



# ANNUAL REPORT

APRIL 2019 TO MARCH 2020

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# Director's Report

The financial year ending March 2020 was one of the toughest faced by SAICE Professional Development and Projects (SAICE-PDP) since the year following the demise of the Siyenza Manje programme in 2011. With the shrinking economy and reducing business opportunities in the private sector, as well as lessened spending in the public sector, our turnover dropped by 30% compared with March 2019.

SAICE-PDP was established by the South African Institution of Civil Engineering (SAICE) in 2004 to implement Outreach and Capacity Building initiatives and activities that require external funding. Given the current circumstances, it was difficult to expand on the delivery of our many services, which include presenting courses, capacitating public sector structures, managing workplace-based learning programmes and advising organisations in terms of engineering skills development.

## Projects

None of the projects on which we tendered towards the end of 2018 was awarded during 2019 – each was cancelled on the basis of a technicality. This was very disappointing as we were the lowest and most comprehensive tenderer on one substantial technical support and mentoring project, but the tender document contained conflicting information, which was contested by other tenderers.

The only projects that continued in 2019 through to 2020 were the Africa Catalyst project and the Local Government Sector Education and Training Authority (LGSETA) mentoring programmes. However, the latter is

tapering off due to a change in LGSETA policy, which is cause for concern. The attendance at courses also dropped to around 65% compared to the previous year, and this was exacerbated towards the end of the reporting year by the COVID-19 pandemic. Once the first announcement of the need for social distancing was made in early March 2020, all courses that had been booked for the balance of the month were cancelled by clients. This resulted in a loss of committed training income of some R300 000.

Despite the gloomy situation, we received many emails from candidates during the year advising us that they had been registered and thanking us for our support.

## Prospects

The prospects to March 2021 look bleak, given the COVID-19 pandemic and the associated lockdown which commenced on 27 March 2020. This will drastically affect our training income, which accounts for about 40% of the turnover. A Construction Education and Training Authority (CETA) contract and a Johannesburg Roads Agency (JRA) contract which were due to start in March or April 2020 will only be able to commence once lockdown is lifted, which could be many months yet. Furthermore, during 2019, SAICE, SAICE-PDP and Consulting Engineers South Africa (CESA) engaged with the Development Bank of Southern Africa (DBSA) on mounting a mentoring, training and consulting development programme to enhance the capacity on all projects funded by the DBSA. The intention was for this project to commence in April 2020. However, by March 2020 this was no longer a high priority and the programme has not yet been approved by their Board. We have since been advised that the project has been put on the backburner. It is very difficult to forecast what the prospects are for the business at this stage.

## Farewell

The company bade farewell to Peter Coetzee, a long-serving staff member who joined us in 2008 and took his second retirement, aged 72, on 31 March 2020. We will really miss his experience, wisdom and willingness to tackle whatever came his way.

## Obituary

It is with sadness that we report the passing of Peet Potgieter last year, after a long battle with bone marrow cancer. In his salute to Peet, his long-time business partner, John McGlashan, said "*Peet was a very intelligent, practical engineer who always got the job done. He has left some technical and system monuments for the industry that they will not even know about.*" Peet served as a technical expert and mentor for SAICE-PDP from 2008 until 2012. He worked hard to reduce the protracted procurement time frames in Ekurhuleni and became a champion for many students needing to complete P1 and P2. When our project came to an end, he negotiated placements with consulting engineers in Pretoria and Johannesburg for all students on the programme who found themselves unsupported, and also ensured that they achieved the University of Technology requirements. His passion and his dedication to walk the extra mile will always be remembered.

## A Word of Appreciation

I would like to express my thanks to the SAICE-PDP staff for going above and beyond the call of duty during this difficult year, and to the directors and members for their understanding and support. Thanks also to the staff of SAICE, SAIEE and CESA for their enthusiasm and continued support.



**DR ALLYSON LAWLESS**

Managing Director

Starting in April 2010 and up to March 2020 a total of no fewer than 10 847 delegates have been trained by the Candidate Academy. The 12th of April 2020 will mark the tenth anniversary of the Candidate Academy and preparations are well underway to celebrate this milestone and promote the value of the Academy widely.

The Road to Registration courses continued to be popular, although there is now tremendous competition in the market and many bogus companies purporting to offer these courses. A total of 250 recent graduates attended the Road to Registration for Candidate Engineers, Technologists and Technicians course, and a further 122 attended the Road to Registration for Mature Candidates course. Delivery of the Road to Registration course for Mentors, Supervisors and HR Practitioners continued in Gauteng and was presented in Cape Town for the first time. Delegates included a group from the Department of Agriculture in the Western Cape.

