

## EDITORIAL

# The Integrity Factor

**O**rganizational growth, development and maturity are necessary for the survival of any institution. They cannot occur in vacuum. These must be premised on, among other things, well-grounded organizational core values which are cherished and respected by all.

Last year, FDA attained 21 years after its formation. If it were a human being, FDA would have been legally matured. In the course of time, FDA has grown, developed and matured. This can be attributed to a lot of things including the adherence to its core values among which is integrity.

Integrity is said to be the quality of being honest and having strong moral principles and moral uprightness. In most cases, it is regarded as the honesty and truthfulness or accuracy of one's actions.

Confidentiality and honesty are the best examples of integrity. To manifest the quality of integrity, you must be courageous and do the right thing, whether anyone is watching or not, and at all times and in all circumstances.

As an institution, and in line with its functions, FDA officers deal with a lot of clients, who provide a lot of confidential information. In the absence of any strong foundation in integrity, the ability to protect such vital data would be non-existent.

Again, there is the inevitable competition among the clients FDA deals with. There is, therefore, the unspoken and unwritten desire among these clients to gain the favour of the staff of FDA as part of the desire to beat the competition.

There are also those who naturally would not want to follow procedure as well as those who would always be late in processing their documentation and at the last moment come exerting undue pressure. The 'cousins' of these people are those who believe that anything can be achieved with money.

To overcome these and others of similar disposition, the watchword, the tactic and the winning formula has always been to raise high the integrity shield.

Integrity has a lasting character, whilst success can be

fleeting and hence any success procured at the expense of integrity would not last. Such momentary gains come at unbelievably high price with unimaginable consequences – the individual would lose the ability to be trusted, which is one of the most valuable qualities an individual can possess in life.

Whilst it cannot be vouched for every single member of staff of FDA and for every situation, it can be said that coming this far with so much success, the generality and majority of the FDA family have been guided by this core value.

It can take a painstakingly long time to build a reputation of integrity; but interestingly, it can take just a second of indiscretion to lose it. Hence, never ever allow yourself to be tricked in doing anything that would damage your integrity.

A person of integrity has a mass of individuals that are willing to go the extra mile not only to help but to recommend to others for the needed assistance because they are convinced that doing so would never bring any damage to their own integrity.

It is in the light of this that we would urge all members of staff to bear in mind that as a Public service institution, we owe it to the public we serve to stand tall in service and when the roll call is made, we would be the first or at least with the first.

We can end with this quote: "In looking for people to hire, look for three qualities: "integrity, intelligence, and energy. And if they don't have the first one, the other two will kill you."

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**M**rs. Delese A. A. Darko is the Chief Executive Officer of the Food and Drugs Authority, Ghana. She is a pharmacist with over 27 years' experience in regulation of medicines with respect to clinical trials regulation, marketing authorization and post approval safety monitoring of medicines.

She started her working life as a National Service person in the Police Hospital, Accra. She then worked with the then Pharmacy Board, specifically in the laboratory section, for seven years where she helped put in systems to ensure that both locally manufactured and imported drugs were analyzed for quality before they were put on the market. This was to ensure the protection of public health and safety.

In 1997, she was one of the pioneers of the newly established Food and Drugs Board, (FDB), which later became the Food and Drugs Authority (FDA) in 2012. In 2005 and 2006 she was instrumental in the setting up of two technical advisory committees to assist the FDB/FDA in their work. These were the Technical Advisory Committee (TAC) on Pharmacovigilance and the Technical Advisory Committee on Clinical Trials, which comprise various renowned Ghanaian professionals with expertise in the varied fields of research, medicine and pharmacy from all around the country.

She rose through the ranks of the FDB/FDA to become the Head of Department responsible for Clinical Trials and Pharmacovigilance, Drug Registration, Cosmetics, Household Chemicals and Medical Devices and Herbal Medicines. She managed this Department until early 2010 when she became the Acting Deputy Chief Executive for the Safety Monitoring and Clinical Trials Division.

Her hard work and effort and with the support of a dedicated team positioned the FDA high among others in the sub region, resulting in Regulators from several African countries including Cape Verde, Liberia, Sierra Leone, Kenya, Tanzania and Uganda visiting Ghana to understudy the regulation of herbal medicines, clinical trials and the pharmacovigilance system.

She was subsequently appointed onto The WHO/ CIOMS

Committee on Vaccine Safety to work with leading regulators from the US, UK, Europe, Canada, Japan and other countries to set standards for global vaccine safety. In recognition of her excellent performance, the final meeting for that committee was hosted by the FDA in Accra in 2016, first time ever in sub Saharan Africa.

Due to her growing status, she has frequently been requested by the International Agencies to attend, speak, and also chair sessions at their meetings. The regulation of vaccines, blood and blood products was added to her portfolio in 2012/2013 and with a dedicated team of staff initiated the regulation of blood in collaboration with the National Blood Service.

Her expertise has led to the FDA being nominated and recognized by the NEPAD/African Medicines Regulation Harmonization (AMRH) as a Regional Centres of Regulatory Excellence in three (3) very critical areas namely Medicines Safety (Pharmacovigilance), Clinical Trials and Drug Registration.

She led a collaboration of the FDA with the UK MHRA in the area of medicine safety; this collaboration is now multidivisional at the FDA with anti-counterfeiting as one of the key areas of support.

She is a founding member of the African Vaccines Regulatory Forum (AVAREF) and the current Chair. This has put Ghana in the forefront of research regulation in Africa and has ensured tremendous support to the country in the area of clinical trials.

She has served as an expert advisor on the African Regulators Network (ARN) which is working tirelessly to **ensure the harmonization of regulatory systems across Africa**, the WHO Scientific Advisory Group D for the Blueprint on Research and Development Preparedness, and has recently been nominated to serve on the Medicines for Malaria Venture (MMV) Expert Scientific Advisory Committee (ESAC).

She recently with her team initiated the establishment of Patient Safety Centres in community pharmacies nationwide to ensure that patients are empowered to report the safety of medicines that they take. This initiative has helped create awareness of patient safety and improved the detection of counterfeit and substandard medicines in Ghana.

As a result of her leadership the FDA has attracted tremendous support from international partners like the UKDFID, WHO, Bill and Melinda Gates Foundation, GAVI, WAHO and the International Aids Vaccine Initiative (IAVI) among others.

Since the establishment of the Authority, she has mentored staff to achieve excellence in all areas of professional work. This has helped to ensure business continuity in the field of regulation in Ghana.

