



COUNCIL FOR THE BUILT ENVIRONMENT

ANNUAL PERFORMANCE PLAN

Financial Years

2015 - 2016



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Acronyms and Definitions used in the Plan:

APP	Annual Performance Plan
AG	Auditor-General
BE	Built Environment
BEE	Black Economic Empowerment
BEMC	Built Environment Matters Committee
BEP/s	Built Environment Profession/s
BEPC/s	Built Environment Professional Council/s
CBE	Council for the Built Environment
CHE	Council for Higher Education
CI	Construction Industry
CIIP	Centre of Innovation and Integrated Planning
CIIs	Construction Industry indicators used to measure performance, growth and improvements
Council	The appointed members of the CBE Council
DHET	Department of Higher Education and Training
DPW	Department of Public Works
FHLC	Finance, Human Resources and Legal Committee
IDoW	Identification of Work
IDMS	Infrastructure Development Management System
The Minister	Minister of Public Works
MoU	Memorandum of Understanding
MoA	Memorandum of Agreement
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
OSD	Occupational Specific Dispensation
PAJA	Promotion of Administrative Justice Act
PFMA	Public Finance Management Act, 1999 (Act 1 of 1999)
QCTO	Quality Council for Trades and Occupations
RPL	Recognition of Prior Learning

Message from the Minister of Public Works

The CBE, in collaboration with the Department of Public Works will contribute to the success of the Infrastructure Development Cluster of government through assisting to ensure that the planned government infrastructure programme, is effectively executed.

Infrastructure is viewed as key to accessing markets and enables the development of other sectors and industries, whilst acting as facilitator for human development. Within this context, the role of the infrastructure departments such as the Department of Public Works (DPW) and its entities within the built environment (BE) and construction sector, becomes fundamental.

At the centre of the business of the Department of Public Works is the transformation of the property and construction sectors. It is therefore my great concern that the number of registered black built environment (BE) professionals still remains under 26%. This situation is worsened by the fact that some of the built environment graduates cannot find relevant placements for their workplace training. More effort into addressing the composition of the built environment professions (BEPs) is required. Linked to the issues of transformation is the broader priority of skills development and access to the built environment professions by individuals from previously disadvantaged backgrounds. In partnership with the Department of Basic Education and the Department of Higher Education and Training (DHET) and other entities, the CBE - under the guidance of the Department of Public Works - will drive the implementation of skills-development initiatives with the ultimate goal of improving a balanced representation of all racial groups and increased participation within the BEPs. The CBE will play a critical role in developing policies and processes to unblock the built environment skills pipeline.

Over the medium term, the Department of Public Works will also prioritise the review of the legislative and regulatory arrangements within the built environment with the aim of strengthening governance and institutional arrangements within the sector, and more importantly, to ensure that the built environment professions continue to play a meaningful role in the developmental objectives of the State as highlighted in the National Development Plan (NDP) and the fourteen (14) outcomes highlighted in the 2014-19 Medium Term Strategic Framework (MTSF) with a specific focus on the direct and indirect outcomes that DPW is contributing to and the specific priorities of the Department in particular.

I have full confidence in the CBE in implementing this Annual Performance Plan (APP). As the Executive Authority, I therefore take this opportunity to endorse this Annual Performance Plan and provide my assurance that I am committed to oversee its implementation.



Honourable T. W. Nxesi (MP)
Minister of Public Works

Message from the Chairperson of the Council

South Africa's socio-economic environment remains dynamic. The CBE's long-term view takes into consideration the wider scope of the built environment professionals' essential role in the country's development priorities. One of the key areas of focus for the CBE is contributing towards Outcome 6 of the government priorities, aimed at delivering on an efficient, competitive and responsive economic infrastructure network in support of the implementation of the National Development Plan (NDP).

Transformation remains one of the key challenges facing the built environment sector and it remains one of the priority areas for the CBE. We realise that the effects of the sector not being transformed, not only affects ourselves, but it is an issue of concern to the nation.

The CBE will work with the six Professional Councils in implementing the commitments made, based on the framework on transformation. I believe that this will over and above, restore the country's confidence in its statutory bodies that are meant to serve the country on built environment issues.

