

C | B | E

C O U N C I L
F O R T H E B U I L T
E N V I R O N M E N T

**PORTFOLIO COMMITTEE ON PUBLIC WORKS
AND INFRASTRUCTURE**

**COUNCIL FOR THE BUILT ENVIRONMENT
2022/23 ANNUAL REPORT
12 OCTOBER 2023**

Dr Msizi Myeza

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CBE Delegation

Ms Amelia Mtshali

Council Chairperson

Ms Ditaba Maraka

Council Deputy Chairperson

Dr Msizi Myeza

Chief Executive Officer

Ms Thembakazi Moya

Chief Transformation Officer

Ms Sarie Treeby

Chief Financial Officer

Ms Tabisa Mtati

Chief Shared Services Officer

Mr Phuti Manamela

Manager: Monitoring and Evaluation

Purpose

To present the CBE's Performance for the 2022/23 financial year, as per the commitments in the 2022/23 Annual Performance Plan.

PUBLIC WORKS AND INFRASTRUCTURE FAMILY



Council for the Built Environment

Agrément South Africa



Construction Industry Development Board



Independent Development Trust



Public Entities



Ministry
Public Works and Infrastructure



public works & infrastructure

Department:
Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA

Department of Public Works and Infrastructure

9 Provincial Departments

11 National Regional Offices

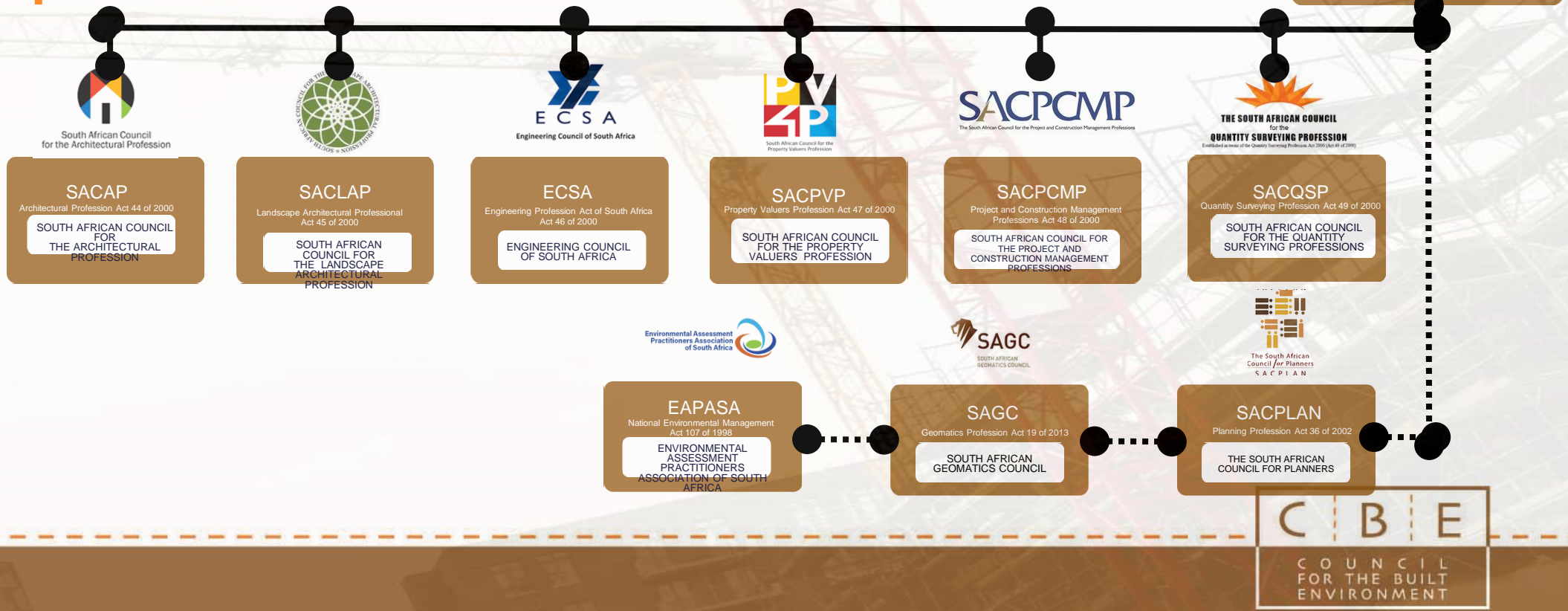
- Bloemfontein
- Mmabatho
- Polokwane
- Cape Town
- Johannesburg
- Gqeberha
- Durban
- Mbombela
- Mthatha
- Kimberly
- Tshwane

C B E

COUNCIL FOR THE BUILT ENVIRONMENT

Councils For The Built Environment Professions

The Council for the Built Environment (CBE) is a Schedule 3A Public Entity, a juristic body established in terms of section 2 of the Council for the Built Environment Act, 43 of 2000 (the CBE Act).



