

## WINNERS OF THE SAACE GLENRAND MIB EXCELLENCE AWARDS

The South African Association of Consulting Engineers (SAACE) recognised the outstanding achievements of its members when it announced the winners of its annual SAACE Glenrand MIB Excellence Awards for 2005 at a gala banquet at the Sandton Sun on August 23.

Says Althea Povey, president of SAACE: "I believe that, besides celebrating the tremendous achievements and contributions to our country's development made by our consulting engineers, the Association's hosting of these annual awards should serve to educate the public - whose health and safety are fundamental to our work - about the vital role that consulting engineers play in the improving the standard of living of our people"

In the category of Business Excellence, there was only one entry. However, the judges felt that due to the high quality of the entry received, this made Bigen Africa worthy of a commendation.

The winner for Engineering Excellence: Projects exceeding R5-million was WSP Consulting Engineers for the Aspen Pharmacare OSD

manufacturing plant in Port Elizabeth, in the Eastern Cape, which was recognised for the unique and complex nature of the mechanical electrical services required in this high-tech pharmaceutical environment.

A commendation was awarded to Bosch Projects in association with Stemele Bosch for the Karega Rehabilitation Project in the remote north west of Tanzania which required the consulting engineers to transform a disused and derelict sugar mill into an fully operational and profitable operation.

A commendation was also awarded to BKS for its Nandoni Dam Relocation Action Plan which successfully intertwined civil engineering with the intricacies of rural South Africa, tribal culture and rituals in the process of relocating portions of five villages to make way for the Nandoni Dam.

In the sub-category for Engineering Excellence for projects with a value less than R5-million WRP and DMM was named as winner for the Sebokeng Evaton Leakage Reduction Project, which is the first Public Private Partnership of its kind in that



Name, Althea Povey President SAACE and name.

the consultants have taken on 100% of the financial risk. The project represents a significant advance in PPPs and offers a potential solution to fast-track other projects throughout South Africa where development is being hindered by red tape.

In the category of Young Company of the Year there was only one entry, however the high score received by the entry and the innovative way in which it tackles projects earned WRP Consulting Engineers a commendation.

The award for International Business Developer of the Year was given to BKS Global for its sound understanding of the international market, combined with its sound business development initiatives, ethics and reputation as a leading engineering and management consultancy.

Bosch Projects received a commendation in this category for growing the export of its services from originally 10% of its business to over 80% of its total business in less than three years, effectively seeing a 400% increase after the first year and another 200% after the second year.

In the category for Visionary Client of the Year, the Trans Caledon Tunnel

Authority, was declared the winner for its continuing sound work in the provision of water through its latest project - The Berg Water Project in the Western Cape. Its model of infrastructure investment and development has earned the project AAA ratings from Fitch and others with or without government guarantees.

The Young Engineer of the Year was named as Khelane Ndwandwe of Asakheni Consulting. He was recognised for the reason that his academic achievements are made all the more remarkable considering his simple rural beginnings in a village near Vryheid, as well as for his life-long commitment to obtain an education.

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Su Linning of the Institute of Architects, Graham Pirie CEO SAACE and Althea Povey President SAACE.

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# TOM MARSHALL

## CHAIRMAN INTERNATIONAL BUSINESS DEVELOPMENT SECTION



Tom Marshall, chairman of the International Business Development Section

Tom Marshall is a director of Vela VKE with responsibility for a major division of the local operation, the Development Division, as well as some operations outside South Africa. He first became involved in the work of the Association in 1991 and has continued in a number of capacities since then. This is a fitting relationship since the firm Vela VKE was one of the original founding firms of the Association back in 1952.

During his years with the Association he was chairman

of the communications and statistics committees, chairman of the Gauteng South branch, Vice President and of course he served as the Association President in 2001. Since his term as President, he has continued to be involved in the work of the Association lending a hand on a number of liaison committees and now as chairman of the International Business Development Section.

He holds a Masters degree in Geotechnical and Transportation engineering

and a Doctorate in Engineering Management. He loves new challenges and travelling; and enjoys reading extensively. He has a keen interest in nature, the outdoors, sport as well as good food and wine. His free time is spent participating in mountain biking, running and hiking, while he also serves on an education trust and is chairman of a church board. He is married to Gesie and they have three children, two dogs and three cats.

