



NCCE

NATIONAL COMMISSION
FOR CIVIC EDUCATION

Thirtieth
Annual Report
and **Accounts**
2023



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Annual Report
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2023



August, 2024.

**THE RT. HONOURABLE SPEAKER OF PARLIAMENT
PARLIAMENT HOUSE
ACCRA.**

Dear Honourable Speaker,

By the provisions of Section 20 of the National Commission for Civic Education Act of 1993, (Act 452), which mandates the Commission to submit a report to Parliament annually indicating its operations in respect of the preceding year, I am honoured to submit this report for the period January 1 to December 31, 2023. This is the 30th Annual Report and Accounts of the National Commission for Civic Education (NCCE) to Parliament.

Please, accept Honorable Speaker, the assurances of our highest esteem and consideration.

Yours sincerely,

**KATHLEEN ADDY (MS.)
CHAIRMAN**

A Publication of the National Commission for Civic Education
Head Office
Private Mail Bag
Ministries Post Office
Accra

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ABOUT THE NCCE

The National Commission for Civic Education is one of the Independent Governance Institutions (IGIs) created under Article 231 of the 1992 Constitution and established by the National Commission for Civic Education Act, 1993 (Act 452) of Parliament in June 1993. The Commission considers civic and public education an important strategy for raising awareness of democratic governance values, instilling the spirit of patriotism, and enhancing citizens' participation in governance. The NCCE is present in all 16 regions and 263 Districts, Municipalities, and Metropolises across the country.

MESSAGE FROM THE CHAIRMAN



Kathleen Addy (Ms.)

As we reflect on 2023 amidst its low and high moments, I am extremely honoured to present to Parliament NCCE's 2023 Annual Report and Financial Accounts. In the year under review, the Commission worked diligently to execute its mandate to deliver effective civic education to the Ghanaian people. Despite some financial and logistical challenges, the Commission's staff were still determined and committed to carrying out civic engagements.

In the year under review, the Commission worked under the theme, "30 Years of Consolidating Constitutional Democracy: Building National Cohesion through Civic Education and Participation in Local Governance." A total of a hundred and ten thousand, eight hundred and fifty-six (110,856) public education activities nationwide reaching approximately thirteen million, eight hundred and two thousand, four hundred and seventy-eight (13,802,478) citizens through its face-to-face engagements aside from media outreaches and social media engagements.

The Commission's public outreaches focused on sustaining Ghana's constitutional democracy by sensitising the general public on the need to actively participate in local governance, uphold democratic values and help restore a positive Ghanaian identity. The Commission through its engagements sought to build civic-minded citizens.

The Commission in the year under review celebrated its 30th anniversary. A media launch was held to commemorate the critical role the NCCE has played in the last 30 years of Ghana's democratic journey.

The year 2023 also had slated on its calendar, the election of District Assembly and Unit Committee Members. The NCCE intensified its public and community engagements on the 2023 District Level Elections (DLEs) to whip up public interest in the DLEs, enhance citizens' understanding of the electoral process, and to deepen the knowledge of voters on the roles of District Assembly Members among others. The Commission emphasised the importance of citizens' participation in the District Level Elections. The Commission during the same period sensitised Ghanaians on the significance of the 2023 Limited Voters' Registration exercise. The primary target for public education were eligible voters who turned 18 years old in the year 2023, first-time voters and citizens who were over 18 years old but had not yet been captured in the voters register due to several reasons.

The Commission with support from the European Union undertook intensive public engagements focused on deepening awareness on violent extremism as well as addressing potential threats or violence before they escalate into high-level security attacks. This was under the NCCE/EU 18-month project titled "Preventing and Containing Violent Extremism (PCVE) in Eight Border Regions in Northern Ghana." The project focused on the five (5), northern and three (3) border regions; Upper East, Upper West, Savannah, North East, Northern, Bono, Bono East, and Oti Regions. The operational regions engaged citizens on the threat of violent extremism to prevent the invasion of extremists in Ghana due to increasing reports of attacks in sub-region.

To consolidate 30 years of Ghana's constitutional democracy, the Commission met with all relevant stakeholders to dialogue on pertinent national issues and find possible solutions to mitigate them. These engagements included roundtable discussions, flagship programmes, visits to schools and identifiable groups as well as media interviews and discussions.

The Commission in the year under review aside playing a critical role in protecting and safeguarding the principles of democracy, also sensitised the general public on issues of sanitation, gender and domestic violence, child rights and protection, religious and political tolerance, health, vigilantism and among others.

However, the NCCE could not have achieved this feat without the support of key stakeholders, Civil Society Organisations, Metropolitan, Municipal and District Assemblies (MMDAs) and certainly, the collective support of the people of Ghana.

The media also played supportive role in the work of the Commission, and we look forward to a deepened partnership with the media.

The NCCE acknowledges the continuous financial and technical support received over the years from the Government of Ghana, the European Union and other partners in the implementation of its activities. The Commission also appreciates the immense support of both public and private organisations that supported its work in diverse ways in the year under review. Your financial and logistical support enabled the Commission to fulfil its mandate to the people of Ghana.

On behalf of the Commission, I congratulate Staff of the NCCE across the country who dedicated themselves to work to ensure there is great impact in civic education delivery across the country.

In the year 2024, we hope to work together with Ghanaians to help deepen patriotism and intensify civic consciousness among citizens as we head towards the polls for the Presidential and Parliamentary elections.

May God bless our nation Ghana, and make us prosperous, greater and stronger!

Kathleen Addy (Ms.)
Chairman



Ms. Kathleen Addy

Chairman

Kathleen Addy is Chairman of the National Commission for Civic Education (NCCE).

She is a seasoned communications professional with over 25 years' working experience, working in policy and communications for development. She is a former lecturer of the GIMPA Law School, where she taught Communications for Law.

Previously, she served as the Afrobarometer Communications Manager of the Center for Democratic Development (CDD) with oversight responsibility for seven (7) countries across East and West Africa.

Before Afrobarometer, she was with the Center for Policy Analysis (CEPA), where she focused on Economic Partnership Agreements, as well as Women's Economic Empowerment. As a research and communications officer at CEPA, her focus was on the Economic Partnership agreement between Ghana and the European Union as well as women's economic empowerment.

She has also consulted on a wide range of issues for different Development Organizations and Partners including Star Ghana, GIZ, and ILO.

Kathy is highly regarded as an activist with keen interest in civics, women's empowerment, as well as accountable and responsive governance and has supported different civil society groups fighting for good governance and women's rights in Ghana.

Ms. Addy is also a Reagan-Fascell Democracy Fellow of the of the National Endowment for Democracy in Washington DC.



Mr. Samuel Akuamoah

Deputy Chairman, Operations

Mr. Samuel Akuamoah holds a Master's Degree in African Studies from the University of Ghana, Legon and a Bachelor of Arts in Political Science from the same University. He also holds a Diploma in Journalism from the Ghana Institute of Journalism (GIJ) and a Certificate in Project Management

and Strategic Leadership from General Training Consulting (GTC), Putney Bridge London, United Kingdom. Before joining the NCCE in 1994, Mr. Akuamoah worked as a Freelance Journalist with a number of media houses including the Ghana News Agency (GNA). He is one of the pioneer staff of the NCCE, beginning his service at the Accra Metropolitan Office and rising through the ranks to become the Director of Programmes and currently the Deputy Chairman In-Charge of Operations.



Victor K. Brobbey

Deputy Chairman, Finance & Administration

Mr. Brobbey is a lawyer and a law lecturer. Before his appointment as the Deputy Chair in charge of Finance and Administration of the National Commission of Civic Education, he served as the Head of the Department of Private Law at the Faculty of Law of the Ghana Institute of Management and Public Administration (GIMPA), and as the Head of the Law Department of the Ghana campus of Lancaster University, UK.

His primary areas of research and teaching are alternative dispute resolution, constitutional law, private international law, and business and human rights. He is also the founding partner of Benchmark Lawyers and Consultants, a law firm located in Roman Ridge, a suburb of Accra. Mr. Brobbey received his primary and secondary education at the Christ the King International School in Accra, Hartmann House, (St George's College) in Harare, Zimbabwe, and the Ghana International School, in Cantonments, Accra, where he received his 'O' and 'A' level certificates.

He subsequently graduated from the Faculty of Law of the University of Ghana with a Bachelor of Laws degree and obtained a Master of Laws degree from Harvard Law School, in Cambridge, Massachusetts, USA. Mr. Brobbey was called to the Ghanaian bar in October 2000.

He has consulted on governance, human rights, and democratic development for a number of international organizations, including the African Union, the African Peer Review Mechanism, the World Bank, the United Nations Development Program, and the African Development Bank. He is the co-author of "The Law and Practice of Alternative Dispute Resolution in Ghana" a treatise on alternative dispute resolution published in 2022.



Mrs. Philomina Abena Anyidoho

Commission Member

Mrs. Anyidoho holds a Masters degree in Development Studies from the Institute of Statistical, Social and Economic Research (ISSER), University of Ghana, Legon and a BSc (Land Economy) from the Kwame Nkrumah University of Science and Technology, Kumasi.

She also holds a Post Graduate Certificate in International Higher Education from the Coventry University, UK and from March 2006 to February 2009, she was the Programmes Coordinator at the Institute of Economic Affairs (IEA), Ghana, a public policy think-tank. She joined the Ghana Technology University College (GTUC) in March 2009 and worked as Coordinator of Research & Consultancy till December 2015. In January 2016, she moved to the faculty of IT Business of the same University as a lecturer, a position she currently holds.



Mrs. Hajara Mohammed Rufai

Commission Member

Hajia Hajara Mohammed Rufai (Mrs.) is a youth, women, and leadership development practitioner with over two decades of practical experience in youth/women/political leadership training and capacity building programming and implementation having worked with the Friedrich-Ebert-Stiftung - Ghana Office in the design and implementation of several capacity building programmes for various partner institutions which included Parliament of Ghana, the Electoral Commission, Political Parties, Youth and Women groups.

She has long years of voluntary activities with several Muslim youth and women organisations such as the Federation of Muslim Women Association of Ghana, Ghana Muslim Ladies Association, Youth Peace Brigades, Rayhan Yakub Foundation, and the Ghana Muslim Mission women's wing where she volunteers to speak on a plethora of issues at various second cycle schools to mentor young girls, takes part in soft skills training as well as various speaking engagements. She was a Steering Committee Member of the STAR-Ghana Programme which ended in November 2018.

Currently, Hajara Mohammed is a Commission Member of the National Commission for Civic Education, and a Governing Council Member of the STAR-Ghana Foundation where she chaired the second sitting of the Nominations Committee of the foundation.

Hajia Hajara Mohammed Rufai obtained her BA Hons Degree (Political Science and Study of Religions) and Master of Philosophy (MPhil) Degree from the University of Ghana in 2002 and 2010 respectively. She also holds a Masters in Public Sector Management (MPSM) Degree and a Bachelor of Laws (LLB) Degree from the Ghana Institute of Management and Public Administration in 2016 and 2022 respectively. Hajara has also trained as a Certified ECOWAS/KAIPTC Election Observer with the Kofi Annan Peacekeeping Training Center (2013).



Mr. Bright Kwabla Agbodeka

Commission Member

Mr. Bright Kwabla Agbodeka is a professional teacher with two decades of teaching and administrative experience.

He holds a Master of Arts Degree in Communication Studies from the University of Cape Coast, a Bachelor of Arts in English Language Education from the University of Education, Winneba, and a Teacher Training Certificate from Ada College of Education. He attended Mafi Kumase Senior High Technical School in the North Tongu District. He started his teaching profession at Mafi Akyemfo D.A Junior High School in 2003 until 2015 when he was transferred to the Krachi Senior High School in the Krachi West Municipality.

He is a member of the International Literacy Association and the Board of Governors of Krachi Senior High School. In Krachi Senior High School, he is the head of the Department of Languages, and the Head of Yaw Donkor Library.

He is an advocate for literacy and a key trainer for various capacity development and technical improvement projects by the Ghana Education Service including the Ghana Accountability for Learning Outcomes Project (GALOP) and Common Core Programme (CCP) in the Krachi West Municipality.

He has also served in other capacities as the Local Secretary of the Ghana National Association of Teachers (GNAT) in Adidome, Sports Secretary for Mafi-Adidome Circuit, and Secretary for the Parent-Teachers Association at Krachi Senior High School. He was also instrumental in the training, facilitating, and supervising personnel for the 2021 Population and Housing Census by the Ghana Statistical Service. Again, he is an occasional poet and a multi-lingual person who speaks Ewe, Ga, Twi, Fanti, and Adangbe.



Dr. Simon Ofori Ametepey

Commission Member

Dr. Simon Ofori Ametepey is a professional and Senior lecturer in Construction, Project Management, and Sustainable Development with over 18 years of experience. He is the founding Director of the Centre for Sustainable Development at Koforidua Technical University. Simon played the role of Project Manager for notable construction projects in Ghana's construction industry; and consulted for several public and private entities in project

management, construction audit, and sustainability implementation.

He has vast experience in the capacity building of professionals in Project Management, Sustainability implementation, Environmental Management, etc. Simon is a fellow of the International Society for Development and Sustainability, a member of the Project Management Institute (PMI), and a Certified Project Management Professional (PMP).

He is also a Professional Engineer with the Institution of Engineering & Technology (IET). Dr. Ametepey holds a Ph.D. in Civil Engineering from the University of Johannesburg, South Africa, and an MPhil in Construction Technology from the University of Education, Winneba. He also holds an M.A. in Environmental Management and Policy from the University of Cape Coast; a BTech. Degree in Building Technology from Cape Coast Technical University/KNUST and an LLB (Law) from Ghana Institute of Management and Public Administration (GIMPA). Simon is the author of three (3) peer-reviewed books and over thirty (30) journal, conference, and book chapters. His interests are in the areas of Sustainable Development, Sustainable Infrastructure Development, SDGs, Sustainable Education, and Project Management.



