

Creating new career pathways through

# Competency Standards

Why the Construction Industry  
needs a shake-up

Opinion Feature:

**OHS Amendment Bill**

**SACPCMP Policies: Call for Comments**

**New CPD Bundles Available**

**Innocentia Mahlangu: Women working  
in the Built Environment feature  
& book giveaway!**

Industry Events

MUT Expo for Future Building Professionals

ASOCSA Built Environment Conference

CIOB Women's Month Celebrations

MBSA Congress 2022

## SACPCMP

The South African Council for the Project and Construction Management Professions

— CONSTRUCTING NEW PERSPECTIVES —

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## **Shape Shifter Publisher**

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# From the Registrar's Desk



**W**ith the SACPCMP's competency standards development project in full swing, the Council looks forward to the positives this will bring to the Built Environment.

The project is part of our drive to improving the quality of the Council's assessment tools and practices, and the development of a more credible way of assessing competency within the professions. We also hope to offer our

Registered Persons and candidates improved and more accessible guidance on the developmental and educational opportunities required to pursue continuing professional development. I urge you to read the article on page 4 that outlines the details of the project and the way in which it will contribute to the development of new career pathways for our industry. It is an initiative that we are very excited about!

Each edition of Shape Shifter seems to increase in size and we have you, our readers, to thank for this. Your contributions ensure that we keep our finger on the pulse of the sector. This edition is filled with images of industry events that the SACPCMP attended including the CIOB's Women's Month celebration, the MBSA Congress and Awards evening, the ASOCSA 16th Built Environment Conference and more.

It seems that with more and more industry events taking place, the Council has been provided with many wonderful opportunities to engage with its construction community, and these

interactions are valuable moments we truly relish.

Again, the Shape Shifter has included a feature on CPD-awareness, and we are thrilled to announce that we have new CPD bundles available to our Registered Persons.

## **Book Give Away**

Our feature on 'Women in the Built Environment' provides an opportunity for readers to participate in a give-away of the book, *Unleash Your Unique Advantage: A Guide for Women in Engineering and other STEM Careers*.

Last but not least, the magazine has details of a number of Council policies that have been updated/developed to ensure that we support the construction industry to the highest degree.

We are always happy to present you with news, opinion, events and updates and trust you will enjoy this edition of the Shape Shifter.

Best wishes everywhen,  
**Butcher Matutle**  
**Registrar: SACPCMP**

# CPD Online Accreditation

The SACPCMP is excited to announce the launch of its Online CPD Accreditation Portal.

The Council has phased out the manual process of applying for CPD Validation. The whole application process will now be done online.

## **What are the Advantages of the Online System?**

There will be an improved turnaround time as the system helps you navigate all relevant requirements.

You will be able to view the fees online and pay online.

In addition, you will be able to track the progress of your application in real time!

## **What does the Online System mean to CPD Service Providers?**

- All CPD service providers will have login details and a personalised profile.
- Service providers will fill in an application form online.
- All supporting documents will be uploaded online with the application.
- The pre-assessment and invoicing will be done online.
- The assessment/evaluation will be done by qualified CPD Assessors via the system.
- The validation letter will be generated on the system.

## **Five Benefits of Validating your CPD activity with the SACPCMP**

- Participants who are registered professionals will be able to claim CPD hours.
- Having a stamp of approval from the industry regulator.
- Your activity will be listed on the SACPCMP's List of Validated Courses.
- Your marketing material will be distributed to more than 7000 registered professionals.
- Your adverts will be featured in Shape Shifter, the Council's online magazine.
- Your adverts will also be distributed on the Council's social media platforms.

To have your CPD activity validated by the SACPCMP, visit: [SACPCMP - CPD Accreditation](#) or watch this instruction video for more info: <https://www.youtube.com/watch?v=1rdzFzAdde8>

# SACPCMP

The South African Council for the Project and Construction Management Professions

— CONSTRUCTING NEW PERSPECTIVES —



This is a  
must read for  
SACPCMP  
Professionals

Developing new career  
pathways  
in

# Professional Competency

**T**he SACPCMP commenced with a three-phase project in 2021 to update its processes in line with current industry best-practice through the development of competency standards for each of the Council's registration categories.

This will contribute to maintaining the highest standards of professionalism within the Built Environment. It will also develop a career pathway to support employment and establishes the SACPCMP as the first in the world to plot competencies in the areas of diversity equity and inclusion, sustainable development and the Fourth Industrial Revolution for the Built Environment.

## Why Now?

Historically, the Council, along with many other entities, utilised a peer-

**An exciting project by the SACPCMP, contributing to the development of new career pathways to support employment, is currently underway. The project presents a number of world-firsts in the development of competency standards, utilising scientific methodology and international best practice.**

review mechanism to determine the competency of those applying for professional registration.

However, this approach presented challenges; the Council took it upon itself to investigate an improved, more scientific approach to assessments and determining competency.

## Using new methodologies

Supporting this has been the recent development in techniques in assessment. These opened a way for organisations to use a

more scientific methodology in determining competency. The SACPCMP has been one such organisation.

## Industry Benchmarking

Under the guidance of an independent, professional industrial psychologist and consultant, utilising research of international best practices and industry benchmarking, the first phase of the project kicked off.

This enabled the Council to forge ahead in developing competency

## Developing new career paths in professional competency

standards for all of its registration categories.

So why the need for developing these competency standards?

### A Better, Safety Industry

Simply put ... a safer and better construction environment! Through the competency frameworks, the abilities that are essential to professional development will come to the fore. As such, the industry will benefit from development of professionals who are able to respond to change with flexibility, agility and adaptability in applying their knowledge and skills.

"The SACPCMP embarked on this journey a little over a year and a half ago for all its professions," said the Project

**So why the need for developing these competency standards ... the industry will benefit from professionals who are able to respond to change with flexibility, agility & adaptability in applying their knowledge & skills.**

Manager and SACPCMP Education Portfolio Head, Sindi Kwenaita. "The project will allow the Council to review, amongst others, the entry requirements for each SACPCMP registration category, as well as assessments for the purpose of registration."

### Removing Barriers

"Our approach was not to create a checklist for tick-box exercises, nor was it to create greater barriers for entry," she continued.

"It was about fundamentally shifting the needle on recognising a professional wholistically; it was about making sure that the future of the professions is championed using a common language and understanding in an organised, structured way."

Kwenaita said that another important consideration was that

## What is 'Competency'?

According to the South African Qualifications Authority (SAQA), competence is: *"the application of knowledge, skills and values in a specific context to a defined standard of performance"*.

**Competency standards** are an organised and structured way to facilitate the transformation of the professional.

**Competency Standards Frameworks** are a specification and identification of attributes of competence and how these reflect in competent performance within professional practice. These ensure that formal qualifications translate into effective workplace practice.

Competencies and competency frameworks are an effective means of representing the challenges faced by job incumbents.

Competency Standards Development Project Phases	
Phase 1	Independent research and development of interim competency standards and frameworks for all SACPCMP registration categories <b>Status:</b> Complete
Phase 2	Development of Assessment Frameworks and Tools <b>Status:</b> Complete
	Industry Benchmarking of and Board Consultation on Interim Competency standards and frameworks <b>Status:</b> In Progress
Phase 3	Development of Curriculum framework <b>Status:</b> To commence in 2024



they were not exclusionary:  
“The competency standards do not interfere with changing opportunities in the workplace and ensure equitable treatment of professionals.”

As at June 2022, the Council had successfully developed competency standards for the following registration categories:

- Professional Construction Project Manager
- Candidate Construction Project Manager
- Construction Manager
- Candidate Construction Manager
- Professional Construction Mentor
- Construction Mentor
- Construction Health and Safety Officer
- Candidate Construction Health and Safety Officer
- Construction Health and Safety Manager
- Candidate Construction Health and Safety Manager
- Construction Health and Safety Agent
- Candidate Construction Health and Safety Agent
- Professional Building Inspector
- Certified Building Inspector

By August, the SACPCMP moved into Phase 2 of the project. This saw the Council engage with its

stakeholders in the public, industry and government sectors, commencing with the presentation of the newly developed competency standards for the Project Construction Management (PCM) categories.

