



GhIE

GHANA INSTITUTE OF ENGINEERING



MANAGEMENT REPORT

2023/2024
COUNCIL YEAR

Presented by
ING. DAVID K. NYANTE, FGhIE

 **21ST MARCH, 2024**

 **ENGINEERING CENTRE, ROMAN RIDGE, ACCRA**



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Dear Members,

I extend my warm greetings to you as we convene for the 54th Annual General Meeting of our esteemed institution. It is a privilege to Chair the AGM.

The AGM serves as a time for us to collectively reflect upon the operations and stewardship of our institution. We would assess the progress we have made, acknowledge challenges encountered, and chart a strategic course for the future.

The GhIE set strategic objectives for the 2-year council period, and we are now halfway through this period. A key initiative of my stewardship is the initiation of the development of an Engineering Village (EV). We had an engagement on the (EV) in December 2023. So far, land has been acquired and concept designs are being prepared. We will continue to engage you regularly on the EV.

We have an opportunity to reassess these objectives and review our plans for achieving them. The management report that will be presented at this meeting will provide insight into the activities carried out so far and bear testimony to the hard work we have all put in so far. However, a lot remains to be done.

I encourage each member to actively participate, share insights, and provide constructive feedback. Your perspectives are vital in shaping the policies and decisions that will guide the GhIE in the coming years.

I express my gratitude for your ongoing dedication and contributions to the Ghana Institution of Engineering.

Thank you for your commitment to the GhIE, and I look forward to a fruitful AGM.

Best Regards,
Ing. Kwabena Bemping
President, Ghana Institution of Engineering

2.0 PROGRAMME FOR AGM

2.1	Call to Order & Opening Remarks
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2.3.3	Matters arising from the Minutes of Previous Meeting
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2.5.1	Audited Account for the Year ended 31st December 2023
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2.6	Appointment of Auditors
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3.0 MINUTES OF THE 53RD ANNUAL GENERAL MEETING

3.1 MINUTES OF THE 52ND ANNUAL GENERAL MEETING HELD ON MARCH 30, 2023, AT THE BEST WESTERN PLUS ATLANTIC HOTEL, TAKORADI

MEETING DATE:	THURSDAY, MARCH 30, 2023	MEETING HELD	IN-PERSON/ONLINE
Time:	9:23 am	Meeting Type:	Annual General Meeting
Venue:	Best Western Plus Atlantic Hotel, Takoradi		

Attendance: See Appendix A

1.0	CALL TO ORDER AND OPENING REMARKS
	Meeting Call to Order
	The Chair, Ing. President, called the meeting to order at 9:23 am. Ing. Nana Poku Agyeman gave the opening prayer.
	Proposed Agenda
	<p>The agenda below was considered.</p> <p>AGENDA</p> <ul style="list-style-type: none"> 1.0 Call to Order & Opening Remarks 2.0 Apologies for Absence 3.0 Acknowledgement of Past President 4.0 Business of the day <ul style="list-style-type: none"> 4.1 Appointment of Election Scrutineers 4.2 Approval of Minutes of Previous Meeting 4.3 Matters Arising from Minutes 4.4 Management Report 4.5 Finance Report 4.6 Amendments to Constitution 4.7 Report of Scrutineers 5.0 Any Other Business 6.0 Leadership Transmission 7.0 Closing <p>Ing. Harold Esseku moved for the adoption of the agenda, and Ing. Leslie A. Ayeh seconded it. The above agenda was adopted.</p>

2.0	Apologies for Absence
	The ED informed the meeting that Ing. Vincent Abbey, who was also contesting for the position of Chair, Branch 7, had indicated his inability to attend.
3.0	Acknowledgement of Past Presidents
	Ing. Prof. Charles A. Adams expressed his gratitude to all attendees of the Annual General Meeting. He thanked the members for their support throughout his tenure. Prof. Adams also implored all present to extend their fullest support to the incoming president, Ing. Kwabena Bempong, as he took on the mantle of leadership.
4.0	Business of the Day
4.1.	Appointment of Election Scrutineers
	<p>Per Article 10.5.3(5) of the GhIE Bye-Laws, the meeting selected a team of three as election scrutineers. The team was made up of the following.</p> <ul style="list-style-type: none"> • Ing. Leslie Alexander Ayeh - Chair • Ing. Domingo da Pilma Leketey • Ing. Regina Kwapong
4.2	Approval of Draft Minutes of the Previous Meeting
	<p>The Executive Director, Ing. David K. Nyante, led the review of the minutes of the previous meeting.</p> <p>Ing. Harold Esseku pointed out an error in the attendance list where wrong companies were placed against the names of the members from lines 43 to 87. The information appeared to have been displaced by a line and it was corrected.</p> <p>Ing. Harold Esseku moved a motion for the acceptance of the minutes, subject to corrections of the attendance list. Ing. Carlien Bou-Chedid, PP, seconded the motion.</p> <p>The minutes of the previous meeting was accepted.</p>
4.3	Matters Arising from Minutes
	There were no issues or concerns for action arising from the minutes of the previous meeting.
4.4	Management Report for the 2021/2022 Council Year
	<p>The Executive Director presented the management report for the 2022/2023 Council year. The report covered the activities of the Council, Standing Committees, Technical Divisions, Branches, and the Secretariat. Highlights of the report included:</p> <p>The successful 53rd Annual Conference which was hosted by Branch 7 at the Best Western Atlantic Hotel, Takoradi.</p>

	<ul style="list-style-type: none"> • Successful Branch AGM and Conference by Branch 2 in June 2022 at the Eusbett International Conference Center, Sunyani. • He encouraged members to follow the process for creation of new technical divisions and create them. • Special committees The activities and contributions of the Standing and Special Committee of the Council were presented in the report. The Executive Director commended their consistent and impactful work throughout the year. In a similar vein, he acknowledged the contributions of the Branches in supporting members across the country. He mentioned the role of Senior Engineering Practitioners in mentoring younger counterparts, stressing the value of guidance and knowledge transfer in the engineering profession. • He spoke about the contribution of the Secretariat and their activities in supporting the Committees of Council. Gratitude was also extended to past presidents for their enduring service and contributions to the Institution, reflecting the profound appreciation for their leadership and legacy. <p>In conclusion, the Executive Director extended appreciation to the various companies, including the Volta River Authority, Ghana Ports and Harbour Authority, Bui Power Authority, Grid Company Limited, Fabrimetal, and Sika Chemicals, for their support to the Ghana Institution of Engineering (GhIE) over the years.</p> <p>Hard copies of the management report were made available to members at the meeting and a soft copy posted on the website of the Institution.</p> <p>Ing. Ben Aniagyei, PP, commended the leadership for compiling a comprehensive and well-structured management report, reflecting positively on the Institution's governance and strategic direction.</p>
4.5	Financial Report for the 2021/2022 Council Year.
4.5.1.	Financial Report
	<p>Mr. Daniel Adewu, a Senior Partner at UHY Voscon, External Auditors of GhIE, presented the Audited Accounts for the year 2022. The Audited Accounts were shared 21 days before the AGM.</p> <p>The following were noted. Total Income for the period was GHC 5,970,804.00. Total Expenditure for the period was GHC 5,358,992.00.</p> <p>Comments from members were as follows.</p> <ul style="list-style-type: none"> • Ing. Andrew Evans Quayson, PP, commended the management team for significantly enhancing the revenue from GH¢ 2.5 million to GH¢ 5 million within the year. • Ing. Dr. Kwame Agyeman Boakye, PP, commented that various Branches should be encouraged to actively pursue sponsorship opportunities to support their activities.

	<p>Ing. Dr. Emmanuel K. Nyantakyi moved a motion for the acceptance of the financial report. The motion was seconded by Ing. Ludwig Hesse.</p> <p>The financial report for 2022 was accepted.</p>
4.5.2.	<p>Budget for the year</p> <p>Ing. Michael K.L. Dedey, Vice President and Honorary Treasurer, Presented the budget for the year 2023.</p> <p>Financial details The financial proposals that were outlined involve adjusting the entrance fees, annual subscription rates, and levies for members based on several considerations. The following were the key financial details and changes proposed:</p> <ul style="list-style-type: none"> • Inflation Adjustment: Due to a year-on-year inflation rate of 54% as of December 31, 2022, the rates are being adjusted to accommodate the increased costs of operations and services. • Licensing Fees: Provisions for licensing fees payable to the Engineering Council are included in the proposed fees. • Allocations for Welfare, Branch Operations, and Capital Investment: The proposed fees incorporate allocations for these areas as required by article 15.4.1 of the GhIE constitution, ensuring that the institution can fund welfare programs, branch operations, and necessary capital investments. • Adjustments for Non-voting Members: The proposal also includes adjustments to ensure that the fee increments do not burden non-voting members across various occupational groups. This was done by setting their subscription rates so they do not pay more than voting members in the next higher occupational group. • Reclassification of Firms: Firms are regrouped according to the categories defined in the Engineering Council Act 2011 (Act 819), which includes consulting engineering firms, engineering contracting companies, engineering service providers, manufacturing companies, fabrication, repair and maintenance units, and vendors of engineering materials and machinery. • Definitions for Industry Scale: The proposal applies modified definitions for Small, Medium, and Large-Scale Industries as defined by the National Board for Small-Scale Industries (NBSSI), to suit the engineering sector's requirements better. • Service Provision and Engagement: The GhIE plans to provide services and create platforms for regular engagement with corporate members, which includes engineering firms, contractors, service providers, and engineering education units. • Financial Increments: <ul style="list-style-type: none"> • A 30% increment in fees for individual members. • A 50% increment for organizational members.

	<ul style="list-style-type: none"> Engineering Student rates are fixed and represent one-time payments for ID Cards, distinguishing them from other membership categories that may face annual fees. <p>During the presentation, he urged the Secretariat to send timely subscription invoices, regular reminders, and diligent follow-ups. He proposed the updating of seminar topics to boost participation in seminars. He suggested to the Membership Committee to enhance the membership drive by refining the application and examination processes, to foster the Institution's growth and elevate membership standards.</p> <p>Ing. Michael K.L. Dedey then moved for the acceptance of the budget. It was seconded by Ing. Ebenezer Kwesi Haizel. The budget was approved.</p>
4.5.3.	Proposals for Subscriptions, Levies, and Firm Fees for 2023
	<p>Ing. Michael Dedey took members through the proposed subscriptions and fees for 2024. He gave the rationale for the proposals, which was mainly due to inflation.</p> <p>Ing. Carlien Bou-Chedid PP pointed out that Honorary Fellows are not required to pay subscriptions per Article 9.3.1 of the GHIE Constitution; so, subscription for Honorary Fellows should be taken out.</p> <p>Ing. Carlien Bou-Chedid requested a review of the fees for firms/ companies, foreign companies, and local artisans.</p> <p>Ing. Michael K.L. Dedey Moved for the acceptance of the Proposed Subscriptions, levies, and fees, and Ing. Harold Esseku seconded it. The motion was accepted.</p>
4.6	Amendments to Constitution.
	<p>Ing. Ludwig Hesse presented the proposal to amend the Constitution. The Notice was shared to all members on February 20 2023 and it reads as follows.</p> <p>In accordance with Article 18.1.6 of the Constitution, notice is hereby given of the proposed amendments to the Constitution.</p> <p>1 Proposed Amendments to Constitution</p> <p>1.1 To make Women in Engineering (WinE) and Youth in Engineering (YE) Constitutional Bodies</p> <p>I. Article 1.1. Scope</p> <p>Add to Article 1.1.1 the following:</p> <p>(r) "Affiliated Engineering Groups" means any group recognized by the Institution in accordance with Article 4.6.3.</p> <p>(s) "Groups of Strategic Interest" means any group set up or recognized by the Institution in accordance with Article 4.6.2.</p> <p>ii. Articles 4.1. Organizational Structures</p>

• **Add to Article 4.1.1. The following:**

- (e) For pursuing other interests, consist of Other Structures.
- iii. Article 4.6 Other Structures

Amend Article 4.6 as follows:

4.6.1 Other Structures of the Institution are made up of:

- (a) Groups of Strategic Interest (GSIs); and
- (b) Affiliated Engineering Groups (AEGs).

4.6.2 A Group of Strategic Interest may be formed or recognized by the Institution for the purposes of advocacy, affirmative action and mentoring as follows:

- (a) A Group of Strategic Interest shall be named in the Bye-Laws.
- (b) The specific objectives for setting up a Group of Strategic Interest shall be provided for in the Bye-Laws.
- (c) The Council may, through an amendment of the Bye-Laws, add or remove a Group of Strategic Interest but the total number of such Groups shall not exceed four (4) at any time.
- (d) Membership of a Group of Strategic Interest shall be limited to Members of the Institution. The category of Members that are eligible to be members of a Group of Strategic Interest shall be provided for in the Bye-Laws. Membership shall, in every instance, be open to members of all Occupational Groups, Technical Divisions and Branches of the Institution and such inclusion shall be actively pursued.
- (e) A Group of Strategic Interest is expected to raise funds through means stated in its Regulations as provided for in item (g) below and subject to the fiduciary supervision of the Council. Notwithstanding, the Institution shall make provisions in its budget to support the activities of the Group.
- (f) The Secretariat of the Institution shall provide administrative support to the Groups of Strategic Interest in the organization of their activities.
- (g) A Group of Strategic Interest may be self-regulating, subject to the provisions of the Constitution and Bye-Laws. Furthermore, it shall submit its Regulations for the approval of the Council and shall observe Mandatory Regulations as are provided for in the Bye-Laws.

4.6.3 A Group may be recognized by the Institution as an Affiliated Engineering Group for the purposes of advocacy, collaboration and partnering in advancing the practice of engineering and/or providing support for the registration of its members with the Engineering Council of Ghana. The objectives and conditions of the affiliation shall be stated in a Memorandum of Understanding (MoU) approved by a two-thirds majority vote at a regular meeting of the Council. Additional provisions on the content of the MoU, including the period of recognition, are provided for in the Bye-Laws.

	<ul style="list-style-type: none"> iv. Article 10.1. The Council <p>Add to Article 10.1.2. The following:</p> <p>(j) The Chairperson of each Group of Strategic Interest.</p> <p>Delete Article 10.1.5.</p> <p>v. Article 10.6. Specific Provision for Election of Council Members</p> <p>Add a new Article 10.6.9 as follows:</p> <p>10.6.9 The Chairperson of a Group of Strategic Interest shall be elected in accordance with the Regulations of the Group of Strategic Interest provided for in Article 4.6.3(g) above.</p> <p>vi. Article 12.1 The Branch Executive Committee</p> <p>Add to Article 12.1.2. The following:</p> <p>(g) A Representative of each Group of Strategic Interest.</p> <p>1.2 Staggering of Elections</p> <p>l. Article 10.5 General Provisions for Elections of the Institution</p> <p>Delete Article 10.5.1</p> <p>Ing. Ludwig Hesse moved for the acceptance of the amendment. The amendment was accepted through a voice vote.</p>
4.7	Report of Scrutineers
	<p>The election results of the GhIE 2023/2025 Council Members were presented by the Chair of the scrutineers, Ing. Alex Ayeh, IPP. Details of the results were also published on the website of the Institution.</p>

Elected Members of Council for the year 2023-2025	
Ing. Mrs. Sophia Tijani	Vice President
Ing. Ludwig A. Hesse	President-Elect
Ing. Dr Patrick Amoah Bekoe	Executive Representative (PEs)
Mr. Philip Kwame Aheto	Executive Representative (Technicians)
Mr. Richard Adarkwah	Executive Representative (Craftsmen)
Ing. Dr Joseph X.F Ribeiro	Branch 1 Chair (Ashanti)
Ing. Dr. Emmanuel Kwesi Nyantakyi	Branch 2 Chair (Bono, Bono East, Ahafo)
Ing. Godfrey Atta Jackson	Branch 3 Chair (Eastern)
Ing. Abdul Shakud Iddrisu	Branch 5 Chair (Northern, Savannah, Upper East, Upper West)
Ing. Antoinette Ama Agboado	Branch 6 Chair (Volta)
Ing. Franklin Kumassah	Branch 7 Chair (Western, Central, Western-North)
Ing. Michael Obeng Konadu	Civil Division Chair
Ing. Prof. Nana Yaw Asiedu	Chemical Division Chair
Ing. Darlington Ahuble	Mech/Agric/Marine Division Chair
Ing. Ebenezer Ato Roberts	Electrical/Electronic Division Chair
Ing. Naa Lamkai Quaye-Ballard	National Councilor
Ing. Prof. Elsie Effah Kaufmann	National Councilor
Ms. Augustina Nyarkoa Amoateng	National Councilor
Mr. Felix Ohene Ayisi	National Councilor
Mr. Gideon Bidor	National Councilor

5.0	Any Other Business
	There were no issues.
6.0	Leadership Transmission
	The 51st President, Ing Prof. Charles Adams, handed over the Presidential Chain, being the symbol of Authority and gavel to the 52nd President, Ing Kwabena Bempong. Leadership transition procedures were executed successfully before the meeting's adjournment.
7.0	CLOSING
	Ing. Rita Ohene Sarfoh moved for the adjournment of the meeting. Ing. Ebenezer Kwesi Haizel seconded the motion. The meeting was adjourned at 1.30 pm.

Recorded by:
Ing. David K. Nyante, FGhIE

Approved by:
Ing. Charles Anum Adams

4.0 INTRODUCTION

The 2023-2025 Council period of the Ghana Institution of Engineering (GhIE) began on April 1, 2023, after the Annual General Meeting held on March 30, 2023. The Presidential Inauguration was held on the evening of March 30, 2023, at a Banquet at the Best Western Plus Atlantic Hotel, Takoradi.

This report seeks to provide updates and information on the activities of the Council, Standing Committees, Advisory Groups, and the Secretariat.

4.1 FORMATION OF COUNCIL

4.1.1 Election of Council Members

In compliance with Articles 10.5 and 10.6 of the GhIE Constitution, elections were held for Council Members for the 2023-2025 Council period from March 15, 2023, to March 30, 2023.

The Election Buddy software was employed for the election's nominations, voting and vote tallying.



An Election Committee was established to work with the Executive Director to undertake the election. This process resulted in the successful election of our Council members.

The membership of the election committee was as follows:

S/N	Name	Position
1.	Ing. Kwasi Amoako Kwakwa (P.P.)	Chair
2.	Ing. Gloria Apenkwah	Member
3.	Ing. Samuel Asare	Member
4.	Ing. Kweku Asmah	Member
5.	Ing. Mrs. Joyce Naa Anowa Oturoku	Member
6.	Mr. Edmond Mwinbamon Balika	Member
7.	Mr. Benjamin Bartels	GhIE Secretariat
8.	Mr. Richard Acheampong	GhIE Secretariat

4.1.2 Investiture of the 53rd President of the Ghana Institution of Engineering

On March 30, 2023, Ing. Kwabena Bempong was inaugurated as the 52nd President of the Ghana Institution of Engineering (GhIE) at a Banquet at the Best Western Plus Atlantic Hotel in Takoradi. The Oath of office for the President was administered by Her Ladyship Justice Sedina Agbemava, a Justice of the High Court of the Republic of Ghana.

In his inaugural address, President Bempong outlined his priorities for the Council year, focusing on five strategic plans: Corporate Governance, Education and Training, Professional Practice, Membership and Welfare, and Public Interest.

In a speech read for him, the Minister for Roads and Highways, Hon. Kwasi Amoako-Atta, congratulated the President and urged him to work hard to justify the confidence reposed in him. The Minister's speech was delivered on his behalf by Ing Philip Lartey. Present at the event included Past Presidents, Traditional Rulers, and representatives from the Nigerian Society of Engineers (NSE), Sierra Leone Institution of Engineers (SLIE), Engineering Society of Liberia (ESoL), Institution of Engineers Kenya (IEK), Institution of Engineers Rwanda and other sister Professional Bodies.



4.1.3 Composition of Council 2023-2025

The 2023-2025 Council was constituted with membership comprising the President, Vice President, Chairs of Technical Divisions (4), Branch Chairs (6), National Councilors (12 – 3 from each Occupational Group), Executive Representatives of Occupational Groups (4 – 1 from each Occupational Group). The members were sworn in by Justice Sedina Agbemava, a Justice of the High Court of the Republic of Ghana, on the evening of March 30, 2023, at a Banquet at the Best Western Hotel Plus Atlantic, Takoradi.

The following positions were vacant: Chair-Branch 4 (Greater Accra), Executive Representative-Technologists, Representatives of Educational Units and Engineering Service Providers.



Therefore bye-elections were held for the vacant positions from August 24-29, 2023, and the following positions were filled: Chair-Branch 4 and Executive Representative for Technologists.

The Engineering Service Providers and the Engineering Educational Units held their fora to elect two (2) representatives each for Council.