## Marshalling exports to Africa and beyond

In his role as Chairman of the International Business Development committee, Tom Marshall, director of Vela VKE, plays a critical role in the focus and strategy of this specialist section of the Association.

The International Business Development Section (IBDS) was established some three years ago as trade opportunities opened up for South African firms and a need arose to assist firms with the process of identifying opportunities, exporting professional services and operating across borders.

"South African engineers work all over the world, but usually performing in senior executive positions for foreign firms and in my travels, I am often quizzed by people as to why they don't see more South African companies working internationally," says Tom.

"I think it is because too many of our local firms are not "export ready" and therefore slow off the mark, and because of this I feel that the IBDS' major role is in supporting our member firms in the export of services. The committee's success and achievements to date support this and illustrate that the section is effective in leveraging the market and marketing South

African consulting engineering on a level which the firms themselves can't achieve.

"As a section, we focus on marketing South Africa and the local industry, thereby building the credibility of our capabilities in foreign markets. We also work hard to obtain the support of our national government for our industry. We aim to change government's perception of export from that of only exporting products, raw materials and goods to see value in exporting professional services as well.

"It is indicative of how far we have come in that the latest policy documents generated by government are extremely positive in their approach to the export of services. In practical terms it is evident in the fact that our government has now established a Consultants Trust Fund at the World Bank and that rules relating to exports have been adopted to specifically support costs related to engineering services exports.

"In addition, Roelof van Tonder and I have now been invited to sit on a DTI panel to evaluate applications for the funding of feasibility studies"

He says that of some 470 firms, which are members of the Association, 43 are members of the IBDS and

although the majority of them are larger firms, there are also a surprising number of smaller firms.

"Several small member firms are doing very well across our borders, typically they are those operating in specialist niche services, often linking up to work with some of their South African clients as they enter new markets. This arrangement makes sense for both parties, since the private client is accustomed to working with this consulting engineer."

Tom says that South African industry, particularly the private sector, is the fourth largest investor in Africa at the moment and that South African consultants are very good at adapting to African conditions.

"This I think stems from our multicultural background and the fact that we are already very comfortable working in joint ventures and partnerships in our own environment. This enables us to work successfully with local partners in other African countries, differentiating us from other foreign firms.

"This is something that the Association strongly advocates, since we have a responsibility to assist our African counterparts with technology transfer, skills

development and capacity building. Our IBDS members have successfully built long-term partnerships with engineers in the countries in which they work, which means that should a large project come on stream, they do not have to participate in the mad scramble to set up local partnerships."

Offering some advice to firms wishing to join the IBDS, Tom says that they will participate in invaluable missions to countries which have been identified by the section as having potential. Among countries that have been identified as priority areas are Angola and the DRC. A recent mission to Angola was attended by a delegation of 20 firms, with many of these firms requesting a follow up visit.

Says Tom: "Firms are well advised to begin exporting of services to Anglophone countries in order to avoid the pitfalls of working in foreign languages, however, Angola, which is close to home, offers a very good opportunity since it has huge economic potential and has stabilised politically since the end of the war. Many of the projects there are privately funded and will go ahead whether they get donor funds or not."

# IDENTIFICATION AND RESERVATION OF WORK IN THE BUILT ENVIRONMENT PROFESSION

## The ramifications for Consulting Engineers

By Ivor Evans

The reservation of work which can be done by engineering professionals is a hot topic nowadays with speculation on its justification, its unconstitutional implications and the impact on the built environment professions.

What does the law say? The Council for the Built Environment (CBE) is, in terms of Act 43 of 2000, obliged to "determine policy with regard to the identification of work for the different categories of registered persons" and must "identify the scope of work for every category". ECSA, as one of the six statutory councils for the professions must, after completing a process of consultation "submit recommendations to the CBE regarding the work identified for its consideration and identification".

Can identification and reservation of work be justified? Voices in this debate assert that reserving work for a certain category of person (i.e. denying freedom of choice) is unconstitutional, or otherwise anti-competitive. Dealing with the first assertion, it is evident that engineering work, in attempting to serve society and economic activity, has in addition to its vast positive impact, potentially detrimental risks and effects which can impact on the health and safety of people, and on the physical environment. Engineering work must be carried out effectively and efficiently, to maximise positive benefits, with measures included to protect the health, safety and general interest of the public. ECSA uses three mechanisms to achieve this: registration of engineering professionals, identification of work they may perform and a discipli-

nary mechanism to sanction unprofessional conduct.

