REPORT OF THE

FOLLOW UP ORPAS

OCCUPATIONAL RADIATION PROTECTION APPRAISAL SERVICE

MISSION

To the REPUBLIC OF GHANA
FOLLOW UP OCCUPATIONAL RADIATION PROTECTION APPRAISAL SERVICE

REPORT TO

THE GOVERNMENT OF REPUBLIC OF GHANA

Mission date: 19-23 August 2019
Facilities and services: Operators and Technical Service Providers
Location: Accra and Tema

Organised by: IAEA
ORPAS Team:

Wilbroad MUHOGORA              Team Leader
(Tanzania)

Jizeng MA                      Team Coordinator
(IAEA)
This mission was conducted under the Technical Cooperation Programme, using funds from the TC project RAF9057 - Strengthening National Capabilities on Occupational Radiation Protection in Compliance with Requirements of the New International Basic Safety Standards and the IAEA Extra Budgetary Project financed from USA: EBR-USA07-18-01: Strengthening Occupational Radiation Protection Appraisal Services (ORPAS) to the developing countries.
The number of recommendations, suggestions and good practices is in no way a measure of the occupational radiation protection status and arrangements of participating organizations in the hosting country. Comparisons of such numbers between ORPAS reports from different countries should not be attempted.
EXECUTIVE SUMMARY

At the request of the Government of the Republic of Ghana addressed to the International Atomic Energy Agency (IAEA) to conduct an Occupational Radiation Protection Appraisal Services (ORPAS) mission, the Agency organized a follow up ORPAS in the Republic of Ghana during 19-23 August 2019 with a Team of two international experts that include a Team Leader and an Agency Coordinator. The Ghana Atomic Energy Commission (GAEC) acted as the national contact point for the mission.

The objective of this mission was to review the implementation status of the recommendations from the ORPAS mission conducted during 5-9 December 2016 in Ghana.

Prior to this mission, a self-assessment by those organizations using the ORPAS questionnaires from which the advance reference materials (ARM) was prepared by the national coordinator, Accordingly, the organizations participated in the follow up ORPAS mission were: one dosimetry service provider (GAEC), one Secondary Standard Dosimetry Laboratory (SSDL) (GAEC), various operators’ facilities including, a non-destructive testing company, four hospital facilities and the maintenance services in GAEC.

The purpose of this follow up ORPAS mission was to review the progress made by the Member State in implementing improvements resulting from the ORPAS mission recommendations or suggestions against the IAEA Safety Standards as the international benchmark for protection and safety. The mission was also used to exchange information and experience between the Team members and the Ghana’s counterparts.

This report provides the main findings on the status of implementation for the recommendations in the ORPAS mission report.

The Occupational Radiation Protection Programmes at the operators’ facilities are still managed in compliance with the requirements stated in GSR Part 3;

1. The arrangements for provision of technical services still comply with IAEA Safety Standards and other international standards such as those of ISO and IEC.

However, specific set of recommendations and suggestions is directed to GAEC, and the Managements of the facilities that were covered during the follow up ORPAS mission. Detailed of specific findings for the facilities are provided in Appendices I-VIII.
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ANNEX I: REFERENCES

ANNEX III: MISSION PROGRAMME
1.0 INTRODUCTION

1.1 BACKGROUND
The International Atomic Energy Agency (IAEA) is authorized by its Statute to establish international standards for the safety and protection of health, environment and property against ionizing radiation. This has led to the publication, inter alia, of the International Basic Safety Standards for Protection against Ionizing Radiation and for the Safety of Radiation Sources (IAEA GSR Part 3). The IAEA has also a statutory responsibility to provide assistance for the application of these Basic Safety Standards (BSS) in Member States. To check whether the application of the standards is appropriate, the IAEA carries out appraisal reviews. This document is intended to assist in the appraisal of implementations of recommendations on occupational radiation protection addressed in the full ORPAS mission report based on the IAEA Safety Standards.