The current challenges and opportunities presented by the sector offer an avenue for the CBE to effectively implement its mandate of actively supporting government through advice on issues pertaining to the built environment and developing and regulating the six built environment professional councils.

The financial year ahead presents an opportunity for Council to ensure that the CBE is capacitated with requisite skills and resources for delivery on the targets contained in this Annual Performance Plan (APP).



Isaac Mzumara Nkosi
Chairperson of the CBE Council

Official Sign-Off

It is hereby certified that this Annual Performance Plan was developed by the Council for the Built Environment under the guidance of the Minister of Public Works. It was prepared in line with the current Strategic Plan of the Council for the Built Environment and accurately reflects the performance targets which the CBE will endeavour to achieve given the resources made available in the budget for the 2015/16 financial years.



Zola Skosana
Acting Manager:
Planning, Monitoring and Evaluation



Rhulani Mhlanga
Acting: Chief Financial Officer

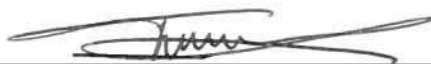


Gugu Mazibuko
Chief Executive Officer



Isaac Mzumara Nkosi
Chairperson of the CBE Council

Approved by:



Honourable T. W. Nxesi (MP)
Minister of Public Works

PART A: STRATEGIC OVERVIEW

1. Updated Situational Analysis

The MTSF (2014-19) states that the strategic priorities of the coming five years are to accelerate growth, create decent work and promote investment in a competitive economy. It goes on to further say that the MTSF has two over-arching strategic themes; radical economic transformation and improving service delivery. In line with the outcomes based planning approach of government, the MTSF (2014-19) has been expanded into 14 priority outcomes which cover the focus areas identified in the NDP and Government's electoral mandate. These are made up of the 12 outcomes which were the focus of the 2009-2014 administration, as well as two new outcomes (social protection, nation-building and social cohesion).

The Department of Public Works (DPW), which is the Executive Authority of the CBE, contributes directly to MTSF outcomes (4, 6, 7 & 12) and indirectly to outcomes (1, 5, 8, 10 & 14), as identified by Minister Nxesi's - Five Year Policy Statement and Vision for 2014-2019 which also has an impact on the strategic programmes and projects of the CBE within its legislative mandate going forward.

The development of the 2015/16 Annual Performance Plan (APP) coincides with two strategic developments for the CBE, i.e. the start of a new fourth term Council of the CBE and the first year of the implementation of the new 2014-19 Medium Term Strategic Framework (MTSF) after South Africa's fifth democratic elections. Both of these developments afford the CBE the opportunity to sustain its strategic direction adopted by the previous Council to effectively align the CBE to government priorities.

The CBE views the period between 2015 and 2020 as a time to consolidate and position the Built Environment Professions (BEPs) as important contributors to the development priorities of the State in support of the 14 outcomes of government, especially those outcomes to which DPW has a direct and indirect contribution. In this regard, the following key priorities of CBE as per Minister's Five Year Policy statement and the strategic priorities identified in the inauguration of the 4th Term Council of the CBE on the 5th September 2014 will guide the work of the CBE in the next 5 years:

- Collaboration with the Department of Labour on Health and Safety issues in construction.
- Driving and supporting various initiatives directed at strengthening the built environment technical capacity of the State, DPW and the country, in line with the needs of the National Infrastructure Plan and the National Development Plan (NDP).
- Co-championing the Skills Plan for the government's infrastructure roll-out programme under the leadership of the Department of Higher Education and Training.
- Partnering with the Construction SETA on training programmes for candidates and interns.

- Engagement of academic institutions to incorporate health and safety and labour intensive construction modules, into the built environment academic curricula.
- Driving and supporting built environment professional councils and industry, in undertaking transformation initiatives at schools, tertiary institutions and for quality assured workplace training.
- Stepping up mechanisms to drive transformation and ensuring adequate representation of women and black people within the built environment (BE).
- Providing cutting edge knowledge and information to guide decisions on a variety of built environment matters through research.
- Promotion and protecting of the interest of the public in the built environment and serve as an appeals body for all matters pertaining to the actions and conduct of professional councils.
- Strengthening monitoring and regulatory work on delegated public functions of the built environment professional councils (BEPCs).
- Aligning the policy planning and reporting processes of BEPCs to the government's planning cycles and the government's priorities.
- Partnering with various countries in Africa with special interest on Africa-wide infrastructure roll out programmes and improving the built environment within the continent.
- Enhancing internal systems, controls and capabilities to allow the organisation to deliver on its mandate and strategic goals.

