



2025 Annual Report

Institution of Engineers Papua New Guinea Incorporated

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President's Overview



Engineering has always been the foundation upon which nations build their prosperity. Roads, bridges, ports, energy systems, water supply, digital infrastructure, and industrial facilities are the visible outcomes of engineering knowledge applied in service of society. Behind every one of these national assets stands the professional commitment, competence, and integrity of engineers. I have been endowed with much responsibility as the President of this great institution full of professionals and at the same time being the Secretary of the Department of Works and Highways leading the government's aspirations for Connect PNG infrastructure development under the Medium Term Development Plan IV (MTDP IV).

For Papua New Guinea, a country blessed with immense natural resources and vast development potential, the role of engineers is even more critical. Our nation's progress toward sustainable economic growth, improved service delivery, and national connectivity depends fundamentally on the quality, capability, and leadership of its engineering professionals.

It is therefore my honour to present this Presidential Foreword to the 2025 Annual Report of the Institution of Engineers Papua New Guinea (IEPNG), a report that reflects not only the activities of the Institution over the past year, but also the continuing evolution of the engineering profession as a central pillar of national development.

The year 2025 has been a transformational year for IEPNG. Under the guidance of our Strategic Plan 2023–2028, the Institution has strengthened its governance, expanded its membership, improved its financial sustainability, deepened its international engagement, and advanced critical reforms to modernize the professional engineering framework in Papua New Guinea.

Engineering Leadership for National Development

Papua New Guinea is entering a new phase of economic and infrastructure development. Major investments in transportation networks, energy systems, mining operations, urban development, and national connectivity are reshaping the country's economic landscape.

In this context, the Institution of Engineers Papua New Guinea serves not merely as a professional association, but as the national custodian of engineering standards and professional integrity.

Our responsibility is to ensure that engineering practice in Papua New Guinea is governed by internationally recognized standards of competence, ethics, and professional accountability. At the same time, we must nurture the next generation of engineers who will lead the nation's infrastructure development in the decades ahead.

During the reporting year, the Institution continued to expand its professional membership, reflecting the growing recognition of IEPNG's role as the regulatory and professional voice for engineers in Papua New Guinea. Membership growth has been driven by stronger enforcement of professional registration requirements, increased engagement with industry, and a renewed commitment to professional development.

Today, the Institution represents a growing community of engineers across the public and private sectors, individuals whose work underpins every major sector of the national economy.

Achieving Financial Strength and Institutional Independence

A defining milestone in the history of the Institution was achieved during the year with the successful repayment of the IEPNG property loan with Kina Bank.

This achievement represents far more than a financial transaction. It marks the culmination of several years of disciplined financial governance and strategic management by the IEPNG Council and executive leadership.

The clearing of this debt has significantly strengthened the Institution's financial position and restored a strong balance sheet, allowing IEPNG to move forward with renewed confidence and independence.

Financial stability is critical for any professional institution. It enables the delivery of professional training programs, the strengthening of membership services, and the continued investment in initiatives that support the growth of the engineering profession in Papua New Guinea.

Reforming the Professional Engineering Framework

A key priority for IEPNG during the reporting period has been the modernization of the Professional Engineers Registration Act 1986, which provides the legislative framework governing engineering practice in Papua New Guinea.

The proposed amendments currently progressing through the legislative process will introduce significant reforms designed to strengthen the regulation of engineering practice and align Papua New Guinea with international professional standards.

These reforms will expand the professional registration framework to include new categories such as:

- Structural Engineers
- Engineering Technologists
- Engineering Technicians
- Companion Members
- Chartered Engineers

These changes will ensure that the regulatory system reflects the full diversity of engineering practice and provides clear professional pathways for engineers, technologists, and technical specialists across the country.

Strengthening professional regulation is not merely an administrative exercise, it is essential for protecting public safety, maintaining engineering quality, and ensuring the integrity of infrastructure development throughout the nation.

Expanding International Engagement

The engineering profession is inherently global. Innovation, knowledge exchange, and professional mobility increasingly transcend national boundaries.

In 2025, I had the privilege of representing Papua New Guinea and IEPNG at the 51st World Tunnel Congress of the International Tunnelling Association (ITA) held in Sweden.

This engagement marked a historic moment for our country, as Papua New Guinea was formally admitted as the 86th member nation of the International Tunnelling Association.

This milestone strengthens Papua New Guinea's participation in the global engineering community and opens new avenues for international collaboration in advanced infrastructure disciplines.

In particular, it creates opportunities for the development of emerging engineering fields such as tunnelling engineering and railway engineering, disciplines that will play an increasingly important role in future infrastructure development across the country.

Advancing Engineering Education and Professional Excellence

The development of engineering professionals begins with the quality of engineering education.

A landmark achievement during the reporting period was the successful accreditation of the four-year engineering degree programs at the Papua New Guinea University of Technology under the Washington Accord.

The Washington Accord represents one of the most important international benchmarks for engineering education. Its recognition ensures that Papua New Guinea's engineering graduates are educated to standards that are globally accepted and internationally competitive.

Building upon this achievement, IEPNG is now working with technical institutions across the country to pursue Sydney Accord accreditation for engineering technology programs, including institutions such as the Lae Polytechnic Institute and Don Bosco Technical College.

These initiatives are vital for strengthening the broader technical workforce required to support national infrastructure development.

Strengthening the Construction and Engineering Industry

Another highlight of the year was the successful convening of the Inaugural Papua New Guinea Construction and Contractors Conference.

This landmark event brought together leaders from government, industry, academia, and the engineering profession to discuss the future of the construction sector and the development of local contractor capacity.

The conference provided a platform for addressing key challenges facing the sector, including procurement systems, engineering standards, infrastructure delivery capacity, and the development of domestic construction enterprises.

Such dialogue is essential if Papua New Guinea is to build a sustainable construction industry capable of supporting the country's ambitious infrastructure agenda.

A Vision for the Next 50 Years and Beyond

Looking ahead in the next 50 years, the Institution of Engineers Papua New Guinea remains committed to strengthening its role as the leading voice for engineering in the nation and across the Pacific region.

The coming years will require continued leadership in several key areas:

- strengthening professional registration and regulatory oversight
- expanding international accreditation and professional mobility
- strengthening engineering education and workforce development
- promoting engineering innovation and technology adoption
- supporting national infrastructure programs and economic transformation

Engineers will continue to play a defining role in shaping the future of Papua New Guinea. Through sound engineering practice, responsible leadership, and unwavering professional integrity, our members contribute directly to building the infrastructure that supports economic opportunity, social progress, and national unity.

Appreciation & Acknowledgement

I wish to extend my sincere appreciation to the IEPNG Council, the Professional Engineers Registration Board, the Chief Executive Officer and staff of the Institution, and all members of the engineering fraternity who continue to dedicate their expertise and service to advancing the profession.

I also acknowledge the continued support of our partners in government, industry, and academia whose collaboration strengthens the work of the Institution.

Together, we are building not only a stronger engineering profession, but also a stronger and more prosperous Papua New Guinea.

As we move forward with confidence and purpose, I remain guided by a simple but powerful truth:

“With God all things are possible.” — Matthew 19:26

Gibson Ali Holemba, FIEPNG, RegEng
President - Institution of Engineers Papua New Guinea Inc.
Chairman - Professional Engineers Registration Board

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 2025 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 2025. 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 2025.

Section 1: Member Services Highlights

1.1 Applications Processing

In 2025 a total of 884 applications New Applications were submitted to IEPNG to process for Membership to IEPNG and Registration with the Professional Engineers Registration Board (PERB). Student applications has improved totaling to 540 for 2025. The balance of 344 is for other categories.

Table 1– Applications by category

	Expat	National	Total
Companion	17	37	54
Fellow	1	0	1

Graduate	0	70	70
Hon. Fellow	0	0	0
Member	83	89	172
Student	0	540	540
Technician	25	22	47
Total	125	758	884

2.2 Membership Information

In 2025 a total of 475 Provisional certificates were issued by IEPNG for Provisional Membership to IEPNG and Registration with the Professional Engineers Registration Board (PERB for a six (6) month period.

Provisional Certificates	
Membership type	No Issued
Provisional Companion	40
Provisional Fellow	6
Provisional Graduate Member	85
Provisional Member	251
Provisional Student	3
Provisional Technician	90
TOTAL	475

A Total of 2,060 Members were current with IEPNG in 2025 compared to 1,394 in 2024. Expatriates total to 597 compared to 520 in 2024 and Nationals 1,463 compared to 784 in 2024.

One of the key requirements in the 2024 Strategic Plan states that IEPNG and PERB must register 200 National Professional Engineers in 2025 and IEPNG did register 200 nationals compared to 426 expatriates in the membership categories of Fellow and Member.

Table 2– Membership by category

	Expat	National	Total
Companion	31	71	102
Fellow	2	15	17
Graduate	0	222	222
Hon. Fellow	2	13	15
Member	424	185	609
Student	0	883	883
Technician	138	74	212
Total	597	1,463	2,060

A total of 344 Female Engineers were on the Members Roll of IEPNG comprising 30 Expatriates and 314 Nationals. The 314 Nationals comprise 214 Student Members with 100 covering other membership categories.

Table 3 – Female Engineering Professionals

	Expat	National	Total
Technician	4	15	19
Student		214	214
Member	23	23	46
Hon. Fellow		1	1
Graduate Member		41	41
Companion	3	20	23
Total	30	314	344

2.3 Structural Engineers Information

The *Structural Engineers table2* below shows that in 2025, a total of 16 structural engineers were registered as of 31st December, 2025 comprising 4 Expatriates and 13 Nationals.

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 in 2025 before it goes to the National Executive Council for approval for tabling in the National Parliament.

Table 2 – Structural Engineers

	Expat	National	Total
Structural Engineers	4	12	16
Structural Engineer Applications	0	1	1
Total	4	13	17

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, 2024 and 2025. The graph below (exhibit-1) shows the improvement in revenue. The improvement in our surplus commenced in 2021 and has been gradually increasing to 2025 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. **The Investment property was fully paid off in 2025. Transfer of title will be in 2026.**

Exhibit-1 – Income/Expense/Surplus 2006-2025

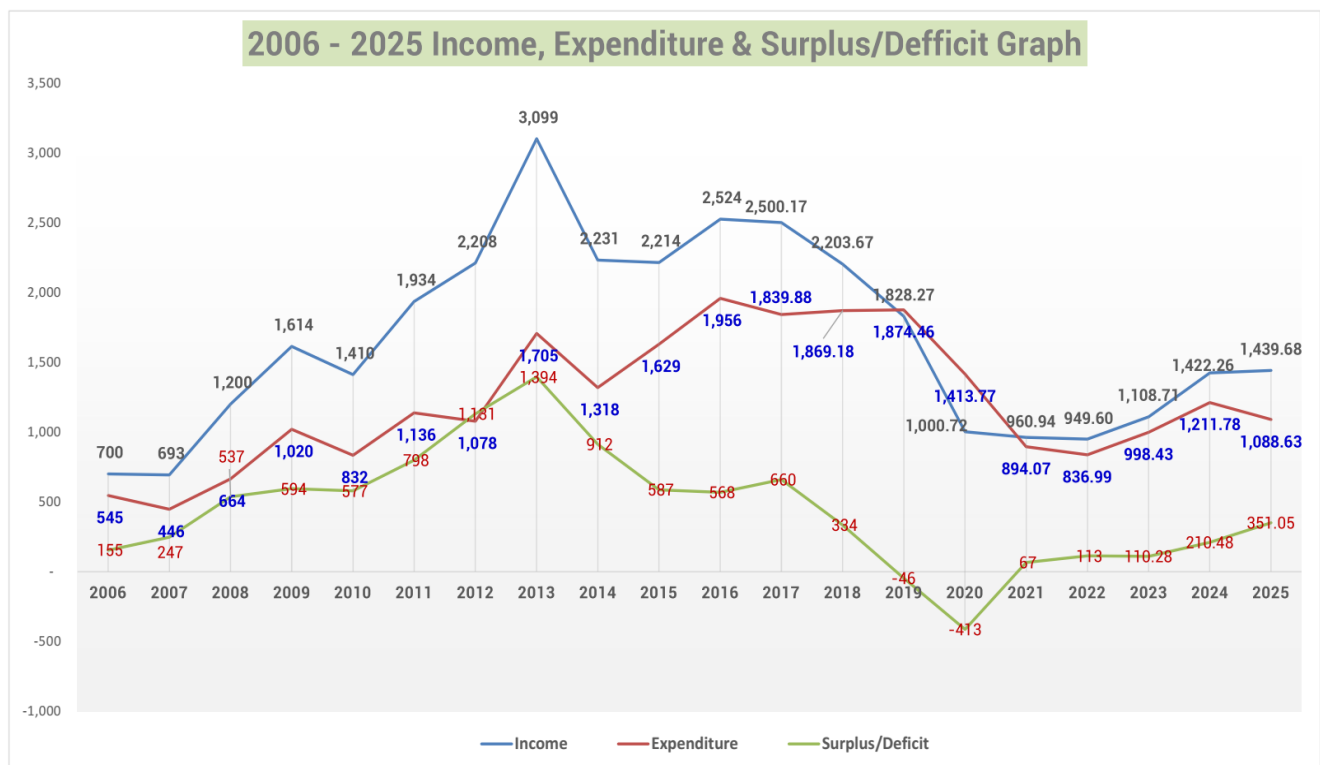
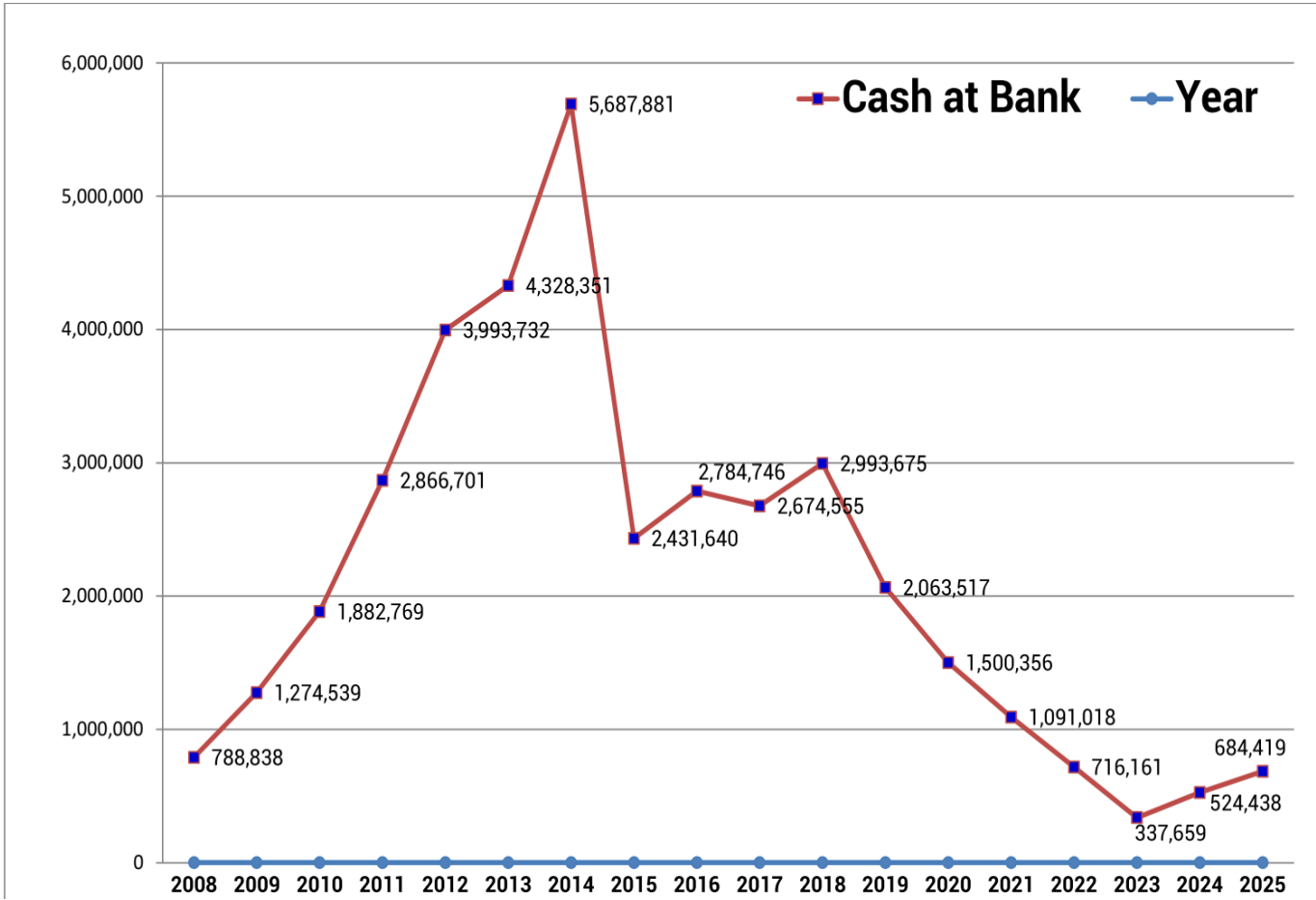


Exhibit-2 – Cash at bank 2008-2025 below shows IEPNG’s Cash that was earned and saved every year from 2008-2025. There was a very high in revenue saving in 2014 at the height of the LNG Construction phase, then our revenue started declining from 2015 when the LNG construction was completed. In 2018, there was another decline which is attributed to the introduction of the CBA Assessment system then followed by Covid19. Our membership was 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. With the Investment property fully paid off in 2025, the cash flow has improved and is anticipated to do so into the future.

Exhibit-2 – Cash at Bank 2008-2025



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. In 2025 the Staff Nasfund contribution arrears were fully settled and only the IRC Taxes are still outstanding since 2020. Regular monthly repayment of the IRC tax arrears is continuing and is scheduled to be fully settled in early 2027.

Section 4 – Achievements in 2025

1. University of Technology gained Accreditation to the Washington Accord

In 2025, the University of Technology attained full accreditation to the Washington Accord. The 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 resulting in the granting of Full Accreditation in 2025.

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

The IEPNG Team carried out CBA awareness from 25^h to 26th July for the NGI Region in Kokopo, East New Britain Province. Many engineering professionals attended the sessions.

The Team also carried out CBA awareness in New Porgera Mine to assist the engineering professionals on site to register with the PERB and become Members of IEPNG. Similar visits were carried out at the Department of Works and Highways Headquarters where senior and other engineering professionals completed their CBA applications. The program with DoWH is still continuing.

There are plans to visiting the Oil Palm industry operations in Popondetta and in Milne Bay province and Newmont in Lihir Island in 2026.

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 than four (4) years of work 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 to other organisations will continue in 2026.

3. Provisional Membership and Registration processes

The Provisional Registration process of registration was 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 has been fully utilised in 2025.

4. Human Resources

The IEPNG welcomed Mr. Stanley Mange as the Member Services Officer and also Mr. Terence Roana as the Support Officer. All other Staff remain the same as in 2024.

Conclusion

The 2025 financial year has been a good year for the Institution with the management of cash-flow as a priority area. Going forward into 2026, 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 2026-2027 as we consolidate the use of CBA for registration and membership of engineering professionals around PNG. 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



ROLE: PRESIDENT

NAME: GIBSON ALI HOLEMBA

MEMBERSHIP CLASS: FELLOW

ORIGIN: PAPUA NEW GUINEAN

EDUCATIONAL HISTORY: BE-CIVIL (PNG UOT) – 2012

PROFILE SUMMARY

Mr. Gibson Holembe is the Current Secretary for the Department of Works and Highways and is also the President of IEPNG, Chairman of the Professional Engineers Registration Board, the Chairman of the National Procurement Commission, and also the Chairman of the Building Board.

A strategic leader, he brings to the Institution and Board sound engineering, technical and financial strategic oversight and leadership qualities to drive the endeavors of engineering in Papua New Guinea at a regulatory level.



