



ANNUAL REPORT

APRIL 2022 TO MARCH 2023

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DIRECTOR'S REPORT

The financial year ending March 2023 proved to be an extremely busy year which is affirmed by our revenue figure of R18 395 950! It was a momentous year as, after 18 years, Allyson Lawless retired as Managing Director at the end of September and my appointment was effective 01 October 2022. Due to prior months of planning and a gradual handover, the transition was smooth, and our efforts continued uninterrupted. I was well supported by the committed SAICE-PDP team who worked tirelessly to implement a number of projects in the last six months of the year.

The Gauteng CoGTA technical support and capacity building project resumed in April 2022, though with a curtailed scope of works. We got our experts back to supporting various municipalities in targeted areas such as water and electricity losses and in operations and maintenance to improve service delivery. Municipalities showed gratitude for the support, which made us proud.

We wrapped up one mentoring programme in the financial year and we were very happy to be awarded three new candidacy programmes funded by the Railway Safety Regulator, Transport Education Training Authority (TETA) and Local Government SETA (LGSETA). It was encouraging to have a number of experts coming forward to be mentors, ready to be part of the candidates' journey to professional registration, allowing us to allocate appropriate mentors to all candidates in the programmes.

Technical courses delivered through the Municipal Infrastructure Support Agent (MISA) contract were well attended and contributed to enhancing skills for the municipal employees, especially in the new built environment areas such as Township Establishment and Electrical Engineering, which we did not have previously.

Candidate Academy training courses were also well attended. Collaboration with stakeholders on technical courses and the continued online course delivery improved our performance.

Projects

Funding of our candidacy programmes by the LGSETA and the Construction Education and Training Authority (CETA) was continued from the previous financial year. LGSETA also awarded us two new programmes after our successful application for

discretionary grant funding in 2021, based on how we managed to get the programmes up and running within record time. We were pleasantly surprised when they allocated us yet another programme with 30 candidates, making it a total of four programmes funded by the LGSETA in the financial year.

We applied for discretionary grant funding from TETA and we were allocated eight candidates. We had a challenging onboarding experience in terms of compliance requirements but passed that hurdle and the programme has now been continuing well.

The Railway Safety Regulator awarded us funding to support 31 mature candidates. Mentoring commenced well and continues until October 2023.

Mentoring support was provided to identified mature candidates at Raubex Group Limited to register with the South African Council for the Project and Construction Management Professions (SACPCMP).

The Gauteng CoGTA project resumed, along with its challenges, but our experts are eagerly providing the much-needed technical support to municipalities.

The MISA technical training contract and the Africa Catalyst project also continued from the previous year.

Prospects

The Gauteng CoGTA project has confirmed funding up to March 2024. We are in discussion with the funder to extend the contract to March 2025 as we would not have exhausted the contracted amount of R49m by the end of the contract period in December 2023. We submitted proposals for candidacy programmes to the Department of Defence and the Eastern Cape Department of Education, through the Development Bank of South Africa's (DBSA) Built Environment Capacity Building Professionalisation Programme (BECBPP). We have not received responses to these proposals yet, but we remain hopeful. In November 2022, we submitted a discretionary grant application to TETA for 35 candidates and are awaiting feedback.

The Energy and Water Sector Education and Training Authority (EWSETA) is another prospective funder with which we are looking forward to partnering on a candidacy programme once they have finalised their budgetary allocations.

We will continue to look out for SETA discretionary grant application windows in order to expand our candidacy support. The Candidate Academy has included a few new courses in the 2023 calendar, and we are looking forward to seeing how the market responds to them. The MISA training contract will continue into 2024, which will be an interesting phase as the courses resume being delivered face to face. The contract made an allowance for escalation and discussions are at an advanced stage with the funder to effect the increase. We are committed to chasing new business opportunities to supplement the projects that are currently running.

Obituary

We were deeply saddened to hear of Kobus Brummer's passing on 13 June 2022. Kobus joined the ENERGYS programme in 2006 to "give back" to the civil engineering industry after he retired and made a valuable contribution in the Kungwini and Nokeng municipalities where he was deployed, until the programme ended in 2011. Kobus was always enthusiastic and prepared to go above and beyond.

