

## Digging Deeper

How to Use the SACPCMP's Upgraded Registration System

**CBE Update:**  
Identification of Work

The Importance of Research in the Construction Sector

SACPCMP Committee Member wins ERWIC Woman-owned Contractor of the Year Award

# SACPCMP

The South African Council for the Project and Construction Management Professions

— CONSTRUCTING NEW PERSPECTIVES —



# Updates from the SACPCMP Registrar

**W**elcome to the November edition of Shape Shifter! I am pleased that the past few months, along with the resumption of a number of business and social activities, have shown progress in Council initiatives and projects.

This has provided a boost in addressing some of the registration backlog that resulted from both the national lockdown restrictions and upgrade of our registration systems.

## Exams and Interviews

During September and October, we successfully commenced with our interview processes as well as examinations. During the next few weeks, the testing and finalisation of our online examination options will be realised, and through this, we hope to provide applicants across the country with a more convenient way to complete their registration process.

In addition, the SACPCMP moved closer to the completion of its System Upgrade, with all registration processes back in full swing!

The Council was also proud to receive a clean financial audit, which bears witness to the work the SACPCMP has put into its financial and operational management efforts.

Although our office premises are still officially closed to members of the public, some SACPCMP staff have resumed working onsite on a rotational basis (while others continue to work remotely). The Council has put into place a number of actions and measures to ensure that all COVID-19 health protocols are maintained.

We urge our Registered Persons, applicants and other stakeholders to contact us via the details included in this edition of Shape Shifter as opposed to visiting our office premises.



**SACPCMP Registrar,  
Butcher Matutle**

As we steam ahead towards the end of the 2020 calendar year, we do so with the expectation of continuing with our operational improvements to ensure that registration processes remain unhindered, and thank you for your continued support of the SACPCMP.

Along with millions of South Africans, we have stood strong through tough times, and remain confident in the hope that our perseverance will bear fruit.

**Butcher Matutle  
Registrar: SACPCMP**

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# Editor's Note

The year is racing towards its December finish line and we thank you for taking a little time out to read another edition of our Shape Shifter magazine. This edition is transformation-focused, looking at some of the achievements and hard work that women have brought to the fore in the Construction Industry to support and drive the sector.

Thank you to all who have shared news and updates, and we look forward to receiving more of your news and contributions.

Stay strong and stay safe!

Natasha van der Berg  
Editor: Shape Shifter



## Keeping in Contact

Do you need to contact us? In mid-2020, we opened avenues to contact our Customer Relations Management (CRM) team. You can contact the CRM team through the following numbers, which can also be use for WhatsApp messaging:

### CRM mobile numbers:

066 282 4291    076 430 0094  
082 589 5625    082 547 3215  
071 411 5347    082 866 2578  
082 216 6279

### Additional contact details for direct email communication:

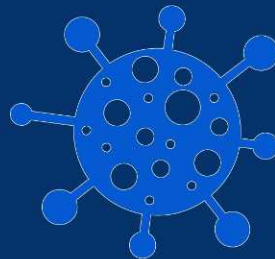
reception@sacpcmp.org.za  
crmadmin2@sacpcmp.org.za  
JnrCrm1@sacpcmp.org.za  
crmadmin3@sacpcmp.org.za  
JnrCrm2@sacpcmp.org.za  
JnrCrm4@sacpcmp.org.za  
JnrCrm6@sacpcmp.org.za

# COVID-19

## RETURN TO WORK



Implement suitable control measures including PPE



Conduct a risk assessment

What every employer should do

Educate and train employees

Promote social distancing and respiratory hygiene

Provide hand hygiene facilities





# Identification of Work

The Council for the Built Environment (CBE) is impelled by the Council for the Built Environment Act (Act 43 of 2000) (The Act) to identify the scope of work for each category of registered persons (see section 21(2) of The Act).

The process is referred to as the identification of work (IDoW) and the scoping of the work is determined after consultation with the Competition Commission (CC) and in consultation with the six Councils for the Built Environment Professions (CBEP).

## Purpose

The purpose of this update is to provide stakeholders information on the process followed and progress made since the previous up-

date (30 December 2019), as well as the next steps in the process. It became obvious that there was a need to place the identification of work in proper context vis-à-vis the regulation of professions.

## Contextualisation of Scope of Work and the Regulatory Mechanisms

**The Scope of Work:** The CBE, during 2019/20, identified and published for information the scope of work for the categories of registration for all six CBEP.

The scope of work is defined as: *“the range or extent of the work to be performed by a person registered in that category”*.

