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# BPA FILE





The Bui Power Authority (BPA) has donated COVID-19 preventative items to the Public Affairs Directorate of the Ghana Armed Forces. The donation took place at the Authority's Head Office, BPA Heights, located within the Airport Residential Area in Accra.

In the wake of the COVID-19 pandemic which is seeing a second wave in the country, the BPA is supporting Ghana's quest to alleviate the effects of the virus on the nation. Responding to a request made by the Ghana Armed Forces, items consisting of One Hundred (100) 1-litre bottles of hand sanitizer, One Hundred (100) 1-litre bottles of handwashing liquid soap and 5 Veronica buckets were donated to the Directorate to assist in their preventive measures.

The CEO OF Bui Power Authority, Fred Oware, in presenting the items on behalf of the Board, Management and Staff of BPA, stated that since the beginning of 2020, the Ghana Armed Forces has been collaborating with the Authority in various activities including the protection of the Bui Generating Station and its Acquired Lands. The Authority therefore saw the donation as a reciprocation and appreciation of the Army's efforts.

He further stated that the COVID-19 pandemic is a menace that the nation should endeavour to fight on all fronts. Mr Oware said he believed that the virus will be eliminated, and the Authority is playing its part in helping achieve the national goal.

*By Andrew Gyawu-Mensah*



The Ghana Armed Forces Spokesman, Colonel Aggrey-Quarshie, from the Directorate of Public Relations, who received the items on behalf of the Ghana Armed Forces, expressed his outfit's utmost gratitude to the Chief Executive Officer and the Authority as a whole. He went on to add that the gesture will boost the good relations the Ghana Armed Forces with the Authority. He also stated that the Ghana Armed Forces is committed to the COVID-19 fight and the items will help in the observation of the protocols that have been instituted by the Government.





In pursuance of the measures BPA has taken against infectious diseases, including the novel coronavirus (SAR-CoV-2) with the evolution of and further knowledge about the novel coronavirus, there has been the need to adopt supplementary protocols. These supplementary protocols bring clarity to further actions to be taken in the event of a confirmed positive case at BPA.

### Testing Regimes

The Testing Regime instituted are as follows:

- Authority's Sponsored Testing when staff member show COVID-19 Symptoms
- Authority's Sponsored Testing during Contact Tracing
- Authority's Sponsored Mass Testing of the Entire BPA Staff (BPA Heights and BGS) where there is suspicion of widespread contacts by infected person(s).

### Management of Positive Test Results

BPA to absorb all medical expenses during the acquisition of basic essential drugs related to the COVID-19 treatment of staff member and immediate dependent(s) covered by the Premier Health Insurance if they are tested Positive as well (COVID-19 drugs not covered by the Premier Health Insurance)

A staff member who tests positive will trigger the following actions:

- Referred to the Ghana Health Service Accredited Treatment Centre namely: 37 Military Hospital, Ga East Municipal Hospital, University of Ghana Medical School for Consultation, Profiling (Mild, Moderate or Severe) and Treatment.
- Requested to isolate for 14 days.





At the BGS,

- For an off-duty staff member, he/she will self-isolate at his/her assigned bungalow for 14 days.
- Refer Staff to the Ghana Health Service accredited treatment Centre for assessment, categorization (Mild, Moderate or Severe): Bole District Hospital and the Wenchi Methodist Hospital
- For an on duty staff, staff member will be isolated at the designated Isolation Center at the BGS (M12, M14 & M16) if he/she is showing mild symptoms.

## Contact Tracing

a. Initiate Contact Tracing immediately a Positive COVID-19 Case is confirmed.

b. Refer all contact Staff to an Accredited Medical Facility (LEDing Medical Laboratory) for Testing immediately.

## Back to Work Plan for Staff who Tested Positive of COVID-19

After a confirmed positive case has completed 14 days isolation and treatment, these will be the follow-up actions:

- Step 1: Test to Prove Negative of SARS-CoV-2
- Step 2: Return to office, if negative test is confirmed.
- Step 3: If positive test is confirmed, isolate for a further 14 days and go through tests to prove negative of SARS-Cov-2 before return to work.

*By Chrisentus B. Kuunifaa*





# A DAY AT THE SOLAR SITE – DEMYSTIFYING THE ACTIVITIES AT THE SOLAR SITE



Five months since the glittery commissioning ceremony of the first phase of the Bui Solar PV Power Plant, many are curious to know what happens on that vast acreage of land tucked away at the BGS.

## What makes a typical day at the Solar Site?

My stroll into the office complex of the Solar Site was greeted by engineers and operators shuffling around from office to office in a bid to ensure the proper running of the solar plant. The main attraction, however, is centered in the Control Room, where operators have their attention fixated on a jumbo screen that bears a number of power-sector-technicalities.

*By Nana Kwasi Taylor*

## What are the operators monitoring?

This circles back to the main purpose of the PV Solar Plant: Power Generation. Ever since the commissioning, the team of BPA Engineers and Operators have been working round the clock to test all the electromechanical equipment needed to generate power that will be eventually added to the National Interconnected Transmission System (NITS), for the benefit of the nation.

Officials from GRIDCo also visited the site to inspect our electromechanical equipment and have given BPA the green light to generate power via the Solar PV Power Plant.



We have added 25MW of solar power to the National Grid.

East of where the solar panels are stationed, preparations to accommodate Phase II of the BPA Solar Project are fully underway. This is set to add another 100MW of power to the total capacity of the Bui Solar PV Plant.

The solar site also births employment opportunities for Project Affected Persons (PAPs) and also improves the voltage stability of the entire Northern Sector.





The 2021 Quarter 1 Management Retreat was held from February 16 to 17, 2021. The Retreat was held concurrently, via teleconferencing, at the Bui Generating Station Conference Room, Site Office Conference Room and the BPA Heights Auditorium. The objective of the retreat was to provide a platform for management to evaluate progress of work for 2020, identify constraints that affected implementation of plans, recommend solutions to such constraints, document best practices for future improvements, assess efficiency and effectiveness of institutional set-up and also to have 2021 work plans of the various units approved.

