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EDITOR'S NOTE



“Be the change you wish to see
in the world

Mahatma Gandhi”

Dear Valued Readers,

As we approach the end of the financial year, it is a time for reflection and review. It's a time to assess how the year has gone, what we achieved, and where we can improve. We hope you had a successful year and were able to meet your targets.

This year has been undoubtedly challenging and unpredictable with the ongoing pandemic affecting businesses worldwide. However, it has also presented us with opportunities to innovate, adapt and find new ways of working. As we come to the end of the financial year, we want to express our gratitude for the resilience and hard work of all businesses, big or small, that have

made it through these difficult times.

At this time of the year, it's essential to take stock and plan for the year ahead. One of the key takeaways from the past year is the importance of having a contingency plan in place to deal with unforeseen circumstances. The pandemic has shown us how quickly situations can change and how important it is to be able to pivot and adapt.

As we look ahead, we encourage you to set realistic goals and take proactive steps towards achieving them. It's important to be adaptable and resilient while keeping true to your core values and business principles. Remember, progress

may be slow, but consistent effort and perseverance will reap long-term rewards.

On behalf of our team, we wish you all the very best for the upcoming financial year. We hope that it is filled with new opportunities, growth, and prosperity.



MESSAGE FROM THE CEO



DR MSIZI MYEZA (PhD, Pr.PIn)

COMMEMORATION OF WORKERS DAY

Workers' Day is a public holiday celebrated in many countries around the world to honour the hard work and dedication of employees. This day celebrates the contributions that workers make towards the growth and development of their respective countries. Employees across the globe play a significant role in building their nations' economies and creating a better future for all.

As we celebrate Workers' Day this year, it is important to acknowledge the efforts of all employees that work tirelessly day in and day out to make our businesses and organizations thrive. This day serves as a timely reminder of the importance of honouring our employees' contributions, recognizing their dedication, and celebrating their achievements.

At our organization, we recognize and appreciate the significant contributions that our employees make towards our success, and we are committed to ensuring that

they feel valued and appreciated every day. Our employees are the backbone of our organization, and without them, we know our business wouldn't be where it is today.

On this special day, we celebrate our employees for their hard work, dedication, commitment, and loyalty. Their hard work has positively impacted our organization in numerous ways, and it is something that we do not take for granted. We are proud of our employees for their tireless efforts each day and the role they play in building a better future for everyone involved.

We also recognise that the current global crisis has made the work that our employees carry out even more crucial. They have adjusted to new ways of working, making sure that our business operations continue to run smoothly during these difficult times, and this is something that we are grateful for.

It is, therefore, vital for us to continue to demonstrate and appreciate the contributions of our employees, not only on Workers' Day but every day. Our employees are the driving force of our organization, and we will continue to create a work environment that is fulfilling, rewarding, and supportive, which champions growth and proper work-life balance.

In conclusion, Workers' Day is a special day for all employees, and we celebrate all our employees for the significant role they play in our organization's success. We pledge to continue to work towards creating a work environment that promotes teamwork, respect, and appreciation of our employees' efforts. Thank you to all our employees for their hard work, and we wish everyone a happy Workers' Day.



IMPORTANCE OF PROFESSIONAL REGISTRATION



Greatly improve the quality and accountability of infrastructure projects, leading to a more efficient and effective built environment sector in South Africa.

In line with this, the CBE has urged all government departments and state-owned entities to adhere to the requirements of appointing registered professionals for infrastructure projects. The CBE and professional councils are working closely with these entities to ensure that they are fully aware of the importance of working with registered professionals for the proper implementation of infrastructure projects.

In addition, the CBE has also unveiled a plan for a compulsory program for non-registered persons. This program will be implemented in partnership with the National School of Government and will focus on educating and training non-registered persons with key skills and knowledge required for the administration and leadership of infrastructure projects. This program will be rolled out across

all three spheres of government as well as the private sector.

The CBE believes that non-registered persons who undergo this program will be able to administer and lead infrastructure projects in a professional and accountable manner, leading to a higher quality of work and greater efficiency in the sector.

In conclusion, the CBE's move to make it illegal for non-registered persons to administer and lead infrastructure projects in South Africa is a significant step

towards improving the quality and accountability of infrastructure projects in the country. With the implementation of the compulsory program and the collaboration between the CBE, professional councils, and government departments, the built environment sector can look forward to a brighter future.

On behalf of our team, we wish you all the very best for the upcoming financial year. We hope that it is filled with new opportunities, growth, and prosperity.





