



THE GCEA NEWS

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WHO WE ARE..

GCEA is the Ghana Consulting Engineers Association. It was incorporated on 21st February 1973 and charged with promoting and implementing the consulting engineering industries in Ghana on behalf of its Member firms and to disseminate information and resources of interest to its members.

MEMBERSHIP

Membership of the Association shall be open to firms and individuals primarily engaged in engineering consultancy and

related activities whose head office or branch office is in Ghana and who subscribe to the objects of the Association.

AFFILIATIONS

GCEA is recognized by the Ghana Institution of Engineers as a formal Association of Consulting Engineers in Ghana and a key partner to the growth of the engineering profession. It is a member of FIDIC Africa; International Federation of Consulting Engineers

(FIDIC). Some aims and objectives of GCEA include;

- ◆ Formulating policies and guidelines upon which the practice of professional engineering services shall be performed.
- ◆ Enhancing the collective reputation and economic viability of the members of the Association.
- ◆ Promoting education and training in engineering and its professional practice.

COVID-19 VACCINES
ARE SAFE.
COVID-19 VACCINES
ARE SAFE.
COVID-19 VACCINES
ARE SAFE.

GET VACCINATED
WHEN YOU CAN AND
SAVE LIVES.



President Akufo-Addo receives his first dose of the COVID-19 Vaccine at the 37 Military Hospital.

THE PRESIDENT'S MESSAGE



Ing. W.D ALBERT VIALA
— GCEA PRESIDENT

The end of the year marks the end of a year term of office of the current Council and my position as President of Ghana Consulting Engineers Association (GCEA).

The year has been deplorable for our member firms and the world as a whole, in that we all had to endure the COVID-19 situation. Lack of job opportunities, delayed-payment of services provided, unfair procurement practices, etc., affected the operations of most of our Member Firms. We are faced with difficulty in meeting recurrent expenditures of maintaining our offices. Some have had to undertake staff downsizing.

Interest in the activities of GCEA by member firms has been low in the year as a result of the COVID-19 outbreak. I believe however that we can overcome these challenges if we act together. I therefore appeal to all member firms to be active in the year

2021 so that we can promote our association together.

I wish to remind us once again that we have a major role to play in our nation's infrastructural development. We should therefore do well to let our leadership appreciate the fact that we are an important stakeholder in the National development agenda.

I wish to thank you all and the council members for your support.

EXCERPT FROM 2020 AGM REPORT

4.0 COUNCIL MEMBERSHIP

On 5th December 2019, during the Annual General Meeting (AGM), the following persons were elected to constitute the new Council of the GCEA with a two-year mandate (2020/2021) to steer the affairs of the GCEA:

- | | | |
|--|---|-------------------------------|
| 1. Ing. W.D. Albert Viala | - | President |
| 2. Ing Isaac Addai | - | Immediate Past President |
| 3. Ing Kwaku Osafo-Affum | - | Vice-President |
| 4. Ing Peter F. Aganu | - | Honorary Treasurer |
| 5. Ing Festus Odametey | - | Honorary Secretary |
| 6. Ing Donald Danquah | - | Councillor |
| 7. Ing Magnus Quarshie | - | Councillor |
| 8. Ing Francis K. Yankey | - | Councillor |
| 9. 10. Ing (Mrs) Nana Akua Brenyah Boateng | - | Councillor |
| 10. Ing (Mrs) Jane Naki Tetteh-Anowie | - | Future Leaders Representative |

The Council asked Ing. (Mrs.) Jane Naki Tetteh-Anowie to serve as the liaison for FIDIC Future Leaders for another term. Ing. (Mrs.) Jane Naki Tetteh-Anowie has graciously accepted.

