

## Do Engineers make good Project Managers?

CPD Reinstatement:  
The steps you need to take

Professional Code of  
Conduct: How well  
do you know it?

### Inside this edition:

- Gazetted Fees for 2025/26
- SACPCMP Presidential Golf Day
- Call for Mentors



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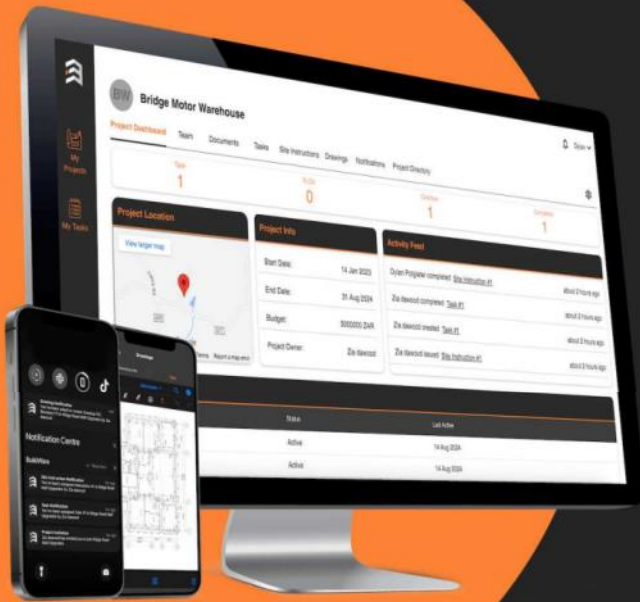


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# Message from the SACPCMP President

**W**elcome to a new year and a new edition of the Shape Shifter! I am excited to what the new year will bring. As the SACPCMP, we will be developing a new five-year strategy, with a view to achieve our mission of being a progressive regulator for the Built Environment Management Professions.

We also look forward to celebrating the 25th anniversary of the gazetting of the Project and Construction Management Professions Act (48 of 2000).

The intent of the Project and Construction Management Professions Act 48 of 2000 is:

- to provide for the establishment of a juristic person to be known as the South African Council for the Project and Construction Management Professions;
- to provide for the registration of professionals, candidates and specified categories in the project and construction management professions;
- to provide for the regulation of the relationship between the South African Council for the Project and Construction Management Professions and the Council for the Built Environment; and
- to provide for matters connected therewith.

The Act was gazetted in December 2000, and I hope that we, as an industry, would be able to reflect on how we have grown as the Built Environment industry and professionals, and also explore further ways in which we can better transform and develop our industry, enabling a better living, working and thriving environment for all. Our professions need to create a better livelihood and ultimately be attractive to those behind us to join.

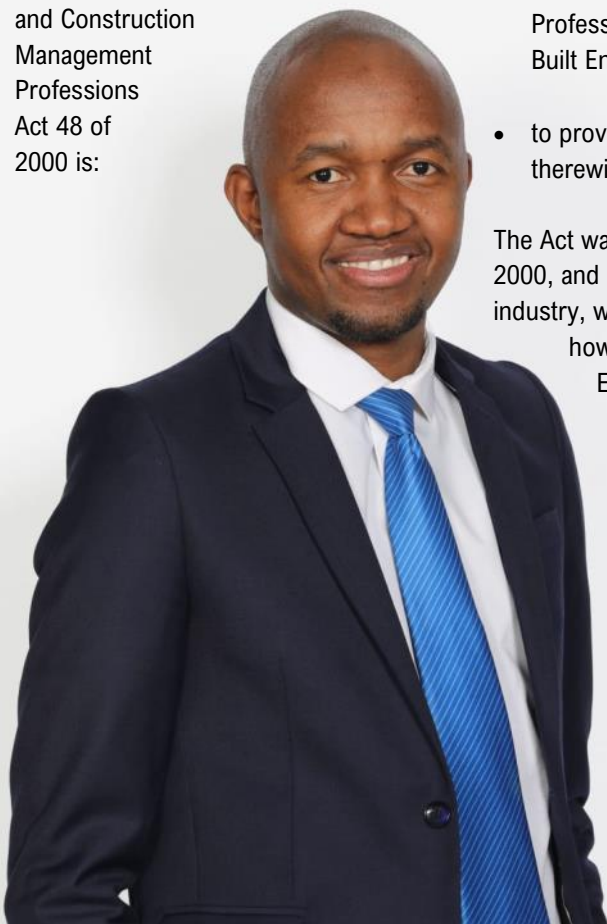
To mark the gazetting of the PCMP Act 48 of 2000, this edition of the Shape Shifter will look the mandates of the SACPCMP, expounding on each of these to better explain the work of the Council.

We will also place a focus on the Professional Code of Conduct, which is essential to ensuring an ethical Construction Sector. This edition also has a number of article submissions and opinion-pieces from our Voluntary Association, SAICE, and we look forward to more VA article submissions for future editions of the magazine.

On the social side, we hope you enjoy the spread of photos from the 2024 Presidential Golf Day. The day, which would not have been possible without the support of sponsors and industry representatives, was well attended and thoroughly enjoyed. For more photos from the day, check out the events tab via [www.sacpcmp.org.za](http://www.sacpcmp.org.za).

Lastly, the magazine includes the latest, gazetted fees as well as details pertaining to the CPD bundles and new CPD courses that are available to assist any Registered Persons who need assistance with their reinstatement. All in all, it's another jam-packed issue and I encourage you to take some time to read through the Shape Shifter, and let us know what you think.

Best wishes  
**Lufuno Ratsiku**  
**President: SACPCMP**





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# It's what we do

## Unpacking the SACPCMP Mandates and Responsibilities

As a regulatory entity in South Africa, the SACPCMP is often asked “what do you do?”. In this article, Shape Shifter breaks down the responsibilities and mandates of the Council to provide clearer insight into the purpose of entity that seeks to enable a better, safer and more professional construction environment for all.

The SACPCMP has not one but 13 mandates. These outline the responsibility-areas of the Council and guide the entity in its work.

What gives the SACPCMP its mandate?

Through Section 22 of the Constitution of the Republic of South Africa, the Council received its mandate, which outlines that: *“every citizen has a right to choose their trade, occupation and profession freely. The practice of a trade, occupation or profession may be regulated by law.”*

The purpose of this regulation is for the **protection of the public** but what does that mean? Protecting the public is achieved through:

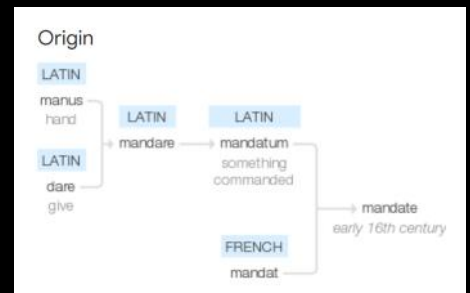
- The registration of persons working in the Built Environment (professionals), and ...
- Ensuring that these professionals are competent and suitably qualified / skilled.
- Working with different entities to support and enable a safer and developed Built Environment. These include universities, voluntary associations etc.
- Providing an avenue of recourse if / when professionals transgress the Code of Conduct.

The South African Council for the Project and Construction Management Professions

SACPCMP

# SACPCMP MANDATES

The SACPCMP has 13 mandates, which outline the responsibility-areas of the Council. What is a mandate? According to Oxford Languages (<https://languages.oup.com>), a mandate is “an official order or commission to do something” or to “give (someone) authority to act in a certain way”. A mandate can be described as authorisation, a directive, an instruction or a sanction.



## SACPCMP Mandate 1: Identification of Work

The identified scope of work for each category of registration is seen as a component of a framework for regulation. In the context of the SACPCMP and the Act, scope means:

*“the range of work performed by a Registered Person in terms of a specific piece of legislation other than the legislation that created the councils for the professions, or the statutory duties which may be performed by a Registered Person”.*

The SACPCMP submits recommendations to the Council for the Built Environment (CBE) regarding work identified in terms of section 20 of the CBE Act 2000.

*(See Section 26 of the Act)*

## SACPCMP Mandate 2: Guideline Professional

The SACPCMP determines guideline professional fees for the purpose of guidance required to promote market efficiency and redress consumers’ information deficit relative to the professional’s knowledge and expertise. Such guideline professional fees serve as an instrument to address market failures.

*(See Section 34 of the Act)*

## SACPCMP Mandate 3: Continuing Professional Development

Continuing Professional Development (CPD) is mandated for all SACPCMP registered professionals. This is to enhance and maintain professional competency and ensure that the technical knowledge base of Registered Persons is improved in an orderly fashion and on a continuous basis.

Thus, the mandate of the SACPCMP is to determine the conditions relating to, and the nature and extent of, continuing education and training.

*(See Section 13 of the Act)*

## SACPCMP Mandate 4: Accreditation of Built Environment Programmes

The SACPCMP has, inter alia the statutory mandate, to accredit educational institutions and their educational programmes with regard to the professions it regulates.

*(See Section 13 of the Act)*

## Which Act of Parliament guides the SACPCMP?

The SACPCMP was established to regulate and promote specific Built Environment Management Professions.

The entity is a *juristic person* established by the **Project and Construction Management Professions Act (Act No. 48 of 2000)**

“to provide for the registration of professionals, candidates and specified categories in the project and construction management professions;

to provide for the regulation of the relationship between the South African Council for the Project and Construction Management Professions and the Council for the Built Environment;

and to provide for matters connected therewith”.

The SACPCMP is further tasked with the protection of public interest, which is achieved by ensuring suitably qualified and registered professionals in specific Built Environment Management Professions in South Africa through promoting and enforcing high standards of professional ethics and conduct within the built environment.