All stakeholders were invited to submit comments on the competency standards before they are gazette in November 2022, and finalised for implementation in April 2023.

### What is the Competency Pyramid?

Competency modelling looks at a professional (person) through a ‘pyramid’. This reflects the

## The Building Blocks for Competency Modelling



interplay of all the core elements required by the professional to do the work successfully. The competency pyramid conveys:

- Ability
- Personal Characteristics
- Attitude
- Skills
- Knowledge
- Behaviour

The focus is on competence to perform the task/function to the desired proficiency standard and level.

Additionally, competency standards are also used as a vehicle to get a message across to the industry about issues that

## Developing new career paths in professional competency

need to be addressed in terms of mainstreaming or redress: “These include the integration of Public Policy Priority issues, which will ensure that the professions respond to public and social imperatives”, said Kwenaité. As such, the SACPCMP developed three Council-specific competencies that are responsive to trends and matters of public and social interest. These three competencies are:



### 1. Diversity, Equity & Inclusion

This looks at the ability to work effectively with people from different backgrounds, culture, gender, race, ethnic origin, age etc., being mutually inclusive and being impartial, fair and committed to equal opportunities.

Transformation of the sector, as it relates to fostering diversity, equity, and inclusion in the professions, must lead to a perceptible change in the composition of the professions to represent society at large. This is no longer a ‘nice-to-have’ but a critical endeavour.

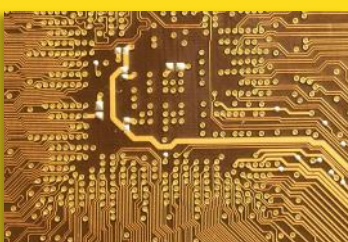
All efforts in this regard need to be ramped up, and focusing professionals on their role in this endeavour will be key to unlock some of the barriers faced by disadvantaged groups in the construction sector.



### 2. Sustainable Development & Environmental Protection

Sustainable development embraces environmental, social and economic objectives to deliver long-term equitable growth which will benefit current and future generations whilst environmental protection aims at maintaining (or recovering) a healthy and natural environment.

It is common knowledge that the environmental impact of the construction sector is unsustainable. This relates to, among others, air pollution, climate change and contamination of drinking water. It is both critical and an ethical imperative for future generations that professionals play a part in improving the way construction is done. Construction can also be a tool to create jobs, empowering disadvantaged communities to create localised economies. Through the development of such competencies, professionals could facilitate sustainable development in a tangible way.



### 3. Managing/Leading Digitisation or Digital Literacy

Leading digitisation is the ability to stay abreast of digital trends to leverage new digital technologies and optimise their application. This has been suggested as one of the keys to increased productivity in construction projects which, in turn, improves the possibility of greater investment in projects and more opportunities for professionals.



## Developing new career paths in professional competency

Through the behavioural competency frameworks (see below), competencies that are key to the development of professionals who are able to respond to change are described.

**For example: Problem solving, leveraging resources, resilience, self-reliance and analytical thinking are competencies that must be evident or developed in professional who wish to be certified.**

In addition, continuing development in a professional's life will be guided by the competencies that they need to develop as conveyed in the relevant frameworks. Once they have cultivated these

competencies as professionals, they will have the tools for success in any environment.

### **Responsible for Industry Realignment**

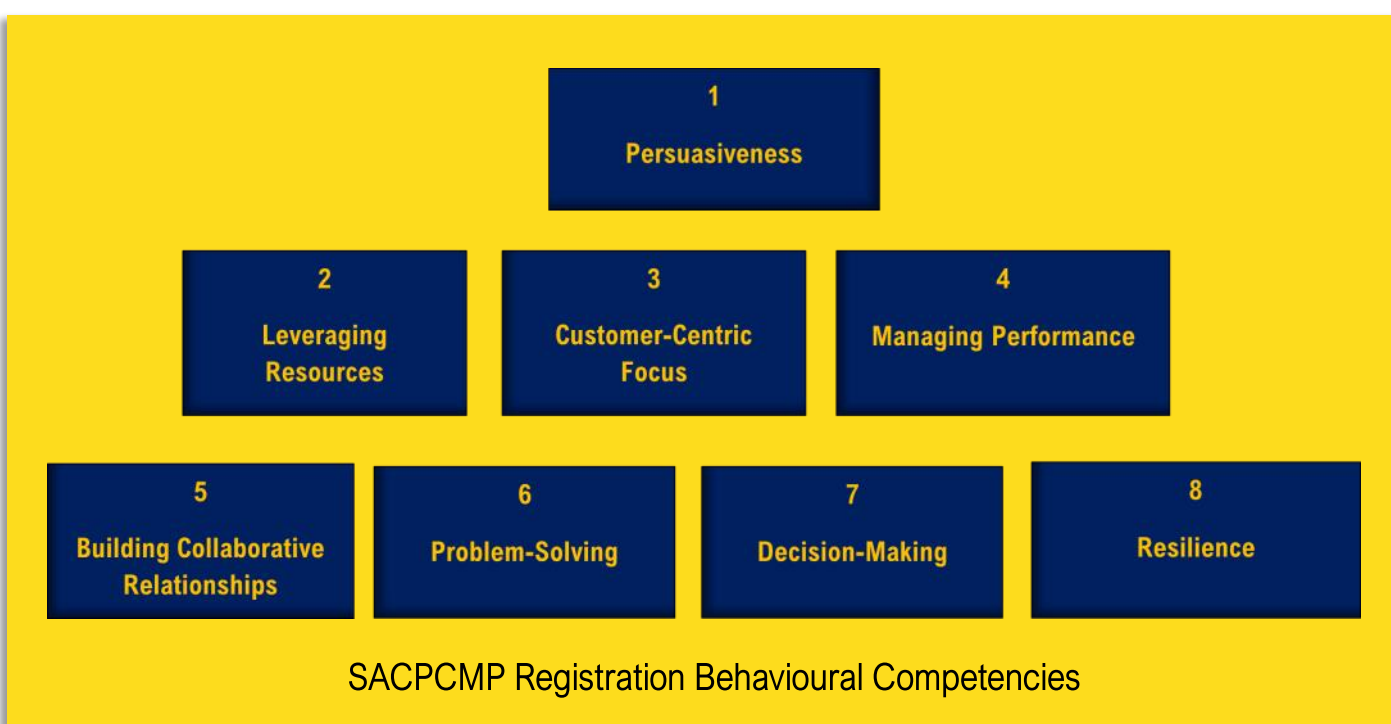
"Disruption is inevitable. More so with globalisation, technological advancement, and super bugs," said Kwenaita.

"Competency frameworks are not static monuments to the

profession, but dynamic and receptive tools. It is incumbent on the SACPCMP to utilise these to realign its professions to correspondingly evolve, and to be responsive to challenges in the industry and society for the public good".

### **How will this affect Registered Persons?**

The competency frameworks will only come into effect after the



## Developing new career paths in professional competency

conclusion of phase two of the project (which is the broad consultation and industry benchmarking phase). Once the competency frameworks are finally approved, implementation will be done in a gradual and phased approach.

This will be in addition to various support programmes, for a limited period, to help all Registered Persons and applicants transition into the new requirements.

### Benefits

As part of improving the quality of the SACPCMP's assessment tools and practices, the competency framework will allow the Council to offer a more credible way of assessing competency.

Registered Professionals and candidates will have accessible guidance on what developmental and/or educational opportunities to pursue as part of Initial/Continual Professional Development (IPD).

Those working in the profession will be guided on future skills and societal needs that professionals should be able to address so as to remain relevant and sustain the profession into the future.



## Out and about with the SACPCMP



*To explore accreditation opportunities in the construction industry, SACPCMP President, Isaac Nkosi (second from left) and Vice President, Bafikile Bonke Simelane (far left) recently met with representatives of Austrade, Elizabeth Dietrichsen (third from left), and Deputy High Commissioner of the Australian Department of Foreign Affairs and Trade, David Geyer (third from right). With them were Chartered Building Professional and Past President of the Australian Institute of Building (AIB), Graham Teede (second from right) and Zama Ngcobo, a representative of the International Building Quality Centre (IBQC).*



# Why the Construction Industry Needs a Shake-up

**T**he global pandemic plunged the world into a complete halt, uncertainty and then rapid change. What we thought we knew could not be applied to the unknown as it transpired. It brought into question the capabilities of individuals to handle change.