An orientation programme was held for Council Members at Afrikiko Riverfront Resort, Akosombo, from April 27 to 30, 2023. (See Appendix B for 2023 - 2025 Objectives)

Thus, the composition of the Council is as follows:

No.	NAME	POSITION
1.	Ing. Kwabena Bempong, FGhIE	President
2.	Ing Prof Charles Adams, FGhIE	Immediate Past President
3.	Ing. Ludwig A. Hesse, FGhIE	President-Elect
4.	Ing. Mrs. Sophia Tijani, FGhIE	Vice President
5.	Ing Dr Patrick Amoah Bekoe, FGhIE	Executive representative (PE)
6.	Mr Michael Dompreeh-Ampofo	Executive Representative (PET)
7.	Mr Philip Kwame Aheto	Executive representative (Technicians)
8.	Mr. Richard Adarkwah	Executive representative (Craftsmen)
9.	Ing. Mrs. Yaa Obenewaa Okudzeto	National Councillor (PE)
10.	Ing. Naa Lamkai Quaye-Ballard	National Councillor (PE)
11.	Ing. Prof. Elsie Effah Kaufmann, FGhIE	National Councillor (PE)
12.	Mr. Felix Ohene Ayisi	National Councillor (Craftsmen)
13.	Mr. Gideon Bidoryao	National Councillor (Craftsmen)
14.	Ing Michael Obeng Konadu, FGhIE	Chair, Civil Technical Division
15.	Ing Prof Nana Yaw Asiedu	Chair, Chemical/Mining Technical Division
16.	Ing Ebenezer Ato Roberts, FGhIE	Chair, Electrical/Electronic Technical Division
17.	Ing Darlington Ahuble, FGhIE	Chair, Mechanical Technical Division
18.	Ing Dr. Joseph X.F Ribeiro	Chair, Branch 1 (Ashanti)
19.	Ing Dr. Emmanuel Kwesi Nyantakyi, FGhIE	Chair, Branch 2 (Brong, Bono East, Ahafo)
20.	Ing Godfrey Atta Jackson	Chair, Branch 3 (Eastern)
21.	Ing Michael Cudjoe	Chair, Branch 4, Greater Accra
22.	Ing Abdul Shakud Iddrisu	Chair, Branch 5 (Northern, Savannah, Upper East, Upper West)

No.	NAME	POSITION
23.	Ing Antoinette Ama Agboado	Chair, Branch 6 (Volta, Oti)
24.	Ing Franklin Kumassah	Chair, Branch 7 (Western, Central, Western-North)
25.	Ing Prof. Kwabena Nyarko	Rep, Engineering Educational Units
26.	Ing Kwaku Sarpong Akosa	Rep, Engineering Service Providers
27.	Ing Magnus Quarshie (PP), FGhIE	Rep, Engineering Service Providers
28.	Ing David Kwatia Nyante, FGhIE	Executive Director

4.2 CORPORATE GOVERNANCE

4.2.1 Presidential Address

A. Presidential Address

On January 30, 2024, the President of the GhIE, Ing Kwabena Bempong, delivered the 52nd Presidential Address at the Ghana Shippers Authority, Shippers House, North Ridge-Accra. The address centred on the theme "Sustainable Housing Supply with Alternative Building Technologies." His address highlighted the strategic direction towards adopting innovative and environmentally friendly building technologies to fundamentally transform the housing sector.

The President's address offered insights and forward-looking recommendations poised to significantly contribute to the Housing sector in Ghana.

The event was chaired by Mr. Emmanuel Botchwey, Executive Chairman of Regi Manuel Group and was sponsored by MC Bauchemie. In the chairman's remarks, he noted that the address underscored the transformative power of embracing sustainable practices.

Others present at the event included Council Members, Past Presidents, Members of the Institution, and the general public.



B. Building Technology Fair

The Building Technology Fair was held in collaboration with Citi TV on January 28 and 29, 2024, at the forecourt of the Accra Metropolitan Assembly. The theme for the fair was "Sustainable Housing Supply with Alternative Building Technologies,". The event served as a precursor to the Presidential Address. It featured diverse, innovative building technologies and provided a platform for stakeholders to embrace new building technologies.

The following were exhibitors at the fair: CaB Royale Ltd, Ecoblock Company Limited, MC-Bauchemie Ghana Limited, Fabrimetal Ghana Limited, PTS Electric, GhIE, Engineering Council, GM Bamboo Eco-City, Viva & Co Ghana Limited, The Akenten Appiah-Menka University of Skills Training and Entrepreneurial Development (AAMUSTED), Build Smart, Dutch and Co, Supacem, Sika Chemical, First National Bank, KNAUF Ghana, Ambassadors Premium Group, Sol-Rock Limited.

The GhIE President opened and closed the Conference. Council Members, Past Presidents and the general public participated in the fair.





4.2.2 2024 Annual Conference & 54th Annual General Meeting

The 2024 Annual Conference and 54th Annual General Meeting was held from March 18 to 23, 2024, at the Fiesta Royale Hotel in Dzorwulu, Accra, under the theme "Engineering a Resilient Future: Innovative Solutions for a Sustainable Ghana.". This significant event was marked by a comprehensive agenda that fostered innovation and collaboration among engineering professionals.

The Annual Conference was opened by the Special Guest of Honor Lawyer Sam Okudzeto. There were about 350 participants, including international delegates, Past Presidents of the GhIE, Council Members of the GhIE, and other professional bodies in the built environment. There were plenary sessions and technical presentations.

Sub-themes for the Conference included Integrated Energy Systems, Resilient Infrastructure Development, Innovative Solutions for Food and Water Security, Artificial Intelligence and the Future of Engineering in Ghana, Resilient Infrastructure Development, and Innovation and Sustainable Driven Methods.

A Conference Banquet and Engineering Excellence Awards will be held to climax the Conference on the evening of March 21, 2024, at the Labadi Beach Hotel, Accra. This event celebrates outstanding achievements in engineering, recognizing individuals and projects that have demonstrated excellence.

Fellowships would be awarded at this event, including an Honorary Fellowship to Dr. (Mrs.) Irene Stella Agyenim-Boateng. Members approved by the Council to be transferred to the Class of Fellow are as follows.

S/N	NAME	GhIE REG. No.	TECHNICAL DIVISION
1.	Ing. Augustine Appiah Boachie	02433	Civil
2.	Ing. Winfred Aniagyei	02568	Mechanical
3.	Ing. Michael Botse-Baidoo	02809	Civil
4.	Ing. Samuel Odartey Lamptey	02990	Mechanical
5.	Ing. Ebenezer Kwamina Egyir Laing	04087	Civil
6.	Ing. Frederick Kwesi Attakumah	05627	Electrical/Electronic
7.	Ing. Kisman Ackon Eghan	05630	Electrical/Electronic
8.	Ing. Samuel Kwabena Asare	05701	Civil
9.	Ing. Calvin Nii Bruce-Attuquayefio	06357	Mechanical
10.	Ing. Isaac Boakye Aduenin	06618	Mechanical
11.	Ing. Yaa Obenewaa Okudzeto	06881	Electrical/Electronic

Forums for Special Interest Groups: Forums were held on March 18, 2024, by Women in Engineering and Youth in Engineering. This preceded the opening of the 2-day Conference on March 19, 2024.

Technical Tours: Technical visits and tours were held at MC Bauchemie, Cenpower Generation Company Limited and Fabrimetal Ghana Limited on March 22, 2024, to conclude the activities of the 54th Conference and AGM.

Engineering Games: This preceded the 54th Annual General Meeting and Conference with the 3rd GhIE Engineering Golf Open Tournament at the Celebrity Golf Club on March 16, 2024. Other games were lawn tennis, swimming, table tennis and some indoor games.

4.2.3 Public Interest and Corporate Relations

One of the Council's missions is to make the Institution beneficial to society. Highlights of the series of strategic engagements and dialogues that have significantly contributed to our mission of fostering public interest and enhancing corporate relations within the engineering sector are as follows:

A. Cybersecurity:

A lecture on Cybersecurity was held on August 3, 2023, at the Engineering Centre. It was a hybrid event delivered by the Director General of the Cybersecurity Authority, Dr. Albert Antwi-Boasiako.

This lecture aimed to elevate awareness and understanding of cybersecurity challenges and solutions, marking a pivotal step towards securing our digital infrastructure against evolving threats. It recorded an attendance of 120 members.

B. Ghana Electronic Procurement System (GHANePS)

A lecture on the Ghana Electronic Procurement System (GHANePS) was held on August 10, 2024, at the Engineering Centre. It was a hybrid event delivered by the Deputy Chief Executive Officer of the Public Procurement Authority, Mr. Kwame Prempeh.

Our collaboration with the Public Procurement Authority for this event facilitated a deeper understanding of GHANePS's role in enhancing transparency and efficiency in procurement processes. It recorded an attendance of 86 members.

C. GHIE-GRA Dialogue on Taxation and E-VAT

A dialogue on Taxation and E-VAT was held on September 7, 2023, at the Engineering Centre. It was a hybrid event that had 100 participants. It was delivered by the GRA Madina TSC Office team. The lecture provided insights into the fiscal landscape, specifically regarding E-VAT's implications for the engineering sector. It was an essential platform for addressing taxation challenges and fostering compliance and understanding among our members. Members had the opportunity to seek clarification on tax issues affecting them.

D. Launch and Stakeholder Forum on Upskilling Biomedical Engineers for Ghana

This event was held on September 19, 2023. It focused on the need for upskilling biomedical engineers, a key initiative to advance healthcare technology and innovation in Ghana. This forum brought together stakeholders to discuss strategies for continuous professional development in biomedical engineering. This initiative, dubbed 'Upskilling Biomedical Engineers for Ghana,' was launched at the Engineering Centre in Accra and was supported by GIZ's development funding program for healthcare

improvement and implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). It partners with the University of Ghana and the Kwame Nkrumah University of Science and Technology (KNUST) for implementation. Representatives of the Institutions mentioned above were present at the event.

E. Donations to Communities affected by the Akosombo Dam Spillage

The Ghana Institution of Engineering, Ghana Institute of Architects and Ghana Institute of Planners visited some of the impacted communities of the Akosombo Dam Spillage on Tuesday, October 24, 2023. They visited Battor and Mepe in the North Tongu District of the Volta Region to observe the extent of damage from the spillage and find ways to assist them. The President also launched an appeal for funds to support the affected communities. The team presented relief items, including food, drinks, and cash, to displaced persons in Battor and Mepe in the North Tongu District of the Volta Region.

We appreciate those who have contributed and encourage other members to donate to this fund.



F. GhIE-VRA Dialogue on Akosombo Dam Spillage

A hybrid event was held on November 2, 2023, at the Engineering Centre following the spillage of the Akosombo Dam, which caused several communities in the lower Volta basin and around the catchment area, North Tongu District in particular, to flood. The Chief Executive Officer of the Volta River Authority (VRA), Ing. Emmanuel Antwi-Darkwa, led a team from the VRA to make presentations on the issue. It offered members the opportunity to interrogate the process leading to the spillage and mitigation measures employed to deal with the effects of the spillage.

G. GhIE-Minerals Commission Dialogue on the Mining of Lithium in Ghana
On December 14, 2023, the Minerals Commission had a dialogue session with the GhIE on the Mining Lease Agreement for Lithium and other associated minerals. This dialogue highlighted the strategic importance and potential of lithium mining in Ghana. The presentation was made by the Chief Executive Officer of the Minerals Commission, Mr. Martin Ayisi.

He outlined the terms and benefits of the deal, projecting that by February 2024, the various studies for developing the value chain would have been submitted. The presentation and mining agreement were shared with all members. Members had the opportunity to seek clarification on the agreement.

H. Proposed Engineering Village in Assin Kushea

The Institution signed a Memorandum of Understanding (MoU) with the Paramount Chief of Assin Owirenkyi Traditional Council, Ehunabobrim Prah Agyemsaim VI, at the Engineering Centre for a 10-acre land for the construction of an Engineering Village (EV) at Assin Kushea. The EV is envisaged to have an Industrial Park, an office for the facility management team, a Conference facility, a museum of engineering in Ghana, an eco-park and recreational centre, and a hostel.

A forum was held on Tuesday, December 19, 2023. The main speakers at the forum were GhIE's President, Ing. Kwabena Bempong, and Ing. Michael Dedey, the Chairman of the Building Project Committee. The architects of the project also made a presentation of the concept. Members also had the opportunity to ask questions and offer suggestions.



4.3 STANDING AND SPECIAL COMMITTEES OF COUNCIL

4.3.1 Standing Committees

The Standing Committees of the Council were properly constituted. The activities they carried out during the period are highlighted below. (See appendix B for list of Committee Members)

A. Finance Committee

The Finance Committee plays a crucial role in overseeing the Institution's financial health and ensuring responsible management of financial resources. The Committee's mandate is presented in Article 13.2 of the GhIE Constitution and Bye-Laws. Below are highlights of initiatives for the year.

- Completed a detailed review of the Accounting and Financial Administrative Manual to ensure compliance and up-to-date practices.
- Council approved the Earmarked Fund Policy to optimize fund allocation and usage.
- Executed monthly reviews of financial reports, ensuring accuracy and timely adjustments to financial strategies.
- Enhanced subscription management through rigorous follow-ups, improving revenue consistency.
Conducted a thorough review of the 2024 Budget, identifying critical areas for financial optimization and strategic allocation.

B. Membership

The Committee is currently Chaired by Ing Dr. Patrick Amoah Bekoe, following his nomination at Council to serve as the Chair. The Committee is responsible for the admission and transfer of members on to the GhIE membership register with support from members of the Committee, the ICT Committee Chaired by Ing. Kweku Asmah and the Branch Chairs, Ing Dr. Emmanuel K. Nyantakyi of Branch 2, Ing Dr. Joseph X.F. Ribeiro of Branch 1, Ing Antoinette Agboado of Branch 6, Ing Geoffrey Jackson of Branch 3, Ing Abdul-Shakud Iddrisu of Branch 5, Ing Franklin Kumassah of Branch 7, Ing Michael Codjoe of Branch 4, and the Secretariat.

(i) Streamlining the Committee for Impact

The Committee was restructured during the Council year to bring the necessary innovation, effectiveness, and efficiency to its operations in line with the constitutional requirements. As a result, the Committee currently comprise of the following:

- Technical Advisory Group
- Examination Sub Committee
- Technology Sub Committee
- Membership Outreach Sub-Committee
- Documentations and Publication Subcommittee

a) *Technical Advisory Group*

The Group comprises members with over 15 years of experience who served on the previous Committee to review confirmation hearing applications and encourage senior engineering practitioners to register as members of the Institution. They develop guidelines, approve panel members, and ensure quality assurance. The Group is chaired by **Ing Kingsford D. Laryea**, who represents the Group at the monthly meetings of the Membership Committee.

b) *Examination Subcommittee*

The Examination subcommittee, chaired by **Ing Samuel Danquah**, has four (4) other examination subcommittee chairs who oversee each technical division's examinations, including chairs from each occupational Group. They are responsible for proposing full panel members, subject to approval by the Technical Advisory Group. The Chair of the Examination subcommittee attends monthly meetings of the Membership Committee.

c) *Technology Sub-committee*

The subcommittee is responsible for membership innovations and the use of state-of-the-art technology to improve the workings of the Committee in collaboration with the ICT Committee. They are responsible for the membership application system, examination portal, and any other technological issues with membership. **Ing John Getor** chairs the subcommittee and attends the Membership committee's monthly meetings.

d) Membership Outreach Subcommittee

Ing Dr. Bertha Darteh is the Chair of the Membership Outreach Subcommittee, responsible for attracting members to the occupational groups and focusing on the underrepresented occupational groups to ensure their representation. The subcommittee also reaches out to students for guidance on their membership progression. The Chair attends the monthly meetings of the Membership Committee.

e) Documentations and Publication Subcommittee

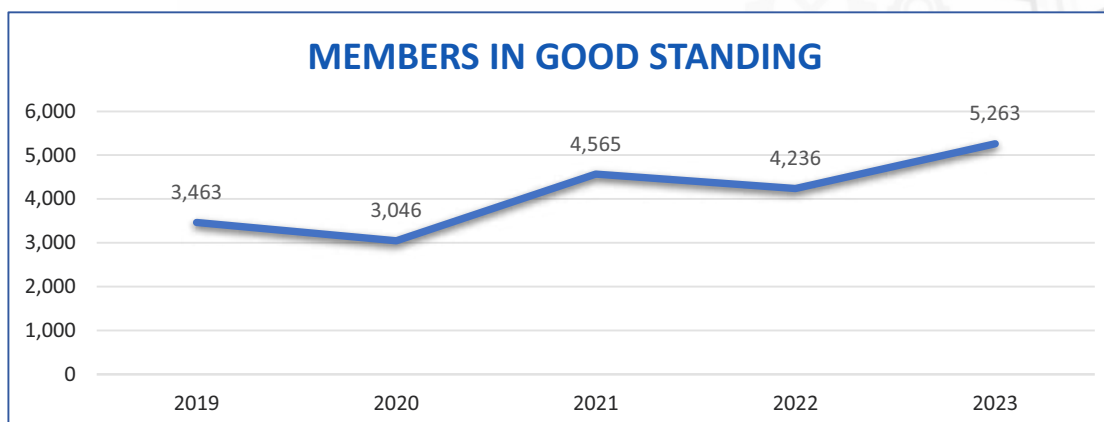
Ing Benjamin Ahunu chairs the subcommittee in charge of documenting and publishing the activities of the membership committee through a bimonthly electronic newsletter in coordination with other committees and branches for a wider readership, subject to approval by the Membership committee. The Chair attends the Membership Committee's monthly meetings.

(ii) GhIE Membership in Numbers

a) Active members

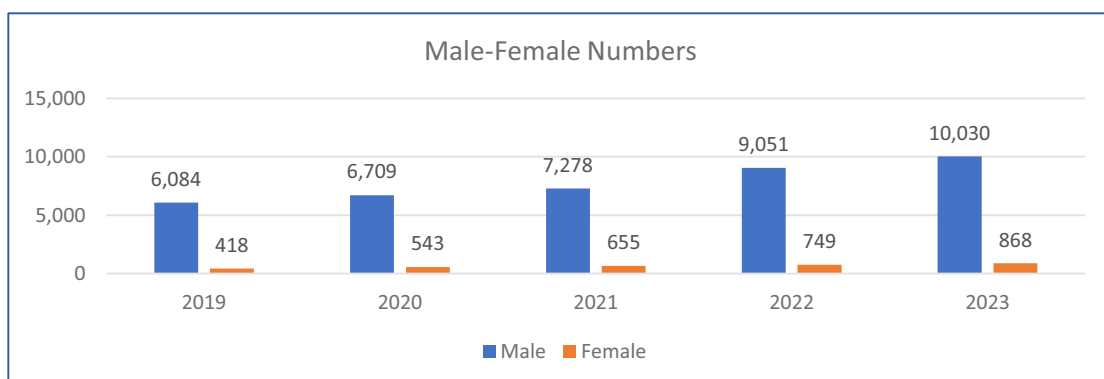
The total membership of GhIE for the Council year 2023/2024 stood at 10,898. Out of the total, only 5,263 were in good standing. The trend over the last five years is shown below. The Secretariat must pursue aggressive revenue collection strategies to surpass the present figures. This includes reaching out to members who are not in good standing, streamlining the process of collecting revenue, focusing on increasing the efficiency of the payment systems, prioritizing increasing transparency and providing better customer service.

b) Contributing Members



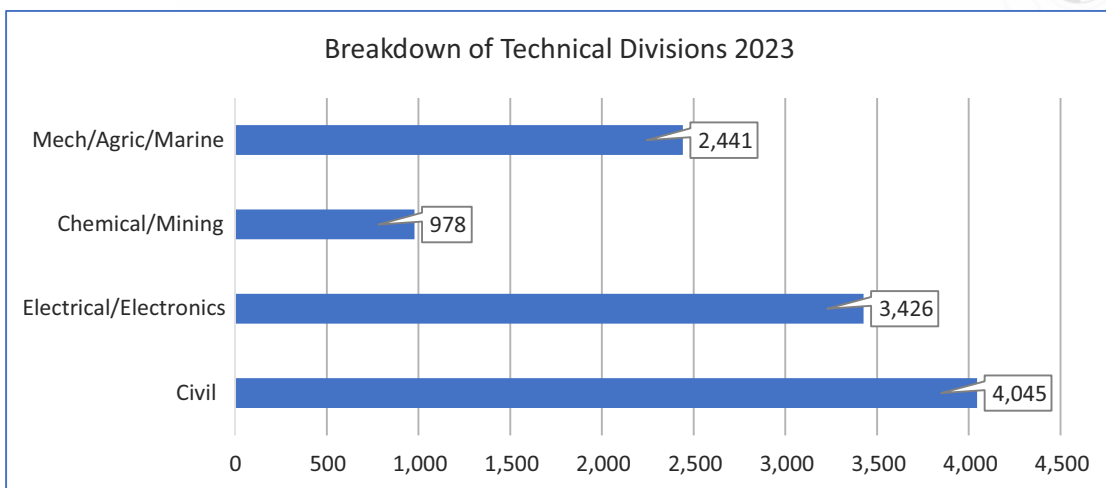
c) Total Membership in Classes

Members	2019	2020	2021	2022	2023
Honorary Fellow	7	7	7	8	8
Fellow	121	126	131	138	142
Senior Professional Engineer	139	314	274	260	1,450
Professional Engineer	3,351	3,786	3,925	4,508	3,665
Prof. Engineering Technologist	201	187	188	193	161
Trainee Prof. Engineer	1,853	2,056	2,676	3,184	3,589
Trainee Prof. Eng. Technologist	488	428	412	431	450
Engineering Technician	141	139	104	104	106
Trainee Eng. Technician	101	39	43	50	61
Craftsmen	-	-	-	788	1,029
Retired Fellow	31	49	54	66	72
Retired Prof. Engineer	76	128	126	138	165
TOTAL	6509	7259	7940	9808	10898



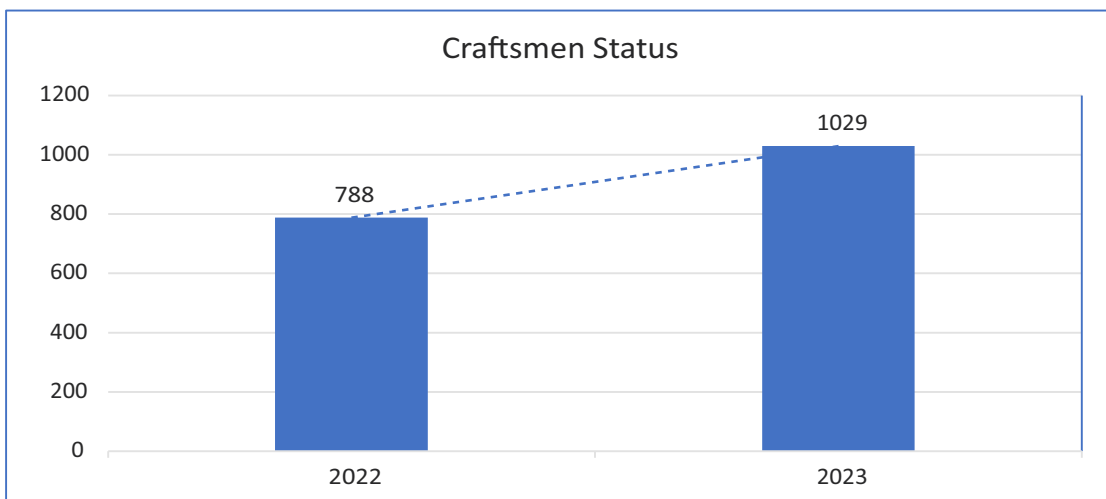
d) A Closer Look at Technical Division Demographics

Division	2019	2020	2021	2022	2023
Civil	2,565	2,899	3,025	3,605	4,045
Electrical/Electronics	2,033	2,284	2,458	2,953	3,426
Chemical/Mining	594	639	751	853	978
Mech/Agric/Marine	1,310	1,430	1,699	2,001	2,441
Total	6,502	7,252	7,933	9,412	10,890



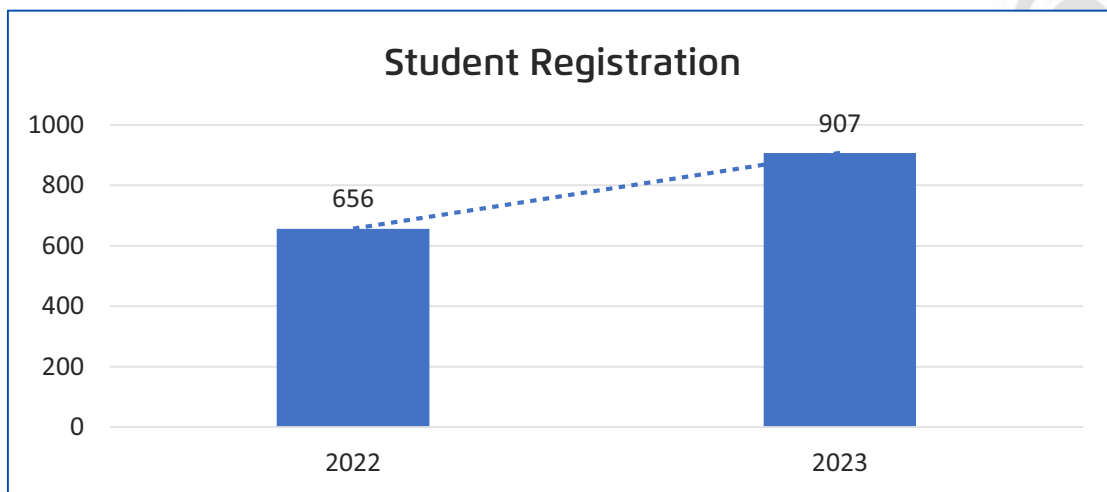
e) Craftsmen Status

The GhIE can currently boast over 1,000 registered craftsmen as members of the Institution. Their number rose from 788 in 2022 to 1,029 in 2023. The Group is on an outreach programme to recruit more members.



f) *Student Membership*

The number of students registered during the Council was 907 compared to last year, which was 656. Plans are underway for an intensive outreach programme to enrol more student members into the Institution. The total number of registered students now stands at 1,563.




