

Putting the 'health' back into Health & Safety

Get ready to make your 6th Term SACPCMP Council Nominations

Webinar Series 2022
kicks off with great success

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A lady with no limits

CPD Cycles:
What you need to know on cycles ending & renewals

SACPCMP

The South African Council for the Project and Construction Management Professions

— CONSTRUCTING NEW PERSPECTIVES —

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From the Registrar's Desk

With each new quarter that greets it, the SACPCMP relishes new opportunities for growth. The beginning of our financial year, as at the 1st of April, has done just this and placed before us welcome opportunities for development.

As of April 2022, the Council has taken permanent occupancy of its new offices. The design and structure of our new SACPCMP home lends itself to fresh thinking and a structure that will be more suited to catering to the needs of the Council's stakeholders. The new offices are situated at:

Rigel Office Park (Second Floor, Block A), 446 Rivel Avenue South Erasmusrand, Pretoria.

In addition to our big move, the SACPCMP also celebrated the presentation of the first in a series of webinars in March. These online events were designed to present industry stakeholders with opportunities for discussion and learning on matters relevant to the Built Environment as well as industry-related trends, challenges and experiences.

I am pleased that the first webinar was well received, and anticipation for the next event (on the 26th of May this year) runs high. The webinars are a convenient-to-access and cost-effective route for our



SACPCMP President, Mr. Isaac Nkosi (left), presented SACPCMP Registrar, Mr. Butcher Matutle (right) with a plaque to commemorate the official opening of the new SACPCMP office premises in April 2022.

Registered Persons to ensure their CPD hours are attained, and I encourage you to join us for the May event!

Council Nominations

Over the past four years, the SACPCMP has been well served by its 5th Term Council, and the sterling work of this group of industry professionals has led the entity to review a number of its processes with the view to ensuring good governance prevails. But the time has come to nominate a new Council for the SACPCMP. As such, the requirements for this process have been set in motion and this edition of Shape Shifter includes details regarding the nomination process of the SACPCMP's new Council (6th Term).

The magazine also includes information regarding the SACPCMP's registration certificates (and how to determine whether a certificate may be fraudulent), and you will find a guide on how to utilise our online portal so that you may easily access your registration statements and invoices. Furthermore, the edition outlines details of the new CPD cycles, and what you should ensure before the end of your own cycle.

We trust you will enjoy the April/May 2022 edition of Shape Shifter and endeavour to ensure that each edition assists you through your journey within the development and growth of the Built Environment.

Best wishes everywhen

Butcher Matutle
Registrar: SACPCMP

SACPCMP

The South African Council for the Project and Construction Management Professions

— CONSTRUCTING NEW PERSPECTIVES —

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Call for Nominations for the SACPCMP Sixth Term Council



Call for nominations of Council members for the South African Council for the Project and Construction Management Professions (SACPCMP) to be appointed by the Minister of the Department of Public Works and Infrastructure to serve on the Council for the Period of 01 July 2022 – 30 June 2026.

In accordance with the Project and Construction Management Act (Act No.48 of 2000), the South African Council for the Project and Construction Management Professions (SACPCMP) invites Registered Persons, Voluntary Associations of the SACPCMP, the State and the Public respectively, to nominate within a period of 60 days from the date of this invitation, persons who qualify for nomination in terms of Section 3.1

(a), (b) and (c) of the Act.

In terms of Section 3(1)(c) and 4(2) of the Project and Construction Management Professions Act (Act No. 48 of 2000), nominations are invited from members of the general Public to serve on the SACPCMP Council.

In addition, as per Section 4. (1) of the Act, when any nomination in terms of Section 3(1)(a) or (b) become necessary, the Council must invite Registered Persons,

the Voluntary Associations of the SACPCMP, and the State respectively, in the prescribed manner within the period of 60 (sixty) days from the date of this invitation to submit their nominees.

The Council meets at least every quarter and is supported by the Registrar and Administrative Staff of the SACPCMP.

The period of office for an appointed member is four (4) years.

The eligibility criteria (in the table above) ensure the required mix of skills and knowledge for the Council to provide the required oversight across the SACPCMP's operation as a whole.

Call for Nominations: SACPCMP 6th Term Council

General Eligibility Criteria for Nominations		
Description	Criteria	Experience
<p>Nomination by Registered Persons and VAs Six (6) Registered Persons, four (4) of which must be actively practicing professionals</p>	<p>Registered in the following categories:</p> <ul style="list-style-type: none"> • Construction Manager • Construction Project Manager • Construction Health and Safety Agent • Construction Health and Safety Manager • Construction Health and Safety Officer 	<p>Minimum five (5) years professional experience.</p>
<p>Nomination by the Public Two (2) members of the public nominated through an open process of public participation.</p>	<p>Education</p> <ul style="list-style-type: none"> • Must hold an accredited certificate and/or qualification in Education, Pedagogy, Curriculum, Research and Policy Development in the Quality Assurance of Learning Programmes <p>Corporate Services</p> <ul style="list-style-type: none"> • Must hold an accredited certificate and/or qualification in Finance, Human Resources, Marketing, Communications, Risk Management, Audit, etc. • Minimum NQF Level 7 qualification • May possess, as an advantage, the requisite Professional Registration for where applicable. 	<p>Minimum of five (5) years professional experience at management level.</p>