## SACPCMP Mandate 5: Code of Conduct for Professions

The SACPCMP exercises oversight over the professional conduct of Registered Persons, to ensure the protection of the public at large, those who use the services of Registered Persons, and the quality of work in the industry provided by Registered Persons. To view the Code of Conduct, visit XXXXXXXX

*(See Section 27 of the Act)*

## SACPCMP Mandate 6: Professional Registration

The SACPCMP registers applicants in appropriate categories of registration, which it regulates through a registration policy, to ensure that only competent persons, with the relevant underlying qualifications are registered. To see the SACPCMP Registration Policy, visit [www.sacpcmp.org.za](http://www.sacpcmp.org.za)

The SACPCMP currently registers persons under the categories of:

- Construction Project Management,
- Construction Health and Safety and,
- the Building Inspectorate.

*(See Sections 11 and 19 of the Act)*

## SACPCMP Mandate 7: Recognition of Voluntary Associations

The SACPCMP provides Voluntary Associations recognition, and partners with them in advancing mutual interests.

*(See Section 25 of the Act)*

## SACPCMP Mandate 8: Recognition of New Specified Categories

As a result of the changes in the Built Environment, there are new knowledge areas, competencies and practices required of Professionals which may eventually lead to different roles for existing professions. In addition, new categories of registration may also arise in response to these changes and occupy the gaps in the existing array of professions' knowledge.

Thus, the Council recognises specified categories in the South African Built Environment that may fall under its ambit. **(Section 18 (1)(c) of the Act, linked to section 19, 20 and 21 gives rise to this mandate;** the Council can, in compliance with Promotion of Administrative Justice Act (PAJA), administer the specification of categories prescribed.)

## SACPCMP Mandate 9: International Agreements

Through this mandate the SACPCMP establishes mechanisms for Registered Persons to gain recognition of their qualifications and professional status in other countries **(See Section 13 of the Act)**. This enhances Registered Persons' access to local and global markets, which may be achieved.

## SACPCMP Mandate 10: Recognition of Prior Learning

Recognition of Prior Learning (RPL) in the Built Environment requires an assessment process that appraises non-formal and informal knowledge and proficiency. This determines the extent to which an individual has achieved required learning outcomes, competency results, or task-specific standards... in other words, whether their years of 'real-life experience' and skill will enable them to qualify to be registered as professionals. Many South Africans do not possess formal qualifications. Despite this, they may be competent at performing their jobs. Therefore, the aim of RPL is to facilitate recognition of qualification-eligibility and classification of occupation-specific standards to implement sound governance and transformation within the Built Environment professions.

*(See Section 19 of the Act)*



## SACPCMP Mandate 11: Standard Generating Body

Through the SACPCMP, subject matter experts are brought together in Standards Generating Bodies (SGBs) - these are responsible for generating unit standards within the quality assurance process and parameters defined by National Standards Bodies (NSBs).

Under the oversight of NSBs, the SGBs develop registered statements of desired education and training outcomes and their associated assessment criteria. In other words, agreed repositories of knowledge about good practice or competence and criteria for assessing such competence, for each profession under the SACPCMP's ambit.

*(See Section 13 of the Act)*

## SACPCMP Mandate 12: Appeals and Tribunals

The SACPCMP strives to be a court of first instance against misconduct of professionals for protection of the public. It provides its applicants, Registered Persons and the public an avenue to settle grievances and positions itself as a court of first instance in cases concerning its professionals.

Policies on Tribunals and Appeals are aligned for conformance to the Act, PAJA (No. 3 of 2000), any other relevant Act, and the Constitution of South Africa. Mechanisms are used to classify the severity of the alleged offence and impose appropriate measures. The policies and processes on tribunals and appeals to professionals and the public in an easily accessible format.

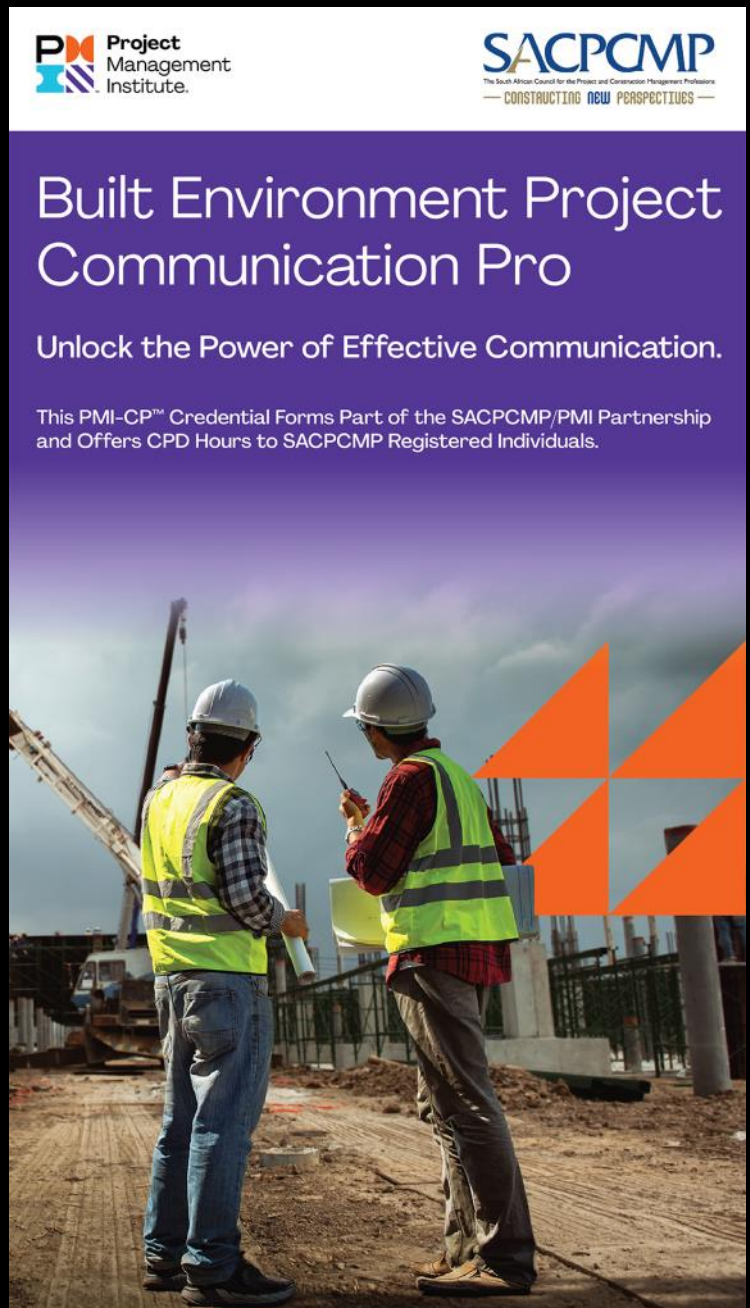
*(See Sections 24, 28, 29, 30, 31, 32, 33 and 35 of the Act).*

## Mandate 13: Competency Standards for Registration

The SACPCMP's mandate is to determine competency standards for the purpose of registration. (See Section 13 of the Act).

The aim of Competency Standards for Professionals is to help determine the competency of professionals, whether for registration or other purposes such as continuing professional development. The role of a framework for Competency Standards for Professionals is to ensure that the standards are clearly and unequivocally spelt out, and that Competency Standards are therefore easily understood. Competency standards are benchmarked to professions in other countries, but also required to meet South Africa's unique situation.

These competencies are used to assess professional knowledge, skills and attitudes in the context of the performance of professional work.



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# A programmatic approach

...to delivering high impact socio-economic interventions at repeated scale in South Africa

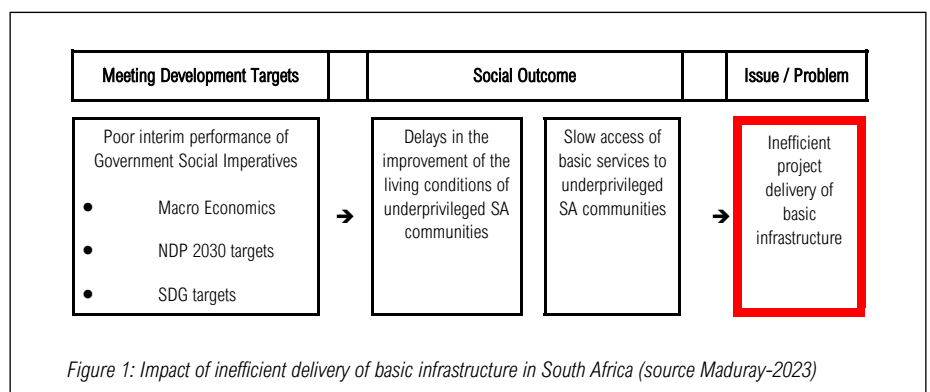
Authored By Denzel Maduray (PMP)

The founding vision of a fair and free South Africa is still possible if the living conditions of impoverished communities can be improved at scale. The National Development Plan (NDP 2030) attempts to solve poverty, unemployment and inequality at a country level and is also convergent with the United Nations, Sustainable Development Goals (UN-SDG's) which offers a global outlook on sustainable development across 17 key indices.

South Africa adopted a long run infrastructure led economic development strategy which has been tried and tested in Africa and other parts of the globe. If one breaks down

infrastructure delivery into its component parts of policy and implementation, the policy is rooted in sound theory of long run development based on public infrastructure and is not the issue.

The issue is in the implementation of infrastructure projects and there is evidence that points to a lack of efficiency in the delivery of infrastructure projects. The nett effect is outlined in the figure below:



# A programmatic approach to intervention delivery in SA

The National Infrastructure Plan (2050) was developed to provide a clearer articulation of the infrastructure approaches required to achieve the inclusive growth envisioned in NDP 2030.

## How does a country bridge the gap from post Covid-19 economy recovery to the bold NIP (2050) targets?

The solution must entail a massive step change and include short term, catalytic and high impact delivery of socio-economic interventions at repeated scale.