Mrs. Darko had the benefit of being educated both in Ghana and the United Kingdom. She had her secondary education at Achimota School in Accra, Halewood Grange in Liverpool and Oakdene School in Beaconsfield, England. She graduated with a B.Pharm (Hons) from the Kwame Nkrumah University of Science and Technology (KNUST) and has a Masters in Business Administration from the University of Northampton.

She is a devout Christian and married with two children.

# HIGHLIGHTS OF SOME MAJOR ACHIEVEMENTS OF THE FOOD AND DRUGS AUTHORITY (FDA) IN 2018

In June 2018, after a successful audit, the FDA's ISO 9001:2015 certification was renewed. The ISO certification was initially received by the FDA on 30th June 2017 after a successful audit by the SGS (GH) Limited, a third-party auditor for the United Kingdom Accreditation Service (UKAS). The certification is in all the Regulatory functions, Registration, Inspections, Surveillance, Licensing and Clinical Trials, within the various Departments and Divisions of the FDA as well as Administrative Functions. The certification also extended to all FDA's activities at the Tema Port. This is the first time a government institution within the Ministry of Health has received ISO 9001:2015 certification covering its entire operational system, both technical and administrative

## **Food Industrial Support Services Dept. (FISSD)**

The FISSD successfully supported one (1) multinational (Accra Brewery Ltd) and 3 local industries (Piccadilly Gh. Ltd, Kasapreko Ltd. and Special Ice Company Ltd.) to implement the principles of HACCP in their Operations.

## **Food Safety Management Dept (FSMD)**

The FDA, through FSMD, signed an MoU with FAO to implement the Healthy Street Food Incentives (HSFI) project. The project is aimed at assisting the street food vending industry to improve its food safety standards as well as stimulating an increase in the consumption of fruits and vegetables in the country.

## **Food Evaluation and Registration Dept (FERD)**

The FDA inaugurated a seven (7) member Technical Advisory Committee for Nutrition (TAC). The TAC will provide technical support to FERD in its regulatory activities in the area of nutrition.

## **Drug Industrial Support Dept. (DISD)**

Fifteen (15) Pharmaceutical manufacturing companies representing 50% of Drug (Allopathic) companies in Ghana are at various stages of constructing new manufacturing facilities as a result of the 2020 FDA-UNIDO Ghana GMP road map implementation. This activity is spearheaded by the DISD.

## **Clinical Trials Department (CTD)**

The CTD is now the Regional Center of Regulatory Excellence (RCORE) in Clinical Trials Oversight, providing training and mentorship for African Regulators.

## **Biological Products Dept (BPD)**

The BPD has licensed five (5) blood facilities to collect blood from only appropriate donors and to release only safe blood for transfusion

## **Agro-produce and Biosafety Dept (APBD)**

The APBD has implemented protocols for licensing pack houses for agro-produce. The license from FDA forms part of the required documentation for agro-produce exporters exporting to the EU.

## **Human Resource Dept (HRD)**

As part of efforts to promote the well-being of employees and reduce occupational stress, the HRD with approval from the FDA Governing Board revised the operational time from 8:00am-5:00pm to 8:00am-4:30pm. This has helped boost work-life balance for staff.

## **Medical Devices Cosmetics and Household Chemical Enforcement Dept (MED)**

The MED successfully placed surveillance on major shopping malls and supermarket within the Greater Accra Region to have their products registered. Defaulting companies were slapped with punitive regulatory sanctions including administrative charges.

## **Medical Devices Dept (MDD)**

The MDD successfully carried out a baseline study in THE Greater Accra to access the health risks associated with the use of powdered medical glove. The findings, 20% of active glove users experience diverse allergic reactions. This has informed the need for a nationwide survey to be carried out in 2019

## **Tobacco and Substances of Abuse Dept (TSAD)**

With effect from April 2018, Ghana stopped the importation of tobacco product without pictorial health warnings (PHW) and gave importers up to November 2018 for all tobacco products on the Ghanaian market to bear PHWs. This has successfully been implemented.

**The following awards were received by the FDA and its Officers from January 2017 to April 2018;**

1. The Food and Drugs Authority (FDA) Ghana was awarded the best Ministry Department and Agency (MDA) at the 2nd Edition of the Trade Facilitation Awards held at the Labadi Beach Hotel on the 22nd of July 2017. The National Trade Facilitation Award is an annual event organised by the Ministry of Trade and Industry (MoTI) in partnership with Ghana Community Network Service Limited (GCNet) and the Ghana Revenue Authority (GRA) to reward excellence in the Country's trade facilitation industry.

2. Mrs. Delese Mimi A. A. Darko, the Chief Executive Officer (CEO) of the Food and Drugs Authority (FDA) was awarded as one of the top sixty (60) corporate women leaders in Ghana. Mrs. Darko received the award at the First (1st) edition of the Women Rising Conference on Global Business Leadership dubbed, "The Women CEOs Summit 2017 and Awards Ceremony" held on, 19th October 2017, at the Movenpick Hotel, Accra.

3. The Head of Tobacco and Substances of Abuse Department, Mrs. Olivia A. Boateng was awarded the WHO Director-General Special Recognition award for an outstanding performance and contribution towards tobacco control on 31st May 2017.

4. The Head of Administration of the FDA, Mr. Jones Ofosu, was awarded the 5th best among the Top 50 Administrator/HR Managers in the Public and Private sector. The award was presented to him at the maiden edition of "Ghana Top 50 HR Leaders" award ceremony which was held on 27th February 2018

5. In March 2018 the FDA was presented with the "Industry Leadership award" at the maiden edition of the Ghana Pharma Awards ceremony organized by the School of Pharmacy, University of Ghana as part of their 10th Anniversary celebrations at the Movenpick Ambassador Hotel, Accra.

6. Mrs. Delese Mimi A. A. Darko, the Chief Executive Officer (CEO) of the Food and Drugs Authority (FDA) received the United Nations Interagency Taskforce leadership award on the prevention and control of Non-Communicable diseases in 27th September 2018.

**Ayekooo to the Management and Staff of the FDA!!!**



# FDA'S GOVERNING BOARD TOURS NEW FDA OFFICE COMPLEX

The Governing Board of the Food and Drugs Authority (FDA) on Thursday, October 25, 2017, paid a working visit to the FDA's new ultra-modern office complex building project under construction in Tema. They were accompanied by Management of the FDA.