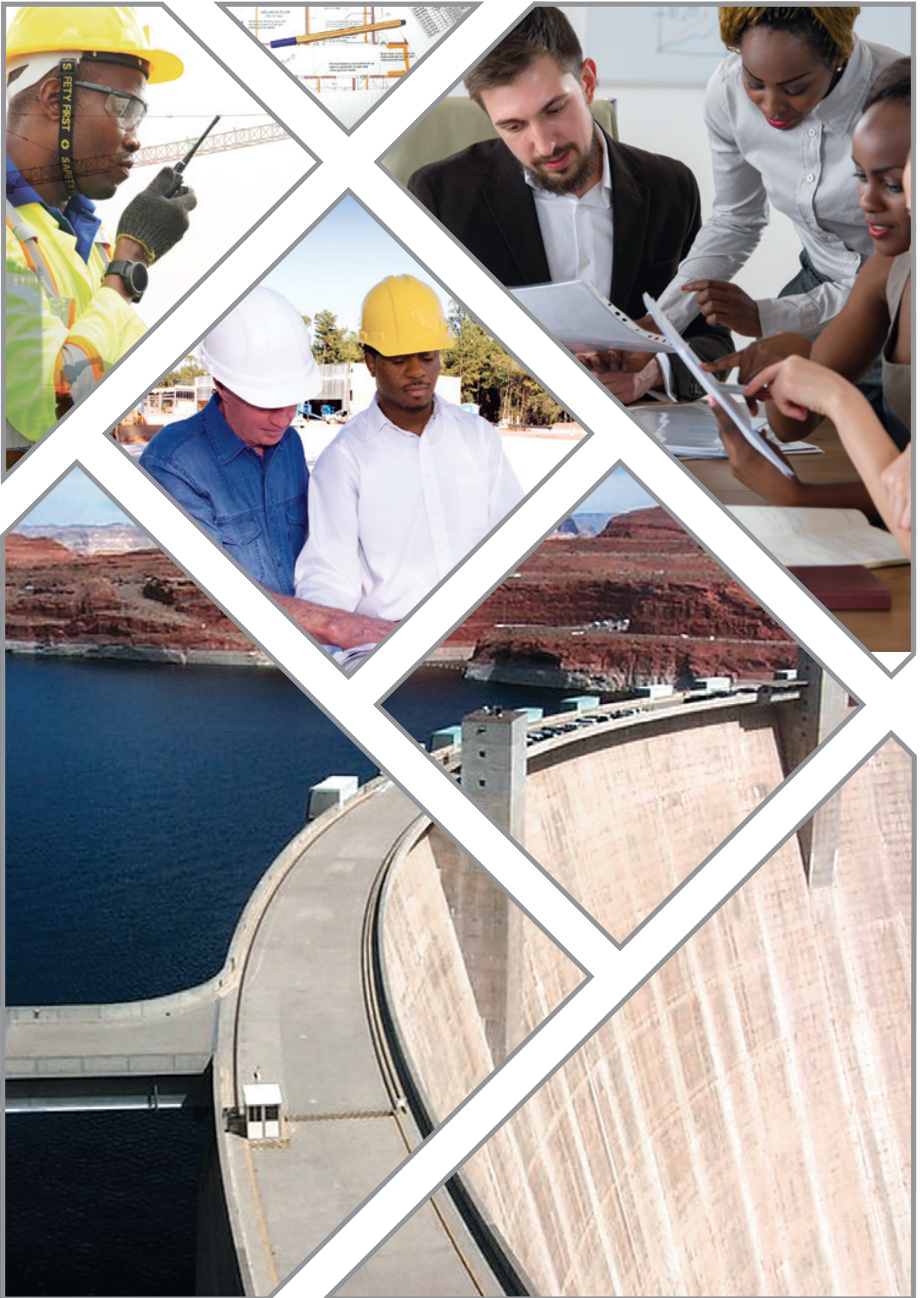


A Word of Appreciation

My sincere gratitude goes to the SAICE-PDP staff members, the funders, technical experts, mentors and course presenters who worked tirelessly in delivering on the mandate of all projects, courses and programmes. My appreciation is extended to Allyson Lawless who continues to provide her words of wisdom when I need them most, and also a special thank you to the Board of Directors for putting their trust in me. Thank you to SAICE, CESA and other professional and regulatory bodies for their support over the years.

Phathi Masimirembwa

Managing Director





candidateTM academy

the road to registration – tower above the rest

The Candidate Academy has trained 13 262 delegates from its inception in April 2010 up to March 2023.

The majority of the courses for the year were presented online via Zoom, with the exception of in-house hybrid courses for two large engineering firms with national offices. Furthermore, a face-to-face *Getting Acquainted with General Conditions of Contract (GCC 2015)* course was delivered for uMhlathuze Water in Richards Bay.

Following the success of the Municipal Academy's two-day *Township Establishment: How to formulate compliant Conditions of Establishment* course presented by Peter Dacomb, the South African Association of Consulting Professional Planners (SAACPP) requested assistance with online hosting for a customised one-day course. This commercial course was presented by the Candidate Academy and was well received by a total of 31 town planners.

A new addition to the course offerings was the *Getting Acquainted with Technical Report Writing* online course, which is CPD validated with both the Engineering Council of South Africa (ECSA) and the South African Council for the Project and Construction Management Professions (SACPCMP). Les Wiggill presented the first course for 27

delegates from the Cape Town Department of Public Works, which was well received by the delegates.

Theuns Eloff's ever-popular four pricing and contracts courses were attended by a total of 163 delegates and his *Getting Acquainted with Road Construction and Maintenance* course was attended by 34 delegates.

The *Getting Acquainted with being a Resident Engineer: Roads* course was well received by 162 delegates, including a course presented via MS Teams in collaboration with the South African Road Federation (SARF).

The three technical water courses continued to be well attended, and a total of four *Pressure Pipeline and Pump Station Design and Specification – A Practical Overview* courses were presented with an average of 20 delegates attending each course.

Jeff Pipe's *The Direct Route to Registration as a Pr CPM or Pr CM* courses remain a successful offering, with a total of 126 delegates attending. Jeff's new two-day course, *Understanding the Six Work Stages of the Project Life Cycle to Register as a Construction Project Manager or Construction Manager*, was included in the course calendar and the demand for it is increasing.

Attendance and Courses

An impressive total of 998 delegates attended 59 courses presented during the year. It is interesting to note that 42% of the delegates attended the suite of professional registration courses.

The range of courses presented is as follows:

Pricing and Contracts

- » Getting Acquainted with 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 being a Resident Engineer: Roads
- » Getting Acquainted with Geosynthetics in Soil Reinforcement
- » Getting Acquainted with Road Construction and Maintenance
- » Getting Acquainted with Sewer Design
- » Getting Acquainted with Basic Stormwater Design
- » Getting Acquainted with Water Resource Management
- » Township Establishment: How to Formulate Compliant Conditions of Establishment
- » Pressure Pipeline and Pump Station Design and Specification – A Practical Overview

