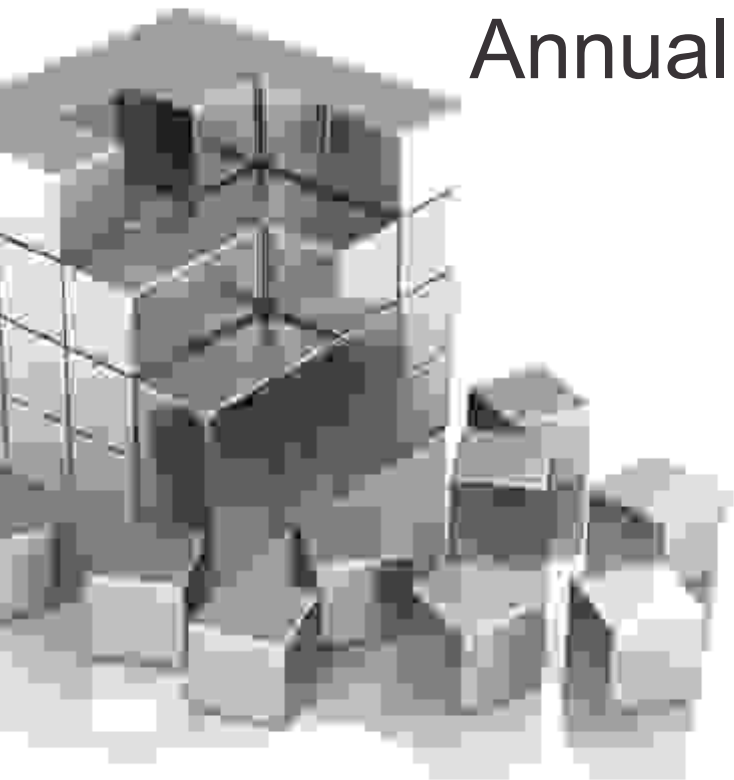


C | B | E

COUNCIL
FOR THE BUILT
ENVIRONMENT

architecture
engineering
landscape architecture
project & construction management
property valuation
quantity surveying

Annual Performance Plan 2014-2015



Message from the Minister of Public Works

South Africa is still faced with a number of socio-economic challenges such as unemployment, poverty and inequality. The growing consensus is that the State ought to play a more direct role in the economy, particularly under the current global economic climate characterised by high uncertainty and low levels of economic growth. In his 2013 State of the Nation Address, President Jacob Zuma emphasised government's commitment to fighting unemployment and poverty through increased investment in infrastructure.

The CBE, in collaboration with the Department, will contribute to the success of the Infrastructure Development Cluster of government will ensure that the planned R787 billion infrastructure expenditure is effectively executed. Infrastructure is viewed as key to accessing markets and enables the development of other sectors and industries, whilst acting as facilitator for human development. Within this context, the role of the infrastructure departments such as the Department of Public Works (DPW) and its entities within the built environment (BE) and construction sector becomes fundamental.

At the centre of the business of the Department is the transformation of the property and construction sectors. It is therefore my great concern that the number of black built environment (BE) professionals still remains under 25%. This situation is worsened by the fact that some of the built environment graduates cannot find relevant placements for their experiential training. More effort into addressing the composition of the built environment professions (BEPs) is required.

Linked to the issues of transformation is the broader priority of skills development and access to the built environment professions by individuals from previously disadvantaged backgrounds. In partnership with the Department of Basic Education and the Department of Higher Education and Training (DHET) and other entities, the CBE – under the guidance of the Department of Public Works – will drive the implementation of skills-development initiatives with the ultimate goal of improving a balanced representation of all racial groups and increased participation within the BEPs. The CBE will play a critical role in developing policies and processes to unblock the built environment skills pipeline.

Over the medium term, the Department of Public Works will also prioritise the review of the legislative and regulatory arrangements within the built environment with the aim of strengthening governance and institutional arrangements within the sector, and more importantly, to ensure that the built environment professions continue to play a meaningful role in the developmental objectives of the State as well as priorities of the Department of Public Works in particular.

I have full confidence in the CBE in implementing this Annual Performance Plan (APP). As the Executive Authority, I therefore take this opportunity to endorse this Annual Performance Plan and provide my assurance that I am committed to its implementation.



Honourable T. W. Nxesi (MP)
Minister of Public Works

Message from the Chairperson of the Council

South Africa has embarked on a developmental approach which strategically positions the Built Environment as a key driver of development: The CBE Council has taken a new direction in its strategic planning, which is intended to make the CBE a relevant and responsive leader in the Built Environment, while providing more efficient service to its stakeholders.

South Africa's socio-economic environment remains dynamic. The CBE's long-term view takes into consideration the wider scope of the built environment professionals' essential role in the country's development priorities. One of the key areas of focus for the organisation is continuously contributing towards Outcome 6 of the government priorities is aimed at delivering on an efficient, competitive and responsive economic infrastructure network which has subsidiary 6 sub-outcomes in support of the implementation of the National Development Plan (NDP).

Transformation remains one of the key challenges facing the built environment sector and it remains one of the priority areas for the CBE Council. We realise that the effects of the sector not being transformed not only affects ourselves but it is an issue of concern to the nation. The CBE will work effortlessly with the six Professional Councils in implementing the commitments made based on the framework on transformation. I believe that this will over and above, restore the country's confidence in its statutory bodies that are meant to serve on built environment issues.

The financial year ahead presents an opportunity for Council to ensure that the CBE is capacitated with requisite skills for delivery on the targets contained in this Annual Performance Plan (APP). The current challenges and opportunities presented by the sector offer an opportunity for the CBE to effectively implement its mandate of actively supporting government through advice on issues pertaining to the built environment. Instrumental in achieving this goal, is the piloting of the knowledge and information hub which is aimed at creating a centralised research driven platform for the various built environment stakeholders. This platform is expected to enable the CBE to have impact and provide futuristic information that would influence development of effective strategies for built environment related issues. It is expected that this will enable the CBE to widen its impact and relevance locally and globally.

In improving our efficiency, the CBE is adopting a strategy-linked delivery model. It is envisaged that this will enable us to have the appropriate models that enable effectiveness, efficiency and importantly, relevance of the organisation. At the CBE Council level, we will strive to strengthen governance and control, and thus position the CBE to operate at an optimal level, which will further position the organisation to become a gateway to the African continent in support of the African Agenda as stipulated by His Excellency, the President of South Africa.



Portia Tau-Sekati (Ms)

Chairperson of the CBE Council

Official Sign-off

It is hereby certified that this Annual Performance Plan was developed by the management of the Council for the Built Environment under the guidance of the Minister of Public Works. It was prepared in line with the current Strategic Plan of the Council for the Built Environment and accurately reflects the performance targets which the CBE will endeavour to achieve given the resources made available in the budget for the 2014/15 financial years.