Concerning anti-competitive aspects, the Competition Board accepts that entry standards to a profession are best set by its experts and that the ensuing restriction of competition is justifiable in the public interest. Work reservation should distinguish between (a) members of the public to whom a service is supplied and (b) the internal needs of employers and the public service. Note that (a) applies to service delivery by Consulting Engineers.

How has ECSA approached Identification of Work? ECSA considers the main purpose of identifying engineering work to be reserved is to ensure that a person performing the work is competent, ethical and accountable, with recourse through ECSA should the person fail to so perform the work. This applies to persons registered in each of the ECSA categories: Professional Engineer, Engineering Technologist, Certificated Engineer and Engineering Technician. ECSA has developed competency standards for each category - Stage 1 being qualification and Stage 2 being competencies for professional levels of performance, which are described in terms of type of engineering activities, problem solving, required knowledge and skills, and level of responsibility. These competency standards provide the basis of identifying work to be reserved.

How does ECSA define work to be reserved? This is encapsulated for the four ECSA categories in terms of the "level of problem solving" in the activity, being "complex" for the Engineer, "broadly defined" for Technologist, "broadly defined plus specific requirements" for the Certifi-

cated Engineer "well defined" for the Technician. These levels match the Stage 2 competencies for each category. Considering the content of engineering work (design, manufacturing) the context (consulting, government employee) all require generic competencies and ECSA's definition of work to be reserved has been based solely on generic and broad competence.

What engineering work is to be reserved? ECSA's Steering Committee for Identification of Engineering Work has listed 18 generic examples on engineering work needing to be reserved. All these are considered to have impact on public health, safety and the environment. They include design, planning, management, implementation, research, education, academic teaching, mentoring - all related to or relevant to execution of engineering work. The committee's draft report will be circulated to its reference group of some 50 organisations and individuals as well as to institutions and other stakeholders in the profession. The committee has furthermore developed a "Framework" to be used for the identification of specific examples of engineering work to be reserved - this is a subsequent, longer task, to formulate the relevant legal Regulations.

Are there exemptions or overlaps? Obvious exemptions are where persons registered in other built environment professions, whose education, training and experience have rendered them competent to perform functions overlapping with engineering work. Also there exists in ECSA's Specified Categories, work reserved for practitioners such as Lift Inspectors. Perhaps the most



Ivor Evans, chairman of the Identification of Engineering Works Committee of the Engineering Council of South Africa (ECSA) and a former President of SAACE.

significant overlap is that between engineering work and "project and construction management" ECSA has engaged with the SA Council for the Project and Construction Management Professions (SACPCMP). Both sides acknowledge overlap exists. Dialogue to date has confirmed that SACPCMP accept management activities to be part of engineering work, but persons engaged in "management of construction projects" or of "construction" must be registered with SACPCMP. It is expected that further development of these standpoints will accommodate the overlap without insistence on dual registration.

What are the ramifications for Consulting Engineers? Consulting Engineers deliver services to clients and the public which invariably have impact on public health, safety and the environment. This covers the greatest part of engineering work intended to be reserved. Therefore it is vital that consulting engineers and their key staff be registered persons, able to undertake work which will be reserved. A rider to the reservation of work is that unregistered persons may undertake such work provided it is under the supervision or mentorship of a registered person, who takes responsibility for the work. Considering the ECSA/SACPCMP overlap it appears advisable for firms presenting themselves as Professional Construction Project Managers able to undertake "management of construction projects" or of

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# SAACE GLENRAND MIB EXCELLENCE AWARDS

In the category of Journalist of the Year, the winner was named as Elizabeth Shorten of IMIESA for her in-depth article based on a series of interviews with key stakeholders on the ramifications of the new Occupational Health and Safety Regulations and the impacts for consulting engineers.

Says Graham Pirie, chief executive officer: "We are pleased that this year's competition attracted such interest from our member firms and it demonstrates that the prestige attached to the event has grown substantially over the years."



#### CATEGORY: PROJECTS OVER R5-MILLION

From left: (name) (name) (name) (name) of WSP; David Cambell, Glenrand MIB, and Althea Povey, President SAACE. WSP was named as the winner for its electrical and mechanical designs and installations at the Aspen Pharmacare OSD plant in Port Elizabeth, Eastern Cape



#### CATEGORY: JOURNALIST OF THE YEAR

From left: David Campbell of Glenrand MIB; Elizabeth Shorten of 3S Shorten Publishing and Althea Povey, President SAACE. Elizabeth won for her in depth article on the Occupational Health and Safety Regulations in IMIESA magazine.



