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# CBE QUARTERLY REPORT

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Second Quarter: July – September 2011

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## LIST OF ACRONYMS

AG	Auditor-General
BEP	Built Environment Profession
BEPC	Built Environment Professional Council
CBE	Council for the Built Environment
CHE	Council on Higher Education
CPD	Continuing Professional Development
DPW	Department of Public Works
ECSA	Engineering Council of South Africa
EMM	Executive Management Meeting
MoA	Memorandum of Agreement
MoU	Memorandum of Understanding
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
PCs	Professional Councils
PMDS	Performance Management and Development System
PFMA	Public Finance Management Act
PoE	Panel of Experts

QMS	Quality Management System
RPL	Recognition of Prior Learning
SACAP	South African Council for the Architectural Profession
SACPCMP	South African Council for the Project & Construction Management Professions
SACPVP	South African Council for the Property Valuers Profession
SACQSP	South African Council for the Quantity Surveying Profession
SACLAP	South African Council for the Landscape Architectural Profession
SAQA	South African Qualifications Authority
ToR	Terms of Reference
UoT	University of Technology
VA	Voluntary Association

## **1. EXECUTIVE SUMMARY**

The 2011/12 financial year is the first year of implementation of the CBE new strategic plan developed by the Council in February 2011. After a slow start to the financial year, the second quarter report represents an improved overall performance against planned targets in all programmes of the organisation. In keeping with our commitment at the end of the first quarter, steps were taken to expedite work in areas where the first quarter targets were missed resulting in improved performance in the second quarter. In areas where the organisation encountered challenges, steps are being taken to speed up performance with the aim of achieving all the targets and objectives set out in the business plan.

### **Programme 1: Administration**

Programme 1 provides strategic management and administrative support to the entire CBE. The programme plays a key role in providing strategic planning, monitoring, reporting and risk management with the aim of driving execution of business plans and optimal use of the resources within the organisation. In respect of performance against planned targets good progress has been made in the second quarter compared to the first quarter, in the area of stakeholder management the implementation of recommendations of the previous stakeholder survey continues to progress well. Work on the areas of risk management also progressed as planned and risk management plan has been developed and is to be implemented in the third quarter. The strategic vision towards redesign and re-engineering of the CBE is also towards its final stages. The report is to be tabled to the Human Resources Committee at the end of October.

### **Programme 2: Built Environment Skills Academy**

The aim of programme 2 is to facilitate and promote skills development within the built environment with the ultimate goal of ensuring transformation within the built environment. For the quarter under review, targets under this programme mainly related to the completion of policy and regulatory work of the CBE and Professional Councils that is used as instruments for enhancement of skills

and human resources development within the sector. Within this area, regulations on CPD were approved by Council as planned. Negotiations between the CBE and the Department of Public Works regarding the approval to continue with the regulations are continuing and meeting was held between the CBE and the Policy Unit of Department of Public Works.

Notable progress has also been made regarding the administration of the bursary scheme programme, all monitoring visits took place as planned. Literature review report on SGB was done as planned. The policy position papers on Standard Generating Bodies and CPD were submitted to the Minister for her consideration and policy pronouncements.

The report on progress regarding implementation of the accreditation time table is being completed and indications are that about four Councils that agreed to the time table have implemented it as planned namely:

- The Engineering Council of South Africa
- The South African Council for the Architectural Profession
- The South African Council for the Landscape Architectural Profession and
- The South African Council for Property Valuers Profession

### **Programme 3: Centre for Innovation and integrated planning**

Under this programme, the CBE will facilitates integrated development planning and will work with its stakeholders to re-orientate their professional expertise towards the most immediate challenges of built environment and the developmental state. Through this programme, the CBE also intends to gather knowledge in order to become authority in the Built Environment and to provide policy advice to government.

With regard to performance some notable progress has been made under this programme. For instance the planned procurement of four databases took place as planned. Access and usage of the databases also increased by 44% which is indicative of good

progress made in this area. The CBE stakeholder management plan has been developed and will be submitted to Exco for consideration.

While progress is being noted under this programme some concerns remain particularly in the area of knowledge management. The organisation had planned to establish 2 Communities of Practice by end of September 2011. However the COPs had not been established due to challenges regarding the capability of the IT platforms to host the COPs. Work is underway to explore alternative avenues regarding the establishment of COPs.

The policy position paper on recognition of new professions was submitted to the Minister in August. The CBE is awaiting the Minister's response on proposed policy positions.

#### **Programme 4: Public Interest**

Programme 4 seeks to directly address the CBE's mandate of protecting the interests of the public within the built environment. Key projects under this programme include Identification of Work regulations, Registration regulations, Appeals regulations and ensuring an efficient and legally compliant appeals processes.

With regard to performance against targets, most of the outputs relate to drafting of regulations. In this regard, regulations on Appeals were drafted and approved by Council. The two exemption applications for IDoW were submitted to the Competition Commission as planned. The organisation is ahead of its targets regarding the drafting of IDOW regulations. In terms of the business plan, the organisation had planned to draft two IDoW regulations but as at the end of September 2009, the organisation had drafted 3 IDoW regulations. Work on registration regulations is progressing with satisfactory pace and as at the end of September first draft regulations had been completed.

The organisation has however experienced challenges regarding the completion of appeals cases. A number of appeals cases remain unresolved mainly because of incomplete information and poor record keeping at Professional Council level.

## **2. GOVERNANCE AND FINANCIAL MANAGEMENT REPORT**

### **2.1 Corporate Governance**

The CBE is currently developing a corporate governance framework aimed at providing guidance on corporate governance arrangements within the organisation and to ensure alignment with principles set out in King III and the new Companies Act. The draft framework has been developed and will be submitted to EXCO for consideration.

### **2.2 Governance Structure**

During the quarter under review, all meetings of the governing structure were held with additional meetings requested and held by some committees. The following meetings convened during the quarter:

- The Council;
- Executive Committee, herein referred to as EXCO;
- Finance Committee;
- Human Resources Committee;
- Education and Research Committee;
- Identification of Work Committee;
- Audit and Risk Committee;
- Transformation Committee
- Ad hoc Committee on Professional Fees.



## **2.3 Governance Reports**

The CBE continues to submit its quarterly reports on governance issues to the Department of Public Works (DPW). This has been aligned to the overall performance information structure to ensure that overall performance of the organisation is monitored and interventions are developed and implemented timeously. This process has also been reinforced through the quarterly audit of the performance information by internal auditors. The above audit assists the organisation to focus on areas of concern and implement controls that will ensure that weaknesses are identified and addressed.

## **2.4 Risk Management and Compliance**

### **2.4.1 Risk Framework**

A risk management framework was developed and an operational level risk assessment has been successfully conducted in this quarter to ensure that risk management is embedded in the daily operations of the organisation. To ensure an inclusive approach to risk management across the CBE, risk champions will be identified with the aim of driving implementation of the risk management plan and to monitor implementation across divisions.

## **2.5 Audits**

A matrix of reported findings by both external and internal auditors has been introduced and is maintained as a tracking tool to ensure implementation of agreed action plans on a continuous basis. This matrix is considered by both Audit and Risk Management and Finance Committees in all their sittings.

## **2.6 Financial Management**

Significant improvement has been noted in the total expenditure as the organisation registered a variance of 10% on its total planned budget for the second quarter. As the projections cumulating to the overall budget were not made on a straight line basis, the percentage spend on the overall budget of 40% is not considered significant. Further analysis of interim financial report is as follows:

1. Personnel cost remain within the budgeted threshold, with a half yearly variance of 7%,
2. Administrative expenditure remains within a variance 9%.
3. Overspending has however been registered in both the professional services as well as capital assets, with (33%) and (615%) respectively. While the variance noted on the area of capital assets may be substantial, the monetary variance is deemed not significant. The overspending is as a result of unforeseen spending on procurement of office furniture following the relocation into new CBE Offices.

Due to late commencement of projects, Programme expenditure recorded a variance of 52%, with a significant improvement in expenditure of 313% compared to the previous quarter.

### **3. ALIGNMENT OF CBE 2011 BUSINESS PLAN WITH GOVERNMENT MEDIUM TERM STRATEGIC FRAMEWORK PRIORITIES**

The CBE's 2011 Business plan for the next Medium Term Expenditure Framework (MTEF) is informed by the 2009 Medium Term Strategic Framework (MTSF) document. Government priorities for the next five years that have a bearing on the work of the CBE can be summarised as follows:

- Speeding up economic growth and transforming the economy to create decent work and sustainable livelihoods.
- Stepping up skills development initiatives and strengthening human resource base.<sup>1</sup>
- Massive programmes to build economic and social infrastructure
- A comprehensive rural development strategy linked to land and agrarian reform

The CBE also locates its planning within the 12 outcomes priorities that have been identified by government over the MTEF. However, of the 12 outcomes only the following four are relevant to the work of the Department of the Public Works (DPW) and the CBE;

- Create decent employment through inclusive economic growth
- Create efficient, competitive and responsive infrastructure network
- Efficient and effective development-oriented public service and an empowered fair and inclusive citizenship (developmental state)
- Skilled and capable workforce to support inclusive growth

The CBE's work is also informed and guided by the following strategic goals:

1. Drive, support and advise on transformation in the built environment;
2. Facilitate integrated development planning;
3. Lead and strengthen stakeholder management;
4. Develop CBE into a thought leader in the built environment;

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<sup>1</sup> Medium Term Strategic Framework document, 2009 - 2014

5. Reposition the CBE in the market place;
6. Strengthen and implement a public protection regime;
7. Inform and influence government infrastructure spend and professional practice to be responsive to public policy priorities;
8. Strengthen the administration function of the CBE.

In order to implement the CBE strategic goals and to contribute to government's policy priorities over the next MTEF, the CBE has arranged its work into four key programmes namely:

- Administration
- Built Environment Skills Academy
- Centre for Innovation and Integrated Planning
- Public Interest

Below is the detailed breakdown of performance of the four programmes as at the end of the second quarter.

## **PROGRAMME PERFORMANCE**

### **Programme 1: Administration**

This programme provides strategic management and administrative support to the entire CBE. The sub-programmes will play a key role in reducing organisational risk by providing strategic direction and planning aimed at the optimal use of CBE resources. Enhancing individual performance levels, and achieving sound employee relationships and wellness will be a key priority over the next year. Communication will play a strategic role in developing and implementing an efficient client relations strategy that meets the needs of the CBE

**Important point to note:** Some projects in the Business Plan and Quarterly Report may indicate a zero budget because they are regarded as part of normal course of business. Their budgets are reflected in the remuneration costs.

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Quarterly Targets and Actuals					Corrective action in case of poor spending
							Deviation from the Quarterly targets	Corrective action	Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
Lead and strengthen stakeholder management	To improve the image and profile of the CBE	Survey Results	% of identified gaps reportedly closed / improved on by end of the year	70% (minimum of gaps closed by 30 March 2012)	40% (minimum of gaps closed)	Over 60% of the gaps closed	None	None	0	0	0	None
Strengthen the administration function of the CBE	To Establish an efficient, effective and compliant CBE organisation	final approved framework signed-off	Availability of an approved CBE Corporate Governance Framework aligned to governance prescripts	Framework developed and approved by Council by end of the 3 <sup>rd</sup> quarter.	Draft framework completed and ready for approval	Draft framework developed	None	None	35	0	100%	Spending on this project is expected to take place in the third quarter.
Strengthen administration function of the CBE	To update and comply with all critical milestones of the risk management plan for the current year	Updated Risk Management Strategy and Plan	Availability of an updated Risk Management Strategy and plan	Updated strategy and plan available by end of quarter 1	Risk management strategy and plan updated and in use	Risk Management Strategy and plan has been updated.	None	None	25	74	(196%)	none
		Risk Management Report	% level of compliance with all risk mitigation milestones for CBE applicable for the specified time / period of reporting	100 % compliance to milestones applicable for the specific quarter	100 % compliance to milestones applicable for the specific period of the year	Risk assessment undertaken in the quarter, with full implementation to commence in the next	None	None	0	0	0	None

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Quarterly Targets and Actuals					Corrective action in case of poor spending
							Deviation from the Quarterly targets	Corrective action	Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
						quarter.						
	To maintain an unqualified overall performance and audit report	Regularity Audit Reports (internal AG and Audit Committee)	% level of matters of audit opinion emphasis that get cumulatively addressed in each period (year and all quarters)	100% reduction of emphasised matters by 30 March 2012	100% reduction of emphasised matters.	All matters raised by the internal and external auditors have been addressed.	None	None	0	0	0	None
Strengthen the administration function of the CBE	To develop and Implement a PMDS System	PMDS Current State review Report	Availability of an organisation wide PMDS.	New and improved PMDS available by 30 September 2011 and ready for use in next financial year.	New PMDS available	New Performance Management and Development policy submitted to HRC. Still awaiting approval from the Committee.	None	None	0	0	0	None
Strengthen the administration function of the CBE	To increase efficiency and effectiveness of the CBE	A redesigned CBE organisation	% of posts on the approved organogram fully funded for the next MTEF period	95% or more of posts in the approved organogram fully funded by 30 March 2012	95% or more of posts in the approved organogram fully funded	Target not achieved. 84% of the posts in the organogram fully funded	9% of the posts in the organogram not funded	The CBE is facing financial constraints due to limited funding. The matter is to be escalated to the Minister	0	0	0	None
			% of critical CBE processes mapped and matching with	100% of processes mapped and matched with new CBE	No less than 70%	0%	None	Process review was done as part of the re-engineering project.	303	303	0	None

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Quarterly Targets and Actuals					Corrective action in case of poor spending
							Deviation from the Quarterly targets	Corrective action	Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
			new strategic directions and focus	strategic direction and focus by 30 March 2012				Mapping of processes will follow.				
			Availability of the organisation efficiency report	Organisation efficiency report completed by 30 March 2012	Approved framework	Not achieved	Consolidated report deferred in view of the re-engineering process	The organisational efficiency report will form part of the final of Re-design and Re-engineering report.	0	0	0	None
		Report showing levels of implementation of Quality Management System	% implementation of the Quality Management System (QMS)	60% implementation of the quality management system by 30 March 2012	30% implementation of the quality management system	Target not met.	The QMS system is not being effectively utilised.	The CBE is currently reviewing the recommendations of the action learning projects with the aim of driving their implementation together with the QMS.	0	0	0	None
To strengthen the administration function of the CBE	To create an output oriented organisation	Organisational dashboard	Availability of an organisational dashboard	Organisational dashboard Implemented by end of Quarter 3	Develop dashboard	Organisational dashboard has been developed as part of the QMS.	None	None	0	0	0	None



## Programme 2: Built Environment Skills Academy

The aim of programme 2 is to facilitate and promote skills development within the built environment with the ultimate goal of ensuring transformation within the built environment

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Quarterly Targets and Actuals					Corrective action in case of poor spending R'000
							Deviation from the Quarterly targets	Corrective action	Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
Drive support and advise transformation in the built environment	To Facilitate the accreditation of BE programmes at tertiary institutions	Approved monitoring report	Availability of an approved monitoring report on accreditation of programmes in Tertiary institutions	Report on the accreditation of programmes in the BE sector submitted to Council by 30 September 2011	Preliminary report tabled to registrars of Professional councils.	Draft report available but it has not been tabled to Registrars	None	Report will be tabled at the next Registrars meeting in November	0	0	0	None
Facilitate integrated development planning	To promote and facilitate of skills development within the BE	Approved CPD regulations by the Council	Availability of CPD regulations	Approved draft CPD Regulations submitted to the Minister for Promulgation by 30 September 2011	Approval by CBE Council	CPD Regulations have been approved by Council	None	None	0	0	0	None
Facilitate integrated development planning	To promote transformation agenda within the built environment	SGB Policy Framework	Availability of an approved SGB policy framework	SGB Policy Framework approved by Council on 30 March	Literature review report	Target was not achieved.	Literature review is still being completed.	The completion of the literature review will be expedited in	185	0	100%	Spending is expected to increase in the 3 <sup>rd</sup> quarter once the first draft

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Deviation from the Quarterly targets	Corrective action	Quarterly Targets and Actuals			Corrective action in case of poor spending
									Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
				2012				the 3 <sup>rd</sup> quarter and submitted to EduRes.				report has been reviewed by the Panel of Experts.

