



ANNUAL REPORT

2018 / 2019



saice professional
development & projects t/a
civils masakheni

A Non-Profit Company (NPC)



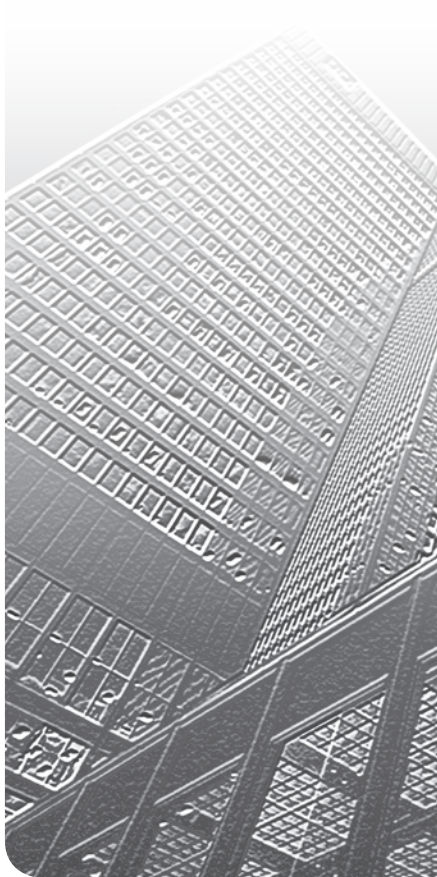
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Director's Report

SAICE Professional Development and Projects (SAICE-PDP) has had a busy year with mentoring and completing the SADC Engineering Numbers and Needs Study. Established by SAICE in 2004 to implement outreach and capacity-building initiatives and activities that require external funding, SAICE-PDP continues to deliver courses, capacitate public sector structures, manage workplace-based learning programmes, and advise many organisations in terms of engineering skills development.



Projects

The most substantial appointments for the year were from the LGSETA and Transnet. LGSETA made funding available to add 50 candidates to the programme of developing junior to mid-career engineering staff in local government towards the competence required for professional registration with the Engineering Council of South Africa (ECSA). Transnet's appointment also related to mentoring of internal staff to support them towards professional registration.

At the end of the financial year, almost 400 candidates were receiving mentoring nationwide with the help of 35 mentors appointed by SAICE-PDP. SAICE-PDP continued to monitor the progress of a further 380 candidates on the Infrastructure Skills Development Grant (ISDG) programme during the year, until our contract ended in December 2018.

The SADC Engineering Numbers and Needs Study was concluded in February 2019 after 21 months of dedicated effort by the research team. The funder, the Department of Science and Technology, was somewhat overwhelmed by the detail contained in the 460-page document and has indicated that considerable follow-up appointments are likely to assist with implementing many of the recommendations.

Demand continued for courses offered by the Candidate Academy, particularly the Road to Registration courses and the Pressure Pipeline and Pump Station Design and Specification course. Both public and private sector organisations are putting tremendous effort into developing junior engineering staff.

The Municipal Academy team had a busy year rolling out courses in local government on behalf of MISA. There was a demand for the Estimating, Costing and Pricing of Construction Tenders course as municipal officials were anxious to

develop the capacity to check proposals and pricing submitted by consultants and contractors alike.

Prospects

The prospects for the 2019/2020 period are not as promising as in the past. The industry is very quiet, with training attendance having dropped significantly. Few companies or departments have funds available to devote to new mentoring programmes. In addition, competition in the mentoring and engineering technical training space has notably increased.

Obituary

It is with sadness that we report on the passing of Johan Malherbe, who served as a project manager on the ENERGYS and DBSA-Gauteng support programmes and financial manager in the SAICE-PDP office from 2006 to 2011. His attention to detail was legendary and he will be long remembered for making many backup copies and having many filing systems 'just to be sure'. Condolences to his wife, Elbie.

A word of appreciation

I would like to express my sincere thanks to the SAICE-PDP directors and members for their wisdom and direction offered, and to the staff of SAICE, SAIEE, CESA and SAICE-PDP for their enthusiasm and continued support. And finally, a big thank you to all our funders and clients for entrusting their skills development initiatives to the company.

DR ALLYSON LAWLESS
Managing Director

The Candidate Academy



From April 2010 to March 2019, a total of 10 094 delegates were trained by the Candidate Academy. There is still a steady demand for Candidate Academy courses despite the struggling construction sector and economic difficulties in the engineering sector in general.

A total of 411 recent graduates attended the Road to Registration for Candidate Engineers, Technologists and Technicians course and 217 delegates attended the Road to Registration for Mature Candidates course. A considerable number of these Road to Registration courses were presented to Transnet delegates as part of two tenders awarded to SAICE-PDP to assist their candidates towards professional registration. (This is discussed in more detail later in the report.)

The Botswana Institution of Engineers (BIE) requested assistance with ECSA registration for their members, and 13 delegates attended the first course offered in Gaborone. The greatest challenge for these delegates seems to be their foreign qualifications – some fall within the parameters of the Washington Accord but the verification/validation process is more challenging for others.

Another highlight for the year was in-house Road to Registration training offered to the Department of Public Works. Courses

were presented to 46 candidates and their mentors who worked mainly in civil, electrical and mechanical engineering. To this end we provided a team of professionally registered engineers in all three disciplines to assist candidates at the courses.

The South African Institute of Electrical Engineers (SAIEE) again presented the Road to Registration for Candidates course on behalf of the Candidate Academy. The largest group trained were from Nelson Mandela Bay Municipality in Port Elizabeth.