(iii) *Membership Drive*

The Committee held a series of activities to bring new members on board. These activities included meetings, visits, workshops, and social media platforms to increase visibility. The Committee is reviving the website membership page to provide resources and support to members.

a) *Diaspora Membership Mobilization*

The diaspora membership drive made a notable improvement in some countries, whereas no progress was made in others. This was made possible during the 2023 Transportation Research Board (TRB) Annual Meeting held in Washington D.C., Walter E. Washington Convention Centre, USA, from January 8-12, 2023, attended by the Chair of the Committee. The TRB meeting is the largest global gathering of transportation professionals and researchers focusing on innovative solutions for all modes of transportation. Regarding registration and transfers, no significant marks were made because of registration processes and procedures. It would be necessary to modify the procedures for instant registration and payment. To guarantee simple access, the Committee plans to enhance the procedures.



Country	2022	2023	Registration (2023)	Transfers
United States of America	14	19	0	0
Canada	2	1	0	0
UK	2	1	1	0
China	25	30	1	0
Australia	1	0	0	0
India	0	7	0	0
South Korea	0	8	0	0
United Arab Emirates	0	1	0	0
TOTAL	44	67	0	0

b) Membership Outreach Campaign

To reach out to potential members and connect with GhIE's minority occupational groups, technologists, technicians, and artisans, the Outreach subcommittee organized visits to some selected institutions. The Ghana Armed Forces granted the committee audience to meet its members on Thursday, December 7, 2023. The Chair, Ing. Dr. Patrick Bekoe, led the team and was accompanied by the President-Elect, Ing. Ludwig Hesse, Ing. Juliet Adu, a committee member, Mr. Aheto, the Executive Representative of Engineering Technicians, and Mad. Adobea Antwi is a supporting staff member from the Secretariat. Major Daniel Osei Gyasi received the team. The team later paid a courtesy call on the Director of Engineering Services, Col. Jonas Wiafe, and the Commanding Officer, Ing. Col. Kwaku Nuku Enyonam-Adih.

As mandated by the Engineering Council Act, 2011, Act 819, the speakers emphasized the importance of registering as a professional engineering practitioner and discussed the benefits of becoming a member. The military personnel expressed interest in joining the Institution. The trip strengthened GhIE's relationship with the military and fostered GhIE's mission to grow its membership. It was a positive interaction, which proved to be beneficial for both parties. The GhIE was grateful for the positive feedback it received from the military. The Ghana Water Company Limited and Electricity Company of Ghana want to provide the Institution with a regional audience. The Committee is putting together a schedule for the remaining visits.



(iv) Special Assessment Pathways

a) *Engineering Professional Examinations*

During the year under review, regular professional examinations were conducted. Special examinations were also held beyond the regular ones, namely the Special Examination and Confirmation Hearing.

b) *Pre-examination Workshops*

Before the regular examinations, two (2) virtual pre-examination workshops were held on July 6 and October 11, 2023, to guide members through the application processes and procedures. Ing Dr Patrick A. Bekoe made the presentations with support from Ing. Samuel Danquah and Secretariat staff, focusing on general information about the Institution, application processes, preparation of career reports, and assessment criteria. Over 300 potential candidates participated in each of the workshops, after which questions from the participants were addressed. A lot of the questions were centred on qualifications and assessment. Some branches held pre-exam seminars in person, and others had them virtually.

c) *Exploring the Modern Examination Process*

The exam application process is now managed through the newly developed portal, www.epe.ghie.org.gh, which was piloted in late 2022 and has since been operational. Applicants complete the examination portal application by providing their personal, educational, and professional details, uploading a career report, and submitting their academic credentials. Payment and the exam are scheduled after the Examination Subcommittee reviews and grants

approval. An examination invigilation feature has recently been added, overseen by an AI-powered security module for the written exam, and the oral exam is virtually conducted. This requires a webcam, microphone, and reliable internet to run smoothly. The examinations conducted in writing are watched over and documented.

Image of the portal

d) Panel Members Workshop

Before the examinations, a virtual workshop was organized for panel members on Wednesday, July 26, 2023. The workshop aimed to give panel members a better understanding of how to review submissions effectively, conduct the Oral exam, mark, and provide feedback. It comprised a presentation from the portal developers and the Chair of the Committee, followed by discussions, questions, and answers. The workshop was a great success, and panel members were left feeling better equipped to manage the examination.

e) Regular Examinations

In 2023, there were two scheduled Engineering Professional Examinations (EPE). The first was the August/September EPE, which had 374 applications when closed on July 21, 2023. There were 181 submissions for the November/December EPE application period.

2023 EPE	Civil	Elect/ Electronic	Mech/Agric/ Marine	Chemical/ Mining	Total	Appearance
Aug/September	158	110	54	52	374	338
Nov/Dec	71	50	36	24	181	181
TOTAL	229	160	90	76	555	519

EPE Breakdown by occupational groups

Occupational Groups	Aug/Sept	Nov/Dec	TOTAL
Professional Engineer	335	181	516
Professional Engineering Technologists	3	0	3
Technicians	0	0	0

f) *Confirmation Hearing*

The Committee held four (4) Confirmation Hearing examinations. During the examination, the candidates were evaluated through interactions and interviews. The candidates made virtual or in-person appearances. The hearing occurred in March, May, July, November, and December 2023. Twenty-five (25) candidates underwent the process of becoming Professional Engineers and were subsequently admitted into Professional Engineer status.

The panel members who conducted the examination were Past Presidents of the Institution and Fellows with extensive experience in the procedure. There was always a guarantee of equitable representation by ensuring that every technical division was represented.

Panel members

- | | | |
|---------------------------------------|---|---------------------|
| 1. Ing. Andrew Evans Quayson FGhIE | - | Chemical Engineer |
| 2. Ing Federick K. Asare-Yeboah FGhIE | - | Civil Engineer |
| 3. Ing. Kwasi Amoako Kwakwa FGhIE | - | Civil Engineer |
| 4. Ing. N.T Hammond FGhIE | - | Mechanical Engineer |
| 5. Ing. Ato Wright FGhIE | - | Electrical Engineer |
| 6. Ing Dr. Robert E. Adjaye FGhIE | - | Electrical Engineer |

(v) The Festivities of Induction

Part of the Committee's mandate is to organize induction ceremonies for successful candidates to be transferred to the various membership classes, i.e., Professional Engineer, Professional Engineering Technologist and Engineering Technician, after passing the Engineering Professional Examination. During the year under review, the Committee conducted four (4) induction ceremonies.

The total number of candidates inducted for the Council year in review was 606. Those transferred to the Professional Engineer class were 601 and 5 to the Professional Engineering Technologist class. Twenty-five (25) of the total underwent the Confirmation hearing procedure, and the rest took the regular exam.

Apart from the 41st Induction and the confirmation hearing list, the rest of the inductees sat the exam in 2022.

Inductions	No. of Inductees	Date	Location
37 th Induction	18	March 22, 2023	Virtual
38 th Induction	207	June 27, 2023	Engineering Centre, Accra
39 th Induction	78	October 5, 2023	Engineering Centre, Accra
40 th Induction	26	November 11, 2023	AngloGold Ashanti, Obuasi
41 st Induction	277	February 22, 2024	Engineering Centre, Accra



a) *Insights from the Speakers*

The ceremonies were graced by Council members, Past Presidents, guests, and the media.

The President, Ing. Kwabena Bempong, gave the welcome remarks and administered the engineering practitioners' oath to transfer the inductees into various professional classes. The President highlighted the constraints of the engineering field, cautioning engineering practitioners to stay in their lanes and abstain from unethical actions. He also cautioned against overextending one's knowledge in fields lacking the requisite education or experience.

A message from the Chair of the Membership Committee reminded the inductees that they were now part of the Institution's legacy and should strive to uphold its values and standards. The Chair urged them to continue their professional development commitment and strive for excellence. He congratulated them on their achievements and wished them much success.

The Immediate Past President, Ing Rev. Prof. Charles A. Adams, also graced some occasions and advised the inductees. He counselled the inductees to uphold professional standards in addition to adhering to internationally recognized technical, environmental, and safety standards.

The Chairs of the Technical Divisions, Ing Michael Konadu of the Civil, Ing. Ebenezer Ato Roberts of the Electrical / Electronic, Ing Darlington Ahuble of the Mechanical / Agric / Marine and Ing Prof Nana Y. Asiedu of the Chemical /Mining, who were either present or represented, presented certificates to the inductees in their respective divisions.

The Executive Director, Ing David K. Nyante, gave closing remarks by highlighting the importance of aligning practice to the objectives and core values of the Institution to progress the engineering field. At the various induction ceremonies, the candidates who did well in the examinations were presented with an award.

Regular EPE award winners

Technical Divisions	37 th Induction	38 th Induction	39 th & 40 th Induction	41 st Induction
Civil	Confirmation Hearing N/A	Ing Amadu Hakeem	Ing Abdallah D. Saadu	Ing Mac - Steve A. Mawutor Jnr
Chemical/Mining		Ing Emmanuel Appiah	Ing Dr. Kenneth J. Bansah	Ing Fiii N. Otoo
Electrical/Electronic		Ing Augustus F. Moses	Ing Ebenezer Sam	Ing Joseph K. Ashie
Mech/Agric/Marine		Ing Dr. Glenn K. Gyimah	Ing Daniel A. Adiyia	Ing Kwadwo Oppong-Kyeremeh



(vi) Publication of committee activities

A key task of the Publication and Documentation Subcommittee, headed by Ing Benjamin Ahunu, was broadcasting the Committee's activities. As part of the process, the Committee developed a draft newsletter titled "Membership Monitor" that will be distributed electronically bimonthly in coordination with other committees and branches. The "Membership Monitor" will be the main communication channel for members to stay updated with the latest developments on membership issues. In addition, the Committee is developing a membership manual, which will include frequently asked questions about membership issues.

(vii) SPE Membership Status

The class has significantly improved with the mass transfer from the Professional Engineer (PE) to the Senior Professional Engineer (SPE) class. There were either few or no transfers for the remaining class, which included technicians, technologists, and craftsmen. The automatic transfer resulting from the GhIE Constitution's review and eventual adoption was cited for the significant transfers from PE to SPE. A handful of the other groups upgraded their status despite the automatic transfer impacting every Group.

Members who failed to meet the automatic requirements nevertheless submitted forms and were reviewed for the upgrade by a subcommittee of the Membership committee. It was difficult to pinpoint the reason for the remaining groups' low patronage. The situation as of February 2023 is as shown below.

Occupational Groups	Senior Class	No. Transferred
Professional Engineer	Senior Professional Engineer	1,450
Professional Engineering Technologist	Senior Prof. Engineering Technologist	125
Technician	Senior Engineering Technician	57
Craftsman	Master Engineering Craftsman	0

The Council year 2023/2024 was certainly an eventful year for the Committee, considering the number of activities and initiatives taken. The Committee welcomed many new members and hosted several events to promote the activities of the Council. The Committee successfully increased membership numbers and implemented a new membership portal, making it easier for members to apply for examinations to upgrade their status. Finally, the Committee will improve existing membership processes to make them more efficient.

The Committee is profoundly grateful to its members, subcommittee chairs and their members, the branch chairs and their executives and the Secretariat for their invaluable contributions and guidance throughout the Council year. The members gave their full support every step of the way, helping to ensure that the Committee reached its goals. The Membership Committee looks forward to continuing its successful collaborations and achieving its goals and objectives. The Committee appreciates the hard work and dedication of everyone involved. The Committee is confident that the GhIE will continue to grow and be successful. Overall, it was a great year for the Committee.

C. Education and Training Committee

During the period under review, the Committee advanced its objectives as outlined in the GhIE Constitution and Bye-Laws as follows:

The Committee proceeded to form sub-committees headed by members of the Committee to focus on achieving the objectives set out for the Committee. Six (6) sub-committees were constituted with an objective for each to assist in bringing the objectives to fruition. These comprised the following:

- Development of a position paper on the Arts to Engineering programme

The Committee conducted a survey with the aim of developing a position paper. The process started with the previous Committee, which sought information from tertiary institutions, the Ministry of Education (MoE) and the Ghana Tertiary Education Commission (GTEC). The current Committee wrote to MoE and GTEC, seeking information on the number of institutions piloting the initiative and a status report and policy document. The Arts to Engineering programme was intended for exceptional students who have studied the arts but are interested in pursuing engineering. GTEC determined that only two tertiary institutions were selected for the pilot programme.

Regarding the policy, no feedback was received. The Committee decided to conduct an internal survey, and as of February 15, 2024, 365 members had responded to the survey. A full survey report will be shared in due course.

○ Curriculum Review

The Committee assessed the curricula that tertiary institutions referred to it. The following curricula were reviewed during the period: Diploma in Electrical/Electronic Engineering, MSc. Programme in Power Systems and Energetic Engineering and MSc. Programme in Cost Engineering (currently under review). The reports were made available to the institutions to enrich the engineering programmes. However, the Committee noted the extended time needed to review and submit reports. The Committee will look into reducing the time for reports to be presented.

○ Development and implementation of training programmes in Leadership and Corporate Governance.

Another objective of the Committee was to develop and implement Leadership and Corporate Governance training programmes. This objective was to equip members with the necessary skills to take up leadership roles and how to start and maintain businesses in engineering. The Committee put up a list of programmes for consideration. This included:

1. Negotiations and conflict management in organizations
2. Leading through resilience and agility
3. Leadership communication and interpersonal skills
4. Governance Practices
5. Critical thinking and innovations
6. Self-awareness skills and strategies

There are ongoing discussions to decide on the training dates and location, the needed resource persons, and the necessary funding to carry out the plan.

- Baseline study on the status of Engineering Education in Ghana

Creating a baseline study on Ghana's engineering education status was another goal the Committee set out to accomplish. This goal's history began at a National Education Forum, where the STEM committee's Chair (now Chair of Education and Training) was tasked with looking into STEM and engineering education. A report was put together with the suggestion to contract an external person to conduct the study, which was later shelved due to the consultant's fee. The Committee became interested and agreed to pursue the project. The Committee is nearing completion of the development of an internal survey, focusing on GhIE members and some selected universities on the teaching and practice of engineering, what is taught and what is practised. The purpose of the internal survey is to limit the scope of our work and provide feedback to help establish the terms of reference for the consultant who would conduct a more detailed assessment. The feedback would inform the decision to either pursue the project or not.

- Assessment of training/capacity-building needs of members

The Committee was required to assess the training needs of the occupational groups in consultation with the groups to keep them abreast of current and emerging trends. The Committee intends to conduct the assessment survey in the next few months to develop courses and seminars to improve the training programmes.

- Organization of National Education Forum

The Committee was expected to organize a National Education forum to share its findings and receive feedback. The Committee is considering topics for such fora. So far, the baseline study and assessment of training and capacity-building needs have been suggested as possible topics. This would be achieved in collaboration with the Conferences and Programmes committee.

D. Professional Practice and Ethics Committee

Review of Code of Ethics

On August 8, 2023, a dialogue was held on the draft revised Code of Ethics of the Institution. The Council formally approved the Code of Ethics on December 7, 2011; this was last updated in 2012. (See appendix for amendments).

GhIE 2023 Annual Ethics Lecture (October 26, 2023):

The 2023 edition of the GhIE Annual Ethics Lecture was delivered by Ing Yaw Nsarkoh under the theme "Improving National Values, Professional Practice, and Engineering Ethics". This event, chaired by The Chief Justice of the Republic of Ghana, Her Ladyship Justice Gertrude Araba Essaba Torkornoo, underscored the importance of maintaining high ethical standards in engineering and also served as a reminder of the ethical obligations that guide the practice and interactions in the field.





- GhIE Alternative Dispute Resolution (ADR) Centre.

Plans to establish an ADR Centre are underway. The ADR Hub has been appointed to help establish the GhIE Centre. Training of members as ADR practitioners will begin in April 2024. The ADR Centre will operate from the Engineering Centre.

E. Publications Committee

The Publications Committee presents its report on activities and significant achievements for the period under review.

- GhIE Journal Publications:

The Committee successfully published four issues of the GhIE Journal in alignment with the journal's quarterly publication target. This effort culminated in contributing thirty-five (35) articles, all now accessible to members and the public via the journal's online platform (<https://ghiejournal.com/>).

- Integration with the AJOL Platform:

This period's significant achievement was the full activation of the GhIE Journal on the African Journals Online (AJOL) platform. This strategic move broadens our journal's reach and underscores our adherence to high publishing standards, as evidenced by our 2-star rating under the Journal Publishing Practices and Standards (JPPS).

- Launch of the GhIE Newsletter:

April 2024 will mark the launch of the GhIE Newsletter, a quarterly electronic newsletter. This initiative aims to keep our members and the broader community informed about the Institute's activities, developments, and opportunities. The newsletter will be linked to the GhIE website, and promises to be a valuable source of information and engagement for our audience.

- Preparations for GhIE Magazine:

The Committee has laid the groundwork for the publication of the GhIE Magazine, slated for its inaugural issue at the end of May 2024. This biannual publication will be available in electronic and hardcopy formats, offering in-depth analyses, features, and reports catering to our diverse readership's interests.

- Support for the 2024 AGM and Conference:

In addition to our publishing endeavours, the Committee played a critical role in organizing the 2024 Annual General Meeting (AGM) and Conference.

- Formation of Sub-Committees:

To further our objectives, the Committee has established sub-committees focused on enhancing the Newsletter and Magazine publications, improving website content, and ensuring the timely release of Journal issues. These sub-committees are tasked with developing and implementing strategies that align with our commitment to excellence in communication and knowledge dissemination.

F. Welfare Committee

On September 21, 2023, our Welfare Committee organized a health trip to Bunsu Ecopark. Participants enjoyed a day of hiking and a delightful picnic amidst nature. The event was a remarkable success, promoting physical and mental well-being among our members. The Committee also coordinated end-of-year parties across the various Branches.

G. Conferences and Programmes Committee

- Established collaboration among various GhIE branches to mark World Engineering Day in 2023 and 2024, focusing on showcasing engineering innovations and encouraging global networking among professionals.
- Made preparations for the 2024 GhIE Annual Conference and its associated events.
- Assisted in making preparations for the Building Technology Fair and the Presidential Address.

4.3.2 Ad-Hoc Committees

A. Research and Awards Committee

Considering the period under review, the Engineering Excellence Awards (EEA) focused on refining the event's organization and execution. Central to this was the comprehensive planning of the nomination process, which began on November 15, 2023, and concluded on December 31, 2023. This period allowed for a robust and well-structured approach to gathering nominations, including establishing a diverse Panel of Assessors and a thorough review of award categories. This approach aimed to ensure a transparent and inclusive framework for recognizing engineering achievements.

Following the conclusion of the nomination period, the Panel of Assessors commenced their detailed evaluation process. This phase involves meticulously assessing each nomination against the set criteria to identify the most outstanding contributions in engineering.

Additionally, a strategic decision was made to integrate the EEA with the annual conference banquet, enhancing the event's visibility and impact.

B. Land Acquisition and Development Committee

The Land Acquisition and Development Committee has embarked on significant and progressive initiatives towards our strategic goals of sustainable development.

We established a strategic partnership with the Owirenkyi Traditional Council through a Memorandum of Understanding. This partnership represents a significant milestone in collaborative efforts towards developing an Engineering Village (EV).

Completing a comprehensive land survey has led to the preparation of a detailed site plan for documentation. This step is crucial for providing a clear framework for future projects.

Our development conceptualization for Kushea highlights innovative and sustainable land use plans, complete with detailed timelines. These concepts are tailored to benefit both the Institution and the wider community.

Community engagement has been a focal point, with an open forum organized to gather feedback from GHIE members. This collaborative approach allowed us to refine our development strategies, ensuring they align with community needs and aspirations. The input gathered has been instrumental in shaping our plans, highlighting the importance of community involvement in our development process.

We have partnered with architects to bring our development concepts to life. This collaboration aims to produce aesthetically pleasing and functionally superior designs, reflecting our high standards of innovation and sustainability.

