



2024 Annual Report

Institution of Engineers Papua New Guinea Incorporated

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President's Overview



It has been a privilege to serve as the President of the Professional Engineering Fraternity in Papua New Guinea for the years 2023 and 2024. During this period, significant developments have occurred within IEPNG as a professional body representing its esteemed membership of Professional Engineers, Technicians, Companions, and Students.

Policy Changes

During the 2023 Annual General Meeting, the members unanimously voted to amend the policy regarding the leadership terms for the President and Deputy President of IEPNG and the PERB. The revised policy stipulates that both the President and the Deputy President will serve two-year terms. Following this period, the President transitions to the role of Past President and remains on the Board as an Ex Officio member, while the Deputy President assumes the office of President. Subsequently, an election is held to appoint a new Deputy President. This policy change was introduced to ensure the continuity of annual plans and strategies for the operational effectiveness of IEPNG. After two years, I am pleased to report that the policy change has positively impacted the financial and operational management and performance of IEPNG.

Another significant policy change was the application for financial membership to the Institution of Engineers PNG Inc (IEPNG) and Registration to the Professional Engineers Registration Board. The application process is a lot more "friendlier" for the members resulting in steady growth in our membership and revenue.

Strategy

The 2023-2028 Strategic Plan, launched at last year's AGM dinner, outlines IEPNG's focus for the next five years. Members are encouraged to obtain a copy from the IEPNG Office to understand the plans and learn how they can contribute and be involved.

With clear direction from the Strategic Plan and prudent guidance from the IEPNG Council, significant improvements have been achieved over the past year. Membership has grown, with organisations in the Extractive, Oil and Gas, and Agriculture industries now recognising the PERA (Professional Engineers Registration Act 1986 amended 2007) and comprehending its legal implications. Consequently, more organisations are funding their engineers' registrations.

Regarding Institutional Reforms, the Structural Engineers Registration process has been updated as part of the Revised Professional Engineers Registration Act 1986, amended in 2007. It is currently with the State Solicitors Office for final legal clearance before being presented to Parliament through the Minister of Works and Highways.

The Engineering School at the PNG University of Technology in Lae has been accredited to the

Washington Accord, aligning with internationally accepted best practices for engineering educational programs. This accreditation marks a significant milestone for the Engineering Fraternity in PNG, the PNG University of Technology, and PNG as it celebrates 50 years of independence. Attention is now directed towards improving engineering technology and technical educational programs to meet the standards of the Sydney and Dublin Accords. Preliminary discussions have begun with the Lae Polytechnical College to upgrade their engineering courses to comply with these accords.

IEPNG's investment in the office property through a bank loan has been well managed and is expected to be paid off by next year. The CEO's strict oversight on revenues and expenses has positively impacted finances. These actions aim for IEPNG to achieve financial independence and offer programs to members at discounted rates.

Digital and Technology interface

IEPNG must adapt to advancements in digital technology. The organization is currently addressing the issue of developing a functional website, and the Council has approved a local company to rebuild the IEPNG website. The goal is to have the website operational for members and stakeholders to access. Contributions made by the Dataco Team towards technological improvements for IEPNG are recognized.

IEPNG Council and PERB new members and renewal

We welcomed Honorary Fellow Andrew Pinge to the Council, along with re-elected Fellow Penias Paison. The Council also reappointed Aprilyn Panganiban for another term. We acknowledge Honorary Fellow John Paivu's contributions during his 2-year term, ending in 2023.

Strong Finance and Operational Performance

The Council's strict oversight of the Finance and Operational Performance of IEPNG, along with the CEO's prudent financial management, has led to a steady improvement in IEPNG's financial performance. According to the audited financial statements, revenue for 2024 increased by 42% to K1,422,256 million, while expenses rose by 21.4% to K1,211,779 million compared to 2023. This resulted in an increase in the surplus to over K200,000, compared to K4,532 in 2023.

The Strategic Plan targets 300 new members annually from 2023 to 2028. In 2024, membership grew by 316, surpassing the goal and boosting financial revenue and surplus.

Favourable Outlook

The future appears positive for IEPNG regarding membership growth, which is a key focus area. Despite existing challenges such as communication issues between members and the IEPNG administration, it is expected that these can be addressed internally. With clear guidance provided by the Strategic Plan and supported by disciplined financial and operational management, steady growth is anticipated.

Considering the favorable economic conditions in PNG, including the anticipated start of the Papua LNG Construction phase in 2026, and various infrastructure development projects planned by the GoPNG, it is projected that IEPNG is well- positioned to expand and develop into a leading professional organization in the South Pacific Region.

I am confident and optimistic about working with the new executive team and council to advance IEPNG.

For the first time since 1973, the next President of IEPNG will be a Head of a Government organization. I appreciate the competent Council Members who supported IEPNG and PERB last year, resulting in strong financial stability and a growth membership of 316 members.

I still stand on the word of God in Mathew 19.26 "....but with God ALL things are possible"

Edea Bouraga FIEPNG RegEngineer

President (IEPNG)

Chair (PERB)

Chief Executive Officer's Overview



Mr Benedict T Mick
Chief Executive Officer

Dear Members of the Institution of Engineers Papua New Guinea Inc. (IEPNG), our Partners in the Government and the Private Sector, the Employers of our Members and Friends of IEPNG,

I wish to thank you all for your support and help in 2024 where we all have developed and maintained a very strong partnership with each other to foster and develop engineering professionals in our country.

Introduction

This report provides an overview of the operations of the Institution of Engineers Papua New Guinea (IEPNG) during the period from January to December 2024. The report is divided into four sections covering different aspects of IEPNG operations during this period. The first section covers the Strategic Plan outcomes for the period. The second section discusses the status of the Competency Based Assessment (CBA) system and Member Services update. The third section provides an update on the improvements of the financial position of IEPNG. The fourth and final section gives an update of the improvements that IEPNG undertook in 2024.

Section 1: Member Services Highlights

1.1 Applications Processing

In 2024, a total of 274 applications (*both Renewal and New*) were submitted to IEPNG to process for Membership to IEPNG and Registration with the Professional Engineers Registration Board (PERB). A total of 195 provisional certificates have been issued in 2024 with a total of 316 for full Membership certificates.

Table 1 below outlines the number of CBA applications received, processed, and accepted over the year.

Month	Applications Received	Applications Processed	Applications Accepted	Provisional Certificates Issued	Full Certificates Issued
January	24	23	18	1	12
February	17	16	12	0	33
March	22	21	16	0	29
April	33	30	22	13	21
May	21	18	4	32	12
June	17	17	11	33	57
July	12	12	8	19	10
August	11	12	7	8	32
September	64	53	21	17	32
October	18	17	8	25	11
November	13	11	5	33	32
December	22	6	2	14	35
Total	274	236	134	195	316

2.2 Membership Information

A Total of 1,394 Members were current with IEPNG in 2024. Expatriates total to 520 and Nationals 784.

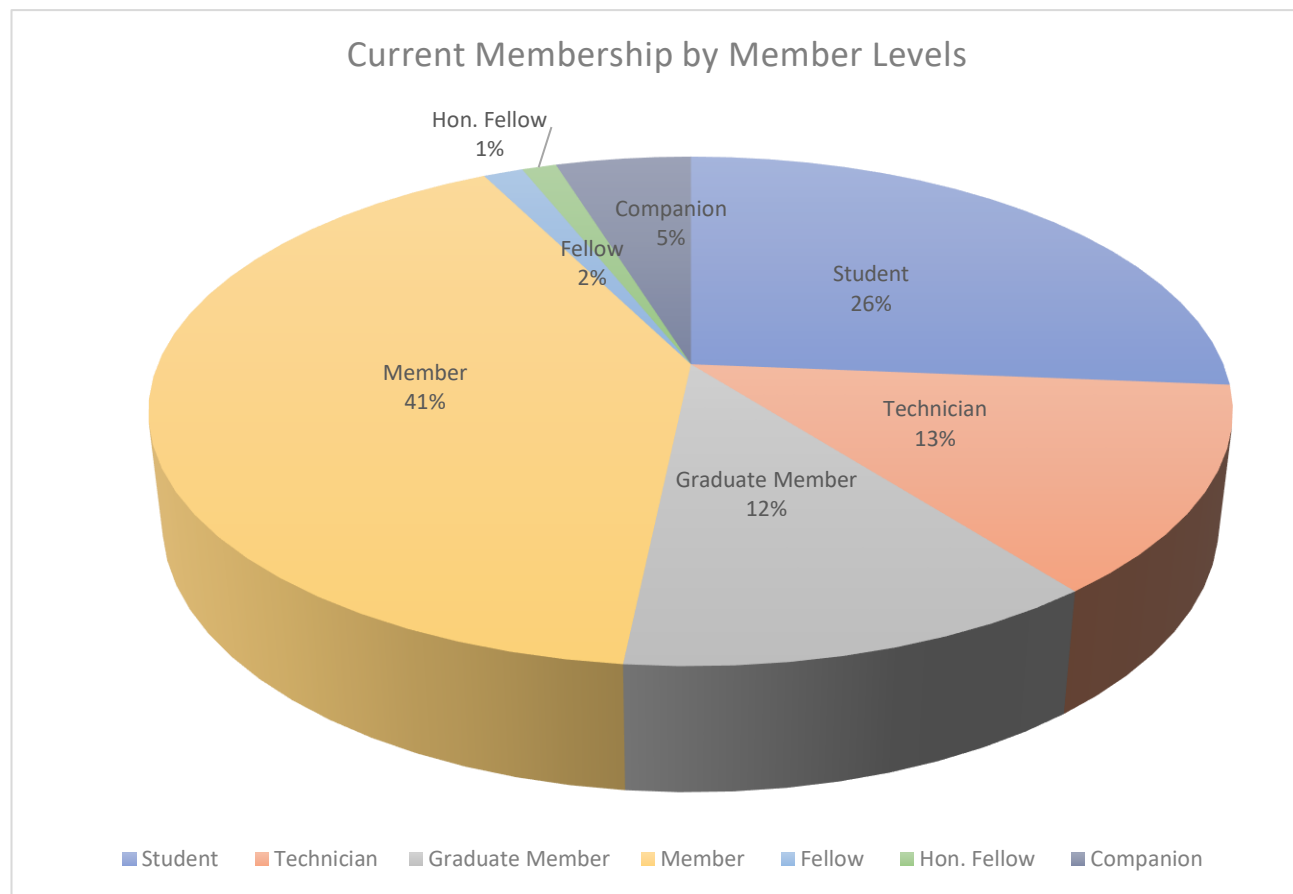
41% of the Membership are Member category followed by 26 % Student category then Graduate Members comprise 12%.

One of the key requirements in the 2024 Strategic Plan states that IEPNG and PERB must register 200 National Professional Engineers in 2024 however IEPNG only registered 74 nationals who joined compared to 91 expatriates in the membership categories of Fellow, Hon. Fellow, Member and Graduate Member.

Table 2– Membership by category

	Expat	National	Total
Companion	19	44	63
Fellow	1	14	15
Graduate	0	181	181
Hon. Fellow	2	13	15
Member	363	122	485
Student	0	360	360
Technician	135	50	185
Total	520	784	1304

Graph # 1 -Membership by Category

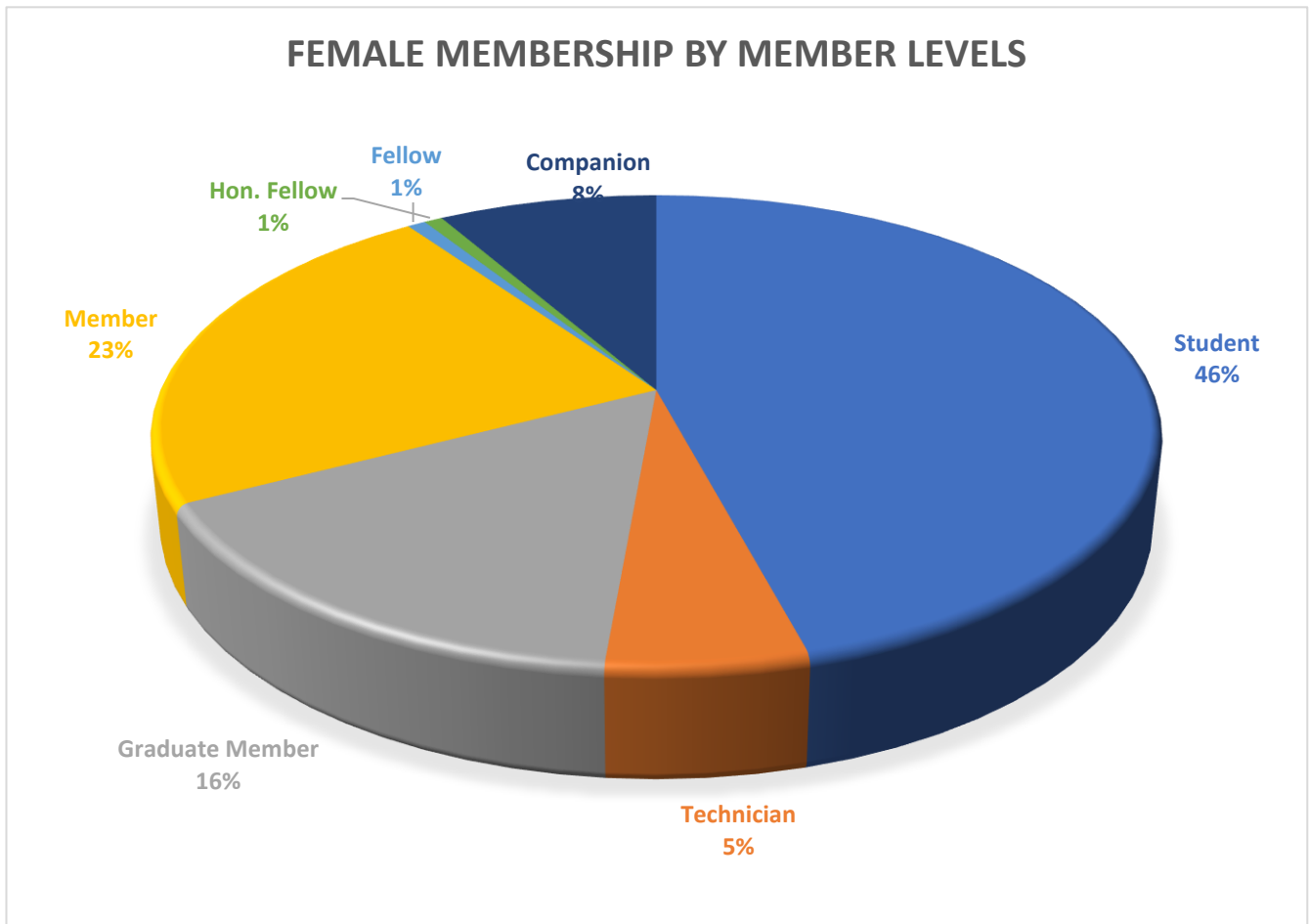


Out of the total membership of 1,304 members, 184 are Female Engineering professionals. Table 3- Female Engineering Professionals shows that only 21 expatriate females are Members and one is a Companion and 4 are Technicians. 157 national female engineers were members including Students of IEPNG in 2024.

Table 3 – Female Engineering Professionals

	Expat	National	Total
Technician	4	6	10
Student	0	84	84
Member	21	17	38
Hon. Fellow	0	1	1
Graduate Member	0	37	37
Companion	2	12	14
Total	27	157	184

Graph # 2 – Female Membership by Category



2.3 Structural Engineers Information

The *Structural Engineers table2* below shows that in 2024, a total of 14 structural engineers were registered with 4 removed of 31st December, 2024.

The Structural Engineers Registration Committee under the Chairmanship of Mr. Lawrence Stocks have been very active in designing and implementing a new set of assessment protocols for structural engineers classified into level 1 and level 2. Also, the Committee has submitted proposed amendments to be included in the Professional Engineers Registration Act 1986 to the PERB. The amendments have been sent to the State Solicitor for vetting before it goes to the National executive Council for approval for tabling in the National Parliament.

Table 2 – Structural Engineers

SUMMARY OF STRUCTURAL REGISTERED ENGINEERS & APPLICATIONS FOR 2024					
APPLICATIONS STATISTICS BY STAUS & CATEGORY OF MEMBERSHIP					
	STATUS	FELLOW	HON.FELLOW	MEMBER	TOTAL
	2	1			1
STRUCTURAL REGISTERED ENGINEERS SUMMARY TOTALS					
	CURRENT	3	2	9	14
	GRACE				
	LAPSED				
	REMOVED	2	1	1	4
	TOTAL	5	3	10	18
	EXPAT	1		2	3
	NAT	4	3	8	15

Section 3: Financial Position for the period

IEPNG was facing some financial issues when I took over in on 28th September, 2022. The revenue generated was low but there have been steady improvements in 2023 and 2024. The graph below (exhibit-1) shows the improvement in revenue. The improvement in our surplus commenced in 2021 and has been gradually increasing to 2024 despite facing actual cash-flow issues in 2022, the Council of IEPNG and the Staff have taken some strategic decisions in 2023 and 2024 to help ease the cash-flow issues. Two key strategies were the restructure of Kina Bank Property Loan account in 2023 and the introduction of the Provisional Membership and Registration process of managing applications in 2024 that enabled IEPNG to reduce its repayment expenditure on the monthly loan repayment from K56,000.00 per month to K24,000.00 per month for the Loan account and increase revenue by ensuring that all application processing, membership and registration are paid up front.

Exhibit-1 – Income/Expense/Surplus 2006-2024

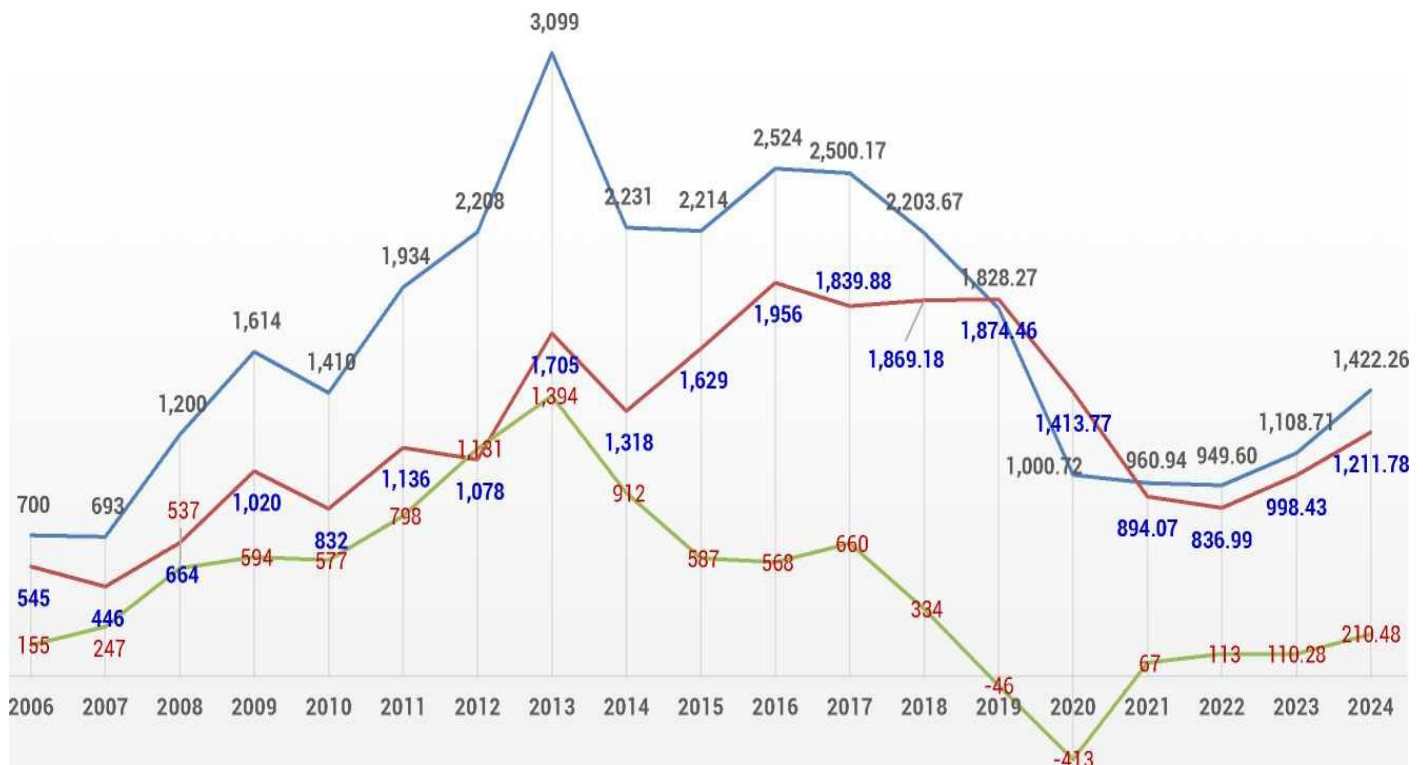
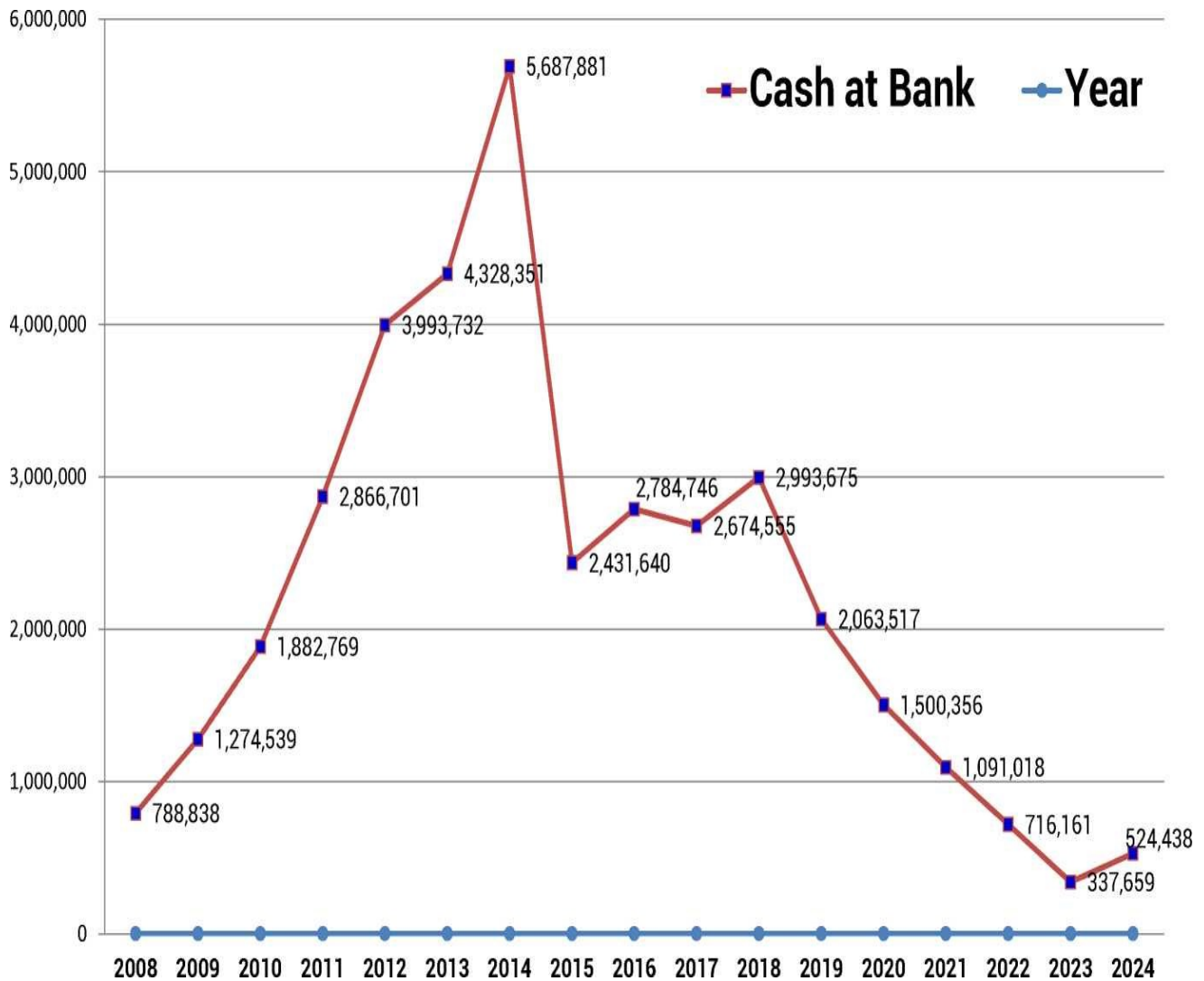


