



GhIE
GHANA INSTITUTION OF ENGINEERING

2025



Management Report

2024/2025 Council Year

Presented by Ing. Samuel Magnus Asiedu, F-GhIE
Ag. Executive Director

Thursday, March 27, 2024
Engineering Centre, 12 Continental Road, Roman Ridge, Accra

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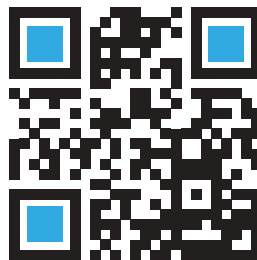
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**Annual Management Report and Accounts 2024
2024/2025 Council Year**

Presented by
Ing Samuel Magnus Asiedu, FGhIE
Ag. Executive Director

Thursday, March 27, 2024
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1.0 MESSAGE FROM THE PRESIDENT



Good morning to our revered past presidents, Council members and distinguished members. It is both an honour and a privilege to welcome you to our 55th Annual General Meeting (AGM), a gathering that underscores our collective commitment to advancing the engineering profession in Ghana. For me it is a privilege to have served you as president and to chair this meeting as I bring my presidency to an end. It has been an exciting journey of learning new things and growing as a leader. Two years of hard work and service with a great Council who stood solidly behind me and supported me in great measure. The staff, immediate past Executive Director, and the Ag. Executive Director has all played their roles dutifully to ensure that as an institution we remained solid.

As we reflect on the past year, we can take pride in the achievements we have made as an institution. The GhIE has continued to uphold its mandate of promoting excellence in engineering practice, fostering innovation, and ensuring the highest standards of professional practice. Our collective efforts have strengthened the institution and contributed significantly to national development.

In my recent State of the Institution Address on 27th February 2025, I mentioned some significant strides we achieved in the following areas of our Corporate Governance Strategic Objectives for 2023 – 2025.

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

While we celebrate our achievements, we must also acknowledge the challenges that lie ahead. The rapid pace of technological change, the need for sustainable development, and the ever-present issue of resource constraints are a few hurdles we must overcome. However, I am confident that with our collective expertise, resilience, and commitment, we

Your presence at this AGM is evidence of your continued interest in helping to achieve our shared vision. I look forward to a fruitful engagement leading to important decisions for the advancement of the GhIE. I want to take this opportunity to wish our members for the next Council all the best.

As we look to the future, let us remain steadfast in our mission to advance the engineering profession and contribute to the sustainable development of our nation. Together, we can achieve even greater heights and leave a lasting legacy for generations to come.

In conclusion, I would like to express my heartfelt gratitude to the Council, the Secretariat, and all members of GhIE for their unwavering support and dedication over the past two years. Your hard work and commitment have been the driving force behind our success. Let us continue to work together, innovate, and inspire. The future of engineering in Ghana is bright, and it is in our hands to shape it.

Thank you for your attention, and I wish us a fruitful and engaging AGM. May God bless us all.

Ing Kwabena Bempong

President, Ghana Institution of Engineering

2.0 PROGRAMME FOR AGM

- 2.1 Call to Order & Opening Remarks**
 - 2.1.1 Acknowledgment of Past Presidents, Council and Fellows**
- 2.2 Adoption of Agenda**
- 2.3 Appointment of Election Scrutineers**
- 2.4 Confirmation of minutes of Previous Meeting**
 - 2.4.1 Reading of Draft Minutes of Previous Meeting
 - 2.4.2 Approval of Minutes of Previous Meeting
- 2.5 Matters Arising from the Previous Meeting Minutes**
- 2.6 Presentation of Annual Management Report**
- 2.7 Finance Report**
 - 2.7.1 Audited Account for the year ended 31st December 2024
 - 2.6.2 Budget for the Year 2025
 - 2.6.3 Proposal for Subscriptions, Fees, and Levies for 2026
- 2.8 Confirmation of Auditors**
- 2.9 Report of Scrutineers**
 - 2.9.1 Announcement of the elections (electronic voting) results
 - 2.9.2 Introduction of Elected Officers
- 2.10 Any Other Business**
- 2.11 Meeting Adjourned for 53rd Investiture)**

3.0 MINUTES OF THE 54th ANNUAL GENERAL MEETING



Meeting Date:	Thursday, March 21, 2024	Meeting Held	In-Person/Online
Time:	9:36 am	Meeting Type:	Annual General Meeting
Venue:	Conference Hall, Engineering Centre, Roman Ridge, Accra		

Attendance (See Appendix A)

1.0	CALL TO ORDER AND OPENING REMARKS
	Meeting Call to Order
	The Chair, Ing President, Ing Kwabena Bempong, called the meeting to order at 9: 36 am. Ing Joseph Oddei gave the opening prayer.
	Proposed Agenda
	The agenda below was considered. AGENDA • Program for Annual General Meeting (AGM) • Call to Order & Opening Remarks • Confirmation of Minutes of Previous Meeting • Approval of Minutes of Previous Meeting • Matters Arising from Minutes • Management Report • Finance Reports ■ Audited Accounts for the year ended 31 December 2023 ■ Budget for 2024 ■ Proposals for Subscriptions, fess and levies for 2025 ■ Proposal for Appointment of New Auditors • Program for AGM • MoU's • Any Other Business • Closing The above agenda was presented for adoption. Ing Joseph Oddei moved a motion for the adoption of the agenda, and it was seconded by Ing Kisman Eghan. The agenda was approved. Ing President indicated that members were to be in good standing to be part of the AGM otherwise, your present here was an observer role.

	Opening Remarks
	The President welcomed all members to the 54th Annual General Meeting (AGM). He indicated that the AGM was a time to collectively reflect upon the operations, stewardship, progress made, acknowledge the challenges, and chart a strategic course for the future of the institution. He highlighted an initiative as part of the strategic objectives for the Council year: a. The development of an Engineering Village (EV). The land had been acquired and concept designs were being prepared. The AGM was briefed on the processes and the way forward. The management report to be presented would provide insights into the activities of the year. He encouraged members to actively participate, share insights and provide constructive feedback which would shape the policies and decisions that will guide Ghana Institution of Engineering (GhIE) in the coming years. He expressed gratitude to members for their dedication and contributions to the Institution. In addition, he commended the secretariat led by the Executive Director, Ing David Nyante, for the excellent and hard work.
2.0	Confirmation of Minutes of the previous meeting
	Ing President took members through the 53rd AGM minutes held on 30th March 2023 at the Best Western Plus Atlantic Hotel, Takoradi. Ing Jane Naki Tetteh-Anowie moved for the acceptance of the minutes. This was seconded by Ing Nana Yaw Owusu-Adanse. The minutes were approved as the corrected and accurate record following issues of attendance-related concerns raised by members.
3.0	Matters Arising from 53rd Minutes
3.1	Issues of Honorary Fellow paying subscription
	Ing Carlien Bou-Chedid raised the issue of Honorary Fellows paying subscriptions. She indicated that it was unconstitutional.
3.2	Constitutional Amendments on Groups of Strategic Interest and Affiliates
	ED indicated that the GhIE Constitution was amended to accommodate the Group of Strategic Interest and Affiliates. The amended Constitutions called for certain provisions to be made in the Bye-Laws. Article 4.6 of the Bye-Laws should be named the Group of Strategic Interest and Affiliates.
4.0	Management Report
4.1	Ing David Nyante, the Executive Director, presented the management report for the activities and achievements of the 2023 Council year in accordance with Article 14.3.2 of the GhIE Constitution. The report highlighted successful projects, ongoing initiatives, and outlined plans to further the Institution's objectives. The detailed report was sent to all members. The key highlights were as follows: Formation Of 2023 to 2025 Council An Election Committee, constituted by Council, opened nominations for elections between December 1, 2022, and January 30, 2023. Elections were held from March 15 to 30, 2023 using election software. Leadership transition was conducted successfully during the Conference and the AGM. The President was inaugurated as the 52nd President of the GhIE on March 30, 2024, in Takoradi. An orientation programme was held for Council Members at Afrikiko Riverfront Resort, Akosombo, from April 27 to 30, 2023.

Corporate Governance

The GhIE had a Building Technology fair which was held in collaboration with Citi TV on January 28 and 29, 2024 as a precursor to the 52nd Presidential Address on January 30, 2024, at the Ghana Shippers Authority. The address centered on the theme: "Sustainable Housing Supply with Alternative Building Technologies". Purple Almond Consulting Services Limited assessed the composition and governance of Council for the period between 2023 and 2025.

The GhIE conducted a series of strategic engagements and dialogues that significantly contributed to our mission and shaped our standards of engineering practice. The Institution provided support for students, members and the public.

2024 Annual Conference and 54th Annual General Meeting

Ing David Nyante provided an overview of the 54th Conference and General Meeting activities as follows.

- Highlighted public interest initiatives, including lectures and dialogues on current national issues.
- Highlighted community support activities such as donations and CSR activities.
- Updated on the activities of technical divisions.
- Detailed various committees' roles and ongoing projects, including Finance, Membership, Education and Training, Professional Practice and Ethics, Publications, and Welfare.
- Announced the organization of the Engineering Excellence Awards as part of the conference banquet.
- Discussed the development of an Engineering Village at Kushea, facilitated by the Land Acquisition Development Committee. He encouraged member engagement and feedback on the project designs.
- Discussed ongoing reviews and amendments to the Constitution and By-Laws, focusing on groups of strategic interest and affiliate integration.
- Encouraged members to participate in upcoming branch AGMs to elect new leadership.
- Urged members to contribute to the ongoing and future initiatives, and provide feedback on the various discussions and proposals.
- Held a minute of silence to honour the members who passed away during the period.
- Stressed the need for strategic planning considering rapid technological and societal changes and proposed establishing a future planning committee to focus on long-term goals and sustainability of the Institution.
- Discussed the benefits and challenges of our affiliations with other professional groups
- Ongoing evaluation of Council members and the secretariat's performance were highlighted.
- Encouraged members to assess the performance and effectiveness of the Council and secretariat.
- Noted various partnerships with agencies and bodies aimed at advocacy and corporate social responsibility.
- Provided an overview of the 54th Conference and General Meeting activities.

Members discussed the report, and the following were noted.

- AGM suggested exploring more international partnerships to enhance global presence.
- AGM recommended increasing female participation in engineering disciplines through targeted scholarships and mentorship programs.

ED moved for the acceptance of the management report. This was seconded by President.

4.2	Audited Accounts for year ended Council year ended 2023
	Mr. Daniel Adehu, a Chartered Accountant from UHY Voscon – the external auditor for the Institution, presented the audited report for the year ended 31st December 2023. The detailed Audited Account report is on Page 83 to 86 of the 2023 Annual Report. He presented the summary as follows. • Council and the Auditor’s responsibilities were respectively highlighted • The Auditors noted that proper books of accounts have been kept by the institution. The statements of financial positions and statements of comprehensive income of the institution agreed with the books of Accounts and complied with international and national standards. Members appreciated the detailed report but expressed desire for a summarized presentation of financial figures for clarity during the AGM. It was suggested that future auditors’ reports include concise summaries to enhance understanding among members.
4.3	Financial Report
	Ing Sophia Abena Tijani, Treasurer and Vice President, presented the financial report, which detailed the financial transactions and the current financial state of the Institution. The report included income, expenditures, and net assets. It was noted that the Institution remains financially stable, however, efforts would be made to improve revenue streams and manage expenses effectively. The following were thus noted. • A proposal to appoint a new External Auditor was tabled for consideration and approval. The discussion centered on the selection process for appointing Deloitte as the new Auditors. Members expressed dissatisfaction with the transparency of the selection process and the lack of comparative analysis with other firms. The Council was advised to justify selecting Deloitte and ensure a transparent procurement process. • The Treasurer proposed and moved a motion to appoint Deloitte & Touche Ghana as the Institution’s External Auditor. This was seconded by Ing Joseph Buckson, Past Executive Director of GhIE. • A second motion by Treasurer was tabled to authorize the Council to negotiate with Deloitte and Touche Ghana to secure favourable terms. Both motions were unanimously approved, granting the Council the mandate to proceed with Deloitte, contingent on successful negotiations within set financial limits. Budget • The Treasurer presented the budget detailing projected income and expenditure. • Ing Nana Poku suggested that subscription fees should be increased to raise more revenue for the Institution, as relying solely on sponsorships may not be sustainable. • Ing Harold Esseku asked for clarification on whether additional regulatory fees (if imposed) would be fully passed through to members or just the incremental amount. • Concerns about the adequacy of funds allocated to research initiatives were raised prompting a discussion on potential fundraising activities and grant applications.

- Ing Isaac Boakye Aduenin emphasized the need for a wider net to improve subscription payment rates, suggesting a focus on individual responsibility for payment.
- Ing Alex Ayeh recommended increasing subscription fees, considering the AGM being held outside Accra the following year, which typically incurs higher expenses.
- Ing Carlien Bou-Chedid advocated for enforcing professional standards and regulatory requirements to ensure that registered professionals perform all engineering work, which could help ensure all practitioners pay their dues. Ing Leslie Ayeh supported strict regulatory compliance to ensure that engineering work is only performed by registered and financially compliant members.
- Ing Harry Atta-Motte suggested that branches should be tasked with specific membership growth targets to help increase revenue from subscriptions.

The following decisions and agreements were considered:

- The consensus on subscription fees leaned towards not increasing the subscription fees for 2025 to maintain stability after several consecutive increases in previous years. However, there was a strong sentiment that if additional regulatory costs imposed by the Engineering Council must be covered, these may be passed on to members.
- The Treasurer moved to approve the subscription fees for 2025, which was seconded by Ing Michael Obeng Konadu. AGM unanimously approved it. It was agreed that efforts should be intensified to increase revenue collection from existing members. This includes better enforcement of subscription payment and reconsidering the status of members persistently non-compliant with their financial obligations to the Institution.
- Members supported the idea that the Institution should work closely with the Engineering Council to enforce compliance with professional registration requirements. This includes implementing checks at various stages of engineering projects to ensure that only duly registered and financially compliant engineers are practicing
- The Treasurer moved with the approval of the budget, and it was seconded by Ing Carlien Bou-Chedid. AGM unanimously approved the budget.

4.4 AOB

Presentation of Branches for Hosting the 2025 Conference and AGM

Ing Bismark Otoo delivered a presentation on behalf of Branch 5 to propose hosting the 2025 AGM and Conference. The following were noted.

- The potential location for the conference was Tamale. He argued that a location should be chosen based on the number of regions within each Branch. Branch 5 was highlighted as having five regions than most of the branches.
- Prospective sponsors and partners for the event were outlined.
- Various accommodation and conference facilities were outlined.
- Security measures were discussed to ensure the safety of attendees, with coordination planned with regional police and security Councils.

	Ing Michael Dedey presented on behalf of Branch 6 to propose hosting the 2025 AGM and Conference. The following were noted. • Facilities in Ho such as Volta Hotel and Ho Technical University, were presented as suitable for hosting • Discussions to include engineering firms in field visits were suggested. • An idea for pre-conference activities, including street centralization for educational purposes in engineering, was discussed. Ing President suggested that Council will decide and inform AGM about the decision on the hosting of 2025 Conference and AGM. The following were also discussed. • A discussion was held regarding the need for more active recruitment of younger members to ensure the Institution's longevity. • Suggestions were made for organizing more professional development workshops to help members keep abreast of industry developments. • Concerns were raised about the Institution's public engagement and the need to enhance visibility and influence in the engineering community. • AGM proposed the creation of a task force to address the sustainability of engineering projects, emphasizing the need for green technologies and innovation in current practices.
7.0	CLOSING
	Ing Andrews Quayson moved for the adjournment of the Meeting This was seconded by Ing Nana Poku Agyeman. The closing prayer was by Ing Benedict Atta Poku at 1:45pm.

Recorded by: Signed

Ing David K. Nyante, F-GhIE

Approved by: Signed

Ing Kwabena Bempong, F-GhIE

A portrait of Ing Samuel Magnus Asiedu, a middle-aged Black man with short, graying hair, smiling slightly. He is wearing a light-colored, possibly cream or off-white, blazer over a dark, button-down shirt. The background is a solid, vibrant blue. The portrait is positioned on the right side of the frame, with the text overlay on the left.

Ing Samuel Magnus Asiedu, F-GhIE
Ag. Executive Director

4.0 ANNUAL MANAGEMENT REPORT 2024/2025 COUNCIL YEAR

As the 2023–2025 Council draws to a close, under the leadership of Ing Kwabena Bempong who assumed the presidency in April 2023, these highlights aim to provide a comprehensive overview of the activities undertaken by the Council during the period of April 1, 2024, to March 31, 2025. Notably, the Council's membership composition remains unchanged from the previous year, with details available in Appendix B.

The 54th Annual General Meeting and Conference (AGMC) marked the beginning of a remarkable year filled with new initiatives and significant progress. The event featured a range of activities, beginning with the Engineering Games and Golf Tournament on March 16, 2024. The AGMC was held at the Fiesta Royale Hotel in Accra from March 18–23, 2024, starting with the Women Engineers Forum, Youth in Engineering Forum, the Annual General Meeting, Site visits, the investiture of the 53rd President which rounded off with the Engineering Excellence Awards and closing dinner.

The conference also hosted notable guests, such as Honourable Sam Okudzeto and Engr. Mustapha Shehu, President of the World Federation of Engineering Organizations. International delegates from Nigeria, Sierra Leone, Kenya, and Liberia also attended, along with past presidents, Council members, and representatives from the educational institutions and professional bodies.

During the closing banquet, twelve (12) new Fellows and one Honorary Fellow of the institution were honoured. Winners for the Engineering Excellence Award in the following categories, Project/Practitioners, Young Innovators and Public Awards, were honoured.



4.1 Highlights of Corporate Governance for the 2024/2025 Council Year

4.1.1 Empowering Effective Dispute Resolution

The GhIE took the initiative to set up an ADR centre to provide services for settlement of disputes. Ing Prince Osiadan Anane-Acheampong has been assigned to oversee the implementation of the initiative. GhIE as part of its public duty provides Mediation, Arbitration, Dispute Resolution, Advisory and other Professional Services to interested parties. The ADR Centre when fully established will take over the administration of Mediation, Arbitration and other dispute resolution processes.

The GhIE normally employs the services of at least a Senior Professional Engineer (SPE) as chair of a Dispute Adjudication Board depending on the dispute settlement provision of the contracts in dispute. As part of its efforts to strengthen conflict resolution skills of its members, GhIE organized a 5-day course on Alternative Dispute Resolution. The training was well attended, with over fifty (50) in attendance at the end of the entire training.

4.1.2 Inaugural GhIE/Prof Douglas Boateng Lectures

The inaugural lecture by Prof. Douglas Boateng, instituted by the Council of the GhIE to be held annually in May, marked a significant landmark. The lecture aims to promote engineering excellence and drive transformation in Africa. The maiden edition was held on May 30, 2024, at the Engineering Centre, Accra. Prof. Boateng's lecture emphasized on the need for African nations to adopt long-term industrial policies driven by engineering expertise. He critiqued the existing short electoral cycles, highlighting their hindrance to sustainable industrial development across Africa. Prof. Douglas Boateng commended engineers for their forward-thinking approach, highlighting how their work, such as constructing bridges and factories, is designed to have a lasting impact that spans decades and benefits future generations.



4.1.3 GhIE Manifesto Series

The GhIE Manifesto Series was held on August 20, 2024, aimed at engaging political parties on their manifestos. The event was part of GhIE's efforts to advance the nation and enhance the lives of citizens through the abilities of engineering practitioners. During the series, proposals were presented to political parties, highlighting the importance of engineering in national development. It also aimed to build consensus among key political players to influence policy formulation and sectorial reforms. The GhIE played a crucial role in promoting engineering role in Ghana's development through this initiative.

Political parties that participated in the discussion, included NDC, NPP, CPP, Movement for Change, and LPG.



4.1.4 Annual Ethics Lectures

On October 31, 2024, the GhIE hosted its Annual Ethics and Leadership Lecture series, chaired by Prof. Kwabena Frimpong Boateng, former Minister for Environment, Science, Technology, and Innovation. Prof. Boateng emphasized that Ghana's transformation relies heavily on engineering, requiring a change in mindset, determination, commitment, ethical behavior, leadership, and truth. He stressed the importance of politicians engaging with engineering professionals to drive national development, citing examples of Singapore, China, and India.

The Guest Speaker, Dr. David Ofosu-Dorte, highlighted the need for ethics to guide professionals in creating a transformative impact. He emphasized that Ghana's economy could quadruple if ethical practices are prioritized. The GhIE's commitment to promoting ethical values and principles within the engineering profession was evident throughout the lecture series. The institution's efforts to ensure practitioners maintain professional standards and adhere to regulations and codes of ethics are crucial in driving Ghana's development.



4.1.5 GhIE Sponsors' Soiree

On November 7, 2024, the GhIE hosted a Sponsors' Soiree, a special event designed to express heartfelt gratitude to our sponsors and showcase the Institution's needs to potential sponsors and partners. This new initiative aimed to foster stronger, more direct connections with our valued sponsors and partners, providing a unique opportunity to align visions, explore new collaboration avenues, and ensure continued support. During the event, the GhIE honoured and recognized the outstanding contributions of individuals and institutions that have supported the Institution throughout the Council year. Listed below are the sponsors and partners.

Volta River Authority	ArcelorMittal	Frederick Attakumah
Maripoma Construction Limited	Memphis Cosmopolitan Ltd.	EPSCO
MC-Bauchemie Ghana	Ing. Kwabena Bempong, FGhIE	Delak Ventures
Strategic Mobilisation	Regimanuel Gray Limited	Agenda Commercial Limited
Ehunaborim Prah Agyensaim VI	Devtraco	
Continental Blue Investments (CBI) Ghana Ltd.	Services, Machinery and Trucks Gh Ltd.	Building & Road Research Institute, CSIR
Mawums Construction Limited	Justmoh Construction	Ghana Water Company Limited
Goldridge Ghana Limited	MYO Global	Rohi Engineering Limited
GoldKey Porperties	Ecoblock Ltd.	Nordel Ghana Limited
VACC Technical Limited	Bank of Ghana	EJOT
Associated Consultants	ABP Consult	Patrick Amoah Bekoe
Minerals Income Investment	Ing Samuel Akuaku	Richard Appiah Otoo
Imperial Homes	Viva & Co. Ghana Ltd.	Fabrimetal Ghana Limited

4.1.6 The GhIE Facilities Facelift Project

As part of our ongoing efforts to enhance the GhIE infrastructure, significant improvements have been made to the institution's facilities during the Council year. Key projects completed include the installation of a state-of-the-art LED screen in the Conference Hall, enhancing our presentation and meeting capabilities. Additionally, a gatehouse was constructed and a change room, improving the overall facilities and amenities. These upgrades were made possible through the generous support of our sponsors and partners below.