Disqualification Criteria

Section 6 of the Act prescribes the disqualification from membership of Council (and vacation of Office) as follows:

1. A person may not be appointed as a member of the Council if that person:
 - is not a South African citizen and ordinarily resident in the Republic.
 - is an unrehabilitated insolvent.
 - has been convicted of an offence in the Republic, other than an offence committed prior to 27 April 1994 associated with political objectives, and was sentenced to imprisonment without an option of a fine, or, in the case of fraud, to a fine or imprisonment or both.
 - subject to subsection (3), has been convicted of an offence in a foreign country and was sentenced to imprisonment without an option of a fine, or, in the case of fraud, to a fine or imprisonment or both.

Call for Nominations: SACPCMP 6th Term Council

- has, as a result of improper conduct, been removed from an office of trust; or
- has, in terms of this Act, been found guilty by the disciplinary tribunal or the Council of improper conduct.

2. A member of the Council must vacate his/her office if he/she:

- becomes disqualified in terms of subsection (1) from being appointed as a member of the Council.
- resigns by written notice addressed to the Registrar.
- is declared by the High Court to be of unsound mind or mentally disordered, or is detained under the Mental Health Act, 1973 (Act No. 18 of 1973).
- has, without leave of the Council, been absent from more than two consecutive meetings of the Council.
- was appointed in terms of section 3(1)(a) and after that appointment a change in his or her circumstances arises that affects the ratio of the membership referred to in section 3(1).
- was appointed in terms of section 3(1)(b) and ceases to be employed by the State; or
- ceases to be permanently resident in the Republic.

3. For the purposes of subsection (1)(d), the Minister must take cognisance of the prevailing circumstances in a foreign country relating to a conviction.

4. (a) If a member of the council dies or vacates his or her office before the expiration of his or her term of office, the Minister may, after consultation with the Council, and subject to section 5(1), appoint a person to fill the vacancy for the unexpired portion of the period for which that member was appointed.

(b) If the Minister appoints a person to fill the vacant seat, the appointment must be made within 60 days from the date on which the vacancy occurred.

Nomination Process and Requirements

This gazette pertaining to this nomination processes has is available online via the SACPCMP website.

All nominations must be in writing and must contain the following information, in the prescribed format and detail, as required by the Council:

- Completed and duly signed acceptance form by the nominee that incorporates a declaration that the nominee has not served on the SACPCMP Council for two

The following disqualifying criteria have been added over and above to manage any conflict of interest:

If a nominated member holds a governance and/or management position in either Recognised or non-recognised Voluntary Association(s) operating within the Council's registrable categories.

Has an active economic and/or governance and/or management interest in any of Councils' service providers (conflict of interest).

Has active governance and/or management and/or employee interest in any institution/organisation that is subject to Council regulatory functions or jurisdiction.

If a nominated member is a member of the Board or Executive of one (or more) of the Council's Voluntary Associations.

consecutive terms and is not disqualified in terms of the provisions of the Act.

- Brief Curriculum Vitae (duly attached certified qualifications and identification document/ID).

Call for Nominations: 6th Term Council



- Motivation and particulars of the nominee.
- Signed conflict of interest declaration.

The Council's full nomination criteria and documents can be downloaded from the website:

www.sacpcmp.org.za

Only electronic submissions will be accepted.

Incomplete or faxed nominations, and nominations received after 60 days of this notice, will not be considered.

Completed and signed nominations must be submitted to the Council as follows:

Attention: The Registrar
Subject: SACPCMP Council Nominations
Email: nominations@sacpcmp.org.za
PO Box 6286
Midrand
1685
TEL: (011) 318 3402

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Webinastic!

SACPCMP Webinar Series 2022

With COVID-19 nuking our 'normal', the SACPCMP looked to the wonderful web to keep connected to its stakeholders. In early March this year, the Council presented the first in a series of webinars.

The inaugural event was well received with excellent feedback from attendees. The event offered five CPD hours and presented a lineup of industry specialists

offering practical and useful information related to the Built Environment.

"The webinar offered a great way for the Council to engage with its stakeholders and also presented Registered Persons with a cost-effective opportunity to earn CPD hours, especially in advance of the ending of the upcoming CPD cycle," said SACPCMP Education Portfolio Manager, Sindi Kwenaita.

deal of interaction between attendees and presenters. Through the utilisation of this easily accessible and convenient online platform, the Council hopes to continue to engage with its applicants, Registered Persons, VAs and more."

Shape Shifter will overview the webinar presentations in both this and future editions.

The next webinar will take place on 26 May 2022, with booking via: <https://sacpcmp.efundasa.com>

WEBINAR SESSION: Staying Relevant - How to Future Proof the Built Environment Professions Through the new Integrated Digital Skills Strategy

Presented by: Ms. Gugu Sema
(MICT SETA)

The Fourth Industrial Revolution (4IR) has been a buzz word for the past few years - cyber, the internet of things - these are not the only technologies that are fuelling this revolution - augmented reality, big data etc, are some of the technologies driving the changes in our economies.

