



GhIE

GHANA INSTITUTION OF ENGINEERING



MANAGEMENT REPORT

2022/2023
COUNCIL YEAR

Presented by
ING. DAVID K. NYANTE, FGhIE

 30TH MARCH, 2023

 BEST WESTERN PLUS ATLANTIC HOTEL | TAKORADI, GHANA



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1.0 GHIE PRESIDENT'S MESSAGE

Fellow Engineering practitioners and entire membership of the Ghana Institution of Engineering. We have come to the end of what has been a fruitful and eventful period of this administration of the 52nd council. This AGM marks the transition from my administration to the next one which will usher in a 52nd President of our noble institution. Now more than ever, our country needs our services and the entire occupational groups in the value chain of our profession.

From all our branches and Chapters across the length and breadth of Ghana we have gathered as is constitutionally mandated to account for our stewardship of the institution to the General Assembly and the entire membership.

First let me welcome you to the Western Region of Ghana and specifically the City Takoradi.

The Conference and programmes committee of council working collaboratively with the other standing committees and the secretariat has put together a very engaging program for our reflection in this year's conference and AGM with the theme: Resilient Engineering for National Development. The technical and panel sessions were really educative, interactive and engaging.

Since the period of the pandemic our conferences have been gaining momentum and we thank God for the strength, wisdom and the abilities we have. I want to especially thank all the members of the 52nd Council for their dedication and hard work.

This year we have an interesting report and proposed amendment to aspects of our constitution and other interesting proposals which will be discussed. Feel free to engage and help build the institution.

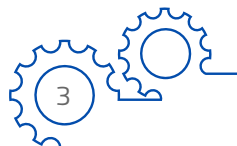
We welcome all delegates to the 53rd Annual General Meeting and admonish you to engage and leave the meeting enriched, network and increase your social capital.

Long live the GhIE!



2.0 PROGRAMME FOR AGM

- 2.1 Call to Order & Opening Remarks
- 2.2 Apologies for absence
- 2.3 Approval of Agenda
- 2.4 Acknowledgment of Past Presidents
- 2.5 Appointment of Election Scrutineers
- 2.6 Approval of the Draft Minutes of the Previous Meeting
 - 2.6.1 Reading of Draft Minutes of Previous Meeting
 - 2.6.2 Approval of Draft Minutes of Previous Meeting
- 2.7 Matters arising from the minutes.
 - 2.7.1 Review of the status of agreed actions
- 2.8 Management Report
- 2.9 Finance Report
 - 2.9.1 Audited Accounts 2022
 - 2.9.2 Review of Draft Budget 2023
 - 2.9.3 Review of subscriptions, fees, and levies for 2024
- 2.10 Amendments to Constitution
 - 2.10.1 Approval of the proposed amendments
- 2.11 Report of Scrutineers
 - 2.11.1 Announcement of the elections (electronic voting) results
 - 2.11.2 Introduction of Elected Officers
- 2.12 Any Other Business
- 2.13 Leadership Transmission
- 2.14 Closing Remarks



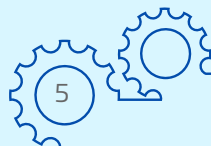
3.0 MINUTES OF THE 52ND ANNUAL GENERAL MEETING

3.1 MINUTES OF THE 52ND ANNUAL GENERAL MEETING HELD ON MARCH 31, 2022 AT THE ENGINEERING CENTRE, ROMAN RIDGE, ACCRA

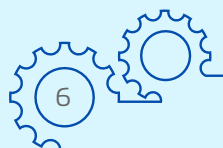
Record of Attendance is attached as Appendix A

1.0	OPENING	ACTION BY
1.1	Meeting Call to Order	
	The meeting began after a call to order was made at 10:23 am and chaired by President Ing. Prof. Charles A. Adams. Ing. Dr. Mrs. Enyonam Kpekpena gave the opening prayer.	
1.2	Adoption of Agenda	
	<p>The Agenda for the meeting was accepted as below.</p> <p>AGENDA</p> <p>1.0. Opening</p> <ol style="list-style-type: none"> 1.1. Call to Order. 1.2. Adoption of Agenda 1.3. Apologies for Absence 1.4. GHIE President 's Welcome Address <p>2.0. Minutes of the 51st Annual General Meeting</p> <ol style="list-style-type: none"> 2.1. Confirmation of Minutes 2.2. Matters arising out of minutes. <p>3.0. Management Report for the 2021/2022 Council Year</p> <p>4.0. Financial Report for the 2021/202 2 Council Year.</p> <ol style="list-style-type: none"> 4.1. Financial Report 4.2. Audited Account for the year ended 31st December 2021 4.3. Budget for the year 4.4. Proposals for Subscriptions, Levies, and Firm fees for 2023 <p>5.0. Any Other Maters</p> <p>6.0. Closing</p> <p>Ing. Kwabena Bempong moved for the adoption of the Agenda , and Ing. Nyantakyi seconded it</p>	

1.3	Apologies for Absence	
	There were no apologies.	
1.4	GHIE President's Welcome Address	
	<ul style="list-style-type: none"> • The President welcomed everyone to the AGM and apologized for commencing the meeting late. • He thanked members for participating in the previous year's hybrid AGM and commended members for the full house attendance. • He informed the house about workforce additions in the Secretariat, such as the appointment of a new Executive Director, Executive Assistant, Administrative Officer, and Digital Communications Officer to strengthen the workforce of the Secretariat. • He encouraged branch chairs to organize more activities to aid in the drive to increase membership and see that members are in good standing with the Institution. • President briefed members on the activities of the Institution regarding efforts made to bring on board and professionalize artisans. • Members were briefed on the activities during the celebration of World Engineering Day on 3rd March 2022. • Finally, the President introduced Ing. David Kwatia Nyante to the house as the new Executive Director (ED) of the Institution. 	
2.0	Minutes of the 51st Annual General Meeting	
2.1.	Confirmation of Minutes	
	<p>The minutes of the previous meeting was shared and presented to members by the Executive Director, Ing. David K. Nyante.</p> <p>Ing. Isaac Kweku Boakye requested copies of the previous minutes' attendance. Accordingly, a copy of the attendance was made available to him by the President.</p> <p>ED extended apologies to members for the unavailability of the printed Management Report.</p> <p>Ing. Dr. Emmanuel Kwesi Nyantakyi then moved for the acceptance of the minutes, and Mr. Philip Kwame Aheto seconded it.</p>	



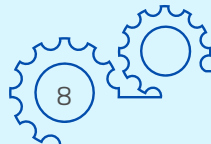
3.0	Management Report for the 2021/2022 Council Year	
	<p>The management report for the year 2021/2022 council year was read by the Executive Director, Ing. David Nyante. The following were key highlights of the report:</p> <ul style="list-style-type: none"> • ED briefed the members about an orientation programme held at Aburi from the 6th – the 9th of May 2022 for the new Council. • Members were briefed on the activities of the 52nd Annual Conference, which was held at the La Palm Royal Beach Hotel. Some activities included: <ul style="list-style-type: none"> (i) The inductions of 57 Craftsmen and 130 Professional Engineers at the Engineering Center and the Academy of Science and Arts Auditorium, respectively, on 28th March 2022. (ii) Donation to the Appiatse Support Fund on 31st March 2022 after the AGM. (iii) Dinner at the La Palm Royal Beach Hotel to climax the conference. (iv) Maiden edition of the GhIE Golf Tournament on Saturday, 2nd April 2022, at the Achimota Golf Course. • The Welfare Committee put together a revised welfare policy and launched it during the AGM. In addition, ED informed the members about the GhIE Pension's Trust with Secured Pensions Trust and encouraged members to subscribe to it. • Members were informed of the collaboration with GIZ and • Vodafone to develop an app for the Professionalization of Artisans (ProfArts) project. • ED requested Senior Members to bring to bear their wealth of experience to help set up an Arbitration Center for the Institution. • ED appreciated the Volta River Authority, Ghana Ports and Harbour Authority, Bui Power Authority, Grid Company Limited, Ghana Gas Company Limited, and Ghana National Petroleum Corporation for their continued support to the GhIE. • He ended by stating that the 2021/2022 Council year made a mark by bringing on board new Artisans under the GhIE/GIZ partnership to regularize their activities. 	



4.0	Financial Report for the 2021/2022 Council Year.	
4.1	Financial Report	
	<p>The Audited Accounts for the 2021/2022 Council Year was not presented.</p> <ul style="list-style-type: none"> • Vice President and Honorary Treasurer Ing Michael Dedey informed members of the unavailability of the audited account since the Auditors had not finalized the report. • He proposed that the financial report be read by the end of April 2022 and presented to the members in June 2022. • Ing. Kwabena Bempong moved the motion for the Financial report reading to be postponed to June 2022 and was seconded by Ing. Michael Dedey. <p>The motion was accepted by a vote to present the 2021/2022 Council Year in June 2022.</p>	
4.2	Proposals for Subscriptions, Levies and Firm fees for 2023	
	<ul style="list-style-type: none"> • Ing. Michael Dedey presented the proposed subscriptions/levies rates for 2023. • Ing. Isaac Boakye Aduenin suggested that the Council should try to put in place measures to encourage employers to pay the licensing and certification renewal fees of their employees who are members of the Institution. • Ing. Mathew Adombire moved for the acceptance of the Proposed Subscriptions/Levies rates and was seconded by Ing Daniel Bainson. • The motion was accepted unanimously. 	
4.3	Budget for the year	
	<ul style="list-style-type: none"> • ED Presented the budget for the year 2022. • Ing. Charles Asafo-Adjei enquired about the engineering council fees laid before Parliament and asked about the status. President explained the Institution's efforts to obtain information in that regard and encouraged members to get involved to help the Institution in any way they could. • ED added that, an arbitration center at the Institution would help raise funds. • Ing. Franklin Kumasah enquired about possibly increasing the 10% on subscriptions allocated on the budget to branches to 15%. ED explained the 10% allocation as per the constitution. <p>Ing. Michael Dedey moved for the acceptance of the budget, and Ing. Mathew Adombire seconded it. The motion was accepted unanimously.</p>	



5.0	Any Other Matters	
	<ul style="list-style-type: none"> • Ing. Joseph Oddei raised issues concerning the inappropriate use of professional stamps by some members regarding certifying documents outside one's area of practice. It was noted that this is unethical. • Ing. Joseph Buckson enquired about the Institution's efforts in supporting Appeatse. President indicated that Institution was fully involved in advisory services and plans by the Government to rebuild the community. • Ing. Alexander Dotse enquired about the considerations for Technical Divisions during conferences to ensure balance. President explained the need for all Technical divisions to avail their papers for review and consideration whenever calls for papers are made. 	
5.1	Hosting of 2023 Conference and AGM	
	<p>The GhIE conference and AGM is hosted outside Greater Accra every other year.</p> <p>Ing. Franklin Kumassah proposed that the next Conference and AGM should be held in Takoradi Branch 7. This was seconded by Ing. Dr. Joseph Sekyi-Ansah. The motion was accepted.</p>	
6.0	Adjournment	
	<p>In the absence of further issues, Ing. Joseph Oddei moved to adjourn the meeting to be re-convened in June 2022.</p> <p>Ing. Dr Emmanuel Nyantakyi seconded. The motion was approved.</p> <p>Ing. Alex Ayeh gave the departing prayer at 2:15pm.</p>	



3.2 MINUTES OF THE 52ND ANNUAL GENERAL MEETING (CONTINUATION) HELD ON MARCH 31, 2022 AT THE ENGINEERING CENTRE, ROMAN RIDGE, ACCRA

Record of Attendance as Appendix B

1.0	OPENING	ACTION BY
1.1	Meeting Call to Order	
	<p>The meeting was called to order at 2:30 pm by the Chair, Ing. Rev. Prof. Charles A. Adams.</p> <p>Ing. Daniel Kofi Bainsan gave the opening prayer.</p>	
2.0	Opening Remarks	
	<p>The President, Ing. Rev. Prof. Charles A. Adams welcomed all members present to the meeting.</p> <p>He informed members of the objectives of the continuation of the 52nd AGM, which was to consider and approve the Annual Financial Report and appoint External Auditors to complete the discussion of the 52nd AGM agenda.</p>	
3.0	Audit Report	
	<p>Ing. Rev. Prof. Charles A. Adams invited the External Auditors to present the GhIE financial report for 2021.</p> <p>The External Auditor, Mr. Daniel Ademu, from UHY Voscon presented the Annual Financial Report of the Institution.</p> <p>He indicated that the statement of financial positions was in agreement with the GhIE Account statements.</p> <p>Ing. Michael K.L. Dedey moved for the discussion of the report which was seconded by Mr. Philip Kwame Aheto.</p> <p>Ing. President called for objections to the report from members present. There were no objections to the financial report.</p> <p>Ing. Kwabena Bempong moved for the acceptance of the report, and it was seconded by Ing. Joseph K. Oddei.</p> <p>The report was unanimously accepted by members as presented by the External Auditors.</p>	

4.0	Appointment of External Auditors	
	<p>Ing. Michael K.L. Dedey informed the meeting that the External Auditors, UHY Voscon, had audited the Institution's financials for three consecutive years and commended them for the good work done.</p> <p>Ing. Michael K.L. Dedey moved for the acceptance of the appointment of UHY Voscon as the External Auditors of the Institution for another year and it was seconded by Ing. Daniel Kofi Bainson.</p> <p>The members unanimously accepted the motion to appoint UHY Voscon as the External Auditor for another year.</p>	
5.0	Closing	
	<p>Ing. Kwabena Bempong moved for the closure of the meeting, and it was seconded by Ing. William Darko at 3:25 pm.</p> <p>Ing. David K. Nyante said the closing prayer.</p>	

4.0 MANAGEMENT REPORT

4.1 INTRODUCTION

The 2021-2023 Council period of the Ghana Institution of Engineering started on 1st April 2021. The GhIE continued to be guided by the following strategic areas according to its Vision and Mission.

1. Corporate Governance
2. Education and Training
3. Professional Practice
4. Membership and Welfare
5. Public Interest

This Management report seeks to provide an update on the activities of the Council, the Executive Committee, Standing Committees, and Special Committees, highlighting the main activities for the 2022/2023 Council Year.

4.1.1 Composition of 2021/2023 Council

The Council continued its mandate for its second year chaired by the President, Ing. Rev. Prof. Charles Anum Adams. The Council period 2021/2023 ends on 31st March 2023. The 2023/2025 Council will be chaired by Ing. Kwabena Bempong, who will be sworn in as the 52nd President of the Institution on 30th March 2023 and take office on 1st April 2023.

4.1.2 Election of Members

The preparations for the election of new members for the Council period 2023/2025 began with the setting up an Election Review Committee. In November 2022, nominations were opened for elections to Council for the 2023/2025 Council period. Thirty-two (32) nominations were received for all the positions as listed in Table 1.



Table 1: 2023 – 2025 Council Year Election Nominations

POSITION	NO. OF NOMINEES	NO. TO BE ELECTED
President-Elect	3	1
Vice-President	2	1
National Councilor	13	12 (3 Each from occupational groups)
Chairperson (Technical Divisions)	4	4 (1 from Each Division)
Chairperson (Branches)	7	7 (1 from Each Branch)
Executive Representative	2	4 (1 from Each Branch occupational group)

The nominations went through vetting and were approved for the elections. Notice to vote was issued on 14th February 2023 in accordance with the constitution.

4.1. CORPORATE GOVERNANCE

4.2.1 2023 Annual Conference & 53rd Annual General Meeting

The 2021/2023 Council period ended with an Annual Conference & 53rd Annual General Meeting (AGM) under the theme "**Resilient Engineering for National Development**". The preconference activities commenced with the induction ceremony of new members into the Institution. The main activities of the conference were held from 27th March 2023 to 29th March 2023 at the **Best Western Atlantic Hotel, Takoradi**. Activities included the Women in Engineering Forum, Youth in Engineering Forum, Artisans Forum, Conference, Banquet and Presidential Inauguration.

4.2.2 Presidential Address

a) The GhIE President, Ing. Prof. Charles Anum Adams, delivered his Presidential Address for the Council year 2021-2023 on the topic "Contemporary Transportation Infrastructure Development in Ghana: Interrogating the Nexus of Engineering, Politics, and Sustainability". This was held on Thursday, 23rd June, 2022, at the Ghana Shippers Council, Accra. Ing. Abbey Sam, past Chairman of the Engineering Council, Ghana, chaired the



event. In his address, the President called for a concerted effort and good collaboration of relevant stakeholders to construct durable road transport systems and ensure their timely maintenance to save money. Participants included some Past Presidents of the Institution, executives of sister professional bodies, Chief Executives of some engineering firms, and members of the Institution.

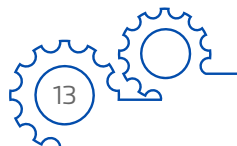
b) The GhIE presidential address on the state of the Institution was held on 24th March 2023 at the Engineering Centre. The event gave updates on the activities of the Council.

4.2.3 Amendments to Bye-Laws

In accordance with Articles 18.2.3 & 18.2.4 of the Constitution of the Ghana Institution of Engineering (GhIE), the Bye-Laws have been amended as follows:

Article 10.5 General Provisions for Elections of the Institution

- i. Delete item (2c) of Article 10.5.3.
- ii. Amend item (2d) of Article 10.5.3 by adding at the end of the sentence “not later than the 7th day of February”
- iii. Amend item (3b) of Article 10.5.3 by replacing the word “deadline” with “period”.
- iv. Add a new item (3e) to Article 10.5.3 as follows:
“e. Shall provide an updated schedule of all Full Members of Good Standing, indicating the Occupational Group, Technical Division and Branch.”
- v. Amend item (4) of Article 10.5.3 by adding at the end of the Paragraph, “The Executive Director shall provide daily updates on the voting to members.”
- vi. Add a new item (8) to Article 10.5.3 as follows:
“8) Not later than the 30th day of June before an election, the Council shall appoint a five-member Ad-hoc Electoral Committee to oversee the processes leading to, during and immediately after the elections.



The Committee shall be chaired by a past President with the Executive Director as secretary. Their tenure shall elapse after the results of the elections have been published on the official website of the Institution.”

Article 12.2 Election of Branch Officers

- vii. Amend Article 12.2.9 by replacing the word “except” in the first paragraph with “including”.



4.3 CORPORATE ACTIVITIES

4.3.1 Arbitration & Advisory Services

The Institution handled one Mediation case and one Arbitration case during the year. Advisory services were provided to Government agencies.

4.3.2 Public Interest and Corporate Relations.

Under the ProfArts project with GIZ and its partners (Bosch, Consolidated Bank Ghana Limited, UVEX safety group, and Invest for Jobs), the Institution inducted over 1,000 artisans (Craftsmen) into its membership. Induction ceremonies were held in Accra, Kumasi, Takoradi, and Tamale with the support of the Branch Chairs.

Other Craftsmen who were not part of the ProfArts project were also inducted in Accra and Kumasi in November 2022.

4.3.3 SBLT GIZ Scenario Based Learning

The GhIE, in partnership with GIZ, organized a one-day event to launch a Scenario-Based Learning tool. Members of the GhIE and students from the Engineering Faculty of the University of Ghana attended the event. The event was held at the Engineering Centre, Roman Ridge, Accra. The Scenario-Based Learning tool provides training in Ethics.

4.3.4 GhIE Annual Ethics and Leadership Lectures

The GhIE held its Annual Ethics and Leadership Lecture, themed “Quality Infrastructure and Engineering Services: The Engineer, Politician and Ethical Behaviour” on Thursday, 15th December 2022, at the Engineering Centre. The Lecture was delivered by the Special Prosecutor of the Republic of Ghana, Mr. Kissi Agyebeng, and chaired by Madam Elizabeth Ohene, former Minister of State and Retired Broadcaster.



4.4 STANDING AND SPECIAL COMMITTEES OF COUNCIL

The GhIE operates through the Standing and Special Committees of the Council to achieve the set goals and objectives. The committees facilitate the operations of the Council and are established to work throughout the term of the Council. The Committees are:

- a. Finance Committee
- b. Membership Committee
- c. Education and Training Committee
- d. Professional Practice and Ethics Committee
- e. Publications Committee
- f. Welfare Committee
- g. Conferences and Programmes Committee

The following were the co-opted Special Committees:

- a. ICT Committee
- b. Research and Awards Committee
- c. Visibility Committee
- d. STEM Education Committee

NB: See Appendix C for the composition of Committees for the Council term 2021/2023.



4.4 COMMITTEE REPORTS

4.5.1 Membership Committee (Chair: Ing. Dr. Patrick Amoah Bekoe)

The committee, over the period, held monthly meetings to deliberate on matters relevant to the committee.

The committee reached out to members through various channels to raise the number of members from 8651 to 9946. New registrants were added from all engineering disciplines, with over 1000 artisans on board. Table 2 is the membership status of GhIE as of March 2023.

Table 2: Membership Breakdown by Divisions

Division	February 2017	February 2018	February 2019	February 2020	February 2021	March 2022	March 2023
Civil	2247	2384	2565	2899	3025	3271	3707
Electrical/Electronics	1405	1730	2033	2284	2458	2714	3138
Chemical/Mining	431	492	594	639	751	830	902
Mech/Agric/Marine	1075	1160	1310	1430	1699	1836	2199
Total	5158	5766	6502	7252	7933	8651	9946

(a) Major Initiatives/Activities:

- Pre-examination Workshop – 500 Participants
- Engineering Professional Examination – 163 Candidates
- Confirmation Hearing – 36 Candidates
- Induction Ceremony – 31st to 37th Inductions
- ProfArts Induction – Induction Ceremony in Kumasi (267), Greater Accra (77), Takoradi (116), and Tamale (328).

