



BPA File

Renewable Energy Leaders

Quarterly Newsletter | November 2020

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Message From CEO



The first half of the year has seen lots of positive events and developments, which have propelled the Authority to greater heights despite the negative impact of COVID 19.

Let me commend all of you for abiding by all the safety protocols during these trying times. Your sense of responsibility accounted for the zero report of Corona virus infection within the Authority. Let us remember that it is not over yet, and we need to continue to implement the safety protocols diligently in order to stay healthy and safe.

BPA has chalked enviable successes since the last edition of the newsletter. Our thrust into the future is promotions of Renewable Energy. As you are all aware, the Authority is currently constructing a 250MWp with the first phase of 50MW due to be commissioned by the fourth quarter of this year. A ground-breaking 1MW floating Solar System which will be the second of its kind in Africa is also under construction.

The Tsatsadu Generating Station which is a testament of our engineering experience continues to generate power unto the local grid. I take this opportunity to congratulate you all and urge you to work even harder as we strive for increased generation in the renewable sector.

Let me finally use this opportunity to congratulate those of you who were recently promoted and to remind you that those elevations come with additional responsibilities. You must therefore work hard to justify the promotions. Others should equally work harder and be expectant of better luck next time.

As we draw closer to the end of the year, I implore you all to conduct yourselves creditably as we



Bui Power Authority Signs MOU with Methodist Health System

Andrew Gyawu-Mensah

As part of its mandate to manage the Bui Generating Station, Bui Power Authority (BPA) takes reasonable measures to ensure optimum health and safety standards for employees, persons engaged on construction works, their families and inhabitants within the BGS catchment area and its environs.

Since 2016, Bui Power Authority has invested and completed healthcare and school facilities to enable the afore-mentioned undertaking and has now gotten to the next stage of making these facilities operational.

The BPA Board, however, recognizes its core mandate and in wishing not to be distracted from that, is seeking options to operate the health facility, to provide quality healthcare services.

One feasible option has come to the fore and at a recent short ceremony, a Memorandum of Understanding (MOU)

between BPA and the Methodist Development and Relief Services (MDRS) was signed. The Methodist Development and Relief Services is a social enterprise made up of all the healthcare facilities, actors and resources that the Methodist Church Ghana contributes to ensure healthy living and well-being of the population of Ghana. MDRS operates through its Unit called the Methodist Health System (MHS).

Under the MOU, the Methodist Health System will operationalize a BPA health facility, to be known as the BPA Methodist Hospital situated within the BPA Village,

Jama. Apart from attending to the general health needs of people, the hospital when functional will also provide essential services such as, Ear Nose and Throat treatment (ENT), Ophthalmology (Eye) and Dental Care. It will also house an Intensive Care Unit (ICU) Unit which will double as an Emergency Unit. These services will service a need that has been prevalent in the northern and middle part of Ghana.

The MOU was signed by Mr. Fred Oware, Chief Executive Officer of BPA and Mr Enoch Osafo, representative of the Methodist Health System. Mr Fred Oware expressed his excitement that this proposed agreement was nearing execution stage. Dr. Ken Sagoe, the Director for Social Services of the Methodist Church, Ghana, on his part also thanked the CEO and assured him that the Methodist Health System will keep to its part of the MOU and is looking forward to a fruitful working relationship.

The hospital will provide essential services such as, Ear, Nose and Throat treatment (ENT), Ophthalmology (Eye) and Dental Care



BPA Heights II Progressing Steadily

BPA in a bid to harness the full commercial potential of its land at No.13 Dodi Link Road, is constructing an office complex (BPA HEIGHTS II) for rental purposes, overnight accommodation (6 rooms) for staff members who travel to Accra from the BGS and parking.

The facility when completed would have a gross building area of 7,200 sqm consisting of two-tier underground parking, ground floor parking area of 3,200sqm and a rentable area of 4,000sqm.

The project when completed, would also largely improve the parking situation at BPA Heights.

Construction work on BPA Heights II commenced on December 19, 2018 with October 18, 2020 as the expected completion date before the outbreak of Covid 19 pandemic. The impact of the Covid, inclement weather has led to a lag of about 6months.

The Contractor is presently working on the 6th floor slab. The overall progress of work is at about 55.01% completion.





Electrical Science 101: Why Power Outages at BGS Enclave

Ing. Ebo-Amoah

If you are reading this, you have signed an imaginary contract to be an Electrical Science student for the next 3 minutes. Buckle up

Over the past two years, there have been rampant and frequent power outages on our distribution network systems at the BGS Enclave due to numerous factors.

Power outages could be natural or technological and are inevitable so long as electrical phenomenon is concerned.

Natural phenomena such as high-speed wind, lightning strike, freezing rains, wildlife fire, falling trees etc. can cause major power failures.

Although power equipment are vigorously maintained, technologically, problems with power cables, connectors, faulty transformers, switches, over/undersized fuses and many other types of equipment can fail,

accidentally triggering an outage.

Power outages are generally categorized into three different types depending on the duration and effect of the outage:

- » *A transient fault, which is typically caused by a fault on the power line, blows out the protective fuses or in simple terms “it is a fault that is no longer present if power is disconnected for a short time and then restored”*
- » *A brown-out, which is typically a drop or dip in voltage. This emanates from the dimming effect of the voltage when lightning strike occurs.*
- » *A black-out, which is a total loss of power to an area and is the most severe form of power outage that can occur.*

Outages may last from a few minutes to a few weeks depending on the nature of the

blackout and the configuration of the electrical network.