Medium Term Focus Areas





Core Ideology of CBE



VISION

**An intelligent, inclusive,
adaptive and thriving
Built Environment by
2035**



MISSION

**Lead, regulate, advise and
coordinate professions
and their councils to meet
the National Built
Environment and
Transformation Future of
the industry**



VALUES

**Quality is non-negotiable
Professionalism in all that we
do
Future orientated
All-round inclusiveness**

Strategic Plan Impact and Outcome Statement

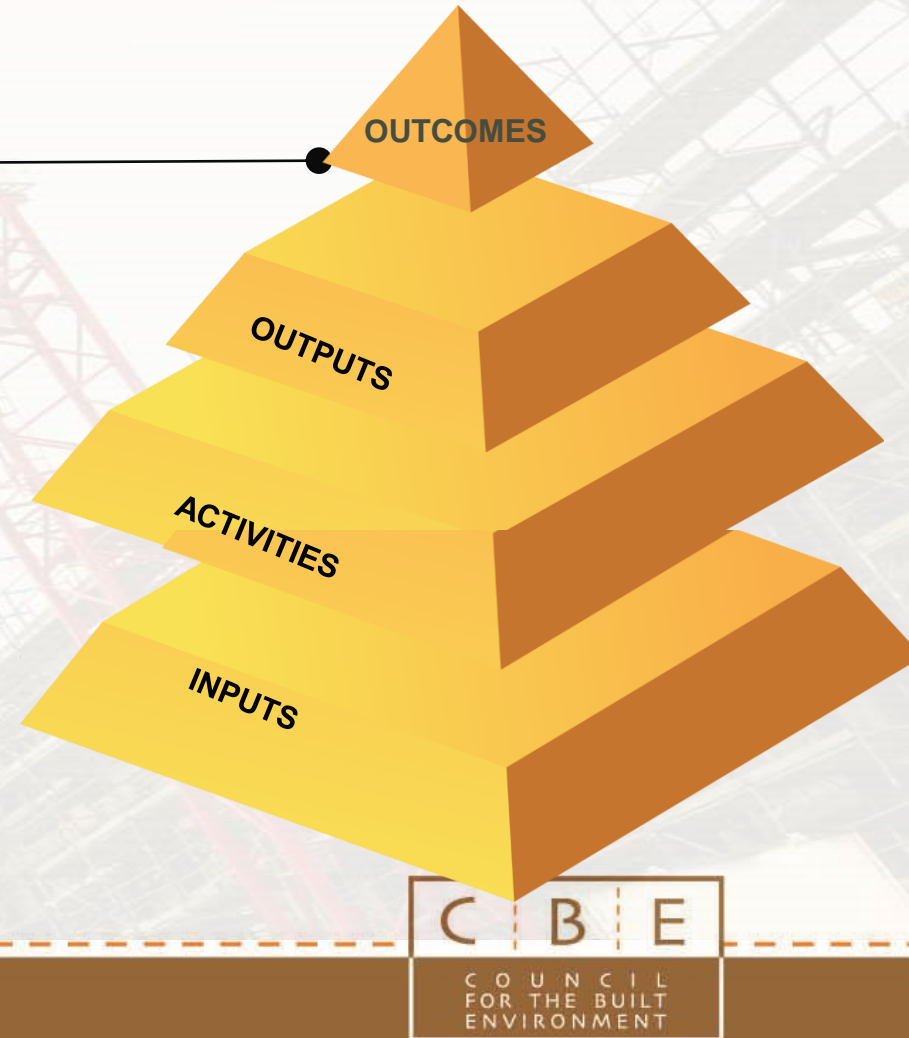
Impact Statement

Well-regulated and inclusive Built Environment Professions that contribute to national priorities and ambitions.

What we wish to achieve as per our Strategic Plan 2020 - 2025:

Our outcomes

- Optimum Functioning CBE
- Transformed Built Environment
- Skilled Built Environment Professionals
- Informed decision making that impacts the current and future operational requirements of the industry
- Promote and protect public interest in the Built Environment