Nana Mhlongo (Ms)
Acting Manager: CEO's Office



Maphefo Sedite (Ms)
Chief Financial Officer



Gugu Mazibuko (Ms)
Chief Executive Officer



Portia Tau-Sekati (Ms)
Chairperson: CBE Council

Approved by:



Honourable T. W. Nxesi (MP)
Minister of Public Works

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Acronyms and Definitions Used in the Plan:

APP	Annual Performance Plan
AG	Auditor-General
BE	Built Environment
BEE	Black Economic Empowerment
BEP	Built Environment Profession
BEPC	Built Environment Professional Council
CBE	Council for the Built Environment
CC	Competition Commission
CHE	Council for Higher Education
CI	Construction Industry
CIIP	Centre of Innovation and Integrated Planning
CIIs	Construction Industry indicators used to measure performance, growth and improvements
Council	The appointed members of the Council of the CBE
DHET	Department of Higher Education and Training
DPW	Department of Public Works
ICT	Information and Communications Technology
IDoW	Identification of Work
The Minister	Minister of Public Works
MoU	Memorandum of Understanding
MoA	Memorandum of Agreement
MTEF	Medium Term Expenditure Framework
PFMA	Public Finance Management Act, 1999 (Act 1 of 1999)
QCTO	Quality Council for Trades and Occupations
RPL	Recognition of Prior Learning

PART A: STRATEGIC OVERVIEW

1. Updated Situational Analysis

The year 2014 represents the final point of the implementation of the Medium Term Strategic Framework (MTSF) of the current administration, as mandated by the electorate during the 2009 elections. The CBE has taken into consideration the strategic plan of the Department of Public Works to ensure that the organisation is effectively responding to the Department's goals, thus responding to national goals. In line with the MTSF, the CBE is implementing programmes that are to contribute to the government's infrastructure investment programme aimed at expanding and improving social and economic infrastructure.

Any possible decline in the economic growth will pose threat on the growth prospects in key sectors such as the construction sector and residential property markets within which the built environment (BE) professionals, largely operate. The South African government has adopted a developmental state approach with intentional intervention when markets fail. It is in such circumstances where the role of regulatory bodies such as the CBE and BE professional councils (BEPCs) becomes even more significant in providing leadership and direct professional practice to the most urgent priorities of the country.

The 2014 MTEF planning process is in a period of the reintroduction of discussions to amend the regulatory arrangements within the BE by the Department. From an optimistic and strategic point of view, this presents an opportunity for the BEPCs and the CBE to redefine and reaffirm their strategic relevance and their unique competitive advantage within the public-sector landscape. The outcomes of the discussions on the legislative review cannot be pre-empted, and there will be some level of operational uncertainty that it will present. The current legislation continues to be used as a base for execution of the CBE' Strategic Plan and the Annual Performance Plan.

The CBE views the period between 2014 and 2018 as a time to consolidate and position the BEPs as important contributors to the development priorities of the State.

Key CBE priorities include:

- aligning the policy planning and reporting processes of BEPCs to the government's planning cycles and the government's priorities.

- strengthening monitoring and regulatory work on delegated public functions of the BEPCs.

establishing a structured candidacy built environment graduate programme to address bottlenecks in the skills pipeline

stepping up mechanisms to drive transformation and ensuring adequate representation of women and black people within the BE.

supporting workplace training of BE graduates/candidates and interns to deepen competencies and to promote professional registration.

establishing and strengthening ties with equivalent bodies within the African continent, with specific focus on the Southern African Development Community region.

enhancing internal systems, controls and capabilities to allow the organisation to deliver on its mandate and strategic goals.

1.1. Performance Environment

As a statutory entity established by the CBE Act of 2000, (Act 43 of 2000), the CBE has adopted the government monitoring and evaluation framework as a basis to inform its planning and monitoring processes. The organisation also adopts the National Treasury Framework for Strategic Plans and Annual Performance Plans (APP's).

Regarding performance, the organisation continues to make improvements in areas of policy development with the aim of ensuring an efficient regulation of the built environment professions. The CBE has established a task team in collaboration with the Department to ensure that the process of policy development is expedited to enable the discharge of the public functions of the CBE and BEPCs. The functions of the task team includes working with the DPW to develop regulations for certain key public functions in order to ensure compliance by the BE professions.

In financial management, good progress has been realised, with the organisation receiving an unqualified audit opinion in the past two financial years.

Good progress has been realised in the process of the Identification of Work (work ringfenced to be done by only by registered persons), and serves as one of the instruments for public protection. Identification of Work (IDoW) applications of five Councils have been submitted to the Competition Commission (CC) for exemption. The CC has begun the process of consultation with the relevant stakeholders in the sector. The remaining IDoW will be finalised during the course of the financial year. In the previous years, the CBE entered into working agreements with the six BEPCs with the aim of expediting the completion of the IDoW policies.

Transformation remains an area of priority for the CBE. In the past financial year, a transformation framework was developed and adopted by the key stakeholders, including the BEPCs. Into the future, the CBE will prioritise capacitating the organisation to ensure the implementation of this framework. The model that has been adopted for transformation does not only focus on numbers of professionals in the sector, but a comprehensive focus of a transformed built environment sector.

1.2. Organisational environment

As the CBE progresses in making impact in the built environment sector, growth in the organisational structure has been inevitable. Moreover, the organisation has taken a reflection on issues that affect the delivery of the mandate, and measures have been put in place to enhance delivery. In ensuring an effective operation of the CBE, the organisation re-visited the naming of the three programmes to ensure that they relate to the focus of the organisation.

The mandate and strategic goals of the CBE as set by the Council continue to guide and inform the operations and processes of the organisation. Aligned to this, the CBE continuously identifies strategic and operational risks together with mitigation strategies to ensure valuable functioning of the organisation.

Over and above these, the CBE constantly recognises the changing international and domestic economic environment, including government's policy priorities. In line with this, the CBE ensures that it keeps abreast and finds relevance, in these.

1.3 Revisions to legislative and other mandates

No legislative revisions have been made to date, however the Ministry of Public Works has introduced a review of the Built Environment Policy, which is currently underway.

2. Overview of the 2014 Budget and MTEF Estimates

2.1 Relating Expenditure Estimates to Strategic Outcome-Oriented Goals

Expenditure per programme	Audited Outcome			Current year	Medium-Term Estimate		
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
<i>R in Thousands</i>							
Programme 1	15,209.00	15,278.00	15,539.00	16,433.00	18,715.00	17,306.00	20,168.02
Programme 2	7,068.00	4,139.00	3,492.00	8,472.00	8,604.00	10,632.00	7,539.44
Programme 3	5,942.00	7,913.00	6,548.00	10,360.00	10,985.00	13,196.00	15,439.32
Programme 4	3,146.00	2,737.00	2,600.00	4,222.00	4,880.00	4,717.00	5,518.89
Total Expenditure	31,365.00	30,067.00	28,179.00	39,487.00	43,184.00	45,851.00	48,665.67

Estimate per standard items	Audited Outcome			Current year	Medium-Term Estimate		
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
<i>R in Thousands</i>							
Revenue							
Grant allocation	25,527	27,433	28,146	37,959	41,572	44,291	46,638
Interest	70	378	322	140	150	150	170
Levies	2,277	1,657	1,784	1,717	1,803	1,803	1,870
Total Revenue	27,874	29,468	30,252	39,816	43,525	46,244	48,678
Economic classification							
	-	-	-	-	-	-	-
Current payments	31,365	30,067	28,179	39,487	43,184	45,851	48,665
<i>Compensation of employees</i>	14,407	14,140	13,707	17,583	19,138	19,778	23,140
Salaries and wages	14,407	14,140	13,707	17,583	19,138	19,778	23,140
Social contributions	-	-	-	-	-	-	-
<i>Goods and services</i>	16,958	15,927	14,472	21,904	24,046	26,073	25,525
Of which 1							
Agency and support / outsourced services	16,348	15,643	14,141	13,925	14,529	18,152	16,257
Communication	-	-	-	391	425	463	542

Estimate per standard items	Audited Outcome			Current year	Medium-Term Estimate		
Computer services	-	-	-	1,581	1,774	863	1,010
Consultants	-	-	-	1,950	2,695	2,337	2,734
Lease payments	-	-	-	3,968	4,526	4,152	4,858
Travel and subsistence	-	-	-	89	97	106	124
Depreciation	610	284	331	-	-	-	-
Losses from	-	-	-	-	-	-	-
Total Expenditure	31,365	30,067	28,179	39,487	43,184	45,851	48,665

2.2 Relating Expenditure Estimates to Strategic Outcome-Oriented Goals

The overall focus over the MTEF period will be to increase the organisations delivery of its mandate while also supporting government priorities. The following key areas have been identified as critical within the priorities, i.e skills roll out within the State Infrastructure Projects, Health and Safety within the built environment, labour intensive and green initiatives. To drive these projects, industry experts will be brought on board to undertake specialised research.