Lastly, our commitment to cultural heritage preservation is evident through our partnership with an archaeologist to develop content for a proposed museum. This initiative highlights our dedication to preserving and celebrating our rich historical legacy, ensuring that the EV also serves as a beacon of cultural enrichment and education.

C. ICT Committee

The ICT Committee played a crucial role in enhancing the Institution's digital capabilities by introducing three main software solutions: Election Software, Examination Software, and Membership Application Software. These initiatives aimed to improve efficiency, transparency, and engagement in different Institutional aspects.

The Election Software was deployed to make the Institution's voting processes more secure and transparent. Its deployment marks a significant step in modernizing the electoral system and boosting member confidence. The Examination Software introduced features like online registration and AI-monitored exams to make exams more accessible and maintain their integrity, especially in remote learning environments. This software streamlines the certification process, making it more efficient for users.

The Membership Application Software, which is in the testing phase, simplifies the process for new members to join, incorporating an easy payment system and automatic assignment of membership numbers, thus reducing manual work and improving the new member experience.

Overall, the ICT Committee's efforts in 2023 have significantly boosted the Institution's digital transformation, laying a solid foundation for future technological advancements to improve member services and organizational effectiveness further.

4.3.2 Groups Of Strategic Interest

A. Women in Engineering (WinE)

Considering the period under review, WinE reports on the following as its various committees execute.

a. *Strategy and Planning*

- Hosted the first General Meeting of the year with GhIE and Wine Council on January 25, focusing on strategic planning under the theme "Creating a Magnetic Intention for Self and Contributing to Society." The 2023 Action Plan was developed.

- Reviewed and adopted the WinE Constitution at the second General Meeting on March 23. The Constitution is now being circulated among members.

b. Mentoring and Education

- A career guidance session was included in the 2023 WinE Forum.
- Participated in the UENR Career Fair, July 12th-13th.
- Engaged with Unilever to mentor and create job opportunity partnerships for female engineering graduates.

c. Partnerships and Fundraising

- Raised funds for the WinE Forum and the Kokote Kpedzi project following the Akosombo Dam spillage.
- Secured a partnership meeting with Unilever on November 29, resulting in a MoU for mentoring, coaching, and recruitment.

d. Regional Branches and Chapters

- Celebrated the Engineering Students' Association week at the University of Ghana on July 5, focusing on "BREAKING GENDER BARRIERS."
- Sponsored and participated in the Wine Affair 2023, with notable success in student-led innovations from six universities.

e. Sponsorship and Awards

- Sponsored a needy female student's tuition and accommodation.
- Awarded the best graduating female student of GhIE and UDS.
- Sponsored two executives for TEWECE 2023 in Tanzania.

f. International Partnerships

- Participated in the WIE-WFEO committee annual meeting, the 8th Tanzania Women Engineers Conference, and the 7th World Engineers Convention in Prague.
- Represented at the 14th Annual Women in Engineering Africa Network Conference in South Africa.

B. Youth in Engineering

In the past year, the YIE made significant strides in enhancing engagement and fostering innovation among our young practitioners and student members. Below is a summary of the key initiatives and activities we have undertaken:

- At the Youth in Engineering-Ghana Institution of Engineering (YE-GhIE) conference, we introduced an Innovation Challenge. This initiative was designed to inspire creativity and critical thinking skills among students. Participants were encouraged to propose innovative solutions to real-world problems, providing a platform for showcasing their ingenuity and technical prowess.
- We established open communication channels between student members and leaders. This initiative has significantly improved information flow, ensuring students are well-informed about opportunities, events, and important updates.
- Our end-of-month meetings have been a cornerstone for peer learning and networking. These meetings featured paper presentations and panel discussions on various topics, enriching our student members' academic and professional growth.
- The Campus Outreach program was another highlight of the year. Through this initiative, we aimed to extend our reach to more students across different campuses, fostering a sense of community and belonging among engineering students nationwide.

4.4 TECHNICAL DIVISIONS REPORT

4.4.1 Civil

The Civil Technical Division's key initiatives for the period under review are highlighted as follows:

a. Professional Development and Knowledge Sharing:

- Hosted Evening Technical Presentations on essential engineering topics:
 - Holistic Structural Design (June 22, 2023)
 - Geotechnical Investigations in Ghana (July 22, 2023)
 - GIS and Hydrology for Culvert Sizing (August 24, 2023)
 - Innovations in Building Solutions (August 17, 2023)
 - Seminar on Calcined Clay Cement
- Conducted a specialized Training Session in Concrete Repair Solutions with Sika Academy, focusing on the latest techniques and products.
- Drafted reports on significant industry issues, such as building collapses and the steel reinforcement sector, to advocate for best practices and enhance project safety.

b. Collaborations and Member Development:

- Partnered with the Built Environment Forum to study building collapses, aiming to mitigate construction risks.
- Organized a Road Sector Dialogue on the Tema-Accra Motorway, facilitating discussions between government agencies and industry stakeholders to improve transportation infrastructure.
- Signed a Memorandum of Understanding with Viva & Co to train engineers in using glass fibre-reinforced polymer bars, promoting the adoption of innovative and sustainable engineering solutions.

4.4.2 Electrical/Electronic

Considering the year under review, the Electrical/Electronic Technical Division embarked on the following activities.

a. Professional Development and Knowledge Sharing

- Organized seminars for members across various disciplines, including Electrical Engineering, Electronics Engineering, Telecoms/IT/Computer Engineering, Renewable/Clean Energy Engineering, and Biomedical Engineering.
- The seminars were held on topics such as TVET: Challenges and Opportunities, Cybersecurity and Drone Technology. These events were held in partnership with the Institute of Electrical and Electronic Engineering Chapter in Ghana.

b. Collaborations and Member Development

- Engaged with public organizations like the Energy Commission and the Ghana Standards Authority for new guidelines and specifications in electrical/electronic engineering.
- Represented the Institution on the Entity Tender Committees of Public Sector organizations, aligning with public procurement law.

4.4.3 Mechanical

The following highlights are the main initiatives undertaken by the division during the year under review:

a. Professional Development and Knowledge Sharing

- An evening lecture titled "TVET: Challenges and Opportunities" was organized jointly by the Mechanical Technical Division and the Electrical/Electronic Technical Division at the Engineering Centre. Ing Dr George Afeti delivered the lecture on July 25, 2023.
- The division, represented by Mr. Philip K. Aheto, participated in the International Driver and Vehicle Innovation Conference on October 10, 2023, at the Kempinski Hotel, Accra. The Conference theme was "The Future of Road Transport". The event included stakeholders from various sectors discussing the future of road transportation.
- Ing John N. Cowfie attended a training course on Mechatronics and its application in the industry on behalf of the Mechanical Technical Division in

the Arab Republic of Egypt from November 5-16, 2023.

- The division collaborated with the Ghana ASHRAE Chapter to deliver a webinar, "Testing and Commissioning: A look at the shortfalls in our practice". The event occurred on November 23, 2023, at the Engineering Centre.

b. Collaborations and Member Development

- Efforts to encourage engineering technicians to enrol with the Institution included a visit to the DVLA in Accra by members of the TDOC.

4.4.4 Chemical/Mining

During the period under review, the technical division carried out some key initiatives. Below are the main points noted.

a. Professional Development and Knowledge Sharing

- Held monthly webinars on topics relevant to the field, including Illegal Gold Mining and Ghana's Energy Transition.
- Conducted a presentation on green hydrogen technology's potential, benefits, and future.
- Organized a visit to Sika Chemicals to expose members to industry practices and advancements.

b. Collaborations and Member Development

- Initiated regular meetings to discuss progress and strategic direction, starting with the first operations committee meeting on May 19, 2023.
- Assigned coordinators for Chemical, Petrochemical, Petroleum, Mining, and Materials subdivisions to lead and facilitate activities.
- Established a research team led by Ing Ebenezer Haizel to explore and develop insights into green hydrogen energy solutions.

4.5 BRANCH REPORTS

4.5.1 Branch 1 (Ashanti Region)

a. *Outreach, Education and Professional Development*

- Schools Outreach

The Branch has been actively involved in outreach programs targeting educational institutions to inspire the next generation of engineers. This initiative saw engagements with several senior high schools, including Yaa Asantewaa Girls' SHS, Jachie Pramso SHS, and Kumasi Academy. These outreach efforts aim to foster interest in engineering among students and provide them insights into the profession.

- Technical Visitation

The Branch organized technical visits to various Institutions, including GRIDCo, the Okomfo Anokye Teaching Hospital, and ECG. These visits are designed to provide members and participants with hands-on experience and knowledge about the operational aspects of engineering in various sectors.

- Inauguration of the GhIE Obuasi Chapter

A landmark event for Branch 1 was the inauguration of the GhIE Obuasi Chapter on June 17, 2023. This new chapter marks a significant step towards engaging engineering professionals in the Obuasi municipality. The event was a gathering of the GhIE Executive Committee and leadership from AngloGold Ashanti Ghana (AGAG) Obuasi, together with engineering students and practitioners.

- Engineering Professional Exams

The Branch facilitated professional development by liaising with the head office to conduct engineering professional exams. These exams, held in August and November, are essential for certifying and advancing regional engineering professionals.

- World IP Day 2023

The celebration of World IP Day on April 26, 2023, underscored the Branch's commitment to professional development, focusing on women innovators and creativity. In collaboration with Global IPEd Consult, the online seminar highlighted the significance of intellectual property rights. Esteemed speakers such as Dr Priscilla Kolibea Mante, Dr Mavis Owureku-Asare, and Dr

Hillary Mireku Botey shared invaluable insights on patenting and copyrighting to protect creative works and innovations.

b. Other Branch Activities and Member Welfare

- End-of-Year Party

The Branch also focuses on the welfare and social engagement of its members. A notable event in this regard is the end-of-year party held in December. This event was a time for members to relax, socialize, and celebrate the year's accomplishments.

- Meetings and Vacant Executive Positions

The Branch conducted its ordinary meetings monthly. Additionally, the Branch anticipates filling vacant executive positions within the Occupational Groups and Technical Divisions in upcoming meetings, ensuring a robust leadership structure.

4.5.2 Branch 2 (Bono, Ahafo, Bono East Region)

a. Outreach, Education and Professional Development

Career talks in Junior and Senior High Schools to inspire future generations and introduce the benefits of joining our Institution.

Industrial Visits provided members with practical exposure to the latest technologies and best practices in engineering, enhancing their professional skill set.

b. Other Branch Activities and Member Welfare

- Conducted our Annual General Meeting (AGM) to network, share knowledge, and plan for the future.
- Hosted our End-of- Year Dinner at Tyco City Hotel, Sunyani, to reinforce professional relationships among members. Visited the Sunyani Traditional Council, fostering cultural respect and strengthening community ties.
- Participated in Radio Talk Programs at Greena FM and Storm FM, advocating for the engineering profession's impact on societal development.

- Supported the Compassion is Love in Action Orphanage and commemorated the late Omanhene of the Sunyani Traditional Council, demonstrating our commitment to societal welfare.

4.5.3 Branch 3 (Eastern Region)

a. Outreach, Education and Professional Development

- Conducted a technical tour of the Ghana Water Company in Kpong, enriching members' knowledge of water management systems and operational challenges in the water sector.
- Hosted a Value Engineering case study on the Pokuase Interchange, presented by the GhIE President, Ing. Kwabena Bempong, to explore the application of value engineering in optimizing infrastructure project outcomes.
- Successfully organized Engineering Professional Engineering (EPE) Examinations for the August and November batches, fostering professional growth and ensuring adherence to high engineering standards.

b. Other Branch Activities and Member Welfare

- Participated in the investigation of the COCOBOD incident in Koforidua, which tragically resulted in the loss of three technicians, demonstrating our commitment to safety and accountability.
- Organized a discussion on aiding flood victims affected by the Akosombo dam spillage, reinforcing our commitment to community welfare and support.

4.5.4 Branch 4 (Greater Accra Region)

a. Outreach, Education and Professional Development

Launch of Green Living Series (GLS): On November 24, 2023, GLS introduced workshops, exhibitions, tours, and lectures on recycling, gardening, efficient energy use, and promoting alternative building materials. The series was

inaugurated with a lecture by Energy Advisor Ms. Sharon Frimpong of GIZ, with Ing. Harold Esseku as the keynote speaker and Ing. Ato Wright chairing the program.

b. Other Branch Activities and Member Welfare

- Elections: An election process, held from December 13 to 15, 2023, aimed to elect branch executives encountered challenges, leading to a decision to rerun the elections in March 2024 due to nominees not being in good standing and low member awareness and participation.
- End of Year Get-together: The year concluded with a get-together at the Engineering Centre, serving as a social event for Branch 4 members.

4.5.5 Branch 5 (Northern, Savannah, North-East, Upper East, Upper West Region)

a. Outreach, Education, and Professional Development:

- Commemorated and observed the World Engineering Day Celebration on March 4, 2023, to acknowledge engineers' contributions to society and explore the future of engineering for sustainable development.
- Conducted two EPE Exams for the August/September and November/December periods.
- Held an Artisans Forum to discuss current trends, challenges, and opportunities in the craftsmanship sector, encouraging knowledge exchange and community building.

b. Other Branch Activities and Member Welfare

- Held our annual Get-together to celebrate the festive season, enhancing camaraderie and well-being among members.
- Embarked on a technical visit to the building collapse site at UDS City Campus.

4.5.6 Branch 6 (Volta, Oti Region)

a. Outreach, Education, and Professional Development:

- Celebrated World Engineering Day on March 4, 2023, to honour the achievements of engineers in society.
- Conducted two EPE Exams for the August/September and November/December periods.

b. Other Branch Activities and Member Welfare

- Hosted our yearly get-together, which strengthened member bonds and promoted well-being.
- Embarked on a working visit to the Electricity Company of Ghana (ECG) and Ghana Water Company Ltd (GWCL) in Ho.

4.5.7 Branch 7 (Western, Central, Western-North Region)

a. Outreach, Education and Professional Development

- Conducted the Engineering Professional Exams in two sets (August/September and November/December).

b. Other Branch Activities and Welfare

- Successfully conducted the Annual General Meeting (AGM), which included the Election of Branch Executive Committee Members and the Handing Over ceremony.
- Hosted Fraternity Games with sister Professional Bodies, including the Ghana Medical Association (GMA), Ghana Journalists Association (GJA), and Ghana Registered Nurses and Midwives Association (GRNMWA).
- Implemented a Community Service initiative in the Sekondi-Takoradi Metropolis, demonstrating our commitment to social responsibility and the well-being of our local community.

4.6 SECRETARIAT AND ADMINISTRATION

The Executive Director, Ing David K. Nyante, heads the GhIE Secretariat, which is located at the Engineering Centre in Roman Ridge, Accra.

The Secretariat has a staff capacity of 18 with details as follows:

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

4.6.1 Governance and Institutional Strengthening

The Secretariat has continued conducting membership management activities such as handling applications and renewals and maintaining member records, thus ensuring a vibrant and growing membership base.

Management has continued to ensure fiscal responsibility and provided administrative support for executing Council meetings, committee engagements, and Annual General Meetings (AGMs).

The Institution has maintained strict Regulatory Compliance by ensuring adherence to relevant laws.

Over the past year, our commitment to collaboration has been reinforced by initiating and strengthening new partnerships. These collaborations, spanning multiple disciplines focusing on sustainable engineering, have played a key role in enhancing our Institution's visibility and reputation. We have facilitated the exchange of knowledge and networking opportunities by hosting and participating in international conferences and workshops.

4.6.2 Member Services and Professional Development

The Institution has consistently prioritized our members' enrichment and professional development through various events and educational initiatives. We have continued to organize conferences, seminars, workshops, and Continuing Professional Development (CPD) courses that provide members with opportunities to gain knowledge, network, and stay updated on the latest trends in engineering.

Our Educational Programs are designed to continually impart knowledge and equip our members with practical tools and insights for the challenges and opportunities of the modern engineering landscape.

Our focus on efficiently managing our assets, including library and IT infrastructure, has supported our wide range of activities.

4.6.3 Communications and Engagement

Our communication efforts have focused on internal and external channels, ensuring widespread and effective dissemination of information through updates, social media, emails, and SMS. Prioritizing stakeholder engagement, we have fostered strategic partnerships with government bodies, industry associations, educational institutions, and media organizations to enhance collaboration and visibility.

We encourage active member interaction with their portals

(<https://ghanainstitutionofengineeringghie.growthzoneapp.com/MIC/Login>)

We continue to ensure that the Institution's commitment to maintaining transparent, informative, and engaging communication with our members is exemplified through our monthly updates. These updates serve as a vital link

between the Institution's ongoing projects, achievements, and plans with our valued members. The primary goal is to keep our members informed, engaged, and motivated to participate in our activities and initiatives.

The content ranges from Institutional news, upcoming events, opportunities for involvement, and highlights of member achievements. Additionally, we incorporate feedback and suggestions from members to ensure the content remains relevant and valuable.

The updates are delivered through email, newsletters, and posts on our official website, ensuring broad accessibility and reach.

Since the inception of the monthly updates, we have observed a significant increase in member engagement, as evidenced by:

- A significant increase in email open rates and member portal engagements indicating a growing interest in our communications.
- Enhanced interaction on social media, with a rise in likes, shares, and comments on update-related posts.
- Positive feedback through member surveys, highlighting the updates as a valued source of information and connection to the organization.

Building on the positive feedback and engagement metrics, we plan to introduce interactive elements into our updates, such as member polls and Q&A sessions.

(See Appendix C for member updates)

The Secretariat has been supported by the following Professional Bodies.

- | | | |
|----------------------|---|------------------------|
| 1. Lawyers | - | Robert Smith Law Group |
| 2. Internal Auditors | - | PFP Global Partners |

4.7 INTERNATIONAL RELATIONS

4.7.1 World Engineering Day

The 2024 World Engineering Day (WED) for Sustainable Development, an event celebrated under the auspices of UNESCO, was successfully led by the GhIE and hosted by the Kwame Nkrumah University of Science and Technology (KNUST). This annual observance, which took place on March 4, highlighted the essential role of engineers and engineering practices in advancing global sustainability efforts. Themed "Engineering Innovation for a More Resilient World," the event was organized in collaboration with the Ghana Institution of Engineering (GhIE) and the KNUST College of Engineering. It focused on showcasing engineering's significant contributions towards building resilience and sustainable development across various sectors, including climate change, infrastructure, and healthcare.

The 2024 event emphasized engineering innovations that address critical global challenges such as climate change mitigation and adaptation, enhancing infrastructure resilience, and improving healthcare systems. Through a series of showcased projects, participants demonstrated the application of engineering solutions in promoting renewable energy, efficient waste management, sustainable urban planning, and advancing medical device technology and telehealth services. These projects illustrated the pivotal role that engineering plays in reducing environmental impacts, ensuring the durability of infrastructure, and increasing healthcare access and efficiency. The collaborative efforts between KNUST, GhIE, and the KNUST College of Engineering highlighted the importance of partnerships in fostering engineering innovation. The 2024 WED event highlighted the dynamic capacity of engineering to address contemporary challenges and set a precedent for future collaborations to drive sustainable development and resilience.

There were activities to mark this day in all our Branches. The University of Ghana School of Engineering had a panel discussion, and GhIE was represented by the President, Executive Director (ED) and the Chair for Conferences and Programmes.

4.7.2 Africa Catalyst Project

The Africa Catalyst Phase 4 project has established the West African Engineering Professional Harmonisation and Accreditation Council (WAEPHAC), aiming to unify engineering standards and enhance the mobility

of engineering professionals across West Africa. Significant strides include the successful execution of key events, such as a workshop and validation conference in Ghana held in March 2023, aimed at promoting engineering education standards and disseminating findings from various workshops. A notable milestone in April 2023 was securing office space for WAEPHAC, provided by the Ghana Institution of Engineering (GhIE), underlining the collaborative efforts within the West African Federation of Engineering Organisations (WAFEO). Subsequent activities focused on the legal formation of WAEPHAC, involving the drafting, validation, and formal registration of legal documents from August to September 2023 to establish WAEPHAC as a legally recognized body.

The project's strategic approach to operationalizing WAEPHAC includes setting up a temporary secretariat, assembling a documentation task team, and legal registration to harmonize academic and professional accreditation across the region. This initiative has been bolstered by a broad coalition of partners, including the Federation of African Engineering Organisations (FAEO), the Sierra Leone Institution of Engineers (SLIE), Engineers for Change Sierra Leone (EfCSL), and the Ghana Institution of Engineering (GhIE), among others. These collaborations extend to external partners like the Ordre des Ingénieurs en Génie Civil du Burkina Faso and SOAC/WAAS Abidjan, along with interactions with engineering societies and educational institutions across West Africa. This extensive network of collaboration underscores the project's commitment to elevating engineering standards and fostering a cohesive accreditation system that promotes the recognition and mobility of engineers throughout the region.

4.7.3 ASCE Convention

The GhIE participated in the ASCE Convention from October 18 to October 21, 2023. Participants engaged in an extensive program that spanned various critical sectors of civil engineering, including the Construction Institute, Environmental & Water Resources Institute (EWRI), Geo-Institute, Structural Engineering Institute (SEI), Sustainability, Transportation & Development Institute (T&DI), Utility Engineering & Surveying Institute, and initiatives aimed at Younger Member Groups and student outreach. The President and the Executive Director represented the Institution. A 5-year MoU was signed for cooperation and sharing of information.

4.7.4 World Engineering Convention

The 7th World Engineers Convention (WEC 2023) occurred in Prague, Czech Republic, from October 11 to 13, 2023. It brought together engineering professionals to discuss critical topics in engineering and society. These included energy solutions, smart cities, environmental protection, engineering education, green transportation, Cybersecurity, technology in industry, healthcare, food and water security, disaster prevention, climate change, space exploration, and promoting diversity in engineering. The Conference emphasized sustainable development, innovation, and inclusive growth. The President and the Executive Director represented the GhIE. Other GhIE members were sponsored by their organizations to attend. This included engineers from the Electricity Company of Ghana (ECG), Ghana Ports and Harbors Authority (GPHA), and Bui Power Authority.