PART A

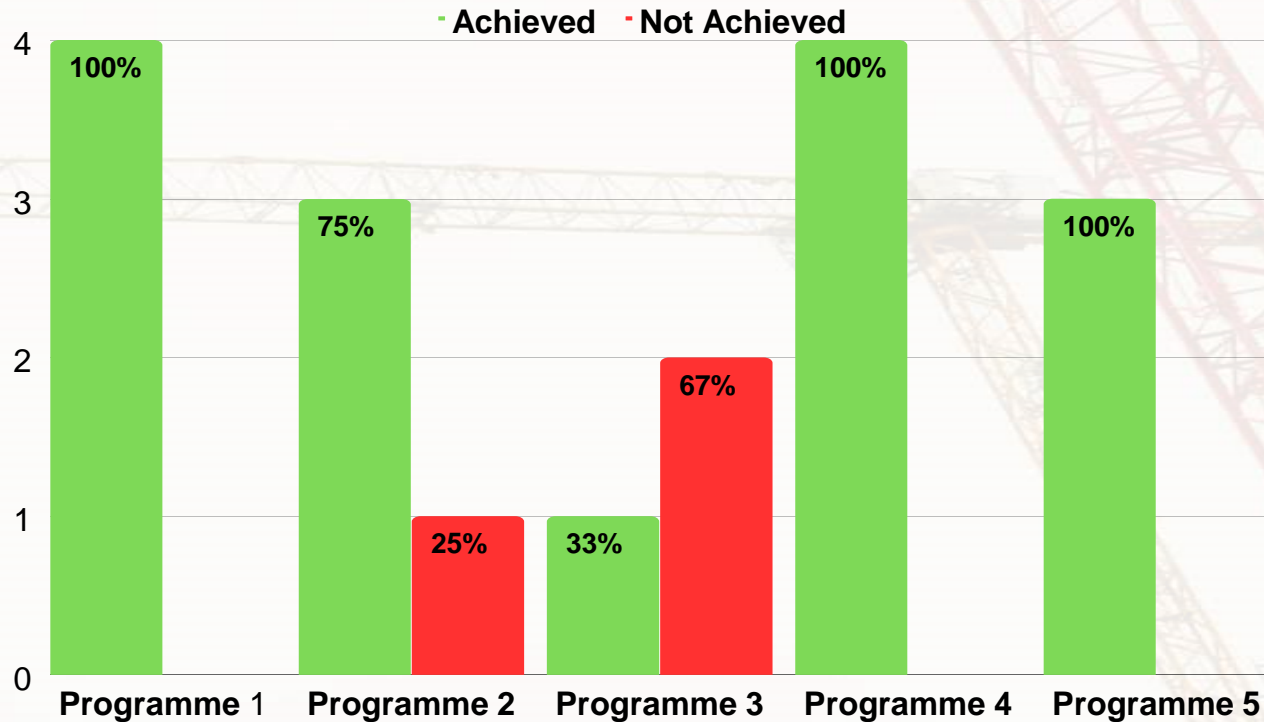
PERFORMANCE INFORMATION

Analysis of Annual Performance for 2022/2023

Programme	Total Targets	Targets Achieved	Targets Not achieved
Programme 1: Administration	4	4	0
Programme 2: Empowerment and Economic Development	4	3	1
Programme 3: Skills and Capacity Development	3	1	2
Programme 4: Research and Advisory	4	4	0
Programme 5: Regulation and Public Protection	3	3	0
Total	18	15	3

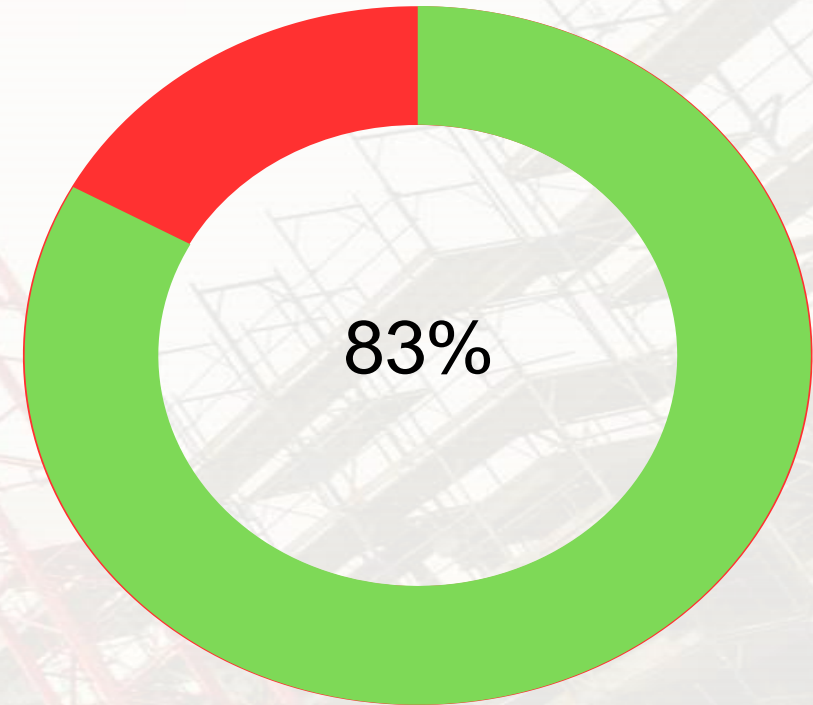
2022/23 ANNUAL PERFORMANCE

PERFORMANCE BY PROGRAMME



2022/23 ANNUAL PERFORMANCE

The overall performance of the CBE against its annual targets for the 2022/23 financial year was **83%** (translated as **15 of 18** targets achieved).