"There have been a lot of changes in terms of skills supply and skills demand," Ms. Gugu Sema said.

"We have seen a huge gap since the introduction of the Industrial Revolution."

In South Africa in 2018, Cabinet started talking about 4IR, and the President appointed commissioners to conduct research across the country to advise the State on the events that relate to 4IR within South Africa.

The group were mandated to consult and conduct research with the aim of putting together a report, which was tabled to the President with recommendations...

Firstly, the investment in human capital was recommended: "We

need to, as professionals, keep up with the latest trends. Organisations must upskill and reskill their people in line with the technological changes.

"As a professional, it is your responsibility to keep up with the changes by continually developing yourself."

Therefore, as a professional, it is your responsibility to keep up with the changes by continually developing yourself." said Sema.

The second recommendation was to establish an artificial intelligence institute in South Africa so as to reskill and upskill professionals and the youth, followed by the

- What is the 4IR Advisory Committee and Integrated Digital Skills Strategy?
- How will the strategy affect the Built Environment, Construction Industry and its professions?
- How should people upskill; what should we know, how will 'tech' translate to the Construction Industry?
- How can we support this in the promotion of the Built Environment/ Construction Industry professions.

Presented by Ms. Gugu Sema, Senior Manager : 4IR and Integrated Digital Skills Strategy Representative of MICT SETA

Gugu Sema spearheads 4IR for MICT SETA, ensuring that MICT has necessary qualifications to respond to 4IR skills requirements for the future. She has successfully led the development of occupational qualifications including Artificial Intelligence, Robotic Processing Automation, Design Thinking, Cyber Security Cloud Computing, Data Science, the Internet of Things, and more!



need to establish a platform for advanced manufacturing. Secure and available data to enable innovation was the fourth requirement.

Data is Key

Data has, as Sema illustrated, become a primary factor in our lives and in the lives of our young people: "Data is a key. You cannot innovate without accessing your computer or different sites. We need to make data available in distribution and in different organisations."

The incentivising of future industries, platforms and applications of 4IR technologies, building 4IR infrastructure, and reviewing, amending or creating policy and legislation, and finally, establish a 4IR strategic implementation coordination council to continuously oversee 4IR across South Africa and support and monitor these recommendations is key.

New Legislation Needed

"Our current legislation was developed with no 4IR in mind so there is a need for review, and to enable companies to be flexible when it comes to supporting employees with the necessary resources," said Sema.

"Our current legislation was developed with no 4IR in mind so there is a need for review, and to enable companies to be flexible."

Navigating the Fourth Industrial Revolution has also had a social effect and Sema noted the need to manage and govern technology's increased capability so that it would not "get beyond the control of its creators".

Research has indicated the emergence of new careers in or related to technology. In response to this, MICT SETA has

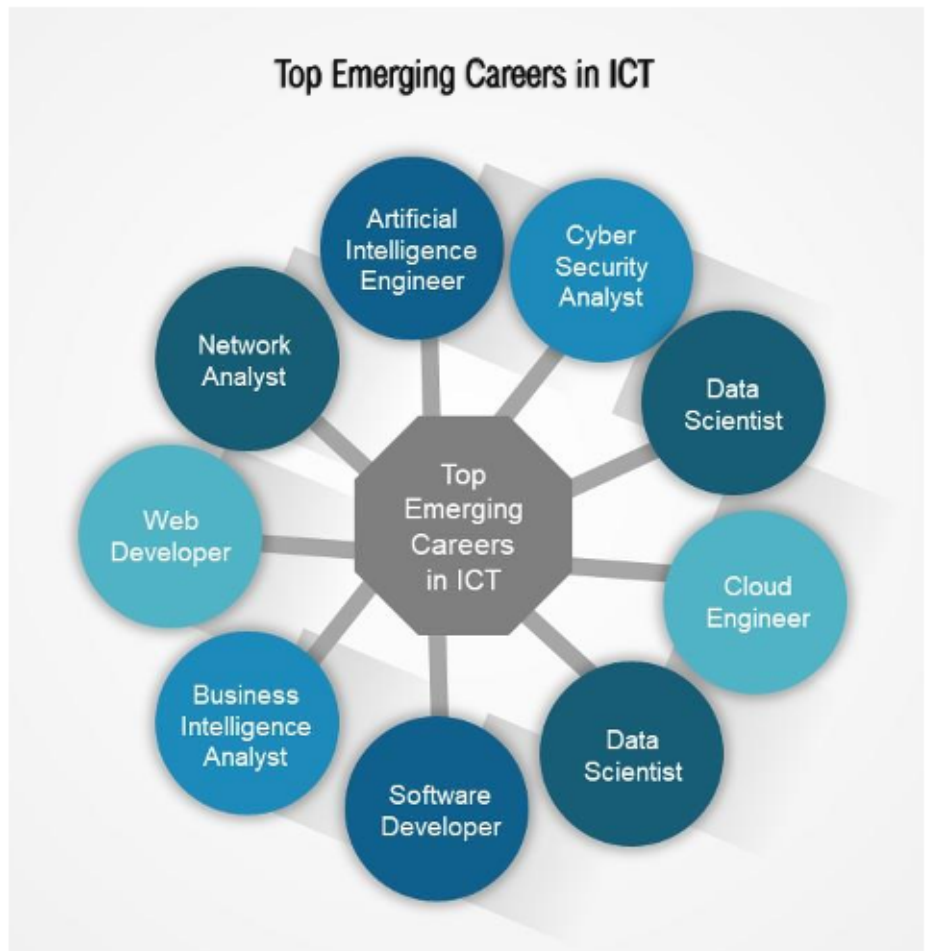
developed a number of new qualifications.