4.7.5 Africa Engineering Week

GhIE participated in the 9th UNESCO Africa Engineering Week and 7th Africa Engineering Conference held at the CSIR International Convention Centre in Pretoria, South Africa, from the 25th to the 28th of September, 2023. This event, hosted by the Engineering Council of South Africa (ECSA) in collaboration with the Federation of African Engineering Organisations (FAEO), the World Federation of Engineering Organisations (WFEO), and UNESCO, aimed to celebrate and promote engineering excellence within the African region.

The Conference's agenda spanned keynote addresses on critical issues like electricity and STEM, infrastructure initiatives, and specialized sessions across multiple engineering disciplines, alongside social events, including the Heritage Day celebration and the Gala Dinner & FAEO Awards, providing a comprehensive platform for knowledge sharing, networking, and recognizing engineering achievements. The GhIE was represented by the Immediate Past President (IPP) and the Executive Director (ED). Other members sponsored by their organizations also attended.

4.7.6 2023 Nigerian Society of Engineers (NSE) Conference

The 2023 National Engineering Conference, Exhibition, and Annual General Meeting, organized by the Nigeria Society of Engineers, was held in Abuja from November 27 to December 1, 2023. The event, themed "Re-Engineering

the Manufacturing Sector for Competitiveness and Enhanced Economic Growth," convened a diverse assembly of professionals, academics, policymakers, and industry stakeholders.

Some members of the Executive Committee represented the GhIE. GhIE was also represented at the Investiture of the first female President of the NSE, Engr. Margaret Oguntala.

4.7.7 Annual Conference of the Engineering Society of Liberia (ESoL)

The 6th Annual Conference of the Engineers Society of Liberia took place from February 7 to 10th, 2024, at Jackie's Hotel Event Hall in Ganta City, Nimba County, Liberia, under the theme "Advancing Infrastructure: Resilience and Innovation."

The event featured a keynote address by Mr. Monie R. Captan, Chairman of the Board of Directors at LEC, who emphasized the significance of incorporating resilience and innovation in infrastructure projects within Liberia and the sub-region.

During the Conference, a plaque was presented to the President of ESoL by GhIE IPP, Ing. Professor Charles Adams, Ing. Kwame Kpekpena, and Ing. Dr. Enyonam Kpekpena on behalf of GhIE. Additionally, Ing. Dr. Enyonam Kpekpena delivered a short solidarity message on behalf of GhIE at the Conference's opening.

A notable moment of the Conference was the interaction between Ing. Dr. Enyonam Kpekpena, WIE-FAEO Chair, and Ing. Trudy Morgan, President of the Sierra Leone Institution of Engineers, with members of the Society of Women Engineers, Liberia (SWEL).

4.8 SPONSORS/PARTNERS

The GhIE has received continuous support from the following organizations. The GhIE expresses gratitude for these entities' sustained backing and contributions.

1. Volta River Authority (VRA)
2. MC Bauchemie
3. VACC Technical
4. ArcelorMittal

4.9 CONCLUSION

The year showcases GhIE's commitment to elevating the engineering profession and contributing profoundly to societal advancement and sustainable development.

The year has seen the Institution's voice strongly heard, impacting society and shaping national policies through advocacy.

As GhIE looks to the future, it does so with the confidence and anticipation of further advancing the engineering profession and making significant contributions to national and global challenges. However, this requires the involvement of more members in GhIE's activities. We encourage members to contribute their quota to the advancement of our objectives.

Thank you in anticipation of your continued support to the Institution.

4.10 IN MEMORIUM

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

Name	GhIE Reg. No.	Class
Nana Kwame Duodu	01021	Retired Fellow (RF)
Paul Alphonse Essel	01029	Senior Professional Engineer (SPE)
John Addo	01263	Retired Professional Engineer (PE)
Joseph Kofi	01439	Senior Professional Engineer (SPE)
Stanley Owusu	01707	Senior Professional Engineer (SPE)
Emmanuel Adubah	08853	Professional Engineer (PE)
Daniel Akoto	10440	Professional Engineer (PE)
Ezekiel Egyir	12454	Professional Engineer (PE)

5.0 FINANCE REPORT

5.1 Audited Account for the Year ended 31st December 2023



GHANA INSTITUTION OF ENGINEERING

**FINANCIAL STATEMENTS
31 DECEMBER, 2023**

GHANA INSTITUTION OF ENGINEERING**FINANCIAL STATEMENTS****31 December, 2023**

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GHANA INSTITUTION OF ENGINEERING

Corporate Information for the year ended 31 December, 2023

Council members

Ing. Kwabena Bemping, FGhIE, Associated Consultants (ACON) Accra	- President
Ing. Prof Charles Adams, FGhIE, TRECK Kwame Nkrumah University of Science & Technology	- Immediate Past President
Ing. Ludwig A. Hesse, FGhIE, St. Anne's Development Limited Accra	- President-Elect
Ing. Mrs. Sophia Tijani, FGhIE, Volta River Authority (VRA) Akuse	- Vice president
Ing. Dr. Patrick Amoah Bekoe, FGhIE, Department of Feeder Roads Accra	- Executive Representative (Professional Engineers)
Mr. Michael Dompseh-Ampofo	- Professional Engineering Technologists
Mr. Philip Kwame Aheto, RET Accra	- Executive representative (Technicians)
Mr. Richard Adarkwah, EC, Accra	- Executive representative (Craftsmen)
Ing. Mrs. Yaa Obenewaa Okudzeto, SPE, Built Services Consult Accra	- National Councillor
Ing. Naa Lamkai Quaye-Ballard, BRRI, Kumasi	- National Councillor
Ing. Prof. Elsie Effah Kaufmann, FGhIE, University of Ghana, Legon-Accra	- National Councillor
Mr. Felix Ohene Ayisi	- National Councillor (Craftmen)
Mr. Gideon Bidoryao, EC, Accra	- National Councillor (Craftmen)
Ing. Michael Obeng Konadu, GHIE, Accra	- Civil Chair
Ing. Prof Nana Yaw Asiedu, SPE Kwame Nkrumah University of Science & Technology – College of Engineering (KNUST) Kumasi	- Chemical Chair
Ing. Ebenezer Ato Roberts, FGhIE ARQ Engineering Solutions, Accra	- Electrical/Electronic Chair
Ing. Darlington Ahubie, FGhIE Volta River Authority (VRA) Accra	- Mech/Agric/Marine Chair
Ing. Dr. Joseph X.F. Ribeiro, SPE Kumasi Technical University Kumasi	- Chair, Branch 1 (Ashanti)
Ing. Dr. Emmanuel Kwesi Nyantakyi, FGhIE, University of Energy & Natural Resources (UENR) Sunyani	- Chair, Branch 2 (Brong, Bono East, Ahafo)
Ing. Godfrey Atta Jackson, SPE Volta River Authority Akuse	- Chair, Branch 3 (Eastern)
Ing. Michael Cudjoe	- Chair, Branch 4, Greater Accra
Ing. Abdul Shakud Iddrisu, SPE UDS, Tamale	- Chair, Branch 5 (Northern, Savannah, Upper East, Upper West)
Ing. Antoinette Ama Agboado, SPE Community Water & Sanitation Agency Cape Coast	- Chair, Branch 6 (Volta)
Ing. Franklin Kumassah, SPE Takoradi Technical University Takoradi	- Chair, Branch 7 (Western, Central, Western North)
Ing. Prof. Kwabena Nyarko Brytwum, Kwame Nkrumah University of Science & Technology	- EEU Representative
Ing. Kwaku Sarpong Akosa, Bui Power Authority	- ESP Representative
Ing. Magnus Quarshie, Delin Consult	- ESP Representative
Ing. David Kwatia Nyante, Ghana Institution of Engineering	- Executive Director



GHANA INSTITUTION OF ENGINEERING**Corporate Information for the year ended 31 December, 2023 (Cont'd)**

Solicitors	Robert Smith Law Group Unit A602, The Octagon Building Greater Accra Accra.
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			
	2023	2022	2021
Total income	5,724,690	6,386,423	3,176,545
General and administrative expenses	6,443,997	5,358,992	3,552,004
Net operational income/(loss)	(719,306)	1,027,431	(375,459)
Total assets	7,482,075	7,026,445	6,401,688
Total funds and reserves	6,570,485	6,674,216	5,131,117
Total reserves and liabilities	7,482,075	7,026,445	6,401,688

Financial highlights			
	2023	2022	Percentage change %
Total income	5,724,690	6,386,423	10.36
General and administrative expenses	6,443,997	5,358,992	(20.25)
Net operational income/(loss)	(719,306)	1,027,431	170.01
Total assets	7,482,075	7,026,445	(6.48)
Total funds and reserves	6,570,485	6,674,216	1.55
Total reserves and liabilities	7,482,075	7,026,445	(6.48)



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 Enterprises (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.....

Signature.....

Date.....

Name of Council Member.....

Signature.....

Date.....

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

Council report for the year ended December 2023

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 2023.

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:

	2023	2022
	GHC	GHC
Net surplus/(deficit) for the year	(719,306)	1,027,431
Prior year adjustment	-	(21,918)
From which is added the balance on accumulated fund as 1 January	2,040,096	1,034,583
Leaving a balance to be carried forward on accumulated fund of	1,320,790	2,040,096

Auditor remuneration

The remuneration charged for the audit of the year ended 31 December 2023 is GHS 35,713.20 (excluding VAT, NHIL, GETfund and Covid-19 levies).

**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 18 to 21.

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.

Name of Council member..... <u>KNABEN BENSON</u>	Name of Council member..... <u>DAVID K. NYANTE</u>
Signature..... <u>[Signature]</u>	Signature..... <u>[Signature]</u>
Date..... <u>27/02/2024</u>	Date..... <u>27/02/2024</u>

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;
- advice 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;

GHANA INSTITUTE OF ENGINEERING

Corporate governance (CG) – (cont'd)

Professional Practice and Ethics Committee (cont'd)

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

Conferences and Programs Committee (cont'd)

- the Presidential Address;
- the State of the Institution Address; and
- any other program that the Council may direct

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.

Frequency of meetings

Meetings of the Council are usually held monthly, but may be convened at any time the need arises.

The Council and its Committees met as follows:	Number of meetings
Council	7
Finance Committee	8
Membership Committee	7
Education and Training Committee	7
Professional Practice and Ethics Committee	6
Publications Committee	7
Welfare Committee	3
Conferences and Programs Committee	4

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

2023 -2025 Strategic objectives

Strategic Objective 1: Governance & Institutional Strengthening		Action By
Strengthen Branches		
Goal 1.1	a. Provide administrative templates for uniformity b. Undertake Mandatory Activities: Branch AGM, Industrial visits, technical papers, ethics lecture, welfare. c. Institute Branch competition	Branch Chairs
Strengthen Divisions		
Goal 1.2	a. Provide administrative templates for uniformity b. Undertake Mandatory Activities: conference, Industrial visits, technical papers. c. Institute Division competition d. Assign MOUs with Industry to Division to appoint Project Managers	Division Chairs
Create New Divisions		
Goal 1.3	a. Initiate creating a Digital Division b. Initiate creating a Municipal Division	Division Chairs Civil Chair
Create New Group of Interest		
Goal 1.4	a. Initiate the creation of the Ghana Armed Forces Engineering Practitioners	Exco/Council
Create New Affiliates		
Goal 1.5	a. Biomedical Engineers Association	Exco/Council
Simplification & Efficiency Project		
Goal 1.6	a. Digitisation of Operations b. Review Document Management System (hard and soft) c. Review Financial Management Manual d. Review Legal Obligations Register e. Evaluate Council Members	Exco/ED

GHANA INSTITUTE OF ENGINEERING
Corporate governance (CG) – (cont'd)
2023 -2025 Strategic objectives (cont'd)

Benchmarking		
Goal 1.7	a. Benchmarking GhIE with other Professional Institutions b. Benchmark GhIE with other African Professional Institution	Exco
Projects		
Goal 1.8	a. Initiate New Building Complex Project b. Setup ADR Centre c. Review Learning & Development Program	Exco PPE Exco
Code of Ethics		
Goal 1.9	a. Issue revised Code of Ethics	PPE
Strategic Objective 2: Society/Influencing Public Policy		Action By
Develop Position Papers (Using Think Tanks)		
Goal 2.1	a. Arts to Engineering Programs in University b. Review of Ghana Standards for Rebars c. Flooding in Cities d. Disaster Management Preparedness e. Electrical Wiring of Buildings f. Infrastructure Scorecard g. Research on Engineering Education h. Illegal gold mining	Education and Training Comm. Civil Chair Civil Chair All Division Electrical Chair Infrastructure Scorecard Chair Education and Training Comm. Chemical Chair
Develop Academia & Industrial Relations		
Goal 2.2	a. MOU with AGI to collaborate with their engineering related organisations. b. Modular Internship for lecturers, students and TPEs c. Service Providers partnership with Educational Units	Exco Division Chairs Engineering Service Providers Chair and Educational Units
Support Engineering Council of Ghana		

Goal 2.3	a. Liaise with ECGH with the Implementation of Act 819 and LI 2410	Exco/Engineering council
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GHANA INSTITUTION OF ENGINEERING
Corporate governance (CG) – (cont'd)

2023 -2025 Strategic objectives (cont'd)

Collaborate with Relevant International Bodies		
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Goal 2.4	a. Joint programs and conferences and also benchmark	
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Engagement with Government		
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Goal 2.5	a. Input and evaluate new policies and articulate GhIE position	
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Strategic Objective 3: Membership		Action By
Review Membership Processes		

Goal 3.1	a. Review Confirmation Hearing Process	Membership Committee
	b. Create Membership subcommittees based on Divisions and Occupational Groups	
	c. Review Student Membership Process	
	d. Develop a Transition from Student Members to TPEs	

Membership ID Cards		
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Goal 3.2	a. Design and Issue Membership ID Cards to Members	Exco/ED
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Diversity, Equity & Inclusivity Policy		
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Goal 3.3	a. Develop and implement a Diversity, Equity & Inclusivity Policy	WinE/YE
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Mentoring Program		
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Goal 3.4	a. Develop and implement a face-face and virtual mentoring program	PPE
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Strategic Objective 4: Welfare		Action By
Engage a legal firm		

Goal 4.1	a. Provide legal support for members with employment and other professional challenges	Exco
	b. Assist GhIE advance its position when required	

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

2023 -2025 Strategic objectives (cont'd)

Engage a labour Consultant for labour issues		
Goal 4.2	a. Assist in developing strategies for advocating for better salaries and conditions of service for engineers b. Advice members who may have issues with employees	Exco
Social Personal Issues		
Goal 4.3	a. Support members through social challenges via Branches	Branches
Engineering Services Providers (ESP)		
Goal 4.4	a. Support ESP engage with govt agencies when required	Exco

Ongoing projects

The professional and Ethics Committee is currently working on an Alternative Dispute Resolution Centre.

Name of Executive member..... *Kwame A. Bismillah*

Signature..... *[Signature]*

Date..... *27/02/2024*

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

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

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, 2023, 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 Enterprises (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, 2023.

The financial statements comprise:

- statement of comprehensive income for the year then ended;
- statement of financial position as at 31 December, 2023;
- 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.

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.

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

Other information (cont'd)

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 misstatements 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 conclusion 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:

UHY Voscon

For and on behalf of:

UHY Voscon (ICAG/F/2024/086)

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 *27th February, 2024*

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2023

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

Statement of financial position		as at 31 December	
Assets	Note	2023	2022
Non-current assets			
Property, plant and equipment	5.a	3,841,363	3,860,230
Intangibles	6	192,955	192,955
Total non-current assets		4,034,318	4,053,185
Current assets			
Inventories	18	3,130	-
Trade and other receivables	7	74,957	83,487
Held to maturity investment	8	2,128,845	1,912,790
Cash and cash equivalents	9	1,240,825	976,983
Total current assets		3,447,757	2,973,260
Total assets		7,482,075	7,026,445
Reserves and liabilities			
Funds and reserves attributable to members			
Accumulated fund		1,320,790	2,040,096
Building fund	10	257,364	220,654
Welfare fund	11	776,129	659,148
Power fund	12	26,375	8,240
Capital and investment fund	13	711,163	415,907
Branch operations fund	14	148,493	-
Capital surplus		3,330,171	3,330,171
Total funds and reserves		6,570,485	6,674,216
Current liabilities			
Trade and other payables	15	744,060	154,102
Grant	16	167,530	198,127
Current tax	17	-	-
Total current liabilities		911,590	352,229
Total reserves and liabilities		7,482,075	7,026,445

By the order of the Council:

Name of Council Member KWABENA BEMUDONGName of Council Member DAVID K. NYANTESignature [Signature]Signature [Signature]Date 27/02/2024Date 27/02/2024

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

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2023

(All amounts are stated in Ghana cedi unless otherwise stated)

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

	Note	2023	2022
Income	3.a	5,375,216	5,970,804
		5,375,216	5,970,804
General and administrative expenses			
General & administrative expenses	4	4,858,080	4,155,726
AGMC & other meetings		1,285,400	723,809
Annual subscription (WFEO/FAEO/WAFEO)		46,813	193,565
Seminar expenses		99,001	187,010
Membership expenses		74,414	25,298
Depreciation		80,288	73,584
Total expenses		6,443,997	5,358,992
Surplus/(deficit) before taxation		(1,068,781)	611,812
Other income	3.d	347,284	415,619
Gross profit from sale of souvenirs	18	2,190	-
		(719,306)	1,027,431
Taxation	17	-	-
Net surplus/(deficit) for the year		(719,306)	1,027,431
Other comprehensive Income		-	-
Total comprehensive income for the year		(719,306)	1,027,431

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

GHANA INSTITUTION OF ENGINEERING
Financial statements for the year ended 31 December, 2023
(All amounts are stated in Ghana cedi unless otherwise stated)

Statement of changes in Members' fund

For the year ended 31 December, 2023	Note	Accumulated fund	Building fund	Welfare fund	Power fund	Capital and investment fund allocation	Branch operations fund	Capital surplus	Total
Balance as at 1 January, 2023		2,040,096	220,654	659,148	8,240	415,907	-	3,330,171	6,674,216
Deficit for the year		(719,306)	-	-	-	-	-	-	(719,306)
Additions to other funds	10 to 14	-	36,710	304,655	18,135	295,256	295,256	-	950,012
Payments from other funds	10 to 14	-	-	(187,674)	-	-	(146,763)	-	(334,437)
Balance as at 31 December, 2023		1,320,790	257,364	776,129	26,375	711,163	148,493	3,330,171	6,570,485

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

GHANA INSTITUTION OF ENGINEERING
Financial statements for the year ended 31 December, 2023
(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, 2023***(All amounts are stated in Ghana cedi unless otherwise stated)***Statement of cash flows****for the year ended 31 December**

	Note	2023	2022
Cash (used in) /generated from operations	19	(43,661)	168,324
Tax paid		-	-
Net cash flow from operating activities		(43,661)	168,324
Cash flow from investing activities			
Purchase of property, plant and equipment		(61,421)	(364,647)
Increase in investment securities		(216,055)	(676,432)
Net cash flow from investing activities		(277,476)	(1,041,079)
Cash flow from financing activities:			
Building fund		36,710	23,400
Grant		(30,598)	198,127
Welfare fund		116,981	257,031
Power fund		18,135	8,240
Capital and Investment fund		295,256	248,913
Branch operations fund		148,493	-
Net cash flow from financing activities		584,978	735,711
Net increase/ (decrease) in cash and cash equivalents		263,841	(137,043)
Cash and cash equivalents at 1 January		976,984	1,114,026
Cash and cash equivalents at 31 December		1,240,825	976,983

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

GHANA INSTITUTION OF ENGINEERING**Financial Statements for the year ended 31 December, 2023****Notes to the financial statements****1. Reporting entity**

The Ghana Institution of Engineering (GhIE) was registered with the Office of the Registrar of Companies (ORC) then Registrar Generals' Department 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.

GhIE is also registered as a licensed body with the Engineering Council of Ghana which was established under the Engineering Council Act, 2011 (Act 819) and Engineering Council Regulations, 2020 (L.I. 2410) LI 2410.

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.

GHANA INSTITUTION OF ENGINEERING
Financial Statements for the year ended 31 December, 2023
Notes to the financial statements (continued)

2.3 Use of estimates and judgment (cont'd)

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.

2.3 Use of estimates and judgment

1) 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:

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 timely basis.

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023****(All amounts are expressed in Ghana Cedis unless otherwise stated)****Notes to the financial statements (continued)****2.4 New and amended standards (continued)**

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.

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.

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.

Property, Plant and Equipment and 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.

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2023

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

Notes to the financial statements (continued)

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.

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

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2023

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

- 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.

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.

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2023

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

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.

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023*****(All amounts are expressed in Ghana Cedis unless otherwise stated)*****Notes to the financial statements (continued)****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.

