicated to serving the organisation. Staff who feel unappreciated or unhappy in their role will often lack productivity, which can have an overall knock-on effect on the VRA business.

She gave this advice in a closing statement at an Ethical Leadership Training which was organised for Managers in the Authority at the Coconut Groove Regency Hotel in Accra recently.

She stated that “Our teams are different, members have different capacities, adapt, and calibrate assignments to suit their individual capacities. They have a voice, hear them and value their views. They are flexible, we can stretch them to perform, but be careful not to break them. They are like a container, what we put in them is what they churn out. They are not perfect, make room for their mistakes.”

She asked the Managers to “unscarf” their biases, value

everyone in their respective teams, give them equal opportunities, be ethical and inspire them to S-P-I-C-E up VRA.

The Ethical Leadership training was aimed at building the capacity of the Managers to be able to recognize ethical dilemmas and develop strategies for responding to ethical challenges. It also formed part of VRA’s corporate objectives to cultivate a diverse, committed, and future ready workforce.

The three-day course was facilitated by Self-Search Ghana Ltd., a leading Human Capital Development Solutions firm with over 15 years’ experience in the human and talent development business.

“Our teams are different, members have different capacities, adapt, and calibrate assignments to suit their individual capacities.”

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QR Code can be used as productivity Checker, linked to revenue collection/payment for Technical Services Department, Volta Hotel, PROPCo, NEDCo etc. It is time for us to leverage these technologies to improve service delivery, save cost, improve efficiency, and delight our customers.

VRAQN: Are you satisfied with VRA's Creativity and Innovation strategy and how do you think it is going to affect VRA's operations in the short to long term?

DA: Yes, am very impressed with the strategy so far. The Educative Webinars, Creativity and Innovation contest, Ideation Platform, Departmental Open Day showcasing innovation, rewards etc. Again, the key for me will be, for all of us to ensure it is not a nine-day wonder rather, something that can be sustained for the long haul. As our Chief Executive said, "This must be our second nature."

As for its effect on VRA's operations in the short to long term, I think it will be positive. We have started well, and it is important we increase or at least maintain this momentum. Executives and Management have shown great leadership, it is essential we support and build on this new cultural change and be agile in this fast pace technological world. With this, we will continue to be a beacon of hope and leader in the energy space in Africa now and in the long term.

VRAQN: How do you think we can improve the Creativity and Innovation programme which is now part of the Authority's corporate calendar?

DA: As the Chief Executive said, the business is about the people. For me, the question is what we can do to have the critical mass of the people see and have creativity and innovation as a second nature, that can be done or continued by:

Recognizing and rewarding ideas: innovative thinking and its successful implementation should always involve staff at all levels. In addition to the current grand recognition and reward system, Group leaders/ Supervisors should be empowered to recognize and provide some form of reward, maybe in the form of branded pens or any VRA Souvenirs for staff under them who exhibit creativity and innovative in their work. This I believe will keep the momentum going even as all staff wait for the bigger innovation contest. When this is encouraged at the lowest level, it could create an environment where even the lowest level of staff will feel

safe to share their ideas, ready to take risk, challenge the status quo and together encourage collaborative thinking.

Cross-functional collaboration: having a diverse team brainstorming, working, and sharing ideas together offers unique opportunity to view things from various perspectives. This can lead to innovative solutions to challenges identified.

Encourage people to think like entrepreneurs: Entrepreneurs look out for challenges or problems and try to provide solutions to them. One way will be to enquire about challenges people face in undertaking their daily activities i.e., virtual concern/frustration submission form. Same people or others may be requested to brainstorm how they think these challenges can be resolved. A reward or recognition given to those who identify pressing issues and proposed workable solution.

Create a feedback system: Aside the ideation platform, let us also create a feedback platform where people can genuinely provide feedback as to what they think about the innovation strategy/ideas. Some constructive feedback can be used to improve the process.

We need to continue to have educative webinars and attend conferences and seminars to stay abreast with external trends in our various fields and share such insights among colleagues during staff durbars and safety meetings etc.

VRAQN: Your final message

DA: Today is the youngest anyone alive can ever be, and it is a privilege that our work output directly or indirectly impacts on the survival and progress of someone in a village, hospital, a company and even the national economy.

It is therefore important for us to remember that a culture of creativity and innovation is what we can leverage now to improve our lot. This is not limited to any specific role or department; it is a journey that requires continuous effort. Let us be curious! Let us collaborate! let us nurture and harness various perspectives! Let us challenge the status quo and embrace the mindset of continuous learning. Let us see failure as an opportunity to improve and celebrate little successes. Let us stay connected to the ever-changing technology. Finally, let your younger self today, embrace the power of innovation and make improvement in your small corner as we embrace the new culture of creativity and innovation. Thank you!

FROM “TABLETOP” EXERCISE TO ACTUAL SIMULATION-

THE CASE OF THE MAIDEN VRA EMERGENCY PREPAREDNESS PLAN

Michael Danso, CA&ER, Accra



Officials of the Ghana Ambulance Service transported all critically-injured victims to the safe haven.