To adhere to COVID-19 protocols, attendance at the Retreat was restricted to managers

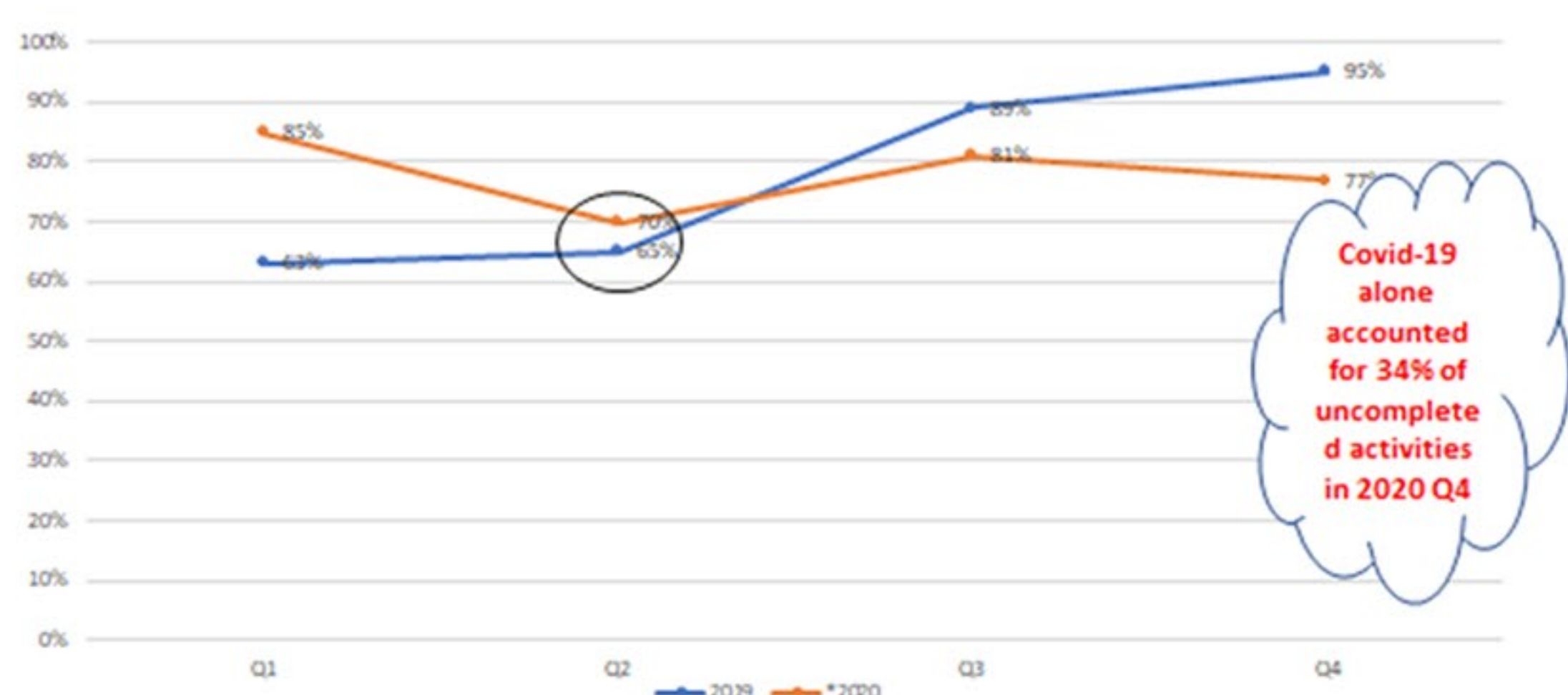
Manager and above, and selected staff who provided administrative/organizational support.

Representatives of the Senior Staff and Junior Staff were also invited.

The Deputy Chief Executive Officer, Finance and Services, who chaired the Retreat on behalf of the Chief Executive Officer, welcomed all participants to the Quarter 1 Management Retreat. He outlined the program schedule and highlighted that the Retreat would help set the agenda for a successful year. Highlights of the presentation from various Units/Departments were captured as Action Points, which were further discussed at the end of the second day of the Retreat. Deliverables with deadlines were agreed on by all participants and incorporated. The table below details the overall performance of the Authority...