The eleven (11) -member Board which was inaugurated into office by the Minister of Health, Honourable Kwaku Agyeman-Manu, on Tuesday, 26th September 2017 is made up of the following:

- Dr. Sammy Kwame Ohene (Head of Psychiatry Department, University of Ghana Medical School) - Chair;
- Mrs. Delese A. A. Darko (Chief Executive, Food and Drugs Authority);
- Professor Alexander Nii Oto Dodoo (Executive Director, Ghana Standard Authority);
- Dr. Augustine Ocloo (Executive Director, Centre for Plant Medicine Research),
- Dr. Mary Obodai (Principal Research Scientist, Food Research Institution);
- Madam Anna Pearl Akiwumi-Siriboe (Chief State Attorney, Ministry of Justice and Attorney General's Department);
- Dr. Kenneth Mike Komla Gbeddy (Director, Veterinary Services Directorate),
- Mr. Audu Rauf (Registrar, Pharmacy Council);

- Nana Kwadwo Obiri (National Organizer, Ghana Federation of Traditional Medicine Practitioners Association);
- Dr. Al-Hassan Emil Abdulai (Senior lecturer & Head of Department, Oral and Maxillofacial Surgery, School of Medicine & Dentistry, University of Ghana) and;
- Madam Rosalinda Kainyah (Managing Director, Kina Advisory Limited).

The Honourable Minister, during the inaugural ceremony which took place at the Conference Room of the Ministry of Health, admonished the Board members to find solutions and use their rich experiences to fashion out workable solutions that would confront the Authority as well as ensure the protection of public health and safety at all times.

Members of the Board indicated their acceptance for being nominated and thanked the President of the Republic of Ghana for the honour done them. Additionally, they assured the President of their commitment to do all in their capacity to protect public health and safety as well as improve the health of people in the country.

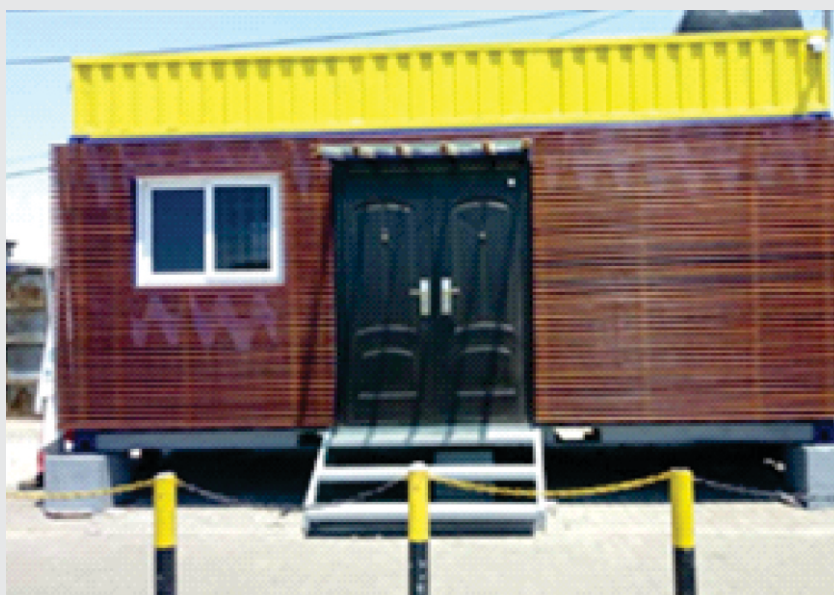
The seven storey new office complex, which is strategically sited close to the Tema Harbor and behind the Meridian Hotel, has two basement level underground car parks. The building when completed is expected to supplement the office space at the Head Office at Shiashie and also to enhance the operational activities of FDA in the Greater Accra Region, especially within the Accra-Tema Metropolis.

## FDA ESTABLISHES MINI-LAB AT TEMA HARBOUR TO SPEED UP OPERATIONS

To ensure increased protection of public health and safety with regards to products regulated by the Food and Drugs Authority (FDA), the FDA has established a mini-lab at the Tema Fishing Harbour. The mini-lab is equipped with the state-of-the-art laboratory equipment for testing regulated imported products for conformity to safety and quality requirements before their release onto the market

The establishment of the mini-lab will facilitate trade at the Tema Port by fast tracking clearing of products and bridge the gap in the regular quality testing, due to the use of quick test methods.

During the commissioning, the 5th Governing Board of the FDA commended the CEO for such an initiative and urged for the maximum use of the facility.



FDA Mini lab.

# FDA INTRODUCES FOOD SAFETY SUPERVISORS' COURSE



The first group of trainees of the food supervisors course

**P**ursuant to its mandate to protect public health and safety, the Food and Drugs Authority (FDA) has introduced a Food Safety Supervisors' Training Course for food supervisors and those aspiring to occupy that position in the Food Manufacturing/Service Industry. The course, which is in three stages, includes Introductory, Intermediate and Advanced levels. The maiden training course (Introductory Level) was held over a three (3) day period from 9<sup>th</sup> -11<sup>th</sup> April, 2018 at the FDA Head Office, Accra.

The Head of Food Industrial Support Services Department, Mr. Ebenezer Kofi Essel represented the Chief Executive Officer, Mrs. Delese A. A. Darko at the opening ceremony. In the opening remarks, she indicated that the training had become necessary in view of field observations which showed substantial non-compliances associated with food processing operations in the country. In her opinion, support to the food manufacturing industry through training of personnel and qualifying them as Food Safety Supervisors would not only make the industry comply with the provisions of Section 106, Part Seven of the Public Health Act, 2012, (Act 851) but also improve industry practices and inject a professional approach to food safety management in the food manufacturing sector in Ghana.

Fifty-three (53) participants from twenty-eight (28) food processing companies drawn from both local and multi-

national industries attended the maiden edition of the training programme. The participants were taken through modules such; The Legal Aspects of Food Production Operation, Building a Food Safety Culture, Basic Principle in Leadership and The Roles and Responsibilities of a Food Safety Supervisors.

It is envisaged that this would be an annual training activity to allow for other food industry supervisors to participate.

The FDA hopes that at the end of each training session, the participants would have gained the requisite knowledge and skills needed to serve as good Food Safety Supervisors. Going forward, this would help define the criteria for the selection of Food Safety Supervisors in the food industry. Another advantage is the creation of a pool of trained Food Safety Supervisors across the country to service the food industry.

Some participants expressed their satisfaction with the programme and indicated that the course content has helped build their confidence in executing their assigned responsibilities as Food Safety Supervisors in their various work places. They were also enthusiastic and highly expectant to enroll in the Intermediate and Advance courses.