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 finance 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:

GHANA INSTITUTE OF ENGINEERING**Financial statements for the year ended 31 December, 2023****(All amounts are expressed in Ghana Cedis unless otherwise stated)****Notes to the financial statements (continued)**

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

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

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023***(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	2023	2022
*Annual subscription – net of transfer to funds	2,063,488	2,511,678
Seminar Income	164,712	335,666
Sale of paraphernalia	18,635	94,935
Professional stamp income	83,313	103,350
Arbitration and professional fees	374,155	20,790
Membership income	33,240	11,315
Firms registration income	155,535	123,020
Hire of facility	43,000	11,000
Induction fee	114,112	149,584
Sponsorship income (3.b)	1,306,489	1,076,455
Miscellaneous income (3.c)	526,948	1,271,184
Banquet Income	87,824	30,800
Conference participation income	403,765	231,027
	5,375,216	5,970,804

* The gross annual subscription was GHC2,938,760, out of which the following transfers were made:

	2023	2022
Gross annual subscription	2,938,760	3,017,624
Transfer to the following funds:		
Welfare fund	(295,256)	(257,031)
Branch operations fund	(295,256)	-
Capital and investment fund	(295,256)	(248,915)
Other direct contribution to funds	10,496	-
Annual subscription net of transfer of funds	2,063,488	2,511,678

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023***(All amounts are expressed in Ghana Cedis unless otherwise stated)***Notes to the financial statements (continued)**

3.b. Sponsorship income	2023	2022
Sponsorship revenue	1,178,489	741,000
Civil Technical Division	-	15,050
Engineering Excellence Awards	80,000	130,000
Golf – sponsorship	-	100,000
Presidential address	-	38,150
International travels sponsorship	-	23,520
WINE sponsorship	2,000	28,735
Annual ethics lecture	46,000	-
	1,306,489	1,076,455
3.c. Miscellaneous income	2023	2022
Other misc. income	8,500	992,180
Other misc. income - GTIF	-	51,704
Presidential address brochures	-	6,600
Professional examination fee	518,448	205,000
GhIE 100 for 1000 to Appiati	-	15,700
	526,948	1,271,184
3.d. Other income	2023	2022
Interest Income	233,749	350,047
Exchange gain	743	12,572
Other operating income	46,729	20,500
Advertising income	31,050	32,500
GhIE Volta flood victims support fund	35,015	-
	347,284	415,619
4. General and administrative expenses	2023	2022
Staff salary (4a)	1,736,321	1,326,208
Stationery	26,511	10,049
Repairs and maintenance	59,696	91,602
Library/ICT expenses	314,103	184,251
Office expenses	43,534	109,710
Travelling and transport	619,822	701,729
Bank charges	4,564	2,718
Balance carried forward	2,804,551	2,426,267

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023****(All amounts are expressed in Ghana Cedis unless otherwise stated)****Notes to the financial statements (continued)**

Balance brought forward	2,804,551	2,426,267
Audit fee	43,534	37,033
Professional fee	23,511	20,000
Insurance	11,604	12,916
Presidential expenses	26,347	141,133
Printing and publication	6,000	8,450
Vehicle running expenses	32,216	29,260
Security	53,479	49,092
Cleaning and sanitation	38,039	33,314
Electricity and water	99,567	49,571
Professional stamp expenses	61,450	63,850
Exchange loss	400	-
Donation	112,700	-
Advertising expenses	33,120	14,816
End of service award	4,651	8,400
Best Eng. students awards	40,819	11,600
Subscription	-	27,912
Miscellaneous expenses	76,573	-
Welfare Fund Expenses	-	63,000
Induction expenses	95,141	98,193
Wine expenses	28,825	9,791
Branch expenses	-	131,963
Legal consultation	113,128	87,916
Arbitration services	314,279	-
Internal audit services	42,482	-
HR consultation	5,405	-
Public relations	31,242	-
Professional examination expenses	45,408	55,656
Professional practice & ethics expenses	108,179	9,170
Impairment of Investment (Blackshield)	-	160,234
Applati support expenses	-	135,800
Other expenses	25,595	154,145
Engineering Council (Initial Registration) expenses	269,156	215,800
Engineering Excellence Award expenses	3,242	100,443
Medical Insurance	40,699	-
Board evaluation expenses	92,644	-
Retreat (GhIE Council)	68,716	-
World Engineering day expenses	61,305	-
Youth In Engineering expenses	23,100	-
Ass'n Kushea Land expenses	20,710	-
	4,858,080	4,155,726

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023***(All amounts are expressed in Ghana Cedis unless otherwise stated)***Notes to the financial statements (continued)**

4.a Staff cost	2023	2022	
Salaries and other related cost	1,735,106	1,298,257	
Staff training expenses	-	2,720	
Medical Insurance	-	25,231	
Medical cost	1,215	-	
	1,736,321	1,326,208	
5.a. Property, plant and equipment			
Cost/valuation	1 January	Additions	31 December
2023			
Building	3,640,167	-	3,640,167
Plant & machinery	26,300	-	26,300
Equipment & furniture	724,706	61,421	786,127
Motor vehicle	325,078	-	325,078
Library books	2,430	-	2,430
	4,718,681	61,421	4,780,102
Accumulated depreciation	1 January	Charge for the year	31 December
2023			
Building	1,113	5,567	6,680
Plant & machinery	26,300	-	26,300
Equipment & furniture	503,530	74,721	578,251
Motor vehicle	325,078	-	325,078
Library books	2,430	-	2,430
	858,451	80,288	938,739
Carrying values as at			
31 December, 2023			
Building			3,633,487
Plant & machinery			-
Equipment & furniture			207,876
Motor vehicle			-
Library books			-
			3,841,363

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023***(All amounts are expressed in Ghana Cedis unless otherwise stated)***Notes to the financial statements (continued)****5.b . 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
Accumulated depreciation	1 January	Charge for the year	31 December
2022			
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	73,854	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

6.a Intangibles**Cost/valuation****2023**

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

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2023

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

Notes to the financial statements (continued)

6.b 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. Trade and other receivables

	2023	2022
Trade receivables	61,500	68,000
Prepayment	2,632	2,795
Staff receivables	10,825	12,692
	74,957	83,487

8. Held to maturity investment

	2023	2022
Investment	2,128,845	1,912,790
	2,128,845	1,912,790

9. Cash and cash equivalents

	2023	2022
Cash at bank	1,195,536	976,717
Cash on hand	45,289	266
	1,240,825	976,983

10. Building fund

	2023	2022
Balance as at 1 January	220,654	197,254
Contributions for the year	36,710	23,400
Balance as at 31 December	257,364	220,654

11. Welfare fund

	2023	2022
Balance as at 1 January	659,148	402,117
Transfer for the year	295,256	257,031
Other direct contribution	9,399	-
Payments	(187,674)	-
Balance as at 31 December	776,129	659,148

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023***(All amounts are expressed in Ghana Cedis unless otherwise stated)***Notes to the financial statements (continued)**

12. Power fund	2023	2022
Balance as at 1 January	8,240	-
Contribution	18,135	8,240
Balance as at 31 December	26,375	8,240
13. Capital and investment fund	2023	2022
Opening balance	415,907	166,992
Transfer for the year	295,256	248,915
Balance as at 31 December	711,163	415,907
14. Branch operations fund	2023	2022
Opening balance	-	-
Transfer for the year	295,256	-
Payments	(146,763)	-
Balance as at 31 December	148,493	-
15. Trade and other payables	2023	2022
Accounts payable	47,363	-
Audit fees	43,534	37,033
Professional fee	23,511	20,000
Dues in advance	608,435	84,760
Withholding tax payable	11,642	12,309
Social Security & National Insurance Trust	9,575	-
	744,060	154,102

GHANA INSTITUTION OF ENGINEERING**Financial statements for the year ended 31 December, 2023***(All amounts are expressed in Ghana Cedis unless otherwise stated)***Notes to the financial statements (continued)****16. 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

39,750

*The Contract has been amended by both parties in areas of the *final report and the *payment 3. These are detailed below:

Report	Date
Initiation report	24/10/2022
Progress report	23/01/2023
*Final report	29/11/2023

Schedule of payments

Report	Date	Value £	Pre-requisite report
Payment 1 (paid)	28/10/2022	24,000	Initiation report
Payment 2 (paid)	03/02/2023	11,000	Progress report 1
*Payment 3	04/12/2023	<u>4,750</u>	Final report

39,750

At the date of the report, the payment 3 has been received by the Institution. Detailed below is the Grant status as at 31st December, 2023:

	2023	2022
Opening balance	198,127	-
Grant received	224,828	408,414
Grant expenses	(255,425)	(210,287)
Balance as at 31 December	167,530	198,127

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2023

*(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. Sale of souvenirs	2023	2022
	GHC	GHC
Sales	31,190	-
Less cost of sales:		
Purchases	32,130	-
Closing inventory	(3,130)	-
	29,000	-
Gross profit from sale of souvenirs	2,190	-
19. Cash flow from operations	2023	2022
(Deficit)/surplus	(719,306)	1,027,431
Adjust for:		
Prior year adjustment	-	(21,918)
Depreciation	80,288	73,584
	(639,018)	1,079,096
Changes in working capital:		
(Increase)/Decrease in Inventory	(3,130)	38,974
(Increase)/Decrease in trade and other receivables	8,530	166,723
Increase/(Decrease) in trade and other payables	589,958	(1,116,468)
Cash (used in)/generated from operations	(43,661)	168,324

20. 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:

GHANA INSTITUTION OF ENGINEERING

Financial statements for the year ended 31 December, 2023

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

Notes to the financial statements (continued)

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

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, 2023. (2022: GH¢ nil)

b. Capital commitment

There were no commitments as at 31 December, 2023 (2022: 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.

5.2 BUDGET FOR THE YEAR 2024

5.2.1 Income Budget

1.0		INCOME	BUDGET (2023)	ACTUAL (2023)	BUDGET (2024)
			GHC	GHC	GHC
1.1		Subscription			
	1.1.1	Current Annual Subscription	2,875,000.00	2,583,412.92	3,768,175.00
	1.1.2	Subscription in Arrears	300,000.00		300,000.00
	1.1.3	Students Dues	20,000.00	13,500.00	40,000.00
1.2		Admin Charges (Membership)			
	1.2.1	Building Levy	50,000.00	31,710.00	50,000.00
	1.2.2	Welfare (One Time Registration)	16,768.10	6,824.00	19,200.00
	1.2.3	Energy Fund	35,000.00	18,135.00	25,000.00
	1.2.4	Professional Stamp	200,000.00	83,313.12	255,000.00
	1.2.5	Professional Examination	855,000.00	518,447.74	860,000.00
	1.2.6	Induction	420,000.00	114,112.00	270,000.00
	1.2.7	Sale of Inventory	100,000.00	54,825.00	82,000.00
1.3		Seminars and Workshops	360,000.00	164,711.75	360,000.00
1.4		Conferences and events			
	1.4.1	Conferences	345,000.00	458,351.00	480,000.00
	1.4.2	Presidential Address	10,000.00	-	248,600.00
	1.4.3	World Engineering Day	-	-	100,000.00
	1.4.4	Accra Int. Conference Centre	-	-	40,000.00
1.5		Sponsorship			
	1.5.1	Conferences	1,000,000.00	1,100,000.00	1,200,000.00
	1.5.2	Engineering Excellence Awards	330,000.00	80,000.00	150,000.00
	1.5.3	Branches	200,000.00		300,000.00
	1.5.4	Facility Rentals			
	1.5.5	Conference hall, Social Centre, Terrace	40,500.00	43,000.00	199,000.00
	1.5.6	Office Rental	24,000.00	24,000.00	30,000.00
1.6		Firm Registration	86,000.00	155,535.00	168,000.00
1.7		Arbitration And Advisory Services	150,000.00	374,154.73	100,000.00
		Expected Income			GH 9,044,975.00

Income Notes

1.1	Revenue projected based on current membership growth trends.
1.1.1	Expected Annual Subscription
1.1.2	This is arrears expected to be paid by defaulting members in the year 2023.
1.1.3	Designing and printing of ID cards for student members in the Universities.
1.2	Revenue set to cover the costs of membership services and processing.
1.2.1	Initial levy on every new entrant
1.2.2	One-time welfare payment on every new entrant
1.2.3	One-time payment for energy and power fund by every new entrant
1.2.4	Fees received from obtaining new stamps
1.2.5	Fees received from engineering professional exams.
1.2.6	Fees to be realized from members to be inducted
1.2.7	Sales of Car sticker, Lapel Pins, Fabrics
1.3	Expected income from Seminars.
1.4	Income forecasted from attendee registrations and participations during conferences.
1.4.1	Estimated income from conference participation and banquet fees
1.4.2	Sale of brochures, auction, and pledge of support.
1.4.3	Estimated sponsorship for World Engineering Day celebration
1.4.4	This is amount was paid to Accra International Conference Centre for AGM prior to Covid 19 pandemic. The money is expected to be retrieved in 2024.
1.5	Donations and sponsorships received from Organizations and Individuals
1.5.1	Sponsorship received for Conferences
1.5.2	Expected Sponsorship for EEA
1.5.3	Branches are expected to seek for sponsorships to support branch activities
1.5.4	Income from renting out spaces in the Institution building
1.5.5	Renting out space to members and general public
1.5.6	This amount is expected to be paid by Consulting Engineers for use of premises and facilities for the year.
1.6	Renewal and registration of firm fees by engineering service providers
1.7	Income realized from arbitration and advisory services

5.2.2 Expenditure Budget

2.0		EXPENDITURE	BUDGET (2023)	ACTUAL (2023)	BUDGET (2024)
			GHC	GHC	GHC
2.1		Staff			
	2.1.1	Staff Remuneration	1,948,221.39	1,735,105.50	2,633,083.00
	2.1.2	Healthcare and Insurance	65,430.00	41,915.42	50,000.00
	2.1.3	Staff Training	60,000.00	-	80,000.00
2.2		General Administration			
	2.2.1	ICT	257,900.00	318,824.05	355,000.00
	2.2.2	Office running	48,480.00	76,970.00	74,680.00
	2.2.3	Meeting and engagements	20,000.00	10,839.33	18,214.00
	2.2.4	Courier and Postage	10,000.00	4,952.00	7,000.00
	2.2.5	Security	62,000.00	53,478.91	74,000.00
	2.2.6	Cleaning & Sanitation	47,000.00	38,039.45	46,000.00
	2.2.7	Utilities	94,200.00	99,566.15	111,000.00
	2.2.8	Insurance	12,500.00	11,604.02	20,635.00
2.3		International Engagements			
	2.3.1	Subscriptions	136,600.00	102,117.98	135,158.00
	2.3.2	ASCE	168,600.00	221,468.94	-
	2.3.3	WFEO	153,600.00	115,215.35	128,700.00
	2.3.4	FAEO	135,600.00	84,355.75	118,820.00
	2.3.5	NSE (Investiture)	-	-	131,029.00
	2.3.6	NSE (Conference)	222,000.00	176,657.90	158,210.00
	2.3.7	WAFEO	153,600.00	28,190.00	108,680.00
2.4		Local Engagements	37,821.62	10,707.00	40,000.00
2.5		Motor, Plant & Equipment			
	2.5.1	Repairs & Maintenance	92,000.00	97,038.79	156,000.00
	2.5.2	Motor Running Expenses	79,100.00	49,621.72	89,000.00
2.6		Admin expenses on Membership			
	2.6.1	Induction	90,000.00	95,141.00	104,655.00
	2.6.2	Engineering Professional Examination	281,449.51	78,616.28	90,680.00
	2.6.3	Professional Stamp	150,000.00	61,450.00	144,000.00
	2.6.4	Engineering Council Act 2011 (Act 819)	-	-	16,500.00
	2.6.5	Registration of Members	200,000.00	269,156.00	325,000.00
2.7		Committees and Technical Divisions	123,876.00	172,115.15	423,500.00

2.8		Third-party Engagements			
	2.8.1	Audit Fees	40,000.00	67,045.00	64,367.00
	2.8.2	Tax Audit charges	93,022.00	93,022.00	-
	2.8.3	Bank Charges	6,000.00	4,564.29	7,000.00
	2.8.4	Consultancy	340,000.00	506,537.04	444,000.00
	2.8.5	Board Evaluation	40,000.00	92,644.00	-
	2.8.6	History & Heritage	10,000.00	-	10,000.00
2.9		Presidential Address, Technical visits, and Initiatives	60,000.00	7,374.00	80,000.00
2.10		Conferences and Events			
	2.10.1	AGM/Conference/Annual Banquet	800,000.00	1,282,777.01	1,161,610.00
	2.10.2	Engineering Excellence Awards	85,000.00	3,242.00	15,500.00
2.11		Seminars and Workshops			
	2.11.1	Seminars	149,000.00	99,000.85	120,000.00
	2.11.2	Council Retreat	100,000.00	92,644.00	100,000.00
2.12		Donations/CSR			
	2.12.1	Donations (Social Responsibilities)	100,000.00	112,700.00	50,000.00
	2.12.2	Best Eng. Student Award/Donation/Prize	35,000.00	40,819.00	50,000.00
2.13		Transfer to Welfare Fund	304,268.10	355,931.30	327,092.00
2.14		10% Earmark Funds & Sponsor for Branch Activities	287,500.00	194,029.30	618,770.00
2.15		10% Earmark Fund for Capital Investment	287,500.00	146,137.30	327,092.00
2.16		Land and Capital			
	2.16.1	Capital Expenditure	30,000.00	-	30,000.00
	2.16.2	Engineering Village Project	-	20,710.00	-
Expected Expenditure					GH 9,044,975.00

Notes on Expenditure

2.1	Allocated funds for salaries, training, and staff related costs.
2.1.1	Estimated total cost of all GhIE Staff to the Institution and 3 new expected employees
2.1.2	Total cost expected for Health Insurance premiums of staff.
2.1.3	An estimated cost of Training staff
2.2	Allocated funds for office supplies, utilities, and administrative support.
2.2.1	This is made up of all routine calls, Internet data, Web servers, database software, and all other IT Expenses
2.2.2	Expenses incurred on general office operations
2.2.3	Funds allocated for organizing and attending internal and external meetings.
2.2.4	Budget for mailing documents and parcels.
2.2.5	Expenditure for securing the premises and assets.
2.2.6	Costs for maintaining cleanliness and hygiene standards.
2.2.7	Payments for electricity, water, and other essential services.
2.2.8	Premiums paid for various insurance policies.
2.3	Expenses for global partnerships and activities.
2.3.1	Subscriptions of the Institution's membership with international Engineering Organizations.
2.3.2	Funding for American Society of Civil Engineers engagements.
2.3.3	Funding for World Federation of Engineering Organization engagements.
2.3.4	Funding for Federation of African Engineering Organization engagements.
2.3.5	Expenses incurred on participation in NSE Investiture.
2.3.6	Funds allocated for participating in Nigerian Society of Engineers conferences.
2.3.7	Funds allocated for participating in West African Federation of Engineering Organization engagements.
2.4	Funds for participating in external local meetings, seminars, and community involvement.
2.5	Purchase and maintenance of vehicles, machinery, and equipment.
2.5.1	Costs for fixing and servicing infrastructure and equipment.
2.5.2	Fuel and other expenses related to vehicle operations.
2.6	Administrative costs associated with managing memberships and related activities.
2.6.1	Costs for the induction of new members
2.6.2	Expenses for conducting professional exams.
2.6.3	Cost of issuing professional stamps
2.6.4	Purchase of the Act document.
2.6.5	Fees for initial registration and renewals of members.
2.7	Funds for Committees and Technical Divisions operations, project implementations, and administrative support.
2.8	Budget for engaging external entities on specific professional activities.
2.8.1	Total audit fees charged by the auditors.
2.8.2	Cost of outstanding tax audit charges
2.8.3	Bank Charges expected to be paid on bank accounts operations and transactions.
2.8.4	Funds allocated for consulting services.

2.8.5	Funds for assessing board performance.
2.8.6	Allocation for documenting Institution history and heritage.
2.9	Allocated budget for Presidential Address, including technical visits and initiatives.
2.10	Funds for hosting and organizing conferences and events.
2.10.1	Expected Expenses to be incurred before, during and after the AGM/Conference/ annual Banquet
2.10.2	Funds for organizing Engineering Excellence Awards.
2.11	Funds allocated for seminars and workshop
2.11.1	Funds for hosting and organizing seminars and workshops.
2.11.2	Allocation for council retreat activities.
2.12	Funds allocated for donations and CSR initiatives
2.12.1	Allocation for donations and social responsibility initiatives.
2.12.2	Funds for Best Engineering student awards and prizes.
2.13	Allocation for Member welfare fund.
2.14	Designated funds for branch-level projects.
2.15	Investment in long-term assets.
2.16	Expenditures for physical assets and significant capital investments.
2.16.1	Allocation for acquiring or upgrading physical assets.
2.16.2	Funds for project activities

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.”

Subscription Rates

Class	Current (2024)	Proposed (2025)
Fellow	1,300.00	1,300.00
Senior Professional Engineer	1,105.00	1,105.00
Professional Engineer	975.00	975.00
Professional Engineering Technologist	780.00	780.00
Engineering Technician	585.00	585.00
Trainee Professional Engineer	600.00	600.00
Trainee Professional Engineering Technologist	520.00	520.00
Trainee Engineering Technician	130.00	130.00
Craftsman	195.00	195.00
Companion	1000.00	1000.00
Retired Fellow	325.00	325.00
Retired Professional Engineer	325.00	325.00
Retired Engineering Technician	290.00	290.00
Students	65.00	65.00
Engineering Service Provider	Current (2024)	Proposed (2025)
Employees 1-10	1,500.00	1,500.00
Employees 11-30	3,750.00	3,750.00
Employees 31-100	6,000.00	6,000.00
Employees (more than 100)	10,500.00	10,500.00

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. No increment for individuals
3. No increment for organizations.
4. The subscriptions for non-voting members 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 student members are fixed for the period, and are one-time payments for ID Cards.