The Road to Registration for Mentors, Supervisors and HR Practitioners course was presented in-house to delegates from Sasol in Secunda. The number of delegates attending the public Mentors courses were disappointingly low, which could be attributed to other training facilitators recently having entered this space in the market.

While the Getting Acquainted with GCC 2015 in-house courses are still in demand, the public GCC 2015 courses did not fare well as these courses are also offered by several other training providers.

The Estimating, Costing and Pricing of Construction Tenders course remains a popular choice and the Getting Acquainted with Road Construction and Maintenance course also still attracts delegates.

The popular Pressure Pipeline and Pump Station Design and Specification

course attracted a total of 93 delegates and Getting Acquainted with Sewer Design was also well attended.

The new course rolled out this past year was Getting Acquainted with Water Resource Management. It is expected to become more and more relevant, considering the water challenges in many regions of South Africa.

Attendance and courses

A total of 1 007 delegates attended the range of courses listed below:

- Estimating, Costing and Pricing of Construction Tenders
- Getting Acquainted with Basic Contract Administration and Quality Control
- Getting Acquainted with GCC 2015
- Getting Acquainted with Geosynthetics in Soil Reinforcement
- Getting Acquainted with Road Construction and Maintenance
- Getting Acquainted with Sewer Design
- Getting Acquainted with Water Resource Management
- Pressure Pipeline and Pump Station Design and Specification – A Practical Overview
- Road to Registration for Candidates
- Road to Registration for Mature Candidates
- Road to Registration for Mentors, Supervisors and HR Practitioners



Figure 1: Road to Registration for Candidates course presented by Stewart Gibson (far right) at Royal HaskoningDHV, Woodmead, on 25 October 2018

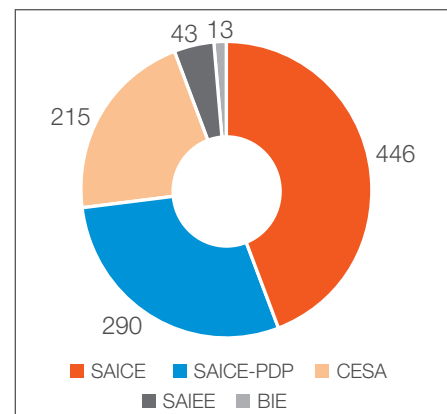


Figure 2: Attendance by convenor for Candidate Academy Courses



The Municipal Academy

The Municipal Academy offered courses for the Municipal Infrastructure Support Agent (MISA), the Local Government Sector Education and Training Authority (LGSETA), and through the Candidate Academy.

MISA hands-on training

MISA embarked on a process of appointing service providers to assess selected municipalities and prepare capacity-development plans. It was evident from the findings that few municipal technical staff have adequate experience or supervision to develop their technical skills. MISA thus requested SAICE-PDP to initiate practical training and capacity-building programmes in Blouberg, Lepelle-Nkumpi, Elias Motsoaledi and Ephraim Mogale municipalities. The training was planned to take place in March 2019. It was expected that engineers, technologists, technicians, artisans and staff from community services who were responsible for roads and solid waste decision-making would attend.

The training was composed of two engagements and an assignment during the month. The first session was a refresher and preparation session held on 5 and 6 March 2019. The purpose was to give technical staff a working knowledge of the responsibilities assigned to them and to ensure that the desired activities required for sound engineering and municipal decision-making are executed. Delegates were given an assignment to be completed



Figure 3: On-Site Roads Capacity Building at Marble Hall

by 14 March 2019, whereafter comments and further instructions were issued. Municipal visits to each municipality took place on 25 and 26 March 2019, where the facilitator met with practitioners to assess the situation on the ground and the viability of the solutions they had developed.

LGSETA technical training and workshops

Apart from organising Induction, Review and Engineering Report (ER) workshops for the LGSETA programme, the candidates selected mostly water-related courses as their choice of technical training during the year, as follows:

- Getting Acquainted with Urban Water Management
- Getting Acquainted with Water Resource Management
- Pressure Pipeline and Pump Station Design and Specification
- Incident Investigation and Management

MISA technical training

The following courses were presented on behalf of MISA:

- Fundamentals of Procurement and Tendering incorporating SIPDM
- Estimating, Costing and Pricing of Construction Tenders
- Advanced Water Treatment Processes
- Getting Acquainted with GCC 2015
- Getting Acquainted with Road Construction and Maintenance

Attendance

A total of 635 delegates participated in Municipal Academy training and workshops during the year.

Training results overall

The combined training effort of the Candidate and Municipal Academies increased this year, as can be seen in Figure 5.



Figure 4: Incident Investigation and Management workshop

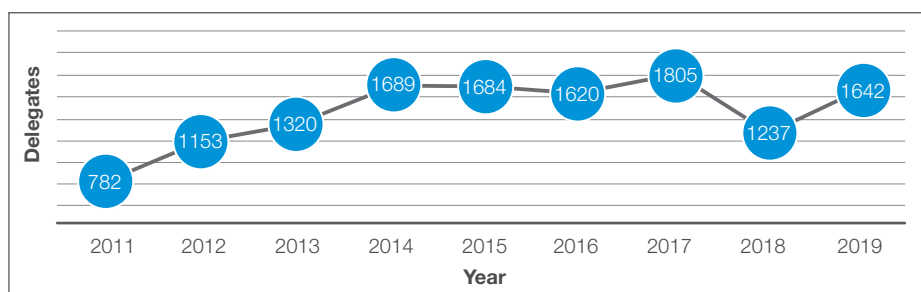


Figure 5: Attendance at Candidate and Municipal Academy courses from April 2010 to March 2019

Professional Development



Gauteng Cooperative Governance and Traditional Affairs (CoGTA)

The project to assist experienced engineering employees in Gauteng municipalities with professional registration commenced in November 2015, with a target of ultimately submitting 40 applications to ECSA within a 12-month period. The process took longer than expected, but happily in the end 44 applications were submitted and to date 27 candidates have been registered. We are hopeful that more candidates will hear the good news of having been registered.