# SYNOPSIS ON SUBSTANCE OF ABUSE WITH EMPHASIS ON TRAMADOL AND CONDEINE CONTAINING COUGH SYRUPS

## 1. Give us a brief overview of drug abuse

### Response

Drugs though generally beneficial, are products that if misused could result in serious consequences. Some of the serious consequences of drugs are abuse, overdose and addiction occasionally resulting in death.

Drug abuse has become a global phenomenon affecting almost every country though the extent and characteristics vary depending on the country in question.

The most commonly used and abused substances are:

Cigarettes, cannabis (weed), cocaine, alcohol

Prescription drugs e.g. benzodiazepines, Diazepam (Valium, locally known as volume 5, 10), Opioid (Codeine, Tramadol (locally known as tramol) and Pethidine) etc.

Volatile inhalants e.g. turpentine, paint, petrol, LPG, kerosene, glue The abuse of tramadol and codeine containing cough syrups is becoming a growing trend among commercial drivers and the youth.

## 2. What is Tramadol and Codeine Containing Cough Syrup (CCS)?

### Response

Tramadol is a man-made (synthetic) narcotic analgesic (pain reliever) for managing moderate to severe pain.

Codeine is an opioid analgesic (pain-reliever) and also used as a cough suppressant.

These drugs have the effect of creating a euphoria or calming state when used over long time.

## 3. What are the reasons for Tramadol and CCS abuse?

### Response

- Enhance sexual drive and to prolong ejaculation
- Performance enhancers
- Euphoria( tramadol can produce euphoria comparable to heroin even at a single dose of 75mg)
- Pain reliever
- Making them daze and
- Drift to deep restful sleep

## 4. When does tramadol and CCS become harmful?

### Response

The medicinal benefits of tramadol and CCS can quickly

become harmful when it's not taken as prescribed.

- Excess amounts.
- Regular use or overuse can cause side effects, many of which can be dangerous and may affect the brain in ways very similar to illegal drugs.
- Taking tramadol for recreational reasons.

## 5. What are the side effects of Tramadol and CCS?

- Headache, dizziness, drowsiness, tired feeling;
- Constipation, diarrhea, nausea, vomiting, stomach pain;
- Feeling nervous or anxious; or
- Itching, sweating, and flushing (warmth, redness, or tingly feeling).
- Noisy breathing, sighing, shallow breathing;
- A slow heart rate or weak pulse;
- A light-headed feeling, like you might pass out;
- Seizure (convulsions);
- Infertility, missed menstrual periods;
- Impotence, sexual problems, loss of interest in sex

## 6. What are the dangers of mixing Tramadol and CCS with other substances?

### Response

Taking Tramadol and CCS with other drugs which are not prescribed by your doctor can lead to harmful effects and increase the chance of addiction. The combination of Tramadol or CCS and other substances, either alcohol or drugs can cause threatening or even fatal side effects. Alcohol, Codeine and Tramadol are central nervous system depressants, and all agents slow down brain activity and function which can lead to the following:

- Confusion
- Loss of consciousness
- Brain damage
- Respiratory depression
- Liver disease
- Renal dysfunction
- Increase depression and suicidal tendencies

## 7. What are the effects of tramadol and CCS abuse on the Nation?

### Response

- Overburden health care systems with rehabilitation, morbidity and mortality of persons with tramadol health implications.
- Loss of labour force: Tramadol and CCS abusers may suffer from addiction, dependence and mental health effects that make them totally or partially inefficient at their jobs and productivity.
- Crime rate increases: Drug-related crime can disrupt neighborhoods due to violence among

*Contd. on page 8*

drug dealers, threats to residents, and the crimes of the addicts themselves.

- Loss of reputation: Countries noticed for drug abuse lose international respect and recognition.
- Child exploitation: In some neighborhoods, younger children are recruited as lookouts and drug peddlers because of the lighter sentences given to juvenile offenders.
- Loss of revenue: The nation loses money in the form of tax to cater for drug addicts at the psychiatric hospitals.

## 8. Use of tramadol and CCS among drivers

### Response

The drivers lace energy enhancers with Tramadol and CCS to stay awake and drive for long hours and this masks their cognitive ability and alertness leading to possible road accidents where loss of lives of productive passengers and vulnerable road users occur.

## 9. How can you detect Tramadol and CCS misuse and dependence?

### Response

Clients repeated requests for tramadol or CCS and their refusal to consider other pain relievers. Such clients usually approach pharmacy staff with well-rehearsed scripts and resort to visiting one facility to another, termed “pharmacy hopping”, when they are denied sale of their desired product

## 10. How can Pharmacists help reduce the risk of Tramadol and CCS misuse?

### Response

Pharmacists can help by removing Tramadol and CCS displayed at point of sale, refusing or restricting the sale only with a prescription and also by providing information and making direct interventions through questioning.

## 11. What is the FDA doing to control the supply of Tramadol and CCS?

### Response

Tramadol and codeine are regulated as controlled substances. Going forward, the FDA will:

- Strengthen the follow-up inspections to monitor the distribution records of importers and manufacturers of Tramadol and CCS.
- Organize swoops on illicit Tramadol and CCS products on the market.
- Have variation of labeling to include the following: Potential for addiction.
- Do not use unless on medical advice

- Collaborate with the Pharmacy Council to undertake the following restrictions on the display of Tramadol and CCS on the shelves in the Community Pharmacies (to be distributed as controlled drug, under lock and key).
- Strictly enforce distribution of Tramadol and CCS as a controlled drug (to require Pharmacies keep a record of prescriptions dispensed with a copy of the valid prescription).
- Organise public workshop with experts including health care practitioners.
- Train the police and other law enforcement agencies such as BNI, National security, Customs etc.
- Education on the abuse of tramadol and their adverse consequences to all targets groups eg students, parents, teachers, the youth etc.
- Develop a national prevention strategy using documentaries, jingles, community durbars etc





# TO WILL OR NOT TO WILL

**Joseph Y. B. Bennie**

**T**here is a certain unsettling fear among some people about preparing a will: you may be dying soon and hence only the aged should prepare their will, if any! I humbly submit that this is and has always been a recipe for disaster.

Many people have died without any will (died intestate). For this singular omission, their families have been devastated: divided, unfathomable animosity, protracted in-fighting, deteriorating properties, etc.

A will is presumed to have been made immediately before the death of the testator/testatrix (the one who makes the will). In effect a will is considered to be the last wishes of a person prior to death. Consequently, the law would hardly interfere with the terms of a valid will except under prescribed circumstances to achieve justice.

What is contained in a will? The testator/testatrix states all the properties he/she owns and specifies who should get what part of the properties. Simple!