#### CATEGORY: VISIONARY CLIENT OF THE YEAR

From left David Campbell, Glenrand MIB, Martie van Rensburg and David Keyser of the Trans Caledon Tunnel Authority (TCTA), which was nominated for its continuing sound work in the provision of water through its latest project n The Berg Water Project in the Western Cape. Its model of infrastructure investment and development has earned the project AAA ratings from Fitch and others with or without government guarantees thereby making it an excellent example of how international funding institutions and commercial banks can cooperate to contribute to a funding package.

## WINNERS



#### CATEGORY: YOUNG ENGINEER OF THE YEAR

From left: David Campbell of Glenrand MIB; Tracy Going (MC); Khelane Ndwandwe of Asakheni Consulting; Neresh Pather, Chairman of the Young Professionalis Forum and Webster Ndodana, 1st Vice President of SAACE. Khelane was commended in his nomination for his lifelong commitment to obtain an education, through which he taught maths and science not only himself but also to other pupils in an under-resourced rural high school from text books sent to him by his brother in Johannesburg - demonstrating that he is a worthy role model to youth in South Africa.



#### CATEGORY: PROJECTS UNDER R5-MILLION

From left: (name) (name) (name) (name) (name) of WRP and DMM and Althea Povey, President SAACE WRP and DMM were named as winners for the Sebokeng Evaton Leakage Reduction Public Private Partnership, which is a first of its kind in that the consultants have taken on 100% of the financial risk through an extremely complex PPP involving no fewer than 12 key role players.



#### CATEGORY: INTERNATIONAL BUSINESS DEVELOPER OF THE YEAR

From left: (name) (name) David Campbell of Glenrand MIB; (name) (name) of BKS Global which was named as winner for its sound understanding of the international market, combined with its sound business development initiatives, ethics and reputation as a leading engineering and management consultancy.

## COMMENDATIONS



**CATEGORY: YOUNG COMPANY OF THE YEAR**  
From left David Cambell, Glenrand MIB and Ron McKenzie of WRP Consulting Engineers which received a commendation for the innovative way in which it tackles projects, its steady growth, outstanding results and the brave risks it takes which shows its commitment to assisting local authorities with the daunting task of delivering infrastructure with little or no financial resources.



**CATEGORY: PROJECTS OVER R5-MILLION**  
From left: (name) (name) BKS; Althea Povey, President SAACE and David Cambell, Glenrand MIB. BKS received a commendation for its Nandoni Dam Relocation Action Plan which successfully intertwined civil engineering with the intricacies of rural South Africa, making this project an outstanding example of attention to individual regard and cultural respect.



**CATEGORY: PROJECTS OVER R5-MILLION**  
From left: (name) (name) (name) of Bosch Projects and Semele Bosch Africa; David Cambell, Glenrand MIB, and Althea Povey, President SAACE. Bosch Projects and Semele Bosch Africa (SBA) received a commendation for the Kagera Sugar Project in the remote north west of Tanzania which has contributed to the recognition of South African engineering and construction capability.



**CATEGORY: INTERNATIONAL BUSINESS DEVELOPER OF THE YEAR**  
From left: (name)??.. Bosch Projects received a commendation in this category for growing the export of its services from originally 10% of its business to over 80% of its total business in less than three years, effectively seeing a 400% increase after the first year and another 200% after the second year.



**CATEGORY: BUSINESS EXCELLENCE**  
From left: David Cambell of Glenrand MIB, Francois Swart of Bigen, (name) of Bigen and Althea Povey, President SAACE. Bigen Africa received a commendation for its innovative business approach to consulting engineering



## SOCIAL



# CONSULTING ENGINEERS MUST ADAPT TO CLIENT NEEDS

During her presidential visits to our 12 branches around the country, Althea Povey, has met with various MECs, mayors, DGs and other equally influential representatives of client bodies. Says Althea: "Aside from informing these representatives about the Association and its member firms, I have also listened with interest to their concerns and expectations. Without exception, the consistent message from public sector clients throughout the country was - delivery, delivery, delivery!"

