



# ANNUAL REPORT

April 2023 -  
March 2024

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# DIRECTOR'S REPORT

Our plethora of projects were well executed in the financial year ending March 2024 as attested by the 44% increase in revenue, compared to the previous financial year. Within the financial year, we held a strategic session during which we reminded ourselves of our vision, mission and values. I believe this strengthened our team and enabled us to deliver well on our mandate. We are proud to share with our stake holders:

We were excited when we secured the much-awaited Development Bank of Southern Africa (DBSA) candidacy programme further to the signing of the Memorandum of Agreement in the previous year. The gazetting of the Identification of Engineering Work (IoDEW) provided us with an opportunity to support academics on their journey to professional registration, which was a new frontier for us and we had a lot to learn. Furthermore, our mentoring efforts within local government resonated well with 'The National Framework

towards Professionalising the Public Sector' published in August 2023, which called for the public service to be staffed by professional and skilled personnel. The Municipal Infrastructure Support Agent (MISA) training courses contract and our Candidate Academy courses augmented our offerings through technical courses aimed at enhancing technical skills. We saw increased attendance at the Candidate Academy courses due to the newly introduced courses, proving our relevance and commitment to excellence.



## VISION

To be the leading capacity building organisation of choice in the built environment ultimately contributing towards the delivery of sustainable infrastructure for South Africa and further afield.



## MISSION

To implement outreach and bespoke capacity building initiatives in South Africa and further afield that require external funding through:

Enhancing professional competence and engineering expertise and creating civil society awareness in support of infrastructure service delivery.

Establishing a brand with the appropriate skills and experience to develop a responsive and sustainable organisation



## VALUES

**Excellence:** With a proven track-record of numerous capacity building initiatives in the built environment, we strive to maintain the highest standards of professionalism.

**Passionate:** We are passionate about making a meaningful contribution to achieving a professional engineering community and adding value to the lives of those we mentor and support.

**Collaboration:** We believe in the power of collaboration and fostering strong partnerships to enhance the technical capacity of the engineering profession in South Africa.

**Integrity:** We uphold the highest ethical standards, ensuring transparency and accountability to our funders and associated stakeholders by consistently doing what is right.

## PROJECTS

Under the Gauteng CoGTA technical support and capacity building project, we were happy to receive the increased budget to continue supporting local municipalities. Our experts provided the much-needed support to the

municipalities in areas of water and electricity losses, operations and maintenance as well as project management. We assisted the municipalities to access funding for identified initiatives to reduce water losses from the Water Partnership Office of the DBSA,

which will bring the much-needed impact on curbing the water losses. Municipalities were further pleased when our contract was extended by 15 months from an end date of December 2023 to March 2025.

Three of our mentoring programmes



officially ended during the financial year, namely LGSETA 60 cohort, Railway Safety Regulator and CETA 11. Our strategy to increase professional registrations proved successful as we had almost 50% of the candidates in the LGSETA 60 cohort submitting their applications to ECSA and SACPCMP, which is a great achievement indeed. Our three other LGSETA programmes and the TETA-funded candidacy programme continued well during the financial year, with minimal dropouts. The long-awaited DBSA candidacy programme took off quite well, with candidates receiving the much-needed support. Walter Sisulu University (WSU) awarded a contract to support 32 lecturers on their journey to professional registration. We were quite pleased when CETA considered our application favourably for discretionary grant funding and allocated funding to support 14 candidates for three years. Further to our application for discretionary grant funding, LGSETA awarded us funding to support 20 candidates in March 2024, adding to our existing programmes. Onboarding took place successfully, thanks to our team who have gained the relevant experience in this regard over the years, as well as being fully aware of the need for this support in the municipalities. We therefore had a total of eleven candidacy programmes in the year, which kept us very busy indeed.

The MISA technical training contract continued well during the year, with course delivery changing from online to face-to-face. Attendance was commendable, with municipal officials travelling to the strategically chosen locations. The Candidate Academy performed quite well during the financial year, with an increase in the number of delegates, as our collaboration with other Voluntary Associations and the introduction of new courses bore results.

## PROSPECTS

The Gauteng CoGTA project has confirmed funding up to March 2025, although discussions are still ongoing as we would

not have exhausted the contracted amount of R49 million by the end of the extended contract period in March 2025. We submitted a proposal for a candidacy programme to the Department of Defence through the DBSA Built Environment Capacity Building Professionalisation Programme (BECBPP), and we remain hopeful that we will receive positive feedback.

As we are heading towards the final year of the MISA contract, we worked diligently to submit a well-compiled tender when they advertised for a service provider to deliver courses for the next three years. Our course offerings are diverse, including our newly developed courses, so we anticipate a positive response.

The Energy and Water Sector Education and Training Authority (EWSETA) approached us towards the end of the financial year requesting courses to be delivered before the end of their financial year. However, due to the short notice, we requested that they review their request and allow us adequate time to prepare. We remain hopeful that they will revert to us and we are looking forward to partnering with them.

