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DREAM IT.
LIVE IT.

SPEKTRA

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"Make your life a masterpiece;
Imagine no limitations on what you can be,
have or do."

William Evans Halm (A.G.I.A)

Gung Ho!!!

Human Resource Management

from the Labor Law Perspective, rights of the employer

Welcome to the HR corner of Spektra Global Monthly Newsletter. In this section, we look at the rights of an employer. The labour Law, Act 651 of 2003 is a social legislation that was drafted through a collaboration between Organized Labour, Employers Association and Government. A careful reading of the law reveals a balance in respect of the rights and duties of an employer and employee. Let's walk through the rights of an employer under the act.

Section 8 of Act 651 captures the rights of an employer as follows

8 (a) Employ a worker, discipline, transfer, promote and terminate the employment of the worker;
When you go through any standard HR policy, you will come across policies on promotions, termination, transfers, discipline and employment. These policies have their legal backings from the labour Law. The onus lies on the employer to draft policies to cover all these areas.

However whatever policies the employer formulates must be in tandem with the law. For example any policies on discipline must conform to the rules of natural justice such that employees who engage in a misconduct or goss misconduct should be given a fair hearing. Even if it is a theft case, give them a fair hearing and such hearing should be documented for records sake in case the matter ends up at the National labour commission or any labour court.

Taking it from the perspective of the right of the employer to employ, the same law entreats the employer not to

discriminate against persons on grounds of gender, race, colour, ethnic origin, religion, creed, social or economic status, disability or politics when it comes to employment (Section 14 e)

In as much as the employer has the right to terminate, there should be grounds for the termination such as poor performance, misconduct, ill health, mutual agreement between the employer and employee, redundancy under section 65. When legal restrictions are placed on the employee such that he or she cannot perform the work for which he/she was employed to do, the employer has the right to terminate.

Other rights of the employer (section b to d) include the right to formulate policies, execute plans and programmes to set targets; modify, extend or cease operations; determine the type of products to make or sell and the prices of its goods and services.

In setting targets, the employer needs to convert this right into a performance management policy where appraisals are conducted every mid-year and end of year based on agreed targets so that the requirements of matching remuneration with productivity under section 98(g) would be achieved. The right of the employer to determine the type of products to make or sell and its prices falls under the business strategy of the company.

In our next edition, we look at the responsibilities of employers. Don't miss it.



PROJECT OF THE MONTH

SEEDCO HEAD OFFICE

Seedco Ltd is a construction company that specializes in steel structures for the mining industry.

The design of their head office is meant to provide solutions for business operations, staff accommodation and recreation and secondary income generation for the company.

We therefore created this mix-use facility to have all these transactions in a four storey-structure, with a total floor area.

THE FUNCTIONS HAVE BEEN SEGREGATED AS FOLLOWS:

Ground floor: commercial lettable spaces

1st floor: Seedco offices

2nd floor: staff accommodation, of 5 no 2-bedroom apartments

3rd floor: roof garden, canteen and recreational centre for the staff.

Located in Afienya, a major consideration in addition to the functional mixed-use effectiveness, which helps the team reduce travel time to the barest minimum and maintain harmonious work-life balance thus the tropical climate in which we find ourselves. Long overhangs, North-South orientation, double timed glazing, openable windows and infusion of soft landscaping were used to reduce the heating loads of the building.





How a Strong Marriage Built a Bridge

The Brooklyn Bridge stands for much more than its connection between New York City's Manhattan and Brooklyn boroughs. Its story brings to mind the power of perseverance and teamwork - revealing a great lesson we can apply in our professional and personal lives.

German immigrant and creative engineer John Roebling woke up one morning inspired to build this bridge. Experts immediately criticized his idea, calling it impossible, impractical, imaginary. Suspension bridges were famous for failing under heavy loads and harsh winds, according to History.com. In the face of adversity, John convinced his son Washington, a young engineer, to help him realize his vision. Using modern suspension bridge technology, a web truss would be added to either side to stabilize the structure.

New York legislators approved the plan. Just before construction began in 1869, a horrible accident put a wrench in the works. An incoming boat smashed the toes on one of John's feet, and he died of tetanus. Soon after, his 32-year-old son Washington suffered from a paralyzing injury. Washington's brain was damaged to the point of not being able to walk or talk or move.

