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NO. 31

SEPTEMBER, 2014

FREE



BOARD COMMENDS MANAGEMENT AND STAFF AT MID-YEAR REVIEW CONFERENCE



SUMMARY OF 2014 PERFORMANCE- HEADQUARTERS AND REGIONS

1. REVENUE IGF

	GH¢
APPROVED BUDGET FOR 2014	37,005,613.55
ACTUAL REVENUE AS AT 30/06/14	10,119,292.21
PERCENTAGE ACHIEVED	27%

APPROVED BUDGET FOR HALF YEAR (JAN - JUNE) 2014	18,502,806.78
ACTUAL REVENUE AS AT 30/06/14	10,119,292.21
PERCENTAGE ACHIEVED	55%

2. EXPENDITURE IGF

APPROVED BUDGET FOR 2014	36,496,113.10
ACTUAL EXPENDITURE AS AT 30/06/14	6,062,908.34
PERCENTAGE OF APPROVED BUDGET UTILISED	17%

APPROVED BUDGET FOR HALF A YEAR (JAN - JUNE) 2014	18,248,056.55
ACTUAL EXPENDITURE AS AT 30/06/14	6,062,908.34
PERCENTAGE OF HALF A YEAR BUDGET UTILISED	33%

PROPOSED MIGRATION FROM GOVERNMENT SUBVENTION

Three key steps:

- Revision of Television Licence Fee
- Digital Migration
- Facilitation of Set-Top Boxes (STBs)

Three-Year Transition Plan (that is subvention will be reduced by the following percentages in the respective years)

2016 – 33%

2017 – 33%

2018 – 34%

Roll-out Plan

Pilot would be done in one Southern Regional station and one Northern Regional station for one Year

And later extended it to four other regions for two years.

Complete transition – Year 3

Editorial Assistants

Kwaku Bessah Agbenyadzi

Dorcas Omane Kwatemah

Egley Kuaeci Edwin, intern

GBC SUPPORTS LAMP

PROJECT SAMINI

Major Albert Don-Chebe (Rtd) Director General of GBC has assured Samini, a renowned musician of GBC's support for his one million solar lantern distribution project. Major Don Chebe (Rtd) gave the assurance when the musician called on him in his office.

The project dubbed "Samini Light A Million Lives" is to distribute one million lanterns to people across the Country, to mark his 10 years in the music industry.

DG autographed one of the lamps.



DG autographing the lamp



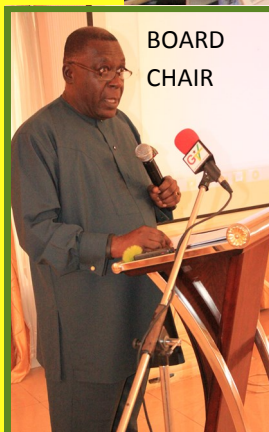
DG in a group photograph with Samini and his project campaign team.

GBC ORGANISES 79TH ANNV. LECTURE

Mr. Kwasi Gyan Apenteng, President, Ghana Writers' Association and Member of the National Media Commission has delivered the 79th Anniversary lecture of the Corporation in Accra. Mr. Apenteng said the liberalisation of the airwaves since the 1992 Constitution came into force, has led to the dumping of all manner of programmes on air which do not augur well for socio-economic development. He was particularly worried about the quality of religious broadcast, describing it as "calamitous."

Mr. Apenteng said over commercialisation of the airwaves has also contributed to the low standards of broadcasting in the country. "The development must be checked to restore quality programming and professionalism to the industry," he said.

BOARD COMMENDS MANAGEMENT AND STAFF



BOARD
CHAIR



DG



AG. DOF



DHR



DTP

The Governing Board of GBC has commended management and staff of the corporation for working so hard to achieve the set targets for changing the face of broadcasting from analogue to digital.

Mr. Richard Kwame Asante, Board Chairman said management and staff deserve the recommendation because "in spite of challenges including lack of funds and the needed equipment, the corporation continues to maintain its pace setting role in broadcasting."

Mr. Kwame Asante made the recommendation at the Corporation's 2014 Mid-Year Review Conference at Dodowa in the Greater Accra Region, to offer opportunities for the Board and Management to assess various performance of the corporation within the period.

Major Albert Don-Chebe (Rtd), DG said the Corporation is making frantic efforts to put in place two national radio channels-GBC Radio One and Two. Major Don-Chebe called on the government to review the television license fee.

⇒ **Con't. On Page 12**



ENG



DTV



DOR



DOM



DIA



DDHR

PAYMENT OF LONG SERVICE AWARDS

As part of measures put in place to make retired staff' life comfortable after long years of working

at GBC, Management has fully paid-off the following entitlements to: those who exited the Corporation, between 2007/2012, Long Service Awards and Transport Grants, as well as part of 2013/2014 entitlements, to those under medical and emergency situations. Management is also making frantic efforts, to clear all outstanding Long Service Awards.

GARDEN CITY RADIO MARKS 79TH ANN. WITH MEDICAL SCREENING EXERCISE



Patients at the station, waiting for their turn
and below, nurses attending to patients



By Nicholas Osei-Wusu, Kumasi

Garden City Radio Kumasi in collaboration with the Living Waters Hospital, a private hospital at Ejisu near Kumasi has organized free medical screening for staff and members of the public to know their health conditions. The exercise, which was well patronized by both the aged and children, was part of activities to mark the 79th anniversary of GBC.

Patrons benefited from prostate, cervical, hepatitis, eye, blood pressure and blood sugar screening. Other services provided free of charge were ultra-Scan and natal care for expectant mothers, while volunteers donated blood.

Morris Abrokwah, a Biomedical Scientist, and member of the medical team said per the nature of GBC work, he heard that most of the workers skip breakfast and that could have an effect on them. Mr. Abrokwah advised staff to always make sure to take their breakfast for good health.

Mr. Philip Baidoo, Ashanti Regional Director said the programme also fell on the 20th anniversary of the establishment of Garden City Radio.

DON'T SKIP YOUR BREAKFAST

Mr. Westworld Mawuli Azalu, a Complementary Health Assistant at the Save Your Liver Foundation has advised staff to have regular breakfast, since skipping it could be a threat to their health. "It will significantly put the kidney under pressure rendering the human system incapable of enjoying well-balanced health," Mr. Azalu said.

Overview

Mr. Azalu and his team were in GBC to organize a health screening exercise from the 14th to 18th July, 2014. During the exercise various analyses were done in the area of Liver, Kidney, Heart, Immune System and Gastrointestinal Function.

Findings

The team screened 40 staff from various divisions and about 80% of them skip breakfast which could lead to Liver Dysfunction (inability of the liver to perform its task satisfactorily).

The Liver performs more than 500 bodily functions and chemical reactions every day to keep us alive. On the average, there are about 300 synthetic industrial chemicals present in our bodies that did not exist 50 years ago. This chemical overload on the liver could lead to lots of liver related diseases like Hypertension, Diabetes, Sexual Weakness, Elevated cholesterol, premature aging etc.

Expert Advice

Experts recommend eating of high fiber food; eating at least five portions of fresh fruits a day; reduce intake of salt and sugar; physical exercises for at least 40 minutes three times a week; rest and the eating of at least one fresh vegetable salad a day dressed with olive oil or seed oil.



Mr. Azalu attending to a staff, Miss. Sandra Swanzy

PAST BROADCASTERS EXTOL GBC

Mr. James Coleman, the chairman of GBC's Past Broadcasters Association has commended Management of the Corporation for working hard to migrate from analogue to digital television.

Mr. Coleman called on management to organize regular training for staff to keep them abreast of current trends in broadcasting.

He said this when Members of the Association visited BH to acquaint themselves with the operations of the digital terrestrial transmission.