Our previous experience in monitoring the Infrastructure Skills Development Grant (ISDG) mentoring programme for the National Treasury provided us with an opportunity to draft a comprehensive proposal in response to the National Treasury's advertisement for a service provider to monitor the ISDG mentoring programme nationwide. It was a massive undertaking to compile the tender, as it required us to engage with experts from other statutory councils such as SACPLAN, SAGC and others.

The Candidate Academy continues to grow by adding new courses to their calendar and partnering with other Voluntary Organisations. We remain committed to chasing new business opportunities to supplement the projects that are currently running and to actively monitor tender adverts.

## OBITUARY

We were deeply saddened to hear of Mr. Rod Harker's passing on 30 April 2023. Rod was a seasoned and passionate mentor who had mentored countless candidates on our various candidacy programmes since 2015. Even at 82, he mentored energetically and would never say no to taking on more candidates. Rod was a well-loved mentor and both his candidates and the electrical engineering fraternity at large were the better for his invaluable contribution.

## A WORD OF APPRECIATION

My heartfelt appreciation 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. 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



*FIGURE 1: Mr Rod Harker will be dearly missed.*





# candidate<sup>®</sup> academy

*the road to registration – tower above the rest*

The Candidate Academy has trained 14 677 delegates from its inception in April 2010 up to March 2024.

Of the 81 courses, 67 were presented online via Zoom or MS Teams. Scheduled 'public' courses run in association with Consulting Engineers South Africa (CESA) and The South African Institution of Civil Engineering (SAICE) remained popular. However, the number of delegates attending the 29 in-house courses grew to 34% of the total of 1 415 delegates. Face-to-face courses were presented across the country, from Cape Town to Lephalale.

Two new courses were developed and presented: Getting Acquainted with being a Resident Engineer on Pipeline Projects, presented by John Cato, and How to develop an Infrastructure Asset Management Plan in 3 months, presented by Rob Childs.

Another course presented for the first time for the Candidate Academy by Ken Bromfield was Understanding the Technical Implications of Developing and Operating a Landfill. This course was initially presented under the Municipal Infrastructure Support Agent (MISA)

contract and due to the overwhelming demand, it was offered commercially. In addition, Ken also developed and presented a custom one-day course for Landfill Operators for Dolphin Coast Landfill Management, with great success.

The South African Road Federation (SARF) continued to host Jan Bierman's increasingly popular course, Getting Acquainted with being a Resident Engineer.

Les Wiggill's Getting Acquainted with Technical Report Writing course continues to be well attended. One delegate remarked as follows:

***“The course was very instrumental in enhancing the skills of writing professional submissions without dwelling too much and losing content in the process. This applies to emails as well.”***

There has been a notable increase in demand for the Getting Acquainted with Basic Stormwater Design course, presented by Andrew Brodie.

Andrew has started developing a new course for the Candidate Academy, Getting Acquainted with Water Reticulation

Design, which will be rolled out later in 2024.

Professional registration with The Engineering Council of South Africa (ECSA) and The South African Council for the Project and Construction Management Professions (SACPCMP) remains the core offering of the Candidate Academy with a third of the courses aimed at assisting engineers, technologists and technicians, as well as construction project managers, and construction managers with the professional registration application process. Our course facilitators, Allyson Lawless, Stewart Gibson and Jeff Pipe presented a total of 33 courses over the past year to 535 delegates!

In December 2023, Theuns Eloff travelled to Lephalale for CESA's client Exxaro where he presented the Getting Acquainted with Planning, Scheduling and Programming for Construction Projects course to 34 delegates from the mining sector. In addition, 150 delegates attended the online Pricing and Contracts courses, and Theuns's Getting Acquainted with Road Construction and Maintenance courses were attended by 63 delegates.



## ATTENDANCE AND COURSES

A total of 1 415 delegates attended 81 courses presented during the year. 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 on Roads Projects
- » 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
- » Pressure Pipeline and Pump Station Design and Specification

### NEW TECHNICAL COURSES:

- » Getting Acquainted with Practical Landfill Management for Supervisors and Operators
- » Getting Acquainted with being a Resident Engineer on Pipeline Projects
- » How to Develop an Infrastructure Asset Management Plan in 3 Months
- » Understanding the Technical Implications of Developing and Operating a Landfill

### PROFESSIONAL DEVELOPMENT

- » Getting Acquainted with Technical Report Writing



FIGURE 2: The Getting Acquainted with being a Resident Engineer on Roads Projects online public course on 22 and 23 February 2024 presented by Jan Bierman in association with CESA and SAICE