This mechanism is strongly directed towards informing the user

of Built Environment professional services. The different categories of registration indicates first and foremost, the path to registration followed by the relevant registered person and includes academic qualification and experience gained.

## Regulating the Built Environment Professions:

It is common cause that the CC rejected all applications for exemption from the provisions of the Competition Act. The CC, in its reasons for rejecting the exemption applications, acknowledged the mandate of the CBEP to regulate their respective professions.

There are deemed to be various mechanisms, which, if applied in combination, will form a mechanism for the regulation of professions (hereafter referred to as regulatory mechanisms).

The regulation of the professions should include mechanisms to ensure seamless entrance into the professions.

Regulation therefore by no means suggest the exclusion of competent persons from the performing of work. Regulatory mechanisms are not intended to be restrictive, but rather enabling.





# CBE Update: Identification of Work

An explanatory note was developed to contextualise the identification of work and the other mechanisms required to regulate the Built Environment Professions. The note is to be read with the revised CBE IDoW Policy (see paragraph on 'Revised CBE IDoW Policy' that follows).

## The Revised CBE IDoW Policy

The CBE distributed a draft IDoW Policy Framework for input by the CBEP. This policy shall replace the policy issued by the CBE in 2008. The Policy focusses strongly on mechanisms to regulate the Built Environment Professions and to ensure fair entrance into the Built Environment Professions. These mechanisms are:



**Special Consent:** This is a mechanism for a CBEP to grant, on application, permission for a registered person to undertake a type of project that is not identified for his/her particular category of registration

**Limited Special Dispensation:** Any registered person, who intended to undertake work outside his or her category of registration, may apply for Limited Special Dispensation by submitting a portfolio of evidence to prove skills and competence in order to be specifically exempted

**Recognition of Prior Learning (RPL):** A process through which the previous learning and experience of a learner, however obtained, against the learning outcomes required for a specific qualification and the acceptance for the purposes of qualification of that which meets those requirements

**Candidacy:** A process during which a person, registered in the candidate category, receives training and gains experience through employment with the intention of attaining the competence required for professional registration.

**Transitional Arrangements:** Persons registered in categories and who are performing work not identified in the scope of work of that category, may continue to perform such work until an effective date determined and published by the relevant CBEP.

**Protection of Professional Title:** The CBEP must prescribe mechanisms to protect the use of authorised titles only by persons registered in the applicable category.

## Engagement with the Competition Commission (CC)

The CBE recognises the CC's role in transformation. Engagement with the CC will continue, seeking contribution from the CC on the revised CBE's Identification of Work Policy and the Identification of Work policies of the CBEP.

The Competition Act of 1998 encourages formal arrangements between the CC and other regulators on shared jurisdiction, but also on the enhancement of the principles of the Competition Act.

The CBE formally proposed to the CC a commencement of discussions towards a Memorandum of Understanding.

Discussions with the CC is ongoing and a workshop between the CC, CBEP and CBE has been arranged for November 2020.

The outcomes of this workshop are to solicit the input of the CC on the identification of work policies of both the CBE and the CBEP, and to work towards a Memorandum of Understanding with the CC in terms of the provisions of the Competition Act.

## Enquiries

Queries and further information may be directed to the following personnel at the CBE:

[pieter@cbe.org.za](mailto:pieter@cbe.org.za)

or

[meltonia@cbe.org.za](mailto:meltonia@cbe.org.za)



# SACPCMP Comms Committee Member Takes Top Award

**C**ongratulations to Revona Botha (PrCPM) who was recently awarded the ERWIC Women-Owned Contractor of the Year Award. The award was presented to Revona as part of the Empowerment and Recognition of Women in Construction (ERWIC) Awards 2020, presented by the Construction Industry Development Board (cidb).

Revona is a member of the SACPCMP Stakeholder Relations, Communications Marketing and Transformation Committee. She

has more than 30 years of construction and engineering experience and qualified as the first black women Artisan Electrician in 1990. Revona is the founder and owner of not one but three organisations: Robus Engineering and Beach in the Bush, both which are 100% black-woman owned, and ETRCom.

The ERWIC Awards aim to encourage excellence among women and commitment among stakeholders to support women in their professional growth and develop-



Revona Botha

ment, as well as promote role models for women in lower-grade construction categories and motivate women in the higher grades.

## Using the Upgraded SACPCMP Registration System

**Accessing Your Profile:** Registered Persons or Applicants can access their profiles by visiting either <https://mypcm.sacpcmp.org.za> or <https://mychs.sacpcmp.org.za> and then click the 'Login' icon on the top right area of the screen (see example screenshot below).

