

**Women's Month Feature**

# We are not here to take men's jobs

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## Working to enhance Professionals with DWS-Limpopo

## CBE supports infrastructure Anti-Corruption Pledge

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## **Shape Shifter Publisher**

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# From the Registrar's Desk

**C**elebrating Women's Day this August allows us to reflect on the struggles we have been through and the challenges that still remain ahead of us in an ever-changing world.

While it may be easy to simply tick boxes on a transformation checklist, we need to stop and ask ourselves if we are really making meaningful change when it comes to embracing and supporting diversity and inclusiveness.

Are we supporting women working in the Construction Industry? Are we contributing to the development of the skills pipeline? Are we making the necessary changes to accommodate those with disabilities?

## Getting Involved

In our efforts to support the development of professionals in the sector, the SACPCMP recently participated in the launch of the Limpopo Department of Water and Sanitation Professionals Forum to engage with stakeholders looking to grow themselves through professionalism.

Also, this edition of Shape Shifter includes a feature on the SACPCMP-Webinar presentation

by Revona Botha, who discussed the barriers women face in the Construction Industry. Revona was the first black female artisan at Transnet's (formerly Spoornet) and the 2020 winner of the ERWIC Women-owned Contractor of the Year Award.

## No-Holds Barred

She presents a no-holds barred look at the challenges that women face when trying to enter, and work within, the Construction Industry, while also pin-pointing solutions for addressing these issues.

The Council has also continued with its regular features on CPD-awareness through the magazine; this edition explores the processes Registered Persons should follow.

The SACPCMP has implemented a grace period for Registered Persons who are in good-standing, and we urge you to pay attention to the options available to you in maintaining your CPD so as to avoid deregistration.

Be sure to note the events listed in the magazine, such as the CIOB's Academic Summit and ASOCSA's 16th Built Environment Conference, as well as SARF's 7th Regional

Conference, presented with IRF and PIARC.

Again, we are happy to present you with news, opinion, events and updates that can broaden your views of the Built Environment and the efforts being made to keep moving ahead.

Best wishes everywhen,

**Butcher Matutle**  
**Registrar: SACPCMP**





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# What to do if you're not CPD Compliant

Explaining the SACPCMP's remedial programme for CPD non-compliance. (Authored by Khutso Mogkehle)

**F**ollowing the conclusion of the SACPCMP's Continuing Professional development (CPD) Compliance Audit, a remedial programme has been put into place for those who are not CPD-compliant.

The audit, which was completed in May, saw all CPD compliant Registered Persons (RPs) moved to the new CPD cycle. It also reflected a report of non-compliant registered professionals from the years' 2020, 2021 and 2022. Non-compliant Registered Persons are at risk of being suspended and subsequently deregistered.

## Extension of Grace Period

However, the Council is determined to ensure that RPs do not lose their registration due to non-compliance and has therefore put in steps to capacitate professionals with information that

will enable them to be compliant. The SACPCMP has also put into place a 12-month grace period to those whose cycle ended in 2022 - this initiative is called the CPD Remedial Programme.

The programme has been extended to RPs whose cycles ended in 2020 and 2021, who have submitted at least one or more CPD Activities on the system.

## Start Date of Remedial Programme

The Remedial Programme will commence on 1 October 2022, and run through to 31 October 2023. It will include a series of engagements between RPs and the CPD Desk, the main aim of which is to ensure that the professionals will engage in relevant CPD activities within this period. The programme will also

One of the SACPCMP's mandates is to ensure that only competent Project Construction Managers, and professionals in the field of Construction Health and Safety, are permitted to work in the Built Environment; CPD is therefore an important tool of ensuring that this competence is maintained.

Therefore, non-compliant Registered Persons are at risk of being suspended and subsequently deregistered (they can be deregistered owing to the SACPCMP being unable to quantify a person's level of professionalism, competency, and knowledge without proper records of the CPD activity undertaken within a cycle).

# What to do if you're not CPD-compliant

assist RPs to be well vested in the areas of:

- navigating the CPD portal,
- understanding the acceptable evidence,
- knowing the differences between validated and non-validated CPD Activities,
- the importance of further study and many other CPD related matters.

## No Deregistration During Remedial Programme Period

During the Remedial Programme, RPs will have full access to the CPD portal (provided they are in good standing with the Council). Therefore, all the RPs in the programme will not be suspended or deregistered during this phase.

However, RPs who are still non-compliant by 31 October 2023 will be suspended and subsequently deregistered.

## RP's who do not qualify

All Registered Professionals whose CPD Cycle ended in 2020 and 2021, and DID NOT submit any CPD activity evidence will NOT qualify for the Remedial Programme.

They will therefore be suspended and subsequently deregistered.

The Council has encouraged these RPs to upload any CPD undertaken during their CPD Cycle before 1 October 2022 for consideration for the Remedial Programme. This is primarily because the Council recognises that many RPs have the

relevant evidence of CPD activities undertaken during their cycle but have not submitted. The final 2022 CPD audit will be conducted in October 2022. Those whose cycles have ended, and still have no CPD records uploaded, will be suspended.

## Mentoring for CPD

The SACPCMP has also discovered that many RPs struggle to acquire CPD points for **Category B: Mentorship and Development**. This is concerning when considering the number of Candidates, contractors and learners who require mentorship in the Built Environment. Notwithstanding, there are also a

number of RPs who are willing to be engaged in mentorship but do not know where to start. The Council is therefore bridging this gap by introducing a Mentorship Database.