(b) Committee Working Groups

The committee constituted membership of over forty (40) volunteers including individual members, representatives of technical divisions, branches and supporting staff from the Secretariat. It also worked with two (2) key committees, namely the ICT and Education and Training Committees to improve on membership applications processes and qualifications.



(C) Membership Drive and Revenue Creation

Membership Drive is one of the major objectives of the committee aimed at increasing the number of members. The Committee held activities to achieve this objective for the Council Year.

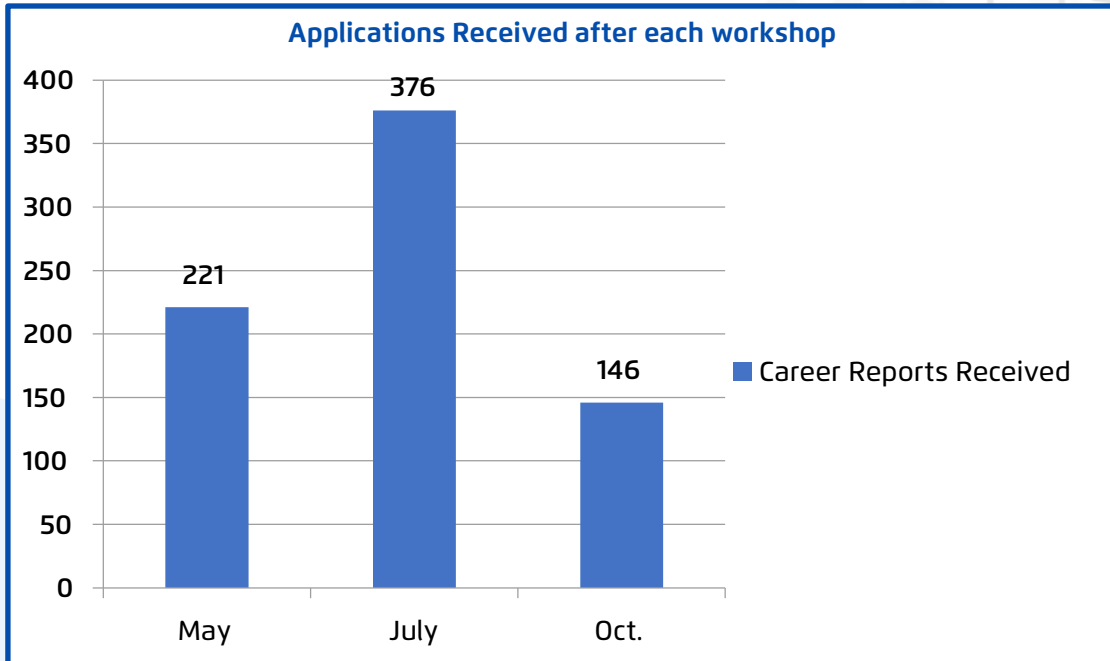
(d) Membership Registration

The Committee made efforts to engage prospective members to register as members of the Institution.

(e) Pre-Examination Workshop

The committee organized 3 main pre-examination workshops, prior to any scheduled examination, to prepare candidates on the requirements for professional examinations. Some branches also held separate workshops to prepare their members for the exams. These activities were organised as part of the preparations to transfer candidates from trainee Professional Engineer to Professional Engineers.





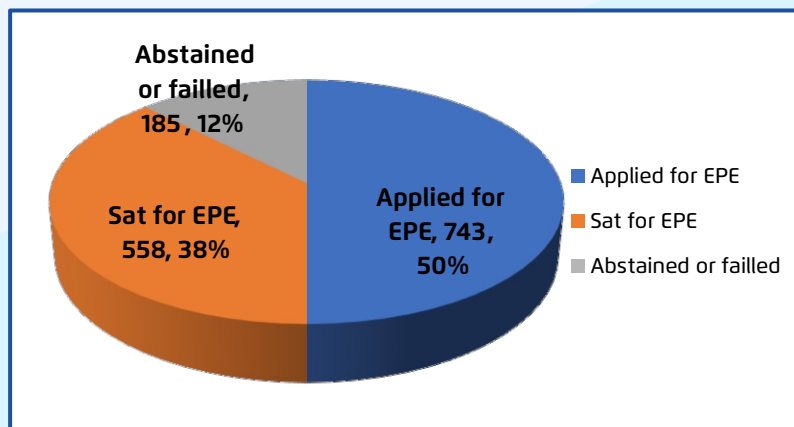
Below is the highest participated pre-exam workshop with breakdown in branches and divisions.

Branch Breakdown	Chemical/Mining	Civil	Electrical/Electronic	Mech/Agric/Marine	TOTAL	
Branch 1	78	8	15	18	37	78
Branch 2	28	3	11	10	4	28
Branch 3	10	0	6	4	0	10
Branch 4	191	15	78	57	41	191
Branch 5	10	1	4	2	3	10
Branch 6	9	0	4	4	1	9
Branch 7	50	11	6	17	16	50
TOTAL	376	38	124	112	102	376

(f) Professional Examination & Standards

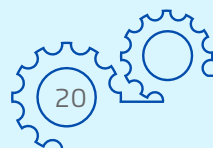
The Committee maintained the policy of holding quarterly professional examinations. It conducted 3 major examinations dubbed April-May, August-September and November-December 2022 EPEs. A total of 743 candidates applied to sit for the examination when the schedule was publicised to allow candidates have for-knowledge of the period for the examinations. Out of the total, only 558 sat for the examination through the normal route. 185 of the candidates either abstained or failed in (essay, technical review, oral), representing 12% of the total candidates. To continue strengthening the branches, EPEs were organised in their respective regions with support from the Secretariat. Special examinations were also held for institutions upon request.

The Committee organised a written exam for 27 staff of Anglo Gold Ashanti, Obuasi, at their premises through the assistance of the Branch Chair, Ing. Dr. Akwasi Afrifa Acheampong.



Below is the breakdown of candidates who sat by Division

DIVISION	Engineering Professional Exams			Total by Division
	<i>Apr-May</i>	<i>Aug -Sept</i>	<i>Nov-Dec</i>	
Civil	74	85	54	213
Chemical/Mining	13	25	15	53
Electrical/Electronic	62	79	28	169
Mech/Agric/Marine	29	55	39	123
TOTAL	178	244	136	558



(g) Special EPEs

Confirmation Hearing

Some prospective members in higher positions, with vast experience were considered under the hearing process. The candidates included individual professionals, professional surveyors who also doubled as engineers, expatriates and Ghanaians residing in other countries. The applicants appeared either in-person or virtual and were assessed through interviews. The panel members were Past Presidents and Fellows of the Institution. They were approved by Council for transfer to professional member status having successfully passed.

Month (2022)	No. of Applicants	No. Appeared	No. Transferred
August	20	17	17
October	7	6	6
December	17	12	12
TOTAL	44	35	35

(h) Diaspora Membership Drive

The period saw an increase in the registration of members in the diaspora. The number increased considerably due to the outreach programme at the TRB conference attended by the Chairman of the committee in Washington DC in January 2023.

Country	Early 22	Late 22	Sub -Total
USA	1	13	14
Canada	1	1	2
UK	1	1	2
China	1	24	25
Australia	1	-	1
TOTAL			44



(I) Induction Ceremony

The Membership committee organised five (5) induction ceremonies during the Council year. The success was evidenced by the 35th and 36th induction ceremony for newly admitted Trainee Professional Engineers to Professional Engineers. The total number of members inducted was 361. There are 2 inductions to be held for August-September candidates and November-December candidates to close off the year.

Induction	No. of inductees	Location
32 nd	42	Kumasi
33 rd	34	Takoradi
34 th	25	Ho
35 th	122	Accra
36 th	138	Accra

Induction ceremonies were also held for craftsmen in Accra, Kumasi, Takoradi and Tamale with over 788 inductees under the ProfArt Project by GIZ.

Venue	No. of craftsmen
Accra	77
Kumasi	267
Takoradi	116
Tamale	328
Total	788

(j) Challenges

Despite the successes chalked by the committee, the committee was faced with some challenges with regards:

- Screening of career reports
- Forms endorsement
- Inadequate panel members
- Delay of reports
- Non scoring



(k) Craftsmen Forum

Following the enrollment of artisans into the register of GhIE, the committee will have more engagement with artisans to strengthen them and provide progression programme to make the occupational group very vibrant. Elections are underway to elect their leaders on Council, who the committee will work with to achieve this goal.

(l) Student Activities

In the Council year, the committee registered 656 student members from various tertiary institutions studying engineering.

Ing. (Mrs) Benedicta Opokua Acherekoh represented the Chair of the committee at Ho Technical University and did a presentation on how to become student members and the progression levels. The event took place on 17th November, 2022 at the university. The students were joined by executives of the branch and some members of the Institution. The committee intends to engage more students in the next Council by visiting tertiary institutions in conjunction with branch executives to enroll more members and discuss issues of mutual concerns.

4.5.2 Education and Training Committee (Chair: Ing. Yaa O. Okudzeto)

(a) Major Initiatives/ Activities:

- Review of tertiary institutions' curriculums to strengthen engineering practice.
- Implementation of the CPD Portal to track the continuous development of members.
- Ongoing engagements on Pre-engineering programme to enroll art students - ensuring standard engineering education.
- Ongoing preparations for a National Education Forum to be held.



4.5.5 Conferences and Programmes Committee (Chair: Ing. Mavis Allotey)

The committee's mandate is to oversee the planning and organisation of conferences and programmes on behalf of the Ghana Institution of Engineering (GhIE).

The specific activities carried out for the period included:

- Assistance the Organising Committee in organizing the 2022 Africa Engineering Conference in Ethiopia.
- Assistance to the Ghana Transportation Professionals Forum (GTPF) and Regional Transport Research and Education Centre Kumasi (TRECK), KNUST and the GhIE, organisers of the Ghana Infrastructure Conference (GIC 2022) in Kumasi, Lancaster Hotel.
- Assistance with logistics for some branches to organize celebrations for the 2023 World Engineering Day.
- Preparations for the GhIE Annual Conference commencing 27th March 2023
- Preparations for the Travel Demand Management (TDM) conference in September 2023 in Accra, Ghana

4.5.6 Research & Awards Committee (Chair: Ing Naa Lamkai Quaye-Ballard)

During the 2021-2023 Council term, the Research and Awards Committee organized the Engineering Excellence Award (EEA) event. The event was held on 25th November, 2022 at the Engineering Centre, Accra. The participants at the event included engineering practitioners, members from other professional bodies, and public and private firms. The event was graced by the CEO of the Volta River Authority, Ing Emmanuel Antwi-Darkwa, who was the Guest of Honor and Speaker.

The EEA was established to reflect on and recognize the valuable contributions that individuals (engineers and non-engineers) and organizations make, to inspire their continued involvement and those of others, and to promote the crucial role of the engineering profession in public life and for the public benefit.



A total of eighteen (18) awards were presented to deserving firms and individuals as shown in Table 3. Fifty-Three (53) nominations were received across the various categories. All the nominations received went through an evaluation process, chaired by Ing. Prof Frederick Amu-Mensah chaired. Other members included Ing. Prof. Abena Obiri-Yeboah, Ing. Prof Issaka Yakubu, Ing. Dr. Margaret Nimoh, Ing Albert Viala, Ing Eric Acquah, and Ing Alberta Amankwaa.

Table 3: List of Awardees at the 2022 Engineering Excellence Awards Ceremony

No.	NAME	CATEGORY	AWARD
1.	Ing Dr . Williams Ackaah	Practitioners/Projects Category	Research (Academic- Industrial)
2.	Ing Prof Samuel K. Tulashie	Practitioners/Projects Category	Research (Academic- Industrial)
3.	Ing Dr . Williams Ackaah	Practitioners/Projects Category	Most Published Author in Engineering
4.	Ing Prof Samuel K. Tulashie	Practitioners/Projects Category	Engineering Concepts and Innovations
5.	SAYeTECH	Practitioners/Projects Category	Engineering Concepts and Innovations
6.	Associated Consultants	Practitioners/Projects Category	Engineering Business Management
7.	AMANDI Investment Ltd	Practitioners/Projects Category	Implementation of Engineering Solutions
8.	Ing Prof Elsie Effah Kaufmann	Practitioners/Projects Category	Distinguished Woman in Engineering
9.	Augustina Nyarko Amoateng	Practitioners/Projects Category	Engineering Craftsmanship
10.	Prince Dumevor	Practitioners/Projects Category	Engineering Craftsmanship
11.	Clement Adu -Addae	Young Innovators Category	Outstanding Engineering Knowledge & Exemplary Achievement
12.	Ing Benedict Atta Poku	Young Innovators Category	Outstanding Engineering Knowledge & Exemplary Achievement
13.	Emmanuel Kwasi Debrah	Public Awards	Engineering Evangelism
14.	Ing Yaw Osafo-Mafo	Public Awards	Distinguished Engineering Public Official
15.	Ing Kwabena Agyei Agyepong	Public Awards	Outstanding Contribution and Service to the Ghana Institution of Engineering (GhIE)
16.	Ing Emmanuel Wireko Brobbey	Public Awards	Outstanding Engineering Innovation

No.	NAME	CATEGORY	AWARD
17.	Our Lady of Grace SHS	Public Awards	Winners of the 2021 National Robotics Inspired Science Education Competition.
18.	Methodist Girls SHS	Public Awards	Winners of the 2020 Coderz Robotics and Coding Competition.

4.5.7 Publications Committee (Chair: Ing. Prof. Emmanuel K. Appiah-Adjei)

The mandate of the Publications Committee is to oversee all the publications of the institution including the GhIE Journal, Newsletter, Magazine, and other written materials. The committee, throughout the year, held regular monthly meetings to deliberate on matters relevant to its mandate.

(a) Major Initiatives/ Activities:

- Revived the GhIE Journal and launched a new online portal (www.ghiejournal.com) and journal management system to facilitate the submission, reviewing and publication processes of the journal. The 2022 and 2023 journal publications are available on the website.
- The GhIE Journal was also registered with Crossref and has an assigned DOI (Digital Object Identifier), which makes all its publications visible globally on all online scholarly platforms for easy citing.
- The GhIE Newsletter was revised, and one issue was published in 2022 with plans to publish quarterly in 2023.
- Collaborated with the branches and divisions of the institution to produce news items for publication on the GhIE website.
- Assisted with all the publication related issues of the 2023 Annual Conference and AGM of GhIE in Takoradi.
- Assisted with all the publication related issues of the 2022 Annual Conference and AGM of GhIE in Accra.
- Assisted with the organization of the 2022 Ghana Infrastructure Conference in Kumasi by the Ghana Transportation Forum, GhIE and TRECK.



4.5.8 ICT Committee Chair (Ing Kweku Asmah)

The committee, as part of its oversight roles and responsibilities on the Information Systems of the Institution, embarked on the following:

- Rollout new Engineering Professional Examination Software Rollout and training on Election Software.
- Collaboration with GIZ on development and roll out of ProfArts App (Professionalization of Artisans Project).
- Successfully completed the piloting and rollout of the membership portal. The portal is expected to be launched during the 2023 Conference.

4.5.9 STEM Education Committee (Chair: Ing. Prof. Elsie Kaufmann)

As part of the President and the Council's vision to improve STEM Education, the ad hoc committee was set up to oversee measures to improve engineering education in the country.

The committee reports on its key activities as follows:

1. Held two Panel Discussions on Engineering Education.
2. Prepared and presented a report on the challenges of Engineering Education in Ghana and suggested strategic actions to improve Engineering Education.
3. Laid the foundation for a baseline study (commissioned or in-members) on the status of engineering education in Ghana.
4. Hosted a webinar to sensitize academics on Industrial Attachments.
5. The Chairperson represented GhIE as an invited participant at the UNESCO Global Observatory of Science, Technology, and Innovation Policy Instruments (GO-SPIN) Workshop, Accra/Online, December 17 & 20, 2021.



4.5.10. Women in Engineering (WinE) (Chair: Ing. Dr. Enyonam Kpekpena)

- WinE collaborated with GhIE and UNESCO to organize a Career Development programme for students from five (5No) Universities in the Southern Sector (Accra) – 20th January 2022.
- 35 WinE Members participated in two CSIR workshops for the research project titled "Women in Engineering Education and Careers in Benin and Ghana (WEEC-BG)" – 17th and 24 February 2022.
- Organized WinE Forum for 2022 during GHIE Conference under the theme: "The Contribution of Female Engineers Towards National Development" – 28th March 2022.
- WinE partnered with MiDA to mentor 115 students this year under the Ghana Compact II Internship and Mentoring program. 93 WinE Mentors were assigned to the students.
- WinE, in collaboration with the Zonta Club of Accra Metropolitan, organized career guidance and mentorship activities for O'Reilly Senior High School on the theme "Empowered Woman." (8th March 2022).
- WinE, in collaboration with UNESCO, organized Africa Women's Day Forum at Kumasi (Ashanti Region) & online in commemoration of Africa Women's Day on 29th July 2022 under the theme "Women in Engineering for Sustainable Development in Africa.
- "WinE delivered a presentation at MANSA Virtual Internship Programme on 15th September 2022. The presentation was on the topic "Leadership and Career Path".
- WinE organized its Annual general Meeting on 19th October at the Ghana Institution of Engineering.
- WinE members attended and delivered a statement at the CSIR project dissemination workshop for the research project titled "Women in Engineering Education and Careers in Benin and Ghana (WEEC-BG)" on 8th December 2022.
- WinE KNUST chapter organized and held an Engineering fair event to elaborate on the various engineering career pathways, especially for female engineering students. (March 4th, 2022).



- WinE Members engaged in two (2) career guidance and counseling programs within Accra in response to invitations received from:
 - An NGO working with females at the tertiary levels (Women in Focus in Tema)
 - WinE Students Chapter, University of Ghana.

(a) WinE's Sponsorship and Awards Activities:

- WinE is sponsoring a needy female student introduced by the Kwenyehia Foundation studying BSc. MATERIALS ENG. (OBUASI CAMPUS). The assistance covers tuition and Hostel Accommodation.
- WinE Sponsored a program organized by the WinE student chapter of the University of Ghana dubbed "Breakfast with WinE" during their 2022 Engineering Week celebration.



4.6 TECHNICAL DIVISIONS REPORT

4.6.1 Civil Technical Division (Chair: Ing Joseph K. Oddei)

- The Division organized/participated in the following:
 - Organized Lecture on soil characterization with the cone penetrometer data acquisition and interpretation.
 - Organized a consultative meeting on the Development of Practicing Technical Guidelines - Draft Guidelines for structural integrity assessment.
 - Participated in a workshop on Climate resilience and urban planning for Accra.
 - Participated in a meeting of Built Environment Professionals on a proposal to monitor project sites on behalf of metropolitan municipals and district assemblies.
 - Organized a workshop on Applying Technical Methodologies to Public Facilities.
 - Working on the establishment of the National Housing Authority – Call for Position Paper.
 - Participation in a consultative meeting on Road Traffic Regulation.
 - Members served on the Greater Accra Resilient and Integrated Development (GARID) Project.
 - Participation in the Review of National Building Regulations.
 - Participation in meetings of the National Working Group on Sanitation.
 - Members nominated to serve on Enforcement Committee for Technical and Vocational Education and Training.
 - Members participated in Interview Panels for Ghana Highway Authority.



4.6.2 Chemical/Mining Technical Division (Chair: Ing Michael K. Nelson)

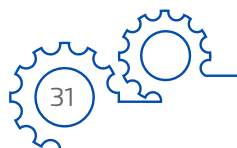
The Chemical/Mining Division continued to build up its activities to focus on Mining Operations via Webinars as follows:

- Tailings Dam and its management with a package on "Mining Tailings Storage Facilities Life Cycle."
- Comprehensive reviews focused on Mining Tailings and their properties, Tailings Dams Operation and Management, Tailings Dams and their Risk Management, Consequences of Tailings Dams Breaches, Governance Framework, Regulatory Requirements and Compliance, and Tailings Dams Life Cycle, Closure, and Post-Closure. The document presents an opportunity for its use in an Environmental Auditing of the Large-Scale Mining Companies in Ghana. Presenter: Prince Denyo – FAG STSF Site Manager.
- Artisanal / Small Scale Mining Operations with a package on "The Impact of Galamsey on Water Quality" inclusive reviews focused on the impact of Galamsey on water quality and a drain on the national purse, the cost of polluted water treatment vs. revenue from the practices of the "Galamsey" mining, artisanal Mining & Small Scale Mining operations to be cleaned out, Minerals Commission and Ministry of Lands & Natural Resources (plus Land Secretariat in the Districts) to regulate and provide the technical directions to the operators to be compliant with existing laws. Presenter: Dr. Shadrack Fosu, Snr. Lecturer, University of Mines & Technology (UMaT).

4.6.3 Mechanical Technical Division (Chair: Ing. Darlington A. Ahuble)

The Division organized/participated in the following:

- Quarterly Exco meetings were held with the subdivision Leads to discuss pertinent issues concerning the division and how various activities planned for the year were progressing.
- Five (5) sub-divisions were formed, and the Leads were appointed and charged to develop programs within their respective specialty areas so that members could make meaningful contributions to different subject matters when called upon. These are engineering fleet, building and field services, mechanical machinery construction, energy and utility, and industrial, design, and manufacturing services.



- Participated in the Stakeholder's Consultative Forum-Establishment of Foundry and Machine Tooling Centre organized by the Ministry of Environment, Science, Technology, and Innovation (MESTI) on 3rd February 2022 at the La Palm Royal Beach Hotel.
- The Association of Marine and Mechanical Engineering Students (AMMES) invited the Division to participate in the Young Engineer's forum on 26th May 2022 under the theme "The Role of Young Engineers in nation building."
- Participated in a "Construction and Built Environment working Group" workshop organized by Footprints Africa and held on 16th June 2022 at Kunkum, Osu.
- Organized Professional Capacity Building for members. Selected and relevant technical topics were discussed as follows:
 1. Welder certification by Ing. Daniel Kwakye
 2. Aerodrome Safety and Standards by Ghana Civil Aviation Authority
 3. Modern fastening & application technology for engineering & construction industry.
 4. Mining Maintenance Evolutions - Maintenance Management, New Technologies & Career Opportunities.