Project	Partners
Refurbishment of Conference Hall & LED Screen	Maripoma Enterprise Ltd. EJOT
Change Room	ECOBLOCK Company Ltd.
Gatehouse	CSIR-BRRI
Conference Hall Electrical Refurbishment	Nodel Ltd. Agenda Commercial Ltd. Electro Darko House
Installation of a Lift	Ing PP Dr. Kwame Boakye
Physical Development of ADR Centre	VRA



4.1.7 Summary of the GhIE and Assin Kushea Collaboration

- In 2022, the President, Ing Kwabena Bemping, engaged Ehunabobrim Agyensaim Prah (VI) of Kushea in a mutual collaboration between GhIE and the Stool of the people of Assin Kushea. The collaboration was to facilitate hands-on learning experience centre and to promote STEM education.
- This project is termed engineering village, and it is expected to be a hub for engineering research and innovation. It will also promote entertainment and recreation. It will also provide a getaway location for engineering practitioners, their families, and friends from the stress of city life.
- Project milestone is presented in the table below.

Term of Reference	Status	Comments
Acquisition of Land	Completed	Land Registered and lease for 6yrs paid.
Design Concept	Completed	May need review based on input from Prof. Dr. Wazi Apoh of the Archeological and Heritage Studies – UG
Information Dissemination	Done twice	A final consultation may be required
Proposal for funding	Not complete	Most of the write-up has been done. Floor drawings are required from the architect to ensure high-level estimates can be made.
Project Implementation	Draft Plan done	Further details required.

A committee has been mandated to oversee the planning for a building complex for GhIE. Membership of the committee is as follows:

No	Name	Designation
1.	Ing. Michael K. L. Dedey	Chair
2.	Ing. Dr. Cyprian Wenyonu	Member
3.	Ing. Oswald Oduro-Gyaminah	Member – Civil
4.	Ing. Padmore Asare Owusu	Member – Electrical/Electronics
5.	Ing. Alexander Kofi Trornu	Member – Mechanical /Agric/Marine
6.	Ing. Mabel Ossom-Boafo	Member – Chemical/Mining
7.	Ing. Irene Yram Abusah	Member – WINE
8.	Ing. Clement Adu-Addae	Member – Youth in Engineering
9.	Ing. Naki Tetteh-Anowie	Member – WINE



**Ehunabobrim Agyensaim
Prah (VI) of Kushea**

4.1.8 State of the Institution Address

The GhIE Constitution requires the President to deliver a State of the Institution Address. This was a significant event that provided an opportunity for the institution's leadership to reflect on its progress, challenges, and future direction. This year, the address was held on February 27th, 2025, at the Engineering Centre, Accra.

During the address, the President delivered a comprehensive report on the institution's achievements, highlighting key milestones, successes, and areas for improvement. The address also outlined the institution's strategic plans and initiatives aimed at promoting engineering excellence, driving innovation, and advancing the profession in Ghana.

The event brought together GhIE members, providing a platform for discussion, feedback, and collaboration. The State of the Institution Address demonstrated GhIE's commitment to transparency, accountability, and continuous improvement, as it strives to maintain its position as a leading professional engineering institution in Ghana. During the Q&A session, questions about membership, professional development, and other topics dominated the discussion.

4.1.9 Staff of the Secretariat

The staff strength currently at the institution comprises of 15 permanent staff, 2 contract staff and 3 national service personnel, making a total of 20 workforce across various departments. These staff members work with diverse expertise, ensuring operational efficiency and productivity. They played essential roles in driving significant progress toward achieving the institution's goals.

S#	Name	Job Title
1	Samuel Magnus Asiedu	Ag. Executive Director
2	Benjamin Akunarh	Accounts Manager
3	Rita Adobea Antwi	Officer, Registration
4	Ayishetu Osmanu	Administrative Manager
5	Faustina Ayitey	Executive Assistant
6	Helena Amponsah	Administrative Officer
7	Brefo Gyamera	Officer, Digital Communication
8	Richard Acheampong	Examination Officer
9	Benjamin Bartels	Officer, Accounts
10	Edward Berkoh	Driver
11.	Dimah Tahiru	Dispatch Rider
12.	Patience Agbemabiese	Administrative Assistant
13.	Marion Nyarko	Membership Assistant
14.	Peter Wegble	Janitor
15.	Redeemer Domie	Research Assistant
16.	Magdalene Gyedu	Officer, Branch Coordinator

17.	Phyllis Ocran	Administrator
18.	Richard Peters	National Service Person
19.	Michael Amenyo	National Service Person
20.	Ernestina Asomaning	National Service Person

The table below shows staff movement over the period.

First Name	Last Name	Job Title	Reason
Jacqueline	Beecham	Programmes Officer	Retirement
David	Nyante	Executive Director	Resignation
Martin	Acheampong	Facility Maintenance	Completion of post-retirement contract

Unfortunately, Mr. Frederick Okae who served as a Membership Assistant, passed away suddenly on September 2, 2024, following a short illness. He dedicated 22 years of diligent service to the institution, earning admiration and respect from colleagues and members alike. His passing left colleagues and members deeply saddened, with many describing him as “a very good man,” “always ready to help,” and “the face of the Secretariat.” May his soul rest in perfect peace.

The Council at an Emergency Meeting held on November 27, 2024, appointed Ing Samuel Magnus Asiedu as the Acting Executive Director, effective December 1, 2024, until a substantive Executive Director is recruited.

A job search for the roles of Director of Professional Practice and Director of Membership Services was advertised as part of the planned staff restructuring. On March 5, 2025, interviews were conducted for these roles including the Executive Director’s position.

4.1.10 Upcoming Projects, Programmes and Events

As the institution continues to drive progress and expansion, it is poised to embark on several exciting projects and initiatives in the upcoming period. Key upcoming projects include the establishment of the GhIE ADR Centre, Installation of a lift which is ongoing, acquisition of a 30-seater bus, and the launch of the GhIE Fund. Additionally, the GhIE will be introducing an Industrial Placement Programme, designed to provide valuable hands-on experience for our members. These strategic undertakings demonstrate our dedication to continuous growth, resource development, and mission advancement, positioning us for a strong future.

4.1.11 International Relations

The GhIE strengthened its international relations by participating in global programmes, representing its interests, and fostering collaborations. These events provided opportunities to expand networks, gain diverse perspectives, and stay updated on industry trends. The President and Executive Director led the delegation of members who participated in the events with support from their organizations. The Institution expresses gratitude to organizations such as Volta River Authority (VRA), Electricity

Company of Ghana (ECG), Bui Power Authority, Ghana Ports and Harbours Authority (GPHA), and others who sponsored GhIE members participation in these international conferences and events.

Conference/Events	Theme	Date	Location
ESoL 7th Annual Conference	Innovative Engineering Solutions for Sustainable Development in Liberia	February 10–14, 2025	Monrovia, Liberia
NSE Conference	‘Sustainable Engineering Solutions to Food Security and Climate Change’	November 18–22, 2024	Abuja, Nigeria
10 th Edition of the UNESCO African Engineering Week and 8 th African Engineering Conference	“Engineering the Future: Innovative Infrastructure Solutions for a Sustainable Africa and Swift AfCFTA”	October 9–13, 2024	Luanda, Angola
7 th African Women Engineers Forum	“Empowering Women in Engineering to Build a Sustainable African Future”	September 10, 2024	Luanda, Angola
Global Engineering Conference and WFEO Executive Meetings	“Engineering Innovations for a Sustainable Future”	October 15–18, 2024	Kigali, Rwanda
SLIE Biennial Conference	Contemporary Approaches to Engineering Education and Practice	June 28–July 1, 2024	Freetown, Liberia

4.1.12 World Engineering Day

Notably, the GhIE provided financial support and 100 T-shirts each to three branches—Branch 1, Branch 2, and Branch 5 – during the celebration of World Engineering Day on March 4, 2025. The theme for the event was “Unleashing the Power of Engineers to Advance the Sustainable Development Goals”. The branches marked the occasion with activities involving schoolchildren. Additionally, Ing Dr. Enyonam Kpekpena, Chair of the Women in Engineering Committee of the World Federation of Engineering Organizations (WFEO), along with Ing Naa Lamkai Quaye-Ballard and others, participated in events at the UNESCO Headquarters in Paris. As part of the programme, the Chair joined a panel discussion titled “Breaking Barriers: Inspiring Stories and Overcoming Challenges by Women in Engineering”, highlighting the significance of diversity and inclusion in the engineering profession.

4.1.13 Engineering Craftsmen

The following are highlights of activities undertaken by the Craftsmen Occupational Group.

- Induction ceremony for both Branches 7 and 5 was held in August 2023.
- The National Artisans Forum was held in Kumasi on the 19th of September 2023 with the theme : Development through Excellence and Reformation.
- Outreach for craftsmen in in branch 6 with the theme : Operation bring them on board. From 4th to 6th October 2023 (2 Days for outreach 1day for Registration)
- Artisans Forum was held in March 2024. (Accra) with the theme : Is the formal sector making the informal sector informal. It was a panel discussion which involved reps from the Four Engineering Groups.
- The capacity building program held at Branch 5 in November 2024 focused on Health and safety and financial Management.
- GIZ training on the Craftsmen App in Bolga, Tamale, Kumasi, Takoradi, and Accra from 21st October to 5th November 2024.

4.2 STANDING COMMITTEE REPORTS

4.2.1 Publications Committee

The Publications Committee, chaired by Ing Prof. Emmanuel K. Appiah-Adjei, continued its monthly meetings as part of its mandate. Over the reporting period, the Committee convened five (5) times.

Terms of Reference

1. Publish the GhIE Newsletter, Magazine, Journal, Proceedings of Conferences, and all other publications of the Institution.
2. Ensure that the Institution maintains a vibrant website that is informative and provides adequate information to Members, Registered Entities, and the public.
3. Provide oversight into the Library of the Institution, including the creation of an electronic library.
4. Advise the Council on issues relating to public relations, and relationship with both local and international professional organizations; and
5. Advise the Council on policies relating to publications, national and international relations, and public affairs, for the approval of Council.



Ing Prof. Emmanuel K. Appiah-Adjei

List of Members (only members who attended 1/3 or more meetings)

1. Ing Prof. Emmanuel K. Appiah-Adjei (Chair)
2. Ing Dr. Godfred Ohemeng-Boahen
3. Ing Dr. X. F. Ribeiro
4. Ing Dr. Bennetta Koomson
5. Ing Peter Adonteng

Major Initiatives/ Activities

Over the last year, the Publications Committee facilitated the publications of three (3) issues of the GhIE Journal containing twenty-three (23) articles, which are all available to members and the public online at <https://ghiejournal.com/>. Additionally, the Committee ensured that the GhIE Journal was fully active on the AJOL platform (i.e., online database for all journals published in Africa), and its 2 stars Journal Publishing Practices and Standards (JPPS) rating on the platform was maintained.

The Committee, over the year, also published two issues of the GhIE Newsletter (in June 2024 and December 2024) with both issues linked to the GhIE website to be readily available to members and the public. The Committee also assisted with the Manifesto Series of the institution in August 2024 and the organization of the 2025 Annual General Meeting and Conference.

4.2.2 Education and Training Committee

The Education and Training Committee, a standing committee of the Council of the Ghana Institution of Engineering, chaired by Ing Prof. Elsie Effah Kaufmann, executed its mandatory activities for the Council year April 1, 2024 – March 31, 2025, to end the Council period (2023–2025).

The committee's objectives, as set by the Council, focused on establishing education and training requirements for the admission of Members and their continuous professional development. The specific functions of the committee were to:

- Develop basic requirements for education and training of engineering practitioners as minimum requirements for admission into the Occupational Groups.
- Liaise with education and training institutions to ensure use of appropriate content and methods in research activities.
- Develop basic requirements for Continuous Professional Development of all Classes and Occupational Groups of the Institution, required to remain of Good Standing
- Provide guidelines 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.

Committee Membership

The committee continued to hold its monthly meetings, including subcommittee meetings. The committee's membership consisted of the following:

No.	Member	Position
1	Ing Prof. Elsie Effah Kaufmann	Chair
2	Ing Dr. Nana Osei Bonsu Ackerson	Member
3	Ing Frank Nana Osei	Member
4	Ing. Josephine Amoa Essien	Member
5	Ing Laudina Gloria Mends	Member
6	Ing. Luke Dei	Member
7	Ing Louis Osei	Member
8	Ing. Prince J. Keluru	Member
9	Mr. Dumevor Prince	Member
10	Ing. Alexander Duncan Reynolds	Member



**Ing Prof. Mrs. Elsie Effah Kaufmann,
F-GhIE**

11	Ing. Dr. S. Fanny H. Duncan	Member
12	Ing Dr. Moro Adams	Member
13	Ing Dr. Prodeo Agbotui	Member
14	Ing. Jonathan Agbo Narh-Dometey	Member
15	Ing. Roland Sackey	Member
16	Ing. Nana Y. Assenso-Onyinah *	Member
17	Ing Isaac Darfour Manu *	Member
18	Mr. Mark Yanney *	Member
19	Ing. Kwabena Addo *	Member
20	Ayisha Osmanu	Supporting staff

Key Activities and Achievements

The committee's six subcommittees made significant progress on their assigned tasks, including:

- I. Development of a position paper on the Arts to Engineering programme.
- II. Curriculum Review.
- III. Development and implementation of training programmes in Leadership and Corporate Governance.
- IV. Baseline study on the status of Engineering Education in Ghana.
- V. Assessment of training/capacity-building needs of members.
- VI. Organization of National Education Forum.

Development of a position paper on the Arts to Engineering programme

The subcommittee was tasked with developing a position paper on the government's initiative to allow selected tertiary institutions to admit arts students into engineering programmes. This initiative targets exceptional students who have studied arts but are interested in pursuing engineering to develop the position paper, the committee conducted a survey and visited tertiary institutions that have implemented the programme. Visits were also made to the Ministry of Education and the Ghana Tertiary Education Commission to gather more information. The subcommittee has compiled a position paper outlining the benefits of implementing such a programme, addressing potential challenges, and proposing solutions to ensure success. to 5th November 2024.

Curriculum Review

The steering team continued to assess curricula from tertiary institutions as referred by the Council. The committee reviewed four proposals for diploma and degree, including masters' programmes in various fields of engineering the committee presented its report to the Council for submission to the institutions, with the aim of enriching the curricula.

Development and implementation of training programmes in Leadership and Corporate Governance

This committee was tasked with developing and implementing a training programme in leadership and corporate governance for occupational groups. The goal is to equip members with necessary skills to assume leadership roles. The subcommittee identified relevant topics, prepared a

comprehensive proposal, and presented it to the Council for implementation. Efforts are being made to secure resources for the training. The committee will continue to pursue this initiative to ensure its successful implementation.

Baseline study on the status of Engineering Education in Ghana

The request for a baseline study on engineering education in Ghana originated from a National Education Forum, where the STEM committee was tasked with investigating STEM and conducting a study on engineering education. Due to the high cost, a major study could not be conducted. Instead, the subcommittee carried out an internal survey of GhIE members and selected tertiary institutions, focusing on engineering teaching and practice. The survey aimed to provide feedback for establishing terms of reference for a comprehensive assessment. The survey is complete, and a report has been submitted to the Council for consideration and further action.

Assessment of training/capacity-building needs of members

The leadership of the subcommittee was tasked with assessing the training needs of occupational groups in consultation with the groups. This aims to keep members informed about current and emerging trends and enhance training programmes of the institution. Despite initial efforts to conduct a survey, the subcommittee made no progress due to widespread member apathy, a major issue affecting all standing committees.

Organization of National Education Forum

The project team was expected to organize a National Education Forum to share its findings and receive feedback, but it was unable to make further progress on this assignment. This activity was intended to be organized in collaboration with the Conferences and Programmes Committee. Unfortunately, the activity did not take place.

Despite the reported achievements, the committee faced setbacks, including member apathy, delayed implementation of recommendations to Council, funding constraints, and lack of motivation among members. Furthermore, delays in key deliverables impacted the overall timeline, preventing the committee from achieving several desired outcomes.

In conclusion, the Education and Training Committee made significant progress in achieving its objectives, despite facing several challenges. To build on these achievements, the committee recommends:

- Enhancing member engagement and participation in committee activities
- Establishing a clear timeline for implementing recommendations
- Securing funding for key projects
- Strengthening collaboration with other committees and stakeholders

The committee is confident that by addressing these issues, it can continue to make meaningful contributions to the development of engineering education and training in Ghana.

4.2.3 Membership Committee

The report of the Membership Committee chaired by Ing Dr. Patrick A. Bekoe outlines its activities for the Council year 2024/2025, covering the period April 1, 2024, to March 31, 2025. The committee undertook several activities, including monthly meetings, outreach programmes, pre-exam workshops, examinations, and induction ceremonies. The report highlights the committee's achievements, challenges, and recommendations for future improvements.

The activities of the committee were conducted through the following subcommittees, in collaboration with branches, the ICT Committee, technical divisions, and the secretariat:

Technical Advisory Group

Examination Sub Committee

Technology Sub Committee

Membership Outreach Sub-Committee

Documentations and Publication Subcommittee



Ing Dr. Patrick A. Bekoe, F-GhIE

Key Obligations

As one of the standing committees of Council, its primary mission is to:

- a) Organize regular and special Engineering Professional Examinations to admit or transfer Members into various Classes and Occupational Groups.
- b) 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).
- c) 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.
- d) Provide guidance, with the approval of Council, for in-service training of Trainee Engineers and their preparation for undertaking the Engineering Professional Examination.
- e) Organize, in collaboration with the Conferences and Programmes Committees, the Induction Ceremony for those who have been transferred or admitted as Full Members, and
- f) Advise the Council on issues relating to management of Members and the Membership Register.

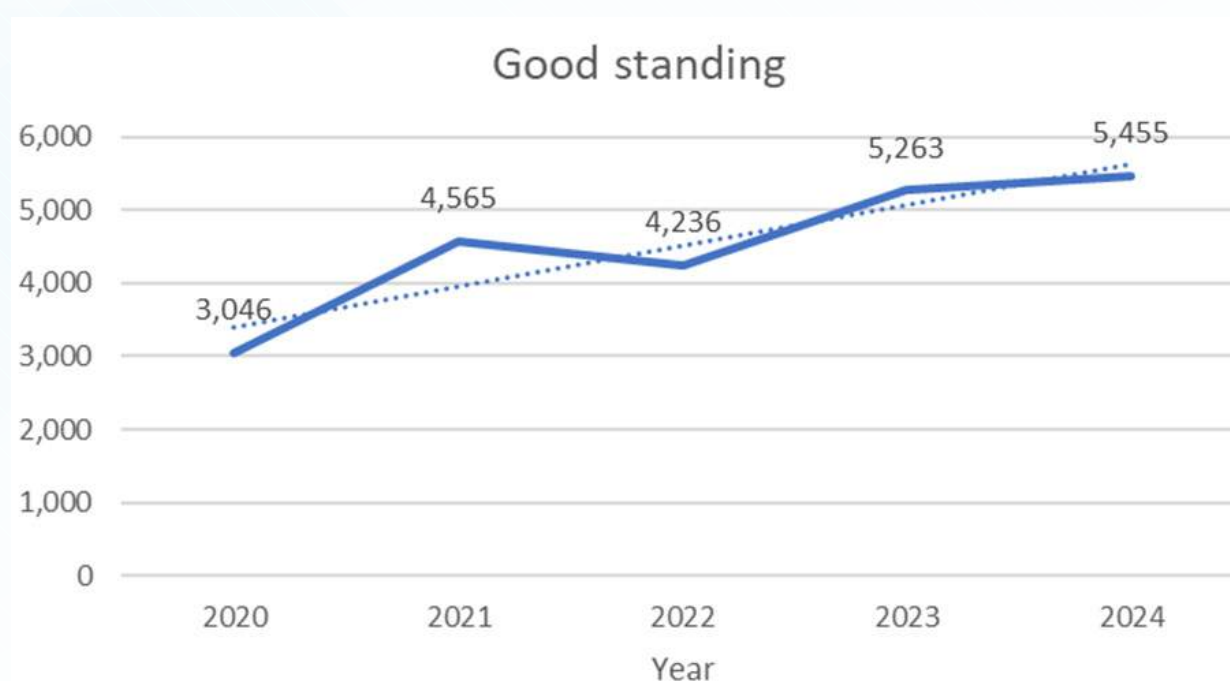
Membership of the Committee

The committee was composed of the following members:

No.	Member	Position
1	Ing Dr. Patrick Amoah Bekoe	Chair
2	Ing. Roland Sackey	Member
3	Ing. Samuel Boamah Danquah	Member
4	Ing. Sophia Tijani	Member
5	Ing. KD Laryea	Member
6	Ing. Joseph Kwame Lewballah	Member
7	Ayisha Osmanu	Supporting staff
8	Richard Acheampong	Supporting staff
9	Marion Nyarko	Supporting staff
10	Rita Adobea Antwi	Supporting staff (Recorder)

GhIE Membership Expansion

The Council year, 2024/2025, saw significant growth in membership. The total membership rose from 10,898 to 12,401, representing a 14% increase. However, only 5455 members are in good standing. The chart below showcases the trend over the past five years.



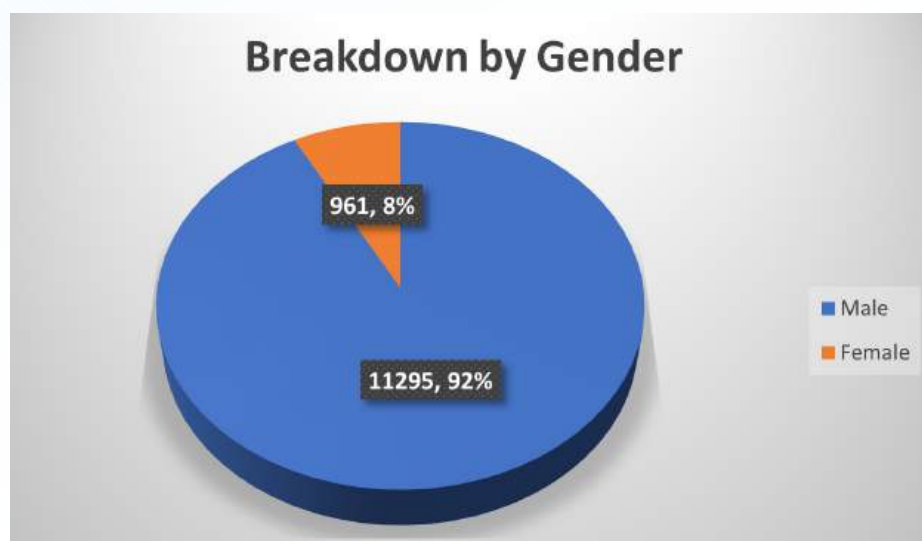
The chart illustrates a significant decline in members in good standing compared to the previous year, which recorded a high number.

