

ANNUAL REPORT

APRIL 2020 TO
MARCH 2021

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DIRECTOR'S REPORT

The financial year ending March 2021 was extremely challenging, even more so than the previous year, which was extremely tough. For as much as we all had to dig deep and not lose hope, it was amazing to be part of a team that worked tirelessly to come up with innovative solutions to keep the company alive. The overnight cessation of face-to-face training and mentoring resulted in little or no income being earned for the first three months of the financial year. As a result, it was necessary to reduce salaries and mentor rates. The initial down time provided the opportunity to develop a new suite of technical courses and topical webinars, which will continue to enhance our contribution to capacity building.

SAICE Professional Development and Projects (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. In this past financial year the project opportunities for sourcing additional funding were limited and our effort had to be focused on ensuring that existing mentoring programmes and training courses could be delivered using technology.

Projects

A definite highlight was the appointment by Gauteng CoGTA in December 2020 to offer technical support and capacity building in nine identified municipalities. SAICE-PDP submitted a tender for the second time, following the 2018 tender being cancelled in 2019 due to a technicality. Even though it is a complex project necessitating tenacity and perseverance, we hope to make a meaningful improvement to service delivery and particularly to developing technical staff. The projects that continued through to 2021 were the candidacy programmes for the Local Government Sector Education and Training Authority (LGSETA), the Construction Education and Training Authority (CETA), the Municipal Infrastructure Support Agent (MISA) courses, and the Africa Catalyst project.

Prospects

The prospects to March 2022 were dashed when the budget for the Gauteng project was significantly reduced with effect from April 2021. We will need to apply for funding of another cohort from LGSETA as the 50 programme finishes during 2021 because the numbers on the existing programmes continue to drop as people get registered or change employers.

Following protracted discussions with the Development Bank of Southern Africa (DBSA) during the year, we have reached the stage of formalising a Memorandum of Agreement (MOA) between the Bank, SAICE-PDP, SAICE and Consulting Engineers South Africa (CESA). Once

the MOA has been signed, the individual deliverables and the funding split can be agreed on, and the specific value for the company can be determined.

We are waiting for the tender advertisement from MISA for the next contract to train municipal officials. Our earlier contracts have offered a steady income stream and our service has been highly appreciated by MISA and the delegates. SAICE-PDP responded to an invitation by CETA in December 2020 to apply for discretionary grant funding for our candidacy programme. The grants had not been awarded by the end of March 2021. We hope that interest in the Candidate Academy courses will increase due to the new courses on offer. With so much uncertainty, it is difficult to forecast the business prospects for the future.

A Word of Appreciation

I would like to express my thanks to the funders, SAICE-PDP staff, course presenters, mentors and technical experts for navigating this unprecedentedly challenging year with me and for contributing to the miracles we performed across the various projects, and to the directors and members for their understanding and encouragement. Thanks also to the staff of SAICE, SAIEE and CESA for their enthusiasm and continued support.



DR ALLYSON LAWLESS

Managing Director

THE CANDIDATE ACADEMY

Since its inception in April 2010 and up to March 2021 a total of 11 333 delegates have been trained by the Candidate Academy. It was hard to believe that 12 April 2020 marked the Academy's tenth anniversary! The implementation of the strict lockdown on 26 March meant putting a halt on all courses. The subsequent extended lockdowns necessitated reinventing our business and venturing into the unknown territory of online training. Numerous platforms were researched and after extensive trial and error it was decided that Zoom was the most economical and user-friendly option. New functionality had to be developed for our event management system to allow online multiple-choice assessments and course evaluations. Presenters were trained on the use of Zoom, including the use of breakouts, polls and other interesting functionalities to keep delegates engaged. After only three months the Candidate Academy was back in business.

One of the benefits of presenting courses online was that delegates from all over the world were able to attend. In addition to the usual attendees from the neighbouring countries of Lesotho, Eswatini and Namibia, the online courses also allowed attendees from Dubai, Jamaica, Vietnam, the United Kingdom and the Netherlands to earn their CPD points, or to continue their journey to professional registration with the Engineering Council of South Africa (ECSA).

Despite the slow kick-off, the Academy presented a total of 35 courses during the year. Although the number of delegates attending the Road to Registration courses for Candidate Engineers, Technologists and Technicians and the Mature Candidates courses dropped by over 50% from the previous year, the courses were very well received by the attendees, with the presenters having to be more creative with their methods of presentation and facilitation of the one-on-one practical sessions.