On the average, about 53 members were participating in the webinars. Some executives from the division paid a working visit to DVLA. The visit aimed to engage company members and share information from the Institution with them. It also allowed pushing for a membership drive, among others.

4.6.4 Electrical/Electronic Technical Division (Chair: Ing. Ebenezer Ato Roberts)

The Division continued with its aim to provide the platform for knowledge sharing amongst its membership and the opportunity for distinguished Engineering Practitioners to share from their stores of knowledge and experience. Two seminars that were held are as follows:

- An Evening with Ing Dr. Kwame Boakye, Board Chairman of the Engineering Council and Past President of the Ghana Institution of Engineering.



- Engineering Innovation: Ideas to Market delivered by Ing. Eric Nsarkoh, Director of Engineering at the Stanbic Bank, Ghana.
- The Division members continued to serve on various Institution committees and participated in external seminars that other stakeholder organizations in practice organized.
- In this Council Year, the Division, in conjunction with the Secretariat, undertook the establishment of an online technical forum, available on the GHIE portal, to facilitate regular engagement amongst members in finding solutions to technical questions that are placed there. Unfortunately, the traffic on the technical forum has been relatively low; therefore, members are encouraged to create the necessary conditions to utilize this resource effectively.
- The Division also collaborated with the Secretariat in establishing the subdivisions under the Electrical/Electronic Divisions. A full roll out of the sub-divisions is expected to occur early in the upcoming council year. Some of the programs that are expected to crystallize further in the new council year are as follows:
 - Provide advocacy for the Actualization of the Proposed Occupational Health and Safety Act.
 - Develop Collaboration with TVET Council to enhance opportunities for our membership and collaboration with some students.
 - Community Social Responsibility Project on Traffic and Street Lighting.



4.7 BRANCHES

4.7.1 Branch 1 (Ashanti Region) (Chair: Ing. Dr. Akwasi Afrifa)

4.7.1.1 Engineering Professional Examination

The Branch held three (3) pre-examination workshops within the Council year.



Ing. Dr. Ribeiro, during the workshop, gave a lecture.

Again, the Branch held a professional engineering examination at the Petroleum Building on the KNUST campus on Saturday, 14th May 2022, under the supervision of 4 executive members of GhIE. Also, a second professional examination for the Council year was held at the College of Engineering KNUST on 2nd October 2022.



Pictures of professional examinations at KNUST

4.7.1.2 Induction Ceremony

The 32nd Induction ceremony was held on Monday, 20th June 2022, at the RWESCK auditorium in KNUST. The induction was attended by the President of GhIE, Ing. Rev. Prof. Charles Anum; the Executive Director, Ing David K. Nyante; the Immediate Past President, Ing, A. Ayeh and the Membership Chair, Ing Dr. Patrick Amoah Bekoe.

On Thursday, 14th July 2022, 67 Craftsmen were inducted successfully to be Master Engineering Craftsmen at KNUST Business School. Ing. Prof. Rev. Charles Anum Adams (President, GhIE), Ing. David Kwatia Nyante (Executive Director, GhIE), Ing. Dr. Patrick A. Bekoe (Chairman of Membership Committee), Ing. Joseph K. Oddei, and Engr. Dr. Adu Boahen (Representative, IET) graced the occasion. On 4th November 2022, 284 approved artisans were inducted as well.



Pictures from 32nd induction ceremony

4.7.1.3 Other Activities

A workshop was held for about 100 science students at Serwaa Nyarko Girls' Senior High School on Thursday, 17th March 2022. Women engineers in the Branch facilitated this engagement. The engineers gave career talks in engineering and shared their engineering experience with them.

4.7.1.4 Student Affairs

On Tuesday, 4th October 2022, the outreach team had a talk with the final year students of the Adum Presby Junior High School on attaining their goals



in society by Ing. Dr. A. A. Acheampong. The outreach team organized a workshop on 11th October 2022 for the students of Abrotia JHS on the topic "Dream it, believe it, and work it." In addition, a career talk was organized for the Anomangye M/A Basic School at Suame on 14th October 2022 to generate interest in Engineering education.



Pictures from outreach team at Serwaa Nyarko Girls' Senior High School



Pictures of outreach at Adum Presby JHS



Pictures of outreach at Abrotia

4.7.2 Branch 2 (Bono, Ahafo, Bono-East) (Chair: Ing Dr Emmanuel Kwesi Nyantakyi)

4.7.2.1 Branch Meeting

The Branch held 12 executive meetings and 11 monthly branch meetings. Also, four webinars were organized over the Council years.

4.7.2.2 Conference and Branch AGM (BAGM)

The Branch Annual General Meeting and Conference was held at the Eusbett International Conference Center, Sunyani on 2nd June 2022. The Bono Regional Minister, Hon. Justina Owusu-Banahene, was the Guest Speaker. There were 120 participants in-person and fifty-three (53) participants online. Four (4) presentations were at the conference in the morning, and the BAGM took place in the afternoon.

4.7.2.3 Membership

The Branch has 3 chapters, namely:

1. GhIE UENR Student Chapter
2. GhIE UENR Chapter
3. GhIE UENR WinE Chapter

4.7.2.4 Engineering Professional Examination

Pre-examination workshops were held in April 2022 for 60 candidates, in August 2022 for 30 candidates, 60 candidates in July 2022 and 30 candidates in September 2022.

Also, 60 candidates were successfully inducted as Professional Engineers on 21st December 2022 at the Engineering Center in Accra.

4.7.2.5 Other Activities

A workshop was held for over 100 girls from 10 (ten) Junior High and Senior High Schools in the Bono, Bono East, and Ahafo Regions. This was facilitated by 10 women engineering practitioners in the Branch. The engineers gave career talks, shared their engineering experience with them and encouraged them to be engineers in future.



4.7.2.6 Student Affairs

The Branch boasts a very vibrant student membership. They are organized under two chapters: GhIE UENR Student Chapter and GhIE STU Student Chapter.

The UENR Student Chapter and WinE UENR Student Chapter organized the maiden Awards and Handing over ceremony for their new executives on Friday, 2nd September 2022, at the Eusbett Hotel, Sunyani. It was attended by the Executive Director, Ing. David K. Nyante, the Bono Regional Minister, Hon. Justina Owusu-Banahene, the Vice Chancellor of UENR, Heads of Departments, and the Branch Executives.

The student chapters embarked upon several outreach programmes to engage Junior High Schools students about the relevance of engineering in modern societies and why they should select engineering as a course of study.



Ing. Dr. Nyantakyi, GhIE Branch 2 Chairman



Ing. Prof Kwadwo Adinkrah – Appiah, VC-STU



Invited Guests



GhIE-STU WinE Executives



Engineering Students, Branch 2 Chairman, VC, Registrar, and Invited Guests

4.7.3 BRANCH 3 (Eastern) (Chair: Ing Godfrey Atta Jackson)

4.7.3.1 Webinars Organized

The following webinars were organized during the year:

- i. Mining maintenance Evolutions, New Technologies, and Career Opportunities - 3rd March 2022.
- ii. Presentation on Electric Vehicles by George Appiah, CEO of Solar Taxi -April 2022.
- iii. Webinar on Achieving Energy Security in Ghana, by Ing. Amo Duodu of VRA-July 2022

4.7.3.2 Introduction of Branch Welfare Scheme

The introduction of a Welfare Scheme to generate internal support for the activities in the Branch was discussed and passed by the Branch Executive Committee in consultation with some Council Members and the Executive Director.

A draft Welfare Policy has been forwarded to branch members for their review and acceptance, pending implementation.

4.7.3.3 Membership Drive

A WhatsApp platform was created to guide individuals and TPEs who want to become professional members of the Institution. This was established to



prepare candidates for professional examinations. In 2022, fifteen (15) TPEs sat for the Professional Examinations and were all successfully inducted subsequently.

A total of four (4) PEs in the region were upgraded to the class of Senior Professional Engineers (SPE).

4.7.3 Institution Visitation

The Branch Executive joined the Executive Committee to visit All Nations University in Koforidua in February 2022. This was a familiarization visit to share with the school some benefits of collaborating with the Institution.

The Branch is collaborating with the Secretariat to pay familiarization visits to the following Institutions in 2023.

- Newmont Golden Ridge Ltd, Akyim,
- Koforidua Technical University,
- Ghana Grid Company Ltd,
- Akosombo Textiles Ltd,
- Ghana Water Company,
- Ghana Highway Authority, and
- Other private companies in the region.

Ing. Akosua Owusu-Efaa, the Branch Treasurer, joined other panelists to facilitate the "Women and Girls as Agents of Change in STEM" program organized to mark the International Day of Women and Girls in Science. In its enrolment in the 2022 program, the Branch looks forward to embarking on some school visitations in the region to encourage Science Education.



Professional examinations



All Nations University in Koforidua

4.7.4 Branch 5 (Northern, Savannah, North-East) (Chair: Ing. Prof Ibrahim Yakubu Seini)

4.7.4.1 Branch Meeting

The Branch held monthly meetings virtually and in person to plan activities for the Branch.

4.7.4.2 Membership

The Branch organized Pre-examination Workshops at the VRA conference room in Tamale on 21st April 2022 and another on 28th April 2022, in the Upper West Region at the Dr Hilla Liman Technical University. The Professional Exam was organized at the Tamale Technical University in June 2022.

Three hundred and twenty-eight (328) craftsmen were inducted into the Craftsmen category of the Ghana Institution of Engineering via ProfArts. The ceremony was held at the Modern City Hotel in Tamale on 11th November, 2022. The President-Elect, Ing. Kwabena Bempong, the Chairman of the Membership Committee, Ing. Dr. Patrick A. Bekoe, Chairman of the Civil Technical Division, Ing. Joseph K. Oddei and GhIE Executive Representative, Mr. Philip K. Aheto were present for the ceremony. The President-Elect, Ing. Kwabena Bempong administered the Swearing Oath to the inductees on behalf of the President, after which certificates of membership were presented to them.



Pictures from the examination and induction activities

4.7.4.3 World Engineering Day

On 4th March, 2022, a one-day seminar on career guidance was organized for 100 students from ten (10) Junior High Schools in the Tamale Metropolis and Sagnarigu Municipality. After the career guidance seminar, the team demonstrated the use of science training kits to the students, and the science kits were later presented to the various schools for further training.

The Branch WinE Coordinator initiated the idea of forming WinE Ambassadors in the tertiary institutions. The inauguration was done in May 2022. Subsequently, the WinE Ambassadors in June 2022 organized a sensitization and career guidance workshop for some selected Junior High Schools in the Tolon District of the Northern Region. Writing materials were distributed to the pupils.



Launch of UDS WinE Ambassadors

4.7.4.4 Donation to Children's Home

The Branch donated food items to the Sang Children Home, which has about ninety-one (91) children. The management of the facility expressed their gratitude to the Institution for the kind gesture.



Donation of assorted items to children's home



4.7.4.5 The Branch Annual General Meeting

The Annual General Meeting (AGM) of the Branch was organized on 21st September, 2022. Various categories of members attended the program including professional engineers, trainee professional engineers, technologists, technicians, and craftsmen.



Pictures from the Branch's AGM

4.7.4.6 Industrial Visits

The Branch Organized industrial visits to the Tamale Interchange and the Tamale International Airport to assess their progress of work. The Branch Executives with President visited the Dabokpa Technical Institute (DTI).



Visit to Tamale Airport

The Branch after the AGM took further industrial visits to the largest GRID Company Ltd Substation in Ghana at Nayagnia in the Upper East Region. The team further visited the first-ever solar plantation in Ghana located at Pungu near Navrongo in the Upper East Region.

4.7.4.7 Call On HRH Yaa Naa Abukari Mahama II

The Branch Executives, the President of GhIE, and the Chairman of the Membership Committee paid a courtesy call to the Overlord of the Dagbon Kingdom on 21st September, 2022. The Yaa Naa received the delegation warmly and he expressed his desire to be a member of the Institution which delighted us. The President informed the Yaa Naa that he was welcome to be a member of the Institution. He acknowledged the role he plays as a King who identifies the needs of this people and initiate processes to find solutions to challenges facing them The King decorated the President with a traditional dress of a smock and hat.



Visit to the Yaa Naa

4.7.4.8 Visit to Vice-Chancellors

The delegation led by the President of GhIE met the Vice Chancellors of the University for Development Studies and the Tamale Technical University on 22/09/2022. Various issues of engineering training were discussed with a call for a closer collaboration to ensure adequate training is given to students for national development.



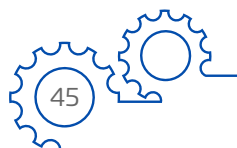
4.7.5 Branch 6 – Volta Region (Chair: Ing. Antoinette A Agboado)

4.7.5.1 Membership

Some 24 new engineers who were successful in the professional examination were inducted on 11th August, 2022. Also, 19 Trainee Professional Engineers (TPE) were organized to take their professional exams for 2022.

4.7.5.2 Inauguration of Branch Executive

On 11th August 2022, the President of GhIE, the President-Elect, the Executive Director and other Executive Committee Members inaugurated the branch executives as required. WinE seized the opportunity to officially launch its activities in the region on 11th August 2022.





Pictures from induction of new members and swearing-in of Branch Executives

4.7.6 Branch 7 (Western, Western-North, Central) (Chair: Ing Frank Kwofie Pinto)

The Branch executed a number of activities within the period under review. Notable among them includes:

1. Artisans (Prof Arts) training:

The Branch in collaboration with GIZ organized training for Artisans numbered about one hundred and sixteen (116). This covered all the Technical Divisions.

2. Engineering Professional Examination (EPE):

The Branch organized three (3) Engineering Professional Examinations.

3. Courtesy call on Omanhene of the Essikado Traditional Area:

The Executive Director and the Branch 7 Executive Committee paid a courtesy call on Omanhene of the Essikado Traditional Area, Nana Kwabena Nketsia V at his palace to formally invite him to the opening of the 2023 Conference and the 53rd Annual General Meeting.

4. Inauguration of Tarkwa Chapter:

The Branch received a petition from members based in Tarkwa and its enclave requesting to form a Chapter. The Branch communicated the request to the Executive Committee for further advice. Following the consideration of the petition and the subsequent satisfaction of conditions stipulated in the Bye-Laws of the Institution, request was granted, and the Chapter was

subsequently inaugurated. The Tarkwa Chapter was inaugurated on Friday, 3rd March, 2023.

5. Induction of new members into the class of Professional Engineers and Artisans:

The Branch hosted the 33rd Induction ceremony of Professional Engineers at the Takoradi Technical University on Thursday, 7th July, 2022. The immediate Past President and Executive Director were in attendance. Again, in October 2022, one hundred and sixteen (116) practitioners were inducted into the class of Professional Engineers and Master Engineering Craftsman.

6. Branch Secretariat and Administration:

The Branch Secretariat received three (3) personnel from the National Service Secretariat. All three (3) are Engineering students. Two (2) from the Takoradi Technical University, and one from the Kwame Nkrumah University of Science and Technology (KNUST).

7. Media Interviews:

The President, Ing Rev Prof Charles A. Adams, in the company of the Membership Committee Chair and the Chairperson for Branch 7 had a studio interview at Azay FM to brief the public about the need to be registered with the Institution and the importance of the Engineering Council Act, Act 819 and the LI 2410.

2. End of Year Party

The Branch organized its 2022 end of year party in February 2023 at Raybow International Hotel. About a hundred (100) members across the Branch participated. The Vice President graced the event.



5.0 SECRETARIAT AND ADMINISTRATION

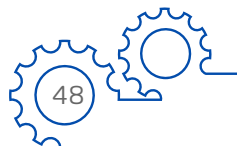
The Executive Director, Ing David K. Nyante, heads the GhIE Secretariat. The Secretariat is located at the Engineering Centre, Roman Ridge, Accra. The Engineering Centre does not only house the Secretariat; it has a Conference Room, a library, and meeting rooms.

The Institution has a staff capacity of 18, including one temporary staff. Table 4 shows the details of the staff at the Secretariat.

NO.	STAFF	POSITION
1.	Ing. David K. Nyante	Executive Director
2.	Benjamin T. Akunarh	Manager, Accounts
3.	Ayishetu Osmanu	Manager, Member Services
4.	Jacqueline Beecham	Officer , Conferences , and Programmes
5.	Benjamin Bartels	Officer , Accounts
6.	Helena Amponsah	Executive Assistant
7.	Faustina Ayitey	Officer, Administration
8.	Richard O. Acheampong	Officer , Examinations
9.	Brefo K. Gyamera	Officer, Digital Communications
10.	Rita Adobea Antwi	Officer, Membership
11.	Marion S. Nyarko	Membership Assistant
12.	Frederick Okae	Membership Assistant
13.	Patience Osae	Secretary
14.	Edward Y. Berkoh	Driver
15.	Tahiru Dimah	Dispatch
16.	Peter Wegble	Facility Maintenance Assistant
17.	Martin Acheampong	Facility Maintenance Assistant (on contract)
18.	Elorm Domie	Volunteer

5.1 Digitization

The Secretariat has continued to improve its administrative processes by digitizing its work streams to improve efficiencies. The digitalization process is being enforced by adopting cloud and green computing. It would also provide significant flexibility to members. Members could access the membership portal to update their details and directly interact with and interface with the Secretariat easily and remotely.



5.1 Seminars And Training

Several seminars and training programmes were held over the period. This allowed members to be in good standing regarding obtaining continuous professional development (CPD) points. These programmes were also available to non-members and had a hybrid attendance mode adopted. The hybrid attendance allowed our members to attend irrespective of their location.

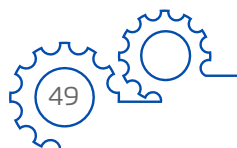
5.3 Annual Ethics Certification

Council has approved the incorporation of an Annual Ethics Certification into the Continuous Professional Development (CPD) Regulations of the Institution as a requirement for every Full Member. A member will receive certification if he/she meets the following conditions.

- i) Participated in the Annual Ethics Lecture; or
- ii) Completed the Scenario-Based Ethics training offered by the institution; or
- iii) Participated in any other Ethics Program recognized by the institution.

5.4 Other Activities

Other activities, such as the launch of the Scenario Based Learning tool, Annual Ethics lecture, Engineering Excellence Awards, and Consultation on Rebars for Engineering projects, have been discussed under the committees associated with these activities.



6.0 INTERNATIONAL RELATIONS

6.1 World Engineering Day (WED)

World Engineering Day is celebrated on 4th March every year. All World Federation of Engineering Organizations (WFEO) member organizations celebrate engineering achievements worldwide. It is also a day to encourage the youth to take up engineering as a profession. The GhIE, in collaboration with the KNUST college of engineering, CSIR, put up a documentary on engineering in Ghana. It covered engineering education and practice. It showcased how engineering interventions have improved communities' lives and the practical aspects of engineering training. In addition, some branches embarked on career talks at some selected senior high schools.

6.2 Sierra Leone Institution of Engineers (SLIE) Conference

The Sierra Leone Institution of Engineers (SLIE) biennial conference was held in the New Brookfields Hotel, Jomo Kenyatta Road, Freetown, Sierra Leone, from 28th June 2022 - 1st July 2022. The theme for the event was "The Impact Of The Covid-19 Pandemic on Engineering Practices". The GhIE was represented at the conference by the President, Ing Rev Prof Charles A. Adams, President-elect Ing Kwabena Bempong, and the Executive Director of GhIE, Ing David K. Nyante.

The President and President-Elect made presentations and moderated some technical sessions and paper presentations. Also in attendance was past president Ing Dr. Kwame Boakye, who presented a paper. In addition, the international delegation paid a courtesy call to the Vice President of Sierra Leone. The discussion included issues of shared infrastructure within the sub-region.

6.3 Nigerian Society of Engineers (Nse) Conference

The Nigerian Society of Engineers (NSE) conference was held in Abuja from 28th July 2022 to 30th July 2022. It was under the theme "Role of Diaspora Professionals in Local Capacity Development." The NSE is a member of the WFEO, FAEO, and a founding member of WAFEO. The GhIE was represented by the President-elect Ing Kwabena Bempong, the Executive Director Ing David K. Nyante, and the Chair of GhIE Branch 5, Ing Prof Yakubu Seini.



6.4 American Society of Civil Engineers (ASCE) Convention

The annual convention of the American Society of Civil Engineers (ASCE) was held in California, USA, from 23rd October to 26, 2022. The GhIE collaborates with the ASCE on some member benefits mutually agreed on under a memorandum of understanding. Some of the initiatives under this collaboration include the implementation of the infrastructure scorecard. The Executive Director, Ing David K. Nyante, represented the GhIE.

6.5 Africa Engineering Week and Conference

This is the flagship programme of the Federation of African Engineering Organizations (FAEO). During Africa Engineering Week, the GhIE collaborates with UNESCO and targets activities encouraging students to take up engineering. In addition, the conference gives opportunities for African engineers to share knowledge and expertise. This event was hosted by the Ethiopia Association of Civil Engineers (EACE) from 7th November to 11th November 2022, with over 600 engineering participants from 21 countries of Africa. The opening ceremony was graced by the President of the Democratic Republic of Ethiopia, Her Excellency Sahle Work Zewdeunder, and the event was chaired by the FAEO president, Ing (Mrs) Carlien Bou-Chedid.