The LGSETA Candidacy Programme

There was a lot of activity again this financial year on the LGSETA candidacy programmes. There are four cohorts that started at different times from November 2015 to March 2018. In March 2019, another 50 cohort was awarded to SAICE-PDP. All LGSETA candidates were afforded the opportunity to attend at least one technical course pertaining to their discipline or area of operations and many also took advantage of the MISA courses to improve their theoretical knowledge.

Suitable work and design experience and the opportunity to apply their engineering problem-solving skills, use engineering judgement and make engineering decisions is still problematic in a large number of municipalities. The opportunity for secondment or staff rotation is limited, which compounds the challenge. These shortcomings require that mentors develop comprehensive training plans including assignments

with multiple activities to allow candidates to emulate what they should be doing in practice. The progress of each of these cohorts is discussed individually below.



Progress of the 100 cohort

The end of October 2018 was reporting milestone twelve for this group and as of April 2019, this programme will have come to an end. Candidates were required to complete several training and experience reports (TERs) and mentors were to have assessed each of their candidates' progress towards achieving the 11 ECSA Outcomes. The candidates have made various degrees of progress during this time, and engineering report (ER) workshops were scheduled towards the end of the period to assist the candidates with compiling their ERs. These workshops were held in major centres around the country. A joint engineering workshop was held with ISDG candidates in Mthatha to accommodate the low numbers in that area.

To date, 20 applications have been submitted to ECSA. Six of these candidates have been registered professionally: three technologists and three technicians. Many of the candidates have struggled to complete work of adequate complexity for their category of registration and have not been able to obtain enough design experience. Rotations or secondments are problematic

due to a shortage of technical staff. Mentors have indicated that a further seven candidates are likely to submit applications before mid-year. A couple of municipalities have indicated their willingness to fund continued mentoring of candidates who have the potential to complete their applications by the end of the year.

Progress of the 33 cohort

Candidates have been meeting with their mentors on a regular basis and have had to complete several TERs and ERs during this period.

Five applications have been submitted to ECSA and a further three are expected before mid-year. ER workshops for this group were held in August and September 2018 to improve their problem-solving skills and to start working on their ERs. The candidates were active during the year, but things slowed down during the exam season.

Progress of the 67 cohort

Candidates who were getting ready to compile their ECSA applications for professional registration, attended ER workshops



Figure 6: Engineering Report workshop



Figure 7: Induction workshop in Port Elizabeth

and review workshops during this period. Mpho Mango has submitted her application and we are happy to report that she has been registered as a professional engineering technician.

Many candidates are struggling to complete work of appropriate complexity for their category of registration. Staff shortages in municipalities is a hinderance as the candidates cannot be rotated or seconded to consultants for a couple of days per week to gain design experience.

Progress of the 50 (2017/2018) cohort

Induction workshops were held in the major centres (Cape Town, Johannesburg, Durban and Port Elizabeth) in April and May 2018. The candidates were responsive and seemed to be dedicated toward enhancing their careers. Candidates are progressing well with interactions with their mentors in terms of expanding the range of activities to gain the appropriate experience while progressively increasing their responsibility levels.

Review workshops will be held in August 2019 to focus on design work and assess the progress of candidates.

The 50 (2018/2019) cohort

We were offered LGSETA funding for a further 50 candidates on 26 February 2019 provided that all candidates were identified, selected and signed up by 31 March 2019. This was a tall order! However, using our extensive network and system, we were able to get the call for applications out in a couple of days. The deadline for applications was set as 11 March and after selecting and advising the most promising candidates, the submission date for completed applications was set as 25 March, which was miraculously achieved, despite the tight deadline! Induction workshops are planned for May 2019 in Midrand, East London and Cape Town.

As design has always been a challenge for local government candidates, we plan to hold many design workshops in the first year. Candidates will be encouraged to find meaningful design projects to be awarded to consultants and to negotiate with them to complete designs in parallel and learn from their designers. It is hoped that they will develop a better understanding of the design process and how to specify projects and manage consultants.

Mentors

Some mentors left the programme during this financial year and were replaced. In past programmes, we were not able to accept candidates in remote locations due to lack of mentoring capacity. A concerted effort was made to increase our candidacy footprint and accommodate excellent candidates in remote locations for the LGSETA 50 (2018/2019) cohort. This has resulted in numerous additional mentors and small consulting firms being recruited. New civil mentors have been appointed in Vryburg, Springbok, Mangaung, Cape Town, Tshwane, Emfuleni and Ekurhuleni and a new electrical mentor has been appointed in Sol Plaatje. We are still looking for an electrical mentor in Setsoto and a civil mentor in Nelspruit.

The LGSETA Mature Programme

Many candidates have battled to complete the agreed activities by the target dates due to work commitments, as many hold very demanding senior positions. SAICE-PDP realised that some candidates required extra assistance and arranged with mentors to schedule additional one-on-one meet-



Figure 8: Luipaardsvlei landfill. Mogale candidates Maria Ledwaba and Thato Masopha with SAICE specialists on the first visit where a new cell must be built. The purpose was to establish the impacts, requirements and methodology needed in assessing the proposals

ings to assist with achieving the required milestones. This proved fruitful for some candidates but unfortunately not for all.