They toured the newsroom, news studios and control rooms after which they expressed satisfaction with improvements so far, but were hopeful to see more, especially with programme content in the years ahead.



The picture was taken at one of the TV studios during their visit



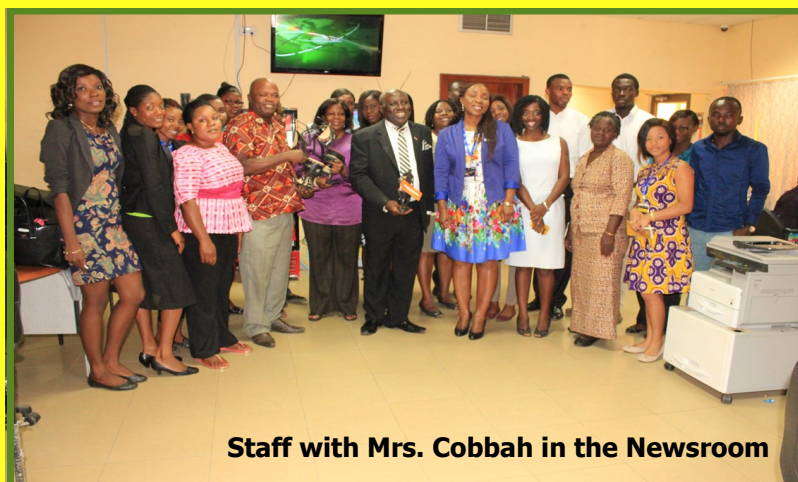
Group photograph of past broadcasters who made the visit

STRATCOM AFRICA SHOWS APPRECIATION TO GBC

As part of activities marking the 20th anniversary of STRATCOM Africa, the company has presented miniature drums to some members of staff of Radio and TV newsrooms as a sign of appreciation to GBC. Mrs. Esther Cobbah, Chief Executive of STRACOM Africa said the gesture was to thank staff of the newsroom for contributing to the company's success.

Mrs. Esther Cobbah said the miniature drum tells the story of STRATCOM's excellence and it was the reason why the company wanted to share its success with GBC in appreciation for all the support it has enjoyed.

Mr. Mensah Nyarkoh, Ag. Director of Corporate Affairs thanked management of STRATCOM Africa for the gesture.



Staff with Mrs. Cobbah in the Newsroom



Augustina Apik appreciating the gift from Mrs. Cobbah



Titi Anepe appreciating the gift from Mrs. Cobbah

TELEPHONE EXCHANGE STAFF UNDERGO TRAINING IN RECEPTION DUTIES

Seven members of staff of the Telephone Exchange Department have undergone a three-day training programme organized by the Training Department to enable them to discharge their gatekeeping duties as expected.

They are Lawrenceia Fosua, Victoria Kumah, Mercy Cato, Vida Koranteng, Juliana Cofie, Charity A. Boanteng and Celestine Williams.

Mr. Ben Richman, Deputy Director of Human Resource said the staff performed a variety of telephone-based and other communication-related services at the corporation's front desk and with strides made in technology, there was the need for them to keep up with current trends of front desk duties through training.

The course facilitator, Mrs. Stephanie Baka from the Public Relations Office took the participants through topics like Exceptional Customer Care, Corporate Image, and Positive Attitude to Work, among others.

A participant, Lawrenceia Fosua on behalf of her colleagues was grateful to management for giving them the opportunity to upgrade their skills.



The course participants
with management



TRAINING FOR STUDIO TECHNICIANS AND ENGINEERS

The Engineering Training School has organized a two-week training in General Level Broadcast Technology Principles for 19 Studio Technicians and Engineers who operate the studio production centers at regional FM stations of GBC in BH, Accra.

The technicians were taken through topics such as Standard Studio Setup, Standard Recording and Editing Practices, Wiring and Signal follow in television production, Signal Propagation and Types of Modulation as well as Introduction to the Digital Migration Process.

Mr. James Ampem Darko, Head of the Engineering Training School said the programme combined both theory and practical learning and therefore has prepared the participants well enough to handle any challenge that comes before them in the field of broadcasting.

"I also urged you to keep learning and build upon the foundation you have been given when you go back to your various stations," Mr. Darko advised.

Mr. Oscar Nchor, Director of Technical Productions said the training programme was to

upgrade their skills in order to meet the new trends in broadcasting.

Participants were Nabire Elias Yen, Abdul Wahab Nsoh and Sadat Dabo, Bolga, Haruna Seidu Amadu, Benedict Ampadu, David Kwame Amoah, Sarpong Godfred, Tamale, Tsigbe Nelson, Fred Agyemfrah, Micheal A. Ohipeni, Felix Donkor and George Awuah, Koforidua.

The rest were Millicent Pokuaah Opong, Kumasi, Torkornoo James, Cape Coast, Rukiyatu Martey, Tema, Christian Atta Sarpong Snr., Kumi Rafik and Eric Baffour Peprah Asare, Sunyani and John Mpong, Sekondi.

Mr. Haruna Seidu Amadau on behalf of the participants thanked management for the programme and said technicians and engineers could work more effectively when management addressed their challenges. Certificates of Recognition were presented to the participants.





The participants expressing appreciation

NEWS READERS MUST CROSS CHECK THEIR FACTS AND PRONUNCIATIONS

Mrs. Betty Apau-Oppong, Deputy Director of Television has called on staff who present programmes on both radio and television to consult and cross-check their information as well as the right pronunciation of words especially, names before going public.

"Be focused and cross check fact in order to pass on the right information to the public to maintain the standard of professionalism of the corporation," Mrs. Apau-Oppong said.

She said this at the closing session of a six-day training workshop in Presentation Techniques organized by the Training Department for seven members of staff who were selected during an audition exercise to read the various Ghanaian languages (Akan, Dagbani, Ga, Hausa, Nzema and Ewe) on television in BH, Accra.

They were Mr. Stephen B. Nyarko,

HR-Security, Mr. Salifu Abdul-Latif, Technical Production, Ms. Akua Fosuah Adjapong and Mr. Moses Adjei both of the Music Department. The rest are Mr. Augustine Kaku, Religious Broadcast Department, Mr. Cyril Bubu Klinogo, Radio News and Ms. Elizabeth Asamoah Larbi, TV Production.

Mr. Ben Richman, Deputy Director of Human Resource reminded the participants of GBC's mandate to educate the public. "I therefore encourage you to do your bit to enhance the quality of service of the Corporation," Mr. Richman said.

Mr. Oko Dagadu of the Bureau of Local Languages was the training facilitator. Mr. Dagadu urged the participants to put what they have learnt into practice to make a positive impact in their field of work.

Mr. Cyril Bubu Klinogo, the course prefect was grateful to management for the honour done them.

Mr. Klinogo also called on management to extend the duration of the Ghanaian

Languages news presentation on television. "This will allow us to cover enough stories for the betterment of our audience," he said.

GBC LAUNCHES EBOLA AND CHOLERA CAMPAIGN

⇒ Con't. From Front Page

The Ghana Broadcasting Corporation has launched a 60 days media campaign on Ebola and Cholera. The programme dubbed "GBC Ebola and Cholera Response project", is in collaboration with PZ Cussons Company Limited with assistance from the Ghana Medical Association.

Launching the Project on both radio and television, Mrs. Francisca Ashietey-Odunton, DDG said GBC would use its media platforms to provide tips on Cholera and Ebola during the week, but listeners would be quizzed every Friday within the period and reward winners with products from PZ Company Limited.

Dr. Kwabena Poku Adusei, President of the Ghana Medical Association lauded the initiative and called for more public education to avoid preventable diseases.