GCEA

EXCERPT FROM 2020 AGM REPORT CON'T

5.0 ACTIVITIES OF COUNCIL FOR THE YEAR 2020

The Council as mandated by the constitution, undertook its activities for the year of reporting through the under listed committees;

- Finance
- Membership
- Outreach
- Professional Practice and Ethics
- Local Content Committee
- Education and Training
- Publication
- Welfare
- Future Leaders Forum

The main objectives laid out for the 2020/21 Term were as follows:-

NO.	2020/ 21 OBJECTIVE
1.	Review and improve the administration operations to facilitate the achievement of our vision.
2.	Promote policies that serves the interest of GCEA at both Governmental/Institutional Level to make the Association attractive to consulting firms e.g. Professional Fees Tax considerations Local Content considerations PPA considerations Collaboration with MMDA's Collaboration with Association of Contractors/BEP's Collaboration with sector Ministries/Organizations
3.	Support and enhance the operations of the committees to make them effective.
4.	Encourage more interactions with Council Members and Member Firms on the Vision and benefits of the Association.
5.	Bringing in other Consulting Firms in the Built Environment (eg. QS and Architects) into our fold.
6.	Training in Management of Engineering Consultancy through seminars, workshops and webinars (especially in these COVID-Times).
7.	Build a strong Relationship with FIDIC.
8.	Build a strong Relationship with FIDIC Africa.
9.	Build a strong Relationship with Sector Ministries (GHA/MRH,MWH, MoA, MoR, MoF etc).

EXCERPT FROM 2020 AGM REPORT CON'T

5.1 Finance Committee

The Finance Committee is chaired by Ing Peter F. Aganu, of ABP Consult Ltd. and has the following as members:

- Ing Peter F. Aganu - Chairperson
- Mr. Michael Amissah - Member
- Mr. Johnson Aferah - Member
- Mrs. Elaine Asare - Secretary

The Committee has been responsible for the financial management of all transactions of the Association as approved by Council. A summary of transactions are as follows;

- Formulation of Financial Policies for member firms
- Purchase and provision of logistics for FIDIC Training Courses Modules 1-4 and EPC Turnkey organised at the GCEA;
- Pursuing receivables from debtors in connection with training courses;
- Collection of membership dues

5.2 Membership Committee

The Membership Committee is chaired by Ing Kwaku Osafo-Affum, the Vice-President and a Director of Twum Boafo and Partners and has the following as members.

- Ing Kwaku Osafo-Affum - Chairperson
- Ing John Kemeh - Member
- Ing Kwame Adutua Amakye - Member
- Ing Dr. Owusu Achaw - Member
- Ing Joseph Omani - Member
- Mrs Elaine Asare - Secretary

The activities of the Membership committee during the year include the following:

- Receiving and vetting the applications of two new firms who applied to join the Association.
- These applications have been approved and the firms granted “Full Membership” status as they met the full requirement of the constitution.

They are:

- ♦ **Appro-Plan Consult – Civil Engineering**
- ♦ **Nordel Ltd. - Electrical Engineering**

The total membership of the Association stands at 58.

Item	1999 Closing	2020 Opening	2020 Closing
1	56	56	58

EXCERPT FROM 2020 AGM REPORT CON'T

5.3 Outreach Committee

The Outreach Committee is chaired by Ing Magnus Quarshie of Delin Consult Ltd. and has the following as members;

- Ing. Magnus Quarshie - Chairperson
- Nathan Briandt Coker - Member
- Mrs. Elaine Asare - Secretary

The committee made an effort to seek audience with the Minister of Roads and Highways to discuss lack of jobs and delayed payments of member firms.

5.4 Professional Practice and Ethics Committee

The Committee on Professional Practice is chaired by Ing Donald Danquah of Macdons Consult Ltd. and has the following as members:

- Ing Donald Danquah - Chairperson
- Ing Seth Attipoe - Member
- Ing Alex Amoyaw - Member
- Ing David Sackey - Member
- Ing Ato Roberts - Member
- Ing Duncan Williams - Member
- Ing Gordon Ofori Amoah - Member

Committee is developing a paper on what Professional Practice is.

5.5 Local Content Committee

The Local Content Committee Chairperson is Ing Donald Danquah of Macdons Consult. He was made the head of the Local Content Committee because the Executive decided to attach it to the Professional Practice and Ethics Committee. It has the following members;

- Ing Donald Danquah – Chairperson
- Ing Kofi Asare-Yeboah – Member
- Ing Jabesh Amissah Arthur - Member
- Ing Magnus Quarshie - Member
- Mrs. Elaine Asare - Secretary

The committee is preparing a detailed Local Content Document for the built environment.