Professional Development

Getting Acquainted with Technical Report Writing

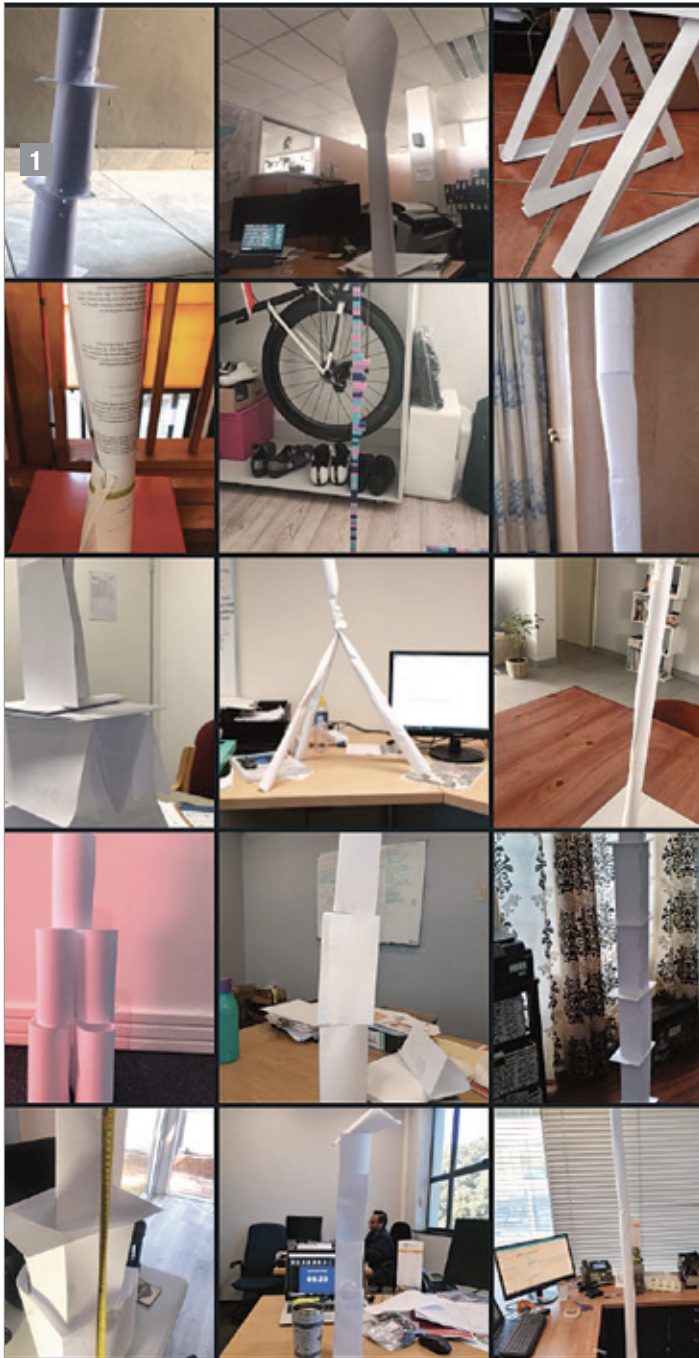


FIGURE 1: Tower models created by candidates during the Road to Registration courses to challenge their understanding of engineering theory. Some clever innovation is needed when attending online!

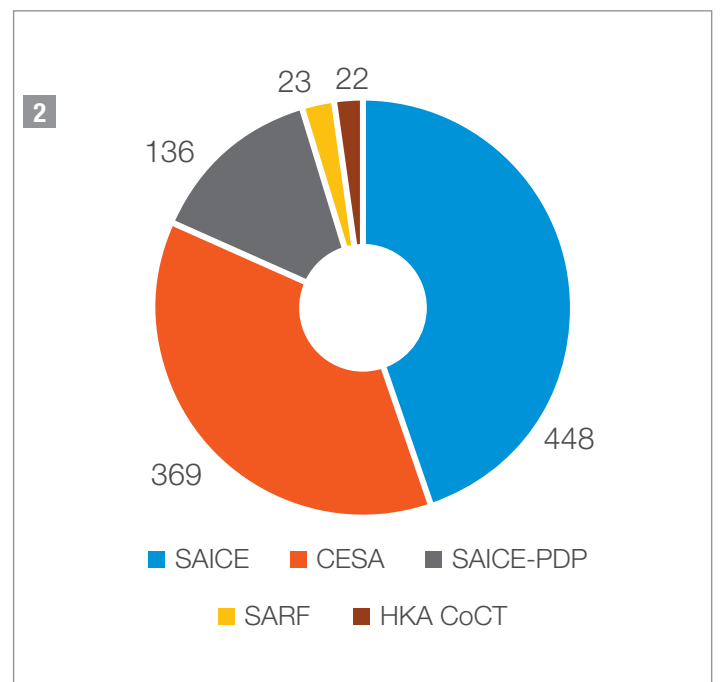


Figure 2: Distribution of delegates attending Candidate Academy Courses organised by SAICE, CESA, SAICE-PDP, SARF and HKA (for the City of Cape Town)

Professional Registration

- » Road to Registration for Candidates
- » Road to Registration for Mature Candidates
- » Road to Registration for Mentors, Supervisors and HR Practitioners
- » The Direct Route to Registration as a Pr CPM or Pr CM (with SACPCMP)
- » Understanding the 6 Stages of the Project Life Cycle to register as a Construction Project Manager or Construction Manager

ECSA Application reviews

From time to time requests for application reviews are received. Typically, the applications are complete, but candidates prefer the comfort of a final review to affirm that ECSA's requirements are being met. Dedicated mentors are available to respond to these requests. One of the professional registration success stories is that of Mr Walter Mgiba who shared his journey:

"I started with my ECSA registration journey in 2019 and in November 2021, I contacted SAICE-PDP to assist with reviewing my report before submitting to ECSA. Phathi Masimirembwa had two virtual engagements with me where she guided me in the areas that required attention and improvement. After the sessions I had a clear idea in how to approach my final report which I updated and submitted to ECSA in April 2022. I received correspondence from ECSA in September 2022 confirming my professional review interview date. I panicked because I thought I

needed more time to prepare, and I once more reached out to Phathi who made an effort to accommodate my request within her busy schedule in such a short notice. In that session she advised on how I should present myself. After the session I was confident in a sense that I was in good position to respond to the questions accordingly. I am grateful for her assistance".