NAME: FRANZ ALOIS HEMETSBERGER

MEMBERSHIP CLASS: FELLOW

ORIGIN: PAPUA NEW GUINEAN

**EDUCATIONAL HISTORY: BE-ELECTRICAL
(QUEENSLAND UNIVERSITY OF TECHNOLOGY) – 2003**

PROFILE SUMMARY

Mr. Franz Hemetsberger is the current General Manager of Engineering & Infrastructure at the Ok Tedi Mine. He has been in leadership roles in other mines like Newcrest (Newmont) Lihir, Barrick (Cowan, Osborne, Granny Smith) Australia including (Porgera) in roles like Reliability, Asset Maintenance, Operations Stability, and Fixed Plant Maintenance. He also sits on the National Energy Authority (NEA) Appeals Panel.

Being an advocate for professional development, Mr. Hemetsberger brings to the institution and board experience from the industry to mentor, lead and provide pathways through head-level decision making on the recognition and professional development of graduate engineers and entry-level engineering professionals in Papua New Guinea to meet world standards. He is

currently also on the council of the Papua New Guinea University of Technology (PNGUoT) and helps in a number of charities in PNG.



ROLE: PAST PRESIDENT

NAME: EDEA TRUDI BOURAGA

MEMBERSHIP CLASS: FELLOW

ORIGIN: PAPUA NEW GUINEAN

EDUCATIONAL HISTORY: BE-MECHANICAL (PNG UOT) – 1999

PROFILE SUMMARY

A Mechanical Engineer by Profession, Mrs. Bouraga also sits at the National Procurement Commission as an IEPNG Representative to the Board. She is also a member of the PNG Business Council and the Women in Engineering Chapter as an established women's group under IEPNG.

An entrepreneur, she has devoted her time after public service – Department of Works and Highways to contribute to sound engineering solutions our country needs and to empower women and girls in the engineering and technical fraternity now and into the future.



ROLE: ELECTED COUNCIL MEMBER

NAME: LAVE MICHAEL MAIKO

MEMBERSHIP CLASS: MEMBER

ORIGIN: PAPUA NEW GUINEAN

EDUCATIONAL HISTORY: BE-MECHANICAL (PNG UOT) – 1999

PROFILE SUMMARY

Mr. Lave Michael is currently employed by the Mineral Resources Authority as the Chief Inspector of Mines and the current serving member of the IEPNG Council and a Board Member to the Professional Engineers Registration Board.

He brings to the Council and Board head level discussions and decisions in governance, regulatory and compliance leadership in engineering in Papua New Guinea.



NAME: ANDREW PINGE

MEMBERSHIP CLASS: HONORARY FELLOW

ORIGIN: PAPUA NEW GUINEAN

**EDUCATIONAL HISTORY: BE-ELECTRICAL (PNG UOT)
– 1984**

PROFILE SUMMARY

Mr. Andrew Pinge is currently employed as a Senior Electrical Engineer with Ifren Neheja and Associates.

A seasoned engineering leader in the industry, he worked in both the Government and Private Sectors, Mr. Pinge brings to the Council and Board his wealth of skills, knowledge and attributes to guide decision making at the Council and Board Level



ROLE: ELECTED COUNCIL MEMBER

NAME: EDUARDO SANGRADOR JR

MEMBERSHIP CLASS: MEMBER

ORIGIN: PAPUA NEW GUINEAN

**EDUCATIONAL HISTORY: BE-CIVIL (FEATI
UNIVERSITY PHILIPINES) – 1990**

PROFILE SUMMARY

Achievement-oriented Civil Engineer with over 30 years of experience in the PNG road sector, Road Asset Management system development, and project implementation funded by the Government of PNG, Asian Development Bank, DFAT Australian Aid, World Bank, and other funding agencies. Extensive experience in developing and implementing computerized systems for roads and bridges, data collection, planning, prioritization, programming maintenance budgets, performance reporting, and system analysis. Effective communicator and trainer with strong analytical problem-solving skills.



ROLE: ELECTED COUNCIL MEMBER

NAME: BAMAKE RUMBAM

MEMBERSHIP CLASS: HONORARY FELLOW MEMBER

ORIGIN: PAPUA NEW GUINEAN

EDUCATIONAL HISTORY: BE-CIVIL (PNG UOT) – 1979

PROFILE SUMMARY

A very senior Member to the Institution and the Engineering Fraternity, he brings leadership to the Council and Board in Project Management and Documentation Competence, Highway and Urban Road Works Design and Supervision, Municipal Engineering, Water Supply, Sewerage and Drainage, Project Formulation and Implementation.



ROLE: APPOINTED COUNCIL MEMBER

NAME: APRILYN COSTELLOE

MEMBERSHIP CLASS: MEMBER

ORIGIN: PHILIPINO

EDUCATIONAL HISTORY: BE-ELECTRICAL (FEU COLLEGE) – 2011

PROFILE SUMMARY

Mrs. Aprilyn Costelloe is currently employed with Niugini Electrical as the Electrical Manager in Lae, Morobe Province.

She is also the Lae Branch Chair who assists in managing the affairs of our Membership in Lae and for the MOMASE Region as well – with Lae being our regional office.



ROLE: ELECTED COUNCIL MEMBER

NAME: PENIAS DIDILUA PAISON

MEMBERSHIP CLASS: FELLOW MEMBER

ORIGIN: PAPUA NEW GUINEAN

EDUCATIONAL HISTORY: BE-CIVIL (PNG UOT) – 2005

PROFILE SUMMARY

Mr. Penias Paison is currently employed with JBS Engineers as a Consultant.

He has worked with the Department of Works and Highways from 1999 to 2025 starting as a Trainee Engineer making his way up to Regional Works Manager for the Southern Region.

He brings to the Council and Board leadership skills in Infrastructure Development and Management, Regulatory and Compliance Management Practices, Accountability and Social Responsibility.

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.

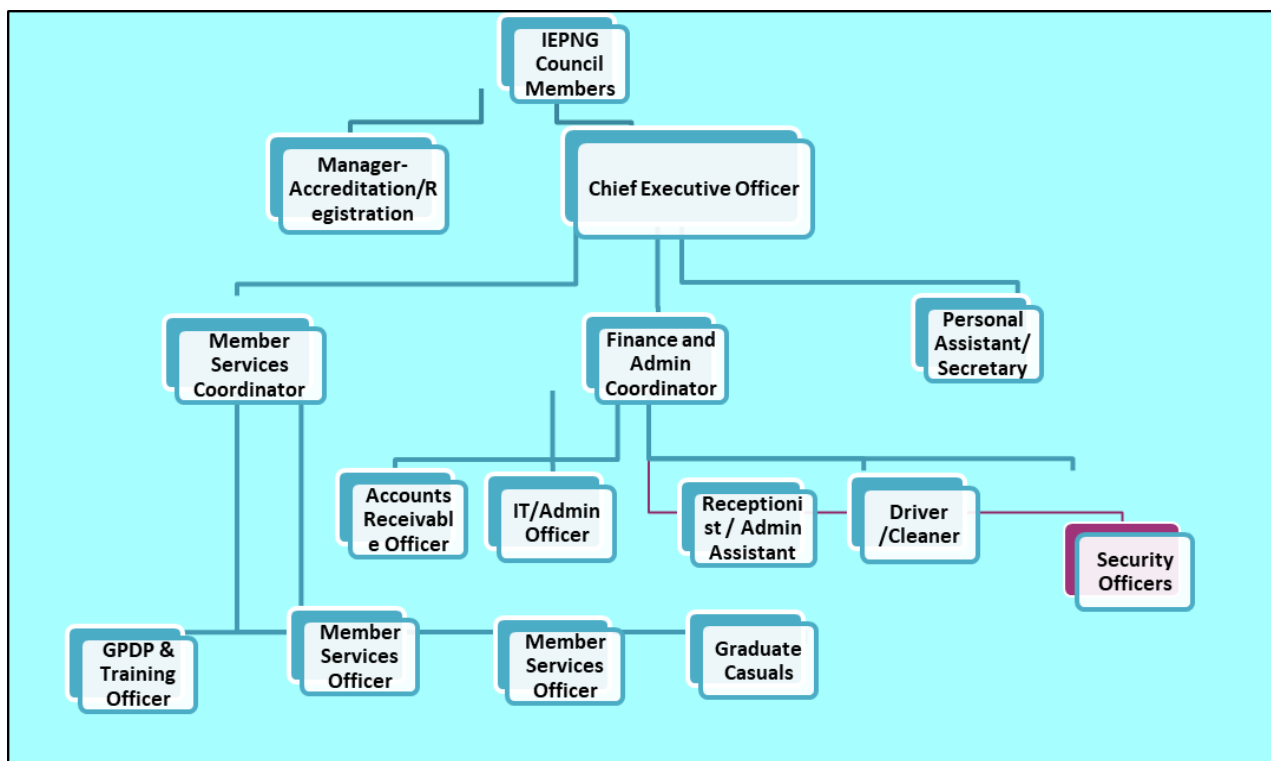
IEPNG is a professional network within the engineering professions and dedicated to the development of engineering professionals in engineering fraternity across the country. The Institution is committed to enhancing the quality of life of people of Papua New Guinea by responsible and creative application 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	Mr Gibson A Holemba
2	Deputy President	Mr Franz A Hemetsberger
3	Past President	Mrs Edea T Bouraga
4	Secretary/CEO	Mr Benedict T Mick

Table 2: Committees

No.	Committees	Designated Chairman
1	Disciplinary	Mrs Edea T Bouraga
2	Finance & Audit Assessment	Mr Franz Hemetsberger
3	Membership and Registration	Mr Gibson A Holemba
4	CPD Trainings and GPDP	Mr Penias Paison
5	Projects	Mr Penias Paison
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.

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.

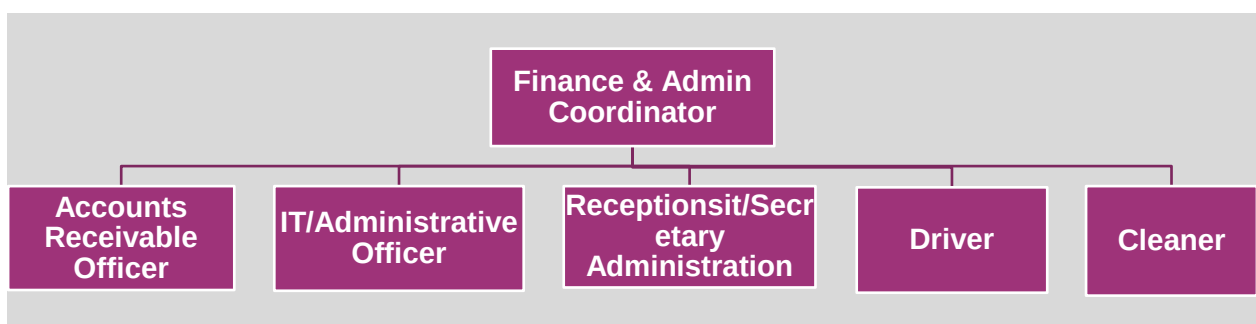
- Provide leadership and supervise reporting staff
- Inter-organizational relationships
- Responsible for news articles and oversee general publications

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.

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
- Lae Branch
- Kokopo Branch
- 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 who are currently studying for engineering qualifications – classed as 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 engineering in other professional capacities – classed as Companion (CompIEPNG)

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 2025 , 650 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 4. 3 fully certified and active Technical Assessors in 2025 from a total of 15 trained Assessors	In 2025, Membership with IEPNG is 2,060 and PERB is 650 The Membership and Registration fees have NOT increased but the Processing have increased in 2025. In 2025, this has dramatically reduced because a full time Technical Assessor is working on the applications In 2025, One full time plus two part time Technical Assessors being engaged.
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. 2025 Engineering Expo	The Engineering Expo was held in Lae, Morobe Province on 23rd to 24th April, 2025. It was a huge success.
4	Coordination of the Graduate Professional Development Program	30 Graduate Engineers are being registered as Professional Engineers per year.	In 2025, 222 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. Student Female engineers in 2025. A Total of 214 Female Engineers are studying in Unitech & PolyTechnic College.
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

7

	Partnership with Air Niugini to give 20% discount in 2024	due to the team leader's unavailability. No action in 2025.
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 2025, no senior engineers were awarded Fellow and Hon. Fellow membership to IEPNG. Plan to honour some in 2026.

SPA 02 – INSTITUTIONAL REFORMS

	DAP	Expected Outcome	Progress made to 2025
1	Support GoPNG Infrastructure Development Programs	- Successful delivery of arbitration of disputes that is accepted and adhered to by all parties to the disputes. - There is an increase and sustained membership growth, especially the PNG national engineering professionals - A fully gazetted amended Professional Engineers Registration Act - Fully funded by the GoPNG IEPNG offices in all regions and provinces supporting the Connect PNG program	In 2025, the IEPNG has already approved the Dispute resolution policy 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 No offices established in 2025. Plan to roll out in 2026
2	Establishment of the Structural Engineers Assessment and Registration	- Amend the legislation to setup the Engineering Technologist and Engineering technician's registers - Amend the legislation to include the Structural Engineers Register - A new on-line MIS system that will increase registration and membership - Increase number of registered National Structural	In 2024, the amendments to the professional Engineers Act 1986 was completed and given to the State Solicitor to endorse to go to Cabinet. In 2025, still awaiting State Solicitors clearance. The amendments included the Structural Engineers registration requirements. The MIS update will be done in 2026.

		engineers being involved in the design and implementation of projects in PNG	In 2025, still awaiting State Solicitors clearance. The amendments included the Structural Engineers registration requirements.
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 2. IEPNG registered engineering professionals working in other economies under mobility agreements.	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 discussed. Accreditation was granted in December 2025 and visits are planned to FEIAP and APEC Engineers Register in 2026.
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 2025, no senior engineers were awarded Fellow and Hon. Fellow membership to IEPNG after identifying them as competent leaders in the respective area of practice. Senior engineers will be awarded Fellow and Hon. Fellow awards in 2026.
6	Marketing and Branding IEPNG and PERB	Promote publications in newspapers, magazines and websites	In 2025, IEPNG has already sent out four publications of the e-newsletter.
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 2025.
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 2025
	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 In 2025, IEPNG commenced discussions with PNG Polytechnic College in Lae to get its engineering programs accredited to the Sydney Accord IEPNG is a permanent member of the Industry Advisory Board since 2010. IEPNG has a strong partnership with Engineering New Zealand
	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). Accreditation was granted in December 2025 and visits are planned to FEIAP and APEC Engineers Register in 2026
	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 2025.

SPA 04 – INVESTMENTS

	DAP	Expected Outcome	Progress made to 2025
	Building of the Engineering House	K 60 million in the project account to construct the Engineering Haus	Loan on the Property has been fully paid on 5 th September, 2025

SPA 05 – FINANCIAL INDEPENDENCE

	DAP	Expected Outcome	Progress made to 2024
	Reduce Debts	Loan 100% paid off and title is with IEPNG	Loan on the Property has been fully paid on 5 th September, 2025
	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. Now being implemented in 2025 Had issues with AFC limited in 2024 but Lakatoi Business College is paying every month. In 2025, steady income from both tenants received.
	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. Not progressed in 2025 but have plans to progress in 2026

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 2025.

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 2025 year were:

- Mr. Gibson Holemba (President)
- Mr. Franz Hemetsberger (Deputy President)
- Mrs, Edea Bouraga (Past President)
- Mr. Andrew Pinge
- Mr. Penias Paison
- Ms Aprilyn Panganiban
- Mr. Lave Michael Maiko
- Mr. Bamake Rumbam
- Mr. Eduardo (Eddy) Sangrado

Secretary and Chief Executive Officer:

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

The Auditor for the 2025 year was:

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

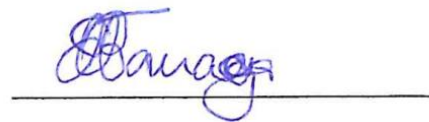
Banker Bank South Pacific Limited
PO Box 211

BOARD MEMBERS' STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2025

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 2025 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.


BOARD MEMBER
BOARD MEMBER

Dated at

Port Moresby this

05th

day of

March

2026

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 2025 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 2025, 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 12 of February 2026

REVENUE STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTES	2025 <u>K</u>	2024 <u>K</u>
Operating Revenue	2	1,439,680	1,422,256
Operating Expenses	2	<u>1,088,633</u>	<u>1,211,779</u>
NET SURPLUS / (DEFICIT) FOR THE YEAR		<u>351,047</u>	<u>210,477</u>

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTES	2025 <u>K</u>	2024 <u>K</u>
Equity as at start of year		7,921,801	7,462,345
Prior year adjustment		-90,674	248,979
Net Surplus / (Deficit)		<u>351,047</u>	<u>210,477</u>
MEMBERS EQUITY AS AT END OF YEAR		<u>8,182,174</u>	<u>7,921,801</u>

The accompanying notes form an integral part of these accounts.

BALANCE SHEET

AS AT 31 DECEMBER 2025

	<u>Notes</u>	2025	2024
		K	K
CURRENT ASSETS			
Cash at bank and on hand	3	142,403	52,790
Cash at Bank – Advance Fees Received	3	546,867	471,648
Term Deposits		10,087	10,008
Receivables	4	<u>175,671</u>	<u>305,669</u>
		<u>875,028</u>	<u>840,115</u>
NON-CURRENT ASSETS			
Property, Plant and Equipment	8	7,941,288	7,987,612
Work-In-Progress – Land Acquisition	7	<u>445,625</u>	<u>445,625</u>
		<u>8,386,913</u>	<u>8,433,237</u>
TOTAL ASSETS		<u>9,261,941</u>	<u>9,273,352</u>
CURRENT LIABILITIES			
Trade Creditors and Accruals	5	434,593	296,864
Advance Membership Fees	6	546,867	471,648
Secured Bank Loan	9	<u>0.0</u>	<u>287,880</u>
		<u>981,460</u>	<u>1,056,392</u>
NON-CURRENT LIABILITIES			
Long Service Leave		40,293	28,508
Main Account Loan		58,014	58,014
Secured Bank Loan	9	<u>0.00</u>	<u>208,637</u>
		<u>98,307</u>	<u>295,159</u>
TOTAL LIABILITIES		<u>1,079,767</u>	<u>1,351,551</u>
NET ASSETS		<u>8,182,174</u>	<u>7,921,801</u>
TOTAL MEMBERS EQUITY		<u>8,182,174</u>	<u>7,921,801</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 05th day of March 2026

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STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTES	2025 <u>K</u>	2024 <u>K</u>
CASH FLOW FROM OPERATING ACTIVITIES			
Cash received from member		1,620,601	1,419,532
Cash Paid creditors, suppliers and employees		(1,434,546)	(1,220,245)
Interest received		<u>-</u>	<u>-</u>
Net cash flow from operating activities		<u>186,055</u>	<u>(199,287)</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(21,144)	(2,500)
Proceeds from sale of fixed assets		<u>-</u>	<u>-</u>
Net cash inflow/(outflow) from investing activities		<u>(21,144)</u>	<u>(2,500)</u>
CASH FLOW FROM FINANCING ACTIVITIES			
Proceeds from Bank Loan		-	-
Other		<u>-</u>	<u>-</u>
Net cash inflow/(outflow) from financing activities		<u>-</u>	<u>-</u>
Net Increase / (decrease) in cash held		164,911	(196,787)
Cash at beginning of financial year		<u>534,446</u>	<u>337,659</u>
Cash at end of financial year		<u>699,357</u>	<u>534,446</u>

Represented by:

Cash at bank and on hand	142,403	52,790
Cash at bank – Fees Received in Advance	546,867	471,648
Term Deposits	<u>10,087</u>	<u>10,008</u>
	<u>699,357</u>	<u>337,659</u>