5.6 Education and Training Committee

The Education and Training Committee chaired by Ing (Mrs.) Nana Akua Brenyah Boateng of Associated Consultants Ltd., has the following as members:

- Ing (Mrs) Nana Akua Brenyah Boateng - Chairperson
- Ing Magnus L. Quarshie - Member
- Ing (Mrs) Jane Naki Tetteh-Anowie - Member
- Ing K. G. Bempong - Member
- Ing Kojo Appiah Mensah - Member
- Mrs. Elaine Asare - Secretary

EXCERPT FROM 2020 AGM REPORT CON'T

5.6.1 FIDIC TRAINING

Owing to the COVID-19 pandemic, the 2020 FIDIC Training courses were significantly hampered. The Secretariat ran only 2 FIDIC Training courses (modules 1 & 2), all of which were online. Training was half day which covered 8 working days.

No	Date	Course Description	Location	Participants
1	1-6/10/2020	FIDIC Conditions of Contract - Module 1	GCEA/GhIE	17
2	8-13/10/2020	FIDIC Conditions of Contract - Module 2	GCEA/GhIE	14

*Fee was reduced to attract those who have already taken the courses.

5.7 PUBLICATIONS COMMITTEE

The Publications Committee is chaired by Ing Francis K. Yankey of ABP Consult Ltd. and has the following as members:

- Ing Francis K. Yankey - Chairperson
- Mr. Jean Baptista Nyaku - Member
- Ing Yiadom Boachie Agyeman - Member
- Mrs. Elaine Asare - Secretary

The Committee has undertaken the publication of three editions of the GCEA Newsletter during the year 2020. The fourth edition will be released in the second week of January 2021.

Some of the editions featured;

- Online FIDIC Webinars held on COVID-19 pandemic
- The President's message
- The online 2020 FIDIC/GAMA Conferences
- Biodata of council members
- Council Meeting issues
- Trending issues of FIDIC, FIDIC Africa and Future Leaders
- Objectives of GCEA, etc.

The committee has created a social media platforms to include LinkedIn, Twitter and Facebook, where issues concerning GCEA in the built environment will be published and discussed.

Members are being reminded to get the roll-up banners and place them in their offices.

5.8 WELFARE COMMITTEE

The Welfare committee is chaired by Ing. Festus Odametey, Director at Bans Consult Ltd., and has the following as members;

- Ing Festus Odametey - Chairperson
- Ing Franklyn Twumasi - Member
- Ing Odartey Ashong-Lampsey - Member
- Mrs Elaine Asare - Secretary

The committee has completed a welfare policy for the association. The council has approved the policy and started its implementation .

EXCERPT FROM 2020 AGM REPORT CON'T

5.9 FIDIC Future Leaders (Young Professionals Forum)

The development of our Future Leaders is of paramount importance to the GCEA considering that the sustainability and future of the Association and the consulting engineering sector depends on well-trained, capable and visionary Future Leaders.

The term of the leadership has ended and due to the cold attitude of members of the forum, it has become difficult for Mrs Jane Naki Tetteh-Anowie who represents the members at council to be replaced.

We implore the Managing Director's and Chief Executives of member firms to encourage the future leaders in their offices to participate in their activities.

Member firms are advised to sponsor some of their Future Leaders for the next programme when registration opens sometime in February, 2021.

6.0 APPOINTMENT OF AUDITORS

In accordance with Article IX sub-section 2b of the GCEA Constitution, the council maintained the services of the auditor, M/S DTK Consult, for the auditing of the of the GCEA account for the year ending September 2020.

6.1 Sale of FIDIC Publications

The Secretariat stocks a number of FIDIC Publications including Conditions of Contract for the various types of Contracts for both construction and consultancy which are purchased directly from FIDIC at discounted prices.