ENTRANCE FEES

#	Occupational Groups	More than 1yr as Trainee Member		Less than 1Yr as Trainee		Indcution Fee	
		Current	2025	Current	2025	Current	2025
1	Professional Engineer	260.00	260.00	4,550.00	4,550.00	780.00	780.00
2	Professional Engineering Technologist	195.00	195.00	3,900.00	3,900.00		
3	Technician	130.00	130.00	1,950.00	1,950.00		
4	Craftsman	65.00	65.00	780.00	780.00		

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	2025
1	Building Levy	130	130
2	Energy Levy	65	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

S/N	NAME	INSTITUTION
1.	Abdoulaye Issifou	Ghana Ports & Harbours Authority (GPHA)
2.	Abraham Appiah	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) Treck
3.	Afia Kesewaa Akosah Agyenim	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST)
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6.	Alfred Asamoah	Volta River Authority (VRA)
7.	Ametorxe Asamoah-Okyere	Electricity Company of Ghana (ECG)
8.	Anthony Mawuli Atsrim	Fedems Ltd
9.	Baffour Sefah Ofori	Volta River Authority (VRA)
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11.	Benedicta Klutse	Electricity Company of Ghana (ECG)
12.	Bernard Acheampong	Volta River Authority (VRA)
13.	Bernard Adjei-Thompson	Volta River Authority (VRA)
14.	Bertha Johnson	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) Treck
15.	Bismark Nana Kwaku Bonsu	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) Treck
16.	Collins Nketiah Abrefah	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) TRECK
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18.	Delali Adjei	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) Treck
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21.	Dominic Ofosuhene	Volta River Authority (VRA)
22.	Doris Dzikunu	Electricity Company of Ghana (ECG)
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24.	Elizabeth Blay	Electricity Company of Ghana (ECG)
25.	Emmanuel Afutu	MTN Ghana Ltd

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28.	Emmanuel Dzisi	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) TRECK
29.	Esi Manseh Edufu	Electricity Company of Ghana (ECG)
30.	Eugene Baafi	Volta River Authority (VRA)
31.	Eunice Nelson-Cofie	MTN Ghana Ltd
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	Eyram Tamakloe	Fedems Ltd
32.	Faustina Agbo	Electricity Company of Ghana (ECG)
33.	Fidelma Ibili	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) Treck
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35.	Fredrick Barnes	Fedems Ltd
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42.	Iliasu Ewuntomah	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST)TRECK
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45.	Ing (Mrs) Emmanuella Adubea Asamoah	Building & Road Research Institute
46.	Ing (Mrs). Sarah Agyen-Mensah	Anglogold Ashanti - Obuasi
47.	Ing (Mrs). Sophia Enyan	Ghana Ports & Harbours Authority (GPHA)
48.	Ing Abigail Acheampong	GRIDCO
49.	Ing Benjamin Klu	Ghana Ports & Harbours Authority (GPHA)
50.	Ing Bismark Otoo	Ghana Civil Aviation Authority (GCAA)

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56.	Ing Kwame Ansu-Gyamfi	Associated Consultants (ACON)
57.	Ing Louis Owusu Annan	Volta River Authority (VRA)
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59.	Ing Prof S. I. K Ampadu	
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62.	Ing. (Miss) Theodora Winchela Kanduri	Petroleum Commission
63.	Ing. (Mrs) Alberta Esther Adofo	Social Security & National Insurance Trust (SSNIT)
64.	Ing. (Mrs) Elizabeth Arjarquah	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) TReck
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66.	Ing. (Mrs) Rita Ohene Sarfoh	Ministry of Roads & Highways
67.	Ing. (Mrs.) Priscilla Opoku-Ntim	Electricity Company of Ghana (ECG)
68.	Ing. Abass Mohammed Awolu	Ministry of Roads & Highways
69.	Ing. Abel Kwesi Offei	Volta River Authority (VRA)
70.	Ing. Adjei Boateng	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) Treck
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72.	Ing. Akim Adio Tijani	Volta River Authority (VRA)
73.	Ing. Alexander Alooriwe Awuviri	Ghana Grid Company (GRIDCo) Limited
74.	Ing. Alexander Duncan Reynolds	Volta River Authority (VRA)
75.	Ing. Amo Duodu	Volta River Authority (VRA)

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80.	Ing. Augustine Inkoom	Volta River Authority (VRA)
81.	Ing. Augustine Appiah Boachie	Anglogold Ashanti - Obuasi
82.	Ing. Benjamin Kittah Jnr	Volta River Authority (VRA)
83.	Ing. Benjamin Owusu	Ghana Civil Aviation Authority (GCAA)
84.	Ing. Benjamin Nii-Tawiah Adjei	Volta River Authority (VRA)
85.	Ing. Benjamin Osei Osei Owusu Owusu Sarpong	Anglogold Ashanti - Obuasi
86.	Ing. Benjamin Wireko Asibey	Ghana Civil Aviation Authority (GCAA)
87.	Ing. Bismark Anane	Ghana Grid Company (GRIDCo) Limited
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89.	Ing. Bruno Ansah	Anglogold Ashanti - Obuasi
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94.	Ing. Christian Atsu Dagbui	Volta River Authority (VRA)
95.	Ing. Collins Rexford Rexford Ankamah	Volta River Authority (VRA)
96.	Ing. Conrad Nyamiah	Ghana Civil Aviation Authority (GCAA)
97.	Ing. Daniel Acquah	Ghana Civil Aviation Authority (GCAA)
98.	Ing. Daniel Akyem	Electricity Company of Ghana (ECG)
99.	Ing. Daniel Annor	Ghana Ports & Harbours Authority (GPHA)
100.	Ing. Daniel Baffoe	Volta River Authority (VRA)
101.	Ing. Daniel Martey	Volta River Authority (VRA)
102.	Ing. Daniel Boateng	Petroleum Commission
102.	Ing. Daniel Boateng Akuoko	Petroleum Commission
103.	Ing. Darlington A. Ahuble	Volta River Authority (VRA)
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117.	Ing. Dr. Akwasi Afrifa Acheampong	
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130.	Ing. Ebenezer Ato Roberts	

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135.	Ing. Elizabeth Grace Adjoa Bimpomaa Acquah	Ghana Airports Company Limited
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139.	Ing. Emmanuel Akuffo Nartey	Volta River Authority (VRA)
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150.	Ing. Felix Atiogbe	Volta River Authority (VRA)
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153.	Ing. Felix Kwadzo Atsrim	Fedems Ltd
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156.	Ing. Francis Mensah Adzakpa-Akoto	Waste Landfills Company Ltd
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158.	Ing. Frank Sam-Onuawonto	Ghana Ports & Harbours Authority (GPHA)
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164.	Ing. George Justice Kofi Appiah	Volta River Authority (VRA)
165.	Ing. Godfrey Atta Jackson	Volta River Authority (VRA)
166.	Ing. Godfrey Atta Jackson	VRA
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168.	Ing. Henry Kwadzo Mensah	Petroleum Commission
169.	Ing. Horace Koranteng Nkansah	Electricity Company of Ghana (ECG)
170.	Ing. Irene Yram Abusah	Electricity Company of Ghana (ECG)
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172.	Ing. Isaac Bedu	Volta River Authority (VRA)
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177.	Ing. James Adotey Jnr	Volta River Authority (VRA)
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179.	Ing. Jeffrey Kyey-Baffour	Petroleum Commission
180.	Ing. John Kwofie	Volta River Authority (VRA)
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185.	Ing. Jonathan Agbo Narh-Dometey	Petroleum Commission
186.	Ing. Joseph Agyemang-Darko	Volta River Authority (VRA)
187.	Ing. Joseph Annor	Multithread ICT Solutions
188.	Ing. Joseph Obeng-Kwakye	Volta River Authority (VRA)
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203.	Ing. Kojo Nwi Winful Jnr	Facol Roads Limited
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236.	Ing. Michael Kwesi Wiafe	CENPOWER Generation Company
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267.	Ing. Peter De-Graft Abagna	Ghana Ports & Harbours Authority (GPHA)
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300.	Ing. Stephen Kwamina Owiah	Ghana Ports & Harbours Authority (GPHA)
301.	Ing. Stephen Yeboah Ampiaaw	Ghana Ports & Harbours Authority (GPHA)
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318.	Kwame Otu Gyekye Asante	Volta River Authority (VRA)
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324.	Mohammed Ahmed Kudu	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST)Treck
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328.	Mr. Isaac Teye Otu	Ghana Airports Company Limited
329.	Mr. Job Yaw Essuman	Electricity Company of Ghana (ECG)
330.	Mr. Mustapha Sulley	Electricity Company of Ghana (ECG)
331.	Mr. Nutepe Fui Kofi Tudzi	Associated Consultants (ACON)
332.	Mr. Philip Kwame Aheto	
333.	Mr. Richard Adarkwa	
334.	Mr. Simon Nortey Dowuona	Electricity Company of Ghana (ECG)
335.	Nana Asibrah Acquah	Volta River Authority (VRA)

S/N	NAME	INSTITUTION
336.	Naomi Yankey	Anglogold Ashanti - Obuasi
337.	Nathaniel Awoonor-Williams	Ghana Grid Company (GRIDCo) Limited
338.	Noel Adu-Gyamfi	ADK Consortium
339.	Patience Asinah	Electricity Company of Ghana (ECG)
340.	Phodie Musa Kamara	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST)Treck
341.	Priscilla Gyamfi Gyamfi	Electricity Company of Ghana (ECG)
342.	Priscilla Konadu Obeng	ADK Consortium
343.	Richter Opoku-Boahen	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) TRECK
344.	Samuel Selasi Ekissi	Volta River Authority (VRA)
345.	Seth Ayim	IET Gh
346.	Simeon Turay	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST) Treck
347.	Solomon Lanor	Volta River Authority (VRA)
348.	Stella Adjei	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST)Treck
349.	Stephanie Delali Amoah	Volta River Authority (VRA)
350.	Stephen Blay-Youngue	Volta River Authority (VRA)
351.	Sylvia Ampah	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST)
352.	Terah Antwi	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST)Treck
353.	Theophilus Tetteh Ahia	Volta River Authority (VRA)
354.	William Tetteh	MTN Ghana Ltd
355.	Yvonne Kordjie	Kwame Nkrumah University of Science & Technology - College of Engineering (KNUST)Treck

APPENDIX B 2023 - 2025 STRATEGIC OBJECTIVES

Strategic Objective 1: Governance & Institutional Strengthening		Action By
Goal 1.1	Strengthen Branches	Branch Chairs
	a. Provide administrative templates for uniformity	
	b. Undertake Mandatory Activities: Branch AGM, Industrial visits, technical papers, ethics lecture, welfare.	
	c. Institute Branch competition	
Goal 1.2	Strengthen Divisions	Division Chairs
	a. Provide administrative templates for uniformity	
	b. Undertake Mandatory Activities: conferences, Industrial visits, technical papers.	
	c. Institute Division competition	
	d. Assign MOUs with Industry to Division to appoint Project Managers	
Goal 1.3	Create New Divisions	
	a. Initiate creating a Digital Division	Division Chairs
	b. Initiate creating a Municipal Division	Civil Chair
Goal 1.4	Create a New Group of Interest	Exco/ Council
	a. Initiate the creation of the Ghana Armed Forces Engineering Practitioners	
Goal 1.5	Create New Affiliates	Exco/ Council
	a. Biomedical Engineers Association	
Goal 1.6	Simplification & Efficiency Project	Exco / ED
	a. Digitisation of Operations	
	b. Review Document Management System (hard and soft)	
	c. Review Financial Management Manual	
	d. Review Legal Obligations Register	
	e. Evaluate Council Members	
Goal 1.7	Benchmarking	Exco
	a. Benchmark GhIE with other Professional Institutions	
	b. Benchmark GhIE with other African Professional Institutions	
Goal 1.8	Projects	Exco
	a. Initiate New Building Complex Project	
	b. Setup ADR Centre	
	c. Review the Learning & Development Program	
Goal 1.9	Code of Ethics	PPE
	a. Issue revised Code of Ethics document	
Strategic Objective 2: Society / Influencing Public Policy		Action By
Goal 2.1	Develop Position Papers (Using Think Tanks)	
	a. Arts to Engineering Programs in University	Education and Training Comm.
	b. Review of Ghana Standards for Rebars	Civil Chair
	c. Flooding in Cities	Civil Chair
	d. Disaster Management Preparedness	All Divisions
	e. Electrical Wiring of Buildings	Electrical Chair

	f. Infrastructure Scorecard	Infrastructure Scorecard Chair
	g. Research on Engineering Education	Education and Training Comm.
	h. Illegal gold mining	Chemical Chair

	Develop Academia & Industrial Relations	
Goal 2.2	a. MOU with AGI to collaborate with their engineering-related organisations.	EXCO
	b. Modular Internship for lecturers, students and TPEs	Division Chairs
	c. Service Provider’s partnership with Educational Units.	Eng. Serv. Providers Chair & Edu. Units Chair
	Support Engineering Council of Ghana	
Goal 2.3	a. Liaise with ECGh with the implementation of Act 819 and LI 2410.	EXCO/ Engineering Council
Goal 2.4	Collaborate with Relevant International Bodies	
	a. Joint programs and conferences and also benchmark.	
Goal 2.5	Engagement with Government	
	a. Input and evaluate new policies and articulate GhIE’s position.	
Strategic Objective 3: Membership		Action By
Goal 3.1	Review Membership Processes	
	a. Review Confirmation Hearing Process	Membership Committee
	b. Create Membership subcommittees based on Divisions and Occupational Groups	
	c. Review the Student Membership Process	
	d. Develop a Transition from Student Members to TPEs	
Goal 3.2	Membership ID Cards	
	a. Design and Issue Membership ID Cards to Members	Exco/ED
Goal 3.3	Diversity, Equity & Inclusivity (DEI) Statement	
	a. Develop and implement a Diversity, Equity & Inclusivity Statement	WinE / YE
	Environment, Social and Corporate Governance (ESG) Statement	
	a. Produce an Environment, Social and Corporate Governance Statement	Exco
Goal 3.4	Mentoring Program	
	a. Develop and Implement a face-face and virtual mentoring program	PPE
Strategic Objective 4: Welfare		Action By
Goal 4.1	Engage a legal firm	
	a. Provide legal support for members with employment and other professional challenges	Exco
	b. Assist GhIE to advance its position when required.	
Goal 4.2	Engage a labour Consultant for labour issues	
	a. Assist in developing strategies for advocating for better salaries and conditions of service for engineers.	Exco

	b. Advice members who may have issues with employees.	
Goal	Social Personal issues	Branches
4.3	a. Support members through social challenges via Branches	
Goal	Engineering Services Providers (ESP)	Exco
4.4	a. Support ESP engage with gov't agencies when required.	

Position Paper Development Procedure

A. Proposal to develop a position paper.

1. Background: A brief overview of the issue or topic the position paper will address and the purpose of the paper.
2. Objectives: Clear and concise objectives that outline the specific goals for developing the position paper. These objectives should be measurable, achievable, and relevant to the issue or topic.
3. Scope of Work: A detailed description of the tasks and activities required to achieve the objectives. This should include research, analysis, drafting, and review of the position paper and any additional tasks required to communicate and disseminate the paper (see details in B below).
4. Deliverables: The expected outputs of including the final position paper and any supporting materials, such as data and research reports.
5. Timelines: A detailed timeline of the work, including milestones and deadlines for each stage of the project.
6. Roles and Responsibilities: Clear roles and responsibilities for all team members involved in the project.
7. Budget: A detailed budget that outlines the expected costs for the project, including any expenses related to research, data collection, analysis, drafting, review, and communication.
8. Evaluation and Reporting: A plan for evaluating the success of the project and reporting on the results. This should include clear indicators of success, methods for monitoring progress, and a schedule for reporting on the project's achievements.
9. Confidentiality: A statement outlining any confidentiality or data protection requirements for the project.
10. Approval Process: The proposal shall be approved by Exco.

B. Scope of Works for Developing a position paper for the GhIE.

1. Identify the issue or topic to be addressed. This may be based on a particular event, a change in legislation or policy, or a concern raised by members.
2. Research and gather information: Once the issue has been identified, it's important to gather relevant information about the issue. This may involve researching statistics, policies, and expert opinions.
3. Analyse and synthesize information: After gathering information, it's important to analyse and synthesize the information. This will involve identifying key themes, patterns, and arguments related to the issue.
4. Develop the position: Based on the analysis, develop the proposed GhIE position on the issue. This should be a clear and concise statement that shall reflect the organization's stance on the issue.

5. Provide supporting evidence: It's important to support the position with evidence. This may include statistics, case studies, expert opinions, and other relevant information.
6. Consider counterarguments: It's important to consider potential counterarguments and address them in the position paper. This will help to strengthen our position and demonstrate that we have considered multiple perspectives.
7. Review and finalize: Once the position paper has been drafted, it's important to review and finalize it. seeking feedback from members or a particular speciality of members (experts) and making revisions based on this feedback. The position paper would be presented to Council for approval.
8. Communicate the position: Finally, GhIE shall communicate its position to members, stakeholders, and other relevant parties. This may involve distributing the position paper, issuing a press release, or engaging in advocacy efforts.

APPENDIX C - LIST OF COMMITTEE MEMBERS

(i). Standing Committees

(a). FINANCE COMMITTEE

S/N	NAME	POSITION
1.	Ing (Mrs) Sophia Abena Tijani	Vice President (Chairperson)
2.	Ing Ludwig A. Hesse	President-Elect
3.	Ing David K. Nyante	Executive Director
4.	Ing Dr. Patrick Bekoe	Chair, Membership Committee
5.	Ing Prof. Emmanuel Appiah-Adjei	Chair, Publications Committee
6.	Ing (Mrs) Naa Lamkai Quaye-Ballard	Chair, Welfare Committee
7.	Ing (Mrs) Yaa Obenewaa Okudzeto	Chair, Conferences and Programmes Committee
8.	Ing Prof Elsie Effah Kaufmann	Chair, Education and Training Committee
9.	Mr. Benjamin Teye	GhIE Secretariat

(b) MEMBERSHIP COMMITTEE

S/N	NAME	POSITION
1.	Ing Dr. Patrick A. Bekoe	Chairperson
2.	Ing Sophia Abena Tijani	Vice President
3.	Ing K. D. Laryea	Member
4.	Ing Kweku Asmah	Member
5.	Ing Harold Esseku	Member
6.	Ing Prof. Kwaku Amaning Adjei	Member
7.	Ing Nicholas T. Hammond	Member
8.	Ing Prof Nana Yaw Asiedu	Member
9.	Ing Samuel Danquah Boamah	Member
10.	Ing Joseph Lewballah	Member
11.	Ing Juliet Adu	Member
12.	Ing Ebenezer Ato Roberts	Member
13.	Ing Edward Melomey	Member
14.	Ing Emmanuel Bartels	Member
15.	Ing George Lutterodt	Member
16.	Ing Yaw Abrampah	Member
17.	Ing Dr. Bertha Akosua Darteh	Member

S/N	NAME	POSITION
18.	Ing Roland Sackey	Member
19.	Ing Benjamin Ahunu	Member
20.	Ing Kisman Eghan	Member
21.	Ing Frederick Amui Oblitey	Member
22.	Ayishetu Osman	GhIE Secretariat
23.	Adobea Antwi	GhIE Secretariat
24.	Richie Owusu Acheampong	GhIE Secretariat
25.	Frederick Okae	GhIE Secretariat
26.	Marion Somuah Nyarko	GhIE Secretariat

(c) EDUCATION AND TRAINING COMMITTEE

S/N	NAME	POSITION
1.	Ing. Prof. Elsie Effah Kaufmann	Chairperson
2.	Mr. Mark Yanney	Member
3.	Dumevor Prince	Member
4.	Ing. Josephine Amoa Essien	Member
5.	Ing. Isaac Darfour Manu	Member
6.	Ing. Roland Sackey	Member
7.	Ing. Kwabena Addo	Member
8.	Ing. Dr. Nana Osei Bonsu Ackerson	Member
9.	Ing. Luke Dei	Member
10.	Ing. Dr. S. Fanny H. Duncan	Member
11.	Keluru Prince Jeff	Member
12.	Ing. Alexander Duncan Reynolds	Member
13.	Ayishetu Osmanu	GhIE Secretariat

(d) PROFESSIONAL PRACTICE AND ETHICS COMMITTEE

S/N	NAME	INSTITUTION
1.	Ing. Ludwig A. HESSE	Chairperson
2.	Ing. Kwabena Bempong	Member
3.	Ing. Nyante David Kwatia	Member
4.	Ing. Dr. Andrews Kwablah	Member
5.	Mr. Michael Dompseh-Ampofo	Member
6.	Ing. Ruth Afua Nuerkey Menz	Member

S/N	NAME	POSITION
7.	Ing. Lukman Y. Salifu	Member
8.	Ing. Alex Nii Ofori Yartey	Member
9.	Ing. Samuel Boakye Appiah	Member
10.	Ing. Prof. Abena Obiri-Yeboah	Member
11.	Ing. Prof. Eric Ofosu Antwi	Member
12.	Ing. Eric Addo Djan	Member
13.	Ing. Bismark Otoo	Member
14.	Ing. Prince Isaac Kumfo	Member
15.	Ing. Gabriel Kwame Sipi Takyi	Member
16.	Ing. Rev. Felix Tetteh	Member
17.	Ing. Miriam Korantema Amponsah	Member
18.	Ing. Abigail Acheampomaa Opoku	Member
19.	Ing. Charles Kofi Som	Member
20.	Ing. Michael Botse-Baidoo	Member
21.	Ing. Abdul-Shakud IDDRISU	Member
22.	Ing. Prince Anane-Acheampong Osisiadan	Member
23.	Seth Vondee	Member
24.	Eric Kwaku Nyame Amevor	Member
25.	Faustina Ayitey	GhIE Secretarat

(e) PUBLICATIONS COMMITTEE

S/N	NAME	POSITION
1.	Ing. Prof. Emmanuel K. Appiah-Adjei	Chairperson
2.	Ing. Dr. Godfred Ohemeng-Boahen	Member
3.	Ing. Dr. X. F. Ribeiro	Member
4.	Ing. Dr. Bennetta Koomson	Member
5.	Ing. Peter Adonteng	Member
6.	Ing. Dr. Francis Kumi	Member
7.	Ing. Dr. Prodeo Agbotui	Member
8.	Ing. Dr. Lily Yevugah	Member
9.	Ing. Prof. Kwaku Amaning Adjei	Member
10.	Ing Dr Emmanuel K. Nyantakyi	Member
11.	Ing. Dr. Joseph Sekyi-Ansah	Member
12.	Ing. Dr. Emmanuel Amankwah	Member

(f) WELFARE

S/N	NAME	POSITION
1.	Ing. Naa Lamkai Quaye-Ballard	Chair
2.	Mr. Philip Ahetor	Member
3.	Ing. Rev. Matilda Eyram Ameade	Member
4.	Ing. Patricia Ankoh	Member
5.	Ing. Bennetta Koomson	Member
6.	Ing. Nicholas Okyere Twumasi	Member
7.	Ing. Akosua Owusu- Efaa	Member
8.	Ing. Lydia Kyeraa	Member
9.	Ing. Daniel Boateng Akuoko	Member
10.	Ing. Morrison Essah	Member
11.	Ing. Kate Kpodo	Member
12.	Augustina Nyarkoa Amoateng	Member
13.	Zipporah Kyerewah Amankwah	Member
14.	Ing. Rev. Matilda Eyram Ameade	Member
15.	Mr. Prince Apawudza	Member
16.	Ing.(Mrs.) Akua Sekyibea Vander- Pallen	Member
17.	Priscilla Gyamfi	Member
18.	Mr. Philip Ahetor	Member
19.	Marion Somuah Nyarko	GhIE Secretariat

(g) CONFERENCES AND PROGRAMMES

S/N	NAME	POSITION
1.	Ing. Mrs. Yaa Obenewaa Okudzeto	Chairperson
2.	Ing. Joyce Asante	Member
3.	Ing. Bismark Otoo	Member
4.	Ing. Josephine Abakah Turkson	Member
5.	Ing. Felix Gavor	Member
6.	Ing. Harold Esseku	Member
7.	Ing. Dr. Emmanuel Kwame Appiah-Adjei	Member
8.	Ing. Lucy Agyepong	Member
9.	Ing. Calvin Bruce-Attuquayefio	Member
10.	Ing. Shelia Odottaye	Member
11.	Ing. Mavis Narkwor Addy	Member
12.	Ing. Benjamin Abban-Acquah	Member
13.	Jacqueline Beecham	GhIE Secretariat

ii. Adhoc Committees

(A) ICT COMMITTEE

S/N	NAME	POSITION
1.	Ing Kwesu Asmah	Chairperson
2.	Ing Fiifi Asante-Antwi	Member
3.	Ing John Getor	Member
4.	Ing Abdul-Shakud Iddrisu	Member
5.	Ing Richard Appiah-Otoo	Member
6.	Ing Ato Kwamina Sagoe	Member
7.	Ing Eugene Hagan Otoo	Member
8.	Ing Isaac Boakye	Member
9.	Richard O. Acheampong	GhIE Secretariat
10.	Mr. Benjamin Bartels	GhIE Secretariat
11.	Mr. Brefo Kofi Gyamerah	GhIE Secretariat

(b) MEMBERSHIP COMMITTEE

S/N	NAME	POSITION
1.	Ing. (Mrs.) Joyce Asante	Chairperson
2.	Ing Prof. Abena Agyeiwaa Obiri-Yeboah	Member
3.	Ing Prof. Frederick Kodwo Amu-Mensah	Member
4.	Ing Gabriel Appiah	Member
5.	Ing Bismark Otoo	Member
6.	Ing Daniel Baffoe	Member
7.	Ing. Mrs. Alberta Amankwaa	Member
8.	Ing. Dr. Latifatu Mohammed Adjah	Member
9.	Ing Dr Margaret Mary Bruce-Mensah	Member
10.	Ing David Dadson	Member
11.	Ing Abubakari Bediako	Member
12.	Mr. Benjamin Bartels	GhIE Secretariat
13.	Richard O. Acheampong	GhIE Secretariat

(c) LAND ACQUISITION AND DEVELOPMENT COMMITTEE

S/N	NAME	POSITION
1.	Ing Michael Dedey	Chairperson
2.	Ing. Clement Adu – Addae	Member
3.	Ing Padmore Asare Owusu	Member
4.	Ing Mabel Boafo	Member
5.	Ing Oswald Oduro-Gyaminah	Member

APPENDIX C - MEMBER UPDATES



Dear Member,

Member Update May 2023

This is to update you on the outcomes of our recent Council retreat, which was held on the 28th and 29th of April 2023. The retreat was a valuable opportunity for the newly elected Council members to come together and discuss a range of important issues affecting our profession and our institution.