FIGURE 4: Walter Mgiba proudly holds his Pr Tech Eng ECSA certificate



FIGURE 3: Dr Allyson Lawless (back) motivating civil engineering students to become the engineering problem-solvers of the future while presenting the Road to Registration process at Wits on 5 October 2022



municipal academy

the road to service delivery

The Municipal Academy courses are targeted specifically at staff working in municipalities across the country with the aim of extending the footprint beyond the main cities. The courses are funded by the Municipal Infrastructure Support Agent (MISA) in accordance with our appointment in June 2021. Relevant courses are also extended to candidates in our candidacy programmes funded by LGSETA and CETA. A total of 946 municipal officials have attended the range of courses since the contract commenced in August 2021 to March 2023.

A highlight of the year was the introduction of the *Understanding the Role of the Property Valuer in Local Government, Focusing on the Valuer's Function for Compliance with the Municipal Property Rates Act* online course presented by Janet Channing, which was well received by delegates; this clearly indicated a need for the course in the municipalities.

The following comments were received from one of the delegates:

"The two days were so informative especially for us as overseers who are not daily involved. I had learned a lot. Thank you MISA for being considerate and inviting

us. Course content addressed the issues that we were not able to raise with the valuer during objections. I am now empowered to address colleagues' concerns on the valuation roll processes".

Increasingly, more requests are being received from delegates for face-to-face courses citing reasons such as continuous loadshedding, and frequent interruption by supervisors at the workplace during online attendance which affect their active participation in the courses. Two face-to-face courses were delivered: the *Getting Acquainted with Road Construction and Maintenance* course was presented to the City of Mbombela Local Municipality, hosted in Mbombela (Nelspruit). The *Pressure Management and Pressure Reducing Valves* course was delivered to Eastern Cape Province municipal officials, hosted in East London. Following the successful delivery of the face-to-face course in Mbombela, MISA has resolved to deliver the rest of the courses as face-to-face courses, except for the *Essential GIS Workflows for Local Government* and the *Pressure Pipeline* course. A year-planner including face-to-face courses is under consideration by MISA.

Attendance and Courses

From 01 April 2022 to 31 March 2023, 510 municipal officials attended the range of courses as listed below.

Technical

- » Developing, Testing and Strengthening of Capital Investment Frameworks as part of Municipal Spatial Development Frameworks
- » Township Establishment: How to formulate compliant Conditions of Establishment
- » Understanding the Role of the Property Valuer in Local Government, Focusing on the Valuer's Function for Compliance with the Municipal Property Rates Act
- » Understanding the Six Work Stages in the Project Life Cycle
- » Electrical Power Systems Protection Workshop
- » Enhancing the Municipal Electricity Revenue Value Chain
- » Getting Acquainted with Road Construction and Maintenance
- » Essential GIS Workflows for Local Government
- » Understanding the Concept of Labour-intensive Construction
- » Municipal Wastewater System Planning and Implementation
- » Pressure Management and Pressure Reducing Valves



Figure 5: Ronnie McKenzie presenting the Pressure Management and Pressure Reducing Valves course in East London

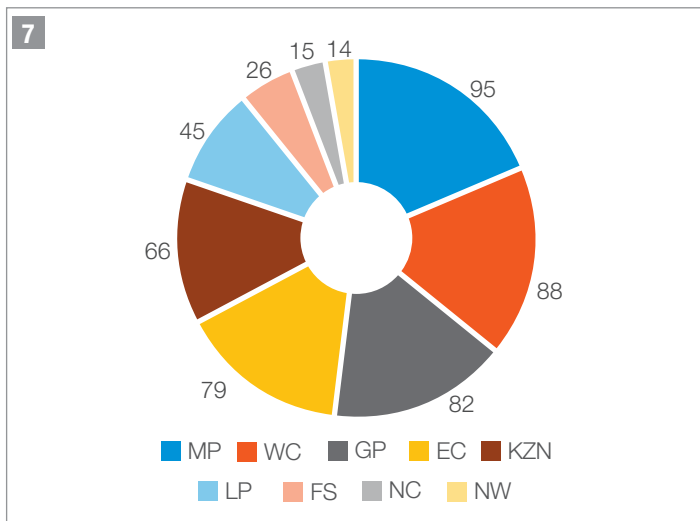


Figure 7: The provincial distribution of attendees

- » Understanding the Technical Implications of Developing and Operating a Landfill
- » How to Develop an Infrastructure Asset Management Plan in Three Months
- » Getting Acquainted with Technical Report Writing

Pricing and Contracts

- » Getting Acquainted with Planning, Scheduling, and Programming for Construction Projects

Combined Training Attendance

The training attendance for both the Candidate and Municipal Academies increased substantially, which is remarkable and indicative of our technical and professional presence in the industry as a whole. As all our courses are CPD validated, we are contributing immensely to the professionalisation of the public sector, thereby supporting the National Framework Towards Professionalisation of the Public Sector as approved by Cabinet on 19 October 2022. As illustrated in Figure 8, it must be highlighted that the attendance for the year surpassed the record of 2017 by 174 delegates! As described under the candidacy programmes, we continued offering topical webinars which are also increasing annually and evidently filling a skills gap.