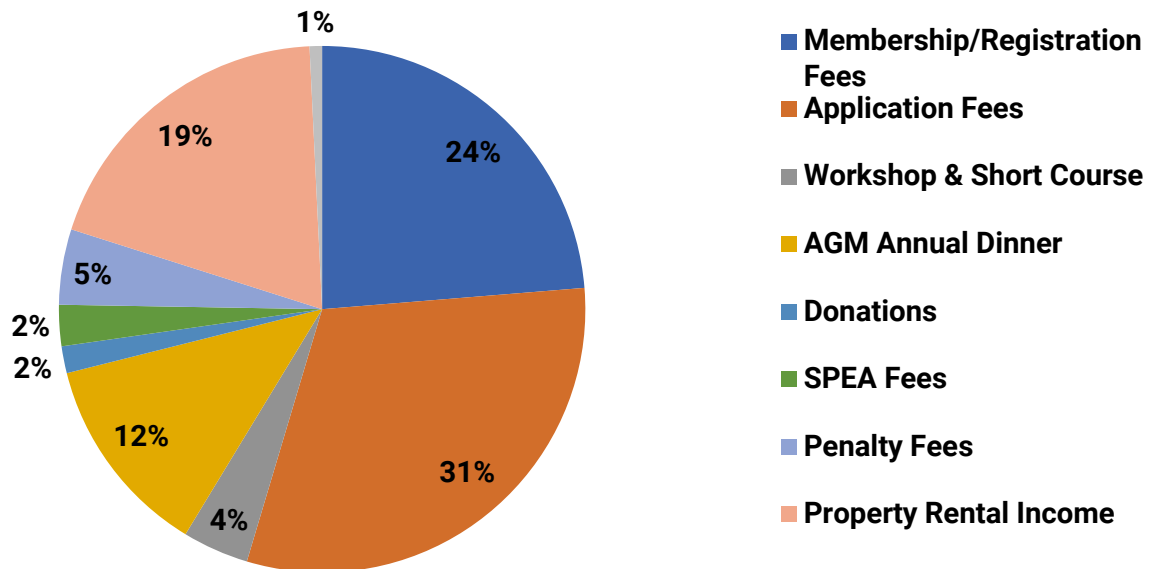
Exhibit-2 – Cash at bank 2008-2024 below shows IEPNG's Cash that was earned and saved every year from 2008-2004. There was a very big high in revenue saving in 2014 at the height of the LNG Construction phase, then our revenue started declining from 2015 when the LNG construction was completed. In 2018, there was another decline which is attributed to the introduction of the CBA Assessment system then followed by Covid19. Our membership as affected by Covid19. In 2023 IEPNG had major cash-flow issues but in 2023 the restructure of Kina Bank Property Loan account and the introduction of the Provisional Membership and Registration process of managing applications in 2024 enabled IEPNG to reduce its repayment expenditure on the monthly loan per month for the Loan account and increase revenue by ensuring that all application processing, membership and registration are paid up front.

Exhibit-2 – Cash at Bank 2008-2024



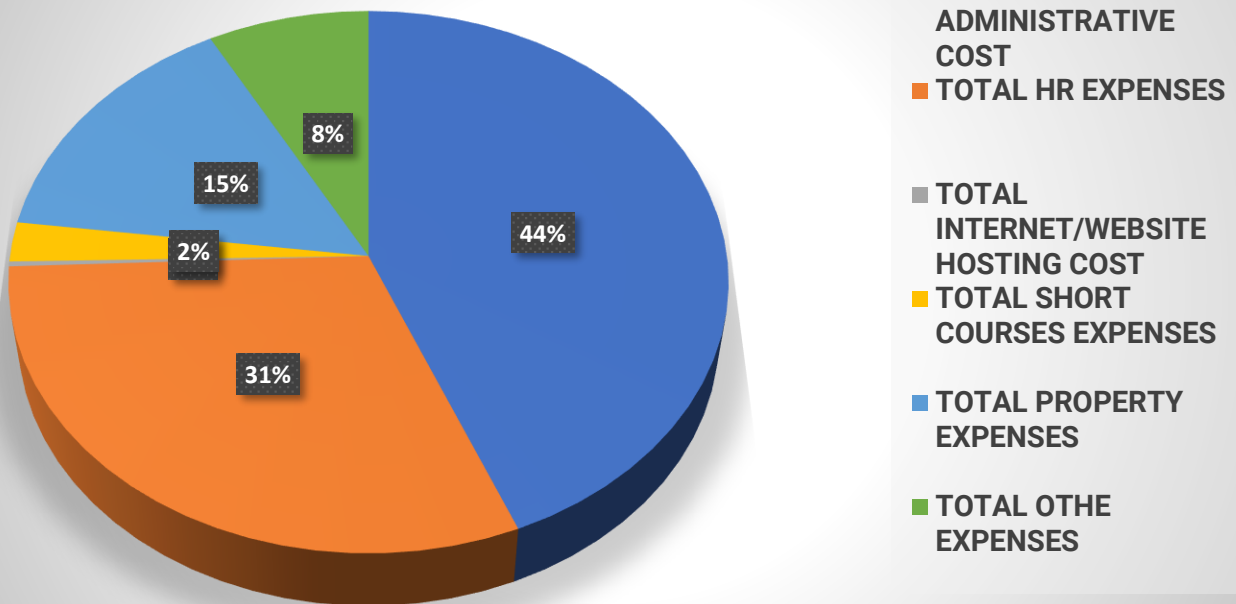
Income

2024 TOTAL INCOME OF K1,422,256



Expenditure

2024 Total Expenses of K1,211,779



IEPNG needs to have at a minimum K35, 000.00 per month to be financially viable and be able to meet its financial obligations. The expenses that are necessary to sustain the operations and to meet critical commitments are Repayment of the IEPNG Loan to Kina Bank for the Investment property, which is K 24,000.00 per month and the balance is for the normal operations of the Institution plus retiring the Staff Nasfund contribution and IRC Taxes that have been outstanding since 2020.

Section 4 – Achievements in 2024

1. University of Technology to attain full Accreditation to the Washington Accord

In 2024, the Vice Chancellor of the University of Technology and his Accreditation team plus the Industry Advisory Board of the University of Technology (IAB) under the Chairmanship of Dr. Luke Liria worked very hard to prepare for the final Accreditation visit by Engineers Australia (EA) in December, 2024.

I represented IEPNG as a Member of the Team assembled by EA to carry out the accreditation visit.

The EA Accreditation visited UNITECH in December 2024 and the Team was very impressed with all the work and effort put in by UNITECH and the IAB. A final decision will be made in early 2025 to grant full accreditation under the Washington Accord to UNITECH.

2. Visits to Companies to assist engineers to apply for IEPNG membership and registration the Professional Engineers Registration Board

In 2024, the Registrar of the professional Engineers Registration Board have been checking and charging companies and individual engineering professionals that are NOT registered but are working in PNG or abroad on PNG based projects (work) that is work over K200,000.00.

IEPNG has travelled to Ramu Nickel (MCC) in Madang and New Britain Oil Palm (NBPOL) in Kimbe to assist them to register their engineering professionals. The organizations paid all the expenses (Travel, Board and Lodging plus Transport cost) for the IEPNG Team for the visits. The IEPNG Team consist of Officers from Immigration Department and IEPNG. The partnership between Immigration and IEPNG has been working extremely well in ensuring that expatriate engineering professionals working in PNG must abide by the professional Engineers Registration Act 1986 (PERA) and also adhere to the Governments National Content Policy.

IEPNG has also in situations where engineering professionals are procured by recruiting agencies directly or by organisations operating in PNG are advised that they are responsible for the person they have recruited. The Institution works with the recruitment agency or the company who is the entity that is responsible to ensure that all legal requirements (ie *Work permits/visas/passports and Professional Registration with bodies such as IEPNG, Accountants, Doctors, Surveyors, Lawyers etc*) are adhered to by the person they have recruited).

For engineering professionals, the Institution of Engineers Inc. has a POLICY Requirement that the expatriate that is being recruited to work in **PNG MUST BE REGISTERED BEFORE** they are eligible to work legally in PNG on any engineering or engineering related work/project including consultancy type work as required by the Professional Engineers Registration Act 1986. As a part of the Policy, IEPNG DOES NOT accepts any expatriate Graduates in engineering discipline that have less that four (4) years of experience after their graduation from a recognised educational institution. To work in PNG. Other requirements as a part of the Policy are:

- a) The recruitment agency or Company must also recruit two PNG national (PNG) counterparts to be trained/mentored to eventually localise the position being held by the expatriate in compliance to the National Content Policy.
- b) They must also provide the localization/succession and training plan for the position that the expatriate will be holding.

The visits by the IEPNG and PERB will continue in 2025.

3. Introduction of the Provisional Membership and Registration processes

A NEW Policy has been introduced by the PERB and IEPNG and approved by both the IEPNG Council and the PERB in April 2024 to speed up the Membership and Registration Process. The policy now allows PERB and IEPNG to grant **Provisional Membership and Provisional Registration** for a period of six (6) months to allow both the Applicant and IEPNG to fully carry out the Competency Assessment Process (CBA) and to give the applicant the legal clearance to undertake engineering works as required under Section 23 of the Professional Engineers Registration Act (1986) for six (6) months. The process to follow is as follows: -

1. The Process must be undertaken by ***ALL the Applicants regardless of what category of membership they are applying for*** as per the new policy is as follows: -
 - a. Applicant fills in the Forms CA01 or CA02, CA04 and CA05 and submit also the required mandatory documents. The applicant then submits the completed: -
 - i. CA01 or CA02 form with copies of the duly verified Educational Qualifications (eg. Degree, Diploma etc.) plus the certified Academic Transcript.
 - ii. CA04 form with the full curriculum vitae (CV).
 - iii. CA05 form with proof of any CPD activities the applicant has been undertaking such as short courses, workshops, meetings, conferences and research etc.
 - b. Applicant requests IEPNG to send the one-off *application processing fee* plus the *three (3) years membership and registration fees* invoice depending on which membership category the applicant is applying for.
 - c. The Applicant lodges the completed application forms and the required documents and pays the invoice that IEPNG has provided.
 - d. Upon receipt by IEPNG of the application forms and invoice payment, then IEPNG will:-
 - i. Issue a receipt for the payment of the invoice
 - ii. Records and processes the application
 - iii. Issue the six (6) months Provisional Membership and Professional Registration certificates to the applicant.
 - iv. Within the six (6) months, work with the applicant to sort and fix any issues that are identified when processing the application.
 - v. After successfully assessing the application **within the six (6) months**, then the FULL Professional Membership and Registration certificates for the three (3) years will be issued to the applicant. If the applicant does NOT fully complete the assessment, then the Provisional Membership and Registration certificates will be CANCELLED and the applicant is charged under Section 26 of the Professional Engineers Registration Act (1986) (PERA) and the Employer will also be charged under Section 23 of the same Law.
2. The Process to be undertaken by ***ONLY the Applicants applying for Professional Engineer under the MEMBER and FELLOW category of membership*** as per the new policy is as follows: -

Applicant fills in the Forms CA03 and CA06 and submit also the required mandatory documents.

Note that CA01 or CA02, CA04 and CA05 forms have already been completed as described in (1) above.

- a. The Applicant lodges the completed CA03 application form and the required two (2) work samples to IEPNG.
- b. The Applicant will send the CA06 Form plus the copies of the CA03 form and the two (2) Work Samples to his/her nominated Referees. The CA06 Form is filled in by the two Referees and then the referees send the CA06 form directly to IEPNG.
- c. Upon receipt by IEPNG of the application forms and work samples, IEPNG will:-
 - i. Records and processes the CA03, CA06 and the Work Samples of the application
 - ii. Within the six (6) months, work with the applicant to sort and fix any issues that are identified when processing the application.
 - iii. After successfully assessing the application within the six (6) months, then the FULL Professional Membership and Registration certificates for the three (3) years will be issued to the applicant. If the applicant does NOT fully complete the assessment, then the Provisional Membership and Registration certificates will be CANCELLED and the applicant is charged under Section 26 of the Professional Engineers Registration Act (1986) (PERA) and the Employer will also be charged under Section 23 of the same Law.

Do Process #1 for ALL the applicants FIRST then proceed to Process #2 for only the Professional Engineers.

Conclusion

The 2024 financial year has been a tough year for the Institution with the management of cash-flow. Going forward into 2025, the main challenge is to ensure that the Institution is financially capable to operate effectively.

I hereby appeal to all our Members, organisations, partners and stakeholders to support and work with the Institution and the Professional Engineers Registration Board to ensure that we all are registered to work in PNG.

I now look forward to 2025-2026 as we consolidate the use of CBA for registration and membership of engineering professionals around PNG. I also look forward to the decision from Engineers Australia on the outcome of their accreditation visit to Unitech in December 2024. It is now incumbent on us all to work together to ensure that we make IEPNG become a successful professional body that serves the interest of its members.

Thank you and GOD Bless.

Council Members

Mrs. Edea Bouraga, FIEPNG, Reg.Eng.



President

Mrs. Edea Bouraga is a Registered Mechanical Engineer and the Director of CMP PNG Ltd, an engineering and consultancy firm. Her career includes 12 years of service in the Department of Works, working in the Design Services Division and the Plant and Transport Division until 2013.

She is a registered Mechanical Engineer (RegEngineer) with the Professional Engineers Registration Board (PERB) of PNG, a Fellow (FIEPNG) of the Institution of Engineers PNG Inc. (IEPNG). Additionally, she serves as the Chair of the PERB and President of the Council of IEPNG. She is also an active member of Women in Engineering PNG (WIE) and the Port Moresby Branch of IEPNG. She became the first Registered Competence-Based Assessment (CBA) Assessor for IEPNG in 2017. In 2023 she was appointed as the Engineers Representative on the National Procurement Board.

She is passionate about engineering, particularly the development of ethical and professional engineers in PNG. She firmly believes that Papua New Guinea has the potential to become a global leader in producing top-tier engineers in the near future.

Beyond her engineering contributions, Mrs. Bouraga is an integral member of the Project Team for the Reformation Ministries and Churches Network (RMCN) City of Glory Church (COGC) in Port Moresby. She is deeply committed to overseeing the realization of multimillion-kina church infrastructure projects, driven by her faith and the support of a dedicated project team. With the firm belief that with God all things are possible.



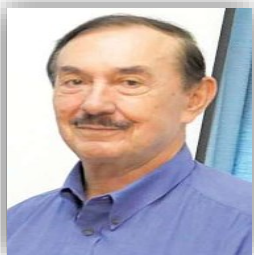
Mr. Gibson Ali Holemba, FIEPNG, Reg.Eng.

Deputy President

Gibson is a graduate of Hokkaido University, Sapporo, Japan with a Master of Engineering Degree in Structural Engineering and PNG University of Technology with a Bachelor of Engineering Degree in Civil Engineering. He started as a Graduate Engineer with Department of Works & Highways in Lae and has made his way up the rank until his recent appointment as the Deputy Secretary/Executive Director in charge of Road Network Planning, Design, and Standards in the organization. He registered as a Student Member in 2006 and has been a member to IEPNG for 16 years.

Gibson was nominated as one of the Internal Assessors in New Guinea Islands Region in 2016 when the Competency Based Assessment (CBA) system was introduced in IEPNG. He is currently the Chairman of the Structural Registration Committee and he strives to improving the structural engineering registration process and system and contribute to effective CBA system for the engineers in Papua New Guinea. He is a Member to the Japan Society of Civil Engineers (JSCE). Gibson serves at various Boards and Committees and he is currently the Deputy Chairman of the National Physical Planning Board, Member of the NCD Physical Planning Board, Vice Charmain of Coronation Primary School in NCD, Executive Secretary to JICA-PNG Alumni Association, and Project Steering Committee Member to Department of Higher Education, Research, Science and Technology (DHERST).

He believes that Engineering is a noble profession and the Institution must provide an environment and pathway were engineers can become better in their profession. My aspiration for IEPNG as an Institution and Engineering Profession stems from my inspiration to see IEPNG grow to a fully-fledged institution that has its presence and influence both locally and regionally in the engineering industry in all sectors of development. My aim is to be the best Engineer that other engineers can emulate.



Mr. Joseph Ivan Hamylton, OBE, HonFIEPNG.

Past President, Ex-officio

**Mr. Lawrence Stocks****Continuing Elected Member**

Stocks & Partners Consulting Engineers and Project Managers Founder and Director, Mr. Lawrence Stocks, is a Registered Structural Engineer and Fellow Member of IEPNG with over 35 years of experience in the design and construction industry. He had served for a number of years in the past as Chairman of the Structural Registration Committee and currently serves on the National Capital District Building Board. He had served on several other Boards

including PNG Sustainable Infrastructure Ltd and the Electricity Commission Board as they were known at the time. Mr. Stocks hails from Daru in the Western Province and holds a Master of Engineering Science Degree in Structural Engineering from Monash University in Melbourne, Australia.

Stocks & Partners Ltd is a firm that promotes gender equal opportunity and over the years, it has employed Graduate students from the University of Technology, Lae and Graduates with Diplomas in Civil Engineering from other Technical Colleges within the country. With a diverse interest in promoting the professional local workforce, it endeavors to support professional career development in engineering and associated technical services. Stocks & Partners Ltd has contributed to some of the best engineers and technicians in Papua New Guinea.



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I aspired to an engineering profession that will rapidly embrace the potentialities offered by creativity, invention, and innovation. With technology becoming ever more pervasive in society, it is obligatory on the engineering profession to lead in shaping the ultimate use of technology and the government processes that control, regulate, or encourage its use. I envisaged to contribute immensely to the Institution for a possible reforms and restructure to demarcate different field of engineering in establishing its societies; such as PNG Society of Civil Engineers (PNGSCE), etc. Secondly, continue to involve in the established sub-committee to develop Unit Rates for all engineering projects/activities. I welcome the engineering disciplines like, mechanical, electrical, geotechnical, hydrological, structural, environmental, façade, marine, etc to be part of this sub-committee. Developing a Unit Rate place a benchmark to help the state in the construction industry to prevent inflated costs and enhance value for money and embrace Value engineering. Finally, but not the least, I intend to contribute for future amendments of the PERA to properly define and align Structural Engineer Registration categories and classifications for all structural and civil engineers. That Structural engineering is not restricted to buildings only as is the current trend.