PROFESSIONAL INCOMPETENCE: THE CONSTRUCTION KILLER



The construction industry plays a vital role in building safe and stable environments, yet the lack of professionalism and competence amongst professionals working in this sector poses a great threat to the construction workforce and the public at large. The South African Council for the Project and Construction Management Professions (SACPCMP) recently addressed this pressing issue at the 2023 National Occupational Health and Safety Conference, stating that incompetence in construction is a matter of life or death.

Ms. Sindi Kwenaithe, the SACPCMP's Executive: Operations, highlighted the dangers of incompetence in construction, particularly for those working on the boots on the ground who face extreme environments and risk for harassment and violence. She stressed how important it is to have competent professionals who are driven to achieve healthy and safe construction sites. The need for expertise and a special understanding of this environment is crucial to ensure that the construction workforce, as well as the public around construction sites,

are protected.

Recent disasters, such as the earthquake devastation experienced in the Northern Hemisphere, further highlighted the importance of competence and professional ethics in the construction industry. The collapse of buildings during such disasters emphasizes the need for a high level of competency throughout the phases of construction, which can impact the workforce and ultimately lead to a decrease in quality.

To combat this problem, the SACPCMP has recently reviewed the way in which it measures and assesses competence for construction professionals. Competency standards and frameworks have been developed for all professions, moving away from the reliance on peer review to ensure a common language and understanding of standards. This new approach will convey ability, personal characteristics, skills, knowledge, and behavior, making the assessment process objective and inclusive.

The SACPCMP has also included three additional competencies,

namely Diversity, Equity and Inclusion, Sustainable Development and Environmental Protection, and Leading Digitization, to ensure responsiveness to socio-economic issues. These competencies will ensure that construction professionals have the ability to work effectively with people from different backgrounds, promote sustainable development, and stay abreast of digital trends to optimize new digital technologies.

In conclusion, Ms. Kwenaithe emphasized that professionalization in the construction industry is a matter of life and death. Tragedies cannot be ignored, and those professionals assessed as competent must work according to a high ethical standard. They are the champions of the health and safety of construction workers and are what this sector desperately needs. The construction industry must ensure that professionals are properly trained, qualified, and competent as their incompetence can cost workers their lives and devastate families. It is time to implement the necessary measures to ensure that professionalism prevails in the construction industry.



CBE MAKING WAYS FOR YOUNG PROFESSIONALS



Retshepile Choma, a project manager for the City of Tshwane Metropolitan Municipality, shares her experience and how she overcame challenges in the journey towards becoming a Pr CPM.

Choma, who holds a BEng in Electrical Engineering and an MEng in Project Management from the University of Pretoria, registered with the PMI as a PMP®. However, when it came to registering with the South African Council for Project and Construction Professionals (SACPCMP) as a Pr CPM, she faced difficulties. Though there were templates to follow, Choma struggled to know what the council required for her reports. Despite seeking help from colleagues, no one was experienced or registered as a Pr CPM to guide her in the process.

Luckily, Choma saw an opportunity offered by the Council of Built Environment (CBE) to support project managers who have

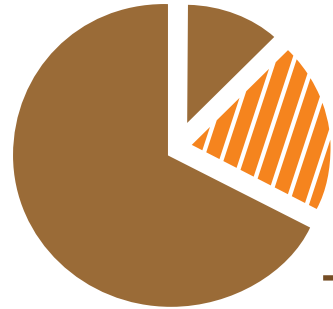
already completed 95% of their reports. She seized the chance and scheduled a mock interview. During the interview, Choma was enlightened by the feedback she received from the panel. She realized that her reports had a lot of unnecessary information that could prevent her from qualifying for an interview. The mock interview was therefore a turning point in Choma's journey towards qualifying as a Pr CPM.

After the interview, Choma received an offer of mentorship from a panelist, Revona Botha, the Managing and Technical Director of Robus Engineering Training Services (Pty) Ltd. Botha's guidance and encouragement were invaluable to Choma's registration process. In the male-dominated engineering and construction industry, it was critical for Choma to have a female role model and mentor. She is grateful to CBE for the platform that enabled her to get a mentor.

In conclusion, Retshepile Choma's experience is a testament that the journey towards professional registration is not an easy one. However, with determination and the right support, it is possible to overcome challenges and attain your goals. Choma recommends seeking help from peers, taking advantage of opportunities provided by organizations like CBE, and finding a mentor to guide and support you. Finally, don't give up, be persistent in pursuing your dream, and have faith in yourself.