A programmatic approach to infrastructure delivery will become a more common way to plan, fund, prepare and implement infrastructure projects at scale.

## Why is this different to the business-as-usual approach?

- A great reliance on robust project governance. The private and public sector will take joint accountability for project oversight, support and guidance;
- The need for strategic planning of infrastructure development with a “one plan” lens so that infrastructure integration happens at national, provincial and local government levels;
- Programme delivery management that underscores implementation highlighting: strategic alignment, benefits realisation and management, stakeholder

engagement, project governance, lifecycle management of the priority projects and monitoring & evaluation of the programmes socio-economic and enterprise development impacts, and;

- Innovative options for packaged project financing and funding solutions for project preparation and implementation.

Programme offices will need to be constituted especially for the priority sectors identified in NIP (2050).

These offices will be responsible for developing a pipeline of opportunities that address key sector challenges, collaborating with stakeholders and partners to assess the potential of the opportunities and readying them for procurement if viable, overseeing the procurement of packaged solutions that may include finance, design, build, operate and transfer options, administering the project benefits realisation as well as transfer and sustenance of the benefits to the custodian public departments.

**“The private sector, and in-particular the construction and engineering industry, will need to transform the way it does business moving away from downstream tendering opportunities to an approach that sees them investing in upstream infrastructure delivery.”**

The private sector and in-particular the construction and engineering industry will need to transform the way it does business moving away from downstream tendering opportunities to an approach that sees them investing in upstream infrastructure delivery. This could include uncovering

sector challenges, developing interventions, high level scoping of these interventions and testing the appetite with the programme offices and sponsors to move these opportunities forward.

Successful private sector companies will be able to assemble multi-faceted teams which need to include local participation from emerging business to prepare projects, respond to proposal bid windows and deliver packaged solutions.

**The Enterprise model** (international version of the programmatic approach) used extensively in the UK and adopted by a major public sector utility company in New Zealand offers an opportunity to create long term collaborative and integrative partnerships that ultimately benefit service delivery.

Some of the key principles of the enterprise model are listed below:

- Focus on sustainable partnerships rather than transactional engagements;
- The parties that are best able to deal with the project risk, executes the risk mitigation rather than risk transfer down the value chain;
- Early engagement of the custodian department’s operation & maintenance team to ensure the constructed deliverable is easy to service and maintain;
- Use of the private sector to develop a pipeline of infrastructure opportunities that receive high level scoping and are ready for business case development;
- Inclusive development by creating

# A programmatic approach to intervention delivery in SA

opportunities for work sharing; and

- Continual stakeholder engagement through project workshop.

The programmatic approach will not be the panacea to infrastructure delivery; however, it does offer a platform to introduce collaborative partnerships, innovative financing and delivery management and big picture thinking not constrained by traditional barriers with public sector project delivery.

Project time and cost overruns, designation and consenting delays, poor stakeholder and community engagement and attracting private sector participation and contribution can be mitigated better in the programme offices.

The programme interests can be put first and sponsors have the option to make these offices ring-fenced standalone entities with dedicated resources if they are delivering results.

Programme offices should strive for inclusive development and create an enabling environment that supports transformation in the construction and engineering industry.

## Pen-profile of the Author

**Denzel Maduray** is an advisor on programme design and development with special focus on social infrastructure and community-based development. He has programme managed two national programmes for the DBSA (DDM and DLAB's) and also acted as the owners engineer for two NEF manufacturing projects as well as private sector property developers.

With more than 27 years of experience across multiple sectors working as a contractor, consultant and client, Denzel

is well suited to assist project sponsors to deliver high impact and catalytic projects that make a positive difference to society.

He also won the SAICE 2017 national and Gauteng Project Manager of the year awards and has co-authored the Facilities Management Handbook as well as serving on the boards of CIDB and PMSA.

He also volunteers his spare time to mentor and guide aspiring young project managers with their professional registration journey.



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Our company values include providing the highest standards of excellence, as such, we take great pride in our dedication to adhering to the regulations set forth by statutory bodies and voluntary associations within the construction industry. This commitment ensures that we stay informed about industry standards, advancements, and the best practices, allowing us to adapt to the evolving legislative landscape and continue to prioritize public safety.

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In 2024, we hosted our charity golf day in support of Child Welfare Tshwane. It was an immense success thanks to all our sponsors that heeded the call to unite in support of the children that will one day be our leaders. In 2023, the Pro-Serve Consulting Bursary Scheme for the Missing Middle was founded, where students from across South Africa's public universities were the beneficiaries of the funds raised during our 2023 charity golf day. As part of our ongoing efforts to achieve and offer excellence, the Pro-Serve Leadership Academy was founded. This leadership training was established with the vision of it being our new centre of excellence dedicated to cultivating the next generation of leaders.

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**Nhlamulo Shirinda**  
Director



**HILLPET**  
CONSTRUCTION MANAGEMENT

## About Hillpet Construction Management

Established on 10 June 2008 as a Close Corporation and converted in March 2023 to a Private Company, Hillpet Construction Management is a dynamic organization with a culture rooted in excellence and innovation. Since its inception, the company has specialized in providing turnkey solutions, space planning, project management, general construction, and civil works services.

Hillpet is committed to delivering work that meets the highest standards of quality and specification by adhering to key pillars of project execution. These pillars include, but are not limited to, meticulous planning, stakeholder engagement, risk management, quality assurance, cost control, collaboration, and accountability.

The company's project execution techniques are further enriched by best practices and methodologies endorsed by globally recognized professional organizations such as the Project Management Institute (PMI) and the Agile Alliance.

## Leadership and Vision

Hillpet is guided by the visionary leadership of Mr. Nhlamulo Shirinda, whose 17 years of experience in the South African business landscape have been instrumental in the company's growth and success. As a certified Project Management Professional (PMP) through the PMI, Mr. Shirinda brings a wealth of expertise in project management and an unwavering passion for the construction industry. Under his leadership, Hillpet has advanced from a CIDB Grade 1 to its current Grade 8 status, a testament to the company's sustained excellence and growth.

## Organizational Structure

Hillpet has a dedicated strong matrix Project Management Office (PMO) that ensures the successful execution of every project. This structured approach enables the company to align resources, manage risks, and uphold the highest standards of accountability and collaboration.

## The Industry

At Hillpet, we strive to exceed client expectations, uphold industry standards, and remain a trusted partner in delivering exceptional construction and project management solutions.

Hillpet understands that the future of the construction industry is in the adaptability, continuous improvement, versatility and social accountability.

# The Professional's Code of Conduct

## How well do you know it?

**E**thics, good governance, and a code of conduct. What do these things mean to you, and do they influence you as a professional?

According to section 27 of the Project and Construction Management Professions Act, the SACPCMP must draw up a code of conduct for Registered Persons, and that all registered professionals must comply with this code - failure to do so constitutes improper conduct.

As indicated in the SACPCMP Code of Conduct (see SACPCMP website: [Code of Conduct - SACPCMP](#)), "Built Environment professionals are entrusted by clients and the public with a responsibility to offer their services in a professional, honest and ethical manner".

It is thus required by the SACPCMP to ensure that high professional and ethical standards are upheld by professionals. Therefore the objectives of the Code of Conduct to ensure that Registered Persons, in the execution of their work:

- 3.1. apply their knowledge and skill in the interest of the public and the environment;
- 3.2. execute their work with integrity, sincerity, impartiality, confidentiality and in accordance with generally accepted norms of professional conduct;
- 3.3. respect the interests of the public and honour the standing of the profession;
- 3.4. strive to improve their professional skills and those of their subordinates;

3.5. encourage excellence within the profession under the Council's ambit;

3.6. do not prejudice public health and safety".

The 6th Term Council has reviewed the 2017 Code of Conduct in alignment with the principles and criteria stipulated in the Code of Conduct Policy. This is because a code of conduct should be

The poster features the SACPCMP logo at the top left, with the tagline 'CONSTRUCTING NEW PERSPECTIVES'. To the right, it says 'IF YOU DON'T SUPPORT IT, REPORT IT!' in large blue letters. Below this, a section titled 'REPORTING CHANNELS:' lists four options: WhatsApp (0860 004 004), Email (sacpcmp@behonest.co.za), Online (behonest.co.za), and a Toll-free number (0800 745 746). A clock icon with '24' indicates 24-hour service. A large compass graphic is positioned at the bottom left, with the cardinal directions labeled with ethical values: North (INTEGRITY), South (ETHICS), West (HONESTY), and East (RESPECT). On the right side, it lists reportable incidents: fraud, corruption, misconduct or unethical behaviour. A blue banner at the bottom right states 'YOU CAN REMAIN ANONYMOUS'. At the very bottom, it notes 'Ethics & Fraud Hotline facilitated by Advance Call' with the company logo.

# The Professional's Code of Conduct

reviewed regularly to ensure that it continues to be relevant.

## Reviews of the Code of Conduct

Reviews of codes of conduct are also prompted by significant external factors such as amendments to legislation, changes to government policy, or other matters that can also create the need for a review. In the instance of the SACPCMP, there have been major changes with regard to public policy priorities that the Council desires to address through professional conduct.

This includes, but is not limited to, issues of sustainable development, digitisation and diversity, equity and inclusion. The inclusion of such trends in matters of public interest will ensure that professional conduct with regards to these matters adheres to the correct standards.

## Major Ethical Failures

Research indicates that there are still major ethical failures that plague the construction industry. The findings of this research indicate that:

“construction professionals experience many unethical issues in their work duties such as inflated tender prices, overpricing the rates, tender-based kickbacks, bribes for projects, unethical methods of project execution, use of lower grade materials than specified, discrimination, among others.

However, issues such as greediness, acceptance of corruption as usual

practice, lack of knowledge about the code of conduct, the only way to get contracts, part of the process, and peer pressure create a challenge in complying with the code of conduct and preventing corrupt practices among construction professionals” (Amoah and Steyn, 2022)\*.