The engineering fraternity in the country must grow and mature to be sustainable and also to develop and regulate standards and best practices. This simply means all engineers in the country and expatriates are

important resource in making this reality. The members of the institution must not wait until they become the elected members to the IEPNG Board to contribute. For instance, before I became a board member, I was a volunteer committee member to work on a Unit Rate. However, this committee was unable to progress due to not taking this task seriously. This was a sign of negligence and lack of ownership in the fraternity. All engineers should volunteer to be in several subcommittees formed by the board to address certain issues of the institution. In 2022 election I was elected as one of the board members for the 2-year term. I thought that what I aspired would be easily achieved, which did not turn out to be. We cannot venture into new aspirations if the existing ones are not accomplished. I noted that the issues facing the institution are real and challenging, and would require like-minded engineers to work together, whether in the board or externally. The issues I noted are concerning the institution governance structure, absence of Corporate Strategic Plan, lack of enforcement, membership declining, member benefits, financial, lack of technical assessor capacity, etc.

The current board has addressed number of these pending issues. I recalled, given a target to recruit a Chief Executive Officer for the institution and was successfully achieved. Contributions in the development of the Corporate Strategic Plan for the very first time by this board. The PERA amendment review and comments was one of the activities I contributed. I was the chairman for the Unit Rate and Projects subcommittee of the board. A little progress in this task due to lack of involvement of different engineering disciplines. I also attempt to go out my way to bring a possible tenant to lease the IEPNG Property (Former Big Rooster). Unfortunately, negotiations were not concluded, hence not successful.

As elected member, I am satisfied with what the current board progress under the leadership of our Madam President, Mrs Edea Bouraga and Deputy President Mr Gibson Holemba. Also, the contributions from Board/Council members and the CEO and his staff made this team progressed this far. End.



Lazaro Hemetsberger
Continuing Elected Member

Home Province: Enga Province

IEPNG Member ID: 3205, IEPNG Registration number: 4030

Lazaro has been an active member of IEPNG for a number of years and knows that being part of IEPNG is important for the engineering profession. He has a deep urge to serve his country and his fellow engineer. He always wants to be part of the team that serves the country for the betterment of its citizens.

Lazaro is currently a project engineer with the Brownfield Project Organization in ExxonMobil PNG but has worked for private and a few years with government organizations in PNG.

He feels that IEPNG can be a powerful and influential organization in Papua New Guinea and has so much to offer its engineers as well as its citizen but IEPNG is lacking in its processes and its management. To serve the people of Papua New Guinea, the institution needs to be accredited and have proper processes to allow it to work well.

One of his mandates in IEPNG is to work with the team to review processes and set up the standards within the organization to allow it to serve its members and the citizen. He imagines IEPNG to one day be established as the technical body that sets engineering standards in the country and compete with the best in the world.



Aprilyn Panganiban
Newly Appointed Member

I completed my Bachelor's Degree in Electrical Engineering at FEU- East Asia College (now called as FEU-IT) in 2011. During my stay in the University, I have been an active member of our student's association and eventually served as Vice President in External Affairs. I have also been one of the appointed students by the Department to represent our school in the National Student Council, Institute of Integrated Electrical Engineers of the Philippines, Inc- Council of Student Chapters (IIEE-CSC) and was elected as the Vice Chairman in Technical Affairs in 2009. After serving the council during our term, I have been an active alumna of the student council.

In 2012, I have been a Registered Master Electrician under the Professional Regulation Commission (PRC) and became an active member of Institute of Integrated Electrical Engineers of the Philippines, Inc. In 2015, I have been a Registered Electrical Engineer under the Professional Regulation Commission (PRC).

I started my career as an AutoCAD Operator in a Fit Out Construction Firm in 2013 and been transferred as a Project Engineer/ Design Engineer after 3 months.

In 2015, I got an offer to work as a Quantity Surveyor by an Electrical Company in PNG. During my tenure with the company, I was given the privilege to design an electrical reticulation and implement the job in Lae, Morobe Province.

In 2017, I had an opportunity to work with PME in their BPNG- Lae Project as a Document Controller.

In 2019, I have joined Niugini Electrical as an Electrical Engineer until now. One of my biggest projects with the company is the implementation of the Dry Fire Installation in Angau Memorial Hospital Redevelopment Project.



Mr Lave Michael Maiko
Newly Appointed Member

Organizational Structure

The Institution of Engineers Papua New Guinea (IEPNG) Inc. is a learned society registered under the Investment Promotion Authority (IPA) in 1997 and was established by the Professional Engineers under the Department of Works in March 1973.

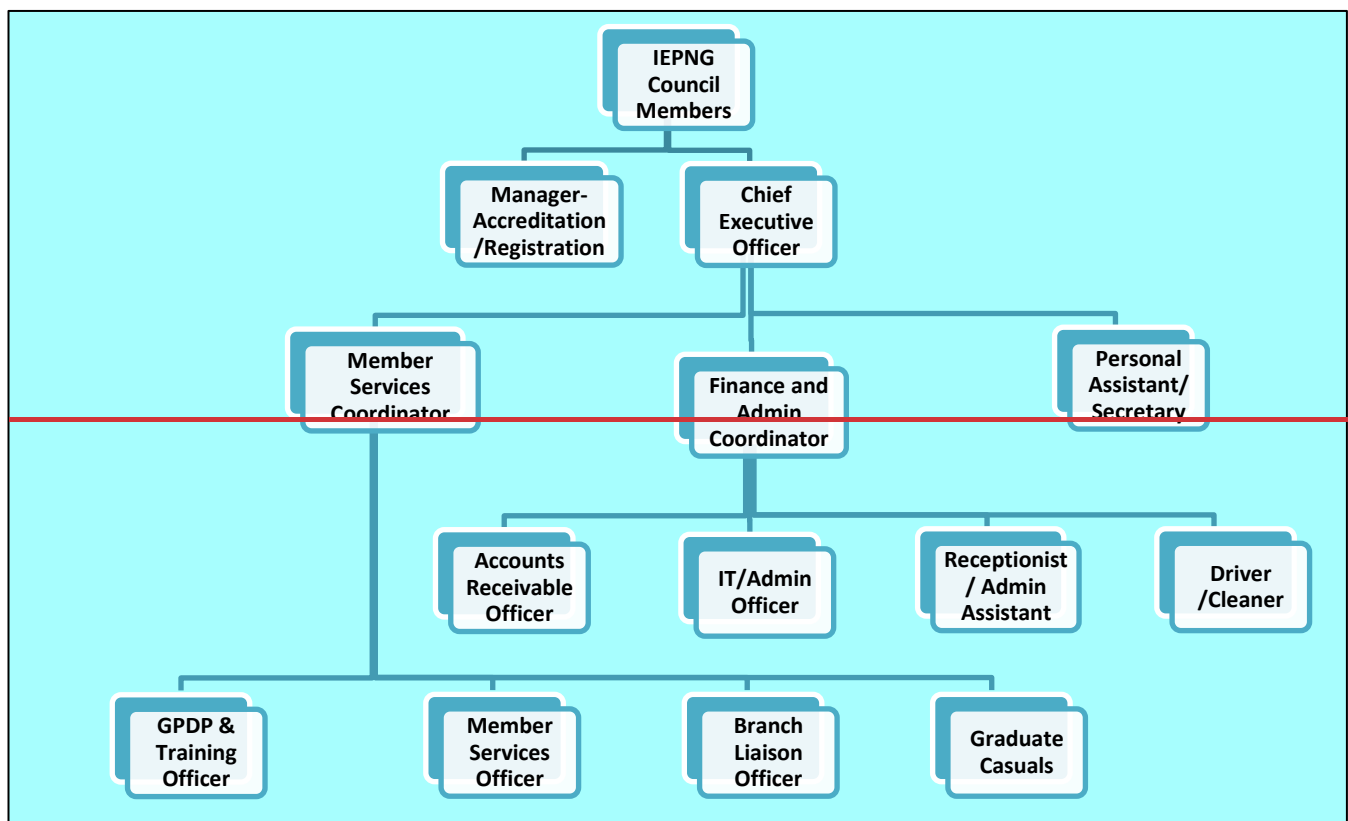
IEPNG is a professional network within the engineering professions and dedicated to the development of engineering professionals in engineering fraternity across the country. The Institution is committed to enhancing the quality of life of people of Papua New Guinea by responsible and creative application of engineering knowledge and skills

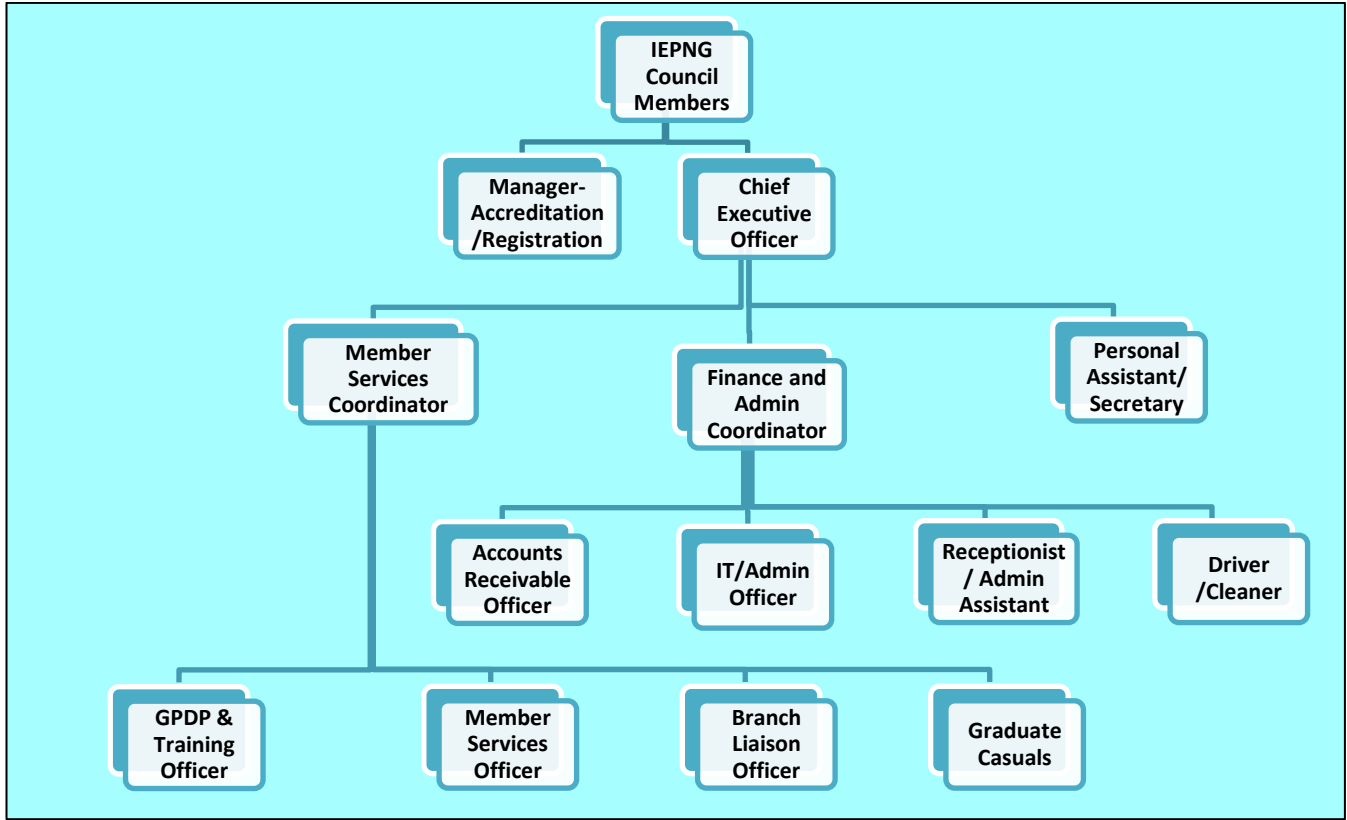
The Institution upholds its core values, vision, mission statements and provides leadership and engineering advice to the Government, NGOs, stakeholders and the public on the key issues meeting the professional needs of the Members.

The Institution has a membership of about three thousand (3000) and one thousand are Active members. From the one thousand active members, 70% are expatriates Engineering Professionals, and 30% are nationals. It has a Council of nine (9) Members, seven (7) Members are elected by the Membership and two (2) are appointed by the Council.

The Organizational Structure and the functions of each position are written under figure one.

Figure 1: The hierarchy of the Institution of Engineers Papua New Guinea Incorporated





Council Members

The Council Members govern the affairs of the Institution and has the power to appoint the CEO and the staff members. The Council has four (4) Executive Members and seven Committees and this is shown in the table below.

Table1: Council Executive Members

No.	Executives/Designation	Names
1	President	Mrs Edea T Bouraga
2	Deputy President	Mr Gibson A Holemba
3	Past President	Mr Joseph Hamylton OBE
4	Secretary/CEO	Mr Benedict T Mick
5		

Table 2: Committees

No.	Committees	Designated Chairman
1	Disciplinary	Mrs Edea T Bouraga
2	Finance & Audit Assessment	Mr Lazaro Hemetsberger
3	Membership and Registration	Mr Gibson A Holemba
4	CPD Trainings and GPDP	Mr Lazaro Hemetsberger
5	Projects	Mr Lazaro Hemetsberger
6	Structural Registration	Mr Lawrence J Stocks
7	APEC/FEIAP Monitoring	Mr Benedict Mick & Mrs Edea Bouraga

Duties of IEPNG Council as per the Constitution Section 11.3; inspirational

The Council shall at all times, in governing the affairs of the Institution, give priority to facilitating the advancement of the Mission of the Institution as stated in Section 3 and as prescribed in the Institutions Human Resource Manual as amended from time to time.

At the end of each financial year the Council shall prepare an Annual Statement of Accounts which after being certified by the Auditor shall be presented at the Annual General Meeting.

The Council shall prepare an Annual Report that shall be presented at the Annual General Meeting.

Chief Executive Officer

The Chief Executive Officer is the head in making decisions and managing the overall operations and resources of IEPNG and oversees all projects, finance management, membership services, office support and reports to the Council. He/she is also the Registrar to the Professional Engineers Registration Board (PERB).

The Chief Executive Officer oversees of the following sectional heads – Finance and Administration Coordinator, Member Services Coordinator and Personal Assistant/Secretary.

Office responsibilities/duties

- Undertake the responsibility as Secretary of the Various Boards
- Accountable to the various Boards
- Public Relations and Government liaison
- International Representations and liaison

Undertake the duties as Registrar of PERB and CEO of IEPNG.

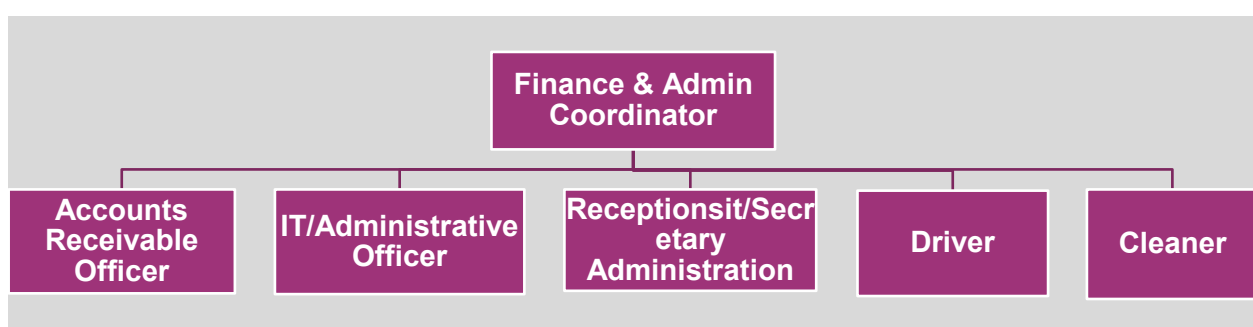
- Provide leadership and supervise reporting staff
- Inter-organizational relationships
- Responsible for news articles and oversee general publications

Finance and Administration Coordinator

Finance and Administration Coordinator oversees the functions of Finance and Administration work. He/she is responsible for the day-to-day financial management of IEPNG through maintaining, monitoring the financing and billing systems (accounts payable), and directly reports to the CEO.

The structure of Finance and Administration comprises of Accounts Receivable officer, IT/Administrative Officer, Administration Receptionist/Secretary and Driver/Cleaner and they report to the Finance and Administration Coordinator. The figure below shows the structure of the finance and admin section.

Figure 2: Finance and Administrative structure



The daily responsibility and job description of the finance and administration team is clearly stated below.

Finance and Administrative Coordinator

- Oversees the functions of Finance and the Administration of IEPNG
- Arrange payments to IENG creditors
- Prepare and runs payroll for the staff on a fortnightly basis
- Does the IEPNG monthly bank reconciliations
- Assist the CEO with yearly preparation of budgets
- Prepares financial reports for reporting the council and the AGM
- Keep a register of the IEPNG assets
- Accounts Receivable officer
- Issues invoices for members processing fees, membership & registration
- Does follow ups for outstanding invoices
- Emails statement of accounts and outstanding invoices pertaining to the SOA to members and their employers for payment

IT/Administrative Officer

- Ensures the IEPNG network & email systems are functioning to expectations
- Maintain and update the IEPNG website as when required
- Ensure the staff computers are functioning well to the latest standards/versions on the market
- Assist with the other office errands i.e. organizing of office workshops, meetings and functions

Receptionist/Secretary Administration

- Answer and screen all telephone calls
- Attend to client queries at the front desk and register incoming and outgoing letters
- Organize all IEPNG meeting and take minutes during staff meeting
- Maintain office files uphold security of all documents
- Receipting
- Record CBA application manually and electronically, assess application form and entered into the MIS
- Organize travel arrangements for council members and staff i.e. hotel & airline tickets
- Photocopying, binding etc. when required
- Other duties as directed by the CEO and senior staff

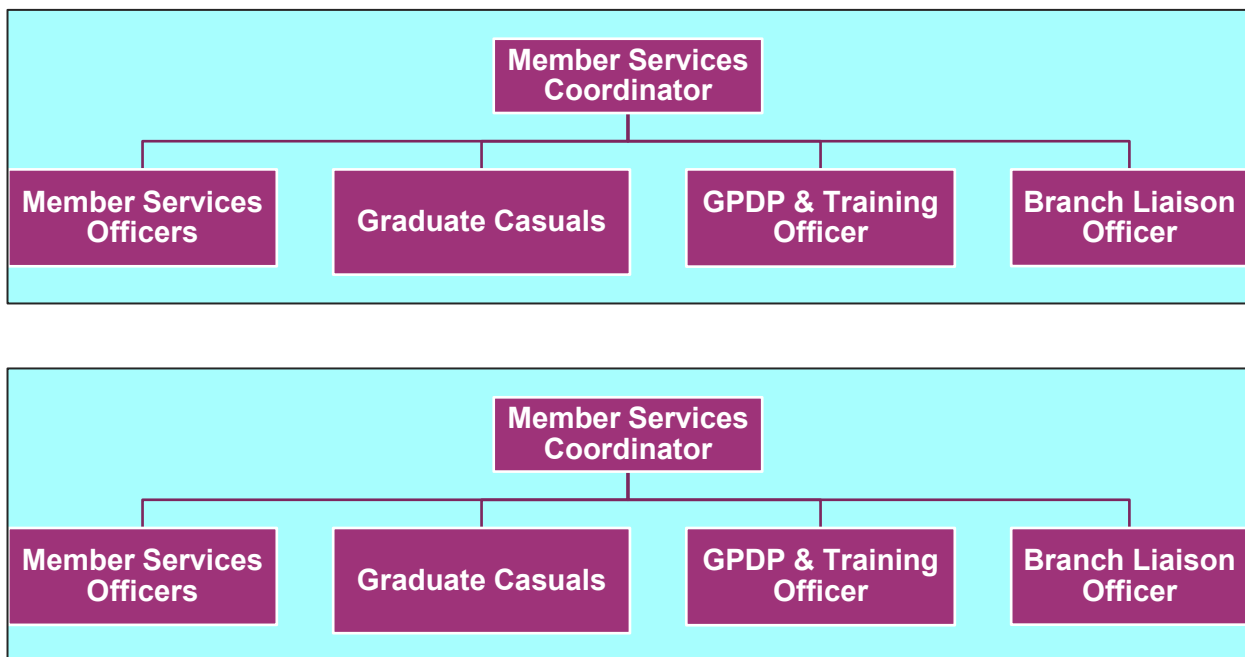
Driver/Cleaner

- Does office runs
- Staff drop-offs and Pick-ups when required
- Cleaning of the office
- Ensures staff amenities and toiletries are in stock

Member Services Coordinator

- Member Services Coordinator is basically responsible for the supervision and processing of Competency Based Assessment (CBA) Applications, Membership under the Institution of Engineers PNG Incorporated and Registration under the Professional Registration Board. He/She is also responsible for the supervision and management of the Graduate Professional Development Program (GPDP) and Continuous Professional Development Programs (CPDP) facilitated by the Institution.
- The core functions are; processing of membership and registration applications under the Competency Based Assessment (CBA) system and Registration of Professional Engineers in compliance with Professional Engineers Registration Act (Amended) 2007. He/She deals directly with engineers, Employers of engineers, Government organizations, recruiting agencies, Non-Government Organizations, other interested organizations, the public and reports to the CEO.