"From my many discussions it is evident that there is a severe lack of engineering skills within many provincial departments, with the situation reaching crisis proportions at local authority level. For example, there are appar-



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ently only three qualified engineering officials throughout all the municipalities in the Limpopo Province. Clearly this shortage is one of the factors impeding service delivery"

Another disturbing factor is the hint at a lack of trust in the profession. On exploring this issue further it became apparent to Althea that this distrust is often grounded in ignorance.

"The ignorance is about

who we are, what we do and how we can assist with urgent service delivery. This is exacerbated by a shortcoming on our part to communicate in an open and straightforward way. In other words - to drop the technical jargon and focus instead on understanding the delivery demands and challenges

our clients face and working with them in meeting their goals and objectives.

"Our intellectual capacity is beyond doubt but our ability to use these capacities in innovative ways is being questioned.

"There is definitely a perception that we are very conservative thinkers that rely on manuals instead of thinking "out of the box". This is best illustrated in the words of one MEC: "My term of office is lim-

ited and I am required to deliver within this time; don't tell me that you can't deliver the project in time - make a plan!" The simple solution in this case was to phase the project so that one phase could be used at a launch. Not rocket science but just developing the ability to understand and work with the client.

"Our clients know that we are one of the most valuable resources in the development of our country. We have the ability and more importantly the passion to address the unique challenges of delivery. Together, clients and consulting engineers can and must maintain a sustainable industry that will continue to improve the everyday living conditions of all of the people in South Africa."

## So you wannabe a professional? hosts great turnout

Over 70 delegates turned out for the Wannabe Workshop which was designed to introduce ECSA's CPD policy and offer potential solutions on both how to register, in all the various categories and disciplines, with ECSA, interpret the CPD policy and also how to participate in and log CPD training.

Primary presenters included du Toit Grobler of ECSA and Johan Gerber of Lifelong Learning Solutions, who is a CPD solutions expert having managed CPD for the medical sector for over eight years. Additional presenters included tax and business expert, Veronica Corrado of Corrado and Associates and Tom Cook, a business improvement specialist from Proudfoot Consulting.

Says Johan van Schalkwyk: "The combination of Registration and CPD, with the additional topics of entrepreneurship and maximising profitability through productivity, process and people, was intended to give particularly young engineers a clear path forward in terms of how to register, how to participate in and log continuing professional development, and additionally an introduction to some of the basic business requirements such as registering a company and the various tax and levy requirements, as well as basic management solution skills and out-of-the-box thinking."

The workshop was opened by an entertaining and lively presentation by Proudfoot consultant, Tom Cook, who illustrated with an exercise at the outset that people's innate resistance to change immediately results in decreasing productivity and quality.



## Young Engineer of the Year

Khelane Ndwandwe is a 35 year old graduate of Wits Technikon and Pretoria University who holds a National Diploma in Civil Engineering, a BTech in Structural Engineering and a BSc Hons. in Structures from Pretoria University. He is currently completing his Masters Degree in Structures at Pretoria University.

He was nominated by his firm Asakheni Consulting Engineers (Pty) Ltd not only for these academic achievements which are made all the more remarkable considering his simple rural beginnings in a village near Vryheid.

Says Balibeng Dube, Managing Director of Asakheni, regarding the nomination: "We commend Khelane on his commitment to obtaining an education, during which time he taught maths and science not only to himself but also to his fellow pupils in an under-resourced rural high school. His only text books were those sent to him by his brother in Johannesburg.

"Up to 2001, Khelane continued to teach maths and science to matric students in evening classes demonstrating that he is a worthy role model to youth in South Africa. We are proud of his achievements."

Says Khelane: "I am very honoured to have been named as the winner and to have been given the opportunity to represent young South African engineers. I am also grateful to Kagiso Trust for sponsoring me to attend the FIDIC Conference in Beijing. This will be my first opportunity to travel overseas and I plan to make the experience a worthwhile one (and one) which will contribute towards my career development."



Khelane Ndwandwe, Asakheni Consulting

# IBDS HEADS NORTH - Destination: African Development Bank

Many members of the Association may ask, "Why visit the African Development Bank (AfDB) in the northern tip of Africa?" Roelof van Tonder, manager International Business Development Section (IBDS) says that the motivation is simple - South Africa is a 4 percent shareholder in the bank and it is the largest AAA rated development agency in Africa. The Bank is the primary implementation agency of many important projects in Africa and offers a safe avenue for the export of professional services from South Africa to Africa. One of the most important advantages of working with the Bank is that they pay firms directly for services rendered.