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 2025

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 2025

2. OPERATING PROFIT

	2025 K	2024 K
The operating profit has been determined after charging/ (crediting) the following items: -		
Crediting as Income -		
Membership Fees	820,991	776,800
Rental Income	396,684	274,941
Other Income	<u>272,928</u>	<u>370,515</u>
	<u>1,490,603</u>	<u>1,422,256</u>
Charging as Operating Expenses -		
Audit Fees	8,800	8,800
Depreciation	67468	69,971
Branch / Chapter Allocation	<u>-</u>	<u>-</u>
Total Operating Costs	<u>76,268</u>	<u>78,771</u>

3. CASH AT BANK

	2025 K	2024 K
Cash at bank and on hand	142,403	52,790
Cash at bank – Fees Received in Advance	<u>546,867</u>	<u>471,648</u>
TOTAL CASH ON HAND AND AT BANK	<u>689,270</u>	<u>524,438</u>

4. RECEIVABLES

2025 K	2024 K
-----------	-----------

Trade debtors	170,671	300,669
Less: Provision for doubtful debts	<u>-</u>	<u>-</u>
	170,671	300,669
Other Debtors		
Rental Bond	5,000	5,000
Prepayments		
Main Account Advances	<u>-</u>	<u>-</u>
	5,000	5,000
 TOTAL RECEIVABLES	 <u>175,671</u>	 <u>305,669</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

5. TRADE CREDITORS AND OTHER ACCRUALS

	2025 K	2024 K
Advance Registration Fees	<u>105,427</u>	-
Trade Creditors	21,916	3,439
Advance Payments - Airfares	-10,765	-66
GST Payable	150,735	53,467
Audit Fees	8,800	8,800
Security Bond Fees	40,000	40,000
Payroll Liabilities	<u>118,480</u>	<u>191,224</u>
	<u>434,593</u>	<u>296,864</u>

6. ADVANCE MEMBERSHIP FEES

	2025 K	2024 K
Membership & Registration Fees (Overpayments)	-	-
Advance Membership Fees Received	<u>547,867</u>	<u>471,648</u>
TOTAL ADVANCE MEMBERSHIP FEES	<u>547,867</u>	<u>471,648</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 -

	2025	2024
	K	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 2025

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
<u>Cost</u>						
At 1 January 2025	8,465,233	41,768	124,722	159,300	65,535	8,856,558
Additions	-	-	-	-	21,114	21,114
Disposals	-	-	-	-	-	-
At 31 December 2025	<u>8,465,233</u>	<u>41,768</u>	<u>124,722</u>	<u>159,300</u>	<u>86,649</u>	<u>8,877,672</u>
<u>Depreciation</u>						
At 1 January 2025	560,809	35,733	78,171	157,336	36,868	868,916
Charge for the year	57,133	694	5,354	589	3,699	67,469
Disposals	-	-	-	-	-	-
At 31 December 2025	<u>617,942</u>	<u>36,427</u>	<u>83,525</u>	<u>157,925</u>	<u>40,567</u>	<u>936,386</u>
NBV – 2025	<u>7,847,291</u>	<u>5,340</u>	<u>41,200</u>	<u>1,374</u>	<u>46,083</u>	<u>7,941,288</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>

9. SECURED BANK LOAN

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

	2025 K	2024 K
Secured Bank Loan – Current	-	287,880
- Non – Current	-	<u>208,637</u>
TOTAL SECURED BANK LOAN	<u>-</u>	<u>496,517</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 2025.

- **10** -

DETAILED INCOME AND EXPENDITURE STATEMENT

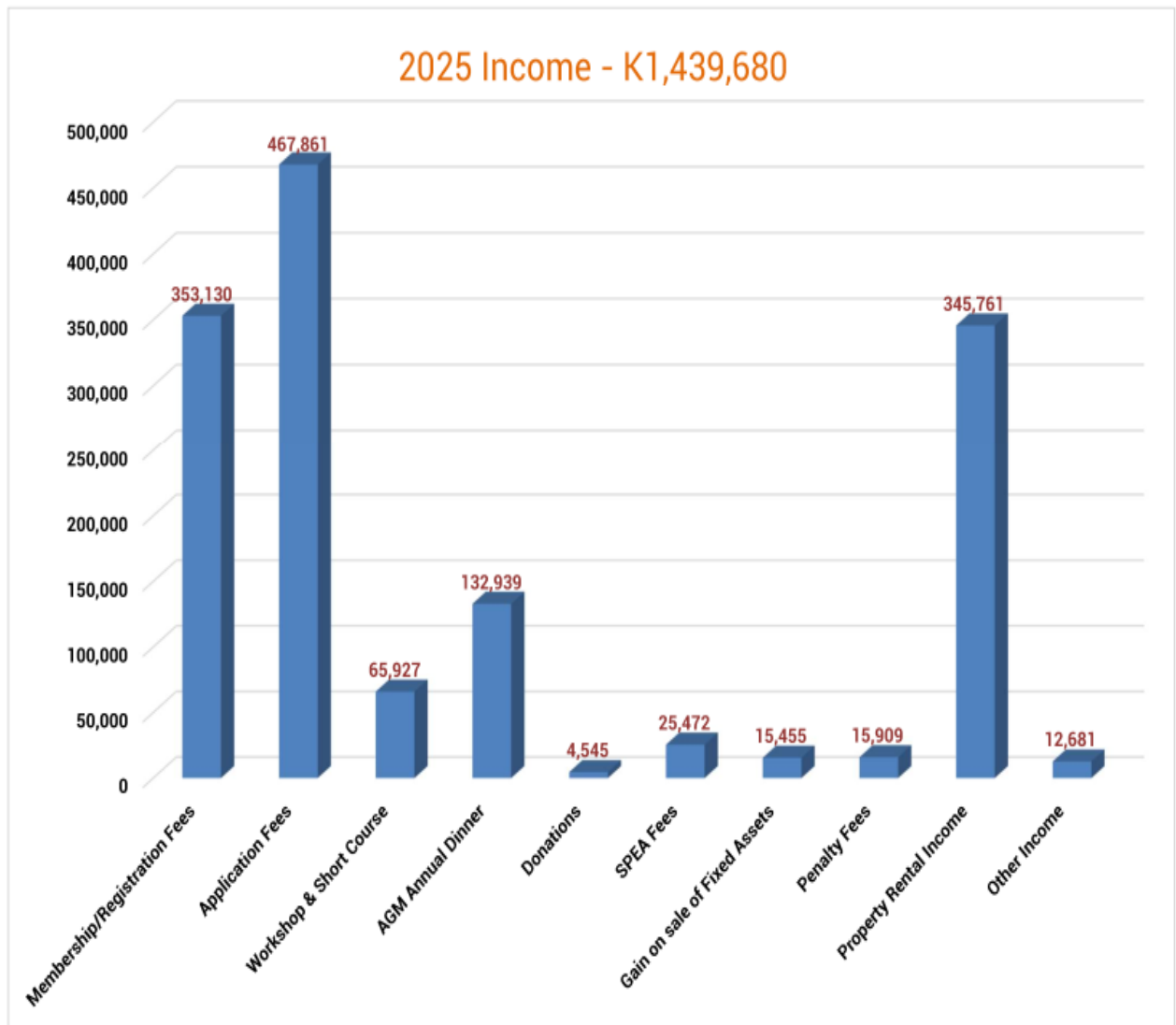
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025 K	2024 K
INCOME		
Membership / Registration Fees	353,130	337,208
Application Processing Fees	467,861	439,592
Workshop & Short Course	65,927	57,868
AGM Annual Dinner	132,939	176,454
Donations	4,545	23,487
SPEA Fees	25,472	35,943
Gain on sale of fixed Assets	15,455	-
Penalty Fees	15,909	65,909
Property Rental Income	345,761	274,941
Other Income	<u>12,681</u>	<u>10,854</u>
TOTAL REVENUE	1,439,680	1,422,256
EXPENDITURE		
Advertising	11,406	27,188
Annual Report Publication	11,350	-
Audit Fees	8,800	8,800
Bad Debts	-	229,803
Bank Charges	4,703	2,916
Board Expenses	23,976	15,066
Donations & Sponsorships	50,000	2,125
Computer Expenses	6,216	7,569
AGM & Annual Dinner Expenses	114,604	92,080
Dues / Professional Fees	8,829	13,585
Depreciation	67,468	69,971
Electricity	30,959	55,627
Budget Review & Office Meetings	9,351	4,166
Bank Interest	33,411	75,924
Website Hosting	7,582	3,500
Land Lease Rent Fees	-	28,750
Maintenance – Office	53,182	51,162
Refund - Membership	-	1,874
Repairs & Maintenance – Property	-	6,771
Property Land Tax & Garbage Rates	8,902	14,474
Office Insurance	16,436	12,109
Office Stationery & Expenses	24,755	14,868
Genset Fuel	3,680	5,009
Staff Training	-	1,813

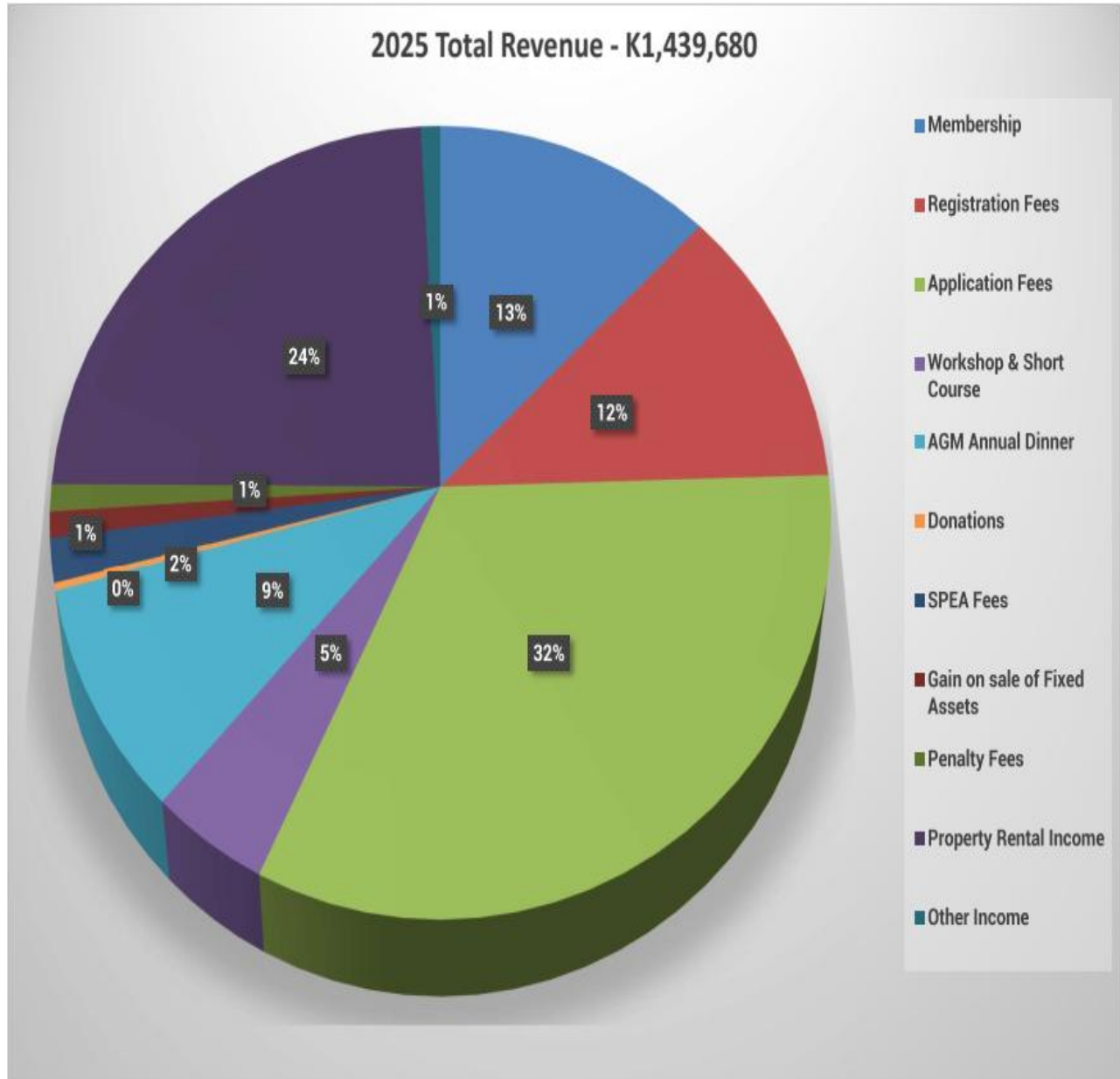
	2025 K	2024 K
Salary & Wages	371,363	345,519
Rec Leave Airfares	17,846	6,937
Shipping & Postage	1,729	1,375
Staff Amenities	27,296	5,318
Office Entertainment Expenses – WIE Exp.s	1,300	5,575
Stipend Expenses	14,100	10,400
Superfund Contribution	18,011	18,405
Telephone / Faxes	9,687	9,692
Travel Expenses	40,138	22,169
Vehicle Expenses	13,611	7,439
Water Rates	4,644	5,112
Workshop & Short Course Expenses	72,998	28,515
Other Expenses	<u>300</u>	<u>173</u>
TOTAL EXPENSES	<u>1,088,633</u>	<u>1,211,779</u>
SURPLUS / (DEFICIT)	<u>351,047</u>	<u>210,477</u>