The pandemic is by no means the last such global upheaval we will witness. Dumisani Madi, Chairperson of GVK-Siya Zama<sup>1</sup>, (one of South Africa's largest privately owned construction companies) explored the impact and disruptive nature of major trends in the South African Construction Industry. He contextualised his analysis by

asserting that: "While the construction industry had already suffered the effects of a suppressed economy for several years, nothing quite compared to the global impact of the COVID-19 pandemic and the subsequent squeeze it placed on the economy and every industry. This contraction has significantly influenced the trends that have emerged in the construction industry and the fancy footwork that companies have had to do to ensure business continuity".

The three major trends posited by Madi (2022) were economic pressures, low mark-ups and skills shortages. He details them as follows:

The recent ASOCSA Conference featured a presentation by Sindi Kwenaithe of the SACPCMP's Education Portfolio, on the development of competency standards frameworks and why this is essential to the Construction Industry's evolving needs and requirements. This is an extract of that presentation by Ms. Kwenaithe.

## 1. Economic Pressures

"In the construction industry, economic pressures have increasingly caused the financing and feasibility of projects to come under even more scrutiny as banks and insurance companies take a robust view on prospective projects before deciding to finance them and/or provide construction guarantees. The sector suffered



# Why the Construction Industry Needs a Shake-up

difficult economic times before the pandemic hit but since then, there has been a delay in projects entering the pipeline, which further adds to the economic pressures”.

## 2. Low Mark Ups

“Due to the shortage of work and increased competition, there has been a downward trend in markups with gross profits under strain in both the public and private sectors. This trend is set to continue in the foreseeable future and could cause the demise of more marginal contractors.

Low markups are due to economic pressures, so there's less work in the market, but almost the same number of contractors. This leads to stiffer competition. Low markups not only affect the viability of businesses, but their ability to create employment”.

## 3. Skills Shortages

“The industry continues to suffer the effects of skills shortages of senior management and specialist trades. General contractors simply cannot afford to train their staff, and while top tier contractors recognise the importance of training, it is subdued due to low markups and profitability.

The reality is that there are simply not enough skills in the market to carry out certain elements of the work required. Interestingly, tertiary institutions are struggling to attract school-leavers into the construction industry. The current trend is for students to go into professional fields like law and

Construction globally is still a very viable market. According to the McKinsey Global Institute (2017)<sup>2</sup>: “Every year, there is about \$10 trillion in construction-related spending globally, equivalent to 13 percent of GDP. This makes construction one of the largest sectors of the world economy. The sector employs seven percent of the world's working population”.

The McKinsey Global Institute (2017)<sup>2</sup> also highlighted various factors that make the construction industry the most volatile and fragmented industries in the world, as compared with other sectors. It noted “increasing project and site complexities”, which raises the question ...

Are professionals capable to handle change?

medicine, amongst other fields”. Coupled with these major trends are minor and perhaps equally disruptive trends such as artificial intelligence (AI), digitisation, green building design, long-term maintenance, construction disruption and extortion.

The development of competencies equips professionals with the skills they need to tango with disruption.

Flexibility, agility and adaptability are attributes which are highly prized in information technology and seem untranslatable in construction, which has been described as an “industry [that] operates in a way that seems to evolve only very

slowly at best”<sup>2</sup>. However, a more productive approach to construction is needed to open up its potential to boost economies, which will have implications on the type of professionals required to make this possible.

**Flexibility** is “the quality of bending without breaking”<sup>3</sup>. It relates to responding to the unexpected positively and effectively in the way one works.

**A more productive approach to construction is required to open up its potential to boost economies, which will have implications on the type of professionals required to make this possible.**

Also, handling unpredictability and stabilising crisis situations.

**Adaptability** is “being able to adjust to new conditions”<sup>3</sup>. It is about having the psychosocial resources to cope with change, engage in continued learning and

being able to change approaches to suit situations.



## Why the Construction Industry Needs a Shake-up (cont.)

Lastly, agility is the speed and ease with which one can transition. The individual growing with the change, creating a competitive advantage, and reacting adequately and/or quickly to changing environments. Thus, if it is assumed that construction represents some of the most disruptive environments, as a regulator of professions in this industry we had to ask ourselves, why do we still desire the kind of professionals we did with our inception.

Are professionals equipped with the knowledge and skills they need to make them flexible, adaptable, and agile? Where do we begin to transform the professions to respond to inevitable disruption, to ensure relevance and sustainability?

Competencies and competency frameworks are an effective means of representing the challenges faced by job incumbents as well as being focused on the future. These are

an organised and structured way to facilitate the transformation of the professional, and these become tools for creating pathways through professional levels for targeted interventions and continuous improvement.

### References:

- 1: Madi, D. 2022. BizTrends 2022: Top construction trends - building a way forward. [online] Available at: <https://www.bizcommunity.com/Article/196/720/223760.html>
- 2: McKinsey Global Institute. 2017. Reinventing Construction: A Route to Higher Productivity. McKinsey & Company: Houston, Texas
- 3: Oxford Language. 2022. Flexibility. [online] Available at: [https://www.google.com/search?q=flexibility+meaning&rlz=1C1CHBF\\_enZA1001ZA1001&oq=flexibility+&aqs=chrome.69i57j0i433i512j0i512l8.6389j1j15&sourceid=chrome&ie=UTF-8](https://www.google.com/search?q=flexibility+meaning&rlz=1C1CHBF_enZA1001ZA1001&oq=flexibility+&aqs=chrome.69i57j0i433i512j0i512l8.6389j1j15&sourceid=chrome&ie=UTF-8)

# SACPCMP Policy Gazetting: Call for Comments

## SACPCMP ACCREDITATION POLICY

The South African Council for the Project and Construction Management Professions (SACPCMP) is empowered in terms of Section 34(2) of the Project and Construction Professions Act (Act No 48 of 2000). The SACPCMP has developed an Accreditation Policy which will be open for public comment for a period of at least 30 days.

The SACPCMP's objective for accreditation is the assessment of an institution against a predetermined set of requirements to ensure competency and desired professional conduct among graduates. Accreditation is therefore vital for the continued sustainability of the SACPCMP and its underlying professions.

To view the SACPCMP Accreditation Policy, see the policy at the following link:  
[CALL FOR COMMENTS – SACPCMP ACCREDITATION POLICY - SACPCMP](#)

Comments regarding the policy can be submitted utilising the policy [call-for-comment form](#) which can be downloaded from the SACPCMP website ([www.sacpcmp.org.za](http://www.sacpcmp.org.za)).

Comments should be emailed to: [policy@sacpcmp.org.za](mailto:policy@sacpcmp.org.za)

Deadline for the submission of comments: 10 November 2022



# SACPCMP Policy Gazetteing: Call for Comments

## **SACPCMP RECOGNITION OF NEW SPECIFIED CATEGORY POLICY**

The SACPCMP has developed a Recognition of New Specified Category Policy which will be open for public comment for a period of at least 30 days. To view the policy, visit the following link:

[CALL FOR COMMENTS – SACPCMP RECOGNITION OF NEW SPECIFIED CATEGORY POLICY - SACPCMP](#)

Comments regarding the policy can be submitted utilising the policy [call-for-comment form](#) which can be downloaded from the SACPCMP website ([www.sacpcmp.org.za](http://www.sacpcmp.org.za)). Comments should be emailed to: [policy@sacpcmp.org.za](mailto:policy@sacpcmp.org.za). Deadline for the submission of comments is 17 November 2022.