Figure 3: The structure below clearly depicts the hierarchies of Member Services Team



Office Responsibilities and job descriptions

Member Services Officer

Member Services Officer reports to the MSC and is responsible for the following;

- Processing of New & Renewal Applications
- Assist Member Services with processing of other applications
- Attend to clients' queries, receipting, recording of incoming applications and prepare clients work permit letters
- Follow ups on outstanding applications pending additional documentation
- Registering of Membership Committee recommendations and Board Approvals
- Issuance of Acceptance Letters with annual invoices from accounts
- Filing of membership applications after assessment and acceptance
- Attend to other duties or responsibilities assigned by the Member Services Coordinator, the Chief Executive Officer or other staff.

Graduate Casual

The Graduate Casuals positions were created due to the backlog of processing and registering of new and renewal applications under the CBA system. The responsibilities are as follows;

- Processing of New & Renewal Applications
- Attend to clients' queries, receipting, recording of incoming applications and prepare clients work permit letters
- Continuous follow ups on outstanding applications pending additional documentation
- Registering of Membership Committee recommendations and Board Approvals
- Issuance of Acceptance Letters with annual invoices from accounts
- Issuance of certificate IDs and A4 certificates
- Filing of membership applications after assessment and acceptance
- Attend to other duties or responsibilities assigned by the Member Services Coordinator, and the Chief Executive Officer

GPDP & Training Officer

Responsible for administration and management of all Graduate Professional Development Program (GPDP) and continued professional development programs initiatives of IEPNG.

Responsibilities/Duties

- Oversee and administer all Graduate Development Program
- Marketing/Advertise and arranging of Short Courses to all stakeholders
- Organize workshops, seminars and conferences for the engineers as part of their CPD (Continuous Professional Development)
- Other duties or responsibilities as directed by the Chief Executive Officer

Branch Liaison Officer

The Branch Liaison Officer provides support to all IEPNG Branches and Committees that are formed as part of the IEPNG, and work with the Executives of the Branches & Committees and most importantly provide support to the operations of IEPNG as and when required.

The Liaison Officer constantly liaises with the Branches Executives to ensure their objectives and plans are executed and achieved the desired results.

The Institution of Engineers PNG Inc. currently has eight Branches (including Student) around the country and Liaison Officer directly involve and provide assistance and coordinate the branch activities. The Liaison Officer keeps and maintains the Branches account and reports to the office of CEO.

The Branches are:

- Port Moresby Branch
- Sepik Branch
- Lae Branch
- Rabaul Branch
- Kavieng Branch
- Lihir Group
- Highlands Branch
- Student Chapters
 - PNG Unitech
 - National Lae Polytechnic Institute

Vision, Mission & Values

Our Vision

IEPNG will be a Leader in and a Voice for Engineering in PNG and the Pacific acting with integrity, trust and capability for a sustainable future for the communities it serves”

This recognizes the trust that communities, industry and government put into engineering and the expectation of engineering to improve quality of life as engineering works and touches all facets of our lives every day.

Our Mission

IEPNG will do this by promoting best engineering practice that will ensure sustainable development. It will assure the quality of engineering education, practice and professional standards by continuous process of accreditation of qualifications, monitoring of competency standards of the profession, working with industry, Government, educational institutions and peer engineering institutions.

Our Core Values

IEPNG has a number of core values that it expects itself, as an organisation, to live by, but it also expects its members to live by these same values. They are simple values, but if followed will provide trust in the Organisation and the Members and a belief that IEPNG and its Members are willing and capable of working for the betterment of PNG.

The values are:

- The organisation and its members are honest, trustworthy and undertake their works with integrity
- The Members are knowledgeable in their particular discipline of engineering and bring this into effect in their works, but also continuously develop their knowledge for the benefit of themselves and their communities.
- The members are professionally competent. They understand where engineering sits as a profession and how it relates to other professions with which it has to interact
- Engineering is inclusive of differences between people including, but not limited to, gender, race, religion and status within the community.
- Engineers are adaptable. The world and communities are constantly changing. Engineers must maintain an awareness of these changes and act to constantly improve the world and its communities.
- Engineers must be fair and reliable. Fairness is not always evident

Our Membership

We have several Member groups, in recognition of the diversity of engineering practice:

Those who hold a tertiary qualification in engineering, use a systematic process of analysis, design/synthesis and implementation, strive to operate responsibly in accordance with a code of ethics set by their peers, and engage in continuing professional development. These members are classed as either Fellow Members (FIEPNG) or Registered Members (MIEPNG), depending on the professional level at which they use their skills and competence.

Those with other College or even some tertiary qualifications, and practical experience that equips them to practice engineering as a systematic process – classed as Technician Members (TechIEPNG)

Those with suitable academic qualifications who aspire to attain the above classes by developing engineering practice competence during monitored employment – classed as Graduate Members (GIEPNG)

Those who express an interest in interacting with engineers although they do not have formal training in engineering themselves – classed as Companions

Those studying for engineering qualifications – classed a Student Members (StudIEPNG)

Those whose significant contributions have been recognized Fellow (FIEPNG) or Honorary Fellow (HonFIEPNG)

Those who are not engineers but who contribute to IEPNG in other professional capacities – classed as Companion (ComplIEPNG)

Strategic Plan

This Strategic Plan is more than a statement. It is designed as an active Plan to move the Institution of Engineers PNG forward in ensuring equality of the organisation with peer engineering associations in the region, providing opportunity for members to be recognised for their capability and to develop National Engineers to be the Leaders and predominant engineers in PNG.

“IEPNG will be a Leader in and a Voice for Engineering in PNG and the Pacific acting with integrity, trust and capability for a sustainable future for the communities it serves”

This recognises the trust that communities, industry and government put into engineering and the expectation of engineering to improve quality of life as engineering works and touches all facets of our lives every day.

The following are the five (5) key Strategic Priority Areas (SPA) that IEPNG will focus on in the next five (5) years from 1st October 2023 to 30th September 2028.



Each of the Strategic Priority Areas has their own Deliberate Action Plans (DAP).

SPA 01 – GROWING THE MEMBERSHIP

	Deliberate Action Plan	Expected Outcomes	Progress
1	Increase membership to comprise 80% nationals and 20% non-nationals	A minimum of 280 Registered Professional engineers are registered annually	In 2024 , 696 Members were registered in the categories of Hon. Fellow, Fellow, Member and Graduate Member
2	Development of a robust Competency Based Assessment (CBA) process for registration of engineering professionals and structural engineers	1. Increase in number of members to IEPNG and PERB 2. Increase in Membership and registration fees 3. Decrease in number of applications in the queue for Technical Assessment 15 fully certified Technical Assessors by 2024	In 2024, IEPNG introduced the Provisional CBA Registration process where engineering professionals are granted Provisional membership and registration for six months. The implementation of the process has meant that Technical Assessors are assessing faster and our membership is increasing quickly.
3	Develop and Promote Engineering innovation and technology	A successful engineering expo that creates a lot of interest and appreciation of the innovations and technology being exposed. 2024 Engineering Expo	The Expo was NOT delivered in 2024 but will be done in 2025.
4	Coordination of the Graduate Professional Development Program	30 Graduate Engineers are being registered as Professional Engineers per year.	In 2024, 181 Graduates were registered.
5	Development of Women in Engineering	80 Women Graduate Engineers to be registered as Professional Engineers per year. Increase of female engineers in the workforce. Visit Schools 5 schools per annum to encourage women to become engineers. Increase ratio of women undertaking engineering related studies at Unitech, Polytech and Technical colleges. Industry to increase female engineers' employment in the workforce by 40%	A lot more females are graduating from UNITECH and we anticipate more being registered in the future. The Women in Engineering Branch are visiting schools to encourage ladies to pursue a career in engineering.
6	Benefits to the Membership	The IEPNG membership getting and enjoying discounts from supermarkets, airlines and medical institutions.	Some effort was made in 2024 to plan and discuss with Air Niugini for airline discounts but was stalled

		Partnership with Air Niugini to give 20% discount in 2024	due to the team leader's unavailability.
7	Recognition and Awards	An engineering professional is conferred an award by the IEPNG, Government or the Commonwealth. 3 engineering professionals are recognized and given awards every year.	In 2024, more than 20 senior engineers were awarded Fellow and Hon. Fellow membership to IEPNG

SPA 02 – INSTITUTIONAL REFORMS

	DAP	Expected Outcome	Progress made to 2024
1	Support GoPNG Infrastructure Development Programs	1. Successful delivery of arbitration of disputes that is accepted and adhered to by all parties to the disputes. 2. There is an increase and sustained membership growth, especially the PNG national engineering professionals 3. A fully gazetted amended Professional Engineers Registration Act 4. Fully funded by the GoPNG IEPNG offices in all regions and provinces supporting the Connect PNG program 5.	In 2024, the IEPNG has already prepared a draft Dispute resolution policy to be approved in 2025. In 2024, the amendments to the Professional Engineers Act 1986 was completed and given to the State Solicitor to endorse before it goes to Cabinet. Still awaiting State Solicitors clearance
2	Establishment of the Structural Engineers Assessment and Registration	1. Amend the legislation to setup the Engineering Technologist and Engineering technician's registers 2. Amend the legislation to include the Structural Engineers Register 3. A new on-line MIS system that will increase registration and membership 4. Increase number of registered National Structural engineers being involved in the design and implementation of projects in PNG	In 2024, the amendments to the professional Engineers Act 1986 was completed and given to the State Solicitor to endorse to go to Cabinet. Still awaiting State Solicitors clearance. The amendments included the Structural Engineers registration requirements. The MIS update will be done in 2025.
3	Build a Robust Continuous Professional Development (CPD) Program	1. Develop a Policy Document on the implementation of the CPD by determining what activities, training, conference, workshops and assigning points to each of them. 2. Develop a CPD Information brochure for distribution to all Members	The Policy has been completed, endorsed by the IEPNG Council and is being used since end of 2023.
4	Develop Partnerships and Exchange Programs with Peer Organizations	1. Sign Engineers Mobility Agreements with each economy who are members of the APEC Engineers Register, FEIAP, SPEA and IEA	No development in 2024 due to the delay in the Accreditation of Unitech engineering programs to the Washington Accord which is a mandatory requirement before Mobility Agreements can be

		2. IEPNG registered engineering professionals working in other economies under mobility agreements.	discussed. Accreditation was granted in December 2024.
5	Establish and Promote Engineering Leadership and Management	1. IEPNG registered engineering professionals working in other economies under mobility agreements. 2. IEPNG reviewing / identifying leadership potential in engineering professionals and develop them to become mature leaders	In 2024, more than 20 senior engineers were awarded Fellow and Hon. Fellow membership to IEPNG after identifying them as competent leaders in the respective area of practice.
6	Marketing and Branding IEPNG and PERB	Promote publications in newspapers, magazines and websites	In 2024, IEPNG has already sent out two publications of the e-newsletter. Will increase to quarterly publications in 2025.
7	Reform IEPNG to meet the needs of its Members	The staff perform to high levels of expectations and are productive and efficient resulting in IEPNG attaining membership growth for the institution and the industry is happy.	This is delayed to cash-flow issues in 2024.
8	Building of Public and Private Partnership Agreements	Signed MOU with the Department of Works and Highways and Private sector companies	IEPNG Already have Support Agreement with MRA to assist ensure engineering professionals in the mining sector are registered. Also have agreement with Immigration to control the issuance of work permits to expatriate engineering professionals. IEPNG has an Agreement with PNG HRI to provide leadership and management training to the IEPNG senior engineers.

SPA 03 – Accreditation

	DAP	Expected Outcome	Progress made to 2024
1	Accreditation of PNG Engineering Educational Programs	1. Develop partnerships with Engineers Australia and Unitech to ensure all engineering disciplines deliver a Washington Accord academic program 2. Actively participate with UNITECH through the Industry Advisory Board 3. Establish a strong partnership with Engineering New Zealand	1. Achieved in 2024 IEPNG is a permanent member of the Industry Advisory Board since 2010. IEPNG has a strong partnership with Engineering New Zealand
2	International Accreditation and Mobility	1. Full membership to the IEA and the APEC Engineers register 2. Mobility Agreements with Engineers Australia, Engineering New Zealand and all other economies within SPEA and FEIAP	IEPNG is a Provisional APEC member and also a member of the International Engineering Alliance (IEA). The Accreditation of Unitech engineering programs to the Washington Accord which is a mandatory requirement before Mobility Agreement can be discussed. Accreditation was granted in December 2024.
3	GoPNG Financial Support for the Accreditation Programs	1. Awarding of International Washington Accord degrees to engineering graduates by the University of Technology, Lae. PNG 2. Government budgets K3.0 million	The Accreditation of Unitech engineering programs to the Washington Accord which is a mandatory requirement before Mobility Agreement can be discussed. Accreditation was granted in December 2024.

SPA 04 – INVESTMENTS

	DAP	Expected Outcome	Progress made to 2024
1	Building of the Engineering House	K 60 million in the project account to construct the Engineering Haus	Slowing paying of the property loan with Kina Bank and hope to own the property in April, 2026.

SPA 05 – FINANCIAL INDEPENDENCE

	DAP	Expected Outcome	Progress made to 2024
1	Reduce Debts	Loan 100% paid off and title is with IEPNG	Slowing paying of the property loan with Kina Bank and hope to own the property in April, 2026.
2	Raise Additional Revenue	1.Increase in Processing, Membership and Registration fees 2.Steady income from tenants renting IEPNG property 3.Delivery of more training programs to Members	Processing fee increase in 2024 to K800 for Nationals and K1,800.00 Had issues with AFC limited in 2024 but Lakatoi Business College is paying every month.
3	Secure Industry Support through Sponsorship	Approaches to Govt and industry to sponsor the Institution	No progress due to Government funding issues and also Forex issues.

Work Plans for each of the Deliberate Action Plans (DAP's) have been developed for each year from 2023 to 2028. Details of the full Strategic Plan 2023-2028 can be found on the IEPNG website.

Audited Financial Report

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC

Report of the Board Members

The Board Members are pleased to present their report on the financial statements of the Institution for the year ended 31 December 2024.

Nature of Entity and Activities

The Institution of Engineers Papua New Guinea Inc. is a non-profit and non-government organisation and is incorporated and registered under the Associations Incorporation Act of Papua New Guinea.

The primary purpose of the Institution is to promote the interests of the engineering profession and its members in Papua New Guinea.

Institution Information

Registered Office: Section 37, Lot 5
Poinciana Street, HOHOLA
PO Box 881,
Vision City, Waigani, NCD

The Board Members for the 2024 year were:

- Mrs. Edea Bouraga (President)
- Mr. Gibson Holemba (Deputy President)
- Mr. Joseph Hamylton (Past President)
- Mr. Andrew Pinge
- Mr. Penias Paison
- Mr. Lazaro Hemetsberger
- Mr. Lawrence J, Stocks
- Ms Aprilyn Panganiban
- Mr. Lave Michael Maiko

Secretary and Chief Executive Officer:

- Mr Desmond Wambriwari (Executive Assistant)
- Mr Benedict T Mick (CEO)

The Auditor for the 2024 year was:

Niugini Business Consultants
Registered Public Accountants & Auditors
PO Box 391
PORT MORESBY, National Capital District
Papua New Guinea

Banker

Bank South Pacific Limited
PO Box 211
WAIGANI, National Capital District

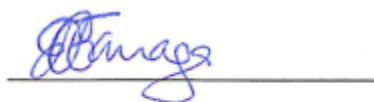
BOARD MEMBERS' STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Board members state that the accompanying statement of net assets and statement of income and expenditure and cash flows are drawn up so as to exhibit a true and fair view of the state of affairs of the Institution at 31 December 2024 and the results of the operations of the Institution for the twelve months period ended on that date.

No circumstances have arisen which render adherence to the existing method of valuation of assets or liabilities of the Institution misleading or inappropriate.

For and on behalf of the Board.

A handwritten signature in blue ink, appearing to read 'B. Bimaga', is written over a horizontal line.

BOARD MEMBER

A handwritten signature in blue ink, appearing to read 'J. M. B.', is written over a horizontal line.

BOARD MEMBER

Dated at

Port Moresby this

03rd day of March 2025

NIUGINI BUSINESS CONSULTANTS

(Registered Public Accountants & Auditors)

PO Box 391

PORT MORESBY

National Capital District

Mobile: 7686 1691 / 721 65924

E-Mail: niuginibusiness1@gmail.com / johaniswandaki@gmail.com

AUDITOR'S REPORT TO THE MEMBERS OF INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC

Scope

We have audited the financial report of the Institution of Engineers Papua New Guinea Inc for the year ended 31 December 2024 as set out on pages 4 to 12. The Institution's Board Members are responsible for the preparation and presentation of the financial statements and the information contained therein. We have conducted an independent audit of the financial report in order to express an opinion on it to the members of the Institution.

Our audit has been conducted in accordance with International Standards on Auditing to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with International Reporting Standards and the provisions of the Accountants Act (1996) as to present a view which is consistent with our understanding of the Chapter's financial position, the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

Unqualified Audit Opinion

In our opinion, the financial report presents fairly the financial position of the Institution of Engineers Papua New Guinea Inc as at 31 December 2024, the results of its operations and cash flows for the year ended in accordance with applicable Accounting Standards, and with the provisions of the Accountants Act (1996).

NIUGINI BUSINESS CONSULTANTS
Registered Public Accountants


By: **JOHANIS WANDAKI** – CPA PNG
Registered under the Accountants
Registration Act 1996
Dated 3rd of March 2025

REVENUE STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2024

	NOTES	2024 K	2023 K
Operating Revenue	2	1,422,256	1,002,962
Operating Expenses	2	<u>1,211,779</u>	<u>998,430</u>
NET SURPLUS / (DEFICIT) FOR THE YEAR		<u>210,477</u>	<u>4,532</u>

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2024

	NOTES	2024 K	2023 K
Equity as at start of year		7,462,345	7,550,371
Prior year adjustment		248,979	-92,558
Net Surplus / (Deficit)		<u>210,477</u>	<u>4,532</u>
MEMBERS EQUITY AS AT END OF YEAR		<u>7,921,801</u>	<u>7,462,345</u>

The accompanying notes form an integral part of these accounts.

BALANCE SHEET

AS AT 31 DECEMBER 2024

	<u>Notes</u>	2024	2023
		K	K
CURRENT ASSETS			
Cash at bank and on hand	3	52,790	120,981
Cash at Bank – Advance Fees Received	3	471,648	206,828
Term Deposits		10,008	9,850
Receivables	4	<u>305,669</u>	<u>302,945</u>
		<u>840,115</u>	<u>640,604</u>
NON-CURRENT ASSETS			
Property, Plant and Equipment	8	7,987,612	8,055,083
Work-In-Progress – Land Acquisition	7	<u>445,625</u>	<u>445,625</u>
		<u>8,433,237</u>	<u>8,500,708</u>
TOTAL ASSETS		<u>9,273,352</u>	<u>9,141,312</u>
CURRENT LIABILITIES			
Trade Creditors and Accruals	5	296,864	358,055
Advance Membership Fees	6	471,648	206,828
Secured Bank Loan	9	<u>287,880</u>	<u>686,328</u>
		<u>1,056,392</u>	<u>1,251,211</u>
NON-CURRENT LIABILITIES			
Long Service Leave		28,508	40,293
Main Account Loan		58,014	138,014
Secured Bank Loan	9	<u>208,637</u>	<u>249,449</u>
		<u>295,159</u>	<u>427,756</u>
TOTAL LIABILITIES		<u>1,351,551</u>	<u>1,678,967</u>
NET ASSETS		<u>7,921,801</u>	<u>7,462,345</u>
TOTAL MEMBERS EQUITY		<u>7,921,801</u>	<u>7,462,345</u>

To be read in conjunction with the notes on Pages 7 to 11

For and on behalf of the Board.


BOARD MEMBER


BOARD MEMBER

Dated at Port Moresby this 03rd day of March 2025

- 5 -

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	NOTES	2024 K	2023 K
CASH FLOW FROM OPERATING ACTIVITIES			
Cash received from member		1,419,532	986,536
Cash Paid creditors, suppliers and employees		(1,220,245)	(1,357,383)
Interest received		-	-
Net cash flow from operating activities		199,287	(370,847)
CASH FLOW FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(2,500)	(7,655)
Proceeds from sale of fixed assets		-	-
Net cash inflow/(outflow) from investing activities		(2,500)	(7,655)
CASH FLOW FROM FINANCING ACTIVITIES			
Proceeds from Bank Loan		-	-
Other		-	-
Net cash inflow/(outflow) from financing activities		-	-
Net Increase / (decrease) in cash held		196,787	(378,502)
Cash at beginning of financial year		337,659	716,161
Cash at end of financial year		534,446	337,659
Represented by:			
Cash at bank and on hand		52,790	120,981
Cash at bank – Fees Received in Advance		471,648	206,828
Term Deposits		10,008	9,850
		534,446	337,659

For the purpose of the statement of cash flows, cash includes cash on hand and cash on short term deposits net of bank overdraft.

To be read in conjunction with the notes on Pages 7 to 11

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. STATEMENT OF ACCOUNTING POLICIES

A. Revenue

Revenue is accounted for on the accrual basis of accounting, except for membership fees which are recognised on a cash basis.

B. Properties, Plant and Equipment

Property, plant and equipment is stated at cost less accumulated depreciation, except for leasehold land which is valued at cost.

Depreciation is calculated from the date an asset becomes operational on a straight line basis to write off the cost of the assets over their estimated economic lives.

The estimated useful economic lives are as follows:

Buildings	3.0 - 4.50%
Office Equipment	11.5%
Computer Equipment	22.5%
Furniture and Fittings	11.5%
Motor Vehicles	20.0%

C. Impairment of Assets

Where the recoverable amount of an asset falls below its carrying amount, the asset is written down to its recoverable amount. There has been no impairment in the 2024 financial year.