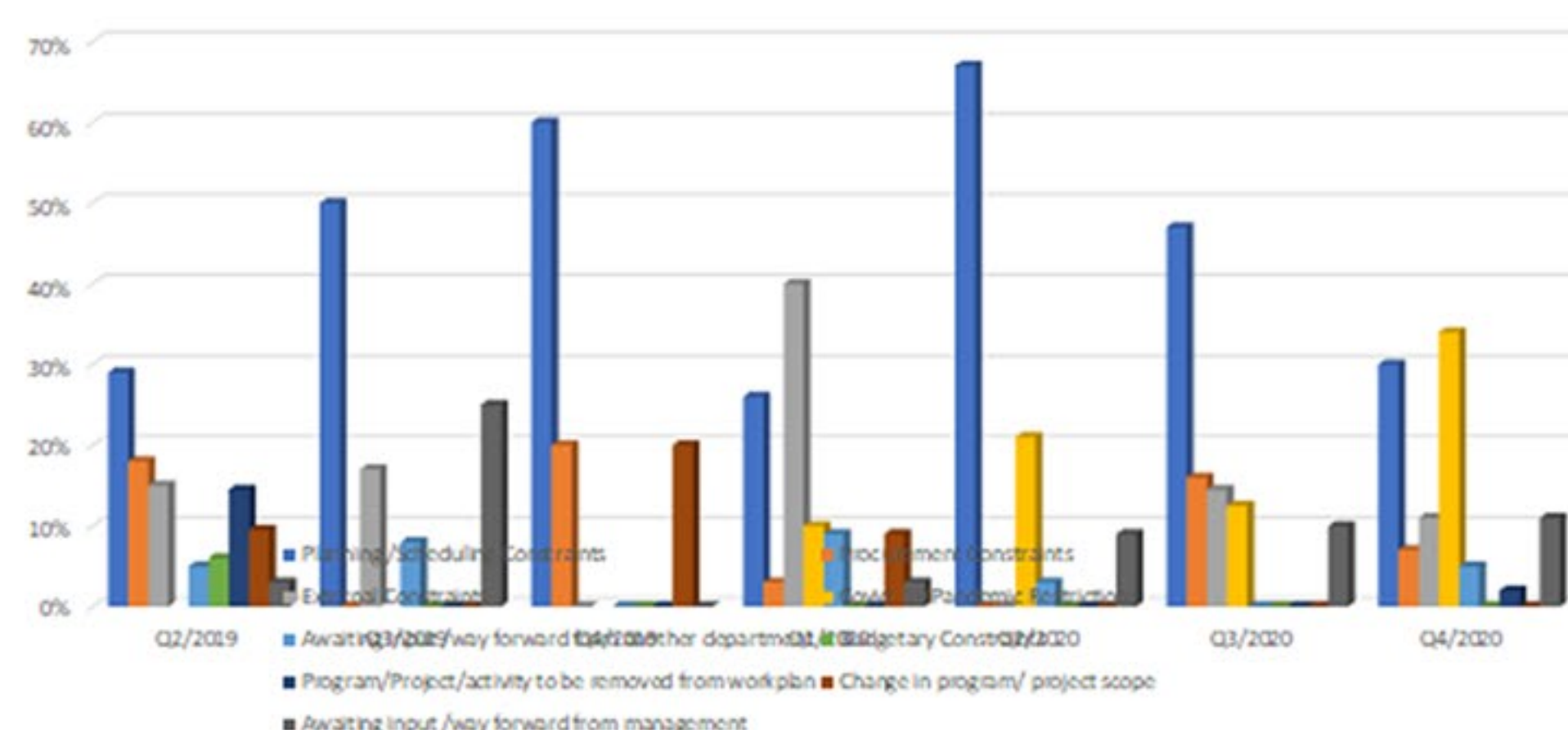
*By Maureen Vardon-Odonkor*

## PERFORMANCE TRENDS: 2019 VRS. 2020

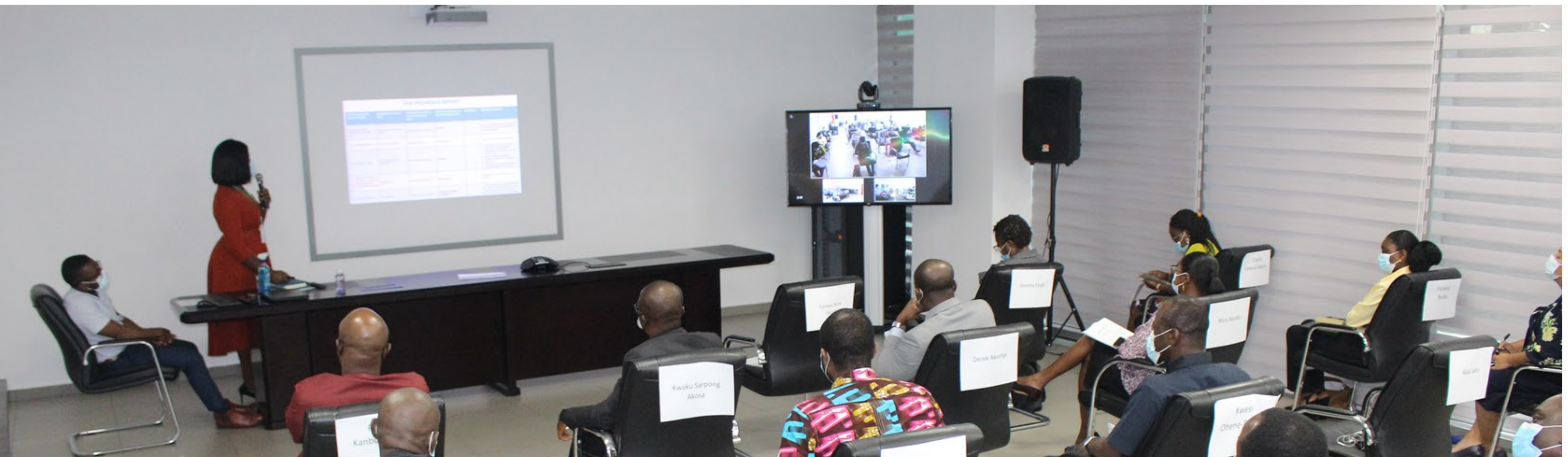
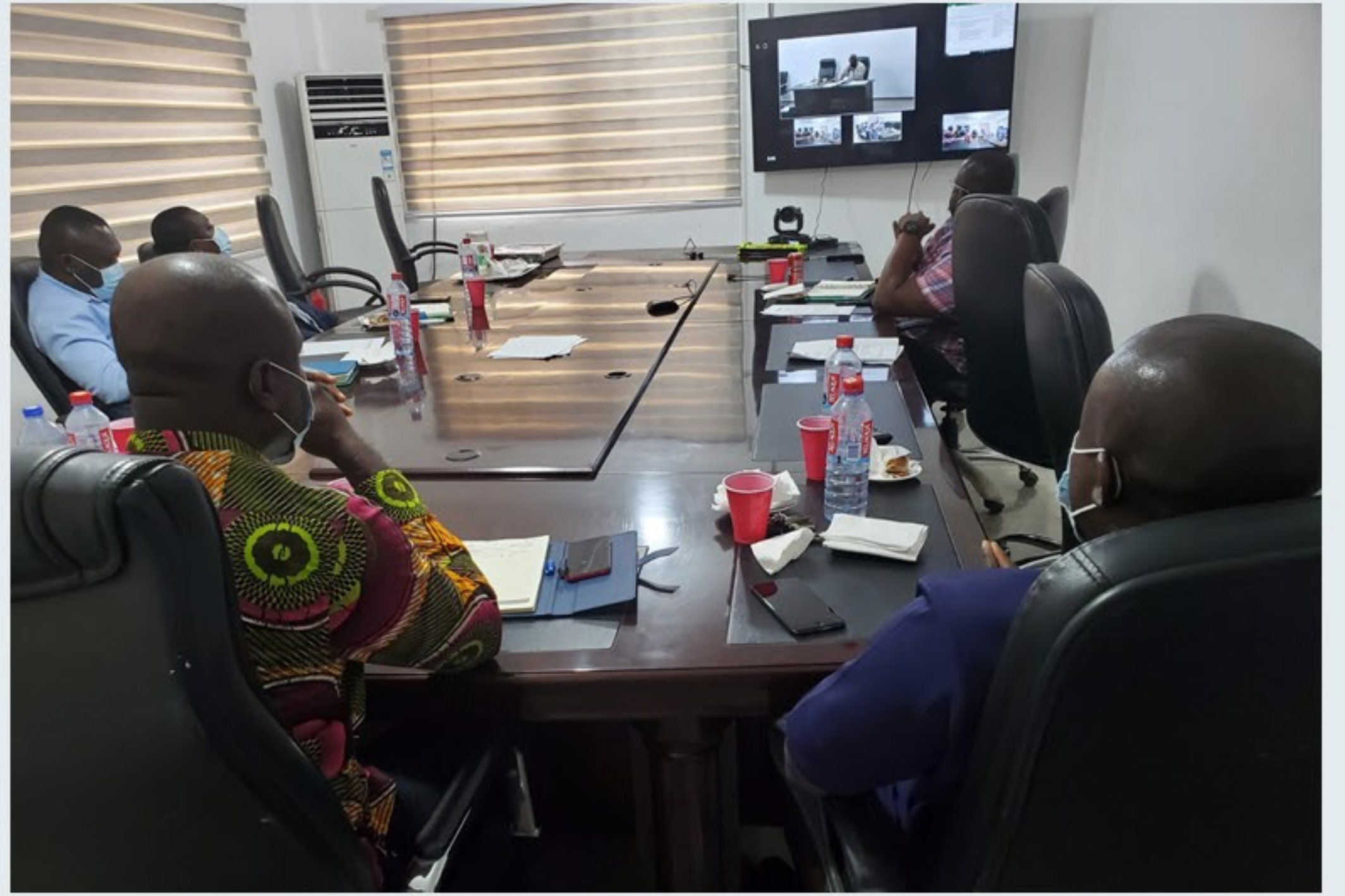


