



BPA joins fight against COVID-19

BPA File

Renewable Energy Leaders

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BUI POWER AUTHORITY



BPA HOLDS FIRST QUARTER MANAGEMENT RETREAT

Joseph Baidoo-Williams

Bui Power Authority held its annual first quarter management retreat from 28th – 31st January 2020 at the Bui Generating Station. The Management Retreat brought together Executives, Managers/Unit Heads and selected staff of various Units and departments. The retreat provided a platform to discuss the progress of the implementation of projects, programs and activities in the past year as well as the work-plans for the year ahead. Being the first of the two planned for this year, the objectives were set out as follows:

1. Evaluate progress of work for the past year
2. Identify constraints (if any) that impeded implementation of plans of the past year
3. Recommend any changes to facilitate implementation of work plans of specific units

4. Document best practices for improving implementation of subsequent work-plans
5. Assess efficiency and effectiveness of institutional set-up to produce expected output and outcomes
6. Approval of 2020 work-plans

The retreat started with a one-day Planning and Project Management training organized by the Human Resource Unit in collaboration with the Planning Monitoring and Evaluation Unit. Participants were provided with strategies, techniques, and resources to effectively initiate, plan and execute their annual work-plans and projects.

Following the training, the retreat continued with two days of PowerPoint presentations from all units within the Authority. The presentations were on performance in 2019 and planned projects and activities for 2020. After each

presentation, a brief Questions and Answers session followed and recommendations for improvement were made to help managers be able to achieve their objectives. The presentations were moderated by the Chief Executive Officer (CEO).

The final day of the retreat which was also moderated by the CEO was used to address issues that were highlighted during the presentations. Tasks were assigned to departments with deadlines to resolve these challenges which were then recorded as



Travel arrangement for the participants was successfully managed by the Transport Unit

The retreat ended with the following take-aways:

- #### 4. A retreat report

A large group of approximately 30 people, including staff and community members, are posing for a group photo outdoors. Many of the individuals are wearing bright green polo shirts, some with logos. Several people are holding up red cards or certificates, suggesting an award ceremony or a presentation of some kind. On the far right, a police officer in a tactical vest and uniform stands prominently. The group is standing in front of a building with large windows. The overall atmosphere appears celebratory and formal.

Preparedness and Response to Coronivirius Pandemic

As part of the Authority's preparedness and immediate response to Corona (COVID-19) PANDEMIC, the Health, Safety and Environment (HSE) Unit put in place some recommended measures/strategies in line with other international protocols, to safeguard staff from any possible infections. Executive approval was therefore granted for the strategy implementation.

Four (4) main BPA work locations that the Authority tends to receive quite significant number of foreigners and nationals and, thus the propensity for coronavirus infected visitor passing on the virus to staff were identified as follows: Project Office, BGS; Powerhouse, BGS; Tsatsadu Generating Station, BPA Heights.

This therefore led to following measures:

BPA Policy Initiatives

1. Working from home and taking early annual leave.
2. Access restriction and movement limitations to the Authority's facilities
3. Daily screening of all workers at the Bui GS, Tsatsadu GS and BPA Heights
4. Daily screening of contractor staff/laborers on all construction sites
5. Accessing canteen in batches to ensure social distancing