The new qualifications were

developed in 2021 and are currently in the final stages of endorsement.

"MICT SETA are to be the first in South Africa to provide these qualifications to upskill so that we are able to compete with the rest of the world when it comes to 4IR competencies and ensuring we have the relevant skills the industry needs," said Sema.

The SETA has developed ten qualifications to align with these emerging careers: "As a second phase, we have developed these qualifications, and also have developed skills programmes that can be implemented in a short period of time".



Qualification Developed by MICT SETA in 2021/2022



"We cannot do it alone and have identified partners to be implementers of the strategy. No doubt, 4IR has brought about so much change in education so we need to rethink and redesign our educational ecosystem. Digital skills intervention must be available for South Africans."

The strategy, at a high level, looks to replace critical skills with scarce skills: "We have been importing critical and scarce skills. We must upskill our people so that we have a pool of skills; professional bodies and companies must ensure funding is available to train on these courses," said Sema.

She noted that this was the first time that such an initiative had been undertaken in that it was aimed to upskill retrenched workers and the unemployed youth.

These are short programmes such as 5G Technology, Web Design, Cyber Security, and Technology Entrepreneurs. Programming

"Efforts are aimed to ensure that South Africa is on par with the rest of the world."

such as emotional intelligence and

languages are also included in the SETA's second-phase planning, as well as soft skills that will be needed in the future,

empathy. Sema emphasised the need to "keep the human aspect at the centre" of it all to ensure that technologies would not affect humanity negatively.

"Efforts are aimed to ensure that South Africa is on par with the rest of the world and that we can develop these skills locally and not just import them," said Sema.

Qualifications developed for 2021/2022

Full & Part Qualifications	Skills Programme	Programming Languages
Mobile Computing Technician Devices	5g	Python
Mobile Device Repairer (part qualification)	Web Design	HTML
Laptop Repairer (part qualification)	Cyber Security	Java
Wearable Repairer (part qualification)	Technopreneur	Java Script
Accessories Repairer (part qualification)		C++
Drone Technician		
Remote Piloting Aircraft (RPAS)		
Remote Piloting Aircraft (RPAS) Technician		



The 'health' in Health & Safety in South African Construction

By Professor John Smallwood,
Professor of Construction Management,
Nelson Mandela University

This article has its origin in the continuing inappropriate use of, or reference to 'safety' as opposed to health and safety (H&S) in the construction industry, and for that matter, other industries in South Africa.

The origin of the use of the term 'safety' is multi-fold.

Firstly, a major industry 'safety' organisation, who shall remain nameless, has perpetuated this paradigm for decades.

Secondly, there was a professional association that included only 'safety' in its name. Thirdly, a certain tertiary education institution includes only 'safety' in the name of a related qualification.

Lastly, construction and H&S practitioners further perpetuate the paradigm.

The irony is that the South African Occupational Health and Safety Act (OHSA) of 1993 replaced the Machinery and Occupational Safety Act (MOSA) of 1983 due to, among other, the need to focus more on 'health'.

Furthermore, according to Ponting (2008), historically the construction industry has focused on the 'safety' component of H&S, even though construction loses twice as many working days a year to work-related ill health as it does to workplace injuries.

More recently, a study conducted by Smallwood and Emuze (2021) determined that the top five

'people in construction' issues, research priorities, and research gaps are:

- mental health,
- workforce well-being,
- workforce engagement,
- health and safety, and
- productivity.

The Scope of 'Occupational Health'

The health component is multi-faceted and although the OHSA is concerned with occupational health (OH), there is the issue of primary health (PH), the point being that many OH and PH issues are inter-related.

During the first ever 'OH in construction' study conducted in South Africa (& Africa) during

The 'health' in Health and Safety

1996, Smallwood and Ehrlich (1997) summarised the occupational health issues in terms of system, stress/agency, and illness/disease.

The six systems are comprehensive, however, the stresses/agencies, and illnesses/diseases are not exhaustive, but provide an indication of the nature of the OH health issues in the construction industry.

The stresses/agencies inform with respect to the OH hazard, and the illnesses/diseases inform with respect to the impact on the respective system of the human body.

The key issue is that most occupational diseases are latent in the sense that they become apparent with the passage of time, as opposed to injuries in the case of 'safety'-related accidents.

Primary health (PH)

The maintenance of the health of workers in industrial communities presents special problems and priorities, which are exacerbated by socio-economic realities in developing countries such as South Africa.