## REASONS FOR UNCOMPLETED ACTIVITIES

(INCLUDING IMPACT OF COVID-19 ON PLANNED ACTIVITIES)









## BPA INAUGURATES SIX NEW BUSINESS MODULES UNDER LEP2



The Bui Power Authority has inaugurated six new business modules under the Livelihood Enhancement Programme (LEP).

The Authority had in 2019 developed business modules in a structured restoration program to improve the lives of the Project Affected Persons (PAPs) of the Bui Hydroelectric Project. Seventeen (17) Business Modules were initially developed with operational requirements and approaches. The implementation approach had been to constitute the 816 eligible PAPs into groups under each Business Module and resource them with the required work tools/equipment, PPEs and facilities which fully sets them up to undertake their respective businesses. The groups included Aquaponics Fishing, Sanitation, Fumigation, Weeding/Landscaping/Fire Control, Lawn Maintenance, Cleaning Services, Warehouse Maintenance and Event/Entertainment Management.

*By Gabriel Apatu*

The new modules include Tractor and Garage Services, Artisanal Shops, Raised Fishponds, Fish Mongering and other Skills training. In total, 237 will benefit from the new business modules; bringing the total number of PAPs benefitting from the BPA Business Modules thus far to 409 out of the 815 PAPs.

Two main Business Modules: i) Service Providers and ii) Standalone businesses. Service Providers offer services which the Authority and other entities require. The Authority automatically subscribes to and extends service contracts to such Groups; whilst other businesses whose services are not required by Authority in the immediate term (categorized as Standalones), receives patronage from the Authority as and when the need arises.

It is estimated that BPA will spend Four Million Ghana Cedis in this regard. Thus far, an estimate of about Two Million Ghana Cedis has been disbursed.

The implementation of the Business Modules is the Authority's clearest demonstration of its commitment to improve the socio-economic wellbeing of the PAPs.









## THREE PAPs BENEFIT FROM NEXT 2020/21 BPA SCHOLARSHIP SCHEME



As the Authority continues to implement measures to mitigate, restore, and even better the economic makeup of the Project Affected persons (PAPs) affected persons, the scholarship scheme that was rolled out in 2019 has been effected again. The scheme seeks to assist brilliant PAPs to gain admission into public tertiary institutions and pursue Mathematics and Science related courses. The award recipients must however meet the eligibility and selection criteria.

After the successful university enrolment of 5 (five) students from the BPA Resettlement Townships during the 2019/2020 academic year via the scholarship scheme, the interest in the scheme has heightened, much to the delight of the Authority.

For the 2020/2021 academic year, the final screening done by the committee resulted in 3 (three) students qualifying to have their tertiary education sponsored under the auspices of the BPA Scholarship Scheme. The scholarship package includes: financial aid with respect to admission fees (tuition, SRC, etc.), accommodation, utility, feeding, books/stationery/computer and upkeep for the entire duration of their respective programs.

The beneficiaries for the 2020/2021 academic year are;

- Badu Noah Kwasi; who has gained admission into Kwame Nkrumah University of Science and Technology to study BSc. Materials Engineering
- Naomi Kpakpa; who has been offered BSc. Fire and Disaster Management at University of Energy and Natural Resources
- Enock Kwasi Dikro; who has gained admission at Kwame Nkrumah University of Science and Technology to read BSc. Landscaping Design and Management.

The BPA Scholarship Scheme is being administered by a ten (10) member Committee comprising; the Chiefs of Bui, Bator Akanyakrom, Dokokyina and Jama New Town communities, a woman each from Banda and Bole Districts, Directors of Education for Banda and Bole Districts, a senior officer from Bui Power Authority, a prominent personality within the Bui enclave and the head of a public educational institution within the area. The Committee was inaugurated by the Chief Executive Officer, Mr. Fred Oware, on June 5, 2019 and chaired by a renowned philanthropist and Director of the Northern Empowerment Association, Dr. David Mensah.

*By Nana Kwasi Taylor*





The Senior Staff Association was formed in the year 2018 with Mr. Peter Acheampong as the pioneering chairman, between the period of 2018 – 2020. The Association presently has a new chairman in the person of Mr. Robert Ofori Ofoosu-Apea and competently supported by the following:

- Vice chairperson - Belinda Boakye
- General secretary – Fati Saaka
- Assistant secretary – Edward Torkono
- Treasurer – Richard Kartey

## 2021

The year 2021 promises to be an exciting year for the Association interlaced with social, educational and charitable activities. There are equally some mouthwatering packages that only members will be entitled to enjoy. In view of these, we are inviting all who are yet to join to do so with gusto and rapidity. Get counted as a senior staff member and take advantage of all packages that may be unveiled.

The Association presently has a membership strength of one hundred and twenty-six (126). The Association was formed principally with the objective of championing the social and economic interest of its members. Among other things, the Association seeks to:

- Promote the greatest measure of co-operation between the Bui Power Authority and the Association in matters affecting the Authority and Staff with a view to increasing productivity.
- Assist in dealing with grievances of members of the association and matters concerning their general condition of service.
- Promote the general welfare of the members of the Association by assisting the Authority to provide them with social and recreational facilities.
- Represent any member of the Association that may face any disciplinary action to ensure a fair adjudication for the affected persons.





The Bui Power Authority is collaborating with the Ghana Armed Forces to build a Forward Operating base (FOB) at the Bui Generating Station (BGS) to among others, provide security for the national assets on the Bui Hydroelectric Project Acquired Land of about 1,800 square kilometres. Will also have facility which will accommodate 150 personnel of all Ranks, an administration block, a clinic, a square, an armoury, a recreational centre, a magazine, a bunker, among others, will serve as a strategic location for the Military to conduct operations to provide security and repel threats from neighbouring countries bordering Ghana.