Lucille Hewlett Annan

Commission Secretary / Right To Information (RTI) Officer

Lucille Hewlett Annan (Mrs.) is the Commission Secretary and Right To Information (RTI) Officer of the National Commission for Civic Education with over 20 years of experience in Civic Education, especially on democracy and electoral issues under the 4th Republic. She is also a Barrister and Solicitor of the Supreme Court of Ghana. She was previously educated at the University of Ghana with a Master of Philosophy -in African Studies and other degrees.

Lucille is a Lawyer and a Civic Educator. She also has the required qualifications and experience in Strategic Management, Public Administration and Education.

Lucille is very passionate about family issues and an advocate for human rights, especially on child protection issues. She has also received training on family welfare and child protection issues. She is married with children and loves hanging out with friends and family and enjoys travelling.

Our Management



Ms. Kathleen Addy

Chairman



Mr. Samuel Akuamoah

Deputy Chairman, Operations



Victor K. Brobbey

Deputy Chairman, Finance & Administration



Mrs. Lucille Hewlett Annan

Commission Secretary



Mrs. Joyce Afutu

Director, Communications and Corporate Affairs



Dr. Imurana Mohammed

Director, Programmes



Dr. Mrs. Henrietta Asante Sarpong

Director, Research and Gender Equality



Ms. Monica Mamattah

Director, Finance



Mrs. Dora Hammond

Director, Administration

PART II: OVERVIEW OF COMMISSION

Our MANDATE

The National Commission for Civic Education is an Independent, Constitutional Commission established under Chapter 19 (Articles 231-239) of the 1992 Constitution of the Republic of Ghana and the National Commission for Civic Education Act, 1993, (Act 452).

Our MISSION

To promote and sustain Ghana's democracy and inculcate in the Ghanaian citizenry, the awareness of their rights and obligations, through civic education.

Our VISION

The NCCE's vision is to be an effective Independent Governance Institution delivering civic education to all Ghanaians and working towards sustaining Ghana's democracy.

Our VALUES

INTEGRITY. PRESENCE. INDEPENDENCE

We apply integrity in all our dealings. We are present in every Region, District, Municipality and Metropolis across the country with 270 offices nationwide. We are independent in the performance of our work.

Our STRUCTURE

The Commission is made up of a Chairman, two Deputy Chairmen and four other Commission Members. The seven Commission members constitute the governing body of the Commission. The Commission members are supported by five (5) Line Directors who have direct responsibility for the departments of the Commission. These are:

- Finance
- Administration
- Programmes
- Communications and Corporate Affairs
- Research, Gender and Equality

The Commission has one (1) Head Office, sixteen (16) Regional Offices headed by Regional Directors and two hundred and sixty-three (263) District, Municipal and Metropolitan offices all headed by District, Municipal and Metropolitan Directors who coordinate and supervise the Commission's work in our Regional and District offices nationwide.

PART III: EXECUTIVE SUMMARY

For the year 2023, the Commission’s work focused on the theme “30 Years of Consolidating Constitutional Democracy: Building National Cohesion through Civic Education and Participation in Local Governance”. It was aimed at empowering and nurturing citizens to be security conscious and contribute to building national cohesion. Also, the NCCE intensified its civic education and public engagements on deepening Ghana’s democracy through advocacy on national unity.

This Annual Report presents to Parliament, the key achievements of programmes executed by the Commission’s Head Office (1), sixteen (16) Regional Offices and two hundred and sixty-three (263) Metropolitan, Municipal and District offices nationwide. Also, difficulties and challenges faced by the Commission and its staff in the delivery of civic education across the country will be highlighted in this report.

In the year under review, the Commission implemented one hundred and ten thousand, eight hundred and fifty-six (110,856) public engagements nationwide with a focus on preventing and containing violent extremists, good citizenship, democracy education, citizens’ participation in local governance, etc.

The Commission adopted and used strategic channels to reach Ghanaians with its civic messages; traditional and new media, out-of-home media (posters, stickers, flyers, T-shirts), dawn and dusk broadcasts, face-to-face meetings with relevant stakeholders, and identifiable groups among others.

Key activities undertaken in the year under review are outlined in the table below:

Table 1.0 Number of public engagements undertaken nationwide in 2023

PUBLIC EDUCATION ACTIVITIES (NATIONAL)	NUMBER OF ACTIVITIES UNDERTAKEN
Launch of the 2023 Constitution Week celebration	1
Youth Leadership Empowerment Dialogue (YOUTH – LED)	1
Re-launch of Civic Education Club (CEC)	1
Commemoration of the 20th Anniversary of African Peer Review Mechanism (APRM)	1
Launch of Baseline study on PCVE	1
Media Launch on 30th Anniversary Celebration	1
Preventing and Containing Violent Extremism (PCVE) Project National Dialogue	3
Information Sharing / Training of Civic Educators on PCVE Issues	1
Media Advocacy on PCVE	1

ACTIVITIES UNDERTAKEN BY REGIONS	
Cinema Van Shows	14
Constitution Week Engagements with Security Agencies	4,947
Citizenship Week Engagements in Schools	7,242
Public Education on National Values and Respect for National Symbols	9,314
Sensitisation on PCVE	20,231
Child Protection Issues	16,121
Sensitization on NACAP / Social Auditing	
	752
Engagement on Sustainable Management of the Environment	2,832
DLEs Observation	93
Engagement in District-Level Elections and Promotion of Participation of Women and other marginalised groups	23,819
Sensitization on Peaceful Co-existence and National Cohesion	16,030
Sensitization on Domestic Violence and Spousal Abuse	9,450
TOTAL	110,856

PART IV: ANNUAL FLAGSHIP PROGRAMME

The NCCE has over the years instituted flagship programmes that aim at engaging the general public on relevant national issues with a special focus on students, pupils, security services, Faith-Based Organisations, Political Parties and Identifiable Groups. The flagship programmes carried out during the year include Constitution Week, Citizenship Week, National Dialogues, Civic Education Club Activities and Social Auditing. These flagship programmes are rolled out annually.

1.0 NATIONAL DIALOGUES

The Commission has over the years created platforms on which critical national issues bordering on sustaining and strengthening Ghana's democracy are discussed. In 2014, a quarterly Dialogue Series dubbed **“Engage, Educate, Empower”** was introduced. The Dialogues sought to engage, educate and deepen citizens' understanding of Ghana's democratic process and empower Ghanaians to actively participate in governance. During the Dialogues, the Commission engages Resource Persons from diverse backgrounds to critically examine pertinent issues and offers participants the opportunity to contribute or share their views/opinions for the Commission's consideration.

1.1 First National Stakeholders' Dialogue on Preventing and Containing Violent Extremism (PCVE)

On Tuesday, February 28, 2023, the NCCE with support from the European Union (EU) held a national dialogue, which focused on violent extremism and terrorism (VET) as part of proactive responses to potential terrorist attacks and spillovers from neighbouring countries in the West African sub-region. The dialogue, which took place at the Alisa Hotel, Accra featured a roundtable discussion where the fundamental causes of violent extremism and terrorism as well as preventative measures were discussed by the participants. The conversation focused on the steps needed to prevent, contain, and combat violent extremism in Ghana and beyond.

Discussants at the dialogue were: Sheikh Aremeyaw Shaibu, spokesperson for the National Chief Imam; Ms Afua Lamptey, the Deputy Programme Head, Conflict Management Programme at the Kofi Annan International Peacekeeping Training Centre (KA IPTC); Colonel Joseph K. Merdiemah, Director of National Centre for Coordination of Early Warning and Response Mechanism (NCCRM); Rev. Dr. Cyril Fayose, Executive Secretary of the Christian Council of Ghana; Rev. Fr. Clement Aapengnuo, Team Leader for COGINTA in Ghana; Dr. Afua Yakohene of the University of Ghana's Legon Centre for International Affairs and Diplomacy (LECIAD); and Colonel Tim Ba- Taa-Banah (Ph.D.), Director of the Ministry of National Security's National Counter Terrorism and Fusion Centre.

Photo Gallery of 1st Dialogue



Group photograph of NCCE Commission Members with Discussants



Resource persons and participants seated at the National Dialogue

1.2 Second National Stakeholders' Dialogue on Preventing and Containing Violent Extremism (PCVE)

The second dialogue on PCVE took place at the Annex of Ex-tee Crystal Hotel in Bolgatanga in the Upper East Region on Thursday, 28th September, 2023. The dialogue was under the theme “Preventing Radicalisation of the youth in the wake of Coup d'états in the Sub-Region: Perspectives from Stakeholders”. The dialogue sought to raise awareness on youth radicalization and effective ways to prevent such among the youth in the wake of coups d'états in the West African sub-region. As part of the dialogue, a short drama was performed by students of the Bolgatanga Girls SHS Civic Education Club (CEC) under the theme, “All hands on deck, let's fight against violent extremism and terrorism”. The drama demonstrated the harmful effects of radicalization amongst young persons and the need to join hands as Ghanaians in preventing and combatting the menace. The drama also showcased some practical security measures citizens must take in the event of terrorist attacks.

Recommendations made by participants included the following:

- There should be a ban on groups and associations in Senior High Schools formed on ethnic or tribal lines since they can lead to polarisation and student riots
 - Students in Senior High Schools should be allowed to use mobile phones to support their academic work but they should be regulated to discourage social media usage
 - Civic Education and Peace Clubs should be established in all Senior High Schools to aid the development and nurturing of students to become responsible citizens
 - Recruitment into security services should be done on merits and not on a political basis.
- The continuous denial of qualified persons into any of Ghana's security agencies portrays a dangerous image entire security for the nation.

Photo Gallery of 2nd Dialogue



Ms. Kathleen Addy, Chairman of NCCCE giving her opening NCCCE remarks at the dialogue



NCCCE remarks at the dialogue and some participants at the dialogue

1.3 Third National Stakeholders’ Dialogue on Preventing and Containing Violent Extremism (PCVE)

The third dialogue gave the Commission and its Partner, the European Union, the opportunity to interact with citizens on national security issues. The third dialogue took place at the Modern City Hotel, Tamale in the Northern Region where discussions centered **on whether or not Ghana’s youth population has a potential for socio-economic transformation or a vulnerability to violent extremism.**

The Chairman of the Commission, Ms. Kathleen Addy acknowledged the strength, intelligence, and innovativeness young people bring to the table and mentioned that without the youth, Ghana will continue to stagnate. Ms. Addy was of the view that having a thriving youthful population is a catalyst for growth and development and as a country we must continue to protect the interest of the youth and guard them against the influence of violent extremists.

Madam Khadijah Abdul-Samed, a discussant at the dialogue added that the potential of the youth must be harnessed to benefit the nation. She said every youth if given the needed skills will excel and contribute to nation-building.

Mr. Ivan Voevodsky, a representative from EU Foreign Policy instrument (FPI-Senegal) indicated that violent extremists exploit situations in the society that are already recipes for violent acts. According to him, if stakeholders want to win the battle against violent extremism, all and sundry must join in sensitising the general public on signs to look out for when extremists are in their locality; the consequences of supporting such vices and channels to report acts of extremists.



Mr. Ivan Voevodsky of FPI-Senegal delivering his statement at the dialogue



Group photograph of Management, Discussants and some participants at the dialogue

2.0 ANNUAL CONSTITUTION WEEK

The Constitution Week is a time when the NCCE encourages citizens to go back to the Constitution, read and familiarise themselves with the Chapters and Articles and practice what it preaches. The Commission used the platform to entreat citizens to own a copy of the 1992 Constitution either a hard or soft copy.

2.1 Launch of Annual Constitution Week

The Commission observed the 2023 Annual Constitution Week from the **28th of April** to the **4th of May** under the theme **“Thirty Years of Consolidating Constitutional Democracy: Building National Cohesion Through Civic Education and Participation in Local Governance”**. The week celebration was launched on **28th April 2023** at **Sagneri -Naa Palace, Sagnerigu, in the Northern Region**.

The Commission’s overarching objective is to enhance public understanding and appreciation of the principles and goals enshrined in the 1992 Constitution, thereby promoting and upholding Ghana’s democracy. This commemorative week aimed to heighten public consciousness on various civic-centred initiatives such as national unity, peace, and patriotism.

Photo Gallery



Ms. Kathleen Addy, Chairman of the NCCE, presented a copy of the Constitution to Sagnar-Naa Yakubu Abdulai, Paramount Chief of Sagnerigu Traditional Area

2.2 Engagements with Security Services (Constitution Week)

After the launch of Constitution Week, other engagements were held across the country with the Head Office and the Regional Offices engaging security services whilst the Metropolitan, Municipal and District offices engaged **identifiable groups (Churches, Artisans, Markets, Transport Associations, Community Based Organisations (CBO)s among others.**

At an encounter in Accra with the Ghana Prisons Service (GPS) on May 9, 2023, the NCCE’s Deputy Chairman, Finance and Administration, Mr. Victor Brobbey commended the Security Services for their role in the four successful democratic turnovers under the Fourth Republic. The Acting Commander and Deputy Director of Prisons, Mr. Onyinah Agyemang called on the NCCE to educate incoming recruits of the Ghana Prisons Service on their rights, freedoms, and responsibilities.

The Commission was represented by Mrs. Lucille Hewlett (Esq), Acting Secretary to the NCCE; Mrs. Joyce Afutu, Director of Communications and Corporate Affairs and Dr. Imurana Mohammed, Director of Programmes.