There were even a few in-house online Road to Registration courses for

clients from Mbombela, Durban and Johannesburg, representing both the consulting and construction sectors. A couple of Road to Registration for Mentors, Supervisors and HR Practitioners courses were also well attended by delegates from all over the country.

The Pressure Pipeline and Pump Station Design course and the Road Construction and Maintenance course surprised us with **more** delegates attending than over the previous period!

Following Peter Coetzee's retirement at the end of March 2020, Andrew Brodie took over as presenter of the Sewer Design courses. The transition was seamless, and the courses included

a short practical presentation on how delegates can use design software.

The Planning, Scheduling and Programming for Construction Projects course, newly validated for CPD, was rolled out in July 2020, and towards the end of 2020, a Stormwater Design course was presented to a pilot group of delegates from John Taolo Gaetsewe Municipality. The course will be presented for CPD validation in the new year. In addition, the Academy continues to expand its offerings with the development of several new courses, including Getting Acquainted with Ethics in South African Engineering, Getting Acquainted with being a Resident Engineer, and the Road

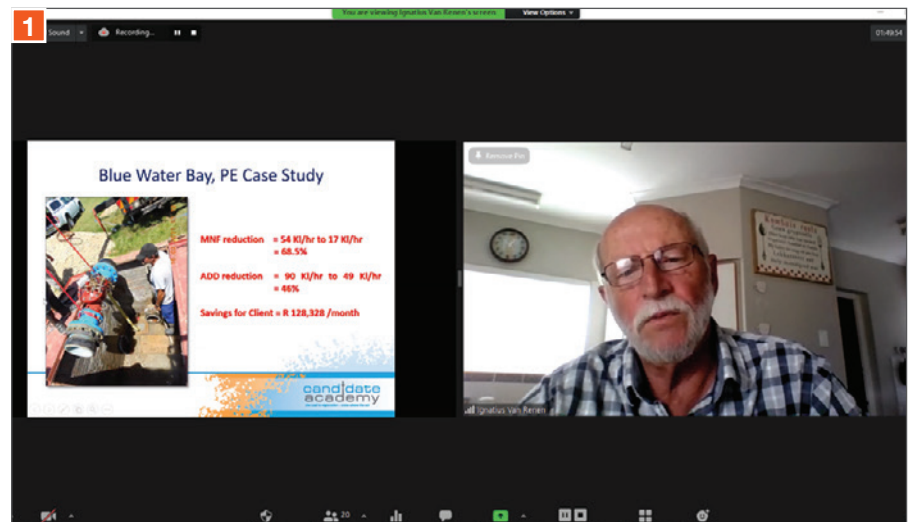


Figure 1: Dup van Renen discussing a case study during the online Pressure Pipeline and Pump Station Design course in November 2020

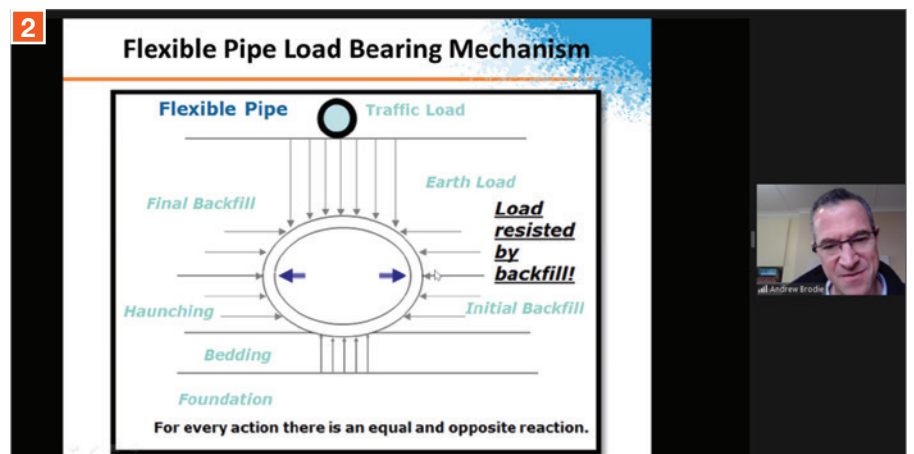


Figure 2: The Getting Acquainted with Sewer Design online course was presented by Andrew Brodie in July 2020

to Registration for Construction Managers and Construction Project Managers for registration with the South African Council for the Project and Construction Management Professions (SACPCMP).