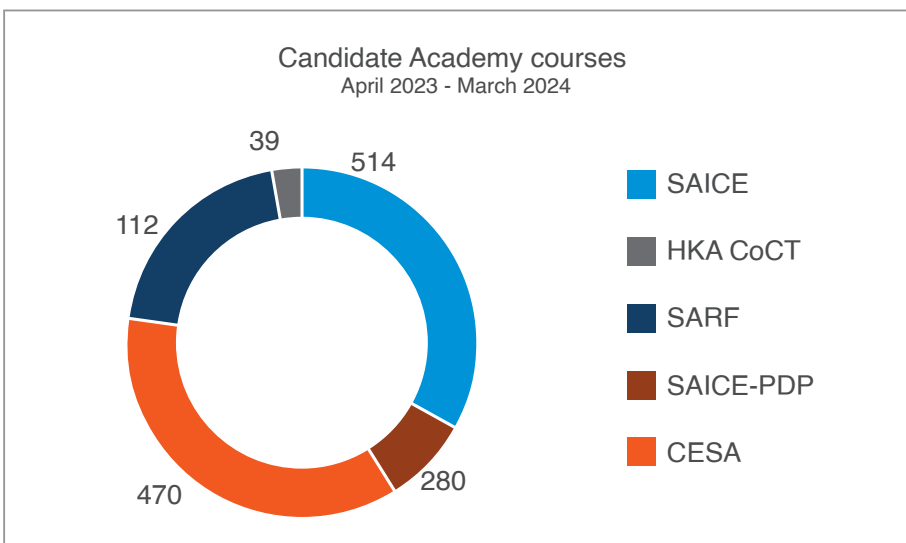


FIGURE 3: Distribution of delegates attending Candidate Academy courses organised by SAICE, CESA, SAICE-PDP, SARF and HKA (for the City of Cape Town)

### 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
- » 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 Grant Jephthas, District Manager: LandCare Overberg, for the Directorate: Sustainable Resource Use & Management, Department of Agriculture of the Western Cape Government. Grant attended the Candidate Academy's Road to Registration for Candidates course in 2019, and Dr Allyson Lawless provided support and guidance with the registration process. Congratulations, Grant!

*“After completing my matric, I studied Civil Engineering due to my love for mathematics and science. During this time, I received a bursary from Western Cape Department of Agriculture (WCDoA). During my internship at the WCDoA in 2009 I started to work at the LandCare sub programme. My time as an intern, helped me to better understand the importance of conserving natural resources, as it is important in our country where agriculture plays a vital role. I furthered my studies and obtained a Bachelor of Technology in Civil Engineering (discipline: Environmental Engineering) in 2015 and completed my Masters in Sustainable Agriculture (MSA) in 2018. My journey with my ECSA application to register as Professional Technologist started in 2019 and was submitted for evaluation in August 2023. It was very challenging to manage my workload as a manager, overseeing various technical projects in Overberg district and completing the ECSA application. After completing the various steps including the compulsory interview, I successfully registered as a Professional Technologist and I received my certificate in May 2024. I would like to thank my wife, family, friends, mentors and colleagues, that supported me throughout the registration journey.”*



FIGURE 4: Grant Jephthas Pr Tech Eng



FIGURE 5: Road to Registration course with presenter Allyson Lawless and the famous problem-solving tower building activity





# municipal<sup>®</sup> academy

*the road to service delivery*

The Municipal Academy courses are designed for municipal staff nationwide, and as far as possible to extend the access to courses beyond the main centres. The courses have been funded by the Municipal Infrastructure Support Agent (MISA) since July 2021 and the three-year appointment will conclude in July 2024. An impressive total of 1 470 municipal officials have attended the range of courses, since the commencement of courses in August 2021 until March 2024.

When planning the courses for the remaining period of the contract, MISA advised us of their intention to focus on targeted municipalities that would benefit specifically from the courses to improve their technical capacity. A total of 22 municipalities were prioritised and a concerted effort was made to ensure that a reasonable number of delegates from these municipalities participated in all the courses. However, challenges were experienced in meeting the request due to numerous technical posts being vacant, restricting the availability of municipal officials to attend and a slow response to invites to attend timeously.

## The following comments were received from delegates:

Understanding the Technical Implications of Developing and Operating a Landfill (Queenstown):

*“Excellent course for a developing engineering professional within a municipal operation.”*

Understanding the Concept of Labour-Intensive Construction (Kimberley):

*“The course has enlightened my knowledge of LIC. I only knew a little about the LIC in my sector of career”*

## ATTENDANCE AND COURSES

From 1 April 2023 to 31 March 2024, 524 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
- » Substation Design, Operation and Maintenance
- » Enhancing the Municipal Electricity Revenue Value Chain
- » Getting Acquainted with Basic Stormwater Design
- » Advanced topics for GIS in Local Government
- » Understanding the Concept of Labour-Intensive Construction
- » Getting Acquainted with Planning, Scheduling and Programming for Construction Projects
- » Pressure Pipeline and Pump Station Design and Specification
- » Understanding the Technical Implications of Developing and Operating a Landfill
- » Getting Acquainted with Technical Report Writing

### PRICING AND CONTRACTS

- » Getting Acquainted with Planning, Scheduling and Programming for Construction Projects
- » Getting Acquainted with General Conditions of Contract 2015
- » Getting Acquainted with Basic Contract Administration and Quality Control



## COMBINED TRAINING ATTENDANCE

The training attendance for both the Candidate and Municipal Academies saw an increased interest in face-to-face courses. The substantial increase in attendance of the “Webinars & Other Projects” is attributed to the number of new projects. As described under the candidacy programmes, we continued offering topical webinars, the number of which is also increasing annually and evidently fills a skills gap.