## Database for Mentorship

The Mentorship Database will be a link between RPs and candidates. To assist in developing this database, the SACPCMP will host a series of Mentorship Webinars for both CHS and PCM categories to ensure thorough preparation of all interested mentors.

The webinars will give those registered on the Mentor Database the opportunity to gain CPD Hours for Category A: Core and Non-Core Knowledge. To register as a mentor, an RP must fill in an application form and attend all the mentorship webinars. The mentorship application form and terms & conditions document are available upon request.

Contact the CPD Department for all queries: [cpd@sacpcmp.org.za](mailto:cpd@sacpcmp.org.za)

## CPD Compliance Workshop Dates

The SACPCMP will host free, quarterly CPD compliance workshops, open for attendance by any Registered Person. These workshops will be in-depth explanations of CPD, the requirements for CPD compliance and how CPD evidence should be compiled.

29 September 2022  
27 November 2022  
27 February 2023

*Registration links to these events are available on the SACPCMP website via:*

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## Mentorship Webinar Dates

27 September 2022  
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21 February 2023

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# We Are Not Here To Take Jobs Away From Men

**P**resented by Revona Botha, a Construction Industry professional, the SACPCMP Webinar Series looked at the challenges facing women in the sector. Revona offered some hard realities on the barriers women face when working in the industry, but also gave some practical advice on managing these challenges.

"It isn't an easy journey for women (working in the Construction Industry) but it can be done. It's a passion we need to create in this industry. Initially, it was set up for men, but now there are women working in the industry, and we have to run this race together. In the challenges we face, we can overcome when we stand together!" she said.

"I left the public sector after 19 years and as part of my payout, I received about R700 000. After 19 years, this was ridiculous. But I took my knowledge and experience with me. Later, I was retrenched and only had my car and my house. I had to sell

August is Women's Month, and the Council felt it only fitting to share a presentation from the recent SACPCMP Webinar series, presented by Construction Industry powerhouse, **Revona Botha**, on the barriers facing women working in the Construction Industry, and how to address these.



# We are Not Here To Take Jobs Away From Men

my house, but God graced me with knowledge, and I focused on a career path. At that stage, my net worth was R100 000 but with the knowledge I acquired, I now have an asset base of R7 million.”

## Life is Changing

“Why am I giving you this background? It’s to tell women, as they move through their careers, there is a lot of impact. And this, in turn, impacts your growth. Life is changing and we too should change. Women can raise their children at home and still work.

Women should be involved in construction, and they need to be visible on construction sites. Being in a man’s environment, we need to become very conversant with our environment and understand it to overcome barriers.”

## Challenges and Barriers Facing Women in Construction

Presented by Revona Botha

### Male-Dominated Environment

Pre-2004, ten years into democracy, the environment was very male dominated. This is still the case, but women made their entrance.

However, we have to optimise that entrance.

“We are saying that together, we can do it. Trust women. There are lots of jobs. We are not taking your jobs. There is space for men and women to work together.”

### Lack of Mentors and Role Models

There are no role models – it’s a lonely road with a lack of mentors and coaches. Previously, men thought, “why would I coach this woman because she is coming to take my job.”

But no... we are saying that together, we can do it.

Trust women. There are lots of jobs. We are not taking your jobs. Government spend for infrastructure is billions of Rands and I don’t think men can do it alone. If you look at the population, we find that 51% are women. There is space for men and women to work together.

### Competition

Prior to 2004, a women’s presence made men feel undermined. The men felt we must be at home.



## Who is Revona Botha

Revona was the ERWIC 2020 Women-owned Contractor of the Year Award winner and is the proud mother of two sons.

An excellent example of a dynamic woman succeeding in the Built Environment, Revona is the Managing and Technical Director of Robus Engineering Training Services.

She was also the overall winner in the Standard Bank Top Women’s Award (2017): Women in Construction.





## We are Not Here To Take Jobs Away From Men

### The Environment is not Conducive to Women

"It favours men and there is no support for women. Women are seen as invading the spaces of men. We are seen as potential housewives, and this leads to harassment and emotional blackmail. We are still fighting gender-based violence.

Aid and support are almost non-existent because it's seen that we are invading the space of men.

### Men for Management

Management positions are reserved for men, and when it comes to leadership, men continually take the lead, ignoring women's leadership and presence.

Women are still subjected to proving themselves, and in action, are more effective than their male counterparts. This is because taking charge on many different things is inherent to women.

### Reliance

Men decide where women are going, and we need to break away

from this. Women allow men to determine their career paths for them. However, things have changed; today, women can contribute financially to the household. Men should embrace and support women to steer their career paths more effectively.

In terms of women studying, education can be limited or selective. As a woman, you need to be educated and walk the right path; get the necessary theory to equip yourself with knowledge and knowhow.

Don't be a woman who has never been involved in construction but is now is a contractor without the underlying theory and knowhow.

### Seen as Weak

In terms of physical ability, women are seen as weak. However, we are the ones doing the chores at home, moving heavy furniture, cutting the grass etc.