Twelve applications have been submitted to ECSA so far and nine candidates have already been registered. A further four continue to work on their applications.

Transnet

SAICE-PDP was awarded two contracts by Transnet Group Capital in early 2018 to assist with ECSA registration for professional engineers, technologists or technicians.

The first award was to provide Road to Registration courses for 100 candidates and the second was to provide Road to Registration courses and mature support for 50 mature candidates. The final participation was slightly different from that envisaged.

In addition to the 17 delegates who attended a Road to Registration course in March of 2018, a further 115 candidates and mature candidates nationwide attended in-house courses in Johannesburg and Durban during the reporting period, bringing the total delegates to 132 for the programme. Of these delegates, 87 were mature.

Road to Registration for Candidates

At the workshops, candidates were assessed on their progress to date, and appropriate

training plans per candidate were suggested, using the Transnet-specific training activity guidelines included in the Transnet Portfolio of Evidence files – these had been customised by SAICE-PDP in collaboration with Transnet management. The need to take on increasingly complex work and responsibility was impressed upon candidates.

Registration support for mature candidates

Delegates identified as mature candidates during the workshops were given access to the MyRegistration™ portal at the end of the workshops. Based on their discipline, (civil, electrical, industrial and mechanical), they were paired with mentors who assessed their progress to date, and appropriate training plans per candidate were recommended using the Transnet-specific training activity guidelines.

Mentors provided face-to-face support and carried out report reviews using the MyRegistration™ portal to help candidates with completing their ECSA documentation. Mentoring sessions also included progress reviews and updating of training plans from time to time.

Results to date

To date, three candidates have registered with ECSA as professionals, four candidates are ready to submit their applications,

and a further 35 are likely to submit if they receive adequate support during 2019.

It remains a concern, however, that many of the candidates identified as being in the mature group did not fully utilise the opportunity and support that was available to help them fast track their own personal road towards professional registration.

Contract extension

The contract with Transnet came to an end in March 2019. However, a significant portion of the funds remained unspent due to the slow response from many candidates. Transnet applied for an extension of the contract to their management and requested a comprehensive progress report from SAICE-PDP to support the application. Sadly, the extension could not be granted without issuing an RFQ and we have had to stop mentoring candidates, although the mentors and several candidates are keen to continue. We await the publication of the RFQ.

National Treasury Candidate Programme

SAICE-PDP continued to provide oversight and technical leadership to National Treasury on the ISDG programme until the contract ended in December 2018.

Our brief was to develop a quality assurance framework, monitor progress and provide strategic support to National



Figure 9: Problem-solving group exercise at Transnet, Durban



Treasury and participating municipalities on the implementation of the ISDG. The programme comprises some 380 engineering, science, GIS, construction project management and quantity survey candidates being trained in local government towards professional registration. The intention is that they will assume positions in small or rural municipalities once registered.

During the year, many workshops were held including induction for new candidates, orientation for mentors and review workshops for those who had been on the programme for some time. At the latter workshops, time was spent developing the final ERs as required by statutory councils.

A close-out meeting was held with National Treasury to discuss the success of the programme, completion of the deliverables, achievement of the milestones and completion of activities in the annual workplans. Areas of concern were raised in the close-out report and due to the lack of central and meaningful reporting of graduate progress, the possibility of introducing a web-based reporting system is being discussed.

National Treasury was satisfied with the achievements of SAICE-PDP and appreciated the shortcomings of the programme being formally identified. It was acknowledged that effective and long-term interventions would need to be considered to overcome these.

As graduates are appointed into training programmes in well-resourced sites such as eThekweni and Umgeni Water Board, among others, rather than being employed learners in fixed posts trying to work towards professional registration, the registration rate of $\pm 80\%$ is considerably higher than on the LGSETA programme and other similar programmes. The success can also be attributed to the fact that their candidates can be rotated or seconded to gain appropriate experience, are supervised by experienced engineering

personnel, and enjoy considerably higher contact time with mentors and other engineering professionals than can be afforded for candidates in other programmes with limited budgets.

Rand Water

Rand Water requested SAICE-PDP to source and contract scientific services specialists in the disciplines of biology, treatment technology and chemistry. The brief provided by the talent management division was that external assessors were required to independently review the promotion assessments submitted by Rand Water management. As these assessments determine the progression of specialist staff within the technical career path framework, Rand Water recognised the need to ensure an objective and transparent approach by making use of external specialists. We continued to interview identified employees in the civil engineering and GIS-related occupations to assess their readiness for promotion within the Rand Water system.

General Electric

The mentoring of candidates employed under General Electric's Steam Power Systems Division continued. Since commencing originally with Alstom in 2017, our mentoring support had been limited to mechanical engineering

candidates. However, at the beginning of this year we were requested to extend our mentorship to include chemical engineering candidates. For the 2018/2019 period, 14 mechanical candidates and eight chemical candidates had been mentored. The candidates were either based at Kusile Power Station or a few of the mechanical candidates had been seconded to consulting firms to gain design experience. The mentors are fully supported by General Electric's technical management team who are committed to developing their candidates and facilitating opportunities as recommended by our engineers.

For the 2018/2019 year, three mechanical candidates have successfully registered, two registered as professional engineers and one as a professional technician. It is envisaged that eight additional applications will be submitted in August 2019. The chemical candidates have only been formally mentored for three months, but as they have already gained considerable experience, six should be in a position to submit their applications by the end of 2019.