The event saw technical presentations from national members of the FAEO. Also, a General Assembly was held as part of the event. The body made its call for nominations for the election of its officers. During the assembly, a committee was set up to review the constitution. Immediate Past President Ing. Alex Ayeh was elected as FAEO Treasurer.

The President, Ing Rev. Prof. Charles A. Adams and the Executive Director, Ing David K. Nyante, represented the GhIE.

6.6 NSE Investiture

The Nigeria Society of Engineers held its annual conference and AGM on November 14 – 18, 2022. President-Elect Ing Kwabena Bempong and Executive Director Ing David K. Nyante represented the GhIE. PP Ing. Alex Ayeh was in attendance as WAFEO President.

6.7 Investiture of FAEO President

This was held in Kigali, Rwanda. The GhIE was represented by the President, Ing. Rev. Prof. Addams.



6.8 ESoL Conference

The annual conference of the Engineering Society of Liberia was held in Kakata, Monrovia. As part of the programme the President of WAFEO, Ing Redwood Sawyer, was sworn into office as the President of the West African Federation of Engineering Organizations (WAFEO), and the Executive Director of GhIE, Ing David K. Nyante, was also sworn into office as the General Secretary of WAFEO.

6.9 FAEO Investiture

The investiture of the 6th president of FAEO was held in Kigali on 27th January 2023. It included a one-day conference. The President, Ing Rev Prof Charles Adams, represented GhIE. Other participants from Ghana included the Immediate Past President of FAEO, Ing (Mrs) Carlien Bou-Chedid; FAEO treasurer Ing Alex Ayeh; Past President and Chair of the Engineering Council of Ghana, Ing Dr. Kwame Boakye, who presented a paper.

6.10 Africa Catalyst Phase 4

The Ghana Institution of Engineering (GhIE), in collaboration with the Sierra Leone Institution of Engineers (SLIE) and Engineers for Change Sierra Leone (EFCSL), continued to work together on the Africa Catalyst Project. As a result, Phase IV of the Africa Catalyst Project was rolled out. This project phase aims to develop a framework for establishing a West African Engineering Professional Harmonization and Accreditation Council (WAEPHAC) focused on Professionalism, Mobility, Sustainability, and Diversity & Inclusion. Once established, WAEPHAC will become a template for replication within member-countries of the Federation of African Engineering Organizations (FAEO).

The responsibilities and functions to be carried out by the WAEPHAC will include but not be limited to:

1. Enhance harmonization of the different programmes for academic and professional accreditations by establishing Benchmark Minimum Academic and Professional Standards (BMAPS) for all engineering degree programmes in partnership with Professional Engineering Institutions (PEIs) and sub-regional accreditation bodies.
2. Recognize and partner with national PEIs and their processes.



3. Harmonize that the policies of Diversity and Inclusion are evident in the processes and operations of the PEIs.

6.11 SPONSORS/ PARTNERS

The GhIE has received the continuous support of the following Institutions over the period. The GhIE is very grateful to them. The companies include:

1. Volta River Authority.
2. Fabrimetal Ghana Ltd.
3. Ghana Grid Company Ltd
4. Ghana Civil Aviation Authority
5. Associated Consultants Ltd
6. Project Management Institute (PMI), USA



7.0 CONCLUSION

The 2022-2023 Council year made a mark by bringing on board new artisans/craftsmen under the GHIE-GIZ partnership to regularise their activities. For several years, the number of artisans/craftsmen on the roll has been low. The Institution intends to increase its membership outreach, hold more training programmes for professional development and, also, encourage more members to pay their subscription.

The Institution also aims to strengthen its international relations in the sub region and Africa to work towards harmonization of engineering education and professionalisation.

The branches have been significantly strengthened through a variety of measures. These include the implementation of new policies to encourage them to embark activities such training programs, branch AGMs, seminars, industrial visits, etc to engage members and attractive to potential members.

Additionally, the institution has focused on building stronger relationships with its members through regular communication and engagement, and by providing greater opportunities for networking and collaboration. This is geared towards building a more cohesive and effective community of professionals who are better equipped to meet the challenges of their respective fields.

The Council year has been very fruitful.

8.0 IN MEMORIUM

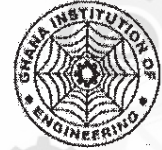
Management regrets to report the passing to eternal glory of the following members. May the Almighty God grant our departed colleagues peaceful eternal rest.

Ing Herbert Opare Addo Quaynor	00406	Retired Professional Engineer
Ing Ohene Manteaw	02478	Retired Professional Engineer
John Nii Welbeck Okinejah Welbeck	05274	Trainee Professional Engineer
Robert Woode	05856	Trainee Professional Engineer
Ing. Charles Emmanuel Kofi Obuobi Addo	05896	Senior Professional Engineer
Ing. Anthony TK Seddoh	08941	Professional Engineer



5.0 FINANCE REPORT

1.0 AUDITED ACCOUNTS FOR THE YEAR ENDED AS AT 31ST DECEMBER 2022



GHANA INSTITUTION OF ENGINEERING

FINANCIAL STATEMENTS
31 DECEMBER, 2022

GHANA INSTITUTION OF ENGINEERING

FINANCIAL STATEMENTS

31 December, 2022

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GHANA INSTITUTION OF ENGINEERING**Corporate information for the year ended 31 December, 2022****Council members**

Ing. Rev. Prof. Charles A. Adams
 Ing. Kwabena Bempong
 Ing. Michael K.L. Dedei
 Ing. Leslie A. Ayeh
 Ing. Dr. Patrick A. Bekoe

Mr. Philip Kwame Aheto
 Ing. Dr. Akwasi Afrifa Acheampong
 Ing. Dr. Emmanuel K. Nyantakyi
 Ing. Godfrey Atta Jackson
 Ing. Komla Wogbemase Ofori
 Ing. Prof. Ibrahim Yakubu Seini
 Ing. Antoinette A Agboado
 Ing. Frank Kwofie Pinto
 Ing. Joseph K. Oddei
 Ing. Darlington A. Ahuble
 Ing. Ebenezer Ato Roberts
 Ing. Michael Kweku Nelson
 Ing. Wiseborn Owusu Danquah
 Ing. Ing. Naa Lamkai Quaye-Ballard

Ing. Yaa Obenewaa Okudzeto

Ing. Harold Esseku
 Ing. Ludwig Hesse
 Ing. Prof Emmanuel Kwame Appiah-Adjei
 Ing. Kweku Asmah
 Ing. Mavis Allotey
 Ing. Dr. Mrs Enyonam Kpekpena
 Mr. Richard Adarkwa
 Ing. Nana Poku Agyeman

Ing. Kenneth Ashigbey
 Ing. Michael Bekoe
 Ing. Magnus Lincoln Quarshie

Ing. Prof. Owusu Achaw
 Ing. Prof. Elsie Kaufman
 Ing. Prof. Kwabena Nyarko
 Ing. David Kwatia Nyante

President
 President-elect
 Vice President
 Imm. Past President
 Executive Rep, Professional Engineers, Membership
 Committee Chairperson
 Executive Rep., Technicians
 Chairman, Branch 1
 Chairman, Branch 2
 Chairman, Branch 3
 Chairman, Branch 4
 Chairperson, Branch 5
 Chairman, Branch 6
 Chairman, Branch 7
 Chairman, Civil Tech. Div.
 Chairman, Mechanical Tech Div.,
 Chairman, Electrical/Electronic Tech. Div.
 Chairman, Chemical/Mining Tech. Div.,
 National Councillor
 National Councillor, Research & Awards Committee
 Chairperson
 National Councillor, Education Training Committee
 Chairperson
 Welfare Committee Chairperson
 Professional Practice & Ethics, Committee Chairperson
 Publications Committee Chairperson
 ICT Committee Chairperson
 Celebration and Programs Committee Chairperson
 Wine President
 Representative, Craftsmen
 Co-chair, Visibility & Media Adhoc Committee Co-
 Chairperson
 Visibility & Media Adhoc Committee Co-Chairperson
 Co-Chair, Infrastructure Report Card Adhoc Committee
 Chair, Infrastructure Report Card Adhoc Committee &
 Rep. Engineering Service Providers
 Technical Universities Rep
 STEM and Engineering Adhoc Committee Chairperson
 Universities Rep
 Executive Director

Corporate Information for the year ended 31 December, 2022 (Cont'd)

Registered office	13 Continental Road P.O. Box 7042 Accra-North
Physical place of business	13 Continental Road Roman Ridge Accra.
Independent auditors	UHY Voscon Chartered Accountants 2 nd Floor, Cocoshe House, Opposite Silver Star Tower Agostinho Neto Close Airport Residential Area. Accra-Ghana P.O.Box LA 476 LA, Accra Phone +233 30 2683 430/4 E:info@uhyvoscon-gh.com W:www.uhyvoscon-gh.com GA: 057-1475
Bankers	Standard Chartered Bank PLC Fidelity Bank PLC Ecobank Ghana PLC Universal Merchant Bank PLC
Taxpayer Identification Number (TIN)	V0004992172

GHANA INSTITUTION OF ENGINEERING (GhIE)
Financial summary and highlights
(All amounts are expressed in Ghana cedi unless otherwise stated)

Three-year financial summary	2022	2021	2020
Total income	6,386,423	3,176,545	3,367,320
General and administrative expenses	5,358,992	3,552,004	2,204,933
Net operational income/(loss)	1,027,431	(375,459)	1,162,387
Total assets	7,026,445	6,401,688	6,517,819
Total funds and reserves	6,872,343	5,131,117	5,307,133
Total reserves and liabilities	7,026,445	6,401,688	6,517,819

Financial highlights	2022	2021	Percentage change %
Total income	6,386,423	3,176,545	101.05
General and administrative expenses	5,358,992	3,552,004	56.89
Net operational income/(loss)	1,027,431	(375,459)	(373.65)
Total assets	7,026,445	6,401,688	9.76
Total funds and reserves	6,872,343	5,131,117	33.93
Total reserves and liabilities	7,026,445	6,401,688	9.76



Ghana Institution of Engineering
Statement of Council's responsibilities
Council's responsibilities in respect of the financial statements

The Council is required to ensure that adequate accounting records are maintained so as to disclose at reasonable adequacy, the financial position of the Institution. They are also responsible for steps to safeguard the assets of the Institution and to prevent and detect fraud and other irregularities. They must present financial statements for each financial year, which give a true and fair view of the affairs of the Institution, and the results for that period. In preparing these financial statements, they are required to:

- select suitable accounting policies and apply them on a consistent basis using reasonable and prudent judgment;
- state whether or not the Companies Act, 2019 (Act 992) and International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs) have been adhered to and explain material departures thereto;
- use the going concern basis unless it is inappropriate.

The Council acknowledges its responsibility for ensuring the preparation of the annual financial statements in accordance with IFRS and the responsibility of external auditors to report on these financial statements. The Council is responsible for ensuring the maintenance of adequate accounting records and an effective system of internal controls and risk management.

Nothing has come to the Council's attention, to indicate any material breakdown in the functioning of the internal controls and systems during the period under review, which could have a material impact on the business.

The financial statements are prepared from the accounting records on the basis of consistent use of appropriate records supported by reasonable and prudent judgments and estimates that fairly present the state of affairs of the Institution. The financial statements have been prepared on a going concern basis and there is no reason to believe that the Institution will not continue as a going concern in the next financial year. The Council confirms that in preparing the financial statements, they have:

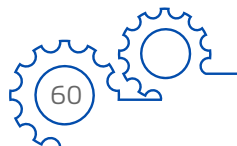
- selected suitable accounting policies and applied them consistently.
- made judgments and estimates that are reasonable and prudent.
- followed the International Financial Reporting Standards (IFRS).
- prepared the financial statements on the going concern basis.

The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Institution and to enable them ensure that the financial statements comply with the Companies Act, 2019 (Act 992). They are also responsible for safe guarding the assets of the Institution and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By the order of the Council:

Name of Council Member.....*Prof. Charles Adams*
 Signature.....*[Signature]*
 Date.....*09-03-2023*

Name of Council Member.....*DAVID K. NYANTIE*
 Signature.....*[Signature]*
 Date.....*09-03-2023*



Council's Report to the Members of Ghana Institution of Engineering

Council report for the year ended December 2022

In accordance with the requirements of section 132 of the Companies Act, 2019 (Act 922), we the Council of the Ghana Institution of Engineering submit our report together with the Audited Financial Statements of the Institution for the year ended 31 December 2022.

Statement of responsibilities of the Council

The Council is responsible for the preparation of Financial Statements for each financial year which gives a true and fair view of the state of affairs of the Institution and of the surplus or deficit and cash flows for that period. In preparing those financial statements, the Council has selected suitable accounting policies and then applied them consistently, made judgments and estimates that are reasonable and prudent and follow International Financial Reporting Standards.

The Council is responsible for ensuring that the Institution keeps proper accounting records that disclose with reasonable accuracy at any time its financial position. The Council is also responsible for safeguarding the assets of the Institution and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Nature of business

The Institution is a not-for-profit professional body established by law in accordance with the Professional Bodies Registration Decree NRCD143 of 1973 and the Engineering Council Act, 2011 (Act 819). The Institution seeks to advance and facilitate the acquisition and Development of Science, Engineering and Technology at all levels of society and to ensure its performance by instilling in its membership, professionalism and ethical practice.

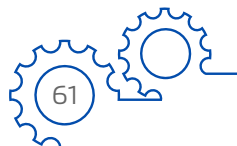
Financial results

The financial results of the Institution are set out below:

	2022 GHC	2021 GHC
Net surplus/(deficit) for the year	1,027,431	(375,459)
Prior year adjustment	(21,918)	(124,374)
From which is added the balance on accumulated fund as 1 January	1,034,583	1,534,416
Leaving a balance to be carried forward on accumulated fund of	2,040,096	1,034,583

Auditor remuneration

The remuneration charged for the audit of the year ended 31 December 2022 is GHS 37,033.



**Councils' Report
to the Members
of Ghana Institution of Engineering (cont'd)**

Independent auditor

The external auditor is responsible for independently auditing and reporting on the Institution's financial statements for the year. The financial statements have been examined by the Institution's external auditors and their report is presented on pages 14 to 17.

In accordance with section 139 (11) of the Companies Act, 2019 (Act 992), UHY Voscon has expressed the willingness to continue in office as auditor of the Institution.

<p>Name of Council member..... <i>Prof Charles Adams</i></p> <p>Signature..... <i>[Signature]</i></p> <p>Date..... <i>09-03-2023</i></p>	<p>Name of Council member..... <i>DAVID K. NYANTE</i></p> <p>Signature..... <i>[Signature]</i></p> <p>Date..... <i>09-03-2023</i></p>
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GHANA INSTITUTION OF ENGINEERING

Corporate governance (CG)

Overview

The Ghana Institution of Engineering is committed to strong corporate governance practices. The Council is the governing body of the Institution. The Members of the Council in conjunction with the Executive Management provide an effective oversight and management of the Institution in a manner that enhances value to the Members and other stakeholders of the Institution.

The Council

There shall be a Governing Body of the Institution to be called the Council. The Council shall be subject to decisions of the General Meeting of the Institution.

The Council shall comprise:

- the President;
- the Immediate Past President (IPP) who shall be the latest living and available Past President;
- the President-Elect;
- the Vice-President
- one (1) Executive Representative for each Occupational Group;
- three (3) National Councilors representing each Occupational Group;
- Chairpersons of Technical Divisions;
- Branch Chairpersons;
- Four (4) Representatives of Registered Entities.

Standing Committees of the Council

The Standing Committees of the Institution, together with the Branch Executive Committees and the Technical Division Operations Committees, support the Council and the Executive Committee to undertake the functions and achieve the objectives as set out in Article 3 of the Constitution.

The standing Committees of the Council are:

- the Finance Committee;
- the Membership Committee;
- the Education and Training Committee';
- the Professional Practice and Ethics Committee;
- the Publications Committee;
- the Welfare Committee; and
- the Conferences and Programs Committee.

The distinct functions for the Standing Committees are provided hereunder.

Finance Committee

The Finance Committee has the responsibility to ensure good financial management and control, and sustainability of finances of the Institutions. In doing this, the Committee will:



GHANA INSTITUTION OF ENGINEERING

Corporate governance (CG) – (cont'd)

Finance Committee (cont'd)

- prepare, for the approval of Council, a financial management manual for the Institution that ensures that Article 14 of the Constitution is fully implemented, using appropriate accounting principles and standards;
- review and recommend for the approval of Council and Annual General Meeting, the annual budget of the Institution, in accordance with Article 15.2 of the Constitution;
- ensure that adequate financial records are kept by the Secretariat, and that financial reports are prepared, reviewed, audited and presented to the Council for approval, in accordance with Article 15.3 of the Constitution;
- ensure that earmarked funds are properly set aside and prudently managed, in accordance with Article 15.4 of the Constitution;
- ensure that there is a system, approved by Council, for the procurement and compensation for services rendered to the Institution for services, employees and Members, in accordance with Article 15.6 of the Constitution.
- ensure that surplus funds of the Institution are efficiently invested to optimize the returns to the Institution;
- advise and support the Council to raise funds and sponsorship for its activities; and
- advise the Council regarding all issues relating to financial management of the Institution.

Composition

The membership of the Finance Committee shall include:

- the Chairperson, who shall be the Honorary Treasurer;
- the Chairperson of all the Standing Committees;
- the Executive Director; and
- the Director with responsibility for Finance in the Secretariat of the Institution, who shall be the secretary to the Committee, and who must facilitate and be in-attendance at all meetings of the Committee.

Membership Committee

The Membership Committee is responsible for the admission and transfer of Members onto the Membership Register of the Institution. In doing this, the Committee will:

- organize regular and special Engineering Professional Examinations to admit or transfer Members into various Classes and Occupational Groups;
- promote the Institution to attract engineering practitioners and engineering students in a bid to making the Institution, the Licensing Body of choice for Engineering Practitioners in registering with the Engineering Council of Ghana (ECGh);
- produce and disseminate guidelines, with the approval of Council, for admitting various classes of Members and transfer from one Class and Occupational Group to the other;
- provide guidance, with the approval of Council, for in-service training of Trainee Engineers and their preparation for undertaking the Engineering Professional Examination;
- organize, in collaboration with the Conferences and Programs Committee, the Induction Ceremony for those who have been transferred or admitted as Full Members; and
- advise the Council on issues relating to management of Members and the Membership Register.



GHANA INSTITUTION OF ENGINEERING

Corporate governance (CG) – (cont'd)

Membership Committee – (cont'd)

Composition

The composition of the Membership Committee shall include:

- the Chairperson of the Committee;
- the Chairperson or Vice-Chairperson of each Technical Division;
- the Executive Representative of each of the Occupational Groups; and
- the Director with responsibility for Membership in the Secretariat of the Institution, who shall be the secretary to the Committee, and who must facilitate and be in-attendance at all meetings of the Committee.

Education and Training Committee

The Education and Training Committee is responsible for establishing the education and training requirements for the admission of Members and their continuous professional development. In doing this, the Committee will:

- develop the basic requirements, approved by Council, for the education and training of Engineering Practitioners, as minimum requirements for admission into the Occupational Groups;
- liaise with education and training institutions for Engineering Practitioner to ensure that they are using the appropriate content and methods and are involved in appropriate research activities;
- develop the basic requirements, approved by Council, for Continuous Professional Development of all Classes and Occupational Groups of the Institution, required to remain of Good Standing;
- provide guidelines, approved by the Council, for management of the Continuous Professional Development (CPD) scheme for the Institution;
- organize training programs and workshops, in consultation with the Technical Divisions, for the continuous professional development of Members; and
- advise Council on all issues relating to education and training of Engineering Practitioners as it relates to the manpower development of the country.

Professional Practice and Ethics Committee

The Committee is responsible for prescribing, upholding and enforcement of professional engineering standards, conduct and ethics of Members and Registered Entities. In doing this, the Committee will:

- prepare the Code of Ethics for approval of the Council, and promote its use among Members and Registered Entities;
- investigate, review and make recommendation to the Council on all cases of professional misconduct by Members and Registered Entities;
- promote the proper procurement, contract management practices and remuneration for the engagement of services of Engineering Service Providers;
- advocate for the enforcement of the limits to areas of engineering practice and operation for Engineering Practitioners and Entities.
- manage an information system that enhances opportunities of Members and Registered Entities to maximize their value on the job market;
- promote preference for indigenous Engineering Practitioners and Engineering Service Providers in the delivery of engineering services in Ghana and elsewhere;
- promote an affirmative action for providing equal access and opportunity for the practice of Engineering with specific emphasis on gender and the under privileged in society;

GHANA INSTITUTION OF ENGINEERING

Corporate governance (CG) – (cont'd)

Professional Practice and Ethics Committee (cont'd)

- develop, for the approval of Council, an engineering excellence and award system and see to its implementation; and
- advise Council on issues related to professional practice and ethics as it relates to national development.

Publications Committee

The Publication Committee has responsibility for publishing all the publications of the Institution to facilitate the dissemination and sharing of knowledge and information to enhance the practice of engineering. In doing this, the Committee will:

- publish the Newsletter, Magazine, Journal, proceedings of conferences and all other publications of the Institution;
- ensure that the Institution maintains a vibrant website that is informative and provides adequate information to Members, Registered Entities and the public;
- provide oversight for the Library of the Institution, including the creation of an electronic library;
- advise the Council on issues relating to public relations, and relationship with both local and international professional organizations; and
- advise the Council on policies relating to publications, national and international relations, and public affairs, for the approval of Council.