Figure 6: A City of Mbombela delegate participating in the Getting Acquainted with Road Construction and Maintenance course in Mbombela (Nelspruit) presented by Theuns Eloff

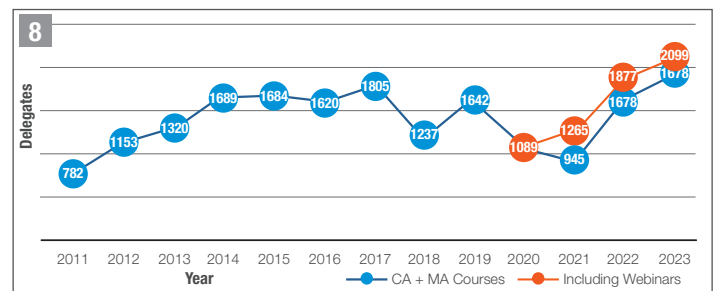


Figure 8: Attendance at Candidate and Municipal Academy courses from April 2011 to March 2023

professional development

mentoring • coaching • capacity building

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



The mentoring efforts continued for the five LGSETA candidacy programmes, including the LGSETA 49 programme which was supposed to end in September 2022. We were happy to receive an extension to July 2023 to support candidates committed to finalising their applications for submission to ECSA for professional registration.

The hybrid mentoring approach has been maintained and continues to be a practical and effective way of providing support to candidates with busy work schedules. However, the face-to-face contact and site visits remain a pivotal aspect of mentoring and the mentors have enjoyed returning to visit their candidates.

Most candidates in municipalities lack exposure to work of the appropriate complexity for their category of registration. They therefore lack design experience which is necessary for professional registration. Our mentoring approach includes assisting the

candidates to identify appropriate projects, and seeking opportunities for secondment at consulting firms for them to gain the experience. Since we endeavour to instil design knowledge, topical online webinars are presented by our mentors based on their area of specialty. These webinars have proved very successful and are well attended. Assignments are developed for the topics and opportunities are provided for candidates to discuss these with their mentors afterwards. This approach assists with the transfer of the skills and knowledge they need as they tackle their projects. In addition, the Civil Designer workshops and assignments are immensely helpful as the candidates get to understand the use of software for design.

The candidates are encouraged to attend at least one technical course pertaining to their current work activities during the year. Access to the numerous online MISA courses has been an added advantage to the candidates and has increased overall attendance and responsiveness owing to the reduction in costs that would be associated with travel and accommodation.

From November 2015 up to March 2023, SAICE-PDP have been awarded funding by LGSETA for ten candidacy programmes, of which six have been completed. The impact of professionalisation and capacity building in municipalities due to these initiatives is undeniable. However, the environments are challenging, and the attrition rate and non-responsiveness of some candidates does affect our momentum of successful registrations.

SAICE-PDP continued to support the construction managers and construction project managers wanting to register with the SACPCMP.

Progress of the 50 cohort

This programme officially ended June 2021 but, to improve the success rate, we continued to support identified candidates who were ready to submit but required assistance with the last stretch to complete their professional registration applications. Despite the candidates being offered a second opportunity, the uptake and responsiveness has been challenging. Nevertheless, our dedicated mentors accepted the challenge and persevered. The support has resulted in three applications being submitted, i.e. one Professional Engineering Technologist and two Professional Engineering Technicians, two of whom have attended their interviews at ECSA and one who is yet to secure a date. In addition, three applications will be submitted during 2023, i.e. two Professional Engineering Technologists and one Professional Engineering Technician.

Progress of the 49 cohort

This programme officially ended in September 2022 and the close-out report was submitted in November 2022. To date, six candidates have successfully registered: two Professional Engineers and four Professional Engineering Technologists. Furthermore, two applications have been submitted to ECSA for consideration, i.e. one Professional Engineering Technologist and one Professional Engineering Technician. Based on previous experience with the 50 cohort, candidates were identified as being close to submission but just needed a few extra months to finalise their applications. A request for an extension was submitted to LGSETA, which was approved, and an addendum for the period 01 October 2022 to 31 July 2023 was issued. To ensure better results, these candidates were carefully selected and dedicated effort was spent on assisting them to compile their engineering reports. Workshops were presented to assist with the report writing and preparation for the professional interview.

Progress of the 60 cohort

This programme is in the final 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. In March 2023, face-to-face workshops were held in Cape Town and at the SAICE-PDP offices for those close to submission to focus on completion of their engineering reports in preparation for submission of the applications to ECSA. We are looking forward to several candidates submitting as a result of these workshops. To date, two candidates have successfully registered as Professional Engineering Technicians and another application has been submitted and is awaiting ECSA's response.

Mentoring of candidates wishing to register with the South African Council for the Project and Construction Management Professions (SACPCMP) continued and the candidates are progressing satisfactorily.

In June 2022, Ms Pheladi Melba Chuene was the first candidate to be registered from this cohort as an Electrical Professional Engineering Technician! Pheladi expressed her gratitude to LGSETA and her mentor Jack Rowan and shared these valuable pearls of wisdom:

“Thank you so much for being part of my career journey. I would like to encourage all my colleagues within municipal utilities to grab the opportunity and apply when programmes like this are offered so we can all be better and grow within the engineering fields we work in. I will end with an idiom in my home language that says ‘kodumela moepathutse ga go lehumo leo le tswago kgauswi’, meaning ‘when you dig for precious metals you have to dig deep to succeed’ – simplified as success only comes through hard work”.



Figure 9: Ms Pheladi Melba Chuene proudly displaying her PrTechni Eng ECSA Certificate

Progress of the 30 and 16 cohorts

Subsequent to the discretionary grant application submitted in December 2021, we were awarded funding for an initial 30 candidates. The documents were submitted within record time, only to receive a request on 29 March 2022 for an additional 20 candidates – and all the documents had to be uploaded by 31 March! This necessitated extensive effort to meet the onerous document requirements but, despite the unrealistic deadline, we still managed a miracle although we could only obtain documentation for 16 candidates.