GRAPHS OF THE AUDITED FINANCIAL STATEMENTS

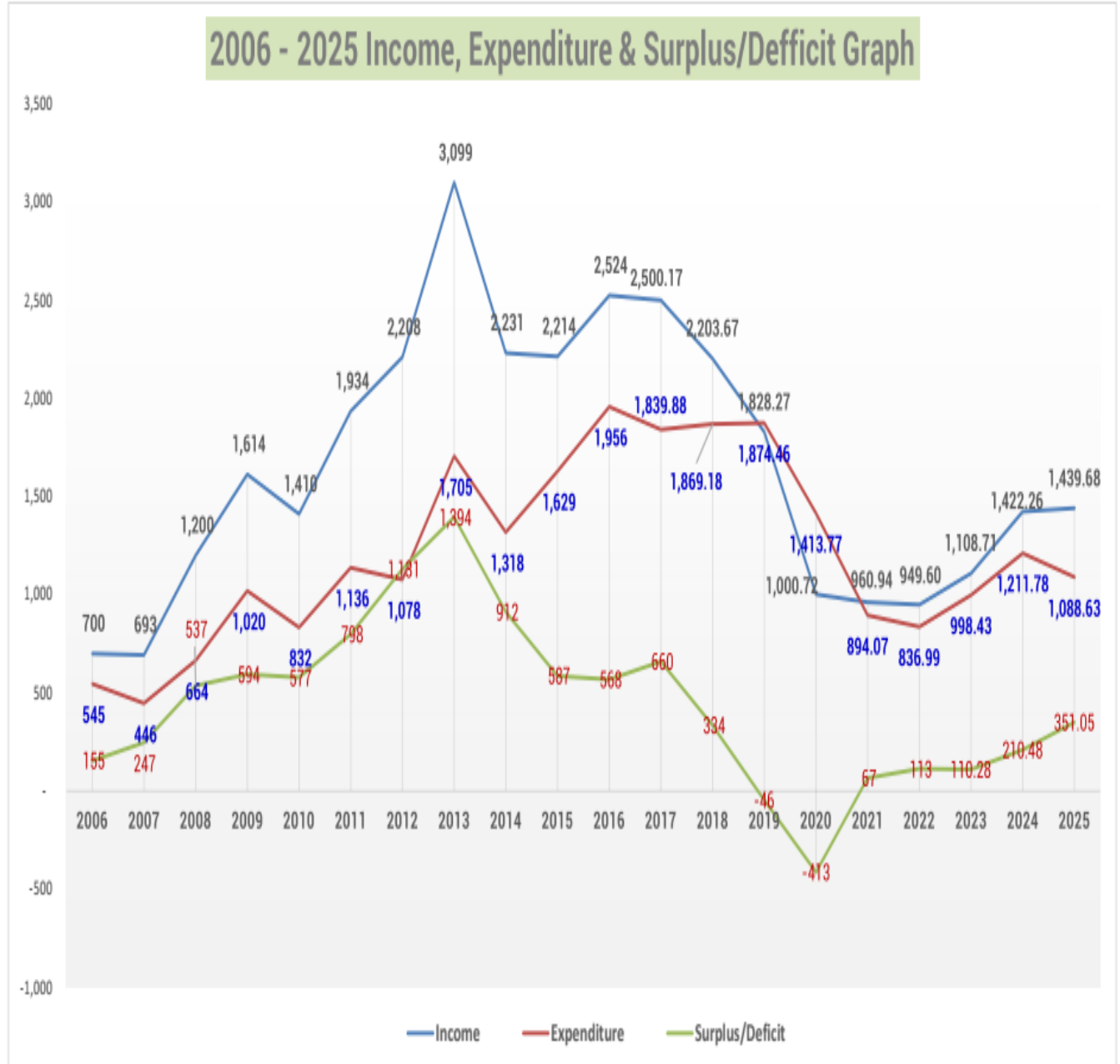
1. COLUMN GRAPH - 2025 INCOME



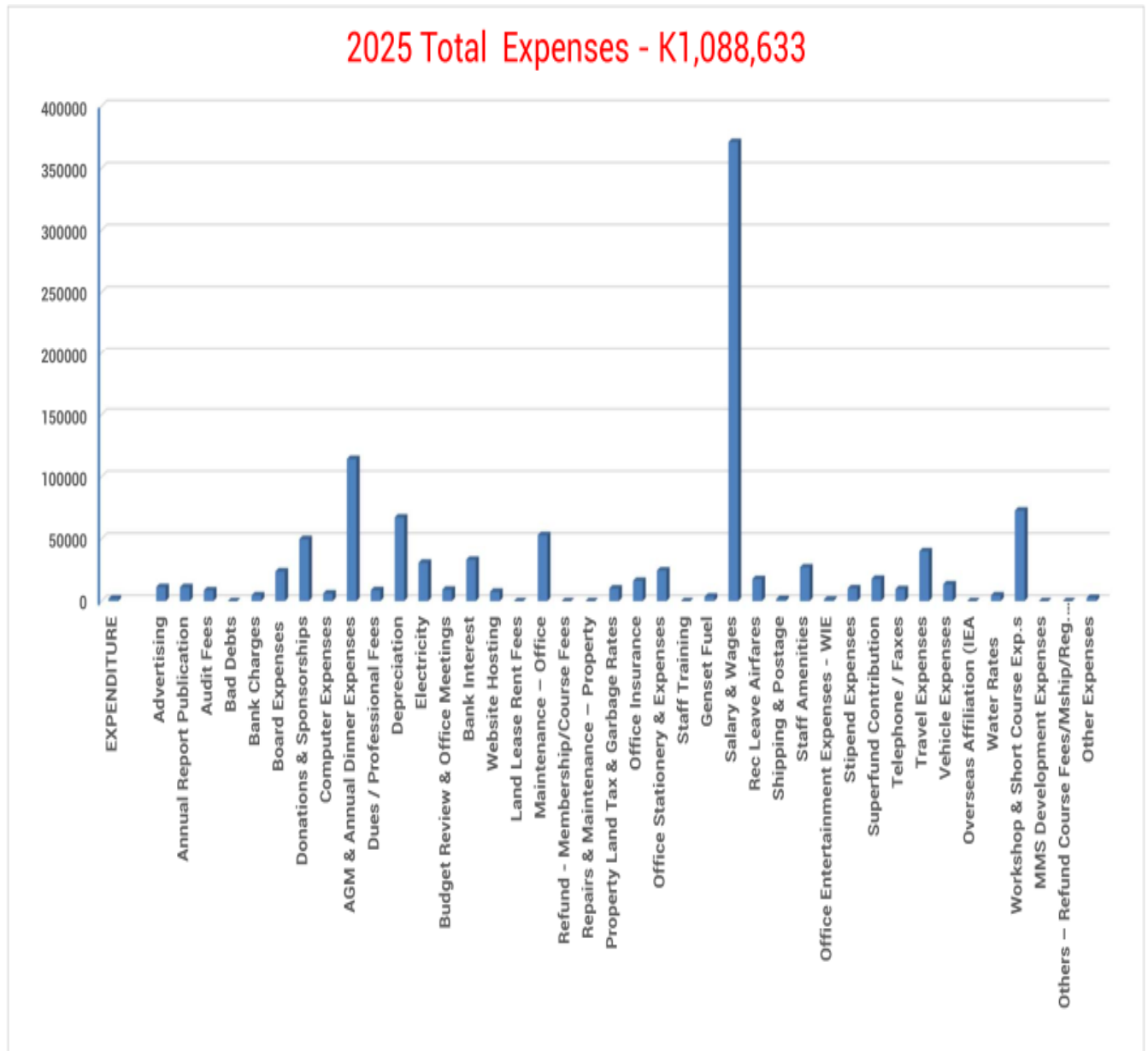
2. PIE GRAPH – 2025 INCOME



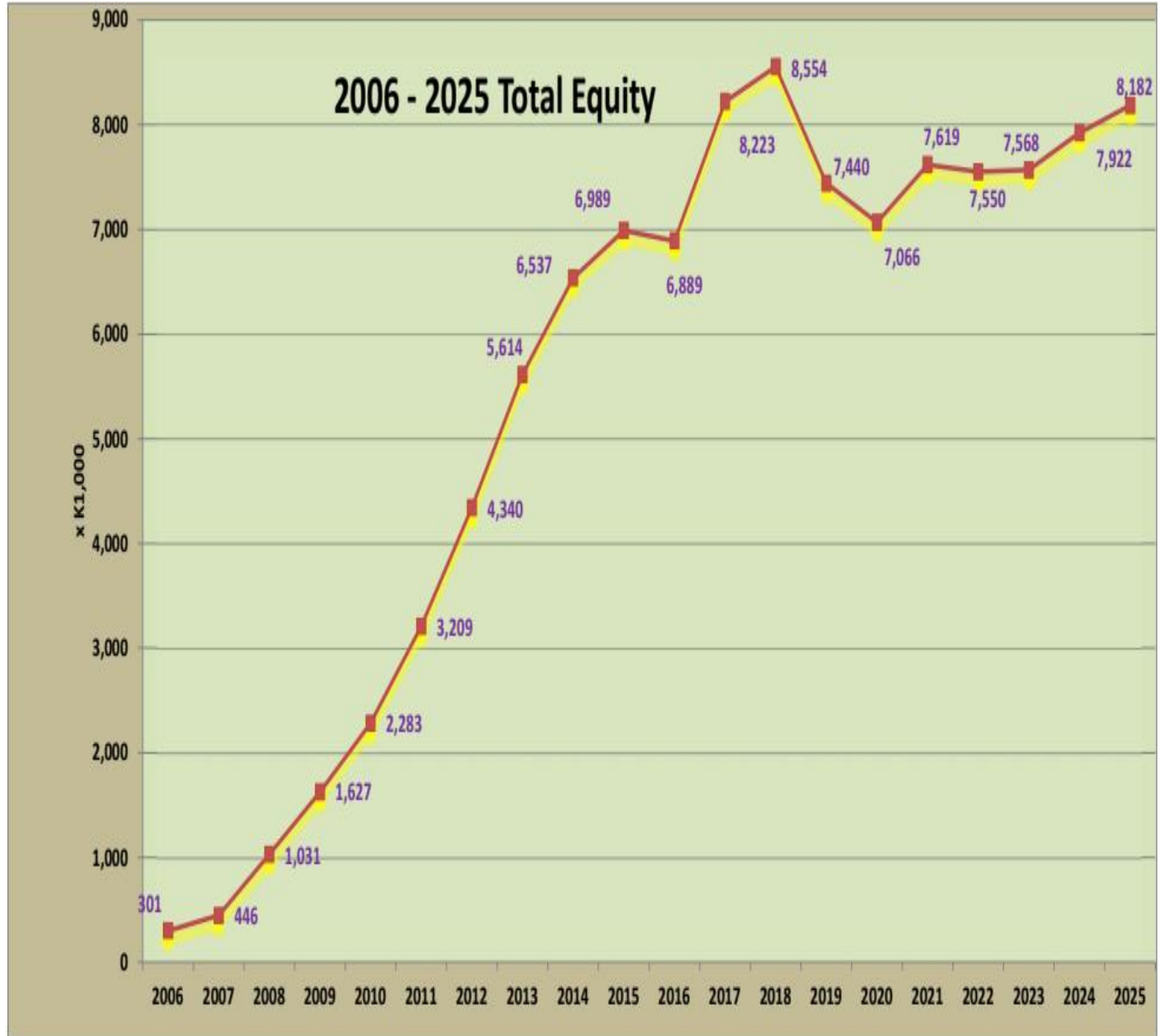
3. YEAR TO DATE LINE GRAPH FOR INCOME & EXPENDITURE



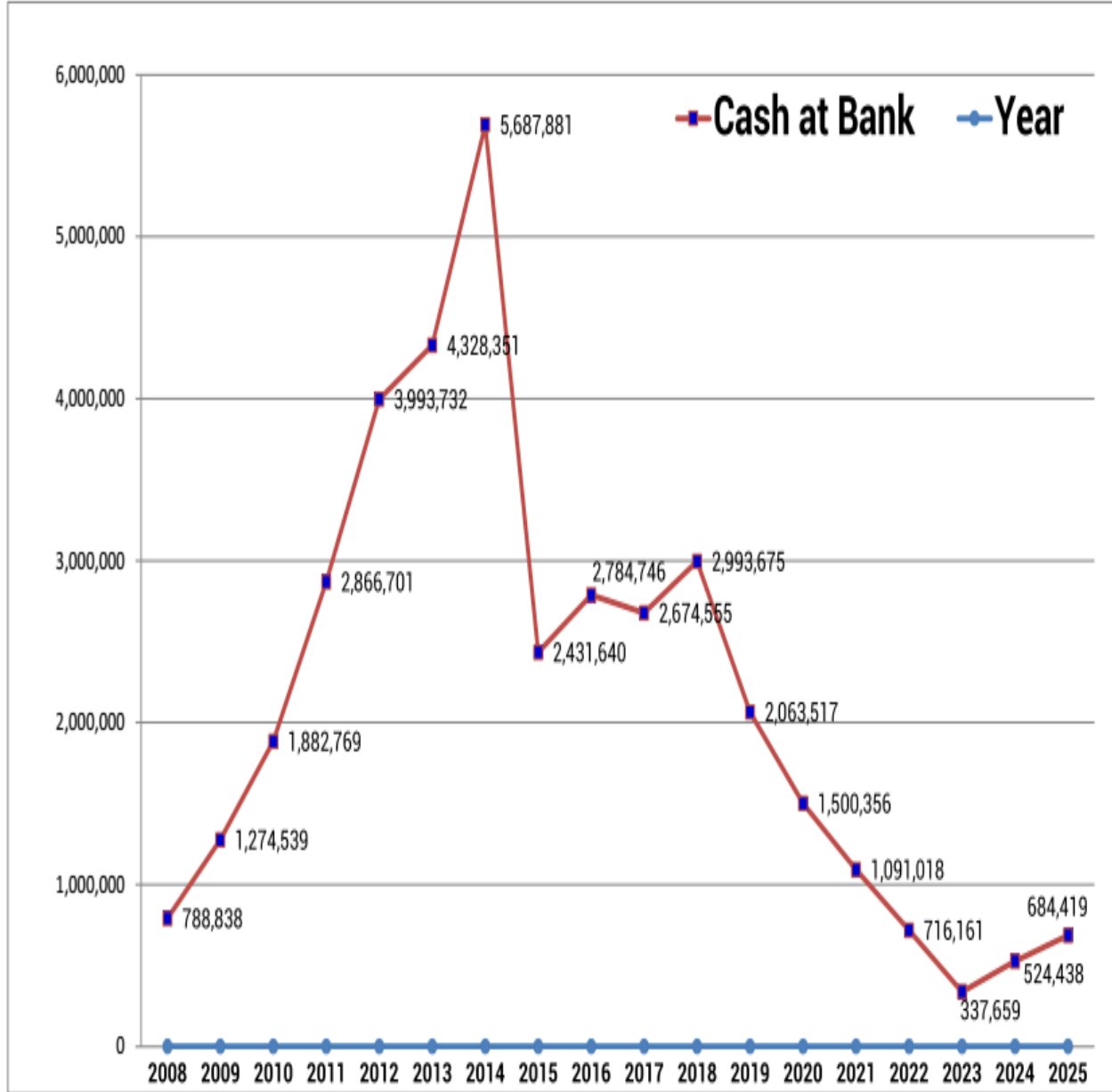
4. TOTAL EXPENSES COLUMN GRAPH



5. MEMBER EQUITY LINE GRAPH



6. CASH AT BANK LINE GRAPH – 2008 – 2025



Member Services

Summary:

This report provides a comprehensive overview of the activities undertaken by the Member Services Section for the period January to December 2025. During this period, the Section focused on the receipt, processing, assessment, and approval of Competency-Based Assessment (CBA) membership applications, as well as the registration of professional engineers and structural practitioners.

Key responsibilities also included the issuance of certificates, provision of work permit support letters to PNG Immigration for expatriate engineering professionals, and the delivery of coaching and training sessions to guide applicants in completing their application requirements.

The report further presents an analysis of membership and application statistics, highlights key activities and achievements, outlines challenges encountered, and proposes strategies for continuous improvement.

1.0 Introduction:

The Member Services Section plays a critical role in ensuring the effective delivery of membership services, while maintaining compliance with regulatory requirements and responding to the evolving needs of the engineering profession.

The 2025 reporting period was characterised by a high volume of membership and structural registration applications, alongside increased demand for coaching and training on the Competency-Based Assessment (CBA) process.

This report also provides updates on CBA tutorial sessions conducted, industry compliance meetings held throughout the year, and operational challenges experienced, particularly those relating to limited staffing capacity. Overall, it presents a clear account of the Section's achievements, challenges, and ongoing initiatives throughout 2025.

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.

3.0 Statistics Overview:

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.

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	Cancelled
January	65	65	49	42	46	
February	40	40	28	77	25	
March	34	34	20	20	13	
April	222	222	176	12	120	1
May	396	396	372	133	367	1
June	54	54	23	45	19	3
July	63	63	18	31	15	2
August	32	32	9	22	8	1
September	23	23	6	38	6	1
October	27	27	10	31	8	
November	71	71	21	24	17	7
December	12	12	1	12	1	
Total	1039	1039	733	487	645	16
Students	540	540	516	0	459	0

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

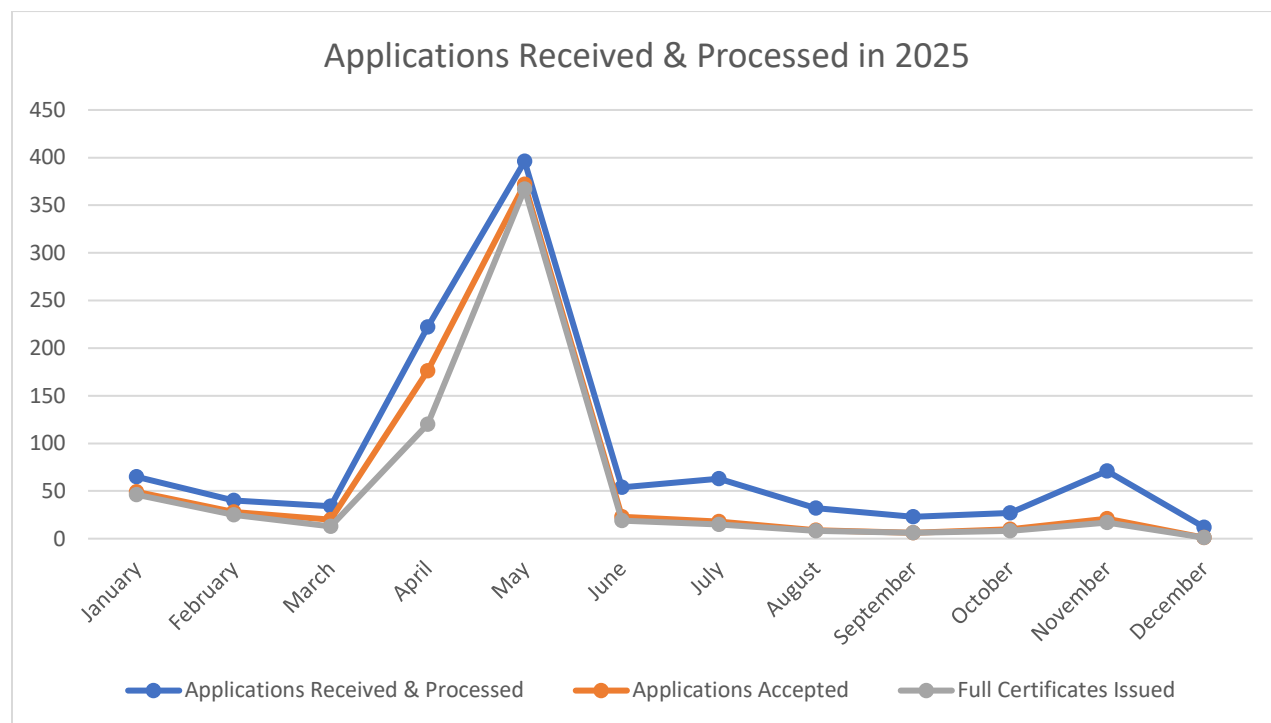


Table 2: Outlines the Applications processed from 2018 – 2025 by Status

Status Code	Status Description	Number of Applications Processed			
			2025	Nationals	Expats
		2018-2024	Count	2025	2025
2	Applications pending additional requirement	638	266	183	83
3	Applications ready for Technical Assessment	29	5	3	2
4	Applications Under Assessment	20	14	8	6
7	Applications ready for Council Approval	84	2	2	0
8	Applications approved, pending payment	172	87	70	17

10	Applications finalized for Membership	1659	649	579	70
11	Cancelled Applications		16	11	5
Total	New and Renewal	2602	1039	856	183

3.2 Membership and Registration Statistics:

3.2.1 Membership Summary Analysis:

IEPNG MEMBERSHIP TOTALS BY STATUS AND TYPE
as at 31 Dec 2025

Current

<u>Membership Level</u>	<u>Count</u>	<u>Expats</u>
Student	883	0
Technician	212	74
Graduate Member	222	0
Member	609	424
Fellow	17	2
Hon. Fellow	15	2
Companion	102	31
	<u>2060</u>	<u>533</u>

Grace

<u>Membership Level</u>	<u>Count</u>	<u>Expats</u>
Student	31	0
Technician	6	2
Graduate Member	14	0
Member	19	13
Companion	4	0
	<u>74</u>	<u>15</u>

Lapsed

<u>Membership Level</u>	<u>Count</u>	<u>Expats</u>
Student	37	0
Technician	7	7
Graduate Member	9	0
Member	12	12
Fellow	1	0
Companion	1	0
	<u>67</u>	<u>19</u>

Removed

<u>Membership Level</u>	<u>Count</u>	<u>Expats</u>	<u>Expired over 2 years</u>
Student	145	0	34
Technician	165	133	80
Graduate Member	122	0	46
Member	227	174	20
Fellow	7	2	4
Companion	41	18	13
	<u>707</u>	<u>327</u>	
	<u>2908</u>	<u>894</u>	

Graph 2: A pie graph showing the 2025 Membership by Member Levels (see table 3.2.1)

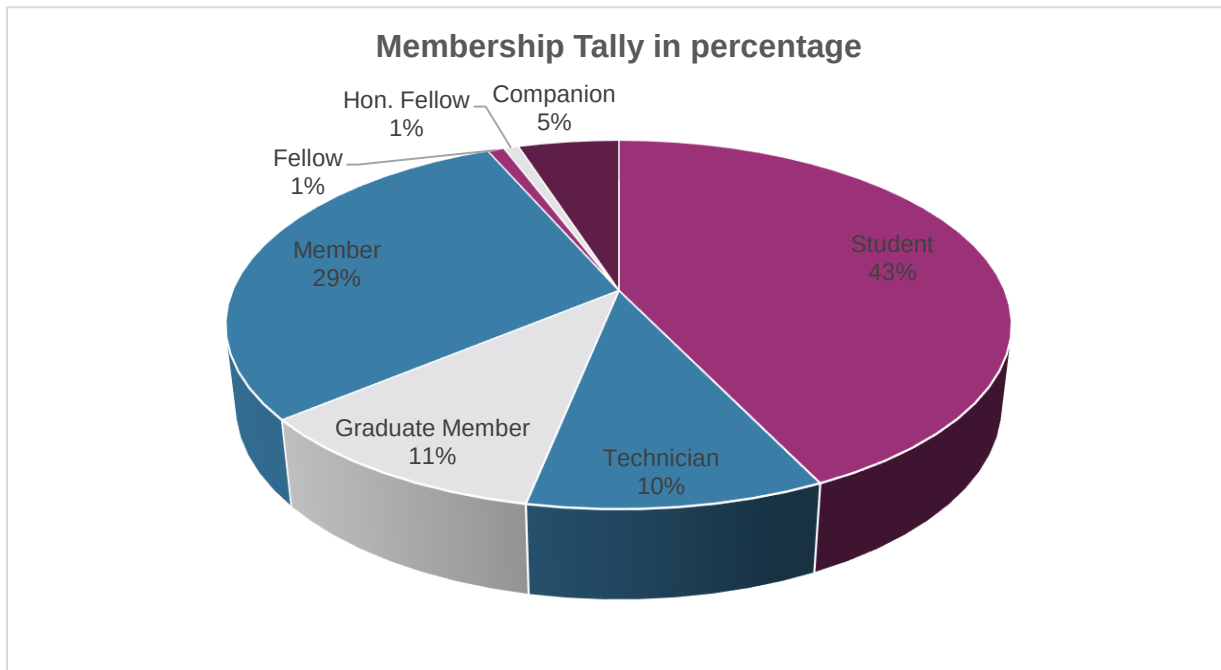
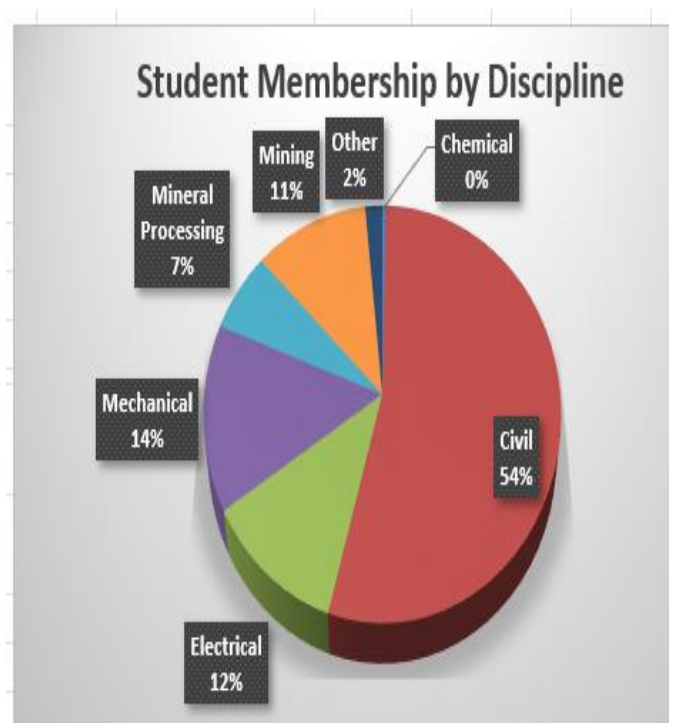