PUBLICATION	SELLING PRICE (EUR EQUIVALENT)
Red Book 1999 Edition – 2017 Edition	80.00 100.00
Yellow Book – 2017 1999 Edition 2017Edition	80.00 100.00
Silver Book 1999 Edition – 2017 Edition	80.00 100.00
Orange Book (1 st Edition)	100.00
White Book 2017 Edition	60.00
FIDIC Contract Guide	250.00
Joint Venture 2017 Edition	60.00

EXCERPT FROM 2020 AGM REPORT CON'T

7.0 INTERNATIONAL AFFILIATIONS

The GCEA has maintained its membership of FIDIC and FIDIC Africa (GAMA) and is currently up to date in the payment of its annual subscriptions to the two international bodies.

International Conferences

The FIDIC and GAMA 2020 conferences were held online owing the COVID-19 pandemic.

- **FIDIC** successfully held its business programme of events alongside the FIDIC General Assembly Meeting (GAM) from 13th to 15th September 2020 via zoom to discuss key issues facing the industry. Reports were presented.

Seminars on COVID-19 were held to offer help and guidance to firms as they come to terms with the COVID-19 pandemic.

Ing James Mwangi, the immediate past president of FIDIC Africa has been elected as a member of the FIDIC Board.

- The name GAMA has been changed to **FIDIC Africa**. **FIDIC Africa** also held its online forum for Presidents on September 22, 2020. The meeting was chaired by the newly elected President, Ing Kabelo, Motswagole to discuss FIDIC issues affecting member countries and the way forward. They intend to hold such meetings twice in a year.

It emerged that most member countries are facing similar challenges in their respective countries.

9.0 CONCLUSION

This year has seen GCEA continuing on a steady growth despite the upheavals of the COVID-19 pandemic on our operations.

The Objectives set for 2020/21 have seen GCEA make strides that will form a solid foundation in strengthening the Secretariat to provide significant value-add to members.

Turning to the list of objectives, the table below details our attainment against the goals we set for the 2020 year.

NO.	2020/ 21 OBJECTIVE	ATTAINMENT
1.	Review and improve the administration operations to facilitate the achievement of our vision.	Council has engaged the professional services of Mr. Michael Amissah ACMA CGMA, to support the Secretariat. A UK qualified chartered management accountant and senior business consultant with over 26 years of professional experience in US, UK, Europe and Ghana.
2.	Promote policies that serves the interest of GCEA at both Governmental/Institutional Level to make the Association attractive to consulting firms e.g. • Professional Fees • Tax considerations • Local Content considerations • *PPA considerations • *Collaboration with MMDA's • Collaboration with Association of Contractors/BEP's • Collaboration with sector Ministries/ Organizations	The Council has:- • Engaged GRA, writing to them addressing members' concerns regarding Withholding Tax (WHT), and the treatment and impact of VAT payment on members' cash flow positions with the intent to impact the treatment of their audit of members' tax returns. • Professional Fees – a position paper has been submitted that would establish the categorization of each of the consultant levels – with reference to 'post-qualification experience' – and set forth recommendations for the fees attributable to each of the levels. • Local Content – a sub-committee has been convened and work is underway to collaborate with other professions to reach a consensus on a way forward.

EXCERPT FROM 2020 AGM REPORT CON'T

3.	Support and enhance the operations of the committees to make them effective.	The Secretariat is now well resources to provide the necessary professional support to the committees.
4.	Encourage more interactions with Council Members and Member Firms on the Vision and benefits of the Association.	We shall be embarking on issuing a series of quarterly surveys that are aimed at ensuring all members are equally participating and can have their issues flagged and addressed by the Council.
5.	Bringing in other Consulting Firms in the Built Environment (eg. QS and Architects) into our fold.	Good progress is being made through GCEA's lead on tax issues with GRA; similarly with our input on the Professional Fee.
6.	Training in Management of Engineering Consultancy through seminars, workshops and webinars (especially in these COVID-Times).	GCEA is developing a series of training and workshop programs that will focus on Project Accounting/Activity Based Accounting methodologies and Operational Finance (budgeting, forecasting, reporting, and project profitability analysis). This will afford member firms greater insights and also ensure alignment across the Association.
7.	Build a strong Relationship with FIDIC.	Ing James Mwangi of Kenya, the immediate past President of FIDIC Africa is now an executive member of FIDIC board.
8.	Build a strong Relationship with GAMA.	The name GAMA has been changed to FIDIC Africa. The new FIDIC Africa President is Ing Kabole Motswagole. FIDIC Africa wants to have interactive Presidential zoom meetings twice in a year. It emerged that most of the member countries have similar challenges in their respective countries.
9.	Build a strong Relationship with Sector Ministries (GHA/MRH,MWH, MoA, MoR, MoF etc).	Meetings held with the various sector Ministers have been very fruitful. However, there is need to consolidate the cooperation and take it to higher heights for the mutual benefits of the GCEA and the various sector ministries.