FIGURE 6: Understanding the Technical Implications of Developing and Operating a Landfill presented by Ken Bromfield in Queenstown on 17 and 18 August 2023



FIGURE 7: Phathi Masimirembwa welcoming the delegates to the Getting Acquainted with Planning, Scheduling and Programming for Construction Projects course in Groblersdal on 6 and 7 November 2023

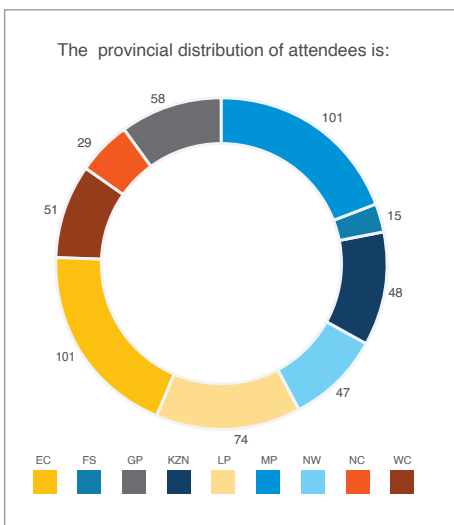


FIGURE 8: The provincial distribution of attendees

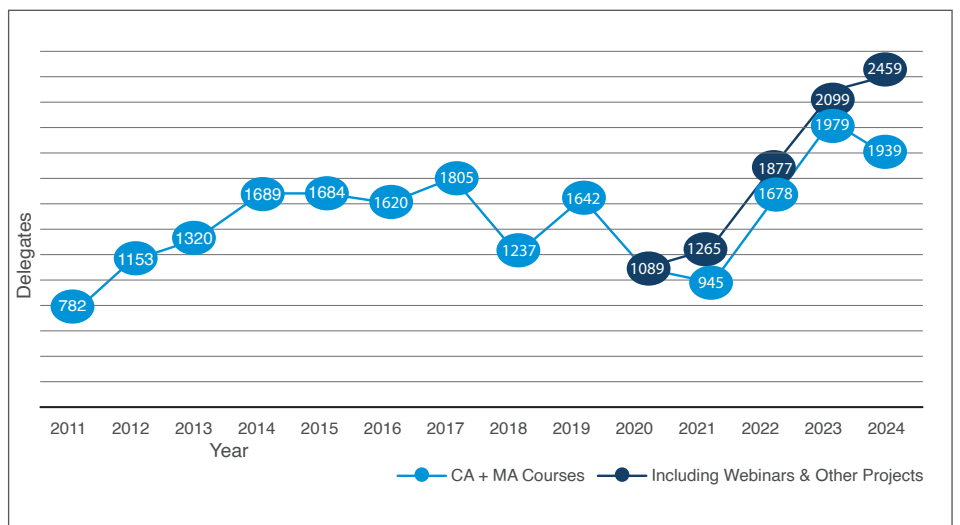


FIGURE 9: Attendance at Candidate and Municipal Academy courses from April 2011 to March 2024



# professional development

mentoring • coaching • capacity building

## THE LOCAL GOVERNMENT SECTOR EDUCATION AND TRAINING AUTHORITY (LGSETA) CANDIDACY PROGRAMME



SAICE-PDP continued to manage five LGSETA funded candidacy programmes during the financial year, and in March 2024, additional discretionary grant funding for 20 candidates was awarded following an application submitted in November 2023. From November 2015 to March 2024, SAICE-PDP has been awarded funding for eleven cohorts, of which six have been completed.

During the year, two monitoring meetings were conducted by LGSETA to verify project documentation and reporting, as well as to engage with a sample of candidates to ensure they are satisfied with

the mentoring programme. LGSETA was satisfied with the efficient management of the programmes. Issues that were identified were resolved timeously to LGSETA's satisfaction.

Challenges similar to those of previous years remain. These include candidates not working at the requisite levels of complexity and responsibility, and a lack of adequate design opportunities relative to their registration category. The Civil Designer workshops and assignments have assisted in addressing the insufficient opportunities for design experience.

It remains a challenge to retain the total funded number of candidates per cohort due to attrition within the municipalities, work pressures, moving to the private sector, being in management positions and non-responsive candidates.

### PROGRESS OF THE 50 COHORT

Although this programme officially ended on 20 June 2021, SAICE-PDP continued to assist committed candidates with a good propensity to submit their applications within an acceptable period of time.