Capacity Constraints and Challenges

- 1. Budget Cuts** - Due to the economic recession, government's squeezed fiscal space directly impacts on the CBE through proposed reductions in the medium-term budget allocations.
- 2. Resignation at the Executive Level** - Two Executives i.e., the Chief Operations Officer (COO) and Chief Financial Officer (CFO) resigned at the end of July 2022; the new appointments for these positions were effective on 01 February 2023 and 1 April 2023 respectively.
- 3. Lack of capacity in Information Communications Technology (ICT)** – There was a resignation of the IT Manager and the process of appointing a permanent replace is in process. The CBE also utilizes a co-sourcing model to augment capacity.

Programme 1: Administration

Purpose: To ensure that CBE has the necessary capacity and capability to support Government's development priorities within the Built Environment.



Key Sub Programmes

- i. Human Capital and Facilities Management
- ii. Information and Communications Technology
- iii. Marketing and Communications
- iv. Finance

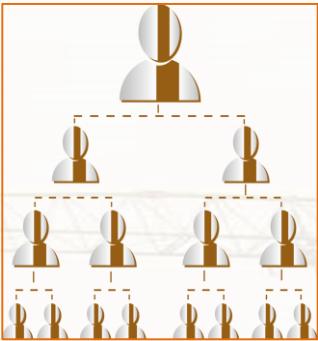
Programme 1 contributes towards **Priority 6**: A capable, ethical and developmental State.

Overall Programme Performance: For the **2022/23 APP**, Programme 1 had **four annual targets**, all annual targets were achieved.

Programme 1: Performance

Audit - CBE received a **Clean Audit** for the 2022/23 Financial Year

1.1 Fit-for-purpose organizational structure - Hundred percent of the CBE's revised organisational structure action plan's identified priorities were implemented by 31 March 2023:



- Job profiling interviews for new and prioritised positions
- Job Evaluations
- Salary costing for prioritised positions
- Internal staff placed and external prioritised positions advertised
- Nine appointments successfully concluded during the financial year

1.2 IT Strategy Plan that includes Internet of Things and 4IR Initiatives Roadmap - Cloud Additional Servers and Disaster Recovery initiatives were implemented:



- Migration - Lift and shift to Data Centre over line and converted to Cloud
- Remote Access – Netskope
- Servers – all virtual servers operational in Cloud
- Firewall- Fortinet firewall

Programme 1: Performance Cont'd

To increase the footprint and market the products and services of the CBE, the following were implemented:

1.3 Marketing communication activities to raise the profile of the CBE –



- To increase the footprint of the CBE, 23 activities were undertaken in various Provinces in the forms of career campaigns, the role of CBE in protecting the public and women and youth empowerment programmes
- Increase on digital presence and online platforms in communicating CBE programmes



1.4 Increase revenue by 1% of the **grant** and **levies** received through monitoring **cash reserves** and **investing funds** optimally

Programme 2: Empowerment and Economic Development

Programme 2 contributes to **Priority 1: Economic Transformation and Job Creation**.

Overall Programme Performance: For the **2022/23 APP**, Programme 2 had **four annual targets**. **Three** of the annual targets were achieved.

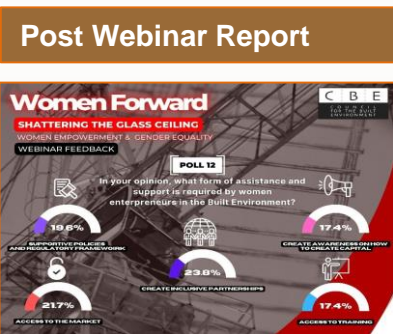
2.1 One programme supporting the involvement of women-owned professional practices the delivery and maintenance of Built infrastructure implemented:

✓ During the 2022/23 financial year, **two** women empowerment webinars were delivered:

1. Inaugural webinar - **#Women Forward: Shattering the Glass Ceiling**
2. 2nd webinar - **#Women Multiply - Bringing economic resilience in the Built Environment**

Outcomes of the Webinars – implemented in the 2023/24 FY

- **Establish Strategic Partnerships** with stakeholders such as **BRICS WBA** – to collaborate on Capacity Development Programmes for women
- Develop a **Built Environment Women’s Network (BEWN)** platform – to expose women and the youth to Industry business prospects, networking, partnerships, business mentoring and coaching for women to women
- Facilitate additional seminars for **funding** criteria and non-financial business support programmes with organisations such as National Empowerment Fund (**NEF**).
- Through the Women Empowerment and Gender Equality (WEGE) Forum - Advise the Minister on issues impacting women and advocate financing for skills development and entrepreneurship development training for women in the sector