*Activities planned to be undertaken in 2021.

The financial standing of GCEA has been affected due to the lack of training courses put on this year, as a result of the COVID-19. It is important that members are up to date with their Membership dues. The Secretariat shall follow up with members who remain delinquent on their dues.

The GCEA has been well represented at the international conferences of FIDIC and GAMA which has contributed to raise the image of Ghana in the international arena. Member firms are therefore encouraged to sustain this feat in the coming years. The Ghana Future Leaders Forum has achieved a high reputation in FIDIC and GAMA and as such a lot more leadership is expected from the Ghana Future Leaders. Unfortunately, the Future Leaders Forum response to local initiatives has been rather poor. We ask for the support of the management of member firms to encourage and support their Future Leaders Forum to effectively participate in the activities of the Ghana Future Leaders Forums.

KNOWING YOUR COUNCILLORS



**ING. NANA AKUA
BRENYAH BOATENG—**
Councillor

Ing. Nana Akua Brenyah Boateng is a Senior Consultant with Associated Consultants Ltd. She holds a Master of Science degree in Construction Management from City University London and a Bachelor's Degree in Civil Engineering from Kwame Nkrumah University of Science and Technology. She is a registered Professional Engineer with the Ghana Institu-

tion of Engineering (GhIE).

Nana Akua joined Associated Consultants Ltd in September 2010 where she has worked on a number of projects in the road sector undertaking both design and supervision activities. She has also managed a few environmental and social safeguards projects. She takes delight in mentoring young engineers and involves them in all her duties.

She is also the Business Development Manager with about 6 years experience in developing business solutions, generating revenue for the firm, preparing business proposals and drawing contracts for projects. She manages and retains good relationships with clients and external consultants. She is skilled at bridging the gap between management, and engineering disciplines liaising at ease with the relevant authorities.

She also has keen interest in Quality Management for all aspects of engineering consultancy services and has developed quality procedures and processes for her firm.

Nana Akua being an all rounded and versatile person serves on a number of professional bodies and committees; she is

an advisor on the Council of Consulting Engineers Association (GCEA), she serves as the financial secretary for the Women in Engineering, Ghana (WinE), a member of the GhIE Programs and conference committee and Standards and professional practice committee. She also serves as the board secretary for the KNUST Engineering Education Project (KEEP) - Industrial Advisory Board.

KNOWING YOUR COUNCILLORS



**ING. (MRS) JANE NAKI
TETTEH-ANOWIE—**
Councillor

An experienced and passionate environmental engineer dedicated to designing and assessing environmental impact of engineering projects. She works with one of the leading private Engineering consulting firms in Accra as a Principal Consultant in the area of environmental engineering.

She obtained her Bachelor's and Master's engineering

degrees from the College of Engineering at the Kwame Nkrumah University of Science and Technology (KNUST). She also holds a Certificate in Water Transport and Distribution from UNESCO-IHE Institute for Water Education, Netherlands.

She is into planning and giving environmental impact assessment support to new build projects; management of legacy issues and due diligence of industrial acquisitions or divestments. Industry experience includes power, roads and highways, buildings and water infrastructure. She has over 10 years experience in consulting for infrastructure projects funded by major international lending institutions including the World Bank, African Development Bank (AfDB), ORIO and French Development Agency (AFD).

She is proficient at completing environmental investigation for upcoming project, developing and implementing environmental improvement program, and collecting and analysing field data. This includes;

- Environmental investigation
- Project reviews
- Impact assessment
- Improvement program
- Regulatory compliance

- Budgeting
- Administration
- Project supervision

She is skilled at bridging the gap between management, engineering and scientific disciplines liaising at ease with relevant Authorities. She also serves on Technical Evaluation and Review Panel for Millennium Development Authority (MiDA). She has also been involved a number of water and sanitation projects.