Welfare Committee

The Welfare Committee has responsibility for ensuring the professional and social wellbeing of Members. In doing this, the Committee will:

- promote and defend the interest of the Engineering Practitioner in the workplace regarding remuneration, health and safety, conditions of service and fair labor practices;
- design guidelines, for the approval of Council, and ensure the implementation of a socialization and social support scheme for Members, as provided in Article 3.2.4 (f) of the Constitution and Bye-Laws;
- ensure that the Welfare Fund is properly administered in collaboration with the Finance Committee and;
- advise the Council on policies and programs that will enhance welfare and living standards of Members and promote their social interaction.

Conferences and Programs Committee

The Committee has the responsibility to organize all conferences and major programs of the Institution in a manner that promotes the participation of Members and the public, and promotes the benefits and values of the practice of Engineering. In doing this, the Committee will organize:

- the Annual General Meetings;
- annual Conferences;
- Presidential Inaugurations and Banquet;
- mini Conferences in liaison with the Technical Divisions;
- induction of Full Members in consultation with the Membership Committee;
- the Presidential Address;
- the State of the Institution Address; and
- any other program that the Council may direct



GHANA INSTITUTION OF ENGINEERING
Corporate governance (CG) – (cont'd)

Membership of the Standing Committees

The membership of each Standing Committee is provided hereunder.

- The President and President-Elect are ex-officio members of all Standing Committees;
- All Standing Committees shall have a membership of at least seven (7) Full Members of Good Standing.
- In constituting the Committees, the Council must ensure that members are predisposed to contribute meaningfully to the work of the Committee whilst ensuring that there is balance in representation in respect of the Technical Divisions, Occupational Groups, Branches and Gender.

Except for the Finance Committee and the Membership Committee, the membership of all Committees will be constituted as follows:

- the Chairperson of the Committee;
- members of the Committee selected in accordance with Paragraph 3, above; and
- a secretary, appointed by the Executive Director, who shall be a staff of the Secretariat and in a position equivalent to a Deputy Director or higher, and who must facilitate and be in-attendance at all meetings of the Committee.

Name of Executive member..... *Prof Charles Adams*

Signature..... *[Handwritten Signature]*

Date..... *09-03-2023*



P. O. Box LA 476, La, Accra
2nd Floor, Cocoshe House
Opposite Silver Star Tower
Agostinho Neto Close
Airport Residential Area
Accra-Ghana.

Phone +233 30 2683 430 / 4
Email info@uhyvoscon-gh.com
Web www.uhyvoscon-gh.com
Digital Address: GA-057-1475

**Independent auditor's report
to the members
of Ghana Institution of Engineering**

Report on the audited financial statements

Opinion

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Ghana Institution of Engineering as at 31 December, 2022, and of its financial performance and the cash flows for the year then ended in accordance with the International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs) issued by the International Accounting Standards Board (IASB), the Engineering Council Act, 2011 (Act 819) and the manner required by the Companies Act, 2019 (Act 992).

What we have audited

We have audited the accompanying financial statements of Ghana Institution of Engineering for the year ended 31 December, 2022.

The financial statements comprise:

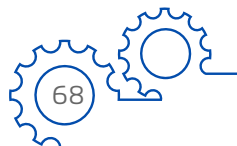
- statement of comprehensive income for the year then ended;
- statement of financial position as at 31 December, 2022;
- statement of changes in Members' fund for the year ended;
- statement of cash flows for the year then ended; and
- the notes to the financial statements, which include a summary of significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Institution in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) (the Code) issued by the International Ethics Standards Boards for Accountants (IESBA). We have fulfilled our other ethical responsibilities with the IESBA Code.



**Independent auditor's report
to the members
of Ghana Institution of Engineering (Cont'd)**

Other information

The Council is responsible for the other information. The other information comprises the report of the council and Chairman's report and any other information not subject to audit, which are expected to be made available to us after that date but does not include the financial statements and our auditor's report thereon, which we obtained prior to the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we have nothing to report in this regard.

In connection with our audit of the financial statements, our responsibility is to read the other information published with the financial statements to identify areas of material inconsistency between the unaudited information and the audited financial statements and obvious misstatements of fact to other information.

Inconsistency is when other information contradicts information contained in the audited financial statements. A material inconsistency may raise doubt about the audit conclusions drawn from audit evidence previously obtained and, possibly, about the basis for the auditor's opinion on the financial statements.

Misstatement of fact is when other information that is unrelated to matters appearing in the audited financial statements is incorrectly stated or presented. A material misstatement of fact may undermine the credibility of the document containing audited financial statements.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report on this regard.

When we read the other information and we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Council for the financial statements

The Council is responsible for the preparation and fair presentation of these financial statements that give a true and fair view in accordance with International Financial Reporting Standards and in the manner required by the Companies Act, 2019 (Act 992) and for such internal controls as the Council determines is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

Going concern

In preparing the financial statements, the Council is responsible for assessing the Institution's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the council either intends to liquidate the Institution or to cease operations, or have no realistic alternative but to do so. The Council is responsible for overseeing the Institution's financial reporting process.



**Independent auditor's report
to the members
of Ghana Institution of Engineering (Cont'd)**

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the planning and performance of the audit. We also:

- identify and assess the risks of material misstatements of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from the fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls;
- obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation;
- conclude on the appropriateness of the Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of auditor's report. However, future events or conditions may cause the Institution to cease to continue as a going concern.
- obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the Institution to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the Institution audit. We remain solely responsible for our audit opinion.



**Independent auditor's report
to the members
of Ghana Institution of Engineering (Cont'd)**

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit. We are also required to provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on other legal and regulatory requirements

Compliance with the requirements of Section 137 of the Companies Act, 2019 (Act 992)

The Companies Act, 2019 (Act 992) requires that in carrying out our audit work we consider and report on the following matters. We confirm that:

1. we have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
2. in our opinion proper books of account have been kept by the Institution, so far as appears from our examination of those books;
3. the statement of financial position and statement of comprehensive income of the Institution are in agreement with the books of account;
4. we are independent of the Institution pursuant to Section 143 of the Act.

The engagement partner on the audit resulting in this independent auditor's report is ***Emmanuel K. D. Abbey*** (ICAG/P/1167).

Signed by: *Walter Voosen*

For and on behalf of:
UHY Voscon (ICAG/F/2023/086)
 Chartered Accountants
 P.O.Box LA 476, La, Accra
 2nd Floor, Cocoshe House
 Opposite Silver Star Tower
 Agostinho Neto Close,
 Airport Residential Area
 Accra – Ghana.
 G.A-057-1475
 E: info@uhyvoscon-gh.com
 W: www.uhyvoscon-gh.com

Date *5th March, 2023*



GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana cedis unless otherwise stated)

Statement of financial position		as at 31 December	
		2022	2021
Assets	Note		
Non-current assets			
Property, plant and equipment	5.a	3,860,230	3,762,122
Intangibles	6	192,955	-
Total non-current assets		4,053,185	3,762,122
Current assets			
Inventories	7	-	38,974
Trade and other receivables	8	83,487	250,209
Held to maturity investment	9	1,912,790	1,236,356
Cash and cash equivalents	10	976,983	1,114,026
Total current assets		2,973,260	2,639,566
Total assets		7,026,445	6,401,688
Reserves and liabilities			
Funds and reserves attributable to members			
Accumulated fund		2,040,096	1,034,583
Building fund	11	220,654	197,254
Welfare fund	12	659,148	402,117
Power fund	13	8,240	-
Capital and investment fund	14	415,907	166,992
Capital surplus		3,330,171	3,330,171
Total funds and reserves		6,674,216	5,131,117
Current liabilities			
Trade and other payables	15	154,102	1,270,571
Grant	16	198,127	-
Current tax	17	-	-
Total current liabilities		352,229	1,270,571
Total reserves and liabilities		7,026,445	6,401,688

By the order of the Council:

Name of Council Member..... *Prof. Charles Adams*
 Signature..... *[Signature]*
 Date..... *09-03-2023*

Name of Council Member..... *DAVID K. NYANTE*
 Signature..... *[Signature]*
 Date..... *09-03-2023*

Notes 1 to 22 form an integral part of these financial statements

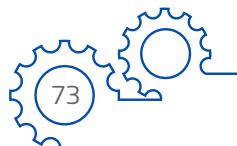


GHANA INSTITUTION OF ENGINEERING
Financial statements for the year ended 31 December, 2022
(All amounts are stated in Ghana cedi unless otherwise stated)

Statement of comprehensive income **for the year ended 31 December**

	Note	2022	2021
Income	3.a	5,970,804	2,849,331
		5,970,804	2,849,331
General and administrative expenses			
General & administrative expenses	4	4,155,726	2,841,342
AGMC & other meetings		723,809	192,693
Annual subscription (WFEO/FAEO/WAFEO)		193,565	36,521
Seminar expenses		187,010	171,393
Membership expenses		25,298	249,188
Depreciation		73,584	60,868
Total expenses		5,358,992	3,552,004
Surplus/(deficit) before taxation		611,812	(702,673)
Other income	3.d	415,619	327,214
		1,027,431	(375,459)
Taxation	17	-	-
Net surplus/(deficit) for the year		1,027,431	(375,459)
Other comprehensive income		-	-
Total comprehensive income for the year		1,027,431	(375,459)

Notes 1 to 22 form an integral part of these financial statements.



GHANA INSTITUTION OF ENGINEERING
Financial statements for the year ended 31 December, 2022
(All amounts are stated in Ghana cedi unless otherwise stated)

Statement of changes in Members' fund

For the year ended 31 December , 2022

	Note	Accumulated fund	Building fund	Welfare fund	Power fund	Capital and investment fund allocation	Capital surplus	Total
Balance as at 1 January, 2022		1,034,583	197,254	402,117	-	166,992	3,330,171	5,131,117
Prior year adjustment	20	(21,918)						(21,918)
		1,012,665	197,254	402,117	-	166,992	3,330,171	5,109,199
Surplus for the year		1,027,431	-	-	-	-	-	1,027,431
Additions to other funds	11 to 14	-	23,400	257,031	8,240	248,915	-	537,586
Balance as at 31 December, 2022		2,040,096	220,654	659,148	8,240	415,907	3,330,171	6,674,216

Notes 1 to 22 form an integral part of these financial statements.

GHANA INSTITUTION OF ENGINEERING
Financial statements for the year ended 31 December, 2022
(All amounts are stated in Ghana cedi unless otherwise stated)

Statement of changes in Members' fund

		Note	Accumulated fund	Building fund	Welfare fund	Engineering Excellence Award	BUSAC fund	Capital and investment fund allocation	Capital surplus	Total
For the year ended 31 December, 2021										
Balance as at 1 January, 2021			1,534,416	197,254	294,432	(45,208)	(3,932)	-	3,330,171	5,307,133
Prior year adjustment	20		(124,374)							(124,374)
Write off						45,208	3,932			49,140
Re-stated balance			1,410,041	197,254	294,433	-	-	-	3,330,171	5,231,899
Deficit for the year			(375,459)							(375,459)
Additions to other funds	11 to 14				107,684			166,992		274,676
Balance as at 31 December, 2021			1,034,583	197,254	402,117	-	-	166,992	3,330,171	5,131,117

Notes 1 to 22 form an integral part of these financial statements

GHANA INSTITUTION OF ENGINEERING
Financial statements for the year ended 31 December, 2022
(All amounts are stated in Ghana cedi unless otherwise stated)

Statement of cash flows	Note	for the year ended 31 December	
		2022	2021
Cash (used in) /generated from operations	18	168,324	(100,635)
Tax paid		-	-
Net cash flow from operating activities		168,324	(100,635)
Cash flow from Investing activities			
Purchase of property, plant and equipment		(364,647)	(47,126)
Increase in investment securities		(676,432)	(594,046)
Net cash flow from investing activities		(1,041,079)	(641,172)
Cash flow from financing activities:			
Building fund		23,400	-
Grant		198,127	-
Engineers Excellence Awards		-	45,208
Welfare fund		257,031	107,685
BUSAC		8,240	3,930
Capital and investment fund		248,913	166,992
Net cash flow from financing activities		735,711	323,815
Net increase/ (decrease) in cash and cash equivalents		(137,043)	(417,993)
Cash and cash equivalents at 1 January		1,114,026	1,532,019
Cash and cash equivalents at 31 December		976,983	1,114,026

Notes 1 to 22 form an integral part of these financial statements.

GHANA INSTITUTION OF ENGINEERING**Financial Statements for the year ended 31 December, 2022****Notes to the financial statements****1. Reporting entity**

The Ghana Institution of Engineering was incorporated in Ghana as a professional body on 10 May, 1974 in accordance with the provisions of the Professional Bodies Registration Decree, 1973 (NRCD143). On 16th January 2020, the Institution changed its name from the Ghana Institution of Engineers to the Ghana Institution of Engineering. The institution is domiciled in Ghana with its registered office and principal place of business at 13 Continental Road, Roman Ridge. The nature of business the Institution is authorized to carry on are:

- Registration and Regulation of engineering practice in Ghana;
- Maintaining Professional Standards in the practice of engineering;
- Promoting the Welfare of Members and Registered Entities;
- Providing Civic Service; and
- Promoting and Recognizing Excellence in the science and practice of engineering.

2. Summary of significant accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below:

2.1 Statement of compliance

The financial statements of Ghana Institution of Engineering have been prepared in accordance with International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs), as issued by the International Accounting Standards Board (IASB), Engineering Council Act, 2011 (Act 819) and Companies Act, 2019 (Act 992).

2.2 Basis of measurement and accounting

These financial statements have been prepared on a going concern basis and in compliance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs) issued by the International Accounting Standards Board interpretations issued by the IFRS Interpretations Committee (IFRS IC) applicable to companies reporting under IFRS for SMEs and with the requirements of Companies Act, 2019 (Act 992). The financial statements are presented in Ghana Cedis (GH¢). The measurement basis applied is the historical cost basis, except as modified by the revaluation of land and building, revaluation of financial assets and financial liabilities at fair value through profit or loss.

2.3 Use of estimates and judgment

In preparing these financial statements in conformity with International Financial Reporting Standards for Small and Medium Enterprises (IFRS for SMEs), management makes judgments, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, incomes and expenses. It also requires the use of accounting estimates and assumptions that may affect disclosures in the financial statements. The estimates and associated assumptions are based on historical experience and various factors that are believed to be reasonable under circumstances, the results of which form the basis of making the judgment about carrying values of assets and liabilities that are not readily apparent from other sources. The actual results could, by definition therefore, often differ from the related accounting estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting policies and estimates are recognized retrospectively and prospectively respectively. Certain accounting policies have been identified where management has applied a higher degree of judgment that have a significant effect on the amounts recognised in the financial statements or estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.



GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

2.3 Use of estimates and judgment (continued)**i) Estimates of assets economic useful life and residual values**

Property, plant and equipment is depreciated over its useful life taking into account residual values, where appropriate. The actual economic useful lives of the assets and residual values are assessed at each financial year-end and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, pre-cut life cycles and maintenance programs are taken into account.

2.4 New and amended standards and interpretations adopted by the Institution during the year

At the date of authorisation of these financial statements the following new standards and amendments to existing standards that were in issue were adopted by the Institution:

SECTION 11 “Basic financial Instruments”

Section 11 “Basic financial instruments” issued on 24 July, 2014 is the IASB’s replacement of IAS 39, Basic financial Instruments: Recognition and Measurement. Section 11 includes requirements for recognition and measurement, impairment, derecognition and general hedge accounting.

Classification and measurement - Section 11 introduces new approach for the classification of financial assets, which is driven by cash flow characteristics and the business model in which an asset is held. This single, principle-based approach replaces existing rule-based requirements under IAS 39. The new model also results in a single impairment model being applied to all financial instruments.

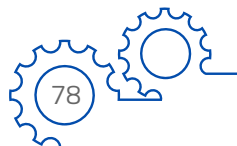
Impairment - Section 11 has introduced a new, expected-loss impairment model that will require more timely recognition of expected credit losses. Specifically, the new Standard requires entities to account for expected credit losses from when financial instruments are first recognised and to recognise full lifetime expected losses on a timelier basis.

Hedge accounting - Section 12 introduces a substantially-reformed model for hedge accounting, with enhanced disclosures about risk management activity. The new model represents a significant overhaul of hedge accounting that aligns the accounting treatment with risk management activities. **Own credit** - Section 11 removes the volatility in profit or loss that was caused by changes in the credit risk of liabilities elected to be measured at fair value. This change in accounting means that gains caused by the deterioration of an entity’s own credit risk on such liabilities are no longer recognised in profit or loss.

SECTION 20 “Leases”

The International Accounting Standard Board (IASB) issued Section 20 Leases in January 2016. Section 20 sets out the principles for the recognition, measurement presentation and disclosure of leases for both parties to a contract, i.e. the customer (‘lessee’) and the supplier (‘lessor’).

Section 20 is effective from 1 January, 2019. Section 20 complete the IASB’s project to improve the financial reporting of lease; Section 20 replaces the previous lease standard, IAS 17 leases, and related interpretation.



GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2022*****(All amounts are expressed in Ghana Cedis unless otherwise stated)*****Notes to the financial statements (continued)****2.4 New and amended standards (continued)****SECTION 3 “Presentation of Financial Statements” - Disclosure Initiative.**

Amendments to section 3 “Presentation of Financial Statements” - Disclosure Initiative issued by IASB on 18 December 2014. The amendments to section 3 are designed to further encourage Companies to apply professional judgment in determining what information to disclose in their financial statements. For example, the amendments make clear that materiality applies to the whole of financial statements and that the inclusion of immaterial information can inhibit the usefulness of financial disclosures. Furthermore, the amendments clarify that Companies should use professional judgment in determining where and in what order information is presented in the financial disclosures.

SECTION 17 “Property, Plant and Equipment” and SECTION 18 “Intangible Assets” -Clarification of Acceptable Methods of Depreciation and Amortisation issued by IASB on 12 May, 2014.

Amendments clarify that the use of revenue-based methods to calculate the depreciation of an asset is not appropriate because revenue generated by an activity that includes the use of an asset generally reflects factors other than the consumption of the economic benefits embodied in the asset. Amendments also clarify that revenue is generally presumed to be an inappropriate basis for measuring the consumption of the economic benefits embodied in an intangible asset. This presumption, however, can be rebutted in certain limited circumstances.

The Institution has elected not to adopt these new standards and amendments to existing standards in advance of their effective dates. The Institution anticipates that the adoption of these standards and amendments to existing standards will have no material impact on the financial statements of the Institution in the period of initial application.

2.5 Foreign currency translation**2.5.1 Functional and presentation currency**

Items included in the financial statements are measured using the currency of the primary economic environment in which the Entity operates (‘the functional currency’ which is Ghana Cedis). Except where otherwise indicated, the financial statements are presented in this currency.

2.5.2 Transactions and balances

Transactions denominated in foreign currencies are recorded in the functional currency using the exchange rates prevailing at the date of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency rate of exchange ruling at the reporting date. Foreign exchange gains and losses resulting from the settlement of foreign currency transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of profit or loss and other comprehensive income.



GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2022****(All amounts are expressed in Ghana Cedis unless otherwise stated)****Notes to the financial statements (continued)****2.6 Financial Instruments**

The Institution accounts for the following financial instruments as basic financial instrument in accordance with section 11:

(a) Cash

(b) a debt instrument (such as account, note or loan receivable or payable) that meets the conditions

(c) a commitment to receive a loan that:

i) cannot be settled net in cash; and

ii) when the commitment is executed, is expected to meet the conditions

The Institution's basic financial instrument are classified into two thus;

- Financial Assets
- Financial Liabilities

Financial assets

Trade and other receivables are initially recognized at the transaction price. Most of the sales of the Institution are made on the basis of normal credit terms, and the receivable do not bear interest. At the end of each reporting date, the carrying amounts of trade and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognized immediately in the profit or loss. This also include cash purchase of ordinary shares of another entity's ordinary shares and long term loans made to another entity.

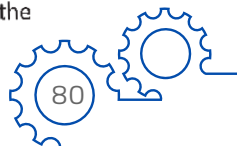
Financial liabilities

Trade payables are obligation on the basis of normal credit terms and do not bear interest. Trade payables denominated in foreign currency are translated into cash unit using the exchange rate at the reporting date. Foreign exchange gains or loss are included in other Income or expenses. This also includes loans received from bank. A payable is recognized initially at the present value of cash payable to the bank including interest payments and repayment of principal.

2.6.1 Derecognition of financial assets and financial liabilities**a. Financial assets**

A financial asset (or, where applicable a part of a financial asset or part of a group of similar financial assets) is derecognized where:

- the rights to receive cash flows from the asset have expired; or the Institution has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a pass-through arrangement; and either
- the Institution has transferred substantially all the risks and rewards of the asset, or
- the Institution has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset. When the Institution has transferred its right to receive cash flows from an asset or has entered into a pass through arrangement and has neither transferred nor retained substantially all the risks and rewards of the asset, nor transferred control of the asset, the asset is recognized to the extent of the Institution's continuing involvement in the asset. Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Institution could be required to repay.



GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

*(All amounts are expressed in Ghana Cedis unless otherwise stated)***Notes to the financial statements (continued)****b. Financial liabilities**

A financial liability is derecognized when the obligation under the liability is discharged or cancelled or expires. Where an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a de recognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognized in profit or loss.

2.7 Impairments of assets and other financial assets

The Institution assesses at each end of the reporting period whether there is any indication that an asset may be impaired. If any such indication exists, that an asset may be impaired, the recoverable amount is estimated for the individual asset. If it is possible to estimate the recoverable amount of the individual asset, the recoverable amount of the Cash-Generating Unit (CGU) to which the asset belongs is determined. The recoverable amount of a cash generating unit is the higher of its fair value less costs to sell and its value in use.

If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. This reduction is an impairment loss.

An impairment loss of assets carried at cost less than any accumulated depreciation or amortization is recognised immediately in profit or loss. Any impairment loss of a revalued asset is treated as a downward revaluation.