The gazetting for public comment of the BE policy review on the proposed amendments of the statutory regulatory framework of the BEPs in May 2014 by DPW, presents an opportunity for the BEPCs and the CBE to re-establish their relevance as regulators of built environment professions (BEPs). The current legislation continues to provide the basis for execution of the CBE' Strategic Plan and the Annual Performance Plan.

1.1. Performance Environment

As a statutory entity, established by the CBE Act, 2000 (Act 43 of 2000), the CBE has adopted the planning and monitoring and evaluation framework of government as a basis to inform its planning and monitoring processes. This has seen and resulted in the CBE receiving unqualified audits for the past three years.

With regards to the discharge of its policy development mandate, significant progress has been achieved through the signature of 4 BEPC policy frameworks by the Minister of Public Works.

The Identification of Work (IDoW) exemption applications processing at the Competition Commission (CC) is at an advanced stage for the six BEPCs, including ECSA's IDoW exemption application. The Competition Commission has scheduled a meeting with the Minister of Public Works to finalise its decision on IDoW.

Transformation remains an area of priority for the CBE. In this regard, the CBE has solicited commitments from the BEPCs for engagement towards the implementation of the CBE Transformation Implementation Model and most importantly, discussions towards the adoption of transformation targets and programmes by the six BEPCs. Going forward, the CBE will prioritise capacitation of the organisation to ensure implementation of agreed targets and programmes.

1.2. Organisational Environment

As the CBE progresses in making an impact in the built environment sector, on-going growth in capacity requirements has become inevitable and has necessitated development of an organisational structure reconfigured within current funding mandates to sustain delivery of its Annual Performance targets. The organisational capacity has also been augmented by the increase of project based fixed term human resources to further enhance delivery of annual performance targets.

A five year Strategic Plan that will guide the projects of the CBE to discharge its mandate in line with government priorities has been developed. The Minister's Five Year Policy statement and the Ministerial directives to the 4th Term Council at its inauguration, have been incorporated in the formulation of the CBE Annual Performance deliverables.

2. Revisions to legislative and other mandates

No revisions have been made to the CBE legislation to date, apart from the gazetting of the Built Environment Policy regulatory review.

3. Overview of the 2015 Budget and MTEF Estimates

3.1 Relating Expenditure Estimates to Strategic Outcome-Oriented Goals

Expenditure per programme	Audited Outcome				Current year	Medium-Term Estimate			
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17	2017/18
<i>R in Thousands</i>									
Government Policies & Priorities (Programme 1)	15,209	15,278	15,539	16,747	19,015	25,196	28,815	20,368	
Skills for Infrastructure Delivery (Programme 2)	7,068	4,139	3,492	4,917	8,604	9,593	6,190	8,104	
Built Environment Research, Information & Advisory (Programme 3)	5,942	7,913	6,548	8,875	10,985	6,097	7,000	16,597	
Regulation & Oversight of six BEPCs (Programme 4)	3,146	2,737	2,600	3,259	4,880	3,061	3,448	5,933	
Total Expenditure	31,365	30,067	28,179	33,798	43,484	43,947	45,453	51,002	

Estimate per standard items	Audited Outcome						Medium-Term Estimate		
	Nov-10	Dec-11	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	
<i>R in Thousands</i>									
Revenue									
Grant allocation	25,527	27,433	28,146	38,159	41,572	41,994	43,413	48,970	
Interest	70	378	322	18	150	150	170	177	
Levies	2,277	1,657	1,784	1,840	1,803	1,803	1,870	1,964	
Total Revenue	27,874	29,468	30,252	40,017	43,525	43,947	45,453	51,110	
Economic classification									
Current payments	31,365	30,067	28,179	33,798	43,484	43,947	45,453	51,002	
Compensation of employees	14,407	14,140	13,707	16,228	19,138	19,778	23,139	24,875	
Salaries and wages	14,407	14,140	13,707	16,228	19,138	19,778	23,139	24,875	
Social contributions	-	-	-	-	-	-	-	-	
Goods and services	16,958	15,927	14,472	17,570	24,346	24,169	22,314	26,127	