Photo Gallery



Section of GPS Personnel at the engagement



Lawyer Victor Brobbey, Deputy Chairman of NCCE in charge of Finance and Administration making a Statement at the engagement



Lawyer Victor Brobbey presenting copies of the 1992 Constitution for the Prison Officers Engagement



Group photograph of participants at the

Table 2.0 Number of Constitution Week activities nationwide

REGIONS	NUMBER OF ACTIVITIES	MALE	FEMALE	TOTAL
HEAD OFFICE	5	205	251	456
AHAFO	1,178	31,420	37,645	69,065
ASHANTI	192	11,206	11,823	23,029
BONO EAST	228	16,455	16,111	32,566
BONO	3	121	121	242
CENTRAL	4	183	192	375
EASTERN	1,015	22,055	28,388	50,443
GREATER ACCRA	1,085	18,961	22,044	41,005
NORTH EAST	113	3,790	3,877	7,667
NORTHERN	196	23,222	24,671	47,893
OTI	98	4,592	5,097	9,689
SAVANNAH	7	197	57	254
UPPER WEST	40	1,912	1,813	3,725
UPPER EAST	3	28,871	37,824	66,695
VOLTA	365	44,130	55,939	100,069
WESTERN	329	7,605	9,624	17,229
WESTERN NORTH	86	13,540	17,342	30,882
TOTAL	4,947	228,465	272,816	501,284

3.0 CITIZENSHIP WEEK CELEBRATION

The Commission’s engagement with students and pupils under its flagship programme; the **Annual Citizenship Week Celebration (CWC)** was a great success. The Week’s engagement serves as a platform to nurture young citizens with civic values through the ‘Catch them Young’ strategy. Eminent personalities who are considered worthy role models in society interact and impart virtues of good citizenship to pupils.

The week-long celebration (26th May to 2nd June) was themed; **30 Years of Consolidating Constitutional Democracy and Building National Cohesion: The Role of the Ghanaian Child**”, reaching 8,080 basic schools across the country.

The Commission engaged pupils/students in both primary (upper) and Junior High schools. A total of **seven thousand two hundred and forty-two (7,242)** engagements were undertaken by all sixteen regional and MMD offices nationwide.

Photo Gallery of Citizenship Week Engagements



Pupils seated at E.P Mission School at Anyaniu in the Volta Region for the Civic forum



Ms. Kathleen Addy, NCCE Chairman delivering a speech at E.P Mission School at Anyaniu in the Volta Region



Ms. Katheen Addy, NCCE Chairman, the District Chief Executive of Anloga, Seth Yormewu, a rep from GES and Traditional Rulers at the launch of 2023 Citizenship Celebration at Agotime-Zope



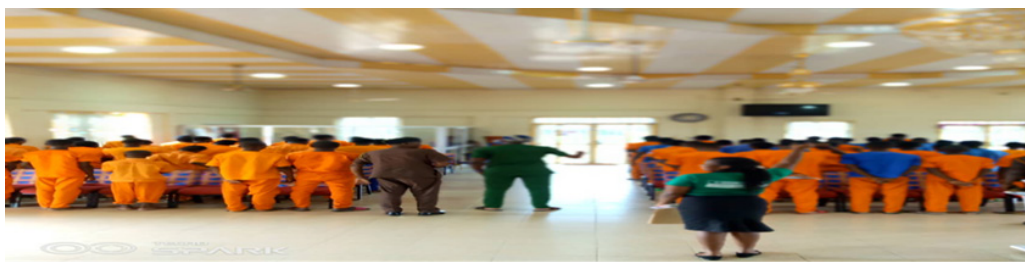
Hon. Dela Sowah (MP, Kpando) interacting with pupils at Kpando-Aloyi



Mrs. Esther Asante (Head of Community Development Unit of Social Welfare, AdMA) engaging pupils of Onward International School, Ashaley Botwe during the CW engagement



Nana Kwabena Boateng (Chief of Bosomponso Community), in the Offinso North District of the Ashanti Region engaging Pupils of Nkenkaasu Methodist J.H.S during the Citizenship Week



Mrs Flora Mudey (Liason) and Kafui Dey (TV and radio presenter) at Senior Correctional Centre after engaging inmates during the citizenship week celebration 2023



Mrs. Sylvia Osei-Bonsu interacting with pupils of Abubakar Sadiq Basic School, Peace Be Botwe during the Citizenship Week Celebration.

Table 3.0 Number of schools visited during the 2023 citizenship week

REGIONS	NUMBER OF SCHOOLS VISITED	MALE	FEMALE	TOTAL NUMBER OF PUPILS
HEADOFFICE	26	8,790	13,287	22,077
AHAFO	1,608	112,343	123,240	235,583
ASHANTI	205	10765	12,214	22,979
BONO EAST	356	16682	16,110	32,792
BONO	375	18879	21,612	40,491
CENTRAL	825	57997	61,121	119,118
EASTERN	1,068	64589	74,017	138,606
GREATER AC-CRA	64	81854	99,206	181,060
NORTH EAST	207	14306	10,220	24,526
NORTHERN	505	45699	52,655	98,354
OTI	350	21855	16,260	38,115
SAVANNAH	13	2358	1,062	3,420
UPPER WEST	3	1281	1,166	2,447
UPPER EAST	208	12724	13,118	25,842
VOLTA	551	50962	54,688	105,650
WESTERN	482	29311	34,722	64,033
WESTERN NORTH	396	25643	33,486	59,129
TOTAL	7,242	567,248	624,897	1,192,145

4.0 CIVIC EDUCATION CLUB (CECS) ACTIVITIES

The NCCE has over the years in a bid to reach out to in-school youth with civic related messages established Civic Education Clubs (CECs) in Basic, Secondary and Tertiary institutions (schools) across the country in the early 1990's. Currently, there are over six thousand (6000) Civic Education Clubs (CECs) nationwide. In the year 2023, nine thousand three hundred and sixty-five (9,365) CEC engagements were held across the country. These engagements sought to sensitize club members on the provisions of the 1992 Constitution of Ghana; topical national exercises such as the District Level Elections (DLEs); child protection; child kidnapping and trafficking; child labour and sexual exploitation; verbal abuse; teenage pregnancy; cyber security in the instances of child on-line protection and child internet fraud among others. Students were also educated on Ghanaian values such as patriotism, tolerance, respect for the elderly, honesty, hard work and discipline.

Club members were educated cybercrime, constitution and democracy education.

Another major activity by club members was excursions. The Head Office coordinated over sixty (64) civic education clubs visits or excursions to various institutions. Namely, the Ghana Broadcasting Corporation (GBC), Parliament House, Eastern Naval Command, Kotoka International Airport and a few others. These educational visits built the capacity of students in learning the functions of these government institutions and their modus operandi.

Also, the excursions served as a recreational activity but with the intent of shaping the career paths of the students.

5.0 SENSITIZATION ON NACAP / SOCIAL AUDITING

In 2023, citizens were educated on the vision of the National Anti-corruption Action Plan (NACAP) which is to create a sustainable democratic Ghanaian society founded on good governance with high ethics of integrity. The mission of NACAP is to contextualize and mobilize efforts and resources of stakeholders including governments, individuals, civil societies, private sector and the media to prevent and fight corruption through the promotion of values of integrity.

The Commission through its public engagements on NACAP emphasized that corruption in all its forms did not help in any way to promote the development of the country. It was reiterated that corruption has led to poor infrastructural development, poor service delivery, low productivity, unemployment and many other losses to both the public and private sectors and even to the ordinary Ghanaian. Insights were shed on the essence of forming social auditing clubs in District Assemblies across the nation by the NCCE. These committees were created to serve as a platform for having interface with duty bearers to demand accountability and also receive first-hand information on the general administration and operations of public offices, especially in respect to project initiatives and executions at the district level.

Citizens were sensitized on the need to partake in the decision-making process for development in their localities.

REGIONS	NUMBER OF ENGAGEMENTS	MALE	FEMALE	TOTAL NO. OF PARTICIPANTS
AHAFO	18	126	108	234
ASHANTI	30	210	180	390
BONO EAST	45	315	270	585
BONO	12	84	72	156
CENTRAL	24	168	144	312
EASTERN	102	714	612	1,326
GREATER ACCRA	314	2,198	1,884	4,082
NORTH EAST	9	63	54	117
NORTHERN	105	735	630	1,365
OTI	9	63	54	117
SAVANNA	3	21	18	39
UPPER EAST	21	147	126	273
UPPER WEST	15	105	90	195
VOLTA REGION	18	126	108	234
WESTERN NORTH	12	84	72	156
WESTERN	15	105	90	195
TOTAL	752	5,264	4,512	9,776

PART V: COMMUNICATIONS AND CORPORATE AFFAIRS, CCA

The Communications and Corporate Affairs (CCA) Department of the NCCE handles communications, public relations, corporate image building, social media communication, website management, strategic partnership, media relations, flagship events and information technology support services as well as providing visibility for all activities of the NCCE. The department also has oversight role in the production of information, educational and communication (IEC) materials such as jingles, t-shirts, posters, stickers, docu-dramas among others.

In 2023, the Commission reached a total number of One million, Two hundred and ninety-nine-thousand, six hundred and seventy-four (1,299,674) persons through effective and consistent online (social media and website) communication. Eight hundred and seventy-six thousand two hundred and forty-three (876,243) were reached through Facebook, eighty-two thousand four hundred and seventy-two (82,472) persons on Instagram, one and thirteen thousand, three hundred and two (113,302) on X and two hundred and eight thousand nine hundred and forty-six (208,946) visitors on its website.

In the year under review, activities undertaken in 2023 enhanced the visibility of the Commission, broaden the reach of NCCE's civic education campaigns, build a good corporate image and a strong social media presence as well as sustain public interest in civic-related matters.

1.0 CORPORATE COMMUNICATION ACTIVITIES

Activities carried out during the period under review to the external public are as follows:

1.1 Press Briefing

The Commission through its press briefings officially announces its programmes as well as share information with the general public through the media regarding specific issues of the Commission.

In 2023, the Commission organised two (2) press briefings. The first press briefing was held on the 7th January to commemorate the **7th January Constitution Day** established to celebrate the achievement of the Fourth Republic. The Constitution Day commemoration was undertaken across the country by all regional offices of the NCCE with outdoor activities earmarked to celebrate Ghana's democratic journey so far. The press briefing was successful and received a massive media coverage in print and electronic media.

The second press briefing was held on 13th December to provide update on the Commission's public sensitisations ahead of the 2023 District Level Elections (DLEs). At the press briefing, Chairman of the NCCE, Ms. Kathleen Addy called on citizens to go out in their numbers and vote in the DLEs which was scheduled for Tuesday, 19th December, 2023. She also admonished Ghanaians to take a keen interest in the DLEs to contribute meaningfully in the development of their communities.

1.2 Media Launch

Photo Gallery for 1st Press Briefing



NCCE Chairman of the NCCE, Ms. Kathleen Addy briefing the media on the Constitution Day



Executive of the NCCE at the press briefing



The NCCE Chairman, Ms. Kathleen Addy briefing the media ahead of the public sensisations on the DLEs



1.2 Media Launch

A media launch was organised on 29th August, 2023 to launch the Commission’s 30th Anniversary celebration since its inception under the Fourth Republic. The colorful event was graced by Commission Members, Management, Regional Directors, their Deputies, representatives of the Commission on Human Rights and Administrative Justice (CHRAJ), reps from the National Media Commission and staff of the Commission. At the launch, the Chairman of the NCCE, Ms. Addy together with her team later outdoored the anniversary logo and theme; **“Thirty Years of Sustaining Ghana’s Democracy through Effective Civic Education”**. She also announced a number of planned activities to commemorate the anniversary celebration.

The media launch was successful. The activity received massive media coverage in print, electronic and online media platforms. The launch was also live streamed on NCCE’s Facebook platform with **380 views**.

Photo Gallery



Chairman of the NCCE and Commission Members unveil the 30th Anniversary logo

1.3 Press Statement

The Commission uses press statements as an efficient and affordable self-promotion news document to occasionally inform the general public about its activities and make known its position regarding pertinent national issues.

In the year under review, the Commission issued five (5) press statements. These were:

- **“Recent Violence against Women Worrying”** The statement was issued by the Commission to address the trend of attacks, abuse and murder of women as reported in the media.
- **“Revisiting Ghana’s Patriotic Values after 30 Years of Democratic Practice”** as a means to curb these threats in the society”: The article was written due to the increasing disregard for patriotic values among citizens of Ghana.
- **“Re-Hosting AFCTFA Dangerous to our Society”**: The statement clarified a misreported statement attributed to the Commission, which was retracted by the said media house.
- **“Preventing Citizens from Exercising Their Sovereign Rights Undermines Ghana’s Democracy-NCCE”**: The statement was issued due to the arrest and alleged assault on the members of the Democratic Hub by personnel of the Ghana Police Service for embarking on a demonstration to the Jubilee House, the seat of Government.
- **“Media Freedom and Political Tolerance Key to a Thriving Democracy”**: The Commission issued the statement to condemn the alleged attack on United Television (UTV) show.

1.4 Website

The NCCE's website is one of its online platforms where all activities undertaken by the Commission across the country are published.

In the year under review, Five Hundred and Ninety-One (591) news stories of activities carried out by the Commission's Head Office, Regional, Metropolitan, Municipal and District Offices were published on the website. Other publications included articles written on National / UN International Days which are in alignment with the mandate of the NCCE, press briefings, reports on National Stakeholders' Dialogue; Media Launch of the NCCE's 30th Anniversary; Relaunch of the University of Ghana's Civic Education Club; Youth Leadership Empowerment Dialogue (Youth-LED); NCCE/EU PCVE activities among others. Below are the numbers of posts, visits and hits on the NCCE's website:

Table 5.0 Number of posts, visits and hits on NCCE's website

NARRATION WEBSITE	2022	2023	DIFFERENCE
POSTS	374	591	217 (22.5% growth)
VISITS	274,425	208,946	65,479 (13.5 % reduction)
HITS	2,889,868	2,606,681	283,187 (5.15% reduction)

A visit refers to an individual visitor who arrives at the NCCE website through one way or the other while those who proceed to browse, click/hit to read documents are described by the term "hits".

1.5 Social Media Communication

The Commission officially operates on three (3) major social media channels: Facebook, Twitter, and Instagram. Our followers responded with comments, likes, and shares to the post. Selected activities were streamed live on Facebook. Social media promotion resulted in a large increase in followers on the Commission's social media handles.