Focus within Research and Information in the Built Environment programme will be to position the CBE as the central research, knowledge and information hub for the built environment in South Africa and the continent. The aim is to assist in the provisioning of knowledge and information on the ongoing and planned infrastructure investment drive of the country and continent. This will enable the public sector in policy refinement and impact evaluation purposes, whilst for the private sector it will assist in leveraging and providing information for investment and Public Private Partnerships. To this end, the CBE will need to overhaul and upgrade its internal infrastructure to enable it to possess the necessary ICT hardware; software and applications to enable it to become an efficient knowledge hub for the built environment stakeholders. This undertaking will see an increase averaging 12.9% with the key cost drivers being research, knowledge and information gathering and publication, stakeholder forums including the annual built environment indaba and the acquisition and licensing of appropriate software and applications.

The skills shortages will be progressively addressed through projects allocated within the skills development programme, which will ensure that the throughput from universities is slightly increased. Programmes aimed at supporting a quality assured structured candidacy programme, which include mentors within the industry have been designed while the unlocking of the registration backlog through programmes related to a Quality Council for Trades and Occupations intervention programme are also envisaged. The drive within this project will be mainly through the use of mentoring services, travel and accommodation expenditure. The programme will also focus on the experiential training of candidates and interns to unlock the blockages in the built environment skills pipeline.

Protection of the Public will also feature prominently within the upcoming period whilst governance as well as monitoring are implemented. To achieve this, experts within the legal fraternity as well as built environment experts will be sourced to serve on Appeal Committees to hear appeals from aggrieved parties against decisions of BEPC's.

The full roll out of the Identification of Work (IDoW) will assist the governance of the professions. As this promulgation needs to be made in consultation with the Competition Commission, Publication of the identification of work regulations within the prescribed mediums will be one of the key drivers alongside awareness campaigns aimed at the general public, as well as registered professionals.

The above mentioned will realise an average increase rate of 7.3 per cent in the entity's expenditure, from R39.5 million to R48.7 million between 2013/14 and 2016/17 over the MTEF period

The CBE has an approved and funded establishment of 32 positions. Over the MTEF period, the organisation will continue to conduct a human capital assessment to ensure sufficient resources for the delivery of planned projects.

Within the area of skills development, spending will be directed towards the schools Maths and Science support programme and BE careers through awareness campaigns and workshops. The programme will look into workplace training of BE graduates to enable them to later register as fully fledged BE professionals, as outlined in Strategic Objective 2.

Within the area of skills, spending will be directed towards the school support programme through awareness campaigns and workshops. The programme will also ensure that the mentorship project is initiated, which will see spending, as mentors are assessed and accredited within the CBE, as outlined in Strategic Objective 2.

The engagement with African counterparts will continue as CBE endeavours to expand partnerships through current international Memoranda of Understanding (MoUs) within the BEP. The drive within this project will mainly involve travel and accommodation expenditure.

PART B: PROGRAM PLANS

Programme 1: Government Policies and Priorities Programme

Purpose: The purpose of this programme is to ensure a capacitated and capable CBE that is responsive to government’s development priorities in the built environment.

Strategic objective: To ensure that the CBE has necessary capacity and capability to support government’s development priorities within the built environment (including, infrastructure delivery programme, health and safety in construction, environmental sustainability and job creation)

Strategic Objective		Estimated performance			Estimated unaudited performance	Medium-term targets				
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
1	To ensure that the CBE has necessary capacity and capability to support government’s development priorities within the built environment. (These include: infrastructure delivery programme, health and safety in construction, environmental sustainability, job creation and transformation.)	-	- Implement systems, processes and controls designed to assist the organisation to deliver on its strategic mandate and goals	Implement systems, processes and controls designed to assist the organisation to deliver on its strategic mandate and goals	Efficient management of operations Proper financial controls, practices and management and an unqualified audit report and a capacitated organisation that delivers on its strategic mandate and is responsive to the government’s policies and priorities in the built environment.	A capacitated organisation that delivers on its strategic mandate and is responsive to the government’s policies and priorities in the built environment, and has an unqualified audit report.	A capacitated organisation that delivers on its strategic mandate and is responsive to the government’s policies and priorities in the built environment, and has an unqualified audit report.	A capacitated organisation that delivers on its strategic mandate and is responsive to the government’s policies and priorities in the built environment, and has an unqualified audit report.	A capacitated organisation that delivers on its strategic mandate and is responsive to the government’s policies and priorities in the built environment, and has an unqualified audit report.	A capacitated organisation that delivers on its strategic mandate and is responsive to the government’s policies and priorities in the built environment, and has an unqualified audit report.

Performance Indicators for Programme 1

Programme performance indicators		Audited Actual performance			Estimated Unaudited Performance	Medium-Term Targets			
		2010/11	2011/12	2012/13		2013/14	2014/15	2015/16	2016/17
1.1	One project to support government infrastructure delivery programme.	-	-	-	Projects to support government's infrastructure delivery established by 31 March 2014	One report on the skills needs regarding built environment graduates and professionals, required to support government's infrastructure delivery programme; implemented by 31 March 2015	Project/s to support government's infrastructure delivery implemented by 31 March 2016	Project/s to support government's infrastructure delivery implemented by 31 March 2017	Project/s to support government's infrastructure delivery implemented by 31 March 2018
1.2	One project on health and safety in construction initiatives.	-	-	-	Partnerships and projects on health and safety in construction established by 31 March 2014	One project to support health and safety initiatives in construction, implemented by 31 March 2015	Project/s to support health and safety initiatives in construction, implemented by 31 March 2016	Project/s to support health and safety initiatives in construction, implemented by 31 March 2017	Project/s to support health and safety initiatives in construction, implemented by 31 March 2018
1.3	One project on environmental sustainability within the built environment.	-	-	-	Partnerships and projects on environmental sustainability within the BE established by 31 March 2014	One project on environmental sustainability within the built environment implemented by 31 March 2015	Project/s on environmental sustainability within the built environment implemented by 31 March 2016	Project/s on environmental sustainability within the built environment implemented by 31 March 2017	Project/s on environmental sustainability within the built environment implemented by 31 March 2018