### Programme 3: Centre for Innovation and integrated planning

The Centre for Innovation and Integrated Planning is the programme whereby the CBE and its member professions will work together and orientate their expertise to the most immediate challenges of the built environment and the development state. The Centre for Innovation and Integrated Planning facilitates the combined expertise and reliable knowledge in the built environment sector to be brought to bear on all matters of public interest and infrastructure planning.

This programme also facilitates participation by the built environment professions in integrated development in the context of national goals. It seeks alignment of CBE programmes with Government's Plan of Action, and will drive built environment professions' contribution to state's development priorities while also ensuring the uniform application of norms and guidelines set by the Councils for the professions throughout the built environment.

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Quarterly Targets and Actuals					Corrective action in case of poor spending
							Deviation from the Quarterly targets	Corrective action	Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
Lead and strengthen stakeholder management	To improve corporation relationships with sector partners locally and internationally	An operational stakeholder management strategy	Availability of a stakeholder management strategy	An operational stakeholder management strategy approved by Council on 30 November 2011	Stakeholder Management strategy developed and presented to EMM	Stakeholder Management strategy developed	Strategy has not been presented to the EMM	Stakeholder Management strategy to be presented to EMM on the 3 <sup>rd</sup> quarter	None	None	0	None
Reposition the CBE in the market place	To provide data and information for strategic analysis and decision support capabilities	A functional information and knowledge hub	Cumulative number of databases accessible	6 databases accessible by 30 March 2012	4 databases accessible	4 databases are accessible.	None	None	210	23	0	Spending will take place in the third quarter.
			Percentage increase in usage of the databases	50% increase in the usage of database by 30 March 2012	10% increase in the usage of database	The usage of database increased by 44% which is above the planned 10% increase	None	None	0	0	0	None
			percentage increase in internal usage of the databases	60% increase in internal usage of the database by end of 3 <sup>rd</sup> quarter	30% increase in internal usage of the database	Internal usage of the database increased by 40%	None	None	0	0	0	None
Inform and influence		Seminars, workshops	Cumulative Number of	3 workshops	2 workshops held	1 Workshop was held	1 workshop	Meetings with the Minister of	0	0	0	None

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Deviation from the Quarterly targets	Corrective action	Quarterly Targets and Actuals			Corrective action in case of poor spending
									Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
government infrastructure spend and professional practice to be responsive to public policy priorities			seminars, workshops	held by 30 December 2011		with the registrars and Presidents of professional Councils	with Construction Industry Stakeholders could not be held due unavailability of Stakeholders	Economic Development and SALGA are planned for the 3 <sup>rd</sup> Quarter				
		Annual Indaba	Number of BE Indaba Events hosted	1 BE Indaba hosted by 30 September 2011	Invite and execute indaba	Target not achieved.	2010 BE Indaba report was submitted to Minister including a proposal to postpone the hosting of the 2011 BE Indaba.	The planning for the 2011 BE Indaba is dependent on the decision by the Minister.	165	0	0	Spending is dependent on the actual hosting of the BE Indaba.
		COPs	Cumulative Number of COPs established	4 COPs established by 30 March 2012	2 COPs established	Target was not achieved.	2 COPs could not be established	IT capability to host the COPs is being reviewed	7	1.8	100%	None
Facilitate integrated development planning	To provide sustained research and capacity to support built environment professions	Policy framework on recognition of new professions	Availability of an approved policy framework	Policy framework Approved by Council on 30 March 2012	Literature Review Report	Literature review report was done and will be table to EduRes	None	None	108	0	100%	Spending is expected to improve after the submission of the first draft report to the Panel of experts.

## Programme 4: Public Interest

In terms of the CBE Act, the CBE is responsible for promoting and protecting the interests of the public in the built environment. The CBE's responsibility regarding public protection is ensuring that disciplinary action is taken against professionals found guilty of negligence and failing to ensure public safety in the execution of their duties. The CBE also has a duty to ensure that high standards of professional ethics are maintained by professionals in the built environment to ensure that consumers of services of built environment professionals, firstly receive products or services of appropriate standards, and secondly, that the products or services are fairly and competitively priced.

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly Targets and Actuals							
					Quarterly performance Target Q2	Actual Q2	Deviation from the Quarterly targets	Corrective action	Quarterly budget	Actual Expenditure	% Variance	Corrective action in case of poor spending
									R'000	R'000		
Strengthen and implement a public protection regime	To develop regulations	Submitted draft regulations	Cumulative number of IDOW Regulations	4 IDOW regulations drafted by 30 March 2012	2 IDoW regulations drafted	3 IDOW regulations have been approved by Council (CBE, SACPCMP and SACLAP)	None	None	0	0	0	None
		Submitted exemption applications	Cumulative number of exemptions submitted to Competition Commission	4 exemption application submitted to Competition Commission by 30 March	2 exemption application submitted to the Competition Commission	2 exemption applications were submitted to the	None	None	200	200	0	None

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Quarterly Targets and Actuals					Corrective action in case of poor spending
							Deviation from the Quarterly targets	Corrective action	Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
				2012		Competition Commission						
Strengthen and implement a public protection regime	To develop regulations	Draft Appeals regulations	availability of appeals regulations	Draft Appeals Regulations submitted to the Minister by 30 December 2011	Approved by the CBE Council	Appeals regulations approved by the CBE Council	None	None	0	0	0	None
		Submitted Draft Regulations	Availability of registration regulations	Draft registration regulations submitted to Minister by 30 December 2011	Registration Regulations approved by CBE Council	Target was not achieved.	The first draft regulations were only completed at the end of September	The registration regulations will be submitted to Council on the 3 <sup>rd</sup> Quarter	200	0	100%	Spending is expected to improve once all the invoices have been processed.
	To ensure effective and efficient tribunals and appeals processes	Efficiency report on cases held	Percentage cases resolved within the legal time frames	100% of all cases resolved within the legal time frames	100% of all cases resolved within the legal time frames	All 7 cases carried over from last financial year are still being processed.	Appeal processes are ongoing	The CBE is currently liaising with Professional Councils to assist them in addressing challenges related to Tribunal processes	400	1	100%	The budget is planned for Appeals hearings. No appeal hearings were held in the second quarter.
	To facilitate integrated legal services and enhance effectiveness of legislations	Feasibility report and Business Plan for the shared legal services	Availability of the business plan for the Shared legal services	Approved Business Plan for the Shared Legal Services by 30 March 2012	First draft of the business plan	First Draft business plan is available and will be tabled to EXCO by end of 3 <sup>rd</sup>			0	0	0	None

Strategic Goal	Strategic Objectives	Evidence / outputs	KPIs	Annual Target	Quarterly performance Target Q2	Actual Q2	Deviation from the Quarterly targets	Corrective action	Quarterly Targets and Actuals			Corrective action in case of poor spending
									Quarterly budget	Actual Expenditure	% Variance	
									R'000	R'000		
						Quarter.						

## Conclusion

Overall, the performance of the organisation in the second quarter represents a significant improvement from the first quarter. A number of projects are on track while there are few that are ahead of the planned targets. Financial performance has also improved dramatically from the first quarter although the organisation remains concerned about slow spending in some of the programmes. The organisation will continue to monitor spending in slow spending projects with the aim of ensuring that there is alignment between project execution and spending. Similarly, the CEOs office will continue to strengthen its monitoring processes with the aim of stepping up performance on those projects that have fallen behind their targets.

## ANNEXURE A: CBE QUARTELY EXPENDITURE REPORT

Council for the Built Environment	Current year total budget	Budget to date	Expenditure to date	Variance to date	Percentage Variance to date	Variance for the Year	Percentage remaining for the year	Percentage annual budget spent to date	Commitments	Actual plus commitment expenditure	% of total spend to date including commitment expenditure
	Mar-12	Sep-11	Sep-11	Sep-11	Sep-11	Mar-12	Mar-12	Sep-11	Sep-11	Sep-11	Sep-11
<b>Personnel Cost</b>	<b>14 714 231</b>	<b>7 555 658</b>	<b>7 006 618</b>	<b>549 039</b>	<b>7%</b>	<b>7 707 613</b>	<b>52%</b>	<b>48%</b>	-	<b>7 006 618.30</b>	<b>93%</b>
Remuneration Cost	12 479 793	6 239 897	6 204 076	35 820	1%	6 275 717	50%	50%	-	6 204 076.42	99%
Staff Benefit and Welfare	1 787 354	893 677	797 242	96 435	11%	990 112	55%	45%	-	797 241.88	89%
Staff Development	50 000	25 000	5 300	19 700	79%	44 700	89%	11%	-	5 300.00	21%
Performance Bonus	397 084	397 084	-	397 084	100%	397 084	100%	0%	-	-	0%
<b>Administrative Expenditure</b>	<b>5 720 521</b>	<b>2 860 260</b>	<b>2 593 378</b>	<b>266 882</b>	<b>9%</b>	<b>3 127 143</b>	<b>55%</b>	<b>45%</b>	-	<b>2 593 377.91</b>	<b>91%</b>
Bank Charges	22 952	11 476	12 581	(1 105)	-10%	10 370	45%	55%	-	12 581.07	110%
Telephone and Communications	649 511	324 756	190 116	134 640	41%	459 395	71%	29%	-	190 116.19	59%
IT Support	597 753	298 877	269 815	29 061	10%	327 938	55%	45%	-	269 815.21	90%
Catering	89 880	44 940	47 335	(2 395)	-5%	42 545	47%	53%	-	47 335.39	105%
Insurance	154 080	77 040	68 122	8 918	12%	85 958	56%	44%	-	68 121.80	88%
Stationery and Printing	71 984	35 992	20 956	15 037	42%	51 029	71%	29%	-	20 955.54	58%
Repairs and Maintenance	314 580	157 290	233 538	(76 248)	-48%	81 042	26%	74%	-	233 537.52	148%
Building Costs	1 761 006	880 503	883 786	(3 283)	0%	877 220	50%	50%	-	883 786.10	100%
Equipment Rental	25 680	12 840	-	12 840	100%	25 680	100%	0%	-	-	0%
Computer Systems	334 953	167 476	270 499	(103 023)	-62%	64 454	19%	81%	-	270 499.12	162%
Local Travel and Accommodation	596 041	298 021	145 387	152 634	51%	450 654	76%	24%	-	145 386.89	49%
International Travel and Accommodation	-	-	-	-	0%	-	0%	-	-	-	0%
Council fees	1 102 100	551 050	451 243	99 807	18%	650 857	59%	41%	-	451 243.08	82%
<b>Professional and Special Services</b>	<b>1 530 000</b>	<b>960 000</b>	<b>1 280 169</b>	<b>(320 169)</b>	<b>-33%</b>	<b>249 831</b>	<b>16%</b>	<b>84%</b>	-	<b>1 280 168.97</b>	<b>133%</b>
Risk Management	25 000	25 000	73 918	(48 918)	-196%	(48 918)	-196%	296%	-	73 918.18	296%
Human Resource Consultancy	35 000	35 000	525 610	(490 610)	-1402%	(490 610)	-1402%	1502%	-	525 610.00	1502%
External Audit	1 000 000	700 000	622 443	77 557	11%	377 557	38%	62%	-	622 442.65	89%
Internal Audit	470 000	200 000	58 198	141 802	71%	411 802	88%	12%	-	58 198.14	29%
<b>Capital Assets &gt; R5,000</b>	<b>65 000</b>	<b>30 000</b>	<b>214 624</b>	<b>(184 624)</b>	<b>-615%</b>	<b>(149 624)</b>	<b>-230%</b>	<b>330%</b>	-	<b>214 623.96</b>	<b>715%</b>
Computer Equipment	30 000	-	-	-	0%	30 000	100%	0%	-	-	0%
Computer Software	-	-	(44 569)	44 569	-100%	44 569	-	-	-	(44 568.72)	-
Office Equipment	10 000	5 000	-	5 000	100%	10 000	100%	0%	-	-	0%
Furniture and Fittings	25 000	25 000	259 193	(234 193)	-937%	(234 193)	-937%	1037%	-	259 192.68	1037%
<b>Programme Expenditure</b>	<b>7 709 000</b>	<b>1 872 716</b>	<b>889 735</b>	<b>982 981</b>	<b>52%</b>	<b>6 819 265</b>	<b>88%</b>	<b>12%</b>	-	<b>889 734.94</b>	<b>48%</b>
Knowledge and Information programme	709 000	319 400	40 097	279 303	87%	668 903	94%	6%	-	40 097.34	13%
Policy and Research programme	1 200 000	189 000	20 199	168 801	89%	1 179 801	98%	2%	-	20 199.34	11%
Legal and Regulation programme	1 400 000	492 716	201 843	290 873	59%	1 198 157	86%	14%	-	201 843.19	41%
Communication and Stakeholder relations program	1 500 000	645 600	350 609	294 991	46%	1 149 391	77%	23%	-	350 609.03	54%
Skills Development programme	2 900 000	226 000	276 986	(50 986)	-23%	2 623 014	90%	10%	-	276 986.04	123%
<b>Total Expenditure</b>	<b>29 738 752</b>	<b>13 278 634</b>	<b>11 984 524</b>	<b>1 294 110</b>	<b>10%</b>	<b>17 754 228</b>	<b>60%</b>	<b>40%</b>	-	<b>11 984 524.08</b>	<b>90%</b>
<b>Total Income</b>	<b>(29 765 000)</b>	<b>(14 882 500)</b>	<b>(14 780 106)</b>	<b>(102 394)</b>	<b>8%</b>	<b>(14 984 894)</b>	<b>50%</b>	<b>50%</b>	-	<b>(1 250 605.62)</b>	<b>8%</b>
<b>Total Grant Allocated</b>	<b>(27 059 000)</b>	<b>(13 529 500)</b>	<b>(13 529 500)</b>	<b>-</b>	<b>0%</b>	<b>(13 529 500)</b>	<b>50%</b>	<b>50%</b>	-	<b>-</b>	<b>0%</b>
<b>Other Income</b>	<b>(2 706 000)</b>	<b>(1 353 000)</b>	<b>(1 250 606)</b>	<b>(102 394)</b>	<b>8%</b>	<b>(1 455 394)</b>	<b>54%</b>	<b>46%</b>	-	<b>(1 250 605.62)</b>	<b>92%</b>
Levies	(1 650 000)	(825 000)	(1 186 362)	361 362	-44%	(463 638)	28%	72%	-	(1 186 362.00)	144%
other Income (Insurance Claims)	-	-	(6 835)	6 835	-	6 835	-	-	-	(6 835.00)	-
Interest	(1 056 000)	(528 000)	(57 409)	(470 591)	89%	(998 591)	95%	5%	-	(57 408.62)	11%