Table 6.0 Number of following on NCCE's social media platform

NARRATION Social Media Followers	2022	2023	DIFFERENCE
Facebook	148,384	150,749	Gained 2,365 (0.8% growth)
Twitter	8,463	8,850	Gained 387 (2.23% growth)
Instagram	7,032	7,412	Gained 380 (2.6 growth)

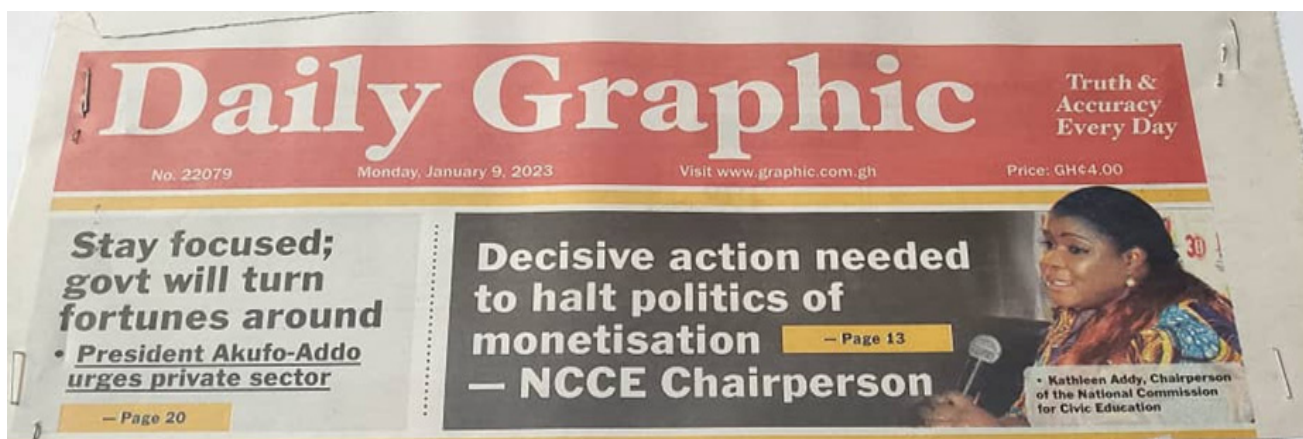
1.6 Media Coverage and Tracking

The Commission from time to time invites major media outlets to cover its major programmes and activities undertaken across the country. In the year under review, the CCA facilitated the coverage of all activities of the Commission in print, electronic and online media. In total, one hundred and ninety-six (196) media houses provided coverage for NCCE 's activities. After the coverage of major events, the department ensures that all activities covered are duly published in the media space to inform the general public as intended. These publications once tracked are filed for referencing, reporting and auditing purposes.

Table 7.0 Number of News Coverage / Tracking

MEDIA CHANNELS	INVITED MEDIA FOR COVERAGE
Newspaper	125
Online	74
TV	42
Radio	50
Total	291

Images from Newspaper Clippings





1.7 Facilitation of Partnership Agreements / Memorandum of Understanding

The CCA facilitated partnership agreements and memorandum of understanding (MoUs) between the Commission and other institutions before the execution of joint projects. Institutions the Commission partnered with include GLOWLINK, Inginus Africa and National Folklore Board.

1.8 Guest Relations

In the year 2023, the Commission hosted several delegations who paid working visits to understudy its operations. The following dignitaries and guests were received:

- The Ambassador of the State of Israel to Ghana, H.E. Shlomit Sufa - February 15, 2023.
- A seven-member delegation from the European Union (EU) Election Follow-up Mission (EFM) in Ghana - March 20, 2023.
- The Ambassador of Switzerland to Ghana, Mrs. Simone Giger - May 30, 2023.
- A five-member delegation from Erhvervsskolernes ElevOrganisation (EEO) led by NUGS President, Mr. Dennis A. L. Ampofo - July 25, 2023
- Delegation from the United Nations Office for West Africa and the Sahel (UNOWAS) - July 28, 2023.
- A 12-member delegation from the Namibian African Peer Review Mechanism (APRM) Secretariat - August 10, 2023.
- A delegation from the Parliamentary Service Board, led by the Director of Public Engagements, Superintendent Efia Tenge (Rtd.) - August 17, 2023.
- A ten-member (10) delegation from the Parliamentary Caucus from Sierra Leone, The Gambia and Malawi as well as Faith Leaders on Freedom of Religion or Belief (FoRB) under the auspices of the African Centre for Parliamentary Affairs (ACEPA) - November 14, 2023
- A four-member delegation from the United Nations (UN) - on November 24, 2023

Photo Gallery of Guest Relations



NCCE Chairman, Ms. Kathleen Addy (3rd from right), NCCE Commission Secretary, Mrs. Lucille Hewlette Annan, and delegation from the United Nations



NCCE Management meet with APRM delegation



NCCE Management with a delegation from United Nation Office for West Africa and the Sahel (UNOWAS)



NCCE Management with Parliamentary Service Board



The Minority Leader of Sierra Leone’s Parliament, Mr. Abdul-Kargbo receiving a publication from the Chairman of the NCCE, Ms. Kathleen Addy (third from right) presenting educational Materials to the meeting. With them the two deputy chairmen of the NCCE and other members of the delegation



NCCE Management, EU Project Manager at the NCCE with Switzerland Ambassador to Ghana



The delegation from EEO and NUGS with the Deputy Chairmen of NCCE and some Directors after the engagement

1.9 Courtesy Calls

The Commission in the year under review paid courtesy calls on prominent personalities and institutions as well as religious bodies. They included visits to the Governor of the Bank of Ghana, Dr. Ernest Addison; the Ga Traditional Council; The Church of Pentecost; The Paramount Chief of the Sagnarigu Traditional area; the office of Former President John Agyekum Kufour, office of the Ga Manste, office of the National Democratic Congress (NDC), among others. These engagements were to discuss areas of mutual collaboration.

Photo Gallery



NCCE Management with the Governor of Bank of Ghana, Dr. Ernest Addison and his team



Chairman of the Church of Pentecost, Apostle Eric Nyamekye addressing NCCE Delegation



Ms. Kathleen Addy, Chairperson of the NCCE presenting a copy of the Constitution to the Paramount Chief of the Sagnarigu Traditional area and a former Ambassador to Senegal, Naa Ambassador Yakubu Abdulai



NCCE Chairman, Ms. Kathleen Addy signing the book of condolence opened in memory of the late Mrs. Theresa Kufuor at the residence of Former President John Agyekum Kufour



Ms Kathleen Addy, Chairman of the NCCE and her team with Nii Ahene Nunu III, Paramount Chief of Abola Traditional Area

2.0 Production of Information, Education and Communication (IEC) Materials

The Commission through its CCA department developed and designed information, communication and educational materials to augment the Commission's public sensitisation programmes and media engagements. These materials were in the form audio jingles, television advertisement, miniature billboards, human billboards, docu-dramas, GIFS, infographics, e-flyers, brochures, wall posters, car stickers, T-shirts, door stickers among others. These were shared via multiple channels with the general public.

Two (2) jingles were produced in year 2023 on Preventing and Containing Violent Extremism (PCVE) and the 2023 District Level Elections (DLEs). The PCVE jingle, which was recorded in English and translated into fifteen (15) Ghanaian languages was aired on 30 media houses across eight (8) protect operational regions. The District Level Elections jingle was also recorded in English and translated into fifteen (15) Ghanaian languages. The jingles were aired on major radio stations which include Citi FM, Joy FM, Asaase Radio, GBC-Radio, Peace FM, 3 FM, Original FM, and Marhaba FM at the national and in the Volta, Ashanti, Northern and Western North regions for two (2) weeks duration, mostly on Morning Shows, Current Affairs Shows, news bulletins, Lunchtime shows. Metropolitan, Municipal and District offices of the Commission also played the jingle via public address systems and at some community information centers.

Table 8.0 Number of educational materials produced

Description	2022	2023	Difference
Number of designed Educational Materials	203	206	3 (0.7%) reduction



PART VI: PROGRAMMES

In year 2023, the Commission undertook major engagements and collaborations at its three-pronged administrative levels; national, regional and district. Without any shadow of doubt, year 2023 witnessed the implementation of activities and engagements on diverse issues targeted at equipping citizens with the requisite civic knowledge, skills, disposition and civic power in order to perform their responsibilities under the theme: *“30 Years of Consolidating Constitutional Democracy: Building National Cohesion through Civic Education and Participation in Local Governance”*.

On the whole, the Commission carried out **One Hundred and Ten Thousand, Eight Hundred and Fifty-Six (110,856)** face-to-face (grassroot) engagements across the country. These engagements directly involved **Thirteen Million, Eight Hundred and Two Thousand, Four Hundred and Seventy-Eight (13,802,478)** persons. The public education engagements do not include other media outreaches carried out by the Commission via television, radio, community information centres, dawn and dusk broadcast, print media, online portals as well as social media.

1.0 Community Sensitisation Programmes

1.1 Information Sharing / Training of Civic Educators on PCVE Issues

The Commission organised training workshops for its staff to increase their capacity in order to effectively sensitise the public under the European Union (EU) sponsored project, Preventing and Containing Violent Extremism (PCVE). The goal of the training was to improve staffs understanding of the PCVE project by giving them the resources they would need to engage citizens in the selected regions. The training sessions were held in three (3) batches at the Radach Lodge and Conference Centre in Tamale, Northern Region, from **20th March to 1st April, 2023**. Facilitators/Resource Persons were drawn from the Ministry of National Security, the Gulf of Guinea Northern Regions Social Cohesion Project (SOCO), COGINTA (a SWISS NGO).

1.2 Formation/Reactivation of Civic Education Club (CECs) In Tertiary Institutions

The Commission’s Civic Education Clubs (CECs) are not limited to basic and second cycle schools. Over the years, the CECs have also been established at the tertiary level. In 2023, the Commission made efforts to create as well as reactivate CECs in selected Universities based in Greater Accra region. For instance, the University of Ghana once had a CEC in year 2000, which had been inactive over the years. In the third quarter of 2023, through the assistance of the Student Representative Councils (SRCs) and the Dean of Students offices of some tertiary institutions, new CECs were established and the dormant ones were reactivated.

1.3 Commemoration of the 20th Anniversary of African Peer Review Mechanism (APRM)

To commemorate the 20th Anniversary of the African Peer Review Mechanism (APRM), the Commission, in collaboration with the APRM national secretariat in Accra, organised a quiz competition titled **“What do you know about APRM”** The competition took place on Sunday, **November 26, 2023**, at the GTV Studios in Accra.

The competition featured four Senior High Schools representing four regions: Presbyterian Boys Senior High School from Greater Accra, Aburi Girls Senior High School from the Eastern Region, Sogakope Senior High School from the Volta Region, and Winneba Senior High School from the Central Region. The Civic Education Clubs (CECs) within these schools actively participated in the competition.

The primary objective of the competition was to assess the students’ knowledge on the objectives, mission and roles of APRM as well as the 1992 Constitution. The competition received Guests from the Acting Executive Secretary of the National Secretariat of APRM, Mrs. Winifred Akoto-Sampong; ECOWAS Representative Resident in Ghana, Ambassador Baba Gana Wakil; ECOWAS Resident Representative in Ghana, Ministry of Foreign Affairs and Regional Integration; Director for Programmes at the NCCE, Dr. Imurana Mohammed; and Director for CCA at the NCCE, Madam Joyce Afutu. Sogakope Senior High emerged as the overall winners and received a cash prize of GHC5,000.00. Presec Legon secured the second position with a prize of GHC 3,000.00, while Winneba Senior High and Aburi Girls placed third and fourth positions, receiving GHC2,000.00 and GHC1,000.00 respectively. The participating schools were acknowledged with branded T-shirts as a token of appreciation.

In her opening remarks, the Acting Executive Secretary urged all schools to dedicate themselves to learning more about Ghana and the laws that govern the nation’s peace and tranquillity. She emphasized the need for the students to uphold the values and principles of the 1992 Constitution.

Photo Gallery



Dr. Imurana Mohammed, NCCE Director Programmes presenting a dummy cheque to the first runner-up Winners, PRESEC Legon



Contestants from the various participating schools



Picture of the contestants from the selected schools, Patrons, Directors from NAPRM and NCCE, NCCE District Directors and Quiz Master

1.4 Youth Leadership Empowerment Dialogue (YOUTH – LED)

On Wednesday, 6th December 2023, the Commission organised a Youth Leaders' Empowerment Dialogue at the West Africa Centre for Crop Improvement (WACCI) auditorium at the University of Ghana. The dialogue was on the theme “**NCCE @ 30: Building Youth Leadership for Local Participation in Local Governance.**” The event was aimed at building the skills of youth leaders and promoting their active involvement in governance, and their participation in the 2023 District Level Elections (DLEs).

Participants were youth leaders in tertiary institutions, youth groups and Faith Based Organisations (FBO). The youth leaders were from the Ghana Institute of Management and Public Administration (GIMPA), Accra Technical University (ATU), University of Ghana (UG), University of Professional Studies (UPSA), Assemblies of God, Office of the Chief Imam, Islamic University and The Church of Pentecost.

Ms. Kathleen Addy, Chairman of the NCCE reiterated that the fundamental guidelines in Ghana's democracy is for the 1992 Constitution to be accepted, protected and defended by all citizens at all times.

Defending the 30 year old Constitution according to her means not supporting or tolerating coup or any dialogue about it, because the first thing a coup does is to overthrow the Constitution and Government. She further added that the programme was organised to guide the students to uphold good values, promote inclusiveness, build their leadership capacities and solicit their views on how Ghana's democracy can be strengthened.

Photo Gallery



Chairman of NCCE, Ms. Kathleen Addy Delivering her remarks



Group photograph of NCCE Management with participants

1.5 Re-launch of Civic Education Club (CEC) at University of Ghana

On Wednesday, December 15, 2023, the NCCE Civic Education Club (CEC) of the University of Ghana was relaunched. The NCCE CECs are non-partisan voluntary associations that primarily study and discuss the 1992 Constitution as Ghana's fundamental law, as well as analyse all Constitution-related matters that arise under the Fourth Republican Constitution. Through these clubs, the Commission moulds the characters of upcoming future leaders and build their capacities or knowledge on governance and democracy.