Despite the overall 35% decline in attendance compared with the previous year, which can be attributed mainly to the three-month strict lockdown period, the Candidate Academy managed to continue providing quality training and expanding its offering to the engineering industry in South Africa and beyond.

Attendance and Courses

A total of 486 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)
- Getting Acquainted with Planning, Scheduling and Programming of Construction Tenders

Technical

- Getting Acquainted with Geosynthetics in Soil Reinforcement
- Getting Acquainted with Road Construction and Maintenance
- Getting Acquainted with Sewer Design
- Getting Acquainted with Stormwater 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

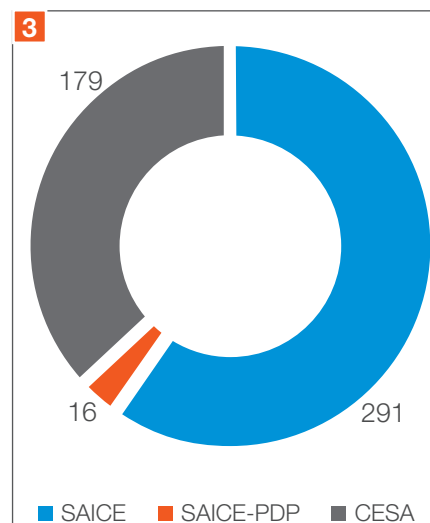


Figure 3: Distribution of delegates attending Candidate Academy Courses organised by SAICE, SAICE-PDP and CESA

THE MUNICIPAL ACADEMY



The Municipal Academy offered courses for municipal officials funded by MISA, as well as for candidates on the LGSETA and CETA programmes.

The online courses presented were:

- Getting Acquainted with Sewer Design
- Estimating, Costing and Pricing of Construction Tenders
- Getting Acquainted with General Conditions of Contract (GCC 2015)
- Getting Acquainted with Road Construction and Maintenance
- Importance of Data Logging and Interpretation for Logging Results for Water Demand Management
- Pressure Pipeline and Pump Station Design and Specification – A Practical Overview
- Getting Acquainted with Urban Water Management
- Getting Acquainted with Water Conservation and Demand Management
- Getting Acquainted with Basic Contract Administration and Quality Control

- Getting Acquainted with Planning, Scheduling and Programming for Construction Tenders

The implementation of the strict Level 5 lockdown on 26 March 2020 meant a halt on all courses, which was devastating as our contract with MISA was ending in November 2020. However, with the

support of MISA and willing facilitators, we were able to reinvent our courses and adapt material to offer online. The adaption of the courses necessitated hours of revising tried and tested presentation methods and practising the “new normal” of presenting courses.

A highlight was the development of the *Planning, Scheduling and*



Figure 4: Planning, Scheduling & Programming online course in September 2020

Programming for Construction Tenders online course presented by Mr Theuns Eloff, which has been well received by both the municipal and construction sectors.

Attendance

The MISA courses are intended to develop technical capacity in municipalities and

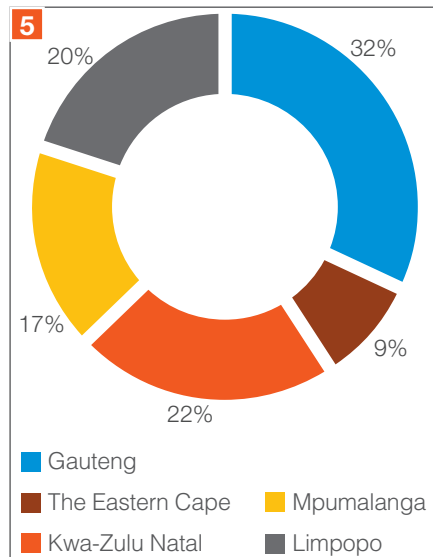


Figure 5: Provincial distribution of municipal officials attending MISA courses

extend the footprint of training offerings to as many provinces as possible. The new online experience was met with much enthusiasm as municipal officials who could not previously access MISA courses due to travel budgets, or could not afford the time to travel, could attend with minimum effort. The provincial distribution of attendees is shown in Figure 5.

Combined Training Attendance

Due to the lockdown, it was anticipated that the combined training effort of

both the Candidate and Municipal Academies would be drastically reduced compared with the previous year. However, as illustrated in Figure 6, the effect was mitigated by the attendance of the LGSETA and CETA candidates, ensuring that we were able to maintain activities on the mentoring programmes. As described under the mentoring programmes, later the new platform also offered the opportunity to deliver many webinars, which resulted in overall attendance being higher than in 2020.