## ANNEXURE B: FIRST QUARTER PROJECTED SPENDING

	MTEF BASELINE ALLOCATION 2011/2012	Jul-2011	Aug-2011	Sep-2011	Oct-2011	Nov-2011	Dec-2011	Jan-2012	Feb-2012	Mar-2012	Projected Spending
Council for the Built Environment											
Personnel Cost	14 714 231	1 193 096	1 193 096	1 193 096	1 193 096	1 193 096	1 193 096	1 193 096	1 193 096	1 193 096	10 737 860
Remuneration Cost	12 479 793	1 039 983	1 039 983	1 039 983	1 039 983	1 039 983	1 039 983	1 039 983	1 039 983	1 039 983	9 359 845
Staff Benefit and Welfare	1 787 354	148 946	148 946	148 946	148 946	148 946	148 946	148 946	148 946	148 946	1 340 515
Staff Development	50 000	4 167	4 167	4 167	4 167	4 167	4 167	4 167	4 167	4 167	37 500
Performance Bonus	397 084										-
Administrative Expenditure	5 720 521	476 710	476 710	476 710	476 710	476 710	476 710	476 710	476 710	476 710	4 290 391
Bank Charges	22 952	1 913	1 913	1 913	1 913	1 913	1 913	1 913	1 913	1 913	17 214
Telephone and Communications	649 511	54 126	54 126	54 126	54 126	54 126	54 126	54 126	54 126	54 126	487 134
IT Support	597 753	49 813	49 813	49 813	49 813	49 813	49 813	49 813	49 813	49 813	448 315
Catering	89 880	7 490	7 490	7 490	7 490	7 490	7 490	7 490	7 490	7 490	67 410
Insurance	154 080	12 840	12 840	12 840	12 840	12 840	12 840	12 840	12 840	12 840	115 560
Stationery and Printing	71 984	5 999	5 999	5 999	5 999	5 999	5 999	5 999	5 999	5 999	53 988
Repairs and Maintenance	314 580	26 215	26 215	26 215	26 215	26 215	26 215	26 215	26 215	26 215	235 935
Building Costs	1 761 006	146 751	146 751	146 751	146 751	146 751	146 751	146 751	146 751	146 751	1 320 755
Equipment Rental	25 680	2 140	2 140	2 140	2 140	2 140	2 140	2 140	2 140	2 140	19 260
Computer Systems	334 953	27 913	27 913	27 913	27 913	27 913	27 913	27 913	27 913	27 913	251 215
Local Travel and Accommodation	596 041	49 670	49 670	49 670	49 670	49 670	49 670	49 670	49 670	49 670	447 031
International Travel and Accommodation	-	-	-	-	-	-	-	-	-	-	-
Other Expenses	-	-	-	-	-	-	-	-	-	-	-
Council fees	1 102 100	91 842	91 842	91 842	91 842	91 842	91 842	91 842	91 842	91 842	826 575
Professional and Special Services	1 530 000	-	300 000	235 000	-	50 000	-	350 000	-	170 000	1 105 000
Risk Management	25 000										-
Human Resource Consultancy	35 000			35 000							35 000
External Audit	1 000 000		300 000			50 000		150 000		100 000	600 000
Internal Audit	470 000			200 000				200 000		70 000	470 000
Capital Assets > R5,000	65 000	-	5 000	25 000	30 000	-	5 000	-	-	-	65 000
Computer Equipment	30 000				30 000						30 000
Computer Software											-
Office Equipment	10 000		5 000				5 000				10 000
Furniture and Fittings	25 000			25 000							25 000
Programme Expenditure	7 709 000	451 000	322 500	991 416	775 184	900 400	390 500	165 900	1 352 000	2 252 300	7 601 200
Knowledge and Information program	709 000	120 000	11 500	171 100	109 600	8 500	63 000	2 000	202 500	4 000	692 200
Policy and Research programme	1 200 000	-	40 000	149 000	440 000	40 000	160 000	-	291 000	80 000	1 200 000
Legal and Regulation programme	1 400 000	240 000	55 000	197 716	66 084	498 000	145 000	140 400	8 000	49 800	1 400 000
Communication and Stakeholder rel	1 500 000	41 000	151 000	453 600	135 500	353 900	22 500	23 500	50 500	268 500	1 500 000
Skills Development programme	2 900 000	50 000	65 000	20 000	24 000	-	-	-	800 000	1 850 000	2 809 000
Total Expenditure	29 738 752	2 120 806	2 297 306	2 921 222	2 474 990	2 620 206	2 065 306	2 185 706	3 021 806	4 092 106	
Total Grant Allocated / Required	(27 059 000)				(13 529 500)						(13 529 500)
Other Income	(2 706 000)	(676 000)	(346 000)	(196 000)	(104 000)	(296 000)	(196 000)	(296 000)	(166 000)	(158 000)	(2 434 000)
Levies	(1 650 000)	(580 000)	(250 000)	(100 000)	(8 000)	(200 000)	(100 000)	(200 000)	(70 000)	(62 000)	(1 570 000)
Interest	(1 056 000)	(96 000)	(96 000)	(96 000)	(96 000)	(96 000)	(96 000)	(96 000)	(96 000)	(96 000)	(864 000)
Surplus/ Additional Granted	-										

## ANNEXURE C: SECOND QUARTER PROJECTED SPENDING

	MTEF BASELINE ALLOCATION 2011/2012		Apr-2011	May-2011	Jun-2011	Jul-2011	Aug-2011	Sep-2011	Oct-2011	Nov-2011	Dec-2011	Jan-2012	Feb-2012	Mar-2012
Council for the Built Environment														
<b>Personnel Cost</b>	-	14 714 231	14 714 231	1 193 095.58	1 193 095.58	1 590 179.91	1 193 095.58	1 193 095.58	1 193 095.58	1 193 095.58	1 193 095.58	1 193 095.58	1 193 095.58	1 193 095.58
Remuneration Cost	-	12 479 793	12 479 793	1 039 982.77	1 039 982.77	1 039 982.77	1 039 982.77	1 039 982.77	1 039 982.77	1 039 982.77	1 039 982.77	1 039 982.77	1 039 982.77	1 039 982.77
Staff Benefit and Welfare	-	1 787 354	1 787 354	148 946.14	148 946.14	148 946.14	148 946.14	148 946.14	148 946.14	148 946.14	148 946.14	148 946.14	148 946.14	148 946.14
Staff Development	-	50 000	50 000	4 166.67	4 166.67	4 166.67	4 166.67	4 166.67	4 166.67	4 166.67	4 166.67	4 166.67	4 166.67	4 166.67
Performance Bonus	-	397 084	397 084			397 084.33								
	-	-	-											
<b>Administrative Expenditure</b>	-	5 720 521	5 720 521	476 710.06	476 710.06	476 710.06	476 710.06	476 710.06	476 710.06	476 710.06	476 710.06	476 710.06	476 710.06	476 710.06
Advertising and Promotion	-	-	-											
Bank Charges	-	22 952	22 952	1 912.63	1 912.63	1 912.63	1 912.63	1 912.63	1 912.63	1 912.63	1 912.63	1 912.63	1 912.63	1 912.63
Telephone and Communication	-	649 511	649 511	54 125.95	54 125.95	54 125.95	54 125.95	54 125.95	54 125.95	54 125.95	54 125.95	54 125.95	54 125.95	54 125.95
IT Support	-	597 753	597 753	49 812.78	49 812.78	49 812.78	49 812.78	49 812.78	49 812.78	49 812.78	49 812.78	49 812.78	49 812.78	49 812.78
Catering	-	89 880	89 880	7 490.00	7 490.00	7 490.00	7 490.00	7 490.00	7 490.00	7 490.00	7 490.00	7 490.00	7 490.00	7 490.00
Insurance	-	154 080	154 080	12 840.00	12 840.00	12 840.00	12 840.00	12 840.00	12 840.00	12 840.00	12 840.00	12 840.00	12 840.00	12 840.00
Stationery and Printing	-	71 984	71 984	5 998.69	5 998.69	5 998.69	5 998.69	5 998.69	5 998.69	5 998.69	5 998.69	5 998.69	5 998.69	5 998.69
Repairs and Maintenance	-	314 580	314 580	26 215.00	26 215.00	26 215.00	26 215.00	26 215.00	26 215.00	26 215.00	26 215.00	26 215.00	26 215.00	26 215.00
Building Costs	-	1 761 006	1 761 006	146 750.50	146 750.50	146 750.50	146 750.50	146 750.50	146 750.50	146 750.50	146 750.50	146 750.50	146 750.50	146 750.50
Equipment Rental	-	25 680	25 680	2 140.00	2 140.00	2 140.00	2 140.00	2 140.00	2 140.00	2 140.00	2 140.00	2 140.00	2 140.00	2 140.00
Computer Systems	-	334 953	334 953	27 912.73	27 912.73	27 912.73	27 912.73	27 912.73	27 912.73	27 912.73	27 912.73	27 912.73	27 912.73	27 912.73
Local Travel and Accommodation	-	596 041	596 041	49 670.11	49 670.11	49 670.11	49 670.11	49 670.11	49 670.11	49 670.11	49 670.11	49 670.11	49 670.11	49 670.11
International Travel and Accommodation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Council fees	-	1 102 100	1 102 100	91 841.67	91 841.67	91 841.67	91 841.67	91 841.67	91 841.67	91 841.67	91 841.67	91 841.67	91 841.67	91 841.67
<b>Professional and Special Services</b>	-	1 530 000	1 530 000	-	-	425 000.00	-	300 000.00	235 000.00	-	50 000.00	-	350 000.00	170 000.00
Risk Management	-	25 000	25 000			25 000.00								
Human Resource Consultancy	-	35 000	35 000					35 000.00						
External Audit	-	1 000 000	1 000 000			400 000.00		300 000.00		50 000.00		150 000.00		100 000.00
Internal Audit	-	470 000	470 000					200 000.00				200 000.00		70 000.00
<b>Capital Assets &gt; R5,000</b>	-	65 000	65 000	-	-	-	-	5 000.00	25 000.00	-	5 000.00	-	-	-
Computer Equipment	-	30 000	30 000						30 000.00					
Computer Software	-	-	-											
Office Equipment	-	10 000	10 000				5 000.00				5 000.00			
Furniture and Fittings	-	25 000	25 000					25 000.00						
<b>Programme Expenditure</b>	-	7 709 000	7 709 000	1 240.00	62 600.00	43 960.00	451 000.00	322 500.00	991 416.00	775 184.00	900 400.00	390 500.00	165 900.00	1 352 000.00
Knowledge and Information	-	709 000	709 000	1 240.00	6 600.00	8 960.00	120 000.00	11 500.00	171 100.00	109 600.00	8 500.00	63 000.00	2 000.00	202 500.00
Policy and Research	-	1 200 000	1 200 000	-	-	-	-	40 000.00	149 000.00	440 000.00	40 000.00	160 000.00	-	291 000.00
Legal and Regulation	-	1 400 000	1 400 000	-	-	-	240 000.00	55 000.00	197 716.00	66 084.00	498 000.00	145 000.00	140 400.00	8 000.00
Communication and Stakeholder	-	1 500 000	1 500 000	-	-	-	41 000.00	151 000.00	453 600.00	135 500.00	353 900.00	22 500.00	23 500.00	50 500.00
Skills Development	-	2 900 000	2 900 000	-	56 000.00	35 000.00	50 000.00	65 000.00	20 000.00	-	-	-	-	800 000.00
<b>Total Expenditure</b>	-	29 738 752	29 738 752	1 671 045.63	1 732 405.63	2 535 849.96	2 120 805.63	2 297 305.63	2 921 221.63	2 474 989.63	2 620 205.63	2 065 305.63	2 185 705.63	3 021 805.63
<b>Total Grant Allocated / Required</b>		(27 059 000)	(27 059 000)		(13 529 500.00)					(13 529 500.00)				
<b>Other Income</b>		(2 706 000)	(2 706 000)	-	(156 000.00)	(116 000.00)	(676 000.00)	(346 000.00)	(196 000.00)	(104 000.00)	(296 000.00)	(196 000.00)	(296 000.00)	(166 000.00)
Levies		(1 650 000)	(1 650 000)		(60 000.00)	(20 000.00)	(580 000.00)	(250 000.00)	(100 000.00)	(8 000.00)	(200 000.00)	(100 000.00)	(200 000.00)	(70 000.00)
Interest		(1 056 000)	(1 056 000)		(96 000.00)	(96 000.00)	(96 000.00)	(96 000.00)	(96 000.00)	(96 000.00)	(96 000.00)	(96 000.00)	(96 000.00)	(96 000.00)

## **ANNEXURE D: REPORT ON ACTIVITIES OF PROFESSIONAL COUNCILS: SECOND QUARTER 2011/2012 FINANCIAL YEAR**

### **1. INTRODUCTION**

One of the objectives of the CBE in terms of section 3(f) of the CBE Act of 2000 is to promote sound governance of the built environment professions. Accordingly, the CBE formulated reporting templates intended to provide information on how well the professional councils have implemented the public functions delegated to them by the State. The reports gathered from Professional Councils also aim to facilitate the process of data collection, analysis and information sharing and dissemination to policymakers and government.