One of these candidates, Graham Coetzee, successfully registered as a Professional Engineering Technologist. He shared his appreciation:

*“During my employment at the City of Cape Town I had a great desire to register with ECSA as a professional chemical engineering technologist. I applied for the LGSETA candidacy programme and it was one of the greatest decisions that I've made in terms of my career development.*

*I'm grateful that LGSETA with the collaboration of SAICE Professional Development & Projects opened their doors for me and gave me the opportunity to be part of this wonderful three-year programme. I would therefore like to express my gratitude/appreciation for the opportunity and learning experience I've encountered during this programme.”*



FIGURE 10 : A very proud Graham Coetzee with his ECSA certificate



### PROGRESS OF THE 49 COHORT

This programme officially ended in September 2022, but three extensions have been granted by LGSETA since then, and identified candidates will be supported until 30 November 2024. To date, twelve candidates have successfully registered: two Professional Engineers, eight Professional Engineering Technologists and two Professional Engineering Technicians.

The extended support resulted in Siseko Sako and Ayabulela Dube achieving their Professional Engineering Technologist Registrations with ECSA.



FIGURE 11: Siseko Sako with her ECSA certificate

### PROGRESS OF THE 60 COHORT

This programme ended in February 2024, with 26 registration applications submitted to ECSA. For the 2023/2024 year, three candidates successfully registered, two with ECSA and one with SACPCMP. To date, six candidates have professionally registered: one Professional Engineering Technologist, four Professional Engineering Technicians and one Construction Project Manager. The outcome of the remaining submitted applications is eagerly awaited from ECSA.

SAICE-PDP applied for an extension which LGSETA approved until the end of March 2025, which has provided additional time for the remaining candidates to continue engaging with their mentors to complete their reports and submit their applications. This extension has provided the opportunity to timeously target candidates ready to submit and meet the upcoming ECSA and SACPCMP submission windows.

In November 2023, Itumeleng Mokhele became the first candidate to register with SACPCMP as a Construction Project Manager with the assistance of his mentor, Mr Ken Bromfield.

Itumeleng expressed his gratitude:

*"I am happy to announce that my application for registration as Pr CPM has been approved. Thank you very much for your assistance I am truly grateful."*

### PROGRESS OF THE 30 AND 16 COHORTS

As this programme is in the second year of the three-year contract, additional online workshops, and SAICE-PDP driven interventions to ensure consistent mentor and candidate engagement have been implemented. This regular and targeted approach is to ensure that effort to submit applications commences timeously and to improve the success rate of applications and registrations.

To date, one electrical engineering candidate from the 16 Cohort has successfully registered as a Professional Engineering Technologist under the mentorship of the late Rod Harker.

### PROGRESS OF THE 30A COHORT

This programme is in the second year of a three-year contract. The candidates have interacted well with their mentors to expand their range of activities and to progress gradually in responsibility level. Workshops were offered to candidates to help with their Training and Experience Reports, Training and Experience Outline and Engineering Reports.

To date, one civil engineering candidate has completed his application and submitted it to ECSA to be considered for registration as a Professional Engineering Technologist under the mentorship of Phathi Masimirembwa.



FIGURE 12: Ayabulela Dube with the SAICE-PDP team (Zan Mlambo, Phathi Masimirembwa, Philip du Plessis (mentor) and Mmathabo Mokone)



FIGURE 13: Our first SACPCMP registration, Itumeleng Mokhele with his Pr CPM registration certificate



FIGURE 14: Mogotsi Tsele (16 Cohort) from the City of Ekurhuleni with his mentor Philip du Plessis, investigating erosion of the channel causing the collapse of residential boundary walls



FIGURE 15: Mentor Ken Bromfield introducing candidates to the new 20 Cohort programme at Makhaduthamaga Local Municipality



FIGURE 16: Sidony Ellapen delighted with her professional registration certificate



FIGURE 17: CETA presenting their mandate at the induction with the SAICE-PDP team at the Johannesburg Roads Agency

## CONSTRUCTION EDUCATION AND TRAINING AUTHORITY (CETA) CANDIDACY PROGRAMME



The mentoring efforts for the two CETA programmes have progressed well.

### PROGRESS OF THE CETA 11 PROGRAMME

This programme officially ended in June 2023 and the close-out report was submitted in August 2023. Three candidates submitted their applications for registration as Professional Engineering Technologists. Sidony Ellapen registered successfully and the outcome from ECSA is awaited for the other two. She was elated to have been the first candidate on the programme to register and shares her journey to registration:

*“When I look back and see the person I was when I signed up and see myself now, I realise that it was a metamorphosis that awakened my abilities and enlightened me about my role which I could not manage to ignite on my own. The truth is that my journey had so many challenges*

*that by the time I signed up for this programme, I literally did so just to see if my heart is really invested in what I do as I do it wholeheartedly.*

*My mentor, Mr Philip du Plessis, has played such a great role in my journey to registration that it moves me to tears. He played a significant role in awakening my skills which I thought was insignificant or dormant or totally not necessary to mention, and he brought it to light such that I could see my individual activities under a microscopic view.*

*I am eternally grateful to your team for your level of professionalism which has humbled me to a point where I can impart that knowledge and experience to colleagues and friends alike. “*

SAICE-PDP continues to work with the remaining candidates who have shown committed interest to complete the necessary application documents for submission.