In Power Supply network, the power generation and the electrical load (demand) must always be near equal in order to avoid overloading of the network components which can severely damage them.

Under certain conditions, a network component shutting down can cause current fluctuations in neighboring segments of the network, leading to a cascading failure of a large section of the network.

Our situation at the BGS enclave seems different from all that I have enumerated above.

It is like this, before the construction of the 330 kV lines from Aboadze through Kumasi to Bolgatanga, voltages at the Northern sector of the National Interconnected Transmission System (NITS) were really low,

leading to the damage of electrical equipment. GRIDCo tried solving the problems by installing Static Var Compensators (SVC) which basically tries to stabilize voltages in a weak system, reduce transmission losses and improve voltage control and stability.

Till BGS came into operations the northern sector continued to experience these low voltages. BGS was occasionally dispatched to run their generators on synchronous condenser mode (SCO) to help stabilize voltages. The SVC was practically not reliable and BGS had to come in regularly to support voltage stability.

The fact was that low voltages continued to show up as a result of the long distances between the other generators in the Southern Sector of the country and the delivering points in the north. The length of the transmission lines coupled with its heavy loads made the lines somehow inductive with attendant loss of voltages.

Voltages could drop as low as 150 kV and sometimes even lower up north.

In a somewhat dramatic turn of events, this low voltage phenomenon reversed to rather high voltages after the commissioning of portions of the 330 kV line which run from Aboadze through Kumasi to Bolgatanga.

Those who would like to discover how the high voltages come about can read on.

The question now is: What is the cause of the increase in voltage at the end of the transmission line with light loads or without industries to absorb the high voltages generated?

The effect of Voltage doubling at the end of a lightly loaded long transmission line in Electrical Science is called “FERRANTI EFFECT”

In simple terms, you can interpret it as the effect of the capacitance of the charged transmission line dominating the inductive effect (because of very low current and so low flux). In fact, long transmission lines have series of parallel connected capacitors, which has a high value of effective capacitance or high charging effect which translates into HIGH VOLTAGE at the transmission line end.

Another interpretation is to attribute the voltage rise to the improvement of power factor (p.f) of the light load and the line so much so that there is leading p.f which again leads to voltage rise at the transmission line end.

The length or distance of a transmission line plays a very important role in determining what voltage is received at its end. It is observed that, the capacitance of the transmission line is negligible with shorter lengths or distances (a length less than 80 km has a negligible capacitance and hence low voltage)

With that said, it is safe to concur that the high voltages experienced at BGS are as a result of the FERRANTI EFFECT of the long 330kV transmission lines from Aboadze through Kumasi to Bolgatanga even though the 330kV lines are not fully completed nationwide. As we speak, The Northern Sector continues to experience light load or no industries leading to high voltages. It appears we would have to live with it for the time being, till heavy Industries start springing up or exports

through the corridors increase

In power systems, the voltage at each node is maintained at $\pm 5\%$ of the rated value.

An electric power distribution system is generally designed as a radial system which is arranged in a tree-like structure with usually only one power supply source at the beginning of the feeder

Due to this structure, distribution systems are more prone to voltage issues than the transmission system.

Under-voltages may be the result of:

- » *Faults on the power system*
- » *Capacitor bank switching off*
- » *High load on the system*

Over-voltages can occur because of:

- » *Switching off high loads*
- » *Energizing a capacitor bank or a new transmission line which is Capacitive in nature (Ferranti Effect)*

As has been established earlier, the high voltage issues at the BGS site are as a result of the 330kV line without any load to absorb it.

Modern Distribution Power Systems are designed to be resistant to this sort of cascading failures by largely providing automatic protective systems and on-load break isolators which are basically for sectionalization of this complex distribution networks for repairs whenever there is a fault.

BGS over the past years has been relying on heavy duty cartridge fuses to control the network. The disadvantage with this solution is that, fuses are either undersized or oversized. Hence, there is a high probability that they will

blow and cause nuisance outage when the network experiences high voltages as described above.

The fuse holders also burn as a result of the high voltages. The fuse holders are more or less insulators and since insulators are a function of the voltages, any voltage greater than the rating of the holders will damage or destroy it. This leads to workers having to run around to rewire the fuses, or in most cases, replace the destroyed fuse holders in order to restore power.

After careful consideration, we have come to the conclusion that the distribution network can be best protected by introducing a 35 kV pole mounted auto-recloser breaker and air break isolators for sectionalization, in case there is trouble.

In electric power distribution, a recloser or auto recloser, is a circuit breaker equipped with a mechanism that automatically opens the circuit in case of any fault and re-close it in a matter of seconds. However, should the fault persist it will stay opened till the fault is cleared.



Bui Power Authority: Internal Audit

Victoria Tabbicca

Bui Power Authority in accordance with the Internal Audit Agency Act, 2003 (Act 658) and Public Financial Management Act, 2016 (Act 921) established the Internal Audit Unit in November 2018. The Unit functionally reports to the Audit committee and administratively reports to the Chief Executive Officer.

Mission

The mission of the Internal Audit Unit is to provide independent, objective assurance and consulting services designed to add value and improve the Authority's operations. The unit helps the Authority accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.

Authority

The Internal Audit Unit derives its authority from the resolutions of the Board. The Head and staff of the Internal Audit Unit are authorized to:

- » Have unrestricted access to all functions, records, property, and personnel.
- » Have full and free access to the Audit Committee.
- » Allocate resources, set frequencies of audit assignments, select thrust areas, determine scopes of work, and apply the techniques required to accomplish audit objectives.
- » Obtain the necessary assistance of personnel in units of the organisation where they perform audits, as well as other specialised services from within or outside the organisation.