Equally important, the statistics provide a portrait on the state of Professional Councils and professions that are critical to assessing trends and understanding the challenges that lie ahead.

Professional councils are individually mandated, amongst other roles and functions; to facilitate the registration of professionals, candidates and specific categories of professionals within the legislated built environment professions, (namely Architecture, Construction and Project Management, Engineering, Landscape Architecture, Property Valuation and Quantity Surveying). To this end, in promoting and maintaining a sustainable built and natural environment, the CBE exists to facilitate participation by the built environment professions in integrated development, within the context of the country's national imperatives.

The CBE is continuing to work in terms of the CBE Act of 2000, with a mandate to oversee the activities of the six built environment councils. On a quarterly basis professional councils report on Registration, Appeals and Disciplinary cases and Continuous Professional Development (CPD). The remaining public functions are reported on the last quarter of each financial year. This report presents a statistical summary of the activities undertaken by the councils on the second quarter of 2011/2012 financial year. Please note that the CBE did not receive the second quarter report of the SACQSP.

## **2. PROTECTING THE INTERESTS OF THE PUBLIC**

In terms of section 30(1) of the Professional Councils Acts of 2000, a Professional Council must appoint a disciplinary tribunal to hear a charge of improper conduct. A Professional Council has the power to institute disciplinary proceedings regarding any complaint, charge or allegation of improper conduct against any person registered with the Council. If a registered professional transgresses the Rules and Code of Conduct set down by the Council, the professional will be subjected to a disciplinary process.

In terms of the CBE Act, the CBE is responsible for promoting and protecting the interests of the public in the built environment. The CBE's responsibility regarding public protection is ensuring that disciplinary action is taken against professionals found guilty of negligence and failing to ensure public safety in the execution of their duties. The following are a record of complaints being managed by each of the Professional Councils for the period of reporting:

### **The South African Council for the Architectural Profession (SACAP)**

The SACAP received 56 complaints against its registered professionals for the period to date. All 56 cases received are in progress. The nature of the complaints were declared as follows:

- **40**-Incompetence
- **11**- Misrepresentation
- **3**-Breach of Contract
- **2**-Fraud

### **The Engineering Council of South Africa (ECSA)**

The ECSA reported to the CBE that 14 complaints were received against their registered professionals. All 14 complaints received were in progress during the reporting period.

The nature of complaints were declared as follows:

- **6** Competency/ design errors
- **8** non compliance

### **The South African Council for the Landscape Architectural Profession (SACLAP)**

The SACLAP reported to the CBE that no appeals were received for the period under review.

### **The South African Council for Property Valuers Profession (SACPVP)**

The SACPVP reported to the CBE that 7 complaints were received. The nature of the complaints relate to undervaluation and overvaluation of property. Of the 7 received, 6 were in progress and 1 was finalised. The SACPVP also received 1 appeal matter which was to be finalised. The nature of the appeal is undervaluation.

### **The South African Council for Project and Construction Management Profession (SACPCMP)**

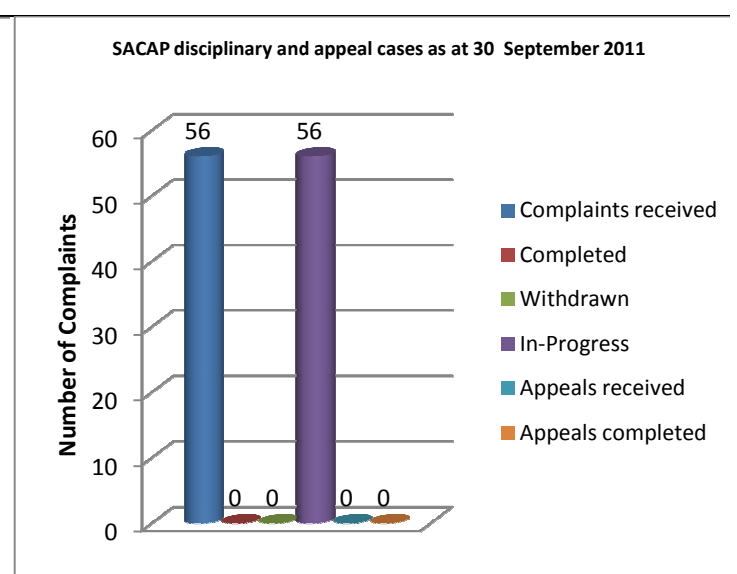
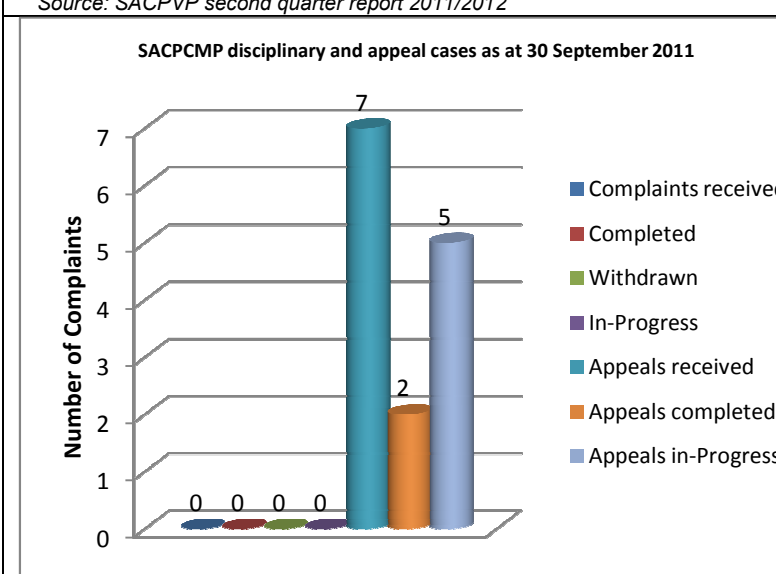
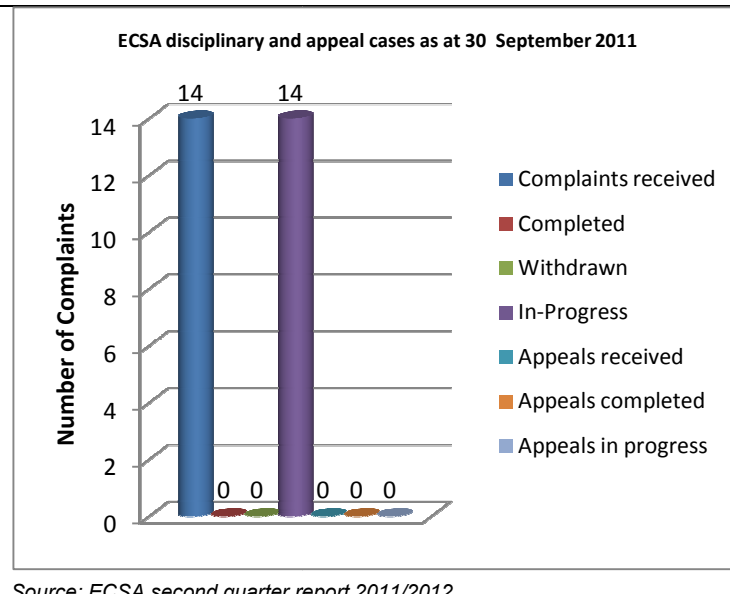
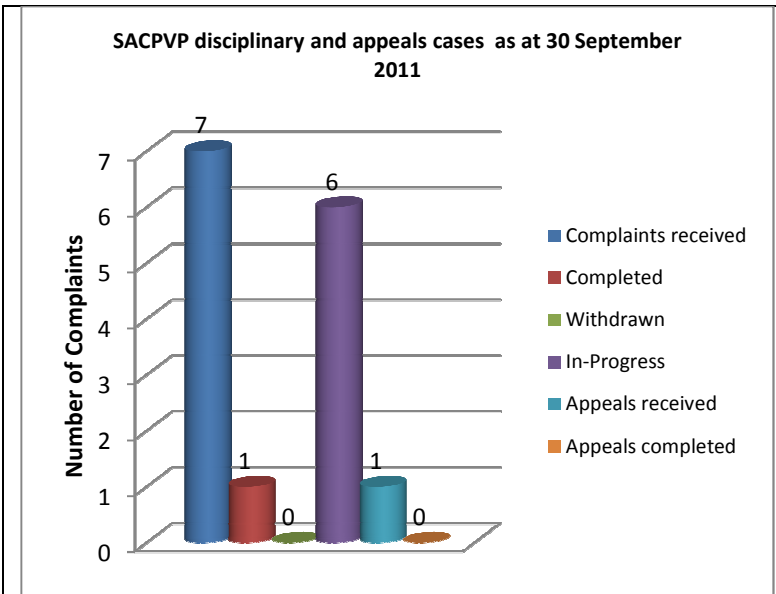
The SACPCMP reported to the CBE that 7 appeals were received for failure to be registered as professionals due to examination results. Of the 7 received 2 were finalised and 5 are in progress.

### **Challenges**

The professional councils highlighted challenges regarding the resourcing of tribunals. The ECSA and SACAP indicated that the cost of investigations and conducting of disciplinary hearings remained a challenge, particularly the high costs of running tribunals. The SACAP indicated lack of skills particularly those of their Investigating Committee members.

The graphs below illustrate the number of cases received by the ECSA and SACAP, SACPCMP and SACPVP as at 30<sup>th</sup> September 2011.

**Figure 1: Number of disciplinary cases completed, in-progress and appealed**



### 3. REGISTRATION

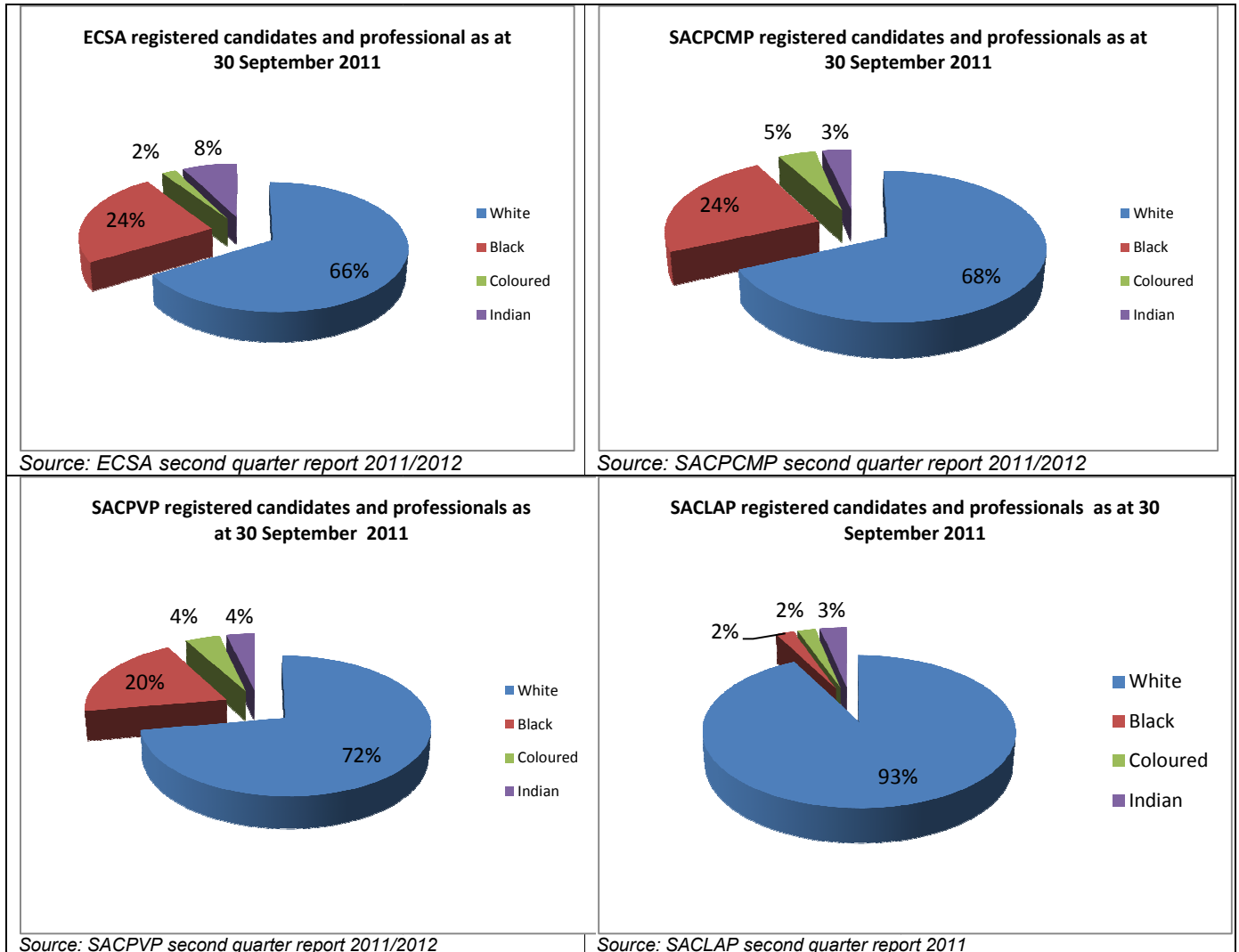
In terms of section 11 of each of the six Built Environment Professions Acts of 2000, the Councils may:

- a) Consider and decide on any application for registration;
- b) Prescribe the period of validity of the registration of a registered person;
- c) Keep a register of registered persons, and:
  - i) decide on the form of certificates and the register to be kept;
  - ii) the maintenance of the register or issuing of certificates, and;
  - iii) the reviewing of the register and the manner in which alterations thereto may be effected.