To assist Member States in occupational radiation protection, the IAEA has published safety guides which are jointly sponsored by the IAEA and the International Labour Organization (ANNEX I). The IAEA has also published additional technical information on particular techniques. These are the specific publications against which the appraisal described in this document is conducted.

1.2 CONCEPT OF APPRAISAL
An evaluation, or appraisal, of occupational radiation protection arrangements following a development and implementation programme, and periodically thereafter, is an effective way to ensure that those arrangements are optimized and effective. An appraisal provides an opportunity for a Member State to have its occupational radiation protection programme independently assessed and evaluated. An independent assessment is often useful to maintain or enhance the effectiveness of the programme and to identify in an objective and unbiased manner the areas where improvements may be required. A secondary benefit is that an independent appraisal allows information on best practices from the host country to be made available to
other Member States. It is also the intention that in due course, countries will be able to carry out their own self-assessment using similar procedures to those described in this document.

1.3 SCOPE
This document is a report of an appraisal team’s mission to the REPUBLIC OF GHANA, primarily to review the responses to the recommendations and suggestions made during the ORPAS mission conducted from 5th to 9th December 2016. It includes some background information and the scope of the appraisal. Conclusions and recommendations are made for the Republic of Ghana, but the document also includes recommendations to the IAEA with regard to the structure and conducts of future such appraisals.

1.4 STRUCTURE OF THE DOCUMENT
The document consists of four chapters of main text, supported by eight appendices that mostly provide the detailed findings of the mission.

2.0 OCCUPATIONAL RADIATION PROTECTION APPRAISAL

2.1. KEY OBJECTIVES
The purpose of the appraisal is to check the regulatory and practical implementation of occupational radiation protection arrangements. In other words, the review tries to answer the question “are the arrangements adequate and will they work?” given the national context in which they are applied. An appraisal also aims at identifying specific strengths and good practices that can be shared with other Member States. Finally, an appraisal provides a basis for determining where improvements may be required and for recommending actions to make such improvements.

In support of the purpose, the key objectives of the appraisal are to:
- provide the Republic of Ghana with an objective assessment of the provisions for occupational radiation protection;
- identify areas where performance should be improved to meet international standards;

- make recommendations on actions to be taken to achieve such improvements; and

- identify the strengths in the host country which are unique and worthy of bringing to the attention of others.

2.2. METHODOLOGY AND EVALUATION CRITERIA

The evaluation criteria applied are based on the performance requirements as set out in the following three Safety Requirements and Guides:

- Radiation Protection and Safety of Radiation Sources: International Basic Safety Standards (IAEA General Safety Requirements Part 3 No. GSR Part 3, 2014);

- Occupational Radiation Protection — General Safety Guide No. GSG-7, 2018

Accordingly, questionnaires have been developed by the IAEA for the purpose of gathering the necessary information against which to judge the appraised country’s provisions for occupational radiation protection. The questionnaires were developed from the BSS and the supporting safety guides. Prior to the follow up mission, these questionnaires were made available to all persons and organizations involved in the mission for their self-assessment.

2.3. EVALUATION OF FINDINGS - STRENGTHS WORTHY OF SPECIAL MERIT

It is far easier to criticize and point out failures than it is to identify aspects that represent best practice or are particularly good. However, throughout the mission, the appraisal team was careful to identify those aspects that they considered to be representative of good practice in particular areas. In this context, good practice is identified in recognition of an outstanding organization, arrangement programme or performance superior to those generally observed elsewhere.
2.4. EVALUATION OF FINDINGS - WEAKNESSES AND CONSEQUENT RECOMMENDATIONS

Identified deficiencies were assessed according to their perceived impact on the protection of workers, and recommendations for improvements have been made to the Republic of Ghana.

The appraisal team considered the actual or potential consequences arising from each identified area of limited effectiveness and has reflected this in the prioritization of the associated recommendations or suggestions. Recommendations are proposed where arrangements to meet the IAEA Safety Requirements are missing, incomplete or inadequately implemented. Suggestions are proposed where opportunities for improvements are identified not directly related to inadequate conformance with IAEA Safety Requirements. The suggestions may enhance the effectiveness of the occupational radiation protection arrangements against the guidance presented in IAEA General Safety Guide No. GSG-7, 2018.