Getting Acquainted with General Conditions of Contract 2015 (GCC 2015) was offered in many centres, including two in-house courses delivered for Sol Plaatje Municipality. The enthusiasm, humour and knowledge of the presenter is always appreciated by delegates and demand for this course continues.

The Getting Acquainted with Geosynthetics in Soil Reinforcement course was offered in-house to a consulting firm in Polokwane. The course was also presented and well attended in other centres such as Durban and Cape Town.

The Estimating, Costing and Pricing of Construction Tenders courses continue to attract delegates but, unfortunately, an in-house course scheduled for the end of March 2020 had to be postponed due to the lockdown.

The popular Pressure Pipeline and Pump Station Design and Specification course attracted delegates in Midrand, Port Elizabeth, Cape Town, Durban and Bloemfontein. The Getting Acquainted with Sewer Design course was also well attended.

Overall it was a disappointing year for the Candidate Academy with a number of courses having to be cancelled, which can be attributed to the state of the economy in general and, in particular, that of the construction sector with a number of companies having either closed their offices or retrenched a considerable number of staff. The Academy is focusing on expanding its offering of courses and developing online courses to make it easier for delegates to attend, especially with the COVID-19 social distancing requirements,

which are expected to continue for a considerable period of time.

## Attendance and Courses

A total of 753 delegates attended the range of courses listed below.

### Pricing and contracts

- Estimating, Costing and Pricing of Construction Tenders
- Getting Acquainted with Basic Contract Administration and Quality Control
- Getting Acquainted with General Conditions of Contract (GCC 2015)

### Technical

- 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

### Professional Registration

- 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 presented by Allyson Lawless

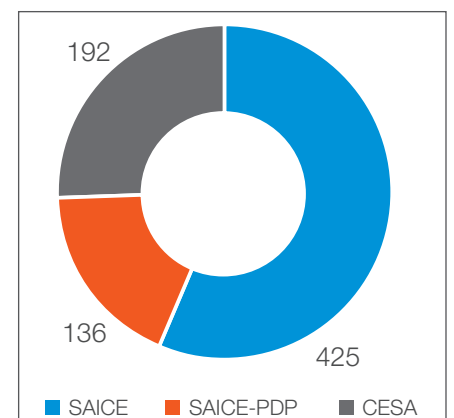


Figure 2: Distribution of delegates attending Candidate Academy Courses organised by SAICE, CESA and SAICE-PDP

The Municipal Academy offered courses for the Municipal Infrastructure Support Agent (MISA), candidates on the LGSETA programme and through the Candidate Academy.

### The courses and workshops were:

- Advanced Water Treatment Processes
- Estimating, Costing and Pricing of Construction Tenders
- Getting Acquainted with General Conditions of Contract (GCC 2015)
- Getting Acquainted with Road Construction and Maintenance
- Getting Acquainted with Culvert Design
- Pressure Pipeline and Pump Station Design and Specification – A Practical Overview
- Getting Acquainted with Urban Water Management
- Engineering Design Workshop
- Engineering Report and Technical Writing Workshop

Getting Acquainted with General Conditions of Contract (GCC 2015) was a popular course, with three courses delivered and more being requested, as municipal employees grapple with contractor claims and the challenges of interpretation by supply chain practitioners and the Auditor-General. These courses are very lively with much debate about the interpretation of each clause.

### Attendance

The MISA courses are intended to develop technical capacity in municipalities and to reach as many municipal officials as possible. The courses were offered in areas which required the most support. It has been encouraging that the attendees have largely been from rural municipalities. The provincial distribution of attendees is shown in Figure 4.