### CETA 14 PROGRAMME

The programme commenced on 25 March 2024 with nine candidates

from the Eastern Cape Department of Transport and five from the Johannesburg Roads Agency.

We managed to conduct induction sessions in East London and Johannesburg during March 2024 and mentoring will commence diligently from the next financial year. The inductions were attended by CETA representatives who introduced the role of CETA and affirmed their commitment to professionalisation in the broader built environment.

The candidates have been progressing well in accordance with their agreed training plans.

## TRANSPORT EDUCATION TRAINING AUTHORITY (TETA) CANDIDACY PROGRAMME



This candidacy programme is in its second year of a three-year contract with eight active candidates employed by the Eastern Cape Department of Transport (ECDoT).

Coaching and mentoring progressed well under the two mentors, namely Andrew Brodie (civil engineering) and Stephen D’Oliveira (mechanical engineering).

Some of the candidates have uploaded all their Training and Experience Reports and have started assignments to assist



with writing their Engineering Reports. The candidates attended at least two courses during the year to improve their technical knowledge.

The ECDOT are fully committed to the mentoring support offered by SAICE-PDP and assist with motivating candidates and ensuring their compliance with reporting and regular mentor engagement.

## **RAILWAY SAFETY REGULATOR**



The Railway Safety Regulator candidacy programme commenced in October 2022 and the mentoring of 27 candidates continued under three mentors (civil, electrical and mechanical engineering). While some candidates showed dedication, their progress was hindered by work commitments, but mostly candidate engagement was lacking and, as a result, progress was not at the expected level. Despite this, two registration applications were submitted to ECSA, and we are awaiting the outcome thereof. The programme was due to end in November 2023 but due to the lack of applications, extension was granted until 31 March 2024.

Three candidates completed their applications but missed the ECSA submission window which ended on 29 February 2024. The applications will be submitted during the next window period between 15 June and 15 August 2024. We are confident that by this time more candidates will have completed their applications as well, ready for submission.

## **RAUBEX GROUP LIMITED**

Mentoring support continued on an as-and-when basis, determined by the responsiveness of the candidates. We were pleased that one candidate successfully registered as a Professional Project Construction Manager (PrPCM)

with SACPCMP.

## **MENTORS**

At the beginning of April 2023, there were 32 mentors working with candidates on the various candidacy programmes. During the year, due to the implementation of additional programmes and some in new locations, eight new mentors were appointed. The addition of mechanical and project management mentors has enhanced our footprint and creates wider opportunities for candidacy support.

The team continues to ensure that a consistent mentoring approach is achieved by checking the quality of the Training and Experience Reports and Engineering Reports, and by engaging with the mentors to discuss progress and challenges.

## **RAND WATER**

We continued to interview identified employees in the civil disciplines to assess their readiness for promotion within the Rand Water system. It is encouraging that our objective assessment recommendations are relied upon and that they assist Rand Water to ensure consistent application of their promotion practices.

## **DEVELOPMENT BANK OF SOUTHERN AFRICA (DBSA)**



As one of the partners for the Built Environment Capacity Building Professionalisation Programme (BECBPP), SAICE-PDP was appointed to assist the DBSA Infrastructure Delivery Division (IDD) with professional registration with South African Council for the Project and Construction Management Professions (SACPCMP) for their internal staff. The candidates are categorised as being mature and are being assisted to register as either Construction Project Managers (CPM) or Construction Managers (CM) and

Health and Safety Agents. The contract commenced in September 2023 for a period of eighteen months, initially for twelve candidates which was extended to 31 candidates!

Professional registration applications are being prepared for submission when the SACPCMP window opens in May 2024.

## **WALTER SISULU UNIVERSITY (WSU)**

Further to a request from the Walter Sisulu University for a proposal to mentor their academic lecturers towards professional registration with ECSA, we were happy to receive the appointment in September 2023. This is a unique process and a first for SAICE-PDP and our mentors, but following engagement with SAICE experts to understand ECSA's professional requirements relating to the academic environment, SAICE-PDP could confidently provide the necessary guidance to the candidates.

The original appointment was for 25 candidates, which eventually extended to a total of 32 candidates. We held two successful workshops at WSU as a precursor to commence the formal mentoring programme. After commencement in November 2023, we already had a candidate submitting her application to ECSA in February 2024, and we have targeted more lecturers to finish their applications for submission to ECSA soon.

## **GAUTENG COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS (COGTA) PROJECT**

The extensive efforts of our 17 experts (including three internal engineers) continued to provide technical support to targeted municipalities. The total budget allocation for 2023/24 was approved as R13.8 million.