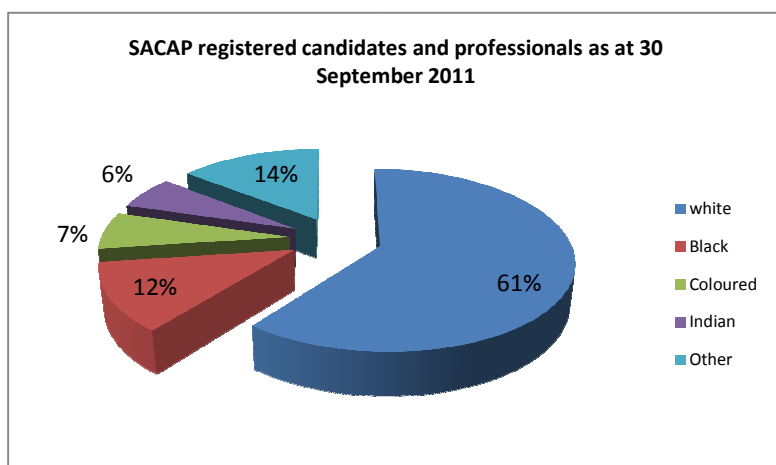
Below are the indicative outcomes from the councils in discharging their regulatory public functions.

The pie charts below demonstrate that built environment professionals are still predominantly white. However, the numbers on candidacy levels indicate an emergence of a significant growth of black candidates in engineering, construction and project management professions. The SACPCMP and ECSA have breached the 20% mark, constituting Black registered Candidates and Professionals. The CBE takes note of the slight improvement and cautions that more still needs to be done to improve the situation.

**Figure 2. Percentage breakdown of registered professionals and candidates by race**







Source: SACAP second quarter report 2011/2012

### (A) Total registered Candidates and professionals per category of registration

Regarding issues of transformation and representivity of previously disadvantaged groups in the professions, challenges are still prevalent. For instance representations of women within the built environment professions remains a concern. The built environment professions are male dominated with an average of 87.9% male representation. In terms of race representation, professionals are white dominated, with SACAP having as much as 93% registered white candidates and professionals. Table 1 to 14 below provides a breakdown of total registered professionals and candidates per Professional Council.

**Table 1: Professional and Candidates demographic profile per council as at 30 September 2011**

Council	White	Black	Coloured	Indian/Asian	Other	Total Registered
ECSA	66%	22%	2%	8%	-	<b>37254</b>
SACAP	61%	12%	7%	6%	14%	<b>7991</b>
SACPVP	72%	20%	4%	6%	-	<b>2340</b>
SACQSP	-	-	-	-	-	-
SACLAP	93%	2%	2%	2%	-	<b>187</b>
SACPCMP	68%	24%	3%	5%	-	<b>3255</b>

Source: Professional councils quarterly reports, second quarter 2011/2012

**Table 2: Gender profile of registered professionals and candidates as 30 September 2011**

Professional Council	Total registered	Male	Female
ECSA	<b>37254</b>	91%	9%
SACPVP	<b>2340</b>	79%	21%
SACAP	<b>7991</b>	78%	22%
SACLAP	<b>187</b>	51%	49%
SACQSP	-		

SACPCMP	3255	93%	7%
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Source: Professional councils quarterly reports, second quarter 2011/2012

**Table 3: ECSA Total registered candidates as at 30 September 2011**

	Total registered candidates
Candidate engineers	6388
Candidate engineering Technologist	2314
Candidate Engineering Technicians	3567
Candidate Certificated Engineers	249
<b>Total</b>	<b>12518</b>

Source: ECSA second quarter report, 2011/2012

**Table 4: SACAP total registered candidates as at 30 September 2011**

	Total registered candidates
Candidate architects	482
Candidate senior architectural technologists	202
Candidate architectural technologist	342
Candidate architectural draught person	319
<b>Total</b>	<b>1345</b>

Source: SACAP second quarter report 2011/2012

**Table 5: SACQSP total registered candidates as at 30 September 2011**

	Total registered candidates
Candidate quantity surveyors	SACQSP did not submit their second quarter report

Source: SACQSP second quarter report, 2011/2012

**Table 6: SACPVP total registered candidates as at 30 September 2011**

	Total registered candidates
Candidate valuers	962
Candidate residential property assessors	16
<b>Total</b>	<b>978</b>

Source: SACPVP second quarter report, 2011/2012

**Table 7: SACLAP total registered candidates as at 30 September 2011**

	Total registered candidates
Candidate landscape architects	34
Candidate landscape technologists	17
Candidate landscape architectural technician	5
Candidate landscape architectural assistance	0
<b>Total</b>	<b>56</b>

Source: SACLAP second quarter report, 2011/2012

**Table 8: SACPCMP total registered candidates as at 30 September 2011**

	Total registered candidates
Candidates construction managers	193
Candidates construction project managers	682
<b>Total</b>	<b>875</b>

Source: SACPCMP second quarter report, 2011/2012

**Table 9: SACLAP total registered professional as at 30 September 2011**

	Total registered professionals
Professional landscape architects	126
Professional landscape technologists	5
Professional landscape architectural technicians	0
Professional landscape architectural assistance	0
<b>Total</b>	<b>131</b>

Source: SACLAP second quarter report, 2011/2012

**Table 10: SACQSP total registered professionals as at 30 September 2011**

	Total registered professionals
Professional quantity surveyors	<b>SACQSP did not submit their second quarter report</b>

Source: SACQSP second report, 2011/2012

**Table 11: SACAP total registered professionals as at 30 September 2011**

	Total registered professionals
Professional architects	2939
Professional senior architectural technologists	1478
Professional architectural technologist	860
Professional architectural draught person	1369
<b>Total</b>	<b>6646</b>

Source: SACAP second quarter report, 2011/2012

**Table 12: ECSA total registered professionals as at 30 September 2011**

	Total registered professionals
Professional Engineer	15026
Professional Engineering Technologist	3907
Engineering Technician(Master)	413
Professional Certificated Engineer	1055
Registered engineering Technician	852
Professional engineering Technicians	2460
Lift inspector	159
Lifting Machinery Inspector	864
<b>Total</b>	<b>24736</b>

Source: ECSA second quarter report, 2011/2012

**Table 13: SACPVP total registered professionals as at 30 September 2011**

	Total registered professionals
Professional valuers	563
Professional associated valuers	797
Single residential property assessors	2
<b>Total</b>	<b>1362</b>

Source: SACPVP second quarter report, 2011/2012

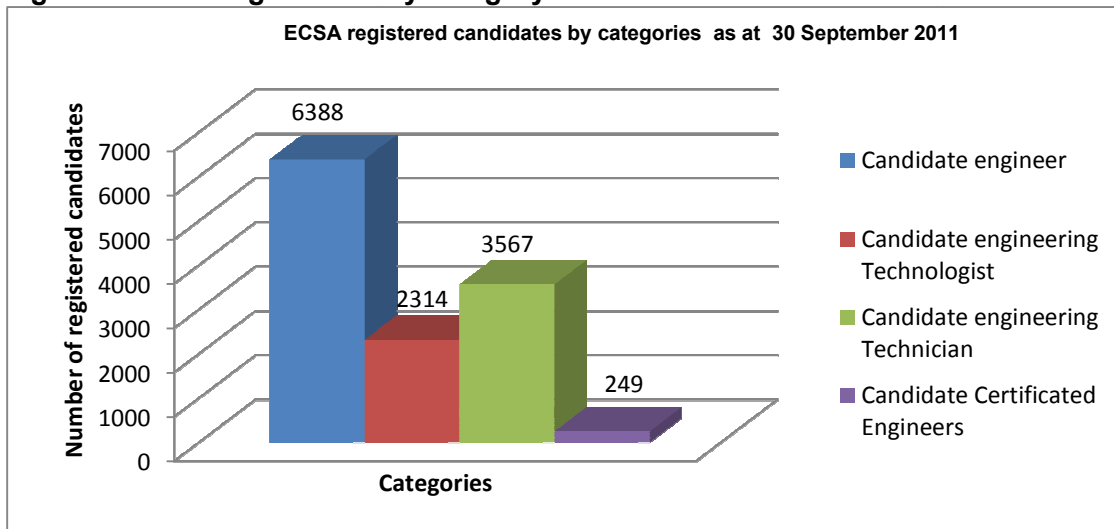
**Table 14: SACPCMP total registered professionals as at 30 September 2011**

	Total registered professionals
Professional construction managers	768
Professional construction project managers	1599
Professional Construction Mentor	13
<b>Total</b>	<b>2380</b>

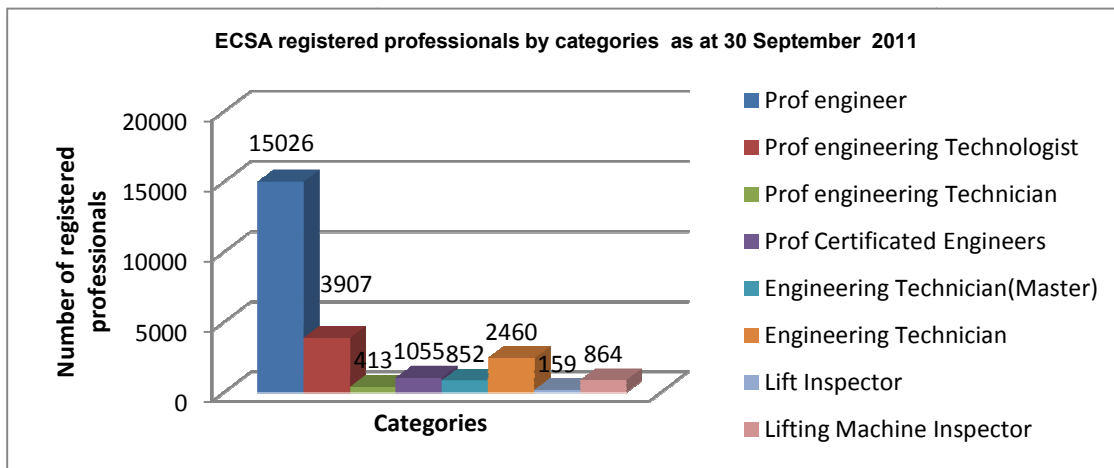
Source: SACPCMP second quarter report, 2011/2012

The graphs below illustrate the categories of professions and registration numbers per category.