### Combined Training Attendance

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



Figure 3: GCC 2015 course in Richards Bay – February 2020

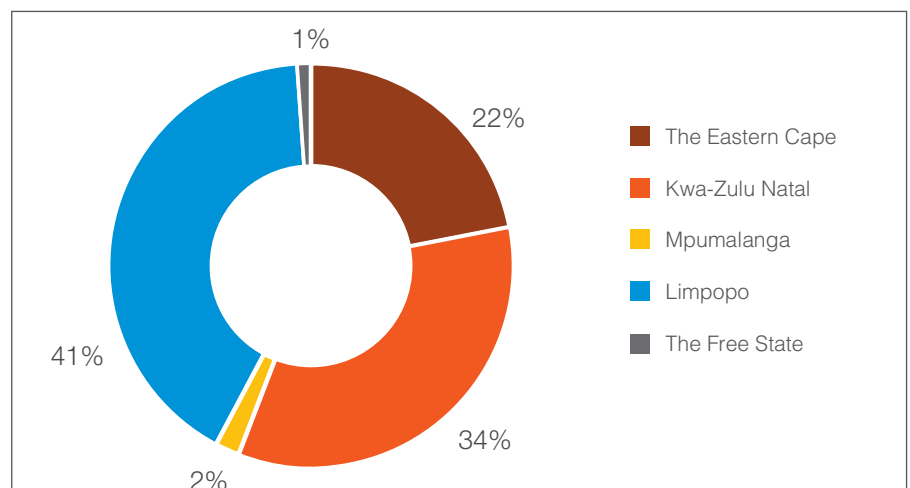


Figure 4: Provincial distribution of delegates attending MISA courses

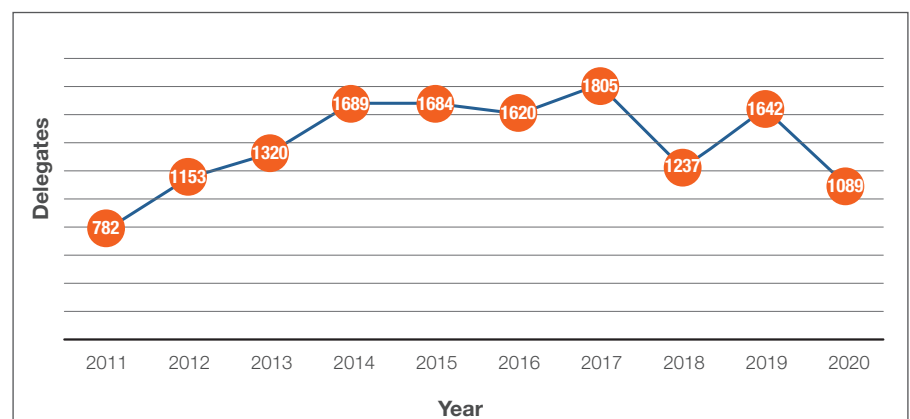


Figure 5: Combined training effort of the Candidate and Municipal Academy courses from April 2010 to March 2020

# Professional Development



## The Local Government Sector Education and Training Authority (LGSETA) Candidacy Programme

There was continued activity in this financial year on the LGSETA candidacy programmes. There have been six cohorts starting at different times from November 2015 to March 2019, of which four have come to an end, three during this financial year. All LGSETA candidates were afforded the opportunity to

attend at least one technical course pertaining to their discipline or area of operation, and many also took advantage of the MISA courses to improve their theoretical knowledge.

Many of the candidates have struggled to complete work of the appropriate complexity for their category of registration. The lack of design experience in local government is a major stumbling block. Staff rotation and secondments in most municipalities are problematic as our candidates are employed in fixed posts and cannot easily gain the additional experience required. Furthermore, many municipalities have a severe shortage of technical staff and the candidates suffer from very heavy workloads (see the discussion relating to Figure 11).

### Progress of the 100 cohort

This programme officially came to an end in April 2019. A total of 33 applications were submitted to the Engineering Council of South Africa (ECSA). To date, 18 candidates have professionally

registered: two Professional Engineers, ten Professional Engineering Technologists and six Professional Engineering Technicians. A further 15 are still plodding along with applications, but making progress.

### Progress of the 33 cohort

This programme ended in August 2019 and 12 applications have been submitted to ECSA. To date, five candidates have professionally registered: one Professional Engineer, three Professional Engineering Technologists and one Professional Engineering Technician. The outcome of the remaining applications is eagerly awaited. A further three are still busy with their write-ups.

### Progress of the 67 cohort

This programme ended in February 2020. As the programme was nearing an end, candidates and mentors were encouraged to work hard to complete engineering reports and compile their applications for submission to



Figure 6: Mogomotsi Ramotshwane successfully registered as a Pr Techni Eng (Civil)



Figure 7: Mentor Ken Bromfield and candidate Christopher Mahlaule inspecting excavations on a water reticulation project in Burgersfort



Figure 8: Isma-eel successfully registered as an electrical engineering Pr Eng

ECSA. During this period, Khothatso Hlalele submitted her application and we are happy to report that she has been registered as a Professional Engineering Technologist. Furthermore, Ranti Dikgale and Zoliswa Ngumbela submitted their applications which are still under review at ECSA.