## **SACPCMP COMPETENCY STANDARDS FOR THE PURPOSE OF REGISTRATION POLICY**

SACPCMP has developed a Competency Standards for the Purpose of Registration Policy which will be open for public comment for a period of at least 30 days. To view the policy, visit the following link:

[CALL FOR COMMENTS – SACPCMP COMPETENCY STANDARDS FOR THE PURPOSE OF REGISTRATION POLICY - SACPCMP](#)

Comments regarding the policy can be submitted utilising the policy [call-for-comment form](#) which can be downloaded from the SACPCMP website ([www.sacpcmp.org.za](http://www.sacpcmp.org.za)). Comments should be emailed to: [policy@sacpcmp.org.za](mailto:policy@sacpcmp.org.za). The deadline for the submission of comments is 17 November 2022.

## **SACPCMP REGISTRATION POLICY**

The SACPCMP has updated its a Registration Policy which will be open for public comment for a period of at least 30 days. To view the policy, visit the following link:

[CALL FOR COMMENTS – SACPCMP REGISTRATION POLICY - SACPCMP](#)

Comments regarding the policy can be submitted utilising the policy [call-for-comment form](#) which can be downloaded from the SACPCMP website ([www.sacpcmp.org.za](http://www.sacpcmp.org.za)). Comments should be emailed to: [policy@sacpcmp.org.za](mailto:policy@sacpcmp.org.za). The deadline for the submission of comments is 17 November 2022.

## **SACPCMP RECOGNITION OF PRIOR LEARNING (RPL) POLICY**

The SACPCMP has developed an RPL Policy which will be open for public comment for a period of at least 30 days. To view the policy, visit the following link:

[CALL FOR COMMENTS – SACPCMP RECOGNITION OF PRIOR LEARNING \(RPL\) POLICY - SACPCMP](#)

Comments regarding the policy can be submitted utilising the policy [call-for-comment form](#) which can be downloaded from the SACPCMP website ([www.sacpcmp.org.za](http://www.sacpcmp.org.za)). Comments should be emailed to: [policy@sacpcmp.org.za](mailto:policy@sacpcmp.org.za). Deadline for the submission of comments is 17 November 2022.



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Report any  
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  - corruption
  - misconduct or
  - unethical behaviour
- to the SACPCMP  
Ethics & Fraud Hotline



**YOU CAN REMAIN  
ANONYMOUS**

## Out and About with the SACPCMP

### The CIOB & SACPCMP meet to discuss Construction Industry Transformation and Development

CEO of the Chartered Institute of Building, Caroline Gumble (centre), met with the SACPCMP's President, Isaac Nkosi (right), and Registrar, Butcher Matutle (left), as part of her visit to South Africa in August. The entities discussed reciprocal opportunities in accreditation and construction industry development and transformation. The CIOB is a Voluntary Association of the SACPCMP.



### SANRAL SAICE Awards

The SACPCMP was invited to attend a glittering awards evening presented in September by the South African Institution of Civil Engineering (SAICE). The SANRAL SAICE National Awards celebrate and reward outstanding individuals and projects that are a catalyst for innovation and good practice in the development of civil engineering. SAICE is a Voluntary Association of the SACPCMP.



**SACPCMP Discusses Collaborative Opportunities with ASOCSA:** The SACPCMP met with representatives of the Association of Schools of Construction of Southern Africa (ASOCSA) in September to discuss areas of collaboration in support of the development and transformation of the Built Environment education and research in South Africa.



## The OHS Amendment Bill

# Back to the Drawing Board

Article submitted by  
the South African  
Institute of Occupational  
Safety and Health (SAIOSH),  
an SACPCMP Voluntary  
Association.

Written by Advocate Raynard  
Looch (of Klass Looch Associates  
& Saiosh Legal Advisor)

**T**here has been no indication that the draft Occupational Health and Safety (OHS) Amendment Bill 2020 will be promulgated into law during the first half of 2023. I would surmise that it would be improbable as the new Chief Inspector recently gave a presentation on the draft Bill and intimated in his presentation that there were already changes to the draft Bill.

It has also become known that the Chief Inspector has instructed that a subcommittee be formed in early 2023 to examine the comments submitted on the draft Bill. The draft Bill is, in any case, so poorly drafted that it is open to a rationality challenge. It contains a myriad of contradictions, deviates from international norms including the International Labour Organization's (ILO) C155 - Occupational Safety and Health Convention, 1981 (No. 155) which South Africa has ratified and seems to venture into the realms of strict liability which has been rejected by all superior courts.

Strict liability suggests that fault in the form of negligence would not be a consideration. The yardstick of 'reasonability and practicability,' to test whether an employer has adequately discharged its duties in terms of the OHS Act, has been deliberately deleted in the draft Bill.

## OHS Amendment Bill

This suggests a stricter approach towards employers.

The ILO OHS Convention specifically requires member states to adopt legislation 'to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment'.

### Held to a Higher Standard

It appears that South African employers will be held to a higher standard than that promoted by the ILO OHS Convention and all member states. As a consequence South African employers will be deprived of arguing that they did everything within the bounds of reasonability and practicability to avoid incidents.

The same rigid tendency is to be found in the draft Mine Health and Safety Amendment Bill 2022.

The courts have however embraced the concept of 'reasonability and practicability'. In Pikitup (SOC) Limited v South African Municipal Workers' Union obo members and others [2014] (Labour Appeal Court (LAC)) the court stated that:

'Sections 8 and 9 (of the OHS Act) therefore place a duty on the

*employer to act proactively to avoid any harm or injury to its employees and others. There is no standard as to what is reasonably practicable.*

*Each case will have to be determined on its own facts and circumstances. As can be seen from the definition of reasonably*

**"South African employers will be deprived of arguing that they did everything within the bounds of reasonability and practicability to avoid incidents."**

*practicable it involves weighing different considerations from risk evaluation, means of removing or avoiding the risk, resource availability and a cost-benefit analysis.*

*In Edwards v National Coal Board, Lord Justice Asquith*

*stated: "Reasonably practicable" as traditionally interpreted, is a narrower term than 'physically possible' and implies that a computation must be made in which the quantum of risk is placed in one scale and the sacrifice, whether in money, time or trouble involved in the measure necessary to avert the risk is placed in the other; and that, if it is shown that there is a gross disproportion between them, the risk being insignificant in relation to the sacrifice, the person upon who the duty is laid discharges the burden of proving that compliance was not reasonably practicable."*

As it is a draft Amendment Bill, the bulk of the current OHS Act remains in place with only certain provisions being amended.

Penalties for contraventions are also drastically increased. According to the Department of Employment and Labour (DEL) the purpose of the draft Amendment Bill was not originally to create stricter health and safety requirements but to make it more constitutionally palatable - since the current OHS Act was promulgated in 1993 whereas the (interim) Constitution was promulgated in 1996.

It fails dismally in this regard and ironically retains the very same provisions which are constitutionally unpalatable and which have been slated by the High Court. One of the controversial provisions that is



Advocate Raynard Looch



## OHS Amendment Bill

retained relates to access to an Inspector's Report post an incident investigation.

In Industrial Health Resource Group and others v Minister of Labour and others [2015] (GP), a matter which related to the perpetual refusal by DEL to provide interested parties with a copy of the inspector's finding after the tragic Paarl Print Fire which killed 11 employees, the court declared that the interested parties must on request, to the presiding inspector, be furnished with a copy of the report into any inquiry (held in terms of section 32 of OHSA).

It furthermore declared that the policy of the DEL to refuse access to a section 32 inquiry report in all instances and without regard to the circumstances of each case once the report is referred to the NPA is inconsistent with OHSA, the Promotion of Access to Information Act 2 of 2000, and the Constitution

of the RSA and is accordingly unlawful and invalid'.

### **No Provision for Employers**

The draft Bill ignores this finding and fails to cure this matter by making no provision for employers and interested parties to be furnished with a copy of the Inspector's Report.

This contrasts with the more constitutionally palatable Mine Health and Safety Act (1996) which obviously took cognisance of section 33 of the Bill of Rights (Just Administrative Action) and the Promotion of Administrative Justice (PAJA) Act.

The Constitution and PAJA provides for employers and interested parties, whose rights have been adversely affected by an administrative action (Inquiry / Investigation), access to the Inspector's Report or findings.