At a brief sod-cutting ceremony to commence work at Bui, the Chief Executive Officer of BPA, Fred Oware, explained that the Government of Ghana's investment within the BPA Acquired Land makes it necessary for steps to be taken to secure the area, especially ahead of the development of the Bui City concept.

The Bui City concept, which was developed 13 years ago, envisages using portions of the Acquired Land for an industrial and tourism hotspot, agriculture and agro-processing, theme parks, estate development, fisheries, solar projects, among others. Mr Oware appealed to the communities to extend the same peaceful courtesies and coexistence that the Authority has enjoyed over the years to the Military and assured them that the presence of the military will only strengthen the peace and security within the area.

*By Gabriel Apatu*

On his part, the Chief of Defence Staff, Vice Admiral Seth Amoama, who was the Guest of Honour, stated that the Army could not leave the nation's strategic installations exposed to the threats of international terrorists. He said that this was an expanded security operation by the Ghana Armed Forces within the Bui enclave since there was already a limited deployment in the area, thus Dokokyina and Bui. He appealed to the communities to cooperate with the military as security is a shared responsibility. He also urged corporate institutions to emulate BPA's example of supporting the military with operational and logistics requirements to perform its security function better. The Chief of Army Staff, Major General Thomas Oppong Peprah, indicated that the project should take about six months to complete, and deployment of men will follow immediately. He recounted that the FOB was a result of a year-long discussion with the BPA and applauded BPA's commitment to security in the enclave.

The brief ceremony was attended by the Chief of Defence Staff; Vice Admiral Seth Amoama, the Chief of the Army Staff; Major General Thomas Oppong Peprah, the Chief of Air Staff; Air Vice Marshal Frank Hansen, BPA Executive Management, Directors from the Army and Airforce Head Quarters, District Chief Executive, Community Chiefs and elders and some BPA staff.





# BPA COLLABORATES WITH MILITARY TO BUILD FORWARD OPERATING BASE AT BUI GENERATING STATION







The Fred Oware Innovation Center (FOIC) was setup to strengthen the interest in science, technology and robotics among individuals within the Bui enclave.

The Centre boasts of an ICT and Robotics Laboratory, a Science Laboratory and generic library.

Since the inception of the FOIC, there has been a noticeable increase in the interest in what science and technology could offer members of the community. This has been measured by the frequency with which members of the community troop to the facility to enquire about it.

In a bid to capitalize on the interest, the FOIC has since drawn up a curriculum for ICT and Robotics, for which 114 candidates from the Resettlement Townships have signed up to be part of. These candidates have been divided into separate cohorts based on their educational level. This allows for easy access to the facility at any given time and has resulted in the full implementation of the curriculum of the Centre every single week.

The FOIC is also engaged in some outreach activities, targeting schools outside the Bui township. In light of the difficulty in transporting students from outside the Resettlement Township to the Centre, ICT lessons in the advanced classes of these schools are organized once every week to curb absenteeism.

*By Nana Kwasi Taylor*







If you have ever stopped in the middle of the bridge at night and cast your view onto the Powerhouse, you can attest to the fact that the image of the Powerhouse area at night is a sight to behold. The illumination from the dam crest down to the generating station makes the Powerhouse more imperious than it already is.

From the outside, the Powerhouse at night is an open book with all its glittery lights erect.

How about what goes on behind that those walls and in Elevations 78 and 90.5 at night?

Operators and Maintenance Officers at the Powerhouse run a 3-part-24-hour shift system. 2 of the 3 parts fall within the night period 2pm – 10pm and 10pm – 7am.

During each of these shift periods, there is a group of Operators, complemented by a group Maintenance Officers holding the fort for the BGS. Each of these groups has a shift leader who assigns specific duties and elevations to members of his/her team.

*By Nana Kwasi Taylor*

A regular night at the Powerhouse features the shift leader of the operators keeping the lines of communication open with the System Control Center of Ghana. Constant communication is the norm because the BGS' Operators owe it to the country to make sure the right amount of power is generated in order to maintain the utility frequency of the country at about 50 Hz (meaning the rotor of the generator turns 50 cycles per second).

The Switchyard duties also fall under the purview of the Operators. They ensure the equipment there is aptly working in order to evacuate generated by the BGS onto the national grid. They also pay attention to alarms in the system that may be triggered and see to it that individuals that come into the powerhouse at night are logged-in in the Control Room and briefed about happenings at the Powerhouse. At 12am, the leader proceeds to clock in the energy meter reading for the day, which will advise other subsequent activities.

The Maintenance team have their mandate fueled by the function of energy equaling power times. They ensure the smooth running of the plant throughout the night. Should there be any system disturbance, they collaborate with the Operators to stabilize the system for normal affairs to resume. Also, in the event of feeders tripping and distorting the regular flow of power through the lines to other BGS facilities, this team of Maintenance Officers pick up their tools at night to service the faults.



The aforementioned activities, along with a fair number of others, are contributory factors for the constant glittery lights that decorate the Powerhouse at night. The activities define the selfless work ethic that is ingrained in the BPA-BGS fabric and they are part of what make BPA great.





## NOWHERE COOL

Through the lofty perches of the OLIGARCHs,  
The teasingly sleek smiles of the corporate world,  
And the chicanery of the underworld there are cold waters  
boiling.  
Predators praying they are not preyed upon.  
Welcome to the new world my dear.  
Nowhere cool.

In the deep seas of the Atlantic,  
There is a quest for power.  
A hunger for honour,  
A price to pay for valour,  
How cheap,how valueless beckon Guardiola.  
Nowhere cool my brother.

Matters arising,  
In Syria,Egypt and far east lands there are uprisings,  
Hello my Supreme Leader, for how long will you be the UN?  
You can fool some people sometime,  
But you can't fool all the people all the time.  
Interesting times ahead.  
We jamming.  
Nowhere cool.