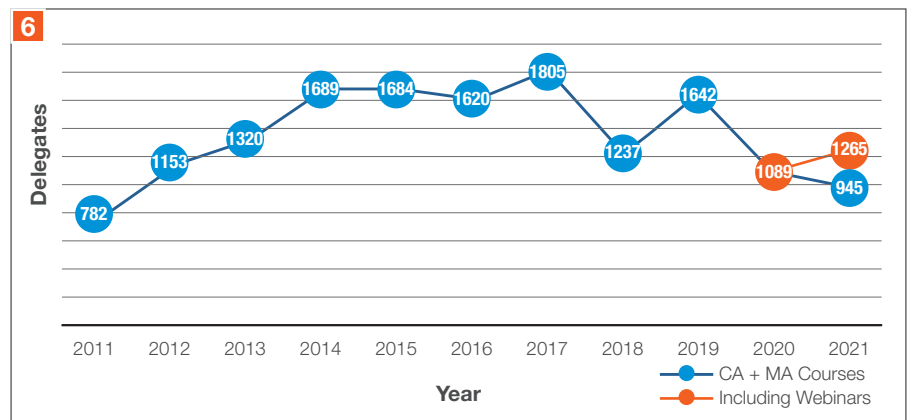


Figure 6: Combined training effort of the Candidate and Municipal Academy courses from April 2010 to March 2021

PROFESSIONAL DEVELOPMENT

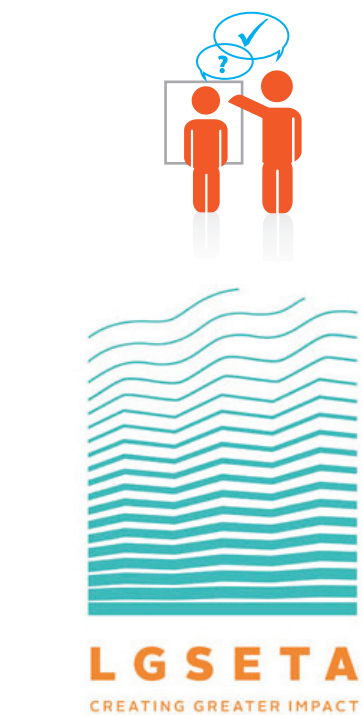
The Local Government Sector Education and Training Authority (LGSETA) Candidacy Programme

Despite an extremely challenging year with COVID-19 and extended lockdowns, activities continued. With the funding from LGSETA, SAICE-PDP has contributed significantly to professionalisation and capacity building within the municipal space by implementing seven candidacy programme cohorts from November 2015 to March 2021, of which four have been completed.

When the initial lockdown was announced at the end of March 2020, it was realised that face-to-face mentoring was not going to be possible for the foreseeable future. Innovative methods were required to ensure ongoing engagement with candidates and to satisfy our commitments to LGSETA.

Surprisingly, mentors and candidates were quick to set up online communications using Zoom or MS Teams. To supplement the reduced mentoring time, one-hour to two-hour topical webinars were developed. The candidates were also afforded the opportunity to attend several online technical courses, which were well attended. In fact, everyone enjoyed the interaction while being locked down at home. It was encouraging that reporting improved as candidates took the opportunity to catch up on writing their ECSA reports, while not being distracted by normal work pressures.

It is always a challenge to identify design opportunities in the municipal environment. We secured agreement from Knowledgebase that we may present Civil Designer workshops using their material and then issued the student version of the



software to all candidates. The workshops covered DTM modelling and sewer, water and urban road modules, which were

received with much interest. Several candidates have since attempted in-house design projects or have designed projects in parallel with consultants appointed to carry out designs.

Progress of the 50 cohort

This programme is in the final year of the three-year contract. Despite the lockdown challenges that limited mentoring contact, the mentors remained committed and encouraged those candidates who were ready to submit to focus on finalising their engineering reports. To assist further, workshops on Review and Engineering Report Writing are planned, from which the candidates always benefit.

A total of five applications have been submitted to ECSA. To date, three candidates have been professionally registered: one Professional Engineer and two Professional Engineering Technologists, all under the mentorship of Rod Harker.