Consistent with the Volta River Authority’s quest to be a Model of Excellence for Public Utilities in Africa, VRA became the trailblazer in Emergency Preparedness when its Emergency Preparedness Plan (EPP) was put to test through a simulation exercise recently.

The Authority’s flood simulation exercise, which was in collaboration with the National Disaster Management Organisation (NADMO) was dubbed: VRA EPP EXERCISE “DA WOHO SO 2023” to wit “Be vigilant”. As a champion for safety, quality, credibility, and value addition to lives, the exercise was to test the effectiveness of VRA’s Emergency Preparedness Plan on a large scale; build and strengthen inter-agency collaboration and relationships; and also identify resource gaps of the VRA and responding agencies in the management of hydro dam related emergency.

That notwithstanding, the exercise provided the unique opportunity to practically assess VRA’s notification system, explore the ‘what if...’ questions and the concomitant responds by the participating agencies including the Ghana Police Service (GPS), National Ambulance Service, Ghana National Fire Service (GNFS), the Ghana Navy, the National Signals Bureau, etc.

Exercise “Da WoHo So” 2023, which was undertaken in three of the nine districts likely to be impacted in the event of a spill from the Akosombo dam or the event of a dam break of the Akosombo and Kpong Dams, revealed resource gaps, while improving coordination and collaboration among state agencies with support from the US Embassy and the North Dakota National Guard.

The simulation exercise involved total voluntary and compulsory evacuations, search, and rescue for residents in hotspot communities of Asuogyaman,



The Incident Command Centre identified all hotspot areas.

North Tongu and Ada East districts of the Eastern, Volta and Greater Accra regions respectively. Role players in these locations demonstrated how they would respond to real emergency flood disasters.

How the VRA EPP Started

As an institution whose origin is rooted in the history of Ghana, VRA in 2011 instituted the EPP in addition to the Environmental Management Plan (EMP) and the Dams Safety Assessment (DSA) report, to provide a comprehensive documentation to manage the existence and the operational impact of the two dams. The EPP report of the two dams, which was put together by the Royal Haskoning from The Netherlands, and Norplan from Norway, specifies roles and responsibilities of stakeholders in the event of a dam break and when expected operational flow released from the dams threaten downstream life, property, or economic activity.

The EPP among other things; provides a framework for carrying out monitoring activities, early detection of emergencies, classification of a potential emergency according to its magnitude of impacts, notification procedures to facilitate prompt dissemination of information during emergencies. This simulation exercise therefore assessed these tenets in a real-life situation as a form of validation of its relevance after implementation over a decade.

From 'Tabletop' to Actual Simulation

As stated above, until the recent simulation exercise, VRA already had a very elaborate Emergency Preparedness Plan for its two dams which has permitted the continuous sensitization and training of downstream impacted communities with a population of over 300,000 Potentially Affected People (PAP) in the case of Akosombo dam break.

However, the limitation was the inability to conduct a full-scale simulation exercise to test the preparedness of all identified stakeholders in managing a typical dam related emergency. The best that could be done in the confines of a large hall in the various Assemblies, where the sensitization workshops are carried out annually, was a "Tabletop simulation" where stakeholders attempted to mimick what would happen in an emergency events.

It was therefore a prime opportunity to bring all national level stakeholders together to explore the possibility of a scaled-up tactical but strategic National Multi-Hazard flood related Simulation exercise.

My observation & Recommendation

The success of the entire process cannot be overemphasized. It was heartwarming to see the impacts and improvements that was made to the communities and their level of preparedness. Specifically, those who participated as characters in the simulation knew who to turn to for help, and where to go at any given time. From hindsight, the roles played by the various agencies, as well as other coordinating officers, were carried out efficiently well, with effective communication between communities. From my point of view, I think that recommendations, gaps, and lapses discovered from the exercise must be fully implemented to ensure the adherence of best practices in preparedness, response, and recovery efforts to make real emergency in future a walk in the park.

Research shows that people generally respond to an emergency in the way they are trained. There is therefore the need for constant sensitization for people to practice their roles and functions that can help them to develop, assess and test functional capabilities of emergency systems, procedures, and mechanisms to respond to an actual emergency situation.



Residents demonstrating how they wil respond to real flood emergency.

THE RIGHT TO INFORMATION COMMISSION COMMENDS VRA FOR EFFECTIVE IMPLEMENTATION

Ruth Owusu, RTI Officer



Mr. deGraft-Johnson, RTI Officer and his Assistant Ruth Owusu flanked by Mr. Kofi Owusu Gyampah (left), and Mad. Elizabeth Segbefia (right).

The Right to Information (RTI) Commission has lauded the Volta River Authority for its commitment towards the effective implementation of the RTI Act, 2019 (Act 989).

This commendation was made by the leader of the RTI Commission's team when they visited the Authority's RTI Office to undertake its routine monitoring and evaluation exercise on the implementation of the RTI Law.

According to the Leader, Madam Elizabeth Segbefia, the Authority needs to be commended for meeting the standards set by the Commission for the implementation of the RTI Act and putting in place the right structures and systems for the smooth operationalisation of the Act.