This is just one example of the draft Bill's failure to address issues of transparency and constitutionality as repeatedly stated by DEL as the reason for an amendment to the current OHS Act.

DEL never publicly promoted stricter OHS legislation as the rationale for an amendment although it routinely bemoans compliance levels in South Africa.

Of significance is the introduction of limited Administrative Fining powers by inspectors of up to R50 000. DEL seems to have already unofficially backtracked on this issue by limiting fining powers to Specialised OHS Inspectors based on a (regular) inspector's recommendations. Currently only the courts may impose fines.

This aligns with the Mine Health and Safety Act where inspectors have fining powers of up to



# OHS Amendment Bill

R1million. Another perplexing provision is the introduction of a statutory homicide offence, which hitherto never existed in South African jurisprudence. It would duplicate the common law crime of culpable homicide which applies to both juristic and natural persons.

The rationale behind this is unknown and is open to challenge, hopefully by employer organisations.

Another disappointing aspect of the draft Bill is its failure to recognise the safety practitioner profession. Unlike the Mine Health and Safety Act and even the construction regulations to the current OHS Act, the draft Bill is silent on the aspect of statutory appointments of safety personnel. In the Mine Health and Safety Act the appointment of safety officers is obligatory and the construction regulations provide for the obligatory appointment of a Construction Health and Safety Officer who is registered with the SACPCMP.

## Issues with Appointments

With the exception of some regulations such as the General Machinery and Construction Regulations, the current OHS Act contains a vacuum in statutory appointments such as the so-called 'section 16(2) Person who is assigned duties by the CEO (even these appointments are not

mandatory). The CEO and 16(2) assigned persons are usually too far removed from the realities of

**"With the exception of some regulations such as the General Machinery and Construction Regulations, the current OHS Act contains a vacuum in statutory appointments."**

the workplace to properly discharge their statutory duties without managerial and supervisory assistance, resulting in employers having to resort to so-called 'in-house' appointments - often labelled Section 16(2)

Assistants, section 8(2) appointments and section 8(2)(i) (supervisory) appointments.

Managers and supervisors are an integral and essential part of an employer's health and safety management system and deserve statutory recognition. It was hoped the draft Bill would address this issue but here too it fails.

The Mine Health and Safety Act, and even the construction regulations provide for the statutory

appointment of managers and supervisors. In other words, a statutory structure headed by the CEO and cascading down to supervisors.

Why this issue was not addressed in the draft Bill remains a mystery as DEL has

been aware of the problems this vacuum poses for decades.

SAIOSH has made recommendations to cure this vacuum by proposing the introduction of another statutory appointment for all managerial and supervisory appointments in the form of a section 16(3) appointment. This also aligns with UK OHS legislation.

## Inconsistencies

These are some very broad comments on the draft Bill. It is riddled with inconsistencies, incorporates legal elements in some provisions which are removed in others, has incoherent penalty schedules, vague definitions and controversially also seeks to equate the penalties for regulation contraventions, which are promulgated by the Minister, with those of sections of legislation adopted by Parliament.

**"It is riddled with inconsistencies, incorporates legal elements in some provisions which are removed in others."**

It could be argued that this is irrational. This could mean that purely administrative contraventions, as opposed to

serious injury offences, will carry the same maximum penalty of R5 million. And finally, the draft Bill fails spectacularly to introduce the much trumpeted 'Right to Leave a dangerous Workplace'. It is promoted in the ILO OHS Convention, contained in the Mine Health and Safety Act and was



## OHS Amendment Bill

even introduced in the multitude of Covid-19 DEL Directions.

The only explanation can be is that the draft Bill was simply published in its 2014 'leaked' format without any further thought.

In conclusion the draft Bill represents an unimaginative and lazy piece of legislation. A lost opportunity to rectify many of the known shortcomings of the current OHS Act, a failure to align it with the post-constitutional Mine Health and Safety Act while consistently demonstrating a subliminal hostility towards employers.

Most large and blue chip / multi-national employers in South Africa have long pre-empted many of the provisions in the draft Bill by using the current OHS Act only as a minimum standard. The majority of these employers have embraced internationally recognised Safety Systems (ISO) and allocate large budgets to safety departments which are not obligatory. Bear in mind the draft Bill only amends a small portion of the current Act and is not an entirely new piece of legislation.

The problem with compliance often rests with small to medium enterprises, dysfunctional

municipalities and even within public works and the public service in general. The other problem lies with enforcement of the OHS Act.

DEL usually opts to investigate serious/fatal incidents 'informally' without a set of established legal rules. This, even though the OHS Act does provide for formal inquiries, where evidence is led

and tested along the lines of any Commission of Inquiry. In terms of the Mine Health and safety Act, fatal mining accidents must be subjected to formal inquiries and cannot be 'informally' investigated.

SAIOSH has proposed changes to the draft Bill to provide for all fatal workplace incidents to be subjected to a formal inquiry.

The rationale being that it would provide the NPA with a tested record/transcript of tested

evidence to consider in deciding whether to institute a prosecution.

That is the theory. In practice the NPA has no appetite to prosecute OHS incidents as the OHS Special Courts have either been dissolved or decimated. Spectacular incidents such as the Paarl Print Fire, Tongaat Mall Collapse, Grayston Bridge Collapse never resulted in prosecution despite damning findings and recommendations by experienced DEL inspectors.

Another disincentive for holding formal inquiries is the competency of DEL inspectors. Few have knowledge of the required Law of Privilege to chair formal inquiries although the OHS Act does provide for the outsourcing this function. I believe budgetary constraints dictate against this.

*The SACPCMP appreciates the submission of editorial content from its stakeholders;*

*It must be noted however that the opinions and statements featured in opinion pieces submitted to the Shape Shifter do not necessarily reflect the opinions and mandates of the SACPCMP, and the Council will not be held liable for any of the expressions or opinions expressed in such submissions.*



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5 CPD  
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as the professional body for Occupational Health and Safety in South Africa



Dromex







# New Online CPD Bundles Available

## Did You Know:

**The SACPCMP is in the process of phasing out the current bundles.**

**If you have already purchased the current bundles or you would like to purchase them, it must be noted that you need to have completed the associated assessments successfully by 30 November 2022.**

**The SACPCMP has released new CPD bundles for Registered Persons to access easily online from anywhere and at any time! The bundles are available on demand, which means that you can view the webinar videos online, from the comfort of your home or office at any time and as many times as you prefer.**

The content of the bundles are from the Council's two recent webinars, which covered industry related matters for both Project and Construction Management and Construction Health and Safety professionals.

### How to Access the Bundles

Webinar CPD Bundles can be purchased online via your SACPCMP profile page. At the end of each video, there is an assessment to complete. The minimum pass rate is 60%

and you will have three attempts to pass the assessment. Once successful, you will automatically be awarded CPD hours which will automatically upload onto your profile.

With the Webinar CPD Bundles, you have an opportunity to gain CPD Hours for Category A (Core and Non-Core Knowledge).

Topics covered are as follows:

#### Webinar Bundle 1

- MICTSETA: 4IR

- Ethics In the Construction Industry.
- Safety In Terms of Legal Liability: Vicarious Liability
- Impact Of Climate Change on The Built Environmental.

#### Webinar Bundle 2

- Economic policy shift may herald sustained economic growth.
- Practical initiatives to remove barriers for women working in the construction industry.
- Mental well-being in the construction industry.



SAICE's Women in the Built  
Environment Initiative

# Highlights Women in Industry

By the South African Institution of  
Civil Engineering (SAICE)

**A**ugust was alive with "Women's Month" celebrations across the Built Environment, as well as many other sectors. But what often happens after all the glamour of the awards and the group photos are over?

SAICE and Mentoring 4 Success (M4S) have partnered to offer a sustainable and unique "Women in the Built Environment" (WITBE) initiative. The WITBE mantra is "*Alis volat propriis*" - She Flies with her own Wings.

To date, WITBE has already hosted 12 incredible speakers and subject matter experts since its inception in November 2021. More than 380 knowledge exchanges have taken place on the KnowledgeMentor™ social learning application.