Code of Ethics

The Internal Audit Unit at Bui Power Authority upholds the following five principles in the delivery of their Mandate:

- » Integrity
- » Objectivity
- » Confidentiality
- » Competence
- » Professional behaviour

Corporate Events and Protocol

Fati Saaka Akati



Teamwork and team building are crucial cogs in the engines of any successful organization. They promote work efficiency, improve employees' relations, increase accountability by bringing all employees up to par with their tasks, and creating a platform for learning from more experienced teammates.

But a person who could prove important to your team is perhaps someone you may not have considered—a Protocol Officer.

The Management of Bui Power Authority recently set-up the Protocol section within the Corporate Affairs (CA) unit. The unit is tasked with managing stakeholders such as Ministries and Agencies, Ghana Airport Authority, High Commissions and Embassies, facilitating protocol services, including VIP services at Airports for international and domestic travel and guests; coordinating with stakeholders to ensure the acquisition of valid immigration and travel documentation by the Board of Directors, employees, visitors/contractors; planning and organizing events and functions for the Authority in Accra, BGS and other locations; liaise with stakeholders to provide transport, accommodation, and security for all employees and Board members, as required; building itineraries and agenda/program for management and events; amongst others.

Currently staffed with an Officer and an Assistant Officer, the section has hit the ground running with the implementation of a series of company-related events, in collaboration with the relevant departments. Events executed includes board meetings, birthday celebrations, collating of databases for future events, amongst others.

Additionally, the Protocol section has developed a work-plan for the second half of 2020 and has already operationalized it. The unit has also made contacts with external stakeholders.

Protocol, by definition, involves the proper procedures or system of rules used to govern affairs of state or diplomatic occasions and is most often thought of in relation to presidential and diplomatic ceremonies, with emphasis on decorum, etiquette, and cross-cultural respect.

The key question is why are protocol officers an important part of building teams in any successful organization and how can they contribute to the overall success of the organization?

Firstly, Protocol Officers should be able to plan and execute, among others, official ceremonies, conferences and meetings, V.I.P visits, and special events. Secondly, Protocol Officers should be educated and experienced in order of precedence, titles and forms of address, flag etiquette, seating arrangements, gift presentation, and anymore. Thirdly, Protocol Officers play an important role in building valuable relationships with external stakeholders, especially through facilitating events in ways that communicate the company's ethos while helping to maintain and nurture mutually beneficial relations with stakeholders, both internal and external.

It is important to reiterate that the protocol officer is expected to be that ceremony planner who can make all events memorable by paying rapt attention to details and ensuring the observance of best practices.

As we all work to build the best team in these times, a Protocol Officer can be one of the most important members you never knew you needed.



BPA vs COVID-19: Facts, Protocols, Effects & More

Nana Kwesi Taylor

“Adversity can either define you, destroy you or strengthen you”

All indications unanimously point to the fact that 2020 is one for the history books, chiefly because of the advent of the novel Coronavirus. The pandemic has required the world to dig deep and show some resolve in the face of adversity – and the world has responded with a herculean passion to eventually win the fight. The fight still persists on both individual and collective levels though. Unprecedented as the virus is, its easy manner of spread has forced the reconstruction of many ways of executing tasks and caused humanity to be more cautious than ever. Nonetheless, research for some medical arsenal against the virus is also happening at breakneck speed. The fight indeed still persists on both individual and collective fronts.

As a collective, Bui Power Authority has clearly demonstrated an astute sense of management in its battle against the COVID-19 pandemic. Given that the Authority is the administrator of the Bui Dam; a national asset that is pivotal to the Energy sector of the country; it was imperative that proactive measures be put in place to eliminate the incidence of the virus infiltrating BPA facilities, which will then justify the maintenance of BPA's regular operations/proceedings.

Paradoxically, the emergence of the virus has gone on to highlight the fight, commitment, selflessness and determination that make up the BPA spirit. Management and Staff alike have embodied this spirit, no matter how challenging certain elements of it have been, in order to achieve the common goal of the Authority during the COVID season – which is to remain COVID-19 free.

From leaders to subordinates, the strict adherence to and support for measures/protocols such as:

All employees and visitors entering our workplaces in Accra and BGS area will be screened for Covid-19 symptoms and possible exposure.

Common areas and frequently touched surfaces are being and would be cleaned daily and at regular intervals.

Cleaning supplies will be available, and employees are encouraged to clean and disinfect workspaces throughout the workday.

Hand sanitizer is provided throughout the workplace at BGS and BPA Heights.

PPE, including face masks and shields would be or are already being provided to employees, and should be used at all times.

Posters are displayed with reminders on how to prevent the spread of Covid-19, in particular, and germs, in general.

Workspace layouts and seating arrangements are either revised or being revised to allow for social distancing.

Meeting rooms, the canteens and other communal areas would have reduced seating and capacity limits.

Business travel to and from BGS remains restricted to essential travel only.

A weekly rotational shift system will be instituted across all units to enhance the practicality of social distancing in the workplace.

...have resulted in no record of COVID-19 cases related to BPA employees thus far.

Nonetheless, with the increasing prospect of a new normal being upon

us, the Authority has gone on to make provisions to accommodate all staff at their respective facilities, while maintaining – and even intensifying – the gusto employed in its quest to eliminate all probabilities of the virus surfacing in the workplace.