Additionally, the team expressed satisfaction with the various initiatives by the Authority's RTI Office to ensure Staff's increased awareness of the provisions of the RTI Act.

The monitoring and evaluation exercise, which is aimed at assessing public institutions' level of compliance with the provisions of the RTI Act, appraised, among other

components, the setting up of the Authority's RTI Unit, the availability of resources for the Unit and the up-to-date publication of Information Manuals.

The team further enquired about the requests for information received by the Authority and the actions taken on them. They also investigated the charging of fees for the reproduction of information for applicants, proactive disclosure of information by the Authority, as well as VRA's submission of annual reports to the RTI Commission.

Also, as part of the exercise, the team inspected the Authority's 2022 Information Manual, which has been published on its website, and the copy kept at the reception.

The team urged the Authority to continue its exceptional delivery towards RTI implementation, adding that, though the Authority has done remarkably well in implementing the Law, it needs to keep upholding its commitment under the RTI Act.

In a brief remark, VRA's Right to Information Officer, Mr. Samuel deGraft-Johnson, stated that as a responsible corporate organisation, VRA is committed to ensuring the effective implementation of the RTI Law within the organisation. He pointed out that so far, the Authority had received three RTI requests. Two of them were related to the Authority's Subsidiaries: the Volta Lake Transport Company Limited (VLTC) and the Northern Electricity Distribution Company (NEDCo). Thus, by law, they were transferred and processed by these organisations. For the other request, the Authority duly responded to the applicant but was unable to make a determination due to the ambiguous nature of the request.

Mr. deGraft-Johnson thanked the team for recognising the efforts of the VRA RTI office and assured them that the office will continue to collaborate with the Commission to ensure that the objectives for setting up the Law were duly met.

The RTI Commission is the institution mandated by the RTI Act to oversee the implementation of the Act.

MITIGATING IMPACTS: GHANA TVET SERVICE ASSESSES TRAINING NEEDS FOR PWALUGU MULTIPURPOSE DAM PROJECT RESETTLEMENT COMMUNITIES

Wisdom Matey Tetteh, PMD Project, Tema



The joint team from the Ghana TVET Service and the PMD Project Directorate in a group photo after the exercise.

The Ghana Technical and Vocational Education and Training Service (TVET Service) has recently completed a comprehensive needs assessment for the Pwalugu Multipurpose Dam Project (PMD Project) resettlement communities. This assessment aims to identify the vocational and technical training requirements of the project-affected persons (PAPs) to alleviate the economic and social consequences resulting from the dam’s construction.

In an effort to gather essential data and ensure collaboration, a kick-off meeting was held on April 13, 2023 by PMD Project and TVET Services. A joint team from the TVET Service led by Mr. David Prah, the Deputy Director General (Operations), and Ing. Daniel Onny, Director of the PMD Project met with the Upper East Regional Minister, Hon. Stephen Yakubu and the District Chief Executive for the Talensi District, Hon. Thomas Duanab Wuni Pearson. During the meeting, the team provided project updates and sought cooperation from the officials for the data collection process.

Government Officials Endorse Vocational and Technical Training Programme

Expressing support for the vocational and technical training programme, the Minister and government officials emphasized its potential to reduce poverty, foster economic development, and enhance social well-being in the affected communities. They urged the team to expedite the implementation process to secure funding for the dam’s construction.

Data Collection in Resettlement Communities

The field team visited all six communities within the West Mamprusi Municipal and Talensi District, namely Nungu, Gubeo, Suhuluya, Kulunga, Kparikpiri, and Degaare. Questionnaires were administered to individuals aged between 15 and 65 years. Focus group discussions were conducted to assess the training needs of each community.

Ing. Juliana Nkrumah, the leader of the field team, emphasized the significance of collecting data directly from the project-affected individuals. She expressed satisfaction with the community's active participation, stating, "The people came out in large numbers and cooperated with us. We have successfully engaged over 90% of our target group and obtained sufficient data to develop an action plan for providing alternative livelihood programs that address the unique situations of the affected communities."

Addressing the Resettlement Challenge

The Pwalugu Multipurpose Dam Project involves the creation of a reservoir, necessitating the relocation of six communities. To mitigate the potential adverse effects on the economic and social livelihoods of the PAPs, the Environmental Impact Statement (EIS) and Resettlement Action Plan (RAP) recommend the establishment of six resettlement towns. The vocational and technical skills training program offered by the TVET Service will play a crucial role in introducing the PAPs to alternative livelihood opportunities.



Officials of the TVET Service interviews a resident of Nungu, one of the project-affected communities.

VRA OFFERS CORPORATE TRAINING PROGRAMME FOR NATIONAL SERVICE PERSONS

Emmanuel Narh, NSP, CA&ER, Accra

A three-day corporate training workshop has been organized for the 2022/2023 batch of National Service Personnel in VRA to equip and prepare them for the job market after their service.

The training programme which was spearheaded by the Human Resources Department in collaboration with the VRA Academy was part of series of workshops organized for the 2022/ 2023 batch of National Service Personnel at various locations of the Authority.