Scheme Of Service Related Training Programmes For Staff

NAME OF OFFICER	COURSE OF STUDY	INSTITUTION
One (1) Radio staff of Savanna Radio	GLU/GIZ International Leadership Training	Global Labour University, Germany
Thirty-four (34) Radio & TV staff	English Refresher Course	Radio Training School [GBC]
Ten (10) TV News, Webcast and ICT staff	New Media Training	Ghana-India Kofi Annan Centre of Excellence/GBC
Sixty-five (65) Directors and Senior Management staff	Performance Management Instrument Training	Management Development and Productivity Institute (MDPI)/GBC
Engineering and Technical Production (1 st and 2 nd batches)	Digital Transmission Technology Course	Engineering Training school (GBC)
Fifteen (15) Radio Programmes and News staff	Pronunciation Of Local Names Training	Engineering Training School (GBC)
Four (4) ICT staff	ICT Training	Global Business Technologies Limited
Three (3) staff from Corporate Affairs & Marketing Divisions	Professional Development Programme	Institute of Public Relation Secretariat
Nineteen (19) on-air programme staff of the Radio Division	General Level Course	Radio Training School [Studio 4]
Four (4) staff from the Radio and Corporate Affairs Divisions	Events Management Course	Ghana Institute of Journalism [GIJ]
Thirty-eight (38) Engineering and Technical Production staff	Broadcast Transmission Technology Course	Engineering Training school (GBC)

One (1) staff from Twin City Radio	Programme in Radio & TV	Training Institute of African Media Communicators, Egypt, Cairo
Two (2) Stores Department staff	Strategic Stores and Inventory Management	Ghana Supply Company Ltd.
Twenty-four (24) Internal Audit staff	Specialist Internal Audit 'I' & Audit Reporting with Impact Training	ALTUM Training & Consulting
Six staff of the Music Department (Radio) & ICT Unit	Sound Archives Digitization Project	Goethe Institute, Ghana
Two staff of the Corporate Affairs and Marketing Divisions	2013 Accreditation Refresher Course	Institute of Public Relations [IPR]
Two (2) staff of Corporate Affairs Division	Communications Audit: Measuring Communication Efforts	Institute of Public Relations [IPR]
Twenty (20) staff from all divisions	Capacity Building Training for Middle Level Managers	Ghana Institute of Management & Public Administration [GIMPA]
Twenty-five (25) TV and Radio staff	On-Air Presenters Training	Radio Training School - GBC

MIKE AMON-KWAFO RETIRES

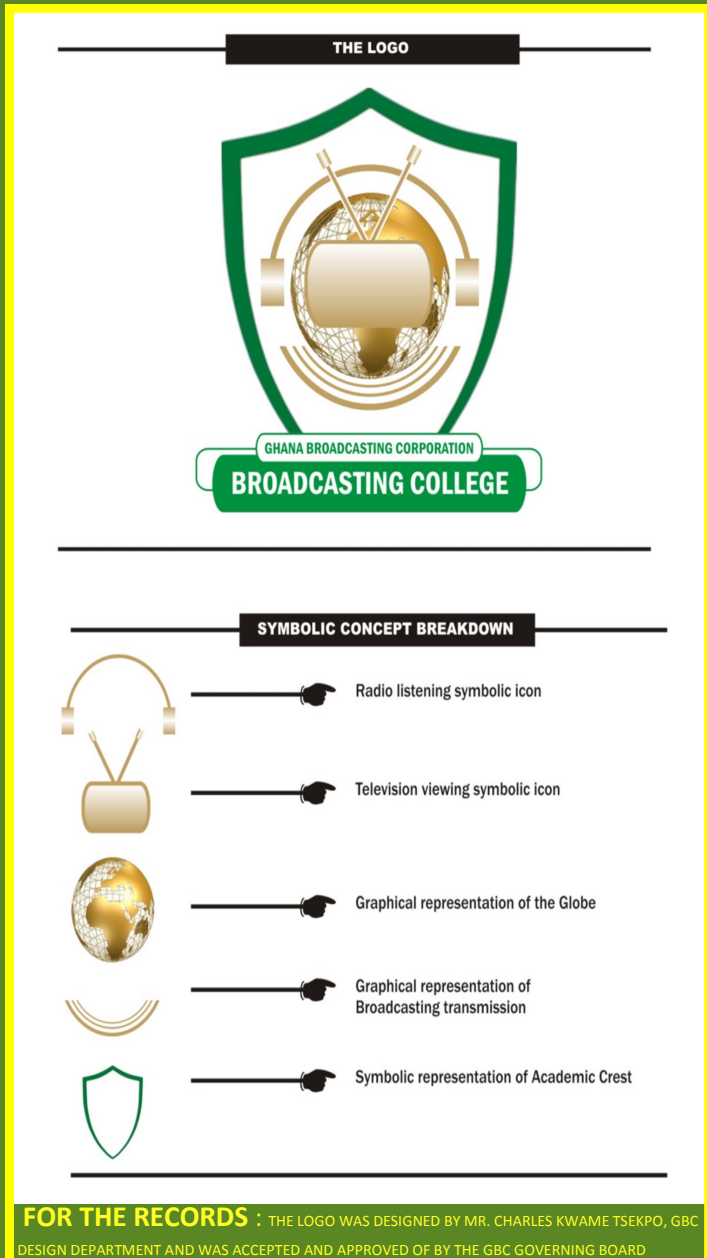
Mr. Mike Amon-Kwafo, DTV has started his leave prior to retirement from the Corporation.

Mr. Amon-Kwafo joined GBC in 1988 as a Designer, but went on voluntary retirement in 2003 and came back as a Director of Television in 2012. His retirement date is November 30, 2014.

"One of my achievements, is the rebranding of the Station's identity montage currently running on the station," Mr. Amon-Kwafo said.



LOGO FOR THE GBC PROPOSED BROADCASTING COLLEGE



COURSES OF RTS

Course	Duration	Participants
General Introduction to Broadcasting	Eight weeks	50
Current Affairs and Talk Radio	Five days	15-20
Introduction to Phonetics	Five days	15-20
Basic Presentation skills	Two weeks	15-20
Skills in speech presentation for professionals.	Two week-ends (four days)	15-20
Skills in ceremonial commentary.	Five days	10
Writing for the Broadcast Media - News		
News reporting	Five days	15-20
News editing.	Five days	15-20
Voice Over	Five days	15-20
Radio Studio Basics	Two days	15-20
Introduction to Radio Programme formats	Two days	15-20
Translation and Presentation in Local Language programming	Three week-ends or six days	15-20
Media Law Ethics and responsibility	Two days	15-20
Video and Television Production	Thirteen Saturdays. (This is a weekend only course)	

BECCU DEVELOPS STRATEGIC PLAN FOR 2014-2015 FINANCIAL YEAR



One key significant module of the plan is to strengthen the roll-out of the new policy, the Common Bond. The Common Bond allows non-members of staff to become members of the Credit Union, for better financial position.

The Common Bond is also one of the strongest policies, management of the Union identified, to implement, to expand and build the financial capital base of the Union for improved better services to members. The decision was taken at the 2014/2015 financial year strategic meeting in the Central Region.



With the Common Bond policy, Management and staff of the Union are entreating members of the Union, to sell the policy in their localities, especially, to road side traders, market traders and office workers including personnel from the various media houses. The renovated Outer Revenue office will be the centre to operate the policy.

Training Programmes Run By The Corporation For Staff

From 1st January to 30th June, 2014

Basic Security Awareness

Twenty Six security officers from the Human Resource Division participated in a one-day seminar on "Basic Security Awareness" at the ETS. The seminar was facilitated by a Consultant from Global Eye Investigation Services.