She is a member of the International Association of Impact Assessment (IAIA), Ghana Institution of Engineers (GhIE) and Ghana Institute of Safety and Environment Professional (GhISEP). She served as secretary of women in Engineering (WinE) and currently the Vice President. On the FIDIC front, I was a member of the FIDIC Membership Committee; a steering committee member for FIDIC Africa Future Leaders (formerly FIDIC GAMA YPF) and currently the Chair for Future Leaders of Ghana Consulting Engineers Association (GCEA). Naki is also a member of the Training Committee and local planning committee of the GCEA.

KNOWING YOUR COUNCILLORS



ING. MAGNUS LINCOLN QUARSHIE,
FGhIE—Councillor

Ing. Magnus Lincoln Quarshie is a civil engineer with over 25 year post qualification experience. He obtained a B.Sc Civil engineering degree in KNUST, Ghana and an M.Sc in Transportation and Road Engineering in TU/IHE Delft, The Netherlands.

Ing. Quarshie has been involved in several projects and contributed to making key decisions at the conceptual,

planning, design, construction, monitoring and maintenance stages. He has been the Team Leader for key transport planning and public transport Initiatives for the World Bank and Bank funded projects.

As the Transportation Expert he made key decisions on the development of the Strategic Environmental Assessment for the Ghana National Transport Policy and promoted the inclusion of cycling as a policy aim in the transport policy.

He was selected among 18 experts around the world by EMBARQ, USA and International Development and Research Centre, Canada to develop research topics on Active Transport (non motorized transport) in June, 2013.

He received National recognition at the 2013 National Road Safety Awards for his consistent advocacy for best practices particularly in the provision of safe facilities for cyclists and pedestrians which continue to motivate and influence the transport systems towards better road safety management in Ghana.

He was the Team Leader and Key expert for the SSATP study for mobility and accessibility for Nigeria and Ghana

respectively and also the Deputy Manager for Ghana Urban Mobility and Accessibility Project. He is also a short term Consultant for the World Bank and the Africa Development Bank.

He is a Past President of the Ghana Institution of Engineering and the Past President of the West African Federation of Engineering Organizations.

NEW MEMBERS OF GCEA

APPRO-PLAN CONSULT

TEL: 0302 – 220 170

**NORDEL
LIMITED**

Tel: 0246617004

**G
C
E
A**

HIGHLIGHTS FROM FIDIC CEO'S UPDATE NO.14



Dr. Nelson Ogunshakin
OBE—FIDIC CEO

INTRODUCTION

As ever, FIDIC staff continue to work largely remotely due to the ongoing Covid pandemic restrictions and we can only hope that the implementation of the global vaccination programme is successful so that we can start thinking about a greater return to some form of normality in

the months ahead. We are only one month into 2021 and already it is clear that FIDIC is in for another very busy year ahead. Our new online events programme is up and running and once again it's great to see hundreds of industry professionals from around the globe signing up to attend our popular webinar series. Building on the success of last year's successful events, it's clear that FIDIC is now able to attract knowledgeable global industry experts to speak at our webinars and we are grateful to all those who are working with us. February promises to be a particularly busy month as it sees the launch of FIDIC's new State of the World report series, the continuation of our Covid 2021 and FIDIC committee series of events, the build up to the launch of the new FIDIC Credentialing company and the roll-out of our Infrastructure Global platform.

A CHANGING BUSINESS MODEL FOR CHANGING TIMES

In an uncertain world, the need for a dynamic federation and member associations (MAs) is greater than ever. The Covid-19 crisis has been a powerful reminder of the value our MAs can deliver for their member firms and also the ability of MAs to adapt quickly when given a compelling reason to do so. No federation or member association can reach its full potential while shackled by operating models that are no longer effective. The evolution of society to an ultra-connected business environment now requires similar evolution in our MAs and indeed in FIDIC too.