The South African delegation was well received by the Bank with all the main divisions of the Bank meeting with the delegation and sharing information on procurement methods, as well as current and future projects. The IBDS secured the active participation of the SA Ambassador in Tunis, Ambassador Danie Meyer, who hosted a dinner for the

delegation with top bank officials and who was also instrumental in facilitating the signing of a Cooperation Agreement between the Association and its Tunisian counterpart.

"The main reason for the visit was to ensure that our industry is positively perceived by the Bank and to ensure early involvement of consulting engineers in the project cycle. This facilitates value-added exports on a broader scale for the South African economy, and at the same time improves infrastructure links between South Africa and the rest of the continent.

"Active participation by the Department of Foreign Affairs and the DTI confirms that the IBDS has succeeded in convincing them that the built environment industry is key to improving trade and opening new markets in Africa and the rest of the world. On the one hand, the DTI can assist with improved market access through its programmes, while consulting engineers can open up markets by getting involved in the feasibility and design phase of projects.

Roelof says that the SA National Treasury, which is responsible for the South African 4% shareholding in the bank, stated during the visit that South Africa's share of business generated by the bank should be increased.

"If South Africa can achieve a 4% share of certain funding programmes for the financial years 2005-2007, this would translate into potential exports from SA of around R500-million per annum. For example, from 2003 ñ 2004 South Africa received 11 consulting appointments from the bank representing about 0.71% and 0.24% of the total value of consulting work generated by the bank for those years. This clearly can be improved on!"

Going forward, Roelof says that arrangements for a series of AfDB Business Opportunity Seminars throughout South Africa, endorsed by the DTI and the National Treasury, is at an advanced stage. The School of Consulting Engineering (SCE) is coordinating the events and it will not only involve members of the

Association, but will also invite relevant firms from the larger export community in South Africa ensuring they are exposed to the procurement methods and opportunities offered by the bank. Tentative dates for the seminars are October 24-28 2005, with venues to be proposed in Johannesburg, Cape Town and Durban.

"Members of GAMA in the region will also be invited to attend the seminars. In addition, as chairman of the Infrastructure Working Group of the recently established Nepad Business Foundation (NBF), I intend to invite relevant role players in the NBF to participate in these seminars."



caption for all these people please

## CAS deals with Public Sector Procurement queries

Quentin Koen, manager of the Contractual Affairs Section (CAS) of the Association, reports that the Association has, through CAS, had some recent successes with regards to dealing with procurement irregularities.

Says Quentin: "In a recent request for proposals issued by a client body, we noted that it was indicated that the PPPFA Regulations, dated October 2004, would be used to evaluate the bid and that a score card was to be used to determine the bidding firm's preference points (the point out of 10 as per the PPPFA). A threshold of 4 out of a pos-

sible 10 was set. If the firm's preference score was less than 4, then the bid would be non responsive.

"The Association responded in writing to the client to point out that the October 2004 Regulations are merely draft regulations, and have no force in law. The PPPFA Regulations dated 2001, are in fact the applicable regulations. Furthermore, we highlighted that the PPPFA does not make provision for any thresholds on price or preference. The only threshold allowed for is for functionality (Supply Chain Management Office Practice Note Number SCM3 of 2003).

"We are pleased that, as a result of our efforts, the client removed the threshold."

The Association assists members with contractual issues, although not on an individual member basis. If, however, the contractual complaint is a general one affecting all the members in the area, then the Association will assist. The CAS further assists with matters relating to procurement legislation.

The Association receives numerous complaints, relating to clients contravening the provisions in the procurement legislation. "In such cases, the Association will write a letter to the client involved, on

behalf of the member, requesting them to correct the matter. If this does not have the desired effect, then a decision will be made on the appropriate action steps to be taken, in each specific case. In this way members are protected from possible prejudice by the client. In addition, the Association has a National Liaison Committee (NLC) system through which members can liaise with clients, regarding matters affecting them."

Refer to the website for further information on NLCs: [www.saace.co.za](http://www.saace.co.za) under committees / NLC matrix.

Message from Graham's desk



# UNIFICATION OF THE CONSTRUCTION INDUSTRY AND THE STRENGTH OF COLLECTIVE NEGOTIATION

This year, the construction industry, and many of its organisations and industry bodies have been involved in the process of developing a Construction Industry Charter. Certainly, it has taken up the bulk of my and many of our members' time this year.