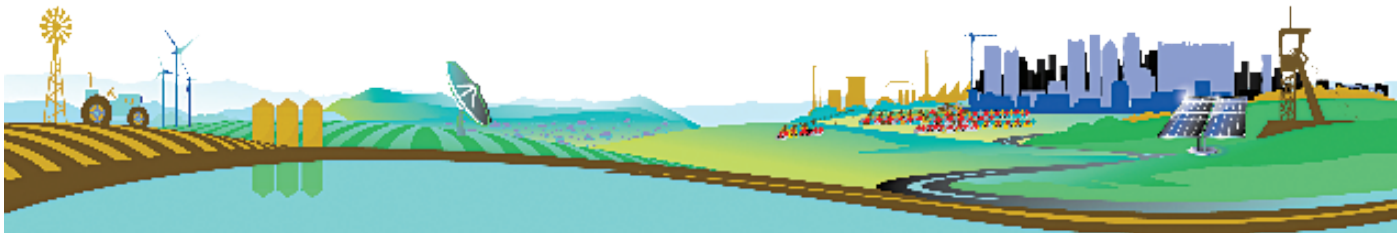
Other support

SAICE-PDP also advises on many mentoring programmes in private sector contracting and consulting companies, and addresses managers and directors on the importance of such programmes and how to set them up.



Figure 10: Mr Roy Govender mentoring at Kusile Power Station Group photo (left to right) Duane McMenamain (Candidate Engineer), Benjamin Ngobese (Candidate Technologist), Roy Govender (External Mechanical Engineering Mentor), Sizwe Phakati (Candidate Engineer), Romano Ninon (Candidate Engineer-Mature)

Research and Regional Support



Engineering Numbers and Needs Study in the SADC region

The SADC Engineering Numbers and Needs Study was concluded in February 2019. The project, which was funded by the South African Department of Science and Technology, had been commissioned by SADC Ministers of Education, Science and Technology. To support industrialisation, the objective was to look at the supply of engineering graduates through higher education, the engineering skills base per country, and projects to be developed in each sector in which engineering skills are required in order to determine the gaps. Working with each SADC country, possible interventions needed to be explored and developed to address such gaps.

Initially the team attended several conferences to expand its network in the region. Thereafter detailed questionnaires

were developed and circulated to registering bodies, voluntary associations, employers, government departments and universities to gather data. The response to these questionnaires was disappointing, despite follow-up telephone conversations, emails and Skype sessions. It was thus necessary to visit every country and visits commenced in earnest in September 2017. During this financial year, research trips to Angola, Tanzania, Mozambique, Mauritius and Botswana took place. By early September 2018, all SADC countries had been visited and the hard work of writing up all the findings and interpreting trends began.

Two validation workshops took place during the year: the first in June was poorly attended, and a further workshop for different countries was held in November, which was also poorly attended. Various

one-on-one validation sessions also took place with delegations visiting South Africa. By the time of final submission, Madagascar and Lesotho were the only two countries which had not responded in detail to their final reports.

The findings

The ideal ratio of engineering practitioners to the population has long been debated and much was learnt during the study about the dynamics of this ratio. Figure 11 illustrates the relationship between GDP per capita and the number of engineering practitioners per 100 000 population, where engineering practitioners represents the total of engineers, technologists and technicians in each country.

Looking at the relationship between the GDP and the number, the temptation is to train many engineers in the hope

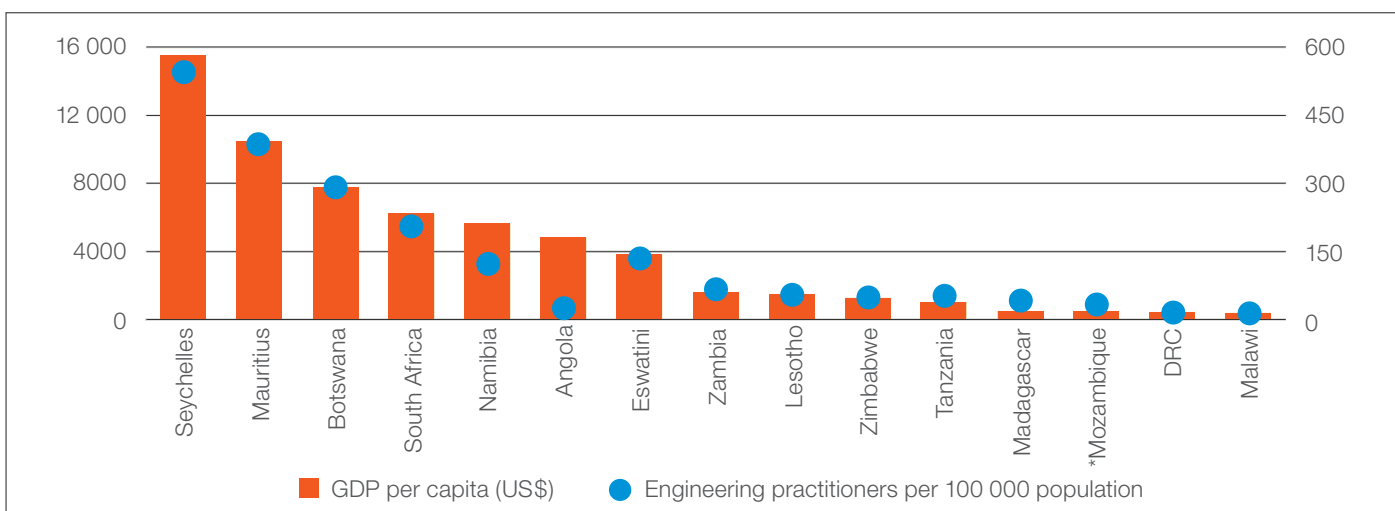


Figure 11: GDP per capita 2016 vs engineering practitioners per 100 000 population (*Engineers only)



that they will change the fortunes of the country. However, GDP is not dependent on the number of engineers, but rather the number required is dependent on the extent of the infrastructure, the levels of service offered and the level of sophistication of manufacturing and mining, among other factors. Rather than there being a shortage of engineers in each country, the reality is that the shortage relates to *experienced* engineers and countries still rely on foreign experts for specialist work.