We engaged in productive discussions during the retreat and developed a few strategic objectives for the council period ahead. These strategic objectives cover the following areas.

1. Governance & Institutional Strengthening
2. Society / Influencing Public Policy
3. Membership
4. Welfare

The goals to be achieved under these strategic objectives are attached. This would ensure amongst others:

- (a) Enhancing our member engagement and communication strategies to better meet the needs of our diverse membership base and ensure that all members feel valued and supported by the institution.
- (b) Strengthening our advocacy efforts to promote the importance of our profession and ensure that our members are recognized as leaders in their fields.
- (c) Improving our professional development offerings to provide members with the knowledge and skills they need to succeed in their careers.
- (d) Increasing our institution's resilience and sustainability to ensure that we are well-positioned to meet the challenges and opportunities of the future.
- (e) Promoting environmental, social, and corporate governance (ESG) principles and best practices in creating a sustainable and just future for all.

We are excited to move forward with these strategic objectives and continue working together to advance our profession and institution. We look forward to keeping you updated on our progress in the months ahead.

Thank you for your ongoing support of our institution.

Sincerely,

Ing. David K. Nyante, FGhIE
Executive Director

Also, note the following:

- a) The simplified membership process for professional engineering practitioners continues.
- b) The membership portal is up and can be accessed on the website.
- c) Simplification process at the secretariat continues.
- d) Notwithstanding the position papers listed to be prepared in Goal 2.1, members can initiate the preparation of position papers by following the attached position paper development procedure.
- e) Division Fora has been created on the website for discussion of topics. Division chairs will help facilitate this.



ENGINEERING CENTRE
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E-mail: secretariat@ghie.org.gh | Web: www.ghie.org.gh

President: Ing. Kwobena Bempang, FGhIE

Executive Director: Ing. David Kwatia Nyante, FGhIE



June 29, 2023

Dear Members,

Member Update: June 2023

Permit me to bring the following events to your attention:

1. 202 Professional Engineers, 4 Professional Engineering Technologists and 1 Engineering Technician were inducted on June 27, 2023. Congratulations to our new full members.
2. We did not receive nominations for the positions of Chair for Branch 4 (Greater Accra), Executive Representatives for Technologists, National Councillors for Technologists, and National Councillors for Technicians when the Notice for Bye-Election was issued on May 10, 2023. Consequently, no By-Election was conducted.
3. Committees have been formed and have begun their work. Please refer to Table A for the Committee Chairs' contact information. For each Committee, we are also establishing a pool of resource individuals called Friends of Committees. The Friends of Committees would consist of individuals with experience and an interest in the work of Committees; they may be called upon from time to time for assistance. In Table A, we've also included links for joining Friends of Committees.
4. The Technical Division Operations Committees have been established, and Sub-Division Chairs have been elected. Table B provides information about the Technical Divisions' leadership. The Technical Divisions will be responsible for drafting most of our position papers, among others.
5. Congratulations to Branch 1 for establishing a new Chapter in Otuasi. The President and some Executive Committee members attended this event.

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 @OfficialGhIE
 @OfficialGhIE

President: Ing. Kwabena Bempong, FGhIE

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Executive Director: Ing. David Kwalia Nyante, FGhIE



July 28, 2023

Dear Members

Member Update: July 2023

1. The Council has reopened nominations for the positions below declared vacant. In accordance with Article 10.8.2 and 10.8.5 of the GhIE Constitution, Bye-Elections would be held to fill these positions.

S#.	Office (Position)	No. of officers to be elected
1.	Chair for Greater Accra (Branch 4)	1
2.	Executive Representative for Technologists	1
3.	National Councillors for Technologist	3
4.	National Councillors for Technicians	3

Nomination starts from July 25, 2023 to August 7, 2023.

2. Please be informed of the introduction of our new Examination Portal! It has been used for the applications for the 2023 August/September Engineering Professional Examination. This portal is active a day after scheduled Pre-Examination Workshops for a specified period of time.
3. Please take advantage of all our social media platforms by subscribing to them. The links are as follows;

LinkedIn: <https://www.linkedin.com/company/ghana-institution-of-engineering/>

Youtube: https://www.youtube.com/@official_ghie

Facebook: <https://www.facebook.com/OfficialGhIE/>

Twitter: https://www.twitter.com/Official_GhIE/

Also note that the forum on our website is available for discussions on various topics. All Technical Divisions have their dedicated channels.

Sincerely,

Ing. Nyante, David K. FGhIE

Executive Director

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Executive Director: Ing. David Kwalia Nyante, FGhIE



Dear Member,

MEMBER UPDATE AUGUST 2023

Another month has ended. Let me take a moment to update you on developments within our Institutions as we continue to drive our objectives through our committees and secretariat.

Code of Ethics

A consultative meeting was convened to review and solicit suggestions from members for updating our Code of Ethics. The meeting was held at the Engineering Centre on August 8, 2023. The review of our Code of Ethics would be completed within the coming month.

Branch AGMs

According to Article 14.5 of the GhIE Constitution, Branches are expected to hold Annual General Meetings (AGM) to review the Branch's Annual report, annual financial report, and any other matters involving the Branch's direction and management of its business. On August 24, 2023, Branch 2 (Sunyani) conducted its AGM and Conference at the Tyco City Hotel.

Engineering Professional Exams

The Engineering Professional Examinations for August-September 2023 began with written exams in Branch 1 (Kumasi), Branch 2 (Sunyani), Branch 2 (Akuse), Branch 4 (Accra), Branch 5 (Tamale), and Branch 7 (Takoradi). A total of 301 applicants took the exam across the regions as of August 31, 2023. The examination run from August 12 to August 25, 2023.

Induction of Engineering Craftsmen

On August 25, 2023, GhIE executives inducted a total of 406 artisans as Engineering Craftsmen in Takoradi and Bolgatanga. Out of the total, Takoradi had 147 inductees, while Bolgatanga had 259 inductees. The craftsmen received training in a variety of professions with qualifications in NVTI, TVET, CDVTI, Building Technology and CT III. The ceremony was organised by GIZ in collaboration with GhIE under the ProfArt project, which began last 3 years.

Bye-Election

Bye-elections for the positions of Chair, Branch 4 (Greater Accra) and Executive Representative for Professional Engineering Technologists were held. Voting started on August 24 and ended on August 29, 2023. The outcome has been made public on the GhIE website. Ing Michael Adotey Codjoe was elected as Chair of Branch 4 (Greater Accra) and Mr. Michael Dompseh-Ampofo as Executive representative of Professional Engineering Technologists.

Upcoming Conferences

There are upcoming international conferences to which the Institution has been invited to participate. The conferences are the African Engineering Week in Pretoria, South Africa, to be held from September 25-28, 2023 under the theme "Celebrating engineering excellence in the African region." The World Engineering Convention (WEC) will also host professional engineers in Prague, Czech Republic, from October 11 to 16, 2023. "Engineering for Life: Breakthrough Technologies and Capacity Development Focused on United Nations Sustainable Development Goals" is the theme for WEC. Since the information was distributed months ago, a number of companies have decided to sponsor their staff to attend. We encourage other members to make an effort to attend these conferences.



Update your Records

Interact with the Institution via our website and keep your contact information up to date. You can now easily modify your membership information, including contact information, by visiting the following URL: <http://bit.ly/GhIE-Member-Portal>.

Before I end, let me express my sincere gratitude for your ongoing support.

We understand that life can get busy, and priorities can shift. However, we want to remind you that your presence and contributions are what make our Institution vibrant and impactful. Your unique perspectives, insights, and experiences are invaluable assets that enrich our collective journey. Whether it's sharing your thoughts in discussions, participating in events, or even suggesting new ideas, your engagement adds depth to our organization. We encourage you to take a moment to reconnect with us, to rekindle the connections that make us stronger, and to become an active part of the positive change we create together.

A handwritten signature in blue ink, appearing to read "Ing NYANTE, David K. FGhIE".

Ing NYANTE, David K. FGhIE
Executive Director

31st August, 2023

Dear Member,

MEMBER UPDATE SEPTEMBER/OCTOBER 2023

It's been a good start to the last quarter of the year and already a promising end to the year. We have two months more left but let me update you on what has been done since the start of this quarter within our Institution.

GhIE / GIZ Biomedical Launch

This initiative, dubbed 'Upskilling Biomedical Engineers for Ghana' was launched at the Engineering Centre in Accra on September 19, 2023. This initiative was supported by GIZ's development funding program for healthcare improvement and implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

The initiative aims to enhance healthcare delivery in the country by improving the skills of graduates and professionals in the field of Biomedical Engineering. It partners the University of Ghana and the Kwame Nkrumah University of Science and Technology (KNUST) for implementation.

GhIE Welfare Event

On September 21, 2023, our Welfare Committee organized a health trip to Bunsu Ecopark. Participants enjoyed a day of hiking and a delightful picnic amidst nature. The event was a great success, promoting physical and mental wellbeing among our members.

Engineering Professional Exams

In September, our Examination team launched the first professional examination of the year. This time, we harnessed the power of our new membership exam system. It streamlined registration, offered real-time progress tracking, and enhanced security. Members found the experience seamless; results will be available in good time. We would not hesitate to embrace technology for a more efficient examination process.

2024 Subscription and Licensing Notice

On September 29, 2023, we sent out 2024 subscription renewal bills. Do not forget! Professional Licensing renewal is due on December 31, 2023. Renew to maintain active status and good standing with the Engineering Council. Please ensure timely renewal to stay in compliance.

Engineering Village MoU with Assin Kushea

Early in October, a memorandum of understanding (MoU) was signed with the Paramount Chief of Assin Owrenkyi Traditional Council, Ehunabobrim Prah Agyemsaime VI, at the Engineering Centre for an Engineering Village (EV) to be constructed in Assin Kushea.

The EV is envisaged to have an Industrial park, an office for the facility management team, a Conference facility, a museum of engineering in Ghana, a recreation park and recreational centre as well as a hostel.

Annual Ethics Lecture

This year's Annual Ethics Lecture was delivered by Ing. Yaw Nsarkoh and was Chaired by Her Ladyship Gertrude Torkonoo on October 26, 2023. The Lecture was on the topic: Improving National Values, Professional Practice, and Engineering Ethics, inspiring members to uphold ethical standards in their engineering careers. The insightful event left a lasting impact on our members and demonstrates our commitment to ethical excellence.

A Visit to Victims of Akosombo Dam Spillage

The Ghana Institution of Engineering, Ghana Institute of Architects and Ghana Institute of Planners paid a visit to some of the impacted communities of the Akosombo Dam Spillage on Tuesday, October 24, 2023. They visited Battor and Mepe in the North Tongu District of the Volta region to observe the extent of damage from the spillage.

An appeal for funds was also launched by the President, to support the affected communities. We thank those who have contributed so far and encourage other members to contribute.

Upcoming Events

Get ready for an exciting lineup of events! Our President's address promises insight and inspiration.

The Engineering Excellence Awards will honour our industry's best

And mark your calendars for the main AGM/Conference - a can't-miss opportunity for learning and networking.

Update your Records

Interact with the Institution via our website and keep your contact information up to date. You can easily do this by visiting the URL: <http://bit.ly/GhIE-Member-Portal>.

Let me express my sincerest gratitude to you for your ongoing support. Let's commit hard to end the year.

There may be other activities that engage you here and there but let me urge you not to take your eyes off the ball. Your presence and contributions make our Institution vibrant and impactful. Your outstanding perspectives, insights, and experiences are invaluable to our collective journey.

Your participation in our events, your suggestions during discussions and, generally, our engagement with you have contributed a great deal to the success of the Institution. Don't relent in this endeavour as we seek to make you a great part of us.



Ing NYANTE, David K. FGhIE
Executive Director

31st October, 2023



Dear Member,

MEMBER UPDATE NOVEMBER/DECEMBER 2023

It's yet the end of not only another month but a whole year. It has, indeed, been eventful and let me take this opportunity to congratulate you all for your hardwork pursuing the objectives of the Institution.

Please, find below updates of our activities in the final couple of months of the year 2023.

Akosombo Dam Spillage visit

Within the period of the flood caused by the spillage of the Akosombo Dam, the Institution partnered with the Ghana Institute of Architects and Ghana Institute of Planners to visit some of the affected communities.

The team presented relief items including food and drinks as well cash to displaced persons in Battor and Mepe in the North Tongu District of the Volta Region.

GhIE-VRA Dialogue

On November 2, 2023, a dialogue – a hybrid event – was held at the Engineering Centre at Roman Ridge over the spillage of the Akosombo Dam that caused several communities in and around the catchment area, North Tongu District in particular, to flood.

The programme was addressed by the Chief Executive Officer of the Volta River Authority (VRA), Ing. Emmanuel Antwi-Darkwa.

He explained the circumstances under which the decision was taken to spill from the dam and said it was for a good cause, assuring all affected residents that: "We will never leave them and I will make sure they will go back to their old lives."

He also noted that it was the first time in 10 years that such an exercise has been done.

Dialogue on Lithium Mining in Ghana

In mid-December, another hybrid dialogue was held at the Engineering Centre at Roman Ridge regarding the advent of mining of lithium in Ghana.

A presentation was made by the Chief Executive Officer of the Minerals Commission, Mr Martin Ayisi.

He outlined the terms and benefits of the deal, projecting that by February, 2024 the various studies for the development of the value chain would have been submitted.

The presentation was shared to all members.

Forum on proposed Engineering Village in Assin Kushea

Following the memorandum of understanding (MoU) signed in October for the construction of an Engineering Village (EV) in Assin Kushea in the Central Region, a forum was held on Tuesday, December 19, 2023.

The main speakers at the forum were GhIE's President, Ing. Kwabena Bempong, Ing. Michael Dedey, the Chairman of the Building Project Committee, and architect, Arc. Dr Alexander Marful.

2023 Engineering Excellence Awards

A call was made for nominations for the 2023 Engineering Excellence Awards (EEA). Among the categories to be awarded are Student and Young Innovators Category and Public Service Category.

Members have up to December 31, 2023 to submit their nominations with all accompanying materials.

Steel reinforcement in construction

A statement was issued by the Institution to, among others, lead the establishment of an Advisory Group to advise the Ministry of Trade and Industry on issues affecting the steel reinforcement industry.

This followed a twin stakeholders dialogue held in the course of the year at the Engineering Centre in Accra.

Upcoming Events

The year will start with a Building Technology Fair in Accra. The Fair will offer a platform for sector players including contractors and regulators to showcase their works in the provision of affordable housing.

This will precede the 52nd Presidential Address on the theme: 'Sustainable Housing Supply with Alternative Technologies'.

The Engineering Excellence Awards will be held in March, 2024 and will honour our industry's best as part of the main AGM/Conference.

And mark your calendars for the main AGM/Conference which will start on Monday, March 18, 2024 and end on Saturday, March

Update your Records

Interact with the Institution via our website and keep your contact information up to date. You can now easily modify your membership information, including contact information, by visiting the URL: <http://bit.ly/GhIE-Member-Portal>.

Let me express my sincerest gratitude to you all for your ongoing support.

Enjoy the break and come back stronger. Remember your presence and contributions make our Institution very impactful.

Your participation in our events, your suggestions during discussions and, generally, our engagement with you have contributed a great deal to the success of the Institution. There is more to come in 2024.



Ing NYANTE, David K. FGhIE
Executive Director

27th December, 2023

GHIE/ADM/POS/54/01

STATEMENT
**TITLE: NON-CONFORMANCES AND RISKS IN REINFORCEMENT STEEL
 MANUFACTURING AND USE IN THE CONSTRUCTION INDUSTRY IN GHANA.**
Introduction

Owing to the importance of the steel reinforcement industry in the delivery of the nation's infrastructure, any issues of non-conformance or inadequate quality that affect confidence in its use are of great importance to public safety. In recent times several buildings and structures have collapsed in our cities, also observations and laboratory tests have indicated some worrisome issues in the industry. The GhIE and stakeholders in the industry held a dialogue at the Engineering Centre Accra, on February 23, 2023, and August 31, 2023, to deliberate on the issues to identify areas of intervention and the challenges. The stakeholders included GhIE, Fabrimetal Ghana Limited, the Customs Division of the Ghana Revenue Authority (GRA), the Ghana Standards Authority (GSA), and the Ministry of Trade and Industry (MOTI). Following the dialogue, as a professional institution whose members design and supervise infrastructure work that consumes steel reinforcement, we have made the following observations that need to be addressed to ensure the integrity and minimise the risk of application of non-conformance steel on the Ghanaian Market.

GhIE observes that:

- Over 90% of steel reinforcement used in the construction industry in Ghana is produced locally.
- There is a proliferation of steel reinforcement bars on sale in the market which does not meet the Ghana Standard Authority standards, i.e., does not meet the required standards of GS788. This undermines the integrity of infrastructure and buildings and increases public safety risk.
- Contrary to global trends where fewer or limited reinforcement steel types of products are permitted, in Ghana some obsolete steel standards are still produced increasing the risk of use of low-grade reinforcement steel in buildings.
- Poor transportation, handling, and storage of reinforcement steel further increases the risk of deterioration in quality prior to use in infrastructure and buildings.

GHANA INSTITUTION OF ENGINEERING

- The tax regime on reinforcement steel constitutes a substantial part of the cost of the steel which further heightens the patronage of low-cost low-grade options on the market which further increases risk.
- The high demand for local scrap materials as raw materials for the manufacturing steel industry in Ghana encourages the vandalization of steel road assets compromising on safety of assets.
- The lack of effective monitoring of steel rebar manufacturing, quality assurance, testing facilities and product labels as required by Ghana standards all seem to suggest that the principle of buyer beware is the guiding principle which exacerbates the situation and increases risk of failure of structures reinforced with steel.

The GhIE Recommends

The general public, professionals, contractors, and built environment professionals should patronise only products that are embossed with manufacturer's details as prescribed by the Ghana Standards Authority

That the Ministry of Trade and Industry and the Ghana Standards Authority work with industry players and other stakeholders to:

- Develop and operationalize an effective monitoring system for the manufacture, storage, distribution, and use of reinforcement steel. This must include the trackability of any product to a manufacturer.
- Update GS 788 to reduce the variety of products and make it simpler to comply with and monitor. This must include restricting manufacturing to high-yield reinforcement only.
- Develop and implement a monitoring system including the establishment of certified/approved testing and calibration laboratories to assist in testing reinforcement prior to incorporation into construction.
- promote knowledge sharing and research.

GhIE resolves to

- Collaborate with the Engineering Council to regulate the Manufacturing of steel reinforcement in Ghana in accordance with Act 819, 2011 and LI 2410, 2020.
- Provide the expertise to lead the establishment of a multistakeholder industry advisory task force to advise the Ministry of Trade and Industry on issues affecting all sections of the value chain of the industry.

- Collaborate with the GSA and other stakeholders to review the relevant sections of the GS788 to reflect global best practices and deal with local industry challenges.
- Undertake continuous awareness in the interest of public safety and provide education/training programs for all professionals within the sector to stay abreast of technological advancements and best practices.
- Support policies that will promote the local industry and improve quality and affordability through applied research and knowledge exchange with industry, academia, and research institution.



Signed: Ing. Kwabena Bempong

President, Ghana Institution of Engineering

Accra, November 22, 2023



Diversifying our Generation Portfolio for Sustainable Power Supply

The Volta River Authority has, since 1961, harnessed the resources of the Volta River to provide electrical energy for industrial, commercial and domestic use in Ghana, as well as transportation, fishery and recreation.

Starting with a generation capacity of 588MW, VRA now operates close to

2,474.5MW from its hydro, thermal and solar plants.

VRA continues to diversify its generation portfolio by exploring cleaner, cheaper and renewable sources of power generation such as wind and solar energy to sustain power supply.



**VOLTA
RIVER
AUTHORITY**

For further information, please contact

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