Unfortunately, between February and March of each year, ECSA is extremely busy with year-end matters and with members rushing to pay annual fees and thus benefit from the early-bird discount. The result was that final invoices to allow us to submit the balance of the applications were not issued before the commencement of the lockdown on 27 March 2020. We are hoping that, once the lockdown is lifted, an additional 12 to 15 applications can be processed. Unfortunately, those who were not ready to complete their reports in time will have to finalise their applications independently and apply the knowledge gained during the mentoring programme. The reasons for not completing timeously included work pressures, insufficient projects of the appropriate complexity and responsibility level, and poor responsiveness of the candidates.



**Figure 9: Mentor Ken Bromfield and candidate Aluwani Mudau inspecting reinforcement of a reservoir deck in Jane Furse**

### Progress of the 50 cohort

This programme is in the second year of a three-year contract. The candidates interacted well with their mentors in terms of expanding the range of activities they were involved in and working towards gaining design experience. Review workshops were held to focus on design work and assess the candidates' progress. In June 2019, Isma-eel Khan was the first candidate to be registered from this cohort as a Professional Engineer (electrical). Said Isma-eel: *“Rod Harker, my mentor, guided and assisted me tremendously throughout the programme ... After acquiring my professional engineer status, I received a promotion and was entrusted with more challenging tasks which required a greater amount of responsibility. The professional status also opened the opportunity to apply for more advanced positions within my organisation.”*

### Progress of the 49 cohort

This programme commenced in May 2019 with induction workshops held in Midrand, East London and Cape Town. As design experience is limited in most municipalities, deciding

on a suitably complex project for the engineering report becomes a challenge. Typically, with our previous programmes it was realised too late that the design work was inadequate, so it was decided that meaningful design projects should be identified at the outset and design workshops were held in November and December 2019 to prepare candidates timeously. Candidates were encouraged to identify sufficiently complex design projects and as design work tends to be awarded to consultants, it was recommended that they negotiate working on the design in parallel with the consultant.

Arend Theron, from the City of Cape Town, was the first candidate in this cohort to register professionally as a Pr Eng (Electrical).

### Mentors

With the 100, 33 and 67 programmes having ended, we have had to say goodbye to some mentors and, sadly, a few mentors withdrew due to illness or emigration. We were delighted to recruit Kudakwashe Zumbika as a civil engineering mentor in Mbombela (Nelspruit); feedback from the candidates has been very positive.



**Figure 10: Mentors assisting a candidate at a Design Workshop in JHB**

At the beginning of April 2019 there were 23 active mentors, but at the end of the financial period only 15 mentors remained as activities were limited to the 50 and 49 programmes. The unanticipated implementation of lockdown was a concern as we could not afford to have reduced mentoring activity affect our claims to LGSETA. It was agreed with the mentors that they would continue their support remotely using Zoom or Skype meetings, and a number of webinars and assignments were decided upon to ensure that candidates continued to progress and report during the period of lockdown.

### Analysis of mentoring programmes commencing since November 2015

Since the commencement of the LGSETA programmes and the parallel Gauteng Cooperative Governance and Traditional Affairs (CoGTA) mature programme, some 420 candidates have been supported in some way (about 10% of all engineers, engineering technologists and technicians in local government). The results to date are shown in Figure 11. Although the total of 35% includes those who have either registered or submitted their applications, many others continue to work on their applications and now understand what additional experience they need before they will be ready for registration. The number who have submitted, been registered or are close to registration has reached 50% on the earlier programmes, while on the more recent programmes, it is too soon to expect substantial levels of submissions.

Sadly, in many municipalities, the opportunities to gain meaningful experience are simply not available. From the experiences to date, it is clear that many more mentoring hours per candidate are needed and design support needs to be factored into future programmes.

Due to the shortage of qualified staff in local government, candidates often find themselves acting in more senior positions – sometimes even as the Municipal Manager – during

which periods their workloads preclude them from continuing with the mentoring process, much to their frustration. An extension of time for such candidates is needed.

During the earlier programmes it was possible to substitute candidates as original candidates left local government or submitted to ECSA. However, due to a change in LGSETA policy, substitution is no longer possible which means that the numbers on each of the projects continue to drop. At a meeting between SAICE-PDP and LGSETA held in March 2020, a decision was reached that SAICE-PDP will submit a proposal for taking on additional candidates when the numbers on the two remaining programmes render them unviable on their own. It was expected that this submission would be made in May or June, but the lockdown scenario is likely to affect this decision.