Of the many trends that emerged relating to the development and use of engineering skills, the most important areas which need attention are:

- Addressing poor quality schooling throughout the region
- Addressing the proliferation of tertiary institutions offering inferior or unaccredited engineering qualifications
- Aligning qualifications to match the guidelines of the Washington, Sydney and Dublin accords
- Developing graduate training programmes
- Addressing the inconsistencies in professional and contractor registration
- Addressing the development of specialists, mid-career staff and long-term expertise
- Implementing policies which are investor friendly
- Investing in agricultural, infrastructure, rural and industrial development
- Limiting the free rein given to international service providers
- Rebuilding experienced engineering capacity with appropriate authority to plan and make technical decisions in public sector structures

The intention is to set up several regional committees to consider education, registration and contractor standards and work towards aligning these over a 10–15-year period. Although these

may address the quality of skills without dramatic changes in leadership, policies and adequate investment in infrastructure and industrialisation, there is a concern that the skills initiatives envisaged will do little to improve the fortunes of many of the countries.

Launching of the report

Before the publication can officially be rolled out, it must be translated into French and Portuguese and approved by the SADC Ministers of Science and Technology in June 2019, after which it will be presented to the SADC Heads of State in August 2019.



African Engineering Professionals Portal

Africa Catalyst

In early 2018, SAICE-PDP was appointed by the Royal Academy of Engineering for a three-year period to develop an Engineering Membership Management System web tool that will allow emerging professional bodies and voluntary associations to develop their own websites and generally enhance and grow the services they offer.

An early system was launched at the Africa Catalyst workshop in Johannesburg in April 2018. Participating countries were keen to sign up for help with enhancing their sites. The Foreign Affairs representative of the Madagascar Order of Engineers attended the workshop and several sites for professional bodies in Madagascar were

set up. During the year, sites have been set up for the Association of Consulting Engineers in Botswana, the Association of Agricultural Engineers and the Order of Engineers in the DRC, and the registration functionality for the new registration body in Eswatini has been enhanced.

The African Engineering Professionals (AEP) portal has been set up to promote the service and to locate as many professional bodies in Africa as possible.

SAICE-PDP gave advice to the Association des Ingénieurs Civils du Congo (Association of Civilian Engineers in the DRC) on approaches to registration and they managed to get a Professional Registration Act through parliament in December 2018. The intention is that we will set up their site once the new council elected on 2 March 2019 have decided on the functionality required. Lesotho and Namibia are also in the line-up for support with their registration processes.



Figure 12: Engineering professional institutions in Africa on the AEP portal



Advisory Services

Quality Council for Trades and Occupations (QCTO)

Allyson Lawless continued to serve on the Qualifications Committee of the QCTO. The QCTO is responsible for redeveloping all the qualifications that have been developed by the Standard Generating Bodies of the Sectoral Education and Training Authorities (SETAs) since their inception. Just over 500 qualifications have been developed and 303 have been registered with SAQA in the new comprehensive format, including theory, practical and workplace-based learning, followed by a summative assessment and certification.

Water and Wastewater (W&WW) Process Controller occupational qualification: working group

Peter Coetzee continued contributing to the working group developing a W&WW Process Controller qualification through the QCTO. The group now has a new convener and the syllabus is being finalised.

Water Reticulation Officer

The Water Reticulation Practitioner qualification is also registered, and the training material has gone out on RFQ. Tshwane Metro has shown interest in piloting the first stage. We should have more information by August 2019.

Water Infrastructure Management Practitioner

Peter Coetzee has also been an active member of the Community of Expert Practice (CEP) for the development of the Water Infrastructure Management Practitioner qualification, which has been registered by SAQA. This qualification is aimed at equipping a technical manager in a water department to plan, develop, control, operate and maintain assets, and troubleshoot in all facets of water supply. It also covers the local government environment, including budget, HR and supply chain processes.

SAICE-PDP submitted an application to be a Skills Development Facilitator,

but after investigating the structure of the qualification, concluded that it was not suitably structured to certify candidates after completing relevant modules. Re-packaging the qualification with part-qualifications has been suggested so that candidates can complete the qualification step by step over time.

Human Resources Development Council of South Africa (HRDCSA)

Allyson's second term on the HRDC-SA came to an end on 31 March 2019. The HRDCSA is chaired by the Deputy President, and she has had the privilege of working with the honourables Kgalema Motlanthe, Cyril Ramaphosa and David Mabuza. SAICE needs to consider submitting names of suitable candidates from the profession to replace her.



Company News



MyRegistration™

During this financial year the MyRegistration™ portal continued to be a key tool for managing and monitoring progress on all the LGSETA candidacy programmes, especially considering the remoteness of some of the candidates.

Additional reporting and training plan functionality were added, and an increased range of reports and filters were developed for enhanced options when drawing reports. The training plan was expanded to incorporate assignments which offered increased evidence of coaching having taken place. The portal has also proved invaluable to candidates who have lost documents due to computer theft or failure, as all work is online.

Trademarks

With our growing visibility and footprint in the industry, we felt it was prudent to register trademarks for the logos representing our main business activities. After three years of implementing changes as requested by the Registrar, we were delighted to be advised that all three logos finally comply with their requirements and are in the process of final registration. We have been granted permission to use the trademark symbol ™ on the Candidate Academy, Municipal Academy and MyRegistration logos, as shown in this report.