Programme performance indicators		Audited Actual performance			Estimated Unaudited Performance	Medium-Term Targets				
		2010/11	2011/12	2012/13		2013/14	2014/15	2015/16	2016/17	2017/18
1.4	One project to support government's job creation priorities through labour intensive construction.	-	-	-	Joint initiatives and projects on job creation established by 31 March 2014	One project on supporting job creation priorities of government, implemented by 31 March 2015	Project/s on supporting job creation priorities of government implemented by 31 March 2016	Project/s on supporting job creation priorities of government implemented by 31 March 2017	Project/s supporting on job creation priorities of government implemented by 31 March 2018	
1.5	One monitoring report on the transformation implementation programmes and targets by all six built environment professional councils (BEPCs) by the end of the financial year.	-	-	-	Report on implementation of transformation programmes and targets by 6 BEPCs by 31 March 2014	Report on implementation of transformation programmes and targets by 6 BEPCs by 31 March 2015	Report on implementation of transformation programmes and targets by 6 BEPCs by 31 March 2016	Report on implementation of transformation programmes and targets by 6 BEPCs by 31 March 2017	Report on implementation of transformation programmes and targets by 6 BEPCs by 31 March 2018	
1.6	An unqualified audit report (Proper financial and non-financial management)	-	-	-	An unqualified audit report (Proper financial management and sound internal control environment)	An unqualified audit report (Proper financial and non-financial management)	An unqualified audit report (Proper performance and financial management including unqualified performance assessment)	An unqualified audit report (Proper financial management and unqualified performance assessment)	An unqualified audit report (Proper financial management and unqualified performance assessment)	

Programme 1: Quarterly Targets

Performance indicator		Reporting period	Annual target 2014/15	Quarterly targets			
				1 st	2 nd	3 rd	4 th
1.1	One report on projects to support government infrastructure delivery programme by the end of financial year	Quarterly	One report on the skills needs regarding built environment graduates and professionals required to support government's infrastructure delivery programme by 31 March 2015	Research project plan on skills needs relating to built environment graduates and professionals required for government's infrastructure roll-out programme approved by COO.	First draft research report on skills needs relating to built environment graduates and professionals required for government's infrastructure roll-out programme	Second draft research report on skills needs relating to built environment graduates and professionals required for government's infrastructure roll-out programme	Final research report on skills needs relating to built environment graduates and professionals required for government's infrastructure roll-out programme approved by CEO.
1.2	One project on health and safety in construction initiatives.	Quarterly	One project to support health and safety in construction initiatives implemented by 31 March 2015	First quarter report on stakeholder consultations on incorporation of health and safety in built environment academic curricula	Second quarter report on stakeholder consultations on incorporation of health and safety in built environment academic curricula	Third quarter report on stakeholder consultations on incorporation of health and safety in built environment academic curricula	Fourth quarter report on the implementation of health and safety curriculum reform in built environment academic curricula approved by CEO.

1.3	One project on environmental sustainability within the built environment (BE).	Quarterly	One research project on environmental sustainability within the built environment implemented by 31 March 2015	Research project plan on environmental sustainability and green built environment issues	First progress report on the research on environmental sustainability and green built environment issues	Second report on the research on environmental sustainability and green built environment issues	Final report on the research on environmental sustainability and green built environment issues approved by CEO.
1.4	One report on initiatives and projects to support government's job creation priorities are implemented.	Quarterly	One project on supporting government's job creation priorities implemented by 31 March 2015	Research project plan on labour intensive construction and the engagement with built environment professionals	None	Preliminary research report on Labour intensive Construction research and engagement with built environment professionals	Final research report on labour intensive construction and the engagement with built environment professionals approved by CEO.
1.5	One monitoring and oversight report on the transformation implementation programmes and targets by all six built environment professional councils (BEPCs) by the end of the financial year.	Quarterly	One report on implementation of transformation programmes and targets by 6 BEPCs by 31 March 2015	First quarter progress report on transformation programmes and targets by six BEPCs	Second quarter progress report on transformation programmes and targets by 6 BEPCs	Third quarter progress report on transformation programmes and targets by 6 BEPCs	Fourth quarter progress report on transformation programmes and targets by six BEPCs approved by CEO.
1.6	An unqualified audit report (Proper financial and non-financial management)	Quarterly	Statutory compliance: Draft Annual Report submitted to National Treasury and Auditor General	Statutory compliance: First Draft Budget submitted to National Treasury Final Annual Report submitted to all relevant stakeholders First Draft Annual Performance Plan submitted to DPW	Statutory compliance: Second Draft Budget submitted to National Treasury Second Draft Annual Performance Plan submitted to DPW	Statutory compliance: Final ENE submitted to National Treasury Final Strategic Plan and APP submitted to DPW	Unqualified audit report

Programme 2: Skills Development in the Built Environment

Purpose: The purpose of this programme is to drive and facilitate skills and human resource development in the BE in line with the mandate of CBE and in support of national goals and priorities, as well as transformation.

Strategic objective 2: Drive and facilitate skills development and transformation within the Built Environment.

Strategic Objective		Actual performance			Estimated performance	Medium Targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
2	To drive and facilitate skills development and transformation within the Built Environment	-	-	-	CBE skills projects, initiatives and interventions at school level, tertiary, candidature and professional levels and participation in BE skills initiatives in the public sector; implemented by 31 March 2014	CBE skills projects, initiatives and interventions at school level, tertiary, candidature and professional levels and participation in BE skills initiatives in the public sector; implemented by 31 March 2015	CBE skills projects, initiatives and interventions at school level, tertiary, candidature and professional levels and in BE skills initiatives in the public sector; implemented by 31 March 2016	CBE skills projects, initiatives and interventions at school level, tertiary, candidature and professional levels and participation in BE skills initiatives in the public sector implemented; by 31 March 2017	CBE skills projects, initiatives and interventions at school level, tertiary, candidature and professional levels and participation in BE skills initiatives in the public sector; implemented by 31 March 2018

Programme 2 Performance Indicators

Strategic objective: Drive and facilitate skills development and transformation within the built environment.

Programme performance indicators		Medium-Term Targets							
		2010/11	2011/12	2012/13	Estimated Performance 2013/14	2014/15	2015/16	2016/17	2017/18
2.1	150 of students reached through the roll out of Mathematics and Science support programme	-	-	None	150 students reached through the roll out of Mathematics and Science support programme by 31 March 2014	150 students reached through the roll out of Mathematics and Science. support programme by 31 March 2015	800 students reached through the roll out of Mathematics and Science. support programme by 31 March 2016	1 200 students reached through the roll out of Mathematics and Science by 31 March 2017	1 300 students reached through the roll out of Mathematics and Science support programme by 31 March 2018
2.2	One implementation report on quality assured structured candidacy programme for the six BEPCs by the end of the financial year.	-	-	None	Structured candidacy framework and envisaged programme submitted for quality assessment and accreditation to the Quality Council for Trades and Occupations (QCTO) by 31 March 2014	One report on adoption of structured candidacy framework incorporating quality assurance elements by the 6 BEPCs by 31 March 2015	Monitoring and evaluation report on implementation of structured candidacy framework incorporating quality assurance elements by two BEPCs (Quantity Surveying and Architecture) by 31 March 2016	Monitoring and evaluation report on implementation of structured candidacy framework incorporating quality assurance elements by two BEPCs (Landscape Architecture and Property Valuers) by 31 March 2017	Monitoring and evaluation report on implementation of structured candidacy framework incorporating quality assurance elements by two BEPCs (Engineers and Construction and Project Managers) by 31 March 2018
2.3	50 BE Candidates placed for workplace training.	-	-	-	Feasibility research report on workplace training model completed by 31 March 2014	Report on 50 candidates placed for workplace training	Report on 50 candidates placed for training	Report on 50 candidates placed for training	Report on 100 candidates placed for training