As FIDIC is being transformed into digital organisation, I am pleased to see a number of our member associations following the same moves by transforming their business model in responding to the changes in the business environment. Over the months ahead, the FIDIC secretariat will be working with the FIDIC

membership committee to revamp our operational and commercial support activities for the FIDIC regional groups and MAs with a view to enhance our value proposition and assist them to effect the necessary transformation programme for the future.

LAUNCH OF FIDIC CREDENTIALING

This month sees two important information events to update our stakeholders as we move closer to the March launch of the new FIDIC Credentialing initiative programme, FCL Limited. This new company will offer certification and professional development services to a range of professionals working in the global infrastructure, engineering and construction industry and we hope it will herald a new era for credentialing for the construction and infrastructure sector, ensuring that evaluation and certification programmes are available all year round to industry professionals. To ensure that key FIDIC stakeholders are kept fully informed on our plans, we have organised two 'town hall' meetings to give attendees an introduction and background to FIDIC Credentialing, to explain what it is and how it will work and to outline the significant benefits to firms, member associations, organisations, clients and the wider industry. We will use the feedback from these sessions to further refine our plans in the run up to FCL's launch in early March.

THANOS TOTSIKAS APPOINTED GENERAL MANAGER OF FIDIC CREDENTIALING

I'm also delighted to announce that we have appointed Thanos Totsikas as the general manager of FIDIC Credentialing (FCL). Thanos will oversee and be responsible for all key areas of FCL's operations including governance, programme delivery, accreditation standards and business development. This is a key appointment and Thanos will bring to it extensive experience in business administration, quality management, business development and process improvement in the IT, vocational training, assessment, and certification industry internationally. I am looking forward to Thanos's input into the launch of FCL and its global roll-out over the coming months and I would like to take this opportunity to thank Anil Iyer, project manager and Folake Idowu, corporate development executive, who have been responsible for working with me over the last year on the development of the initiative. I am very pleased to have Thanos as a key member of the FCL team.

HIGHLIGHTS FROM FIDIC CEO'S UPDATE NO.14 CONT'D.

NEW FIDIC BUSINESS BULLETIN SERIES ON IMPACT OF COVID-19

Last month saw FIDIC issue the first in a series of business bulletins highlighting the impact of Covid-19 on business practices in consulting engineering firms. Based on information gathered from 48 senior industry leaders in 19 countries across the world, the first bulletin focused on the new and evolving challenges faced by consulting engineering firms in their internal environment with respect to their staff, facilities and their resulting best practices. I want to pay tribute to FIDIC's business practice committee chair Andrew Read and his forward-thinking team for undertaking this valuable work on behalf of our industry. In Bulletin 1: Workplace Challenges and Best Practices, industry leaders offered their views on a range of key issues, including working from home, the future of office space, communications with employees and performance evaluation, flexible working, employee independence and workplace morale, mental health and employee best practices. Future editions of these FIDIC Covid bulletins are likely to focus on internal business practices, the external business environment, new opportunities, gender impacts, young professionals' impacts, preferred technologies and post-Covid transition. I would very much welcome contributions from our member associations in the data collection from their member firms to ensure that the content of the bulletin truly reflects FIDIC's global footprint.

FIDIC CONTRACT USERS' CONFERENCES UPDATE

I wanted to say a few words in this *CEO's Update* about the new direction that FIDIC is taking with its series of Contract Users' Conferences. We have decided to take the running of these events in-house, for now, following a holistic view of our existing events and conferences and consideration of different delivery possibilities. Going forward, we will ensure that the voice of the FIDIC Contracts community is heard and indeed amplified and we believe that FIDIC now has access to sufficient platforms and engagement with our contract user community to initially take this work in-house and to provide an even better service to our stakeholders as a result.