Staff news

Appointment

- **Nozibelo Dlamini** – Nozie was appointed as receptionist in May 2018.

Resignations

- **Janet Blunt** – Sadly, after making an invaluable contribution to the company for almost two years, Janet



immigrated to New Zealand to join her husband.

- **Marthelene Buckle** – Marthelene resigned after 15 years to relocate to the Western Cape. During this time, she was instrumental in implementing various initiatives, most notably establishing the Candidate and Municipal Academies, as well as carrying out extensive research for both *Numbers and Needs* books and the recent SADC Numbers and Needs Study.
- **Thubelihle Sithole** – Thuba accepted a position which afforded him the opportunity to develop and enhance the skills he had gained during his five years with SAICE-PDP. He started as a research intern to assist Allyson during her appointment with DHET, which eventually extended to SAICE-PDP with the commencement of the SADC research. Due to his versatility, he became involved in other aspects of the business, which notably included

Table 1: Directors of SAICE-PDP and their associations

Director	Position in SAICE-PDP	Age	Years on SAICE-PDP Board	Other significant Board Membership/ Professional positions
Dr Allyson Lawless	Managing Director	66	14 years	<ul style="list-style-type: none"> • Board member – South African Institution of Civil Engineering (SAICE) • Council member – Human Resource Development Council (HRDC)
Mr Gary Drummond	Chairperson	61	9 years	None
Mr Steven Kaplan	Non-executive director	64	3 months	Acting CEO and board member – South African Institution of Civil Engineering (SAICE)
Mr Neil MacLeod	Non-executive director	67	9 years	Director – Toilet Board Coalition
Mr Kibiti Ntshumaelo	Non-executive director	47	1 year	Board member – Lekwa Consulting Engineers (Pty) Ltd and numerous other companies in the engineering industry

the coordination of the LGSETA candidacy programmes.

The management and staff of SAICE-PDP wish them well with their respective endeavours and exciting new chapters!

Senior engineers

- **Mentors** – The number of mentors supporting candidates across all the programmes totalled 35 at 31 March 2019. During the year, the number of mentors and candidates per mentor fluctuated due to attrition of candidates and subsequent substitution of candidates.
- **Technical resources** – To extend our influence we harness experts in specialised disciplines from time to time. Their knowledge and input have been useful when compiling tenders and supporting candidates in sub-disciplines which extend beyond the expertise of their appointed mentors.

Governance

Board of Directors meetings

The Board met on 13 April 2018, 17 July 2018 and 26 March 2019.

Directors

Directors as at 31 March 2019 are listed in Table 1.

Members

Members as at 31 March 2019 are listed in Table 2.

B-BBEE and tax clearance certificates

In accordance with the Amended B-BBEE Codes, due to our turnover being below R50 million and, as a non-profit company, qualifying as a specialised qualifying small enterprise (QSE), we updated our affidavit declaring that the percentage of black beneficiaries who had received training or mentoring for the 2017/2018 review period totalled 74%. Based on this, SAICE-PDP qualified as a Level 2 contributor.

A new tax clearance certificate was received from SARS in May 2018.

Financial report

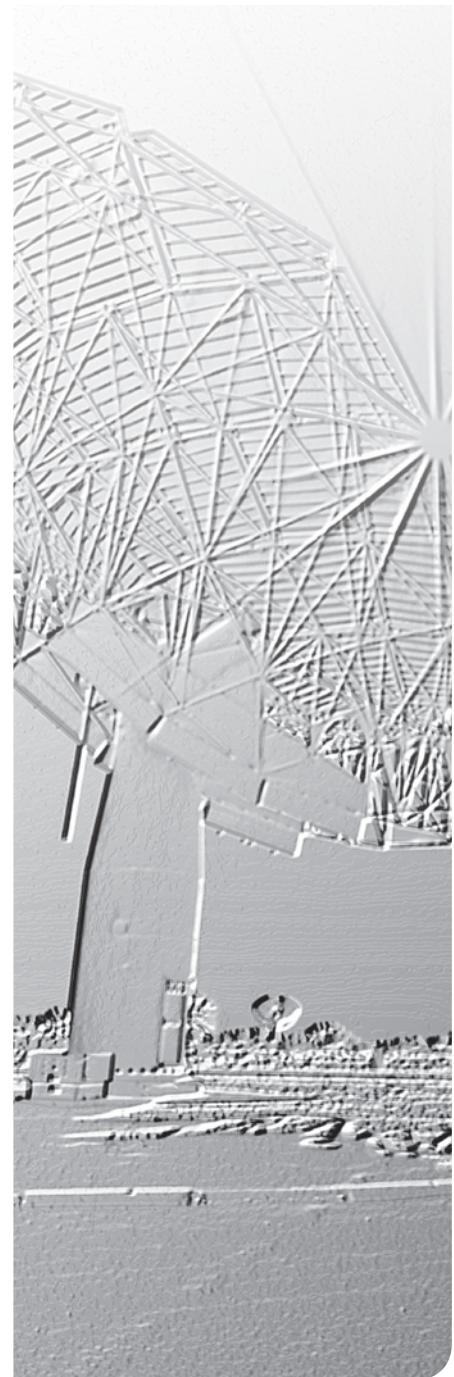
The annual financial statements have been audited and are available for review. The turnover increased and the retained income had increased to R4,5 million, as shown in Table 3. This type of reserve is essential to alleviate the cash flow problems we experience when major debtors do not pay timeously.