Class of members breakdown

Class of Members	2019	2020	2021	2022	2023	2024
Honorary Fellow (HF)	7	7	7	8	8	9
Fellow (F)	121	126	131	138	142	155
Senior Professional Engineer (SPE)	139	314	274	260	1,450	1,470
Professional Engineer (PE)	3,351	3,786	3,925	4,508	3,665	4,278
Professional Engineering Technologist (PET)	201	187	188	193	161	162
Engineering Technician (ET)	141	139	104	104	106	105
Engineering Craftsmen (EC)	–	–	–	728	1,029	1,462
Retired Fellow (RF)	31	49	54	66	72	85
Retired Professional Engineer	76	128	126	138	165	190
Trainee Professional Engineer	1,853	2,056	2,676	3,184	3,589	3,950
Trainee Professional Engineering Technologist	488	428	412	431	450	459
Trainee Engineering Technician	101	39	43	50	61	67
Retired Engineering Technician	0	0	0	0	0	9
TOTAL	6,509	7,259	7,940	9,808	10,898	12,401

Membership Growth and Diversity

The GhIE boasted a total membership of 12,401, comprising 11,295 male members and 1106 female members. Female membership increased from 868 in 2023 to 1106 in 2024. There is the need for continued efforts to promote diversity and inclusion within the Institution. Despite this imbalance, the GhIE remains committed to providing equal opportunities for professional development and growth to all its members, regardless of gender.

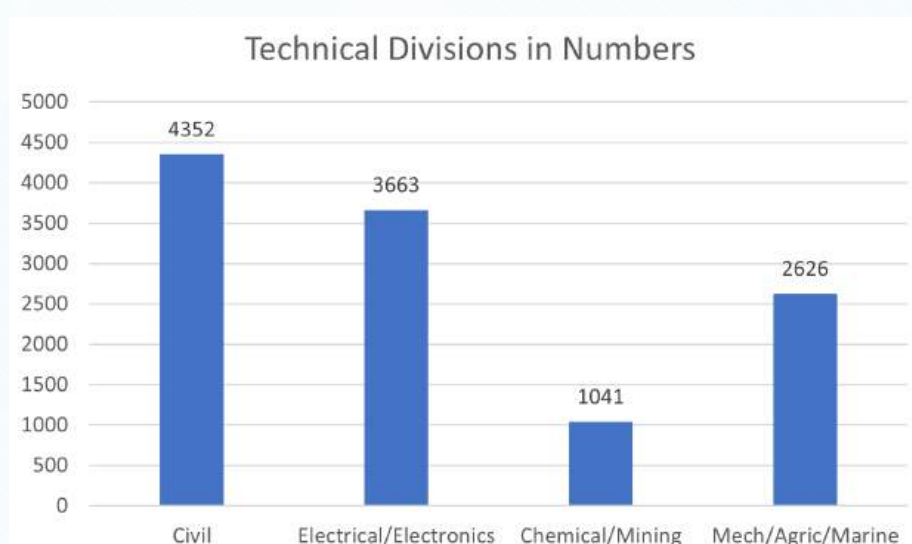


Occupational Group Insights

Groups	2019	2020	2021	2022	2023	2024
Professional Engineer	3,351	3,786	3,925	4,508	3,665	4,468
Professional Engineering Technologist	201	187	188	193	161	162
Engineering Technician	141	139	104	104	106	114
Craftsmen	–	–	–	728	1,029	1,462
TOTAL	3,693	4,112	4,217	5,533	4,961	6,206

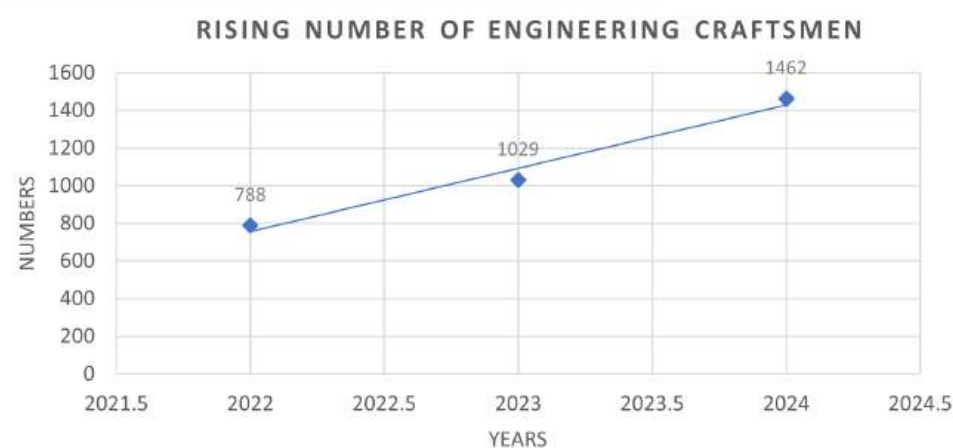
Membership Across Divisions

Technical Division	Number of members
Civil	4352
Chemical/Mining	1041
Electrical/Electronic	3663
Mech/Agric/Marine	2626



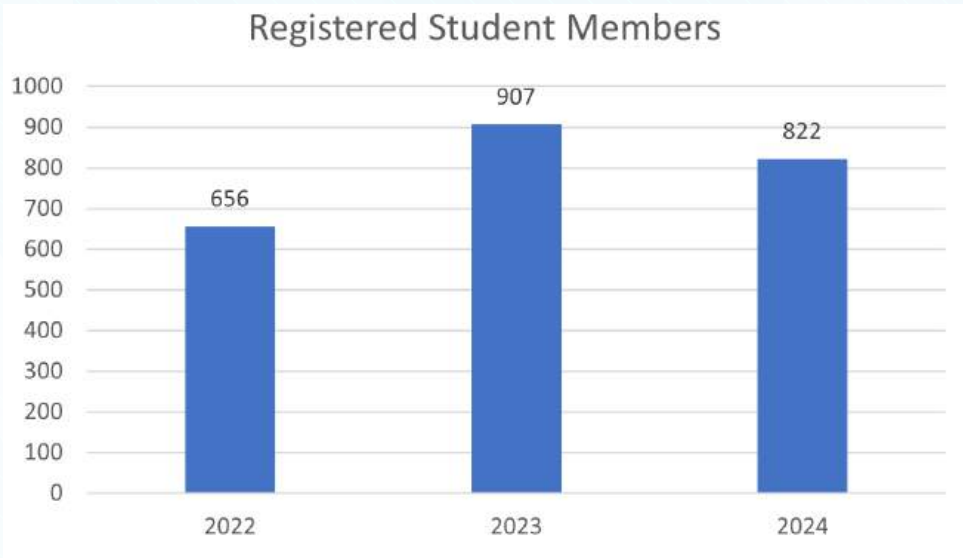
Engineering Craftsmen Group

This group experienced notable growth. Membership increased from 1,029 to 1,462. However, only a small number of members are paid up. Efforts are ongoing to encourage annual subscription payments.



Student Membership

The committee observed a decrease or decline of 85 in student membership registration compared to the previous year. Deliberate efforts are needed to engage students through visits, events, miniconferences, and meetings. Additionally, a structured database system is required to effectively maintain their membership and monitor their progression. The total number of registered students now stands at 2,385.



Membership Drive

The Committee arranged visits to organizations like VRA, ECG, and GWCL as part of its outreach efforts. However, only a few institutions responded positively to the invitations aimed at engaging minority groups within their workforce to drive membership.

During the reporting period, the committee paid a courtesy call on the Ghana Armed Forces Command on August 29, 2024, and the Ghana Navy on February 25, 2025. The visit was fruitful as both parties engaged and discussed member welfare and the registration of occupational groups such as technologists, technicians, and craftsmen. Additionally, the committee, led by the chair, had a session with the National Communications Authority on membership registration.

Special Examination

During the period, the committee conducted special examinations and confirmation hearings to increase the number of professional practitioners. These exams were held at the Engineering Centre.

Regular Engineering Professional Examination

An examination schedule was shared early with potential applicants to raise awareness about upcoming exams. Three examinations were scheduled each quarter from April 1, 2024 to March 31, 2025. During the period, 398 applicants participated in the examinations.

Exam Schedule	No. of Applicants
April/May	113
July/August	78
October/November	207

Breakdown of Activities

Special Exam	No. Participants	Date
Confirmation Hearing	25	May 28-30, 2024
Confirmation Hearing	14	February 11-13, 2025

Induction Ceremony

41st Induction	261	February 22, 2024
42nd Induction	145	July 18, 2024
43rd Induction	110	September 26, 2024
44th Induction	60	December 12, 2024
45th Induction	148	March 13, 2025

A total of 724 candidates were inducted during the Council year and transferred to the Professional Engineer class including the candidates who took part in the 2023 October/November examination.

The committee recommends the following actions to address the challenges and improve membership growth:

- Intensifying efforts to improve member engagement and encourage payment of dues to address the issue of members.
- Strategized ways to address the issue of members not in good standing to improve revenue collection and enhance member benefits.
- Implementing a structured database system to better manage student memberships and monitor their progression effectively.
- Expanding outreach programmes with a focus on consistent engagement with engineering practitioners, students, and minority groups across institutions.
- Exploring strategic partnerships to sustain and further promote the GhIE's role as the licensed body of choice for engineering practitioners in Ghana.
- Deliberate engagement with students and young engineers to increase registration, such as organising career guidance programmes and providing mentorship opportunities.
- Continued outreach to promote membership, such as collaborating with industry partners and attending career fairs.

The Membership Committee has worked diligently to promote membership growth and provided opportunities for professional development. While challenges remain, the committee is committed to implementing strategies to improve revenue collection and increase membership registration.

4.2.4 Professional Practice and Ethics Committee

The following engagements were undertaken by the committee.

Code of Ethics

On December 19, 2023, Council at its 623rd meeting approved the revised Code of Ethics and its since being published on the GhIE website.

GhIE 2024 Annual Ethics Lecture

The 2024 edition of the GhIE Annual Ethics Lecture was delivered by Dr David Ofosu-Dorte (Executive Chairman AB & David Law Firm) on October 31,



Ing Ludwig A. Hesse

2024, under the theme “Re-Designing Africa’s Transformation Polygon: A Convergence of Ethics, Engineering, Law & Finance”. This event, chaired by the Former Minister of Environment, Science, Technology and Environment, underscored the importance of engineering projects as a catalyst for Africa’s transformation.

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 was successfully done in May & July 2024. The members were trained in Negotiation and Mediation & Arbitration Practice. The ADR Centre will operate from the Engineering Centre.

Disciplinary – Compliant Case

The Professional Practice and Ethics Committee handled two cases from members of the Institution. One of the cases was dismissed and the other case is in progress.

4.2.5 Welfare Committee

The Committee undertook the following activities.

1. Amendment of welfare policy document. The first amendments and approval were made on 22nd June 2024. Further amendment of policy number 8 to modify the benefits was made in February 2024. Refer to appendix for this revision.
2. Since July 2024, 20 members have received the benefits due to demise. Two of our past presidents, Ing Yaw Ntou Opong and Ing Albert Ogyiri, and a member, Ing George Asare Sakyi, passed on to glory.
3. 2 members benefited from the incapacitation benefit.
4. The first welfare online meeting for all members was successfully held on 20th June 2024



Ing Mrs. Naa Lamkai Quaye-Ballard

4.2.6 Finance Committee

Terms of Reference

The following are the terms of reference for the Committee during the Council year. This Committee was to ensure that:

1. The Accounting Policies and Procedure Manual for the Institution is prepared and used.
2. Surplus funds are prudently invested.
3. Annual budgets are prepared.
4. Earmarked Funds are religiously kept for their purpose.

Meetings Held

The Committee held ten (10) meetings during the Council year.

Major Initiatives/Activities

The following are major initiatives and activities undertaken by the Committee during the Council year.

- Finalized the Accounting and Financial Administrative Manual. The document was approved by the Council and signed for implementation.
- Drafted Fundraising Strategy for raising funds from diverse sources.
- Drafted Mandate of Authorities Policy. This policy outlines the mandate of authority of the various stakeholders within GhIE's governance structure. It clarifies the roles and responsibilities of each stakeholder to ensure efficient and effective operation of the institution.
- Sponsored Soiree to appreciate sponsors.
- Monitored financial transactions to ensure judicious use of financial resources and setting aside earmarked funds per approved policy.
- Quarterly reviewed the Internal Auditor's report to ensure compliance.



Ing Mrs. Sophia Abena Tijani

4.2.7 Conference and Programmes

Terms of Reference

The Conferences and Programs Committee has the responsibility of organizing 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:

- a. The Annual General Meetings.
- b. Annual Conferences.
- c. Presidential Inaugurations and Banquet.
- d. Mini Conferences in liaison with the Technical Divisions.



Ing Mrs. Yaa Obenewaa Okudzeto

- f. The Presidential Address.
- g. The State of the Institution Address and
- h. Any other program that the Council may direct.

Proposed Goals for 2025

- Division and Branch Programs & Mini Conferences.
- Provide overarching support for branches and divisions during their programs and conferences.
- Generate a masterplan of activities to avoid overlaps and conflicts in programming.
- Awards and Special Ceremonies.
- Overarching Support for the Organization of the Annual Engineering Excellence Awards.
- Identify and organize special programs during the year, with the approval of Council.
- Presidential Address.
- Work with the President and Secretariat for the effective delivery of the Annual Presidential Address.
- Annual General Meeting and Conference.
- Spearhead the organization of the Annual General Meeting and Conference of the Institution.
- Develop a dynamic Fundraising effort leading to the AGM&C

The membership of each Standing Committee is provided below.

NO.	REPRESENTATION	NAME
1.	Chairperson	Ing. Yaa Okudzeto
2.	Professional Engineer	Ing. Bismark Otoo
3.	Professional Engineering Technologist	
4.	Engineering Technician	
5.	Master Craftsman	
6.	Chemical/Mining Division	Ing Josephine Abakah Turkson
7.	Civil Division	Ing. Sheila Odotteye
8.	Mechanical/Agric/Marine Division	Ing. Lucy Agyepong
9.	Electrical/Electronic Division	Ing. Felix Gavor
10.	Branch 1	
11.	Branch 2	
12.	Branch 3	
13.	Branch 4	Ing. Mavis Addy
14.	Branch 5	
15.	Branch 6	

16.	Branch 7	
17.	WinE	Ing. Nana Akua Brenya Boateng
18.	YiE	Ing. Benjamin Abban Acquah
19.	Co-opted	Ing. Harold Esseku
20.	Co-opted	Ing. Calvin Attuquayfio
21.	Co-opted	Ing. Naki Tetteh
22.	Co-opted (YiE)	Ing. Patricia
23.	Publications	Ing. Emmanuel Appia-Adjei
24.	Engineering Excellence Awards	Ing. Joyce Asante
25.	Committee Secretary	Helena Amponsah

Activities

The following are activities undertaken by the Committee.

State of the Institution Address

The State of the Institution Address was held on February 27th, 2025, at the Engineering Centre in Accra at 5pm delivered by Ing. Kwabena Bempong.

Induction Ceremonies

The committee took part in the 45th induction ceremony and intends to collaborate with the membership committee to enhance the membership induction ceremonies.

Annual General Meeting and Conference

- Themes** – The committee worked developed a suitable theme that covers interest for all divisions and occupational groups while addressing key Sustainable Development Goals. The table below outlines the thought processes that were factored into the Theme and sub-theme selections.

GHIE AGM & CONFERENCE 2025 - 25TH - 27TH MARCH 2025						
DIVISION	THEME & SUBTHEMES	OPTION 1	OPTION 2	OPTION 3	OPTION 4	SDG GOALS
MAIN THEME	Urbanization and Smart Cities: Engineering the Future of Ghana Cities					
Sub-Themes						
Electrical	Smart Energy Systems for Urban Development	Renewable Energy Intergration	Smart Grids	Energy Efficiency Technologies	Electrification Strategies for Smart Cities	SDG 7 - Affordable and Clean Energy
Civil	Resilient Infrastructure for Sustainable Cities	Urban Planning	Green Building technologies	Transportation Systems	Climate Resilient infrastructure	SDG - 11 - Sustainable Cities and Communities
Mechanical	Innovative Engineering Solutions for Urban Food Security	Urban Farming Technologies	Smart Irrigation Systems	Energy Efficient Agricultural Equipment	Mechanized Food Supply Chain	SDG 2 - Zero hunger (Promoting resilient food production Systems)
Chemical	Waste Management and Clean technologies in Smart Cities	Urban Waste to energy systems	Water and Air purification Technologies	Sustainable Materials	Circular economy strategies	SDG 12 - Responsible Consumption & Production
Innovation	Engineering Ghana's Digital Future in AI Era	Engineering Policies and Frameworks	Innovative Digitalization Solutions			SDG 9 - Industry, Innovation and Infrastructure

- b. **Venue** – considerations were made for venues in the Greater Accra Region based on accessibility, conference facilities for estimated numbers and financial considerations. A decision was made to consider Movenpick Ambassador Hotel for the conference.
- c. **Sponsorship and Funding** – a budget was established, and a sponsorship strategy was developed while working closely with the secretariat to target key industry players, past donors, corporations aligned with the year's theme and individuals who have interest in the work of the Institution.
- d. **Sub-Committees** – To deliver a seamless conference, sub-committees were set up within the committee to tackle key areas of the conference. The table below shows members who chaired the sub-committees.

Assignment/Role	Name
Call for Papers	Ing E. Appiah -Adjei
Time with Exhibitors	Ing E. Appiah -Adjei
Keynote Speaker/Special Guest/ Guest of Honor	Ing Yaa Okudzeto
Investiture	Ing Harold Esseku
Technical Presentations	Ing E. Appiah -Adjei
International Guests	Ing Josephine Turkson
Field Trip	Ing Calvin Attuquayfio
Closing Banquet	Ing Naki Tetteh & Ing Nana Akua Brenya-Boateng
GHIE Golf tournament	Ing Bismark Otto & Ing. Felix Gavor
Engineering Excellence Awards	Ing Joyce Asante
YiE Program	Ing Patricia Ankoh

- e. **Investiture** – a proposal was presented to Council by the President-Elect to consider a separate program for the Investiture. The proposal was considered by the conference committee, and it was prudent to hold investiture after the AGM.

A sub-Committee headed by Ing. Esseku was therefore created to work closely on developing an efficient program for the investiture.

President-Elect submitted his theme for the Investiture "Engineering our Future: Do it Well, Do it Right". The program will have Dr. Abraham Nana Opare Kwakye (Moderator PCG) as its Guest Speaker.
- f. **Engineering Excellence Awards (EEA)** – the EEA is usually held annually at a separate time from the AGM and Conference. This year the EEA Committee expressed the need to include the awards as part of the Closing banquet for the following reasons:
 - Investiture is separated from the general Closing Banquet ceremony hence allowing sometime to merge the two programmes.
 - Creating a program soon after AGM & C may not provide the traction it deserves with members travelling from different locations.

- Donor fatigue while approaching the same institutions for two major sponsorships.
- g. **Innovations** – President Elect, Ing Ludwig Hesse, proposed to the conference committee to consider adopting a theme for the following year's conference in advance to help facilitate planning and avert logistical challenges. A theme was therefore presented to the committee and further to Council for consideration to be included in the 55th Conference brochure. At the time of submitting this report the approved theme for the 56th Conference and AGM is "Engineering the Food Security and Sustainable Agriculture Value Chain."

Challenges and lessons learnt

The following were some challenges posed to the committee.

- Engineering Excellence Awards scheme to maintain an independent approach to ensure a more formidable program with a wider reach A Draft Budget document is yet to be prepared.
- Sponsorship: The Transition of government has a dire impact on our usual sponsorship strategy. Key government agencies and sponsors who had donated immensely towards previous conference struggled to pledge or redeem their pledges. Most sponsorships require the oversight of their boards to approve these letters and the absence of which has caused delays in decision making.
- With an advanced theme selected, a venue will be closed out earlier in the year to enable sponsorship letters to be circulated earlier than usual.

4.3 TECHNICAL DIVISION REPORTS

4.3.1 Chemical/Mining Technical Division

The chemical/Mining Division is one of the divisions of the Ghana institution of engineering the division has five subdivisions listed below.

1. Chemical Engineering Subdivision
2. Mining Engineering Subdivision
3. Petroleum Engineering Subdivision
4. Petrochemical Engineering Subdivision
5. Materials Engineering Subdivision.

The division is Chaired by Ing Prof. Nana Yaw Asiedu who oversees all activities and projects carried out within the division. The division's mandate is to bring its members together, share ideas and have discussions



Ing Prof. Nana Yaw Asiedu

on topical issues that can lead to the development of the chemical and mining industries in Ghana. The chemical/mining industry is diverse and plays an important part in the global economy and the supply chain network. The division also organizes various events throughout the year including webinars, field trip etc. The division has about 800 registered members.

Number of Meetings Held

Six monthly webinars were held last year, via Zoom with an average of 80 members participating in our monthly webinars. The webinars were based on topical issues pertaining to the division and society at large. Renowned speakers were invited to speak about some relevant issues while others gave a presentation on specific topics proposed.

Monthly webinars on Topical Issues for year 2024

1. Oil and Gas Wells with Multizone Completions by Mr. Derrick Edem Klutsey.
2. Well intervention Methods, Challenges and solutions by Mr. John Swatson.
3. Mining Geotech and hydrology by Ing Kofi Antwi Yeboah.
4. Oil and Gas subsea Construction and installation-Joseph Atsu Kporngor.
5. Engineering Solutions to Galamsey Crisis – Panel Discussion.
6. Unveiling the myth, challenges and solution for a safer mining future by Dr. Kenneth Banasah.

Major Initiatives/ Activities

One of the major activities that took place last year was the Memorandum of Understanding that was signed with the Society of Professional engineers in September 2024. The executives of Chemical/mining division together with the executives of the society of Professional Engineers had its first meeting where a joint monthly webinar was proposed on the topic Oil and Gas subsea Construction and Installation. The webinar took place via zoom by Joseph Atsu Kporngor who gave an in-depth presentation on the topic.

List of Attendance

An average of eighty (80) members attended more than one-third of the meetings. The list is as follows.

Ing Peter Adonteng	Ing Patricia Ankoh	Eugene Adade	Ing Afua Akoto Bediakoh
Ing McDonald Amoah	Ing Daniel Owusu	Ing Isaac Doe	Ing Daniel Akuoko
Ing Ruth Mends	Ing Margarete Bruce	Akosua	Martin Luther kofi Appiah
Ing Mabel Bofo	Ing Bernard Amu	Ing Jef Keleru	Emmanuel Batsa
Ing Ebenezer Haizel	Ing Dr. Darko Asante	Ing Peter Dickson	Ing Ebenezer Otobil
Ing Edward Kusi			

4.3.2 Civil Technical Division

The Civil Technical Division is operated by its Technical Division Operating Committee (TDOC), which has Ing Michael Obeng Konadu as Chair.

Terms of reference for the Division

The terms of reference for the division are as follows:

- Create technical subgroups and elect executives
- Develop position papers on topical issues
- Build capacity of members through technical presentations, seminars, industrial visits etc.
- Encourage standard engineering practices etc.

During this period, of the Council year, the division organized ten (10) TDOC meetings and one (1) general Meeting

Major Initiatives/Activities

Formation of subgroups

The division formed six (6) technical subgroups and one (1) for the Craftsmen group. These subgroups are led by elected members within each group. The table below shows the various subgroups and their respective leaders.