COURSES OF RTS

⇒ Con't From Page 9

Introduction to Television Graphics	1 week	
Computer Graphic Design	Two weeks	
Introduction to Basic Film and Television Production	2 weeks	
Introduction to Basic script-writing for Film and Television Production(Drama)	2 weeks	
Film and Television Marketing	1 week	
Film and Television Entrepreneurship.	1 week	
Film/ TV Production Management	4 days	
Film and Television Aesthetics	4 days	
Introduction to basic Film/ Video Editing (Theory)	2 weeks	
Video Editing (practicals)	5 weeks	
Concept ,Idea development for Film and TV programmes	4 days	

Multi-Media Workshop for Technical staff

The Corporation organized workshops for selected Television Technical Production staff involved in the operation of the GTV Digital Channels.

The workshop was aimed at upgrading the skills of participants in *Content Processing & Packaging, Program Scheduling & Play out* for the digital multichannel broadcast take-off.

Tapeless Production

A one-day training was held for staff of Television and selected staff from Film Library.

New VAT Law

AA&K Consulting Services Limited held a seminar on the new VAT Law for 3 members of staff of the Finance Division. Topics treated included: Overview of the New Vat Law, Expansion in the scope and coverage of the VAT Law, Issues relating to input tax credit, Impact on business and the way forward.

Training Manager's Workshop

A week-long workshop was organised to train Training Managers and Officers from all the divisions, at the ETS.

The training was designed to: upgrade the knowledge and skills of participants to enable them to efficiently manage and co-ordinate training activities and align training to organizational goals. It was facilitated by Mr. Oscar Nchor, Director of Technical Production.

Corporate Strategy and Smart Target Setting

Divisional Directors, Deputy Directors and Senior Managers from the various divisions attended a seminar on "Corporate Strategy and Smart Target Setting" at the ETS. Major Albert Don-Chebe (Rtd.), DG handled the training and was assisted by Mr. Ben Richman, DDHR. The seminar was designed to educate participants on how to set Smart Targets in accordance with the Corporation's standards.

MTA International Training in Motion Graphics

GBC in collaboration with the Ahmadiyya Muslim Mission organised a five-day course in Motion Graphics aimed at enhancing the quality of graphics on our screens. The workshop was attended by selected staff from graphics, Editing and set Design Departments. The course was handle by Mr. Zacharya Bhatti from Dinsey.

⇒ Con't On Page 11

Training Programmes Run By The Corporation For Staff

⇒ Con't From Page 10

Toyota Ghana Training Programmes

Two staff from the Transport Section attended a six weeks training programme at the Toyota Ghana Training School.

Scheduling and play out Training Workshop

Training on the 'Play out system' on Digital Channels was organised for Technical staff at the Creative Centre (the old Television newsroom).

ATTACHMENT

Forty-four (44) students from both Government and private tertiary institutions were granted permission to do their internship in the various divisions during the period under review:

Radio	-	13
TV	-	18
Engineering	-	9
Technical	-	0
Human Resource	-	3
Corporate Affairs	-	1
Marketing	-	-
Finance	-	-
Total	-	<u>44</u>

OUTSIDE INSTITUTIONAL TRAINING REQUESTS

Don Bosco Technical Institute had its staff trained in GBC. Mr John Acquah, Senior Manager Technical Production facilitated the training.

The Kristo Asafo Mission of Ghana also had its staff trained from GBC to manage its Television Production / News. Facilitators were from Television and Technical Divisions.

STUDY LEAVE

NAME	DIV.	TYPE OF STUDY LEAVE	INSTITUTION	COURSE
RICHARD OFOE KUGBLENU	TV	WITH PAY	WESTMINSTER INTERNATIONAL COLLEGE, MALAYSIA	B.A. BUSINESS STUDIES
FELICIA DAWOOD	RADIO	WITH PAY	UNIVERSITY OF CAPE COAST	B.A.
ELIZABETH OPPONG-BONSI	TV	WITH PAY	NATIONAL FILMS AND TELEVISION INSTITUTE (NAFTI)	PROF. DEGREE IN EDITING
AUGUSTINA DODOO	CORP. AFFAIRS	WITH PAY	AFRICAN UNIVERSITY COLLEGE OF COMMUNICATION (AUCC)	B.A COMM. STUDIES.

NMC APPOINTS ONE NEW BOARD MEMBER

The National Media Commission (NMC) in consultation with the President has appointed Mrs. ROSE NWOKOCHA Board member to add up the existing members. Mrs. Nwokocha became a member of the Board on Jan. 15, 2014



MORE PICTURES FROM 2014 MID-YEAR REVIEW CONFERENCE



Left: Board with Regional Directors



Right: Board with Channel Managers



Left: Board with Union Executives



Right: Board with budget reps & others



Left: Regional Directors



Right: participants at the conference



Left: Ag. DOCA stressing a point to Ms. Rose



Right: participants at the conference



Judith Brifo, Legal



Left: the Board



Right: DG with budget reps

Faces of Some of The Gallant Staff Who Work Behind The Scene to Make Sure GBC Transmits Perfect Pictures and Sound



Daniel-TV-MCR/PC



Ben-VTR-Covortor



David-Sat. M. Links



Anthony-Sat. M. Links



Felix-Sat. M. Links



Walter-Sat. M. Links



Emmanuel-Sat. M. Links



Joseph-Sat. M. Links



Obuopong-TV-STD



Felicia-TV-STD



Razak-TV-CAR/MCR



Emmanuel-TV-CAR/MCR



Eric-TV-ENG



Philip-TV-MCR/PC



Hanson-VTR/Convertor



Mohammed-TV OB



Daniel-MCR/PC



William-N. Complex



Robert-Sat. M. Links



Geoffrey-TV Studios



Daniel-TV Studios



Bernard-Sat. M. Links



Julius-TV VTR/Convertor



Gerald-TV Studios



Frederick-TV G. Maint.



Felicia-TV Studios



Christian-TV Studios



Evelyn-TV Studios



Ebenezer-TV MCR/PC



Van-TV Studios



Jackson-TV Studios



Kingsley-N. Complex



David-N. Complex



Henry-N. Complex



Emmanuel-N. Complex



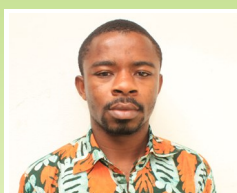
William-TV MCR/PC



Abigail-TV MCR/PC



Henry-N. Complex



Gamel-N. Complex



Cyril -N. Complex



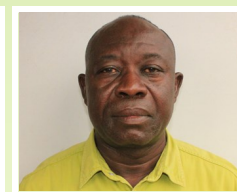
Jules-TV G. Maint.



Stephen-Camera



Pascal-Camera



Baisil-Sat/Links



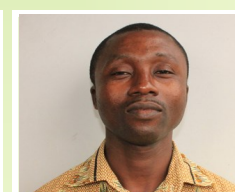
Theo-TV OB



Carlos-TV OB



Welbeck-TV OB



Daniel-TV OB

HIGHLIGHTS FROM DURBAR-AUGUST 13, 2014

Major Albert Don-Chebe (Rtd) has said there is no way the corporation could be weaned off government subvention without the revision of the Television Licence fee since GBC relies heavily on it for sustainability.

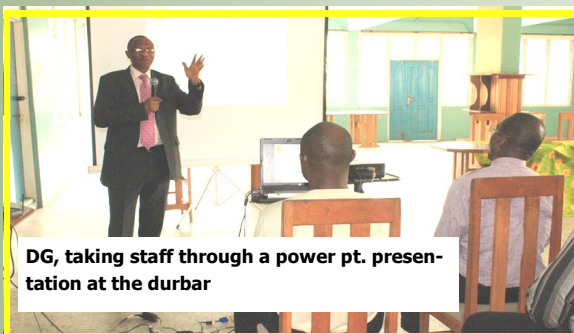
Major Don-Chebe said any proposed government plan to make GBC autonomous, must be put to test for three years.