Retshepile Choma journey to professional registration



THE STATUS QUO OF WOMEN IN THE BUILT ENVIRONMENT

Ms Nosiyabonga Mongane is a registered professional Quantity Surveyor who holds a MSc in Property Studies, MSc in Facilities Management, Honours in Development Studies, and Btech in QS from different universities. With over 16 years of experience in the public and private sector, she served as a council member of the South African Council for the Quantity Surveying Profession (SACQSP) since February 2018. Ms Mongane was appointed council president of the SACQSP for the sixth term council in 2023.

In her interview, Ms Mongane spoke about her journey as a professional Quantity Surveyor and her vision for the SACQSP. She believes growth of the Quantity Surveying profession and maintaining high standards, all while promoting intentional skills transfer for mentorship and transformation, are important elements for the future of the industry. Ms Mongane further expanded that diversity and inclusion are vital to engender equity in the Quantity Surveying Profession, while ethical and effective leadership will guide the council's decision-making process.

For the SACQSP, Ms Mongane sees potential risks such as failure to adapt to changes in the construction industry, encroachment on their space by other Built Environment Professionals, and the Competition Commission not fully understanding their unique value proposition and skills. However, there are opportunities that the Quantity Surveying Profession can take advantage of, such as advising clients on project feasibility, mitigating project

and financial risks, and playing a significant role in the fight against corruption in government infrastructure projects.

Ms Mongane believes that coherence between the governing board members and their vision for SACQSP is an important characteristic for an effective and high-performing governing board. Moreover, making decisions based on high ethical standards is necessary for SACQSP's governance strategy. Equity, Diversity, and Inclusion (EDI) are about equitable access and participation within the Quantity Surveying Profession. Therefore, Ms Mongane believes that an inclusive environment will contribute to achieving EDI, and as a council member, she is committed to making that happen.

Lastly, to young women aspiring to pursue careers in the SACQSP and the built environment industry, Ms Mongane encourages them to "go for it", believe in themselves and own the space. Quantity

Surveying remains a multifaceted, challenging, and exciting profession with immense potential.

In conclusion, Ms Mongane is committed to promoting mentorship and the transfer of skills, encouraging diversity and inclusivity within the Quantity Surveying profession, upholding high ethical standards, and ensuring that the Quantity Surveying Profession stays relevant in the ever-changing construction industry.





ADIEU TO ADVOCATE FOURIE & MS MAKHATHINI

It is with a heavy heart but a sense of gratitude that we say farewell to two remarkable individuals – Advocate Pieter Fourie and Ms Zanele Makhathini – who are retiring from their respective positions at the Council for the Built Environment. As they embark on a new chapter in their lives, we take a moment to acknowledge and celebrate their many contributions to our organization.

Advocate Pieter Fourie has served as a manager in the Legal department and Acting Company secretary of the Council for the Built Environment for many years. Throughout his tenure, he has displayed an unwavering commitment to upholding legal regulations and ensuring compliance with codes of conduct within the organization. He has been at the forefront of negotiations with external stakeholders, representing the Council's interests in legal proceedings with great skill and professionalism. His extensive knowledge of legal matters and his sound judgement have been invaluable assets to the Council.

Ms Zanele Makhathini has been a manager in Human Capital and Facilities for over a decade. During her time at the Council, she has played an instrumental role in shaping the organization's human resources strategies, ensuring that we attract, develop, and

retain top talent. Her unwavering commitment to building a positive and inclusive work environment has led to the creation of numerous initiatives which



have helped to foster a culture of collaboration and teamwork. Her contribution in facilities management has also been significant, ensuring that our offices are always well-maintained and that our staff is well-looked after.

Advocate Pieter Fourie and Ms Zanele Makhathini tireless efforts have contributed significantly to the growth and success of the Council for the Built Environment. They have always gone above and beyond the call of duty, working selflessly to ensure that the organization operates smoothly and efficiently. They have also been sources of inspiration to their colleagues, leading by example and demonstrating a deep commitment to ethical practice, accountability and transparency.

As they take their leave, we express our deepest gratitude for their service and dedication to the Council for the Built Environment. We will certainly miss their presence and expertise, but we are also confident that they will excel in whatever new endeavours they undertake. We wish Advocate Pieter Fourie and Ms Zanele Makhathini all the very best in their retirement and hope that they will continue to thrive and experience fulfilment in all that they do.



“Retirement is not the end of the road. It is the beginning of the open highway.” – Unknown