Ing Michael Obeng Konadu, F-GhIE

Information of Civil Technical Division subgroup

SUBGROUP	POSITION	NAME	REG #	PHONE	SPECIALTY AREA
1-Structures	Chairman	J. Allotey	05527	0244241295	Structural Eng.
	Vice Chairman	Moses Arkoh	07994		Structural Eng.
	Secretary	Ivy Okraku	10711		Civil Eng.
2-Geomatic	Chairman	Dr. P. Damoah-Afari	12859	0246813162	Land surveying, GIS, Remote Sensing
	Vice Chairman	Bright Nuhoho	07049	0244405122	Land surveying & Geodetic Practice
	Secretary	E.Bamfo Asirifi	13044	0572833701	Engineering Surveying & GIS
3-Transport	Chairman	S. K. Asare	05701	0266086871	Pavements, materials, Geotechnical
	Vice Chairman	C. K. Som	09468	0241901010	GIS/Land Survey/Drone (LiDAR) Mapping
	Secretary	Deborah S. Ameyaw	09905	0548165774	Geotechnical, Structural & Hydrological
4-Geogroup	Chairman	E. K. Boateng	09954	0543701222/ 0207854667	Engineering & Environmental Geophysics
	Vice Chairman	S.K. Essel	08737	0244755699	Hydrogeology / Geophysics
	Secretary	W. Afenyo-Gana	06859	0207269686/ 0264996358	Materials & Pavements
5-Water & Sanitation	Chairman	John K. Goli	02731	0555441446	Water & wastewater Eng./ Environmental Sanitation
	Vice Chairman	Richard Gamadeku	06310		Water Resources Eng. & Mngmt/ Drainage
	Secretary	Patricia Granaham	10795		Geomatics/ Water resources Eng.
6-Construction management	Chairman	Clifford S. Gapher	08072	0244647324	Construction Project Mgt
	Vice Chairman	E. K. Damoah	02951	0244606376	Construction Project Mgt
	Secretary	Frank N. Osei	12390	0246550978	Construction Project Mgt
7-Construction Craftsmen	Chair	Ms. Doris Deku		0246521095	

Evening Sessions

The division organized eleven (11) technical sessions to present technical information and capacity building to members. The line up of the sessions is presented on the table below.

1. Holistic structural design: From Geotech to Seismicity	7. Presentation to highlight benefits of Clay as a sustainable construction material (Branch 4 collaboration)
2. Improving standard of geotechnical investigations in Ghana (application of MSAW & HVSR for seismic design of high-rise buildings, and caution on use of DCP for Geotech investigations for buildings)	8. Presentation on geosynthetic applications by Macaferri of South Africa
3. Integrating GIS, Satellite Remote Sensing and Hydrological Model for Sizing culverts	9. Panel discussion on some pitfalls of geotechnical engineering
4. Multi-storey and Steel Building Solutions	10. Fire safety engineering
5. Presentation on Limestone Calcined Clay Cement (LC3)	11. Presentation on Standardization and Regulations: Advancing Sustainable Construction Through International Collaboration
6. Case study on application of computer modelling for flood resilience planning in the Odaw basin	

Industry and Stakeholder Consultations

The division engaged industry and stakeholders. The engagement was in the areas of collaboration, training and professional support on behalf of the institution. The following are such engagements undertaken.

- Collaborated with Sika Academy to conduct training session in concrete repair solutions using Sika Ghana products. Visit to Sika Chemicals factory.
- Collaborated with Fibretex of South Africa to conduct 1-day training on geosynthetic applications.
- Collaborated with Built Environment Forum to conduct building collapse investigations at 3 sites in Accra.
- Participated in drafting GhIE position paper on building collapses in Ghana (draft version only).
- Organized Stakeholder discussions on state of local steel reinforcement sector leading to publication of GhIE Position Paper on Steel reinforcement bars.
- Organized technical discussions for review of Ghana standards for steel reinforcement bars leading to submission of recommendations to Ghana Standards Authority for review of GS 788-2, 2018.
- Organized road sector dialogue on Tema-Accra Motorway to provide forum for relevant sector agencies to provide updates on the state of the Motorway and plans for improving the situation.
- Facilitated the signing of an MOU with Viva & Co to implement a project to build capacity of engineering practitioners to use glass fiber reinforced polymer (GFRP) bars in reinforced concrete construction.

- Collaborated with GRA to conduct sensitization session on new tax regime.
- Commenced discussions with American Concrete Institute (ACI) on formation of a Ghana Chapter.
- The Geogroup is collaborating with the Ghana Geotechnical Society and the Ghana Chapter of the International Geosynthetics Society to organize the first Ghana Geotechnical and Geosynthetics Conference (3G Conference) slated for September 3-5, 2025, to be held at the KNUST in Kumasi

The TDOC members of the division are as follows.

- Ing Michael Obeng Konadu Chair
- Ing Gertrude Awumee Vice Chair
- Ing Richard Opoku Secretary
- Ing Dr. Damoah-Afari Geomatic Subgroup Chair
- Ing John Goli Water & Sanitation Subgroup Chair
- Ing Clifford Gaffer Construction Management Subgroup Chair
- Ing Samuel Asare Transportation Subgroup Chair
- Ing Joshua Allotey Structures Subgroup Chair
- Ing Kofi Boateng Geogroup Chair
- Ms Doris Deku Craftsmen Group Chair

4.3.3 Electrical/Electronic Technical Division

The Division continued with its aim to provide a platform for knowledge sharing amongst its membership and to provide the opportunity for distinguished Engineering Practitioners to share from their stores of knowledge and experience. The Division was able to establish five sub-divisions with leaders selected to lead the sub-divisions appropriately. The Five sub-divisions with their respective leadership are as follows

- Biomedical Sub-Division – Ing Sena Anyomedie
- Power Sub-Division – Ing John Adjei
- Renewable and Clean Energy Engineering Sub-Division – Ing Juliet Mawunyo Gbormittah
- IT/Computer Engineering Sub-Division – Ing Tony Getor
- Electronics Sub-Division – Ing Papa Kusi Nimo-Bremah



Ing Ebenezer Ato Roberts, F-GhIE

To enhance information sharing amongst the various sub-division members and to enhance our social media presence, an Electrical Division Community page was created with the various sub-division having their own space within the community to enhance collaboration. A LinkedIn community page has also been created for the division where members' profiles are displayed depicting their experience and qualifications. The purpose of this page is to enhance collaboration amongst members to address their professional need of engagement.

During the Council year, various seminars and symposia were held to provide avenues for members to enhance their professional knowledge and to align themselves with the prevailing trends in the industry. Some of the seminars were as follows

1. Nuclear Energy in the Mix: Prospects and Challenges by Dr. Stephen Yamoah of the Nuclear Power Ghana
2. Organic Electronics: Materials, Processing and Application by Ing Dr. Kyeiwaaa Asare Yeboah of Penn State Behrend
3. The Largest Single Rooftop Solar Project in Africa by Ing Matthew Akatey and others from LMI Utilities.

We are looking forward to a more active and engaging Council year and will therefore encourage the entire membership of the division to commit fully to the noble aspirations of the division by higher levels of participation in the division's activities and to exemplify excellence in all areas of their professional endeavour.

4.3.4 Mech/Agric/Marine

Terms of reference for the Division

The terms of reference for the division are as follows:

- Organize quarterly executive & sub – division meetings.
- Organize webinars to keep members informed and engaged.
- Intensive member drive.
- Organized Industrial visitation.

During this period, of the Council year, the division organized the following meetings.

- Four (4) Quarterly Executive and Sub-division meeting
- Three (3) virtual webinars.
- One in-person industrial visit.

Major Initiatives/Activities

Major initiatives and activities included the following

- Organized industrial visit to Zonda Tech Ltd.
- Key virtual webinars organized are
 - o Choosing the right lubricants for your car was facilitated by D, Offei Agyepong
 - o A critical review of Ghana's Agriculture potential – two presenters Richmond KyeFordjour and Eugene Danquah who were engineers based in the USA.
 - o Green Living Series: Cost/Benefit of Biogas installation presenter was ING Kofi Boadu.



Ing Darlington Aston Ahuble, F-GhIE

4.4 BRANCH REPORTS

4.4.1 Branch 1 (Ashanti)

Branch 1, chaired by Ing Dr. Joseph X.F. Ribeiro, conducted a total of 9 ordinary meetings throughout the year. The branch also successfully organized and executed several key activities, which included:

Branch Ordinary Meeting

The Branch Executives met members to discuss programme for the year and to receive input from others. They also used the opportunity to discuss avenues for more effective implementation of the programmes. The discussions also covered payment of subscriptions.

Initiation of Obuasi Student Chapter

Discussions with Obuasi Chapter to initiate a student chapter at KNUST Obuasi campus.



Ing Dr. Joseph X.F. Ribeiro

Schools Outreach to Jackie Pramso and Yaa Asantewaa SHS World Engineering Day 2024 Celebration

Branch 1, in partnership with Kumasi Technical University (KsTU), celebrated World Engineering Day 2025 on March 4th under the theme "Engineering Solutions for a Sustainable World." The event highlighted the role of engineering in addressing global challenges and featured notable speeches from Ing Prof. Osei Wusu-Achaw (former Vice-Chancellor), Ing Emmanuel Wireko-Brobby, and Ing Mrs. Bennetta Koomson, who motivated participants to embrace STEM careers and innovation.

Attendees included students and staff from KsTU, T.I Ahmadiyya SHS, Kumasi Technical Institute, and other institutions. Speeches by Prof. Gabriel Dwomoh (KsTU Vice-Chancellor) and ING Prof. Mrs. Abena Obiri-Yeboah (Pro Vice-Chancellor) emphasized the significance of engineering education. Arduino kits were also donated to science clubs to foster creativity and hands-on learning.

The event was a success, inspiring participants and strengthening the commitment to sustainable development through STEM education and innovation.



Webinar – “Responsible Electricity Utilization Amidst Energy Challenges in Ghana”

Branch 1 held a webinar on 15th February 2024 to address responsible electricity use amidst Ghana's energy challenges. ING Bismark Otoo delivered a presentation that explored the country's energy landscape, challenges such as generation deficits and transmission inefficiencies, and practical strategies for efficient electricity utilization.

The session emphasized energy conservation, renewable energy adoption, and policies to improve electricity reliability and affordability. Participants were encouraged to adopt energy-saving practices, with key recommendations including public education, energy-efficient appliances, and collaboration among stakeholders. The webinar served as a platform to promote sustainable energy solutions.

Seminar on Safety for engineering professionals at Lancaster Hotel, Kumasi

Branch 1 hosted a seminar on workplace safety for engineering professionals at Lancaster Hotel, Kumasi. Mr. Philip Ansah, a health and safety expert from Kumasi Technical University, delivered a presentation on risk assessment, hazard prevention, safety regulations, and fostering a safety culture. The event also included a successful recruitment drive, attracting new members to the Institution. Participants engaged in discussions on enhancing safety standards, making the seminar both insightful and impactful for professional development and networking.

54th AGM and Conference

Career Fair

Branch 1, in partnership with the KNUST Chapter of Engineers Without Borders, organized a mentorship program on April 5, 2024, at the College of Engineering lecture theatre. Key speakers, including Ing Agbenyega Prosper Adzraku, Ing Bismark Anane, and Ing Mrs. Alberta Amankwaa, shared insights on career development, professional ethics, innovation, and bridging the gap between academia and industry.

The interactive session allowed students to engage with experienced professionals and gain practical guidance for career advancement. Participants appreciated the opportunity, and the event reinforced the importance of mentorship in shaping future engineers. Branch 1 looks forward to continued collaborations to support student growth and professional development.

Branch 1 facilitates industrial visit for WinE, KsTU to Sandvik (Pakyi No. 1, Ghana)

Branch 1 organized an industrial visit for the Women in Engineering (WinE) group from Kumasi Technical University (KsTU) to Sandvik Ghana in the Ashanti Region. Approximately 70 students participated, receiving a warm welcome and a guided tour of the facility.

The visit provided insights into industrial processes, career opportunities, and practical applications of engineering knowledge. Sandvik staff engaged with students, offering valuable advice and sharing experiences. This initiative reinforced the importance of industry-academia collaboration and highlighted Branch 1's commitment to bridging the gap between theory and practice.



Webinar: World IP Day '24 – “IP and the SDGs: Building Our Common Future with Innovation and Creativity”

Branch 1 commemorated World Intellectual Property (IP) Day 2024 with a webinar themed “IP and the SDGs: Building Our Common Future with Innovation and Creativity.” Organized on behalf of the Ghana Institution of Engineering (GhIE), the event highlighted the role of intellectual property in advancing sustainable development goals (SDGs).

Renowned speakers, Dr. Edem Okudzeto and Dr. Hillary Mireku, shared insights on fostering innovation, protecting creative works, and leveraging IP for economic growth and technological advancement. The webinar engaged a diverse audience, including professionals, academics, and students, emphasizing the importance of IP in supporting innovation and sustainable development.

Branch 1 reaffirmed its dedication to raising awareness about IP’s impact on engineering and progress.

Webinar: World Safety Day '24 – “Impact of Climate Change on Occupational Safety and Health”

Branch 1 marked World Safety Day 2024 with a webinar on the theme “Impacts of Climate Change on Occupational Health and Safety,” hosted on behalf of the Ghana Institution of Engineering (GhIE). Engr. Mrs. Miriam Eduful (F. PE, IET-Gh) led the session, addressing how climate change affects workplace safety through rising temperatures, extreme weather, and air pollution. She also shared strategies such as adaptive policies, improved standards, and sustainable solutions to mitigate climate-related risks.

The webinar engaged members nationwide, fostering discussions on safeguarding workers in a changing environment. Branch 1 remains dedicated to promoting safety awareness and advancing conversations on critical OHS issues.

Collaboration with KNUST Webinar: An Evening with the Volta River Authority (VRA) “Addressing Ghana’s Power Sector Challenges: Implications of the Kumasi 1 Thermal Power Plant (K1TPP)”

Branch 1, in collaboration with The Brew Hammond Energy Center (TBHEC) at KNUST, organized a webinar titled “Addressing Ghana’s Power Sector Challenges: Implications of the Kumasi 1 Thermal Power Plant (K1TPP).” The event took place on 19th April 2024 and provided an insightful discussion on the role of the K1TPP in improving Ghana’s energy security and stability.

The key resource person for the online seminar was Ing Edward Ekow Obeng Kenzo, Deputy Chief Executive (Engineering and Operations) of the Volta River Authority (VRA). He provided an in-depth analysis of Ghana's power sector challenges and highlighted the strategic importance of the KITPP in addressing energy supply gaps. His presentation covered the plant's technical specifications, expected contributions to the national grid, and its potential impact on electricity reliability, particularly in the Ashanti Region. Discussions also explored broader issues such as energy demand, sustainability, and infrastructure expansion to meet the country's growing power needs.

Branch 1 extends its appreciation to Prof. David Ato Quansah, Director of TBHEC, and Prof. Kwabena Nyarko Biritwum, Provost of the College of Engineering, KNUST, for their support and contributions to the success of the online seminar. The event fostered productive engagement among stakeholders and reinforced the importance of energy sector innovations in driving national development.

Visibility

Branch 1 features Abusua FM to provide engineering solutions to societal problems.

As part of its visibility and outreach efforts, Branch 1 partnered with Abusua FM to provide engineering-based solutions to societal challenges. This initiative aims to educate the public on practical engineering applications, innovations, and best practices that can improve everyday life.

Through this platform, engineering professionals engaged with listeners, discussing recycling of plastic waste. The program served as an avenue to raise awareness about the role of engineering in national development while also inspiring young minds to consider careers in the field. Branch 1 remains committed to using media engagements to bridge the gap between engineering knowledge and public awareness, ensuring that technical solutions contribute meaningfully to societal progress.

Collaboration with TBHEC (KNUST) Webinar: "Towards Clean Cooking in Ghana: An Overview of the LPG Cylinder Recirculation Model"

Branch 1, in partnership with The Brew Hammond Energy Center (TBHEC) at KNUST, organized an online seminar on June 7, 2024, titled "Towards Clean Cooking in Ghana: An Overview of the LPG Cylinder Recirculation Model." The event featured presentations by Mr. Obed Kraine Boachie and Dr. Joseph Wilson from the National Petroleum Authority, highlighting the framework, benefits, and role of the LPG Cylinder Recirculation Model (CRM) in promoting safe, accessible, and affordable clean cooking solutions.

Discussions also addressed policy interventions, regulatory measures, and the CRM's potential to support Ghana's transition to sustainable energy practices. Appreciation to Prof. David Ato Quansah and Prof. Kwabena Nyarko Biritwum for their contributions. The online seminar fostered collaboration and emphasized the importance of clean energy initiatives for national development.

JHS outreach to BenStel, Adum Presby and Grace Baptist JHS respectively to inspire students to pursue engineering

Branch 1 conducted an outreach program targeting three junior high schools, BenStel JHS, Adum Presby JHS, and Grace Baptist JHS to inspire students to consider engineering careers. The

initiative exposed students to real-world engineering applications, career opportunities, and the significance of engineering in national development through interactive discussions, practical demonstrations, and motivational talks.

The program also encouraged more girls to explore STEM-related fields. It was well received, with students and teachers appreciating the valuable insights. Branch 1 reaffirmed its dedication to promoting STEM education and nurturing future engineers in Ghana.



Organization of Engineering Professional Examinations

Branch 1 conducted the Engineering Professional Examinations to assess and certify engineering professionals in alignment with industry standards. The exams evaluated technical competence, practical knowledge, adherence to professional ethics, and expertise in areas such as engineering principles, problem-solving, and safety regulations. Conducted under strict supervision, the examinations upheld professional integrity and standards.

Branch 1 remains committed to fostering professional excellence and supporting the certification and career growth of engineers in Ghana.

Socialization for Branch 1 Members

“Bring and Enjoy Family Socialization Day”

In July, Branch 1 conducted the Engineering Professional Examinations to evaluate and certify engineering professionals according to industry standards. The exams assessed technical competence, practical knowledge, problem-solving skills, and adherence to safety regulations and professional ethics. Conducted under strict supervision, they ensured integrity and upheld professional standards.

Branch 1 remains committed to promoting professional excellence and supporting the certification and career advancement of engineers in Ghana.



Executive Meeting Ordinary Meeting Webinar: “Retirement Ready – Interaction with SSNIT”

Branch 1, in partnership with the Social Security and National Insurance Trust (SSNIT), hosted a webinar on November 6, 2024, titled “Retirement Ready – Interaction with SSNIT.” The session focused on educating members about retirement planning, SSNIT benefits, and financial preparedness.

Key speakers, Mr. Henry Imoru and Mrs. Nana Ama France, provided insights into SSNIT contributions, pension calculations, claim procedures, and strategies for a secure retirement. Participants engaged actively, gaining valuable guidance on optimizing their retirement plans.

The well-attended webinar highlighted Branch 1’s dedication to offering professional and financial education to ensure members’ long-term security.

Organization of Engineering Professional Examinations

Branch 1 successfully conducted the Second Engineering Professional Examinations to uphold professional standards and evaluate engineering practitioners’ competency. The exams assessed technical proficiency, problem-solving skills, safety regulations, and ethical considerations through theoretical and practical components, ensuring fairness and integrity. This achievement underscores Branch 1’s dedication to professional development, with plans to continue supporting engineers through certification exams and capacity-building initiatives.

Ordinary Meeting

Branch 1 supported WinE KsTU to win the 3rd WinEAffair Competition ‘24 held in Accra.

Branch 1 played a key role in supporting WinE KsTU to win the 3rd WinEAffair Competition 2024 in Accra for the second consecutive year. The competition showcased engineering students’ skills, innovation, and problem-solving abilities. With Branch 1’s mentorship and financial support, the WinE KsTU team excelled, securing the championship title once again.

This success highlights Branch 1’s commitment to empowering future engineers through mentorship, capacity-building, and support for competitive platforms, advancing engineering excellence through collaboration and dedication.

Branch 1 Collaborates with IEEE to Hold Webinar:**“Implementation and Enforcement of the Electrical Wiring Cables and Electrical Wiring Accessories Regulations, 2023 (LI 2478)”**

Branch 1, in partnership with IEEE, hosted a webinar on November 8, 2024, focused on the “Implementation and Enforcement of the Electrical Wiring Cables and Electrical Wiring Accessories Regulations, 2023 (LI 2478).” Ing Stephen Yomo from the Energy Commission provided detailed insights into the regulations, their role in enhancing electrical safety, and stakeholders’ enforcement responsibilities.

The session covered licensing requirements, standards for materials, and penalties for noncompliance, engaging professionals from various engineering disciplines. Branch 1 reaffirmed

its commitment to advancing safety and compliance in the electrical engineering sector through education and collaboration.

Branch 1 Conference and AGM

Theme: “Engineering the Future of Ghana: The Role of Emerging Technologies and Digital Transformation”

Branch 1 held its *Conference and Annual General Meeting (AGM)* on November 24, 2024, at the New Engineering Auditorium, KNUST, under the theme “Engineering the Future of Ghana: The Role of Emerging Technologies and Digital Transformation.” The event united engineering professionals, academics, and industry experts to explore the impact of digital technologies on Ghana’s engineering sector.

The Guest of Honour, Ing Prof. Kwabena Nyarko Biritwum, stressed the importance of leveraging emerging technologies for national development, while the Guest Speaker, ING Prof. Jerry John Kponyo highlighted advancements in automation, AI, and smart infrastructure. The AGM also featured elections for new Branch 1 executives, ensuring leadership continuity.

The event fostered active participation and reinforced Branch 1’s dedication to professional development, innovation, and national progress through engineering excellence.



Branch 1 Collaborates with TBHEC to Hold Webinar:

“Perspectives on Green Hydrogen Value Chain in Ghana”

Branch 1, in partnership with The Brew Hammond Energy Center (TBHEC), KNUST, hosted a webinar on November 19, 2024, titled “Perspectives on Green Hydrogen Value Chain in Ghana.” Ing Dr. Edward Antwi led discussions on green hydrogen production, storage, distribution, and utilization, emphasizing its potential role in Ghana’s energy transition.

The session also addressed policy frameworks, investment opportunities, and challenges in adopting green hydrogen technologies. It engaged participants from academia, industry, and government, fostering collaboration and advancing knowledge on sustainable energy solutions.

Branch Annual Dinner '24

Branch 1 successfully hosted its Annual Dinner on 21st December 2024, bringing together members, industry professionals, and stakeholders for an evening of celebration, networking, and reflection on the year's achievements. The event served as a platform to strengthen professional bonds within the engineering community.

The evening featured social interactions, providing an opportunity for members to unwind and engage in meaningful discussions. It also highlighted the milestones achieved by Branch 1 throughout the year, including successful webinars, conferences, industrial visits, and professional development programs. The Annual Dinner 2024 was a memorable occasion, reinforcing camaraderie among members while setting the stage for an even more impactful year ahead.



Obuasi Chapter KsTU Student Chapter

The GhIE Student Chapter hosted a seminar titled "Engineers and Safety" to educate student engineers on the importance of safety in engineering. The event featured experienced professionals who shared insights on safety standards, risk assessment, accident prevention, and adherence to regulations. Students actively engaged in interactive discussions, gaining a practical understanding of safety culture in engineering. The seminar highlighted the chapter's dedication to equipping future engineers with essential skills to prioritize safety throughout their careers.