The mentoring of the 30 cohort commenced on 25 April 2022 and of the 16 cohort on 24 May 2022. Due to the additional numbers and varied locations of the candidates, new mentors were appointed. Mentoring has progressed satisfactorily, and numerous training opportunities have been made available to these candidates, including design, technical report writing and a range of technical courses and webinars.

Progress of the 30A cohort

Much to our surprise, an award letter was received from LGSETA in July 2022 for the funding of an additional 30 candidates. Selection of the candidates was based on previous host letters submitted for discretionary grant funding and included two electrical, 26 civil and two mechanical engineering candidates. The programme commenced on 10 October 2022. The cohort includes a number of candidates based in the Free State, close to Mangaung municipality, and this necessitated a face-to-face induction with the candidates and their newly appointed mentors. Additional online workshops were conducted for the remainder of the candidates. Candidates have been engaging regularly

with their mentors and have started writing up their historical experience to enable the mentors to develop an informed training plan and ensure that the required experience is gained at the required level of complexity and responsibility. Appropriate training plans have been drafted for the candidates still needing to gain relevant experience. This cohort is participating well in topical webinars where they gain technical knowledge to apply in their projects. The Civil Designer courses were particularly well attended, and the assignments submitted were evidence of the interest shown by the candidates.



FIGURE 11: Phathi Masimirembwa with Malcolm Low, reviewing reinforcement for a valve chamber on the bulk water pipeline in Linksfield, in preparation for casting concrete



FIGURE 10: Frank Phahlamohlaka from the City of Ekurhuleni with his mentor Philip du Plessis investigating flooding and erosion problems in the Kempton Park area

Construction Education and Training Authority (CETA) Candidacy Programme



The CETA candidacy programme is in the final year of a three-year contract which will end on 30 June 2023. There are seven candidates from the Johannesburg Roads Agency and Transnet remaining from the original 11. Two of the reasons for attrition relate to a change of career field and the other reasons are that the candidates' work activities were not at the level of complexity required for successful registration, despite intervention with the employer to resolve this. Numerous training opportunities were extended to these candidates, including SARF, IMESA (Institute of Municipal Engineering of Southern Africa) and MISA courses and topical webinars, which assisted immensely in broadening their technical engineering skills. The mentoring of one of the Transnet structural engineering candidates progressed well under the mentorship of a structural engineering consulting firm which provided support and organised her work exposure to align with active projects. A few candidates have commenced working on their engineering reports and it is hoped that they will submit to ECSA by the end of the programme.



FIGURE 12: Lindiwe Rikhotso from JRA and her mentor, Philip du Plessis. Lindiwe investigated the feasibility of providing interim roads and stormwater services to the Driezief Informal Settlement. She also identified two roads for upgrading and designed the related stormwater channels adjacent to the roads

Transport Education Training Authority (TETA) Candidacy Programme



Further to a discretionary grant funding application to the Transport Education Training Authority (TETA), funding was awarded to mentor eight candidates employed at the Eastern Cape Department of Transport (ECDoT). The cohort consists of three civil and five mechanical engineering candidates. The Road to Registration induction workshop was held in East London on 9 February 2023.

The ECDoT is fully committed to the mentoring support because due to a shortage of experienced technical staff, they are not able to coach and mentor candidates internally towards professional registration with ECSA. Andrew Brodie (civil candidates) and Stephen D'Oliveira (mechanical candidates) are the appointed mentors for the programme and the candidate engagements are well underway. SAICE-PDP looks forward to a beneficial partnership with TETA in the transport sector.



FIGURE 13: Phathi Masimirembwa welcoming the candidates and their mentors to the induction workshop



FIGURE 14: A candidate delighted with the construction of his tower with mentor Stephen D'Oliveira

Railway Safety Regulator



The Railway Safety Regulator requested a quote for mentoring support which was subsequently approved and we were appointed in October 2022 for ten months. Initially, 31 candidates were identified as being mature and ready to submit their applications for professional registration. Unfortunately, two candidates dropped out due to pressure of work, and one candidate passed on, leaving the programme with 28 candidates. The Road to Registration induction workshop was held online via Zoom on 28 November 2022, with only 25 candidates managing to attend.

The three appointed mentors were tasked with conducting individual online assessment interviews to determine readiness against the 11 ECSA outcomes based on the candidates' range of experience and level of complexity. Upon completion of the assessments, 27 candidates were confirmed as having the required qualifications and experience for submission to ECSA, while one candidate still needed to gain the relevant experience to be eligible to register. The mentors commenced with assisting the candidates with compiling their historical experience and the relevant documentation for applying to ECSA. The candidate allocation includes ten electrical, nine civil and eight mechanical engineering candidates. This is a valuable opportunity to extend our mentoring footprint into the railway sector.

Raubex Group Limited

Following a request for mentoring assistance, a proposal was submitted to support nine candidates towards professional registration with SACPCMP, which was approved in May 2022. Due to attrition, mentoring of only six candidates continues. One application was submitted to SACPCMP in December 2022 and the outcome is awaited. Furthermore, our support has extended to assisting identified candidates to complete the SACPCMP's Recognition of Prior Learning (RPL) documentation to finalise their registration applications.

Mentors

At the beginning of April 2022, there were 18 mentors. However, with the addition of the new LGSETA cohorts and other candidacy programmes, as well as the inclusion of SACPCMP and mechanical engineering support, an additional 14 mentors were appointed. The SAICE-PDP team continues to ensure that a consistent mentoring methodology is applied across the various candidacy programmes and is aligned with the respective registration councils' requirements. In addition, a concerted effort is made to ensure a standard approach for the completion of the TERs and ERs for candidates intending to register with ECSA and CV, A1 and A2 for the SACPCMP candidates. We are committed to engaging with the mentors to discuss progress

and challenges with the aim of improving the success rate of the programmes. SAICE-PDP is very fortunate to be able to offer a wide range of mentoring support due to our network of seasoned engineers who remain just as passionate about making an invaluable contribution to the professionalisation of the municipal environment and the broader built environment. Rod Harker, one of our most passionate and valued mentors took ill and was hospitalised towards the end of March 2023. On behalf of the SAICE-PDP team, fellow mentors and his candidates, we pray for his speedy recovery.