3.0. APPRAISAL PROCEDURE

3.1. GHANA REQUEST AND IAEA RESPONSE

The Republic of Ghana requested the IAEA, in accordance with Milestone 2 of the model project on upgrading radiation protection infrastructure, to carry out a review of the occupational exposure control in the country. The request letter from Ghana is provided as ANNEX II. The National counterpart for the mission was the Ghana Atomic Energy Commission (GAEC). The IAEA Coordinator contacted the host country in order to arrange a date for the follow up ORPAS mission.

3.2 PARTICIPATING FACILITIES

The following facilities participated in the appraisal

— Foundation for Complex Orthopaedic Spine (FOCOS);
— Sweden Ghana Medical Centre (SGMC);
— National Centre for Radiotherapy and Nuclear Medicine (NCRNM), Korle-Bu Teaching Hospital (KBTH);
— RPI, GAEC – TSOs (Personal Dosimetry Laboratory, SSDL, Maintenance Service);
— Gateway Services Limited (GSL) – Cargo Scanning Company.

3.4. TEAM
It was decided that the scope and duration of the appraisal required a team of two experts, including the ORPAS mission team leader and the IAEA coordinator. The team members were recruited for the appraisal mission in accordance with IAEA procedures.

3.6. MISSION PROGRAMME
The draft mission programme was adopted as the final agenda and was followed as shown in (ANNEX III):

3.7 CONDUCT OF VISITS
It was agreed at the initial briefing team meeting that visits should focus on the recommendations and suggestions stated in the Full ORPAS Mission Report. This was valuable in preplanning aspects of each visit and concentrating on important issues. The list of the participants met during this mission is provided as ANNEX IV. Visits included a tour of each facility in order to obtain a comprehensive understanding of the information being gathered. It was noted that the briefing meeting organized on the first of the mission had provided valuable introduction of the purpose and conduct of the appraisal to the participating organizations and relevant staff.
— During each visit, the opportunity was taken to collect available documentation as evidence. This would be of value in the subsequent evaluation of the findings on progress made in implementing improvements resulting from the ORPAS mission recommendations or suggestions.

3.8 REPORTS
3.8.1 REPORTING SCHEDULE
The following reporting schedule was agreed at the exit meeting:
<table>
<thead>
<tr>
<th>Action</th>
<th>Completion Date (not later than)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compilation of first draft of report by team leader and circulation to team members for comments</td>
<td>4 weeks after the mission (15&lt;sup&gt;th&lt;/sup&gt; September 2019)</td>
</tr>
<tr>
<td>Comments from team members back to team leader</td>
<td>2 weeks after receipt from team leader members (30&lt;sup&gt;th&lt;/sup&gt; September 2019)</td>
</tr>
<tr>
<td>Final draft from team leader to IAEA coordinator for editing and internal approval</td>
<td>4 weeks after comments from team members (30&lt;sup&gt;th&lt;/sup&gt; October 2019)</td>
</tr>
<tr>
<td>Approved report back to team leader for final acceptance</td>
<td>4 weeks after receipt from IAEA coordinator (15&lt;sup&gt;th&lt;/sup&gt; November 2019)</td>
</tr>
<tr>
<td>Report returned to IAEA by team leader</td>
<td>Immediate (2 days)</td>
</tr>
<tr>
<td>Report sent from the IAEA to counterpart for comments</td>
<td>Immediate (2 days)</td>
</tr>
<tr>
<td>Comments by counterpart to IAEA coordinator</td>
<td>2 weeks after receipt from IAEA coordinator (6&lt;sup&gt;th&lt;/sup&gt; December 2019)</td>
</tr>
<tr>
<td>Issue of final report</td>
<td>4 weeks after receipt from counterpart (3&lt;sup&gt;rd&lt;/sup&gt; January 2020). A total of 20 weeks after the mission</td>
</tr>
</tbody>
</table>