**Figure 3: ECSA registration by category**

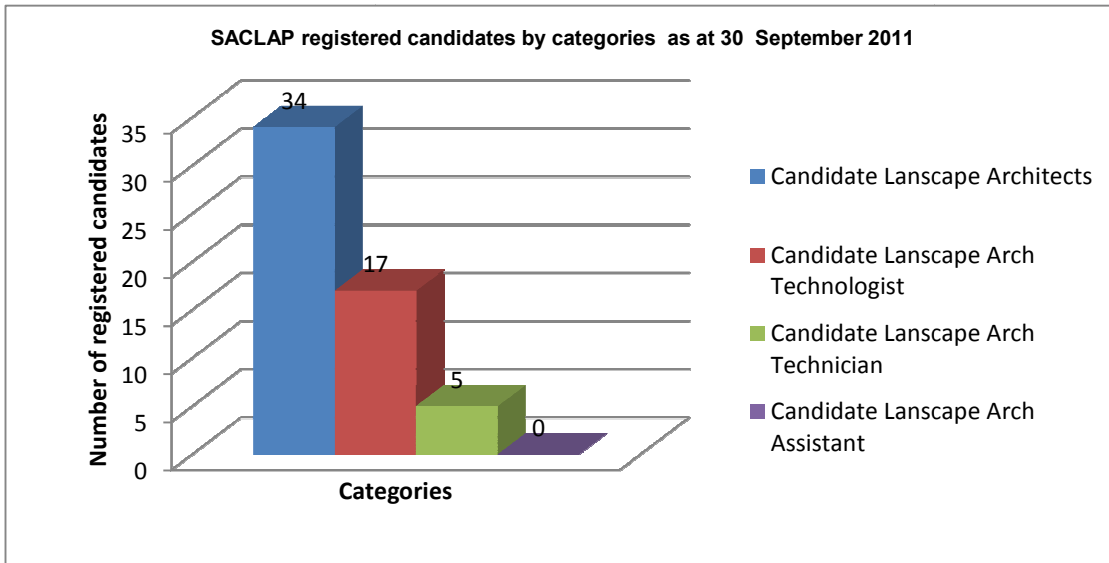


Source: ECSA second quarter report 2011/2012

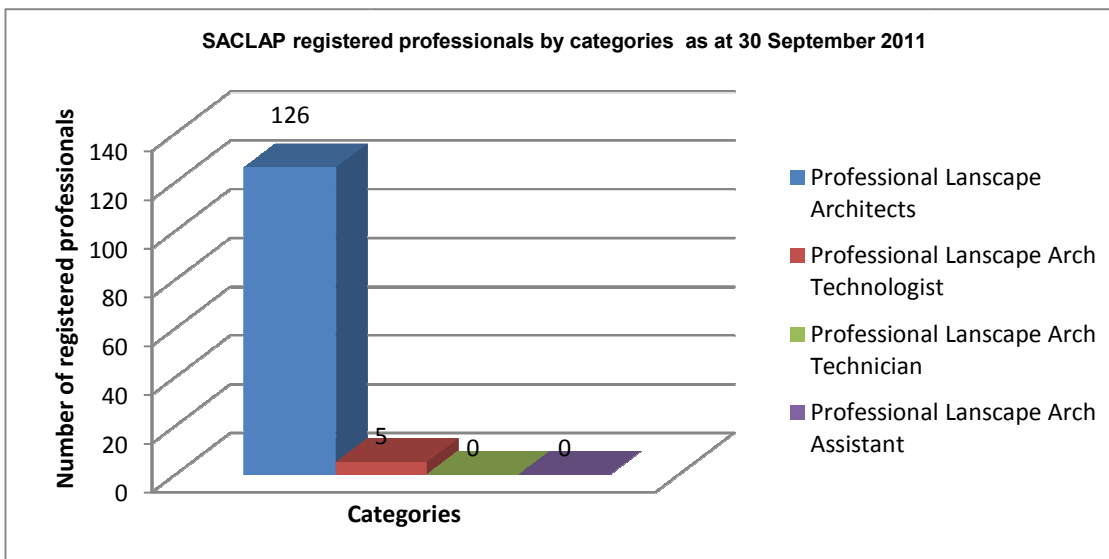


Source: ECSA second quarter report 2011/2012

**Figure 4: SACLAP registration by category**

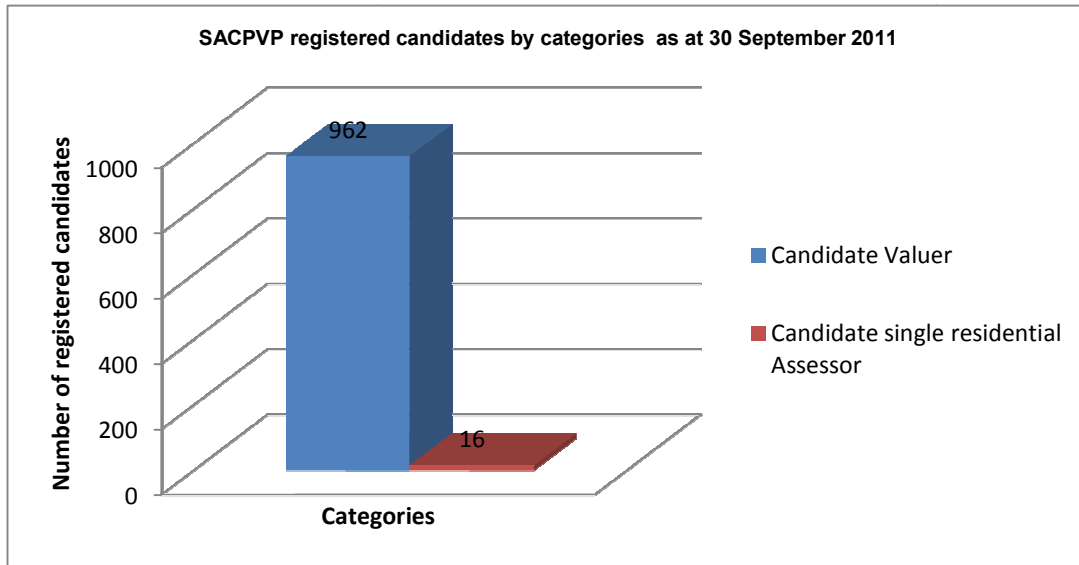


Source: SACLAP second quarter report 2011/2012

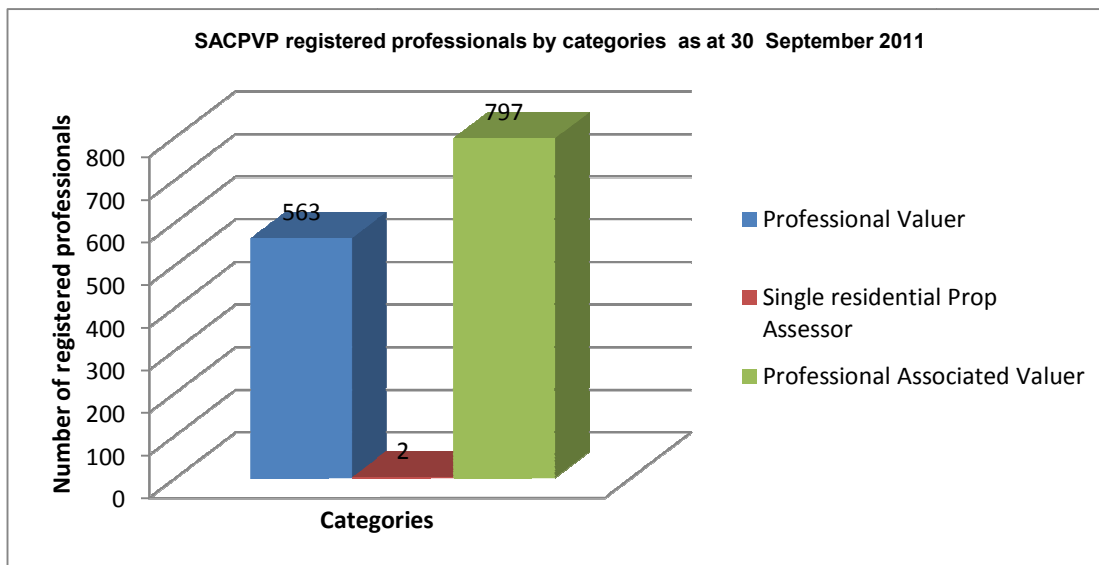


Source: SACLAP second quarter report 2011/2012

**Figure 5: SACPVP registration by category**

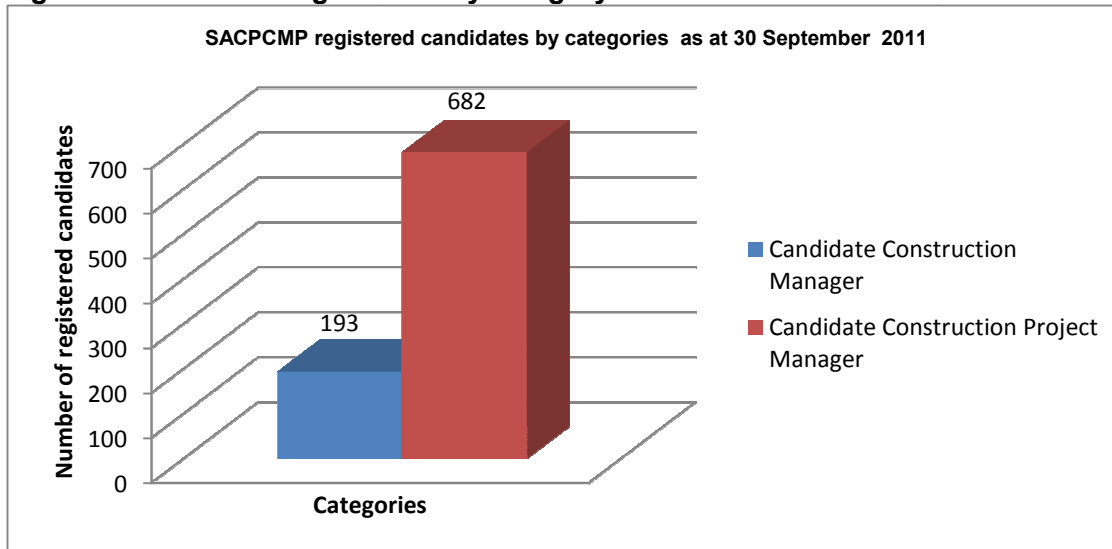


Source :SACPVP second quarter report 2011/2012

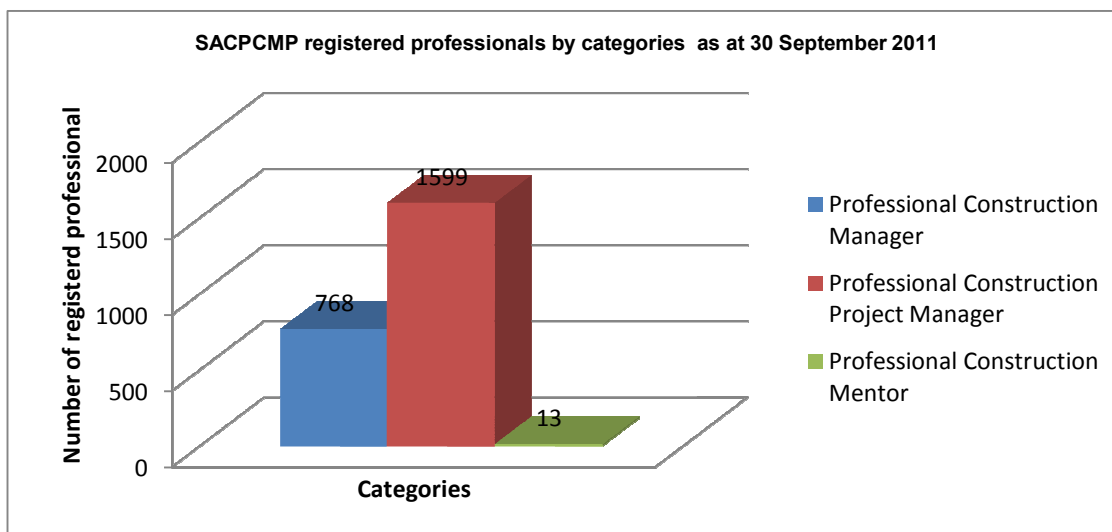


Source: SACPVP second quarter report 2011

**Figure 6: SACPCMP registration by category**

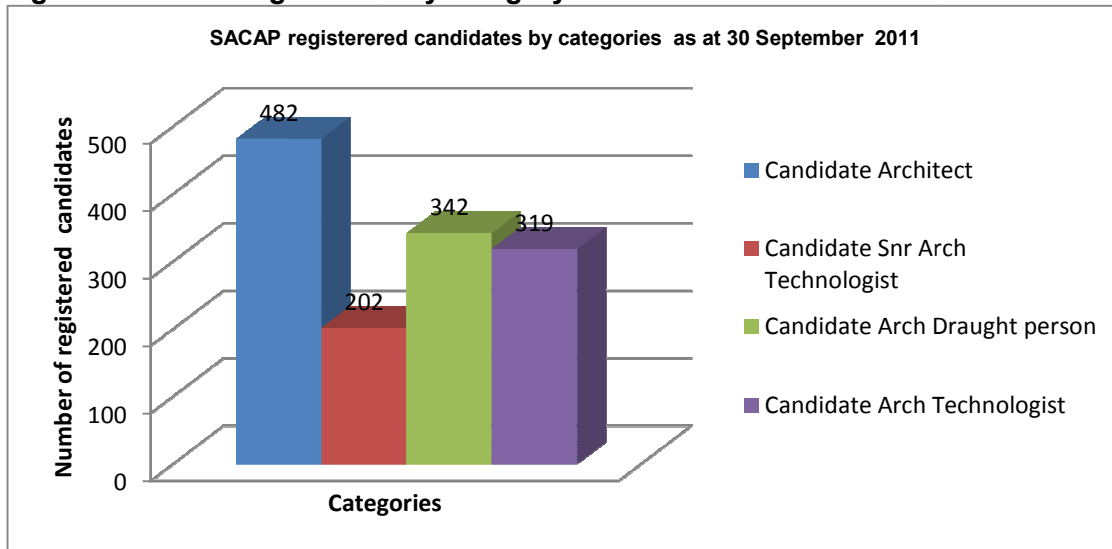


Source: SACPCMP second quarter report 2011/2012

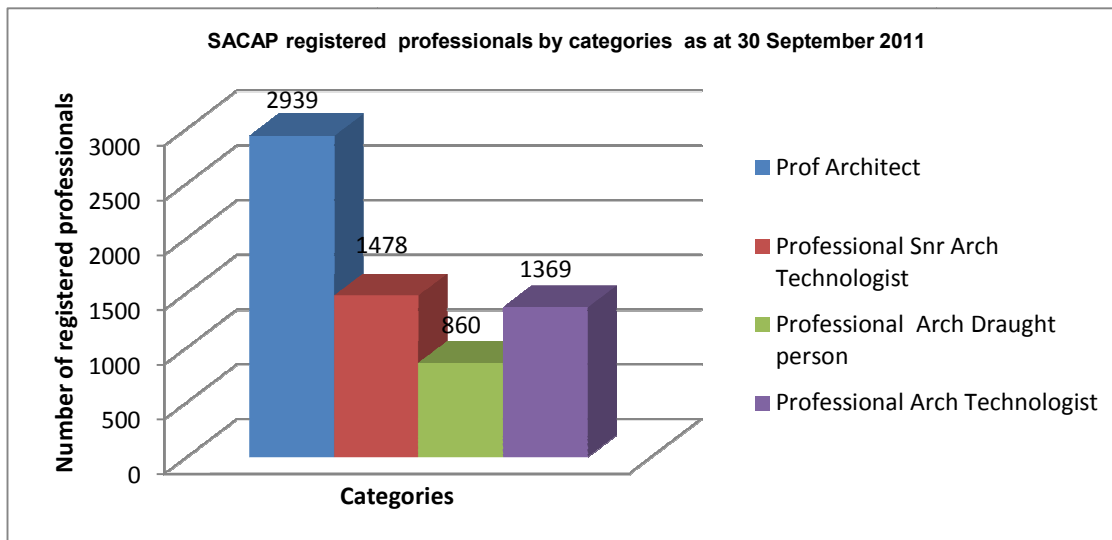


Source: SACPCMP second quarter report 2011/2012

**Figure 7: SACAP registration by category**



Source: SACAP second quarter report 2011/2012



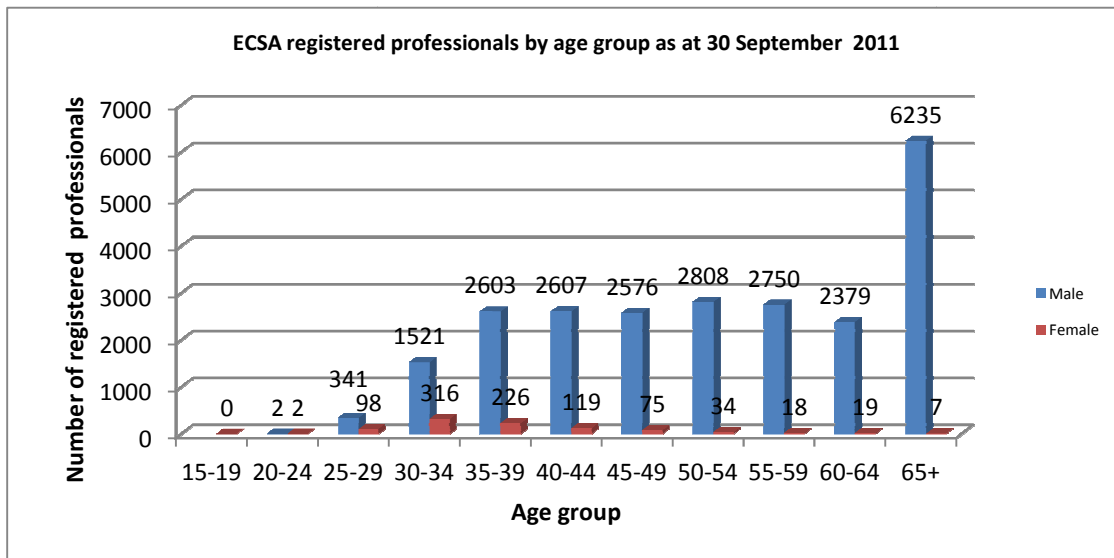
Source: SACAP second quarter report 2011/2012



**(B) Registration distribution per age group**

The graphs below indicate an age profile of the register and roll of professionals kept by the six built environment professions.