A reversal of an impairment loss of assets carried at cost less accumulated depreciation or amortization other than goodwill is recognised immediately in profit or loss. Any reversal of an impairment loss of a revalued asset is treated as an upward revaluation.

2.8 Cash and cash equivalents

Cash and cash equivalents are recorded in the statement of financial position at cost. For the purpose of the cash flow statement, cash and cash equivalents comprise cash on hand and demand deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. These are initially and subsequently recorded at fair value.

2.9 Income tax

In accordance with section 98 (3) of the income Tax Act, 2015 (Act 896) as amended, the Institution is an exempt organisation and therefore not liable to corporate income tax for the year under review. No current or deferred income tax is therefore payable by the Institution on income generated in the ordinary course of business.

2.10 Employee benefits**(a) Short term benefit**

Short-term employee benefits are amounts payable to employees that fall due wholly within twelve months after the end of the period in which the employee renders the related service. The cost of short-term employee benefits are recognised as an expense in the period when the economic benefit is given, as an employment cost.

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

(a) Short term benefit (cont'd)

Unpaid short-term employee benefits as at the end of the accounting period are recognised as an accrued expense and any short-term benefit paid in advance are recognised as prepayment to the extent that it will lead to a future cash refund or a reduction in future cash payment. Wages and salaries payable to employees are recognised as an expense in the profit or loss account at gross amount. The Institution's contribution to Social Security Fund is also charged as an expense.

(b) Social Security and National Insurance Trust (SSNIT)

In accordance with the Act establishing the Social Security and National Insurance Trust, the Institution contributes monthly amount equivalent to 13%(defined contribution scheme) of its employee's salaries and wages to the Social Security Fund to cover future pension payments to its employees, no other pension scheme is maintained by the Institution. All employer contributions are charged to the profit or loss account as incurred under staff costs. The employees contribute 5.5% to the fund.

(c) Provident fund

The Institution has a provident fund scheme for staff under which the Institution contributes 7% of staff basic salary.

(d) End of service benefit Scheme

The Institution does not make provision for long term service awards or end of service benefits. These are treated on a cash basis as and when they arise.

2.11 Lease

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the Institution. All other leases are classified as operating leases.

Rights to assets held under finance leases are recognised as assets of the Institution at the fair value of the leased property (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring profit or loss. Assets held under finance leases are included in property, plant and equipment, and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to profit or loss on a straight-line basis over the term of the relevant lease.

2.12 Inventories

Inventories are valued at the lower of cost and net realisable value. Costs is calculated using the First-in-First – out (FIFO) method.



GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

2.13 Borrowing cost

Borrowing cost are interest and other cost that the Institution incurs in connection with borrowing of funds.

Borrowing cost include:

(a) interest expense calculated using the effective interest method as described in section 11 Basic Financial Instrument;

(b) finance charges in respect of fiancé leases recognized in accordance with section 20 leases; and

(c) exchange difference arising from foreign currency borrowing to the extent that they are regarded as an adjustment to interest cost.

Borrowing cost are recognized in profit or loss in the period in which they are incurred.

2.14 Related parties

Related parties are individuals and companies, where the individual and the Institution have the ability directly or indirectly, to control the other party or exercise significant influence on the other party in making financial and operating decisions. Related party transactions and balances are disclosed in the notes to the financial statements.

2.15 Property, plant and equipment**Recognition and measurement**

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

Cost includes expenditures that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and direct labour, and any other costs directly attributable to bringing the asset to a working condition for its intended use. Purchased software that is integral to the functionality of the related equipment is capitalized as part of that equipment.

Subsequent costs

The cost of replacing part of an item of property, plant or equipment is recognized in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Institution and its cost can be measured reliably. The costs of the day-to-day servicing of property, plant and equipment are recognised in the statement of comprehensive income as incurred.

Depreciation

Depreciation is recognised in the statement of comprehensive income on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment.

The estimated useful lives for the current and comparative periods are as follows:

Building improvements	2%
Equipment, furniture & fittings	10%
Motor vehicle	25%
Library	20%
Plant & machinery	20%

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2022*****(All amounts are expressed in Ghana Cedis unless otherwise stated)*****Notes to the financial statements (continued)**

Depreciation methods, useful lives and residual values are reassessed at each reporting date. Gains and losses on disposal of property, plant and equipment are included in the statement of comprehensive income.

2.16 Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, bank balances and short-term instruments with maturities of three months or less, and these are carried at amortised cost in the statement of financial position.

2.17 Revenue recognition

The Institution's main income is derived from various subscription income, AGM and conferences income, Arbitration services income, sponsorship income, examination income and other professional services income. The Institution has processes in place to ensure that the recognition of those income streams is in the correct period. In addition there are processes in place to ensure that annual dues and exam fee income received in advance of providing the services is deferred into the relevant period, and that subscription income for the year is accrued as appropriate. An adjustment to income is made each year which reflects the anticipated value of the write-off of debt which has been invoiced in services being provided, but where a doubt exists as to collectability.

2.17.1 Rendering of services

Revenue from rendering of services is recognized when:

- The amount of revenue can be measured reliably;
- It is probable that the economic benefits associated with the transaction will flow to the Institution;
- The costs incurred or to be incurred in respect of arbitration can be measured reliably.

Consideration received from rendering of services is allocated to advisory services income in the period it occurred.

2.18 Financial risk management**Overview**

The Institution has exposure to the following risks from its use of financial instruments:

- liquidity risk
- market risk
- operational risk
- Interest risk
- Foreign exchange exposure

This note presents information about the Institution's exposure to each of the above risks, the Institution's objectives, policies and processes for measuring and managing risk, and the Institution's management of capital. Further quantitative disclosures are included throughout these financial statements.

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

Credit risk

Credit risk is the risk of financial loss to the Institution if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Institution's receivables from customers. The Institution had no exposure as at the year end.

Liquidity risk

Liquidity risk is the risk that the Institution will not be able to meet its financial obligations as they fall due. The Institution's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Institution's reputation. The Institution's activities are being funded by its Members and overdraft from the banks.

Market risk

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rates and equity prices will affect the Institution's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

Operational risk

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with Institution processes, personnel, technology and infrastructure, and from external factors other than credit, market and liquidity risks such as those arising from legal and regulatory requirements and generally accepted standards of corporate behavior. Operational risks arise from all of the Institution's operations.

The Institution's objective is to manage operational risk so as to balance the avoidance of financial losses and damage to the Institution's reputation with overall cost effectiveness and to avoid control procedures that restrict initiative and creativity.

The primary responsibility for the development and implementation of controls to address operational risk is assigned to senior management. This responsibility is supported by the development of overall entity standards for the management of operational risk in the following areas:

- requirements for appropriate segregation of duties, including the independent authorization of transactions
- requirements for the reconciliation and monitoring of transactions
- compliance with regulatory and other legal requirements
- documentation of controls and procedures
- controls and procedures to address the risks identified
- training and professional development
- risk mitigation, including insurance where this is effective.

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

*(All amounts are expressed in Ghana Cedis unless otherwise stated)***Notes to the financial statements (continued)****Interest rate risk**

The Institution is not subject to interest rate risk as it has no interest bearing liabilities.

Own credit – Section 11 removes the volatility in profit or loss that was caused by changes in the credit risk of liabilities elected to be measured at fair value. This change in accounting means that gains caused by the deterioration of an entity's own credit risk on such liabilities are no longer recognized in profit or loss.

Foreign exchange exposure

The Institution's foreign exchange exposure comprises foreign currency translation exposures. The Institution manages its foreign currency transactions very well to ensure that there are very minimal foreign currency risk exposures.

3.a. Income	2022	2021
Annual subscription	2,511,678	1,475,185
Seminar Income	335,666	157,827
Sale of paraphernalia	94,935	25,725
Professional stamp income	103,350	72,400
Arbitration and professional fees	20,790	-
Membership income	11,315	271,701
Firms registration income	123,020	105,700
Hire of facility	11,000	4,700
Induction fee	149,584	85,990
Sponsorship income (3.b)	1,076,455	635,000
Miscellaneous income (3.c)	1,271,184	15,103
Banquet income	30,800	-
Conference participation income	231,027	-
	5,970,804	2,849,331

3.b. Sponsorship income	2022	2021
Sponsorship revenue	741,000	635,000
Civil Technical Division	15,050	-
Engineering Excellence Awards	130,000	-
Golf - sponsorship	100,000	-
Presidential address	38,150	-
International travels sponsorship	23,520	-
WINE sponsorship	28,735	-
	1,076,455	635,000

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

3.c. Miscellaneous income	2022	2021
Other misc. income	992,180	8,108
Other misc. income - advertisement	-	6,995
Other misc. income - GTIF	51,704	-
Presidential address brochures	6,600	-
Professional examination fee	205,000	-
GhIE 100 for 1000 to Appiati	15,700	-
	1,271,184	15,103

3.d. Other income	2022	2021
Interest income	350,047	143,033
Exchange gain	12,572	49,125
Africa Engineering Week Income	-	98,056
Other operating income	20,500	36,000
Advertising income	32,500	1,000
	415,619	327,214

4. General and administrative expenses	2022	2021
Staff salary (4a)	1,326,208	905,593
Stationery	10,049	9,683
Repairs and maintenance	91,602	89,671
Communication	184,251	138,855
Office expenses	109,710	38,509
Travelling and transport	701,729	197,725
Bank charges	2,718	3,037
Audit Fee	37,033	27,918
Professional fee	20,000	15,000
Insurance	12,916	11,272
Presidential address	141,133	79,822
Printing and publication	8,450	2,350
Motor running expense	29,260	18,341
Security	49,092	42,585
Cleaning And sanitation	33,314	26,366
Electricity and water	49,571	80,634
Professional stamp expenses	63,850	44,743
Advisory services	-	15,000
Arbitration & professional expenses	-	237,446
Donation	-	5,500
Advertising expenses	14,816	18,648
End of service award	8,400	50,000
Best Eng. students awards	11,600	8,817

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

Africa Engineering week expenses	-	506,915
Subscription	27,912	52,550
Exchange loss	-	9,362
Welfare Fund Expenses	63,000	90,801
Induction expenses	98,193	29,260
Wine expenses	9,791	820
Branch expenses	131,963	86,164
Legal and consultancy	87,916	-
Professional examination expenses	55,656	-
Professional practice & ethics expenses	9,170	-
Impairment of investment (Blackshield)	160,234	-
Appiati support expenses	135,800	-
Other expenses	154,145	-
Engineering Council (Initial Registration) expenses	215,800	-
Engineering Excellence Award expenses	100,443	-
	4,155,726	2,841,342

4a. Staff cost	2022	2021
Salaries and other related cost	1,298,257	893,399
Medical insurance	25,231	11,694
Staff training expenses	2,720	500
	1,326,208	905,593

5.a. Property, plant and equipment

Cost/valuation	1 January	Additions	31 December
2022			
Building	3,584,499	55,668	3,640,167
Plant & machinery	26,300	-	26,300
Equipment & furniture	608,682	116,024	724,706
Motor vehicle	325,078	-	325,078
Library books	2,430	-	2,430
	4,546,989	171,692	4,718,681

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

Accumulated depreciation 2022	1 January	Charge for the year	31 December
Building	-	1,113	1,113
Plant & machinery	26,300	-	26,300
Equipment & furniture	431,059	72,471	503,530
Motor vehicle	325,078	-	325,078
Library books	2,430	-	2,430
	784,867	73,584	858,451
Carrying values as at 31 December, 2022			
Building			3,639,054
Plant & machinery			-
Equipment & furniture			221,176
Motor vehicle			-
Library books			-
			3,860,230

5.b . Property, plant and equipment

Cost/valuation 2021	1 January	Additions	31 December
Building	3,584,499	-	3,584,499
Plant & machinery	26,300	-	26,300
Equipment & furniture	561,556	47,126	608,682
Motor vehicle	325,078	-	325,078
Library books	2,430	-	2,430
	4,499,863	47,126	4,546,989
Accumulated depreciation 2021			
Building	-	-	-
Plant & machinery	26,300	-	26,300
Equipment & furniture	370,191	60,868	431,059
Motor vehicle	325,078	-	325,078
Library books	2,430	-	2,430

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

	723,999	60,868	784,867
Carrying values as at 31 December, 2021			
Building			3,584,499
Plant & machinery			-
Equipment & furniture			177,623
Motor vehicle			-
Library books			-
			3,762,122

6. Intangibles

Cost/valuation 2022	January	Additions	31 December
Council anthem	-	15,500	15,500
Website - WIP	-	177,455	177,455
	-	192,955	192,955

7. Inventories

	2022	2021
Car stickers	-	2,057
Code of ethics	-	7,272
Engineering Council Act, 2011 (Act 819)	-	29,646
	-	38,975

8. Trade and other receivables

	2022	2021
Trade receivables	68,000	-
Prepayment	2,795	2,795
Interest receivable	-	55,442
Staff Debtors	12,692	19,467
GhIE - GIZ	-	172,505
	83,487	250,209

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

9. Held to maturity investment	2022	2021
Investment	1,912,790	1,236,356
	1,912,790	1,236,356
10. Cash and cash equivalents	2022	2021
Cash at bank	976,717	905,120
Cash on hand	266	208,906
	976,983	1,114,026
11. Building fund	2022	2021
Balance as at 1 January	197,254	197,254
Contributions for the year	23,400	-
Balance as at 31 December	220,654	197,254
12. Welfare fund	2022	2021
Balance as at 1 January	402,117	294,433
Contributions for the year	257,031	107,684
Balance as at 31 December	659,148	402,117
13. Power fund	2022	2021
Balance as at 1 January	-	-
Contribution	8,240	-
Balance as at 31 December	8,240	-
14. Capital and investment fund	2021	2021
Opening balance	166,992	-
Contribution	248,915	166,992
	415,907	166,992

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

*(All amounts are expressed in Ghana Cedis unless otherwise stated)***Notes to the financial statements (continued)****Balance as at 31 December**

	2022	2021
15. Trade and other payables		
Trade payables	-	459,589
Accounts payable	-	105,397
Audit fees	37,033	27,918
Professional fee	20,000	15,000
Accruals	-	348,824
Others	-	252,339
Dues in advance	84,760	43,160
Withholding tax payable	12,309	8,060
Social Security & National Insurance Trust	-	8,181
PAYE	-	2,103
	154,102	1,270,571

16. Disclosure note - Grant

This is an award in the form of a Grant by the Royal Academy of Engineering to the Ghana Institution of Engineering for an African Catalyst Phase 4 Project. The total amount of the award is £39,750 with the following monitoring schedule.

Report	Date
Initiation report	24/10/2022
Progress report	23/01/2023
Final report	10/05/2023

Below is the schedule of payments:

Action	Date	Value £	Pre-requisite report
Payment 1	28/10/2022	24,000	On receipt of initiation report
Payment 2	03/02/2023	11,000	On receipt of progress report
Payment 3	19/05/2023	<u>4,750</u>	On receipt of final report
		<u>39,750</u>	

At the date of the report, the total amount received by the Institution was GHC 408,414.00, of which GHC 210,287 was used, with a remaining balance of GHC 198,127 reported in the statement of financial position.



GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

17. Taxation

In accordance with section 98 (3) of the income Tax Act, 2015 (Act 896) as amended, the Institution is an exempt institution and therefore not liable to corporate income tax for the year under review. No current or deferred income tax is therefore payable by the Institution on income generated in the ordinary course of business as described in the objects of the Association in the Council's Report on page 7.

18. Cash flow from in operations	2022	2021
(Deficit)/surplus	1,027,431	(375,459)
Adjust for:		
Prior year adjustment	(21,918)	(124,374)
Depreciation	73,584	60,868
	1,079,096	(438,963)
Changes in working capital:		
(Increase)/Decrease in Inventory	38,974	(34,391)
(Increase)/Decrease in trade and other receivables	166,723	312,835
Increase/(Decrease) in trade and other payables	(1,116,468)	59,885
Cash (used in)/generated from operations	168,324	(100,635)

19. Related party

i) The Institution's Council Members are the directors of Ghana Institution of Engineering which means any transaction between these Member's and balances at close of year are related party transaction and balances. There was no related party transaction as at the year ended.

ii) Key Management Personnel

Key Management personnel are defined as those persons having authority and responsibility for planning, directing and controlling the activities of Ghana Institution of Engineering (directly or indirectly) and comprise of Executive Director and other Senior Management.

For the year under review, key management personnel include:

i. Members of Council – refer to list on page 3.

20. Prior year adjustment

Being corrections of Ecobank POS Collection Account balance, restatement of Cost of Treasury Bills and Interest earned on Treasury Bills omitted from the books, Correction of misclassification of expenses etc.



GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2022

(All amounts are expressed in Ghana Cedis unless otherwise stated)

Notes to the financial statements (continued)

21. Contingent liabilities and capital commitments

a. Contingent liabilities

Other than the liability to pay future pensions and allowances, there were no contingent liabilities of the Institution as at 31 December, 2022. (2021: GH¢ nil)

b. Capital commitment

There were no commitments as at 31 December, 2022 (2021: GH¢ nil).

22. Events after the end of the reporting year

Events subsequent to the statement of financial position date are reflected only to the extent that they are material. There were no such events as at the date the financial statements were signed.



1.1 BUDGET FOR THE YEAR 2023

1.1.1 Income Budget

		INCOME	BUDGET 2022 GHC	ACTUAL 2022 GHC	BUDGET 2023 GHC
1.1		SUBSCRIPTION			
	1.1.1	Current Annual Subscription	2,224,086.00	2,511,678.00	2,875,000.00
	1.1.2	Subscription in Arrears	750,000.00	114,235.00	300,000.00
	1.1.3	Students Dues	7,500.00	2,650.00	20,000.00
1.2		Building Levy Fund	25,000.00	23,400.00	50,000.00
1.3		Welfare (Initial Registration only)	267,246.00	257,031.00	16,768.10
1.4		Seminar Income	225,000.00	335,666.00	360,000.00
1.5		AGM & Conference	1,060,000.00	231,027.00	345,000.00
1.6		Sponsorship	500,000.00	741,000.00	1,000,000.00
1.7		Professional Stamp	50,000.00	103,350.00	200,000.00
1.8		Presidential Address	10,000.00	38,150.00	10,000.00
1.9		Facility Hiring	33,600.00	11,000.00	40,500.00
1.10		PROFESSIONAL EXAMS FEES	502,500.00	205,000.00	855,000.00
1.11		FIRMS REGISTRATION	60,000.00	123,020.00	86,000.00
1.12		Sales of Inventory	27,500.00	94,935.00	100,000.00
1.13		Energy Fund	7,500.00	8,240.00	35,000.00
1.14		Arbitration Income	45,000.00	20,790.00	150,000.00
1.15		Induction Income	250,000.00	149,584.00	420,000.00
1.16		Service Charges for Consultig Engineers	18,000.00	18,000.00	24,000.00
1.17		Sponsorship for Excellence Award	300,000.00	1,076,455.00	250,000.00
1.18		Sponsorship for Branches			200,000.00
1.19		Last Year's Sponsorship for Excelence Awards and AGM Received			80,000.00

Expected Income **7,417,269.00**

1.1.2 Note on Income

1.1	Subscription
1.1.1	Current Annual Subscription: Estimate of expected Current Subscription.
1.1.2	Subscription in arrears: The arrears reflect the amount owing from members for previous year
1.1.3	Students dues based on students' registration of GHC50.00 for estimated 300 students
1.2	Building Levy: Building levy is paid by new members, The amount is deducted based on an estimated number of new applicants @ GHC 50.00
1.3	One time welfare payment from new members.
1.4	Seminar Income: An estimate of 20seminars for average of 15 participants @ GHC 1,200.00 each.
1.5	AGM Conference & Banquet: This is based on projected sponsorship from various organizations and payment by individuals of organizations.
1.6	Estimated Sponsorship for 2023
1.7	Professional Stamp: Assumed that members will request new stamps
1.8	Presidential address: Sponsorship of Presidential Address will be solicited as and when required
1.9	Facility Hiring: An estimated amount for facility hiring based on hiring facilities out at various rates.
1.10	Professional Exams fee: Assume 200 Candidates each quarterwithin the year for the professional exams @ GHS600.00 each
1.11	Firm Registration: based on 100 firms at various fees payment.
1.12	Sales of Inventory: Sales of car Stickers, lapel pins, Engineering Act 819
1.13	Energy Fund: Estimate is based is based on admission of new applicants.
1.14	Estimated Arbitration Income: for the year 2023
1.15	Induction Income expected for the year
1.16	Service Charges for Utilities and security estimated
1.17	Amount represent an estimated sponsorship to be received for Engineering Excellence Award
1.18	Sponsorship for branches: Projected sponsorship from various organisations within the branches
1.19	Sponsorship Carried Forward from Last Year received in 2023