*By Benjamin Okraku Konadu (Technician Trainee,  
Opertaing, POD)*

## RENEWABLE AND NON-RENEWABLE ENERGY



G	J	D	H	Y	D	R	O	E	L	E	C	T	R	I	C
S	O	L	A	R	P	A	N	E	L	S	E	B	X	M	B
L	J	Y	B	M	S	L	E	U	F	L	I	S	S	O	F
I	L	S	J	I	R	D	T	R	B	Y	G	D	J	N	R
O	N	L	E	V	O	Q	E	A	T	E	N	X	X	M	N
L	Y	G	B	N	M	M	W	L	O	J	N	M	Y	V	X
Z	J	Q	J	J	I	E	A	T	B	A	M	T	W	B	Q
R	M	V	N	T	N	B	H	S	T	A	V	J	Z	Z	D
C	A	B	T	E	R	E	R	U	S	T	W	R	R	V	Q
O	L	E	R	L	R	R	R	U	N	T	K	E	J	Q	M
A	B	N	L	M	W	A	J	R	T	D	G	T	N	D	N
L	O	Z	A	C	L	O	N	K	K	D	L	D	B	E	X
N	B	L	J	G	U	R	O	Y	V	T	N	K	D	X	R
X	R	Z	A	J	B	N	M	D	J	Q	T	I	R	Z	K
L	J	S	M	K	R	Y	N	T	D	P	B	P	W	X	P



OIL  
NONRENEWABLE  
RENEWABLE  
COAL  
WOOD  
BIOMASS  
FOSSIL FUELS



NATURAL GAS  
SOLAR PANELS  
NUCLEAR  
HYDROELECTRIC  
WIND TURBINES  
GEOTHERMAL





1. When did you join the Authority and what is your current position?

*I joined in 2016. To be specific first of May 2016. I am a Maintenance Mechanic assigned to the Power Operations Department.*

2. What are some of your duties?

*I am assigned to assist the Electrical Maintenance Team on their tasks within the Generating Station. But we also have some outside services which include streetlights monitoring/patrols; new transmission lines extensions; power supply to some minor BPA project sites; and general electrical issues of staff at their homes.*

3. How do you prioritize?

*Tasks come in thick and fast sometimes. So, what I do is to attend to urgent assignments quickly first and then move on to the next urgent one. Fortunately for me, the tasks get done by the end of the day. I may miss lunch or have a late dinner, but the tasks get done and that makes me happy.*

4. Obviously, there are challenges, which is the biggest challenge in your role.

*I will say getting to know and operate some of the equipment is a big challenge sometimes. Some inscriptions are in Chinese and understanding them, especially without the Electrical Team members, is a daunting issue. But I believe training for us the Junior Staff in this regard will help us a lot.*

5. What are some of your hobbies?

*I generally love sports. Watching sports and taking part in some myself. Example I play football, volleyball and table tennis.*

6. Football huh? Do you think BPA needs a football team? Obviously you will be the captain? *Hahaha*

*Yes I think BPA should get a football team at least. We have some very good players. I know this because we play sometimes after work and on the weekends so I believe we will have a very good team.*

*So yes definitely BPA should have a football team but not me to be captain. hahahahahaha I can point to other people who can captain the team.*

7. You are the Outstanding Worker for POD for 2020, how do you feel about that and what does it mean to you?

*I am very happy to have been acknowledged in this manner. It will only motivate me to do more for the Authority. I would like to thank the whole Electrical Maintenance Team for the vote of confidence and I pledge to do more.*

8. Any word of advice to our colleagues?

*I am encouraging all staff to work hard to let the company become the topmost company in Ghana as our tagline says "Renewable Energy Leaders".*

*By Gabriel Apatu*





MADAM, BRING THE PHONE! The statement triggered both anger and fear in me as I sat in the car. I vividly remember this day as though it was yesterday but it's been months already. The day was hot and sunny, very unusual in the rain forest zones of Kumasi. Coming home from a long tertiary lecture and to make things worse, meeting heavy traffic in the streets of Kumasi. All I wanted to do was to get into my room, take a cold shower, hop onto my bed and sleep like a baby. I alighted about twenty meters away from my hostel and walked with an unpleasant look to my door. Just as I was about to insert it, I realized the door wasn't locked – my "kuborlor" roommate didn't go for lectures. Upon my entry, I exclaimed, "eii Madame nono." She chuckled, turned and continued her sleep. As I hanged my bag on the wall, I heard my phone beep. I took the phone, viewed the message and froze. I couldn't believe it; it was a wedding flyer. "My favorite cousin is getting married!", I exclaimed. I was thrown into bliss. My roomie queried, "why are you so happy?" I told her my good news. She retorted, "so is that why you're disturbing my sleep?" She obviously did not know, let alone appreciate, the kind of relationship I had with this cousin of mine. I quickly pulled out my academic calendar to check if the said date would not coincide with any critical academic activity. It was a sigh of relief to realize that it didn't.

When the day finally came, I traveled light since I didn't plan on staying long; just a handbag will do. I took off in the morning and got to Accra, the famous Kwame Nkrumah Circle, at about ten o'clock in the morning.

Typical of Accra, the loud environment characterized by horn-honking, "trotro" mate's trumpeting the names of areas they were headed, cars weaving through the confusion of roads: I got down from the bus with a firm grip of my bag, assumed a 3D view and cocked my ears to detect bag snatchers since I was in their territory.

Before I could cross the road to the other side, a nice salon taxi pulled up in front of me in a rather 'need-for-speed' fashion. It was a loading taxi though. He asked in Twi, "madam, wu ko hin" to wit "where are you going?" I'm going to Achimota. "3ye 10 Cedis" he said. I hopped into the rear seat of the taxi. I was seated beside a guy who was busy on his phone and directly behind a lady who was sitting in front passenger seat. I greeted and started checking my WhatsApp messages. After the guy alighted around Alajo, there was dead silence in the car as everyone of us was minding their own business. Busy fidgeting my phone the car stopped, I raised my head and it was the lady in the front seat alighting at a junction. She got down, reached for her bag to pay and started looking around. The look on her face suggested that something was wrong. "Alas!", she exclaimed, "my phone is missing." I told her to check well, she made an attempt but turned and said the most ridiculous thing I've ever heard in my entire life.



MADAM, BRING THE PHONE! The statement triggered both anger and fear in me as I sat in the car. I turned my neck to the left and the right in the vain hope that she was talking to someone behind me but hey, that ridiculous accusation was directed at me. Of course I was alone in the back of the car. I was startled and for a second, I smiled in the hope that she'll redirect her accusation but that was just an opening commercial to the real deal. We had gotten out of the car by now and the person (the driver) I had banked my hopes on to come to my aid, muddled the waters. Before I could even confide in him for assistance, he had delivered the first and quickest slap of my life.

To be continued.....