Drone Training

The GhIE Student Chapter organized a Drone Training session to provide participants with practical skills in drone technology and its applications in various fields. The training covered drone assembly, flight controls, regulations on usage in Ghana, and real-world applications such as surveying, inspection, agriculture, and security.

Participants gained firsthand experience in piloting drones, troubleshooting, and ensuring compliance with aviation regulations. The well-received session equipped attendees with valuable knowledge to apply drone technology effectively in their disciplines.

World Engineering Day 2024

The GhIE Student Chapter in collaboration with the K-Innovation Hub successfully organized a Virtual Reality (VR) Training session to introduce students to the fundamentals and applications of VR technology in engineering and beyond. The training aimed to equip participants with firsthand experience in immersive simulations, design visualization, and interactive learning using VR tools. The session covered key topics such as VR hardware and software, 3D modelling, virtual simulations for engineering applications, and the role of VR in education and industry. Participants had the opportunity to engage with VR headsets, explore interactive environments, and understand how VR can enhance problem-solving and technical training. The training was highly interactive, allowing students to gain practical experience and insights into emerging digital tools. The GhIE Student Chapter remains committed to providing innovative learning opportunities that prepare future engineers for the evolving technological landscape.

Training in Virtual Reality

The GhIE Student Chapter, in partnership with the K-Innovation Hub, organized a Virtual Reality (VR) Training session to introduce students to VR fundamentals and applications in engineering. The session included topics such as VR hardware, 3D modeling, virtual simulations, and the role of VR in education and industry. Participants engaged hands-on with VR tools, exploring immersive environments and gaining practical experience. The interactive training highlighted VR's potential for problem-solving and technical learning, reinforcing the chapter's commitment to preparing future engineers for emerging technologies.

Implementation of Otaakrom Project in collaboration with CESA

The GhIE Student Chapter, in collaboration with Branch 1 and the Civil Engineering Students Association (CESA), carried out the Otaakrom Project to support education and infrastructure development in the Otaakrom community. The initiative included donating educational materials to schools, bridging resource gaps, and offering mentorship and career guidance, particularly in engineering.

This effort highlights the commitment of Branch 1 and its student chapters to community development and capacity building. Plans are underway to explore further sustainable engineering solutions for the community.

4.4.2 Branch 2 (Bono, Bono East & Ahafo)

Meetings of the Branch

The Branch actively engaged in several initiatives throughout the year, demonstrating its commitment to fostering collaboration and professional development. Notable activities included the organization of 12 branch monthly meetings and 14 branch executive meetings to deliberate on key issues.

List of Members

The list of members who attended 1/3 more of the branches meetings is shown in Appendixes.

Industrial visits

The Branch visited the following institutions and agencies, strengthening partnerships and enhancing their impact.

- a) VRA/NEDCO
- b) Ghana Highway Authority
- c) Ghana Water Company Limited
- d) Department of Urban Roads
- e) Department of Feeder Roads
- f) Ghana National Fire Service
- g) Environmental Protection Agency
- h) Community Water and Sanitation Agency



**Ing Prof. Emmanuel Kwesi
Nyantakyi, F-GhIE**

3rd AGM and Conference

The 3rd AGM and Conference was under theme “Engineering the future of Ghana: The Role of

Emerging Technologies and Digital Transformation and took place at the RCEES Conference, UENRSunyani on the 30th of January 2025. It was under the Chairmanship of the Vice-Chancellor of UENR, Prof. Elvis Asare-Bediako. The Guest of Honour was Dr (Mrs.) Georgina Asi-Owusu, the Registrar of UENR and the Guest Speaker was ING Prof. Benjamin Asubam Weyori, the Head of Department for Computer and Electrical Engineering, UENR-Sunyani. About One Hundred and Twenty (120) professional engineers and some students from the schools of Engineering and Energy attended the AGM and conference.



Outreach Programme/Career Talk in Selected JHS and SHS

The Branch, as part of efforts to encourage the study mathematics and science, and get more students to take up engineering as a programme of study embarked on outreach programmes and career talk in some selected JHS and SHS. Some of the JHS visited include Holy Spirit Schools, UENR Basic School, Peprah Agyemang Capitals Schools and Ridge Experimental Schools. Some of the SHS visited include Notre Dame Senior High School, Sunyani Senior High School, Odumasi Senior High School and Twene Amanfo Senior High and Technical School.

Radio Talk Programme at Greena Fm and Storm Fm, Sunyani

ING Samuel Yaw Antwi, the Branch Organizer and I had the opportunity to represent the institution on Greena Fm and Storm Fm to discuss issues on flooding and congestion in the Sunyani Metropolis.

Organization of End of Year Dinner at Tyco City Hotel, Sunyani

About fifty (50) engineers together with their spouses and children attended the end of year dinner at Tyco City Hotel, Sunyani. We were treated to good music and had a lot to eat and drink. The Branch is grateful to the welfare committee for providing funds for the dinner. The dinner took place on Saturday, 15th December 2024.



Pictures of End of Year Dinner at Tyco City Hotel, Sunyani

World Engineering Day Celebrations at RCEES-UENR, Sunyani

Branch 2 celebrated the 2025 World Engineering Day on the 4th of March 2025 at the RCEES auditorium, UENR, Sunyani. The theme for the celebration was Shaping our Sustainable Future through Engineering and the chairman was the Vice-Chancellor of UENR, Prof. Elvis Asare-Bediako. The Guest Speaker was Ing Prof. Eric Oforu-Antwi, the Director of RCEES and immediate past Chair of Branch 2. About One Hundred and Fifty (150) pupils were drawn from the following schools: Holy Spirit School, UENR Basic School, Peprah Agyemang Capital School and Glory Kinder Care School all in Sunyani.



WinE programs

a) Branch 2 organized a workshop for over 100 girls from ten (10) Junior High and Senior High Schools in the Bono, Bono East and Ahafo regions. The rather very successful workshop brought onto a single platform about 3 practicing women engineers from the branch to engage the young ladies on topics about their practice and experiences as women engineers. The programme held out the practising women engineers as role models for the young girls along whose lives they could also model their engineering careers.

b) A group of ladies represented WinE UENR at a competition named “WinE Masterminds” at the KNUST last October 2024. The competition was won by Kumasi Technical University WinE. UENR Chapter placed sixth. The competition was geared towards unleashing technological ideas of the Woman Engineer.

Number of Outreaches to students and STEM programs.

a) This programme sought to educate the youth in Junior High Schools in Branch 2 about the relevance of engineering to modern societies and why they should select engineering as a course of study in college and as a career choice. Engineering practitioners were periodically taken to these schools to speak to the youth. Some of the youths were also taken on visits to industry and engineering plant sites. Already the programme has reached out to over five hundred pupils in junior high schools in Bono, Bono East and Ahafo Regions of Ghana.

b) GhIE-UENR Students Chapter as part of this year’s World Engineering Day embarked on an outreach to some selected Senior High Schools. The schools were St’ Mary’s JHS, Odumase, Odumase SHS and Twene Amanfo SHS.

Number of EPE organized

a) June 2024: the branch successfully conducted a pre-examination workshop for about fifty (50) prospective examination candidates who wrote the EPE in August 2024.

b) September 2024: the branch successfully conducted a pre-examination workshop for about thirty-four (34) prospective examination candidates who wrote the EPE in October 2024.

4.4.3 Branch 3 (Eastern)

Branch 3, under the leadership of Ing Godfrey Atta Jackson as Chair, successfully conducted five monthly ordinary meetings during the Council year.

Ing. Godfrey Atta Jackson, GhIE-SPE meetings and 14 branch executive meetings to deliberate on key issues.

Branch Executives

The Branch Executives for the 2023–2025 Council year were as follows:



Ing Godfrey Atta Jackson, GhIE-SPE

The Branch Executives for the 2023–2025 Council year were as follows:

<i>Chairman</i>	–	<i>Ing Godfrey Atta Jackson, Volta River Authority</i>
<i>Vice Chairman</i>	–	<i>Ing Harry Atta-Motte, Newmont Ghana Ltd.</i>
<i>Secretary</i>	–	<i>Ing Ransford Tetteh Sottie, ECG</i>
<i>Treasurer</i>	–	<i>Ing Miss. Akosua Owusu-Efaa, Volta River Authority</i>
<i>Organizer</i>	–	<i>Ing Luke Sitsofe Kwabla Dei, Volta River Authority</i>

Technical Divisions Group

The Technical Divisions Group Representatives are shown below:

<i>Electrical/Electronic Rep.</i>	–	<i>Ing Kofi Owusu Dwamena, Volta River Authority</i>
<i>Chemical/Mining Rep.</i>	–	<i>Ing Frederick Annan Jackson, UK</i>
<i>Mechanical/Agriculture/Marine Rep.</i>	–	<i>Ing Dennis Sitsofe Anyomi, Volta River Authority</i>
<i>Civil Representative</i>	–	<i>Ing Thomas Kofi Agbetiame, Teacher, Akwapim SHS</i>

Activities of the branch for the period January 2023 – March 2025

The branch actively engaged in various initiatives and programmes during the Council year, demonstrating its commitment to professional development and community impact.

Webinars Organized and other Seminars that members partook

The Regional Chapter participated in the following webinars organized by the Secretariat

- I. Value Engineering, Case Study, POKUASE INTERCHANGE, by ING Kwabena Bempong – April 12, 2023.
- II. Involvement in investigation into the COCOBOD incidence involving the death of three (3) technicians in Koforidua.
- III. Participation in the final funeral rites and donation of GHS 1,700.00 to the family of the late ING Ernest Akoto at Akropong.

- IV. Value Engineering, Case Study, POKUASE INTERCHANGE, by ING Kwabena Bempong – April 12, 2023.
- V. General Meeting to discuss soliciting assistance from members to help flood victims because of Akosombo dam spillage.
- VI. Organized webinar on “Introduction of Nuclear to Ghana’s Energy Mix, by ING Sulley Mumuni – August 22, 2024.
- VII. General Meeting to discuss soliciting assistance from members to help flood victims because of Akosombo dam spillage.
- VIII. Joined a conversation on “2024 Election Manifestos: What are the Urban Development Priorities? – Ing Ledwig Annang Hesse.
- IX. Joined webinar on “Understanding Seismic Risks in the East African Rift and site effect considerations – ING Mrs. Carlin Bou-Chedid, on Feb. 06, 2025
- X. Joined ‘STATE OF THE INSTITUTION ADDRESS’ by the President-ING Kwabena Bempong, Feb. 27, 2025.

Preparation for PE Examinations

About twenty (40) TPE’s have been prepared, taken through the PE examination process and are now full Professional Engineers. Out of these, four (4) candidates couldn’t make it for the first time but through the guidance of our able Executive, they sailed through on the second shot.

Introduction of Branch Welfare Scheme

The introduction of a Welfare Scheme to generate internal support activities in the branch was discussed and passed by the branch Executive committee on consultation with some Council members and the Executive Director, ED.

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

The chapter is also opening a welfare account with GCB, for welfare and internal activity support. In the interim, members contribute voluntarily to support welfare activities as and when.

Welfare donations

- The Chapter lost a member (late Ing Daniel Asare Akoto) in March 2023 at Akropong. The funeral was held on May 20th, 2023. The chapter donated GHS 1,700.00 to the family.
- Ing Daniel Baffoe and Dr. Ofosu both lost their parents, and they were also supported with GHS 500.00 each.

Institutional Visitation to Ghana Water Company Ltd. And other Institutions.

Institutional Visitation is scheduled to Ghana water Company Ltd, on September 1st, 2023. This move is to familiarize them with the Institutions in the Region and get them to participate actively in GHIE activities.

The branch is also collaborating with the Secretariat to pay familiarization visits to the following Institutions.

- Newmont Golden Ridge Ltd, Akyim
- Koforidua Technical University
- Ghana Grid Company Ltd
- Akosombo Textiles Ltd
- Highway Authority and
- Other Private Companies in the Region

Branch 3 AGM and Swearing-in Ceremony for the 2025–2027 Council Year

On March 17, 2025, Branch 3 successfully held its Annual General Meeting (AGM) under the theme “Impacting Our Generation for the Future: Role of the Engineer.” The meeting was presided over by the Branch Chair, ING Godfrey Atta Jackson, who also had the honor of announcing and swearing in the newly elected executives for the 2025 to 2027 Council year.

The AGM was enriched by two captivating presentations on “The Fourth Industrial Revolution” and “RE Home Systems,” both of which were well-received by attendees. These presentations provided valuable insights and further highlighted the critical role of engineers in shaping the future.

The event was a remarkable success, fostering professional growth and setting the stage for the newly elected executives to lead the branch to greater heights.



**BRANCH 3
AGM**

AND SWEARING IN OF BRANCH EXECUTIVES

Theme: Impacting our generation for the future: Role of the Engineer

THE FOURTH INDUSTRIAL REVOLUTION (4IR): Are Ghanaian Engineering Practitioners observers or participants?



Ing Godfrey Jackson
Chairperson



Ing Michael Dedey
Guest Speaker

Date: March 17, 2025.
Venue: Online Via Zoom
Time: 2 : 00 PM



Meeting ID: 896 7267 4442
Passcode: 892738

Challenges

There has been a noticeable trend of low attendance at meetings and other branch activities, which highlights the need for increased member engagement and participation to strengthen the branch's initiatives and overall impact.

4.4.4 Branch 4 Report (Greater Accra)

Branch 4 AGMC

Branch 4 held its Annual General Meeting and Conference on 14th February 2025, at the Engineering Centre, Roman Ridge. The event, chaired by Ing Hesse, centered on the theme "Advancing Engineering Through Artificial Intelligence". The meeting included the election of executive members, with some continuing their roles from the previous term. The Guest Speaker, Prof. Isaac Wiafe, delivered an insightful presentation aligned with the theme. Additionally, Ing Jane Naki Anowie contributed to the program with her discussion on "Balancing Work and Family Life", while another session explored the

topic "Green Space for Sustainable Living". It was a thought-provoking and enriching gathering for attendees.

Executive members

The following were the Executive members of the branch.

1. Ing Dr. Afriyie – Vice Chair,
2. Ing Sunday Atampuri – Treasurer,
3. Ing Priscilla Obeng Konadu – Secretary
4. Ing Louis Osei, SPE-GhIE – Organiser



Ing Michael Adotey Codjoe, SPE



World Engineering Day

The Branch celebrated the World Engineering Day on March 4, 2025, with students at the Ghana Communication Technology University (GCTU) Engineering Students Association in collaboration with the Faculty of Engineering at the GCTU auditorium. The Special Guest Speaker was Prof. George Wiafe, and the Guest Speaker was Ing Kofi Owusu Adusei. The event generated excitement amongst the students.

Presentations were received from the Chair on “Tech-Driven Business Opportunities for Sustainable Development”. One of Executive members, Ing Louis Osei did a presentation in the following areas:

- Retrofitting ICE Vehicles to EV
- AI Assisted Engineering Designs
- AI assisted Data Analytics
- Teaching AI

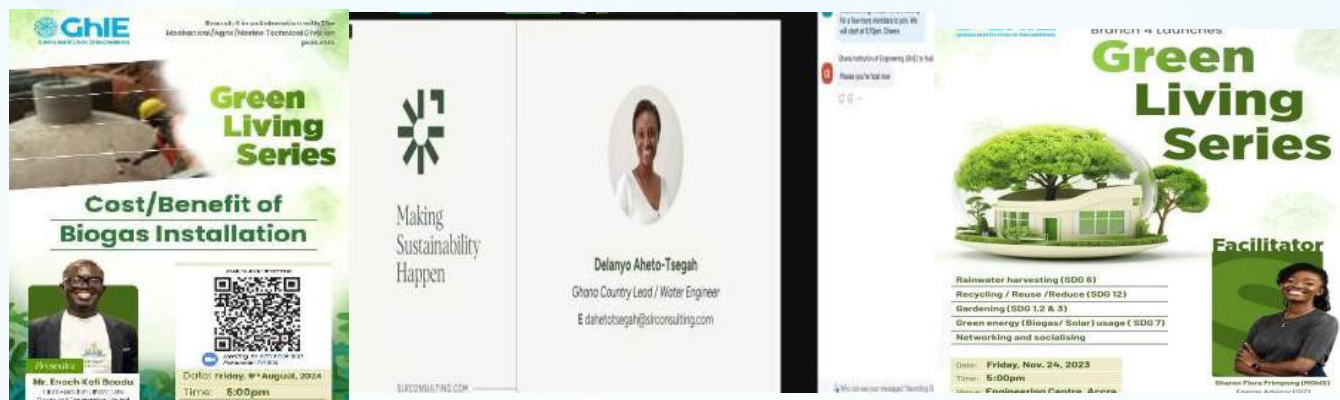


On 14th February 2025, a Capacity Building Workshop for Artisans was held in collaboration with the Mechanical/Agric/Marine Division at La Bawaleshie, Accra. The workshop featured three key presentations: “Good Engineering Practices” by Ing Dr. Okutu, “Financial Management” by Axis Pension, and “How to Plan and Manage Your Career and Life” by Ing Michael Codjoe. The event, attended by 53 craftsmen, was supported by GhIE team members including Ing Dr. Buer Okutu, Mr. Philip Aheto, ING Sunday Atampuri, and ING Michael Adotey Codjoe, Branch Chair.



Green Living Series

- The branch initiated an event series dubbed the *Green Living Series*, focusing on promoting sustainable practices and environmental awareness. These events were held in collaboration with various divisions, branches, and standing committees, reflecting a collective effort to foster a greener and more sustainable future through community engagement and education. See the event flyers. The series featured discussions on various topics, including “The Health Benefits of Floriculture and Gardening”, “Building Eco-Friendly Structures Using Clay”, and “The Cost and Benefits of Biogas Installation”, among others. There was also a Green Living Series Presentation on Metro TV in collaboration with other professionals and Institutions.



The branch also introduced the “My Experience Series”, an initiative designed to foster knowledge exchange, mentorship, and professional growth within the engineering community. In this series, expert members shared their valuable experiences and insights on various topics, including “Strategies for Enhancing Female Representation in Engineering Leadership” by the Conference Chair, Ing Yaa O. Okudzeto, “Engineering Consultancy Business Development” by Past President, Ing Rev. Prof. Charles A. Adam, “How to Plan Your Life as an Engineer” by the Immediate Past Chair of the Engineering Council and Past President of GhIE, and “Strategies for Career Growth” by Ing Magnus L. Quarshie, Past President. This platform aimed to inspire and guide engineers in their professional journeys.



4.4.5 Branch 5 (Northern, Northeast, Savannah, Upper East & Upper West)

WED 2024: Engineering Solutions for a Sustainable World

The 4th of March 2024 World Engineering Day (WED 2024) was celebrated in two locations by Branch 5, namely Wa and Tamale.

In Tamale, a career guidance session for students from engineering training institutions was held at the Tamale Technical University. The guest speaker after his remarks on the theme of the celebration exhorted young aspiring engineers to not have doubts about

their choice of a profession as engineers since it's rewarding and fulfilling

In Wa, the occasion was celebrated in collaboration with the Dr. Hilla Limman Technical University, DHLTU. The launch activity was addressed by the chapter Chair Ing Prof. Patrick Aaniamenga Bowan, The Ghana Highways Authority among others.



Ing Abdul Shakud Iddrisu, SPE



2. 2nd AGM & Artisan Capacity Workshop

The branch held its 2nd Conference and AGM. Activities included: a capacity building workshop for members, Artisans Forum, Panel Discussions and presentations of research work by engineers in the northern part of Ghana. There were over 500 participants for the two days from all the chapters and regions of the branch. The media presence and coverage from both local and national media houses was excellent.

Branch election results were announced during the AGM. The new Branch executives for the 2025/27 Council term was introduced to members.



Group Picture of Attendees on final day of Conference

5.0 FINANCIAL REPORT

5.1 Audited Account for the Year Ended 31st December 2024

See overleaf





Ghana Institute of engineering

Report and Financial Statements 31 December 2024

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Ghana Institution of Engineering

Corporate information
For the year ended 31 December 2024

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Ghana Institution of Engineering

Corporate information

For the year ended 31 December 2024

Council members

No.	Name/Address	Position
1.	Ing. Kwabena Bempong, F-GhIE, Associated Consultants (ACON), Accra	President
2.	Ing Rev. Prof. Charles A. Adams -GhIE, TRECK Kwame Nkrumah University of Science & Technology	Immediate Past President
3.	Ing. Ludwig A. Hesse, F-GhIE, St. Anne's Development Limited Accra	President-Elect
4.	Ing. Mrs. Sophia Tijani, F-GhIE, Volta River Authority (VRA) Accra	Vice President
5.	Ing Dr Patrick Amoah Bekoe, F-GhIE, Department of Feeder Roads, Accra	Executive Representative (Professional Engineers)
6.	Mr. Michael Dompseh-Ampofo, PET- GhIE Accra	Professional Engineering Technologist
7.	Mr. Philip Kwame Aheto, RET- GhIE, Accra	Executive representative (Technicians)
8.	Mr. Richard Adarkwah, EC- GhIE, Kumasi	Executive Representative (Craftsmen)
9.	Ing. Mrs. Yaa Obenewaa Okudzeto, F-GhIE, Built Services Consult, Accra	National Councilor
10.	Ing. Naa Lamkai Quaye-Ballard, BRRI, SPE-GhIE Kumasi	National Councilor
11.	Ing. Prof. Elsie Effah Kaufmann, F-GhIE, University of Ghana, Accra	National Councilor
12.	Mr. Felix Ohene Ayisi, EC - GhIE Accra	National Councilor
13.	Mr. Gideon Bidoryao, EC, Accra	National Councilor
14.	Ing Michael Obeng Konadu, F-GhIE, Accra	Civil Chair
15.	Ing Prof Nana Yaw Asiedu, SPE-GhIE Kwame Nkrumah University of Science & Technology (KNUST) Kumasi	Chemical/Mining Chair
16.	Ing Ebenezer Ato Roberts, F-GhIE, ARQ Engineering Solutions, Accra	Electrical/Electronic Chair
17.	Ing Darlington Ahuble, F-GhIE, Volta River Authority, VRA, Accra	Mechanical/Agric/Marine Chair
18.	Ing Dr. Joseph X.F Ribeiro, SPE-GhIE, Kumasi Technical University	Chair, Branch 1 (Ashanti)
19.	Ing Dr. Emmanuel Kwesi Nyantakyi, F-GhIE, University of Energy & Natural Resources, (UENR) Sunyani	Chair, Branch 2 (Brong, Bono East, Ahafo)
20.	Ing Godfrey Atta Jackson, SPE-GhIE, Volta River Authority, Akuse	Chair, Branch 3 (Eastern Region)

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Ghana Institution of Engineering

Corporate information

For the year ended 31 December 2024

21.	Ing Michael Cudjoe SPE-GhIE, Accra	Chair, Branch 4 (Greater Accra)
22.	Ing Abdul Shakud Iddrisu, SPE-FGhIE, UDS, Tamale	Chair, Branch 5 (Northern & Savannah, Upper East, Upper West)
23.	Ing Antoinette Ama Agboado, SPE-GhIE, Community Water & Sanitation Agency	Chair, Branch 6 (Volta & Oti)
24.	Ing Franklin Kumassah, SPE-GhIE, Takoradi Technical University	Chair, Branch 7 (Western, Central, Western North)
25.	Ing Prof. Kwabena Biritwum Nyarko, SPE-GhIE Kwame Nkrumah University of Science & Technology (KNUST)	EEU Representative
26.	Ing Prof. Robert Sarpong Amoah PE-GhIE, University of Cape Coast	EEU Representative
27.	Ing Kwaku Sarpong Akosa SPE-GhIE, Bui Power Authority	ESP Representative
28.	Ing Magnus Quarshie, F-GhIE, Delin Consult	ESP Representative
29.	Ing Dr. Enyonam Kpekpena, F-GhIE, Electricity Company of Ghana Limited (ECG)	WinE Chair
30.	Ing Benedict Atta Poku, PE-GhIE, Baker Hughes	Youth in Engineering Chair
31.	Ing Prof. Emmanuel Appiah-Adjei, F-GhIE, Kwame Nkrumah University of Science & Technology, (KNUST)	Publication Chair
32.	Ing David Kwatia Nyante F-GhIE	Executive Director (up to November 2024)
33.	Ing Samuel Magnus Asiedu F-GhIE	Ag Executive Director (December 2024)

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Ghana Institution of Engineering

Corporate information

For the year ended 31 December 2024

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

Auditors:

Deloitte & Touche
Chartered Accountants
Plot No. 71
Off George Walker Bush Highway
North Dzorwulu
P. O. Box GP 453
Accra, Ghana

Bankers:

Standard Chartered Bank PLC
Fidelity Bank Limited
Ecobank Ghana PLC
Universal Merchant Bank Limited

Taxpayer identification Number (TIN):

V0004992175

Ghana Institution of Engineering

Financial summary and highlights

For the year ended 31 December 2024

Three-year financial summary	2024 GH¢	2023 GH¢	2022 GH¢
Total income	8,693,624	5,724,690	6,386,423
General and administrative expenses	7,650,466	6,443,997	5,358,992
Net operational income/(loss)	1,043,159	(719,306)	1,027,431
Total assets	10,681,069	7,482,075	7,026,445
Total funds and reserves	10,186,031	6,570,485	6,674,216
Total funds and liabilities	10,681,069	7,482,075	7,026,445

Financial highlights	2024 GH¢	2023 GH¢	Percentage change (%)
Total income	8,693,624	5,724,690	52
General and administrative expenses	7,650,466	6,443,997	21
Net operational income	1,043,159	(719,306)	245
Total assets	10,681,069	7,482,075	43
Total funds and reserves	10,186,031	6,570,485	55
Total funds and liabilities	10,681,069	7,482,075	43

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Ghana Institution of Engineering

Council's report

For the year ended 31 December 2024

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 2024.