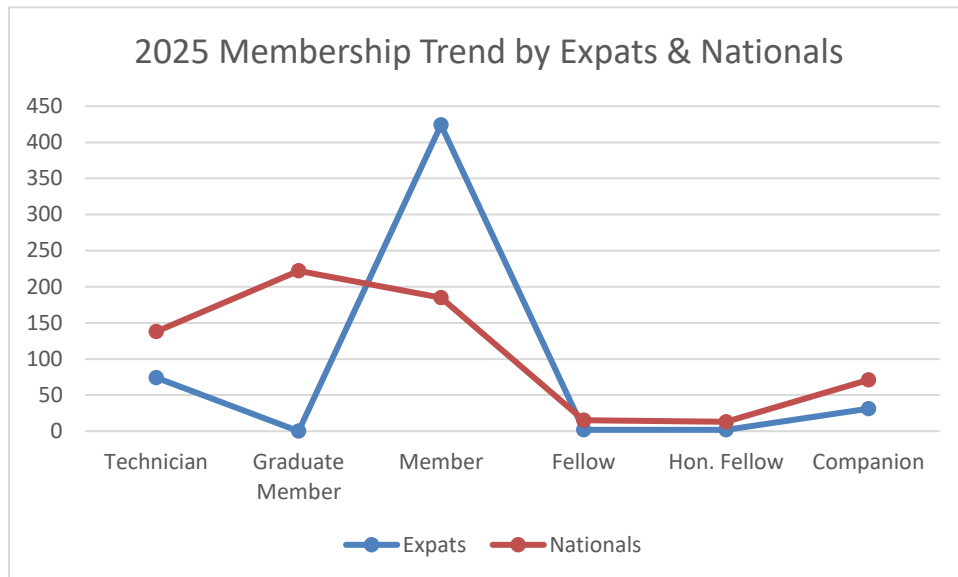
Table 3.2.2 Discipline Count for Student Membership

Primary Discipline	Count
Chemical	3
Civil	478
Electrical	102
Mechanical	128
Mineral Processing	58
Mining	99
Other	15
Grand Total	883

Graph 2.1: A pie graph showing the 2025 Student Membership by Disciplines

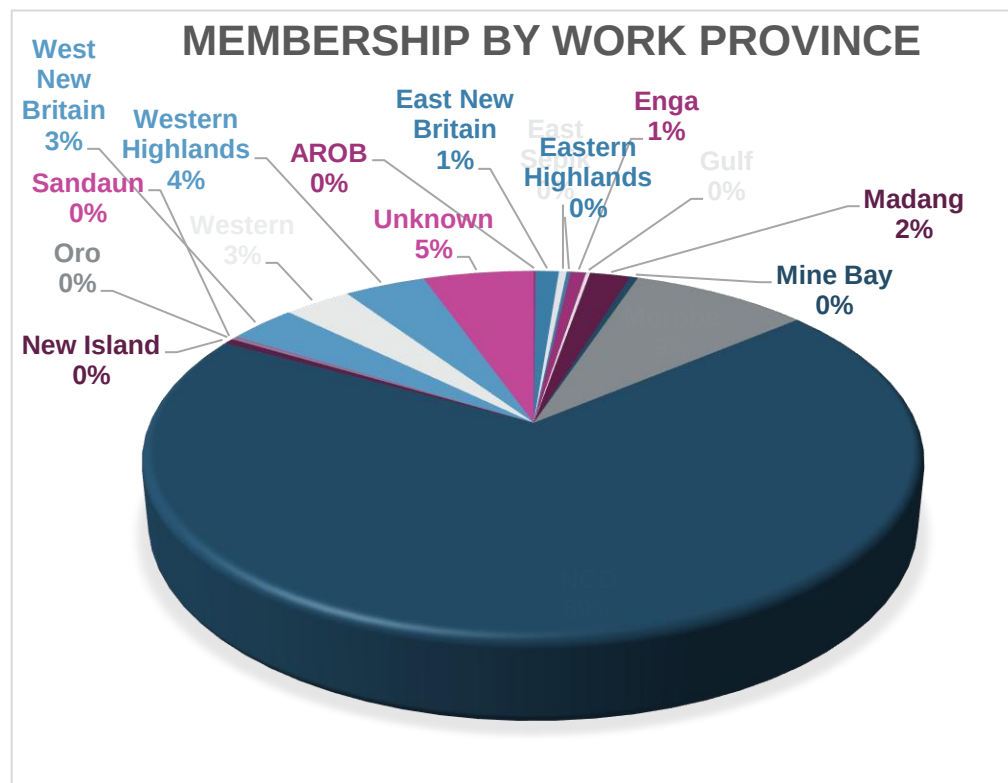


Graph 3: A line graph illustrating the current trend of membership by Expats & Nationals.

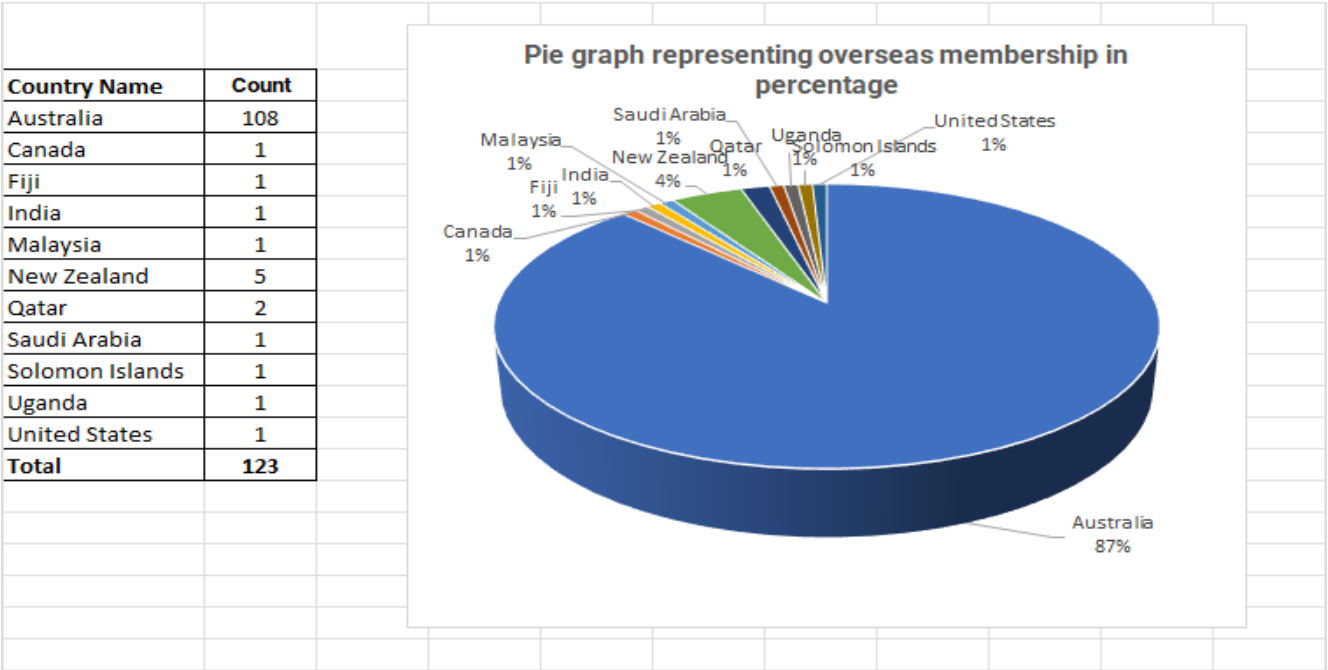


Graph 4: See Membership Statistics by Province as illustrated below on the pie graph refer Annex B

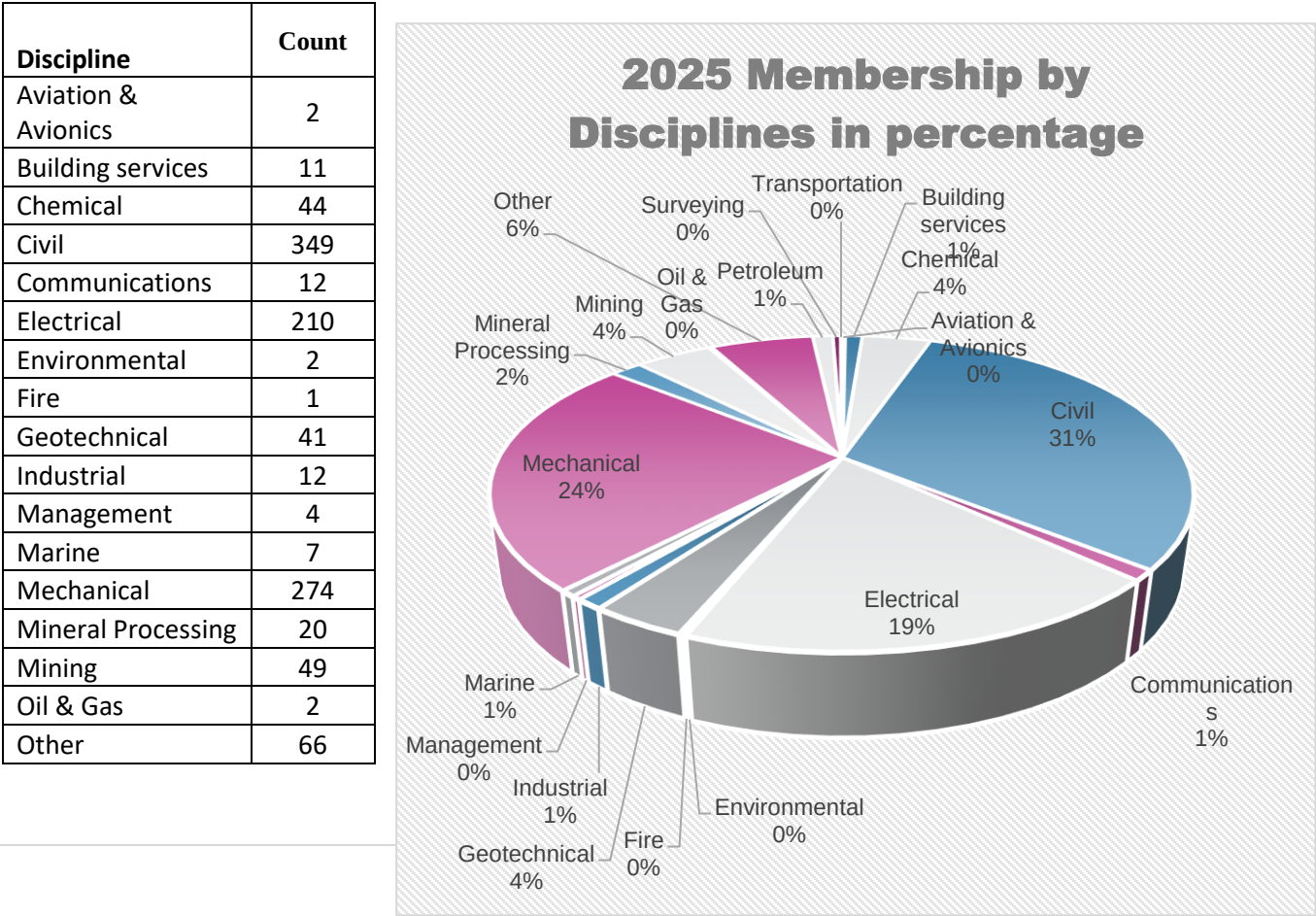
Work Province	Count
AROB	1
East New Britain	12
East Sepik	4
Eastern Highlands	2
Enga	8
Gulf	2
Madang	21
Mine Bay	4
Morobe	92
NCD	729
New Island	5
Oro	2
Sandaun	1
West New Britain	36
Western	35
Western Highlands	42
Unknown	57
Total	1053



Graph 4.1: See Expat Members Statistics by Country of Work as illustrated below in the table & pie graph



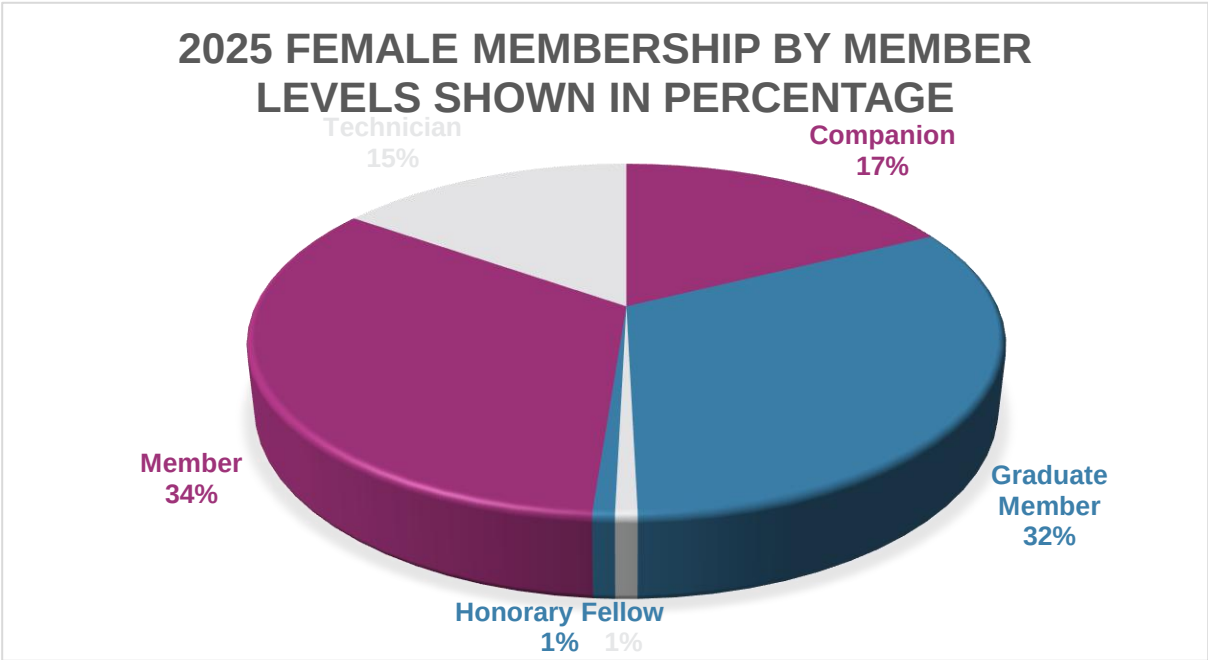
Graph 5: See Membership Statistics by Discipline as illustrated below in the pie graph



Petroleum	13
Surveying	5
Transportation	1
Total	1125

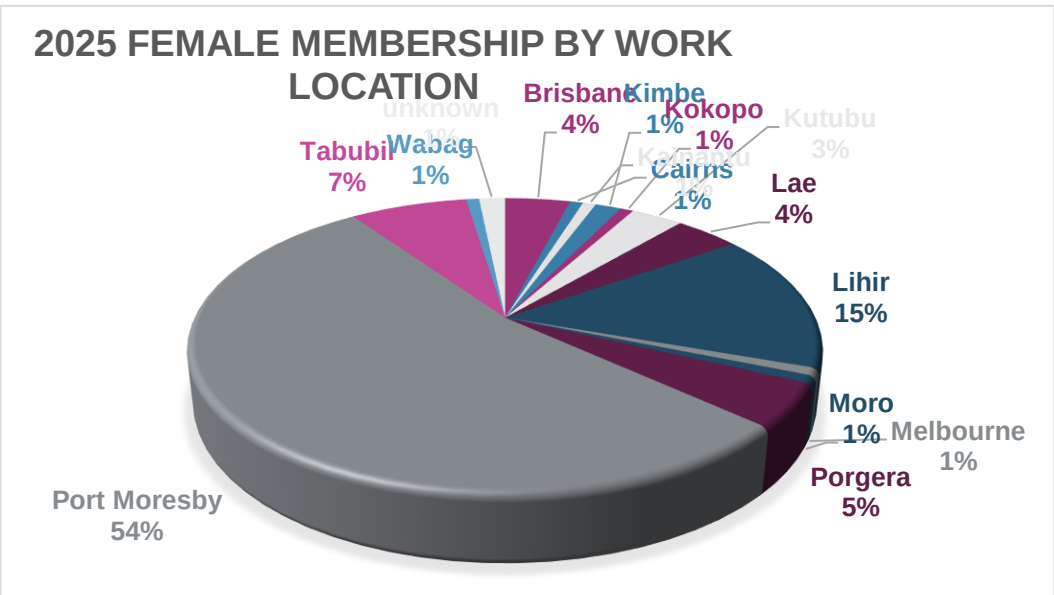
Graph 6: See Female Membership Statistics by Member Levels as illustrated below in the pie graph (See Annex A)

Member Levels	Count
Companion	22
Graduate Member	40
Fellow	1
Honorary Fellow	1
Member	42
Technician	19
Total	125



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

Work Province	Count
Brisbane	5
Cairns	1
Kainantu	1
Kimbe	2
Kokopo	1
Kutubu	4
Lae	5
Lihir	19

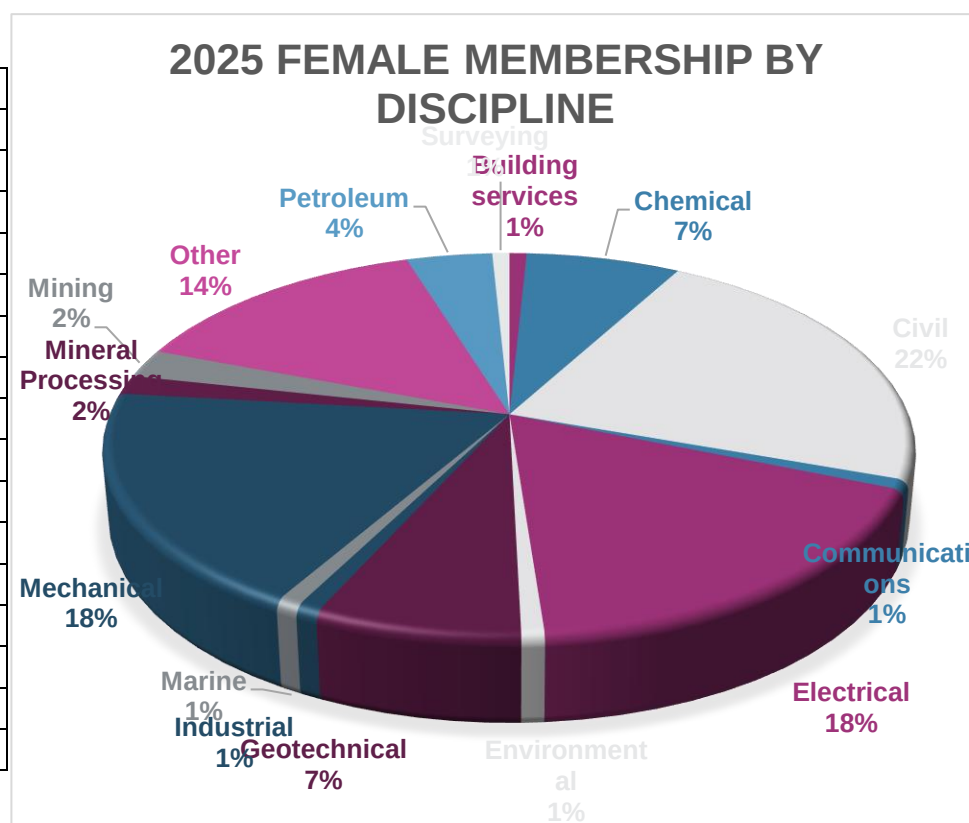


Melbourne	1
Moro	1
Porgera	6
Port Moresby	67
Tabubil	9
Wabag	1
unknown	2
Total	125

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

2025 Female Membership by Discipline

Discipline	Count
Building services	1
Chemical	9
Civil	28
Communications	1
Electrical	22
Environmental	1
Geotechnical	9
Industrial	1
Marine	1
Mechanical	23
Mineral Processing	2
Mining	3
Other	18
Petroleum	5
Surveying	1
Total	125



3.3 Work Permit Support Letters Statistics:

A total of 80 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.

Table 3: This table shows a higher number of letters issued for new applicants compared to renewals.