Ms. Kathleen Addy, Chairman of the NCCE, in her speech at the launch reiterated that the 1992 Constitution established four special independent governance institutions: the Electoral Commission (EC), the Media Commission, the Commission on Human Rights and Administrative Justice (CHRAJ), and the National Commission for Civic Education (NCCE). She stated that the independence of the aforementioned institutions distinguishes them from other organisations. She noted that the primary reason for relaunching the once vibrant UG civic education club was to assist the youth in nation building.

Photo Gallery



Ms. Kathleen Addy, NCCE Chairman flanked by Mr. Alidu Seidu (Head of Political Science department) and Dr. Isaac Boafo (Patron of the UG CEC)



NCCE Chairman delivering her opening remarks



Group photography of participants at the UC CEC

1.6 DLEs Observation and Monitoring

The Commission observed the 2023 District Level Elections on the 19th December, 2023. One hundred and two (102) polling stations were visited by staff of the Commission to observe voting processes. On the whole, the exercise was considered as being smooth with zero reports of violence at all polling stations visited. Observers however bemoaned the low voter turnouts that were witnessed largely at all the polling stations visited despite the numerous voter educations that the NCCE had undertaken across the length and breadth of Ghana.

1.7 Cinema Van Shows

The Commission educates the general public through docu-dramas, movies and cinemas to promote peace, national cohesion combat terrorism and strengthen democracy. The Commission's cinema van shows strategy was implemented as part of the NCCE/EU PCVE project. In year 2023, Fourteen (14) Districts participated in the Cinema van shows: three (3) in the Savannah region, five (5) in the Upper East region, and (6) six in the Northern region.

The campaign was aimed at identifying the vulnerabilities in communities that are exposed to Violent-Extremism and Terrorism to build their capacities and resilience to withstand such threats. Citizens were also encouraged to always be on alert in order to identify and report any suspicious actions or activities to relevant institutions to build trust between citizens and security services as well as equip them with the requisite knowledge to eschew radicalisms and terrorism or other forms of violent extremism. The shows were also used to promote patriotism, inclusion, civic responsibility and social cohesion among the citizenry.

The Cinema Van Show strategy was adopted because it afforded the citizens the opportunity to relate with the issues at hand since they could see in reality the devastating effects of extremists acts and violence on their lives and property and the nation as a whole. Movies on violence and its effects were screened for the populace. Opportunities were given for participants to ask questions pertaining to the movie, make comments and suggest the way forward to counter those ideologies in order to protect the nation. As much as practicable, as the movies were screened, scenes were interpreted in the predominant language of the people being engaged at the time so they could appreciate the essence of the sensitisation.

Movies screened bordered on the following issues: promotion of peace, counter smuggling and proliferation of arms, prevention of violence, radicalization among the youth, marginalization/discrimination, poor governance, violations of human rights and the rule of law, brainwashing and drug addiction and exposing false claims in extremist narratives.

In all, eleven thousand seven hundred and fifty-nine (11,759) participants were reached through the cinema show engagements. The films and documentary both had highly interesting and thought-provoking messages. Participants were mostly senior high schools students.

Photo Gallery of cinema show engagements



A cross-section of students at Jakpa SHS in Damongo in West Gonja District of the Savannah region



Some Heads of Department and Staff of the Kassena Nankana West District Assembly of the Upper East region



Students of the Bolgatanga SHS in Talensi District in the Upper East region



Some members of the Larabamga Community in West Gonja district in the Savannah region.

1.8 Engagement on District Level Elections and Promotion of Participation of Women and other marginalised groups

The general public were sensitised on the need to exercise their franchise during every election. It was highlighted that it was binding on every Ghanaian who had attained the voting age of eighteen (18) years and above, and has a valid voters' identity card to participate in every democratically organised election, be it the Parliamentary/Presidential Elections or District Level Elections as per Article 42 of the 1992 Constitution of Ghana.

Citizens were conscientized to realise that since Ghana is a democratic state according to Article 35 (1) of the Constitution mentioned above, every citizen has the right to contribute to the election of leaders to serve as duty bearers at both the national or at the district level. It was added that exercising one's franchise empowers him/her to seek accountability from the duty bearers they elect. Citizens were entreated to shun every form of violence and avoid provocative language that may disrupt the peaceful conduct of the electoral process scheduled to be held on the 19th of December, 2023 in the various districts across the country.

A total of **Twenty-Three thousand Eight Hundred and Nineteen (23,819)** engagements across all regions were held on the DLEs from the second to the fourth quarter 2023.

1.9 Education on National Values and Respect for National Symbols

In all Regional Directorates, during the year under reference, carried out Nine Thousand, Three Hundred and Fourteen (9,314) engagements on the subject area.

The public was sensitised that as patriotic citizens, they were dutifully bound to show respect to national symbols. They were educated to respect Ghana's currency, the Seat of Government (Jubilee House), the National flag, the Mace of Ghana's Parliament, the Coat of Arms, the National Anthem and the National Pledge which depict our true identity as Ghanaians. They were urged to exhibit their sense of nationalism by respecting these symbols wherever they are and always defend the good name of Ghana, since the sovereignty of this nation lies in the hands of its people.

Photo Gallery



2.0 Sensitisation on peaceful co-existence and national cohesion.

During the year under review, the regional directorates engaged Sixteen Thousand and Thirty (16,030) members of the general public and implored them to be vigilant and be security-conscious. The Regional Directorates visited some selected communities in the region to embark on this sensitisation. The public were engaged through face-to-face interactions, radio discussions and street announcements. In all, engagements on the above activity were executed in the fourth quarter of 2023 across all regions.

Photo gallery



The PFO, Arthur Ebenezer speaking to the pupils of the Methodist JHS on national cohesion and peaceful co-existence

Table 9.0 Number of public engagements on national cohesion and peaceful co-existence

REGIONS	ACTIVITIES	MALE	FEMALE	TOTAL
AHAFO	210	420	630	1,050
ASHANTI	3,108	6,216	9,324	15,540
BONO EAST	280	560	840	1,400
BONO	399	798	1,197	1,995
CENTRAL	1,295	2,590	3,885	6,475
EASTERN	1,722	3,444	5,166	8,610
GREATER ACCRA	4,508	9,016	13,524	22,540
NORTH EAST	420	840	1,260	2,100
NORTHERN	49	98	147	245
OTI	462	924	1,386	2,310
SAVANNA	693	1,386	2,079	3,465
UPPER EAST	917	1,834	2,751	4,585
UPPER WEST	217	434	651	1,085
VOLTA REGION	735	1,470	2,205	3,675
WESTERN NORTH	392	784	1,176	1,960
WESTERN	623	1,246	1,869	3,115
TOTAL	16,030	32,060	48,090	80,150

2.1 Sensitisation on child protection

The year under review saw **Sixteen Thousand One Hundred and Twenty- One (16,121)** engagements carried out by all sixteen regional directorates of the Commission on the need to protect the rights of children. Child protection issues such as teenage pregnancy, child kidnapping, child trafficking, child labour, child sexual exploitation, parental neglect and verbal abuse among others were emphasized. The child has the right to enjoy good food and nutrition, good health and medical care, shelter, education, recreation and a happy life. Such needs were to be catered for by government, parents, families, caregivers and foster homes.



Mr. Yussif Abdul-Rahaman (CFO) in a group photograph with a youth group (DTC Beneficiaries) in Gambaga during sensitization on child protection in the North East Region



Josephine Yankson Staff of Mfantseman at a PTA Meeting at Kuntu M/A School Sensitizing them on Child Protection Issues



Sensitization of Child Protection in Damongo Agric College led by Mr. Issaka Zitor, the Savanna Regional Director and Regional officers at Damongo Agric College conference hall.

Table 10.0 Number of public sensitisations on child protection

REGIONS	ACTIVITIES	MALE	FEMALE
AHAFO	350	200	150
ASHANTI	315	1,260	945
BONO EAST	2,632	10,528	7,896
BONO	483	1,932	1,449
CENTRAL	28	112	84
EASTERN	1,414	5,656	4,242
GREATER ACCRA	2,639	10,556	7,917
NORTH EAST	3,171	12,684	9,513
NORTHERN	497	1,988	1,491
OTI	350	1,400	1,050
SAVANNA	490	1,960	1,470
UPPER EAST	1,442	5,768	4,326
UPPER WEST	357	1,428	1,071
VOLTA REGION	560	2,240	1,680
WESTERN NORTH	490	1,960	1,470
WESTERN	1,253	5,012	3,759
TOTAL	16,121	64,484	48,363

2.2 Engagement on sustainable management of the environment

Significant number of activities were carried out on issues related to good environmental governance with emphasis on sanitation. The general public was reminded of the negative effects of poor management of the environment such as bush fire, flood during rainy season in communities with poor drainage system resulting in diseases such as malaria, cholera, etc. The citizenry was further sensitised to keep their surroundings clean, desist from throwing rubbish indiscriminately i.e. inside open drains, and avoid open defecation among others in order to protect the environment from pollution. A total of **Two Thousand Eight Hundred and Thirty-Two (2,832)** engagements were undertaken on the subject matter in the year under review.

Table 11.0 Number of public sensitisations on environmental governance

REGIONS	ACTIVITIES		MALE	FEMALE
AHAFO	10	70	35	70
ASHANTI	277	1,939	100	50
BONO EAST	32	224	200	112
BONO	19	133	50	28
CENTRAL	308	2,156	750	380
EASTERN	477	3,339	982	495
GREATER ACCRA	283	1,981	654	432
NORTH EAST	231	1,617	589	316
NORTHERN	415	2,905	965	117
OTI	105	735	325	523
SAVANNA	58	406	198	542
UPPER EAST	112	784	320	622
UPPER WEST	63	441	201	113
VOLTA REGION	96	672	361	89
WESTERN NORTH	159	1,113	286	153
WESTERN	187	1,309	384	445
TOTAL	2,832	19,824	6,400	4,487

2.3 Sensitization on Domestic Violence and Spousal Abuse

A total of Nine Thousand Four Hundred and Fifty (9,450) public engagements were held under domestic violence. Citizens were educated on the meaning of “domestic violence” as an act under the Criminal Code which constitutes a threat or harm to a person usually in a family, marriage or in a relationship. It was emphasized that domestic violence can be classified into many forms comprising sexual abuse, physical abuse, economic abuse and psychological abuse.

They were reminded that acts such as physical assault, detention or forcible confinement, subjecting a person to inhuman or degrading treatment or punishment, deprivation of access to good food, clothing, water, shelter or rest, health, comfort, education among others all constitute physical abuse. Citizens were conscientised that acts such as forcible sex, rape (married or unmarried), sexual conduct that degrades or

humiliates a person, violates a person’s sexual integrity and exposes a partner’s nudity to third parties or the public all form part of sexual abuse.

Table 12.0 Number of public sensitisations on domestic violence and spousal abuse

REGIONS	ACTIVITIES	MALE	FEMALE	TOTAL
AHAFO	581	1162	1743	2905
ASHANTI	1008	2016	3024	5040
BONO EAST	644	1288	1932	3220
BONO	238	476	714	1190
CENTRAL	497	994	1491	2485
EASTERN	1015	2030	3045	5075
GREATER ACCRA	1988	3976	5964	9940
NORTH EAST	301	602	903	1505
NORTHERN	721	1442	2163	3605
OTI	140	280	420	700
SAVANNA	140	280	420	700
UPPER EAST	812	1624	2436	4060
UPPER WEST	245	490	735	1225
VOLTA REGION	875	1750	2625	4375
WESTERN NORTH	168	336	504	840
WESTERN	77	154	231	385
TOTAL	9450	18900	28350	47250

2.4 Sensitisation on the Limited Registration Exercise

Some NCCE Regional Directorates embarked on sensitisation and monitoring of the Limited Voters Registration Exercise rolled out by the Electoral Commission. Citizens were informed that the registration exercise was to help the Electoral Commission carry out its Constitutional mandate as per Article 45 (a) “compile the register of voters and revise it at such periods as may be determined by law”. The citizens were sensitised that Article 42 of the 1992 Constitution of Ghana confers on every Ghanaian who is 18 years and above and of sound mind the right to vote. It was emphasized that, a citizen must be a resident or ordinarily resident in an electoral area, has not already registered as a voter and he/ she is not prohibited by any law in force from registering as a voter. It was indicated that before one can apply for registration, he/ she must ensure that his/her name is not in the existing register, he/she must be at the registration centre (in person) at either the District Electoral Commission office or any of the designated centres (approved by the Electoral Commission) in the area he/ she resides to avoid impersonation. It was added that any prospective registrant was to provide his / her name as he / she is officially known, his/her date of birth or age, ne of parents (deceased or living), hometown and his/her residential address (house number and street name). A total of **One Hundred and Thirty-Seven (137)** engagements were executed.



Public engagement on need to participate in limited voter registration exercise

PART VII: HUMAN RESOURCE AND ADMINISTRATION

This report is a summary of activities undertaken by the four (4) units under the Administration Department for the year 2023. They are Human Resource, Estates, Transport and Records Unit.

2. HUMAN RESOURCE (HR)

The under-listed activities were carried out by the HR Unit of the Administration Department. It also captures some challenges encountered by the Unit and projections for the ensuing year.

2.1 New Organogram

Approval for implementation of the NCCE's new organogram has been granted by the Public Services Commission. The organogram decoupled the HR unit from Administration and it is to be a stand-alone department. Plans are underway for restructuring the new HR department to reflect its new status.

2.2 Appointment (Commission Level)

The President of the Republic of Ghana, His Excellency, Nana Akufo- Addo on, on 20th March 2023 appointed Mr. Victor Brobbey who was previously a Commission Member as the Deputy Chairman (Finance and Administration). Whilst Dr. Simon Ofori Ametepye and Mr. Bright Agbodeka were appointed as Commission Members.