D. Income Tax

The Income of the Institution is exempt from income tax by virtue of *Section 27(C)* of the *Papua New Guinea Income Tax Act 1959*, as amended.

E. Comparative Figures

Where necessary, comparative figures have been adjusted to conform with changes in presentation in the current year.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

2. OPERATING PROFIT

	2024 K	2023 K
The operating profit has been determined after charging/ (crediting) the following items: -		
Crediting as Income -		
Membership Fees	776,800	575,049
Rental Income	274,941	156,533
Other Income	<u>370,515</u>	<u>271,380</u>
	<u>1,422,256</u>	<u>1,002,962</u>
Charging as Operating Expenses -		
Audit Fees	8,800	9,000
Depreciation	69,971	72,488
Branch / Chapter Allocation	<u>-</u>	<u>-</u>
Total Operating Costs	<u>78,771</u>	<u>81,488</u>

3. CASH AT BANK

	2024 K	2023 K
Cash at bank and on hand	52,790	120,981
Cash at bank – Fees Received in Advance	<u>471,648</u>	<u>206,828</u>
TOTAL CASH ON HAND AND AT BANK	<u>524,438</u>	<u>327,809</u>

4. RECEIVABLES

	2024 K	2023 K
Trade debtors	300,669	222,945
Less: Provision for doubtful debts	<u>-</u>	<u>-</u>
	<u>300,669</u>	<u>222,945</u>
Other Debtors		
Rental Bond	5,000	-
Prepayments	-	-
Main Account Advances	<u>-</u>	<u>80,000</u>
	<u>5,000</u>	<u>80,000</u>
TOTAL RECEIVABLES	<u>305,669</u>	<u>302,945</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

5. TRADE CREDITORS AND OTHER ACCRUALS

	2024 K	2023 K
Trade Creditors	3,439	74,363
Advance Payments - Airfares	-66	-66
GST Payable	53,467	5,075
Audit Fees	8,800	8,800
Security Bond Fees	40,000	15,000
Payroll Liabilities	<u>191,224</u>	<u>154,133</u>
	<u>296,864</u>	<u>257,305</u>

6. ADVANCE MEMBERSHIP FEES

	2024 K	2023 K
Membership & Registration Fees (Overpayments)	-	-
Advance Membership Fees Received	<u>471,648</u>	<u>206,828</u>
TOTAL ADVANCE MEMBERSHIP FEES	<u>471,648</u>	<u>206,828</u>

The Advance Membership Fees represents fees for subsequent years paid in advance by Members. The management records them as Advance payments and keeps in a separate bank account as reflected in the cash at bank account. Refer note 3 to these financial statements.

7. WIP – LAND ACQUISITION -

	2024 K	2023 K
WIP – Land Acquisition	<u>445,625</u>	<u>445,625</u>

This represents advances made to agents to acquire a prime land at Waigani. However, the deal has not eventuated and the Institution is perusing recovery actions. In the next Board Meeting, the Board can deliberate on the recoverability and may resolve for write off.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

8. FIXED ASSETS

	Land & Buildings	Furn & Fittings	Office Equipment, at cost	Motor Vehicles – at cost	Computers & Software at cost	TOTAL
	K	K	K	K	K	K
Cost						
At 1 January 2024	8,465,233	41,768	124,722	159,300	63,005	8,854,028
Additions	-	-	-	-	2,500	2,500
Disposals	-	-	-	-	-	-
At 31 December 2024	<u>8,465,233</u>	<u>41,768</u>	<u>124,722</u>	<u>159,300</u>	<u>65,505</u>	<u>8,856,528</u>
Depreciation						
At 1 January 2024	501,909	34,949	72,122	156,495	33,472	798,946
Charge for the year	58,900	784	6,049	841	3,396	69,970
Disposals	-	-	-	-	-	-
At 31 December 2024	<u>560,809</u>	<u>35,733</u>	<u>78,171</u>	<u>157,336</u>	<u>36,868</u>	<u>868,916</u>
NBV – 2024	<u>7,904,424</u>	<u>6,034</u>	<u>46,554</u>	<u>1,963</u>	<u>28,637</u>	<u>7,987,612</u>
NBV – 2023	<u>7,963,323</u>	<u>6,818</u>	<u>52,603</u>	<u>2,805</u>	<u>29,534</u>	<u>8,055,083</u>

9. SECURED BANK LOAN

This includes loans obtained from Commercial banks and is secured by all assets and undertakings of the Institution.

	2024 K	2023 K
Secured Bank Loan – Current	287,880	686,328
- Non – Current	<u>208,637</u>	<u>249,449</u>
TOTAL SECURED BANK LOAN	<u>496,517</u>	<u>935,777</u>

10. CONTINGENT LIABILITY

There were no contingent liabilities at balance date and none have arisen since balance date.

11. CAPITAL COMMITMENTS

There were no capital commitments at 31 December 2024.

DETAILED INCOME AND EXPENDITURE STATEMENT

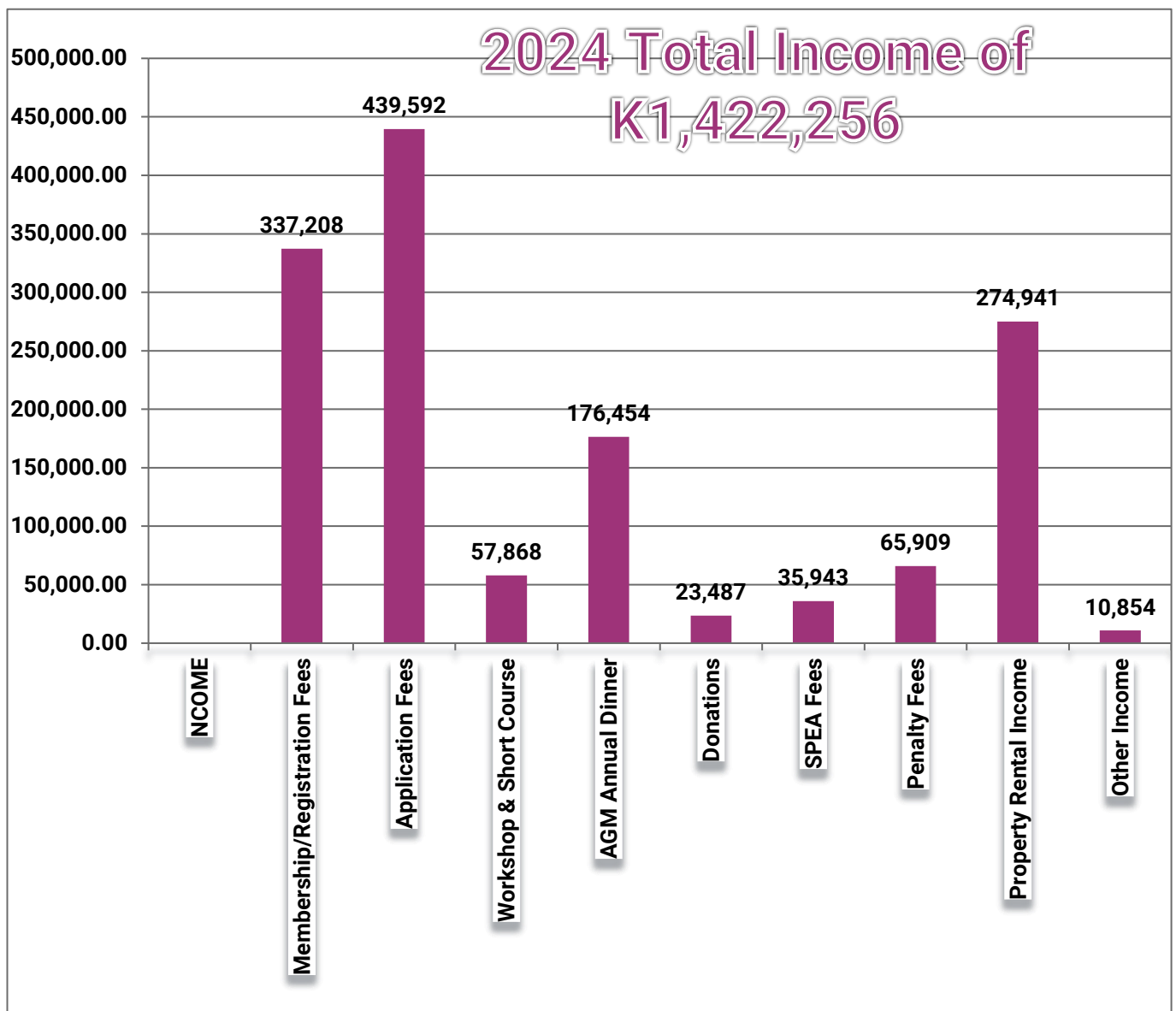
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 K	2023 K
INCOME		
Membership / Registration Fees	337,208	250,217
Application Processing Fees	439,592	324,832
Workshop & Short Course	57,868	75,324
AGM Annual Dinner	176,454	168,182
Donations	23,487	-
SPEA Fees	35,943	22,602
Penalty Fees	65,909	-
Property Rental Income	274,941	156,533
Other Income	<u>10,854</u>	<u>5,272</u>
TOTAL REVENUE	1,422,256	1,002,962
EXPENDITURE		
Advertising	27,188	19,834
Audit Fees	8,800	9,000
Bad Debts	229,803	200
Bank Charges	2,916	534
Board Expenses	15,066	7,521
Donations & Sponsorships	2,125	4,545
Computer Expenses	7,569	1,381
AGM & Annual Dinner Expenses	92,080	80,956
Dues / Professional Fees	13,585	3,665
Depreciation	69,971	72,488
Electricity	55,627	56,021
Budget Review & Office Meetings	4,166	1,360
Bank Interest	75,924	124,538
Zoom Expenses	-	53
Website Hosting	3,500	8,036
Website Maint. & Redevelopment	-	1,200
Land Lease Rent Fees	28,750	-
Legal Fees	-	5,000
Maintenance – Office	51,162	25,005
Refund - Membership	1,874	-
Repairs & Maintenance – Property	6,771	10,856
Property Land Tax & Garbage Rates	14,474	9,895
Office Insurance	12,109	14,250
Office Stationery & Expenses	14,868	16,036
Genset Fuel	5,009	12,306
Staff Training	1,813	-
Real Estate Management Fees	-	9,208

	K	K
Salary & Wages	345,519	339,888
Rec Leave Airfares	6,937	13,646
Shipping & Postage	1,375	1,566
Staff Amenities	5,318	3,707
Office Entertainment Expenses	5,575	-
Stipend Expenses	10,400	2,750
Superfund Contribution	18,405	18,672
Telephone / Faxes	9,692	10,245
Travel Expenses	22,169	12,870
Vehicle Expenses	7,439	9,172
Water Rates	5,112	11,825
Workshop & Short Course Expenses	28,515	68,230
MMS Development Expenses	-	6,635
Others – Refund Course Fees/Mship/Reg. fees	-	4,800
Other Expenses	<u>173</u>	<u>536</u>
TOTAL EXPENSES	<u>1,211,779</u>	<u>998,430</u>
SURPLUS / (DEFICIT)	<u>210,477</u>	<u>4,532</u>