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 safeguarding the assets of the Institution and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Ghana Institution of Engineering

Council’s report
For the year ended 31 December 2024

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 Institutions are set out below:

	2024 GHC	2023 GHC
Net surplus/(deficit) for the year	1,043,159	(719,306)
From which is added the balance on accumulated fund as 1 January	1,320,790	2,040,096
Leaving a balance to be carried forward on accumulated fund of	2,363,949	1,320,790

Auditors and audit fees

The external auditor is responsible for independently auditing and reporting on the Institution's financial statements of the year. The financial statements have been examined by the institution's external auditors and their report is presented on pages 18-21.

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

The remuneration of the audit of the year ended 31 December 2024 is GHC 68,000 (excluding VAT, NHIL, GETfund and Covid-19 levies), (2023: GHC 35,713).

Executive Director SAMUEL MAGNUS ASIEDU
Signature [Signature]
Date 18/03/25

President KWABENA BEMPON G
Signature [Signature]
Date 18TH MARCH 2025

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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

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.
- Representatives of Women in Engineering (WinE)
- Representatives of Youth in Engineering (YE)

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.

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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

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:

- 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;

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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

Membership Committee - (continued)

- 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.

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.

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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

Professional Practice and Ethics Committee

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

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

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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

Welfare Committee

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

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

Conferences and Programs Committee

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

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

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:

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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

Membership of the Standing Committees-continued

- 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
Financial committee	8
Membership committee	7
Education and training committee	7
Professional practice and ethics committee	6
Publication committee	7
Welfare committee	3
Conference and programs committee	4

Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

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
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Strengthen Divisions	
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Goal 1.2	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	Division Chairs
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Create New Divisions	
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Goal 1.3	a. Initiate creating a Digital Division b. Initiate creating a Municipal Division	Division Chairs Civil Chair
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Create New Group of Interest	
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Goal 1.4	a. Initiate the creation of the Ghana Armed Forces Engineering Practitioners	ExCo/Council
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Create New Affiliates	
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Goal 1.5	a. Biomedical Engineers Association	ExCo/Council
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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

Simplification and Efficiency Project	
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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
Benchmarking		

Goal 1.7	a. Benchmarking GhIE with other Professional Institutions. b. Benchmark GhIE with other African Professional institutions.	ExCo
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Projects	
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Goal 1.8	a. Initiate New Building Complex Project. b. Setup ADR Centre c. Review Learning & Development Program	ExCo PPE ExCo
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Code of Ethics	
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Goal 1.9	a. Issue revised Code of Ethics	PPE
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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
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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

Develop Academia & Industrial Relations		
Goal 2.2	a. MOU with AGI to collaborate with their engineering related organizations b. Modular Internship for lecturers, students and TPEs c. Service Providers partnership with Educational Units	EXCO Division Chairs Engineering Chair Service Providers and Educational Units
Support Engineering Council of Ghana		
Goal 2.3	a. Liaise with ECh with the implementation of Act 819 and LI 2410	Exco/Engineering council
Collaborate with Relevant International Bodies		
Goal 2.4	d. Joint programs and conferences and also benchmark	
Strategic Objective 3: Membership		Action By
Review Membership Processes		
Goal 3.1	a. Review Confirmation Hearing Process 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 Committee
Membership ID Cards		
Goal 3.2	d. Design and Issue Membership ID Cards to Members	EXCO/ED
Diversity, Equity & Inclusivity Policy		
Goal 3.3	a. Develop and implement a Diversity, Equity & Inclusivity Policy	WinE/YE

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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

Mentoring Program	
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Goal 3.4	a. 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. b. Assist GhIE to advance its position when required	ExCo
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Engage a labour Consultant for labour issues	
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Goal 4.2	a. Assist in developing strategies for advocating for better salaries and Exco conditions of service for engineers b. Advice members who may have issues with employees	ExCo
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Social Personal Issues	
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Goal 4.3	e. Support members through social challenges via Branches	Branches
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Engineering Services Providers (ESP)	
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Goal 4.4	b. Support ESP engage with govt agencies when required	ExCo
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Ghana Institution of Engineering

Corporate Governance (CG)

For the year ended 31 December 2024

Ongoing projects

1. An Alternative Dispute Resolution Centre
2. Engineering Villa Project
3. Installation of a Lift

Executive member.....

SAMUEL MAGNUS ASIEDU

Signature.....



Date.....

18/03/2025

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Independent auditor's report

Ghana Institution of Engineering

Report on the audit of the financial statements

Opinion

We have audited the accompanying financial statements of Ghana Institution of Engineering set out on pages 27 to 35, which comprise the statement of financial position as at 31 December 2023, and the statement of financial performance, statement of changes in net assets and statement of cash flows for the year then ended, the notes to the financial statements, including a summary of significant accounting policies and other explanatory disclosures.

In our opinion, the financial statements give a true and fair view of the financial position of Ghana Institution of Engineering as at 31 December 2023, and its financial performance and cash flow for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-sized Enterprises (IFRS for SMEs) and the requirements of the Companies Act, 2019 (Act 992).

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Center in accordance with the requirements of the International Ethics Standards Board for Accountants' (IESBA) International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA code) and other independence requirements applicable to performing audits of financial statements in Ghana. We have fulfilled our other ethical responsibilities in accordance with the IESBA Code and other ethical requirements that are relevant to our audit of financial statements in Ghana.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

The financial statements of the Institution for the year ended 31 December 2023 were audited by another auditor who expressed an unmodified opinion on those financial statements on 27, February 2024.



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Partners and Chartered Accountants: D Owusu • G Ankomah • C Forson- Abbey • A Biney • G Boye-Doku • E Martey • K Situ • Y Lartey
• G Ayi - Owoo • S Dzogbenuku • Associate of Deloitte Africa, a Member of Deloitte Touche Tohmatsu Limited



Independent auditor's report

Ghana Institution of Engineering

Other information

The Directors are responsible for the other information. The other information comprises the Report of the Directors, which we obtained prior to the date of this auditor's report. The other information does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. 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 in this regard.

Responsibilities of the Directors for the financial statements

The Directors are responsible for the preparation of financial statements that give a true and fair view in accordance with International Financial Reporting Standards for Small and Medium-sized Enterprises (IFRS for SMEs) and the requirements of the Companies Act, 2019 (Act 992) and for such internal control as The Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the center 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 Directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, 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.

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Independent auditor's report

Ghana Institution of Engineering

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not-detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control 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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of management'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 Center's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Center to cease to continue as a going concern.
- 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.

We 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 also 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, actions taken to eliminate threats or safeguards applied.

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Partners and Chartered Accountants: D Owusu • G Ankomah • C Forson- Abbey • A Biney • G Boye-Doku • E Martey • K Situ • Y Lartey
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Independent auditor's report

Ghana Institution of Engineering

Report on other legal and regulatory requirements

In accordance with the Seventh Schedule of the Companies Act, 2019 (Act 992) we expressly state that:

1. We have obtained the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of the audit.
2. In our opinion:
 - proper books of accounts have been kept by the company, so far as appears from our examination of those books.
 - the information and explanations or provided to us, is in the manner required by Act 992 and give a true and fair view of the:
 - a. statement of financial position of the at the end of the financial year, and
 - b. statement of financial performance for the financial year.
3. Ghana Institution of Engineering's statement of financial position and statement of financial performance are in agreement with the accounting records and returns.
4. We are independent of the Ghana Institution of Engineering, pursuant to section 143 of Act 992.

The engagement partner on the audit resulting in this independent auditor's report is **Dorcas Sekum (ICAG/P/1751)**

Deloitte & Touche

For and on behalf Deloitte & Touche (ICAG/F/2025/129)

Chartered Accountants

The Deloitte Place

Plot No. 71

Off George Walker Bush Highway

North Dzorwulu

Accra – Ghana

19th March, ... 2025

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Partners and Chartered Accountants: D Owusu • G Ankomah • C Forson- Abbey • A Biney • G Boye-Doku • E Martey • K Situ • Y Lartey
• G Ayi • Owoo • S Dzogbenuku • Associate of Deloitte Africa, a Member of Deloitte Touche Tohmatsu Limited

Ghana Institution of Engineering

Statement of profit or loss and other comprehensive income

For the year ended 31 December 2024

	Notes	2024 GH¢	2023 GH¢
Income	4(a)	7,941,637	5,375,216
General and administrative expenses			
General and admin. expenses	5	5,516,278	4,858,080
AGMC and other meetings		1,288,206	1,285,400
Annual subscription (WFEO/FAEO/WAFEO)		34,214	46,813
Seminar expenses		500,976	99,001
Membership expenses		180,618	74,414
Depreciation	7	130,174	80,288
Total expenditure		7,650,466	6,443,997
Net Surplus/(deficit) for the period		291,171	(1,068,781)
Other income	6	751,988	347,284
Gross Profit from sale of souvenirs		-	2,190
Surplus/(deficit) for the period		1,043,159	(719,306)
Accumulated fund			
Balance as at 1st January		1,320,790	2,040,096
Surplus/(deficit) for the year		1,043,159	(751,741)
Balance as at 31 December		2,363,949	1,320,790

Ghana Institution of Engineering

Statement of financial position

As at 31 December 2024

	Notes	2024 GH¢	2023 GH¢
Assets			
Non-Current assets			
Property, plant and equipment	7	4,143,080	3,841,363
Intangible assets	8	192,955	192,955
Total non-current assets		4,336,035	4,034,318
Current assets			
Inventories		-	3,130
Trade and other receivables	9	5,382	74,957
Held to maturity investment	11	2,732,149	2,128,845
Cash and cash equivalents	12	3,612,885	1,240,825
Total current assets		6,345,034	3,447,757
Total assets		10,686,451	7,482,075
Funds and liability			
Funds and reserves			
Accumulated fund		2,363,949	1,320,790
Capital surplus		3,330,171	3,330,171
Building Fund	14	320,339	257,364
Welfare Fund	13	1,201,895	776,129
Power Fund	15	57,760	26,375
Capital and Investment fund	16	1,120,979	711,163
Branch operations fund	17	419,493	148,493
Projects Fund for Assin Kushea		100,000	-
ADR Hub Establishment Fund		1,269,369	-
Total funds and reserves		10,183,955	6,570,485
Current liabilities			
Trade & other payables	10	502,496	744,060
Grant		-	167,530
Total current liabilities		502,496	911,590
Total funds and liabilities		10,686,451	7,482,075

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Ghana Institution of Engineering

Statement of changes in equity

As at 31 December 2024

2024

	Accumulated Fund	Building Fund	Welfare Fund	Power Fund	Capital and Investment Fund allocation	Branch Operations funds	Capital surplus	Total
Balance as at 1 Jan	1,320,790	257,364	776,129	26,375	711,163	148,493	3,330,171	6,570,485
Surplus for the year	1,043,159	-	-	-	-	-	-	1,043,159
Additions to other funds	-	62,975	425,766	31,385	409,816	273,076	-	1,203,018
Balance as at 31 December, 2024	2,363,949	320,339	1,201,895	57,760	1,120,979	421,569	3,330,171	8,816,662

2023

	Accumulated Fund	Building Fund	Welfare Fund	Power Fund	Capital and Investment Fund allocation	Branch Operations funds	Capital surplus	Total
Balance as at 1 Jan	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	-	36,710	304,655	18,135	295,256	295,256	-	950,012
Payment from other funds	-	-	(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

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Ghana Institution of Engineering

Statement of cash flows

For the year ended 31 December 2024

	Notes	2024 GH¢	2023 GH¢
Operating activities			
Surplus/ (deficit)		1,043,159	(719,306)
Adjustment for:			
Depreciation	7	130,174	80,288
Movement in working capital:			
Changes in Inventory		3,130	(3,130)
Changes in Trade and other receivables		69,575	8,530
Increase in Trade and other payables		(241,564)	589,958
Net cash from/ (used in) operating activities		1,004,474	(43,660)
Investing activities			
Purchase of Property, Plant and Equipment	7	(431,891)	(61,421)
Long Term Investment	11	(603,304)	(216,055)
Net cash used in investing activities		(1,035,195)	(277,476)
Financing activities			
Grant		(167,530)	(30,598)
Building Fund	14	62,475	36,710
Welfare Fund		425,766	116,981
Power Fund	15	31,135	18,135
Capital and Investment Fund	16	409,816	295,256
Branch operations fund	17	271,000	148,493
Project Fund for Assin Kushea		100,000	-
ADR Hub Establishment Fund		1,269,369	-
Net cash inflow from Financing Activities		2,402,781	584,978
Increase in cash and cash equivalents		2,372,060	263,841
Cash and Cash equivalents at 1 January		1,240,825	976,984
Cash and cash equivalents at 31 December		3,612,885	1,240,825

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Ghana Institution of Engineering

Notes to the financial statements

For the year ended 31 December 2024

1. Summary of significant accounting policies

a. Statement of compliance

These Financial Statements have been prepared in conformity with the International Financial Reporting Standard for Small and Medium Sized Entities issued by the International Accounting Standard Board and Institute of Chartered Accountants (Ghana).

b. Basis of Measurement

The Financial Statements have been prepared on the historical cost basis except for the modification to a fair value basis for certain assets. The Financial Statements are presented in Ghana Cedi which is the Institution's functional currency.

c. Use of estimates and judgment

The preparation of Financial Statements in conformity with IFRS requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making judgements about the carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.

Revisions to accounting estimates are recognised in the period in which the estimates are revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. In particular, information about significant areas of estimation, uncertainty and critical judgements in applying accounting policies that have the most significant effects on amounts recognised in the Financial Statements are described in note 3.

d. Going Concern

The Council of the Institution has made an assessment of the Institution's ability to continue as a going concern and is satisfied that it has the resources to continue in business for the foreseeable future. Furthermore, Council is not aware of any material uncertainties that may cast significant doubt upon the Institution's ability to continue as a going concern. Therefore, the Financial Statements continue to be prepared on the going concern basis.

e. Foreign Currency Translation

Functional currency and presentation currency.

The Financial Statements of the entity are presented in the currency of the primary economic environment in which the entity operates (its functional currency), for that purpose the Financial Statements are presented in Ghana cedi.

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Ghana Institution of Engineering

Notes to the financial statements

For the year ended 31 December 2024

2. Transactions and balances

In preparing the Financial Statements of the entity, transactions in currencies other than the functional currency of the entity are recognised at the rate of exchange prevailing at the date of the transactions. At the end of each reporting period, monetary items denominated in foreign currencies are retranslated at the rates prevailing at that date. Non-monetary items carried at fair value that are denominated in foreign currencies are retranslated at the rate prevailing at the date when the fair value was determined. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

Exchange differences are recognised in the Income and Expenditure Account in the period in which they arise and exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation).

3. Property, Plant and Equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses. Property, plant and equipment include investment property whose fair value cannot be determined without undue cost or effort.

Depreciation is charged so as to allocate the cost of assets less their residual values over their estimated useful lives, using the straight-line method. The following useful lives are used for the depreciation of property, plant and equipment;

Equipment Furniture & Fittings	10%
Leasehold Land & Building	2%
Motor Vehicle	25%
Library Books	20%
Plant & Machinery	20%

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of an asset, the depreciation of that asset is revised prospectively to reflect the new expectations.

Ghana Institution of Engineering

Notes to the financial statements

For the year ended 31 December 2024

4a. Income

	Notes	2024 GH¢	2023 GH¢
Annual Subscription	4d	3,531,456	2,063,488
ADR Training Income		277,000	-
Seminar Income		448,377	164,712
Sale of Paraphernalia		64,070	18,635
Professional Stamp Income		182,400	83,313
Engineering Professional Exams		315,794	-
Arbitration and Professional Fees		123,367	374,155
Membership Income		68,369	33,240
Firms Registration Income		248,010	155,535
Hire of Facility		101,500	43,000
Induction Fee		285,600	114,112
Sponsorship income	4b	1,679,920	1,306,489
Miscellaneous income	4c	180,724	526,948
Banquet income		124,850	87,824
Conference Participation Income		587,200	403,765
		7,941,637	5,375,216

4b. Sponsorship revenue

	2024 GH¢	2023 GH¢
Sponsorship revenue	644,920	1,178,489
AGM/Conference/Events-Sponsorship	798,000	-
Engineering Excellence Awards	-	80,000
Golf - sponsorship	33,500	-
Wine Sponsorship	5,000	2,000
Presidential Address & Building Tech Fair	138,000	-
Annual ethics lecture	60,500	46,000
	1,679,920	1,306,489

4c. Miscellaneous income

	2024 GH¢	2023 GH¢
Advertisement	95,000	8,500
Presidential address brochures	85,724	518,448
	180,724	526,948

Ghana Institution of Engineering

Notes to the financial statements

For the year ended 31 December 2024

4d. Annual Subscription

	2024	2023
	GH¢	GH¢
Subscription Transfer Earmark Funds	(1,175,443)	-
Membership subscription	4,096,429	-
Students Subscription	2,035	-
Prior Year Advance subscription	608,435	-
	3,531,456	-

5. General and administrative expenses

	2024	2023
	GH¢	GH¢
Staff salary	2,014,862	1,736,321
Stationery	9,709	26,511
Repairs and Maintenance	196,166	59,696
Communication/ICT	294,941	314,103
Office Expenses	80,510	43,534
Travelling and Transport	560,254	619,822
Bank charges	3,148	4,564
Audit fee	68,000	43,534
Professional fees	134,091	23,511
Insurance	11,793	11,604
Presidential Address	98,521	26,347
Printing and Publication	14,225	37,242
Motor Running Expense	33,211	32,216
Security	51,432	53,479
Cleaning and Sanitation	100,698	38,039
Electricity and Water	80,167	99,567
International relation expenses	34,214	33,120
End of service award	-	4,651
Best Eng. Student award	12,480	40,819
World Engineering Day expenses	22,050	61,305
Arbitration expenses	66,000	314,279
Welfare Fund Expenses	-	32,435
Induction expenses	212,547	95,141
Wine expenses	160,012	28,825
Legal and consultancy	134,091	113,128
Professional examination expenses	81,958	45,408
Professional Practice and ethics expenses	105,594	108,179
Professional Stamp expenses	95,693	61,450
Other expenses (Discounts)	8,700	91,881
Engineering Council (Initial Registration) Expense	336,444	269,156
Engineering Excellence Award expenses	8,100	3,242
Medical Expenses	42,450	40,699
Donation	30,000	112,700
Balance carryforward	5,102,061	4,674,795

CLASSIFICATION: CONFIDENTIAL

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Ghana Institution of Engineering

Notes to the financial statements

For the year ended 31 December 2024

5. General and administrative expenses-continued

	2024 GH¢	2023
Balance brought forward	5,102,061	4,674,795
Aro Gulf expenses	30,250	55,550
Technical divisions	9,314	-
Board evaluation	-	92,644
Retreat (GhIE Council)	59,877	68,716
Youth in Engineering expenses	54,900	23,100
Assin Kushea Land expenses	56,010	20,710
History and Heritage	10,000	-
Advertising	37,930	33,120
Postage and Courier	6,344	-
Uncategorised Expenses	8,140	-
Other selling Expenses	141,452	-
	5,516,278	4,935,515

6. Other income

	2024 GH¢	2023 GH¢
Interest Income	621,488	233,749
Exchange Gain	-	743
Other Operating income	34,000	46,729
Advertising / Exhibition Income	95,000	31,050
GhIE Volta flood victims support fund	1,500	35,015
	751,988	347,284

Ghana Institution of Engineering

Notes to the financial statement

For the year ended 31 December 2024

7. Property, plant and equipment

Cost- 2024	Building GH¢	Plant & Machinery GH¢	Equipment & Furniture GH¢	Motor Vehicle GH¢	Library Books GH¢	Total GH¢
Cost as at 1 January	3,640,167	26,300	786,127	325,078	2,430	4,780,102
Additions during the year	35,000	-	396,891	-	-	431,891
Balance as at 31 December	3,675,167	26,300	1,183,891	325,078	2,430	5,211,993
Depreciation						
Balance as at 1 Jan.	6,680	26,300	578,251	325,078	2,430	938,739
Charge for the year	65,423	-	64,751	-	-	130,174
Balance as at 31 December	72,103	26,300	643,002	325,078	2,430	1,068,913
Net book value						
31 December, 2024	3,603,064	-	540,016	-	-	4,143,150
December 2023						
Cost						
Balance at 1 Jan	3,640,167	26,300	724,706	325,078	2,430	4,718,681
Additions	-	-	61,421	-	-	61,421
	3,640,167	26,300	786,127	325,078	2,430	4,780,102
Accumulated depreciation						
Balance at 1 Jan	1,113	26,300	503,530	325,078	2,430	858,451
Charge for the year	5,567	-	74,721	-	-	80,288
	6,680	26,300	578,251	325,078	2,430	938,739
Net Book value						
31 December, 2023	3,633,487	-	207,876	-	-	3,841,363

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Ghana Institution of Engineering

Notes to the financial statement

For the year ended 31 December 2024

8. Intangible

	GH¢ Council Anthem	GH¢ Website WIP	GH¢ Total
Balance as at 1st January,	15,500	177,455	192,955
Additions	-	-	-
Balance as at 31st December	15,500	177,455	192,955

9. Trade & other receivables

	2024 GH¢	2023 GH¢
Trade Receivables	-	61,500
Prepayment	-	2,632
Staff Debtors	5,382	10,825
	5,382	74,957

10. Trade & other payables

	2024 GH¢	2023 GH¢
Social security & National Insurance Trust	8,188	9,575
Audit fees	68,000	43,534
Professional fee	-	23,511
Dues in Advance	390,103	608,435
Withholding Tax Payable	7,495	11,642
MET Pension -PF	8168	-
Payroll liabilities: MET Pension Tier 2	3,033	-
Payroll liabilities: PAYE (GRA)	11,545	-
Other Payable	5,963	47,363
	502,496	744,060

11. Held to maturity investment

	2024 GH¢	2023 GH¢
Algebra Group	1,728,526	2,128,845
Black shield	386,825	-
T. Bill 222	513,223	-
T. Bill	80,769	-
Republic Real estate	16,929	-
Republic Invest Unit Trust	5,877	-
Investment	2,732,149	2,128,845

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Ghana Institution of Engineering

Notes to the financial statement

For the year ended 31 December 2024

12. Cash and cash equivalent

	2024 GH¢	2023 GH¢
Cash at bank	3,372,205	1,195,536
Cash on hand	240,680	45,289
	3,612,885	1,240,825

13. Welfare fund

	2024 GH¢	2023 GH¢
Balance 1st January	776,129	659,148
Contribution for the year	425,766	295,256
	1,201,895	954,404
Expenses	-	(187,674)
Total	1,201,895	776,129

14. Building fund

	2024 GH¢	2023 GH¢
Balance 1st January	257,364	220,654
Contribution for the year	62,975	36,710
Interest from Investment	-	-
Total	320,339	257,364

15. Power fund

	2024 GH¢	2023 GH¢
Balance as at 1st January	26,375	8,240
contribution	31,385	18,135
Total	57,760	26,375

16. Capital and investment fund

	2024 GH¢	2023 GH¢
Balance 1st January	711,163	415,907
Contribution	409,816	295,256
	1,120,979	711,163
Expenses	-	-
Balance as at 31st December	1,120,979	711,163

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Ghana Institution of Engineering

Notes to the financial statement

For the year ended 31 December 2024

17. Branch Operation Fund

	2024 GH¢	2023 GH¢
Balance as at 1st January	148,493	-
Contribution	271,000	295,256
Expenses from fund	-	(146,763)
	419,493	148,493

18. 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 tax is payable by the Institution.