2.3 Replacement of Staff

Twenty-five (25) new staff were replaced during the second quarter. Processes for their enrollment on payroll have been completed.

2.4 Confirmation of Appointment

Regional Directors

Two Deputy Regional Directors, Mr. Robert Kwesi Boame and Mr. Issaka Zitor of Oti and Savanna respectively had their appointments confirmed as substantive directors for Oti and Savannah regions respectively. Their positions took effect from October 1, 2023.

New Employees

One hundred and fifty (150) members of staff who were appointed in April 2022 had their appointments confirmed after completing their probation

2.5 Promotions / Upgrading

Management approved promotions for members of staff with diploma qualifications and over ten years of work experience with three years of service before retirement. So far, 50 staff due for retirement from 2023

to 2025 have benefited from this arrangement.

Three hundred and twenty-one (321) members of staff who met all requirements for promotion were also moved to the next level.

2.6 Training

Electronic Salary Payment Voucher (ESPV) set-up training was conducted in July for all validators on the validation process to ensure staff salary payment vouchers are validated by only designated officers of the various management units. A total of 331 validators benefited from the training.

ESPV training report generation was also covered during the session for Head Office HR technical officers to facilitate the correction of system errors during validation.

The training was conducted by officials of the Controller and Accountant General's Department.

2.7 Payroll Management

2.7.1. Change of grade step (incremental jump)

A total number of 1,269 members of staff in the 16 regions enjoyed a surge in incremental jumps on their due dates.

2.7.2 Creation of new management units

Out of 89 submitted management units to be created in the 16 regions, CAGD has indicated that 2 from the Oti region (Regional Office and SALL) have been created pending the creation of vacancies by PSC to enable the movement of members of staff onto those units. This situation greatly hampers validation efforts in affected regions and districts and has been the

subject of various audit queries. Several appeals to the Controller and Accountant General department for rectification have yielded no results. The Commission persists in its efforts to get action taken on the issue.

2.7.3 District Directors' Housing Allowance

Out of 41 Municipal/District Directors appointed in 2022, 10 reported non payment of Housing Allowance which was quickly resubmitted to CAGD for rectification. As of the close of the year, the situation had not been rectified and follow-up actions by way of reminders to CAGD have been made.

2.7.4 Nationwide Payroll Monitoring

The Unit in compliance with directives from the Fair Wages and Salaries Commission, nationwide payroll monitoring exercise, began filling templates aimed at correcting discrepancies in allowances if any. The exercise is however pending completion.

Table 13.0 Payroll management

		1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total	%of staff strength
Staff strength (06-12-23)						1747	
Staff attrition	Retirement	10	8	5	9	32	1.83
	Resignation	9	7	4	5	25	1.43
	Vacation of post	4	-	2	-	6	0.34
	Death	2	1	3	1	7	0.4
	Qtr. Attrition	25	16	14	11	70	4
Promotion		9	200	107	5	321	
Transfer	Transfer	4				4	
	Voluntary			21		21	
	Reposting	7		5		12	
Leave	Leave of Absence	1	4	2	2	10	0.57
	Maternity	3	4	3	-	10	
	Study Leave with pay	4				4	
	Study leave without pay				2	2	0.11
Bereavement		24	11	13	4	52	

2.8 Projection for the year 2024

The Unit is projecting to undertake training for staff who were employed in 2022 and 2023. The Unit has also identified some training needs for Regional Administrators and planning to organize training for them subject to the availability of funds. Working visits to some selected districts as part of monitoring have also been considered by the Unit.

3. ESTATES

The under-listed activities were carried out by the Estates Unit within the period under review.

3.1. Inspections:

The essence of these visits was to ascertain the state of the Commission's facilities and make recommendations for their upkeep.

3.1.2 Office Accommodation Inspected

The Deputy Director of Estates, Ms. Lucy Marie Danso together with Peter Mahunu (CEO) inspected the underlisted offices during the period:

- Greater Accra Regional Office
- Ashiedu Keteke Sub Metro old office
- Suhum Municipal office
- Ledzokuku Municipal office
- Volta Regional Office

The Volta Regional Office Complex was started in 1995 but stalled due to budgetary constraints over the ensuing years. The percentage of work completed as at 28th February 2023 was 70%. Some of the work done included fixing of louvre carriers and blades, WC, hand wash basins and other accessories; floor and wall tiling with skirting, first coat interior painting and laying of PVC pipes. Other works done included the fixing of burglar-proof, ceiling noggin and plastering of walls.

Another Team from the Head Office comprising the under-listed attended a site meeting at the instance of the Consultants; Architectural Engineering Services Ltd (AESL) on 18th May 2023. This was to inspect progress of work and agree on the scope of the remaining work.

- Mrs. Dora Hammond (Director, Administration)
- Ms. Monica Mamattah (Director, Finance)
- Ms. Lucy Marie Danso (Deputy Director, Estates Unit)
- Mr. Isaac Opare Abrokwa (Deputy Director, Procurement Unit)
- Mr. Abednego Ocansey (Assistant Director, Internal Audit Unit)
- Mr. Peter Mahunu (CEO, Estates Unit).

3.1.3 Residential Accommodation Inspected

The Unit inspected the under-listed residential accommodation:

- Adenta SSNIT Flats block DD/BLK077/N/RB7
- Adenta SSNIT Flats Court 4/B2.

3.1.4 Commission Land

The Estates Unit also carried out periodic visits to the Commission's land at Okponglo

3.2 Surveying Of Chairman's Official Residence

A Team from the Lands Commission visited the Chairman's official Residence, No. 27, 4th Circular Road, Cantonments on 5th July, 2023.

The purpose of the visit was to survey the premises for the preparation of a site plan to secure the property in the Commission's name.

Following the successful survey of the Chairman's official Residence, the Lands Commission prepared and submitted the site plan to the Commission on 8th August 2023.

The Commission is currently working on the lease covering the said property.

The Unit together with the staff of PWD visited the official residence of the Deputy Chairman, F&A (block 4C, 1st Circular Road, Cantonments) for inspection and assessment to pave the way for renovation. On the fourth day of December, 2023 an agreement was reached between the National Commission for Civic Education and Evolve Construction Limited to execute renovation of bungalow No.4C 1st circular Cantonment. Evolve Construction Limited is now working on the project and has 30 working days to complete and hand it over to the Commission.

3.3 Office Accommodation

The Commission operated from 283 locations in 2023. The breakdown is as follows:

Table 14.0 Status of office accommodations

		Region	District	
Head Office	1			
Rented		2	12	
Non rented		13	252	
Commission owned		1	1	
Total	1	16	266	283

3.3.1 Commission - owned Offices

- Ho Regional office
- Sogakofe District office
- Head office (New Block) Accra
- Bosomtwe District office

Table 15.0 Ownership of Regional office accommodation

	Institution	No.	Location	Status
1	Regional Coordinating Councils	10	Central, Western, Bono, Ahafo, Bono East, Upper East, Upper West, Ashanti, Western North, Northern	Non-paying
2	SSNIT	1	Eastern	Paying
3	State Housing	1	Greater Accra	Paying
4	East Mamprusi Municipal Assembly	1	North East	Non-paying
5	West Gonja Municipal	1	Savannah	Non-paying
	World Vision	1	Oti	Non-paying

Table 16.0 Ownership of District office accommodation

S/N	Institution	No.	Status
1	District, Municipal and Metropolitan Assemblies	252	Non-paying
2	Ghana Cocoa Board	2	Paying
3	GICEL	1	Paying
4	GCB PLC	1	Paying
5	Paying	1	Paying
6	World Vision International	1	Non-paying
7	GPRTU	1	Non-paying
9	Private Individuals	7	Paying

3.4. Renewal of tenancy agreement:

The tenancy for the under-listed offices was renewed as follows:

- Atiwa West, Kwabeng: 1st January 2023 – 31st December 2024.
- Atwima Nwabiagya Municipal, Nkawie: 1st January – 31st December 2023.
- Kwahu South, Mpraeso: 1st January to 31st December 2023
- Accra Metro: 1st January to 31st December 2023.
- Weija Gbawe Municipal office: 1st January to 31st December 2023.
- Jaman South District office: 1st March 2023 to 28th February 2024.
- Tano South Municipal office: 1st January to 31st December 2023.
- Tano North – Bechem: 1st January – 31st December, 2023
- Ahafo Ano South West (Mankraso) 1st June 2023- June 2024.

3.5. Renovations And Maintenance Works

3.5.1 Guest House, Adenta:

The Commission's Guest house at Court 4, Adenta SSNIT flats is currently under renovation by Josadu Construction Limited. Work was expected to be completed before the close of year, 2023.

3.5.2 Painting at Head Office

The under-listed offices were painted at the Head Office:

- Deputy Chairman, F&A
- Director, Administration
- Right to Information -RTI (Ag. Commission Secretary)
- Second-floor corridors of the main block of NCCE

3.5.3 Ashiedu Keteke Sub Metro Office

Following the relocation of the Ashiedu Keteke office to the Assembly premises, their old premises was renovated for occupancy by the Accra Metro Directorate of teh NCCE, which was evicted from the Accra Digital Centre due to demolition work. The renovation at the old premises of the Ashiedu Keteke office was done by Integrity Paintings and Decorations Ltd. It began on the 3rd June, 2023 and was completed on 13th June, 2023.

3.5.4. Outstanding Renovations

3.5.4.1 Duty Posts

The under-listed Duty Posts which have been vacated by former staff of the Commission are awaiting renovations:

- Adenta SSNIT flats block 77/B7
- Adenta SSNIT flats block 77/B3
- Sakumono SSNIT flats block E5/R3

3.5.4.2 Office Accommodation:

About 80% of the Commission's offices nationwide need renovation with the most urgent ones being:

- Sogakofe District office
- South Dayi District office
- Abura Asebu Kwamankese District office
- Ledzokuku Municipal office
- Berekum West District office
- Birim Central District office
- Oti Regional office
- Ashanti Regional office
- Nadowli Kaleo District office
- Nsawam Adoagyiri Municipal office

3.6. Compilation of Assets Register:

The Fixed Assets Coordination Unit (FACU) completed and submitted the Commission's Assets Register to the Administrator General's Department. FACU is currently updating the Assets Register for the Controller and Accountant General's Department. The percentage of work done is 70.

3.7. Servicing, Maintenance and Repairs:

3.7.1 Air Conditioners:

The air conditioners at the under-listed offices were repaired during the period.

- Director, Finance
- Treasury

- Ag. Commission's Secretary
- Director, Administration
- Administration Secretariat
- Director, Research
- Programmes (Room 16)
- Procurement
- Headquarters
- Chairman's official Residence
- Greater Accra Regional office

3.7.2 Printers

The printers in the under-listed offices were repaired by Odotech Office Machines Services:

- Director, Finance
- Treasury
- Administration (Secretariat) – NCCE/ADM/PR/01/15

3.7.3 Photocopiers

The photocopiers at the under-listed locations within the New Block were repaired:

- HR reception (NCCE/PHC/01/20)
- Programmes (first-floor corridor) – (NCCE/PHC/02/20).
- Admin (Secretariat) – NCCE/ANX/PHC/12/01

3.8 Other Activities

3.8.1. Disposal Of Unserviceable Items:

The Unit provided Regional Directors with guidelines for the disposal of obsolete and unserviceable items in the various offices under their jurisdiction.

The under-listed Directorates of the Commission have commenced the process for the disposal of the unserviceable items in their offices:

- Upper West Region
- Accra Metro office
- Central Regional Office

3.8.2. General Cleaning

This was carried out at specific times in the year when the need arose

- The Estates Unit embarked on a general cleaning of the Head Office premises on 6th and 9th January 2023 to prepare the offices for work following the Christmas break.
- Another general cleaning was carried out at the Head Office on 5th August, 2023. This became necessary because the entire premises was so dirty due to the frequent rainfall
- Weeding and clearing works were carried out at the official residence of the Deputy Chairman F&A. This became necessary due to overgrown weeds and rubbish gathered within the premises when it was allocated to the Commission by the Ministry of Works and Housing in February 2023. Three times in front of the

building which posed a danger to the fence wall of the building were felled.

This was to keep the accommodation in good shape whilst awaiting processes for the award of the renovation contract.

3.8.3. Fumigation

Trees in front of the New Block at the Head Office were fumigated against pests and treated with fungicide after application of compost. The exercise was carried out on the 6th of January 2023.

4. TRANSPORT

4.1. The Commission Fleet

The Commission operated a fleet of 104 cars and 151 motorbikes in the year under review. The average fleet age is 5 years.

4.2. Sale of Unserviceable Fleet (Vehicles and Motorbikes)

In Accordance with Section 158 (1b) of the Public Financial Management Regulation, 2019 (L.I. 2378)., the Ministry of Finance approved the disposal of Ninety-six (96) cars and Five (5) motorbikes through Public Auction. The process has been duly completed.

4.3. Fleet procured (Vehicles and Motorbikes)

The Commission procured 2 new Nissan Navara Pickups and 49 new Yamaha motorbikes from Japan Motors at the end of the fourth quarter.

4.4. Accidents

Thankfully the Unit as of the end of the year 2023 had recorded no major accident.

4.5 Vehicle Maintenance Service Providers

The Commission signed agreements with the under-listed companies for the provision of maintenance services.

1. John Adiko Engineering Company Limited
2. Wisterq Engineering limited
3. Japan Motors
4. Stelin Automotive & Trading
5. Platinum Motors
6. Mac Ghana
7. Lawpaw Engineering
8. Honda Place
9. CFAO Motor

5.0 REPLACEMENT AND TRAINING

The Transport Unit in the quarter under review did not receive any new personnel but continued to educate drivers periodically on basic driving rules and regulations (Back to Basics). Topics included:

- Defensive Driving
- Highway Code
- Discipline
- Safe Driving
- Tyre Management
- Basic Maintenance
- Driving ethics and communication in driving

5.1 Budget Input

The Unit made the following inputs in the Commission's 2024 budget based on its needs assessment.