Estimate per standard items	Audited Outcome			Current year 2014/15	Medium-Term Estimate			
	Nov-10	Dec-11	2012/13		2013/14	2015/16	2016/17	2017/18
<i>R in Thousands</i>								
Agency and support / outsourced services	16,348	15,643	14,141	14,829	15,467	12,828	15,788	
Communication	-	-	-	425	463	505	550	
Computer services	-	-	-	1,774	863	941	1,026	
Consultants	-	-	-	2,695	2,337	2,547	2,776	
Lease payments	-	-	-	4,526	4,933	5,377	5,861	
Travel and subsistence	-	-	-	97	106	116	126	
Depreciation	610	284	331	-	-	-	-	
Losses from	-	-	-	-	-	-	-	
Total Expenditure	31,365	30,067	28,179	43,484	43,947	45,453	51,002	
Surplus/(deficit) for the year	(3,491)	-599	2,073	41	-	-	108	

3.2 Relating Expenditure Estimates to Strategic Outcome-Oriented Goals

The focus of the MTEF will be on the CBE's legislative mandate imperatives (compliance to legislation by the CBE and six Built Environment Professional Councils) and responsiveness of the CBE and the six Built Environment Professional Councils to the developmental priorities of government as encapsulated in the MTSF's 14 priority outcomes in support of the NDP. For the CBE, this is reflected in the following four strategic goals that have been converted into four APP Programmes with relevant resultant projects and budgets funding.

Four Strategic Goals

A strategic goal is the strategic direction undertaken by an organisation to achieve a broad primary outcome for an intended socio-economic impact.

The CBE, at its strategic planning session of 09 - 10 October 2014, identified the following four strategic goals:

- **Goal 1 - A built environment that is responsive to the developmental and economic priorities of government.**
- **Goal 2 - A transformed built environment with appropriate, adequate skills and competencies, responsive to the country's infrastructure delivery, operation and maintenance needs.**
- **Goal 3 - An optimally functioning built environment with a responsive and relevant policy and legislative framework based on informed and researched positions.**
- **Goal 4 - Built Environment Professionals (BEPs) that operate within a regulated policy and legislative framework.**

Out of the strategic goals, the strategic objectives are then derived. The strategic objectives are long term organisational outputs, that help convert a broad vision into more specific plans and projects.

These strategic objectives are then translated into programmes which are broken down into outputs, performance indicators, projects and operational plans, as outlined, below.

PROGRAMME 1 - Government Policies and Priorities

Five APP Deliverables / Projects

The Strategic Objective of Programme 1 is to ensure that built environment (BE) academic curricula and CPD programmes embody health and safety in construction, environmental sustainability, job creation through labour intensive construction, as well as the infrastructure delivery management system (IDMS).

This programme is responding to the following mandate of the CBE:

- Section 3 (c) promote ongoing human resource development in the built environment.
- Section 3 (d) facilitate participation by the built environment professions in integrated development in the context of national goals.
- Section 3 (e) promote appropriate standards of health, safety and environmental protection within the built environment.
- Section 4 (a) advise government on any matter falling within the scope of the built environment, including resource utilisation, socio-economic development, public health and safety and the environment, and for this purpose carry out such investigations as it or the relevant Minister deems necessary

It is contributing to the following outcomes of the DPW:

Direct outcomes

- Outcome 4 – decent employment through inclusive growth (Chapter 3 of NDP)
- Outcome 6 – an efficient, competitive and responsive economic infrastructure network (Chapter 4 of NDP)
- Outcome 12 – an efficient, effective and development orientated public service (Chapter 13 of NDP)

Indirect outcomes

- Outcome 2 – a long and healthy life for all (Chapter 10 of NDP)
- Outcome 5 – skilled and capable workforce to support an inclusive growth path (Chapter 9 of NDP)
- Outcome 8 – sustainable human settlements and improved quality of household life (Chapter 8 of NDP)
- Outcome 10 – protect and enhance our environmental assets and natural resources (Chapter 5 of NDP)



Project 1.1

One project to develop a framework on incorporation of health and safety in BE academic curricula by 31 March 2016.