He said the June 17, 2015 target for the migration would be unattainable, however a partial migration is possible. With the partial he said some parts of the country will be migrated while others remain analogue.

Mr. Louis Darko and Rev. Ernest Opoku, Union executives urged management to be wary of any decision to wean GBC off government subvention. They said GBC was established by laws and those laws were still in the books. They maintained that GBC should be allowed to collect Television Licence, run commercials as well as grants from government as it was being done in countries like United Kingdom and Germany.

The rest of highlights:

- ⇒ Digital migration project is to help GBC to rollout regional television stations.
- ⇒ GBC is poised to fence all its lands doted both in Accra and the regions.
- ⇒ Supervision is very poor in the offices. Supervisors must step up their supervisory role to help build good working culture in the various offices.
- ⇒ All GBC's training schools have been merged to form "GBC Broadcasting Collage." And that the various offices of the schools would be used as departments (faculties).
- ⇒ GBC is currently running under the expected staff strength quota approved by government, however it has been very difficult to recruit.
- ⇒ Performance of the regional stations continues to be very poor and needs drastic turnaround solutions.
- ⇒ GBC needs to add other sources of funds to support the traditional ones.
- ⇒ Structures of GBC Clinic to be turned into story buildings to save land.



DG, taking staff through a power pt. presentation at the durbar



Management staff and other members of staff at the durbar



The Executives of the Unions were

Views on Weaning GBC off Government's Subvention

Prof. Stephen Addai

Professor Stephen Addai, former Board Chairman of GBC, and Head of Ghana Institute of Management and Public Administration, GIMPA has expressed support to moves by government to wean off some public institutions including GBC off its subvention. Professor Addai said GBC could be self-financed, if it charges ten Ghana Cedis as television license fees.

Prof. Audrey Gadzekpo

Prof. Audrey Gadzekpo, former Board Member and lecturer at the School of Communication has cautioned government against the weaning of GBC off its subvention.

⇒ **Con't. On Page 15**

FILM VIDEO DEPARTMENT

Camera, Lighting, Sound and Graphics Sections



**CAPTURING SCENES ON RIVER VOLTA
IN BIG ADA**



RECORDING INTERVIEW AT THE PRESIDENCY

By: Aaron G.K. Sam-Egbede, Manager, Sound

The Film Video Department in the Television Division started as a film Production Division, which put pieces of pictures and sound together to tell a story. The story is either to give INFORMATION, EDUCATION, ENTERTAINMENT or ADVERTISEMENT. The name, Film Unit, was changed with time to Film Video Department.

The Department liaises with staff from television news and production departments to produce the following:

Inserts; Interviews of key personalities; Footage for background information; Events' coverage; example, Education, Religion and Health shows; House-film clips of actuality; Documentaries; Drama; Discussion and Feature Programs on storage device either using an Electronic News Gathering (E.N.G) or an Electronic Field Production (E.F.P) system, whereas Studio Camera, Outside Broadcast (OB) and Video Tape Recording (VTR) perform Live Telecast.

Personnel of the Film Video Department must have a clear understanding of Film Video functions and roles for a good standard in television production. This is because shots are taken instinctively without prompt.

VIEWS ON WEANING GBC OFF GOVERNMENT'S

SUBVENTION ⇒ **Con't From Page 14**

"There is a danger in weaning GBC off government subvention, because it will deepen the commercialization of its programming, and already, we feel there are more of that," Prof. Audrey said. "GBC's programme content should not be like those on other commercial television stations, there should be a distinction. GBC's programmes should be culturally important, not just indigenous, but evolving cultures, and good quality intellectual programmes, which cannot be seen on any other stations," she said. She said what the authorities must do is to transit GBC from the State Broadcaster to true public service broadcasting.

Eva Lokko

Madam Eva Lokko, former Director General of GBC, also called on management to open up more revenue generation avenues, including the television license fee to rake in enough money to sustain the Corporation, with particular attention to payment of salaries.

William Ampem Darko

William Ampem Darko, former Director General of GBC, described the decision as suicidal. Mr. Ampem Darko said, GBC should rather re-position itself to deliver its mandate as a Public Service Broadcaster. He said upwards review of the television license fee would help GBC to discharge its mandate effectively.

Mr. David Anaglatey

Mr. David Anaglatey, former Director General of GBC, believed that the Public Broadcasting role of the Corporation would be lost, if government takes GBC off its subvention. Mr. Anaglatey said taking GBC off government subvention, would mean that the Corporation would focus more of its attention on commercial activities, at the expenses of public service duties.

Congratulations!! Wedding Album

Solomon Okoe Ahuloo, I.C.T Technician, Obonu FM, Tema and his bride, Ivy Akuorkor Adjei, a beautiful. They are both twins.



LADIES ASSOCIATION ORGANISES DEBATE

As part of activities marking the 79th Anniversary of the Ghana Broadcasting Corporation, the GBC Ladies Association has engaged its members in a debate on the topic "Digital Television, Beneficial to the Viewer, Broadcaster and the Nation" to educate the public on the digital migration.

Those in support of the motion, Celetine Avi and Ivy Abekah-Ninson explained the need for government and society to support the technological advancement of broadcasting in the country.

Some of the benefits raised were, improvement in the quality of broadcasting, making television content more robust, spectrum efficient and clearer pictures for consumers.

Those opposing the motion, Matilda Koramah Appiah-Kwakye and Racheal Owusua Ahenkorah also stated that digital migration comes with a huge cost which would outweigh all the benefits enumerated.

"I do not think for a minute my co-debater thought of the viewer who would need to spend money to purchase a new TV set in order to receive digital transmission," Ms. Matilda Koramah Appiah-Kwakye said.

Mrs. Irene Duncan-Adanusa, Board Member congratulated both parties for the good skills exhibited on the topic and urged them to organize similar programmes in the Ghanaian Languages.



The contestants were receiving a handshake from Mrs. Duncan-Adanusa, Board member



The contestants and the judges



Some of the dignitaries and members of staff present

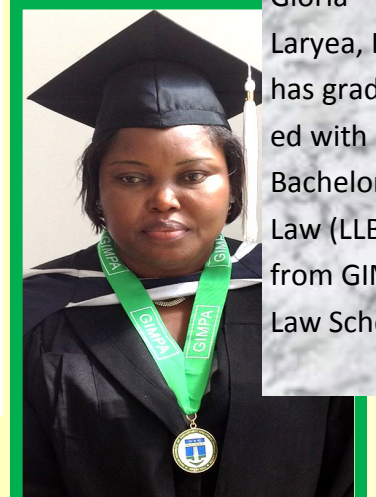
CONGRATULATIONS!!



Gloria Angmorkie Anderson, Radio News is beaming with similes after her graduation at the Kofi Annan International Peacekeeping Training Centre with MA Gender, Peace and Security.



Justice Mingle, Radio News has graduated with Bachelor of Law (LLB) from GIMPA Law School.



Gloria Laryea, Legal has graduated with Bachelor of Law (LLB) from GIMPA Law School.

GBC SIGNS 2014 PERFORMANCE CONTRACT

GBC has signed this year's performance contract with government in Accra. Ambassador Kabral Blay-Amihere, Chairman-NMC, Oscar Bruce, Board member and Mrs. Francisca Ashietey-Oduntum, DD-G signed for GBC, while Hon. Seth Terkpe, Minister of Finance signed for government.

Hon. Seth Terkpe urged State Owned Enterprises (SOEs) to service their debt obligations when due.

"The SOEs should contract loans they have capacity to repay from their internally generated funds (IGF) without government's support." Hon. Terkpe said "they must borrow on the strength of their own balance sheets."

Meanwhile, government has initiated a process to ensure that managers of SOEs have real autonomy in the day-to-day operations of their institutions and at the same time strengthening

their accountability to government.