### Construction Education and Training Authority (CETA) Candidacy Programme

SAICE-PDP responded to a call to apply for discretionary grants for candidacy support, which closed on 2 September 2019. We applied for 102 candidates in JRA, Transnet and Eastern Cape Provincial Departments. In January 2020 we were awarded funding for only 11 civil engineering candidates. CETA performed their due diligence processes which we sailed through. We selected four candidates from Transnet and seven from JRA to make up the total. The

candidates' documentation was promptly submitted in accordance with CETA's requirements so that we were ready to start in March, but this was halted due to the implementation of lockdown.

It is uncertain as to when CETA will issue the commencement letter, which is disappointing as this will delay our opportunity to earn for many months.

### Rand Water

We continued to interview identified employees in the civil engineering-related occupations to assess their readiness for promotion within the Rand Water system.

### General Electric

SAICE-PDP's mentoring partnership with Alstom began in 2013 with the implementation of the three-year CETA-funded candidacy programme to mentor electrical and mechanical engineering candidates. Due to mentor Roy Govender's cooperative relationship with management, and success with the candidates, the company requested continued support once the CETA programme ended. Since 2016, when Alstom ownership changed to General Electric, the candidates employed in the Steam Power Systems Division have been mentored. At the beginning of 2019 we extended our support to chemical engineering candidates under the mentorship of Daan Le Roux. During this financial year, 13 mechanical candidates and ten chemical candidates were mentored.

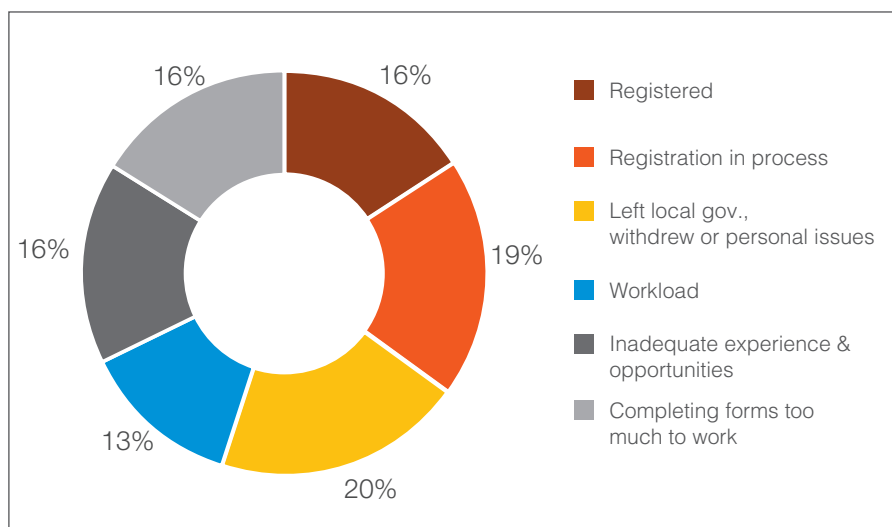


Figure 11: Results from mentoring programmes for candidates employed in local government

A collaborative relationship between Roy Govender, Daan Le Roux and General Electric mentors, supervisors and management enabled the identification of adequate training opportunities to develop competence at the appropriate level of responsibility and complexity in accordance with ECSA's 11 Outcomes. To assist with gaining adequate design experience, General Electric were receptive to candidates being exposed to work that was outsourced to consultants. The completion of applications was accelerated as monthly face-to-face and active remote mentoring replaced quarterly meetings, which reduced the protracted reviews of candidates' reports and endless revisions.

Towards the end of 2019, six mechanical candidates submitted their applications to ECSA: four Professional Engineering Technologists and two Professional Engineering Technicians. Two chemical candidates submitted their Professional Engineering Technologist applications to ECSA, and an additional seven chemical engineering applications should be submitted within the next few months.

Since 2016, four mechanical candidates have professionally registered with ECSA: two Professional Engineers, one Professional Engineering Technologist and one Professional Engineering Technician. During 2019 two chemical candidates registered as Professional Engineering Technologists.