The critics ate this up. These crazy men had it coming, they gossiped. But this family was the only hope for building the Brooklyn Bridge. Legend has it, Washington lay motionless in his hospital bed and caught a glimpse of the light between the curtains. He knew there was still hope for the bridge. All he had to do was move one finger.

His wife Emily Warren Roebling was his helping hand. By moving his finger, he and his wife created a code of communication, reports the Huffington Post. Almost like Morse code, each group of taps gave direction. Highly educated in mathematics and attuned to her husband's mind, Emily spent more than 11 years assisting in the bridge's construction. The Brooklyn Bridge opened for use in May 1883.

Washington later communicated, "I thought I would succumb, but I had a strong tower to lean upon, my wife, a woman of infinite tact and wisest counsel," according to RoeblingMuseum.org.

The bridge stands for so much more than a passageway from one city borough to another. Its story inspires us to jump over hurdles and tackle the next creative idea. It is a tribute to teamwork and faith. The moral of the story: Dreams that seem impossible can come true with perseverance.

ICONIC BUILDING OF THE MONTH

THE DOUBLE-ARCHED FORM OF EMBANKMENT PLACE

The double-arched form of Embankment Place is visible for miles, a grand welcome to passengers of Charing Cross train station and the center of London. British architect Sir Terry Farrell designed Embankment Place, a post-modern office and shopping complex, primarily for one of the companies that later merged to form PriceWaterhouseCoopers, which remains a tenant today, according to E-Architect.

Farrell's Embankment Place opened in 1990, restoring the form of an earlier landmark and bringing greater numbers of people to this corner of London. As a result, the streets below gained new life. Its design suits crowds. Large floor plates are arranged behind aluminum and granite cladding. Each of the nine levels accommodates up to 500 people. Two light wells allow natural light into this deep building's center. The wells rest on 18 large columns arranged in two rows to avoid crowds of commuters at this popular train station.

For his work on Charing Cross and Embankment Place, Sir Farrell won the Civic Trust Award in 1991 and 1994, the RIBA National Award in 1991 and the British Council of Offices Award in 1994. He is featured as one of the Brits Who Built The Modern World on Architecture.com. Still creating many urban designs, his firm, Farrells, has offices in London, Hong Kong and Shanghai.



PLACES TO VISIT IN *Ghana*

KINTAMPO WATERFALLS

Kintampo waterfalls is one of the highest waterfalls in Bono East of Ghana. Also known as Sanders Falls during the colonial days, it is located on the Pumpum river, a tributary of the Black Volta, about 4 kilometres (2.5 mi) north of Kintampo municipality, on the Kumasi–Tamale road.

This waterfall, one of the main natural attractions in the area, is hidden in the forest and it is formed by three main drops where the longest drop measures 25 metres (82 ft) in height, and, after a number of steps and cascades, the river falls about 70 metres (230 ft).





ARCHITECTURE SEGMENT

FLOOD-PROOFING Your PROPERTY

The first thing to do is evaluation. Evaluate the property you have already set your eyes on whether it's an empty land or an already built building. Look out for some salient things like what is the news surrounding that particular location or community, what are the flood lines. What are the low-lying areas in the vicinity? Also take a visit to the site and take a particular interest in the kind of natural vegetation that grows on the land.

Those things will give you an indication, whether you'll have issues on the land, whether it's a high table issue or the place floods easily.

Another thing you have to pay attention to is to take a particular look at the base of the existing buildings. Do you see water marks at the base of the fence wall? That will give you an indication that you are headed for trouble.

In addition, you'll want to use landscaping to your advantage. This an area where landscaping has a lot of functional use. You want to make sure that your property does not have too much hard landscaping. You want to make sure that your property allows water to percolate easily when it rains in your area. So, use landscaping to control floods. You can also dig sands or pit around your property and slope the compound towards this pit. What will happen is that water will quickly drain off into this bit and soak it away.

The next thing you'll want to look at is elevating your property. Obviously when you find yourself in a flood grown area, you'll have to lift up your property above the established flood line. If you can afford to put your building on stales, do that, you can also use earth buds to hide your building elevation. Make sure every electrical socket or switch is above the established flood line. You wouldn't want to get electrocuted during a flood.

Finally, if you already have the property already and you really love it then take up an insurance. Insure your property against the floods.