In addition to the protocols aforementioned, the HSE Unit, with support from the HR, Admin and Security Unit, spearhead;

Regular posting of COVID-19 materials on BPA Social Network, BPA - BGS Platform & BPA Welfare Association

Periodic updates on Ghana Case count

POD Mandatory Meetings on Wednesdays

Periodic Meetings: POD and Project Office for sensitization purposes and updates

Also, as a contingency plan, 3 fully furnished Guesthouses at the BGS (M12, M14 & M16) have been designated as Isolation/quarantine Centers should any employee on site exhibit symptoms of COVID-19. These houses are fully stocked with living essentials to ensure that any occupant can be fully independent and comfortable while adhering to the quarantine protocols. Provisions made at the Guesthouses include, toiletries, cable tv, uninterrupted internet supply, cooking utensils, N95 masks, fresh sheets and towels. It is believed that the occupant can also benefit psychologically when he/she is doused in so much comfort, thereby aiding a smooth recovery process.

This contingency plan also been inspected and commended by the Bole and Banda District Health Services.

To date, there has not been a single occupant of the guesthouses on the count of contraction of COVID-19 or its symptoms. Yet, the houses are regularly disinfected and maintained by the Estate Unit.

Although there was some uncertainty regarding how the year was going to pan out when the pandemic first surfaced on a national scene, BPA has been able to weather that early storm and currently remains on track to meet the targets set at the beginning of the year.

With the Authority showing competence in controlling the in-house spread of the virus, it has also made significant donations on a national scale towards the fight against COVID-19. The ability to sensitize the in-house population and resettled communities, stay COVID-19 free, maintain an optimum level of productivity and lend a helping hand to a larger cause are all embodiments of an Authority that has some fight in it – a fight that is synonymous with that which is laced in history of Ghana, a fight that characterizes the Ghanaian spirit, a fight that will be needed to get past the current storm.

Educational material at entry points

Inside the guesthouses tagged as Isolation centers



BGS Hosts Military High Command, Ghana

Nana Kwesi Taylor

From June 19th – 21st, 2020, the Bui Generating Station admirably showed hospitality to three (3) Service Commanders of the Armed Forces of Ghana. The Military High Command featured Maj. General Thomas Oppong-Peprah; Chief of Army Staff, Rear Admiral Seth Amoama; Chief of The Naval Staff and AVM Frank Hanson; Chief of the Air Staff. With their presence, they sought to familiarize themselves with the surroundings of the Bui enclave in order to decode possible security threats within the enclave and plan towards the possible increase of members of the Armed Forces within the enclave.

Mr. Fred Oware, C.E.O of the Authority, led the delegation through a tour of BPA Facilities, most notably the Powerhouse



and the Bui Dam. The C.E.O and the Service Commanders also paid a visit to the Military personnel at Old Dokokyina who have been stationed there to monitor and protect the area from the activities of illegal miners, and to also curb

the possible flaring of tempers between the Gonja and Banda Traditional Councils. The Military personnel were praised for their efforts in maintaining calm in the area. They were also presented with assorted food items to augment their food supplies



at the camp and were allowed to address the delegation on some the challenges being faced at the camp.

The Service Commanders were also treated to two separate soirées at the BGS on 19th and 20th June to crown the activities of both days. Complemented

by the remarkable performances of the Ghana Armed Forces Central Band and the cocktail of food and drinks available on both nights, the Service Commanders were able to get a holistic view of the personality of BPA as an Authority that has all facets of its operations in top shape.



HANG TIME with FLOCKA / OBOY

Nana Kwesi Taylor

When you hear chants of Flocka or Oboy ring out randomly, then you know he's close by. He needs no introduction, but he is the guy with a swag in his step; the guy who never wipes the smile off his face; the baby face assassin, everyone's favorite; he's Kweku Arkerst. The Kwabotwe alumni is a Technician Engineer-Trainee with the POD. His early fascination with electricity drove him to take up Electrical Engineering as his major in KNUST – a period he



describes as some of the best years of his life. Fast-forward to August 2019 and Arkerst finds himself in the embrace of BGS, dabbling in electrical affairs just as he did in his younger days.

Kweku is 'constant happiness' personified. Why is that his mantra? Life is too short to mull around. Spreading love and happiness is the only way he knows how to live his life. His gleefulness coupled with his baby face earned him the name

'Oboy' in the BPA space. And as for Flocka-Wale, well, that's a story for another day.

Discipline, respect and hard work are the three values Oboy never compromises on. He references the 2019 Controlled Spillage exercise as a novelty forever etched in memory. If were to do only one thing for the rest of his life it will be swimming. He states that he will forever be grateful to Prof. Dr. Christenus Kuunnifaa for always looking out for him.

Interview with Koami Messan Zankou

2019 Outstanding Worker

(Administrative Department)

Mawuli Fui Kwadzovia

Mawuli: When did you join Bui Power Authority and what is your position?

Koami: 1st March 2019

Mawuli: Can you walk us through your educational background?

Koami: I started with PRINCE SAVIOUR INTERNATIONAL SCHOOL in Aflao. I continued with my Secondary and Tertiary years in 2007 where I read Philosophy, General Arts and Languages (Deutsch, French). I was awarded with a GCSE Advance Level Certificate Part 3 in Philosophy and Arts. I also have a Professional certificate in CCNA (2019) from GIMPA, IT Support from Google, Computer Networking N+ from Microsoft and others from industry key players.

Mawuli: Tell us about what you do on a daily basis at work?