In a note of gratitude received from Khanyisa Kanuka he says: *"I joined the programme after a few attempts to do the application without any guidance. It seemed a daunting task doing it alone but having joined the programme, it started to look doable. Since Pr Registration, my application of self has improved and how I look at things has also become much better. There is also more confidence in me from other engineers too"*.

Progress of the 49 cohort

This programme is in the second year of a three-year contract. Even though mentors and candidates had to adjust to the "new normal" of online interactions, the candidates worked well with their mentors to expand the range of their activities, including design experience. To overcome the difficulty of municipalities not operating at full capacity with limited projects on the go, the mentors have set assignments for the candidates to work on.

A total of five applications have been submitted to ECSA. To date, two candidates have professionally registered: one Professional Engineer

and one Professional Engineering Technologist.

Mr Puleng Mokgohloa had encouraging words: *"I saw a great opportunity to be assisted in registering as a professional as I have been trying on my own to register, however I was not motivated enough. At times in life, one needs a little bit of a push to achieve your goals. I wish to advise graduates to start writing their reports immediately after they get qualified rather than having to wait for a longer period which becomes very difficult to write a report as they may not remember the past experience."*

Induction of the 60 cohort

We were delighted to receive funding for an additional 60 candidates. To extend the mentoring footprint, candidates were selected primarily from rural provinces and included those wanting to register with the South African Council for Project and Construction Management Professions (SACPCMP). Project and construction management and electrical capacity were identified as being in short supply in the LGSETA's sector skills plan. The selection criteria were prioritised to include these disciplines. The cohort consisted of 29 electrical candidates, 21 civil engineering candidates and ten SACPCMP candidates. Despite the onerous logistical challenges of COVID-19 and the lockdown levels, the SAICE-PDP staff worked tirelessly to complete the selection process, appoint mentors, obtain 60 sets of original documentation and upload these onto the LGSETA portal. The programme commenced on 16 November 2020, and the induction, conducted via Zoom, outlined the mentoring process, roles and responsibilities of the mentors and their candidates, as well as the reporting and monitoring requirements of the MyRegistration@ portal.

Mentors

At the beginning of April 2020 there were 14 active mentors and with the commencement of the LGSETA 60 cohort, most of the existing mentors were able to take on additional candidates as their duties with previous cohorts had

ended. However, the group of project and construction management and electrical candidates, as well as the provincial location of the candidates, necessitated the appointment of new mentors: Theresa Mjenge (KwaZulu-Natal – civil and SACPCMP), Stanford Mkhacane (Polokwane – civil), Thami Toni (Gqeberha – electrical), Adrian Vermaak (Gqeberha – electrical) and Fred Fryer (Johannesburg – electrical). Fred is a true ambassador for our contribution to candidacy development, being the first candidate to register in 2016 on the Gauteng Cooperative Governance and Traditional Affairs (CoGTA) mature programme after commencing his career in 1982.



Figure 7: Mr Puleng Mokgohloa successfully registered as a PrTech Eng (civil engineering)



Figure 8: Mentor Ken Bromfield with SACPCMP candidate Yonela Mdubeki

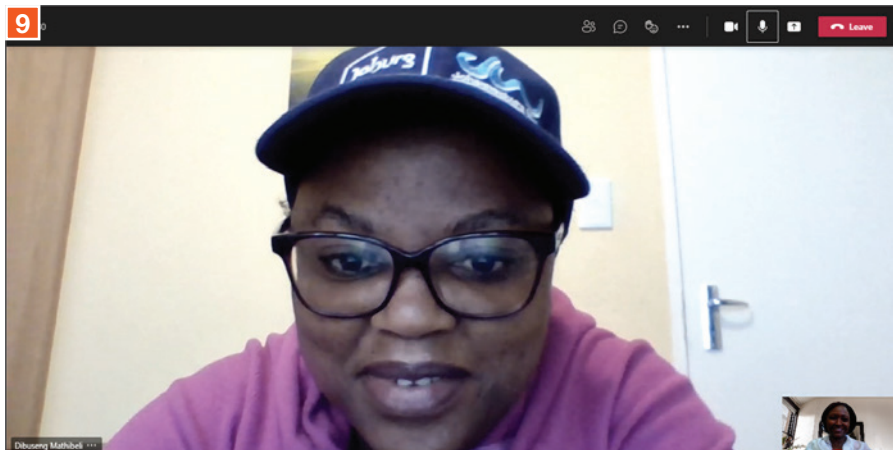


Figure 9: Mentor Phathi Masimirembwa preparing candidate Dibuseng Mathibeli for her professional interview with ECSA

Even though Peter Coetzee has retired and emigrated to Ireland, he remains involved and available for advice. He has also developed and presented webinar topics and assists with mentoring whenever required – this is online technology at its finest, as we would have otherwise lost the expertise and his wise words.