The basic structure of the report includes:

### 3.8.2 PARTICIPATING ESTABLISHMENTS

#### Operators

The following establishments with the corresponding facilities were visited:

<table>
<thead>
<tr>
<th>Establishment</th>
<th>Facilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation For Complex Orthopaedic Spine (FOCOS)</td>
<td>Radiology and CT</td>
</tr>
<tr>
<td>Institution</td>
<td>Services</td>
</tr>
<tr>
<td>------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>Sweden Ghana Medical Centre (SGMC)</td>
<td>Radiotherapy and CT</td>
</tr>
<tr>
<td>National Centre For Radiotherapy &amp; Nuclear Medicine, Korle Bu Teaching Hospital (KBTH)</td>
<td>Radiotherapy and Nuclear medicine</td>
</tr>
<tr>
<td>Gateway Services Limited (GSL)</td>
<td>Containers scanning company</td>
</tr>
<tr>
<td>Nick Scan</td>
<td>Containers scanning company</td>
</tr>
</tbody>
</table>

**Technical Services**

<table>
<thead>
<tr>
<th>Establishment</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Dosimetry Laboratory, RPI, GAEC</td>
<td>External Dosimetry</td>
</tr>
<tr>
<td>Secondary Standard Dosimetry Laboratory, Health Physics And Instrumentation Centre, RPI, GAEC</td>
<td>Calibration</td>
</tr>
<tr>
<td>Engineering Service Centre, National Nuclear Research Institute, GAEC</td>
<td>Maintenance</td>
</tr>
</tbody>
</table>

**3.9 ** **BRIEF DESCRIPTION OF THE FACILITIES**

The institutions were classified as Operators and Technical Service Providers. All Operators carry out work involving the use of ionising radiation in 3 medical practices (radiotherapy, nuclear medicine, radiology) and in 2 industrial facilities (containers scanners). Except the industrial facilities, which are located in Tema (about 30 km away), other establishments are all located in Ghanaian capital, Accra. Two radiology departments are in private sector, one radiotherapy facility is in private sector while one centre that has radiotherapy and nuclear medicine facilities and is in public sector.
The Technical Service Providers group included: one external dosimetry service, one calibration Service and one service for nuclear equipment maintenance. External dosimetry and calibration services are provided by RPI of GAEC. At present, other two dosimetry service providers are in the process to be approved by the Nuclear Regulatory Authority (NRA), which is a newly established regulatory body. Maintenance services are provided by Engineering Service Centre which is under National Nuclear Research Institute (NNRI) of GAEC.
4.0 GENERAL CONCLUSIONS AND RECOMMENDATIONS OF THE APPRAISAL

On 23rd August 2019, the ORPAS Team presented the conclusions and recommendations of the appraisal to the counterparts of the ORPAS mission at the Exit Meeting at GAEC.

4.1 CONCLUSIONS

In general, the main conclusions of the mission are:

1. Most of the ORPAS hosting organizations take the recommendations from the ORPAS mission seriously; most of the recommendations have been implemented. Some new good practices were identified.
2. The Occupational Radiation Protection Programmes at operator facilities are managed in compliance with the requirements stated in GSR Part 3;
3. The arrangements for provision of technical services comply with IAEA Safety Standards and other international standards such as those of ISO and IEC.

However, a set of essential and important recommendations is directed to the Managements of the facilities that were covered during the follow up ORPAS mission.