Advocacy/Education & Awareness

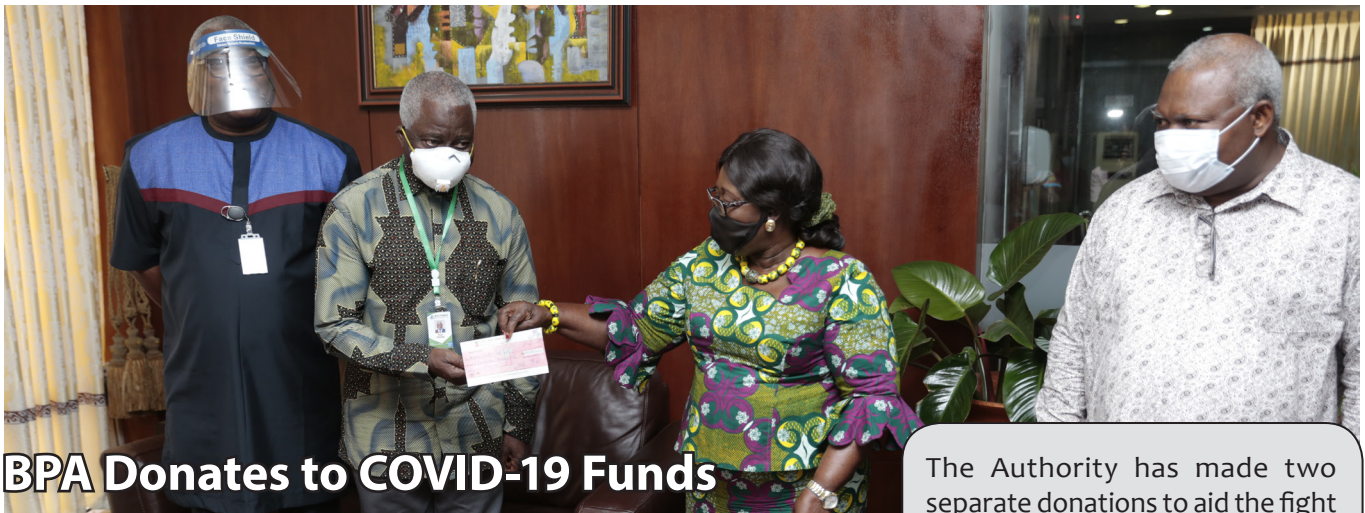
1. Regular washing of hands under running water with soap
2. Covering mouth and nose when coughing and sneezing,

3. Avoiding close contact by keeping good social distancing (not less than one meter)

4. Seeking prompt medical care by activating the National COVID-19 protocol

Procurement of COVID-19 Materials/PPEs

1. Infrared Thermometer
2. Disposable Gloves
3. N95/FFP2 Mist/Dust Masks
4. Veronica Bucket
5. Disposable overalls
6. Liquid hand washing soap
7. Hand tissue paper
8. Hand Sanitizer (for personal use and designated public places)



The Authority has made two separate donations to aid the fight against the coronavirus disease in Ghana. The donations totaling Five Hundred and Fifty Thousand Ghana Cedis (GHS 550,000) were made to two COVID-19 Funds. Five Hundred Thousand Ghana Cedis (GHS 500,000) went to the National Covid-19 Fund in support of the nation's fight against the pandemic and Fifty Thousand Ghana Cedis (GHS 50,000) to the Private Sector COVID-19 Trust Fund in support of the construction of a 102-bed Infectious COVID-19 Isolation and Treatment Centre.



Gabriel Apatu



The Citi FM/Citi TV Heritage Caravan made a stop-over at the Bui Generating Station (BGS) on March 5, 2020 as part of its tour of 12 regions of Ghana in observing its Ghana Heritage Month. The 2020 edition of the Heritage Caravan kicked off on Sunday March 1, 2020, with 202 participants.

The fun-filled tour offered sightseers the opportunity to know more about the diversity in culture, people and exciting destinations across the country. Some of the tourist sites the Caravan visited included the Mole National Park, Larabanga Mosque, the Military Museum, the Paga Crocodile Pond, the Kintampo Waterfall and Pikworo Slave Market before the BGS.

The BGS locations visited included the Powerhouse, the Switchyard, the Saddle 1, the BPA Resettlement Township and the Dam Crest. Below are some pictures, taken when BPA hosted the caravan.

COVID-19 BPA IMPACT & MITIGATION -THE HUMAN RESOURCE PERSPECTIVE

Mary Nyarko

There is no question that the rapid spread of COVID-19 is having big adverse effect on businesses around the world, notably on employer/employee relations.