It can be inferred then that you cannot put in your will any property that does not belong to you, e.g. a family property which is under your care. Any property listed in the will which does not belong to the testator/testatrix cannot pass on to the named beneficiary. There is the need to understand the position of the law when one builds on a piece of family land.

The Wills Act, 1971 (Act 360) requires that there should be an Executor and at least two Witnesses. None of these persons is required to know the contents of the will. In fact, no one is required to know the contents of the will except where the testator/testatrix is an illiterate or where the will was prepared by a lawyer who is also not allowed to disclose the contents to a third party.

The Act also provides that 'any person may, in his lifetime, deposit for safe custody in the high court his own will, sealed up under his own seal and the seal of the Court.'

The testator/testatrix and all witnesses must sign in the presence of each other for the will to be valid. In effect, all must be present and sign at the same time. This requirement is fundamental and must not be compromised.

The terms of the will would only apply on the death of the testator/testatrix. The implication is that the will can be changed, varied, amended, etc. during the life of the testator/testatrix. There is no limit to the number of times a will can be amended. Where there are two 'valid' wills, the latest in terms of date would be considered to be valid.

Whilst the courts would shy away from interfering with the terms of a will, it must be noted that in law, "*Fraus omnia vitiate*" (Fraud vitiates everything); and hence any will obtained by fraud would not pass. Again, it is a principle of law that you cannot benefit from your crime. There is precedence to the effect that where a named beneficiary is convicted of the murder of the testator/testatrix, that beneficiary can be denied the enjoyment or possession of the property in the will. It is also possible in a situation where the testator/testatrix is legally responsible for the upkeep of a dependent, and where no such provision is made in the will, an application can be made to the High Court for a reasonable provision to be made from the estate of the said testator/testatrix.

The validity of a will can be contested in court. There have been instances where it is alleged that the testator/testatrix was coerced to sign the will, or signed as a result of undue influence, or the signature was forged, or where the testator/testatrix 'signed' when he/she was known to be suffering from insanity or infirmity of mind so as to be incapable of understanding the nature or effect of making of a will, or physically and/or mentally incapable of so doing. The testator must be of sound mind.

Where a person dies intestate, the distribution of the property would fall into the realm of the intestate succession law and its amendments.

Meanwhile, if a person dies and you are in possession of his will or happen to come into possession of his will, the Act requires you to submit the will to the High Court within 14 days after having knowledge of his death or else you shall be guilty of an offence and liable on conviction to a fine not exceeding GH¢10,000 or to imprisonment not exceeding 10 years or to both. There are instances where people have destroyed such wills oblivious of the fact that copies are available at the High Court. It is only the executor who can take probate and distribute the assets as specified in the will.

It is obvious that you need not acquire all your properties before making a will. However, the testator must have attained legal age of maturity and capable of owning a property. You can make a provision as to who gets what property you might not have acquired at the time of preparing the will - to be distributed equally to all my biological children; to be distributed in a certain proportion to all my grandchildren; to be used to take care of my pets; to be donated to a named institution.

For those who are not concerned about what happens after their death, I wish to submit that if you love your family, avoid the confusion that comes when you leave them with no clear directions as to what to do with your hard-earned properties.

# SMOKING YOUR HEALTH AND LIFE AWAY

By: Olivia Boateng

## Tobacco and Substances of Abuse

**T**obacco produces a lot of negative health effects on both smokers and secondary smokers (mostly innocent passive smokers). Consequently, the Tobacco and Substances of Abuse Department (TSAD) of Food and Drugs Authority (FDA) has a mandate to control tobacco, licit narcotic drugs, psychotropic substances and chemical precursors in Ghana. The department has a vision to create a tobacco free society and to ensure that adequate supplies of legal drugs are available for medical and scientific purposes.

As part of FDA's goals to educate the public about the harmful effects of tobacco, substances of abuse and alcohol, the TSAD embarks on periodic sensitization for identified groups and in various schools. During the sensitization, the students are educated on health hazards associated with tobacco use, second hand tobacco smoke, substances of abuse and the use of alcohol.

A training workshop was organized at the T. C Corquaye Conference room, FDA Head office, for owners of pubs and restaurants operating in the Greater Accra Metropolis. The focus of the workshop was on the Tobacco Control Provisions outlined in part six of the Public Health Act, 2012 (Act 851).

Meanwhile, the TSAD would like to draw attention to current trends in tobacco smoking, clouded in an erroneous impression of reduced harm to smokers. Typical examples are the Water pipe cigarette (Shisha) and Electronic cigarettes. Shisha is usually a glass-jar-bottomed water-pipe (Hookah) in which fruit-flavoured tobacco is covered with foil and roasted with charcoal. The tobacco smoke passes through a water



chamber and is inhaled deeply and slowly via a hose pipe attachment. Enthusiasts say the fruitflavoured tobacco tastes smooth and smells sweet, making it an enjoyable and unrushed experience.

The volume of smoke inhaled in an hour-long shisha session is estimated to be the equivalent of smoking about a hundred (100) to two hundred (200) sticks of cigarettes.



A cross section of students at a public education program

## EXECUTIVE INSTRUMENTS 167 and 168

There has been the promulgation of an Executive Instrument for the restriction of Importation, Manufacture and Registration of Codeine-containing Cough Syrups (EI 167) and Executive Instrument for the Control of Importation, Manufacture and Sale of Tramadol and Tramadol-containing products (EI168).

# STREET HAWKERS; ARE THEY FOOD SAFETY THREATS?

By: Sylvester Oteng Kyei

Street hawking has no doubt become a big extension of Ghana's established markets. There are no statistical figures to support this assertion but many Ghanaians will agree with me that if the total area size of all the streets used by hawkers for their business activities is put together, it will be bigger than the area size of all our established markets put together. Again, in terms of numbers, customers available to them can be enormous especially in these times of heavy traffic jamming everywhere. At any point in time, the number of people stuck in traffic, who are potential customers for the hawkers can be many times more than all customers patronising our established markets. This means that the benefits for and the dangers posed by their activities cannot be taken for granted.

One can immediately come out with a number of reasons why this street hawking business is ever flourishing. Few among these reasons are:

- The hawkers themselves derive their livelihood from this activity
- The hawkers by the way they conduct their activities outwit the tax men
- The hawkers provide quick and instant satisfaction for consumers' hunger and thirst
- The convenience of consumers getting their food item just around them
- Time saving for consumers and
- At times price differentials

All these are no doubt benefits for the enjoyment of both the hawker and consumer. But against these benefits are a number of dangers or risks for patronising food from the street hawkers.