1.1.3 Expenditure Budget

	EXPENDITURE	BUDGET 2022 GHC	ACTUAL 2022 GHC	BUDGET 2023 GHC
2.1	Staff Remuneration	1,459,851.00	1,326,208.00	1,948,221.39
	Staff Mutual Health Insurance	26,000.00	25,231.00	65,430.00
2.2	Telephone/ Internet Data/ Web server	112,100.00	184,251.00	257,900.00
2.3	Stationery	11,000.00	10,049.00	12,000.00
2.4	Repairs & Maintenance	119,300.00	91,602.00	92,000.00
2.5	Office Expenses	25,000.00	19,710.00	36,480.00
2.6	Postage/ Courier	5,000.00	7,049.00	10,000.00
2.7.1	ASCE Or APWA Conference in USA	68,880.00	136,786.71	168,600.00
2.7.2	WFEO Engineering Summit Czech Republic			153,600.00
2.7.5	FAEO (AEW CONFERENCE)			135,600.00
2.7.6	WAFEO INVESTITURE CONFERENCE LIBERIA	46,480.00	36,452.00	39,800.38
2.7.7	Nigeria Conference (NSE)	37,940.00	151,966.00	222,000.00
2.8	Bank Charges	6,000.00	2,718.00	6,000.00
2.9	Audit Fees	24,000.00	37,033.00	40,000.00
2.10	Insurance	10,000.00	12,916.00	12,500.00
2.11	Presidential Address	50,000.00	141,133.00	60,000.00
2.12	Motor Runing Expenses	52,520.00	29,260.00	69,700.00
2.13	Security Services	95,000.00	49,092.00	62,000.00
2.14	Cleaning & Sanitation	24,200.00	33,314.00	47,000.00
2.15	Electricity	100,800.00	38,515.39	84,000.00
2.16	Water	7,704.00	11,055.35	10,200.00
2.17	Professional Stamp	42,500.00	63,850.00	150,000.00
2.18	Legal and Professional Consultation	250,000.00	38,000.00	246,000.00

		EXPENDITURE	BUDGET 2022 GHC	ACTUAL 2022 GHC	BUDGET 2023 GHC
2.19		Travelling & Transport (Secretariat etc)	78,000.00	37,905.00	37,821.62
2.2		Staff Training	100,000.00	2,720.00	60,000.00
2.21		Donations (Social Responsibilities) KNUST Endowment Fund	50,000.00	135,800.00	100,000.00
2.22		AGM/Coference/Annual Banquet	500,000.00	717,565.00	800,000.00
2.23		WINE	30,000.00	9,791.00	30,000.00
		Youth In Engineering			10,000.00
2.24		International Relations	24,320.00	72,835.00	136,600.00
2.25		Meeting Expenses - (Council/Sub-Committees/Special Visits)	114,742.00	6,243.00	20,000.00
2.26		Printing & Photocopies	3,000.00	8,450.00	13,000.00
2.27		Generating Plant	4,000.00	4,805.00	9,400.00
2.28		Cost of Inventory	22,000	21,504	28,720.00
2.29		SEMINARS	170,400.00	165,906.25	149,000.00
2.30		Best Engineering Student award	15,000.00	11,600.00	35,000.00
2.31		Membership (ID Cards, Eng. Prof. Exams)	333,800.00	93,297.00	281,449.51
2.32	2.32.1	CIVIL TECHNICAL DIVISION	70,000.00	10,600.00	15,000.00
	2.32.2	CHEMICAL MINING TECHNICAL DIVISION	50,000.00	-	10,000.00
	2.32.3	ELECTRICAL TECHNICAL DIVISION	26,000.00	2,989.00	10,000.00
	2.32.4	MAM TECHNICAL DIVISION	56,000.00	-	10,000.00
	2.32.5	Professional Practice & Ethic Committee	14,000.00	8,750.00	22,000.00
	2.32.6	Publication Committee	12,000.00	9,816.00	46,876.00
2.33		Transfer to Welfare Fund	255,278.00	98,193.00	304,268.10
2.36		Engineering Council Act 2011 (Act 819)	-	-	16,500.00
2.34		Transfer 10% to Branch Operations Fund	248,915.00	131,962.00	287,500.00
2.35		Transfer 10% to Capital Investment Fund	248,915.00	248,915.00	287,500.00

	EXPENDITURE	BUDGET 2022 GHC	ACTUAL 2022 GHC	BUDGET 2023 GHC
2.36	Building Levy Fund	25,000.00	23,400.00	50,000.00
2.37	Energy Fund	12,000.00	8,240.00	35,000.00
2.38	Engineering Council of Ghana(Initial Registration)	250,000.00	215,800.00	263,700.00
2.39	Engineering Excellence Awards	98,800.00	100,443.00	85,000.00
2.40	History & Heritage	10,000.00	-	10,000.00
2.41	Inductees Expenses	30,000.00	98,193.00	90,000.00
2.42	Retreat (Council)	-	78,650.00	93,902.00
2.43	Tax Outstanding and Penalty	-	50,000.00	100,000.00
2.44	Board Evaluation	-	-	40,000.00
Total Expenditure				7,417,269.00

1.1.4 Notes on Expenditure

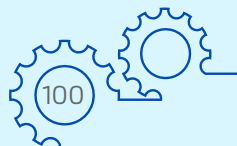
2.1	The figure includes estimated total cost of all GhIE Staff to the Institution and 2 new expected employees
2.2	Telephone cost for routine calls, Internet data and other IT expenses
2.3	Estimated Cost of Office stationery
2.4	Estimated Expenditure on maintenance of Plant and equipment of Secretariat
2.5	Office expenses cater for purchase of newspapers, printing of call
2.6	Estimated Expenses on postage and courier Services
2.7	Estimated Expenditure on International Travel Of Various International conferences
2.8	Assumed bank charges for 2023
2.9	The amount estimated for Audit fees is 2023
2.10	The budget for Insurance caters for building, Equipment & Installations , fire and renewal of fire certificate for engineers
2.11	The Figures for presidential Adress are based on live streaming, Printing of brochures, Publicity, etc

NOTES ON EXPENDITURE

2.12	Anticipated expenditure to be incurred on Motor Vehicle operations
2.13	This is the monthly Security expenditure for the year
2.14	An estimate of Cleaning and Sanitation expenditure for the year
2.15	Electricity Expenses for all electricity power to be consumed in the year 2023
2.16	Water expenditure based on average of GHS 850 per month
2.17	An estimated expenditure to be incurred on 800 professional stamps
2.18	Fees expected to be incurred on consultancy services such as PR, HR, Legal.
2.19	Travelling and Transport is for local travels on GhIE business
2.20	Estimated cost of training of staff for the year 2023
2.21	Donation (Social Responsibility)
2.22	Expected expenses to be incurred before, during and after the AGM/ Conference/ Annual Banquet
2.23	Funds budgeted to support WINE activities
2.24	Estimated cost of expenditure on International subscriptions, other International related activities and expenses
2.25	Total estimated cost of Meeting for the year
2.26	Expenses related to Printer, Photocopiers, etc as repairs and maintenance.
2.27	Maintenance and Servicing on genset
2.28	Estimated cost of inventories: Car stickers, Lapel Pins, Engineering Council Act
2.29	Expenditure to be incurred on average Participants of 15 for 20 seminars.
2.30	Expenditure estimated for awards to best Engineering students in various Universities
2.31	Assumed expenditure of membership, ID cards, Engineering Professional exams
2.32	Estimated Expenditure for various Technical divisions
2.33	10% Earmark Transfer to Welfare Fund

NOTES ON BUDGETED EXPENDITURE 2023

2.34		10% Earmark Transfer to Branch Operation Fund
2.35		10% Earmark Transfer to Capital Investment Fund
2.36		Estimate for Building Levy Fund
2.37		Amount Estimated for Energy Fund
2.38		Budget of 2,637 members registration fee for Engineering Council Licence @ GHS100 each
2.39		Expenditure estimated for Engineering Excellence Award for 2023
2.40		An estimate of History and Heritage initiation
2.41		Expenditure on Inductees for 2023
2.42		Budgeted expenditure for 2023 Councillors' retreat
2.43		Estimate for Tac Liabilities
2.44		The figure represent a budgeted amount for Board Evaluation.



5.3 PROPOSALS FOR SUBSCRIPTIONS, LEVIES AND FIRM FEES FOR 2024

BACKGROUND TO PROPOSED INCREMENTS

The following proposals are made in fulfillment of article 9.5.1 of the GhIE Constitution, which states.

“The Council, on annual basis, will determine a schedule of Entrance Fees, Annual Subscription and Levies if any, and present it for approval at the Annual General Meeting.”

The rates for increment are based the following considerations.

1. Year on year inflation as at December 31st 2022 was 54%
2. Provision is being made for licensing fees to the Engineering Council
3. The proposed fees include allocations for welfare, branch operations and capital investment as required per article 15.4.1 of the GhIE constitution as approved on 13th July 2017.
4. Rates also include a flat rate of 200GHS per head to be set aside for 2024 AGM and Conference

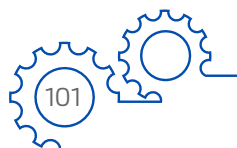
In proposing the new rates, adjustments were also made to ensure that non-voting members in the various occupational groups were not unduly burdened.

Firms have been regrouped to be consistent with the provisions of article 21 of Engineering Council Act 2011 (Act 819) which states as follows.

“An engineering firm may be registered as

(a) a consulting engineering firm; (b) an engineering contracting company; (c) an engineering service provider; (d) a manufacturing company; (e) a fabrication, repair and maintenance unit; and (f) a vendor of machinery equipment appliance and engineering materials.”

The definitions for Small, Medium and Large-Scale Industries as defined by the National Board for Small Scale Industries (NBSSI) has also been applied with some modifications.



GhIE will need to provide some services and create a platform for regular engagement with corporate members (Engineering firms, Contractors, Services and engineering education units).

Note

1. All amounts are in Cedis unless where specifically indicated otherwise.
2. 30% increment for individuals
3. 50% for organizations.
4. The subscriptions for non-voting members (rows 4, 8 and 12) in each occupational group has been set to ensure that they do not pay more than the voting members in the next occupational group.
5. The rates for students engineering practitioners (rows 5, 9 and 13) are fixed and are one-time payments for ID Cards.



#	OCCUPTATIONAL GROUPS AND DESIGNATIONS	Annual Subscriptions	
		Current	2024 (30%)
		GHS	GHS
1	Fellow	1,000.00	1,300.00
2	Senior Professional Engineer	850.00	1,105.00
3	Professional Engineer	750.00	975.00
4	Trainee Professional Engineer	460.00	600.00
5	Professional Engineer Student (ID Card-Onetime)	50.00	65.00
6	Senior Professional Technologist	750.00	975.00
7	Professional Engineering Technologist	600.00	780.00
8	Trainee Professional Technologist	400.00	520.00
9	Professional Technologist Student (ID Card-Onetime)	50.00	65.00
10	Senior Engineering Technician	500.00	650.00
11	Engineering Technician	450.00	585.00
12	Trainee Engineering Technician	100.00	130.00
13	Engineering Technician Student (ID Card-Onetime)	50.00	65.00
14	Master (Senior) Engineering Craftsman	200.00	260.00
15	Engineering Craftsman	150.00	195.00
16	Trainee Engineering Craftsman	50.00	65.00
17	Retired Companion	350.00	455.00
18	Retired Fellow	250.00	325.00
19	Retired Professional Engineer	250.00	325.00
20	Retired Technologist	250.00	325.00
21	Retired Technician	220.00	290.00
22	Retired Craftman	100.00	130.00
23	Life Member (Licence Fee for Engineering Council Only)	-	-
24	Temporary Member	2000USD	2000USD
25	Honorary Fellow	800.00	1,500.00
26	Campanion	400.00	1,000.00

Nature of Business	Number of Engineering Practitioners Employed	Subscriptions 50%	
		Current	2024 Proposed
		GHS	GHS
Consulting Engineering Firms	1 - 10 Employees	1,000.00	1,500.00
	11 - 30 Employees	2,500.00	3,750.00
	31 - 100 Employees	4,000.00	6,000.00
	More than 100 Employees	7,000.00	10,500.00
Engineering Contraction Firm	1 - 10 Employees	1,000.00	1,500.00
	11 - 30 Employees	2,500.00	3,750.00
	31 - 100 Employees	4,000.00	6,000.00
	More than 100 Employees	7,000.00	10,500.00
Engineering Services Provider	1 - 10 Employees	1,000.00	1,500.00
	11 - 30 Employees	2,500.00	3,750.00
	31 - 100 Employees	4,000.00	6,000.00
	More than 100 Employees	7,000.00	10,500.00
Manufacturing Company	1 - 10 Employees	1,000.00	1,500.00
	11 - 30 Employees	2,500.00	3,750.00
	31 - 100 Employees	4,000.00	6,000.00
	More than 100 Employees	7,000.00	10,500.00
Fabrications, Repairs and Maintenance	1 - 10 Employees	1,000.00	1,500.00
	11 - 30 Employees	2,500.00	3,750.00
	31 - 100 Employees	4,000.00	6,000.00
	More than 100 Employees	7,000.00	10,500.00
Vendors: Machinery, Equipment, Appliances and Engineering Materials	1 - 10 Employees	1,000.00	1,500.00
	11 - 30 Employees	2,500.00	3,750.00
	31 - 100 Employees	4,000.00	6,000.00
	More than 100 Employees	7,000.00	10,500.00
Engineering Education Units	1 - 10 Employees	1,000.00	1,500.00
	11 - 30 Employees	2,500.00	3,750.00
	31 - 100 Employees	4,000.00	6,000.00
	More than 100 Employees	7,000.00	10,500.00
Foreign Firms	1 - 10 Employees	5000USD	5000USD

ENTRANCE FEES

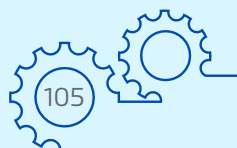
#	Occupational Groups	More than 1yr as Trainee Member		Less than 1Yr as Trainee		Indcution Fee	
		Current	2024	Current	2024	Current	2024
1	Professional Engineer	200.00	260.00	3,500.00	4,550.00	600.00	780.00
2	Professional Engineering Technologist	150.00	195.00	3,000.00	3,900.00		
3	Technician	100.00	130.00	1,500.00	1,950.00		
4	Craftsman	50.00	65.00	600.00	780.00		
5	Temporal Register	0	0	2500USD			

All entrance fees shall be one-off payments.

LEVIES

The building and energy levies shall be one-off payments by all new members.

#	Description	Current	2024
1	Building Levy	100	130
2	Energy Levy	50	65



CONSTITUTIONAL MANDATE OF AGM

14.3. ANNUAL GENERAL MEETING

14.3.1. The Annual General Meeting shall be held in March of every year.

14.3.2. The business of the Annual General Meeting shall be:

- (a) To receive and consider the Annual Management Report of the Council.
 - (b) To receive and consider the Annual Financial Report of the Council.
 - (c) To mandate the Council on indicated matters concerning the direction and management of the affairs of the Institution for the coming year.
 - (d) To approve the schedule of Entry Fees, Annual Subscription and Levies of the Institution for the next Financial Year.
 - (e) To appoint Auditors for the Institution.
 - (f) To appoint Scrutineers for election onto the Council and to declare the results.
 - (g) To transact any other business of which notice in writing shall have been given to the Executive Director at least seven days before the General Meeting; and
 - (h) To transact any other business that is admitted by the President or any other person presiding at the time.
- 14.3.3. Other procedures and requirements of the Annual General Meeting shall be provided in the Byelaws.



APPENDICES

Appendix A: AGM Attendance List

No	Name	Emails	Firm / Workplace
1.	Ing. Rev. Prof. Charles A. Adams	President	anumadams@yahoo.com
2.	Ing. David Nyante	dknyante@ghie.org.gh	GHIE Executive Director
3.	Ing. Gabriel APPIAH	gabb.appiah@gmail.com	CSIR water research institute
4.	Ing. Elvis Ampem	elvisampem@gmail.com	WBHO Ghana Limited
5.	Ing. Felix Awuku	felixawuku21240@gmail.com	Wbho Ghana Ltd
6.	Ing. Leslie A. Ayeh	Imm. Past President	alexayeh@yahoo.com
7.	Ing. Michael K.L. Dedey	Vice President	mdedey02@yahoo.com
8.	Ing. Emmanuel Amonoo Johnson	amonoe@yahoo.co.uk	West Coast Gas Ghana Ltd
9.	Ing. Tackie -Martey Olokwei	tackiemartey@gmail.com	WBHO
10.	Ing. Kwaku Asa Addo Danquah	addodanquahasa@gmail.com	Entrance Pharmaceuticals and Research Centre
11.	Ing. Dr. Joseph Sekyi -Ansah	sek'yiansahj@yahoo.com	Takoradi Technical University
12.	Ing. Alexander Gyekye	gyelex@gmail.com	Ghana Air Force
13.	Ing. Franklin Kumassah	fkumassah@yahoo.com	Takoradi Technical University
14.	Ing. Frank Obeng	frankobeng724@gmail.com	GhIE Branch 7
15.	Ing. Thomas Panful	tpanful@gmail.com	CONSAR LIMITED
16.	Ing. Benedict Atta Poku	bpokuata@yahoo.com	BEIB Energy Consult
17.	ING. Daniel Quarshie Doe	daniel.doe@vra.com	NEDCO
18.	Ing. Hakeem Amadu	hakeemamadu2014@gmail.cm	Ghana Police Service
19.	Ing. Regina Kwapong	regipatra@yahoo.com	AngloGold Ashanti
20.	Ing. Faizel Brown Amoakoh	famoakoh@anglogoldashanti.com	AngloGold Ashanti Ghana
21.	Ing. Archer Ebenezer	earcher@anglogoldashanti.com	AngloGold Ashanti
22.	Ing. Ebenezer Mensah Addy	eaddy@ecggh.com	ECCG
23.	Ing. Torgbui Eklu Dzinake II	dzinake2908@yahoo.com	GPHA
24.	Ing. Sarah Agyen-Mensah	generah1204@yahoo.com	AngloGold Ashanti -Obuasi
25.	Ing. Joseph Payne	jpayne@salconsultgh.com	SAL Consult
26.	Ing. Berchmans Ackom-Quarm	berchmansworld@yahoo.com	Ghana Water Company Limited
27.	Ing. Vincent Abbey	vabbey@ghanaports.gov.gh	Ghana Ports and Harbours Authority
28.	Ing. Alexander Benjamin Karikari	alexkarikari2009@yahoo.com	G.P.H. A

Appendix A: AGM Attendance List

No	Name	Emails	Firm / Workplace
29.	Ing. Sophia enyan	Sophiaenyan337@gmail.com	GPHA
30.	Ing. Francis Stokes	Francis.stokes@ghanaports.gov.gh	Ghana Ports and Harbours Authority
31.	Ing.Emmanuel Yaw Ankorah	ankorahemml@yahoo.com	ECG -Ho
32.	Ing. Ernest Asiamah	ernestozee@yahoo.com	Ghana Ports and Harbours Authority
33.	Ing. Victor Kwesi Amoah	kwesiamo3@yahoo.co.uk	Ghana Ports and Habours Authority
34.	Ing. Gloria Davies -Ocloo	gloria.daviesocloo@gmail.com	GWCL
35.	Ing. Frank Sam-Onuawonto	onuawowontofranksam444@gmail.com	GPHA
36.	Ing. Bernard Bilson	bilsonbb@gmail.com	Ghana Water Company Limited
37.	Ing. EVANS ARMAH	armahkwame1@gmail.com	ECG/ Western
38.	Ing. Samuel Ato Andam Akorful	aakorful@gmail.com	KNUST
39.	Ing. Gloria Afua Poku	gloria_apedo@yahoo.com	Ghana Water Company Limited
40.	Ing. Andrew Quayson	evansquayson@gmail.com	GhIE Past President
41.	Ing. Gabriel Appiah	gabb.appiah@gmail.com	GPHA
42.	Ing. Charles Alampah	calampah@gmail.com	Ghana Ports and Harbours Authority
43.	Ing. Ebo Kobina Simpson	esimpson@ghanaports.gov.gh	GPHA
44.	Ing. Sophia Enyan	Sophiaenyan337@gmail.com	Ghana Ports and Harbours Authority
45.	Ing. Wilson Abila Abugre	wilson4you4ever@yahoo.com	University of Energy and Natural Resources, Sunyani
46.	Ing. Dr. Emmanuel Kwesi Nyantakyi	emmanuel.nyantakyi@uenr.edu.gh	Ghana Ports and Harbours Authority
47.	Ing. Ernest Asiamah	ernestozee@yahoo.com	Ghana port & harbors authority
48.	Ing. John Ashford Inkoom	inkoomaigh@yahoo.com	ECG
49.	Ing. WILLIAM FUA	williamfua@gmail.com	KNUST
50.	Ing. Prof Emmanuel Kwame Appiah-Adjei	emmaappiah_adjei@yahoo.com	KNUST
51.	Ing. Frederick kobina Ansa	fredericknsh@yahoo.co.uk	Ghana Ports and Harbours Authority
52.	Ing. Richard A Gaba	rgaba945@gmail.com	CSIR BRRI
53.	Ing. Timothy Kofi Ametefe	ametefetimothyk@outlook.com	Anglogold AshantiIduapriem Mine