### Exploitation exists!

Exploitation exists in competition and negotiation. Award ceremonies are used to exploit and undermine women's efforts of empowerment. We go to these awards but we still have to pay for a table that costs about R100 000.

These events don't understand what women go through; we get



recognised but they don't look into the challenges we face, and that we have to fight for what little we have. We need money to move to the next era of stepping into the construction environment forcefully. These recognition ceremonies should give grants and cash rewards to help us

improve rather than taking from us.

We need funding and grants that will enable women to grow their businesses. This includes failures of all these 'women

**"We need money to move to the next era of stepping into the Construction Environment forcefully."**

institutions' and empowerment programmes that are established overnight with no constructive purpose."

### Government Support

Revona, in her presentation also raised the question in terms of how government and regulators



## We are Not Here To Take Jobs Away From Men

could support women against the barriers they face.

She stated that even post-2004, women are still undermined when participating in the industry: "Look at Parliament – it is made up mostly of men. Women's issues are ignored and men take the lead. As women, we must come together and have debates continuously to embrace each other."

### Political Appointments to Parliament

Commenting on inclusiveness, she continued: "Women in the Built Environment are excluded on decision-making concerning them because appointments within Parliament and government departments are political appointments. Instead of professionals and experienced industry representatives, Parliament selects people who have been loyal without considering that these people should be industry professionals."

Revona said participation was selective - being represented by skilled professionals would ensure that issues concerning the industry would be addressed.

WOMEN  
CAN

Other barriers and challenges she noted that women working in the sector faced were:

**"Recognition:** Women are undermined when participating in the Construction Industry.

**Marginalisation:** Women are confined to specific functions. As women, we excuse ourselves from hard-core work and that is wrong. You have to go to site and must be visible on site, especially regarding health and safety, environment and quality issues because that's where you learn the trade of the industry.

**Ignorance:** Understanding the industry, policy and regulation is essential. Policy has been exhausted but we lack implementation. There is enough policy but there is a gap between policy and industry.

**Unprofessionalism:** Men can exploit situations and women, using women as fronts. It may seem that women have been established but if you delve deeper, you will find that women are being represented by men. We don't want that; it brings in imbalance. Women must be represented by women and we need to be professional to optimise the situation regarding women.


**Lack of knowledge and passion:** This is a highly regulated and very complex industry.

You need knowledge across the value chain; walk the path, gain your education and don't just jump.

Passion drives victory.

Many women don't know how to optimise their situations; they either under or over tender, or corruption comes in because they are not educated to participate in industry."





We are Not Here To Take Jobs Away From Men

# BARRIERS

Following her detailed presentation on the barriers that women face in the Construction Industry, Revona then looked at the reasons as to why these challenges exist.

## Accepting Inferior Tasks

“We allow ourselves to do the administrative duties, such as taking minutes, and accept inferior tasks. We are not productively engaging in the hard-core duties, we do not then focus on the issues at hand.

## Inadequate Education

Men have not been adequately educated to acknowledge women in the workplace. They are educated on gender-based violence but not on how to accept women in the Construction Industry.

Instead, women’s workplace issues are ignored completely. If they are attended to,

**“Men are educated on gender-based violence but not on how to accept women in the Construction Industry.”**

they are done so with no urgency.

## Overreliance and Assertiveness

Women are not assertive enough, specifically to women’s needs in the workplace and the overreliance is clear. Women are ignorant of the environment and don’t utilise policy or regulation to oppose industry operations.

## Lack of M&E and Control

There is a lack of monitoring, evaluation and control over policy and regulation implementation. We see a lot of reporting to Parliament but don’t get involved to contest the figures.

## Women Don’t Challenge Themselves

We find that women are a challenge to themselves. They do not spend enough time in the hard-core issues of their own business. They cannot grow or sustain themselves. We give up easily. Women are not

motivated and focused. They are not taking risks. They do not know the impact of the infrastructure built environment and give up easily, being disappointed by the problems that come with opportunities.

## Lack of Policy Implementation

There is a lack of adequate policy implementation to include women. We don’t use it (policy) because we are ignorant about it. We have to drill into the implementation part of the policy to drill down.

## Getting Side-Track

Women get side-tracked by one kind of project or specific work in the construction industry; they do not allow themselves to have knowledge over the value chain.

It is very important to organise your construction skills and business to access opportunities.”

## Practical Advice on Managing These Challenges

Revona noted a number of practical solutions to addressing the barriers facing women working in the sector.

### 1.) Education and Empowerment

“Get involved in education and empowerment programmes with the know-how to grow women in the Construction Industry, and with knowledge we can overcome.

Educational programmes must specifically address the know-how or hands-on focus. Women must learn about the types of projects, compliance, procurement strategies etc.”

### 2.) Apportion Funding

“Optimise incentives for women, not only through BEE but also through grants and funding schemes.

Infrastructure spend must be set aside for women. Use National Treasury and allocated budgets according to empowerment schemes. Government and regulators must support the removal of barriers - we need to take care of issue and empower women to empower a nation.

What is required is to set clear KPIs for implementation and ensure effective monitoring, evaluation and control. Review policy and regulation for implementation. Policy is exhausted and lacks implementa-

tion. It makes provision for us but the implementation is the problem because we work in silos. Implementation depends on how we engage with policy and with each other.”

### 3.) Women to Focus and Optimise Themselves

“When it comes to contracting and sub-contracting, we must know how to optimise and how to place ourselves in the industry.