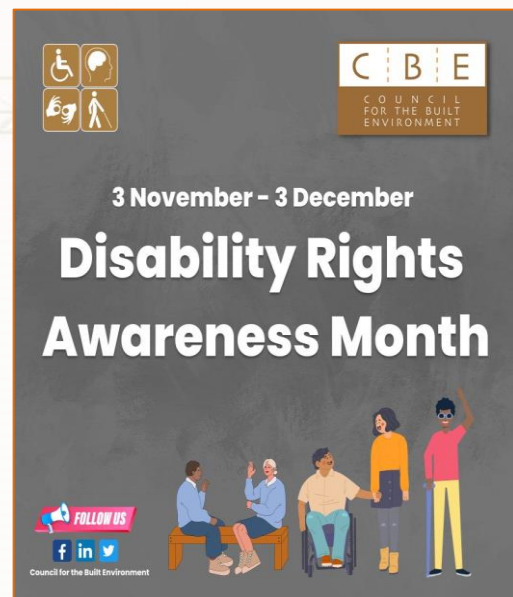




Programme 2: Empowerment and Economic Development Cont'd

2.2 One CBE programme promoting empowerment of persons with disabilities in the Built Environment implemented:

- ✓ The CBE engaged various stakeholders on the empowerment of persons with disabilities (PWD) in the Built Environment in the areas of:



- I. The impact of the **White Paper** on the rights of persons with disabilities
- II. **Employment statistics** on professionals living with disabilities by the CBEP
- III. Role of the professional councils in ensuring **universal access**
- IV. Ways to **empower professionals** living with disabilities and **vulnerable individuals, groups and communities**

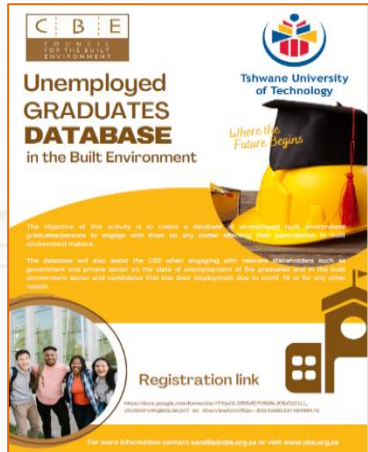
The outcomes:

- Undertake an **assessment** of the implementation of the **Universal Design and Access** in the public sector during the 2023/24 Financial Year
- Advocating for universal design and access
- Awareness campaign and commemorating International Day of Persons with disabilities in the Built Environment December 2023



Programme 2: Empowerment and Economic Development Cont'd

2.3 One CBE programme promoting youth involvement and development in the Built Environment implemented:

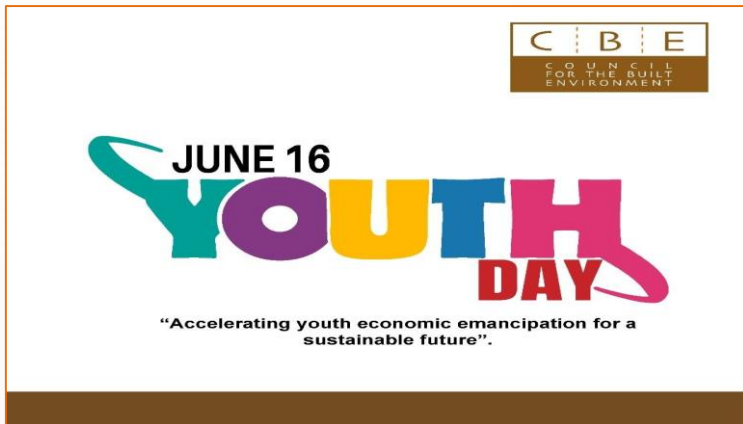


202/23 OVERALL PERFORMANCE

The Framework for the programme on Built Environment youth development was produced to guide the implementation of the programme.

The following initiatives were undertaken to promote youth development:

1. Women empowerment webinars – crosscutting
2. CBE/ Feenix 'Build a Dream' Giving campaign
3. Built Environment unemployed graduate placements at DPWI Real Estate Management Services (REMS) – 20 graduates placed on a two-year internship programme





Programme 2: Empowerment and Economic Development Cont'd

2.4 One stakeholder engagement hosted, there is a negative variance of **three** stakeholder engagements not hosted.

- ✓ The Council for the Built Environment (CBE) hosted the National Stakeholders Engagement on 5 July 2022:

Key Discussions/ Highlighted Issues

- Lack of a centralised Policy Framework in the Built Environment - exposed the various professions to isolated challenges, lack of monitoring and evaluation mechanisms by the respective decision bodies
- Management of Professionals by unqualified officials - emphasis was put on the professionalisation of those in strategic positions overseeing professionals (at boards, head of departments etc)
- Lack of funding for WIL students

Recommendations

- National Framework on the professionalisation of state through the National School of Government (NSG) to be central to the required intervention
- Engage with the Construction Education and Training Authority (CETA) to help set-aside funds for skills development interventions.
- Skills development - establishment of a National Skills Plan that leads to artisanship as a career-choice





Programme 3: Professional Skills and Capacity Development

Overall Programme Performance: For the **2022/23 APP**, Programme 3 had **three annual targets**, two of the annual targets were **not** achieved.