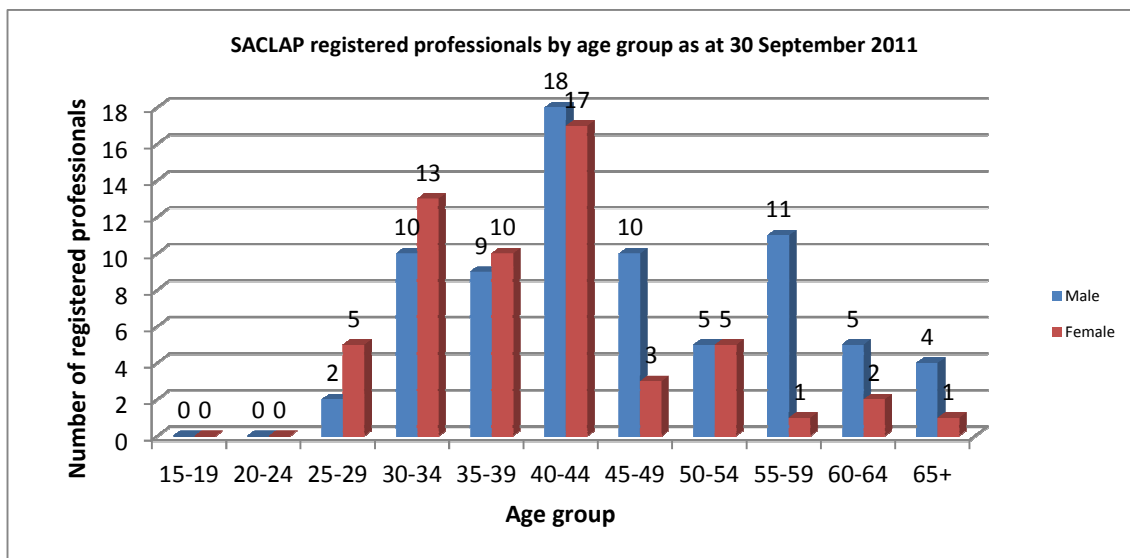
**Figure 8: ECSA professional registration distribution per age group**



Source:

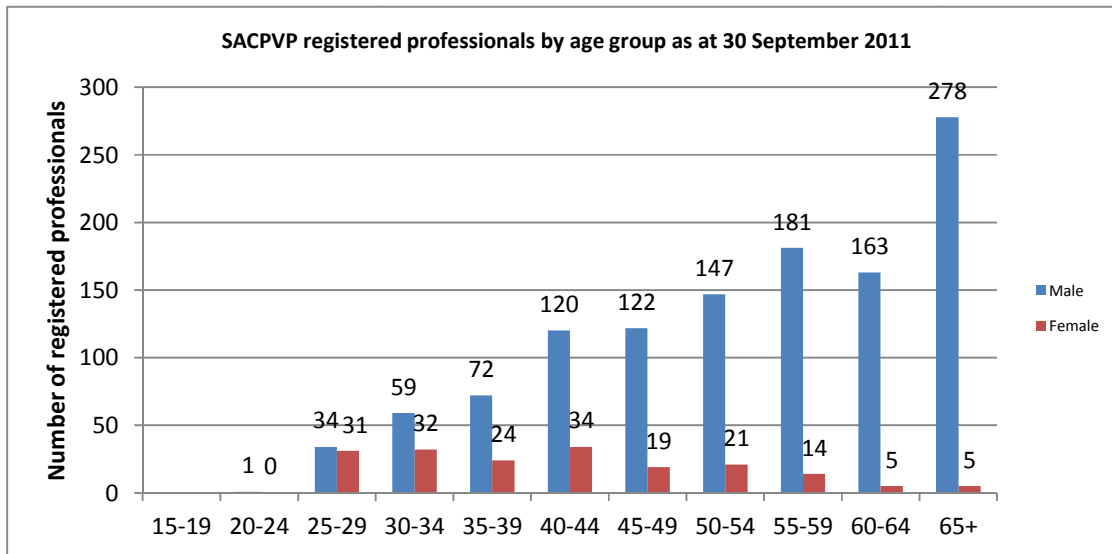
*ECSA second quarter report 2011/2012*

**Figure 9: SACLAP professional registration distribution per age group**



Source: SACLAP second quarter report 2011/2012

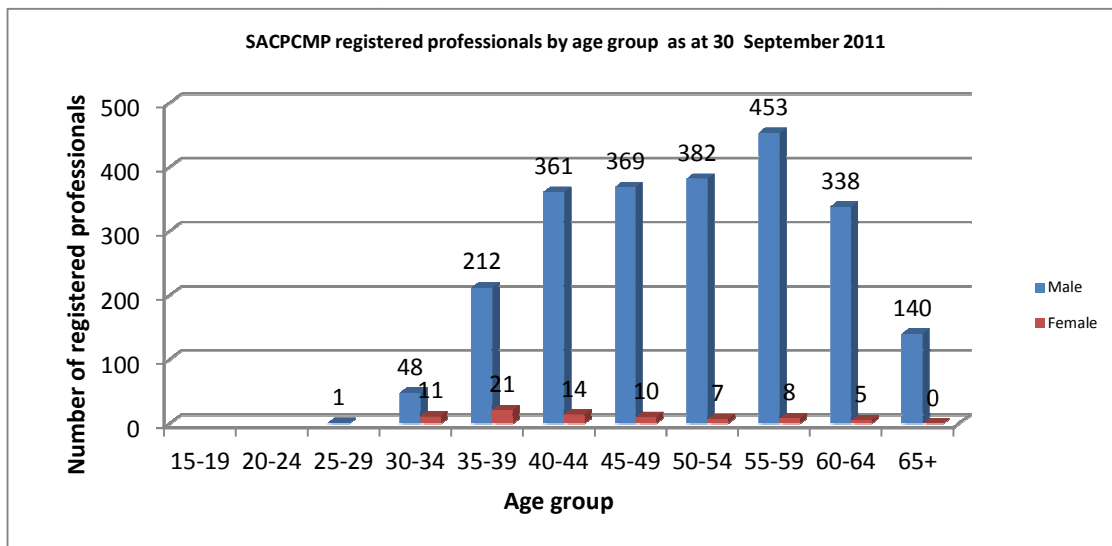
**Figure 10: SACPVP professional registration distribution per age group**



Source:

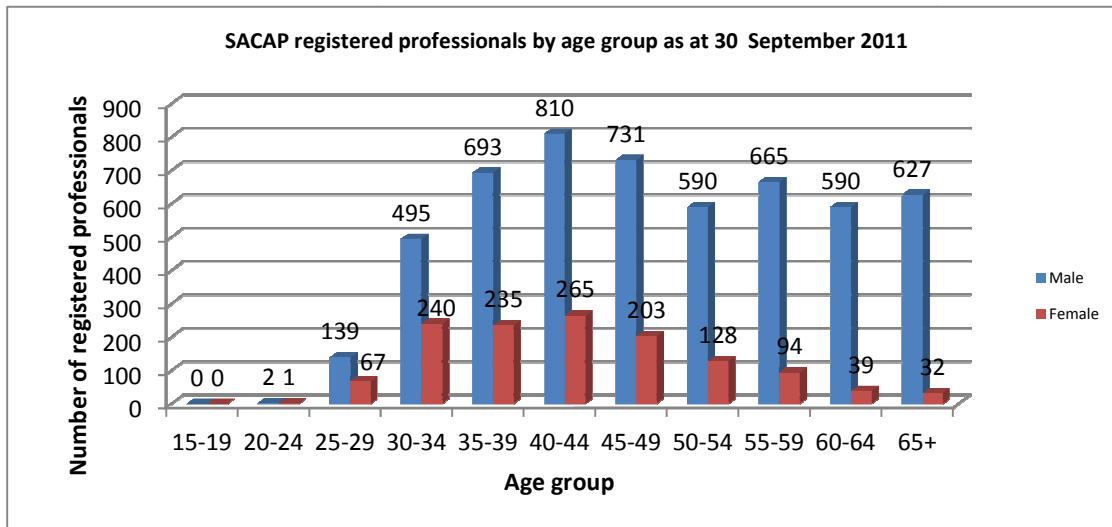
SACPVP second quarter report 2011/2012

**Figure 11: SACPCMP professional registration distribution per age group**



Source: SACPCMP second quarter report 2011/2012

**Figure 12: SACAP professional registration distribution per age group**

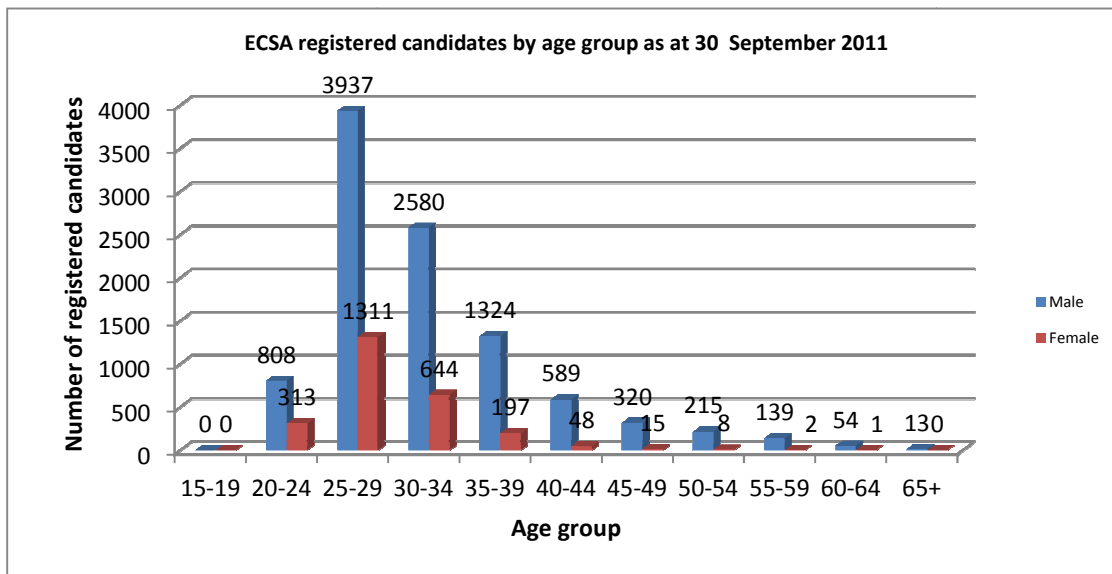


Source:

SACAP second quarter report 2011/2012

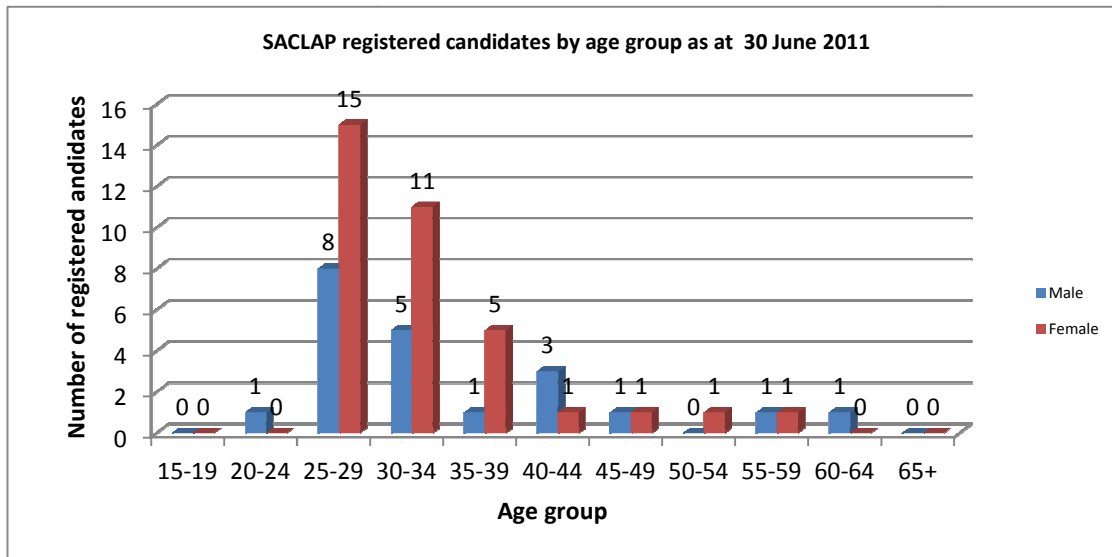
The graphs below indicate an age profile of the register and roll of candidates kept by the five built environment professions.