Psycho-emotional support has been the top knowledge theme, followed by social impact and

professional networking a close second and third.

## About WITBE

WITBE is the first of multiple collaborations planned between SAICE and M4S to enhance experiential learning, career networking and professional development in the Built Environment.

It is open to all SAICE registered students, graduates, candidates, young professionals and seasoned captains of industry.

The vision is to grow WITBE into a sustainable global cohort of women across all the disciplines that make up the world's construction and engineering sectors and ensure a safe, non-judgemental and

collaborative space for women to:

- Ask important questions that might not be asked at work, or
- Post new knowledge and contributions that add value to the lives/careers of others, or
- Share spontaneous insights that grow the local and international bonds between the growing global WITBE tribe.



## Women in the Built Environment



## Women in the Built Environment (WITBE)

The SAICE driving force behind WITBE comprises Tom McKune (SAICE Head of Training) and Innocentia Mahlangu (Head of SAICE Diversity Portfolio).

Shelley and Philip Marsh of M4S: UK comprise the M4S leadership team along with M4S knowledge champions Celestine Jeftha and Louise Dercksen of M4S: SA.

WITBE is not just for technical graduates and professionals only, but all women across the Built Environment from cross-functional support services and supply chain areas are equally welcome.

A particular focus area is unemployed women graduates and candidates to try and enhance employability. To register, visit: [SAICE | Mentoring 4 Success UK](#)



### WITBE Events Coming Up...

On 24 October 2022, WITBE will feature international entrepreneur, and Founder of Ki Leadership, Dr Arthie Moore-Robberts.

Her presentation is on "The compassionate Leader of Influence".



On 23 November 2022, WITBE will feature Innocentia Mahlangu, SAICE Growing Forward champion, and WITBE Ambassador for Africa, Innocentia Mahlangu.

Her presentation, "Unleash Your Unique Advantage" is based on the publication of her recent book. Read more about Innocentia in this edition of Shape Shifter's *Focus on Women in the Built Environment* on page 29.



# CPD Exemption

## What is it all about?

Authored by Khutso Mogkehle



**R**egistered Professionals are required to engage in Continuing Professional Development (CPD) activities to maintain their professional registration with the SACPCMP.

A CPD cycle is five years, which allows Registered Persons (RPs) sufficient time to engage in various activities in all three categories to be compliant with CPD.

### Losing Valuable Time

However, the Council has noted that at times, people can lose valuable time due to relocation, sickness or other constraints, making it difficult or even impossible for RPs to engage in CPD activities. The SACPCMP is responsive to this and has made provision in its CPD Policy for exemption from CPD requirements (*based on specific criteria described in the policy*).

### What does a CPD Exemption mean?

- The RP will be exempt from CPD for 12 months.
- The RP will not have access to the CPD portal during this period.
- The RP must reapply for exemption after 12 months if the circumstances have not changed.
- Upon return, the RP must inform the Council of their professional practice.
- CPD exemption is at no cost to the RP.

A Registered Professional can apply for a CPD Exemption by filling in an application form and submitting supporting documents as prescribed in the *Criteria and Process for Exemption from CPD Requirements*, that is accessible to all upon request from the CPD Department.

### Who can apply for a CPD exemption?

- Registered Professionals of the SACPCMP
- Registered Professionals who are in good standing with the Council

### What are Acceptable Reasons for a CPD Exemption Request?

- Retirement on account of age.
- Temporary withdrawal from professional practice.
- Extended leave due to illness necessitating withdrawal from professional practice.
- Extended leave due to relocation necessitating withdrawal from professional practice

Applications for CPD exemption, which are aligned to the specifications of the CPD Policy, will be processed by the CPD department and approved. Where Registered Professionals have reasons other than those (requesting an exemption) stipulated in the CPD Policy, their applications will be referred to the Council for a decision.

The application for CPD exemption and relevant supporting documents must be submitted to the CPD Department via: [cpd@sacpcmp.org.za](mailto:cpd@sacpcmp.org.za)





## The 16th Built Environment Conference: Construction in 5D

# Deconstruction Digitization Disruption Disaster Development

**T**here is little doubt that the construction industry has experienced exponential change and development in recent years.

The 16th Built Environment Conference, presented by the Association of Schools of Construction of Southern Africa (ASOCSA), which took place in September 2022 in Gauteng, examined five cutting-edge concepts to determine the state of the construction sector both in practice and academic research.

The conference sought 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 its 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



The SACPCMP's Education Portfolio Manager, Sindi Kwenaithe, presents at the 16th Built Environment Conference on *Competency Development to foster flexibility, agility and adaptability of construction professionals in disruptive environment.*

# The 16th Built Environment Conference

potentially creating a new industry or market. Artificial intelligence, virtual/augmented reality, internet of things, blockchain technology, and 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 construction, this 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

## Top Conference Papers

**1. Identifying Key Barriers Impeding Circular Built Environment Transition in Africa: An Exploratory Factor Analysis** (*Jacob Mhlanga, Theo C. Haupt & Claudia Loggia*)

**2. An integrated framework for catalysing development and sustainability of small and medium-sized contractors: A case of Namibia** (*Tinoapei Dhliwayo, Innocent Musonda & Trynos Gumbo*)

**3. The influence of different personality types relating to the Quantity Surveyor within a design team to facilitate effective communication in the Construction Industry** (*Tascha Bremer & Maria Coetzee*)

**4. Decentralized Treatment for Wastewater: Practices Towards Sustainability in Wastewater Management- A Bibliometric Review** (*Happison Muzioreva, Trynos Gumbo, Neema Kavishe & Innocent Musonda*)

**5. The potential of Industry 4.0 to enhance project delivery in the Zimbabwean construction industry** (*Hannah Mago, Benviolent Chigara & John Smallwood*)

**6. Leadership style and its influence on job satisfaction of South African quantity surveyors** (*Rudolf Coetsee, Janita Stroebe & Gerrit Crafford*)

**7. An investigation and comparison of the mental health of the construction industry workforce prior to and during the pandemic in UK** (*Ali Bayyati, Katie Hewitson, Ruoyu Jin, Rafiu Dimeji Seidu, Bert Ediale Young & John Ebohon*)

**8. Eliciting Key Enablers of Development and Sustainability of Small and Medium-sized Contractors: A case of Namibia** (*Tinoapei Dhliwayo, Innocent Musonda & Trynos Gumbo*)

**9. Adoption of Building Information Modelling (BIM) by Small and Medium UK Construction Enterprises** (*Rafiu Dimeji Seidu, James I. P. Rundle, Job Momoh, Obas.J. Ebohon, Bert Ediale Young & Zulfikar Adamu*)

**10. Construction Project Finance for Success: SMEs Perspective** (*Charles Poleni Mukumba, Christopher Amoah & William Mbelembe*)

**11. Challenges of the Supply Chain Management in The Construction Industry: An Analytical Study** (*Ahmed Shafik, Ayman Ahmed Ezzat Othman, Ahmed Hussein Ibrahim & Nishani Harinarain*)



Kolosa Madikizela, one of the event's keynote speakers is thanked for her keynote address by ASOCSA's Prof. Theo Haupt.



CIB CEO, Don Ward presenting on innovation and global trends in the sector.