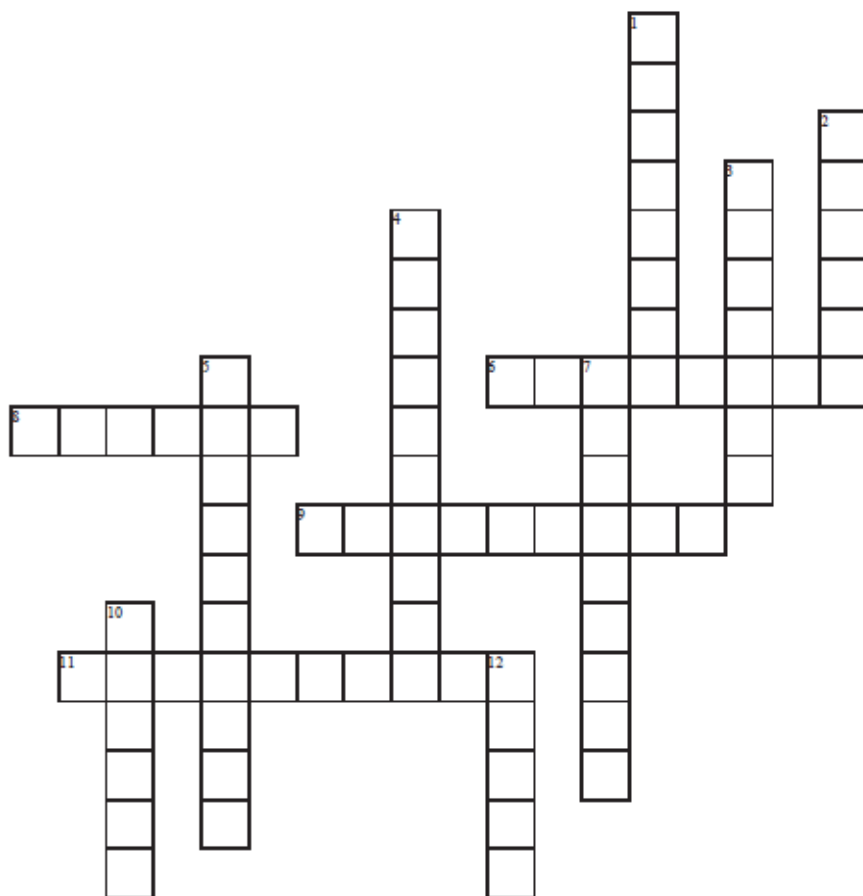
Planning and delivering future Contract Users' Conferences in-house will bring FIDIC much closer to the subjects under discussion and to the delegates, as well as enhancing our relationship with the FIDIC Contracts Committee, which will continue to play a key role in the delivery of our contracts events. We plan to improve the content and quality of these conferences by renewing, revamping and relaunching them. We will put FIDIC's contract users back at the centre of these events, listen to them and what they want to learn about and give a wider range of speakers the opportunity to share their regional experiences of using FIDIC Contracts. Our conference and events team are now hard at work organising the programmes for a series of Official FIDIC Contract Users' Conferences that we will organise over the coming year.



Be **SAFE** from coronavirus infection

Be **SMART** & inform yourself about it

Be **KIND** & support one another



PLAY TO WIN!!!
PLAY TO WIN
EXCITING PRICES!!!

FIRST FIVE
PEOPLE TO
SOLVE THE PUZZLE
WILL WIN
EXCITING PRICES!!!

STEPS:

1. SOLVE THE PUZZLE
2. SEND ANSWER (S) TO
GCEASOCIALS@GMAIL.COM
3. WIN FANTASTIC PRICES!!!!

HINT: FOSSIL ENERGY

Across

6. the production and discharge of gas or radiation.
8. a device, as in a furnace, stove, or gas lamp, that is lit to produce a flame.
9. an oily mixture of hydrocarbons that can be extracted from layers of rock and used to produce fuel.
11. a substance or condition that contaminates air, water, or soil.

Down

1. funds or material set aside or saved for future use.
2. a chemical element found in the air as a colorless odorless tasteless gas that is necessary for life.
3. the degree of compactness of a substance.
4. the process of burning something.
5. the application of scientific knowledge for practical purposes, especially in industry.
7. a complete list of goods in stock or other contents.
10. the remains or impression of a prehistoric organism.
12. soft, finely stratified sedimentary rock that formed from consolidated mud or clay.



GCEA
GHANA CONSULTING
ENGINEERS ASSOCIATION
EST. 1973



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The Association is charged with promoting and developing the Consulting Engineering industry in Ghana including dissemination of information and resources of interest to its members.



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2. Assist members to achieve high professional, business and economic standards.
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