It is thus imperative for the Council to ensure that the Code of Conduct adequately addresses these failures in the industry by providing the public with sufficient mechanisms in the Code of Conduct for recourse.

According to the SACPCMP's Rules for Inquiry into Alleged Improper Conduct, "the Council is mandated to take any steps it considers necessary for the protection of the public and the environment in their dealings with Registered Persons for the maintenance of the integrity and the enhancement of the status of the

**“...issues such as greediness, acceptance of corruption as usual practice, lack of knowledge about the code of conduct, the only way to get contracts, and peer pressure create a challenge in complying with the code of conduct...”**

Project and Construction Management Professions and specified categories under the Act. In pursuance of the SACPCMP's right and obligation mentioned above, the Council must investigate an act of alleged improper conduct by a Registered Person and/or investigate a complaint, charge or allegation of improper conduct against a registered person brought by any person.

## Investigating Improper Conduct

Investigations are directed towards the professional conduct of Registered

Persons and are thus predicated on obtaining evidence to determine whether a charge (or charges) may be preferred against a Registered Person with regards to the gazetted Rules of Conduct for Registered Persons (Board Notice 139 of 2017)". The SACPCMP's Rules for Inquiry into Alleged Improper Conduct outline the criteria in relation to the following:

- Requirements for Inquiry into improper conduct;
- Interpretation of improper conduct
- Inquiry procedure, with relation to:
  - \* Information and complaint/allegations of improper conduct
  - \* Information in relation to whistleblowing
  - \* Role players in Inquiry process
  - \* Conflict of Interest
  - \* Investigation
  - \* Findings of the Investigation Committee
  - \* Council decision regarding Investigation Committee recommendation
  - \* Proof of service
  - \* Appeals

The clearly stipulated criteria above ensure that the Council implements investigations into improper conduct processes that are standardised and fair. It also clearly outlines what members of the public should do when they want to lay a complaint against a Registered Person. This includes whistleblowing which can be done anonymously.

The policies, procedures and more details regarding/relating to the professional code of conduct can be accessed and downloaded via the SACPCMP's website; visit: [www.sacpcmp.org.za](http://www.sacpcmp.org.za)

Reference: \*Amoah, C and Steyn, D. 2022. Barriers to unethical and corrupt practices avoidance in the construction industry. *International Journal of Building Pathology and Adaptation* 41(23) DOI:10.1108/IJBPA-01-2022-0021



# SACPCMP Rules of Conduct for Registered Persons

## 1. Definitions

In these rules, any expression or word that has been defined in the Act has that meaning, and unless the context otherwise indicates

- i. “**business undertaking**” means any business enterprise or entity, joint venture, consortium, association or any such organisation or entity;
- ii. “**Council**” means the South African Council for the Project and Management Professions established by Section 2 of the Act 48 of 2000.
- iii. “**Information**” means project and construction management documents and data produced or relied upon by the Registered Person in the performance of work that form a material part of the project records, including programmes, schedules, and management tools whether electronic format or otherwise.
- iv. “**Registered Persons**” means persons registered in terms of the Act;
- v. “**the Act**” means the Project and Construction Management Professions Act, 2000 (Act No. 48 of 2000); and
- vi. “**work**” means any Project and Construction Management work normally.

## 2. Introduction

Built Environment professionals are entrusted by clients and the public with a responsibility to offer their services in a professional, honest and ethical manner. It is thus required by the SACPCMP to ensure that high professional and ethical standards are upheld by professionals.

## 3. Objectives

The objectives of these rules are to ensure that Registered Persons, in the execution of their work:

- 3.1. apply their knowledge and skill in the interest of the public and the environment;
- 3.2. execute their work with integrity, sincerity, impartiality, confidentiality and in accordance with generally accepted norms of professional conduct;
- 3.3. respect the interests of the public and honour the standing of the profession;
- 3.4. strive to improve their professional skills and those of their subordinates;
- 3.5. encourage excellence within the profession under the Council’s ambit; and
- 3.6. do not prejudice public health and safety.

## 4. Rules of Conduct

Registered Persons in fulfilling the objectives contemplated in clause 1 above must comply with the following rules:

### 4.1. Competency Registered Persons:

- i. must discharge their duties to their employers, clients, associates and the public with due care, skill, and diligence.
- ii. shall only perform work which he/she has been proven competent to perform based on their knowledge, education, training, and experience.
- iii. must, when carrying out work, adhere to norms of the profession.

### 4.2. Integrity Registered Persons:

- i. must discharge their duties to their employers, clients, associates, and the public confidentially, with integrity, fidelity and honesty.
- ii. must not undertake work under conditions or terms that would compromise their ability to carry out their responsibilities in accordance with the norms of the profession;
- iii. must not engage in any act of dishonesty, corruption or bribery;

iv. must disclose to their employers and clients, or prospective employers or clients in writing:

- a) any interest, whether financial or otherwise, which they may have in any business undertaking or with any person, and which is related to the work for which they may be or have been employed;
- b) particulars of any royalty or other benefit which accrues or may accrue to them as a result of the work; with the client or employer concerned; and
- c) the status of their professional indemnity insurance cover, upon request;

i. may not, either directly or indirectly, receive any gratuity, commission or other financial benefit for any article or process used in, or for the purpose of, the work for which they are employed, unless such gratuity, commission or other financial benefit has been disclosed in writing to the employer or client concerned;

ii. must avoid situations that gives rise to a conflict of interest or the potential for such conflict of interest; iii. may not knowingly misrepresent, or permit misrepresentation of their own or any other person's academic or professional qualifications or competency, nor knowingly exaggerate their degree of responsibility for any work;

iv. must give professional decisions, recommendations or opinions that are honest, objective and based on facts;

v. may neither personally nor through any other person, improperly seek to obtain work, or by way of commission or otherwise, make or offer to make payment to a client or prospective client for obtaining such work;

vi. must ensure that any work approved or certified by them, has been reviewed or inspected to the extent necessary to confirm the correctness of the approval or certification;

vii. may not, unless required by law or by these Rules, divulge any information of a confidential nature which they obtained in the exercise of their duties;

viii. must notify Council on becoming insolvent where such insolvency is caused by his or her negligence or incompetence in performing work in the registration category according to the relevant scope of works;

ix. must, without delay, notify Council if they become subject to one or more of the following:

- a) removal from an office of trust on account of improper conduct;
- b) being convicted of an offence and sentenced to imprisonment without an option of a fine, or, in the case of fraud, to a fine or imprisonment or both.

#### **4.3. Public Interest Registered Persons:**

i. must at all times have due regard for and give priority to the health, safety and interest of the public.

ii. must when providing professional advice to a client or employer, and such advice is not accepted, inform such client or employer of any consequences which may be detrimental to the health, safety or interests of the public and the same time inform the Council of their action.

#### **4.4. Diversity Equity and Inclusion Registered Persons:**

i. should be aware and consider the possible ways their work can create inequality and aim to reduce the impacts of existing systemic inequities.

ii. should uphold basic human dignity by considering the respectful treatment of all gender identities, cultural and ethnic backgrounds, and physical abilities.

#### **4.5. Environmental Sustainability**

Registered Persons:

i. have due regard for, and their work, avoid or minimize, adverse impact on the environment; and

ii. strive to ensure that in meeting present development needs, the ability of future generations to meet their needs is not compromised;

#### **4.6. Dignity of the Profession**

Registered Persons:

i. must order their conduct so as to uphold the dignity, standing and reputation of the profession;

ii. may not maliciously or falsely, whether in the practice of their profession or otherwise, knowingly injure the professional reputation or business of any other Registered Person or the reputation of the Council;

iii. may not improperly supplant or attempt to supplant a Registered Person;

in a particular engagement after such Registered Person has been employed;

iv. may not advertise their professional services in a misleading or exaggerated manner or in a manner that is harmful to the dignity of the profession;

v. may not review the work carried out for a particular client by another Registered Person, except:

- a) where the review is carried out for a different client; or
- b) with the prior knowledge of the other Registered Person; or
- c) after receipt of a notification in writing from the client that the engagement of the other Registered Person has been terminated; or
- d) where the review is intended for purposes of dispute resolution or legal proceedings, including proceedings arising from these Rules; or
- e) for routine or statutory checks.

## **4.7. Administrative functions Registered Persons:**

- i. may not without satisfactory reasons destroy or dispose of, or knowingly allow any other person to destroy or dispose of, any information within a period of 5 years after completion of work concerned;
- ii. may not place contracts or orders, or be the medium of payments, on their employer's or client's behalf without the written authority of the employers or clients;
- iii. may not issue any information prepared by them or by any other person under their direction or control, unless this information bears:
  - a) the name of the organization concerned;
  - b) the name the Registered Person concerned or another appropriately qualified and authorized person; and
  - c) the date of preparation.
- iv. may, in instances where the signature of a Registered Person is required, use an electronic signature as defined in the Electronic Communications and Transactions Act, 2002 (Act No.25 of 2002).
- v. must order their conduct in connection with work outside the borders of the Republic of South Africa in accordance with these rules in so far as they are not inconsistent with the law of the country concerned: Provided that where there are recognised standards of professional conduct in a country outside the Republic, they must adhere to those standards in as far as they are not inconsistent with these rules.
- vi. must supervise, and take responsibility for, work carried out by their subordinates including persons registered as candidates;
- vii. must ensure that, while engaged as partners, directors, members or employees of a business undertaking which performs work, the control over the work is exercised, and the responsibility in respect thereof is carried out by a Registered Person other than a person registered as a candidate in terms of section 18(1)(b) of the Act;
- viii. must, when requested by the Council to do so, in writing provide the Council with all the information available to them which may enable the Council to determine which Registered Person was responsible for any act that the Council may consider prima facie to be improper conduct;
- vi. must notify Council without delay of any change of his or her physical address;
- vii. must within 30 days respond to correspondence received from clients, colleagues, and Council in so far as it relates to work or proceedings in terms of these Rules.