Koami: Assisting users by solving their daily challenges related to ICT equipment. I assist in deployment of Hardware and software for both new and existing staff. I enroll new staff on the biometric access control system. I also give a support to the security Unit by assisting in e-investigation with the use of the CCTV and Access Control system. I also ensure the fire alarm, the Emergency Alert system as well the Video conference system are



in good shape.

Mawuli: What would you say by far are some great moments you have had working at BPA?

Koami: That would be when I was told of my award win.

Mawuli: What are some of the challenges you face in carrying out your job?

Koami: my everyday challenge is to be as ubiquitous as I can, to handle the variety of tasks within limited time. Lack of some important tools, delays in getting some faulty devices replaced or repaired by our partners/ service providers often lead to frustration on both myself and my colleagues' part.

Mawuli: In this era of Covid-19 what do you think we can do to improve ICT within the Authority?

Koami: Comparing ICT in the Authority to other public institutions that I have visited recently, I believe that our service is the best and with each day we

are always aiming to improve. One of the very innovative ways which has helped us within this pandemic era, has been the establishment of our virtual meeting system. What makes it even more remarkable is the fact that it was established and installed before Ghana's first reported case of the virus.

This preparedness aided us in ensuring that work was able to carry on even though the lockdown had to be imposed.

Mawuli: What does winning the Outstanding Administrative Department Worker mean to you, considering your short stay here at BPA?

Koami: I just do my work as I must even though sometimes, I have to work beyond my limit to get problem solved. The Award really came as a surprise, considering my short stay here. It means a lot and motivates me to do more for the authority. Thanks to God and to all of you. As I always say THE SKY IS NOT THE LIMIT and special thanks to all my seniors in my unit whom I continue to learn from.

Mawuli: What advice would you give to your colleagues who desire to win this award in the future?

Koami: I will tell them not to work for an award but to give the very best of themselves and to work as a team. They will surely be recognized.

How to Improvise: A Case Study Featuring the LEP 2 Dressmakers Group

Nana Kwesi Taylor

The emergence of the novel Coronavirus has indeed put a dampener on the year 2020. As the virus swept through nations, it has radically altered the execution of a number of day-to-day activities. However, the incidence of having to adjust to a new normal goes to show just how dynamic society can be – a new normal and dynamism that some may be welcoming of.

Over in Bui where the Authority is restoring and even bettering the economic make-up of Project Affected Persons (PAPs) through the Livelihood Empowerment Program 2 (LEP2), the advent of the Coronavirus almost seemed to present an unlikely window of opportunity for a particular group of PAPs.

In a somewhat bittersweet fashion, dressmakers under the Skills Training module of the LEP 2 are more popular than they have ever been. With nose masks being the most sought-after commodity on the market, dressmakers have been given

an avenue to put their skills to practice as they assemble reusable nose masks inspired by the BPA colors. The masks, which are made out of the BPA cloth, serve as a notable addition to the portfolios of these dressmakers. They are also commodities; hence, while BPA contributes to spreading awareness about the virus through the face masks, the dress makers also get to profit from the sale of the masks.

For some, this opportunity marks their debut interaction with an electronic sewing machine. With a total of 500+ masks sewn already; the goal is to hit the 1000 mark. The confidence accrued from producing such a pivotal commodity for the Bui enclave will also be reciprocated by the users of the masks. This is a vital pathway for trust in the dressmakers' craft to be established in order to ensure the longevity of their services in the communities, and perhaps beyond.

This is a classic case of making light out of a gloomy situation.



Interview with Madam Cassandra Djre

2019 Outstanding Worker

(Executive Office)



Mawuli Fui Kwadzovia

Mawuli: Everyone seems to know you... Are you the longest serving employee of BPA?

Cassandra: No, I am not.

Mawuli: When did you join the Bui Power Authority and at what position?

Mawuli: What is your main task at BPA?

Cassandra: I work in the Registry Office of the Authority. I receive letters, prepare them for the Chief's attention. I also prepare outgoing letters for dispatch to the respective places

Cassandra: I joined Bui Power Authority in April 2009, as a Receptionist/Secretary.

Mawuli: Can you recount some fun moments in the Authority?

Cassandra: For me, a fun moment would be the first time I travelled from Accra to the Bui Dam Site. The journey was interesting because I had never travelled that far from Accra before and couldn't help but admire nature and all the areas we went through

before arriving in Bui. Other moments for me is when there have been occasions or the chance to party on the roof top (Jabesh Lounge). Mingling with other departments - eating and having fun.

Mawuli: What are some of the challenges you face doing your work?

Cassandra: I would say that the challenges have fortunately been very minimal. What I would call a challenge, however, is when a colleague or Senior Staff is not able to find a document in the MTIS, as a result of a delay on my part. Secondly, when a client has addressed a letter to the Authority wrongly and he or she is not willing or ready to do the right thing.

Mawuli: What does winning the outstanding worker for the Executive Office 2019 mean to you?

Cassandra: I am lost for words and happy to be recognized as that. I am aware that all of us in the Executive Office have worked very hard and so I was surprised to be chosen as the outstanding Worker. I see this as a great honour, to myself and my family as well.

Mawuli: What position do you see yourself in in the next 5 to 10 years with the BPA organogram in mind.

Cassandra: Surprisingly enough, I love the job I do here in the Authority so much that I would want to be doing the same thing and improving on myself in the area of Registry Work. I must add here that, fortunately or unfortunately for me, I will be sixty (60) years old next year, December 2021, and would be preparing to retire and so will not be here in five years or beyond.

Mawuli: What advice do you have for your colleague employee?