Women should have personal development plans – grow from

one step to the other, moving up the ladder. You cannot jump. Incorporate your skills into (the required) construction skills. And don't be side-tracked by one kind of project or specific work in the construction industry.”

### 4.) Get a Mentor

“Maintain your portfolio of evidence. Mentoring and coaching must be compulsory with that plan. Get a mentor that can coach you with experience on the steps you need to follow so that you don't undermine yourself.”

# SOLUTIONS





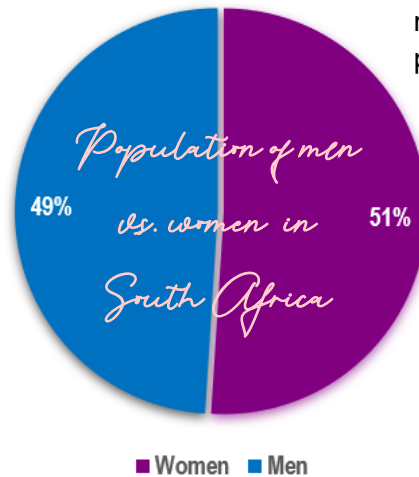
## We are Not Here To Take Jobs Away From Men

### 5.) Embrace Women in Construction

"Women must be embraced in every sphere; we can form alliances and associations to work together not just in construction but across the board, (Engineers etc).

Women make up 44.67% of the total workforce in the country, but are not visible. Also, women are

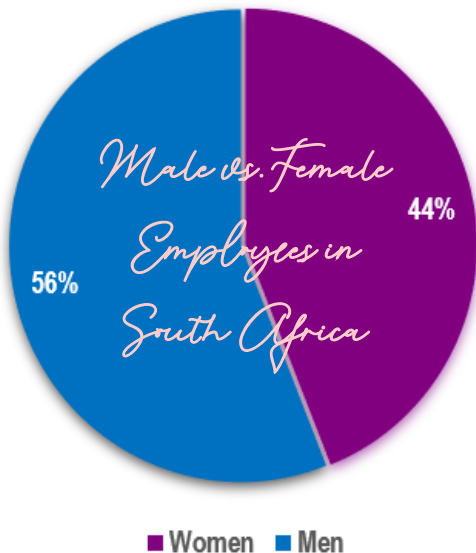
51% of population – this compels Government to see how women are incorporated and empowered in the workplace.



skills and become entrepreneurs and business people. If you fight gender-based violence, our male-children will know to respect women. We need to grow men to recognise women in the workplace."

### 7.) Create Role Models

"Create decent and genuine role-models for both men and women. Restore women's self-worth, to participate more effectively in the Construction Industry without fear".



Infrastructure spend makes up 60% of government budget, thus women should be allowed to benefit from this.

### 6.) Addressing Social Ills

We need to address social ills, equipping women to grow their

Revona's presentation was both bold and inspiring; more than that, it was a hard-hitting account of the challenges that so many face. Her journey, achievements and success within the Construction Industry are forging a path for many women to follow, in the hope that men and women can work together in building a transformed and diverse Built Environment for all.



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# CBE Supports Infrastructure Anti-Corruption Pledge

It has never been more important to stand firm against any form of corruption in the country – and the Council for the Built Environment (CBE) reaffirmed this stance recently as a co-signatory to the Infrastructure Built Anti-Corruption Forum’s anti-corruption pledge.

The pledge was signed in Pretoria on 30 June 2022 by all the members of the Infrastructure Built Anti-Corruption Forum (IBACF). This included the Minister of the Department of Public Works and Infrastructure (DPWI), the head of the Special Investigation Unit (SIU), the HAWKS, the CBE, and the entire Built Environment family.

## Finding Loopholes

Overall, the IBACF will serve as a platform to develop innovative and preventative measures, as well as advisory and awareness initiatives using the latest data analytics tools to help find loopholes in procurement legislation that renders it vulnerable to corrupt practices.

According to the Minister of the DPWI, Patricia de Lille, it was crucial to put in place effective systems to detect and prevent corruption, which will allow for a greater level of transparency and credibility in the implementation of

the Infrastructure Investment Plan. This signing of the pledge is symbolic in many respects, showing a common determination to ensure the Built Environment is a sector that “*does the right thing*” at all times – it symbolises a rebirth of the built environment industry in South Africa.

## Demand for Agile Leadership

This demands agile leadership across the board that must ensure that the Minister De Lille’s message that “corruption is a

societal problem and fighting it is everyone’s business” is amplified.

## Addressing Industry Losses

The signing of the anti-corruption pledge provided a moment for the entire Built Environment sector to pause and re-imagine the future of the sector free of corruption and bribery, and to do so with an appreciation that the industry is currently experiencing job losses, companies are shutting, and the number of unemployed young graduates has never been higher. To respond to these intractable





## CBE Support Anti-Corruption Pledge

challenges, the Built Environment sector must act speedily, with agility, to address the current challenges in the country. It must:

- Tackle the consequences of COVID-19 and act to protect jobs in the sector.
- Restart the sector and turn the economy around by expanding output and increasing employment.
- Identify projects that will help drive the economy by opening up the sector, unblocking access, and creating jobs.
- Re-build, drive demand and increase productivity.
- Focus on transformation, build partnerships and collaborations, and add value.
- Support the skills pipeline, find ways of ensuring job retention and stabilise the industry through providing opportunities for reskilling and upskilling.