We were saddened that Rod Harker, our seasoned electrical mentor in the Western Cape who has successfully mentored candidates to professional registration, was hospitalised in February 2021. Rod is the epitome of what a mentor should be, as even though he was unwell, the progress of his candidates remained his primary concern. To ease his stress, we have temporarily re-allocated his candidates to other mentors. We wish him a speedy recovery and look forward to his return.

An online induction for the new mentors was conducted in November 2020, and all mentors participated in an online workshop in January 2021. With the new programme, we now have a total of 20 mentors.

Construction Education and Training Authority (CETA) Candidacy Programme



The programme officially commenced in July 2020 following the delayed March

commencement due to the COVID-19 lockdown. The eleven candidates and their mentors were excited to attend the first online induction, as well as the second follow-up session as requested by the CETA. The candidates were also invited to attend online topical webinars and technical courses in addition to their mentoring meetings. They have progressed satisfactorily under the conditions of the “new normal” and the CETA has welcomed the submission of reports from MyRegistration@.

Gauteng Cooperative Governance and Traditional Affairs (CoGTA) Project



On 18 November 2020 we received an award letter from the Province in response to our tender submission. The intention of the appointment was for SAICE-PDP to perform technical audits of infrastructure assets to identify the most critical service delivery needs and to provide hands-on support to the technical departments at the identified six municipalities and three metros. Before the audits were commenced, we undertook extensive discussions to identify specific “crisis-phase” priorities which could feasibly be completed by 31 March 2021. Altogether 18 technical experts, including civil, water and electrical engineers and town planners,

were identified and contracted to commence on 18 December 2020. Selected discipline-specific experts who were available during the holiday period were tasked with desktop research in preparation for informed engagements with technical departments.

It took longer than anticipated to finalise the deliverables and support plans, but it was a critical exercise for determining the strategic issues which emerged from the discussions with the municipal officials. Despite the enormous challenges and constraints experienced by the technical departments, the experts have settled into their roles, visited sites, commenced with compiling strategic documents, and participated in meetings with individual engineers, planners and teams in various municipal departments.

As part of the Terms of Reference, there is a requirement for skills transfer. This includes coaching, hands-on support, mentoring and the identification of formal training needs for municipal staff in the built environment. A detailed skills plan will be prepared during April 2021, now that the experts have a better idea of who is in the system, and staff are starting to realise the benefit of support.

A notable achievement was the updating of District Profiles, which was an enormous undertaking, but will form very useful documents for future reference.

An online reporting and monitoring system went live in March 2021. The system allows the experts to update progress and upload audit evidence against each deliverable where applicable and to upload details of skills transfer activities. The use of the system has greatly enhanced both the sharing of ideas and coordination among the experts, as well as the ability of project managers to monitor the progress being made, or issues being encountered. The reports, motivations, documents, etc. loaded under files are exported monthly for the Province to use as audit evidence.

Rand Water

We continued to interview identified employees in civil, electrical and



Figure 10: SAICE-PDP experts, Metsioa Lekwa team, at the Vanderbiljpark reservoirs discussing how to isolate one of the 27 ML reservoirs with a non-functional isolation valve to enable repair of the valve

mechanical engineering to assess their readiness for promotion within the Rand Water system. It is evident that Rand Water is fully invested in developing their technical staff towards professional registration. Increasingly, Rand Water has been encouraged to recognise the value of artisans and staff in the respective trades who, even though they may not be eligible to register as professionals in their line of work, provide vital support to technicians, technologists and engineers in the field.

General Electric

Our mentoring involvement for the year was limited to three mechanical engineering candidates who were identified as being ready to submit their applications to ECSA. Roy Govender assisted the candidates with final preparations, and one Pr Tech Eng has subsequently registered. It is hoped that the remaining two will still submit on their own as no further budget has been approved.

Since 2016 seven mechanical engineering candidates and two chemical engineering candidates have professionally registered with ECSA: two Pr Eng, three Pr Tech Eng and four Pr Techni Eng (two mechanical and two chemical engineering candidates).