Cassandra: I want to encourage my colleagues by saying that, they must always strive to do and be their best in whatever area of work they do. They must never work to please anyone but God first and foremost, and what I mean by that, is just doing your best to get the job done and not thinking of been rewarded or praised by anyone.

BPA 50MW Solar PV Project



Interview with Alex Yaw Okae-Acheampong

2019 Outstanding Engineering Service Worker

Mawuli: When did you join Bui Power Authority and at what position?

Alex: I joined BPA on July 15, 2008 as an Assistant Engineer.

Mawuli: What is your current position and how did you get there?

Alex: I currently serve as the Senior Manager, Design Unit under Engineering Services Department (ESD). I rose through the ranks from Assistant Civil Engineer in July 2008 to Civil Engineer in August 2012. Following the restructuring of BPA after the completion and operationalization of the Bui Generating Station, I was moved to the then Resources Estate and Environment Department as the Estate Engineer in December 2013. In July 2017, I was transferred to the then Project and Engineering Department (PED) now ESD as Project Lead for the implementation of the Tsatsadu Micro Hydropower Project and subsequently to Design Manager in October 2017. In July 2020 I was promoted to the position of Senior Manager, Design Unit a position which I currently hold.

Mawuli: Tell us about some of the major projects you have worked on here at BPA?



Alex: I was involved in the construction supervision of the components of the Bui Hydroelectric Power Project; the RCC Dam together with its auxiliaries, the downstream Permanent Bridge and associated road network within the BGS.

I was the project lead for the resettlement housing project. The project included the construction of over 200 housing units, road network, provision of portable water (boreholes), school and clinic for the project affected communities.

In addition, I was the project lead for the construction of over 50 residential housing units for Staff of BPA at the Village.

Furthermore, I led a team of BPA engineers and other stakeholders to successfully implement the Tsatsadu Micro Hydropower

Project which has been at the planning stage for more than a decade.

Mawuli: Can we say that the construction and supervision of the Tsatsadu Generating Station (TGS) is by far your greatest project?

Alex: The Bui Hydroelectric Project I would say is by far the biggest and greatest project that I have been involved in. Be that as it may, I would not hesitate in stating that the Tsatsadu Generating Station, being the first Micro Hydropower Plant to be successfully completed in Ghana under my lead is by far the most novel project I have been involved in.

Mawuli: What were some of the major challenges you faced during the design and construction stages of TGS?

Alex: The major challenge encountered during the construction of the TGS was foundation rock excavation for the diversion channel and the forebay tank. The rock encountered was very difficult to break and due to close proximity of the headworks to a Roman Catholic Church Retreat Centre (Foyer De Charite), the use of explosives was prohibited. The circumstance required the

contractor to use hydraulic hammers; a slower method to fragment the rock. This led to the delays and the subsequent late completion of the project.

Mawuli: *What does winning the award as the Outstanding Engineering Service Worker mean to you?*

Mawuli: *How would you rate the competitiveness of BPA in terms of our engineering prowess in undertaking more renewable energy projects?*

Alex: Well, considering the successful execution of the Bui Hydroelectric Project, the Tsatsadu Micro Hydropower

the Wli Falls is both technically and financially viable. With the right technology, about 1-2MW of power could be harnessed from the Falls. Preparatory works are currently underway to commence a full-scale feasibility study at the Wli Falls to ascertain the Technical, Financial and



Alex: I am very humbled by the honor done me. I want to thank my team for nominating me and I also want to thank Management for their quest to reward hard work and dedication.

Mawuli: *Where do you see the Authority in the next 5 years considering our renewed mandate of becoming Renewable Energy Leaders?*

Alex: With our current momentum in the renewable energy space, I see us completing and injecting a minimum of 150MW solar into the national grid and also commissioning a second micro/mini hydropower plant by 2025.

Project and the ongoing implementation of our Hydro-Solar-Hybrid Project, I would rate BPA as one of the able institutions in the renewable energy space.

Mawuli: *What project(s) are you likely to work on after TGS?*

Alex: There are a number of potential micro/mini and small-scale hydropower sites scattered across the country. The Volta region where the TGS is located is endowed with a number of water bodies and Water Falls with hydropower potential. One of such Falls visited by BPA Engineers is Wli Falls at Afegame. From our preliminary assessment,

Economic viability of the site for a hydropower plant.

Mawuli: *What advice do you have for any new staff who has just joined the Authority considering your over a decade working experience here at BPA?*

Alex: BPA is one of the few Government Institutions that nurtures talent, rewards hard work and gives opportunity to the innovations of its relatively young human resources to flourish. I will therefore admonish our new entry to remain resolute, dedicated and work hard to move the authority to greater heights.



BPA Partners Voltic Ghana to Launch “Clean Campaign”

Mawuli Fui Kwadzovia

Bui Power Authority (BPA) operates and maintains the 404-megawatt (MW) Bui Generating Station (BGS) located on the border in between the Bono and Savannah Regions of Ghana. The BGS since its commissioning on December 19, 2013 has made significant contributions to the energy demands of the country. Due to the rich experience of its staff in dam construction and maintenance of Hydro Dams, engineers of BPA in 2019 successfully constructed the 45kW Tsatsadu Generating Station located at Alavanyo in the Volta Region. BPA is currently constructing a 250MWpv, the first phase of 50MW is due to be commissioned into operation by the fourth quarter of this year. This would be injected into the National Interconnected Transmission System. A ground-breaking 1MW floating Solar System which will be the second of its kind in Africa is also under construction.