**Figure 13: ECSA candidate registration distribution per age group**



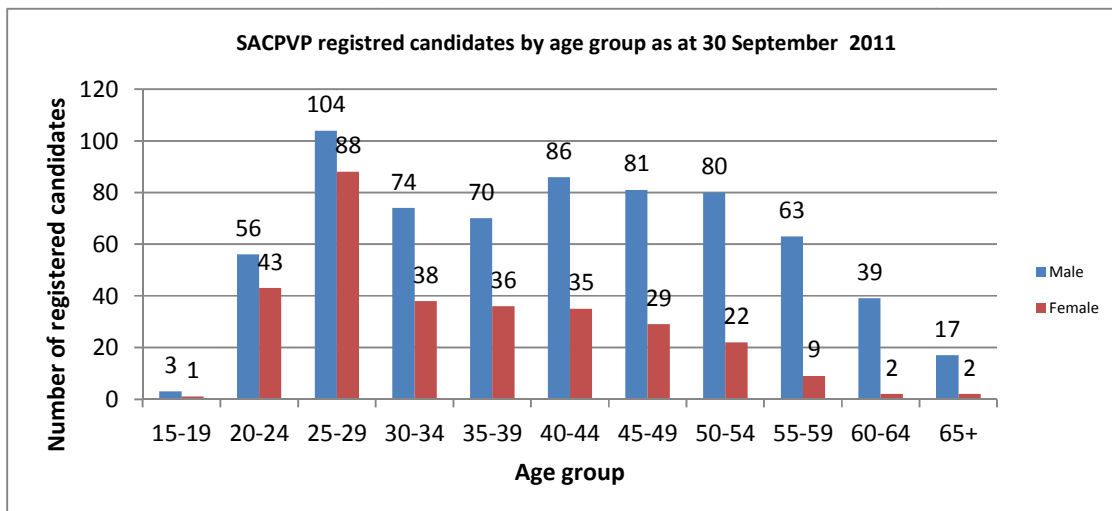
Source: ECSA second quarter report 2011/2012

**Figure 14: SACLAP candidate registration distribution per age group**



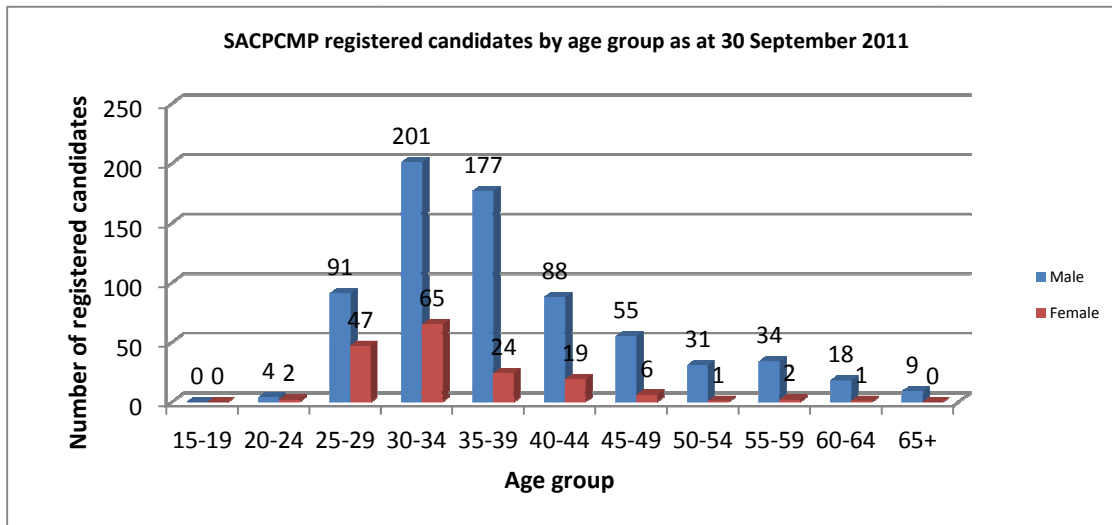
Source: SACLAP Second quarter report 2011/2012

**Figure 15: SACPVP candidate registration distribution per age group**



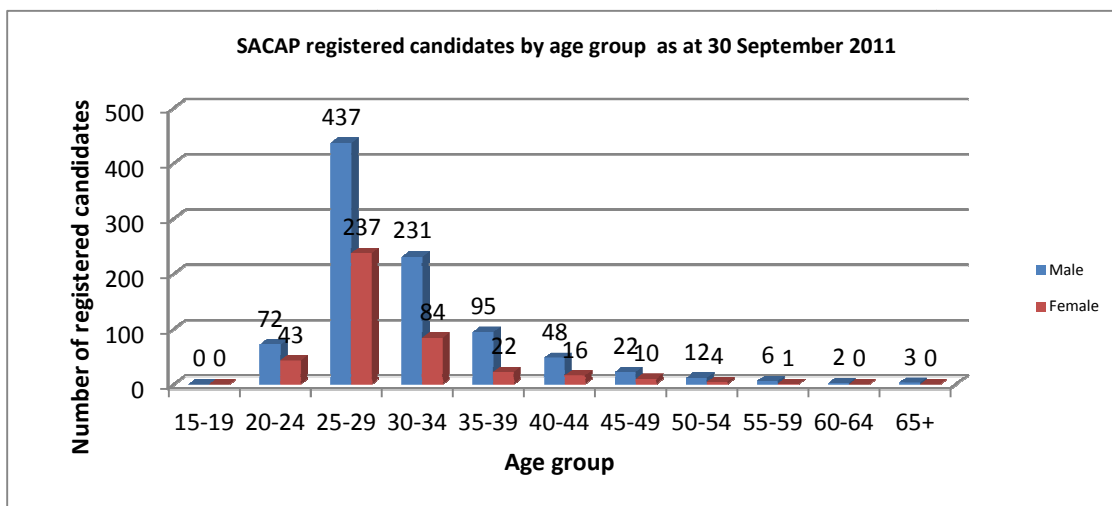
Source: SACPVP second quarter report 2011/2012

**Figure 16: SACPCMP candidate registration distribution per age group**



Source: SACPCMP second quarter report 2011/2012

**Figure 17: SACAP candidate registration distribution per age group**



Source: SACAP second quarter report 2011/2012

**(C) Registration distribution by province and gender**

The statistics from the professional council's report indicate that Gauteng province has the largest number of registered professionals in each profession. Gauteng province accounts for an average of 42% of registered professionals while Northern Cape has an average of 1.08% of registered professionals. The tables below indicate registration distribution by province and professional registration per provincial distribution.

Table 15: registrations by provincial distribution and gender

SACAP	Registered professionals and Candidates	Percentage share of the total registered	Men	Women	ECSCA	Registered professionals and Candidates	Percentage share of the total registered	Men	Women
Eastern Cape	603	7.55%	511	92	Eastern Cape	2080	5.58%	1833	247
Western Cape	2093	26.19%	1622	471	Western Cape	5883	15.79%	5425	458
Northern Cape	79	0.99%	62	17	Northern Cape	427	1.15%	394	33
Free State	288	3.60%	228	60	Free State	1107	2.97%	996	111
Gauteng	3130	39.17%	2404	726	Gauteng	16216	43.53%	14899	1317
Kwa-Zulu Natal	1109	13.88%	881	228	Kwa-Zulu Natal	5176	13.89%	4621	555
Limpopo	205	2.57%	174	31	Limpopo	733	1.97%	591	142
North West	158	1.98%	125	33	North West	618	1.66%	566	52
Mpumalanga	215	2.69%	173	42	Mpumalanga	3442	9.24%	2956	486
Other	111	1.39%	90	21	Other	1572	4.22%	1513	59
<b>Total</b>	<b>7991</b>	<b>100%</b>	<b>6270</b>	<b>1721</b>	<b>Total</b>	<b>37254</b>	<b>100%</b>	<b>33794</b>	<b>3460</b>

SACLAP	Registered professionals and Candidates	Percentage share of the total registered	Men	Women	SACPCMP	Registered professionals and Candidates	Percentage share of the total registered	Men	Women
Eastern Cape	6	3.21%	3	3	Eastern Cape	317	9.74%	294	23
Western Cape	57	30.48%	20	37	Western Cape	511	15.70%	492	19
Northern Cape	0	0.00%	0	0	Northern Cape	49	1.51%	49	0
Free State	0	0.00%	0	0	Free State	111	3.41%	104	7
Gauteng	107	57.22%	64	43	Gauteng	1430	43.93%	1323	107
Kwa Zulu Natal	14	7.49%	7	7	Kwa Zulu Natal	507	15.58%	454	53
Limpopo	2	1.07%	1	1	Limpopo	123	3.78%	112	11
North West	0	0.00%	0	0	North West	47	1.44%	42	5
Mpumalanga	0	0.00%	0	0	Mpumalanga	126	3.87%	111	15
Other	1	0.53%	0	1	Other	34	1.04%	31	3
<b>Total</b>	<b>187</b>	<b>100%</b>	<b>95</b>	<b>92</b>	<b>Total</b>	<b>3255</b>	<b>100%</b>	<b>3012</b>	<b>243</b>

Table 16: registrations by provincial distribution and gender

Table 17: registrations by provincial distribution and gender

SACPVP	Registered professionals and Candidates	Percentage share of the total registered	Men	Women	SACQSP	Registered professionals and Candidates	Percentage share of the total registered	Men	Women
Eastern Cape	SACPVP did not provide statistics on provincial distribution				Eastern Cape	SACQSP did not submit their second quarter report			
Western Cape					Western Cape				
Northern Cape					Northern Cape				
Free State					Free State				
Gauteng					Gauteng				
Kwa Zulu Natal					Kwa Zulu Natal				
Limpopo					Limpopo				
North West					North West				
Mpumalanga					Mpumalanga				
Other					Other				
Total					Total				

### Registration highlights

All time high registration figures have been reached during the report period July to September 2011. ECSA's database of total registrations burst through the 37 000 mark on 31 August 2011.

### Challenges with regard to registration

The SACAP reported that, there is a challenge with regard to foreign qualifications. There is a need for more stringent qualification and background checks for persons with foreign qualifications.

The SACPCMP reported that, there is a challenge with regard to availability of assessors. The Council will need to increase the pool of assessors and also the administrative capacity related to this function and this will only be realized if there are additional resources both human and capital. In addition there have been an increased number of applications that are being received by the council and insufficient assessors to cope with the additional registrations. This causes a delay in the assessment of new registration applications.

#### **4. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)**

The purpose of CPD is to ensure that professionals' knowledge and competencies are continuously kept up to date with new technological and theoretical developments in their respective fields.

The ECSA's CPD system was running smoothly except for capacity problems occasionally experienced with IT support systems. The Act requires registered persons to renew their registration periodically; and ECSA had set the period at five years. Completion of a specified complement of Continuing Professional Development activity is one of the conditions attached to re-registration. However, the delay in implementing identification of engineering work means that registration is not in effect compulsory. The Council has therefore adopted a flexible approach to the need for CPD for re-registration. Good co-operation has been received from registered persons due for renewal of their registration during the reported period. About 70% of its professionals complied with CPD requirements.

The SACAP reported that 37% of its registered persons complied with CPD requirements for the period under review. However staff turn-over in that Council's unit had been the biggest challenge in finalising submissions and re-registrations.

The SACLAP reported that although 95% of professionals complied with CPD requirements, the Council still as a problem of lack of human resources and funding shortfalls.

The SACPVP reported that 60% of its registered persons complied with CPD requirements and it was considering including mentoring as part of its CET requirement to encourage professionals to train candidates.

The SACPCMP reported that their CPD policy was gazetted for comment on the 16 of November 2010. A CPD policy rollout committee was formed and their task is to evaluate the content of the course to be offered, to decide on the allocation of CPD points, to classify the events, and to assess the events submitted for the CPD recognition. Once this work is completed, then the Council will be in a position to implement the CPD Policy.



**Table 24 ECSA, SACAP, SACLAP, SACPVP, SACPCMP and SACQSP CPD compliance percentage.**

PROFESSIONAL COUNCIL	% OF REGISTERED PROFESSIONALS THAT COMPLY WITH CPD REQUIREMENTS
ECSA	70%
SACQSP	SACQSP did not submit their second quarter to CBE
SACAP	37%
SACLAP	95%
SACPVP	60%
SACPCMP	The CPD committee is evaluating the courses content to be offered and allocation of CPD points

## 5. CONCLUSION

The CBE notes the progress made by professional councils in fulfilling their mandate and the role that the Built Environment professions continue to play in South Africa's development. An improvement in areas of Continuous Professional Development is noted. Whilst this progress is commendable, professional councils continue to experience challenges in areas such as Disciplinary and Appeals cases. Many of these challenges are attributed to lack of human resource capacity and financial constraints within the professional councils. It should be noted that the CBE is undertaking a project that will assess the viability of integrated and shared legal services in order to deal with the challenges experienced by Professional Councils. The project will be finalised within the current financial year.

With regard to registration, the main challenge identified is the need to make the professions representative of the diversity in the South African society. The built environment needs a transformation agenda that will clearly indicate what needs to be done by who, when and how. Without a transformation agenda the challenge of representativity will remain.

The CBE is of the view that transformation of the membership base should take into account the current skills environment and address barriers at each and every level of qualification. Effective transformation and growth of the built environment professions should be at the heart of the six built environment professional councils strategic commitment to develop and empower previously disadvantaged South Africans.

It should be noted that the CBE council established the transformation committee to deal with issues that affect the built environment. The primary role of the committee should be the facilitation of the entry of designated groups, as defined by the Employment Equity Act, into the professions through the implementation of equity development projects so as to ensure that the membership of built environment professions will eventually reflect the demographics of the South African population.

On the political level the National government has the task of ensuring that the transformation of the built environment takes place through holding professional councils accountable through the parliamentary process, and laws governing public institutions responsible for public functions.

As part of planning and ensuring that the professional councils respond to developmental needs of the country CBE is undertaking a project to synchronize the planning and reporting processes of the CBE and Professional Councils with the performance management and reporting systems of government. The objective is to develop measurable performance targets for Professional Councils on all the thirteen public functions and start the implementation in 2012/2013 financial year with clearly defined performance targets and outcome indicators.

The CBE will continue to work with the professional councils, the Department of Public Works and relevant stakeholders to further improve policy and regulatory instruments aimed at ensuring that the professional councils adequately respond to the developmental needs of the country.

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Engineering Council of South Africa (ECSA), June 2011: **Second Quarter report**

South African Council for the Property Valuers Professions (SACPVP), June 2011: **Second Quarter report**

South African Council for the Project and Construction Management Professions (SACPCMP), June 2011: **Second Quarter report**

South African Council for the Architectural Professions (SACAP), June 2011: **Second Quarter report**

South African Council for the Landscape Architectural Professions (SACLAP), June 2011: **Second Quarter report**