Appendix A: AGM Attendance List

No	Name	Emails	Firm / Workplace
54.	Ing. Isaac Boakye Aduenin	iboakyeaduenin@anglogoldashanti.com	Anglogold Ashanti-Iduapriem Limited
55.	Ing. Bernard Fynn	bernard.fynn34@gmail.com	MOOVE Africa
56.	Ing. Deku Peter Kosi	pkdeku@gmail.com	Ghana Ports and Harbours Authority
57.	Ing. Johnny Hally Etsey	jetsey@ghanaports.gov.gh	LOSAMILLS Consult Ltd
58.	Ing. Samuel Larbi Darko	sldarko@gmail.com	ECG
59.	Ing. Derrick Ofori Blankson	derrickblankson.gh@gmail.com	ECG
60.	Ing. Mary Asiamah	owusuadjeiwaa3@gmail.com	ECG
61.	Ing. Alberta Amankwaa	albyamankwaa@gmail.com	EEMC
62.	Ing. Dyson Jumpah	dyson.jumpah@gmail.com	ECG
63.	Ing. Genevieve Agbewavi	genevieveagbewavi@gmail.com	ECG
64.	Ing. Esi Mansah Aduafo	emaduafo000@gmail.com	Newmont Ghana Gold Ltd
65.	Ing. Lukman Yao Bakare	bylukman@yahoo.co.uk	Volta River Authority
66.	Ing. Richmond Dorttey Ashong	Richmond.ashong@vra.com	Volta River Authority
67.	Ing. Eugene Ganyoh	Keganyoh@gmail.com	KNUST
68.	Ing. Prof. Charles Anum Adams	carladams1702@yahoo.com	Ghana Civil Aviation Authority
69.	Ing. Mahama Asunga Abdulai	mahama22@yahoo.com	GBC
70.	Ing. Ing. Joana Nkansah Gyimah	joanankansahgyimah@gmail.com	AESL Geotechnical Dept
71.	Ing. Joseph Oddei	joddei@yahoo.com	ECG
72.	Ing. Francis Vandam Agbeteti	vandamecg@gmail.com	B5 Plus
73.	Ing. Samuel Kwaku Addo	sam159008@gmail.com	Ankobra Metrics
74.	Ing. Michael Kwesi Levi Dedey	mdedey02@yahoo.com	ECG
75.	Ing. Francis Vandam Agbeteti	vandamecg@gmail.com	Ghana civil Aviation Authority
76.	Ing. Edem Gayina	gaydavecephas@gmail.com	Ghana Civil Aviation Authority
77.	Ing. Theophilus Joe Quaye	teejoequaye@yahoo.com	ECG
78.	Ing. Afia amankwaah	ephyaluv@gmail.com	GHIE
79.	Ing. Matthew Agombire	avakalima@gmail.com	Ashanti Regional Chairman
80.	Ing. Dr. Kwasi Afrifa Acheampong		ECG
81.	Ing. Millicent Agboka	millicentagboka@gmail.com	GPHA
82.	Ing Michael Amanor Nartey	amnartey@gmail.com	World Bank

Appendix A: AGM Attendance List

No	Name	Emails	Firm / Workplace
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85.	Ing. Frank KWOFIE pinto	kofipinto2007@gmail.com	Dept. Of Feeder Roads
86.	Ing. Efua Akwetea Mensah	eakwetea_m@yahoo.co.uk	ECG
87.	Ing. Delight Norshie	delightnorshie@gmail.com	SDD- UBIDS
88.	Ing. Reginald Assibey Ankrah	rankrahf@yahoo.com	GBC
89.	Ing. Godwin Tetteh Botchway	botchwaygodwin85@gmail.com	VRA/NEDCo
90.	Ing. Adjei Mensah George	geowifin@gmail.com	PURC
91.	Ing. Kwabena Adusei	mkwabs@yahoo.com	SSNIT
92.	Ing. Asare Yeboah		GHIE PP
93.	Ing. Alberta Esther Adofo	albie_a20@yahoo.com	Department of feeder roads
94.	Ing. Kwabena Bempong	President-elect	kgbemp69@gmail.com
95.	Ing. Isaac Darkwah Asare	nanayaw114@gmail.com	Ghana Civil Aviation Authority
96.	Ing. Isaac Kweku Boakye	bukyeus@gmail.com	Department of Feeder Roads
97.	Ing. Bernard Amoah	wbamoah@gmail.com	PURC
98.	In. Daniel Asseh Allan	notallan@yahoo.com	ECG
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100.	Ing. Samuel Tekpetey	samuel.l.tekpetey@gmail.com	Anglogold Ashanti Iduapriem mine
101.	Ing. Bright Osei Obeng	bobeng@anglogoldashanti.com	VRA
102.	Ing. Darlington Ahuble	dahubble@gmail.com	VRA
103.	Ing. Andrew Tonto Barfour	atbarfour@hotmail.com	VRA/NEDCo
104.	Ing. Joseph Alluekeh Arizie	jaarizie@gmail.com	Ghana Broadcasting Corporation Engineering-Transmission
105.	Ing. Nii Lartey Kwei-Fio Lartey	ingkweifio.nlkfl@gmail.com	GNPC
106.	Ing. Agyeman Duah Gideon	agyemanduahgideon@gmail.com	CSIR water research institute
107.	Ing. Joseph Kenneth Buckson	joeken@engineer.com	Jetebuck Engineering Services
108.	Ing. Emmanuel Fiati	emmanuelfiati@yahoo.com	PURC
109.	Ing. RICHARD GAMADEKU	ygamosgh1@gmail.com	Associated Consultants Ltd
110.	Ing. William Agyemang	wagyingo@yahoo.com	CSIR BRRI
111.	Ing. Isaac Ampim	isaac.ampim@vra.com	VRA
112.	Ing. Benjamin Esson	essonb@yahoo.com	FGR Bogoso Prestea Mines

Appendix A: AGM Attendance List

No	Name	Emails	Firm / Workplace
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114.	Ing. Samuel B. DADZIE	samuel.dadzie@vra.com	VRA
115.	Ing. Enyonam Kpekpena	efkpekpena@yahoo.com	Electricity Company of Ghana
116.	Ing. Priscilla Ackah Awuah Anim	prisack2a@gmail.com	Associatedconsultantsltd
117.	Ing. Kwasi Adusei Agadzi	kagadzi@buipower.com	Bui Power Authority
118.	Ing. Kofi inkoom	kinkoom@ghanaporta.gov.gh	GPHA
119.	Ing. Mark Benyah	nakmaben@gmail.com	GIDA
120.	Ing. Dorothy Abrafi Kwakye ameyaw	Doroabe@yahoo.com	Ghana Ports and Harbours Authority
121.	Ing. Benjamin Nii Tawiah Adjei	benjamin.adjei@vra.com	Volta River Authority
122.	Ing. Kwame Ansu-Gyamfi	ansugyamfi@yahoo.com	Associated Consultants Limited
123.	Ing. Samuel koetey broohm	Samuelbroohm@gmail.com	Ghana Airports Company Limited
124.	Ing. Frederick Kobina Ansah	fredericknsh@yahoo.co.uk	Ghana ports and harbour Authority
125.	Ing. Ray Korbla Gudugbe	ashespoi@yahoo.com	ECG
126.	Ing. Peter Boamah Okyere	retepboamah@yahoo.com	Ghana Airports
127.	Ing. Wiseborn Danquah	wiseborn@hotmail.co.uk	Geomasters Consult Ltd
128.	Ing. Michael Ebenezer Addison	micaddison84@gmail.com	VRA
129.	Ing. Abraham Baffoe-Sersah	abaffoe@buipower.com	Bui Power Authority
130.	Ing. Leslie Alexander Ayeh	alexayeh@yahoo.com	Ayeh & Ayeh
131.	John Awotwi	jkawotwi@gmail.com	UESD
132.	Ing. Domingo da Pilma Lekettey	dapilma@hotmail.com	Urban Roads Department
133.	Ing. Daniel Annor	dannor@ghanaports.gov.gh	Ghana Ports And Harbours Authority
134.	Ing. Emmanuel Kofi Boateng	boatengbt@gmail.com	HGL Consult Ltd
135.	Ing. Gasper Badjaglana	gbadjaglana@ecggh.com	ECG
136.	Ing. Prof. Ibrahim Yakubu Seini	yakubuseini@yahoo.com	UDS
137.	Ing. Samuel Barima Asare	sambarima@yahoo.com	GNPC
138.	Ing. Enoch Yaw Asante	eyasante@ecggh.com	ECG
139.	Ing. Joseph KOBINA Quansah	jquansah79@yahoo.com	Electricity Company of Ghana
140.	Ing. Jonathan Amfoh Blankson	jonathanblankson32@gmail.com	Volta River Authority
141.	Enoch Osei Agyekumhene	enocho460@gmail.com	Ayawaso West Municipal Assembly
142.	Ing. Florence Maame Aba Moore	sabflo@yahoo.com	ECG

Appendix A: AGM Attendance List

No	Name	Emails	Firm / Workplace
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144.	Ing. Derrick Okyere	derrickkojookyere@yahoo.com	VRA
145.	Ing. Prophet Freddy Kwami Ayatey	ayateyfreddy@gmail.com	Electricity Company of Ghana Ltd.
146.	Ing. Karbutey Gabriel	gabikarbu@gmail.com	Freelancing now
147.	Ing. Cyril Akudhey	Cakushey@ecggh.com	ECG
148.	Ing. Yingor E. Agordekpe	yingorkormi@gmail.com	Waste Landfills
149.	Ing. Margaret Mary Nimoh	margaret.nimoh@gmail.com	CSIR-IIR
150.	Ing. Emmanuel Tamakloe	emmtamakloe@gmail.com	GNPC
151.	Ing. Osman Karim	okarim@anglogoldashanti.com	Anglogold Ashanti
152.	Ing. Cosmos Adubofour Antwi		AngloGold Ashanti, Iduapriem Mine
153.	Ing. Joanna Mawuena Doe	Jmdoe@anglogoldashanti.com	Anglogold Ashanti Iduapriem
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173.	Ing. Emmanuel Dankwah	jesterdankwah@gmail.com	GhIE Visual Communication Team
174.	Ing. Priscilla Donkor	pdonkor@purc.com.gh	PURC

Appendix A: AGM Attendance List

No	Name	Emails	Firm / Workplace
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205.	Ing. Richard Asmah	ri.asmah@gnpcghana.com	GNPC
206.	Ing. Philip K. Aheto	pkay4june@yahoo.com	Ex Co
207.	Ing. Kwesi Asamoah Ahene	kwesiaccra@yahoo.com	Associated Consultants

Appendix A: AGM Attendance List

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212.	Ing. Kingsford D. Laryea	kinglaryea@gmail.com	RETIRED

Appendix B: AGM Continuation Attendance List

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No.	Name	Email	Organization
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39.	Peter Yaw Appiah	piscoopa655@gmail.com	ADK Consortium
40.	Ing. David Nyante	dknyante@ghie.org.gh	Ghie Executive Director

Appendix C: List of Committees**EXECUTIVE COMMITTEE**

1.	Ing. Rev. Prof. Charles Adams	-	President
2.	Ing. Leslie Alex Ayeh	-	Immediate Past President
3.	Ing Kwabena Bempong	-	President-Elect
4.	Ing. Michael Dedey	-	Vice President
5.	Ing. Dr Patrick Amoah Bekoe	-	Executive Rep. PE
6.	Mr. Philip K. Aheto, MGHIE	-	Executive Rep. Tech
7.	Ing. David K. Nyante	-	Executive Director

COUNCIL MEMBERS

	Ing. Rev. Prof. Charles A. Adams	President
	Ing. Kwabena Bempong	Presidentelect
	Ing. Michael K.L. Dedey	Vice President
	Ing. Leslie A. Ayeh	Imm. Past President
	Ing. Dr. Patrick A. Bekoe	Executive Rep, Professional Engineers, Membership Committee Chairperson
	Mr. Philip Kwame Aheto	Executive Rep, Technicians
	Ing. Dr. Akwasi Afrifa Acheampong	Chairman, Branch 1
	Ing. Dr. Emmanuel K. Nyantakyi	Chairman, Branch 2
	Ing. Godfrey Atta Jackson	Chairman, Branch 3
	Ing. Komla Wogbemase Ofori	Chairman, Branch 4
	Ing. Prof. Ibrahim Yakubu Seini	Chairperson, Branch 5
	Ing. Antoinette A. Agboado	Chairman, Branch 6
	Ing. Frank Kwofie Pinto	Chairman, Branch 7
	Ing. Joseph K. Oddei	Chairman, Civil Tech. Div.
	Ing. Darlington A. Ahuble	Chairman, Mechanical Tech Div.,
	Ing. Ebenezer Ato Roberts	Chairman, Electrical/Electronic Tech. Div.

Ing. Michael Kweku Nelson	Chairman, Chemical/Mining Tech. Div.,
Ing. Wiseborn Owusu Danquah	National Councillor,
Ing. Naa Lamkai QuayeBallard	National Councillor, Research & Awards Committee Chairperson
Ing. Yaa Obenewaa Okudzeto	National Councillor, Education & Training Committee Chairperson
Ing. Harold Esseku	Welfare Committee Chairperson
Ing Ludwig Hesse	Professional Practice & Ethics, Committee Chairperson
Ing Prof Emmanuel Kwame Appiah-Adjei	Publications Committee Chairperson
Ing. Kweku Asmah	ICT Committee Chairperson
Ing. Mavis Allotey	Committee Chairperson
Ing. Dr. Mrs. Enyonam Kpekpena	WinE President
Mr. Richard Adarkwa	Representative, Craftsmen
Ing. Nana Poku Agyeman	Co-chair, Visibility & Media Adhoc Committee Co-Chairperson
Ing. Kenneth Ashigbey	Visibility & Media Adhoc Committee Co-Chairperson
Ing. Michael Bekoe	Co-Chair, Infrastructure Report Card Adhoc Committee
Ing. Magnus Lincoln Quarshie	Chair, Infrastructure Report Card Adhoc Committee
Ing. Prof. Owusu Achaw	Technical Universities Rep
Ing. Prof. Elsie Kaufman	STEM and Engineering Adhoc Committee Chairperson
Ing. Prof. Kwabena Nyarko	Universities Rep
Ing. William Desbordes Albert Viala	Rep. Engineering Service Providers
Ing. David Kwatia Nyante	Executive Director

Ing. Michael Kweku Nelson	Chairman, Chemical/Mining Tech. Div.,
Ing. Wiseborn Owusu Danquah	National Councillor,
Ing. Naa Lamkai QuayeBallard	National Councillor, Research & Awards Committee Chairperson
Ing. Yaa Obenewaa Okudzeto	National Councillor, Education & Training Committee Chairperson
Ing. Harold Esseku	Welfare Committee Chairperson
Ing Ludwig Hesse	Professional Practice & Ethics, Committee Chairperson
Ing Prof Emmanuel Kwame Appiah-Adjei	Publications Committee Chairperson
Ing. Kweku Asmah	ICT Committee Chairperson
Ing. Mavis Allotey	Committee Chairperson
Ing. Dr. Mrs. Enyonam Kpekpena	WinE President
Mr. Richard Adarkwa	Representative, Craftsmen
Ing. Nana Poku Agyeman	Co-chair, Visibility & Media Adhoc Committee Co-Chairperson
Ing. Kenneth Ashigbey	Visibility & Media Adhoc Committee Co-Chairperson
Ing. Michael Bekoe	Co-Chair, Infrastructure Report Card Adhoc Committee
Ing. Magnus Lincoln Quarshie	Chair, Infrastructure Report Card Adhoc Committee
Ing. Prof. Owusu Achaw	Technical Universities Rep
Ing. Prof. Elsie Kaufman	STEM and Engineering Adhoc Committee Chairperson
Ing. Prof. Kwabena Nyarko	Universities Rep
Ing. William Desbordes Albert Viala	Rep. Engineering Service Providers
Ing. David Kwatia Nyante	Executive Director

FINANCE COMMITTEE

1.	Ing. M.K.L Dedey	-	Chair
2.	Ing. Yaa Obenewaa Okudzeto	-	Member
3.	Ing. Prof. Emmanuel K. Appiah-Adjei	-	Member
4.	Ing. Ludwig A. Hesse	-	Member
5.	Ing. David Kwatia Nyante	-	Member
6.	Ing. Harold Esseku	--	Member
7.	Ing. Mavis Allotey	-	Member
8.	Ing. Dr. Patrick Amoah Bekoe	-	Member
9.	Mr. Ben T. Akunarh	-	Secretariat

PUBLICATIONS COMMITTEE

	Ing. Prof. EmmanuelK. Appiah-Adjei	Chairperson
	Ing. Dr. Kenneth Adomako Tutu	Member
	Ing. Dr. Eric Tutu Tchao	Member
	Ing. Dr. Emmanuel KwesiNyantakyi	Member
	Ing. Dr. Emmanuel Amankwah	Member
	Ing. Joseph Xavier Francisco Ribeiro	Member
	Ing. Dr. Francis Kumi	Member
	Ing. Dr. Prodeo Yao Agbotui	Member
	Mr. Brefo K. Gyamera	Secretariat

ICT COMMITTEE

	Ing. Kweku Asmah	Chairperson
	Ing. Fiifi AsanteAntwi	Member
	Ing. John Getor	Member



	Ing. Kwamina Sagoe	Member
	Ing. David Sackey	Member
	Ing. Abdul-Shakud Iddrisu	Member
	Mr. Ben Bartels	Secretariat
	Mr. Richard O. Acheampong	Secretariat

RESEARCH & AWARDS COMMITTEE

	Ing Naa Lamkai Quaye-Ballard	-	Chair
	Ing Prof Frederick Amu-Mensah	-	Member
	Ing Prof Abena Obiri-Yeboah	-	Member
	Ing Eugene Antwi	-	Member
	Ing Prof Issaka Yakubu	-	Member
	Ing Kisman Eghan	-	Member
	Ing Godwyll Quansah	-	Member
	Ing Israel Acheampong	-	Member
	Ing Joseph Oddei	-	Member
	Ing Nana Akua Brenyah-Boateng	-	Member
	Ing. Prof. Francis Kemausuor	-	Member
	Ing Peace Amoatey	-	Member
	Ing Louis Osei		Member
	Mr. Enoch Agyepong	-	Member
	Mr. Ben Bartels		Member
	Mr. Richard O. Acheampong	-	Member

MEMBERSHIP COMMITTEE

Name	Designation
Ing. Dr. Patrick Amoah Bekoe	Chairperson
Ing. Kwabena Bempong	Member
Ing. K. D. Laryea	Member
Ing. N. T Hammond	Member
Ing. Kwaku Asmah	Member
Ing. Harold Esseku	Member
Ing. Prof. Yakubu Ibrahim Seini	Member
Ing. Antoinette A. Agboado	Member
Ing. Dr. E. K. Nyantakyi	Member
Ing. Godfrey Jackson	Member
Ing. Frank K. Pinto	Member
Ing. Dr. Akwasi A. Acheampong	Member
Ing. Michael Nelson	Member
Ing. Joseph Oddei	Member
Ing. Ebenezer Ato Roberts	Member
Ing. Darlington A. Ahuble	Member
Ing. Roland Sackey	Member
Ing. Sophia A. Tijani	Member
Ing. Benedicta Acherekoh	Member
Ing. Hector Boye	Member
Ing. Samuel B. Danquah	Member
Ing. Bernard Amoah	Member
Ing. David Sackey	Member
Ing. Dr. J. Sekyi-Ansah	Member
Ing. Prophet Freddy K. Ayatey	Member

MEMBERSHIP COMMITTEE

Name	Designation
Ing. Abdul-Shakud Iddrisu	Member
Ing. Nii Armah Tagoe	Member
Ing. Bismark Otoo	Member
Ing. Harry Atta-Motte	Member
Ing. Justice Ohene -Akoto	Member
Ing. Eric Acquaaah	Member
Ing. Juliet Adu	Member
Ing. Mavis Allotey	Member

Ing. Eric Ayertey	Member
Ing. Seth Ahene	Member
Ing. Franklin Kumassah	Member
Ayisha Osmanu	Secretariat
Mr. Richard O. Acheampong	Secretariat

CONFERENCES AND PROGRAMMES COMMITTEE

	Ing. Mavis Allotey	Chair
	Ing. Prof. Emmanuel Appiah-Adjei	Member
	Ing. Mavis Addy	Member
	Ing. Mrs. Jane Tetteh -Anowie	Member
	Ing. Harold Esseku	Member
	Ing. Mrs. Nana Akua F. B. Boateng	Member
	Ing. Mrs. Naa Lamkai Quaye-Ballard	Member
	Ms. Zipporah K. Amankwah	Member
	Mr. Richard O. Acheampong	Secretariat
	Mrs. Jacqueline Beecham	Secretariat

EDUCATION AND TRAINING COMMITTEE

	Ing. Yaa Obenewaa Okudzeto	Chairperson
	Ing. Prof. Bob Andoh	Member
	Ing. Akofa Bart-Plange	Member
	Ing Dr. Prodeo Yao Agbotui	Member
	Ing. Dr. Emmanuel Nyantakyi	Member
	Ing. Solomon Djimatey	Member
	Ing. Jonathan Narh-Dometey	Member
	Ing. Dr. Joseph Xavier Francisco Ribeiro	Member
	Ing. Kwame Owusu Ansah	Member
	Ing. Nana Darko Okai	Member
	Ing. Felix Tetteh.	Member
	Ing. Dr. Richard Amponsah	Member

	Ing. Dr. Samuel Ato Andam-Akorful	Member
	Ing. Abu Issifu Baba	Member
	Ing. Dr. Patrick A. Bekoe	Ex-Officio
	Ing. Dr. Shadrach Amponsah	Member
	Ing. Dr. Emmanuel Appiah Kubi	Member
	Ing. Harriet Mawunyo Atuwu	Member
	Ing. Bernard Williams Amoah	Member
	Ing. Samuel Kwabena Asare	Member
	Ing. Ben Richard Aniagyei	Member
	Ing. David Sampson	Member
	Mr. Francis Kofi Dogbey	Member
	Ing. David Adisu	Member
	Ing. Daniel Asare Akoto	Member
	Ing. Dr. Baffour Asare	Member
	Ing. Prince Isaac Yaw Kumfo	Member
	Ing. Francis Oblitey Amui	Member
	Ayisha Osmanu	Secretariat

PROFESSIONAL PRACTICE AND ETHICS

	Ing. Ludwig A. Hesse	-	Chair
	Ing. Charles K. Som	-	Member
	Ing. Alex Ofori Yartey	-	Member
	Ing. Samuel K. Asare	-	Member
	Ing. Joseph K. Buckson	-	Member
	Ing. William Sam	-	Member
	Ing. Sohia Tijani	-	Member
	Ing. Michael Botse-Baidoo	-	Member
	Ing. Bismark Otoo (BO)	-	Member
	Ing. Ohene Boateng Atakorah-Manu	-	Member
	Ing. David K. Nyante	-	Executive Director
	Faustina Ayitey	-	Secretariat



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