Dr. Camynta Baezie, Ag. Executive Chairman of the State Enterprises Commission said a board would be put in place this year to start the reorganization and reformation process to further strengthen the capacity of the Commission to deliver on its mandate. Dr. Baezie urged managers of the SOEs to rise above their challenges and use the Performance Contract as a tool to transform their organizations.



Left: DDG signing the performance contract document



Right: some of the GBC reps who were there

GBC GRABS SEVEN OF THE GJA AWARDS

Five members of staff and two different radio programmes on Uniiq FM and Obonu FM have received seven of the awards at the 19th GJA Awards Night organized on August 30, 2014 in Accra.

Names and category of awards are Mark Kwabena Sasu, Camera Dept., Photo Journalism, Soyokuor Quarcoo-Tchire, Agriculture, Isabella Owusua Opong, Education, Rebekah Awuah, Entertainment, and Rachael Quartey, Science, all of TV News.

The rest are Bright Agamah, Edmond Tetteh, Christopher Asiedu, Agartha Asamoah, Felix Coffie and John Pobee, "Behind the News," a programme on Uniiq FM, Best Quality Programming and Nii Adjei Klu, Awo Dede Akrong and Ofori Quaye, Neegbe Nyeshe, a programme on Obonu FM, Best Ga Programme.



From left: Awo Dede Akrong, Klu Nii Adjei and Ofori Quaye, Best Ga Programme.



Edmond Tetteh, Christopher Asiedu, Agartha Asamoah, Felix Coffie and John Pobee, Best Quality Programming

MINERALS COMMISSION CALLS ON MANAGEMENT

**The delegation and Management
of GBC in the Boardroom**



A delegation from the Minerals Commission has paid a courtesy call on Management in BH to solicit GBC's support to fight illegal mining activities in the country.

Dr. Tony Aubyn, Chief Executive Officer of the Minerals Commission said illegal mining also known as galamsey and improper tracking of the use of revenue accrued from mining at the district and municipal levels were some of the major challenges of the Commission.

Major Albert Don-Chebe, Director General of GBC pledged the corporation's commitment to support the commission to develop the mining sector.



RELIGIOUS BODIES APPEAL TO GBC TO SANITISE AIRWAVES

Heads of religious bodies have appealed to GBC to help champion the sanitization of the airwaves that have been polluted by some unscrupulous individuals in the name of religion.

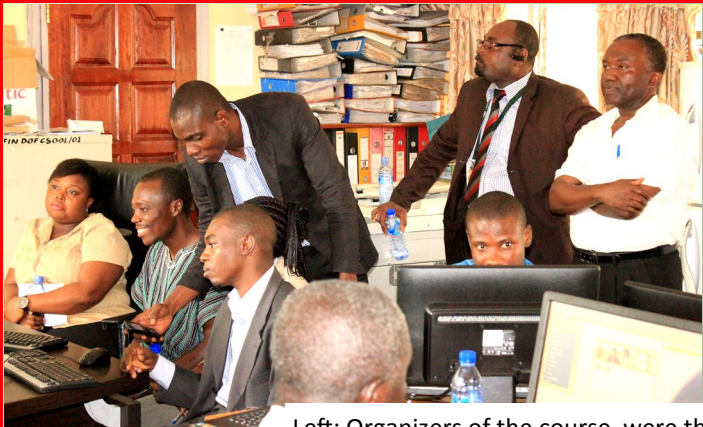
Apostle Dr. Alfred Koduah, immediate past General Secretary of the Church of Pentecost and Interim Chairman of GBC Religious Broadcast Advisory Council said the rate at which some religious people were taking undue advantage of the vulnerable in society and also polluting the airwaves was alarming. Dr. Koduah said GBC as Public Service Broadcaster must curtail the phenomenon before it gets out of hand.

He said one of the main concerns of the Council was how the religious departments of both radio and television would be harmonized into one department, a situation which is not ensuring smooth and coordinated approach to religious broadcasting.

Dr. Koduah raised the concern at a Religious Advisory Council meeting in Accra.

Mr. Oscar Nchor, Director of Technical Production assured the Council that management would take steps to address the challenges and concerns raised. Mr. Nchor said Management would continue to provide quality and holistic broadcasting to the public.

COMPUTER TRAINING PROGRAMME FOR FINANCE STAFF



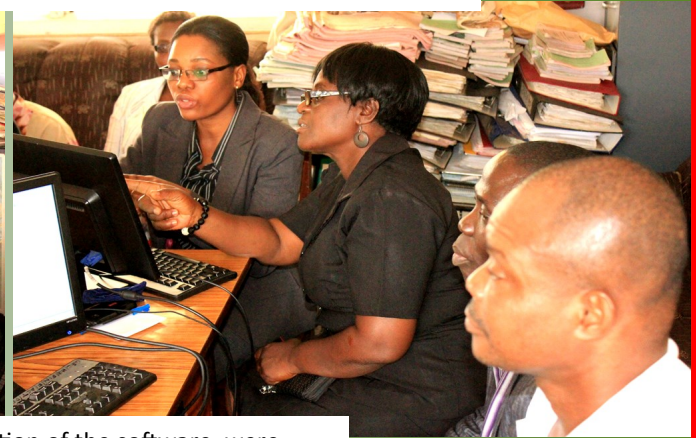
Left: Organizers of the course were there to ensure fruitful training



Right: participants including Susanna (extreme rt.) were trying their capabilities.



Those who understand the operation of the software, were explaining it to their colleagues, while others were observing



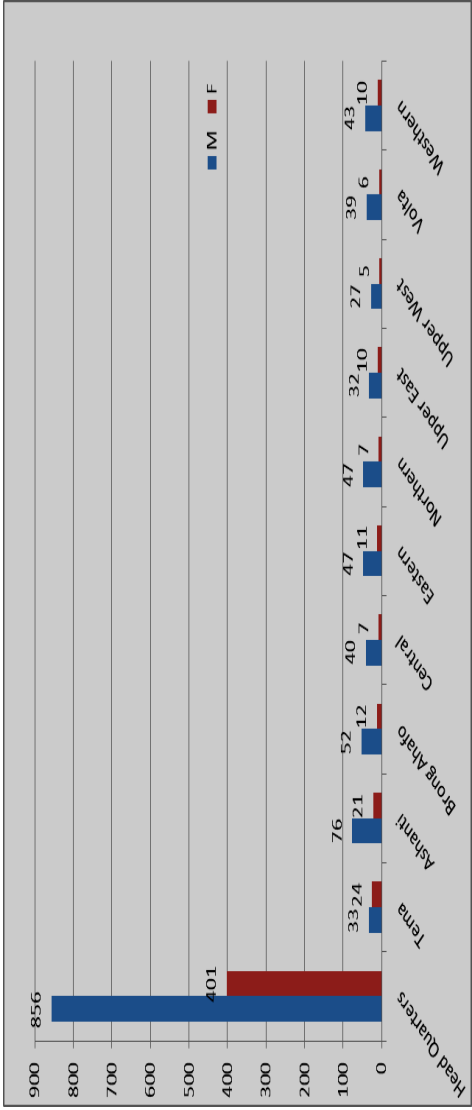
A computerization project (SAP Business one) application software training has been organized for staff of the Finance Division. The training exercise is part of the corporation's effort to computerize the Finance Division.

The project is to provide GBC with a set of consistent financial policies, procedures, and processes that will improve Corporation's ability to capture and access financial information needed to better manage its financial operations and reporting.