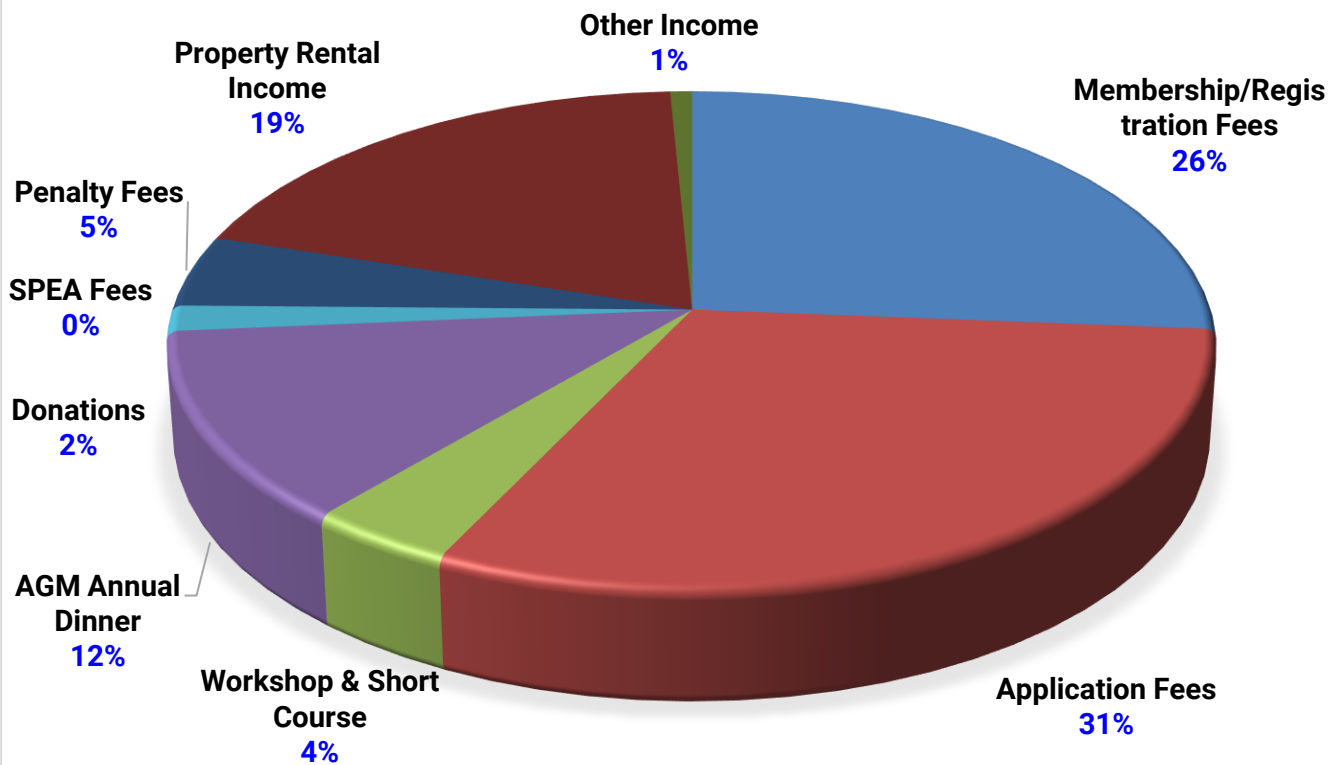
GRAPHS OF THE AUDITED FINANCIAL STATEMENTS

1. COLUMN GRAPH - 2024 INCOME

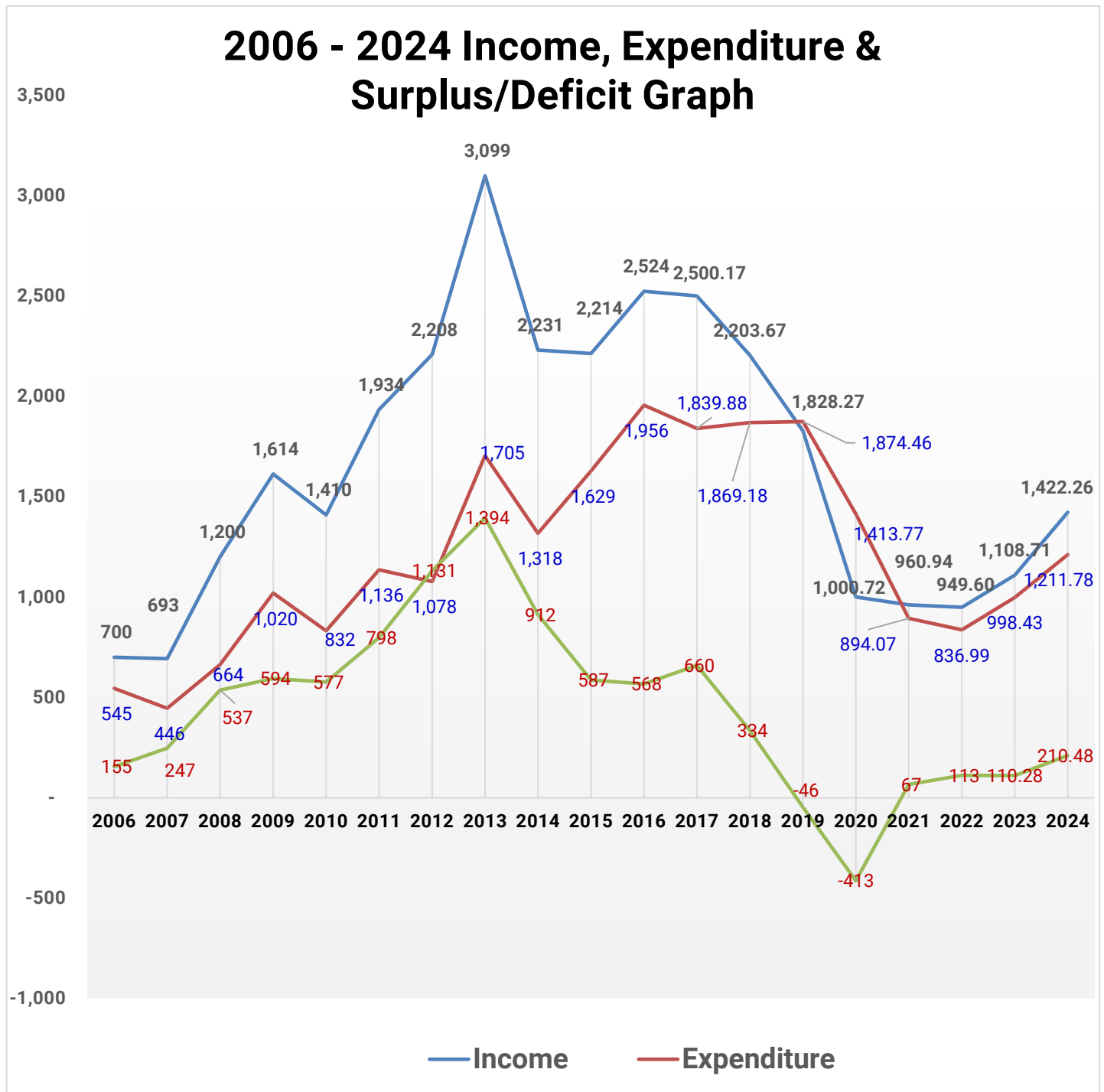


2. PIE GRAPH – 2024 INCOME

2024 TOTAL INCOME OF K1,422,256

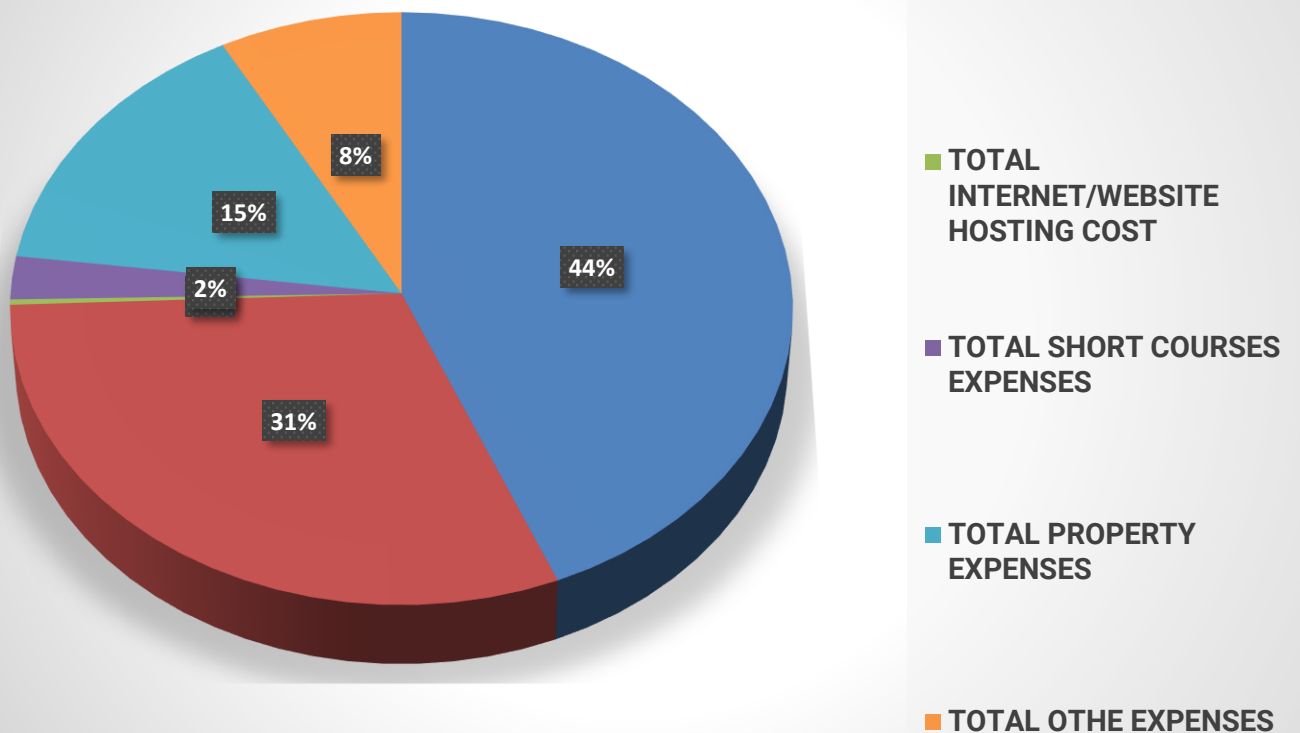


3. YEAR TO DATE LINE GRAPH FOR INCOME & EXPENDITURE

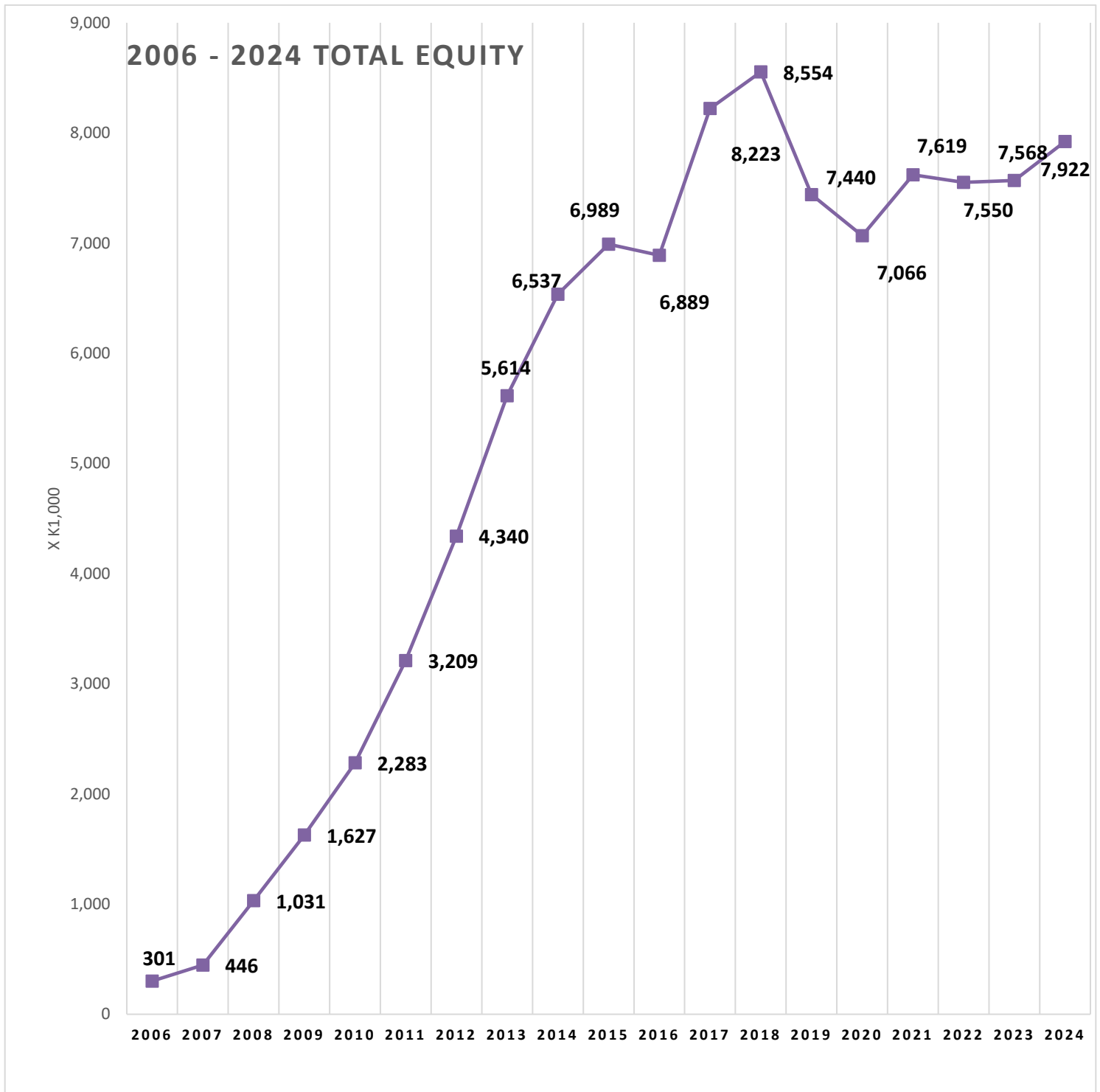


4. TOTAL EXPENSES PIE GRAPH

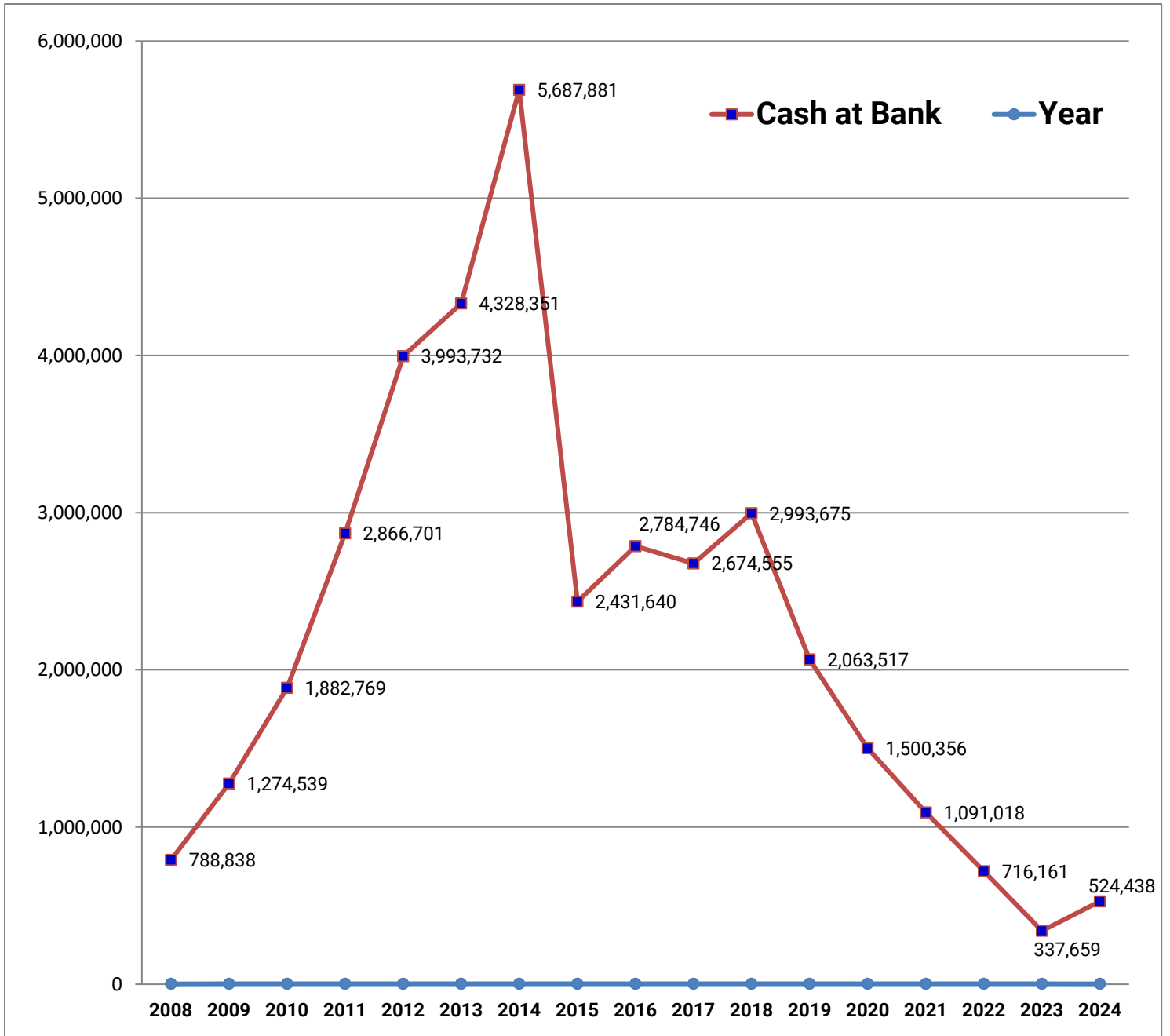
2024 Total Expenses of K1,211,779



5. MEMBER EQUITY LINE GRAPH



6. CASH AT BANK LINE GRAPH – 2008 - 2024



Member Services

Summary

This report provides a comprehensive overview of the activities undertaken by the Member Services Section from November 2024 to March 2025. The section's efforts have primarily focused on the receiving of CBA membership applications, processing, assessment, acceptance of membership and registration of professional engineers and receiving structural registration requests. Additionally, the issuance of certificates and work permit support letters to PNG Immigration for expatriate engineering professionals and facilitating coaching and training of engineers on how to fill out their application forms were significant components of the team's work. This report also includes the analysis of membership and application statistics, key activities, challenges faced, and proposed strategies for improvement in the future.

1.0 Introduction

The Member Services Section plays a vital role in maintaining the smooth operation of the Institution's membership services, ensuring alignment with industry needs, compliance to regulations, and the growing needs of the membership base. This year has been marked by high volumes of membership applications, structural registration requests, and an increase in CBA applications coaching and training activities.

Furthermore, this report gives updates on CBA tutorials conducted, compliance meetings held with industries during the year, and staffing challenges faced due to short staff. Through this report, we aim to present a clear picture of our accomplishments, challenges, and ongoing initiatives within this specified period.

2.0 Key activities and achievements

- **Membership Applications and Acceptance:**
 - 🚧 Receiving and processing membership applications.
 - 🚧 Assessing and accepting applications based on established criteria.
 - 🚧 Issuing membership certificates.
 - 🚧 Issuing of Registered Engineer Stamp
- **Structural Registration Applications:**
 - 🚧 Receiving structural registration applications.
 - 🚧 Processing, reviewing, and administrative checks for structural registration committee assessments.
 - 🚧 Ensuring compliance with the required standards before issuing registration certificates.

- **Provisional Registration Policy and Issuance of Provisional Certificates:**

- ✚ Effectiveness of the Provisional Registration Policy overview
- ✚ Printing and issuing of the Provisional membership and registration certificates.

• Industry Support:

- ✚ Providing industry coaching and training to engineering professionals on how to fill the application forms and which forms to fill out first with compliance to the new policy for provisional registration.

2.3 Membership Data

The statistical analysis of membership and application activities for the year are presented according to the database records as entered in the MIS system and analyzed to provide a clear view of trends, volume, and performance.

2.3.1 CBA Membership Applications Statistics:

Table 1 below outlines the number of CBA applications received, processed, and accepted over the year.

Month	Applications Received	Applications Processed	Applications Accepted	Provisional Certificates Issued	Full Certificates Issued
January	24	23	18	1	12
February	17	16	12	0	33
March	22	21	16	0	29
April	33	30	22	13	21
May	21	18	4	32	12
June	17	17	11	33	57
July	12	12	8	19	10
August	11	12	7	8	32
September	64	53	21	17	32
October	18	17	8	25	11
November	13	11	5	33	32
December	22	6	2	14	35
Total	274	236	134	195	316

Graph1: A line graph showing the trend of membership applications received, processed, and accepted for each month in the year.

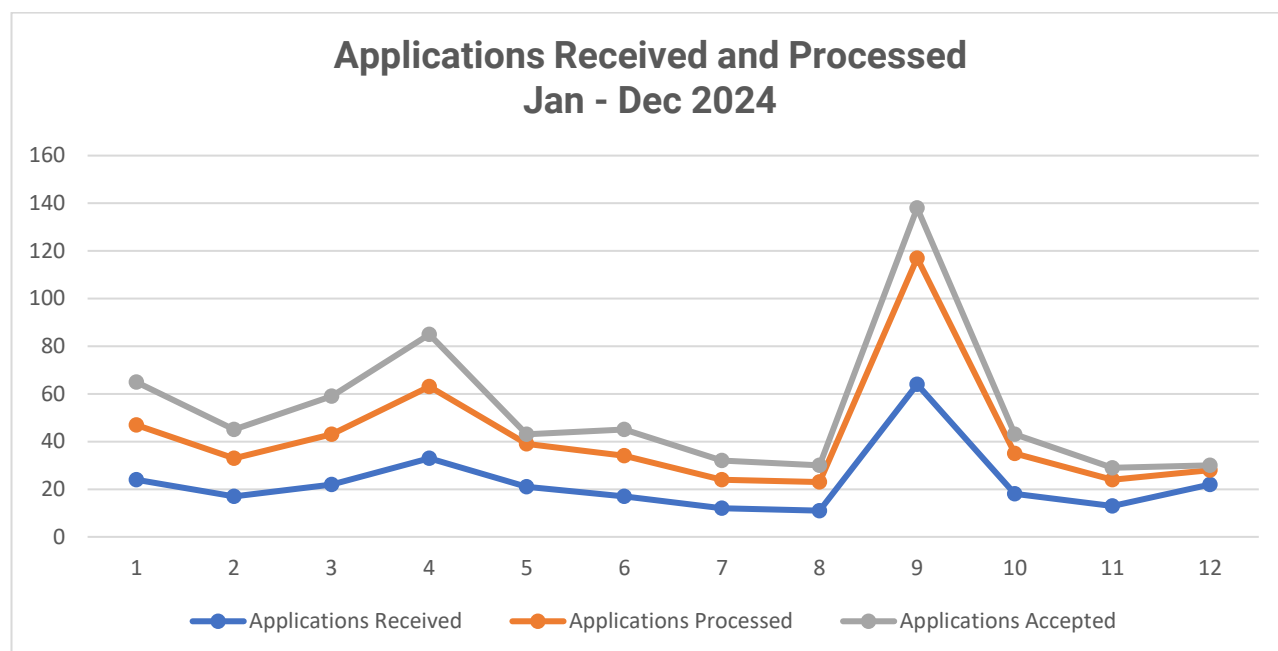


Table 2: Outlines the Applications processed from 2018 – 2024 by Status

Status Code	Status Description	Number of Applications Processed			
		2018-2023	2024	Nationals 2024	Expats 2024
2	Applications pending additional requirement	501	137	76	61
3	Applications ready for Technical Assessment	15	14	5	9
4	Applications Under Assessment	8	12	3	9
7	Applications ready for Council Approval	83	1	1	0
8	Applications approved, pending payment	167	5	3	2
10	Applications finalized for Membership	1554	105	69	36
Total	New and Renewal	2328	274	157	117

3.2 Membership and Registration Statistics:

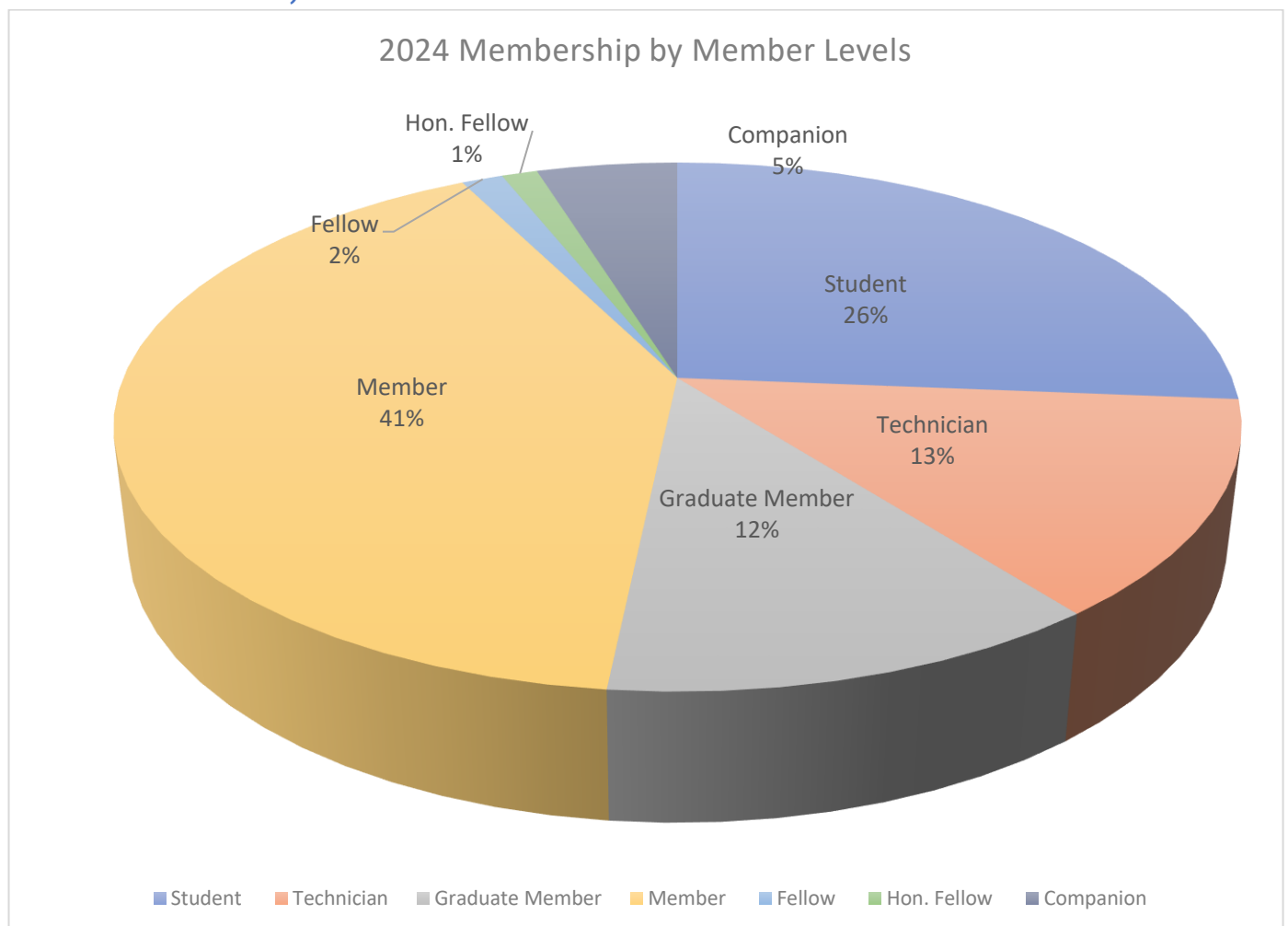
3.2.1 Membership Summary Analysis:

Breakdown of current membership summary analysis, includes:

- 1057 – Membership in 2024
- 25 - Grace
- 115 - Lapsed
- 436 - Removed
- 1633 - Total number of members to 2024

See **Annex A** for the Membership Summary Statistics

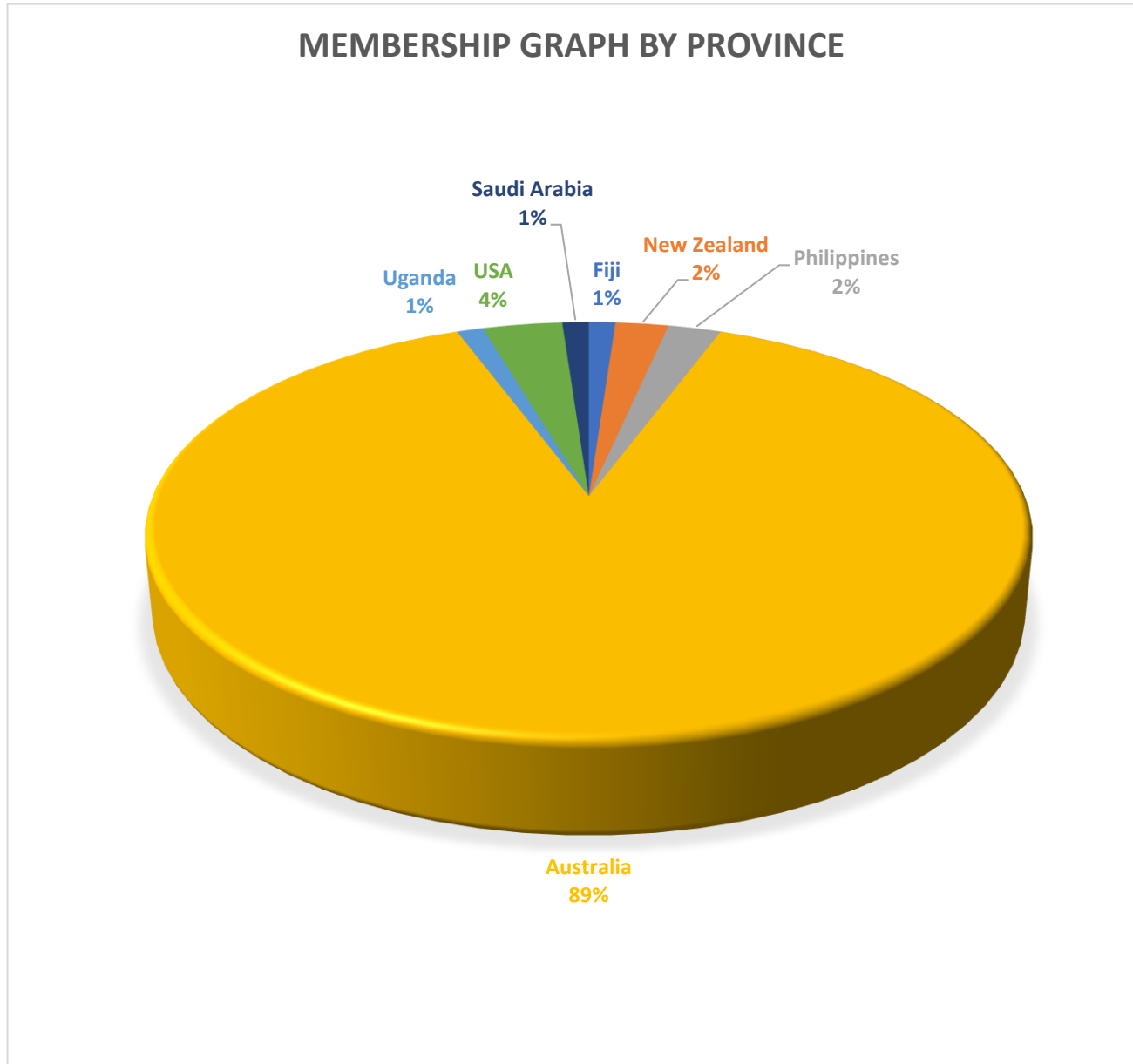
Graph 2: A pie graph showing the 2024 Membership by Member Levels (see summary sheet on Annex A)