However, the challenges faced in the sector have been exacerbated by negative perceptions that have engulfed the industry, including the disruption and hijacking of projects by “*Business forums, Construction Mafia or Amadela Ngokubona*”.

The CBE is determined to tackle these perceptions. The Council has a mandate to ensure the

consistent application of policy by all Councils for the Built Environment (CBEP) with regard to codes of conduct.

With the recent developments in the industry, the CBE, in consultation with all the councils, is now in the process of developing a Transformation and Sector Code of Conduct which will encompass all applicable legislative prescripts to regulate the behaviours of stakeholders, including professionals, and to strengthen the ethical duties of members.

### Reporting Corrupt Activity

The code will ensure that the industry as a whole has a system of ensuring that all corrupt or suspected corrupt activities are handled in accordance with the relevant laws, including the Public Finance Management Act and the Prevention and Combating of Corrupt Activities Act, which require that such activities be reported to law enforcement agencies.

With regards to the protection of the public, and to ensure that whistleblowing is encouraged, the CBE also has a complaints platform for complaints from any person against any role player in the industry.

Such complaints are assessed internally to ensure that where possible, any corrupt activities are handled in accordance with

the applicable laws and reported to law enforcement. The Built Environment sector must always remember that everything it does impacts our people. The work is not just about development or infrastructure provision but is about inspired projects that uplift the quality of life of our fellow South Africans.

We as a sector have a duty to work together to transform the Built Environment by creating the sustainable world of tomorrow – in everything we do we must act locally but think globally – and understand that the repercussions of our actions will be felt by the generations to come.

We must never forget that by being called professionals, be it a professional engineer, a professional town planner, professional construction manager, professional quantity surveyor or a professional architect, comes with a higher

**The work is not just about development or infrastructure provision but is about inspired projects that uplift the quality of life of our fellow South Africans.**

order obligation. We must act professionally, ethically and morally to eliminate time delays when implementing projects. We must eliminate

wastages, the inflation of project costs and any corrupt practices in our industry. This is the criminality we must collectively eliminate in the Built Environment and construction industry



# 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.*

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The South African Council for the Project and Construction Management Professions  
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### 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](http://mypcm.sacpcmp.org.za)  
or  
[mychs.sacpcmp.org.za](http://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.





SACPCMP works with DWS - Limpopo to

# Enhance Science Professionals

To enhance the developmental needs of its professionals in the science and built environments, the Department of Water and Sanitation (DWS) in Limpopo recently established a forum that will provide training needs analysis, support in professional registration and continuing professional development.

## Sector Attendance

The launch of the Limpopo Department of Water and Sanitation Professionals Forum took place in June 2022 in Polokwane; the Forum was the brain child of Human Resource Development and the Learning Academy within the Department.

The meeting was attended by

organisations such as the Energy and Water Sector Education Training Authority, the South African Council for Natural Scientists and of course, the SACPCMP. The occasion was also attended by young professionals from different fields in the water sector, members of the academic fraternity including the University of Limpopo and the University of Venda, senior managers from both public and private sectors, and representatives from various professional bodies.

## Office of the Premier

The Premier's Office was also represented and pledged its support of the Forum, stating that a skilled workforce of the Department would come very



*Doris Maumela, the Department of Water and Sanitation's Director of Institutional Establishment (Limpopo).*



## Enhancing Science Professionals with the SACPCMP & DWS

handy in its quest to improve service delivery in the province. SACPCMP representatives Mr. Lunghi Baloyi (Registration Coordinator) and Ms. Khutso Mokgehle (CPD Coordinator) attended the launch on behalf of the Council, and presented registration and CPD guidelines to the attendees.

### Skills Scarcity

The event was fruitful as it raised the issues of skills scarcity, skills transfer initiatives, networking, partnerships, and mentorship programmes that need to be implemented.

EW-SETA also raised the issue of bridging the gap between students and professionals for mentorship through Councils such as the SACPCMP, SACNASP and ECSA, calling for the active participation of the private sector.

The presenters discussed a number of items including the improvements of the courses they offer, initiatives and projects they



are undertaking to capacitate students and prepare them to work in the sector.

The event further looked at what young professionals needed to further their studies and become registered professionally during their years of practice.

Institutions presented on what their institutions have in store for professionals intending to develop their skills in line with the departmental plans. Furthermore, university representatives reiterated the need for more professional research and

collaborations in tackling water and sanitation challenges in the country.

According to Ms. Doris Maumela, the Director for Institutional Establishment in the Department based in Limpopo, the aim was to have highly competent young professionals' workforce placed at the right time for service delivery improvement.

### Strategic Hub

"This forum will serve as a strategic hub and incubator to stimulate rigorous intellectual





## Enhancing Science Professionals with the SACPCMP & DWS (Cont.)

capital within the occupationally directed disciplines and catalyse alliance with host of bodies and institutions to keep trends with modern developments,” she said.

Mr. Jonathan Mpe, the Head of the Human Resource Development (HRD) Unit in the province, who spearheaded the establishment of the Forum, highlighted that they intend to stimulate a culture of professional identity and a need to attract and retain highly sought skills to steer the Department’s strategic plan in the path of sustainable development and igniting an inclusive society.