3.1 Thirty-six district municipalities were supported through monitoring the implementation of the BE Structured Candidacy programme, there is a **negative variance of eight** district municipalities not supported

Highlights and Challenges

The CBE’s assessment of the engaged district municipalities revealed some common challenges which include but are not limited to the following:

- Lack of and limited funding to establish and sustain candidacy programmes
- A shortage of registered in-house professionals to mentor candidates
- Lack of structured candidacy programmes
- Limited exposure for candidates as projects are outsourced to private contractors
- Limited understanding of the requirements of professionalisation
- The occupation specific dispensation is a hindrance to fast-tracking candidates to professional registration





Programme 3: Professional Skills and Capacity Development

3.2 Approved programmes were established for professionals and candidates appointed by the State for implementation by the **National School of Government (NSG)**:

Key identified Upskilling and Reskilling Programmes



1. Mentoring for BE professionals
2. Advanced Project Management - Target (BE Professionals)
3. Compulsory Induction and On-boarding Programme – Target (BE Candidates)
4. Project Management – Target (BE Candidates)
5. Infrastructure Delivery and Procurement Management – Target (BE Professionals and candidates)
6. Entrepreneurship course – (BE Professionals and Candidates)

Additionally, the CBE and NSG signed a Memorandum of Understanding (MoU) to collaborate on the following key areas:

- Entrenching a dynamic system of professionalisation in the Public Service
- Alignment of the development of the built environment professionals in the Public Service in support of the National Development Plan and National Infrastructure Plan (NIP)



Programme 4: Research and Knowledge Management

Overall Programme Performance: For the **2022/23 APP**, Programme 4 had **four annual targets**, all annual targets were achieved.



4.1 One research report on the assessment of BE Candidacy Programmes within public sector institutions completed

4.1.1 One research report analysing the implementation of legislation and policies impacting the Built Environment produced

4.2 Three Built Environment publications developed:

- I. Gender equality, diversity, and inclusion in the Built Environment Professions
- II. Status quo of digitalisation and priority strategies required to speed up digital transition in the South African Built Environment
- III. The efficacy of Built Environment candidacy programmes in the local government sector



Programme 4: Research and Knowledge Management Cont'd

4.3 **Two advisory briefs** developed and submitted to relevant stakeholders:

1. Advisory brief on the assessment of **candidacy programmes implemented within the public sector** submitted to **Department of Public Works and Infrastructure (DPWI)**:



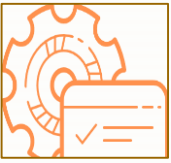
Key Research findings

- Public sector BE candidacy programmes - are not structured and uniform in terms of duration, remuneration or policy
- Majority of public sector infrastructure projects are outsourced - limiting the exposure that BE candidates require for professional registration
- Public sector institutions lack systems to monitor the progress of Built Environment candidates
- Public sector institutions lack holistic strategies to retain Built Environment graduates post the candidature mentorship period.



Recommendations

- Candidates must be supported for them to gain their professional status - through structured mentorship programmes; financial support including training on public sector infrastructure development and management, legislation, and processes.
- Placement graduates/candidates with the infrastructure projects - through the Construction Industry Development Board (cidb) Standard for infrastructure, and the Strategic Infrastructure Projects (SIPs) must be monitored.



Programme 4: Research and Knowledge Management Cont'd

2. Advisory brief on **preferential frameworks to drive transformation in the Built Environment** submitted to **National Treasury:**



Key Research findings

Political Interference

- Procurement processes - space of contestation for political players to direct infrastructure expenditure towards ideal projects outlined in election manifestos
- In the process, the Integrated Development Plans are abandoned and isolated.

Lack of stakeholder engagement and involvement

- Social facilitation approach in policy implementation has not been appropriately mainstreamed when delivering infrastructure

Policy misinterpretation

- Deliberate distortion of facts by local business forums – these forums have made it a common practice to invade infrastructure sites and demand an allocation of 30% of contract value



Recommendations

- **Mainstream the Social Facilitation process** into procurement systems to induct society on the delivery of infrastructure and proactively assist in prevention of infrastructure destruction
- **Targeted Procurement approach** – to ensure that procurement processes to be readily used as an instrument of social policy by public bodies both on a large scale and in a focused manner
- **Policy integration** is highly recommended to address incoherence in government initiatives meant for transformation - all the infrastructure frameworks must outline targeted initiatives in contribution to transformation.