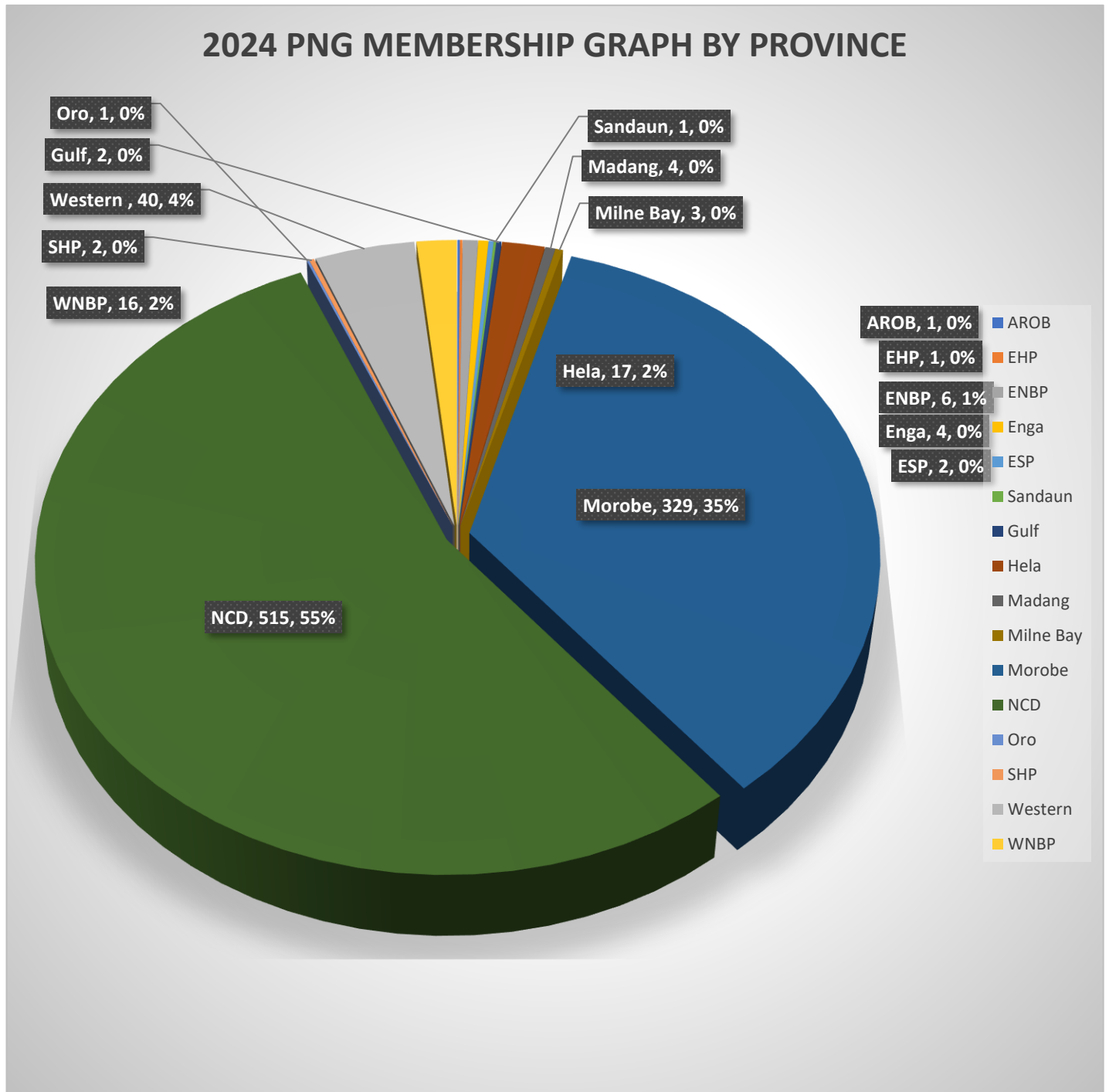
Graph 3: A line graph illustrating the current trend of membership by Expats & Nationals.



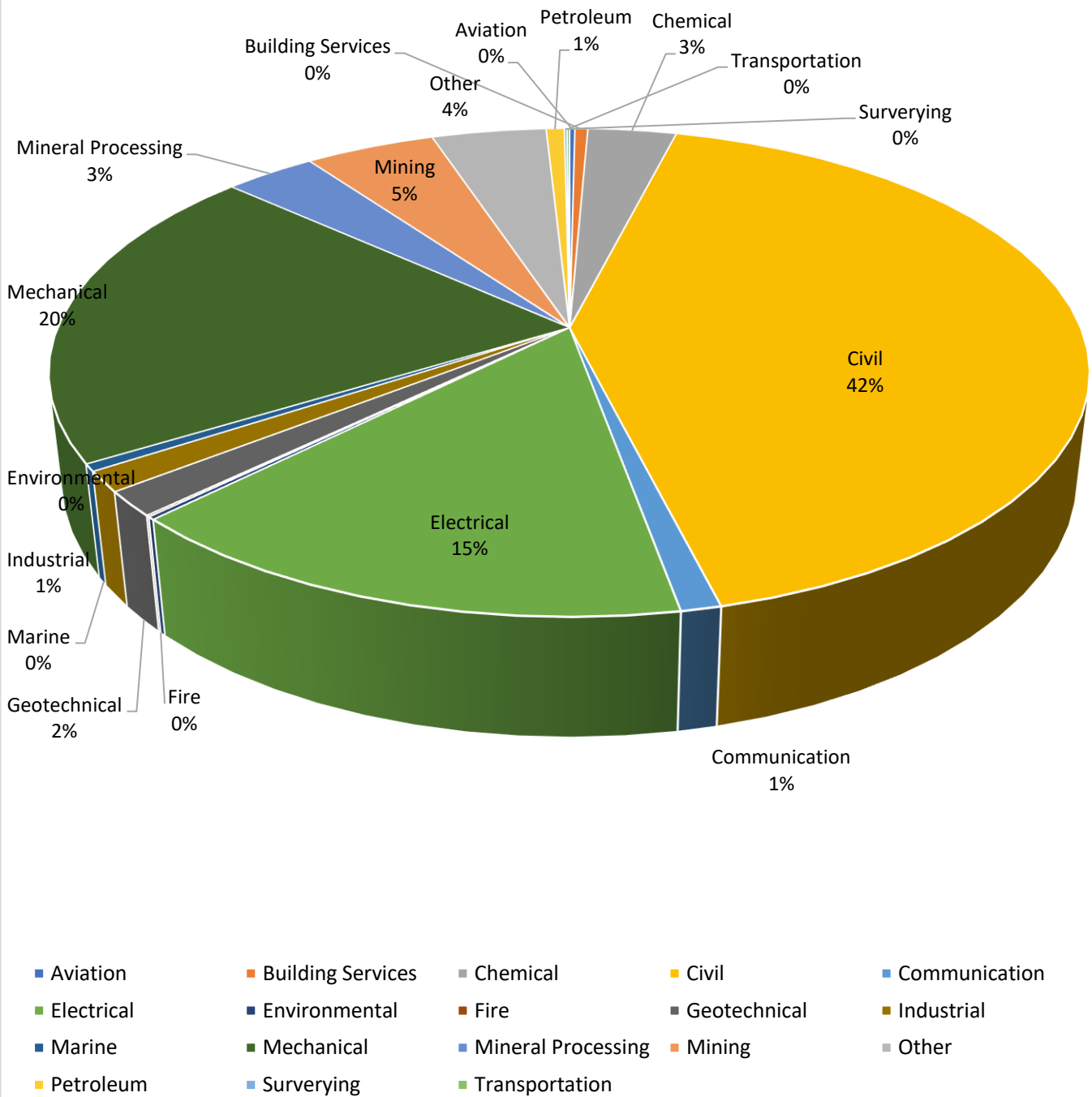
Graph 4: See Membership Statistics Oversea Countries as illustrated below on the pie graph



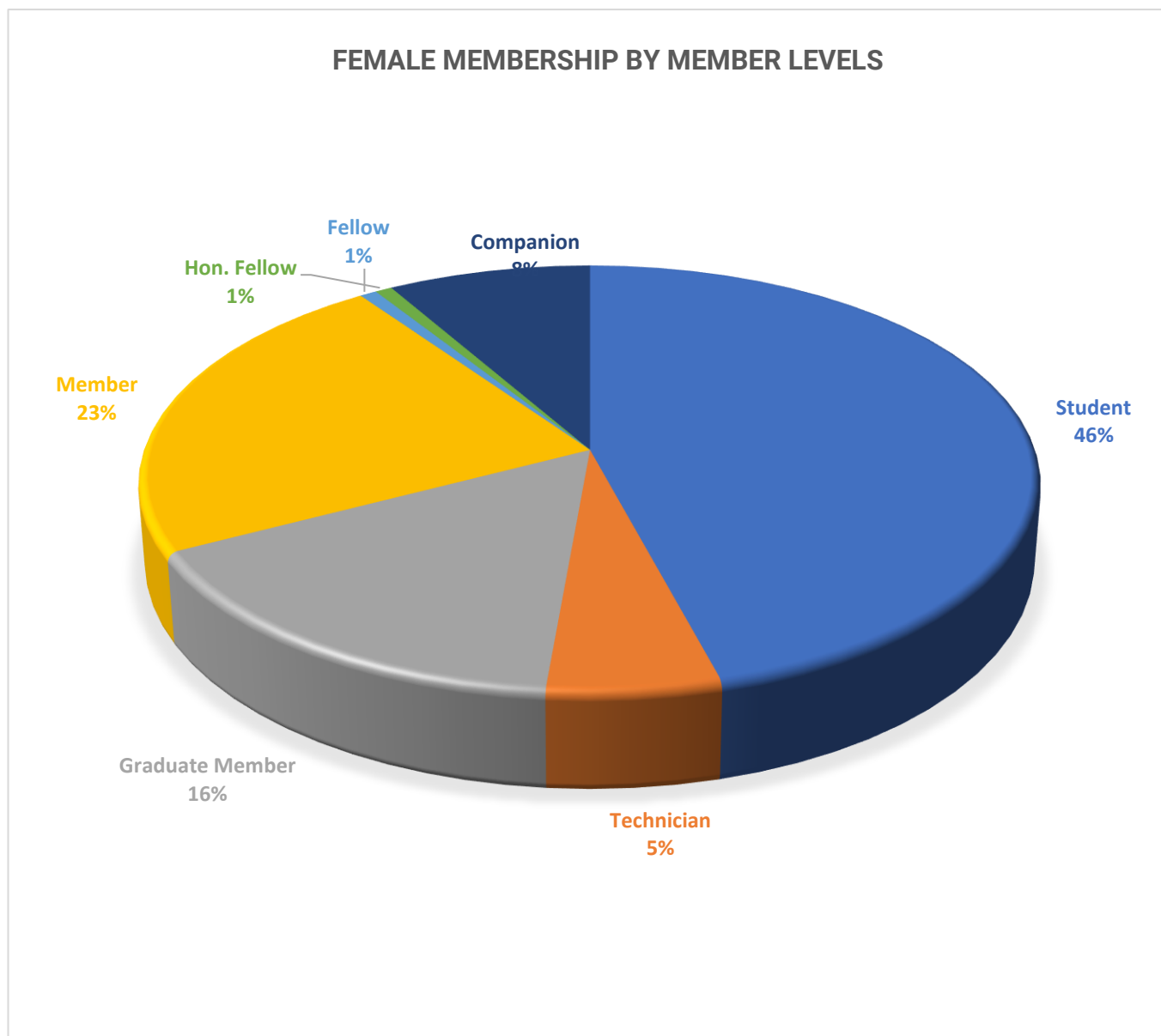
Graph 4: See Membership Statistics by PNG Province as illustrated below on the pie graph



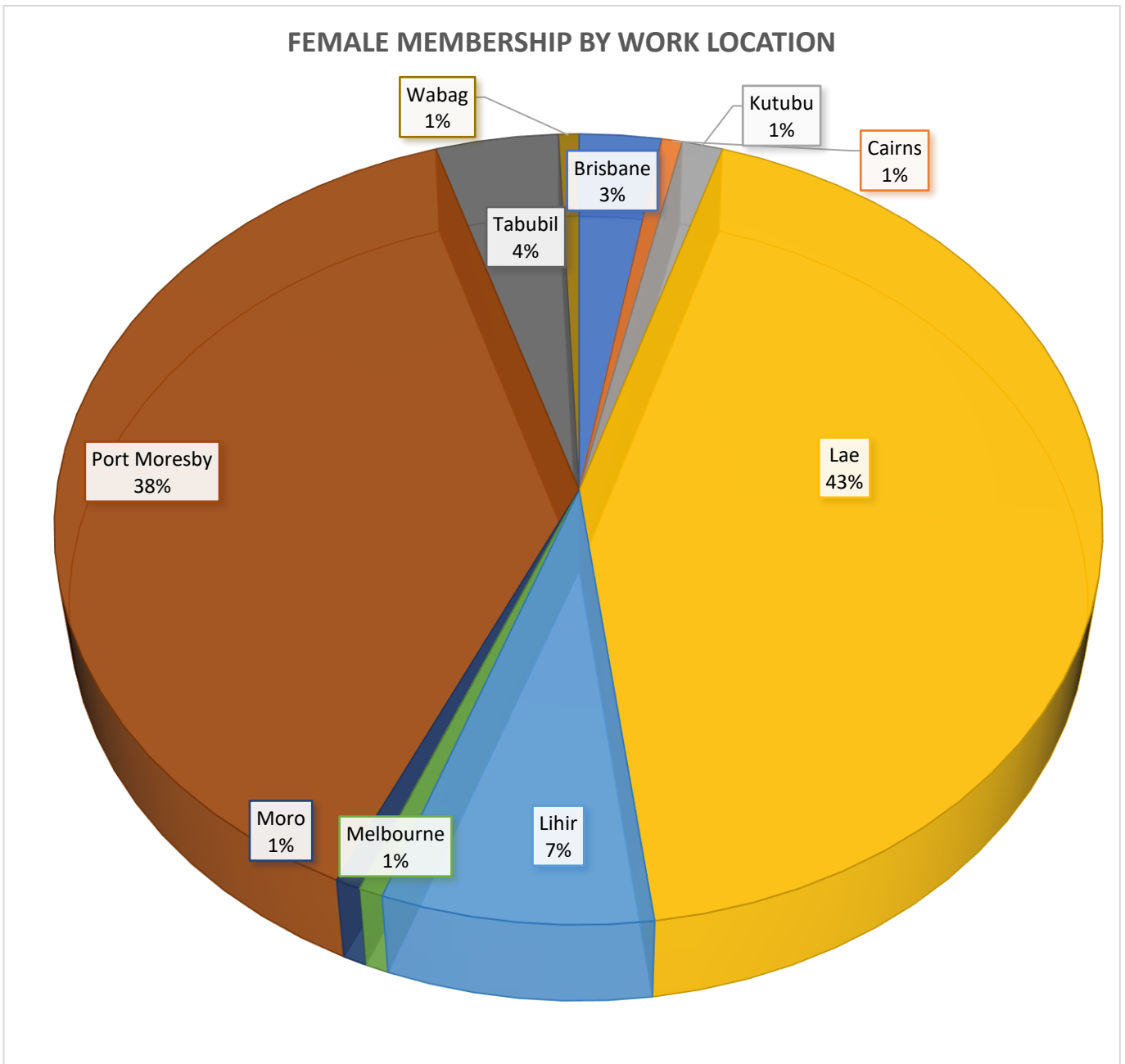
2024 MEMBERSHIP BY DISCIPLINE



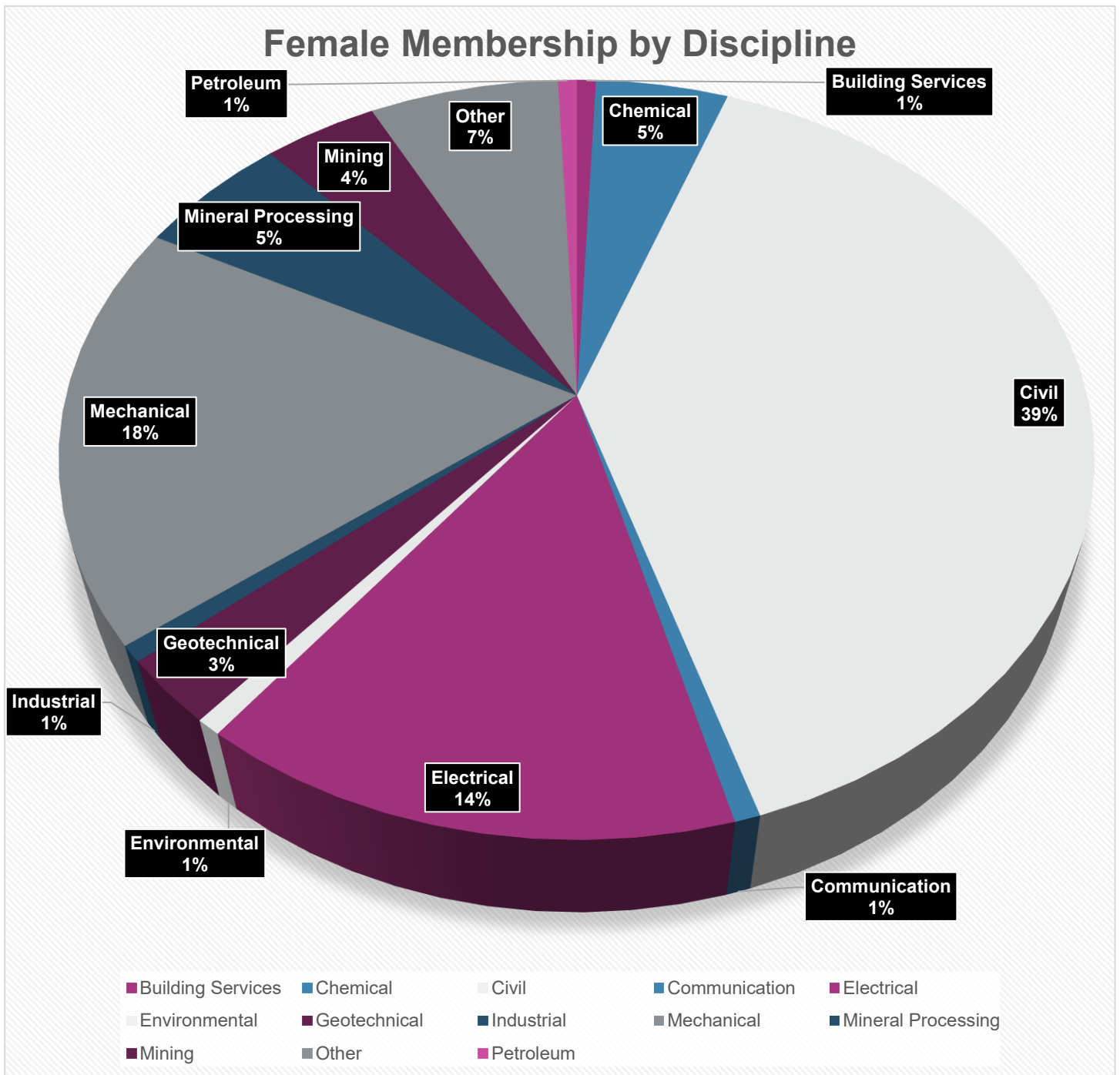
Graph 6: See Female Membership Statistics by Member Levels as illustrated below in the pie graph (See Annex B)



Graph 7: See Female Membership Statistics by Work Location as illustrated below in the pie graph



Graph 8: See Female Membership Statistics by Discipline as illustrated below in the pie graph



3.2.2 Work Permit Support Letters Statistics:

A total of 31 Work Permit Support Letters were issued to employers who requested support letters to apply for their engineering personnels work permits and work visas through PNGICSA. The succession plan implementation in alignment with the National Content for an expatriate professional entering PNG and training national engineers to take up their positions when contract expires had an impact on the application renewals as companies are hesitating to register PNG engineers.

Continuous dialogue with PNG Immigration & Citizen Services Authority (PNGICSA) with the enforcement of our agreement has forced employers and individuals to register with IEPNG in order to obtain their work visas or permits. Few engineers who have been in the country for more than ten (years) who had been members in the old system and have never applied were asked to seek registration with IEPNG.

This shows a higher number of letters issued for new applicants compared to renewals.

Year 2024	No. of Letters Issued
Professional Engineers	62
Non-Professional Engineers	18
Total	80

4.0 Structural Registration:

Update on Structural Applications and Structural Registration

This year, there are 15 structural engineers currently registered. Additionally, there are 2 outstanding structural applications pending assessment due to missing documents. Furthermore, 4 structural engineers have not yet applied for the renewal of their registrations. These matters are being monitored to ensure compliance with registration requirements.

The Council is to note that current Structural Registration has been classed as Structural Registration Class 1 for all Structural Engineers. The Structural Registration Listing is attached as Annex B.