It is expected to go a long way in upskilling the science and built environments professionals.



Cecilia Mashaba, the Department of Water and Sanitation’s Director of Water Services Regulation in Limpopo.



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- Construction safety files compilation & submissions

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- Environmental Consulting
- GAP analysis of your existing EMS system
- Internal and external audits
- Environmental Management Contracts

#### AUDITING AND IMPLEMENTATION: ISO 9001, 14001 & 45001 STANDARDS

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- ISO Integrated Systems Implementation & Auditing
- ISO 45001 – Occupational Health & Safety Standard
- ISO 14001 – Environmental Management Standards
- ISO 9001 – Quality Standards

#### SAFETY FILES – COMPANY & SITE SPECIFIC

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- Compiling and submitting construction site specific Safety Files

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- Implementation of Sub-Contractor vetting & Management system

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HOW TO ACCESS YOUR

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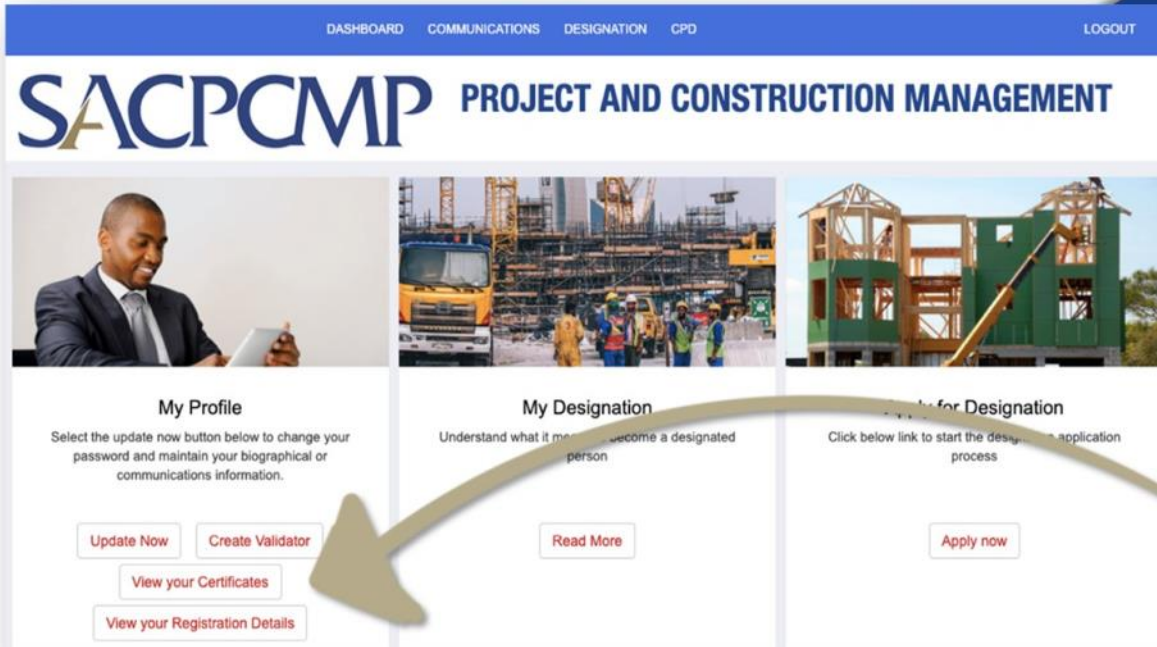
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— CONSTRUCTING NEW PERSPECTIVES —

# On the Road to Construction Success



**A**s early as grade 11, Bayanda Ndayi's interest in construction management was piqued. Today, the SACPCMP registered Construction Project Manager works as a Programme Manager and at only 28 years old, his experience in the sector is expounding rapidly!

Bayanda is the lead in developing a Contractor Development Programme which seeks to assist emerging contractors managed by individuals with qualifications in the Built Environment who have an interest in running a sustainable business.

His work also allows him to engage in projects which have a meaningful contribution to rural communities: "I was involved as a member of the Welisizwe Rural Bridge Programme (budget and procurement) task team. The

Welisizwe Programme seeks to assist historically disadvantaged communities in providing safe access to social services which include schools, clinics, police station and South African Social Security Agency."

In grade 11, Bayanda's boarding school roommate introduced him to a Construction Management professional. That sparked his interest ...

"I did my research on the profession. I looked into the various career opportunities it offered and the best institution to complete my studies," he said.

"After matric, I enrolled at the University of the Witwatersrand and completed my BSc in Construction Studies in 2014.

The following year, I completed my BSc Honours in Construction Management from WITS."

In 2016, Bayanda was appointed as a Candidate Construction Project Manager with the Department of Public Works and Infrastructure and was later seconded to a consulting firm that offered Construction Project Management services for three years where he worked under an experienced Professional Construction Project Manager. "During my candidature years, my



# On the Road to Construction Management Success

mentor would review my SACPCMP log book and my state of readiness to upgrade my professional status. In 2020, I submitted my SACPCMP application, went through a rigorous interview process and obtained professional registration.”

## Fueled by Challenge

A life-changing realization came to Bayanda at a young age, when he was faced with great challenge and hardship. He was raised by a single parent and in 2009, his mother was in a car accident.