Rand Water

We continued to interview identified employees in the civil, electrical and mechanical engineering disciplines to assess their readiness for promotion within the Rand Water system. In addition, we were requested to conduct assessment interviews in specialist fields, including one land surveyor, two scientists and one microbiologist. It is encouraging that our objective assessment recommendations are relied upon and that they assist Rand Water to ensure consistent application of their promotion policies and practices.

Gauteng Cooperative Governance and Traditional Affairs (CoGTA) Project

Further to its suspension in December 2021, the project resumed in April 2022. It is hard to believe we are in the final year of the contract, but it is envisaged that the support will be extended to 31 March 2024.

Disappointingly, the reduced budget approved for the 2022/2023 year necessitated a review of the priorities, but we were mindful not to lose the momentum of the exceptional effort and progress made by the experts in the previous year. The reduced support commenced in the six local municipalities and was limited to:

- » Water and electricity loss and demand management
- » Project management support on infrastructure projects
- » Spatial planning, land use management and the implementation of the District Development Model, specifically in Sedibeng
- » Assessment of bulk determinants, with a specific focus on human settlements developments

Towards the end of 2022, CoGTA made a request for the technical support effort to be intensified and extended to include additional resources. We were delighted to resume the solid waste and roads and stormwater support, as well as with the appointment of two water services experts to provide dedicated support to the Emfuleni and Merafong Local Municipalities respectively. By January 2023, 14 experts were actively involved.

A highlight of the year was the impressive effort of our electrical engineers to complete the Cost of Supply studies, as well as supporting consultants engaged to complete these studies for submission to the National Energy Regulator of South Africa (NERSA)



FIGURE 15: Mr Mark Armstrong gaining an understanding of Merafong Local Municipality's water and sanitation challenges, seen here with Mr Patrick Ndzilane (water quality technician) and Ms Mpho Lechaba (lab technician), with the intention of improving the Blue and Green Drop scores of the municipality

for tariff adjustments in July 2023. Timeous submission of the Cost of Supply studies enables NERSA to approve tariffs, which are a critical source of revenue for municipalities. Targeted efforts to deal with electricity losses have brought about tangible results in some municipalities. In addition, the identification of water conservation and water demand management initiatives to curb water losses has seen some projects taking off. The experts are committed to facilitating skills transfer to technical staff in the municipalities as they work closely together in providing support and guidance. Unfortunately, mentoring towards professional registration was ceased.

During March 2023, SAICE-PDP submitted a proposal in response to CoGTA's request for the appointment of specialists in renewable energy resources. The scope of work of these experts was described as project management services in support of the task team responsible for implementing the Gauteng Energy Crisis Response Plan. This is a very specialised space with the experts being in high demand, but we are confident that we will be able to source them from our extensive network.

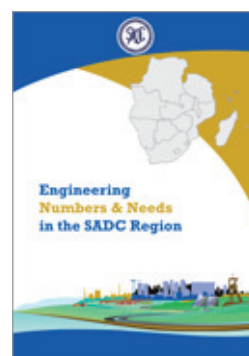
Negotiation of the budget for 2023/2024 was far less onerous than in previous years and the budget has been approved. Planning for the deliverables and expert support is currently underway. Reporting using our comprehensive online system has continued; we have customised it to reflect the curtailed scope of work. The Project Steering Committee continues its monthly meetings where progress is presented, which leads to timeous payment of invoices.

Africa Catalyst Project

Although this programme officially ended in July 2021, Professional Engineering Institutions in several countries continued to use their sites to promote their work, and/or handle registration or membership. At times, SAICE-PDP was asked to provide support

or enhance sites where additional functionality or support was required. In particular, the Organisation des Ingénieurs de la RD Congo (OIC) was busy with events and offering student support, and the Engineering Council of Namibia continued receiving and processing applications for registration. During the year, we were delighted to add Femmes Ingénieures Actives pour le développement Inclusif (FIADI), a female engineering professional body in Burundi, to our African Engineering Portal map. Burundi was the only country in Africa in which we had not been able to establish contact with engineering bodies, so this was a welcome breakthrough.

Engineering Numbers and Needs in the SADC Region



At the 2022 African Engineering Week held at the Victoria Falls, it was decided that the *Engineering Numbers and Needs in the SADC Region* report could not be officially printed and distributed as the data was now out of date. Momentum with the initiative had unfortunately been lost during the COVID-19 pandemic. Needless to say, this decision was a great disappointment. We therefore decided at least to email the final report to all those who had participated in the data collection and development of each report (some 1 500 people) to share the final product and thank them for their efforts. Many have responded enthusiastically as the lessons learnt and interventions required have not changed, and they appreciate having the document to support the initiatives that they are trying to drive in their countries. We had the relevant chapters translated into French and Portuguese for Madagascar, the DRC, Angola and Mozambique, and this was well received.

Development Bank of Southern Africa (DBSA)

Further to the signing of the Memorandum of Agreement formalising the Built Environment Capacity Building Professionalisation Programme (BECBPP), SAICE-PDP completed two specific proposals for participating departments, namely the Department of Defence for assistance in ECSA and SACPCMP registration, and the Eastern Cape Department of Education for assistance in SACPCMP registration and the provision of CPD training activities. Follow-up meetings were attended, and it was agreed that budget allocations would need to be determined, and we are therefore awaiting further engagement.