All the dangers associated with their activities cannot be exhausted fully, but if one thinks of the safety of what they offer and the very few dangers that is cited in this article, we shall be good judges for ourselves.

Most ready-to-eat food items for sale in Ghana are packaged in plastic bags. The way this packaging is done is a common knowledge to all of us. The bag is rubbed between the palms to open, air may be blown to it from the mouth to force it open wide.

These actions raise a lot of food safety concerns. Air from the mouth may contaminate the plastic bag with droplets of sputum apart from the fact that it may be carrying disease causing germs like that of tuberculosis. Opening the plastic with the hand can also be critical since the hand washing practices of the hawker would be under test. If he or she is not like Pontius Pilate who is very regular at washing hands, then again that can also be a



potential source of contamination. Added to this, the hawker makes his food accessible to all manner of people who express the least interest to buy, thus subjecting the food item to further handling. This means that before the food item gets to the final consumer, it might have been handled by so many people besides the hawker himself or herself.

After the packaging, the food item including those that are not packaged are now carried barely in the hands and roamed on the streets and elsewhere on offer for sale. Here the food item is exposed to all the environmental hazards including dust, pathogenic micro-organisms and the scorching sun that degenerate the quality of the food.

Occasionally these food items will fall to the ground and picked again to be offered for sale. They may drop in any of these filthy gutters around us. Hawkers are often seen merely cleaning the dirt on the plastic bag. To them this suffices to guarantee the safety of the food.

It can be said without loss of generality that majority of those engaged in this business have no proper place to lay their heads, let alone where to store the food item. Most of them sleep with their items just beside them in their cockroach and mice infested abode. Cockroaches, mice and other pests would walk and feast on these food items and the remains would then be sold to the unsuspecting customer. This is not different from a mouse or cockroach and a human being eating together on the same table and from the same bowl. Incredible! But it happens to many of us every day.

Human beings respond to nature's call at regular intervals. Once in a while one must attend to toilet or one has to urinate. For a food handler like the hawker, it is expected that after attending to such a nature's call he or she needs to wash his or her hands with water and soap. But is that the case? To make matters even worse, these hawkers defecate around where they do their business and they do not use proper toiletry to clean themselves. It is unimaginable what is taken along with the food we eat being offered for sale by hawkers.

The area of operation of hawkers have no boundary. They are ready to do business in any place regardless of the sanitary conditions. My schedule of duty took me to the dumping site at Oblogo one day. I had the biggest shock of my life when one of those vendors who sell snacks and pastries on bicycle appeared, riding through the refuse to the very centre of the site, obviously to sell his wares. I tell you that those working at the disposal site, some in hand gloves and others bare handed pointed and

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handled the food product to make their choices. I shall not go further but you can imagine what went on there. The remaining food items were sent back on the streets for the poor unsuspecting customer.

The health issues raised so far bothers on only the dangers associated with handling and storage. It is a requirement that food handlers undergo Food Handler's Test and regularly check their health status. Majority of Hawkers if not all do not fulfil this basic requirement. The health implication of this breach is even more critical.

In addition to all these issues raised, is the lack or absence of the means of traceability of the source of the food product bought from the hawker. Traceability is the act of tracking food product from farm to fork and the ability to trace it back from fork to farm. In fact, internationally the safety of every food item is linked to its ease of traceability. So ideally, a food product must lend itself to be tracked from source and also traceable to source.

There is virtually no provision for traceability of any food product bought from the hawker or is there any provision to trace the hawker who is now part of the food distribution chain. This issue further worsens the plight of all customers who patronise the services of the hawker, In the light of the foregoing, there is a strong belief that activities of hawkers and the way they go about their business are a food safety threat. We patronise their food products at the risk of our health.

## IMPACT OF FREEZE-DEFROST CYCLES ON FOOD SAFETY & QUALITY

*William Opoku-Nkoom*

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**F**reezing is an important method of preserving both the chemical and microbiological quality of food by arresting enzyme activity and microbial growth. Nonetheless, some quality attributes like texture, flavour, appearance and nutritional value, of frozen foods can deviate totally from that of a fresh product if subjected to temperature abuses during storage.

A lot of changes occur during frozen storage. For example, formation of ice crystals in muscle based foods (fish and meat) causes disruption and separation of muscle fibre bundles. This denatures muscle proteins (i.e. changes their molecular structure), and changes their solubility and water-holding capacity. Upon defrosting, which could happen when there is temperature fluctuation, water with soluble nutrients like proteins, vitamins and minerals, is leached from the muscle tissues. Reformation of ice crystals and melting in a repetitive fashion can, therefore, adversely affect the quality of frozen fish, meat and their products.

It is worth noting that not all disease-causing

microorganisms which might be present in food products before freezing perish during the freezing process; some survive by going into hibernation and coming back viable when favourable conditions are restored. Moreover, the toxins left by some microbes during their proliferation can neither be destroyed by freezing nor heating. Ideally, freezers should be operating at temperatures  $-18^{\circ}\text{C}$  and below. At warmer temperatures, for example  $-10$  to  $-5^{\circ}\text{C}$  which could occur when there is power outage, some psychrotrophic bacteria (i.e. low temperature thriving bacteria) can still grow and deteriorate food.

In a recent publication in the Acta Vet, the researchers compared chemical, microbiological and structural changes in fresh fish, frozen fish and double frozen fish (i.e. 2 freeze-defrost cycles). Remarkable changes were reported for expressible water, muscle structure, total bacterial population, faecal bacteria numbers, psychrotrophic bacteria counts and total volatile basic nitrogen (TVB-N). TVB-N is one of the chemical markers of spoilage in fish. The concentration increases with increase in microbial activity and enzymatic degradation of protein and other nitrogenous compounds, resulting in changes in odour, flavour and texture. The study reported significantly higher concentration of TVB-N in the double frozen fish compared to the single frozen and even much more compared to the fresh fish. Significantly, microbiological indicators followed the same trend as the TVB-N. Expressible water was also higher in the frozen fish samples and even worse in the double-frozen ones, compared to the fresh fish, due to reduced water-holding capacity from denatured proteins and irreversible damage of muscle structure from repeated freezing and defrosting.

Meanwhile, in another study published in an Iranian Journal of Fisheries Sciences, fish subjected to three freeze-thaw cycles, under refrigeration thawing, reached unacceptable levels of TVB-N.