The workshop, which was held at the EV Conference Room at the VRA Head Office in Accra, took participants through topics such as: Entrepreneurial Skills, Business Management, Communication and Presentation Skills, Critical Thinking, Interview Skills & Preparation and Emotional Wellbeing.



The workshop was to groom and nurture the service personnel for the job market.

Opening the training on behalf of the Director, Human Resources, Mr. Eric Mensah Bonsu, Manager, Learning, Development & Talent Management of VRA, Ing. Sophia Abena Tijani said the course was to groom and nurture the participants and keep them prepared for their future endeavours.

She said VRA is taking a keen interest in investing in them so they will be confident to impact and be able to stand the competition in the job market when they exit the Authority after their service.



IMPORTANCE OF FINANCIAL PLANNING DURING ECONOMIC RECESSION

Isaac Ewuah, Finance, Accra

The current economic recession has brought about a lot of uncertainty and instability, leaving many people feeling anxious about their financial future. In times like these, it is more important than ever to have a solid financial plan in place. Financial planning can help you weather the storm and come out on the other side with your finances intact. Here are some reasons why financial planning is crucial during an economic recession.

Protects Your Savings

One of the most important reasons to have a financial plan during an economic recession is to protect your savings. A good financial plan will help you prioritize your expenses and find ways to cut back on unnecessary spending. This will allow you to save more money and build up a cushion that can help you weather any financial storms that come your way. Additionally, a financial plan can help you identify potential risks to your savings and take steps to mitigate them.

Helps You Stay on Track

During an economic recession, it can be easy to get sidetracked by fear and uncertainty. A financial plan can help you stay focused on your long-term goals and avoid making impulsive decisions that could harm your finances in the long run. By having a clear plan in place, you can make informed decisions about your

money and avoid getting caught up in the panic to make decisions based on emotions that often accompanies economic downturns rather than rational thinking.

Provides Peace of Mind

Perhaps the most important benefit of having a financial plan during an economic recession is the peace of mind it provides. Knowing that you have a plan in place can help alleviate some of the stress and anxiety that comes with financial uncertainty. A good financial plan will give you a sense of control over your finances and help you feel more confident about your ability to weather any financial challenges that come your way.

Conclusion

In conclusion, having a solid financial plan in place is crucial during an economic recession. It can help protect your savings, keep you on track towards your long-term goals, and provide much-needed peace of mind during uncertain times. If you don't already have a financial plan in place, now is the time to start. Consider working with a financial planner or advisor to create a plan that is tailored to your unique needs and circumstances. With the right plan in place, you can navigate the current economic climate with confidence and come out on the other side stronger than ever.



Isaac Ewuah

Finance and Investment Analyst

Pensions & Investments



WHAT IS THE IDEAL AGE FOR RETIREMENT?

As we age, the thought of retirement becomes more and more prevalent in our minds. We begin to wonder when the right time is to leave the workforce and start enjoying our golden years. However, with increasing life expectancies, the decision of when to retire has become a more complicated one with two main divergent opinions on the subject matter. Some argue that early retirement can lead to a longer and healthier life, while others believe that working longer can provide financial security, a sense of purpose and a form of exercise in keeping the body and mind active. In this article, we will explore the relationship between life expectancy and early or late retirement to help you make an informed decision about your own retirement plans.

What is the ideal age for retirement?

When it comes to retirement, there is no one-size-fits-all answer to the question of what the ideal age for retirement is. Factors such as personal financial situation, health status, and career goals can all play a role in determining when someone should retire. However, studies have shown that retiring too early or too late can have an impact on life expectancy. Retiring too early may lead to boredom and social isolation, which can negatively affect mental and physical health. On the other hand, working too long without proper rest and relaxation can increase stress levels and lead to

burnout. Ultimately, the ideal age for retirement will vary from person to person. It is also important to carefully consider your own circumstances and consult with a financial advisor before making any decisions about when to retire. By doing so, you can ensure that you make the best choice for your overall well-being and quality of life.

Part 1: What are the Effects of Retiring Late from Active Service?

Retirement is a significant milestone in one's life. It marks the end of a long and fulfilling career and the beginning of a new chapter. However, with the increasing cost of living and the uncertainty of pension plans, many people are choosing to retire later than they originally planned. While this may seem like a good idea, there are several effects of retiring late from active service that individuals should consider.

1. Increased Financial Security

One of the primary reasons why people choose to retire late is to increase their financial security. By working longer, individuals can accumulate more savings and increase their pension benefits. This can provide a sense of comfort and security during retirement, knowing that they have enough money to cover their expenses.

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What is the ideal age for retirement...

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2. Delayed Social Security Benefits

Another benefit of retiring late is the ability to delay Social Security benefits. Individuals who delay their benefits until age 60 can receive full pension, that is 100% of the maximum 60% pension right without any early retirement factor. This can provide a significant boost to retirement income and help individuals maintain their standard of living.

3. Health Concerns

While retiring late may provide financial benefits, it can also have negative effects on an individual's health. Working long hours and dealing with stress can take a toll on one's physical and mental health, leading to chronic conditions such as heart disease, diabetes, and depression. Additionally, older workers may be more susceptible to workplace injuries, which can further impact their health and well-being.