ADVISORY SERVICES

SAICE-PDP is well positioned to contribute or present to forums, think tanks and conferences from time to time, focusing mainly on professional registration and capacity building in both the municipal space and the broader built environment.

Grow SAICE

Phathi Masimirembwa continued as the champion for the Grow SAICE leg of the SAICE Growing Forward Strategy. During the year, the committee successfully hosted a series of webinars on professional registration targeted at the academics working in the construction, consulting and public sector environments. The attendance of these webinars was phenomenal, with attendees asking lots of pertinent questions and getting the answers they needed. Other activities are planned for the next year and will include a general professional registration-related webinar targeted at all candidates not yet registered.

Council for the Built Environment (CBE)

Phathi Masimirembwa was invited to join the Council for the Built Environment's Professional Skills and Capacity Development Transformation Collaborative Committee (PSCD TCC), as well as the Professional Skills and Capacity Development Transformation Collaborative Forum (PSCD TCF). Engaging discussions have been undertaken, which will lead to much-needed transformation in the built environment sector.

ECSA Working Group – Alignment of Education and Competency Standards

Mr John Cato was approached by ECSA to be an Industry representative of a working group to align the ECSA 11 Outcomes and other documents with the newly approved Graduate Attributes and Professional Competences Version 4: 21 June 2021. The working group, comprising representatives from Academics (two), Industry (two) and one Combined (Industry/Academic), has drafted the proposed new documents which have been approved in principle. The working group is now rolling out the changes to the standards document first, after which the other supporting education and registration series documents will be amended to ensure that they align appropriately with the updates issued by the International Engineering Alliance (IEA).

SAICE Infrastructure Report Card

Based on past Numbers and Needs work and the more recent analysis of the LGSETA Workplace Skills Plan, Allyson Lawless, prior to her retirement as Managing Director, provided updated skills profiles and contributed to the section on skills challenges in the public sector.

South African Forum for Engineering (SAFE)

Following the successful launch of the 2022 Infrastructure Report Card, this grouping agreed to consider key areas in which to develop “deep dives” to give direction on how to address the challenges that were highlighted. Also, working with an alliance of contractors and with ECSA, SAFE compiled updated data on graduation and professional registration trends to assist the SAFE members with their Employment Equity input to government.

COMPANY NEWS

Staff News

Retirement

Allyson Lawless Managing Director

Allyson Lawless retired as the Managing Director of SAICE-PDP on 30 September 2022. Over her 18-year tenure as MD she has passionately driven mentoring and capacity development programmes and will be missed within the engineering fraternity at large. She has, however, affirmed that she will continue her advisory role in areas she is passionate about and will continue to deliver Road to Registration courses. SAICE-PDP thanks Allyson for her unwavering commitment, tenacity, endless energy and perseverance when anyone else would have given up at some challenging times!



Allyson Lawless Managing Director

Appointments

Siphathisiwe (Phathi) Masimirembwa

Managing Director

Phathi Masimirembwa BSc Eng (Hons) Pr Tech Eng, who has worked for SAICE-PDP since early 2019, was appointed as Managing Director, effective 1 October 2022. Phathi had been progressively taking over managing duties within SAICE-PDP and has ensured a smooth transition over the past six months, despite the numerous project appointments and associated effort required for successful implementation.

Lerato Sekele

Lerato commenced work at SAICE-PDP on 31 March 2023 in the role of administrator and she will be assisting across the numerous projects, especially easing the load of the individual programme administrators.



**Siphathisiwe (Phathi) Masimirembwa,
Managing Director**



Lerato Sekele

Governance

Board of Directors Meetings

The Board met on 5 July 2022 and 16 March 2023.

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 2021/2022 review period. The overall percentage achieved was 78.68%, which was a marginal decrease

from the previous year, but we retained our Level 1 Contributor Score. Furthermore, a new tax clearance certificate was received from the SARS in April 2022.

Directors

Directors and Members as of 31 March 2023 are listed in Table 1 and Table 2 respectively.

Financial Report

The Annual Financial Statements have been audited and are available for review. The comparison of revenue, surplus and retained income are shown in Table 3.

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
Mrs Phathi Masimirembwa	Managing Director	44	6 months	
Mr Neil Macleod	Non-executive Director	71	12 years	Director: Freshlife, Kenya Director: BORDA South Africa
Mr Tom McKune	Non-executive Director	68	1 year	Head of Training: SAICE
Mr Kibiti Ntshumaelo	Non-executive Director (Chair)	50	3½ 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 Simon Mqamelo	Dr Martin van Veelen
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Table 3: Revenue, surplus and retained income from 2021 and 2022

Year	Revenue	Surplus/Loss	Retained income
2021/2022	R18 643 354	R269 358	R4 870 829
2022/2023	R18 395 950	R619 626	R5 490 455

ACRONYMS:

B-BBEE	Broad-Based Black Economic Empowerment
BECBPP	Built Environment Capacity Building Professionalisation Programme
CBE	Council for the Built Environment
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
ECDoT	Eastern Cape Department of Transport
ECSA	Engineering Council of South Africa
EWSETA	Energy and Water Sector Education and Training Authority
IMESA	Institute of Municipal Engineering of Southern Africa
IEA	International Engineering Alliance
JRA	Johannesburg Roads Agency
LGSETA	Local Government Sector Training Authority
MISA	Municipal Infrastructure Support Agent
NERSA	National Energy Regulator South Africa
QSE	Qualifying Small Enterprise
SACPCMP	South African Council for the Project and Construction Management Professions
SAFE	South African Forum for Engineering
SAICE	South African Institution of Civil Engineering
SAICE-PDP	SAICE Professional Development and Projects
SARF	South African Road Federation
TETA	Transport Education Training Authority

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