CORPORATE STATISTICS:

• Staff Strength As At 30th June, 2014

REGION	Greater Accra				Ashan-ti			Brong Ahafo			Cen-tral			East-ern			North-ern			Upper East			Upper West			Volta			Western			TOTAL
	HQ		TEMA		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
DIVISION																																
Audit	9	5	1	-	-	1	-	1	1	-	1	-	1	-	-	-	1	-	1	-	1	-	1	-	1	-	1	-	-	23		
Corporate affairs	19	54	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	76		
Engineering	183	7	3	1	13	-	19	1	7	-	10	-	6	-	-	10	1	7	1	10	1	7	-	7	-	7	-	-	-	281		
Finance	48	27	3	1	3	1	1	1	2	1	1	1	2	-	2	-	1	1	3	-	1	1	3	-	3	-	3	-	-	102		
Human Resource	103	87	5	1	17	6	10	3	10	2	12	4	4	4	3	4	5	-	6	3	8	2	2	9	2	2	2	2	2	299		
Marketing	18	12	1	1	4	1	3	-	2	-	2	-	1	-	2	-	2	-	4	-	2	-	2	-	2	-	2	-	-	55		
Radio	96	71	11	17	15	5	11	4	6	4	15	5	4	3	13	6	5	4	6	1	3	8	3	1	3	8	3	8	3	313		
Technical Produc-tion	184	9	5	-	19	5	5	1	10	-	7	-	22	1	3	-	5	-	6	-	17	-	2	-	2	-	2	-	-	299		
Television	196	129	4	2	5	1	3	1	2	-	2	1	3	-	2	-	2	-	3	-	2	-	2	-	2	-	2	-	-	358		
TOTAL	856	401	33	24	76	21	52	12	40	7	47	11	47	7	32	10	27	5	39	6	43	10	6	43	10	6	43	10	10	1806		



• REGIONAL REVENUE RANKING JAN - DEC, 2013

Volta Star Radio recorded the highest revenue of the year, followed by

- Radio Savanna
- Obonu FM
- Radio Upper West
- Garden City Radio
- Radio BAR
- Sunrise FM
- Radio Central
- Twin City Radio
- URA Radio

A bar chart representing GBC staffs strength by gender with respect to the regions.

Source: Statistics

DEPARTMENTAL TRANSFERS:

As At March 31, 2014

NAME	OLD	CURRENT
Tahiru Abdul- R.Mohammed	Bolga U/E	Accra (Hd. Qts)
Juliet Danso-Ankrah(Ms)	Marketing	Cor. Affairs
Khanmu Abdul Karim	Accra (Hd. Qts)	Tamale N/R
Amoah Comfort	Obonu FM (Tema)	Accra (Hd. Qts)
Janet Owusu-Darkwa (Ms)	Television Division	Corp. Affairs
Desire Dzakpasu	Bolga U/E	Accra (Hd. Qts)
Adelaide Norkor Addison (Mrs.)	Marketing	Human Resource
Nii Odartey Lamptey	Television News	Governance Channel
Daniel Engmann	Dir. Of HR office	Archive
Newlove Mamattah Jnr.	Telvision News	Governance Channel
Millicent Arthur	Human Resource	Marketing
Frederick Ofori Nuako	Radio	Human Resource
Mark Agodoo	Amedzofe V/R	Accra (Hd. Qts)
Lydia Aduko	Dir. HR Office	Dir. General Office
Linda Odoi (Ms)	Television Division	Human Resource
Rita Essuman	Audit	Human Resource
Stephenson L. Aggrey	Koforidua	Sekondi
Dominic Assuah Almoo	Scenery Deco. Tv	Editing Depart. Tv
Isaac Harvey	Cape Coast	Accra (Hd. Qts)
Baba Issahaku	Bolga U/E	Accra (Hd. Qts)

Edward Asante	(HR)Archive	Record Room (HR)
Evans K. Acheampong	Radio Admin	Strategic Planning Unit
Doreen Appau-Duah	Engineering Admin	Dir. HR (Office)
Lydia Afua Adansi	Radio Admin	Engineering Admin
Joyce Amoakoa Amoako	Accra (Hd. Qts)	Sunyani W/R,BAR
Adjormado B. Koblatse	Accra (Hd. Qts)	Amedzofe V/R
Michel Adadoaji	Cape Coast	Sekondi W/R
Akwetey O. Armah	Kumasi	Koforidua
Errone N. Nortey	Ho V/R	Accra (Hd. Qts)
S. K. Hans-Mensah	Traffic Section	Mechanical Workshop
Helen Dzife Cudjoe	Radio	Marketing
Judith Adu-Mensah	Accra (Hd. Qts)	Cape Coast
Emmanuel Arku	Human Resource	Finance
Edward Cudjoe	Human Resource	Engineering
Eunice Roberts	Obonu FM (Tema)	Accra (Hd. Qts)
Eric Yaw Dankwa	Transport Section	General Services Depart.
Alex Zinkam	Security Depart.	General Services Depart.

REGIONAL ANNUAL BROADCAST TIME JANUARY-DECEMBER, 2013

VOLTA STAR RADIO

Total Annual Broadcast Time in 2013 was 6971Hours.

Allocation of broadcast time in 2013 was 21.05% to Education, 15.79% to Entertainment, 21.05% to Information, and 15.79% to Commercials.

RADIO CENTRAL

Total Annual Broadcast Time in 2013was 6880 Hours.

Allocation of broadcast time in 2013 was 20.0 % to Education, 25.0 % to Entertainment, 15.0% to Information, and 10.0 % to Commercials.

TWIN CITY RADIO

Total Annual Broadcast Time in 2013was 7560 Hours.

Allocation of broadcast time in 2013 was 22.80% to Education, 16.70% to Entertainment, 28.80 % to Information, and 5.80% to Commercials.

RADIO BAR

Total Annual Broadcast Time in 2013 was 6935 Hours.

Allocation of broadcast time in 2013 was 29% to Information, 15% to Commercials, 32% to Education, and 12% to Entertainment.

RADIO UPPER WEST

Total Annual Broadcast Time in 2013 was 6570 Hours.

Allocation of broadcast time in 2013 was 20.30% to Information, 57.90% to Entertainment, 4.40% to Education, 5.10% to Commercials and 7.20% to Religion.

URA RADIO

Total Annual Broadcast Time in 2013 was 8280 Hours.

Allocation of broadcast time in 2013 was 29.10% to Information, 13.50% to Education, 21.80% to Entertainment, and 13.50% to Commercials.

SUNRISE FM

Total Annual Broadcast Time in 2013 was 6708 Hours.

Allocation of broadcast time in 2013 was 22.64% to Information, 18.31% to Education, 21.10% to Entertainment, 14.84% to Commercials.

RADIO SAVANNA

Total Annual Broadcast Time in 2013 was 7630 Hours.

Allocation of broadcast time in 2013 was 38.04 % to Information, 9.51 % to Education, 10.87 % to Entertainment, 16.30 % to Commercials.

GARDEN CITY RADIO

Total Annual Broadcast Time in 2013 was 8760 Hours.

Allocation of broadcast time in 2013 was 22.26% to Information, 24.93% to Education, 12.85% to Entertainment, 10.20% to Commercials.

UNIQ FM

Total Annual Broadcast Time in 2013 was 8064 Hours.

Allocation of broadcast time in 2013 was 30.0% to Information, 23.0% to Education, 25.0% to Entertainment, and 4.0% to Commercials.

OBONU FM

Total Annual Broadcast Time in 2013 was 7739 Hours.

Allocation of broadcast time in 2013 was 20.3% to Information, 23.6% to Education, 15.6% to Entertainment, 14.15% to Commercials.

TELEVISION

Total Annual Broadcast Time for 2013 was 7229 Hours. Broadcast time allocation in 2013 was 20.36 % to Information, 27.5% to Entertainment, 16.0 % to Education, 3.6 % to Commercials and 9.0 % to Sports.