Another study published in the International Food Research Journal evaluated the impacts of multiple freeze-thaw cycles (1, 3 and 5) on enzyme activity and melanosis (darkening) in pre-cooked shrimps using different thawing methods (refrigeration temperature and tap water thawing). Melanosis is a negative effect on fish quality and is triggered by a series of enzymatic reactions to yield the dark pigment, melanin. The investigators reported increased enzyme activities with increase in freeze-thaws, likewise thawing using running tap water compared to refrigeration  $4^{\circ}\text{C}$  thawing. Melanosis was reported to be most pronounced in shrimps defrosted with running tap water and subjected to 5 freeze-thaw cycles and extended storage time. These findings are similar to that seen in the Journal of Chemistry on the Biochemical and Physicochemical changes in catfish subjected to different freeze-thaw cycles under refrigeration thawing conditions.

Even though these studies cited above did not involve microorganisms, the connection between microbial load and discolouration in muscle-based foods is well established. The Journal of Chemistry further reported

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## Impact of Freeze-Defrost Cycles - cont. from page 12

significant decrease in the content of haem iron (an essential nutrient which is readily available for utilisation by the body), as a result of denaturation of the haemoglobin (iron-containing protein), with increased freeze-thaws.

Clearly, freeze-defrost operations have detrimental effects on the quality and safety of frozen foods, especially, muscle foods which are highly perishable, yet this phenomenon is not uncommon in shops, cold stores, restaurants and homes.

Besides storage temperature, the quality of the final product is also dependent on the microbiological status of the fresh product prior to freezing. Efforts made at limiting the exposure of unpackaged products.

## SINK MONEY TO REALISE YOUR DREAMS

By: **Joseph Y. B. Bennie**

It is a known fact that failing to plan is the best way to plan to fail. It is also true that almost everyone dreams of better days, and/or desires to have improved conditions. In most of these situations, money would be required and hence a gradual build-up of capital is one way to go. Developing a saving culture is a must for everyone except those who expect to inherit their wealthy uncles and parents!!!

Such savings can be invested. It would be appropriate to invest in a financial instrument that can guarantee the realization of the dream or aspiration.

I propose for your consideration a sinking fund. This fund, which goes by other names, is a type of annuity, providing deferred fixed income and the amount of payout is a set sum. The plan-holder decides the duration of the fund and the amount to be received at the end of the period.

Based on the agreed interest, the plan-holder pays a fixed amount on monthly basis for the determined period. You are unable to withdraw from the fund for the period or only after a minimum period with some discount. Assuming you intend to buy your dream car in 10 years from now, or marry your dream fiancée or start a project at that time at a projected cost of one hundred and fifty thousand Ghana Cedis (GH¢150,000.00). How do you save towards that?

If you consistently save GH¢615.65 on monthly basis for 10 years (i.e. GH¢7,387.81 a year) in the Fund, you would receive a cool GH¢150,000.00 at the end of the period. Note that you would have contributed only GH¢73,878.10 (i.e. GH¢7,387.81 x 10) to the Fund to get that!

What if you need GH¢100,000.00 in 10 years? You have to consistently save GH¢410.44 on monthly basis for 10 years (i.e. GH¢4,925.21 a year) in the Fund. Again, you would have contributed only GH¢49,252.10 (i.e. GH¢4,925.21 x 10) to the Fund to get that! Maybe all you need is GH¢50,000.00 in 10 years. Save GH¢205.22 monthly for 10 years (i.e. GH¢2,462.60 a year) and get your GH¢50,000.00. You would have then contributed only GH¢24,626.00 (i.e. GH¢2,462.60 x 10).

**Make a move now; else your dreams would remain dreams!!! Actualize them.**

## TRAINING

By: **Mary Mintah**  
**Human Resource Dept.**

Over the past two decades, training has found a way of cementing itself as a core part of the main functions performed by proactive Human Resource Departments in various organizations regardless of the industries they belong to.

Training is indeed deemed imperative in this modern business era where technology and methodology are two fast changing phenomena; because of its ability to help facilitate change management at an organizational level.

In view of the above mentioned, the Human Resource Department embarked on a quest to successfully build the capacity of the Food and Drugs Authority's most important capital i.e. its human capital.

The Department enrolled some Heads of Departments, selected staff and regional officers in a three (3) day executive leadership training program at the Ghana Institute of Management and Public Administration (GIMPA). These were in batches.

The organization of these training programs was necessitated by certain training needs uncovered through training needs analysis as well as performance appraisals.

Some of these were:

- To have the staff of the FDA work effectively and efficiently with little or no supervision.
- To keep long serving employees abreast with changing and dynamic techniques solving skills in their various departments.
- Have employees who move from one job to the other due to promotions or transfers adapt quickly to their new environment.

One would ask what the importance of training is; the answer is embedded in the following;

- Training helps to address the weakness of employees uncovered through thorough and intermittent performance appraisals. In other words, training helps to reduce weak links within the Authority and improves teamwork.
- Have employees of FDA feel more appreciated and challenged through training opportunities, hence feels more satisfaction within their jobs. Thus, training serves as a motivational developing mechanism and as a means of showing commitment toward staff.
- Consistent experience as well as background knowledge in various fields is attained through well structured and on-going training programs.

The benefits of training can be gained on both short and long term. This is because a well-structured training program aids employers to successfully develop potential managers and executives in the long run. Furthermore, training delivers short term gains in terms of equipping staff members with the requisite skills needed to embrace new techniques and procedures. This ensures the organization keeps its pace with the rest of the field or the rest of the industry.

In a nutshell, the need for on-going and well-structured training programs can never be over-emphasized in an institution like the FDA which seeks to make colossal impacts in a sector as big as the Health Sector.

# CHEMICALS ON THE LOOSE

## - MISUSE AND ABUSE OF CHEMICALS IN OUR ENVIRONMENT

By: John Odame-Darkwah

**S**afe food is central to the prosperity, health and social well-being of individuals and society. The quest for safer food has made it imperative to protect the food supply from chemical, microbial and physical hazards during all stages of production, (growing and harvesting), processing, transporting, storing, retailing, distributing, preparing, and consumption. One of the consequences of the consumption of unsafe food is the direct deleterious impact on national development. Hence strengthening food safety systems directly contributes to decrease in the burden of foodborne diseases, alleviate poverty and promote the achievement of the Sustainable Development Goals (SDGs) 1, 2, 3 and 12. Food contamination, adulteration and abuse of the use of chemicals normally take place during primary production and processing of food. Therefore, strengthening food safety systems at the production and processing stages could prevent major food safety issues such as adulteration, misuse of food additives, misuse of agrochemicals, misuse of veterinary drug and misuse of growth hormones.