Year 2025	No. of Letters Issued
Professional Engineers	62
Non-Professional Engineers	18
Total	80

3.4 Professional Engineers Registered Stamp:

A Professional Engineers Registered Stamp is a pre-inked stamp used by Registered Engineering Professional to certify and authenticate engineering documents, plans, and drawings. Here are some key points about its significance and use:

Purpose: The stamp serves as a formal endorsement from a registered engineer, indicating that the documents are prepared under their supervision and adhere to the applicable engineering standards and regulations.

Legal Requirement: In many jurisdictions, professional engineering work must be sealed with a registered stamp before it can be submitted for regulatory approval or used in construction. This requirement is designed to ensure that only qualified individuals take responsibility for engineering designs and works.

Contents of the Stamp: The stamp typically includes the engineer's full name, qualification abbreviations, membership and registration titles in short, specialty or practice area, registered engineer number, with compliance to the PERA 1986 (Amended) (e.g., FIEPNG, Reg.Eng. BEM (BEMECH, Building Services Engineer), and the serial number.

Usage: Engineers must use their registered stamp on any documents they are responsible for, such as technical drawings, specifications, reports, and other engineering documents.

Ethical Responsibility: By using the stamp, engineers affirm the integrity of their work and accept liability for the document's accuracy and compliance with applicable standards.

Stamp Design: Different jurisdictions may have specific designs or formats that the stamp must adhere to, so it's essential for engineers to check the requirements in their area.

Cost: Upon approval of their membership and registration, professional engineers are required to obtain the stamp, which is issued at a cost of K200.

Conclusion

The Professional Engineers Registered Stamp is crucial for maintaining professional standards and accountability in engineering practice. It assures the public and regulatory bodies that qualified professionals have evaluated and supervised the engineering work.

A total of 38 Registered Engineers Stamp were issued in 2025.

4.0 Structural Registration:

Update on Structural Applications and Structural Registration

This year, there are 16 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 Members are 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 C.

SUMMARY OF STRUCTURAL REGISTERED ENGINEERS & APPLICATIONS AS AT 28 FEBRUARY 2026				
APPLICATION STATISTICS BY STATUS & MEMBER CATEGORY				
STATUS	MEMBER LEVEL			
	FELLOW	HON. FELLOW	MEMBER	TOTAL
Applications Submitted			5	5
STRUCTURAL REGISTERED ENGINEERS SUMMARY TOTALS				
Member Status				
Current	3	2	11	16
Grace				0
Lapsed				0
Removed		1	1	2
Total	3	3	12	18
EXPATS/NATIONALS				
Expat	1	0	3	4
National	2	3	9	14

See report on **Annex C** 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 487 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 487.

5.3 Provisional Certificates Breakdown by Membership Category

The provisional certificates issued are categorized as follows:

Item	Category	New Application	Renewal Application	Total
1	Technician	57	32	89
2	Graduate	57	30	87
3	Member	127	125	252
4	Fellow	2	4	6
5	Hon. Fellow	0	0	0
6	Companion	28	13	41
7	Total	271	204	475

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:

Update on CBA Workshops

1. A CBA Training was facilitated for National Energy Authority by Mr Desmond Wambriwari.
2. 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 Bialla in 2025. A team

of 3 IEPNG Officers and PNGICSA representative were assigned to facilitate for the CBA Tutorial.

3. 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 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.

1.2 Continuous dialogue with Monadelphous continues every 3 weeks since October 2025.

8.0 Staffing Update:

The Member Services Team now includes four dedicated staff members, with the recent addition of Mr. Terence Roana, who was recruited internally. Mr. Roana serves as the Admin Driver and has already proven to be a valuable asset to the team. However, due to ongoing delays in processing applications within the section, the management & Council Executive have agreed to put Terence on probation basis who manages non-professional applications. Despite these efforts, staffing remains a challenge at this time.

9.0 Conclusion:

The Member Services Section has effectively managed its key responsibilities, ensuring that membership applications, structural registrations, and support services are delivered in a timely and efficient manner. Despite encountering some challenges, the section has remained committed to providing high-quality service to its members. Moving forward, the introduction of new strategies and processes will further enhance the team's ability to support its growing membership base.

TRAINING REPORT

INTRODUCTION

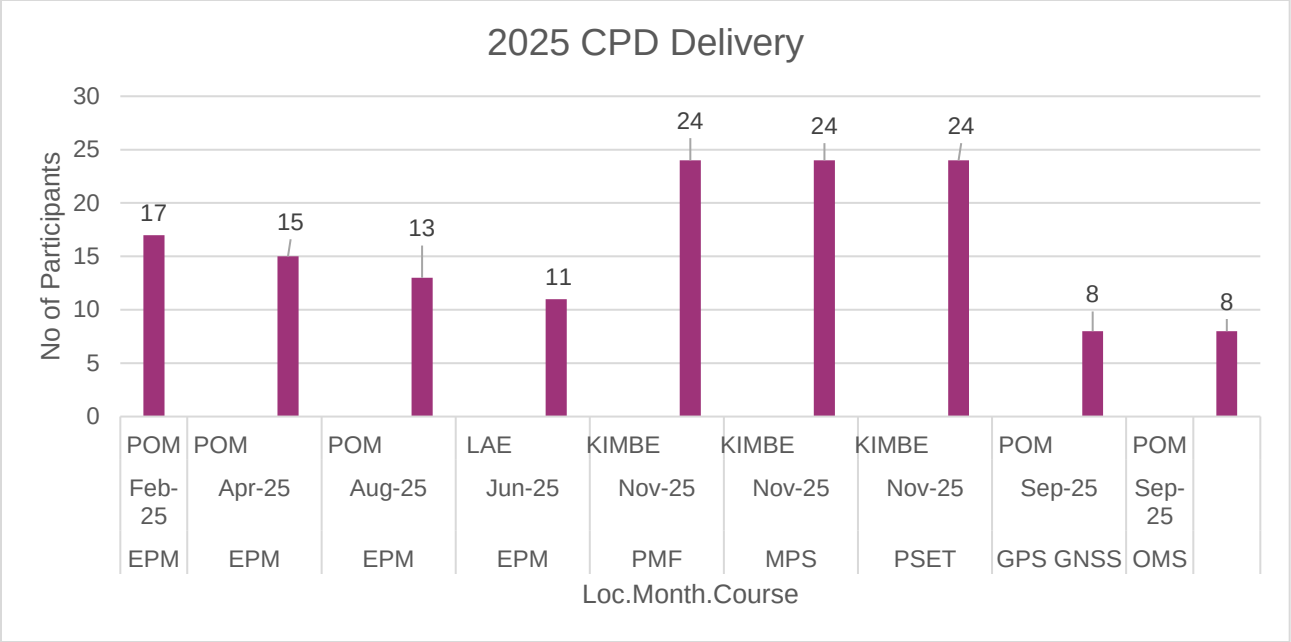
This Training Report will give the industry an insight into the Specific Priority Areas or SPAs assigned to the IEPNG Training Section as Part of the 2023 to 2028 Strategic Plan. Furthermore, the Report will include the Training Report of CPD Short Courses delivered in the 2025 financial year.

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

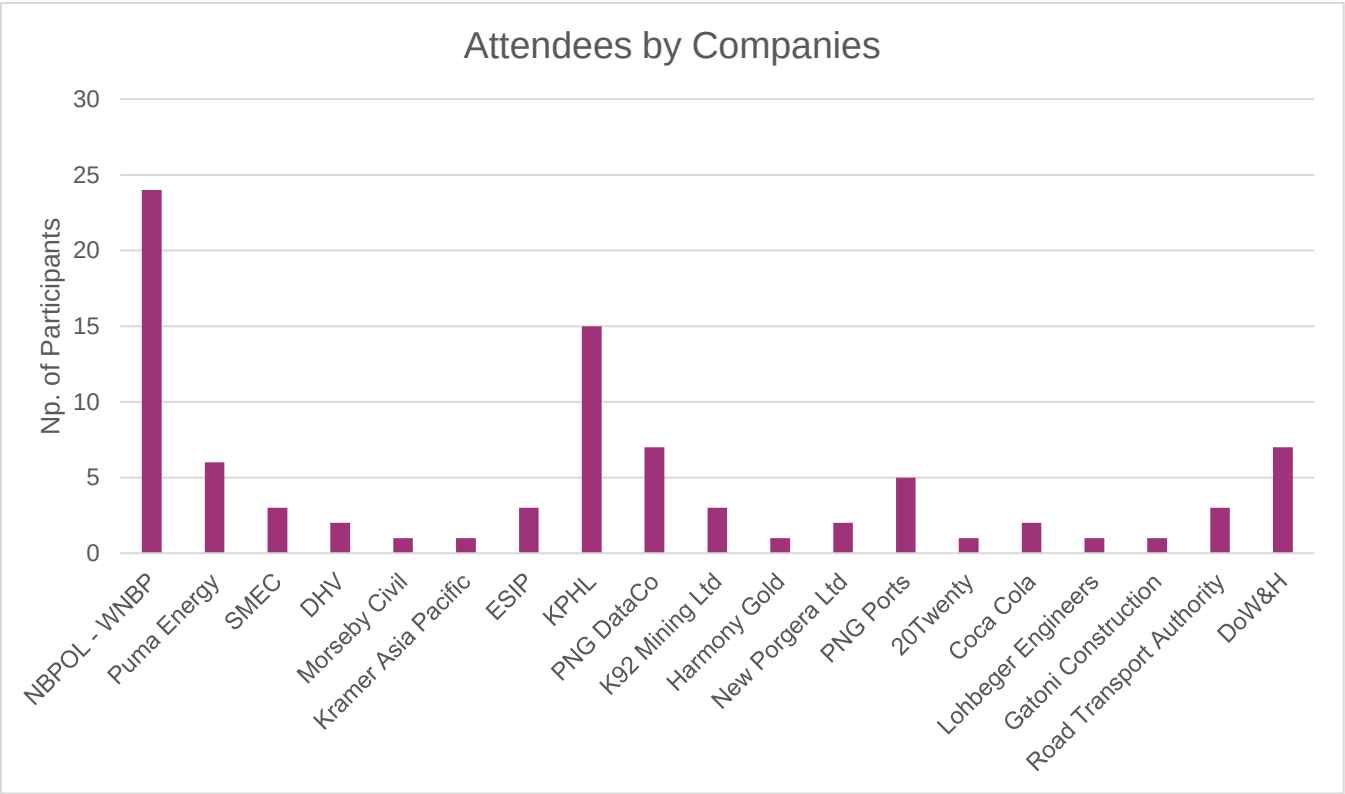
- 1. DAP 1-3-1 Conduct Annual Engineering Expo**
- 2. DAP 1-4-1 Enforce the Graduate Professional Development Program**
- 3. DAP 2-3-1 Set up CPD Points System**
- 4. DAP 2-6-1 Recognition, Pride and encouraging expansion of IEPNG Membership**

1. ANNUAL TRAINING DELIVERY UPDATE

Training from 2025 to 2026 has taken a very positive start as we have seen the successful delivery of the Project Management Courses with a total number of 88 Participants. The two-day course was delivered by Mr. Tony Morisause General Manager Engineering Services – PNG DataCo Limited, FIEPNG, Reg. Eng. He also delivered Manage Project Scope, and Project Stakeholder Engagement Techniques for the year. There was also an introduction of other courses like the GPS GNSS Course, Obtain and Manage Consultants, delivered by Mr. Sen Hugo HonFIEPNG, Reg.Eng from EEE Consultants. There was a total of 1,408 CPD Hours or Points completed in 2025 for the 88 participants who attended the IEPNG CPD Short Course Program. The breakup of the courses is as follows:



1.1 CPD Short Course Sponsors for Financial Year 2025



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

2025 marked a very special year for the Institution as the first-ever IEPNG Engineering Expo was delivered.

The Engineering Expo was held in Lae at the Lae International Hotel.

There were a total of 16 Sponsors with 15 from Papua New Guinea with one flying in all the way from Australia. MIDAS IT Australia came in as a Silver Sponsor.

The Sponsors and their categories are as follows:

Platinum

1. Department of Works and Highway
2. PNG UoT – School of Engineering
3. PNG UoT – School of Civil Engineering
4. Lae City Authority
5. National Energy Authority
6. Markham Culverts
7. Niugini Electrical

Gold

1. Spectra Industrial
3. Harmony Gold – Hidden Valley
3. Stocks and Partners
4. Mineral Resource Development Company
5. Reca Engineering
6. PNG DataCo Ltd

Silver Sponsor

1. Savco Art
2. Midas IT Australia

There was a total of K64, 000.00 collected from the Engineering Expo for the 2025 Financial Year. The even attracted a total participation of 243 attendees.

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

The Program has been reviewed and gone past the IEPNG Council's endorsement and will be launched during the 2026/2027 Annual General Meeting.

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.

The Institution's vision is to ensure that Graduates who use our GPDP Guide and Log Book obtain relevant skills, knowledge and attributes to elevate their level of thinking to be ready to submit completed log books after four years.

We appreciate the industry for your continuous support and patience for waiting very long for the program to be launched.

There are organizations who also have their in-house programs and those graduates who have completed their respective log books can submit before the fourth year which will go through the Professional Standards Committee for their vetting and recommendation to the IEPNG Council.

The Graduate Professional Development Program Cycle



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

This has been completed and currently being used. Review will be done again at the end of the 2026 Financial Year.

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

The IEPNG E-Newsletter Edition has been successfully published since 2024 and is now in its 7th Edition. Quarterly editions have been published to keep our membership updated on recent policy changes, regulatory or business processes.

One of our biggest challenges for 2026 will be to deliver an Engineering Conference where the industry will take part in carrying out research and doing presentations for a three-day long event. At the end, reputable international organizations will be asked to publish documents presented during the conference. This event is proposed to be delivered in October 2026.



Administration Report

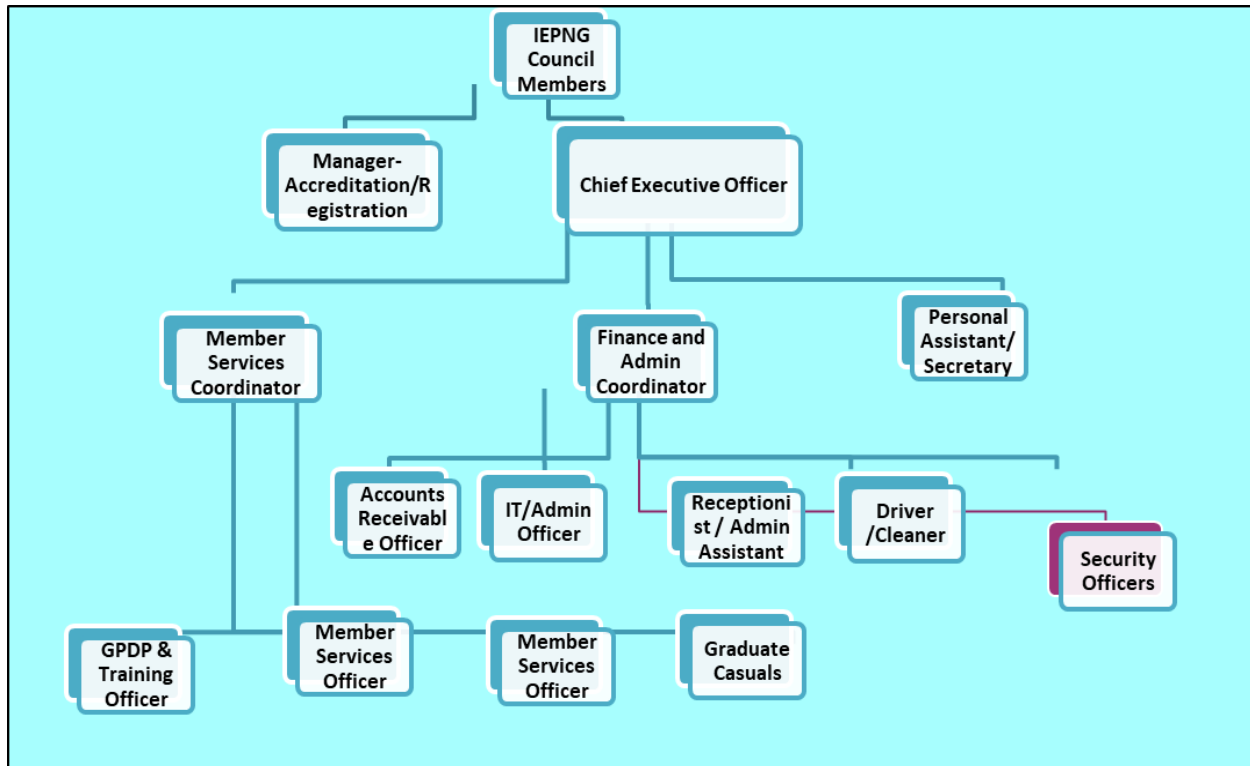
Staffing

The total number of staff approved under the budgetary plan is 12. Due to the increasing number of applications and workload in the Member Services Section, an additional position was created for a Member Services Officer. This position was successfully filled in October 2025 by Mr. Stanley Mange.

The current staffing structure is as follows:

1. Chief Executive Officer
2. Manager – Training/PERB
3. Member Services Coordinator
4. Finance/Admin Coordinator
5. Accounts Receivable Officer
6. Member Services Officer
7. Member Services Officer
8. Receptionist/Admin Assistant
9. Support Officer
10. Cleaner
11. Security Officers (2)

Find below the structure of the Institution of Engineers PNG Inc.



Office Maintenance / Assets

Two office assets were disposed of during the year:

The office generator (genset), which was purchased with the property, was sold for K17,000.

The office bus (BDM 139) was involved in a collision with another vehicle. The damages are yet to be settled; however, the asset has already been fully depreciated. A new vehicle was bought to replace it.

Sold



Damaged



New office vehicle – BGB 518



Property

The Institution's property continues to generate income through leasing arrangements:

The upstairs office is leased to Lakatoi Business College Ltd for a three-year term, commencing January 2025 and ending on 31 December 2027.

The front property is leased to E & A Investment Ltd, trading as AFC (a food outlet). The lease agreement will expire on 1 June 2029.

The loan on the property was fully repaid on 5th September 2025. The property is now fully owned by the Institution.

Appreciation of 2025 Expo & Annual Dinner Sponsors

On behalf of the Board, Management, and staff of IEPNG, we extend our sincere appreciation to all organizations and individuals who supported the 2025 Expo and Annual Dinner.

The event was held at the Lae International Hotel from Wednesday, 23 April to Friday, 25 April 2025.

Sponsors included were:

-  Department of Works (HQ)
-  Markham Culverts
-  Niugini Electrical Ltd
-  Lae City Authority
-  School of Engineering, PNG Unitech
-  National Energy Authority
- Hyper Construction
- ☐ Badonga Consulting Engineers Ltd
- ☐ Papindo Trading
- ☐ Department of Works (NPD Division)
- ☐ K92 Mining Ltd
- ☐ JBS Engineers
- ☐ Albe Consultants Ltd
- ☐ Insideout Ltd
- ☐ Wildtrax Construction Ltd
- ☐ School of Mechanical Engineering, PNG Unitech
- ☐ School of Engineering, PNG Unitech (Dean)

Organizations and individuals represented at the events are:

Spectra Industrial, PNG DataCo, MRDC, Savco Art, Harmony Gold – Hidden Valley, Stocks & Partners Ltd, RECA, MIDAS IT Australia, Highlands Products Ltd, Atlas Steel, NBPOL, National Airports Corporation, SMEC PNG Ltd, Steven Hulamari, Eric Sikam, Jonathan Palasabas, and Edwin Rumbam.

We thank you all for your valuable contributions, which ensured the success of these events. Your continued support is vital in upholding the standards of the engineering profession in Papua New Guinea and aligning it with global practices.

2026 Plan

The short-term plan for 2026 is to extend the ground floor office to accommodate a dedicated board meeting room. This forms part of a long-term strategy aimed at reducing operational costs.