Some new good practices were identified during the mission and are listed below:

1. It is observed that occupational radiation protection is given a high priority at the top managerial level in GAEC;
2. It was interesting to find that institutions made significant achievements in the implementation of previous recommendations;
3. All institutions maintained good practices that were observed during the ORPAS mission in 2016;
4. A radon laboratory was newly established in RPI of GAEC aiming to provide radon monitoring service for occupational exposure to radon;
5. Backup TLD reader has been acquired and put on use in the Dosimetry Laboratory to ensure the stable service and the dosimeters are calibrated at both of the readers;

6. The Dosimetry Laboratory has been partitioned and separated from other working areas, which contributes to good handling of TLD equipment and dosimeters’; and

7. The Engineering Service Centre provides skill based training course to informal sectors currently at 100 people per year with the support of Germany Development Agency (GIZ). This project contributes to effective knowledge management on desirable ORP arrangements and sustainability in the country.

For facility specific detailed recommendations and good practices, please refer to Appendices prepared for each of the end-users and service providers

4.2 RECOMMENDATIONS TO THE COUNTERPART AND PARTICIPATING INSTITUTIONS

The recommendations provided during the ORPAS mission are still valid. Further to that:

1. It is important that the participated institutions continue implementing the remaining recommendations as may be applicable;

2. The training service providers and operators are encouraged to continue conducting training course to the Radiation Protection Officers on occupational radiation protection with a special emphasis on establishing radiation protection and radiation health surveillance programs in accordance with the IAEA GSR Part 3 requirements;

There is a need to undertake certain improvements in the overall occupational radiation protection arrangements as specifically identified at operators and service providers (Appendices I-VIII).

4.3 RECOMMENDATIONS TO THE REGULATORY BODY

1. Establish requirements for the authorization of technical services
2. Issue regulatory guidance or enforce regulations for implementing occupational radiation protection program including health surveillance programme, quality management system, qualification and training of RSOs etc,

3. Share good practices observed during the appraisal mission with other national stakeholders and member states to promote their applications.
ANNEX II: GHANA REQUEST FOR A FOLLOW UP ORPAS MISSION

June 27, 2019

In case of reply the
number and the date of this
letter should be quoted.

Telephone Accra: 0302 - 400503, 400510, 401343
Cables & Telegrams GHANATOM
Telex: 2554 GEAC GH
Fax: 233-0302 - 400867

A.10/VOL.XII/185

REPUBLIC OF GHANA

Mr. Jizeng MA
IAEA- Austria

Dear Sir,

OFFICIAL INVITATION

The Ghana Atomic Energy Commission (GAEC) presents its compliments to you.

On behalf of the Government of Ghana and the Ghana Atomic Energy Commission, I am pleased to invite you Mr. Jizeng MA to Accra, Ghana to conduct “Occupational Radiation Protection Appraisal Services (ORPAS)”. The ORPAS follow up mission to Ghana will start from the August 19 - 23, 2019.

For this visit a reservation has been made for you at the GAEC Guest House - Accra, where you will be accommodated for the entire programme period.

The contact person for the mission is;

Prof. Emmanuel O. Darko
Director, Radiation Protection Institute (RPI)-GAEC
Cell: 233 (0) 24468687

We look forward to welcoming you to Accra.

Thank you.

Yours faithfully,

[Signature]

Prof. B.J.B Nyarko
Director General
# ANNEX III: MISSION PROGRAMME

**Follow up Occupational Radiation Protection Appraisal Service Mission**  
**REPUBLIC OF GHANA**  
**19 – 23 August 2019**

<table>
<thead>
<tr>
<th>Place</th>
<th>Facilities</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accra</td>
<td>Arrival</td>
<td>Sunday 18\textsuperscript{th} August 2019</td>
</tr>
<tr>
<td>Accra</td>
<td>Initial team briefing</td>
<td>Sunday 18\textsuperscript{th} pm</td>
</tr>
</tbody>
</table>
| Accra         | • Visit to SSDL (RPI)  
               | • Visit to Instrument Maintenance Lab (RPI, DENIC) | Monday 19\textsuperscript{th} |
| Accra         | • Visit to Radiotherapy Centre, Korle Bu        | Tuesday 20\textsuperscript{th} |
| Accra         | • Visit to FOCOS  
               | • Visit to SGMC                                      | Wednesday 21\textsuperscript{st} |
| Accra/Tema    | • Visit to Personnel Dosimetry Lab (RPI)  
               | • Visit to industrial facilities in Tema  
               | o GSL  
               | o Nick Scan                                       | Thursday 22\textsuperscript{nd} |
| Accra         | • Report preparation  
               | • Exit Meeting                                      | Friday 22\textsuperscript{nd} |
| Accra         | Departure                                        |                          |
## ANNEX IV: LIST OF PERSONS MET DURING THE FOLLOW UP ORPAS MISSION