The global pandemic has resulted in an inevitable global shutdown frustrating businesses, investors, supply chains and Human Resource (HR) functions.

Bui Power Authority, being no different, has been impacted. Following directives from the Government, Management has looked at our operations and has had to make the following adjustments. Although most of these have been communicated, it is essential that the points are reiterated.

Leave schedules have severely been disrupted – due to the state of affairs, most staff have either had to go on leave earlier than planned or to postpone. Others have had to cancel their leave plans altogether to be rescheduled when this situation settles somewhat. Movement between Accra and the outer stations are also hampered which means that documents to be signed and scanned are arriving later than they normally would.

Staff movement outside BGS has been curtailed unless for essential supplies, medications or business.

Salaries and Allowance processing have been challenged since the accounts unit requires specific signatures to approve payments. HR have liaised with the unit to ensure that the required members of staff and the needed signatory are available when needed. This will mean early notifications to the required management personnel to make themselves accessible on site.

All training programs (both foreign and local) have to be rescheduled or suspended until the current crisis is over or some stability is restored.

Unfortunately, all recruitments and the Accra Staff gym have also been suspended until further notice.

There is, understandably, some level of apprehension amongst the staff at BGS due to the pandemic. The fear is that, with the rate at which the virus spreads, if one person caught it, the likelihood it being widespread is high. Also some infected persons do not show any signs or symptoms which makes being on work premises daunting

for staff. It has also been difficult for staff to witness the rise of numbers in relation to confirmed coronavirus cases. This causes some level of anxiety and the HR department is available for any member of staff who wants to speak to someone about their concerns and/or worries.

The monthly safety meeting at BGS normally held in the POD conference room has been suspended. As a social distancing measure, lunchtime also has been divided into two sessions. The paid weekend at BGS is also suspended.

The Management of BPA is not going to relent on its efforts to keep employees safe. These include providing hand sanitizers, water, and soap as well as advise posters. Management encourages staff to observe all precautionary measures as prescribed by the Ghana Medical Association. It also essential to follow the special rules and regulations that are announced by The President.

INTERVIEW WITH MR. BENJAMIN SIISI DUNCAN - 2019 BEST WORKER

Mawuli Fui Kwadzovia

Mawuli: Tell us your name and a little about yourself?

Siisi: I am Benjamin Siisi Duncan, a 28 year old from a family of 7. I am an Agona from the Central Region of Ghana, Agona Nyakrom. I started school at Jingle Bells in Adenta, through

to Saint Peters Mission (Junior High School. I attended Mfantshipim, where I read General Arts. I had my tertiary education, undergraduate degree at the Kwame Nkrumah University of Science & Technology, where I read B.A. Economics. I am currently pursuing an EMBA

program with the Swiss Business School (Nobel International Business School- Ghana Campus)

Mawuli: Where did you do your national service?

Siisi: My national service was with the Bui Power Authority.

INTERVIEW WITH ERIC ACHEAMPONG - OUTSTANDING WORKER, GENERAL SERVICES DEPARTMENT 2019

Andrew Gyawu-Mensah

How long have you worked at BPA?

Since July 15, 2008

2. Which department do you work and your position?

General Services Department
as the Manager for Lands
Administration with an additional
responsibility for the PAP
Business Support Systems Unit.

3. What is a typical day like for you here at BPA?

Bustling; vibrant environment with so much to accomplish. On a regular day, I get to the Office before 7am, fine-tune the day's work schedule – which I normally develop on my phone in night before, review/develop reports then pause for a 30-minutes morning briefing/scheduling meeting with the Units (Lands Administration & PAP Business Support Systems) officers at 8:30am. Subsequently, lead/supervise works and perform office administration works.

4. What does this award mean to you & how will it help you in your work?

So much; to be recognized by peers is always the best recognition ever. Such recognition counts so much because their assessment and evaluation are not based on what has been reported but on what they themselves can

attest to. It was just an honor and I am grateful to my colleagues.