## **5. Repeal of Rules**

5.1. The rules published in Board Notice 139 of 2017 are hereby repealed subject to section 12(2) of the Interpretation Act, 1957(Act No.33 of 1957)

## **6. Short title**

6.1. This schedule is called the Revised Code of Conduct for Registered Persons.

## **7. Breach of the Code of Conduct**

7.1. The SACPCMP requires that registered persons uphold the code of conduct at all times during their professional practice.

7.2. The SACPCMP is empowered through the Act to investigate allegations of improper conduct and institute disciplinary proceedings against a registered person, where applicable

# Addressing disparities in Professional Registration

...and building a more inclusive future  
through mentorship

Authored by Andile Mndzebele (Pr CPM, Pr CM, Pr Tech Eng, MSc, MPhil, MSAICE); Chairperson of the SAICE Project Management and Construction Division

The construction industry is facing a critical challenge: a lack of diversity within its professional ranks. This is particularly evident when looking at the professional registration statistics.

The analysis of the South African Council for the Project and Construction Management Professions' (SACPCMP) Annual Report 2022/2023 reveals a stark disparity in the representation of different racial and gender groups across both professional and candidate categories.

Mentorship has a key role to play in addressing this disparity and building a more inclusive future.

Category	Classification (male and female)	African	White	Indian / Asian	Coloured
<b>Professional Construction Manager</b>	Total (M&F)	235	617	43	45
	Male (M)	215	614	42	44
	Female (F)	20	3	3	1
<b>Professional Construction Project Manager</b>	Total (M&F)	707	805	127	65
	Male (M)	571	774	118	58
	Female (F)	136	31	9	1

Tables 1 and 2 provide an overview of

Table 1: Professional registration statistics by category and race (SACPCMP Annual Report 2022/2023)

# Mentorship and Addressing Disparities in Professional Registration

professional and candidate Construction Managers (CMs) and Construction Project Managers (CPMs) registered with SACPCMP, broken down by race. Overall, the data highlights significant disparities in the representation of different racial groups across both professional and candidate categories.

Africans have a strong presence in the candidate categories, suggesting a potential future increase in professional registrations.

However, there is a clear need for initiatives to increase diversity, particularly in the professional CM and CPM categories.

Figure 1 below highlights the under-representation of women in the South African built environment, both among professionals and candidates.

Together with Table 1 and 2, the data clearly demonstrates the significant disparity between male and female representation across different categories. There is therefore a need for targeted initiatives to address gender and racial imbalances.

Category	Classification (male and female)	African	White	Indian / Asian	Coloured
Candidate Construction Manager	Total (M&F)	281	122	28	44
	Male (M)	206	117	25	34
	Female (F)	75	5	3	10
Candidate Construction Project Manager	Total (M&F)	1155	141	71	62
	Male (M)	668	126	55	37
	Female (F)	487	15	16	7

Table 2 Candidate category registration statistics by category and race (SACPCMP Annual Report 2022/2023).

## The Critical Role of Mentorship

Effective mentorship programmes could significantly increase the professional registration rates of African candidates, ensuring that future leadership in the construction industry is more diverse and representative of the broader population. This emphasis on mentorship is crucial for addressing existing disparities and fostering a more

inclusive and equitable professional community in the construction sector.

To address the gender gap in the built environment, targeted mentorship programmes for women alongside increased awareness and outreach initiatives for underrepresented racial groups are essential.

These efforts aim to empower women and foster greater diversity in the traditionally male-dominated construction management sector.

Moreover, prioritising diversity and inclusion training within organisations will cultivate a workplace culture that values all individuals, promoting equity and respect.

Collectively, these measures are crucial for creating a more diverse and equitable construction management sector in South Africa, such a holistic approach will not only address existing disparities but will also lay the foundation for a more innovative and resilient industry in the future.

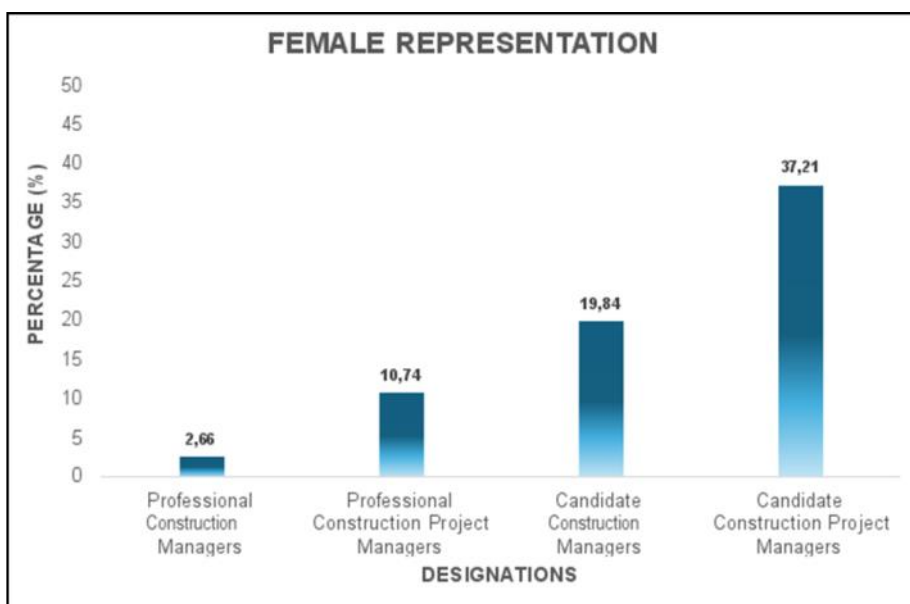


Figure 1: Female representation in the built environment (SACPCMP Annual Report 2022/2023).

Mentorship is particularly crucial when

# Mentorship and Addressing Disparities in Professional Registration

it comes to navigating the professional registration process.

I am fortunate to serve at the SACPCMP as both an assessor and an interview panel member. The reality is, the challenges and shortcomings are glaring when it comes to the quality of documents submitted for professional registration. From CVs to portfolios of projects, reports on practical experience, successes, and challenges, the quality often falls short. This is where the power of mentorship shines through.

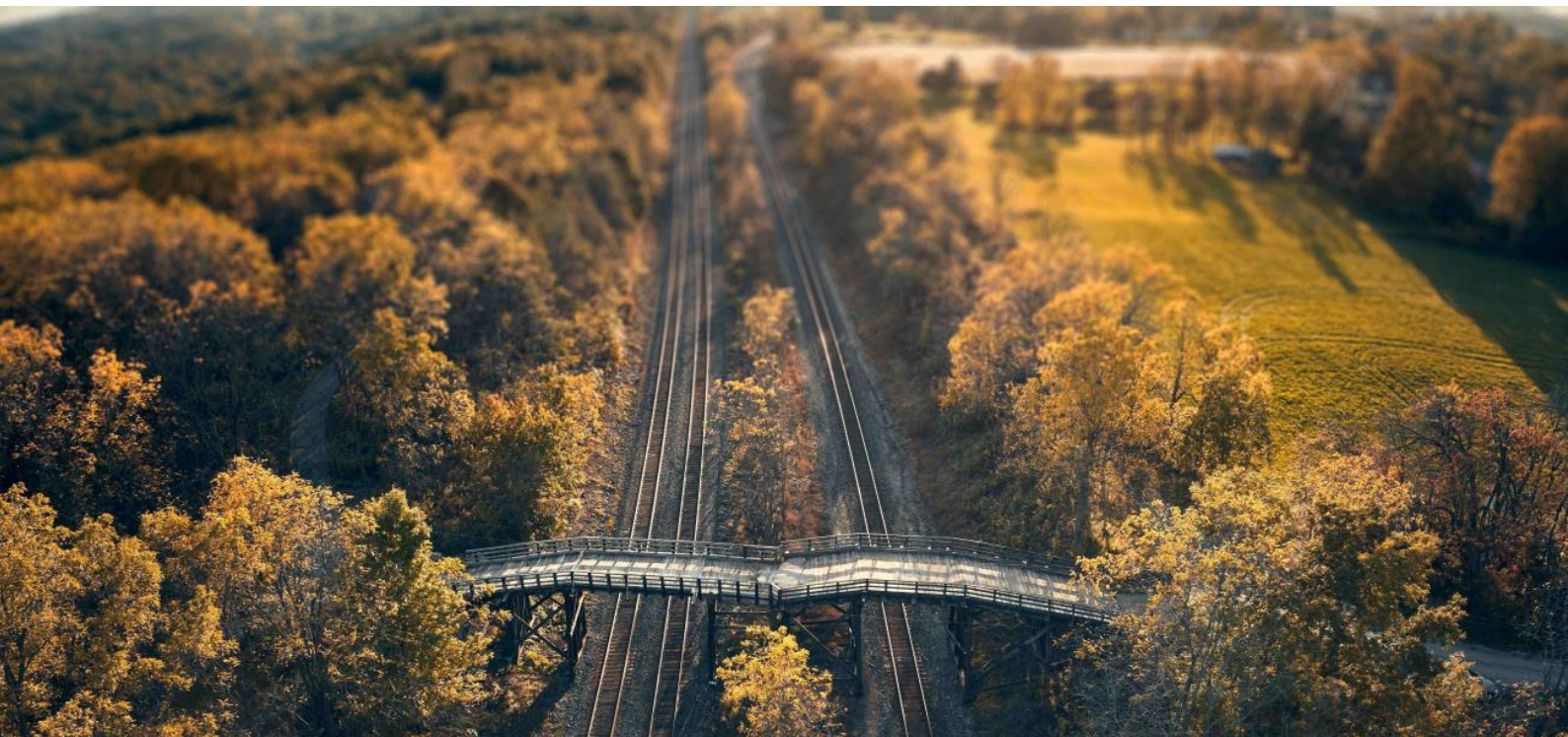
Table 3 outlines some perspectives on how mentorship can be leveraged to help address the disparities already discussed.