4. Reduced Quality of Life

Retiring late can also have an impact on an individual's quality of life. Working long hours can lead to burnout and decreased job satisfaction, which can spill over into other areas of life. Additionally, older workers may find it more challenging to balance work and personal responsibilities, leading to increased stress and reduced leisure time.

5. Missed Opportunities

Retiring late can also mean missing out on opportunities to pursue other interests and passions. Many people have dreams of traveling, volunteering, or starting a new business during retirement. However, working longer can make it challenging to find the time and energy to pursue these activities, leading to regret and a sense of missed opportunities.

6. Impact on Family

Retiring late can also have an impact on an individual's family. Working long hours can lead to less time spent with loved ones, which can strain relationships and lead to feelings of isolation.

Additionally, older workers may be more likely to have elderly parents or grandchildren who require care, bonding and socialization which can further impact their time and energy.

7. Career Advancement

Retiring late can also impact an individual's career advancement opportunities. By staying in the same job for an extended period, individuals may miss out on opportunities for growth and advancement. Additionally, older workers may be perceived as less innovative and adaptable, leading to fewer opportunities for promotion and advancement.

8. Increased Job Competition/Unemployment

Retiring late can also impact the job market for younger workers. By staying in the workforce longer, older workers may be taking up positions that could be filled by younger workers who are just starting their careers. This can lead to increased competition for entry-level positions and fewer opportunities for career advancement, ultimately worsening unemployment situation.

9. Impact on Retirement Planning

Retiring late can also impact an individual's retirement planning. By delaying retirement, individuals may need to adjust their retirement savings goals and investment strategies. Additionally, unexpected health issues or job loss can impact retirement plans, leading to increased stress and uncertainty.

10. Personal Goals

Ultimately, the decision to retire late should be based on an individual's personal goals and priorities. While financial security is essential, it is also important to consider the impact on one's health, quality of life, and relationships. By weighing the pros and cons of retiring late, individuals can make an informed decision that aligns with their values and goals.

To be continued in the next issue.



Mrs. Marian Atta-Benyah

Human Resources, Aboadze

PRIVATE SECTOR MINDSET: OWNERSHIP OF CORPORATE OBJECTIVES

The Private Sector Mindset Agenda is still critical to the sustainability of VRA as we discuss its last leg. There is the need to take ownership of Corporate Objectives to ensure business continuity.

Our mantra of inculcating private sector mindset in our public service delivery cannot be realized except we consciously and continually work at it.

The earlier articles discussed the first, second, third and fourth characteristics as well as the expected behaviours of Private Sector Mindset- “speed and quality in service delivery”; “I deliver my work on time and strive to eliminate errors.” “Cost Effectiveness and Value Addition”; “I do my work in a cost-effective manner, making the best use of available resources to achieve results” , “Innovation and Change Champion” ; “I look for new ways to improve my work and adjust to business change”, “Performance Driven, motivated and engaged” ; “I take full responsibility of tasks, focusing on results and not just on inputs”.

This article features the fifth characteristic of the private sector mindset- “Ownership of Corporate Objectives” with the expected behaviour - “I align my decisions and end-to-end actions to Corporate Objectives because I am a responsible employee, not a spectator”.

Ownership of Corporate Objectives

To take ownership at work means to be proactive in your job function and to understand the purpose of your job duties in achieving the overall objectives of your Institution. The need to hold yourself accountable for your work, regardless of the outcome, and demonstrate a genuine interest in contributing to company success is key.

A corporate objective is a specific, measurable, and time-specific target by which you can achieve your overall corporate goal. In other words, it is a target that your company must achieve to realize its business goal. A good objective has SMART characteristics: Specific, Measurable, Achievable, Realistic, and Time-specific (Ahmad Nasrudin, Researcher & Author-Penpoin.com).

Corporate objectives should be broken down into more specific objectives to provide a clearer direction. Usually, they have levels according to the hierarchical structure of your organization. Corporate objectives are broken down into objectives for top, middle, and lower management, where the objectives at the lower levels must support the objectives at the upper levels.

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PRIVATE SECTOR MINDSET: OWNERSHIP OF CORPORATE OBJECTIVES

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The types of objectives shared by Ahmad Nasrudin are outlined below:

Strategic objectives – These objectives should be achieved in the future. It focuses on general, broad, and long-term issues and is defined by top management. It guides them in operating the business, influences the entire company, and serves as a guide for lower management levels in setting their objectives.

Tactical objectives – They are what the departments or divisions within a company should achieve. It aims to focus efforts on supporting and achieving strategic objectives. It is under the responsibility of the middle manager. Setting tactical objectives can map out how their department can contribute to achieving strategic objectives and determine what they need to do.

Operational objectives – These are objectives that teams or individuals in a department should achieve. Lower-level managers are responsible for establishing them, which is important for addressing short-term issues and ensuring everyone in the department is working and moving in the same direction to realize tactical objectives.