“The realisation that the sole bread winner at home might be gone changed my priorities in life,” he said. Fortunately, Bayanda’s mother recovered from the accident, but the incident left him with the realisation that he needed

**“The realisation that the sole bread winner at home might be gone changed my priorities in life.”**

to pave his own way to success and focus more on his strengths, which were academics:

“This fueled my drive to ensure that I

became independent and was able to fend for myself in life”.

## Finding a mentor

Bayanda said that, towards the start of his CPM journey, finding a mentor was a big challenge: “One of my biggest challenges in the beginning of my career was finding a mentor who had a keen interest

## Bayanda’s Responsibilities in the Field

- Monitoring and reporting on actual performance against annual performance plan on the Roads Infrastructure Directorate (roads planning, design, construction, and maintenance).
- Implementing and monitoring strategic interventions on under-performing sub-directorates/programmes.
- Assessing and reporting on the effectiveness of the Programme Management Unit.
- Managing, coordinating and reporting on the work in progress under the roads construction directorate.
- Implementing intervention strategies for projects that are under-performing.
- Introducing and implementing best Project Management practices on roads projects (including preparation of Project Management templates).
- Implementing robust risk management strategies at project and programme management level.
- Assessing, reviewing and verifying payment certificates and financial performance of projects under roads construction.
- Coordinating and reporting on EPWP and Contractor Development programmes performance indicators under roads infrastructure.
- Coordinating, managing and reporting on special roads infrastructure programs (Provincial Paving, Stimulus Projects, IRMA projects and safety improvement projects).
- Coordinating and reporting on prominent Tourism routes and storm water damaged infrastructure.



## On the Road to Construction Management Success

in actually transferring knowledge and their acquired skill,” he said.

“In my experience, not every registered professional is able to transfer skill to young professionals as it requires people skills. I was fortunate enough to eventually find a mentor who was interested in my development and ensured that I was well exposed in all the project stages”.

### A Positive Outlook

Looking forward, Bayanda is optimistic about his future and is confident in the career choice he has made: “I am invested in the industry and I wouldn’t change my career path. A friend introduced me to the Construction Management profession and I have never looked back. I consider myself a global professional and in the next ten

years, I hope I would have made a meaningful contribution the Construction Project Management Profession and the next

generation of professionals. I hope to have a portfolio of projects which I oversee in various parts of Africa.”

### Bayanda’s Advice to Youngsters Interested in a Construction Industry Career

The biggest challenge we have in the industry is skill transfer. There is still a knowledge gap between competent professionals and young professionals in the Construction Industry.

Candidates who aspire to work in the Construction Industry must do their research into the industry and work towards achieving specific goals within the industry. They must attend as many networking events as possible; this will improve their network and help to get better insight from industry experts.

Lastly, any aspiring candidate must try to get some vacation work in a consulting or contracting company to get a feel of the actual working environment.

## Western Cape Inaugural Entrepreneurial Summit

**23 September 2022 @ Beach in the Bush (On N12) Phakamile Mabija Drive, Kimberley**

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### Strategic Objectives of Summit:

**Entrepreneurial Capping (DIY)**  
**Capacity Building**  
 Community Hub – Job Creation  
 Community Projects – Self Build  
 Opportunities with Government  
 Tendering (Participate Effectively)  
 Developmental Programmes  
 Private Sector Engagement  
 Financial / Funding Institute

**Anyone can Register!**  
 Every Entrepreneur Deserves a Chance!  
 Owning a Truck Shop, Recycling or  
 Consulting Business or looking for an  
 opportunity...?

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 Government need us Entrepreneurs (old and young) and we need government to rebuild South Africa, to claim back our Communities (cost-effective solutions)!

**Beach in the Bush (On N12) Phakamile Mabija Drive, Kimberley**

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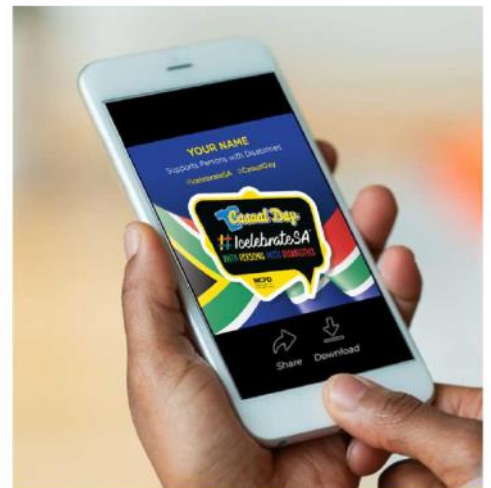
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4. Send us your pics on **#CasualDay** to our active social media channels using the hashtag **#ICelebrateSA** and we will show off your support under this year's theme.



[www.casualday.co.za/digital-sticker](http://www.casualday.co.za/digital-sticker)

**We are looking forward to celebrating  
with you on Friday 2 September 2022!**

We also value all corporate donations, sponsorships and partnerships. We have many benefits to corporates who get involved. Please email NCPD National Director, Therina on: [therina@ncpd.org.za](mailto:therina@ncpd.org.za) for more info.

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\*Mockups only.



The CIOB will present its Academic Summit, a unique conference dedicated to a global academic community on 14 September 2022.