TECHNICAL HEADS VISIT RADIO CENTRAL, KISSI

TRANSMITTER SITE, KAKUM NATIONAL PARK AND CAPE COAST CASTLE

The Heads of Technical Division has embarked on a day working visit to Radio Central, Kissi Television Transmission Station to acquaint themselves with the current state of affairs with regards to transmission, and reception of the station.

From the station, they continued to the Kakum National Park to socialize.

They were taken through the thick forest and then had a feel of walking on the Canopy Highway and then to the Cape Coast Castle.

They returned to Accra more refreshed with new ideas and enthusiasm expected to drive their proficiency, efficiency and pro-activeness.



The staff were being taken through some of the schedules at the station



Robert Storph



Yaw Apaloo



Staff were being briefed about the history of Cape Coast Castle



Kwamina Baisel

Mensah Nyarkoh Retires As Ag. DOCA

"It is prestigious to work with GBC, but very challenging and interesting." These were the exact words Mr. Mensah Nyarkoh, former Ag. DOCA used to answer the question "What is it like to work with GBC?"

Mr. Nyarkoh, a native of Offinso in the Ashanti Region, joined the Corporation as a Junior Technical Assistant and rose through the ranks to become Chief Technical Superintendent before he was appointed the northern sector Public Relations Officer by Dr. Kofi Frimpong, former Director General in 1996.

He was later transferred to Accra, but in 2005 had another appointment to Tamale as Regional Director. He then returned to Accra in 2008 to become the Head of Publications. Mr. Nyarkoh also became the DDOCA before he being appointed Ag. DOCA, a post he held till his retirement.

"During my tenure as Ag. DOCA, I had support from staff of the Division and colleagues Directors, which made me to handle all work with dispatch; got new Uniforms for Kitchen Staff; the concrete chairs under the trees; GBC's frontage improved; chaired the DTT launch committees in both Accra and Kumasi; saw to the publication of the newsletter on schedule; and maintained good working relations with Diplomatic Missions, like India; Colombia and Australia," he said.



. Nyarkoh interacting with a visitor at his office



Mr. Nyarkoh stressing a point to Rose, Board member



Mr. Nyarkoh with his colleagues director DDG, DTP & DHR at durbar

He said staff and colleague directors including the Maj. Don-Chebe he worked with described him as "action man" due to committed and seriousness he attached to his work. He advised staff to show dedication, commitment and above all discipline towards work for GBC to become a desired station for all.

Mr. Nyarkoh also had a lot of experience in unionism. He started as Branch Secretary and rose through the ranks to become the National Chairman of PSWU, in 1995-2007. "Under my chairmanship, the Union put up a Centre in Kumasi, a show piece for Ghana TUC, a guest house in Accra, on a two acre land at T.D.C. and purchased SSNIT flats in the regions for staff," he said.

Mr. Nyarkoh said GBC needs a new work culture; orientation; thinking; and a new direction to survive the competition. To make this a dream come true, "the executives of the Unions must depart from the traditional way of managing the unions, and rather concentrating on new trends, including performance contract education, join hands with Management to deliver on its mandate and instilling of discipline among staff," he advised.

Mr. Nyarkoh holds certificates in the following academic disciplines, GCE O' Level, Diploma in Engineering (GBC Engineering School -1977), Diploma in Political Economy-Sofia-1984/85), Job Evaluation, and City & Guilds (London Institute Telecoms). Mr. Nyarkoh made numerous international travels to attend labour conferences in more than nine countries, including Japan, China, UK, India, South Africa, Geneva and Bulgaria, Vienna, Cyprus, Kenya just to mention a few.



Group photograph of Management and 59 students who graduated with certificate in Introduction to Broadcasting at the RTS on July 25, 2014



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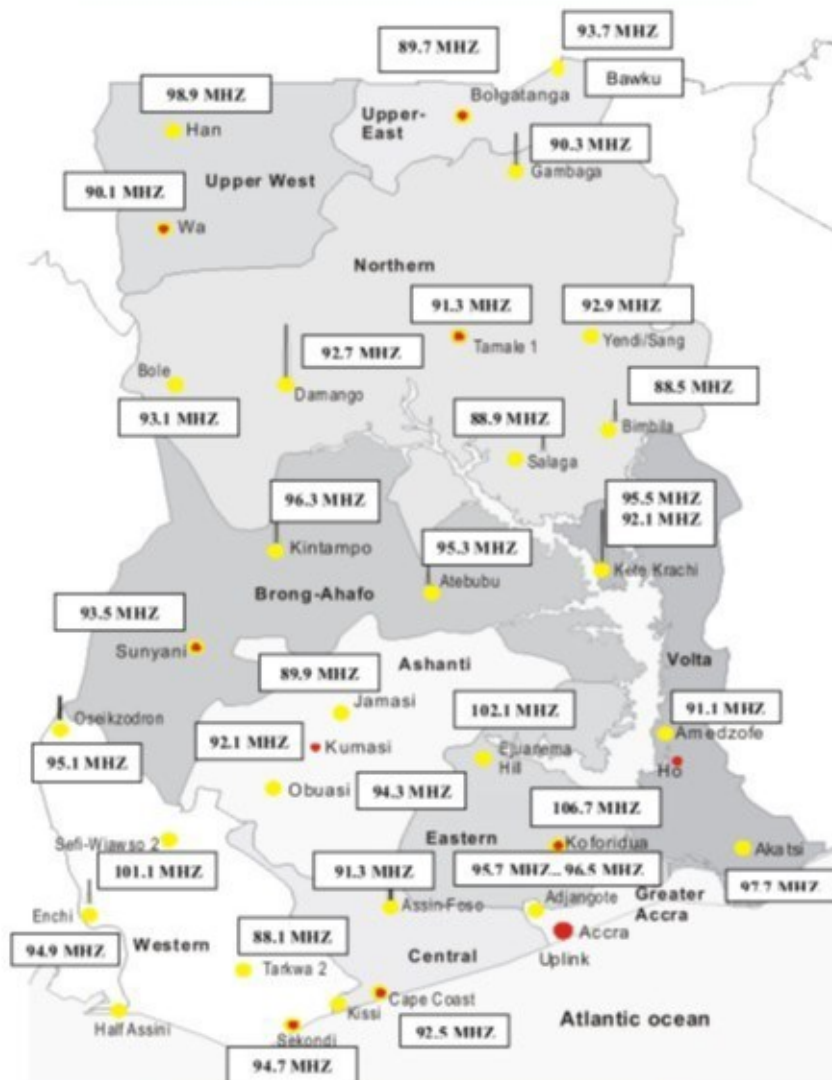
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GBC FM TRANSMITTER FREQUENCIES



The Ghana Broadcasting Corporation is a giant electronic media (Radio and Television) organization tasked with a mission to lead the broadcasting industry through quality programming, which promotes the development and cultural aspirations of Ghana as well as undertaking viable commercial activities.

GBC has one National TV Station and three Digital Terrestrial TV Channels, which are currently being piloted in Accra and Kumasi as well as one National Radio and 15 FM stations spread over the length and breath of the country.

GBC has 31 FM and TV transmitter sites. GBC also has (10) Transposer sites as well as 50 KW-HF Transmitter in Accra to serve the whole nation.

GBC's main line of business activity is the production and delivery of Television and Radio Programmes on its airwaves to consumers. The Corporation's Programmes are funded wholly from internally generated funds (IGF) mostly through adverts, sponsorship, transmission mast and space rentals.

For more information contact:

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G*
The Authentic & Trusted
Voice Of Ghana

UNIQU 95.7 AND
REGIONAL FM STATIONS

G*
SPORTS+
The Legends Live

GBC 24
All News Channel

G*
life
Your Religion &
Culture Channel

G* GOVERN
Demystifying
Governance

OBONU TV
Nilee Sɔ̃nɔ̃