Negotiations have been time consuming and involve many different people in different parts of our industry, each with their own needs and requirements for their constituents, but I think what we all agree on is that the construction industry is a national asset which is essential for growth in GDP, employment and poverty alleviation.

Perhaps one of the most valuable lessons that we are learning through the charter process is that our industry should be a single, cohesive and uncomplicated asset that provides a service which is efficient, competitive and world-class. With these overriding principles in mind, it is

through the unification of the industry that we are learning critical lessons in collective strength, united bargaining and liaison, and how to streamline our industry for effectiveness, efficiency and the benefit of all who participate in it.

Since 1994 ownership has been the main criteria of empowerment, this has resulted in an industry polarised into fragmented black and white groups with a proliferation of fronting. This situation is not sustainable for any of the participants and does little to bring about sound transformation.

The Charter is being designed jointly by government, industry and labour to achieve two goals - firstly, to give direction and set targets for the transformation of the established construction and consulting businesses, without excluding or discounting the experience and knowledge that resides there. And secondly, to ensure that the emerging or developing busi-

nesses in the industry are given sufficient support and assistance in developing operational and financial capacity so that they can grow and develop their own business entities. For this to happen, amongst other things, clients will need to adjust their procurement practices in line with the balanced scorecard produced by the construction industry.

As a first step to celebrating this new era in the construction industry, both SAFCEC and ourselves took a decision early on, to devote our joint conference to the benefit of the broader industry and the unpacking of the contents of the charter itself. We believe that, as a result, the Construction Conference will have a wide appeal, especially to client bodies, and we are anticipating in excess of 500 delegates to attend.

Moving forward it has also become clear to me, that the Association itself needs to continue its transformation, and talk about what we have

already achieved. We already have increasing black participation in our association structures, but perhaps not many of our members and stakeholders are aware of this. As a first step, we will be evaluating our role as an Association in light of the outcomes of the charter, we will redefine our participation and increase our relevance in relation to the changing circumstances with the objective of becoming more relevant and more accessible to members. In doing this we will undertake an exercise to measure our brand and the perception of our services and will review this in a strategic planning workshop early in 2006.

Many can identify the need to change, but the measure of success lies in whether or not we have the ability to effect change, in ourselves and in our businesses.

For more information contact Graham Pirie, chief executive officer, on (011) 463-2022.

## Editor's note

Dear Readers

Well this is one of our bumper editions of the year, as it is the one in which we showcase all the winners of the Excellence Awards.

With the looming implementation of CPD from 1 January 2006, we bring you a guest article from ECSA on the Identification of Engineering Works and news of a workshop held by the School of Consulting Engineering on registration and CPD. In the next issue, we aim to bring you a step by step article on registration. In the meantime, I can recommend a visit to the ECSA website, [www.ecsa.co.za](http://www.ecsa.co.za) where you will find all the registration documentation you need.

In breaking news, the School of Consulting Engineering has taken up an opportunity to develop and broadcast 10 training modules via DSTV in conjunction with Lifelong Learning Solutions. This programme - a first of its kind in this sector - will provide all consulting engineers who make use of the e-learning service with an opportunity to earn the all important 1 compulsory credit per year.

Lorraine Robertson-Tarr: Editor  
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## CALENDER OF EVENTS

Date	Event	Venue
5-7 September	*CIETS NQF5	George
8-10 September	*CIETS NQF7	George
12-14 September	*CIETS NQF5	Cape Town
15-17 September	*CIETS NQF7	Cape Town
17 September	SAACE Relay, Fountains Valley Resort	Pretoria
28-10 September	*Project Management	KwaZulu-Natal
29 September	SAACE Golf Day, Irene Country Club	Pretoria
9-11 October	The Construction Conference	Sun City
18-21 October	IMESA Conference	Port Elizabeth
24-28 October	*Quality Management	Gauteng
31 Oct - 2 November	*Project Management	Gauteng
23-25 November	*Project Management	Western Cape

\*School of Consulting Engineering - For more information on SCE events, contact Johan van Schalkwyk on (011) 463-2022 or [johanv@saace.co.za](mailto:johanv@saace.co.za)

### MAILING LIST

This newsletter is mailed as a service to member firms and their clients. Kindly assist the Association in reducing waste, if you are changing, or have recently changed your postal address, please send your updated details to [jnewman@saace.co.za](mailto:jnewman@saace.co.za).