SUMMARY OF STRUCTURAL REGISTERED ENGINEERS & APPLICATIONS FOR 2024					
APPLICATIONS STATISTICS BY STAUS & CATEGORY OF MEMBERSHIP					
	STATUS	FELLOW	HON.FELLOW	MEMBER	TOTAL
	2	1			1
STRUCTURAL REGISTERED ENGINEERS SUMMARY TOTALS					
	CURRENT	3	2	9	14
	GRACE				
	LAPSED				
	REMOVED	2	1	1	4
	TOTAL	5	3	10	18
	EXPAT	1		2	3
	NAT	4	3	8	15

See report on **Annex D** for information

5.0 Provisional Registration and Issuance of Provisional Certificates Report

5.1 Brief Overview

This report provides a summary of the provisional certificates issued for new and renewal membership applications in the year. It categorizes the certificates by membership type and assesses the effectiveness of the provisional registration policy.

5.2 Issuance of the Provisional Certificates

A total of 139 provisional certificates were issued in the year, covering both new applicants and those renewing their memberships. These provisional certificates allow applicants to proceed with their membership benefits while compiling their additional documentations and waiting for the full approval process to be completed. The overall provisional certificates issued to date are 360.

5.3 Provisional Certificates Breakdown by Membership Category

The provisional certificates issued are categorized as follows:

Category	New Application	Renewal Application	Total
Technician	28	4	32
Graduate	18	4	22
Member	44	23	67
Fellow	2	3	5
Hon. Fellow	0	0	0
Companion	10	3	13
Total	102	37	139

5.4 Graphical Representation of Trend and Effectiveness

The provisional registration policy has resulted in 80% more applications received and provisional registration certificates issued this year compared to last year on upfront lodgements. Notably, demand has been highest in Member and Technician categories. This suggests the policy has been effective in streamlining the process, especially in high-demand of professional registrations.

5.5 Conclusion:

The provisional registration policy has facilitated faster processing and reduced waiting times. We recommend maintaining this policy while making adjustments in high-demand membership categories to ensure efficiency.

5.6 Way Forward:

The Member Services Section will continue monitoring the policy's impact in 2025. Gather applicant feedback for further improvement.

6.0 CBA Tutorial Workshop for Industries

6.1 Update on CBA Workshops

1. Ramu Nico Management (MCC), the HR Manager and the lady in charge of the applications in Port Moresby have been in touch with the office to sort out their applications listing. Payment of K95,000 was received and the staff are working on the issuance of provisional registration certificates and processing of their applications.
2. A CBA Training was facilitated for National Energy Authority by Mr Desmond Wambriwari.
3. We also had a meeting with the General Manager and Human Resources Manager of Hargy Oil Palm on compliance and the requirements of membership. They agreed to arrange for IEPNG CBA Training to be conducted for their employees at their work place in Biella in 2025. A team of 3 IEPNG Officers and PNGICSA representative were assigned to facilitate for the CBA Tutorial.
4. Department of Works & Highways – CBA tutorial and assistance have commenced on 12 March to finish on 6 May. The main objective is to ensure that all DOW HQ engineers are registered with IEPNG by 2025.

7.0 Compliance Meetings

1. Update on Compliance Meetings with Industries

- 1.1 North Build Construction was summoned to meet with the CEO/Registrar due to non-compliance with the Act, as one of its engineers was operating in the country under a work permit without proper registration.
- 1.2 A luncheon meeting was held with the GM Work Permits, Mr Sailas Bokowi with regards to expatriates not complying to the process. It was agreed that IEPNG writes to PNGICSA to revoke the work permit of the persons so they can act upon our advice.
- 1.3 A meeting was also held with Department of Works & Highways HR Development section notifying them that their engineers will be charged for non-compliance to the Act. It was agreed that they will work with IEPNG to ensure all its engineers are registered before end of the year and Mr Stanley Efu volunteered to coordinate the applications as the contact person.

- 1.4** A meeting was also held with JBS Engineers to comply with the Act to ensure that all the JBS engineering consultants be registered by end of September 2024. Emphasis was made on the new policy to give them ample time to provide all the application documents and requirements for processing and registration. Mr Paison and Albert Jalmein gave their assurance on behalf of the MD Mr Justin Sarimbu that they complied.
- 1.5** Wood PLC was charged for not registering a professional engineer knowing him to be unregistered.
- 1.6** Continuous dialogue between Newmont Corporation management and IEPNG had been very effective that saw payment for new applications and renewals amounting to K58,0000 with applications being sent in batches.
- 1.7** A meeting was also held with Panamex management of charges for noncompliance to the Act. It was agreed that they will work with IEPNG to ensure that engineers are recruited to fulfil the requirement for succession plan as per the government's policy on 'National content'.

8.0 Staffing

The Member Services Team consists of three dedicated staff members. Currently, due to financial constraints within the Institution, we have been unable to secure a permanent replacement for Dorothy, who manages renewal applications. In the meantime, Desmond has graciously agreed to take on this role on an interim basis. His experience and commitment have been vital in ensuring continuity in the renewal process; however, staffing remains a challenge at this time.

9.0 Conclusion:

The Member Services Section has played a crucial role in facilitating various activities and events during the year 2024. The successful processing of membership applications, issuance of work permit support letters, coordination of CBA Tutorial workshops, and attendance at the Compliance Meetings demonstrates the section's commitment to serving the needs of the members & their employers and promoting the objectives of the Institution.

Looking ahead, the Member Services remains dedicated to enhancing its processes and ensuring the continued success of future events and initiatives.

TRAINING REPORT

INTRODUCTION

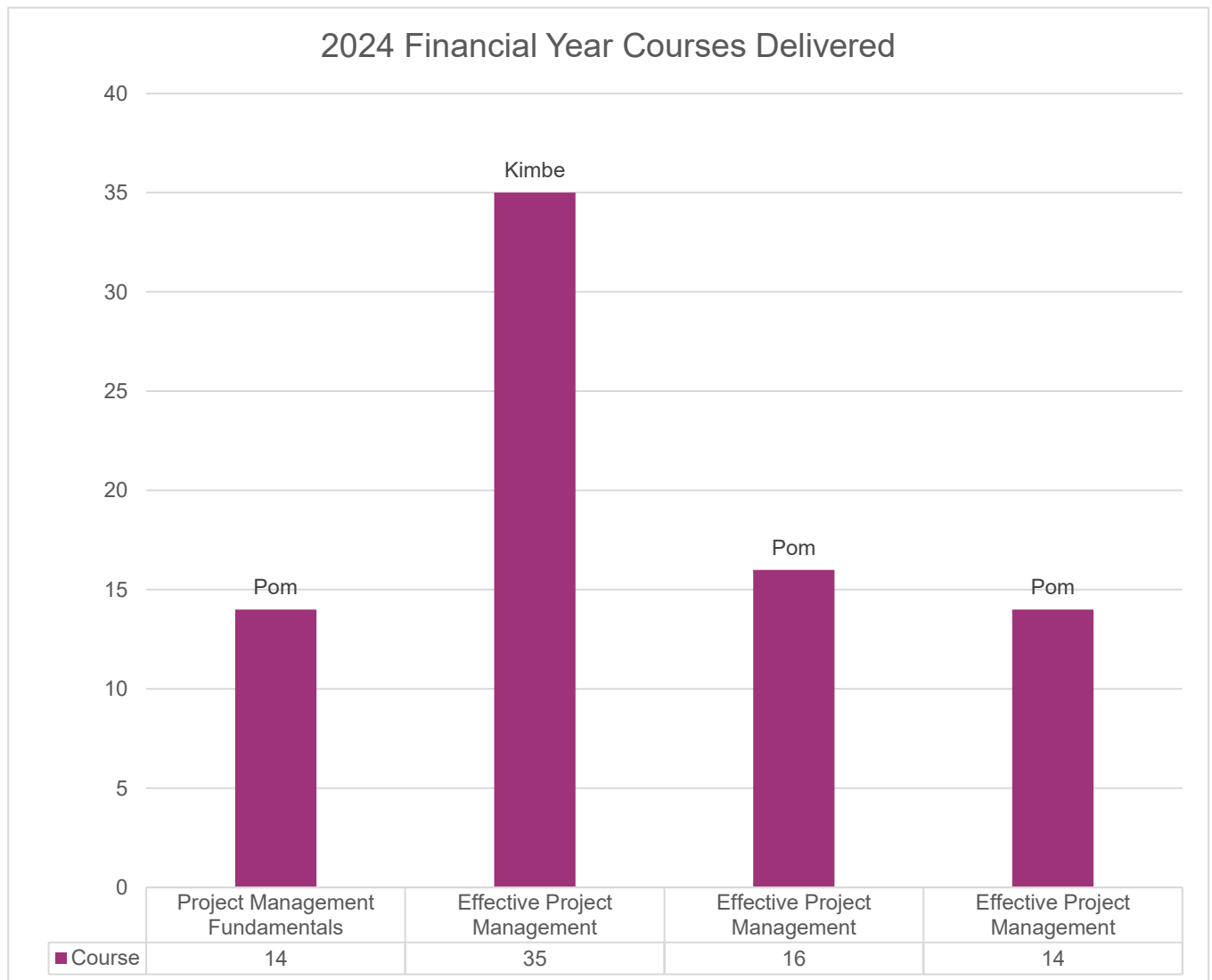
This Training Report will give the industry an insight into the Specific Priority Areas or SPAs assigned to the IEPNG Training Section as Part of the 2023 to 2028 Strategic Plan. Furthermore, the Report will include the Training Report of CPD Short Courses delivered annually.

The Strategic Goal SPAs under the Training Officer are as follows:

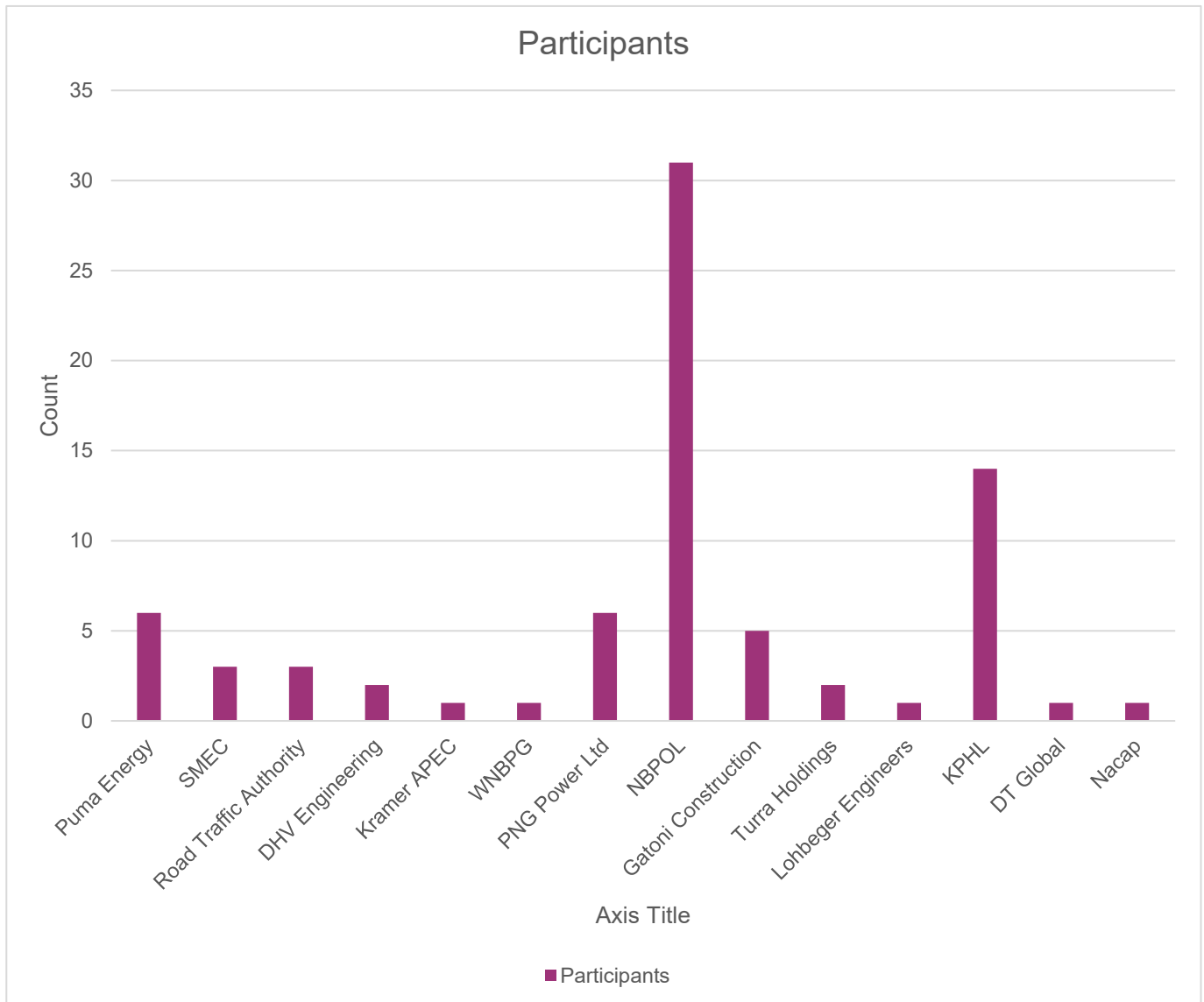
- 1. DAP 1-3-1 Conduct Annual Engineering Expo**
- 2. DAP 1-4-1 Enforce the Graduate Professional Development Program**
- 3. DAP 2-3-1 Set Up CPD Points System**
- 4. DAP 2-6-1 Recognition, Pride and encouraging expansion of IEPNG Membership**

1. ANNUAL TRAINING DELIVERY UPDATE

Training from 2024 to 2025 has taken a very positive start as we have seen the successful delivery of the Project Management Courses with a total number of 79 Participants. The two-day course was delivered by Mr. Tony Morisause General Manager Engineering Services – PNG DataCo Limited, FIEPNG, Reg.Eng. The breakup of the courses is as follows:



1.1 CPD Short Course Sponsors for Financial Year 2024



2. DAP 1-3-1 CONDUCT ANNUAL ENGINEERING EXPO

2.1 Milestones

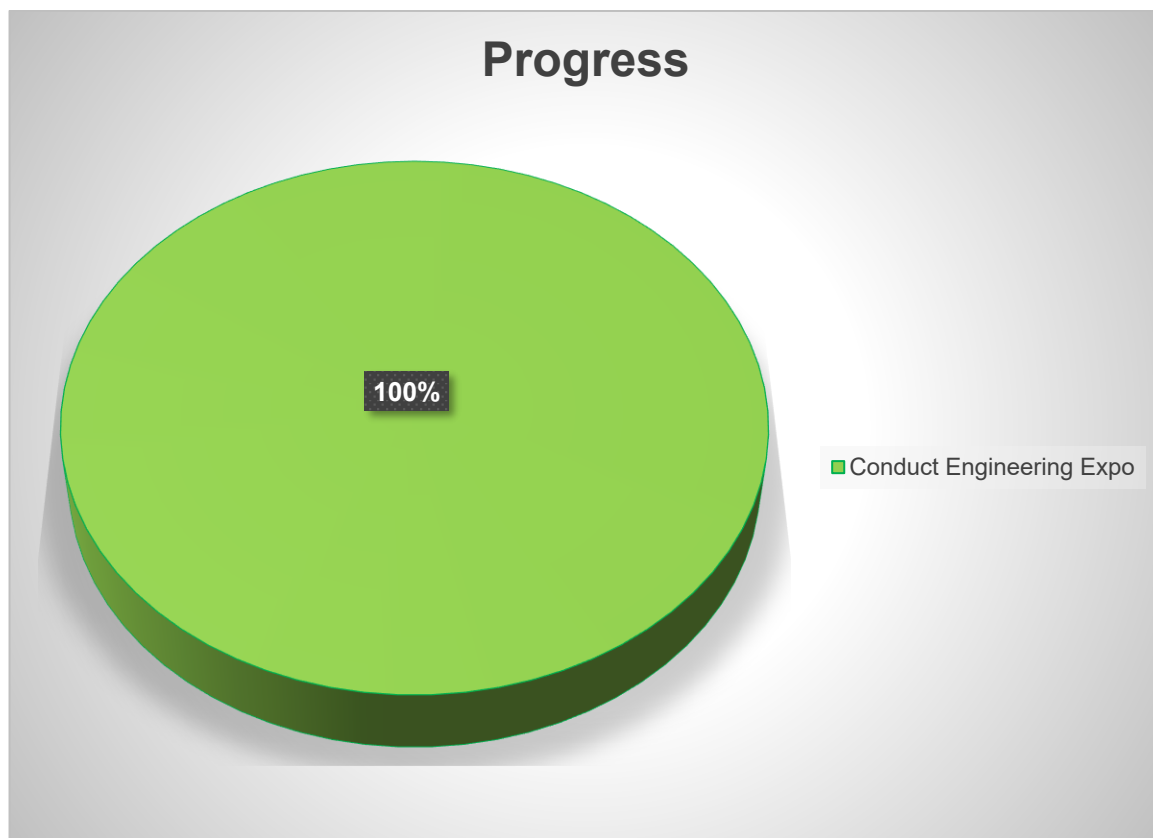
There are twelve milestones ideally representing twelve months with each month to prepare, plan and deliver the program.

The January 10th Event in 2024 had negatively affected business houses, government services and other aspects of our daily lives in and around Port Moresby hence there was no Engineering Expo delivered last year.

In 2025, it will now be hosted just before the Annual General Meeting in Lae from April 23rd to 24th at the Lae International Hotel.

Most of the Milestones have been completed with now the Marketing and Seeking of Sponsors are in progress in anticipation of the event.

The event will seek a total of 20 corporate sponsors with most companies based in Lae, Morobe Province.



3. DAP 1-4-1 ENFORCE THE GRADUATE PROFESSIONAL DEVELOPMENT PROGRAM

The GPDP has gone through the Review Stage where all the 12 CBA Elements have been linked to each Level of Competency a Graduate should Complete. Also, Industry have been advised through a Survey to complete Meaningful Activities that contributes to a Graduate's Competency in each CBA Element.



4. DAP 2-3-1 SET UP THE CPD POINTS SYSTEM

This has been completed and currently being used.

5. DAP 2-6-1 RECOGNITION, PRIDE AND ENCOURAGING EXPANSION OF IEPNG MEMBERSHIP

The IEPNG E-Newsletter Edition has been successfully published for the 1st and 2nd Editions. The two were for June and September 2024 respectively.

As a way of reaching out to our Membership, IEPNG recommends it to be mandatory to publish on a monthly basis at the end of each month from January to December annually.

It may seem to be a lot of work; however, it is ideal to update the industry on anything regarding our policy and procedural changes, training, PERB Matters, Industry Workshops, events and others.

Administration Report

Staffing

There have been minimal changes to staffing in 2024. The number of staff remains at 11, comprising of:

-  1 on contract
-  7 permanent
-  2 casual
-  1 on probation

The probationary staff member is a replacement for the driver position, which became vacant late last year. Notably, three permanent staff members have clocked over 15 years of continuous service with the Institution, a testament to their dedication and commitment to the engineering fraternity.

Office Maintenance and Repairs

The office generator set (genset) has been replaced with one previously used by Big Rooster. Due to their inability to settle outstanding arrears, their bond fee was forfeited and the genset retained in lieu of payment. This retained genset is powerful enough to supply electricity to the entire property during blackouts, ensuring minimal disruption and keeping tenants satisfied.

The previous genset is currently not being utilized and we are hoping to sell at a negotiable price.

In addition, the front building is now occupied by AFC, who have undertaken significant renovations to suit their business operations.

The office bus continues to serve the staff transportation needs, though it is now considerably aged and due for replacement pending improvements and stability in the organization's cash flow.

2024 Annual General Meeting

A sincere thank you to all engineers who attended the 2024 Annual General Meeting held at the Gateway Hotel. The venue was at full capacity, with many attendees standing due to limited seating, a clear indication of strong interest and engagement. We are truly encouraged by your presence and remain committed to serving you better and bigger.

Special thanks to the Next of KIN team for providing live-stream coverage on Facebook, allowing engineers outside of Port Moresby to participate in the event remotely.

Appreciation to the 2024 Annual Dinner Sponsors

We extend our heartfelt gratitude to all sponsors who supported the 2024 Annual Dinner by sponsoring tables and enabling such a successful evening. The event was fully booked, with limited room to move, demonstrating strong turnout and camaraderie among engineers.

Your financial contributions play a vital role in sustaining our office operations. Thank you once again for making the event one to remember.

Conclusion

The 2024 Annual Dinner was a resounding success. On behalf of the Board, Management, and Staff, we extend our deepest thanks to everyone who contributed to its success. Let us continue to work together to support the Institution and foster a thriving future for the next generation of engineers.

The Genset is on the market at negotiable price. The Office bus still running despite the mechanical issues that is still hampering it.



Contact the office for more details on 325 8763 or 325 8765

Other News & Information

World Engineering Day – 4 March 2024

The World Engineering Day is an event held worldwide under the UNESCO program and is celebrated on the 4th of March every year. This year the event was celebrated at the Arts Centre, 8 Mile, Port Moresby. The Guest Speaker at the World Engineering Day was Mr Brian Alois and he spoke on the Connect PNG Program. We also had other speakers from the Seven Sisters Foundation, Ms Damaris and Mr Tim Bryson, Strategic Engagement Manager, Newcrest Mining Limited.

APPENDICES ATTACHMENTS

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