Lifestyle, communicable diseases, and alcohol and drug abuse are issues, which extend far beyond the boundaries of society, impacting on individuals' performance in the workplace. Health issues affect the ability to work, as work affects underlying

System	Stress / Agency	Illness / Disease
Musculoskeletal	Lifting loads	Muscular pain syndromes
	Repetitive strain	Tenosynovitis
	Abnormal postures	Bursitis
	Whole body vibration	Osteoarthritis
Sensory	Noise	Hearing loss
Skin	Cement (chromates)	Allergic contact dermatitis
	Rubber, and epoxies	Irritant contact dermatitis
	Tar, and pitch	Acne, and skin cancer
	Solar radiation	Keratosis, and cancer
Respiratory	Silica	Silicosis, and tuberculosis (TB)
	Asbestos	Asbestosis, and cancer
	Spray paints, woods, and epoxies	Asthma
	Irritant dusts, and welding fumes	Bronchitis
Psychosomatic	Physical stress	Headaches
	Psychological stress	Depression, fatigue, and substance abuse
Nervous system	Lead	Peripheral and central neuropathy
	Organic solvents	Headaches, dizziness, mood disorder, dementia

Table 1: Occupational health in construction in terms of system, stress/agency, and illness/disease (Smallwood and Ehrlich, 1997)

health issues. The Bangkok Charter for Health Promotion cites health promotion as a process of enabling people to increase control over their health and its determinants, and thereby improving their health (World Health Organization, 2005).

A 'primary health promotion' (PHP) study conducted by Smallwood and Deacon (2016)

among 'better practice health and safety' general contractors in South Africa, inquired, among other, regarding the extent to which workers benefit or would benefit from PH issues being addressed in the workplace.

The key issue is that most occupational diseases are latent in that they become apparent with the passage of time, as opposed to injuries in the case of 'safety'-related accidents.

Table 2 (see following page) indicates the percentage responses to a scale of 1 (minor) and 5 (major), and

The 'health' in Health and Safety

Issue	Response (%)					MS	Rank	
	Unsure	Minor.....Major						
		1	2	3	4			5
Alcohol abuse	0.0	6.3	0.0	12.5	18.8	62.5	4.31	1
HIV & AIDS	0.0	6.3	0.0	25.0	12.5	56.3	4.13	2
Drug abuse	0.0	0.0	6.3	31.3	18.8	43.8	4.00	3
High blood pressure (hypertension)	0.0	0.0	12.5	18.8	25.0	43.8	4.00	4
Tuberculosis (TB)	0.0	0.0	12.5	18.8	25.0	43.8	4.00	5
Sexually Transmitted Infections (STIs)	0.0	6.3	6.3	25.0	12.5	50.0	3.94	6
Healthy eating (nutrition)	0.0	6.3	6.3	25.0	25.0	37.5	3.81	7
Stress	0.0	6.3	6.3	37.5	6.3	43.8	3.75	8
Smoking	0.0	0.0	18.8	31.3	12.5	37.5	3.69	9
Cancer	0.0	6.3	6.3	43.8	6.3	37.5	3.63	10
Family violence	0.0	6.3	6.3	43.8	6.3	37.5	3.63	11
Worms, family illnesses e.g., measles	0.0	0.0	12.5	43.8	18.8	25.0	3.56	12
Family planning	0.0	6.3	6.3	50.0	6.3	31.3	3.50	13
Sugar diabetes (diabetes)	0.0	6.3	6.3	50.0	6.3	31.3	3.50	14
Controlling weight (obesity)	0.0	6.3	12.5	50.0	6.3	25.0	3.31	15
Epilepsy	0.0	6.3	25.0	37.5	0.0	31.3	3.25	16

Table 2: Extent to which workers benefit or would benefit from primary health (PH issues being addressed in the workplace (Smallwood and Deacon, 2016)

mean scores (MSs) between 1.00 and 5.00. It is notable that all the MSs are > 3.00, which indicates that in general, workers benefit or would benefit to a major as opposed to a minor extent from PH issues being addressed in the workplace.

The relationship between PH and OH issues should be obvious to an enlightened construction manager, construction project manager, or health and safety practitioner, or for that matter, even a layperson. Furthermore, the potential and likely impact of

these PH issues on workers' health and wellbeing, and their overall performance on projects should not be underestimated.

Conclusions

'Safetyitis', a disease in the form of inappropriate reference to 'safety' as opposed to 'health and safety', is likely to have its origin in ignorance with respect to the nature and scope of health and safety issues in construction, and the use of 'safety' having become a norm.

If construction and H&S practitioners are aware of the 'health' issues, why do they refer



The 'health' in Health and Safety

to 'safety'? Furthermore, the use of the term 'safety' undermines the status of health and health-related interventions.

The health-related issues are wide-ranging, and the impact of occupational diseases and ill health in terms of, among other, lost workdays, and marginalised worker performance, are substantial.

Furthermore, mental health has become the overriding issue in terms of construction H&S. PH issues are wide ranging and often interrelated with OH issues, and marginalise worker performance. However, workplaces constitute an opportunity to address PH issues by means of PHP.

Recommendations

The level of awareness and knowledge with respect to OH and

Mental health has become the overriding issue in terms of construction health and safety.

PH should be raised. Continuing professional development (CPD) should be promoted and championed by built environment employer and employee associations, professional associations, and statutory councils. Industry H&S programmes, competitions, and star grading programmes should place the requisite emphasis on occupational health and primary health.