Conclusion

The Institution of Engineers PNG (IEPNG) remains committed to serving its members, the community, and the nation. We encourage all members to continue supporting the Institution in every possible way.

Let us work together towards a stronger and more successful 2026 and beyond, for the benefit of future generations.

BRANCHES and CHAPTER REPORTS



Women in Engineering Branch Report

Year 2025

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Women in Engineering Branch Report

1.0 Introduction

The IEPNG Women in Engineering (IEPNG WiE) is a sub-group of the IEPNG created to encourage networking and collaboration of women engineers, and as an instrument for effective engagement of engineers in IEPNG initiatives, such as community projects and school visits. The IEPNG WiE group was formed in 2012 championed by pioneering national female engineers Ms. Finkewe Q Zurecnuoc, Mrs. Edea Bouraga and other visionary female engineers.

The WiE operates under the IEPNG Constitution as relates to Branches. Thus, the WiE group:

- Hosts an Annual General meeting where members elect their executives.
- Is governed by IEPNG Plans (such as the IEPNG Strategic Plan 2023 – 2028),
- Is funded by IEPNG Head Office as a Branch, and
- Submits annual reports to IEPNG CEO, IEPNG President and IEPNG Head Office.

This report covers the period from IEPNG WiE 2025 AGM (04th April 2025) to IEPNG WiE 2025 AGM (17th April 2026).

2.0 2025 Executives

The IEPNG Women in Engineering 2025 Annual General Meeting was held on 17th April 2026 at the [DoWH Venue to be confirmed], Port Moresby. The AGM Chairperson was Ms Scholly Masueng and assisted by 2025 WiE Executives.

The WiE 2024-2025 Executives were:

- Chairperson, Ms Puka Thoa (Electrical - Communications Engineer)
- Deputy Chairperson, Ms Scholly Masueng (Civil Engineer)
- Treasurer, Ms Charisma Gonzales (Electronics and Communications Engineer)
- Secretary, Ms Eunice Dalton (Civil Engineer)

Present at AGM were women engineers from all over Port Moresby representing diverse industries and engineering fields: consultancy, public service, telecommunications, petroleum, civil, electrical, geotechnical, mechanical and laboratory fields. Approximately twenty-one women were in attendance at the 2025 AGM.

Election of 2025 office bearers as facilitated by AGM chairperson, resulted in the following WiE 2025 Executives & Committee Heads:

- Chairperson, Ms Puka Thoa

- Deputy Chairperson, Ms Scholly Masueng
- Treasurer, Ms Charisma Gonzales
- Secretary, Ms Trisha Kuniaka
- Committees: Ms Carolyn Sauba
Miss Cosma Leigh Oli
Ms Valerie Papaol
Ms Tracey Pinje
Ms Rosemary Enoka

Records of the 2025 AGM were submitted to IEPNG. The following photo records the AGM attendees.



2025 WiE AGM, 4th April 2025

3.0 Financial report

There were no funds available from 2024 and no funds were received in 2025 from IEPNG.

3.1 Financial donations

During 2025, the WiE did not receive direct financial donations.

Indirect financial donations to WiE's 2025 activities are as follows:

1. Payment of 2025 AGM Catering – organised by 2024 WiE Executives
2. 2025 AGM Venue – Kenmore ICT Training Center thanks to Kenmore Limited.
3. Payment of 2025 AGM Catering – organised by 2024 WiE Executives and IEPNG Head Office staff.
4. WiE Executive & Committee Members meetings – funded by WiE executives.

5. School visit – funded by WiE and IEPNG members who attended.
6. 2026 AGM Venue - [TBC]
7. Payment of 2026 AGM Catering - organised by 2025 WiE Executives and IEPNG Head Office Staff [TBC]

4.0 2025 Activities

Major activities that WiE undertook in 2025 were:

1. School visit – to Jubilee Catholic Secondary School.
2. Assist with circulation of CBA information & contact of IEPNG Members Services for all women in WiE registry to register with IEPNG
3. Facilitate 2026 AGM.

4.1 School visit

IEPNG WiE School visit to Jubilee Catholic Secondary School.

On Monday, 24th November 2025, an enthusiastic team of engineers volunteered several hours of their afternoon to visit the Grade 9 and 11 students at Jubilee Catholic Secondary School. The school organised all female students in year 9 & 11 to attend the WiE School Talk. The School Talk aimed to inform, promote and inspire the female students to study engineering.

Organised by the IEPNG Women in Engineering (WiE) executives with support from the founders of the IEPNG Women in Engineering Branch, active IEPNG members, the exceptional engineers representing IEPNG were:

- Ms Edea Bouraga, RegEng FIEPNG - Former IEPNG President (2024); a Mechanical Engineer and owner of an engineering consultancy and presented on the mechanical engineering and Engineering accreditation at UNITECH.
- Ms Finkewe Q Zurecnuoc, ML, HonFIEPNG, RegEng – PNG's first female Electrical Engineer, PNG's only female Engineering Fellow (the highest rank of competence-based engineering professional from IEPNG) and the owner and operator of an engineering consulting firm. Inspiring students to believe in themselves and take advantage of the opportunities that accreditation at UNITECH offers one to be an engineer in and abroad.
- Mr Solomon Angoman – PNG Tunnelling Society President; a Mining Engineer, presented the field of tunnel engineering and its prospects for Papua New Guinea's land transport system.
- Ms Trisha Kuniaka – IEPNG WiE Secretary and Civil Engineer informed the students about the civil engineering discipline and career path and strong employment outlook.
- Mr Alex Roalokona– JCSS Alumni and co-founder of KINECT is an Electrical - Communications Engineer presented in the science of electrical & communication engineering and its application in the real-world.
- The presenters were supported in-person by Ms Scholly Masueng (WiE Vice President), Ms Charisma Gonzales (WiE Treasurer).

The IEPNG presentation was very well received by the students and teachers and WiE was invited to return the following year to conduct another presentation for both male and female students.

IEPNG WiE is looking forward to visiting several schools each year. If you would like to be a member of the team to visit schools with us, or would like to nominate a school for us to visit, or if you are able to support school visits in any way, we would be glad to hear from you – please email wiepng.secretary@gmail.com and memberservices1@iepng-org.com



Grade 9 & 11 female students at Jubilee Catholic Secondary School; IEPNG contingent in front

4.2 Assisting WiE members with CBA information

Information on registering with IEPNG through the Competency Based Assessment (CBA) was emailed on the 28th of May 2025 to all IEPNG WiE members who attended the AGM on the 4th of April 2025, and other female engineers from the IEPNG register.

4.3 Schedule 2026 AGM

The 2025 WiE Executives organised the IEPNG WiE AGM to be held on 17th April 2026 at [Venue TBC]. The new 2026 WiE executives will be elected in that meeting.

5.0 IEPNG Goals for WiE

The IEPNG Strategic Plan (2023 – 2028), states 7 deliberate action plans (DAPs); the fifth DAP is Development of Women in Engineering. The three “Key Milestone / Deliverables” are:

1. Visit five schools per annum to encourage women to become engineers.

2. Increase ratio of women undertaking engineering related studies at Unitech, Polytech and Technical colleges.
3. Industry to increase female engineers' employment in the workforce by 40%.

4.1 Result of 2024 WIE on achieving these goals

The IEPNG WIE group managed to visit one school in 2025. We hope the team can steadily increase their efforts and assist to achieve the goals listed in the IEPNG Strategic Plan (2023 – 2028).

6.0 Conclusion

In conclusion, the progress reported in this annual report was made possible through teamwork from all members and levels of IEPNG and we extend our sincere appreciation to all IEPNG WiE Members and Supporters, IEPNG POM Branch Executives, IEPNG President, IEPNG Head Office team, and the employers and families of all our engineers and IEPNG staff.

The Women in Engineering branch of IEPNG has a lot of potential to do good and have a positive impact on our society thus we challenge and encourage our members and supporters to volunteer their time, ideas and participate.

We each have a role to play in the world; and as engineers are fundamental to shaping the modern world, acting as architects of innovation and problem-solvers. By leveraging technical expertise, creative thinking and a collaborative spirit, we have a unique opportunity and moral imperative to leave the world better than we found it.

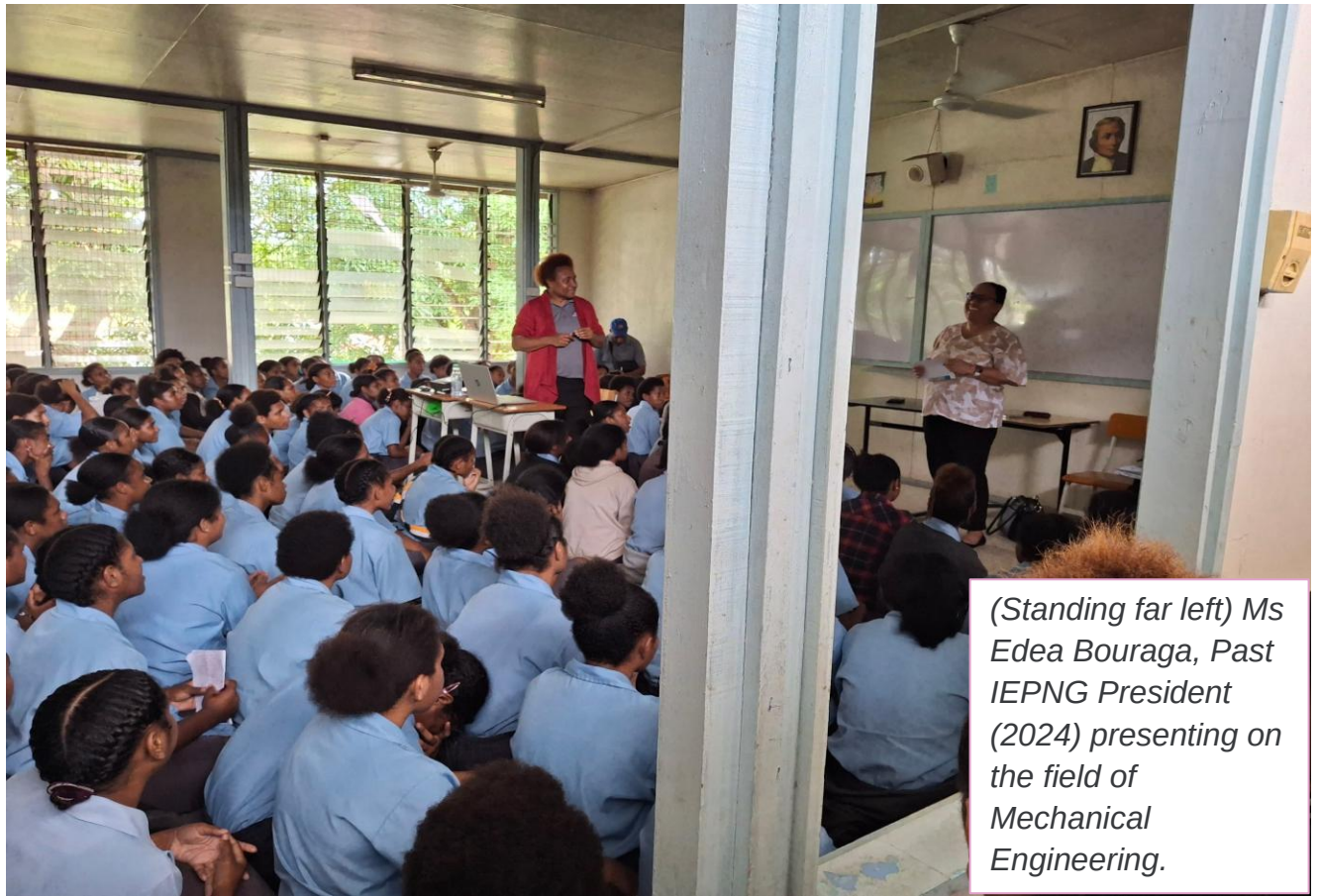
GALLERY

School Visit



*WiE Vice President
(2024-2025) Ms Scholly
Masueng – Civil
Engineer introducing
IEPNG WiE branch and
school talk program.*





(Standing far left) Ms Edea Bouraga, Past IEPNG President (2024) presenting on the field of Mechanical Engineering.



Ms Finkewe Q Zurecnuoc, ML, HonFIENG, RegEng. – PNG's first female Electrical Engineer and PNG's only female Engineering Fellow.



Mr Solomon Angoman – PNG Tunnelling Society President; a Mining Engineer. Presents about Tunnel Engineering.



Mr Alex Roalokona Jr – Electrical & Communications Engineer. JCSS Alumni & Co-founder of KINECT, presents on Electrical (Communications) Engineering.



*IEPNG WiE
Secretary, Ms Trisha
Kuniaka presenting
about of role of Civil
Engineer.*



Mr. Alex Roalokona Jr., Mr Solomon Angoman, Ms. Finkewe Zurecnuoc, JSS Deputy Principal Janet Sengi, Ms Edea Bouraga, Ms. Trisha Kuniaka, Ms Charisma Gonzales and Scholly Masueng.



**THE INSTITUTE OF ENGINEERS
PAPUA NEW GUINEA INC.**

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National Capital District
Papua New Guinea
Tel: (675) 3258763
www.iepng.org



**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA
PORT MORESBY BRANCH**

**2025
ANNUAL REPORT**

ABOUT US

“As engineers, PERA is not merely about legal compliance—it is a reflection of our national pride in building and upholding true national competency.”

- Puri Kei Temu, President, IEPNG POM

The Institution of Engineers Papua New Guinea is the national body responsible for advancing the engineering profession and supporting the development of its members across Papua New Guinea. It operates under the Professional Engineers (Registration) (Amendment) Act 2007 and is governed by an elected Board, upholding the integrity, standards, and accountability of engineering practice in the country.

Established in 2002, the Port Moresby Branch is one of nine branches under IEPNG, alongside Lae (including the Student Chapter), Lihir, Kavieng, Wewak, Rabaul, Sepik, Tabubil, and the Highlands. As the capital city branch, it serves as a central platform for professional engagement, collaboration, and representation.

The Branch is managed by a committee of volunteers elected by its members, with each position held for a two-year term. The Committee is responsible for guiding branch activities, allocating resources, and ensuring the effective delivery of programs that serve the interests of its members.

The Branch's mandate is to strengthen the engineering profession while contributing to national development. Its work is anchored on four key pillars: Professional Integrity; Excellence and Growth; Collaboration and Capacity Building; and Impact and Responsibility.

Through technical programs, professional networking, and community-based initiatives, the Port Moresby Branch supports the growth of engineers while contributing to the social and economic development of Papua New Guinea, with a continued commitment to making a meaningful impact in Port Moresby and beyond.

Scan the QR code below to access the Professional Engineers Registration Act 2007:



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PRESIDENT'S MESSAGE

It has been a remarkable and deeply meaningful year for the Port Moresby Branch of the Institution of Engineers Papua New Guinea. While we may not have achieved every goal we set at the start, I am immensely proud of the progress we have made and the strong foundations we have laid for the future of our Branch.

A major milestone this year was the refinement of our strategic intent into a clear, actionable framework - our Strategy on a Page (SOAP). This blueprint now guides everything we do, aligning our work with four pillars that define both our purpose and our measures of success: Professional Integrity, Excellence and Growth, Collaboration and Capacity Building, and Impact and Responsibility. These pillars are more than concepts - they are our compass, shaping the way we engage, deliver, and hold ourselves accountable.

This year also saw the deepening of our partnerships, highlighted by the successful securing of PGK 92,800 in grant funding from industry supporters. These funds have allowed us to deliver some key initiatives including technical talks, school engagement programs, and the special 50th Independence "Breakfast with the Pioneers" - a heartfelt event that honored those who have shaped the engineering profession in Papua New Guinea and inspired the next generation of engineers.

From a governance perspective, I am proud to report that the Branch's financial accounts for 2024-2025 were independently audited, confirming our sound financial management and accountability. This transparency builds trust and strengthens our foundation as we continue to grow.

Looking forward, our continued success depends on supporting one another and remaining committed to our shared purpose. By maintaining focus, discipline, and a dedication to impact, we are poised to build an even stronger, more connected engineering community. To our members, partners, and volunteers, I extend my heartfelt thanks.



A stylized, handwritten signature in dark ink.

Puri Kei Temu - President (2024-2025)

31 March 2026



THE 3 W'S

WHO WE ARE

The Institution of Engineers Papua New Guinea (IEPNG) serves as the national platform for promoting engineering and supporting the professional development of its members across the country. It operates under the authority of the Professional Engineers (Registration) (Amendment) Act 2007, enacted by an elected Board. The Port Moresby Branch, formed in 2002, is one of nine branches under IEPNG, alongside Lae (which also includes a Student Chapter), Lihir, Kavieng, Wewak, Rabaul, Sepik, Tabubil, and the Highlands. The branch is managed by a committee of volunteers elected by its members, with each position held for a two-year term.

WHAT WE DO

The branch operates in alignment with the four core objectives outlined in the IEPNG branch guidelines. These objectives form the foundation of the branch and serve as the four strategic Pillars that guide its operations. The Four (4) Pillars are:



PROFESSIONAL INTEGRITY

"We Aspire to Promote Honorable Conduct and Practice of Engineering"



EXCELLENCE AND GROWTH

"We Aspire to Advocate for Competency in Engineering and Membership with IEPNG"



COLLABORATION AND CAPACITY BUILDING

"We Aspire to Provide Professional Development Opportunity and Promote Networking with the Engineering Community"



IMPACT AND RESPONSIBILITY

"We Aspire to Drive Meaningful Impact in the Communities within POM and Beyond"



WHY WE DO IT

We do it to uphold the integrity of the engineering profession, to empower engineers to grow and excel, to foster collaboration across the industry, and to create lasting, positive impacts in Port Moresby communities and beyond.



OUR STRATEGY ON A PAGE

PURPOSE STATEMENT

To support the strategic goals of IEPNG by promoting integrity in engineering practice, fostering professional growth and excellence, encouraging collaboration, and driving meaningful impact within the Port Moresby communities and beyond.

PILLARS	1. Professional Integrity	2. Excellence and Growth
ASPIRATIONS	To promote honourable conduct and practice of engineering.	To advocate for competency in engineering practice and membership with IEPNG.
	MEASUREKPI	MEASUREKPI
	PERA (Professional Engineers Registration Act)	IEPNG Membership
	Non-compliance auditTo plan	Full new membership registration>80% Full membership renewal>80% Clarity on registration processTo plan
	Ethics and Code of Conduct	CBA (Competency Based Assessment)
	Awareness SessionsTo plan	Awareness on CBA requirementsTo plan
PILLARS	3. Collaboration and Capacity Building	4. Impact and Responsibility
ASPIRATIONS	To provide opportunity for professional development and promote networking within the engineering community.	To promote and encourage engineers to contribute meaningfully to societal progress through community development, sustainable practices and charitable initiatives
	MEASUREKPI	MEASUREKPI
	Capacity Building	Engineering Future
	Engineering Tech TalksTo plan SKills WorkshopsTo plan	Non-Tertiary School Engineering AwarenessTo plan Engineering CompetitionsTo plan
	Networking	Community
	Networking EventTo plan World Engineering DayTo plan	Community Development ProjectTo plan
	Industry Partnerships	Equal Participation
	Partner with PNGTS on Technical TalksTo plan	Women in Engineering SupportTo plan



MEET THE TEAM

Steering Committee



Puri Kei Temu
President

Puri is the current President of the Branch. He holds a Bachelor's Degree in Civil Engineering from PNGUOT and works full time at Harmony Gold Mining Limited as the Projects and Engineering Superintendent. Outside work, Puri is an avid football enthusiast.



John Kawagle
Vice President

John is the current Vice President of the Branch. He holds a Bachelor's Degree in Civil Engineering from PNGUOT and works full time as an Integrity Engineer at ExxonMobil PNG Ltd. He's passionate about rugby and actively plays with the Valley Hunters Union Team.