The Volta River Authority (VRA), at the beginning of every year receives clearance for its corporate objectives/targets from State Interests and Governance Authority (SIGA). These objectives are cascaded to the Departments, Sections and Units. Performance contract is signed by staff and the Authority per the targets agreed upon. Staff are therefore obliged to work to achieve the targets. Performance Reviews are conducted quarterly to assess staff. This is to ensure that all staff are working to achieve individual objectives for the realization of the corporate objectives/targets.

Importance of Corporate Objectives

Corporate Objectives are critical to the survival of every organization. Below are some importance of corporate objectives by experts.

Corporate Objectives provide guidance and direction to all your employees on what they need to achieve. Clear objectives encourage employees to focus and be motivated to achieve them.

For management, objectives serve as indicator to measure how successful management is in operating the business.

A business has a clear direction by setting out what it needs to achieve in the future and mapping out what the company must do now and in the future to achieve its goals.

Designing business direction and goals are one way to motivate employees. Of course, it requires you to communicate them to everyone in your company.

Objectives allow management to have priorities for allocating resources and making decisions.

Having a clear direction helps management to design appropriate and detailed strategies and actions.

By comparing the results with the objectives set, you can evaluate whether the strategy is working? Do business activities support objectives? And whether the company's strategy is still relevant to the business environment.

Conclusion

Ownership of Corporate Objectives cannot be overemphasized as we strive to sustain our gains as VRA. Staff are entreated to align decisions and end-to-end actions to Corporate Objectives. Let us own the corporate objectives and work assiduously to achieve them for the sustainability of VRA. Yes, we can.....because we are responsible employees.



Ruth Owusu, RTI Officer

RIGHT TO INFORMATION (RTI) CORNER

OFFENCES AND SANCTIONS UNDER THE RIGHT TO INFORMATION ACT, 2019 (ACT 989)

Dear reader, the Right to Information (RTI) Office, in the first quarter edition of the VRA NEWS, focused its attention on the **Authority's Role in the Implementation of the RTI Law, as Specified under the RTI Act, 2019 (Act 989).**

In this edition, we shall look at the **offences and sanctions** for violating the provisions of the RTI Law.

» A failure or neglect by an Information Officer or other public officer to perform a function authorised by the RTI Act where the occasion arises to perform that function constitutes a gross misconduct - **Section 82(1).**

» A person commits an offence if he/she destroys, damages, alters or conceals a document or makes a false entry in a document – **Section 82(2)(c).**

» Anyone who willfully makes a false statement to mislead any other person in order to gain access to information commits an offence under the RTI Act – **Section 82(2)(b).**

» It is an offence for a person to obtain access to the personal record of another person under false pretences – **Section 82(2)(a).**

» It is considered an offence to willfully disclose information, which is exempt from disclosure under the RTI Act – **Section 81.**

A person who commits any of these offences is liable on summary conviction to a **fine of not less than two hundred and fifty penalty units and not more than**



five hundred penalty units. An offender may also be liable to a term of imprisonment of not less than six months and not more than three years. A person may also receive both punishments, that is, the term of imprisonment and the fine – **Section 81 & 82(2).**

Against this background, all staff are urged to be guided by the principles of the Constitutional right of access to information and the provisions of the RTI Act.

For further information and enquiries on the implementation of the RTI Law in the Authority, you may contact the RTI Officer via telephone: 0575423335 and email: vra.rti@vra.com.

PERIODONTITIS AND DIABETES: A TWO-WAY RELATIONSHIP

It is an undebatable fact that there is a strong link between diabetes and periodontitis, which is a severe gum infection that can lead to tooth loss. People with diabetes are more likely to develop periodontitis than those without diabetes. Severe periodontitis is a prevalent disease worldwide which leads to tooth loss in adults. This tends to affect nutrition, mastication, quality of life and self esteem. Diabetes on the other hand, is also a prevalent disease which if uncontrolled can lead to several complications: damage to blood vessels, nerves, kidney, and the retina of the eye. A better understanding of interactions helps improve our oral health conditions and overall well-being.

What is Periodontitis?

Periodontitis is an inflammatory disease affecting the supporting structures of the teeth. These supporting structures clinically are referred to as “periodontium”. They include the gingivae (gum), alveolar bone and periodontal ligament.

What causes Periodontitis?

Periodontitis is caused by dental plaque- yellow deposits around the teeth made of food debris and micro-organisms. This bio-film formed will become calcified from the calcium obtained in saliva. This calcified product is calculus. These deposits are detected as foreign materials hence the body’s immune system generates an inflammatory reaction to combat this foreign body. Due to the progressive and continuous insult to these supporting structures, it turns to destroy them making the teeth lose its support and becomes unhealthy and mobile.

How can I identify that I’m developing Periodontitis?