Following extensive negotiations and numerous budget proposals for the 2024/25 year, the contract that was due to end on 17 December 2023 was extended



to 31 March 2025 on 14 December 2023. The final budget is pending approval by CoGTA, and we eagerly await the outcome to determine our priorities for the remainder of the contract period.

**The following areas were supported:**

- » Water and electricity loss and demand management
- » Solid waste management
- » Project management support on infrastructure projects
- » Assessment of bulk determinants, with a specific focus on human settlements developments
- » Renewable energy support of the Gauteng Energy Crisis Response Plan

**WATER AND ELECTRICITY LOSS AND DEMAND MANAGEMENT**

Our experts' impressive efforts led to the identification of initiatives to reduce water losses. The Development Bank of Southern Africa's Water Partnership Office (WPO) made funding available for water conservation and water demand projects, and called on municipalities to access this funding. The experts assisted the municipalities in drafting the relevant letters and submitting them to the WPO. We are anxiously awaiting the allocation of funds to execute the projects, which we hope will be before the end of our appointment. Significant groundwork has been done in preparation for the funding, such as considering contracts of the appropriate type for project's execution, and benchmarking against similar models. With further regard to the WPO funding, the work done by our experts led to the Municipal Infrastructure Support Agent (MISA) allocating R4 million to the Merafong City Local Municipality. The funding will be utilised to support the identified initiatives to reduce water losses, including support related to Green Drop and Blue Drop compliance. Skills transfer to identified personnel was appreciated by the municipality.

A concerted effort by our electricity revenue expert resulted in revenue enhancements by assisting the municipalities to identify large power users with incorrect billing data, due to either illegal connections or incorrect tariffs. Significant strides were made in back-billing, the implementation of relevant policies to deal with correct tariffs and resolving incorrect account billing.

**SOLID WASTE MANAGEMENT**

Our solid waste expert worked with the task team in Emfuleni Municipality which was set up by the Premier of Gauteng to improve service delivery and the management of solid waste. The guidance provided by our expert saw waste collection improve, and the application of funds to procure additional white fleet and bins being approved by the National Treasury.

In May 2023, CoGTA requested a proposal for the appointment of renewable energy specialists to support the task team responsible for implementing the Gauteng Energy Crisis Response Plan. A budget of R3.4 million from the total approved amount was allocated for project management in support of the Gauteng Energy Crisis Response Plan. This is a very specialised space and necessitated an extensive search for appropriate experts who were available to commit to the demanding deadlines and associated effort. The team became the Gauteng CoGTA Project Management Office for the Energy Office, and the experts were tasked with expediting the implementation of the Gauteng Energy Crisis Response Plan. Considering the persistent loadshedding

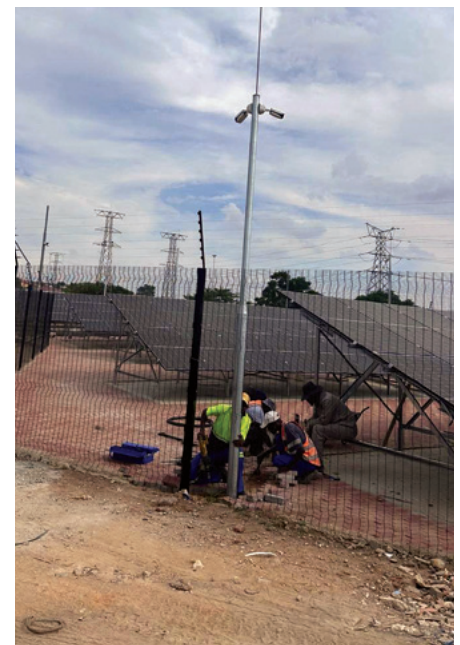
and its negative impact on the economy and communities at large, the Premier of Gauteng announced the establishment of the Premier's Energy Emergency Council and subsequently, the Energy Crisis Response Technical Steering Committee. Our three key experts with support resources provided advice on the technical aspects of the technologies, grid connections and network-related issues within the Energy Crisis Response Technical Steering Committee. The experts further engaged with project owners and reviewed whether project requirements were aligned with the scope of works in place, as well as providing oversight on ongoing projects where required.

We continued to utilise our online system for comprehensive monthly reporting and for presentation to the monthly Project Steering Committee meeting.

CoGTA have been satisfied with our progress while acknowledging the limitations that we experience in the municipalities, and payments have been paid timeously every month.



**FIGURE 18:** Appointed contractors who attended the site visit with Ken Bromfield at the proposed Yakani landfill



**FIGURE 19:** A microgrid system installed at Amarasta informal settlement in Alexandra. SAICE-PDP renewable energy experts were responsible for overseeing the project with City Power as the implementing agent



# ADVISORY SERVICES

SAICE-PDP is well positioned to contribute or present to forums and committees, 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 a champion of the Grow SAICE leg of the SAICE Growing Forward strategy until September 2023, when SAICE took a decision that in the spirit of encouraging volunteers, staff working directly for SAICE and its entities could no longer serve as champions. However, she continued the work as a committee member. During the year interesting topical webinars were organised, including one on 3D printing, which showcased technological advancement in the engineering industry. In addition, a webinar presented by an ECSA official on the new regulatory developments in the ECSA registration standards was well attended in October 2023. It is always encouraging to hear testimonials from registered professionals sharing their journey to registration. Grow SAICE collaborated with the SAICE Water Division to organise a conference on water conservation and water demand management, which included international speakers in the field.