Table 2: Members of SAICE-PDP

Mr Mehboob Babamia	Mr Mompoti Mmusi
Dr Chris Herold	Mr Simon Mqamelo
Mr Errol Kerst	Mr Sundran Naicker

Table 3: Revenue, surplus and retained income from 2018 and 2019

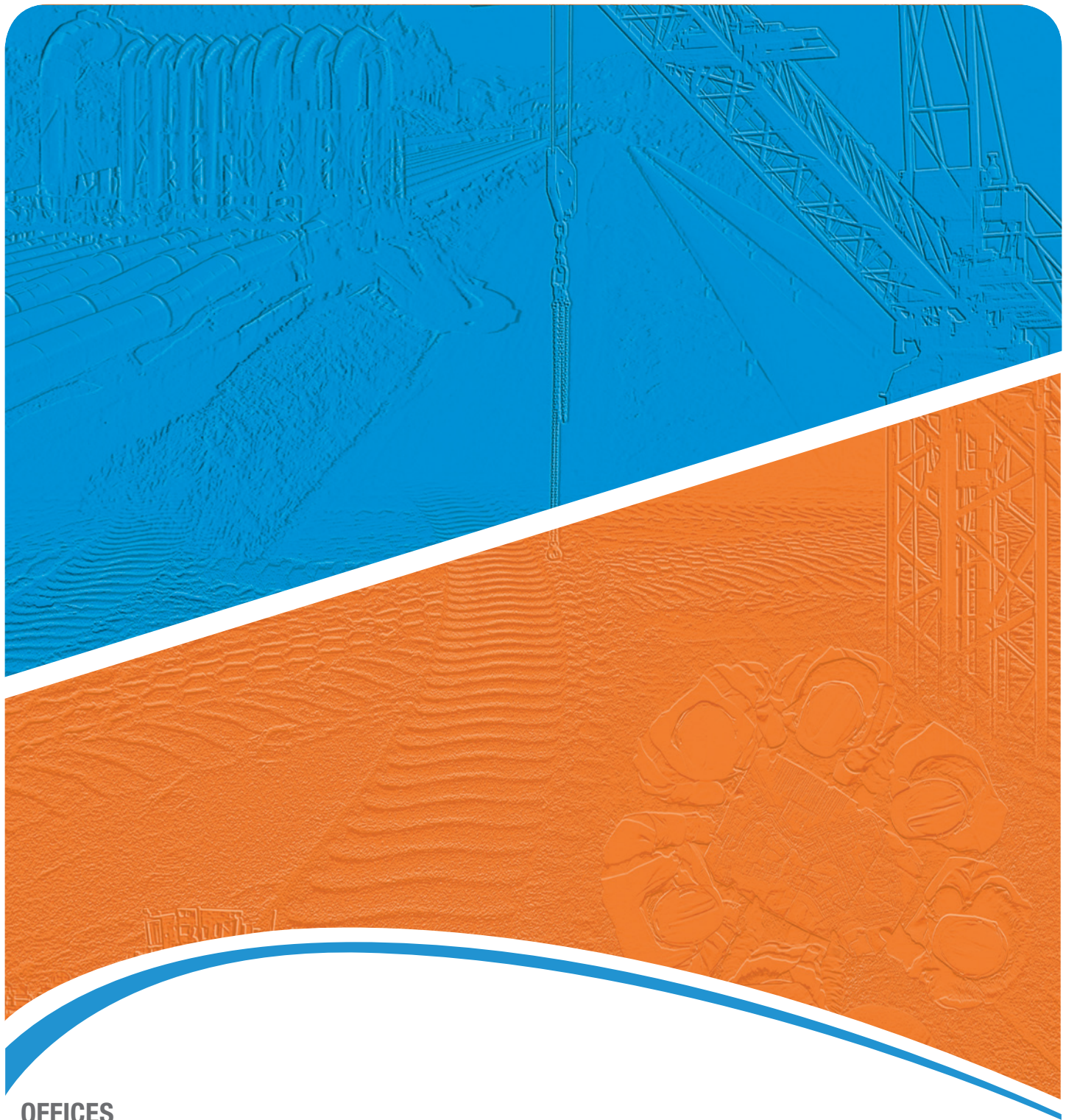
Year	Revenue	Surplus	Retained income
2017/2018	R16 313 835	R999 470	R3 996 154
2018/2019	R19 040 598	R545 146	R4 541 300





Acronyms

B-BBEE	Broad-based Black Economic Empowerment
BIE	Botswana Institution of Engineers
CEP	Community of Expert Practice
CESA	Consulting Engineers South Africa
CoGTA	Cooperative Governance and Traditional Affairs
CPD	Continuing Professional Development
DBSA	Development Bank of Southern Africa
DHET	Department of Higher Education and Training
DRC	Democratic Republic of the Congo
ECSA	Engineering Council of South Africa
ENERGYS	Engineering Now Ensuring Roll-out by Growing Young Skills
ER	Engineering Report
GCC	General Conditions of Contract
GIS	Geographic Information Systems
HRDCSA	Human Resources Development Council of South Africa
ISDG	Infrastructure Skills Development Grant
LGSETA	Local Government Sector Education and Training Authority
MISA	Municipal Infrastructure Support Agent
QCTO	Quality Council for Trades and Occupations
RFQ	Request for Quotation
SADC	Southern African Development Community
SAICE	South African Institution of Civil Engineering
SAICE-PDP	SAICE Professional Development and Projects
SAIEE	South African Institute of Electrical Engineers
SAQA	South African Qualifications Authority
SETA	Sectoral Education and Training Authority
SIPDM	Standard for Infrastructure Procurement and Delivery Management
TER	Training and Experience Report
TES	Training and Experience Summary
W&WW	Water and Wastewater



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