Programme performance indicators		Estimated Performance				Medium-Term Targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
2.4	100 BE Interns placed for workplace experiential learning.	-	-	-	-	Report on 100 Interns placed for workplace training	Report on 100 Interns placed for workplace training	Report on 100 Interns placed for workplace training	Report on 100 Interns placed for workplace training
2.5	One oversight report on accreditation visits to higher learning institutions by the BEPCs	-	-	-	One oversight report on accreditation of learning sites and academic programmes by the BEPCs by 31 March 2014	One oversight report on accreditation of learning sites and academic programmes by the BEPCs by 31 March 2015	One oversight report on accreditation of learning sites and academic programmes by the BEPCs by 31 March 2016	One oversight report on accreditation of learning sites and academic programmes by the BEPCs by 31 March 2017	One oversight report on accreditation of learning sites and academic programmes by the BEPCs by 31 March 2018
2.6	One oversight report on implementation of registration functions (including Recognition of Prior Learning (RPL), by the end of the financial year.	-	-	-	One oversight report on implementation of the registration function (including RPL) by two BEPCs (Engineers and Landscape Architects) by 31 March 2014	One oversight report, on implementation of the registration function (including RPL) by one BEPC (Project and Construction Managers) by 31 March 2015	One oversight report, on implementation of the registration function (including RPL) by two BEPCs (Property Valuers and Quantity Surveyors) by 31 March 2016	One oversight report, on implementation of the registration function (including RPL) by all 6 BEPCs by 31 March 2017	One oversight report, on implementation of the registration function (including RPL) by all 6 BEPCs by 31 March 2018

Quarterly targets for Programme 2

Programme 2: Quarterly Targets

Performance indicator		Reporting Period	Annual Target 2014/15	Quarterly Targets			
				1 st	2 nd	3 rd	4 th
2.1	150 students reached through the roll out of Mathematics and Science support programme.	Quarterly	150 students reached through the roll out of Mathematics and Science by 31 March 2015	First report on the academic status of 150 enrolled students on the Maths and Science support programme	Progress report on the roll-out the Maths and Science support programme, for 150 students	Progress report on the Maths and Science support programme for 150 students	Annual report on academic progress of 150 students benefitting from of Mathematics and Science support programme
2.2	One Implementation report of a quality assured structured candidacy programme for the six BEPCs by the end of the financial year.	Annually	One report on adoption of workplace training structured candidacy framework that incorporates quality assurance guidelines by the 6 BEPCs by 31 March 2015	First quarter report on engagements with 2 Professional Councils on workplace training structured candidacy framework that incorporates quality assurance guidelines, by the 6 BEPCs	Second quarter report on engagements with two Professional Councils on workplace training structured candidacy framework that incorporates quality assurance guidelines, by the 6BEPCs	Third quarter report on engagements with 2 Professional Councils on workplace training structured candidacy framework that incorporates quality assurance guidelines, by the 6 BEPCs	Report on adoption of structured candidacy framework that incorporates quality assurance guidelines by 6 BEPCs approved by CEO
2.3	50 BE Candidates placed for workplace training (BE Candidates - graduates requiring workplace training to enable them to register as fully fledged BE professionals)	Quarterly	One report on workplace training project for 50 candidates	Progress report on host workplaces identified for workplace training of 50 candidates	Progress report on workplace training plans for 50 candidates	Progress report on workplace training competencies acquired by 50 candidates	Annual report on workplace training for 50 candidates
2.4	100 BE Interns placed for workplace experiential learning (BE Interns – undergraduates from Universities of Technology, who require workplace training to complete academic qualifications)	Quarterly	One report on 100 Interns placed for workplace training	Progress report on host workplaces identified for workplaces training of 100 interns	Progress report on workplace training plans for 100 interns	Progress report on workplace training competencies acquired by 100 interns	Annual report workplace training 100 interns

Performance indicator		Reporting Period	Annual Target 2014/15	Quarterly Targets			
				1 st	2 nd	3 rd	4 th
2.5	One oversight report on accreditation of academic programmes and academic institutions by the BEPCs	Quarterly	One oversight report on accreditation of academic programmes and academic institutions by the BEPCs by 31 March 2015	First quarter oversight report on accreditation of academic programmes and academic institutions by the BEPCs	Second quarter oversight report on accreditation of academic programmes and academic institutions by the BEPCs	None	Final oversight report on accreditation of academic programmes and academic institutions BEPCs approved by the CEO
2.6	One report on implementation of registration function (including Recognition of Prior Learning (RPL)), within BEPCs	Quarterly	One report on implementation of the registration function (including RPL) by the SACPCMP by 31 March 2015	First progress report on implementation of the registration function (including RPL) by the SACPCMP	None	Second progress report on implementation of the registration function (including RPL) by the SACPCMP	Annual report on implementation of the registration function (including RPL) by the SACPCMP

Programme 3: Research and Information in the Built Environment

Purpose: The purpose of this programme is to provide research, knowledge and information on Built Environment (BE) issues to enable the CBE to advise government on any matters falling within the scope of the built environment; as per Section 4(a) – (v) of CBE Act 43 of 2000.

Strategic Objective 3: To provide research, knowledge and information on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy.

Strategic Objective		Audited Actual Performance			Estimated/Unaudited Performance	Medium-Term Targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
3	To provide research, knowledge and information on Built Environment (BE) issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy	None	Facilitate participation of BEPs to integrated development within the context of national goals	Facilitate participation of BEPs to integrated development within the context of national goals	Research reports on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy by 31 March 2014	Research projects on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy by 31 March 2015	Research projects on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy by 31 March 2016	Research projects on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy by 31 March 2017	Research projects on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy by 31 March 2018

Programme 3 Performance Indicators

Programme performance indicators		Audited Actual Performance			Estimated Unaudited Performance	Medium-Term Targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
3.1	Establishment of a research and information hub for Built Environment (BE) issues to enable the CBE to advise government on any matter falling within built environment	-	-	Partnership with Stellenbosch Bureau for Economic Research	Needs analysis Report on establishment research hub (infrastructure and resources)platform for BE issues by 31 March 2015	Report on pilot of the BE research hub with appropriate infrastructure and resourcing by 31 March 2015	Report on operation of the BE research hub with appropriate infrastructure and resourcing by 31 March 2016	Evaluation report on the operation of the BE research hub completed by 31 March 2017	Report on enhancement of the BE research hub with appropriate infrastructure and resourcing by 31 March 2018
3.2	Two research reports on issues that are pertinent to the six BEPCs (e.g. curricula; candidates-workplace training; unemployed graduates; qualified BE graduates that are not registered with the six BEPCs; CPD programmes; etc.)	-	-	-	Two research reports on issues that are pertinent to the six BEPCs by 31 March 2014	Two research reports on issues that are pertinent to the six BEPCs by 31 March 2015	Two research reports on issues that are pertinent to the six BEPCs by 31 March 2016	Three research reports on issues that are pertinent to the six BEPCs by 31 March 2017	Three research reports on issues that are pertinent to the six BEPCs by 31 March 2018
3.3	Two research reports on issues that are pertinent to the DPW (e.g. skills development issues, transformation issues, public-interest issues e.g.	-	-	-	Research report on issues that are pertinent to DPW by 31 March 2014	Two research reports on issues that are pertinent to DPW by 31 March 2015	Three research reports on issues that are pertinent to DPW by 31 March 2016	Four research reports on issues that are pertinent to DPW by 31 March 2017	Four research reports on issues that are pertinent to DPW by 31 March 2018