Generally, when food contains poisonous or deleterious substance that may render it injurious to health, it is adulterated/contaminated. Food adulteration, however, is done intentionally by degrading the quality of food offered for sale either by the admixture or substitution with inferior substances or by the removal of some valuable ingredient. Chemicals that are considered as food adulterants / contaminants include Sudan Dyes I-IV in Palm oil or spices; Potassium Bromate in flour; Melamine in milk powder or eggs; Methanol in Alcoholic beverages; Mercury in fish; Aflatoxins in groundnuts and corn; Polycyclic Aromatic Hydrocarbons(PAH) in smoked fish and Lead in water. These adulterants/contaminants have adverse health effects such as cancer, kidney damage, blurred vision, brain damage, paralysis, liver damage, anaemia and even death.

Food additives on the other hand (e.g. Monosodium glutamate and artificial sweeteners) are added to food to improve appearance, flavour, taste and to prolong shelf-life. However, the use of additives beyond the permissible limits as prescribed by law could pose health risk to consumers. These health risk include brain damage, mental retardation in infants, allergies, liver damage, increase in serum cholesterol and cancer. The use of agrochemicals is increasing due to the need to improve yield and minimise losses. Agrochemicals are used in the management of agricultural ecosystems, or the community of organisms in a farming area. Commonly used agrochemicals are



fertilizers, pesticides, veterinary drugs such as antibiotics for therapeutic purposes, and growth promoting hormones. Excessive use of fertilizers leads to contamination of underground water with nitrate and the runoff of these fertilizers into water bodies promote excessive growth of algae. Thus increasing the Biological Oxygen Demand (BOD) index leading to death of fish. Improper use of veterinary drugs on the other hand result in small amounts (residues) remaining in animal products which find its way into the food chain. Veterinary drug residues contribute to the development of resistant bacterial populations in the food supply which implies an increased resistance to these drugs in humans. Some drugs such as nitrofurans which serve as antibiotics for poultry and cattle are carcinogenic. Other substances like malachite green, a dye used to control fungi in aquaculture ponds have been found to be mutagenic.

In recent times, the use of growth hormones in animal production is on the increase. The growth hormones are steroid hormone drugs that are used in animals such as cattle and sheep to increase the animals' growth rate and the efficiency by which they convert the feed they eat into meat. They include natural oestrogen, progesterone, testosterone, and their synthetic versions. Studies done so far do not provide conclusive evidence to state if there are adverse health effects from the hormone residues in meat or dairy products. However, there is the need for caution in the use of growth hormones.

The continuous education of farmers and food producers on Good Agricultural Practices(GAPs) and Good Manufacturing Practices (GMP), correct application of agrochemicals and food additives in food production is necessary to control these *chemicals on the loose*!

# Fashion Tips

## For Ladies

### 1. Stretching Shoes the Easy Way

A cute pair of shoes is worthless if you cannot actually wear them! The main reason may be discomfort - when your feet seem to be a little bit on the wider side. Here's an easy trick to stretch out your shoes a bit! Fill a couple of good quality zip lock bags half full with water, seal them with most of the air out, and then place them in your shoes over night in the freezer. Repeat if necessary, ; this absolutely helps.

### 2. Eliminate Yellow Sweat Stains

That nasty yellowing in the armpits of your white shirts can be very embarrassing. Sometimes you do not even notice that you sweat but you still get them. Keep a bottle of lemon juice in your laundry room and sprays on any areas of your white clothes that are prone to sweat stains before you put them in the wash. This works like magic.

### 3. Chewing Gum Catastrophe

Funny enough, chewing gum can find its way on your clothes or fabric. Therefore, knowing this trick to help you remove it comes in handy. Good old ICE does the trick - the idea is to get the gum as cold as possible. This hardens it and makes it easier to just scrape it off. This trick also works for furniture and hair.

## For Men

### 1. Do not be afraid to lead

Most men are scared to be the best-dressed man in the room. They do not want to dress sharp so they would rather look like everyone else. Have the courage to be the best dressed man in the room. It will be nice to receive compliments for your good looks. People will look to you for leadership. Have the courage to be different. Be bold!

### 2. Care about your looks

Most men do not care about how they look. It is, however, an advantage to those who do care. I think that if more men understood the power of presentation, they would use it to their advantage. Most often than not, when you meet somebody, you do not even get a chance to open your mouth before they make an impression about you, ; so make sure that you are in control of your image by dressing well.

### 3. Keep it Simple

Sometimes you just do not know what to wear. Is this tie right? Are these socks too loud? Do I really need these cufflinks? Whenever you are not sure if you are doing something right, follow this single rule: Keep it simple. Modesty is always the better option.

# ODOUR

It is believed that bad body odour is caused purely by lack of personal hygiene. However, **it could also be due to climatic factors, hereditary factors, or some types of medications or food we consume.** The groin and the armpits are the main culprits!

Tips for preventing bad body odour

- Don't use the same shoes several days in a row without airing them out.
- Use products that are specific for each area.
- Dry your body very well after bathing, especially your toes.
- Wash your clothing properly and use special disinfectants, if necessary.
- Wear clothing made from natural fibers like cotton, to absorb and evaporate sweat.
- Remove armpit hair to prevent the decomposition of secretions by bacteria.
- Apply sodium bicarbonate or cornstarch to your armpits to reduce sweating and kill bacteria.
- Reduce your consumption of red meat, fats, garlic, onions and alcoholic drinks (opt for fresh fruits and vegetables).



## Health Tips

Tips for Healthy Living

### Health Tips For Everyone

#### 1. Drink Water Daily

Water is very good for our bodies and for a healthy life. Be sure to drink water each and every day!

#### 2. Wash Your Hands

Germs can be harmful to you and your immune system. Washing your hands with soap and under running water can eliminate these germs and guarantee that your body is healthy.

#### 3. See Your Doctor Regularly

Seeing your doctor regularly can help ensure a healthy lifestyle. It can help you to determine a future path of care, if necessary.

#### 4. Get Up and Move

Spending just 30 minutes of your time exercising each day can improve your health and the quality of life drastically!

#### 5. Smile!

A smile is a simple way to have a great life. Put a smile on and lead a life of positivity!

#### 6. Make Sure You Get Your Sleep

Getting less than 6 hours of sleep every day is not good for your health. Your body needs time to rest so be sure to get the proper amount of sleep.

#### 7. Eat Healthy

If your diet consists of mostly fats and sugars, it is time to take a second look at it. Choose fruits and vegetables over sweets.

#### 8. Obesity

Obesity is a culprit in a lot of chronic and life style health conditions. Do not be a victim – control your weight now.



Current status of FDA's new seven storey office complex at Tema

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