But just a thought, what if you avoided this high-risk investment altogether? Is it possible? But if it's not and you've already fallen in love with the place and you've invested so much in the property, then we trust that the points we've shared with you will be of immense help to you.

Kindly Click on the **YouTube** link below to watch Video
https://www.youtube.com/watch?v=GyrHWt_VNWc

3

12 questions to ask before investing

What is my risk tolerance?

"To be a successful business owner and investor, you have to be emotionally neutral to winning and losing. Winning and losing are just part of the game." - Robert Kiyosaki

Q: How would you feel if you invested GHC 1,000 for 5 years, but realized that after the first year the value was GHC 900 (a drop of 10%)?



Very concerned.
Withdraw everything.






Concerned.
But will not withdraw.



Not too concerned.
In it for the long term

What type of investor are you?

Everyone is exposed to some risk everyday – whether it is from driving, operating an appliance or simply completing a task. In investment, risk describes the possibility that the return on an investment will be different from what is expected and includes the potential of losing some or all of your original investment. Just as we react to life’s occurrences differently, an investor’s personality, experiences and knowledge can inform how much risk he or she can take in investing.

	 TYPE A	 TYPE B	 TYPE C
Risk Tolerance	LOW	MEDIUM	HIGH
Investor sentiments	Closely monitors investment. Unable to stomach a lot of volatility (up and down movement) and panics whenever there is a drop in prices.	Knows he/she is in for the long term but still monitors the investment. When there is a drop in prices, Type B naturally gets concerned but tries to ignore minor losses to focus on the larger picture.	Definitely has eyes on the bigger, long-term picture. He/she is more concerned about how much can be gained over the long term versus the short-term fluctuations.

Investor tendencies	Withdraw the investment or sell shares when prices drop.	Stay invested but monitor investments closely.	Will stay invested with confidence because he/she is invested for the long term and is aware that investments can go up and down.
Ideal investment instruments	<ul style="list-style-type: none"> • Treasury Bills • Bonds • Fixed income mutual funds (e.g., MFund, EdIFund Tier 1) 	<ul style="list-style-type: none"> • Treasury Bills • Bonds • Fixed income mutual funds (e.g., MFund, EdIFund Tier 1) • Balanced mutual funds (e.g., BFund, ArkFund, EdIFund Tier 2) 	<ul style="list-style-type: none"> • Treasury Bills • Bonds • Fixed income mutual funds (e.g., MFund, EdIFund Tier 1) • Balanced mutual funds (e.g., BFund, ArkFund, EdIFund Tier 2) • Equity mutual funds (e.g., Epack) • Shares

Be true to yourself

When you invest, you naturally expect to grow your money. But many investments, like mutual funds, do not give guaranteed returns. Moreover, some investments have higher risk than others – equity has a higher risk than fixed income – and investors should be wary of this. You must be honest about how much risk you can take on as an investor. Sometimes, investors claim they have a high risk tolerance until their investment starts to decline, then they quickly realize their risk tolerance is quite low.

Your risk tolerance may change overtime and can either move from low to high or high to low. The change can be influenced by an increase in your level of investment knowledge, changes in the industry or broader economy or simply a change in your investment goal or life situation. As such the importance of matching your risk tolerance to the right investment product cannot be overemphasized. In our next article, we will discuss the risk profile of investments into detail.

If you would like to speak to a financial advisor to help make the right investment decision, call us on **0302 610610**. You can also visit www.databankgroup.com for more information on choosing an investment.

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"Coming together is a beginning; keeping together is progress; working together is success."

- Henry Ford



ABOUT THE EDITOR

Karen Evans Halm is an architect and an associate of the Ghana Institute of Architects with over a decade's experience in the field, specializing in Interior Design and Landscape Architecture. She is also the co-founder of Spektra Global Ltd.



It was my first night caring for an elderly patient. When he grew sleepy, I wheeled his chair as close to the bed as possible and, using the techniques I'd learned in school, grasped him in a bear hug to lift him onto the bed. But I couldn't clear the top of the mattress.

So I grabbed him again, summoned all my might, and hoisted him onto the bed. When the night shift nurse arrived, I recounted what had happened. "Funny," she said, looking puzzled. "Usually I just ask him to get in bed, and he does."



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