## The 16th Built Environment Conference

### Conference Presenter



### Conference Supporters



**International Council  
for Research and Innovation  
in Building and Construction**





# 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](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.



# Innocentia Unleashed

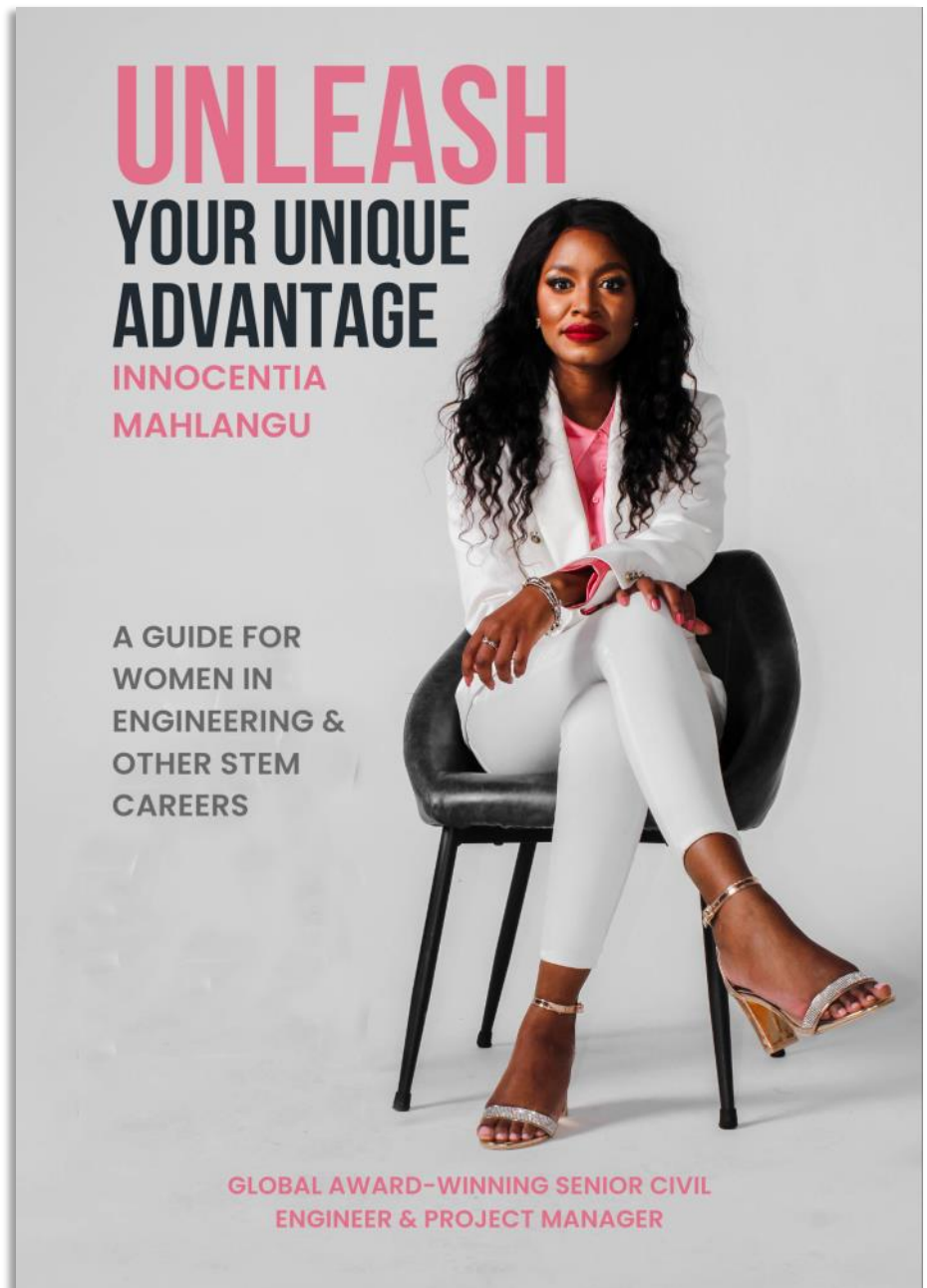
A recent CIOB event brought the SACPCMP across the stellar pathway of Innocentia Mahlangu, a woman, author and professional blazing her way through the Built Environment. We just had to find out more about this superstar!

**W**hen you meet Innocentia Mahlangu, it's hard not to miss her passion for life and drive towards success. She's a beautiful person, inside and out, and the thought of this young professional driving through challenges within the Built Environment is a step in the right direction for women!

At only 33, Innocentia (PrEng, MSc Eng, PMP, AgilePM, FSAICE, M.InstD) has a string of qualification-acronyms behind her name, a book, and a positive attitude behind her enthusiasm. She is also the Women in the Built Environment (WITBE) Ambassador for Africa.

But her path was not always clear: "I did not always know what I wanted to be when I grew up. I stumbled upon engineering through a series of events. My interests varied and were sometimes considered peculiar. I enjoyed playing with, what was regarded as "boys' toys", which included motorised cars and toy construction sets."

In high school, Innocentia developed a passion for art and science, and her creative, analytical mind led her to select





## SACPCMP Focus: Women in the Built Environment

the unusual subject combination of art, accounting, mathematics, and science. She was fascinated with creating things and solving problems although a career in engineering was not a first and obvious choice.

“In fact, I did not understand what it meant to be an engineer,” she said. “When I started my career several years ago, I struggled to find my identity in the Science, Technology, Engineering and Mathematics (STEM) industry.

I found myself working across several sectors where the proportion of women was significantly lower than men and, in many instances, I was the only woman in the room.

“I was tempted to fit the mould or try to change so that I was accepted. I later realised that I could leverage my unique strengths and find my own voice. There are several decisions I made including pursuing my passion, improving my

confidence, mastering my skill, overcoming fear and being vocal about my aspirations.”

### Life Changing

“In the early days of my career, I remember seeing someone’s business card and all the acronyms behind their name with the qualifications and accreditations they had attained. I was inspired that someone could achieve so much.

And so, in my first year of work, I vowed that I would do the same, and even more. It was as if it was a personal challenge specifically geared towards me, and made me think about the phrase, “You cannot be what you cannot see”.

Had I not seen that business card, I might not have developed the aspiration to obtain certain qualifications. I have since added a few acronyms behind my name and challenged myself to continue to obtain as many as possible.”

### Technical Proficiency

Innocentia believes that technical excellence is the way to go : “It is important to pursue technical excellence and proficiency in our industries. The more technical skills you gain, the easier it will be for you to adapt, gain confidence, and differentiate yourself from others. Make mastering these skills and learning a priority. One of the ways I pursued technical proficiency is by combining on-the-job training with structured courses.”

## Work Life is ...

Innocentia is a Project Manager and Senior Civil Engineer at Hatch, with a Bachelor of Science Degree as well as a Master of Science Degree in Civil Engineering from WITS.

In her current role, she oversees projects in the mining, metals and infrastructure sectors as part of Hatch’s project delivery group. She also serves as a project delivery sponsor, providing governance oversight on several projects. Innocentia’s technical background is in design and execution of railway infrastructure projects, where she has fulfilled roles including design and resident engineer, as well as roles in project and construction management.

Her project and construction management experience is across the various stages of development including, concept, pre-feasibility, feasibility/detailed design and execution. She has approximately 11 years’ experience in project planning/execution environment, of which three were spent in a construction site environment.

In addition to her work experience, Innocentia continues to contribute towards the betterment of South Africa’s Built Environment by mentoring young women as part of her non-profit organisation. She is also involved in SAICE’s diversity and inclusion portfolio as its chairperson, and her volunteer experience and interests are to advance the achievement of the sustainable development goals, specifically gender equality, and as a key enabler for innovation, industry, infrastructure.



## SACPCMP Focus: Women in the Built Environment

Reflecting on her achievements to date, Innocentia is proud of attaining the goals she set when she started her career: "I am also proud of receiving industry recognition at a relatively young age, which assures me that I am on the right path. I am also proud of observing the gender gap issue in engineering in South Africa and being willing to change the status quo. I believe we must all be the change we wish to see in the world!"

When it comes to the future, she is passionate about advancing women, especially within the engineering, construction and project management industries.

"The percentage of women is significantly lower than men. I founded a non-profit organisation, SHEngineers, to make a difference in this arena. Within the organisation, we run a number of projects such as mentorship or events, in an attempt to make a difference," she said.

"A decade from now, I see this growing to be a global programme, which empowers women across the globe. The world will certainly benefit from more women actively contributing to shaping our world, as the world around us is shaped by engineering and construction".

Innocentia's role models are strong women who have made a difference in the world: "I would love to meet Dr Precious Motsepe (philanthropist and business



### Career Highlights

@ age 26: Appointed as a construction manager of a multi-discipline construction site.

@ age 28: Obtained a master's degree in engineering and became a professionally registered engineer.

@ age 28: Was named as one of the top 200 young South Africans.