Africa Catalyst

The project, funded through the Royal Academy of Engineering to set up website sites and communication platforms for emerging professional bodies, continued in this financial year. Sadly, as a result of the COVID-19 lockdowns, progress ground to a halt in many countries, as communication networks were limited to the CBD areas of major cities, and with personnel being homebound we could not continue to support or train them. Where they could communicate their needs, we uploaded material for them, but this defeated the object of the exercise, which was to train them to manage their sites

independently and keep them up to date once the project ended.

In some instances personnel have travelled to their offices every couple of months and have continued to work with us. The project was due to end in December 2020, at which stage we had 17 operational sites (the original target was 25). Since commencing in January 2018, there have been numerous ground-breaking successes. These have included the development of new registration platforms which converted paper-based systems and processes to online platforms, as well as enabling organisations to manage and communicate electronically with their members and to organise events.

In September 2020 FIDIC Africa approached us to develop their website, as well as those of identified consulting associations trying to create a presence in their countries. We were delighted to receive a request from the Royal Academy to apply for additional funding, which was approved for a further five months. The funding afforded us the opportunity to develop the FIDIC Africa website to promote consulting associations and

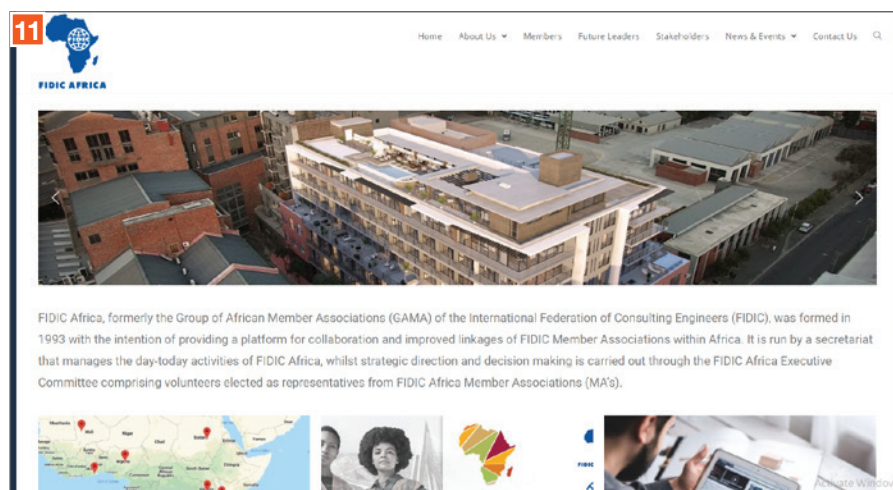
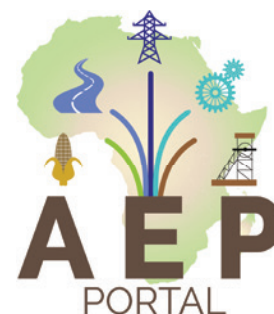


Figure 11: FIDIC Africa website

the capacity in Africa. This site is fully operational and is being managed well. Although we identified many consulting associations which are not currently members of FIDIC Africa and offered to set up their sites, there was limited interest, and where there was interest, the communication challenges relating to COVID-19 hampered progress. This extension to the programme has thus been terminated. Organisations with operational sites will be hosted until December 2023,

at which stage it is hoped that they will be able to operate independently

Development Bank of Southern Africa (DBSA)

In response to the DBSA's request to develop practitioners and graduates working on DBSA-funded projects, a comprehensive proposal was submitted by SAICE-PDP, SAICE and CESA in February 2020. Due to the magnitude of this project, it necessitated a collaborative

joint venture partnership and access to each other's resources and networks. Unfortunately, lockdown and the adverse effects thereof delayed the DBSA's consideration of our proposal, and their funding was diverted mainly to COVID-19 priorities. Numerous meetings have been attended to formalise the appointment, but due to the complexities of the deliverables and the changed environment, the Memorandum of Agreement has not been finalised yet.

ADVISORY SERVICES

Office of the Chief Procurement Officer

Despite lockdown, discussions with the Office of the Chief Procurement Officer (OCPO), the Institute of Municipal Engineering of Southern Africa (IMESA) and other affected bodies continued in an effort to resolve supply chain issues relating to the many National Treasury Notes, and various clauses in the Municipal Finance Management Act (MFMA) and the Public Finance Management Act (PFMA) which affect

the delivery of infrastructure. Input on the proposed Procurement Bill was prepared, with SAICE incorporating input from members and engineers with whom we engage on our various projects.