## **COUNCIL FOR THE BUILT ENVIRONMENT (CBE)**

Phathi Masimirembwa continued her role in 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. The conversations also provided an opportunity to engage with CETA and to understand their expectations of candidacy programmes.

## **ENGINEERING COUNCIL OF SOUTH AFRICA (ECSA) WORKING GROUP – ALIGNMENT OF EDUCATION AND COMPETENCY STANDARDS**

John Cato continued with the Working Group and assisted ECSA in presenting the effected changes to the Competency Standard to various stakeholders, namely the Higher Education Institutions and the Voluntary Associations. He is continuing to assist ECSA with aligning their documents to the new Standards.





# COMPANY NEWS

## STAFF NEWS

### OBITUARY

SAICE-PDP suffered a huge loss with the passing of Mr Leonard Le Roux on 28 October 2023. Leonard started his journey with the company in January 2006, relocating from his beloved Eastern Cape to join Allyson Lawless and Johan Malherbe in implementing the pioneering ENERGYS initiative. This was the dream team who worked tirelessly with the engineers to make this programme the huge achievement that it was.

Leonard's invaluable contribution continued for 17 years and the company certainly benefited from his astute negotiating skills to source funding opportunities due to his well-established relationships with senior officials in the respective public sector departments which extended nationally, as well as his extensive network of engineers when needed. The highlight of his SAICE-PDP efforts included the development, design, implementation and oversight of many professionalisation programmes towards registration with built environment councils. Leonard was extremely passionate about all things engineering and always described any topic in graphic detail. He could explain with sizes and calculations off the top of his head! He was a passionate mentor committed to maintaining high standards for engineering infrastructure, especially in the municipal space which was always dear to his heart.

Leonard's sharp wit and sense of humour never waned. He never took himself too seriously and merely adapted to a different lifestyle

and way of doing things, continuing to do what he always did – live life to the fullest! Leonard was well respected by his colleagues and was always the life of the party.

Colleagues shared their memories at his memorial service:

*“Len was a gentleman with a great sense of humour, always interested in his colleagues’ wellbeing, a great listener and, lived by the moniker of “Work Hard, Play Hard”. I shall miss you, my friend”.*

*“Len, may you rest in peace knowing that you made a significant contribution to many people’s lives and careers. Thanks for being part of our lives”.*

*“Leonard was an exceptional individual and I believe both mentors and candidates benefited greatly from his unique presentation skills. His passing is a great loss to the Engineering Community”.*

### APPOINTMENTS

#### VIOLETIA DIAS

Violetia Dias was appointed as a Candidate Development Mentor on 19 June 2023. Violetia brings a wealth of engineering and project management experience spanning more than 20 years which includes being the sole-owner of an engineering and construction company. Violetia is well versed in the municipal engineering space and is passionate about mentoring. She is mentoring candidates as well as managing her allocated candidacy programmes.



FIGURE 20: Leonard with his SAICE-PDP family at an office braai which he always enjoyed



FIGURE 21: Violetia Dias



## GOVERNANCE

### BOARD OF DIRECTORS MEETINGS

The Board met on 18 July 2023 and 25 March 2024.

### 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 2022/2023 review period. The overall percentage achieved was 77.46%, 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 2023.

### DIRECTORS

Directors and Members as of 31 March 2024 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 is 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	45	1½ years	
Mr Kibiti Ntshumaelo	Non-executive Director (Chair)	52	5½ years	Board member: Lekwa Consulting Engineers (Pty) Ltd and numerous other companies in the engineering industry
Mr Neil Macleod	Non-executive Director	72	14 years	Director: Freshlife, Kenya Director: BORDA South Africa
Mr Tom McKune	Non-executive Director	69	2 years	Head of Training: SAICE
Ms Sekadi Phayane	Non-executive Director	45	8 months	CEO: SAICE

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

Mr Mehboob Babamia	Mr Errol Kerst	Mr Simon Mqamelo
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**Table 3: Revenue, surplus and retained income from 2022/2023 and 2023/2024**

Year	Revenue	Surplus/Loss	Retained income
2022/2023	R18 395 950	R619 626	R5 490 455
2023/2024	R26 582 374	R1 509 450	R6 999 905



# 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
ISDG	Infrastructure Skills Development Grant
JRA	Johannesburg Roads Agency
LGSETA	Local Government Sector Training Authority
MISA	Municipal Infrastructure Support Agent
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
SARF	South African Road Federation
TETA	Transport Education Training Authority



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