PHP programmes should be comprehensive, and include an employee assistance programme. OH and PH guidelines and practice notes should be evolved for all built environment stakeholders. OH and PH should be addressed by all built environment tertiary education programmes, and construction skills training should address OH and PH issues.

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About the Author

Prof John Smallwood is the Professor of Construction Management in the Department of Construction Management, Nelson Mandela University, and the Principal, Construction Research Education and Training Enterprises (CREATE).

Both his MSc and PhD (Construction Management) addressed construction health and safety (H&S). He has conducted extensive research and published in the areas of construction H&S, ergonomics, and occupational health (OH), but also in the areas of the environment, health and well-being, primary health promotion, quality management, risk management; construction management education, and industry performance.



CPD Cycles

cycles ending & registration renewal

Continuing Professional Development (CPD) is a vital aspect of professional registration. In the next few weeks, a number of Registered Persons will be approaching the end of their current CPD cycle. What does this mean for them? What do they need to do? We take a look at moving from one CPD cycle to the next. (Authored by Khutso Mogkele)

Your CPD Plan and Goals

The following outline will assist professionals in determining their CPD needs, ensuring compliance and maintaining the currency of their professional qualification through CPD:

- Stage 1** Audit review and appraisal of current skills and knowledge.
- Stage 2** Identify critical competency needs and develop an action plan.
- Stage 3** Execute the action plan supported by the necessary records.
- Stage 4** Submit evidence records to SACPCMP for assessment.
- Stage 5** Receive feedback on the total number of hours accrued and advice on their CPD status from the Council.
- Stage 6** Remedial action resulting from non-compliance with CPD requirements.
- Stage 7** De-registration following non-compliance with remedial actions

Definition of a CPD Cycle

A CPD cycle is **five (5) years**. The cycle runs parallel to the Council's financial year.

The objective is to ensure that newly registered professionals are not disadvantaged by the fixed cycle.

The Council's financial year starts on the 1st of April to the 31st of March each year.

In a CPD cycle, the registered professionals are expected to accumulate 50 hours of CPD.



CPD Cycles and Registration Renewals

It is highly recommended that to be compliant by the end of their cycle (to be compliant by their cycle end), registered professionals do at least the following each year:

- 10 hours of CPD for Category A,
- four (4) hours for Category B and,
- three (3) hours for Category C.

You can also keep track of how many CPD hours you have accumulated by downloading your CPD statement from your registration profile.

CPD Compliance and the Deregistration Process

For the current financial year end, those who are non-compliant (due to lack of appropriate CPD hours), will be required to follow a remedial programme of CPD compliance within 12 months of the end of their cycle.

If they are found not to be compliant thereafter they stand the risk of being de-registered.

What is CPD and why is it important?

Continuing Professional Development (CPD) is the continuous process of **tracking** and **documenting the skills, knowledge, and experience** that you gain formally and informally as you work beyond your initial training.

All the registered professionals with the SACPCMP are expected to constantly develop and maintain a high level of knowledge, skill and expertise in their work, the Council uses CPD for quality assurance of all its registered professionals.

It is necessary for the registered professionals to understand the CPD cycles, requirements (hours) and acceptable evidence as this makes the CPD process much easier, effective, and impactful.

Understanding CPD enables you to be intentional about your development as a professional. You are able to set realistic goals and therefore achieve the required CPD hours in a timely manner.

SACPCMP is currently completing the actioning of the submitted CPD evidence, registered professionals are encouraged to submit all the necessary CPD evidence.

The Council will soon issue a statement of the dates when the system will be closed

temporarily so that the Council can complete the process of CPD compliance reports, giving feeding and advising of Registered Professionals on their CPD status as we go into the new financial year end. Those who are compliant at the end of their cycle will be transferred to the next cycle.



HOW TO ACCESS YOUR

Registration Certificate

Step 1:

Visit
mypcm.sacpcmp.org.za

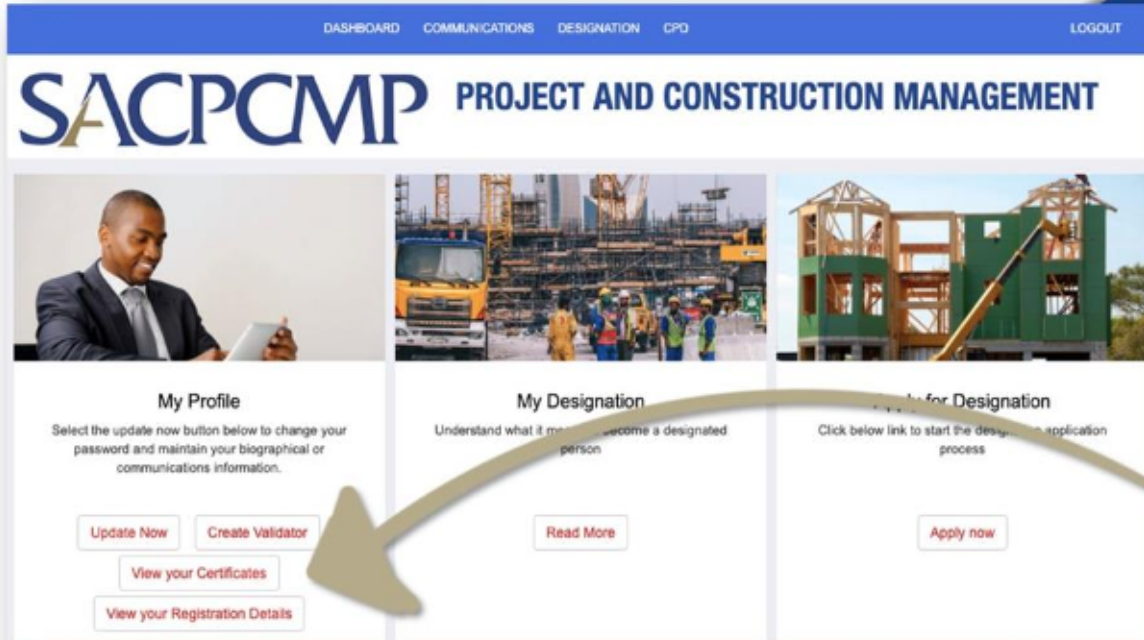
or

mychs.sacpcmp.org.za

and log into your
online profile.

Step 2:

To view & access
your certificate
via the
'View your
Certificate'
tab.



Step 3:

You can also:

- Copy & insert your profile link into your email signature.
- Create your unique validator by clicking on 'Create Validator'; then click on the 'General Validation Key'.



To register or for more information, visit: www.sacpcmp.org.za

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

Advance your CONSTRUCTION WORKS career with WITS



07&08 April

Framework agreements for professional services, construction works, services and the supply of goods

The aim of this masterclass is to:

- Expose participants to the different types of framework agreements encountered internationally and the rationale for such agreements in infrastructure delivery
- Provide training on the putting in place of framework agreements based on the provisions of ISO 10845-1:2020, Construction procurement — Part 1: Processes, methods and procedures and the NEC3 standard forms of contract for different types of contracts
- Expose participants to practical examples and case studies in the application of framework agreements in infrastructure delivery in South Africa

Online Event

click here to apply



09 May

Construction law & Contract management

This course offers a framework for understanding and interpreting contractual relationships in construction projects. Lessons from research and practice are used side-by-side to provide robust explanations and help to develop a deep understanding of the consequences of how construction contracts are drafted, chosen and managed. The procurement of construction work takes place within specific legislative frameworks. Contracts result from agreements between businesses for all forms of consultancy and construction work, whether they are formally written or not. New developments in statutes, court cases and standard form contracting have a significant impact on the kinds of deals that take place in the construction industry.

Online Course

click here to apply



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UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG



The Lady with No Limits

Valencia Mojapelo is not only a tower of strength, she is a lady with no limits. With her years of skill and experience, she has gone through ups and downs, and is an incredible example of what a positive mindset, hard work and supportive family can contribute to.

This vibrant Built Environment professional has had the excitement of working on infrastructure projects for the FIFA World Cup 2010 (Princess Magogo) in KwaZulu-Natal, Green Point Stadium in Cape Town, as well as the Gautrain projects.

But it hasn't all been roses and glory ...

"I had one fatality and one learner disabled whilst on site at Green Point Stadium," she said. "I charged the contractor with poor supervision and they were requested to send written condolences to the family of the bereaved and also to apply for COID for the person who suffered the disability. I was not happy at all because they had hidden the information from me until my site visit."

But this didn't hold her down. She continued to move forward in her life and career.

Valencia's list of responsibilities is long and she is passionate about empowering women in the Built Environment.

"If I could meet anybody, it would be the President of South Africa. I want to remind him how women have been building homes with hands and they should be given support in the built environment for basic homes



SACPCMP Focus on Women in the Built Environment

Valencia's work-life presents her with some of the following:

- Training on the Occupational Health and Safety (OHS) Act, construction regulations, COVID-19 specifics and conducting inductions at construction sites;
- Design and develop contracts and forms for short-term construction projects according to sectoral requirements;
- Assist companies in implementing the Skills Development Act, Skills Development Levies Act and Employment Equity Act, and match to COIDA needs;
- Company representation for the purpose of reporting and compliance;
- Prepare and monitor safety documentation;
- Administer the site office, conduct toolbox talks and report to the site manager; and
- Contribute to the employee assistance and wellness programmes.



Career path	Valencia's Achievements	Valencia's Challenges
Indigenous mason	As a rural girl, I was taught how to build a mud house at the age of 13. My solo project was a chicken hut at 15 years	Fetching types of soil from different places from the mountain to the river on foot, carrying a steel bath.
Informal Safety Representative	As an initiate, I was guided by the elder women to guard other initiates for the duration.	Some initiates were older and I was short in stature so it was difficult to get them to follow safety protocol.
Skills Development Advisor	I became the Minister of Labour's most preferred official for special and strategic projects like, Gundo Lashu – labour intensive construction in Limpopo. The project won an award in Skills Conference.	It cost me my post when the Minister left the Department in 2009; my principles and integrity became a threat.
Project Manager	Appointed as a Project Manager – Deputy Director in National Skills Fund to manage strategic projects with industries and SETAs. I had portfolio of 14 projects at R330 million value in two years without losing a cent.	Non-compliance by implementers leading to unnecessary injuries, diseases and loss of lives.
Project Manager	Being conferred by author of PM Tools & Techniques, Rory Burke after completion of the Advanced Diploma in Project Management in 2009-Cranefield College of Project Management.	I was pregnant and eventually left out of the new organisational structure when DHET was established.
Consultant	Appointed to facilitate the Socio Economic Development programme in National School of Government for local municipalities.	COVID-19 put the programme on hold as it was a pilot.
Independent Contractor	Appointment as SACPCMP CPD Assessor to evaluate CPD applications.	We are standardising the tools and addressing "new normal" in Built Environment; there is hope.