@ age 31: Won numerous industry awards and became an industry board executive.

@ age 31: Appointed as the diversity and inclusivity lead of South Africa's largest professional organisation for civil engineering professionals, the South Africa Institution of Civil Engineering (SAICE).

@ age 33: Became a thought leader as a TEDxSpeaker, keynote speaker and commentator on the Project Management Institute's (PMI) megatrends and Projectified podcast.



In addition to her work on improving diversity, inclusion and equity in the Built Environment, including advancing women in male dominated fields, Innocentia was recognised as a PMI Future 50 in 2021, which recognises the global young leaders of the future. She was also recognised as 1 of 50 inspiring women in Science, Technology, Engineering and Mathematics (STEM) in South Africa.

## SACPCMP Focus: Women in the Built Environment

woman), Michelle Obama (author, lawyer and former First Lady), and Sheryl Sandberg (former COO of Facebook). These women are trailblazers and have shattered the glass ceilings in their industries. They have managed to do so by leveraging their own unique strengths and by using their unique voices to drive change.

### *"Brace yourselves, young women"*

"To young females in the construction industry who are concerned that they may not succeed... Yes, there are many challenges we still face in this industry but, young woman, your dreams are still valid.

Keep dreaming, keep moving and when doors are shut in your face, find a window. Be fearless in your pursuit of what sets your soul on fire. My LinkedIn feed is flooded with women shattering glass ceilings, breaking stereotypes and occupying spaces that were historically reserved for men.

Brace yourselves, young woman... there is a wave of change that is coming, and you should be ready for it. Make sure it does not find you sitting down, but rather ready to take up space".

### **A Hunger for Adventure**

With so much going on, it would be hard to imagine Innocentia with much of a personal life. But she squeezes in her passions as and where she can...

"To date, I have travelled to 18 countries. My thirst for adventure has seen me jump from bridges and helicopters. I have travelled locally and internationally and enjoy sharing travels with friends and the travel community. I have a dedicated travel blog and travel Instagram page where I capture information about my journeys. Taking pictures of my travels allows people to virtually travel with me. I also enjoy the post editing work to capture the essence of the moments.

Also, I invest my spare time in passion projects. I run SHEngineers, dedicated to advancing women in engineering. I enjoy hiking, travelling, public speaking and giving back my time to advancing others. I am passionate about travel and exploring and I have a hunger for new adventures".

When it comes to South Africa, Innocentia believes there is great opportunity: "South Africa, as a developing country, offers immense potential for development. Given our history, many people remain marginalized which I believe presents an opportunity for us as change makers to really make a



meaningful contribution. The opportunity to change lives is a privilege. I am inspired by the spirit of South Africans and those that look outside of themselves and endeavor to make a difference".

### **SACPCMP GIVE AWAY**

**The SACPCMP's Shape Shifter will give away three copies of Innocentia's Mahlangu's book: *Unleash Your Unique Advantage***

(also available for order via [innocentiamahlangu.com](http://innocentiamahlangu.com)).

**To stand a chance, email your name and contact details to:**

**[Elaine.Miller@sacpcmp.org.za](mailto:Elaine.Miller@sacpcmp.org.za)**

**Three entries will be drawn to win a copy of the book. Entries close: 30 November 2022**



## The SACPCMP Celebrates Women's Month with the CIOB



### Inspiring Change & Celebrating Women

The Chartered Institute of Building (CIOB) host a group of dynamic and inspirational women recently to celebrate Women's Month. The event was themed: *Inspiring Change - Attracting Women into Construction*, and was hosted by the CIOB's CEO Caroline Gumble in Gauteng in August. The SACPCMP was represented by its Stakeholder Relations and Communications Department.





**The SACPCMP participated in the Expo for Future Building Professionals, presented by the Magosuthu University of Technology, in collaboration with the London South Bank University, and Master Builders Association, KZN in September 2022.**

The event formed part of the British Council Innovation for African Universities Programme.

It sought to create a space for interactions between industry, educators and construction students, to discuss the challenges and proffer solutions to tackle the skills gap and declining construction sector in South Africa, and embedding entrepreneurship in the construction curriculum may support the growth and modernisation of the industry.

The intervention looked to capacitate students with tools to transition from study to integration into the economy.

Construction industry registration bodies, industry practitioners and higher education stakeholders were not only exposed to a showcase of projects undertaken by built environment students in the enterprise program at MUT in response to "The Sustainability Challenge", but also provided guidance and support to the future integration of students.

Students worked in mixed teams to generate ideas to solve some of the biggest environmental challenges in their local communities.

The aim of the challenge was to promote innovation, creativity, and critical thinking among students, as well as encourage



them to network and build collaborations. Participants were the Construction Industry Development Board, The South African Council for Construction and Project Management Professions, The Chartered Institute of Building, MODENA, Saint Gobain and Standard Bank.



Brought to you by:



Participants:







# MBSA Congress 2022

“Reconstructing South Africa” was the theme of the 2022 Master Builders South Africa Annual Congress and awards ceremony, that took place in KZN in September. The event was attended by leaders and owners of established and emerging businesses in the construction industry, as well as government representatives including Kgosientsho Ramokgopa (pictured below right), the Head of the Investment and Infrastructure Office of the Presidency.





## MBSA Congress & Awards 2022





## The SACPCMP Celebrates Heritage Day





HOW TO ACCESS YOUR

# Registration Certificate

## Step 1:

Visit  
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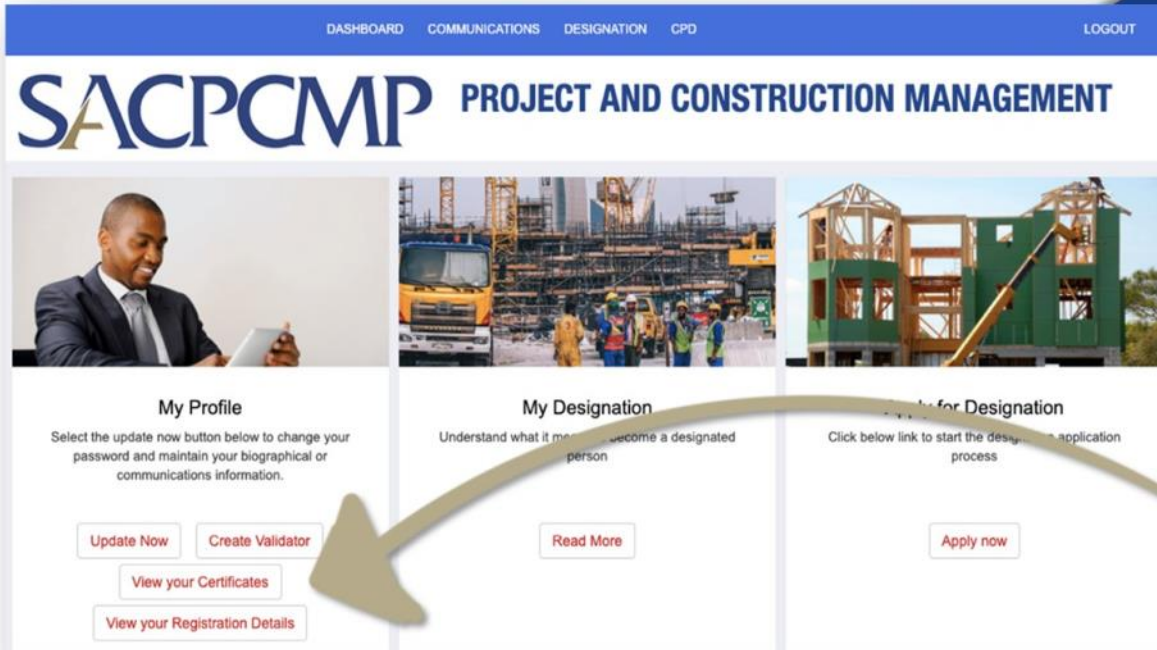
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and log into your  
online profile.

## Step 2:

To view & access  
your certificate  
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**SACPCMP**  
The South African Council for the Project and Construction Management Professions  
— CONSTRUCTING NEW PERSPECTIVES —