This condition is progressive. It starts of as an acute reaction and advances to the chronic stage

Following features are seen in both the acute and chronic phase

Acute Phase

- » Presence of plaque
- » Bleeding on brushing
- » Swollen gums
- » Painful reddened gums
- » Round shiny surfaces

Chronic phase

- » Painless
- » Tooth mobility
- » Bad breath (halitosis)

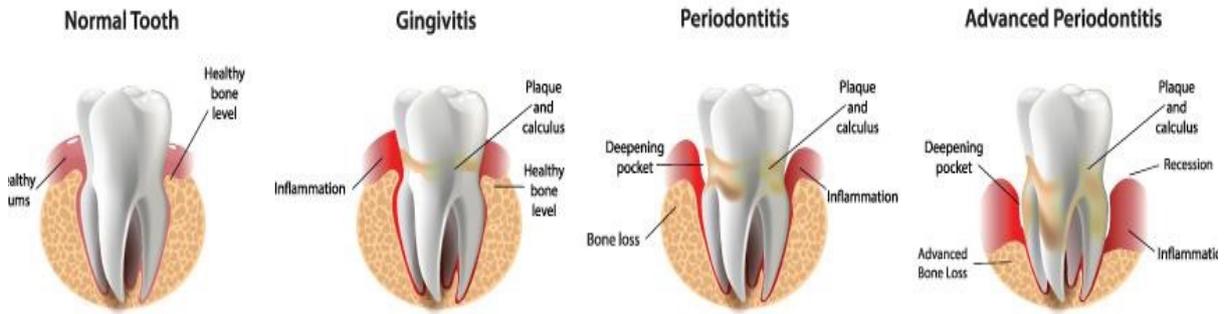


A healthy gum is pink in colour, firm in consistency, stipple in appearance and knife edge margins and sometimes pigmented.



An unhealthy gum has plaque and calculus deposits which is reddened and bleeds when brushing. The margins are rounded and inflamed.





Diabetes

Diabetes is a clinical syndrome characterized by increase in blood glucose levels due to deficiency in insulin levels. There are 2 main types of diabetes. Type 1 and type 2 diabetes.

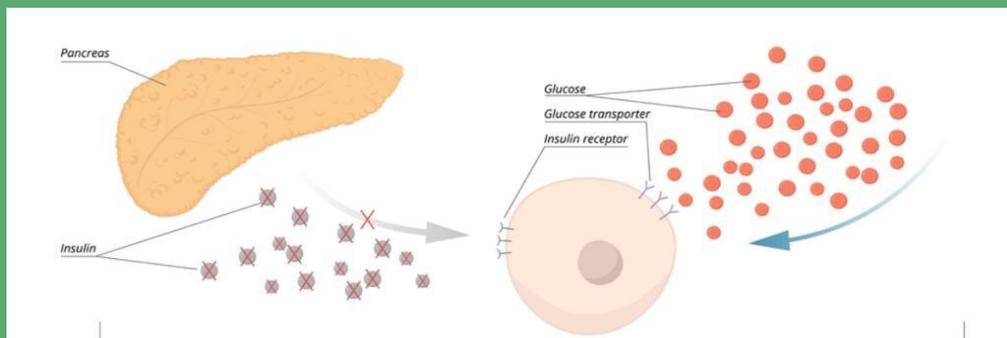
Type 1 Diabetes

Also known as insulin dependent diabetes. Failure to produce insulin due to autoimmune destruction of insulin producing B cells in the pancreas. This results in inability to transfer glucose to our cells thus they accumulate in the blood.

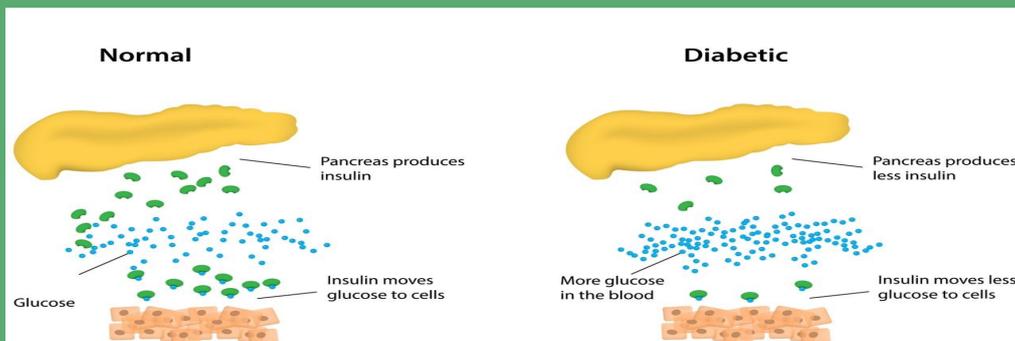
Type 2 Diabetes

Also known as non-insulin dependent or adult onset. In this condition, there is reduced responsiveness of cells in the body to insulin. Reduced capacity to transfer glucose of circulation into cells- elevated blood glucose levels.

Diabetes type 1



Diabetes type 2



What causes diabetes?

- » Genetic predisposition
- » Obesity
- » Lack of exercise
- » Poor diet (high in fat, salt and sugar. low in vitamins, minerals and micronutrients)
- » Alcohol and smoking

How to detect the presence of diabetes

- » HbA1c is a standard assessment done to determine the level of glucose in your blood.
- » HbA1c – less than 6.5% (48mmol/mol) is considered normal
- » HbA1c – greater than 8% (64mmol/mol) is considered high glucose level

What is the link between periodontitis and diabetes?