By Grace Boatemaa (National Service Person – IT Unit)



# BOUNDED RATIONALITY

## *Your Decision to Jab or Not to Jab*



It is generally accepted among behavioural scientists that people are usually rational in the decisions they make. The basic and for this matter the central question that comes to mind here is what or who defines the limit of rationality in decision-making.

Behavioural scientists opine that human beings will most likely than not choose the things that give them the optimum satisfaction from available resources. As the Management and Organisational Development Expert at the University of Sunderland, Dr Benjamin Agyeman, puts it, making rational decision from available information “goes for all kinds of economic groups, from people to organisations and even governments”

The Nobel Prize Winning American Economist, Hebert Simon, in 1970 conceptualised the idea of Bounded Rationality. This theory says that rational behaviour has its limits. It is primarily based on the knowledge of the person making the decision at the time. In other words, people make decisions based on the information they have. Hence “they can’t make a better decision without knowing more”. The World Health Organisation (W.H.O.) therefore describes the anti-vaccine decision as a “delay in acceptance”.

Impliedly, when a decision made falls short of expectation, the decision maker can only be said to be genuinely mistaken, considering that the decision is a product of available “fact” to him or her. Bounded Rationality then suggests that people make sub-optimal decisions based on cognitive limitations, imperfect information, and time constraint.



We find ourselves amid a deadly pandemic that has already killed millions and continues to kill thousands daily. Through the hard work of our scientists, we now have vaccines with high efficacies. Despite the development of these approved vaccines, there is a widespread vaccine hesitancy. Whiles many Ghanaians including staff of Bui Power Authority, following information from the World Health Organisation (WHO), the government and media, have taken or plan to take the COVID 19 vaccine when offered the opportunity, there are others who have resolved not to take the “jab”. In a survey assessing the potential acceptance of the corona virus (Covid 19) vaccine among Ghanaians, six (6) in ten (10) Ghanaians, fifteen (15) years and above are likely to take the vaccine if made available to them.

This anti-vaccine behaviour is however not new in a global pandemic where information underpins everything from spread, through prevention, to cure. The anti-vaccine movement of the 18th Century was a typical example. It is believed that the recent lockdowns in most cities and towns created an opportune moment for people to converge on online platforms to churn out Covid 19 conspiracy theories. The Covid 19 and its associated vaccine hesitancy is a good example of Bounded Rationality at play. According to the W.H.O the decision not to take the vaccine has usually been born out of inadequate information and miseducation from unreliable resources.

Anti-vaccine movement predates the development of the smallpox back in the 18th Century. There are three categories of anti-vaccine campaigners; professionals who make a living based on promoting anti-vaccine sentiments and ideas, conspiracists who focus on vaccine from a conspiracy angle and lastly, entrepreneurs who leverage and amplify vaccine fears to sell content, products and services. The Yellow fever and Polio Vaccines are no exception; they had their own share of conspiracies that served to promote anti vaccine misinformation. It therefore behooves us as individuals to know what motivates and underpins these conspiracies. As Dr B. Agyeman puts it succinctly; “a person’s ability to make a choice when surrounded by conflicting narratives in the COVID 19 era, is therefore restricted. The ability to be rational seems simple enough. But you can see how in modern world, it’s been limited”.

Rationality is therefore determined predominantly by the context within which a decision is made, and the information available to the decision maker. Now the decision to jab or not to jab is based on an individual’s Bounded Rationality.

So, Jeremiah will say, “behold I set before you the way of life and the way of death, choose life (jab) and you will live. (Jeremiah 21:8)



As a child, Ms. Dzovor was curious about engineering, which led her to take up a course in the sciences to add some real meaning to her engineering instincts. However, when she entered the KNUST Mechanical Engineering department and realized her class had only two females, including herself among 108 males, her curiosity transformed into a challenge. She had to challenge herself and work hard to prove to her lecturers and colleagues that a woman can attain high engineering laurels. In November 2013, Ms. Dzovor won the Baker Hughes Scholarship award as one of the six best female students in the College of Engineering. She was also part of the 12 students selected for the GNPC – Technip Project in 2014. She believed that her success would be a statement to many women who urge to take on the sciences, which males have dominated over the years.

That was the beginning of how Ing. Yvonne Sefakor Dzovor stamped her name in the nation's engineering history, a route she used to become one of the young leading figures in the nation's nuclear journey even before she hits 30 years.

Currently pursuing her masters in Nuclear Engineering and Management at Tsinghua University, one of China's prestigious and influential universities, Ms. Dzovor is excited and preparing to be one of the nation's top nuclear safety officers.

#### Why Nuclear

After school, Yvonne had the opportunity to work at Mantrac Ghana Ltd. as a technical sales engineer, selling Caterpillar products. She later joined the mechanical maintenance team, where she assisted in overhauling mining equipment engines. She got the opportunity in 2016 to join Bui Power Authority as an Assistant Mechanical Engineer at the Power Operations Department. Her responsibility was to assist the sectional manager in maintaining mechanical equipment at the Bui Power Station.

Two years after that, she was seconded to Nuclear Power Ghana (NPG), where she has been working till date.

Speaking in an interview with the B&FT, Ms. Dzovor said she decided to join the nation's team working hard to realize the nuclear agenda because she wants to be part of history.

"I have been in the energy space for some time and realized that our current energy sources are not sustainable. Power is a major economic driver in every country, and Ghana is no different. It is a fact that the country will consume more power in the future. Akosombo has served us well. However, it is slowly losing its control due to climate change and other factors. Our unreliable renewables and heavy reliance on crude oil and gas cannot be sustained either. Looking at the data, we need a new and strong energy source that would back our economic development, and from all scenarios, nuclear stands tall. The nation is yet to make a firm decision on some important things when it comes to nuclear, and as a young woman, I realized that this is a dream I want to see



realized. I want to be part of the team to be recognized in the nation's nuclear agenda. That is one of the reasons why I decided to join Nuclear Power Ghana (NPG) and contribute my quota to ensure that the nuclear dream comes true," Ms. Dzovor said.

She said her decision to pursue nuclear did not go well with some people who have ascribed all sorts of myths to the profession.

"I was told all manner of things, from fertility issues from radiations to having to work remotely, and also the nuclear field is very demanding for a woman. Those concerns were said to discourage me from the course, but I read widely and realized that they were myths. As a lady, there are many hindrances when you decide to pursue a male-dominated career, but when you set your mind to it, you have to read, satisfy yourself and make a move."

#### STEM Education

STEM (Science, Technology, Engineering, and Mathematics) is always a very interesting journey for women because men dominate this field. Adding that school, especially at the KNUST, was fun and challenging because she met a new crop of people with different orientations.