## Engineering Numbers and Needs study in the SADC region

The SADC Engineering Numbers and Needs study was handed over to the funder, the South African Department of Science and Technology (DST) on 25 March 2019. The DST passed it on to the offices in Gaborone of the Southern African Development Community (SADC) who had commissioned the research. The Executive Summary was translated into French and Portuguese and the English version of the document, together with the summaries, was circulated to all Member States for approval.

On 20 June 2019 the document was approved by the SADC Ministers responsible for Education and Training, Science, Technology and Innovation at a meeting in Namibia, with minor modifications. At a meeting of the SADC Heads of State in August 2019, they were advised of the progress with the report and accepted the Ministers' approval.

Unfortunately, the Foreword and Acknowledgements have still not been signed off by the SADC Secretariat and translation of the whole document into the other official languages has not been completed, which means that the document has yet to be widely circulated.

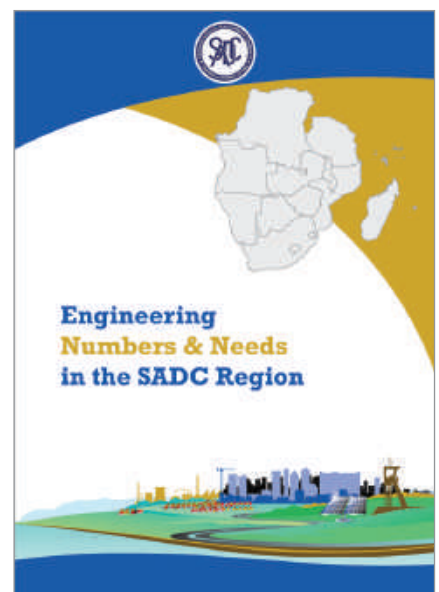
At a meeting of the steering committee, attended by four countries in Mahikeng on 25 September 2019, it was agreed that the major projects which must be initiated emerging from this research were as follows:

- Work with professional engineering institutions and engineering educators, in collaboration with the SADC Technical Committee on Certification and Accreditation (TCCA), to agree on mechanisms to align qualifications in the region and develop assessment and accreditation processes. In the long term, work towards aligning accreditation processes with the requirements of the International Engineering Alliance (IEA).
- Develop a regional guideline for the development of engineering graduates towards professional registration, based on existing material and experiences from Member States, and suggest mechanisms for funding of graduate training.
- Work towards aligning registration processes in the region, adopting the outcomes and attributes as developed by the IEA.

It was recognised that interventions were required in many other areas, including enhancing the teaching of maths and science at schools, career guidance, investment in new infrastructure, operations and maintenance, and employing the right people in public sector technical posts, among others. However, these were not the purvey of professional bodies and will be handled by other units within SADC.



Figure 12: The opening session at the Ministers' meeting



## Africa Catalyst

Our Royal Academy of Engineering project, aimed at helping small and emerging engineering institutions in sub-Saharan Africa develop websites and services for their members, was really rewarding this year. Setting up our easy-to-use WordPress series of functions for some 20 organisations in SADC, and as far afield as Ethiopia, has demonstrated the need for much more support for the development of sub-Saharan engineering professionals. Of interest have been the many events that have been organised using the new websites, including soccer matches, for which participants actually received certificates!

Due to our contact with these organisations and our extensive network, we have been able to secure funding for office-bearers to travel to the UK and South Africa for various conferences, and we were pleased when the Royal Academy decided to hold their December Frontiers of Engineering workshop in Antananarivo. An exuberant Mamy Rabenanahary, President of the Ordre des Ingénieurs de Madagascar (OIM), insisted on making the opening speech and thanked the Royal Academy and SAICE-PDP for organising "the first-ever international engineering function in Madagascar".

We took the opportunity to train many of the Voluntary Associations in Madagascar on the use of the tool and helped them with setting up their websites.

The Engineering Council of Namibia is another of the many organisations that has benefited from this project. The Council was disbanded in 2017 and the office was reconstituted in early 2019. It was necessary to set up new systems and processes and enhance the database. We assisted them to get an online registration system off the ground, which was launched in March 2020 at a ceremony at which the first registration certificates from the new system were handed over.



Figure 13: Mamy Rabenanahary welcoming all to the website training workshop, scheduled to coincide with the Royal Academy, Frontiers of Engineering Conference



Figure 14: Della Tamin, our French interpreter and an electrical engineer, travelled with us to Madagascar to help with the training of Voluntary Associations on how to set up and manage their websites

# Advisory Services

## Quality Council for Trades and Occupations (QCTO)

This was Allyson Lawless' last year serving 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. A total of 338 qualifications have been approved in the new comprehensive format, including theory, practical and workplace-based learning, followed by a summative assessment and certification. Allyson was pleased to be able to motivate for the approval of a series of civil engineering and construction qualifications before her term ended. These had been submitted a long time ago but needed to be

redrafted before being approved. With help from the QCTO editor in the closing months of the year, this was achieved.