While there is a greater proportion of females among candidate construction project managers, the numbers drop dramatically when we look at professional designations.

This signifies a significant bottleneck that needs to be addressed.

*(right) Table 3 Commentary on mentorship and proposals for improvement.*

Leading Numbers by Category and Race	Commentary on Mentorship	Proposals for Improvement
Professional Construction Manager: Majority white (617) vs African (235)	The disparity highlights the need for mentorship programmes to support African candidates in progressing to professional levels.	Develop targeted mentorship programmes that pair African candidates with experienced professionals. Implement support networks and provide resources for skill development.
Professional Construction Project Manager: white (805) vs African (707)	The white population leads in this category, with Africans and other races lagging behind, indicating a need for mentorship to bridge this gap.	Strengthen mentorship initiatives focused on this category, ensuring continuous professional development and career advancement opportunities for African, Indian/Asian and coloured candidates. Provide resources and support to increase their representation at the professional level.
Candidate construction manager: higher number of African candidates (281) vs white candidates (122)	There is significant potential for African candidates to progress to professional levels with appropriate mentorship.	Establish mentorship programmes that specifically address the needs of African candidates, offering guidance and career planning resources. Encourage professional development through workshops and training sessions.
Candidate Construction Project Manager: predominantly African (1155) vs white (141)	The high number of African candidates indicates a strong future pipeline for professional registrations if adequately mentored.	Implement structured mentorship programmes that facilitate the transition from candidate to professional status. Provide mentorship from experienced professionals and create a supportive community for career development.



# Building Tomorrow's Leaders Today

## *A personal perspective on mentorship*

Submitted by SAICE PMCD Chairperson, Andile Mndzebele  
(Pr CPM, Pr CM, Pr Tech Eng, MSc, MPhil, MSAICE)



It is my belief that mentorship is what sets the truly exceptional construction professionals apart from the rest. Mentorship is the foundation upon which tomorrow's leaders are built. It is the guiding hand that helps aspiring professionals navigate the complexities of the industry, develop their skills, and realise their full potential.

I've worked in the built environment for over 18 years, witnessing firsthand the impact of guidance from experienced professionals. Imagine two young graduates, both eager to make their mark.

### **Making an Impact**

One, let's call him Craig, is lucky enough to connect with a seasoned mentor who shares valuable insights, navigates industry complexities, and champions his growth. Years later, Craig is confidently leading complex projects, having honed his skills through his mentor's guidance.

Craig, guided by his mentor, presents a compelling CV highlighting his key achievements and relevant skills. His portfolio showcases his understanding of project management methodologies and his ability to deliver successful projects. He writes a detailed report on his practical experience, reflecting on both successes and challenges. During the interview, he demonstrates a deep understanding of the CM role and confi-

dently articulates his experiences and aspirations. As a result, he secures professional registration.

The other, Tim, is left to navigate the challenging landscape alone. Tim applies for professional registration as a construction manager.

His CV is generic, his portfolio lacks clarity, and his report on practical experience is a simple chronological list of projects.

During the interview, he struggles to articulate his experiences and demonstrates a lack of understanding of the essential principles of construction management. He ultimately fails to gain registration. Tim struggles to find his footing. His initial enthusiasm has waned, and he feels overwhelmed by the complexities of the industry.

The difference? Mentorship.

Mentorship not only aids in skill development, but also provides the necessary encouragement and networking opportunities that can help candidates advance to professional levels. From the very beginning of my career, I knew the importance of choosing a professional path aligned with my aspirations. The Project and

Construction Management Professions Act (48 of 2000) was my guiding star, clearly defining the roles of CPMs and CMs. It clarified the scope of services, highlighting the critical distinctions between the two paths.

This early understanding helped me make informed decisions about my professional journey. When I was deciding between pursuing the CPM or CM route, I grappled with questions like:

- What truly excites me? Where do I see my long-term career goals?
- Which path aligns with my strengths and interests?
- What kind of impact do I want to make in the construction industry?

## Mentorship: Building Tomorrow's Leaders Today

These were the pivotal moments when having a mentor would have been invaluable. Their experience could have illuminated the intricacies of each role, provided clarity on the different challenges and rewards, and offered a compass to guide my decision.

Coming from a mining background, I faced challenges in having a mentor within my organisation.

However, through LinkedIn, I approached a few individuals and had meet-and-greets with those willing to assist me in my professional development. It wasn't that straightforward. In hindsight, I wish I knew about the SACPCMP and SAICE mentorship services. This would have made the process much more seamless.

Mentorship is not just about acquiring knowledge; it's about building a legacy. By sharing our experiences, we empower the next generation of CPMs and CMs to make a meaningful impact on the built environment.



My experience has shown me that mentors matter. They become catalysts for transformation, shaping future leaders and guiding them towards fulfilling their full potential. We must actively invest in mentorship programmes to ensure the future of the construction industry is in capable hands.

Think of it as "from protege to master" – the mentorship journey in construction. We have a responsibility to lead with legacy, fostering a culture of knowledge sharing and guidance. It's not just about personal gain; it's about building a stronger, more sustainable built environment for generations to come.





# Mentorship: Building Tomorrow's Leaders Today

## The Solution: Embracing a Culture of Mentorship

While the SACPCMP offers a free referral mentorship programme, the SAICE Project Management and Construction Division (PMCD) has also recognised the critical need for mentorship in professionalising the built environment. It has taken proactive steps to address this challenge by committing to mentor aspiring mentees, ultimately contributing to the growth and development of the project management profession.

The SAICE PMCD, recognising the profound impact of mentorship, has set an ambitious goal: to dedicate a minimum of five mentors to actively guide and support aspiring CPMs and CMs. This commitment is a testament to their dedication to fostering a culture of excellence within the construction industry.

Mentorship is not just a good practice, it's a necessity. By investing in mentorship programmes, we are not just shaping the careers of individuals,

but ensuring the future of a thriving and innovative construction industry. By fostering a culture of mentorship, we empower the next generation of construction professionals, ensuring a future where Craig's success becomes the norm, not the exception.

In the built environment, mentorship is not just about building structures, it's about building tomorrow's leaders. It's time to invest in the future by embracing a culture of mentorship that empowers the next generation of construction professionals and ensures the continued success of our industry.

## A Call to Action

The need to increase the number of professionally registered individuals, especially female professionals, in the built environment is paramount.

To achieve this, a multifaceted approach is needed. In addition to mentorship, in the context of females, it is recommended that initiatives should focus, among others, on:

## Addressing unconscious bias:

Training and awareness programmes aimed at promoting inclusivity and challenging ingrained stereotypes.

## Promoting flexible work

**arrangements:** Providing options for women to balance work and family commitments.

## Investing in women's leadership

**development:** Empowering women to take on leadership roles within the industry.

The time for action is now. Let us work together to dismantle the barriers to female participation in the built environment, building a future where gender equality is a reality, not just an aspiration.

*SAICE is a  
Recognised  
Voluntary  
Association of the  
SACPCMP.  
For more info,  
visit  
[www.SAICE.org.za](http://www.SAICE.org.za)*



# Built Environment Performance and Materials Management Pro

Increase Transparency,  
Reduce Waste, and Be Proactive.

This PMI-CP™ Credential Forms Part of the SACPCMP/PMI Partnership  
and Offers CPD Hours to SACPCMP Registered Individuals.



# Call for CPM & CM Mentors

SAICE's Project Management and Construction Division (PMCD) is looking for experienced professional construction project managers (CPMs) and construction managers (CMs) who are passionate about mentorship.

There is no doubt that proper mentorship is critical for the development of the next generation of CPMs and CMs and SAICE PMCD is committed to this goal.

Any SACPCMP registered CPM or CM professional can become a Mentor. Our Mentors will:

- Provide career guidance and support to the Mentee based on his or her unique developmental needs.
- Make time for the Mentee to ask questions and to be enriched by your knowledge and experience.
- Identify resources to help the Mentee enhance personal development and career growth.
- Act as a sounding board for ideas / concerns about career choices and provide insights into possible opportunities.



- Make certain that the Mentees are gaining the right work experience to be technically competent and possess the range of skills required by the SACPCMP to become registered project management professionals.
- Assist the Mentees to draft their project profiles and reports in support of their applications as well as preparing them for the exam or interview by the SACPCMP.

Suitable respondents will be invited to attend the SACPCMP formal four-part, CPD-accredited mentor training programme.

Our accredited Mentors will be matched with aspiring project managers and construction managers that require a Mentor.

Interested respondents are asked to contact Oliver Rowe, SAICE Head of Membership, email: [oliver@saice.org.za](mailto:oliver@saice.org.za) for more information.

## SACPCMP Cautions Against Use of Suspended 2022 Fees

The SACPCMP again cautions Built Environment professionals against using the suspended 2022 Guidelines on Professional Tariff of Fees.

The 2022 fees were never officially confirmed and gazetted. As per its mandate, the SACPCMP published a Call for Comments in the Government Gazette in 2021 (rebased to 2022) Professional Guideline Tariff of Fees. These guideline fees had been rebased from the 2019 fees. The Call for Comments on the 2022 Fees was published in December 2021.

Following the Call for Comment gazette, the SACPCMP subsequently suspended the final publication of GTF, which was communicated by the SACPCMP in 15 April 2022 via an industry notice.

The gazetted 2019 Professional Guideline Tariff of Fees are still in force, and the practice of SACPCMP Registered Persons using fees that were not officially gazetted is prohibited.

Registered Persons who persist in the use of the 2022 fees can be charged with improper conduct under the Code of Conduct for Professionals (empowered by Section 29 of the PCMP Act).