**Forgotten Passwords:** Should you forget your password or username, please email one of the provided CRM email addresses (see page 2), and our CRM representatives will assist in resetting either the username or password.





## Reminder of 2020 Annual Fee Payment

While the prescribed period for payment of annual fees lapsed on 31 May 2020, because of the considerable challenges that faced South Africans during the recent pandemic, the SACPCMP provided a payment grace period until 31 August 2020.

The Council has advised Registered Persons that failure to submit payment of annual before 30 October 2020 resulted in an administrative fee being imposed which amounted to 10% of the balance owing as at 30 October 2020.

In the event that a payment that was made has not been allocated to their profiles, Registered Persons are requested to follow this up via [debtors@sacpcmp.org.za](mailto:debtors@sacpcmp.org.za) (a submission of proof of payment will be required).

The payment of annual fees is as described in Section 12(1)(c) of the Project and Construction Management Professions Act No. 48 of 2000.

Payments should be made to:

**Account Name:** The SA Council for the Project and Construction Management Professions

**Bank:** Nedbank

**Account Number:** 128 406 4557

**Branch Code:** 128 405

**Branch:** Business Central

It is important to use your MM account/membership number as your payment reference so that payment can be swiftly allocated.



## Using the Upgraded SACPCMP Registration System

### Accessing Your Registration Status Certificate

**Step 1:** Access your profiles by visiting either <https://mypcm.sacpcmp.org.za> or <https://mychs.sacpcmp.org.za>

**Step 2:** Within the 'My Profile' section, view and access your certificate(s) via the 'View your Certificate' tab.

### Creating Your Validator

As a Registered Person, we encourage you to insert a profile link into your email signature and create a unique validator.

To do this, click on the 'Create Validator' tab within your profile page.

### Check Your Status

To check your registration or application status, click on the 'Dashboard' section within your profile page.

### Registered Person Search

To search for a Registered Person within the SACPCMP's search function, visit <https://mypcm.sacpcmp.org.za> or <https://mychs.sacpcmp.org.za> and click on the 'Search' tab.



# The Importance of Research in the Construction Sector

By Sindi Kwenaita

SACPCMP Acting Manager of Education

**R**esearch is often driven by a desire to investigate pertinent issues.

The Construction Sector, through infrastructure development, contributes billions to GDP and has a direct impact on economic growth. However, the industry still faces challenges in growth, innovation and management.

Through research, viable and lasting solutions, which are evidence-based, can be developed to address the challenges which have been plaguing the industry.

## Why Research is Key

The European Construction Technology Platform (ECTP) held a conference which placed the issue of research, development and innovation in Construction, front and centre.

Luc Bourdeau, Secretary General of the ECTP and Manager for European Affairs at Scientific and Technical Centre for Building's Research and Development Directorate, makes a statement on the context for research in the Built Environment. He noted the reasons as to why it is important to promote



research in the Construction Industry.

“The Built Environment (homes, offices, transport infrastructures, cultural places, etc.) is where we spend more than 80% of our time. The quality of the Built Environment therefore directly impacts the quality of our life.

“But the Built Environment is also crucial to many industries and services. Consequently, it plays an important role in many economic sectors,” said Bourdeau.

“Challenges such as management of energy, the impact on the

environment, safety and more generally quality of buildings are becoming increasingly important and need to be tackled within an integrated approach. Socio-cultural aspects such as our usages, lifestyles, history and cultural sensitivities are also essential. Everything related to how the Built Environment functions must be taken into account in changes to construction and development”.

## Investment

Unfortunately, there has been little investment and development in research in the South African Construction Industry, historically,



## The Importance of Research in the Construction Sector

and those leading the charge are Higher Education Institutions (HEIs) which generate a myriad of research projects, especially through their postgraduate programmes.

### Dependent on Collaboration

Australia's Chief Scientist, Professor Ian Chubb, in a speech titled *The Impact of Research and Development (R&D) in Construction* stated: "Strong R&D is dependent on nationwide collaboration between all parties – of industry, of government and of academia. It is research and development that will create smarter construction operations, processes, techniques".

The Council often receives requests from researchers to conduct research involving employees or Registered Persons. While the SACPCMP recognises the benefit of research there must be a commitment to ensure this research is relevant, ethical and has minimal impact on the research population.