Table 17.0 Budget inputs

S/N	Location	Vehicle Type	QTY
1	Regional/District Offices	Pick-Up	180
2	Regional Offices	Staff Bus	6
3	Regional Directors	Cross-country	16
4	Deputy Chairpersons	Saloon Cars	2
5	Pool (Utility) Cars	Saloon	3
6	Regional and District Offices	Motorbikes	100
7	Regional and District Offices	Vehicle Tyres	388
8	Regional and District Offices	Batteries	97

5.2 Receiving and Dispatching Mails

During the period, we received 2,120 mails from both internal and external sources. Dispatch of mail generated within is done in 2 ways; through FedEx for documents going outside Accra while the Commission's dispatch rider distributes those with recipients in Accra. Documents requiring urgent attention are treated with expeditiously.

5.2 Receiving and Dispatching Mails

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Below is a table showing the total number of newspapers received for the period.

NEWSPAPER	NUMBER RECEIVED DAILY	NUMBER RECEIVED FOR YEAR
DAILY GRAPHIC	9	2,160
GHANAIAN TIMES	9	2,160
CHRONICLE	1	240
DAILY GUIDE	1	288
MIRROR	Weekly	48

5.4 Storage and Retrieval of Documents

The Unit safeguards records of the Commission by maintaining an efficient filing system. This is done on daily basis and incorporates a file tracking system.

6. CONCLUSION/ GENERAL RECOMMENDATIONS

The following recommendations are to enhance work in the department.

- Provision of stable internet connectivity to all offices to increase productivity.
- Provision of logistics and adequate workspace for conducive work.
- Provision of vehicles to support the performance of official duties.

PART VIII: RESEARCH, GENDER AND EQUALITY

During the year under review, the department undertook both internal and external activities. The internal activities are related to the core functions of the department undertaken in fulfilment of its mandate. These include Research and Gender Mainstreaming. Other internal activities include monitoring and evaluation and also institutional strengthening activities such as in-house training sessions and the organization of departmental meetings.

External activities are the various meetings and engagements organized by other organizations which the Commission was invited to participate. The report presents feedback on these meetings attended by staff of the department in compliance with directives given by management.

1.0 ACTIVITIES UNDERTAKEN

The under-listed research-related activities were undertaken during the year 2023

1.1 Research-Related Activities

1.1.1 Conduct of PCVE Baseline Study

In November 2023, the Department with funding from the European Union launched an 18-month project titled “Preventing and Containing Violent Extremism (PCVE) in Eight Regions in the Northern part of Ghana”. To kick-start the PCVE project, a Baseline Study was envisaged. The department spearheaded the conduct of the study. Specifically, the study explored the knowledge, attitudes, and behaviours of communities and at-risk groups regarding violent extremism and other forms of violence in the study areas. It also examined communities’ tolerance levels towards different religious and linguistic groups. Lastly, the study identified and assessed the contributions of state and non-state actors in the fight against violent extremism.

The Baseline study which was carried out in 59 districts in the eight (8) project regions had a total of 1,351 out of 1,353 study participants willingly participating in the study. A total of 67 key informant interviews were also conducted with senior-level officers of selected state and non-state institutions.

The study was intended to inform and guide content development for public education on the subject by the NCCE. The baseline study was also to serve as a benchmark for assessing the progress of project implementation. Furthermore, the study provided sector-specific micro-level data on the activities of security agencies, Non-Governmental Organizations (NGOs) and Civil Society Organizations (CSOs), which were necessary for enhancing their efforts in the fight against violent extremism. Ultimately, the study added to the wealth of empirical works produced by the NCCE on improving Ghana’s security and democratic governance.

To undertake the study effectively, certain key research-related activities were carried out. These included the pretesting and validation of study instruments, training of Research Assistants (RAs), Data Collection, Monitoring and Supervision of field data collection exercises, Data Management and Analysis and Report Writing. A brief description of each of the activities outlined is presented as follows.

1.1.2 Pre-Launch Activities on the Baseline Study on PCVE

As part of activities to mark the launch of the PCVE baseline study report, three media engagements were undertaken in the Northern region.

The first and second media engagements were radio discussions held at Zaa Radio Station (99.3fm) and Ridge Fm (104.9fm) all in the Tamale Metropolis on Wednesday, 26th April 2023 at 8:00 am and 11:30 am respectively. The panelists were the Director of the Department, Dr. Henrietta Asante-Sarpong, Ms. Flora Mudey an Assistant Director and Mr. Eric Osei Owusu PCEO for the first engagement whilst the Director and Mr. Michael Amponsah appeared for the second engagement. The discussion centered on answering the following questions; why the study, why the eight regions, motivation to join extremist groups, communities' level of tolerance towards various groups, whether Ghana as a country is under threat of VE, the role of women in violent extremism and the contribution of state and non-state actors in the fight against violent extremism.

The third media engagement was a television held at Zaa TV Studio in Tamale on the 27th of April, 2023. Dr. Henrietta Asante-Sarpong and Mr. Michael Amponsah represented the Commission.

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1.1.3 Launch of Report of the Baseline Study on PCVE

The Commission launched the findings of the “Baseline study on Preventing and Containing Violent Extremism in Eight Regions in the Northern part of Ghana” in Tamale, Northern region, at the Modern City Hotel on 27th April 2023.

The occasion was used to outdoor the study and disseminate the findings to relevant stakeholders. The launch brought together the management of NCCE, including the Chairperson and her deputies, personnel from various security services (Ghana Police Service, Ghana Fire Service, Ghana Immigration Service, Ghana Prison Service, Ghana Armed Forces and the Customs Division of the GRA), representatives from FIIAPP and EU, clergy, chiefs, Queen mothers, Opinion Leaders, and the general public.

1.1.4 Post-Launch Activities on the PCVE Baseline Study

On the 30th of April, 2023, Joy News carried out a live discussion with the Director of the department, Dr. Henrietta Asante-Sarpong on “The Probe” a Joy News current affairs program hosted by Ms.Emefa Apawu. The Director presented key findings from the research and further inputs were made by Dr. Victor Doke, a lecturer at the Kofi Annan International Peace Keeping Center (KAIPTC) and Dr. Festus Aubyn of the

West African Network for Peace-building (WANEP).

2.0 MONITORING AND EVALUATION (M&E) ACTIVITIES

Five monitoring and evaluation activities were carried out during the year 2023. These were:

2.1 Monitoring and Supervision of Baseline Study on PCVE

To ensure a successful data collection exercise, monitoring and supervision of primary data collection was undertaken as part of the PCVE baseline study. The monitoring exercise was carried out in 20 out of 59 study districts in all the eight project regions from the 2nd to the 7th of February 2023. Monitoring of fieldwork was undertaken by staff of the RG&E Department of the NCCE, Regional Directors of the study regions and NCCE's Executive body. The overall coordination and supervision of the data collection exercise was led by the Director of Research, Gender and Equality. The monitoring exercise which was largely in the form of spot-check was undertaken to ensure that data is collected in a timely and accurate manner, and also to ascertain whether the right methodology was employed for the study

2.1.1 Training on Monitoring Templates Developed for PCVE

In April 2023, selected staff from the PCVE Operational regions and districts were trained on effective monitoring of implementation of the PCVE project. The activity took place at the Radach Lodge & Conference Center in Tamale in April 2023.

Mr. George Owusu, an M&E expert trained participants on the basics and the importance of monitoring and evaluation in the project implementation. He touched on the definition of monitoring, evaluation, the differences between these concepts, the types of evaluations among others.

He further took participants through the various monitoring templates developed purposely for the PCVE project. The monitoring templates included District PCVE Monthly Activity Report, District Quarterly Progress Report, Regional Quarterly Progress Report, Head Office Quarterly Progress Report and finally Quarterly field monitoring format for Head Office staff. The templates were used at the various stages of the projects.

2.1.2 First Monitoring of the Preventing and Containing Violent Extremism (PCVE) Project

The department undertook field monitoring visits to assess implementation of the PCVE project. To effectively carry out the activity in the eight project operational regions, the department carried out the following:

I. Production of Monitoring Plan for implementation

The department finalized a monitoring plan to facilitate the first field monitoring of the PCVE project in the project areas. The plan was made available to Field Officers for implementation on the 26th of July, 2023.

II. Revision and Finalization of Monitoring Templates

The already developed monitoring templates, which were the District, Regional and Head-Office quarterly reporting templates were revised to track indicators to be observed during the first field monitoring exercise. The exercise took into consideration activities carried out from inception to June 2023.

III. Development of M&E tools

The department designed an e-questionnaire for interviewing some members of the public on the field during the first field monitoring visit. In addition, a monitoring checklist was developed for the district and regional offices. This was to track the programmes organised between April and June, challenges encountered and how they were managed as well as success stories recorded.

Finally, a ‘to-do list’ was designed to aid monitoring officers on what to do on the field.

IV. First Field Monitoring Visit

The first quarter field monitoring of the PCVE activities was undertaken in 30 selected districts in the 8 project regions for the period 31st July to 9th August 2023. The M&E exercise aimed to assess the PCVE project implementation in line with set outcome and output indicators.

The field monitoring exercise which was carried out by officers from the Head office also assessed compliance with the implementation of planned activities, document challenges and how they are being managed and lessons learnt.

In addition, progress reports produced by regions and districts on activities undertaken were reviewed and updated where necessary.

A cross-section of beneficiaries of Public education engagements were also contacted to assess knowledge gained on the subject of PCVE in the 30 districts monitored. The beneficiaries included individuals from identifiable groups, youth groups and students of tertiary institutions.

3.0 GENDER MAINSTREAMING

To ensure that gender issues are brought to the fore in the activities of the Commission, the department undertook the under-listed activities during the period under review.

3.1 Gender Considerations and the Baseline Study on PCVE

As part of the PCVE baseline research work, a key consideration was given to gender mainstreaming. Gender considerations for the study included the following; a deliberate attempt was made to target and reach both males and females as well as persons with disabilities (PWDs).

Additionally, gender-related questions were incorporated into the design of both the Key Informants’ Guide and questionnaire. The questions centered on:

- The Role of Women in preventing violent extremism,
- Communities’ level of tolerance towards different gender groups and PWDs and;
- Effects of violent extremism on men, women, children and PWDs.

The final report also had a chapter dedicated to gender and violent extremism.

4.0 CONCLUSION

The Research, Gender and Equality department continues to play a critical role in the realisation of the mandate of the Commission. During the year under review, the Department undertook credible research studies as reported on in this report which informed the design and implementation of programmes and activities of the Commission. In the area of gender mainstreaming, the Department was at the forefront of integrating gender issues into various aspects of the Commission’s work.

In the ensuing year, the Department proposes to continue and even improve upon its work. It has proposed certain measures to ensure that it continues to remain relevant in the actualisation of the Commission’s mandate.

PART IX: FINANCIAL PERFORMANCE

The National Commission for Civic Education (NCCE) is an Independent Governance Institution (IGI) funded by the Government of Ghana (GoG) for its operational activities. As a public entity, the Commission adheres to a budget system integrated with the Ghana Integrated Financial Management Information System (GIFMIS) to ensure effective Financial Management. The Commission's Financial Statements are prepared in accordance with Generally Accepted Accounting Principles (GAAP), International Public Sector Accounting Standards (IPSAS), the 1992 Constitution of the Republic of Ghana, the Public Financial Management Act, 2016 (Act 921), the public Financial Management Regulations 2019 (L1 2378) and the Tax Laws. These Financial statements have been prepared on a going – concern basis.

To fulfill the Commission's mandate, the Finance Department provides essential support services that enhance resource mobilization, financial management and reporting. It also oversees the warehousing and distribution of logistical needs of educational materials nationwide, for effective civic education delivery.

The department includes finance, accounts, treasury and stores at the Head office, and sixteen regional accounts offices. These regional accounts offices are manned by Regional Accountants who oversee the financial administration of Metropolitan, Municipal, District, Sub- Metro and Zonal offices.

1.0 Operations

In the year under review, the Commission submitted operational estimates of GH¢237,527,260.00 which comprises Compensation of Employees (CoE) (GH¢76,400,720.00), Goods and Services (GH¢70,540,159.00), Capital Expenditure (CAPEX) (GH¢25,586,381.00), and Development Partner funds (GH¢65,000,000.00) to support effective civic education delivery in line with its mandate. However, only GH¢100,501,719.00 was appropriated under GoG resulting in an unfavorable variance of GH¢72,025,541.00.

There was an increase in total revenue received in 2023 by GH¢9,238,867.30 which is approximately 10% above the total receipt for 2022. This increment was primarily due to an increase in GoG subvention.

Due to limited funding from Government of Ghana, the Commission collaborated with development partners, local and foreign to raise GH¢4,301,966.28. this resulted in an unfavorable variance of GH¢60,698,033.72 or 93.38 percent below the budgeted figure.

Table 19.0 Approved budget - 2023

S/NO	ITEM	AMOUNT GHC
1	Compensation of Employees	85,964,019.00
2	Goods and Services	7,525,000.00
3	Capital Expenditure	7,012,700.00
	Total GoG	100,501,719.00
4	Development Partners	65,000,000.00
	Total	132,874,213.00

Below is a summary of the approved budget and actual releases from Government of Ghana and Development Partners (unaudited account).