19. Related party transactions

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

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, the key management personnel include Members of Council. Refer to the list of members on page 3.

20. Contingent liabilities and capital commitments

i) Contingent liabilities

Other than the liability to pay future pensions and allowances, there were no contingent liabilities of the Institution as at 31 December 2024, (2023: nil)

20. Contingent liabilities and capital commitments – contingent

ii) Capital commitment

There were no capital commitments as at 31 December 2024, (2023: nil).

21. 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 2025

2025 INCOME BUDGET

1.0		Income	Budget 2024 GHc	Actual 2024 GHc	Budget 2025 GHc
1.1		Subscription			
	1.1.1	Current Annual Subscription	3,768,175.00	4,150,759.00	5,135,725.00
	1.1.2	Subscription in Arrears	300,000.00	203,000.00	500,000.00
	1.1.4	Students Dues	40,000.00	2,035.00	30,000.00
1.2		Building Levy	50,000.00	62,975.00	45,000.00
1.3		Welfare (One Time Registration)	19,200.00	16,075.00	14,400.00
1.4		Seminar Income	360,000.00	448,377.00	495,000.00
1.5		ADR Training Income		277,000.00	600,000.00
1.6		Conference/Events	480,000.00	712,050.23	880,000.00
1.70		Conference Sponsorship	1,200,000.00	1,679,919.95	2,500,000.00
1.8		Professional Stamp	255,000.00	182,400.00	180,000.00
1.9		Presidential Address	248,600.00	85,724.00	300,000.00
1.1		Facility Hiring	199,000.00	71,500.00	100,000.00
1.1		Professional Examination Fee	860,000.00	315,794.00	915,000.00
1.1		Firm Registration	168,000.00	248,010.00	280,000.00
1.1		Sales of Inventory	82,000.00	99,974.00	130,000.00
1.1		Energy Fund	25,000.00	31,385.00	36,000.00
1.2		Arbitration and Advisory Income	100,000.00	123,366.57	250,000.00
2.6		Induction Income	270,000.00	285,600.00	312,000.00
2.7		Office Rental income	30,000.00	30,000.00	30,000.00
2.8		Sponsorship for Excellence Award	150,000.00		20,000.00
2.9		Advertising Income	300,000.00	95,000.00	100,000.00
EXPECTED INCOME					12,853,125.00

Notes on Income

1.0		Income	Summary Notes
1.1		SUBSCRIPTION	
	1.1.1	Current Annual Subscription	Expected Annual Subscription
	1.1.2	Subscription in Arrears	This is arrears expected to be paid by defaulting members in the year 2025
	1.1.4	Students Dues	These charges are used to design and print ID cards for student members in the Universities.
1.2		Building Levy	It is the initial levy on every new entrant. 500 new members were estimated for the year 2025.

1.3		Welfare (One Time Registration)	The welfare is deduced from the 450 new expected members
1.4		Seminar Income	The budgeted seminar income is based on previous performance
1.5		ADR Training Income	A budgetary income for ADR training of 100 participants
1.6		Conference/Events	Estimated income for conference and banquet fees
1.7		Conference Sponsorship	Income expected from conference Sponsors 2025
1.8		Professional Stamp	The income on stamps is based on the mandatory sales of stamps to every newly registered professional member and others
1.9		Presidential Address	It is made up of sales of brochures and pledges of support from some members of the engineering fraternity.
2.0		Facility Hiring	Facility has been recorded at 30% capacity since Covid pandemic
2.1		Professional Examination Fee	Professional exams, confirmation hearing, SPE upgrades fees
2.2		Firm Registration	Number of firms paid at current price.
2.3		Sales of Inventory	Sales of Car sticker, Lapel Pins, Engineers Act 819, Fabrics
2.4		Energy Fund	Estimate is based on admission 564312 of 450 new members
2.5		Arbitration and Advisory Income	An amount expected from Advisory and arbitration
2.6		Induction Income	Assumed income from 600 members to be inducted
2.7		Office Rental income	This amount is expected to be paid by Consulting Engineers for use of premises and facilities for the year.
2.8		Sponsorship for Excellence Award	Expected Sponsorship for EEA
2.9		Advertisement	Income through advertisement

2025 EXPENDITURE BUDGET

2.0		EXPENDITURE		Budget 2024 GHc	Actual 2024 GHc	Budget 2025 GHc
2.1		Staff Payroll		2,633,083.00	1,985,503.91	2,821,206.00
2.2		Staff Mutual Health Insurance	-	40,000.00	32,200.52	40,000.00
2.3		Medical Expenses		10,000.00	8,632.00	15,000.00
2.4		Telephone/ Internet Data/Web server		355,000.00	294,941.45	385,000.00
2.5		Stationery		30,000.00	9,708.80	10,000.00
2.6		Repairs & Maintenance		156,000.00	189,911.21	200,000.00
2.7		Office Expenses		44,680.00	94,045.64	100,000.00
2.8		Postage/Courier		7,000.00	6,344.00	7,000.00
2.9		International Travels		645,439.00	502,683.17	848,700.00
	2.9.1	ASCE Conference in USA		-		
	2.9.2	WFEO Engineering - Rwanda	128,700.00	128,700.00		
	2.9.3	FAEO (AEW CONFERENCE) - Angola	118,820.00	118,820.00		
	2.9.4	Nigeria Investiture	131,029.00	131,029.00		
	2.9.5	Nigeria Conference (NSE)	158,210.00	158,210.00		
	2.9.6	WAFEO (Sierra Leone)	108,680.00	108,680.00		
2.15		Bank Charges		7,000.00	3,148.00	10,000.00
2.16		Audit Fees		64,367.00	68,000.00	68,000.00
2.17		Insurance		20,635.00	11,793.16	32,000.00
2.18		Presidential Address, Technical visits and Initiatives		80,000.00	129,469.00	135,000.00
2.19		Motor Running Expenses		74,800.00	49,211.88	74,800.00
	2.19.1	Expenditure on Suzuki Auto		22,200.00		
	2.19.2	Expenditure on Hyundai Bus		40,000.00		
	2.19.3	Motorcycle		11,600.00		
	2.19.4	Lawn Mower		1,000.00		
2.20		Security Services		74,000.00	51,432.29	82,000.00
2.21		Cleaning & Sanitation		46,000.00	100,698.00	54,000.00
2.22		Utility		111,000.00	80,166.71	106,000.00
	2.22.1	Electricity	96000			
	2.22.2	Water	15000			
2.23		Professional Stamp		144,000.00	95,693.00	130,000.00
2.24		Consultancy		444,000.00	200,091.06	283,000.00
2.25		Board Evaluation				
2.26		Travelling & Transport Local		40,000.00	35,823.00	40,000.00
2.27		Staff Training		80,000.00	29,358.00	50,000.00

2.28		Donations (Social Responsibilities)		50,000.00	25,000.00	50,000.00
2.29		AGM/Conference/Annual Banquet		1,161,610.00	1,284,555.00	2,531,323.00
2.30		Special Interest Group (WinE, WIE & YIE)		180,000.00	214,912.00	380,000.00
	2.31	WINE Forum				150,000.00
	2.32	WIE				150,000.00
	2.33	Youth In Engineering Committee		80,000.00	54,000.00	80,000.00
2.31		International Relations		138,158.88	62,647.98	65,000.00
2.32		Meeting Expenses - (Council/Sub-Committees/Special Visits)		18,214.02	33,900.00	62,000.00
2.33		Generating Plant Expenses		14,200.00	6,509.00	14,087.00
2.34		Seminar Expenses		405,000.00	223,976.00	350,000.00
2.35		ADR Training Expenses		-	277,000.00	600,000.00
2.36		Award and Prizes		50,000.00	12,480.13	50,000.00
2.37		Membership Expenses		90,680.00	72,560.00	99,800.00
2.38		Programmes for Technical Division		80,000.00	9,314.00	100,000.00
2.39		Professional Practice & Ethic Committee		100,000.00	105,593.91	150,000.00
2.40		Publication Committee		33,500.00	14,225.35	49,800.00
2.41		Engineering Council Act 2011 (Act 819)		16,500.00	16,500.00	18,000.00
2.42		10% Earmark fund Welfare Fund		327,092.00	425,766.00	477,303.00
2.43		10% Earmark Funds for Branches Activities		618,770.00	425,766.00	477,303.00
2.44		10% Earmark Fund for Capital Investment		327,092.00	409,816.00	477,303.00
2.45		Registration of Members		325,000.00	286,444.00	624,000.00
2.46		Engineering Excellence Awards		12,500.00	8,100.00	15,500.00
2.47		Inductees Expenses		104,655.00	212,517.31	260,000.00
2.48		Council Retreat		100,000.00	59,877.30	130,000.00
TOTAL EXPENDITURE						12,853,125.00

GhIE BUDGET FOR 2025

2.0		EXPENDITURE	SUMMARY NOTES
2.1		STAFF REMUNERATION	The figure includes estimated total cost of all GhIE Staff to the Institution and 2 new Directors to be signed on
2.2		Staff Mutual Health Insurance	Total cost expected for Mutual Insurance for the year.
2.3		Medical Expenses	Medical bill to be paid by dependants not covered by Mutual Health Insurance
2.4		Telephone/ Internet Data/ Web server	This is made up of all routine calls, internet data and all other IT Expenses
2.5		Stationery	An estimate based on the previous actuals expenses rounded up
2.6		Repairs & Maintenance	Repairs estimated for the year
2.7		Office Expenses	The office expenses cater for Newspapers and others.
2.8		Postage/ Courier	Postage and courier cost for the year
2.9		International Travels	Expenditure expected to be spent on 5 international travels for the year 2025
2.15		Bank Charges	Bank Charges expected to be paid in 2025 if we opt for Overdraft within the year
2.16		Audit Fees	Total audit fees charged by the auditors.
2.17		Insurance	Total Insurance premiums estimated for building and vehicles
2.18		Presidential Address, Technical visits and Initiatives	Expenditure expected to be spent on Presidential Address and initiatives
2.19		Motor Running Expenses	Anticipated expenditure to be incurred on Motor Vehicles operations
2.20		Security Services	Security Exp based on new rates
2.21		Cleaning & Sanitation	Estimated cost of cleaning and sanitation
2.22		Utility	This comprises Power and water bills for the year
2.23		Professional Stamp	Estimated Cost of purchasing 600 pcs of Professional stamps
2.24		Consultancy	The estimated expenditure for all legal consultancy, Human resources and public relation expenses
2.26		Travelling & Transport Local	Expenses to be incurred on all local travellings for GhIE business
2.27		Staff Training	An estimated cost of Training of Ghie staff

2.28		Donations (Social Responsibilities)	Donations; Corporate Social responsibility
2.29		AGM/Conference/Annual Banquet	Expected Expenses to be incurred before, during and after the AGM/Conference/ annual Banquet
2.30		Special Interest group	
	2.30.1	WINE Forum	Funds budgeted to support Wine
	2.30.2	WIE	Budget support for Women in Engineering Africa
	2.30.3	Youth In Engineering Committee	Total amount budgeted for Youth in Engineering,
2.31		International Relations	Expected cost of expenditure on international subscriptions, other international related activities and expenses
2.32		Meeting Expenses - (Council/Sub-Committees/Special Visits)	Estimated meetings expenses
2.33		Generating Plant	Amount is based on current prices of Genset parts
2.34		Seminar Expenses	Seminar expenditure estimated for 2025 programmes.
2.35		Alternative Dispute Resolution Expenses	Estimated expenses on 100 attendees for ADR Training
2.36		Award and Prizes	Estimated cost of 10 prizes and awards for Best Engineering students
2.37		Membership Committee	Total expenditure budgeted for Membership activities
2.38		Programmes of Technical Division	Budgeted expenditure for various Technical Divisions
2.39		Professional Practice & Ethic Committee	Amount budgeted for Professional Practice & Ethic
2.40		Publication Committee	Total expenditure to be incurred on publicity
2.41		Engineering Council Act 2011 (Act 819)	Cost of engineering Act expected to be bought for sale
2.42		10% Earmarked Fund for Welfare	10% Earmarked transferred to Welfare Fund
2.43		10% Earmark Funds & Sponsor for Branches Activities	10% Earmarked fund for Branch Activities
2.44		10% Earmark Fund for Capital Investment	10% Earmark for Capital Investment
2.45		Registration of Members	Based on members of good standing & TPEs translated to PE
2.46		Engineering Excellence Awards	Budgeted Expenses for Engineering Excellence Award
2.47		Inductees Expenses	A 10% increment on previous actuals

2.48		Council Retreat	Cost of expenditure proposed for Council Retreat
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5.3 Proposal for subscription, fees and Levis

5.3.1 Subscriptions

Membership Class		2025	2026	% Increase
Engineers	Fellow	1,300	1,900	46%
	Senior Professional Engineer	1,105	1,600	45%
	Professional Engineer	975	1,200	23%
	Trainee Professional Engineer	600	660	10%
	Retired Professional Engineer	325	400	23%
	Retired Fellow	325	400	23%
Technologists	Senior Professional Engineering Technologist	780	1,100	N/A
	Professional Engineering Technologist		900	15%
	Trainee Professional Engineering Technologist	520	580	12%
Technicians	Senior Engineering Technician		800	N/A
	Engineering Technician	585	600	3%
	Trainee Engineering Technician	130	300	131%
Craftsmen	Master Craftsmen		500	N/A
	Craftsmen	195	195	0%

5.3.2 Levies

The following levies are being proposed to be removed.

- Building levy
- Energy levy

The following levy is being proposed for consideration.

- Engineering village levy
 - Fellow – GHS 500.00
 - Engineers and Technologist – GHS 300.00
 - Technicians – GHS 200.00
 - Craftsmen – GHS 50.00

APPENDIX A**54th Annual General Meeting Attendance**

No.	First name	Lastname	Organization/Institution
1	Effah	Ampem	VRA
2	Jane Naki	Tetteh-Anowie	Associated Consultants limited
3	Isaac Boakye	Aduenin	Anglogold Ashanti Iduapriem Mine
4	Alexander	Otabil	Bank Of Ghana
5	Priscilla	Donkor	PURC
6	Agnes Enyonam	Kumi	Public Utilities Regulatory Commission
7	Roberta	Anyane	Associated Consultants Ltd
8	Samuel Benjamin	Arthur	AngloGold Ashanti Iduapriem Mine
9	Kwame	Ansu-Gyamfi	Associated Consultants Limited
10	Leonora	Otu-Boateng	Self
11	Franklin	Nyani Nketiah	Dept. Of Urban Roads - Kumasi
12	Nafiw	Issifu	MTN Ghana
13	Evans	Sarpong	ECG
14	Paul	Baah Amoako	NSC
15	Samuel Kwabena	Asare	Ghana Airports Company Limited
16	Joseph	Buckson	GhIE
17	Joseph	Oddei	AESL GEOTECH DEPT
18	Bright Tsidi	Akuinor	University of Mines and Technology, Tarkwa
19	Margaret	Arkoh	Anglogold Ashanti Iduapriem Mine
20	Eugene Oware	Nyanor	ECG
21	Florence	Nabila Abiba	Electricity Company of Ghana
22	Kofi	Korang	Electricity company of Ghana Ltd
23	Kingsley	Acquah	Electricity Company of Ghana
24	Thomas	Okyere	ECG
25	Patrick Amoah	Bekoe	Department of Feeder Roads
26	Michael	Temanu	ECG
27	Fuseini Braimah	Bawah	ECG
28	Stephen	Ampah	Electricity Company of Ghana
29	Appiagyei	Kofi Nti	Department of Urban Roads
30	Samuel	Adu	Volta Lake Transport Company
31	Willi	Fua	ECG
32	Kwasi Adusei	Agadzi	Bui Power Authority
33	Williams	Ackaah	CSIR - Building and Road Research Institute
34	Samuel	Adu	Volta Lake Transport Company
35	Vanessa Gyeduaa	Asabere	Volta River Authority
36	Francis	Dey	Electricity Company of Ghana
37	SUMAILA	ZIZIEN	BANK OF GHANA
38	Ing Albert	Amenyo	Real Estate Dev
39	Reginald	Assibey-Ankrah	SDD-UBIDS
40	Robert Amalkonge	Aminga	ECG
41	Alice	Erwuah	VRA
42	Emmanuel Ebo	Hayfron	Ghana Road Fund

43	Abraham	Tettey Odjidja	Electricity Company of Ghana
44	Alice	Erwuah	VRA
45	Benedict	Atta Poku	Baker Hughes
46	Annabel	Zormelo	ECG
47	Albert	Allotey	Electricity Company of Ghana
48	Ernest	Osei-Akoto	Ghana Airports Company Limited
49	Samuel	Broohm	Ghana Airports Company Limited
50	Charles	Alampah	GPHA
51	SUSUANA BANDO	BANDO	ECG
52	Ama	Yiadom-Boakye	Petroleum Commission
53	John Kwasi	Akowuah	Bank of Ghana
54	Peter	Okyere Boamah	Ghana Airports Company
55	Dennis	Dawuoh	Electricity Company of Ghana Limited
56	Lucy	Agyepong	Academic city university college
57	Frederick	Ansah	GPHA
58	Frederick	Bremang	Electricity Company of Ghana
59	Harriet	Ahorsu	KNUST
60	Sophia	Enyan	GPHA
61	Isaac	Vidzreku	GPHA
62	Jacob	Dorsu	VLTC
63	ING Precious Elorm	Ansah	GPHA
64	Evans	Amane Owusu	Volta River Authority
65	Harry	Atta-Motte	Newmont
66	Vincent	Abbey	Ghana Ports and Harbours Authority
67	Martin Akuffo	Paintsil	ECG
68	John	Awotwi	UESD Somanaya
69	Worlanya	Afenyo -Gana	Associated Consultants LTD
70	Amankwaa	Atta	VRA/NEDCo
71	Richard	Gaba	GPHA
72	ING Dorothy Abrafi	Kwakyee-Ameyaw	GPHA
73	Abdul Wahab	Abubakari	GPHA
74	Eric	Sintim-Aboagye	Associated Consultants Limited
75	David	Mills Mantey	ADK Consortium
76	Domingo	da Pilma Lekettey	AWMA
77	Francis	Stokes	GPHA
78	Forson	Peprah	VRA
79	Nana Sarpong	Agyeman-Badu	Petroleum Commission
80	Ferdinand	Otchere	GHIE
81	Stephen	Kwofie	ADK Consortium
82	Efua	Effah	Ministry of Roads and Highways
83	Benjamin	Afotey	KNUST
84	Emmanuel	Appiah	Petroleum Commission
85	Emmanuel	Ankorah	ECG
86	Alfred	Amoako	Colan Consult
87	Latifatu	Adjah	CSIR-IIR