### Standard Operating Procedure Developed

It is for this reason that the SACPCMP developed a Standard Operating Procedure (SOP) for Application for Permission to Conduct Research. This outlines in systematic detail the procedure of obtaining permission to

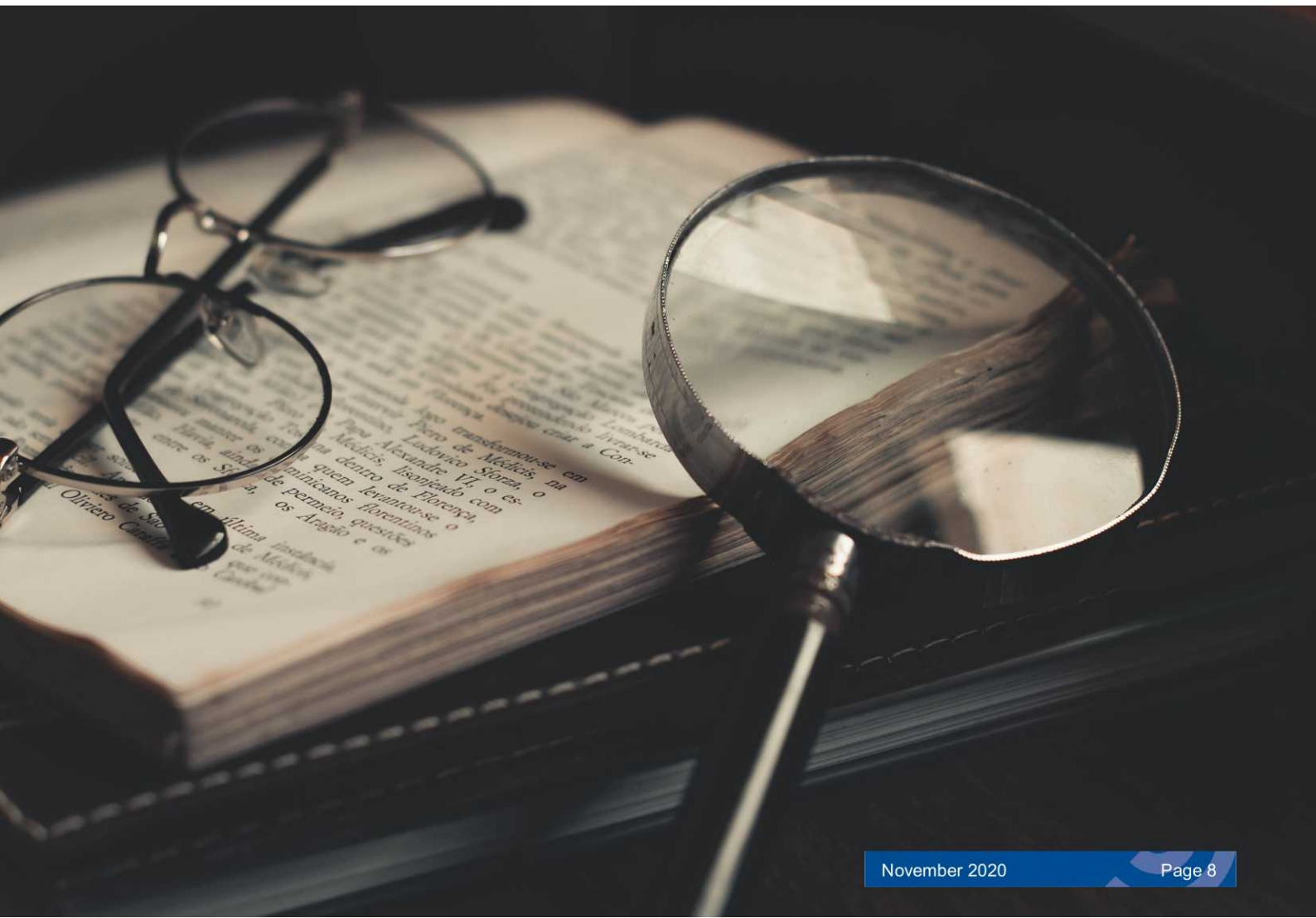
conduct research in the SACPCMP and on its Registered Persons.

The SOP will ensure that applications for permission to conduct research are managed and processed accordingly and that requests are verified. The SOP for Application for Permission to Conduct Research is available on the SACPCMP Website ([www.sacpcmp.org.za](http://www.sacpcmp.org.za)).

All letters of request to conduct research should be sent to:

[programmescordinator@sacpcmp.org.za](mailto:programmescordinator@sacpcmp.org.za)

Following the receipt of your letter of request, the application process will commence.