Programme 5: Public Protection, Policy and Legislation

5.1 One report on the **state of compliance with Construction Health and Safety within the Built Environment** produced



Key Research Findings

- The enforcement of construction regulations was limited, thus compliance with Construction Health and Safety regulations in the public sector is inadequate
- High compliance to Health and Safety requirements was found in high value homes, manufacturing facilities and plant/storage yards
- Poor health and safety performance is largely attributed to - **lack of commitment from leadership, capacity constraints, inadequate supervision** and the **non-existent of health and safety training**
- There is a lack of a National Reporting System to collect reliable data and statistics timeously which is crucial for the enforcement as well as monitoring of construction health and safety interventions implemented by the role players



Programme 5: Public Protection, Policy and Legislation

5.2 Hundred percent finalisation of lodged appeals: Four appeals required decision during the financial year and were all decided within the prescribed 60 days:



1. Mark Oates versus the South African Council for the Architectural Profession (SACAP)

- **Nature of Appeal** - lodged on 6 May 2022 against a decision of the Disciplinary Tribunal of SACAP for its finding and sanction imposed on the appellant
- **The appeal was upheld.** The Appeal Committee found that SACAP acted beyond its powers and abused the processes when it acted against the appellant, and further that procedural laws were disregarded

2. Thabo Hlabela versus the Engineering Council of South Africa (ECSA) and Another

- **Nature of Appeal** - lodged on 11 July 2022 was against ECSA's Investigation Committee for its alleged failure to prefer charges against a registered person
- **The appeal was dismissed** because the CBE Appeal Committee could not find any prima facie evidence viz; there was no material contravention of the code of conduct that would warrant any action against the second respondent (Mr Nebotalo).



Programme 5: Public Protection, Policy and Legislation Cont'd

3. Milfort Moloto versus South African Council for the Project and Construction Management Professions (SACPCMP)

- **Nature of Appeal** - lodged on 17 August 2022 against SACPCMP's for failure to approve the appellant's registration application as a Professional Construction Manager
- **The appeal was dismissed** - The CBE Appeal Committee found that the appellant failed on the relevant experience criteria as he submitted projects which were executed more than four years ago; the policy on registration requires relevant experience to be measured against projects executed within the four years preceding the submission of the application

4. Ernest Duncan versus South African Council for the Project and Construction Management Professions (SACPCMP)

- **Nature of Appeal** - lodged on 08 September 2022 against SACPCMP for failure to approve the appellant's registration application as a Professional Construction Health and Safety Agent.
- **The appeal was withdrawn** on 29 October 2022, two days before the scheduled hearing



Programme 5: Public Protection, Policy and Legislation Cont'd



5.3 Hundred percent of complaints received from the public finalized: **Three complaints** were lodged during the financial year and were all finalised within the 90-day period

1. Danie Terreblanche against South African Council for the Project and Construction Management Professions (SACPCMP)

- **Nature of the Complaint** - lodged against SACPCMP for non-recognition of the complainant's qualification for registration purposes.
- The complaint was finalised on 19 August 2022, with the matter amiably resolved between the parties.

2. Disability info South Africa against 3Arts Village Shopping Centre



- **Nature of the Complaint** - The complaint was lodged against 3Arts Village shopping centre on issues related to universal access
- The CBE has been monitoring this complaint to ensure that the alterations related to accessibility within the shopping centre by people living with disabilities are finalized