BPA on August 26, 2020 launched a sanitation program called “BPA Clean Campaign”. The aim of the campaign is to promote cleanliness and encourage waste segregation amongst staff of the Authority. The drive underlines the Authority’s reputation as ‘Leaders in Renewable Energy’- given that a clean environment is a key element in the provision of renewable energy.

The first phase of the BPA Clean Campaign is being implemented in partnership with Voltic (GH) Limited (Voltic) who donated three jumbo sized bins as

part of their “World Without Waste Campaign”. The partnership entails installation of special bins for the segregation of plastics by employees of participating organizations. The bins are emptied by Appointed Aggregators for recycling.

Presenting the bins to the Authority, Joyce Sackitey-Ahiadorme, Communications and Sustainability Manager at Voltic, on behalf of Voltic and their partners Trash Connect, extended their appreciation to BPA for the partnership in creating a World Without Waste through the “BPA Clean Campaign” initiative. She called on all employees to be good ambassadors of the environment as they segregate their waste and enjoin others to do same.

Receiving the bins on behalf of BPA, Mr. George Tettey, Deputy Chief Executive Officer (Finance and Services) thanked Voltic for the kind gesture. He also added that, “BPA strongly believes that, by promoting waste recycling, we will reduce our increasing dependence on primary raw materials. Such practices, across the nation, assist with the management of rainforests for increased vegetation and enhanced rainfalls beneficial to us at Bui Generating Station “.

BPA intends to extend the campaign into the host communities in the Bui enclave as part of its Corporate Social Responsibility programs.



Last Will and Testament

DO

YOU

HAVE

A

WILL?

Franklin Nana Addal

Quite recently I visited my sick mother at home and in our conversation, the issue of wills popped up. I remember asking my mother whether she had made a will and she retorted, “na se meni hywe”. To wit, I do not have anything. I then started pointing to her several of her properties and anytime I did that, she will say, “oh! but that property is for you...” or “I have given it to your brother”. She has devised her properties only in her mind and nothing else. I guess my mum is not the only person in such a situation. My interaction with several of my friends and work colleagues revealed the deficiency in the knowledge people have about wills. So, in this writeup, I will share some basic information on Wills in Ghana with you.

What is a Will

A will is a legal document by which a person expresses his / her wishes as to how his /her properties should be distributed at death.

There are rules which govern the making of Wills, so any person intending to make one should endeavour to do so in accordance

with the rules as provided for in the Wills Act, 1971 (Act 360).

Why should I make a Will if I have already told people what I want to give to them after I pass away? That is not enough. Your Will must be in writing. That is what the law says.

Who can make a will?

A person above 18 years and of sound mind can make a will. Persons of unsound mind who are incapable of understanding the nature of their actions are not qualified to make a will. In other words, the one making the will (the Testator) should be of sound mind so as to understand the legal consequences of his/her actions. The deaf, dumb, blind and illiterates can also make a will.

What properties can one make a will on?

One can make a will to cover properties either owned by him/her or properties which he/she would be entitled to at the time of death. You cannot make a will to cover another's property.

How should the signing and witnessing of a Will be done?

The Testator must sign the will or

in the event where he/she cannot sign, direct for the will to be signed on his/her behalf by some other person. One thing we must always remember is that the signature of the Testator or the person signing on his/her behalf should always be below the dispositions made. Any direction or disposition made after the signature will not be validated by the court. You must always ensure that when making a will your signature should be the last thing after the dispositions made.

The signature of the Testator is required to be made in the presence of two or more witnesses present at the same time. Where the Testator directs another person to sign on his behalf, the signature of the other person shall be made in the presence of the Testator and two or more witnesses present at the same time. The witnesses on other hand shall sign and attest to the will in the presence of the Testator. The witnesses need not see the content of the will: All they are to do is to attest to the signature of the Testator or the person signing on his behalf.

Who is an Executor?

An executor is an individual appointed to administrate the estate of a deceased person

leaving a will. Estate here refers to the property of the deceased. The executors are nominated in the will and their primary role is to ensure that the wishes of the deceased as expressed in the will are put into effect. In Ghana, any person of or above the age of twenty-one (21) years can be appointed as an executor and such an executor may attest to the will as well. You can pick more than one executor but not more than four. You can also appoint a corporation or legal body as your executor.

Can you change or amend your will?

Yes, You can. The law requires that every change to a will be made and executed in the same manner that is required for the execution of the will. This means that every change to a will should be in writing and signed by the Testator or a person on his/ her behalf. The change should also be attested to by witnesses in the same manner as the will itself. Alternatively, the will can be re-executed or a subsequent codicil (a codicil is a written supplement to a will, containing anything which the testator wishes to add, or any explanation or revocation of what the will contains) can be prepared and attached to the will

Can I revoke my Will?

Yes. A will can always be revoked before the death of the Testator. A will may be revoked by:

Physical destruction;

a written declaration to revoke it executed in the same manner as a Will; the execution of another will which is expressed to revoke the previous Will. In the absence of an express revocation of the previous Will in the subsequent one, the previous will remains valid.

Note: Some of the conditions above may not apply to personnel of the Ghana Armed forces

A lot of people have wills, but they only exist in their minds. Your wish to make a Will must leave the confines of your mind and be reduced to writing. If you do not want the law or some unscrupulous person to meddle with your estate when you are no more, then take a decision to make a will today. In 2 Chronicles 21:3, the good book says, "Their father gave them great gifts of silver, gold, and valuable possessions, together with fortified cities in Judah, but he gave the kingdom to Jehoram, because he was the firstborn". Also, in Proverbs 13:22 the good says "A good man leaves an inheritance to his children's children". I rest my case.