Programme performance indicators		Audited Actual Performance			Estimated Unaudited Performance	Medium-Term Targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
	regulatory matters, labour-intensive construction, green buildings, etc.)								
3.4	One research reports on BE issues that impact on service delivery (technical capacity of municipalities and the public sector to deliver on the infrastructure programme)	-	-	-	Developed Research agenda on BE issues hampering service delivery formulated by 31 March 2014	One research report on the BE issues impacting on service delivery finalised by 31 March 2015	Two research reports on BE issues hampering service delivery formulated by 31 March 2016	Three research reports on BE issues hampering service delivery formulated by 31 March 2017	Three research reports on BE issues hampering service delivery formulated by 31 March 2018
3.5	One research reports on BE issues impacting on the economy (e.g. state of the BE)	-	-	-	Research agenda on BE issues impacting on the economy developed by 31 March 2014	One research report on BE issues impacting on the economy, produced, by 31 March 2015	Two research reports on BE issues impacting on the economy, finalised by 31 March 2016	Three research reports on BE issues impacting on the economy, produced, by 31 March 2017	Three research reports on BE issues impacting on the economy, produced, by 31 March 2018

Quarterly targets for Programme 3

Programme performance indicators		Reporting period	Quarterly Targets				
			Annual targets 2014/15	1 st	2 nd	3 rd	4 th
3.1	Report on establishment of a research and information hub for Built Environment (BE) issues to enable the CBE to advise government on any matter falling within built environment	Quarterly	One pilot project on the research and information hub for the BE issues by 31 March 2015	Approved business case proposal document on the research and information hub on BE issues	Draft report on consultation with relevant stakeholders on the business case proposal	Final report on consultation with relevant stakeholders on the business case proposal and infrastructure requirements of the research and information hub	Report on pilot project of the research and information hub for the BE issues approved by CEO
3.2	Two research reports on issues that are pertinent to the six BEPCs (e.g. curricula; candidates-workplace training; Unemployed graduates; qualified BE graduates that are not registered with the six BEPCs; CPD programmes; etc.)	Quarterly	Two research reports on BE issues that are pertinent to the six BEPCs by 31 March 2015	Research project plan on BE issues that are pertinent to the six BEPCs	First report on research on BE issues pertinent to the BEPCs approved by the CEO	Second research report on BE issues pertinent to the BEPCs	Final research report on BE issues pertinent to the BEPCs approved by CEO

Programme performance indicators		Reporting period	Quarterly Targets				
			Annual targets 2014/15	1 st	2 nd	3 rd	4 th
3.3	Two research projects on BE issues that are pertinent to DPW (skills development issues, transformation issues, public-interest issues e.g. regulatory matters, labour intensive construction, green buildings, etc.)	Quarterly	Two research reports on BE issues that are of priority to DPW by 31 March 2015	Research project plan on BE issues pertinent to DPW	First report on research on BE issues pertinent to DPW	Second research report on BE issues pertinent to DPW	Final research report on BE issues pertinent to DPW approved by CEO.
3.4	One research report on BE issues that impact on service delivery (technical capacity of municipalities and the public sector to deliver on the infrastructure programme)	Quarterly	One research report on the BE issues impacting on service delivery finalised by 31 March 2015	Research project plan on BE issues impacting on service delivery	First progress report on the research on BE issues impacting on service delivery	Second progress report on the research on BE issues impacting on service delivery	Final research report on BE issues impacting on service delivery approved by CEO.
3.5	One research report on BE issues impacting on the economy (e.g. state of the BE)	Quarterly	One research report on BE issues impacting on the economy produced by 31 March 2015	Research project plan on issues impacting on economy	First progress report on the research on BE issues impacting on economy	Second progress report on BE issues impacting on the economy	Final research report on BE issues impacting on the economy

Programme 4: Public Interest

Purpose: The purpose of this programme is for the CBE to act as an appeal body on matters of law regulating the built environment professions and to promote and protect the interest of the public in the built environment through supporting IDoW (ringfencing work that only be done by appropriately registered persons) (Section 20 and 21 of the CBE Act 43 of 2000)

Strategic Objective: To act an appeal body on matters of law regulating the built environment professions and to promote and ensure high standards of professional ethics and conduct within the built environment.

Strategic Objective	Audited/Actual performance			Estimated performance 2013/14	Medium-term targets			
	2010/11	2011/12	2012/13		2014/15	2015/16	2016/17	2017/18
4 Act as an appeal body on matters of law regulating the built environment professions and promote and ensure high standards of professional ethics within the built environment (BE)	None	Promote and ensure high standards of professional ethics within the BE	One scope of work (Engineers) completed by 31 March 2013	Identification of Work Notices for 5 professions (Quantity Surveyors, Architects, Landscape Architects, Property Valuers and Project and Construction Managers) gazetted by 31 March 2014	Act as an appeal body on matters of law regulating the built environment professions and promote and ensure high standards of professional ethics within the BE	Act as an appeal body on matters of law regulating the built environment professions and promote and ensure high standards of professional ethics within the BE	Act as an appeal body on matters of law regulating the built environment professions and promote and ensure high standards of professional ethics within the BE	Act as an appeal body on matters of law regulating the built environment professions and promote and ensure high standards of professional ethics within the BE

Programme 4: Performance Indicators

Programme performance indicators		Actual audited performance			Estimated unaudited performance	Medium-Term Targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
4.1	Percentage of appeals submitted to CBE by persons aggrieved by decisions on BEPCs finalised within statutory 60 days from lodgement legislated timeline	-	-	All appeal cases resolved within the 60 days	Appeal cases finalised (within 60 days) by 31 March 2014	Annual report on 100% finalisation of appeals within statutory 60 days by 30 March 2015	Annual report on 100% finalisation of appeals within statutory 60 days by 30 March 2016	Annual report on 100% finalisation of appeals within statutory 60 days by 30 March 2017	Annual report on 100% finalisation of appeals within statutory 60 days by 30 March 2018
4.2	One oversight implementation reports on the best-practice model for appeals and disciplinary proceedings within the built environment professional councils (BEPCs) by the end of financial year	-	-	-	Consultation and adoption of the best-practice model for appeals and disciplinary proceedings by the BEPCs by 31 March 2014	One implementation report on the best-practice model for appeals and disciplinary proceedings within the built environment by the 6 BEPCs by 31 March 2015	Implementation report on the best-practice model for appeals and disciplinary proceedings at the 6 BEPCs by 31 March 2016	Report on the application of the best-practice model for appeals and disciplinary proceedings at the 6 BEPCs by 31 March 2017	Report on the application of the best-practice model for appeals and disciplinary proceedings at the 6 BEPCs by 31 March 2018
4.3	One report on implementation of the Competition Commission (CC) decision on the IDoW for the 5 BEPCs as well as investigations and consultations on	None	Five scopes of work for the professions (IDoW)	One scope of work completed by 31 March 2013 (IDoW)	IDoW for the five BEPs implemented by 31 March 2014	Report on implementation of the decision of the CC on IDoW on 5 BEPCs and ECSA's IDoW by 31 March 2015	Implementation report on identification of work submitted to DPW by 31 March 2016	Regulatory report on IDoW developed by 31 March 2017	Annual monitoring and oversight report on IDoW by March 2018-