SACPCMP Focus on Women in the Built Environment

construction at the least," she said. We asked Valencia if she had any messages for youngsters aspiring to pursue a career in the Construction Industry.

"It does not matter where you start, be it assisting at home by putting in tiles in the bathroom, when you love beauty, construction is also fashionable so get the skills and have the right attitude towards self-development, you will eventually attract the mentoring professional or company," she said.

"South Africa needs to introduce low entry construction courses at high school building up to the highest level at universities.

Alternatively, adopt a model introduced by Germans as basic entrepreneurial skills development for already 'hustling' individuals. Those people are propelled by the will but often disadvantaged by APS for further education thereby leading to drop-out and wondering out-of-school youth."

Family is key

As a widow with three children, Valencia appreciates family: "We love people and adopted many. My siblings and I have a gift in the project management sector. Together with our mom, we own a plant-and-equipment business for hire," she said.

"We also have an education foundation motivated by the loss of our dad, first daughter and last-born son. We love serving humanity."



If you had the opportunity to change your career choice, what would you do?

I will not change. Rather I would continue improving my skills.

What do you do in your spare time?

I ride in a touring motorcycle, hike and read a lot. I like exploring Africa; and since lockdown, I have been learning Ki Swahili.

Is there any incident you

regard as being life changing?

Losing my job during maternity leave.

Where do you see yourself a decade from now?

An ergonomist, manufacturing female safety personal protective wear for mining and construction.

What makes you proudly South African?

It is my birth right and I believe we are uniquely blessed.

Scene Around with the SACPCMP



◀ SACPCMP Registration representative, Lunghi Baloyi (pictured left) and Registration Manager Nicholas Malebane were invited to present on the role of Built Environment professionals and candidates at the recent Municipal Infrastructure Support Agent (MISA) Young Graduates Induction and Orientation event in March in Gauteng. ▼



◀ SACPCMP's Nicholas Malebane, Sindi Kwenaithe and Natasha van der Berg joined WITS University for their Construction Studies Orientation Week in March. Pictured with them are (second from left) the Head of the School of Construction Economics and Management at WITS, Prof. Samuel Laryea, and WITS' Programme Coordinator for BSc Construction Management and Quantity Surveying, Lungie Maseka (far left).

In April, the SACPCMP Registrar, Butcher Matutle (second from right) hosted SACLAP Registrar, Cecilia Chinga (far left), SACAP Registrar, Adv. Toto Fiduli, SACPVP Registrar, Matsobane Seota (centre) and ECSA's Acting CEO, Cox Mokgoro (far right) at the official opening of the Council's new office premises. ▶



SPOT CHECK

for Registration Certificate Authenticity

Ensure the validity and authenticity of the SACPCMP registration certificates you receive by verifying the following points...

As of 1 April 2020, the SACPCMP updated its certificate format. No other certificate formats (including Privy Seal) are currently valid.

Certificates* have a unique QR code which links directly to the SACPCMP's online validation system. Scan this code to see if the name on the certificate matches the name shown by the online validator. If the name on the certificate does not match the online validator, the certificate is not legitimate!

**QR code verification was fully implemented in February 2021. As such, certificates downloaded prior to 05 February 2021 may not show the QR code. This does not affect the validity of the certificate but only the ability to verify via the QR code validator. Where no QR code is present, one can validate the Registered Person associated with certificate using the search/validation links above.*

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

Validation of Registration Status

The South African Council for the Project and Construction Management Professions (SACPCMP) confirms the registration status of

Registered Person's Name

who is currently registered as a

Construction Health and Safety Manager

Registration Number
CHSM/202/2000

The validity period of this registration is from
01 Apr 2022 to 31 Mar 2023

This is issued as an official validation of registration of the individual mentioned herein by the SACPCMP. The South African Council for the Project and Construction Management Professions (SACPCMP) is a juristic person established by Section 2 of the Project and Construction Management Professions Act (Act No.48 of 2000) to regulate Project and Construction Management Professionals.

The use or reproduction of this validation document for any reason other than that the validation of the registration status of the individual mentioned herein is strictly prohibited and offenders will be subject to prosecution.



Registered Person's name and surname: this name can be checked via the online search function via: mypcm.sacpcmp.org.za or mychs.sacpcmp.org.za

Registered Person's official and unique registration number

The validity period of certificates shows for ONE year only, and runs in line with the SACPCMP's financial year. Certificates with a validity date pre-2020 are not legitimate.