## Shape Shifter Professional Profile

# Charlotte is CHSM Magic

Say hello to Charlotte Fourie (CHSM), an Environment Health & Safety (EHS) Officer and Trainer with Gibela Rail who values respect, relationships and family.

Charlotte is this month's feature in the Shape Shifter Professional Profile and is proof that women are doing great things in the Construction Health and Safety sector.

Charlotte started her career in EHS about 15 years ago, and has worked on some challenging projects, including the implementation of the OHSAS 18001 and ISO 14001 systems in her work environments. But her responsibilities don't stop there!

"My role is to assist with the development, implementation and maintaining compliance to ISO 45001, ISO 14001, associated legal requirements, EHS support to all production lines, induction and training, participation in audits, the investigation of incidents, contractor management as well as the management of high-risk activities," she said.

One would think that such a heavy load of responsibilities would be more than enough. However, Charlotte said that one of the biggest challenges she has faced was obtaining buy-in during the implementation of HSE Management Systems.

"By building respectful relationships with management and supervisors, this provided me the opportunity to involve them with the implementation and driving of the implemented system."

### Charlotte's Career Achievements and Highlights Include:

- Bateman Safety Certificate for contributing to 1 000 000 lost-time injury (LTI) free hours (2009)
- FEM Award of Excellence (2010)
- DEKRA Accreditation Audit
- Executing various high-risk projects with a 0.0 LTI frequency rate.
- Developing, implementing and maintaining an accredited OHSAS 18001 Management system for a construction company with approximately 800 employees.



But she's not just work, work, work. The passing of her older brother made Charlotte realize how important it is to cherish every moment with family, and she loves the outdoors: "I enjoy gardening and doing all work at home myself. I am somewhat of a perfectionist, so things always need to be 100%".

### Do you have a message to aspire youngsters looking to enter a career in the construction industry?

1. Grab every challenge; turn it into an achievement and learn from it
2. Never STOP learning
3. Always respect others
4. Be consistent
5. Don't be afraid to make mistakes; be keen to learn from them

### On my reading list is...

I enjoy reading books that inspires me. The last books I read were by John C. Maxwell: How Successful People Think and Leadershift.



### If you had a chance to meet someone (living or dead) who would it be?

I would have loved to meet President Nelson Mandela - he has inspire millions of people all over the world.

### Why are you proudly South African?

I have visited a few other countries and our landscapes are some of the most beautiful in the world. Where else can you find such a rare mix of cultures other than the "Rainbow Nation".





# Ensure Your Invoice Reference is Correct

**SACPCMP**  
The South African Council for the Project and Construction Management Professions  
— CONSTRUCTING NEW PERSPECTIVES —

PO BOX 6286  
Cnr 6th and new road  
1682  
International Business Gateway  
Cnr 6th and new road  
Midrand  
Tel: 011 318 3402  
Fax: 086 226 9234  
Email: [debtors@sacpcmp.org.za](mailto:debtors@sacpcmp.org.za)  
Vat Reg No: 4100199787  
BTW Reg. Nr:

**Tax Invoice**

INDIVIDUAL INFORMATION	BILLING INFORMATION
PCM001001202 Name of Registered Person Address Area Code	Address Details Invoice No: <b>INV2651</b> VAT No: External Order Rep: Date 12/08/2020

Description	Unit	Qty	Price	Total

Our Banking Details:  
Nedbank - Branch Code: 128405  
Account Number: 1284864557  
SWIFT: NEDSZA33 SHORT CODE: 128405  
Page 1 of 1

1. Quote No: **INV2651**  
PLEASE PAY BY EMAIL PROOF OF PAYMENT  
Contacts: Tel: 011 318 3402  
Fax: 086 226 9234  
Email: [debtors@sacpcmp.org.za](mailto:debtors@sacpcmp.org.za)

Total (Excl)	3 682.02
VAT	552.30
Total (Incl)	4 234.32

PLEASE USE YOUR INVOICE NUMBER AS REFERENCE TO ENSURE YOUR PAYMENT IS PROCESSED.  
IF YOU DID NOT USE INVOICE NUMBER KINDLY SEND REMITTANCE/PROOF OF PAYMENT  
ALL FEES ARE LEVIED IN TERMS OF THE CURRENT FEE REGULATIONS OF THE SACPCMP. THESE ARE NON-REFUNDABLE

12/08/2020 10:00:56

Did you know that including the **WRONG** reference number when paying your SACPCMP invoices can result in a delay in the allocation of your payment. Ensure that you, or your company, uses one of the following as your payment reference:

1. Your MM membership/account number  
or
2. The invoice number reflected on the invoice