88	Emmanuel	Ankorah	ECG
89	Noel	Adu-Gyamfi	ADK Consortium
90	Doris	Appreku	ECG
91	Samuel	Yaw Antwi	Gridco
92	William Lartey	Darko	Riepcos Ltd
93	Seth	Kwesi Appiah Ansah	Anglogold Ashanti
94	Sheila	Anti	ECG
95	Latifatu	Mohammed	CSIR-Institute of Industrial Research
96	Corna	Kojo Appiah	BUI Power Appiah
97	Kwaku	Dovlo	G.P.H.A
98	Dominic Sedem	Kumedzro	Ghana Ports and Harbours Authority
99	Felix Jojo	Ayeh	KNUST
100	Yaa	Okudzeto	Built Services Consult
101	Naa Lamkai	Quaye-Ballard	BRRI
102	Emmanuel	Asare-Boafo	ADK CONSORTIUM
103	Nancy Anataba	Kyorku	KNUST
104	Enoch	Atutoranu	Social Security and National Insurance Trust (SSNIT)
105	Charles	Gyamfi	KNUST
106	Michael	Jackson	Ghana Airports Company Limited
107	Kisman Ackon	Eghan	Anglogold Ashanti (Gh) Ltd
108	Michael Amanor	Nartey	Ghana Ports and Harbours Authority
109	Naa Korkoi	Ayeh	CSIR-BRRI
110	Padmore	Owusu	GACL
111	Winfred	Aniagyei	Anglogold Ashanti
112	Abraham	Osei Badu	Anglogold Ashanti Ltd Iduapriem Mine
113	RAYMOND	KWASI TRORNU	AGA OBUASI
114	Nana Yaw Nti	Owusu-Adanse	AngloGold Ashanti Obuasi Mine
115	Eric	Broni	AngloGold Ashanti
116	Augustine	Boachie	AGAG
117	KINGSFORD D	LARYEA	GhIE
118	Harry	Ayer	Anglogold Ashanti. Tarkwa Mine
119	Florence	Baah	Ghana Highway Authority
120	Salomey Kafui	Kpogli	AngloGold Ashanti
121	Belinda	Asante Ashon	Ghana highway authority
122	Daniel	Adiyia	Anglogold Ashanti Ghana Ltd. Obuasi
123	Rachael Wereko	Opong	AngloGold Ashanti Obuasi Mine
124	Ebenezer	Nkrumah	Anglogold Ashanti Iduapriem Limited
125	Daniel Nframah	Ampong	KNUST
126	Anthony	Andrews	KNUST
127	Ebenezer Ato	ROBERTS	ARQ Engineering Solutions
128	Kwasi	Agyeman-Boakye	Ministry of roads and highways
129	Dennis	Tsidi	MTN
130	Naomi	Yankey	AngloGold Ashanti Obuasi Mine

131	Emmanuel	Asirifi	Constromart Investments Limited
132	Yvonne Durowaa	Ntow	Constromart Investments Limited
133	Patrick	Addai	Anglogold Ashanti
134	Douglas	Atanga	AngloGoldAshanti
135	Edward	Melomey	Constromart Africa
136	Godslove	Duncan	Constromart Investments Limited
137	Bright	Yeboah-Akowuah	KNUST
138	Samuel	Dadzie	VRA
139	Bennetta	Koomson	KNUST
140	Mavis	Allotey	Ghana Ports and Harbours Authority
141	Benard	Gyimah	Anglogold Ashanti - Obuasi
142	Michael	Asamoah	University of Ghana
143	Victor Kwesi	Amoah	GPHA
144	Sonia	Sakyi	MTN Ghana
145	Jonathan	Blankson	VRA
146	Michael	Asamoah	University of Ghana
147	Eric	Owusu	Ghana Ports and Harbours Authority
148	SIMON	ODETCHI MARTEY	VRA
149	Nana Akua	Brenyah Boateng	Associated Consultants Ltd
150	Isaac	Kweku Boakye	Ghana Civil Aviation Authority
151	Eric Kwaku Nyame Amevor	Amevor	Craftsman
152	DANIEL	Sarfo	Ghana Ports and Harbours Authority
153	Isaac	Bedu	Engineering Council
154	Patrick	Boakye	KNUST
155	Juliet Mawunyo	Gbormittah	GhIE/Freelance consultant
156	Irene	Yeboah	Constromart Africa
157	Isaac	Nukpezah	ECG
158	Prosper	Botsoe	ECG
159	Emmanuel	Appiah-Adjei	KNUST
160	Enyonam	Kpekpena	Electricity Company of Ghana Limited
161	Dennis	Anyomi	Volta River Authority
162	Peter	Yawson	Department of Feeder Roads
163	Emmanuel	Akowuah	KNUST
164	Joseph	Larbie	J&J SEAL ENGINEERING Ltd
165	Frederick	Owusu-Nimo	KNUST
166	Philip Kwame.	Aheto.	GhIE
167	Nana Kum	Sam-Awortwi	VRA
168	Josephine	Agbedoawu	MTN Ghana
169	Divine Esem	Metsiwodzi	Bank of Ghana
170	Richmond	Ashong	VRA
171	Samuel	Ekissi	VRA
172	Hannah	Terlabi	Volta River Authority
173	Felix	Atiogbe	VRA
174	Samuel	Ekissi	VRA
175	Derrick	Acheampong	Volta River Authority

176	FRANCIS	OTOO	MTN
177	Rodge	Gyabaah-Yeboah	BUI Power Authority
178	Brenda	Faidoo	BUI Power Authority
179	Kwaku	Asare-Sefah	Volta River Authority
180	Solomon	Adumatta	CSIR – BRRI
181	Samuel Owusu Kwabena	Amankwah	ECG
182	Torgbui Eklun	Dzinake II	Ghana Ports and Harbours Authority
183	Mark	Bediako	CSIR-Building and Road Research Institute
184	Noble	Dormenu	NEDCo
185	Fred	Ohene	Bui Power Authority
186	Bennetta	Koomson	KNUST
187	Florence Dzifa	Mensah	University of Ghana, Legon
188	Timothy Kofi	Ametefe	CSIR-BRRI
189	Michael	Krakue	ADK CONSORTIUM
190	Franklin	Agyepong	AngloGold Ashanti
191	Stefania	Homawoo	ECG
192	Sophia Abena	Tijani	Volta River Authority
193	Kassim	Mohammed Sani	MTN
194	Elikem	Obuo	Ghana Grid Company Ltd
195	Daniel Kofi	Bainson	Bainson Enterprise
196	Albert	Nanah	KNUST
197	Torgbui Eklun	Dzinake II	Ghana Ports and Harbours Authority
198	Charles	Dzikunu	BUI Power Authority
199	Mawusi	Obuo	Tema Oil Refinery
200	Dennis	Owusu	FGR
201	Seth	Amegatse	Electricity Company of Ghana Limited
202	Andrew	Barfour	Pensioner
203	Darlington	Ahuble	VRA
204	Charles	Adams	KNUST
205	Carlien	Bou-Chedid	Individual Consultant
206	Anthony Simon	Parku	Ghana Ports and Harbours Authority
207	Kwame	Boakye	Engineering Council
208	James	Kusi Amoah	Rana Motors
209	AUGUSTINA	Nyarkoa Amoateng	Spexline Electrical service
210	ING Peter	Appiah Yaw	ADK Consortium
211	Richard	Adarkwah	GES
212	Michael	Dedey	Ankobra Metrics
213	Samuel	Gyimah	Ghana Highway Authority
214	Amoah	Juliet	ECG
215	Precious	Asante	ECG
216	Baanbil	Mary	ECG
217	Mubarak	Abubakari	falconconsultants.com
218	Nutepe	Tudzi	Associated Consultants Ltd
219	Gordon	Dadzie	GPHA

220	Grace Ekua	Appiah	Electricity Company of Ghana
221	David	Arthur	Anglogold Ashanti Obuasi Mine
222	Gordon	Dadzie	GPHA
223	Ronald Ba-enaaviel	Kaaku	GOIL
224	Anniebella	Ofori	ECG
225	Akim	Tijani	Volta River Authority
226	Anniebella	Ofori	ECG
227	Gertrude	Akosah	Ministry of Roads and Highways
228	Collins	Owusu-Ansah	Vision consultant
229	Ronald Ba-enaaviel	Kaaku	GOIL
230	Jennifer Gyamfuaa	Takyi-Nimoh	KNUST
231	Mahama Asunga	Abdulai	Ghana Civil Aviation Authority
232	Prince	Ayisi	GPHA
233	Fancis	Yormesor	NEDCo
234	KWASI	Boateng	Ghana Airports Company Limited
235	Ing Daniel	ANNOR	GHANA PORTS AND HARBOURS AUTHORITY
236	Ing Arthur	Essel Stephen	Ghana ports and Harbour Authority
237	Emmanuel	Ofori-Barfi	Ghana Highway Authority
238	Adjei	Boateng	DUR
239	Priscilla Maame Adwoa Wuseinoa	Antwi	Tema Oil Refinery
240	Elizabeth	Acquah	GACL
241	Samuel	Boateng	HGL Consult LTD
242	Emmanuel kofi	Boateng	HGL Consult Limited
243	Francis Odame	Ansah	ECG
244	Raphael Edmund	Dickson	ERANIS medical engineering co ltd
245	Michael	Nyoagbe	Ghana Water Limited
246	PROSPER	ASANTE	LOCAL GOVERNMENT SERVICE
247	Kwame	Boih-Addo	Self
248	Rebecca Efua	Oppong	Ghana Standards Authority
249	Henry	Mensah	Petroleum Commission
250	Dr Baba I.	Musah	Chinese Academy of Sciences, China
251	Cressent Kwasi	Obeng Nkoah	Civil Engineering
252	Theo Q	Mensah	Ghana National Petroleum Corporation
253	Christabel Fremah	Owusu	Bentry Company Limited
254	ERNEST	Annang	GNPC
255	PATRICK	ASARE YEBOAH	ANGLOGOLD ASHANTI GHANA -OBUASI
256	Richard	Sakyiamah	Ghana National Petroleum Corporation
257	Gloria Afua	Apedo	Ghana Water Limited
258	Ebenezer	Okine	Virid Prime
259	Edwin	Tutu	Craft man
260	Michael Ebenezer	Addison	VRA
261	Emmanuel	Tamakloe	GNPC
262	Esther	Quist-Therson Danquah	MS Consult Ltd-MS Energy

263	Michael Ebenezer	Addison	VRA
264	Daniel Akrofi	Odei	Petroleum Commission
265	Stephen	Ampiaaw	Ghana Ports and Harbours Authority
266	Papa	Van-Dyck	GNPC
267	Yusif	Abdul-Hamid	Citadel Mining Services & Construction Limited
268	Mary	Mensah	ECG
269	Joseph	Ofori	Ghana Airports Company Limited
270	Paapah	Blay	GRIDCo
271	Alberta	Adofo	SSNIT
272	Ekow	Addo	Schlumberger
273	Daniel	Digber	Environmental Protection Agency
274	Emglad	Andoh	Knight Piesold
275	Michael	Akumfi-Ameyaw	Silverline Resource Company Limited
276	Joseph	Annor	Katharos Engineering
277	Fredrick Oduro	Akoto	Toyota Ghana Company Limited
278	John Kwesi	Mensah	Private
279	Michael Akwasi	Akorli	Promasidor Ghana Limited
280	Isaac	Otu	Ghana Airports Company Limited
281	Harold	Esseku	WB
282	Aaron	Akutteh	National Communications Authority
283	Clifford	Gapher	Glory Oil Company Ltd
284	Frank	Arthur	R and J Systems Ltd
285	Michelle	Ofori-Adjei	Universal Hospitals Group
286	Kwadwo	Anim	Tema oil refinery
287	Michael Annoh	Owusu	Universal Hospitals Group
288	Umar	Alhassan	Ghana National gas company
289	Bright	Yeboah-Akowuah	KNUST
290	Clifford	Doggu	Ghana National Gas Company
291	ING Rose Achaa	Donkor	Local Government Service (Krowor Municipal Assembly)
292	Lily	Adomaa	VRA
293	Ohene	Atakora-Manu	DNARDA Africa
294	Ing Felix	Gavor	Africano Electro
295	Joyce	Oturoku	GN Power
296	Elorm	Dellor	Ghana Education Trust Fund
297	Felix	Gavor	Fix Elevate Consult
298	Anthony	Getor	IPTel Training and Consultancy
299	Conrad	Nyamiah	Ghana Civil Aviation Authority
300	Papa Kofi Nyame	Jonfiah	Ghana Airports Company Limited
301	Rachel	Amanfu	Ghana Standards Authority
302	JOSEPH ADOKOH	QUANSAH	WAYOE ENGINEERING AND CONSTRUCTION LIMITED
303	Robert	Amathey	Ghana Airports company ltd
304	Ing George	Lutterodt	Melbourne Polytechnic

305	Daniel	Dankyira Koranteng	Ghana National Petroleum Corporation
306	Sampson	Asare	Team Oil Refinery
307	Carl	Dowuona	Volta River Authority
308	Fredrick	Akuffo-Boafo	FW Bacumen
309	Adjei	Benjamin	Volta River Authority
310	Kwaku Amaning	Adjei	KNUST
311	Tracy	Adutwumwaa	CONPRO Limited
312	Isaac Essel	Aryee	Ghana Ports and Harbours Authority
313	Kobina	Nkrumah	Bank of Ghana
314	Georgette	Nkrumah	RPS Engineering Services Ltd
315	STEPHEN	OWIAH	GPHA
316	Kobina	Nkrumah	Bank of Ghana
317	Isaac Amo	Aggrey	RigWorld Services International
318	Wahab	Asante	Newmont
319	THEOPHILUS	SACKEY	Cenpower Generation Company Limited
320	Bismark	Otoo	Electricity company of Ghana limited
321	Kwame Mensah Mankata	Nyampong	Newmont
322	Nancy Anataba	Kyorku	KNUST
323	Nee-Whang	Jemima	ECG
324	Kwame	Prempeh	PPA
325	Emmanuel	Mensah	AngloGold Ashanti Iduapriem
326	Williams Frimpong	Peprah	GPHA
327	David	Wiredu	GACL
328	Ing Ruth A N	Menz	Ghana Manganese Company Limited
329	Isaac Henry	Acheampong	ADK Consortium
330	Kofi Poku	Osei	AngloGold Ashanti Iduapriem
331	Kwabena	Adusei	PURC
332	Cyril Delali	Afagbegee	Ghacem
333	Richmond	Issahaku	Ghana Water Limited
334	Jonas Kwei	Ayi	State Interest and Governance Authority
335	Iddrisu	Hadi Kanton	Sewerage Systems Ghana Limited
336	Juliet L.	Akuba	PURC
337	Anthony Nyamekeh-Armah	Adjei	ECG
338	Priscilla	Martey Odetsi	Volta River Authority
339	Eric	Agyemang Prempeh	GPHA
340	Kelvin	Agyei-Agyare	Ghana National Gas Limited Company
341	Ellis	Osei	GHANA NATIONAL GAS COMPANY LTD
342	Osman	Karim	Anglogold Ashanti Iduapriem Mine
343	Richard	Dugah	Colan Consult
344	Samuel Asare	Kwarteng	VALCO
345	Elsie	Effah Kaufmann	University of Ghana
346	Felix	Tetteh	Ghana Institution of Engineering (GhIE)
347	Michael	Akyeampong	SilverLine Resource

348	Bernard	Obeng Mensah	Ghana Highway Authority
349	Emmanuel	Appiah-Kubi	Akenten Appiah-Menka University of Skills Training and Entrepreneurial Development
350	Mary Naa Kwakua	Tagoe	Ghana Civil Aviation Authority
351	BENJAMIN	OWUSU	GHANA CIVIL AVIATION AUTHORITY
352	Damien	Pambit Zong	Ghana Civil Aviation Authority
353	Nana Poku	Agyeman	Department of Urban Roads
354	Samuel	Tekpetey	CSIR-Institute of Industrial Research
355	Robert	Andoh	AWD CONSULT
356	Robert	Adjaye	Retired
357	K'PARKER EMMANUEL	AHIABA	Prestea Sankofa Gold
358	Rebecca	Amoah	David Walter limited

Appendix B

Branch 2 Attendance List for Branch Monthly Meetings: January 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING GEORGE OTI-BOATENG	UENR-SUNYANI
28.	ING CLEMENT APURI WEZENAMO	UENR-SUNYANI

29.	ING DR. OPHELIA KABA	UENR-SUNYANI
30.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
31.	ING DR. OPHELIA KABA	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: FEBRUARY 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING GERORGE OTI-BOATENG	UENR-SUNYANI
28.	ING CLEMENT APURI WEZENAMO	UENR-SUNYANI
29.	ING DR. OPHELIA KABA	UENR-SUNYANI
30.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
31.	ING DR. OPHELIA KABA	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: MARCH 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI

7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING DR. OPHELIA KABA	UENR-SUNYANI
28.	ING GEORGE OTI-BOATENG	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: APRIL 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI

22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING GEORGE OTI-BOATENG	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: MAY 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING CLEMENT APURI WEZENAMO	UENR-SUNYANI
28.	ING DR. OPHELIA KABA	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: JUNE 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI

7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ISAAC NICHOLAS GYAN (TPE)	DVLA-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: JULY 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI

23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
28.	YAKINI TUOKANSO (TPE)	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: AUGUST 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ISAAC NICHOLAS GYAN (TPE)	DVLA-SUNYANI
28.	YAKINI TUOKANSO (TPE)	UENR-SUNYANI
29.	ING GEORGE OTI-BOATENG	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: SEPTEMBER 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI

6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
28.	ING DR. OPHELIA KABA	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: OCTOBER 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI

21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
28.	ING DR. OPHELIA KABA	UENR-SUNYANI
29.	ISAAC NICHOLAS GYAN (TPE)	DVLA-SUNYANI
30.	YAKINI TUOKANSO (TPE)	UENR-SUNYANI
31.	ING GEORGE OTI-BOATENG	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: NOVEMBER 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
28.	ING DR. OPHELIA KABA	UENR-SUNYANI
29.	ISAAC NICHOLAS GYAN (TPE)	DVLA-SUNYANI
30.	YAKINI TUOKANSO (TPE)	UENR-SUNYANI
31.	ING GEORGE OTI-BOATENG	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: DECEMBER 2024

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
28.	ING DR. OPHELIA KABA	UENR-SUNYANI
29.	ING PROF. AMOS T. KABO-BAH	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: JANUARY 2025

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI

13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI
24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
28.	ING DR. OPHELIA KABA	UENR-SUNYANI
29.	ING CLEMENT APURI WEZENAMO	UENR-SUNYANI
30.	ISAAC NICHOLAS GYAN (TPE)	DVLA-SUNYANI
31.	YAKINI TUOKANSO (TPE)	UENR-SUNYANI
32.	ING GEORGE OTI-BOATENG	UENR-SUNYANI

ATTENDANCE LIST FOR BRANCH MONTHLY MEETINGS: FEBRUARY 2025

S/N	NAME	INSTITUTION
1.	ING PROF. EMMANUEL KWESI NYANTAKYI	UENR-SUNYANI
2.	ING JOSEPH KOFI NARTER	GRIDCO-TECHIMAN
3.	ING DR. PRINCE ANTWI-AGYEI	UENR-SUNYANI
4.	ING NANA EKOW NKWA SEY	UENR-SUNYANI
5.	ING SAMUEL ANTWI	GRIDCO-SUNYANI
6.	ING LYDIA KYERAA	GBC-SUNYANI
7.	ING DR. MARY ANTWI	UENR-SUNYANI
8.	ING VICTORIA AFRIYIE DARKWA	DUR-SUNYANI
9.	ING DR. NANA BONSU ACKERSON	UENR-SUNYANI
10.	ING FREDERICK EGYIRI	NEWMONT-AHAFO KENYASI
11.	ING DUKE DAMPTEY DANQUAH	NEDCO-SUNYANI
12.	ING PROF. EMMANUEL AMANKWAH	UENR-SUNYANI
13.	ING ERIC OSEI ESSANDOH	UENR-SUNYANI
14.	ING PROF. BENJAMIN ASUBAN WEYORI	UENR-SUNYANI
15.	ING DR. FELIX UBA	UENR-SUNYANI
16.	ING DR. MARTIN KYEREH DOMFEH	UENR-SUNYANI
17.	ING GAA RUSSELL	NEDCO-SUNYANI
18.	ING JEFFERY SUADWAH BOAFO	NEDCO-SUNYANI
19.	ING NSOH AWINI	NEDCO-SUNYANI
20.	ING JONATHAN DUGBATEY	NEDCO-SUNYANI
21.	ING CELESTINE AGLIMAH HOTOR	GBC-SUNYANI
22.	ING DR. PETER DAMOAH-AFARI	UENR-SUNYANI
23.	ING PATRICK APPIAH	NEDCO-SUNYANI

24.	ING MRS. ANNA AMANKWAH-MINKAH	UENR-SUNYANI
25.	ING PROF. THOMAS ATTA-DARKWAH	UENR-SUNYANI
26.	ING DUKE NII MENSAH	UENR-SUNYANI
27.	ING DR. FRANK NKANSAH BADU	CWSA-SUNYANI
28.	ING DR. OPHELIA KABA	UENR-SUNYANI
29.	ISAAC NICHOLAS GYAN (TPE)	DVLA-SUNYANI
30.	YAKINI TUOKANSO (TPE)	UENR-SUNYANI
31.	ING GEORGE OTI-BOATENG	UENR-SUNYANI



GhIE

GHANA INSTITUTE OF ENGINEERING

PROPOSED AMENDMENT FOR
WELFARE
POLICY PLAN

June, 2024

8.1 BENEFITS DUE TO DEMISE

Member Categorization (Past & Current)	Family visit by	Announcement To	Tribute	Donation	Funeral Attendance
Past Presidents (PP)	EXCo/ Delegation	Members	ED	5x current subscription	Council/ Branch/ Welfare
Loss of Spouse	EXCo/ Delegation	PP & Council	-	3x current subscription	Delegation
Loss of Child	EXCo/ Delegation	PP & Council	-		Delegation
Loss of Parent	-	Members	-	1x of current subscription	Delegation

Councill Members	Council/ Delegation	Members	ED	4x current sub-scription	Council/ Branch/ Welfare
Loss of Spouse	Council/ Delegation	Council	-	3x current sub-scription	Delegation
Loss of Child	Delegation	Council	-		Delegation
Loss of Parent	-	Members	-	1x current sub-scription	Delegation

Fellows	Delegation	Members	ED	4x current sub-scription	Branch/ Welfare
Loss of Spouse	Delegation	Members	-	2x current sub-scription	Delegation
Loss of Child	Delegation	-	-		Delegation
Loss of Parent	Delegation from Branch-	Members	-	1x current sub-scription	Delegation

Member Categorization (Past & Current)	Family visit by	Announcement To	Tribute	Donation	Funeral Attendance
All Other Members	Delegation	Members	Branch	3x current sub-scription	Branch/ Welfare
Loss of Spouse	–	Members	–	2x current sub-scription	Delegation
Loss of Child	–	Members	–		Delegation
Loss of Parent	–	Members	–	1x subscription	Delegation

How to access the Benefits due to Demise

1. Be a member of good standing.
2. Past Presidents/ Council Members/ Fellows write directly to the Executive Director with a Death Certificate and Obituary.
3. Senior/Professional Members write to the Branch Chair with a copy of Death Certificate and Obituary. The Branch Chair forwards to the Executive Director and assist the member to claim the benefit.
4. Loss of Spouse benefit shall only be claimed once by all members.

8.2 INCAPACITATION BENEFITS

When a retired or active member becomes incapacitated and is unable to perform their normal engineering responsibilities, the member shall be paid a **onetime payment amount** of seven times the subscription applicable to the member (for retired members, the subscription rate applicable to active members shall apply). It is expected that a doctor's report will be provided to support an application. The Branch the member has operated in will be informed by the secretariat to visit the affected person periodically.

Mode of application: Write a letter with doctor's report to the Branch Chair who will investigate before forwarding the request to the Executive director with the Welfare Chair in copy.

Ailment category (Terminal ailment, Injury and inability to work for more than 3 months)

Approved by Council on 20th June, 2024
Naa Lamkai Quaye-Ballard,
Welfare Chair

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GHANA INSTITUTE OF ENGINEERING

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Management Report

2023/2024 Council Year