Table 20.0. Approved budget and releases - 2023

S/NO	ITEM A	APPROVED BUDGET GHC B	ACTUAL RELEASES GHC C	VARIANCE GHC D(C-B)	VARIANCE % E (D/B)
1	Compensation of Em- ployees	85,964,019.00	85,626,717.56	(566,856.69)	(0.66)
2	Goods and Services	7,525,000.00	5,103,702.98	(2,425,076.57)	(32.23)
3	Capital Expenditure	7,012,700.00	3,450,138.00	(3,562,562.49)	(50.80)
	Total GoG	100,501,719.00	93,947,223.25	(6,554,495.75)	(6,554,495.75)
4	Development Partners	65,000,000.00	4,301,966.29	(60,698,033.71)	(93.38)
	Total	165,501,719.00	98,249,189.54	(67,252,529.46)	(40.64)

Figure 1.0 Approved budget and releases - 2023

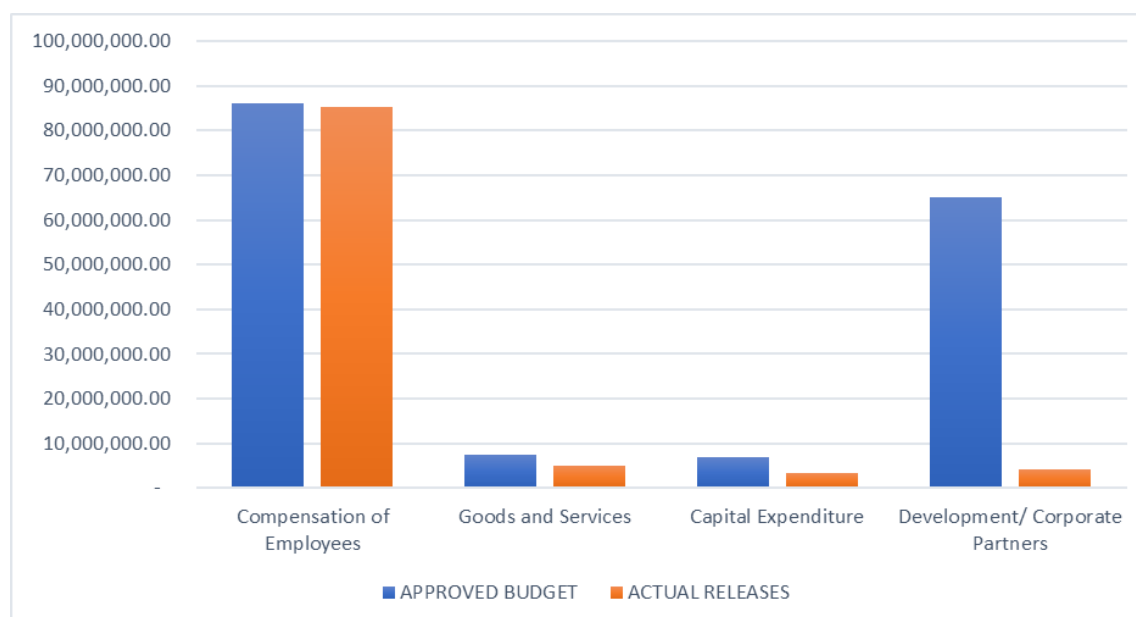
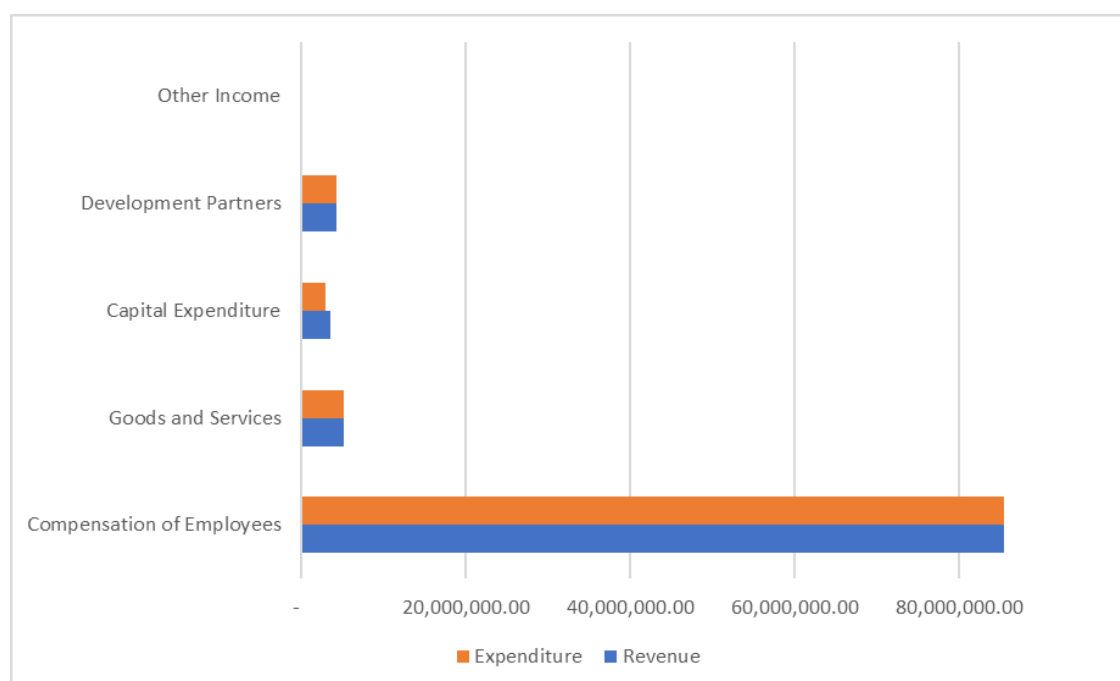


Table 21.0 Statement of financial performance for the year ended December 31, 2023

Revenue		
Compensation of Employees	85,397,162.31	67,377,426.71
Goods and Services	5,099,923.43	2,497,099.07
Capital Expenditure	3,450,138.00	2,918,463.00
Development Partners		
European Union (NORPREVSEC)	-	1,304,272.75
European Union (PCVE)	4,105,166.28	14,629,767.11
Corporate Partners	196,800.00	269,548.00
Other Income	11,260.15	25,006.23
Total Revenue	98,260,450.17	89,021,582.87
Expenditure		
Compensation of Employees	85,397,162.31	67,377,426.71
Goods and Services	5,099,923.44	2,497,099.07
Consumption of Fixed Assets	2,943,073.43	2,587,308.63
Development Partners		
Use of Goods and Services	4,301,966.28	7,742,087.60
Total Expenditure	97,742,125.46	80,203,922.01
Surplus	518,324.71	8,817,660.86

Figure 2.0 Revenue and expenditure for 2023


2.0 Development/Corporate Partners

The Commission has collaborated with the European Union and various Corporate Institutions to enhance its service delivery. These partnerships have supported activities such as 48 Hour Marathon Reading in some selected areas, Sensitization on Violent Extremism, Promoting Peaceful Coexistence, Engagement on Sustainable Management of the Environment (Climate Change), Sensitization on Anti-Corruption and NACAP/ Social Auditing activities, Civic Education Club Activities, NCCE Civic Forums for Entrenching Democratic Culture, Education on Core National Values, Child Protection Awareness Campaign, Training and Capacity Building for NCCE staff, Monitoring and Evaluation of NCCE Programmes and Activities, Engagement on District Level Election, Tax Education on E-Commerce.

Table 22.0 Details of development and corporate partners

<i>DETAILS</i>	<i>AMOUNT GHC</i>
HEAD OFFICE	
European Union	4,105,166.28
Accra World Capital	193,300.00

REGIONS	
GREATER ACCRA	
Minerals Income Investment Fund – La Dadekotopon Municipal Office	2,000.00
EASTERN REGION	
New Juaben North District Assembly – New Juaben District	1,500.00

3.0 Other Income

Other Income received included rent receipts from staff for residential accommodation.

PART IX: CONCLUSIONS AND CHALLENGES

The Commission appreciates the continuous support, both financial and logistical from the Government of Ghana, the European Union and all organisations who generously made it possible for the NCCE to execute its planned activities and carry out its mandate, including the media who offered their platforms for public education to further extend the work of the NCCE to reach the masses across the country in year 2023.

The NCCE would like to also use this medium to appeal for support to acquire more office accommodation for its District, Regional and Head offices; vehicles and motorbikes to have easy access to communities to enhance its work. The Commission looks forward to an upward review of its budgetary allocation and retooling at all levels across the country. We hope 2024 brings blessings to our nation, and enables us to strengthen and sustain Ghana's democracy and advance the Fourth Republican 1992 Constitution. The Commission calls on all stakeholders to support it to nurture civic consciousness and active participation among the citizenry toward nation-building.

Major Partners and Sponsors For 2023

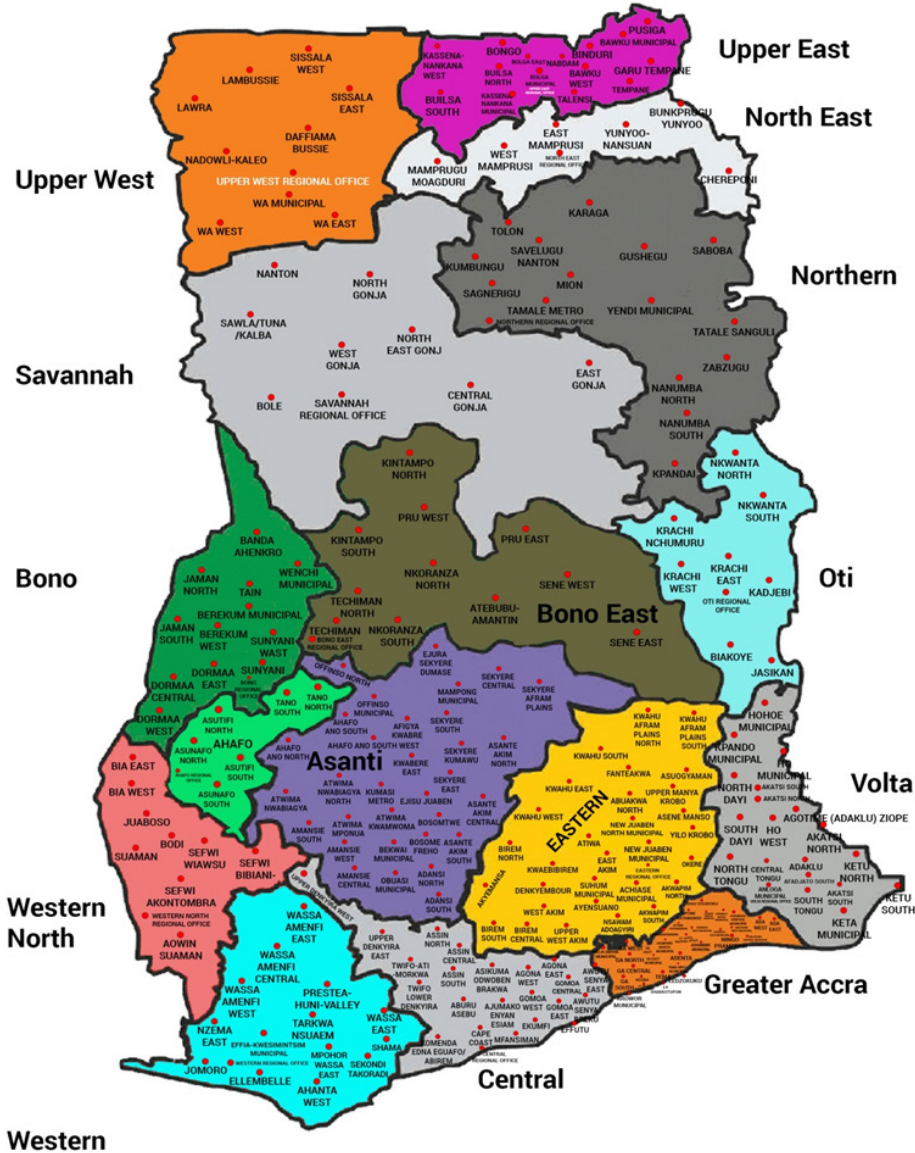


With Support from the European Union



Government of Ghana

Office Network



THE CONSTITUTION OF THE REPUBLIC OF GHANA 1992

CHAPTER NINETEEN

NATIONAL COMMISSION FOR CIVIC EDUCATION

- 231 There shall be established by an Act of Parliament within six months after Parliament first meets after the coming into force of this Constitution, National Commission for Civic Education this Chapter is referred to as “the Commission”.
- 232 (1) The Commission shall consist of a Chairman, two Deputy Chairmen and four other members.
 (2) Members of the Commission shall be appointed by the President acting on the advice of the Council of State.
 (3) Members of the Commission shall be persons who are qualified to be elected as members of Parliament.
 (4) Members of the Commission shall be persons who do not hold office in any political party.
- 233 The functions of the Commission shall be -
 (a) to create and sustain within the society the awareness of the principles and objectives of this Constitution as the fundamental law of the people of Ghana;
 (b) to educate and encourage the public to defend this Constitution at all times, against all forms of abuse and violation;
 (c) to formulate for the consideration of Government, from time to time, programmes at the national, regional and district levels aimed at realising the objectives of this Constitution;
 (d) to formulate, implement and oversee programmes intended to inculcate in the citizens of Ghana awareness of their civic responsibilities and an appreciation of their rights and obligations as free people; and
- 234 Except as otherwise provided in this Constitution or in any other law which is not inconsistent with this Constitution, the Commission shall not be subject to the direction or control of any person or authority in the performance of its functions.
- 235 (1) The Chairman of the Commission shall enjoy the same terms and conditions of service as a Justice of the Court of Appeal, and a Deputy Chairman of the Commission shall enjoy the same terms and conditions of service as a Justice of the High Court.
 (2) The other members of the Commission shall hold office on such terms and conditions as may be approved by Parliament.
- 236 The procedure for the removal of the Chairman or a Deputy Chairman from office shall be the same as that provided for the removal of a Justice of the Court of Appeal and a Justice of the High Court respectively under this Constitution.
- 237 Parliament shall, by law, provide for the establishment of Regional and District branches of the Commission.

- 238 The officers and employees of the Commission shall be appointed by the Commission acting in consultation with the Public Services Commission.
- 239 The administrative expenses of the Commission, including salaries, allowances and pensions payable to, or in respect of, persons serving with the Commission, shall be charged on the Consolidated Fund.