# Events for your Diary

The virtual summit will lead the way to transform academics' connectivity on a global scale, leading the way for cross collaborations, sharing of cutting-edge research, knowledge, and most importantly building of a strong sense of community. The CIOB looks to bring together leaders and pioneers in built environment education on a global scale so that knowledge can be shared, confidence can be built and agility, innovation, and inclusivity in academia can be demonstrated.

The CIOB aims to produce opportunities for problem solving partnerships and open communications through this conference. Visit the following link for details on how to register:

<https://www.ciob.org/blog/academic-summit>

For more information, contact  
Ntando Teddy Khuzwayo  
(CIOB Qualifications Liaison Manager)  
via [NKhuzwayo@ciob.co.za](mailto:NKhuzwayo@ciob.co.za) or  
call: +27679120989  
(Website: <https://www.ciob.org>)

## Innovation in Construction

The CIOB will present Innovation in the African Construction Industry Series – Episode Six on 24 August 2022.

Click here for more details:

<https://www.ciob.org/events/innovation-in-the-african-construction-industry-series-%E2%80%93-episode-6-336252278617>







International Road Federation  
Fédération Routière Internationale  
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# 2022 SARF • IRF • PIARC

## 7TH REGIONAL CONFERENCE FOR AFRICA & PIARC INTERNATIONAL SEMINAR ON RURAL ROADS AND ROAD SAFETY

CONNECTING AFRICA THROUGH SMART, SAFE AND RESILIENT ROADS

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The conference, which also includes a trade exhibition of over 35 exhibitors, is taking place from 18 - 20 October 2022 at the Cape Town International Convention Centre under the theme **Connecting Africa through Smart, Safe and Resilient Roads: Stimulating Growth and Trade on the Continent**. PIARC will also host two specialist seminars of vital concern on *Safe and Efficient Transport by Road* and *The Role of Low Volume Roads in Rural Connectivity*.

This year's conference brings a truly global perspective with a high number of papers submitted from around the world indicating a strong interest in the event, not only from the countries that usually attend including the UK, USA, various EU countries as well as those in the Middle East and Africa, but also from Japan, Mexico and New Zealand.

Our keynote speakers include:

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**Mr Nazir Alli** – President of PIARC, World Bank Consultant and Civil Engineer, and formerly the Founding CEO of the South African National Roads Agency (SANRAL).

**Professor André Roux** – Head: Futures Studies Programme, University of Stellenbosch Business School.

**Dr Pierre Voges** – CEO of the Atlantis Special Economic Zone Company and former CEO of the Mandela Bay Development Agency.



Mr Anouar Benazzouz



Mr Nazir Alli



Prof André Roux



Dr Pierre Voges

Other topics on the three-day programme include  
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Preserving Africa's road assets  
Safe and efficient transport by road  
Innovative practices to optimise road networks  
Roads and the environment  
The role of low volume roads in rural connectivity  
Capacity development in the roads sector

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Learning and Innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow.

~ William Pollard



## **CONSTRUCTION IN 5D:**

### **DECONSTRUCTION, DIGITALIZATION, DISRUPTION, DISASTER, DEVELOPMENT**

There is little doubt that the construction industry has experienced exponential change and development in recent years. The 16th Built Environment Conference will examine five of these cutting-edge concepts to determine their state of the art in the construction sector both in practice and academic research. This conference therefore seeks responses to questions related to current conversations, debates and empirical research on:

#### **DECONSTRUCTION**

The dismantling or 'unbuilding' of buildings to maximise reusing and preserving the demolished fragments and involves taking a building apart piece by piece, essentially reversing the order of the construction.

#### **DIGITIZATION**

The conversion and transformation of construction business processes to use digital technologies and embrace the ability of digital technology to collect data, establish trends and make better business decisions.

#### **DISRUPTION**

Displacement of well established construction technologies, techniques or products to disruptively affect the normal operation or function of the construction Industry while potentially creating a new industry or market. Artificial intelligence, virtual/augmented reality, internet of things, blockchain technology, and a e-commerce are some of the disruptive technologies that are significantly influencing the future of the construction industry.

#### **DISASTER**

An occurrence that disrupts the normal conditions of existence and operation causing a level of suffering and challenge that exceeds the capacity of adjustment of the affected community and the construction industry.

#### **DEVELOPMENT**

In the context of construction refers to an industry that possesses the vision, leadership and capacity to bring about a positive transformation of itself within a condensed period of time.

#### **Selected papers will be published as book chapters and indexed in Scopus**

It is intended that these papers will contribute significantly to the existing body of knowledge relative to the science and practice of construction not only in South Africa but everywhere where the products of construction are produced even in these new challenging times of fear and uncertainty.

#### **The conference invites papers within the context of its theme that address, inter alia, in both public and private sectors:**

- Current trends and developments
- Innovation
- Opportunities and challenges
- Policies and procedures
- Legislation and regulations
- Practices
- Case studies

#### **Papers will be reviewed according to:**

- Relevance to the conference theme
- Objectives and outcomes of the conference
- Originality of the subject matter
- Rigor and robustness of empirical research
- Research design and methods

**Full Paper Submission: 30 Jul '22**

**Notice of Acceptance: 15 Aug '22**

**Final Paper Submission: 30 Aug '22**

**Submit Papers At: <https://easychair.org/conferences/?conf=asocsa2022>**

#### **Rates:**

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