Programme performance indicators		Actual audited performance			Estimated unaudited performance	Medium-Term Targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
	ECSA's IDoW								
4.4	One oversight report on implementation of Corporate Governance Framework within the 6 BEPCs.	-	-	-	Corporate governance framework for BEPCs completed by 31 March 2014	Report on consultation and adoption of the Corporate Governance Framework within the 6 BEPCs by 31 March 2015	Report on implementation of the Corporate Governance Framework within the 6 BEPCs by 31 March 2016	Report on Monitoring and evaluation of corporate governance framework in the six BEPCs by 31 March 2017	Report on Monitoring and evaluation of corporate governance framework in the six BEPCs by 31 March 2018

Quarterly Targets for programme 4

Programme performance indicators		Reporting period	Annual target 2014/15	Quarterly targets			
				1 st	2 nd	3 rd	4 th
4.1	Percentage of appeals submitted to CBE by persons aggrieved by decisions of BEPCs; finalised within statutory 60 days from lodgement	Quarterly	Annual report on 100% finalisation of appeals within statutory 60 days by 30 March 2015	Quarterly report on 100% finalisation of appeals within statutory 60 days	Quarterly report on 100% finalisation of appeals within statutory 60 days	Quarterly report on 100% finalisation of appeals within statutory 60 days	Annual report on 100% finalisation of appeals within statutory 60 days approved by CEO.
4.2	One implementation report on the best-practice model for appeals and disciplinary proceedings within the built environment professional councils (BEPCs) by the end of financial year	Quarterly	One implementation report on the best-practice model for appeals and disciplinary proceedings within the built environment by the 6 BEPCs by 31 March 2015	Report on consultation and adoption of the best-practice model for appeals and disciplinary proceedings by 2 of the 6 BEPCs	Report on consultation and adoption of the best-practice model for appeals and disciplinary proceedings by 4 of the 6 BEPCs	Report on consultation and adoption of the best-practice model for appeals and disciplinary proceedings by all 6 BEPCs	Implementation report on the best-practice model for appeals and disciplinary proceedings within the built environment approved by CEO.
4.3	One report on implementation of the Competition Commission decision on the IDoW for the 5 BEPCs as well as investigations and consultations on the ECSA's IDoW	Quarterly	Report on implementation of the decision of the CC on IDoW on 5 BEPCs implemented by 31 March 2015 Report on investigations and consultation by Competition Commission on ECSA's IDoW exemption application.	Report on communication with relevant stakeholders on the outcome of the decision of the CC One quarterly meeting held with the Competition Commission on ECSA's IDoW	Draft report on implementation of CC decision on 5 BEPCs IDoW applications One quarterly meeting held with the Competition Commission on ECSA's IDoW	Second report on implementation of CC decision on 5 BEPCs IDoW applications One quarterly meeting held with the Competition Commission on ECSA's IDoW	Final Report on implementation of CC decision on 5 BEPCs IDoW applications Final report on meetings with the Competition Commission on ECSA's IDoW
4.4	One oversight report on implementation of Corporate Governance Framework within the 6 BEPCs.	Quarterly	Report on consultation and adoption of the Corporate Governance Framework by the six BEPCs by 31 March 2015	Report on consultation and adoption of the Corporate Governance Framework by two of the six BEPCs	Report on consultation and adoption of the Corporate Governance Framework by four of the six BEPCs	Report on consultation and adoption of the Corporate Governance Framework by all six BEPCs	None

ANNEXURE A – TECHNICAL INDICATORS

Programme 1

Strategic objective: To ensure that the CBE has necessary capacity and capability to support government's development priorities within the built environment (including, infrastructure delivery programme, health and safety in construction, environmental sustainability and job creation)

Indicator Title	Number of projects to support government's job creation priorities.
Short definition	The CBE has one of its mandates to ensure that built environment professionals (BEPs) partake in integrated development within the context of national developmental objectives and therefore seeks to ensure that BEPs contribute to job creation.
Purpose/importance	One of the primary intended aims of the ongoing and planned infrastructure drive of government is to stimulate job creation in the general economy. This project therefore seeks to ensure that through appropriate practices and projects, BEPs contribute to the job creation objectives of government.
Reporting cycle	Quarterly.
Desired performance	Research of a scholarly nature that is peer reviewed by panel of experts and projects that are owned by stakeholders through an inclusive consultative process.
Indicator Responsibility	Project Manager.

Indicator Title	Number of projects on health and safety in construction.
Short definition	To promote appropriate standards of health and safety in the built environment.
Purpose/importance	The CBE has one of its public protection mandates to ensure that built environment professionals and stakeholders undertake measures to ensure that legislated health and safety standards are upheld. The CBE will therefore ensure that appropriate research and projects are undertaken to promote health and safety standards.
Reporting cycle	Quarterly.
Desired performance	Research of a scholarly nature that is peer reviewed by panel of experts and projects that are owned by stakeholders through an inclusive consultative process.
Indicator Responsibility	Project Manager.

Indicator Title	Number of projects on environmental sustainability within the BE .
Short definition	To ensure that appropriate standards of environmental sustainable practices are undertaken in the built environment.
Purpose/importance	The CBE has one of its public protection mandates the ensuring of sustainable built environment outcomes through appropriate practices by built environment professionals and stakeholders. The CBE will therefore undertake projects that are informed by relevant research recommendations.
Reporting cycle	Quarterly.
Desired performance	Research of a scholarly nature that is peer reviewed by panel of experts and projects that are owned by stakeholders through an inclusive consultative process.
Indicator Responsibility	Project Manager.

Indicator Title	An unqualified audit report (Proper financial and non-financial management)
Short definition	Meeting of all statutory deadlines as well as ensuring compliance with all relevant legislations on the operations of the CBE
Purpose/importance	To have a compliant organisation.
Reporting cycle	Quarterly
Desired performance	Progress in addressing audit findings and minimising organisational risks
Indicator Responsibility	Office of the CEO

Programme 2

Strategic objective: Drive and facilitate skills development and transformation within the built environment.

Indicator Title	Number of students reached through the roll out of Mathematics and Science.
Short definition	CBE Act Section 3 (c) to promote ongoing human resource development in the built environment.
Purpose/importance	To increase the number of students doing Maths and Science in our schools to potentially embark on built environment careers.
Reporting cycle	Quarterly
Desired performance	To increase the number of students doing Maths and Science in our schools.
Indicator Responsibility	Skills Development Department

Indicator Title	Number of implementation reports of a quality assured structured candidacy programme for the six BEPCs by the end of the financial year.
Short definition	CBE Act Section 3 (g) to promote liaison in the built environment in the field of training, both in the Republic and elsewhere and to promote standards of such training in the Republic.
Purpose/importance	To ensure that all BE workplace trained candidates conform to all aspects of the BEPC registration requirements during their candidature.
Reporting cycle	Quarterly
Desired performance	To ensure that all BE candidates' practical work is adequately quality assured and to comply with BEPC registration requirements.
Indicator Responsibility	Skills Development Department

Short definition	CBE Act Section 3 (h) to serve as a forum where the representatives of the built environment professions may discuss the relevant required qualifications; standards of education; training and competence; promotion of professional status; and legislation impacting on the built environment; and ensure uniform application of norms and guidelines set by the Councils for the professions throughout the built environment.
Indicator Title	Number of BE Candidates placed for workplace training.
Purpose/importance	To ensure that all 50 BE candidates are placed for workplace training.
Reporting cycle	Quarterly
Desired performance	To ensure that all 50 BE candidates qualify with the appropriate practical knowledge of their chosen careers.
Indicator Responsibility	Skills Development Department.