# Do Engineers make for good Project Managers?

Authored by Steven Kaplan Pr CPM Pr Eng;  
SAICE 2023 President

This has been a question that I have often been asked by clients, architects, quantity surveyors alike and needless to say, registered professional project managers.

As a professional project manager, I would say that engineers **'can and do'** make excellent project managers, though it depends on their individual skills training and natural inclinations.

I would hasten to add that engineers are not automatically good project managers by virtue of their undergraduate training and natural skills alone.

If I look back on my career, I believe that being an engineer has undoubtedly contributed to my ability to understand the technical aspects of complex projects which indeed helped me in making informed decisions and understanding the challenges faced by the team. I believe too that my

engineering training enhanced my analytical thinking and problem-solving skills. I definitely relate to structured methodologies which do help in managing projects efficiently.

Engineers are indeed trained to pay attention to details, follow systematic approaches, and ensure precision, which are valuable traits in planning and executing projects.

In summary, while engineers have many attributes that can make them excellent project managers, success in this role does require developing additional skills in leadership, communication, and strategic thinking.

## What's missing in an engineer's studies to make a good project manager?

There is a critical need for formal training to learn the well-established

project management methodologies, techniques and tools such as PRINCE2 or PMBOK. Mastering these tools and techniques is essential for:

**"Whilst I would support the notion that an engineering education definitely provides a solid foundation in technical skills and problem-solving, I strongly advocate the need to advance with formal project management training to cover those areas typically outside the core engineering curriculum which are essential for becoming a successful project manager."**

budgeting, financial planning, cost control, and ROI analysis.

- Effective project planning, scheduling and resource allocation. Understanding

# Do Engineers Make for Good Project Managers?

- Aligning project goals with organizational strategy and long-term objectives.
- Identifying potential risks, developing mitigation strategies, and handling uncertainties.
- Prioritizing tasks, managing time effectively, and ensuring project deadlines are met.
- Understanding relevant laws, regulations, and industry standards that impact projects.
- Ensuring ethical considerations are integrated into project decisions and actions.
- Clearly presenting ideas, progress, and results to diverse audiences, including non-technical stakeholders.
- Negotiating project scope, resources, timelines, and resolving conflicts.
- Being flexible and open to change, adapting to new challenges and evolving project requirements.

## Recommended first steps for Engineers aspiring to be Project Managers

For engineers to effectively transition into successful project management roles, I wholeheartedly recommend they consider the following first steps to develop those additional skills and gain the relevant experience:

- Consider enrolling in an appropriate post graduate qualification or at least further your education by attending courses or workshops on project management, leadership, and business administration.

- Gain experience by taking up work opportunities to lead projects, even on a small scale, to develop practical management skills.
- Take full advantage of the mentorship and networking opportunities offered by SAICE to learn from experienced project managers and build a professional network.
- Pursue professional registration by obtaining certifications such as Pr CPM, Pr CM or PMP.

**“I strongly believe that effective and successful project management also requires a strong grasp of soft skills which helps us to recognize and manage our emotions and understanding the emotions of others to foster a collaborative work environment.”**

Not all engineers may have developed the necessary soft skills (like empathy, conflict resolution, and team motivation) which are crucial for effective project management. Engineers may need to shift their focus from technical details to broader project goals, stakeholder management, and strategic planning, thereby:

- Understanding team dynamics, motivating team members, conflict resolution, and effective delegation.
- Developing a leadership style, inspiring and guiding teams towards common goals, and making strategic decisions.
- Developing interpersonal communication skills essential for building strong relationships with team members, stakeholders, and clients.



# Do Engineers Make for Good Project Managers?

## So what is SAICE PMCD doing in collaboration with the SACPCMP?

Recently SAICE's Project Management and Construction Division PMCD committee held a strategy session to identify and develop short- and long-term goals which focused on:

- Increasing SAICE's appeal to project managers in construction, public service and consulting.
- Increasing SAICE's division membership.
- Providing a better training service for SAICE members.

The last (previous) bullet prompted the decision by the SAICE Committee to advertise a call for mentors from our membership to:

- Provide career advice to our engineering practitioners aspiring to be project managers.

- Make certain that our engineering practitioners are gaining the right work experience to be technically competent and possess the range of skills required by the SACPCMP to become registered project management professionals.
- To assist our engineering practitioners to draft the project profiles and reports in support of their applications plus preparing them for the exam or interview by the SACPCMP.

It is essential that any project management mentoring service we provide to our members be endorsed by the SACPCMP.

SAICE subsequently held a meeting with the SACPCMP to table its strategy. This was positively supported by the SACPCMP and SAICE reached an agreement to collaborate on:

- Input into the advert wording for the right profile and qualifications needed for our mentors.
- SAICE mentors attending their formal four-part mentor training program which is CDP accredited.
- Assisting SAICE PMCD by advertising our call for mentors in their media platforms.

In closing, I am excited to announce that SAICE PMCD will soon be introducing a SACPCMP endorsed mentoring service to our members which focuses on becoming a registered project management professional.



## Execution Planning in the Built Environment

Improve Project Outcomes Through Better Planning.

This PMI-CP™ Credential Forms Part of the SACPCMP/PMI Partnership and Offers CPD Hours to SACPCMP Registered Individuals.



# CPD Reinstatement: The steps you need to take

Authored by  
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One of the mandates of the SACPCMP according to the Project and Construction Management Professions (PCMP) Act 48 of 2000 is to determine the nature and extent of the Continuing Professional Development (CPD).

Therefore, the Council has the obligation of ensuring that Registered Persons (RPs) remain compliant with the competency standards to maintain their registration. The CPD Policy and the Criteria for the CPD activities guides RPs in the process and requirements for CPD compliance.

According to the previous policy (gazetted in September 2019 and valid until 31 March 2024), RPs were supposed to be suspended pending deregistration in the financial year following suspension.

Thus, RPs who were not compliant with CPD from 2020 to 2023 are currently suspended pending deregistration on 31 March 2025.

In the new Rules of re-registration approved in October 2023, CPD suspended persons can apply for reinstatement.

## What is CPD Reinstatement?

CPD Reinstatement is a process of re-registering with the Council without going through the normal route of registration.

## What must CPD-Suspended Persons do?

If you are CPD suspended, you should apply for re-registration on completing and/or submitting the following documents and activities:

- Reregistration Application form

- Certified ID document
- Proof of Professional Practice (up to deregistration date) documented in a Curriculum Vitae
- Successful completion of a Mentorship activity within three (3) months
- Purchase and successfully complete a CPD reinstatement bundle

## Where can I find the CPD reinstatement documents?

You can email your request for documents to the following email addresses:

### For Project Construction Managers (PCM):

[cpd.pcm@sacpcmp.org.za](mailto:cpd.pcm@sacpcmp.org.za)

### For Construction Health and Safety (CHS):

[cpd.chs@sacpcmp.org.za](mailto:cpd.chs@sacpcmp.org.za)

**Once you are done with your activities and completed the documents, send all documents to:**

[cpd.reinstate@sacpcmp.org.za](mailto:cpd.reinstate@sacpcmp.org.za)

## When can CPD suspended persons apply for reregistration?

These are the dates for the reregistration application windows:

### Current window:

1 November 2024 to 31 January 2025

### First window:

1 April 2025 to 16 May 2025

### Second window:

1 July 2025 to 15 August 2025

### Third window:

1 October 2025 to 14 November 2025

### Fourth (and last) window:

12 January 2026 to 27 February 2026

# SACPCMP Presidential Golf Day 2024



**T**hank you to all who supported the SACPCMP's inaugural Presidential Golf Day in December 2024 at the Serengeti Estate in Gauteng.

The event was to raise funds for the SACPCMP's Youth Bursary Fund, and was a day of great fun, lots of laughs and of course ... a spot of golfing.

The day would not have been possible without the support of the Golf Day's players and sponsors, who ensured that the event was a smashing success! For more photos, continue paging through Shape Shifter, or visit the SACPCMP website via [www.sacpcmp.org.za](http://www.sacpcmp.org.za) (click on the MEDIA & EVENTS tab).







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# SACPCMP Presidential Golf Day 2024

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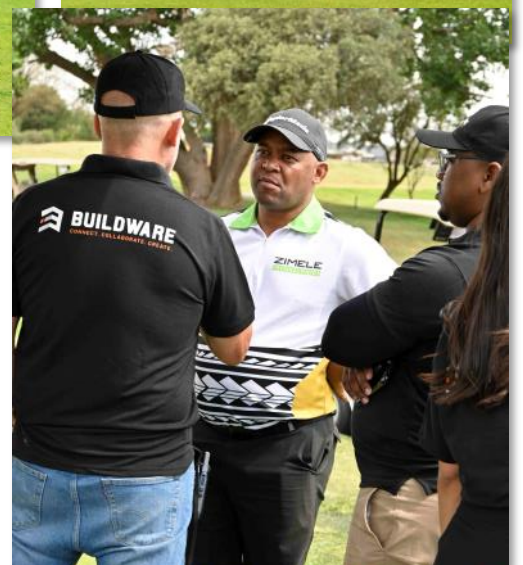
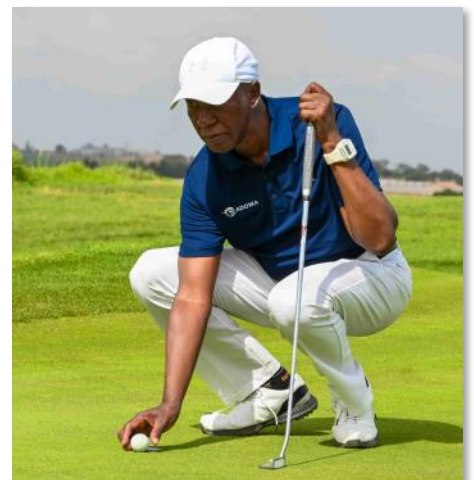
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This has strengthened the position of the organization which now provides multi-disciplinary built environment services to both private and public sector development throughout the country.