Penias Paison
Treasurer

Penias brings extensive experience as both an engineer and public sector leader, having served as First Assistant Secretary for the PMO Team in the Department of Works and Highways. He is currently the Regional Engineer for the Southern Region at JBS Consulting Engineers, overseeing AusAID-funded projects.



Aidan Marabe
Secretary

Aidan is the current Secretary for the Branch. He holds a Bachelor's Degree in Mechanical Engineering from PNGUOT and works full time at NAC as a Mechanical Engineer. He loves books and is a gifted cook.

Pillar Leads



Glenda Kolam
Committee Member/
Pillar 1 Lead

Glenda is the Lead for Pillar 1 - Professional Integrity. She holds a Bachelors Degree in Electrical Engineering (Communications) and works full time as the Team Leader for Operations at NiuSky Pacific Limited. On her free time, she enjoys sewing.



Vicky Saramasi
Committee Member/
Pillar 2 Lead

Vicky is the Lead for Pillar 2 - Excellence and Growth. She holds a Bachelor's Degree in Electrical Engineering (Communications) and works full time as the Team Leader for Fixed and IMS Core, under the Network Planning and Design Department, at Telikom Limited.



Brian Wala
Committee Member/
Pillar 3 Lead

Brian is the Lead for Pillar 3 - Collaboration and Capacity Building. He holds a Bachelor's Degree in Civil Engineering from PNGUOT and works full time as a Geotechnical and Pipeline Engineer with ExxonMobil PNG Ltd. Brian loves rugby and enjoys playing footy with his friends during his free time.



Leonard Sil
Committee Member/
Pillar 4 Lead

Leo is the Lead for Pillar 4 - Impact and Responsibility and an architect by profession and works for KAWD & Sons. He loves writing.

Advisory



Lazaro Hemetsberger
Advisor/Past President

Lazaro is an engaged member of the Institution of Engineers Papua New Guinea where he has been actively and tirelessly working toward benchmarking IEPNG at the highest level globally. He holds a Bachelors Degree in Civil Engineering from PNGUOT and a Masters Degree in Project Management from AUT, New Zealand. He is a registered Civil Engineer and works full time as the Senior Project Manager with Stocks and Partners. Lazaro is the Past President of the Branch.



PILLAR UPDATES



PROFESSIONAL INTEGRITY

- **PERA and Non-compliance Audit**
 - The responsible team arranged several information sessions with NiuSky Ltd
 - Due to administrative constraints, the sessions were unable to proceed
- **Ethics and Code of Conduct Information Session**
 - NIL activities completed



EXCELLENCE & GROWTH

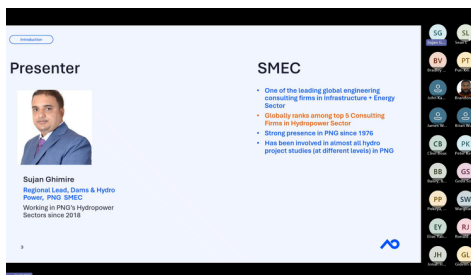
- **Information Session CBA and Membership Process**
 - NIL activities completed



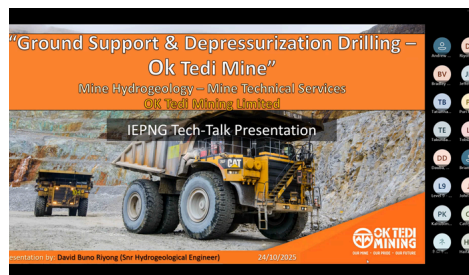


COLLABORATION & CAPACITY BUILDING

- **Technical Talks** - 4x technical talks held
- **Skills Workshop** - NIL
- **Networking Event** - 'Breakfast with Pioneers' Panel Discussion hosted in Sept



SMEC



OTML



KRAMER ASIA PACIFIC



MIDAS AU



IMPACT & RESPONSIBILITY

- **Awareness - Secondary Schools** - 3X schools in NCDC
- **Competition - Secondary Schools** - cancelled
- **Community Project** - postponed to 2026



POMIS



POM GRAMMAR



GEREHU SECONDARY



2025 AT A GLANCE

Note: 1 Committee Meeting held in Mar.

- 2024 AGM
- Tech Talk - MIDAS | PNGTS
- Tech Talk - SMEC
- Panel Discussion 'Breakfast with Pioneers'
- Tech Talk - OK TEDI MINING LTD.
- Tech Talk - Kramer Asia Pacific
- Awareness - Secondary Schools

APR

AUG

SEPT

OCT

NOV

2025





BRANCH MEMBERSHIP



OUR REGIONAL FOOTPRINT

359 REGISTERED MEMBERS

169 members	21 non-engineers	10 fellows
65 graduates	16 students	
67 technicians	11 hon. fellows	

42% technicians **7%** non-engineers (companion members)

* Based on IEPNG’s database.



PARTNERSHIPS

PARTNERSHIPS

"Our important institution we must protect and support."

- Adam Kramer, Managing Director, Kramer Asia Pacific

FINANCIAL PARTNERS



CO-DELIVERY PARTNERS





FINANCIALS

AUDITED FINANCIAL REPORT 2024

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY CHAPTER

REPORT OF THE EXECUTIVE TEAM

The Executive Team are pleased to present their report on the financial statements of the Port Moresby Chapter for the year ended 31 December 2024.

Nature of Entity and Activities

The Institution of Engineers Papua New Guinea Inc was established under the Professional (Registration) Act 1986. The Institution is governed by an elected Council and is not subject to the control or direction of any person other than as provided by the Professional (Registration) Act 1986.

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

Its functions include the determination of the qualifications acceptable for membership, the administration of membership, examinations, the provision of continuing professional education developing and formulating rules of ethical and professional conduct applicable to members, the promotion of engineering and other professional standards and the provision of services to members.

However, under the structure of Institution of Engineers Papua New Guinea Inc, it has set up chapters in various major centres of Papua New Guinea Inc to address member’s issues. Therefore, Port Moresby Chapter is one of those chapters.

Results

The results for the year ended 31 December 2024 show a Deficit of **K 6,267** (2023: Deficit of **K6,262**). Members funds as at 31 December 2024 stood at **K42,485** (2023: K49,123). These financial results represent only Port Moresby Chapter.

Executive Members

The executive members for the 2024 year were:

- Puri Kei Temu (President)
 - John Kawagle (V/President)
 - Lazaro Hemetsberger (Past President / Advisor)
 - Aidan Marabe (Secretary)
 - Penias Paison (Treasurer)
-

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY CHAPTER

Committee Members

The executive members for the 2024 year were:

- Puri Kei Temu
- John Kawagle
- Lazaro Hemetsberger
- Aidan Marabe
- Penias Paison

The Executive Team states that in its opinion:

- (a)the Revenue Statement and Cash Flow Statement show a true and fair view of the results of operations of the Institution of Engineers Papua New Guinea Inc – Port Moresby Chapter.
- (b)the Balance Sheet shows a true and fair view of the financial position as at end of the financial year.
- (c)there are reasonable grounds to believe that the Chapter will be able to pay its debts when they fall due.
- (d)the accounts have been prepared in accordance with generally accepted accounting practice in Papua New Guinea (which embodies the International Accounting Framework) and relevant International Financial Reporting Standards.

Signed in accordance with a resolution of the Executive Team



Chairman – Puri Kei Temu

Secretary – Aidan Marabe

Dated at Port Moresby this 31 day of March 2026

NIUGINI BUSINESS CONSULTANTS

Registered Public Accountants & Auditors

PO Box 391
PORT MORESBY
National Capital District
Telephone: 341 0440 Fax: 323 1723
E-Mail: niuginibusiness@daltrom.com.pg

PO Box 1347
MOUNT HAGEN
Western Highlands Province

AUDITOR'S REPORT TO THE MEMBERS OF INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC – PORT MORESBY CHAPTER

Scope

We have audited the financial report of Institution Of Engineers Papua New Guinea Inc – Port Moresby Chapter for the year ended 31 December 2024 as set out on pages 4 to 16. The Executive Team is 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 Branch.

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 – Port Moresby Chapter 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 31 March 2026

**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER**

**REVENUE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024**

	NOTES	2024 <u>K</u>	2023 <u>K</u>
Operating Revenue	2	5,870	-
Operating Expenses	2	<u>12,137</u>	<u>6,262</u>
NET SURPLUS / (DEFICIT) FOR THE YEAR		<u>(6,267)</u>	<u>(6,262)</u>

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2024**

	NOTES	2024 <u>K</u>	2023 <u>K</u>
Equity as at start of year		49,123	55,385
Net Surplus / (Deficit)		<u>(6,267)</u>	<u>(6,262)</u>
MEMBERS EQUITY AS AT END OF YEAR		<u>42,856</u>	<u>49,123</u>

The accompanying notes form an integral part of these accounts.

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER

BALANCE SHEET
AS AT 31 DECEMBER 2024

	<u>Notes</u>	2024	2023
		K	K
CURRENT ASSETS			
Cash		44,356	49,123
Trade Debtors		-	-
TOTAL ASSETS		<u>44,356</u>	<u>49,123</u>
CURRENT LIABILITIES			
Trade Creditors and Accruals		1,500	-
GST Payable		-	-
TOTAL CURRENT LIABILITIES		<u>1,500</u>	<u>-</u>
TOTAL LIABILITIES		<u>1,500</u>	<u>-</u>
MEMBERS EQUITY		<u>42,856</u>	<u>49,123</u>
TOTAL LIABILITIE AND MEMBERS EQUITY		<u>44,356</u>	<u>49,123</u>

To be read in conjunction with the notes on Pages 24 to 27

**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER**

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	NOTES	2024 <u>K</u>	2023 <u>K</u>
CASH FLOW FROM OPERATING ACTIVITIES			
Cash received from Short Courses & Awareness during the financial year		5,870	-
Cash Paid for operating expenses		<u>(10,637)</u>	<u>(6,262)</u>
Net cash flow from operating activities		<u>(4,767)</u>	<u>(6,262)</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		-	-
Trade Debtors		<u>-</u>	<u>-</u>
Net cash inflow/(outflow) from investing activities		<u>-</u>	<u>-</u>
CASH FLOW FROM FINANCING ACTIVITIES			
Sundry Creditors		-	-
GST Collected		<u>-</u>	<u>-</u>
Net cash inflow/(outflow) from investing activities		<u>-</u>	<u>-</u>
Net Increase / (decrease) in cash held		(4,767)	(6,262)
Cash at beginning of financial year		<u>49,123</u>	<u>55,385</u>
Cash at end of financial year		<u><u>44,123</u></u>	<u><u>49,123</u></u>
Represented by:			
Cash at bank and on hand		44,356	49,123
Term Deposits		<u>-</u>	<u>-</u>
		<u><u>44,356</u></u>	<u><u>49,123</u></u>

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 24 to 27

**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER**

**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:

Plant and Machinery	10 years
Computer Equipment	5 years
Furniture and Fittings	10 years
Motor Vehicles	5 years

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 net income of the Institution is exempted from income tax under *Section 27* of the *Papua New Guinea Income Tax Act*.

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER
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 -		
Grants		
Other Income	-	-
Branch / Chapter Allocation, other income	<u>5,878</u>	<u>-</u>
	<u>5,878</u>	<u>-</u>
Charging as Operating Expenses -		
Audit Fees	1,500	-
Other operating charges	<u>10,623</u>	<u>6,282</u>
Total Operating Costs	<u>12,123</u>	<u>6,282</u>

3. CONTINGENT LIABILITY

There were no contingent liabilities at balance date and non have arisen since balance date.

4. CAPITAL COMMITMENTS

There were no capital commitments at 31 December 2024.

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER

DETAILED INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 K	2023 K
INCOME		
Branch / Chapter Allocation	-	
Grants	-	
Other Income	<u>5,870</u>	<u>-</u>
TOTAL REVENUE	5,870	-
 EXPENDITURE		
Advertising	-	-
Audit Fees	1,500	-
Bank Charges	188	109
Conference, Outreaches, Meetings & Workshops	4,299	6,153
Donations	6,150	-
Other	<u>-</u>	<u>-</u>
TOTAL EXPENSES	<u>12,137</u>	<u>6,262</u>
SURPLUS / (DEFICIT)	<u>6,267</u>	<u>(6,262)</u>

AUDITED FINANCIAL REPORT 2025

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY CHAPTER

REPORT OF THE EXECUTIVE TEAM

The Executive Team are pleased to present their report on the financial statements of the Port Moresby Chapter for the year ended 31 December 2025.

Nature of Entity and Activities

The Institution of Engineers Papua New Guinea Inc was established under the Professional (Registration) Act 1986. The Institution is governed by an elected Council and is not subject to the control or direction of any person other than as provided by the Professional (Registration) Act 1986.

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

Its functions include the determination of the qualifications acceptable for membership, the administration of membership, examinations, the provision of continuing professional education developing and formulating rules of ethical and professional conduct applicable to members, the promotion of engineering and other professional standards and the provision of services to members.

However, under the structure of Institution of Engineers Papua New Guinea Inc, it has set up chapters in various major centres of Papua New Guinea Inc to address member’s issues. Therefore, Port Moresby Chapter is one of those chapters.

Results

The results for the year ended 31 December 2025 show a Deficit of **K 32,544** (2024: Deficit of **K6,267**). Members funds as at 31 December 2025 stood at **K75,400** (2024: K42,586). These financial results represent only Port Moresby Chapter.

Executive Members

The executive members for the 2025 year were:

- Puri Kei Temu (President)
 - John Kawagle (V/President)
 - Lazaro Hemetsberger (Past President / Advisor)
 - Aidan Marabe (Secretary)
 - Penias Paison (Treasurer)
-

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY CHAPTER**Committee Members**

The executive members for the 2025 year were:

- Puri Kei Temu
- John Kawagle
- Lazaro Hemetsberger
- Aidan Marabe
- Penias Paison

The Executive Team states that in its opinion:

(a) the Revenue Statement and Cash Flow Statement show a true and fair view of the results of operations of the Institution of Engineers Papua New Guinea Inc – Port Moresby Chapter.

(b) the Balance Sheet shows a true and fair view of the financial position as at end of the financial year.

(c) there are reasonable grounds to believe that the Chapter will be able to pay its debts when they fall due.

(d) the accounts have been prepared in accordance with generally accepted accounting practice in Papua New Guinea (which embodies the International Accounting Framework) and relevant International Financial Reporting Standards.

Signed in accordance with a resolution of the Executive Team



Chairman – Puri Kei Temu

Secretary – Aidan Marabe

Dated at Port Moresby this 31 day of March 2026

NIUGINI BUSINESS CONSULTANTS

Registered Public Accountants & Auditors

PO Box 391
PORT MORESBY
National Capital District
Telephone: 341 0440 Fax: 323 1723
E-Mail: niuginibusiness@dalton.com.pg

PO Box 1347
MOUNT HAGEN
Western Highlands Province

AUDITOR'S REPORT TO THE MEMBERS OF INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC – PORT MORESBY CHAPTER

Scope

We have audited the financial report of Institution of Engineers Papua New Guinea Inc – Port Moresby Chapter for the year ended 31 December 2025 as set out on pages 4 to 8. The Executive Team is 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 Branch.

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 – Port Moresby Chapter as at 31 December 2025, 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 31 March 2026

**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER**

**REVENUE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2025**

	NOTES	2025 <u>K</u>	2024 <u>K</u>
Operating Revenue	2	93,100	5,870
Operating Expenses	2	<u>60,556</u>	<u>12,137</u>
NET SURPLUS / (DEFICIT) FOR THE YEAR		<u>32,544</u>	<u>(6,267)</u>

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025**

	NOTES	2025 <u>K</u>	2024 <u>K</u>
Equity as at start of year		42,856	49,123
Net Surplus / (Deficit)		<u>32,544</u>	<u>(6,267)</u>
MEMBERS EQUITY AS AT END OF YEAR		<u>75,400</u>	<u>42,856</u>

The accompanying notes form an integral part of these accounts.

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER

BALANCE SHEET
AS AT 31 DECEMBER 2025

	<u>Notes</u>	2025	2024
		K	K
CURRENT ASSETS			
Cash		78,400	44,356
Trade Debtors		-	-
TOTAL ASSETS		<u>78,400</u>	<u>44,356</u>
CURRENT LIABILITIES			
Trade Creditors and Accruals		3,000	1,500
GST Payable		-	-
TOTAL CURRENT LIABILITIES		<u>3,000</u>	<u>1,500</u>
TOTAL LIABILITIES		<u>3,000</u>	<u>1,500</u>
MEMBERS EQUITY		<u>75,400</u>	<u>42,856</u>
TOTAL LIABILITIE AND MEMBERS EQUITY		<u>78,400</u>	<u>44,356</u>

To be read in conjunction with the notes on Pages 34 to 37

**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER**

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2025

	NOTES	2025 <u>K</u>	2024 <u>K</u>
CASH FLOW FROM OPERATING ACTIVITIES			
Cash received from Short Courses & Awareness during the financial year		93,100	5,870
Cash Paid for operating expenses		<u>(59,056)</u>	<u>(10,637)</u>
Net cash flow from operating activities		<u>34,044</u>	<u>(4,767)</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		-	-
Trade Debtors		<u>-</u>	<u>-</u>
Net cash inflow/(outflow) from investing activities		<u>-</u>	<u>-</u>
CASH FLOW FROM FINANCING ACTIVITIES			
Sundry Creditors		-	-
GST Collected		<u>-</u>	<u>-</u>
Net cash inflow/(outflow) from investing activities		<u>-</u>	<u>-</u>
Net Increase / (decrease) in cash held		34,044	(4,767)
Cash at beginning of financial year		<u>44,356</u>	<u>49,123</u>
Cash at end of financial year		<u>78,400</u>	<u>44,123</u>
Represented by:			
Cash at bank and on hand		78,400	44,356
Term Deposits		<u>-</u>	<u>-</u>
		<u>78,400</u>	<u>44,356</u>

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 34 to 37

**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

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:

Plant and Machinery	10 years
Computer Equipment	5 years
Furniture and Fittings	10 years
Motor Vehicles	5 years

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 2025 financial year.

D. Income Tax

The net income of the Institution is exempted from income tax under *Section 27* of the *Papua New Guinea Income Tax Act*.

INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

2. OPERATING PROFIT

	2025 K	2024 K
The operating profit has been determined after charging/ (crediting) the following items:-		
Crediting as Income -		
Grants		
Other Income	92,800	-
Branch / Chapter Allocation, other income	<u>300</u>	<u>5,878</u>
	<u>93,100</u>	<u>5,878</u>
Charging as Operating Expenses -		
Audit Fees	1,500	1,500
Other operating charges	<u>59,056</u>	<u>10,623</u>
Total Operating Costs	<u>60,556</u>	<u>12,123</u>

3. CONTINGENT LIABILITY

There were no contingent liabilities at balance date and non have arisen since balance date.

4. CAPITAL COMMITMENTS

There were no capital commitments at 31 December 2025.

**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER**

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2025

**INSTITUTION OF ENGINEERS PAPUA NEW GUINEA INC - PORT MORESBY
CHAPTER**

**DETAILED INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2025**

	2025 K	2024 K
INCOME		
Branch / Chapter Allocation	-	-
Grants	92,800	-
Other Income	<u>300</u>	<u>5,870</u>
TOTAL REVENUE	93,100	5,870
EXPENDITURE		
Advertising	19,453	-
Audit Fees	1,500	1,500
Bank Charges	268	188
Conference, Outreaches, Meetings & Workshops	27,249	4,299
Donations	6,036	6,150
Entertainment / Media	<u>6,050</u>	<u>-</u>
TOTAL EXPENSES	<u>60,556</u>	<u>12,137</u>
SURPLUS / (DEFICIT)	<u>32,544</u>	<u>6,267</u>



BLAKE GIYOMWANAURI

14.12.2000 - 22.05.2025

Blake was an upcoming structural engineer, full of life and promise, and an active volunteer with IEPNG Port Moresby Branch.

LEST WE FORGET