Indicator Title	Number of BE Interns placed for workplace experiential learning.
Short definition	CBE Act Section 3 (h) to serve as a forum where the representatives of the built environment professions may discuss the relevant required qualifications; standards of education; training and competence; promotion of professional status; and legislation impacting on the built environment; and ensure uniform application of norms and guidelines set by the Councils for the professions throughout the built environment.
Purpose/importance	To ensure that all 100 BE interns are placed for workplace experiential training to enable them to obtain their National Diploma qualification.
Reporting cycle	Quarterly
Desired performance	To ensure that all 100 interns is exposed to a structured practical training regime to enable them to qualify for their National Diplomas.
Indicator Responsibility	Skills Development Department.

Indicator Title	Number of oversight reports on accreditation visits to higher learning institutions by the BEPCs.
Short definition	CBE Act Section 3 (g) to promote liaison in the built environment in the field of training, both in the Republic and elsewhere and to promote standards of such training in the Republic.
Purpose/importance	It is to ensure that all BE students are exposed to only accredited BE higher learning institutions learning programs.

Indicator Title	A monitoring report on implementation of registration functions (including Recognition of Prior Learning (RPL), by the end of the financial year.
Short definition	CBE Act Section (g) to promote liaison in the built environment in the field of training, both in the Republic and elsewhere and to promote standards of such training in the Republic.
Purpose/importance	It is to ensure that all BEPCs registration processes comply with the CBE Registration Policy Framework and guidelines.
Reporting cycle	Quarterly
Desired performance	It is establish compliance between all 6 BEPCs registration policies and that of the CBE's Registration Policy Framework.
Indicator Responsibility	Skills Development Department

Reporting cycle	Quarterly
Desired performance	It is to ensure that all higher learning institutions learning programs conform to CHE and SAQA quality assurance standards, with CBE playing an oversight role in this regard.
Indicator Responsibility	Skills Development Department

Indicator Title	Number of reports on projects to support government infrastructure delivery programme by the end of financial year 31 March 2015.
Short definition	CBE Act Section (d) to facilitate participation by the built environment professions integrated development in the context of national goals.
Purpose/importance	CBE has been appointed as the intermediate body for professionals and associate professional teams on behalf of DHET/PICC.
Reporting cycle	Quarterly
Desired performance	Is to facilitate and co-ordinate the BE Professions and Associate Professionals participation in the Presidential SIPs project.
Indicator Responsibility	Skills Development Department

PROGRAMME 3

Strategic Objective 3: To provide research, knowledge and information on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy.

Indicator Title	Number of research reports on issues that are of priority to the six BEPCs
Short definition	Built environment professional councils regulate the practice and conduct of BEPs. It is therefore important that they ensure that BEPs uphold the highest standards of professional ethics and contribute to national developmental goals.
Purpose/importance	This project seeks to ensure that policy gaps and blockages are continuously identified and addressed through appropriate research in order to ensure that BEPs uphold the highest standards of professional ethics and contribute to national developmental goals.
Reporting cycle	Quarterly.
Desired performance	Research of a scholarly nature that is peer reviewed by panel of experts and projects that are owned by stakeholders through an inclusive consultative process.
Indicator Responsibility	Research and Policy Department

Indicator Title	Number of research reports on issues that are of priority to the DPW
Short definition	The policy custodian of the built environment is the department of public works. It is therefore imperative that the policy agenda of the BEPs is congruent and reflect the strategic policy objectives of DPW.
Purpose/importance	This project seeks to ensure that the practices of BEPs are aligned and congruent with the policy objectives of DPW.
Reporting cycle	Quarterly.
Desired performance	Research of a scholarly nature that is peer reviewed by panel of experts and projects that are owned by stakeholders through an inclusive consultative process.
Indicator Responsibility	Research and Policy Department

Indicator Title	Number of research agenda and reports on BE issues that impact on service delivery
Short definition	BEPs are the key delivery agents of basic services and policy blockages in the infrastructure delivery pipeline need to be identified and addressed.
Purpose/importance	This project seeks to uncover and understand key blockages within the infrastructure delivery pipeline and devise appropriate responses to remove them in order to accelerate service delivery.
Reporting cycle	Quarterly.
Desired performance	Research of a scholarly nature that is peer reviewed by panel of experts and projects that are owned by stakeholders through an inclusive consultative process.

Indicator Title	Number of research reports on BE issues impacting on the economy
Short definition	BEPs operate and are employed by employers who are mainly driven by the profit motive and might therefore not at all times allow BEPs to act within an ethical professional code and contribute to national developmental goals.
Purpose/importance	This project seeks to ensure that the twin goals of sustaining fair commercial conditions for employers are abound in the built environment whilst contributing to national developmental goals and BEPs are afforded the necessary working conditions that adhere to professional ethical conduct in order that the national developmental goals are achieved.
Reporting cycle	Quarterly.
Desired performance	Research of a scholarly nature that is peer reviewed by panel of experts and projects that are owned by stakeholders through an inclusive consultative process.
Indicator Responsibility	Research and Policy Department

Programme 4: Public Interest

Strategic Objective: Promote and ensure high standards of professional ethics and conduct within the built environment as well as provide information on built environment matters to the general public.

Indicator Title	Number of reports on the implementation of the Competition Commission decision on the IDoW for the 5 BEPCs as well as investigations and consultations on the ECSA IDoW
Short definition	In terms of Section 20(2) of the CBE Act, 43 Of 2000, the CBE must after consultation with the Competition Commission and in consultation with the BEPCs identify the scope of work for every category of registered persons.
Purpose/importance	Work is identified to be conducted by registered persons whose competence was properly assessed by BEPCs to protect the users of services against incompetent service providers.
Reporting cycle	Quarterly
Desired performance	Work is to be identified to ensure maximum registration of BE professionals with relevant BEPCs.
Indicator Responsibility	Manager: Legal and Regulations.

Indicator Title	Number of appeals submitted to CBE by persons aggrieved by decisions of BEPCs finalised within statutory 60 days from lodgement
Short definition	Any person aggrieved by a decision of any BEPC may in terms of the CBE Act, 43 of 2000, appeal to the CBE.
Purpose/importance	The appeal mechanism enhances administrative justice and accountability by BEPCs.
Reporting cycle	Quarterly
Desired performance	The CBE's Appeal Committee must decide an appeal within 60 days of lodgement.
Indicator Responsibility	Manager : Legal and Regulations

Indicator Title	Number of implementation reports on the Best Practice Model for appeals and disciplinary proceedings within the BEPCs by the end of financial year.
Short definition	Concise guide for BEPCs on how to conduct internal appeals and disciplinary proceedings
Purpose/importance	To ensure adherence by BEPCs to the principles of fair administrative action.
Reporting cycle	Quarterly
Desired performance	BEPCs to follow due process in compliance with fair administrative action.
Indicator Responsibility	Manager :Legal and Regulations

Indicator Title	Number of implementation reports on Corporate Governance Framework within the 6 BEPCs.
Short definition	A framework reflecting the corporate governance principles as per King 3 and the Protocol on Corporate Governance issued by Department of Public Enterprises and proposed compliance.
Purpose/importance	To enhance corporate governance within BEPCs.
Reporting cycle	Quarterly
Desired performance	BEPCs to comply with principles of corporate governance.
Indicator Responsibility	Manager : Legal and Regulations

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