## Presidential Infrastructure Coordinating Commission

Allyson Lawless was asked to serve as a technical advisor to the Presidential Infrastructure Coordinating Commission (PICC) on skills-related topics. The inaugural meeting of the advisory panel took place in February 2020.

## Office of the Chief Procurement Officer

Many municipalities, provinces and parastatals attending our various courses complained about difficulties they were experiencing with the increasingly onerous supply chain demands when

specifying and awarding tenders, and the handling of variations and extensions. A meeting with the Office of the Chief Procurement Officer (OCPO) was convened with CESA, SAICE and SAICE-PDP and we were requested to offer case studies outlining the impracticalities of various Treasury Notes. Many of the challenges also affect SAICE-PDP in terms of public sector staff attending our courses, and variations required to several of our contracts.

After engaging with contractors, consultants, provinces and various parastatals, we convened a workshop with the OCPO in February 2020, after which a detailed report with case studies and recommendations was submitted. Our work was acknowledged, and it is hoped that this will be used to address some of the current challenges.

# Company News

## MyRegistration®

During this financial year the MyRegistration® portal remained a key tool for managing and monitoring progress on all the LGSETA candidacy programmes, especially considering the remoteness of some of the candidates. The logo was finally issued a registration certificate from the Trademarks Office in October 2019 and is now an official trademark for a period of 10 years with effect from 19 April 2016.

## MyEvents

An event management system was developed to link with MyRegistration® and replaced the event management functionality of an older system. The integration between the systems has helped with reporting to LGSETA.

## Company name and logo

Historically, there tended to be confusion about Civils Masakhani (the company's

Trading As name), and how it was associated with SAICE and SAICE-PDP. Ethnic names were the trend in the early 2000s, but as we have aligned ourselves closer to SAICE and for ease of SAICE being able to refer to us as a sister company, it was decided to remove the Civils Masakhani name. SAICE Professional Development and Projects is the official registered name with CIPC and defines exactly what we do. The decision prompted an overdue review of the company logo which now better reflects the SAICE logo and has an improved modern look.

## Staff News Appointments

**Siphathisiwe Masimirembwa:** Phathi joined the company in March 2019 to assist temporarily with the administration workload of the large LGSETA candidacy programmes that Janet Blunt had been managing before emigrating. Phathi



holds a BEng (Hons) from the National University of Science and Technology (Zimbabwe), is a PrTech Eng and an ECSA reviewer. Phathi's responsibilities have since advanced to LGSETA stakeholder engagement and overseeing mentor and candidate performance and reporting. Phathi also advises on the final ECSA submissions and has taken on the mentorship of many candidates.

**Greg Skeen:** Greg joined the company in January 2020. Greg is a Professional Engineer whose two decades of industry experience range from structural and civil engineering design on industrial, commercial and municipal projects to roles as both construction project manager and client. Greg's responsibilities at SAICE-PDP include exploring new ways to market and improve the sustainability of SAICE-PDP in the long term. Greg will take over the leadership of SAICE-PDP once Allyson Lawless retires.

### Retirement

**Peter Coetzee:** Peter brought with him a wealth of knowledge and experience when he joined the company in April 2008, having devoted most of his career to the City of Johannesburg. After planning for a couple of years, Peter finally made the decision in 2018 to retire in March 2020. Sadly for us, that time has arrived and after extensive packing up and challenging logistics, Peter

and his wife Lynne emigrated to Ireland to be closer to their children.

Peter has made an invaluable contribution to the entire built environment in numerous roles (as he knows a lot about a lot). He has served as an advisor to the Water Institute of Southern Africa and on various Communities of Expert Practice for the QCTO, among others. As Peter is fondly known as "Mr JRA", he was contacted by Carte Blanche to offer a technical opinion on the state of the M1 bridges prior to the major rehabilitation project, and we were proud to watch him on TV on Sunday, 31 March 2019.