I am encouraged by it and it is a motivation to give my best in furtherance of the Department's course, in ways that will propel others to do the same.

5. What does it mean to work for BPA?

It is an incredible place to work. In BPA, the human resource is highly valued and thus inculcates in employees that sense of responsibility to deliver on set targets and consequently improve one's professional capabilities.

6. Tell us an interesting fact about you that no one knows?

I am a very meticulous person; shaped by the principle of – ‘if it must be done, it must be done well’.

Do you know that I was the President of Geodetic Students Association at KNUST in the year 2002 and the Secretary of the Akyem Students Association at the same time? And also served as a Teaching Assistant at the Department of Geodetic Engineering during my National Service?

7. What would you say to someone who wants to work at BPA?

With the host of well-class professionals to tutor and instill in you the discipline required to aspire professionally, coupled with Management's recognition of every employee's input, BPA is the choice to make.



LIVELIHOOD ENHANCEMENT PROGRAMME PHASE TWO UPDATES

The New Business Modules - The Service Contracts

Central to the LEP2 is the implementation of Quick Impact Projects (QUIPS) which would have significant results for the beneficiaries in the shortest possible time. With this in mind, the CEO in his wisdom promulgated the innovative project of the New Business Modules into being where groups were formed solely from the PAPs with the aim of training them to be self-sufficient to offer the Authority vital services such as fumigation, cleaning, landscaping, weeding and fire control, etc. while also having the capacity to seek for contracts/jobs outside the BPA fold.

Two types of groups were formed: the Services Providers groups and the Standalone groups. The former offers services such as fumigation, weeding and fire control, cleaning, landscaping, etc., and have further engagements with the Authority where their services are needed. The latter groups were setup to be on their own, that is, Artisan's group, Fishing and Fish Mongering group, Car Wash and Vulcanizing Services, etc.

To make the activities of the groups in the New Business Module sustainable, each group through participatory approach was involved in the scouting and buying of all startup accoutrements which were financed by the Authority in

entirety, each group was assigned a mentor who is a staff of the Authority. The groups enjoy free consultation services through their mentor and also report progresses and challenges to them.

Furthermore, to make the groups autonomous as desired and designed by the Authority, they've been registered as Associations at the Registrar General's Department, which will later be changed into Cooperatives. By this, the groups have the capacity to bid for contracts from the public fold and serve other clients where BPA is just one customer in their clientele.

Again, to give the groups a solid base to operate, the Authority took the bold steps to firstly engage the Public Procurement Authority to grant the groups a waiver to protect them from bigger and more experienced bidders of BPA's contracts, where the Single Source Procurement method of sourcing was awarded to the groups. Secondly, the Authority also abrogated the contracts of some basic service providers including Zoomlion for refuse collection, Ignise Investments for fumigation services, etc.

The third phase of steps taken by the Authority to ensure the sustainability of the groups is the offering and signing of service contracts by the service groups.

All these efforts by the Authority were geared towards giving the young business groups a base level client to operate while they gain adequate experience and bid for contracts at district, regional or even national levels.

So far, seventeen (17) groups comprising One Hundred and Sixty-Four (164) PAPs have been created. Out of this, Ninety-One (91) PAPs have been resourced with all needed startup tools. Out of the Nine-One (91), thirteen (13) groups comprising seventy-five (75) PAPs who are in the Service Providers category of groups have been fully registered as Associations.

Staff Housing Improvement

To discourage overcrowding of staff at duty posts/bungalows, the Authority has embarked on improving accommodation at BGS. The renovation of the blocks of the erstwhile Chinese Camp was completed where five (5) blocks have been given facelift for habitation for trainee engineering staff of the Authority.



Each block has six (6) rooms where three of these blocks, totaling eighteen (18) rooms have been allotted to staff of the Authority, one (1) block each for the canteen staff and contractors of the BPA Solar Project.



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