<table>
<thead>
<tr>
<th>No</th>
<th>Name</th>
<th>Designation</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Prof. Benjamin J.B. Nyarko</td>
<td>Director General</td>
<td>Ghana Atomic Energy Commission (GAEC)</td>
</tr>
<tr>
<td>2</td>
<td>Prof. Shiloh Osae</td>
<td>Deputy Director General</td>
<td>GAEC</td>
</tr>
<tr>
<td>3</td>
<td>Prof. Emmanuel Darko</td>
<td>Director, Radiation Protection Institute (RPI)</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Dr. Joseph K. Amoako</td>
<td>Deputy Director</td>
<td>RPI</td>
</tr>
<tr>
<td>5</td>
<td>Dr. John O. Banahene</td>
<td>Manager</td>
<td>RPI</td>
</tr>
<tr>
<td>6</td>
<td>Mr. Collins K. Azah</td>
<td>Head, SSDL</td>
<td>RPI</td>
</tr>
<tr>
<td>7</td>
<td>Mr. Ben D. Gbekor</td>
<td>SSDL</td>
<td>RPI</td>
</tr>
<tr>
<td>8</td>
<td>Mr. Philips O. Mathew</td>
<td>Personal Dosimetry Laboratory</td>
<td>RPI</td>
</tr>
<tr>
<td>9</td>
<td>Dr. Francis G.Ofusu</td>
<td>Director</td>
<td>National Nuclear Research Institute (NNRI)</td>
</tr>
<tr>
<td>10</td>
<td>Dr. Banini Bright</td>
<td>Manager, Engineering Service Centre</td>
<td>NNRI</td>
</tr>
<tr>
<td>11</td>
<td>Dr. Joel Yarney</td>
<td>Director/Oncologist</td>
<td>National Centre for Radiotherapy &amp; Nuclear Medicine (NCRNM)</td>
</tr>
<tr>
<td>12</td>
<td>Dr. Verna Vanderpuye</td>
<td>Deputy Director</td>
<td>NCRNM</td>
</tr>
<tr>
<td>13</td>
<td>Mr. Francis Doughan</td>
<td>Medical physicist &amp; RPO</td>
<td>NCRNM</td>
</tr>
<tr>
<td>14</td>
<td>Ms. Vivian Quarshie</td>
<td>Administrative Manager</td>
<td>Foundation for Complex Orthopaedic Spine (FOCOS)</td>
</tr>
<tr>
<td>15</td>
<td>Mr Isaac Gyiman</td>
<td>RPO, Radiographer</td>
<td>FOCOS</td>
</tr>
<tr>
<td>16</td>
<td>Ms. Janire de Nysscken</td>
<td>General Manager</td>
<td>Sweden Ghana Medical Centre (SGMC)</td>
</tr>
<tr>
<td>17</td>
<td>Mr. George F. Acquah</td>
<td>RPO, Medical Physicist</td>
<td>SGMC</td>
</tr>
<tr>
<td>18</td>
<td>Ms Kate Owusu-Boakye</td>
<td>Scanner Manager</td>
<td>Gateway Services Ltd (GSL)</td>
</tr>
<tr>
<td>19</td>
<td>Mr. Benard Ahiaku</td>
<td>Managing Officer, RPO</td>
<td>GSL</td>
</tr>
<tr>
<td>20</td>
<td>Mr. Stehen O. Aniagyei</td>
<td>General Manager</td>
<td>NICK TC SCAN</td>
</tr>
</tbody>
</table>