"As a lady, when you decide to go on this path, you should be ready to be strong and be counted. From school being amid 108 males, the likelihood of you being overlooked is high. So, you have to work hard and make a case on every occasion as I did at the KNUST. It prepared me for work. The males in my class did not give me preferential treatment, which helped me during my working life. You should not expect to be pampered or spared because you are a woman. If that happens, you are defeating the purpose. So, I learned how to be tough in school, though not in a masculine way. It has helped me be outstanding and contribute my quota to every work I am assigned to."

#### Culture Rework

She added that one way to help women strive high in the sciences is to have some re-orientation: "Men have the tendency always to remind you that you are a woman, so do not do this or that. The reply I give is, why do you want to waste or disregard a person's potential because it resides in a female body? Let us embrace every resource to develop the nation whether it's in a male or female body."

From her experience globally, she said the woman stereotype is reserved to not only Africa but other continents, and a global campaign is needed to address it.

#### Female Influence in Leadership

She indicated that feminism is one of the traits that help females to succeed in STEM. According to her, the tiny details involved in executing a task are never lost on females. Therefore they can better execute tasks without a blemish on many occasions. She added that with the hectic nature of jobs that deal with STEM, managers or supervisors need to employ emotional intelligence when working with people.

"Females have the inherent ability to connect with and understand people quite easily. According to research, people with high emotional and social intelligence tend to be effective leaders. They can manage conflict and groom their people. According to Forbes, women outperform men in the EQ skills of interpersonal relationships, adaptability, and empathy. This means the process is more important than winning. These are some good traits women bring on-board."

#### Male support

She mentioned that the journey to get more women into the sciences must be a collective effort. As a result, men must be sensitized to see the need and importance to support the drive to get more women into the STEM programs. "We need not be antagonistic, but rather court the men to encourage women to join STEM programs. If we win their support, it is easy not only in the classroom but also at workplaces."





FOB SOD-CUTTING



COVID-19 PROTOCOLS



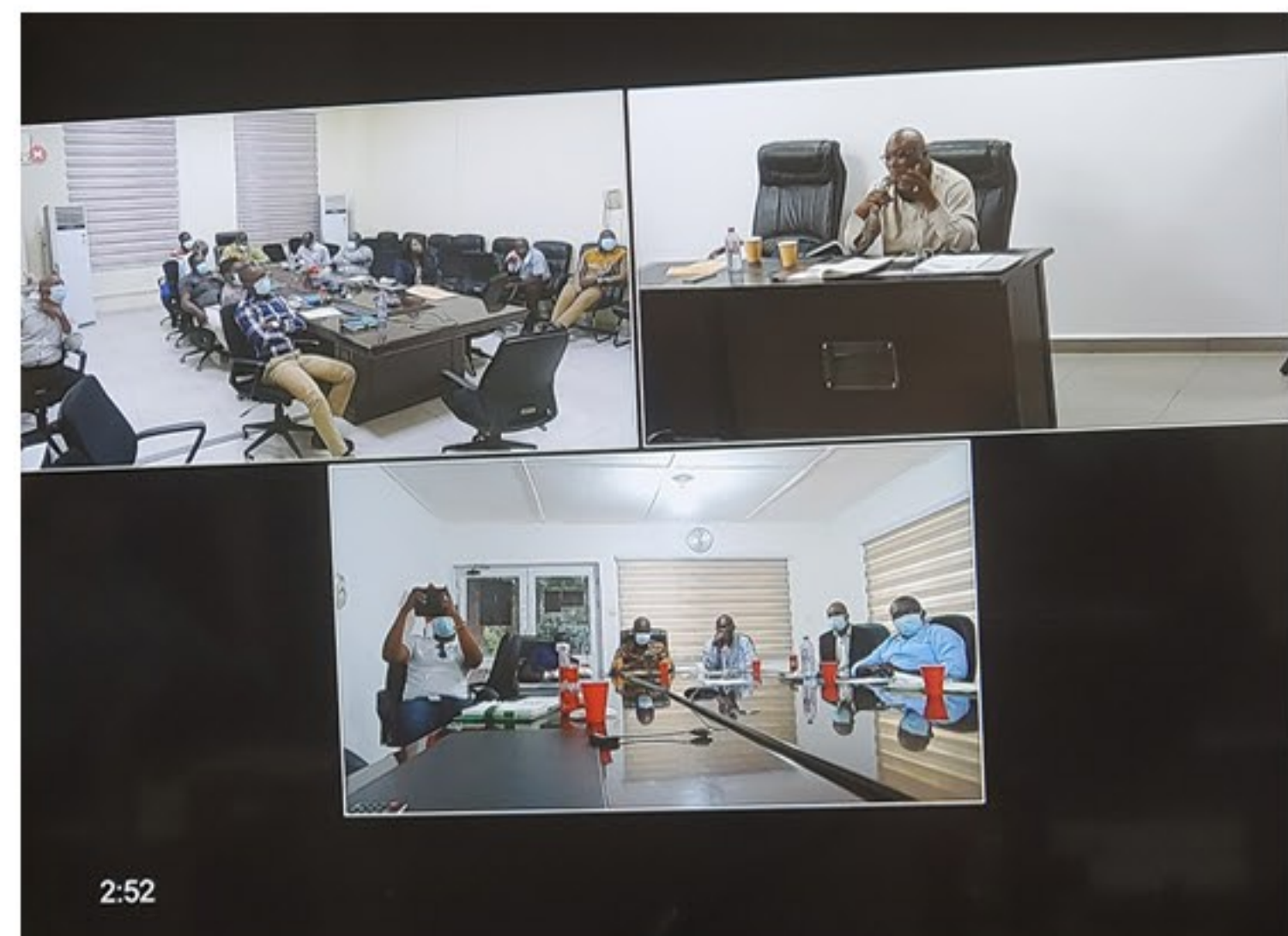
FOIC ACTIVITIES



6 NEW LEP BIZ MODULES



MANAGEMENT RETREAT







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# STOP



**COVID-19**  
CORONAVIRUS



**WASH AND SANITIZE**  
YOUR HANDS  
REGULARLY



ALWAYS  
REMEMBER,  
**MASK ON.**



**AVOID PHYSICAL**  
**CONTACT SUCH AS**  
HUGGING AND  
HANDSHAKES.



**MAINTAIN A**  
**2-METER**  
**DISTANCE**

## INTERNATIONAL **WOMEN'S** DAY