The group's four pillars are:

- Construction Project Management
- Quantity Surveying
- Construction Management
- Property Development

Find out more via their website: [www.proservgroup.co.za](http://www.proservgroup.co.za)



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# SACPCMP

The South African Council for the Project and Construction Management Professions

— CONSTRUCTING NEW PERSPECTIVES —

## Fees and charges are for 2025/26 financial year 1 April 2025 to 31 March 2026 in terms of the Project and Construction Management Professions (Act 48 of 2000)

The South African Council for the Project and Construction Management Professions (SACPCMP) is empowered in terms of Section 12 (1) of the Project and Construction Management (Act 48 of 2000) to determine fees and charges payable to the Council. The relevant prescribed fees are set out in the schedule below and come into effect on 1 April 2025.

### SCHEDULE: Interpretation

The South African Council for the Project and Construction Management Professions hereby prescribes its schedules of fees for the period 1 April 2025 to 31 March 2026.

1. Persons registered with the Council in terms of the Act, are required to pay the applicable Annual fee annually. The Council invoices the registered person annually in December.
2. In terms of section 20(1) (a) (iii) of the Act the Council may cancel the registration of a registered person if he/she fails to pay the prescribed annual fee or portion thereof within 120 days of it becoming due or within such further period as the Council may allow, either before or after the expiry of the 120 days.
3. A 10% administrative penalty fee will be charged on all outstanding annual fees more than 120 days.
4. A registered person, whose registration has been cancelled in terms of clause 2 above, is liable to pay all arrear annual fees and outstanding fees and all applicable charges on application for reinstatement.
5. The annual fee for initial registration is calculated on a pro-rata dependent on which month of the year registration takes place.
6. Reduction in annual renewal fees for retired persons:
  - A person 65 years of age and older, may apply for reduction of annual fees provided he does not earn professional fees, salary, or other payment from performing duties on an ongoing basis amounting to more than 30 hours in total per month or 300 hours per year or twelve consecutive months.
  - The retired person is entitled to a 60% discount on the annual fees if they meet the above requirements. Please request a form from the SACPCMP Finance Department to apply.

CATEGORY	APPLICATION FEE	INTERVIEW FEE	EXAMINATION FEE	REGISTRATION FEE	ANNUAL FEES
Professional (Pr. CM.)	R3 114.69	R5 137.87		R1 589.34	R5 422.34
Professional (Pr. CPM)	R3 114.69	R5 137.87		R1 589.34	R5 422.34
Professional (Pr. CMe)	R3 114.69	R5 137.87		R1 589.34	R5 422.34
Candidate (C. CM)	R3 114.69			R1 589.34	R4 156.87
Candidate (C. CPM)	R3 114.69			R1 589.34	R4 156.87
Specified Category: Construction Mentor	R3 114.69	R4 940.26		R1 589.34	R4 888.98
Professional Construction Health and Safety Agent (Pr.CHSA)	R3 114.69	R4 940.26		R1 589.34	R5 572.70
Construction Health and Safety Manager (CHSM)	R1 231.37		R1 438.07	R1 555.78	R4 354.95
Construction Health and Safety Officer (CHSO)	R397.90		R683.72	R348.41	R3 834.22
Candidate Construction Health and Safety Agent (Can. CHSA)	R3 114.69			R1 589.34	R3 396.20
Candidate Construction Health and Safety Manager (Can. CHSM)	R1 231.37			R1 555.78	R3 396.20
Candidate Construction Health and Safety Officer (Can. CHSO)	R397.90			R348.41	R3 396.20
Professional Building Inspectors - PrBlInsp	R379.20	R4 712.62	R1 364.18	R1 612.21	R5 072.76
Certified Building Inspectors - CBInsp	R379.20		R1 364.18	R1 488.20	R4 292.33

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Fees and charges are for 2025/26 financial year 1 April 2025 to 31 March 2026  
in terms of the Project and Construction Management Professions (Act 48 of 2000)

(Continued from previous page)

APPLICATION FEES FOR VALIDATION OF CPD ACTIVITIES	
Description	Fees
Activities up to half a day	R9 744.93
Activities up to 1 day	R10 646.15
Activities with minimum period of up to 2 days	R14 887.17
Activities with more than 2 days	R19 956.05
Re-Evaluation of existing Programmes/ Courses validated by Other Built Environment Councils	R9 744.24
Activities more than 1 week	R23 570.83
Activities more than 2 weeks	R31 602.19

CPD BUNDLES	
Description	Fees
Webinar Bundle 1	R1 083.69
Webinar Bundle 2	R650.22
Webinar Bundle 3	R650.22
PCM Mentorship Bundle	R866.95
PCM Mentorship (1) Introduction to Mentorship	R216.73
PCM Mentorship (2) Mentoring Plan & Agreement	R216.73
PCM Mentorship (3) Logbooks	R216.73
PCM Mentorship (4) Candidates Performance Reviews	R216.73
CHS Mentorship Bundle	R866.95
CHS Mentorship (1) Introduction to Mentorship	R216.73
CHS Mentorship (2) Mentoring Plan & Agreement	R216.73
CHS Mentorship (3) Logbooks	R216.73
CHS Mentorship (4) Candidates Performance Reviews	R216.73
ASOCSA Conference Bundle	R2 592.17
Cairnmead Bundle 1	R216.73
Cairnmead Bundle 2	R216.73

APPLICATION FEES FOR VALIDATION OF WEBINAR AND CONFERENCE FORMAT CPD ACTIVITIES (The validation period for webinar and conference CPD activities is one year)	
Description	Fees
Activities of Up to half a day	R2 703.79
Activities up to 1 day	R3 780.86
Activities with minimum period of up to 2 days	R5 041.15
Activities with period of more than 2 days	R5 986.24
Re-Evaluation of Existing Programmes/Courses Validated by Other Built Environment Councils	R2 474.46
Activities more than 1 week	R6 931.46
Activities more than 2 weeks	R8 025.94

The validation period for webinar and conference CPD activities is one year.

PROGRAMME ACCREDITATION CATEGORY	
Description	Fees
Re-accreditation of Existing Programmes	R104 629.79
Paper-based Assessment	R31 363.01
Annual Report Assessment Fee	R12 153.96
Programme Endorsement Application Fee	R3 000.00
Accreditation Application Fee	R5 750.00

PROGRAMME ACCREDITATION CATEGORY (Hybrid)	
Description	Fees
Outside Gauteng Province	R76 670.66
Within Gauteng Province	R60 849.68

ADVERTISING RATES	
Description	Fees
Shape shifter Full page	R1 431.00
Shape shifter half page two column	R583.00
Shape shifter half page	R901.00
Shape shifter one column strip	R477.00
Website	R583.00

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Fees and charges are for 2025/26 financial year 1 April 2025 to 31 March 2026  
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(Continued from previous page)

PROJECT MANAGEMENT INSTITUTE (PMI) FEES	
Description	Fees
Built Environment Project Communication Pro	R2 899.20
Interface Management in the Built Environment	R1 449.60
Scope and Change Order Management in the Built Environment	R1 449.60
Built Environment Performance and Materials Management	R2 899.20
Built Environment Technology and Innovation	R2 899.20
Contract and Risk Management	R1 449.60
Execution Planning in the Built Environment	R1 449.60
Construction Professional in the Built Environment Projects	R7 248.00

OTHER APPLICABLE FEES	
Voluntary Association – Annual Fee	R6 017.49
Application Fee - Voluntary Association	R2 980.09
Administrative Fee – Professionals & Candidates	10% Administrative penalty fee will be charged on all outstanding annual fees for more than 120 days
Administrative fee - Script viewing	R119.60
Administrative fee - Assessment outcome viewing	R59.80
Certificate fee	R17.25

RPL (CHSM, CHSO, PrBlInsp, CBInsp)	
RPL Eligibility Assessment (Application Fee)	R3 014.24
RPL POE Assessment Fee	R3 014.24
RPL Oral Assessment Fee	R4 018.99
RPL (Pr.CM, PrCPM, PrCMe)	
RPL Eligibility Assessment (Application Fee)	R4 692.48
RPL POE Assessment Fee	R4 692.48
RPL Oral Assessment Fee	R6 256.64
RPL Certificate Fee	R230.00
Assessment of logbooks (C. CM, C. CPM)	R711.75
Assessment of Logbooks Candidate CHS	R489.20
Appeals Fee	R6 240.00
CBE Levy (Professional)	R48.30
CBE Levy (Candidate)	R24.15
OTHER APPLICABLE FEES	
Reinstatement Penalty Fee	R3 428.33
CPD Reinstatement Penalty Fee	R1 300.00
Education Fund Levy (applicable to Professionals)	R50.00
CPD Reinstatement Bundle PCM	R5 127.97
CPD Reinstatement Bundle CHS	R3 459.12
PCM Reinstatement Bundle (Communication)	R5 001.48
PCM Reinstatement Bundle (Technology)	R5 001.48
CHS Reinstatement Bundle (Risk Management)	R3 551.88
CHS Reinstatement Bundle (Planning)	R3 551.88

#### Re-instatement of De-registered Persons

Where a person who was previously registered and whose registration has been cancelled for failing to pay the prescribed annual fee wishes to re-register or reinstate his/her registration, such a person shall, before the application is approved, pay:

1. The prescribed fee at the time of reinstatement comprising of the annual and registration fee
2. Arrear fees owed up to the time of deregistration
3. Any expenses incurred by the Council in connection with the recovery of any arrear fees and
4. Re-instatement penalty of R3 428.33 as determined by the Council.

#### Bank Details

Bank: Nedbank  
Account Name: The SA Council for Project and Construction Management Professions  
Account Number: 128 406 4557  
Brand: Business Central  
Branch Code: 128 405

**Please remember to use your invoice number or registration number as your payment reference!**