Professionalisation

The National School of Government prepared a detailed document on professionalisation of the public sector and called for public comment to be submitted by 26 February 2021. As part of SAICE-PDP's submission

we raised our concerns about the lack of authority given to engineering professionals, contract appointments and not developing personnel through the ranks. These factors have resulted in the loss of institutional knowledge and engineering leadership. Detailed challenges regarding the implementation of Occupation Specific Dispensation (OSD) as observed over the years were outlined, as these need to be addressed in professionalising the public sector.

COMPANY NEWS

MyRegistration®



The MyRegistration® portal remained a key tool for managing and monitoring progress on the LGSETA and CETA candidacy programmes which, despite COVID-19 challenges, continued uninterrupted.

MyEvents

The event management online system ensured that the attendees could easily register remotely for the numerous courses and webinars, and that we could manage the reporting and attendance

volumes with ease, including handling multiple-choice assessments which are an ECSA requirement for online courses.

Staff News

Siphathisiwe (Phathi)

Masimirembwa: Congratulations to Phathi on the successful completion of her Master of Business Administration Degree. Phathi particularly enjoyed the Project Management module, and she very capably applied these skills by improving the stakeholder management of the LGSETA and CETA. In addition, Phathi confidently prepared the business proposal to LGSETA for the additional 60 cohort, which was approved much to our delight.



Figure 12: Phathi Masimirembwa

Greg Skeen: Greg was appointed on a contract basis until 30 June 2020 with the intention of taking over the leadership of SAICE-PDP when Allyson Lawless retired. Unfortunately, with the dire effect that the lockdown had on the business from both an operational and a financial perspective, we were not able to renew Greg's contract. Greg developed material for the Professional and Ethical Behaviour in Civil Engineering and Construction webinar and made a valuable contribution towards the transition to online courses.

Governance

Board of Directors Meetings

The Board met on 15 September 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 the percentage of black beneficiaries who had received training or mentoring for the 2019/2020 review period. The overall percentage required 75%, which was lower than in the previous year. Despite this, SAICE-PDP still qualified as a Level 1 Contributor.

Furthermore, a new tax clearance certificate was received from the SARS in April 2020.

Directors

Directors and Members as of 31 March 2021 are listed in Table 1 and 2 respectively. Mr Vishaal Lutchman was appointed as Director on 16 September 2020, subsequent to his appointment as CEO of SAICE.

Financial Report

The Annual Financial Statements have been audited and are available for review. Although the turnover decreased the company made a small profit in this financial year as shown in Table 3. This can be attributed mainly to the reduced travel and venue costs associated with delivering out of town courses and mentoring visits.

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
Dr Allyson Lawless	Managing Director	68	17 years	Board member: South African Institution of Civil Engineering (SAICE)
Mr Vishaal Lutchman	Non-executive Director	48	6 months	CEO and Board member: South African Institution of Civil Engineering (SAICE)
Mr Neil Macleod	Non-executive Director	69	11 years	Director: Toilet Board Coalition Director: Sanergy Kenya Director: BORDA South Africa
Mr Kibiti Ntshumaelo	Non-executive Director (Chair)	48	2½ 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

Table 3: Revenue, surplus and retained income from 2020 and 2021

Year	Revenue	Surplus/Loss	Retained income
2019/2020	R14 948 225	(R72 945)	R 4 461 186
2020/2021	R12 604 816	R140 285	R4 601 471

ACRONYMS

B-BBEE	Broad-Based Black Economic Empowerment
CESA	Consulting Engineers South Africa
CETA	Construction Education and Training Authority
CoGTA	Cooperative Governance and Traditional Affairs
CPD	Continuing Professional Development
DBSA	Development Bank of Southern Africa
ECSA	Engineering Council of South Africa
GCC	General Conditions of Contract
IMESA	Institute of Municipal Engineering in Southern Africa
LGSETA	Local Government Sector Training Authority
MFMA	Municipal Finance Management Act
MISA	Municipal Infrastructure Support Agent
OCPO	Office of the Chief Procurement Officer
PFMA	Public Finance Management Act
QSE	Qualifying Small Enterprise
SACPCMP	South African Council for the Project and Construction Management Professions
SAICE	South African Institution of Civil Engineering
SAICE-PDP	SAICE Professional Development and Projects
SAIEE	South African Institute of Electrical Engineers



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