High blood sugar levels in people with diabetes can weaken the immune system, making it harder for the body to fight off infections, including gum infections.

Additional high blood sugar levels can cause damage to blood vessels, which can reduce blood flow to the gums and make it harder for the body to heal from infections.

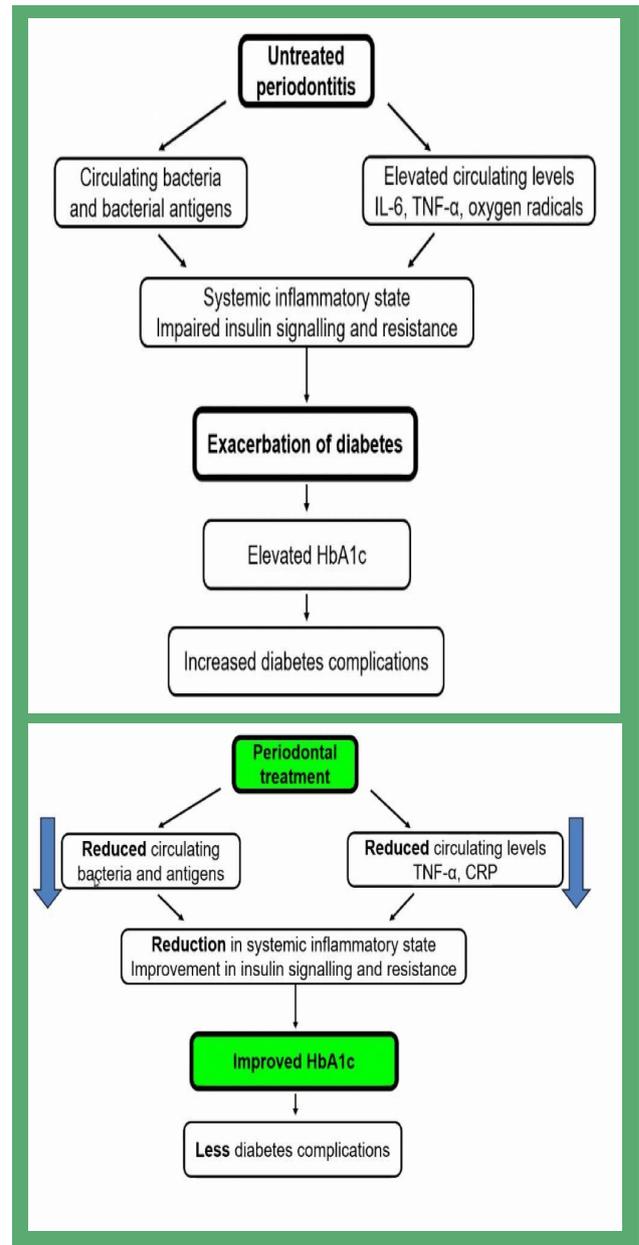
Periodontitis can also make it difficult for diabetic patients to control their blood sugar levels, as the infection can cause inflammation throughout the body-increase insulin resistance thus exacerbating the diabetic state.

Multidisciplinary Approach to treatment Management

- » Good oral hygiene (brushing twice and flossing daily)
- » Healthy lifestyle: avoid smoking, eating a healthy balanced diet, taking regular exercise
- » Regular dental visits
- » In diabetic patients- maintaining good glycaemic control.

Treatment

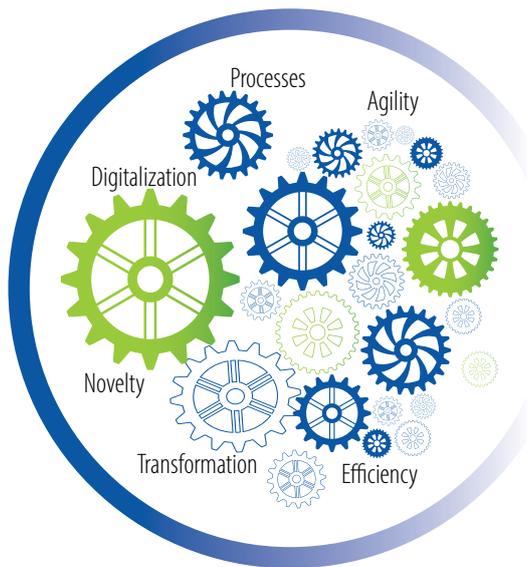
- » Mechanical plaque control (scaling and polishing)
- » Chemical plaque control (therapeutic mouthwash, medication)
- » Multidisciplinary approach for holistic treatment



In conclusion, improving glucose control in diabetic patients can help improve the outcome of periodontal treatment. Also, periodontal treatment can improve the glucose control in diabetic and reduce their risk of complications.

Remember not to treat your mouth in isolation. It is part of your body and bad oral hygiene can affect the overall well-being of your body. Frequent dental and medical check-up is the goal.

LET'S 'SPICE' UP OUR 'BRAISE' STRATEGY



Creativity & INNOVATION

The Anchor for Our Sustainability

IN THE NEXT ISSUE

- Launch of “SOCIETI” Core Values
- VRA Engineers build a deep dredger to harvest aquatics weeds on the volta river

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

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