3. William Van Der poll against Knysna Municipality

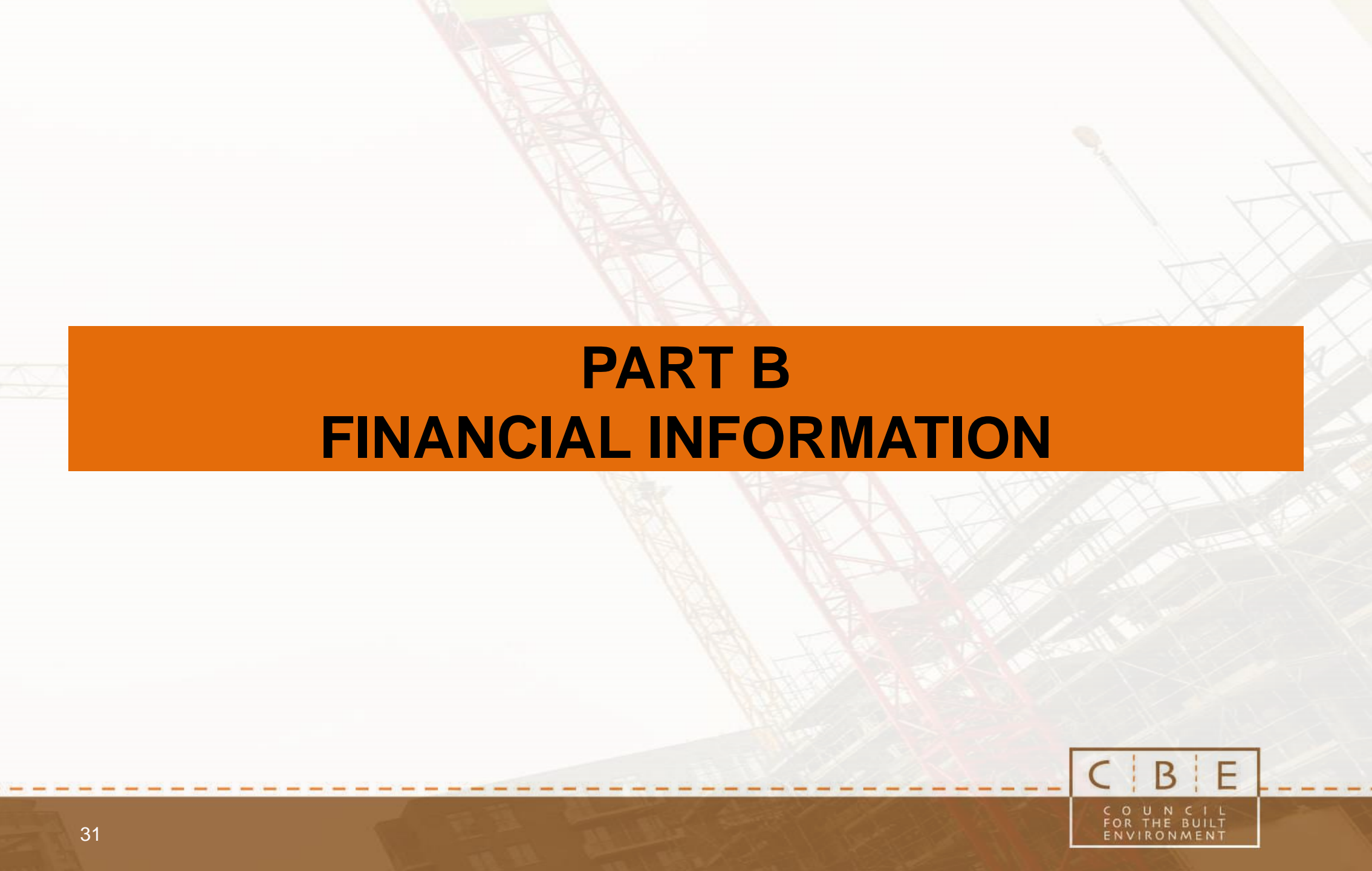
- **Nature of the Complaint** – lodged against Knysna Municipality's non-recognition of the complainant's competencies to perform architectural work whilst registered as a Professional Engineering Technologist
- The matter was resolved after SACAP provided clarity to the complainant on issues related to IDoW and his competencies



Governance Matters

Governance Matters at the CBE during the financial year of reporting:

- (a) The 5th Term Council** term concluded on 31 October 2022
- (b) The 6th Term Council** was appointed from 1 December 2022 and inaugurated on 24 January 2023
- (c) Resignation at Council** - Two Council members of which one declined the appointment and another resigned from the employ of the DPWI
- (d) Governance Training** – The CBE scheduled a Board Induction Programme presented by the National School of Government on 6-8 March 2023 attended by the CBE Council members and the majority of the CBEP Council members



PART B

FINANCIAL INFORMATION

Financial Information

	2022/23			2021/22		
Source of Revenue	Estimate	Actual Amount Collected	(Over) / Under Collection	Estimate	Actual Amount Collected	(Over) / Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Government grant from DPWI	54 495	54 495	-	53 528	53 528	-
Levies	2 405	2 194	211	2 308	1 711	597
Interest	469	492	(23)	553	584	(31)
Other operating income	431	404	27	1	241	(240)
Total	57 800	57 585	215	56 390	56 064	326

Financial Information

	2022/23			2021/22		
Programme	Budget	Actual Expenditure	(Over)/Under Expenditure	Budget	Actual Expenditure	(Over)/Under Expenditure
Programme 1: Administration	52 271	50 280	1 991	55 061	52 734	2 327
Programme 2: Transformation	571	805	(234)	935	872	63
Programme 3: Skills and Capacity Development	2 084	2 064	20	453	309	144
Programme 4: Research and Advisory	648	21	627	522	165	357
Programme 5: Regulation and Public Protection	816	616	200	829	990	(161)
Total	56 390	53 786	2 604	57 800	55 070	2 730
Assets (additions)	-	1 662	(1 662)	-	5 957	(5 957)
Total including assets (additions)	56 390	55 448	942	57 800	61 027	(3 227)

Audit Matters

AUDIT ACTION PLAN (AAP)

Audit Outcome 2022/23 (External)	Number of Audit Findings	Has the Audit Action Plan been developed	Progress on the implementation of the AAP	Challenges on the implementation of the AAP
Clean audit	9	Yes	4	None

HUMAN RESOURCE MANAGEMENT

Employment Vacancies, Equity & Staff Turnover



Women in Executive Management
75%



Resignations
2 - COO and CFO in July 2022



New Appointments
2 – Chief Transformation Officer
and Chief Shared Service Officer
in February 2023

Filled Positions by Race & Gender

FILLED POSTS BY GENDER



FILLED POSTS BY RACE

78%	African
14%	White
3%	Coloured
5%	Indian



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THANK YOU



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