Corporate Affairs Unit Organizes Media Tour of Livelihood Enhancement Program II Business Modules





BPA's LEP 2 Service Providers Groups Commence Operations

Eric Acheampong

The development of the Bui Hydroelectric dam caused 1,216 persons to be resettled and eventually referred to as Project Affected Persons (PAPs). Over the years, the Authority has implemented measures geared at restoring the lost economics of the PAPs. However, the goal of such exercises of ensuring economic independence of the PAPs could not be adequately achieved which has necessitated for the implementation of a second phase of the livelihood empowerment program, dubbed LEP 2, to ensure a lasting improvement in the economic wellbeing of the PAPs.

Under the LEP 2 arrangement, eligible PAPs are to be constituted into groups (Standalones and Service Providers) and resourced with the required tools/equipment and PPE to operate as independent entities. As Standalone Groups, modules such as Skill Learning, Vegetable Farming, Animal Husbandry, Artisans Group amongst others have been developed for the PAPs. The Service Providers Groups on the flip side will be resourced to render services such as Weeding, Landscaping, Fumigation, Housekeeping and Refuse Collection etc. Accordingly, 75-PAPs constituted into 13-Groups were resourced and commissioned to provide such services independently.

To ensure operational sustainability of these Groups, PAP Business Systems Support (PAP BSS) Unit has engaged the

PAP Service Providers Groups on a monthly contract basis to provide their services to the General Services Department (GSD). In a bid to ensure that the services identified are rather offered to the PAP Groups to execute, PAP BSS Unit requested an approval from the Public Procurement Authority to enable BPA to use Single Source Procurement Method to outsource such services which were previously executed by external organizations to the PAP Groups. Again, the Unit also ensured the registration of the PAP Service Provider Groups at the Registrar General's Department to qualify for public contracts.

In pursuance of the same cardinal objective of the Unit to ensure operational sustainability of the established Groups, the PAP BSS Unit is tasked under the Contract execution to serve as Coordinators whose main responsibility is to liaise with the Contract Supervisors (the Unit with direct oversight) and the Groups to monitor their performance to quickly identify operational challenges to fashion out remedies.

With all the prerequisites established, the Authority on 19th March 2020 offered Service Contracts to nine (9) out of the thirteen (13) PAP Service Provider Groups. Per the requirements of the Contract, the Groups were mandated to execute to full the entire scope of work prescribed in a courteous, acceptable manner. GSD, serving as the implementing department is required to

provide all necessary information to aid the Service Providers' works. They are also required to supervise works executed by the Groups. The specific execution requirements expected of the Groups, Supervisor and the Coordinator, as well as the structure and terms of payment and termination have all been spelt out and agreed upon by the BPA and the Service Provider Groups, and have accordingly been captured in the Contract Agreements and Execution Requirements.

Subsequently on the 24th and 25th of March 2020, the Authority held a meeting with the various groups to dissect the Service Contract Agreement and the Service Contract Execution – Operational Guidelines and Deliverables. After a comprehensive appreciation of the applicable terms and conditions, the chairman and secretary of each group appended their signature to the Service Contracts. On the part of BPA, the Ag. Director of GSD Mr. Salifu Wumbilla and the Manager of Lands Administration and in charge of the PAP BSS Unit Mr. Eric Opoku Acheampong signed for and on behalf of the Authority.

Modules such as Skill Learning, Vegetable Farming, Animal Husbandry, Artisans Group amongst others have been developed for the PAPs

On 2nd April 2020, BPA issued a confirmation letter to the following nine (9) groups to commence the execution of the contract on 4th May 2020.

- » *Plantation Development Cooperative*
- » *GH Lovers Sanitation Group*
- » *Nyame Adom Cleaning Services*
- » *BAKD Warehouse Maintenance Group*
- » *Nyame Tease Weeding Group*
- » *Management of Fire and Landscaping*
- » *DYIG Group*
- » *Bre Nyekwa Landscaping – Dokokyina*

» *Wuo Foundation*

Currently, further deliberations are ongoing to conclude with the other four (4) groups; Agbazakrom Landscaping, Budoaka Fumigation Group, Brewohodi Landscaping Group – Jama, Step-Up Fumigation Group A.

To ensure that Service Providers deliver on their service mandate in a safe, sound and injury free manner and environment, HSE as a Unit of the Implementing Department organised an all-important Health, Safety and Environment induction exercise for all the Service Providers Groups prior to the commencement of work.

As part of the Induction exercise, the Service Providers Groups were assigned the various specific working locations and requirements of their scope of work for the first and subsequent days. Since then, the Groups have rendered services such as: lawn maintenance, weeding and landscaping, warehouse maintenance, refuse collection and waste management within the BGS, specifically at the Village, Project Office, Management area, Internal road networks, the Powerhouse and the Resettlement Townships.



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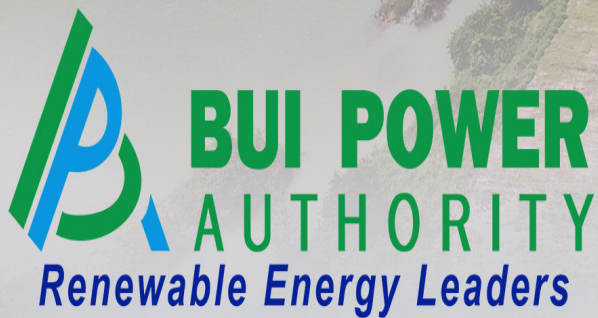
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