Peter has also served as an ECSA reviewer, a mentor to innumerable candidates, a course presenter and a technical expert. His passion for mentoring and his experience as a seasoned engineer were fundamental in modelling our mentoring methodology over the



years, as well as in the development and presentation of the Road to Registration for Mature Candidates and Basic Sewer Design courses. Peter's "granddad" mentoring approach endeared him to all his candidates, and in recognition of his extraordinary contribution, he received SAICE's Excellence in Mentoring Award in 2017. Peter will be missed for his humour, commitment and his passion for everything engineering, but he is only an email or Zoom meeting away!

### Zan Mlambo (GradICSA)

Congratulations to Zan who completed her Corporate Secretaryship and Governance Administration Board Exams in December 2019 with the Chartered Governance Institute of Southern Africa (CGISA), previously named the Chartered Secretaries of Southern Africa (CSSA).

### Governance

#### Board of Directors Meetings

The Board met on 24 July 2019 and 21 February 2020.

#### B-BBEE and Tax Clearance Certificates

In accordance with the Amended B-BBEE Codes, due to our turnover being below R50 million and being a non-profit company qualifying as a Specialised Qualifying Small Enterprise (QSE), we updated our affidavit declaring that the percentage of black

**Table 1: Directors of SAICE-PDP and significant leadership positions held**

Director	Position in SAICE-PDP	Age	Years on SAICE-PDP Board	Other significant Board Membership/ Professional positions
<b>Dr Allyson Lawless</b>	Managing Director	67	16 years	Board member: South African Institution of Civil Engineering (SAICE)
<b>Mr Steven Kaplan</b>	Non-executive Director	65	1 year	Board member: South African Institution of Civil Engineering (SAICE)
<b>Mr Neil Macleod</b>	Non-executive Director	68	10 years	Director: Toilet Board Coalition Director: Sanergy Kenya
<b>Mr Kibiti Ntshumaelo</b>	Non-executive Director (Chair)	47	1½ years	Board member: Lekwa Consulting Engineers (Pty) Ltd and numerous other companies in the engineering industry

**Table 2: Members of SAICE-PDP**

Mr Mehboob Babamia	Mr Errol Kerst	Mr Mompoti Mmusi	Mr Sundran Naicker
Dr Chris Herold	Mrs T Mjenge	Mr Simon Mqamelo	Dr Martin van Veelen

beneficiaries who had received training or mentoring for the 2018/2019 review period totalled 84%. Based on this, SAICE-PDP qualified as a Level 1 Contributor.

Furthermore, a new tax clearance certificate was received from the SARS in April 2019.

## Directors

Directors and Members as of 31 March 2020 are listed in Table 1. Mr Gary Drummond resigned as Director in September 2019. Mr Kibiti Ntshumaelo was appointed as Chairperson in February 2020.

## Financial Report

The Annual Financial Statements have been audited and are available for review. The turnover decreased from R19m in 2019 to R14.6m as shown in Table 3 due to the adverse trading conditions. Sadly, the company made a loss in this

financial year, due to the many courses which clients cancelled in March as the COVID-19 threat began to emerge. This retained income reserve is essential to alleviate the cash flow problems we experience when major debtors do not pay timeously.

**Table 3: Revenue, surplus/loss and retained income from 2019 and 2020**

Year	Revenue	Surplus/Loss	Retained income
2018/2019	R19 040 598	R537 977	R4 534 131
2019/2020	R14 948 225	(R72 945)	R4 461 186

# Acronyms

<b>B-BBEE</b>	Broad-Based Black Economic Empowerment
<b>CESA</b>	Consulting Engineers South Africa
<b>CETA</b>	Construction Education and Training Authority
<b>CoGTA</b>	Cooperative Governance and Traditional Affairs
<b>CPD</b>	Continuing Professional Development
<b>DBSA</b>	Development Bank of Southern Africa
<b>DST</b>	Department of Science and Technology
<b>ECSA</b>	Engineering Council of South Africa
<b>GCC</b>	General Conditions of Contract
<b>JRA</b>	Johannesburg Roads Agency
<b>LGSETA</b>	Local Government Sector Training Authority
<b>MISA</b>	Municipal Infrastructure Support Agent
<b>QCTO</b>	Quality Council for Trades and Occupations
<b>QSE</b>	Qualifying Small Enterprise
<b>SADC</b>	Southern African Development Community
<b>SAICE</b>	South African Institution of Civil Engineering
<b>SAICE-PDP</b>	SAICE Professional Development and Projects
<b>SAIEE</b>	South African Institute of Electrical Engineers
<b>SETA</b>	Sectoral Education and Training Authority

## OFFICES

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