The aim of this project is to ensure that built environment (BE) programmes contain adequate coverage and content of health and safety in BE curricula to address health and safety requirements in the design, construction, maintenance and disposal of infrastructure. The project will also focus on targeted stakeholder awareness campaigns on health and safety issues in order to change their behaviour through the adoption of preventative health and safety practices for better health and safety outcomes, in construction.

Project 1.2

One project to develop a framework on incorporation of environmental sustainability in BE academic curricula by 31 March 2016.

The aim of this project is to ensure that built environment professionals (BEPs) have an adequate knowledge base to implement sustainable design methodologies in the design, construction, maintenance and disposal of infrastructure. The project will also focus on targeted stakeholder awareness campaigns on environmental sustainability issues in order to change the behaviour of BEPs through the adoption of environmental sustainability practices for sustainable environmental outcomes.

Project 1.3

One project to develop a framework on incorporation of labour intensive construction in BE academic curricula by 31 March 2016.

The aim of this project is to ensure that BEPs implement labour intensive construction techniques in the design, construction, maintenance and disposal of infrastructure to address job creation imperatives by increasing the labour absorption performance, in infrastructure delivery.

Project 1.4

One project to develop a framework on incorporation of the IDMS in BE academic curricula by 31 March 2016.

The aim of this project is to assist with the institutionalisation of the Infrastructure Delivery Management System (IDMS) in the public sector through the capacitation of built environment professionals thus contributing to the professionalization and capacitation of the state. The CIDB describes the IDMS as a toolkit that provides a documented body of knowledge and set of processes that represent generally recognised best practices in the delivery management of infrastructure.

It is focussed on the delivery and life cycle management of South African public sector infrastructure and provides "how to" guidelines for infrastructure delivery management. These guidelines are intended to provide guidance and rules necessary to deliver infrastructure, operate and maintain infrastructure, capacitate delivery managers and facilitate a uniform approach to infrastructure delivery management. The IDMS Toolkit, when adhered to, will also assist departments in complying with applicable legislative requirements. This toolkit, is a joint initiative between the CIDB, National Treasury, Department of Public Works and Development Bank of Southern Africa (DBSA).

Project 1.5

One IDMS skills programme developed by 31 March 2016.

The aim of this project is to develop a Continuous Professional Development (CPD) points bearing skills programmes on the IDMS, to enable the wider dissemination of the IDMS body of knowledge to built environment professionals, thus catalysing the wide adoption and use of the IDMS in the public sector, for sustained public sector infrastructure delivery.

Programme 1: Budget Issues

The project budget for this programme will be reduced by 28% in 2015/16 from the 2014/15 budget. This is because projects that were conceptualised and started in the previous two financial years are reaching maturity and finalisation of stakeholder engagements requires less resources for implementation.



PROGRAMME 2 - Skills for Infrastructure Delivery - (formerly Skills Development in the Built Environment)

Five APP Deliverables / Projects

The Strategic Objective of programme 2 is to drive and facilitate skills development and transformation within the Built Environment. It is the flagship programme that will drive the implementation of the Transformation Implementation Model of the CBE, together with the Workplace Training Model.

This programme is responding to the following mandate of the CBE:

- Section 3 (c) promote ongoing human resource development in the built environment.
- Section 3 (g) promote liaison in the field of training in the Republic and elsewhere.

It is contributing to the following outcomes of the DPW:

Direct outcomes

- Outcome 4 – decent employment through inclusive growth (Chapter 3 of NDP)
- Outcome 6 – efficient, competitive, responsive economic infrastructure

Indirect outcomes

- Outcome 1 – quality basic education (Chapter 9 of the NDP)
- Outcome 5 – skilled and capable workforce to support an inclusive growth path (Chapter 9 of NDP)

Project 2.1

One project on the development of an implementation project plan/business plan for the production of Strategic Infrastructure Projects (SIPs) high demand skills categories (Engineers, Quantity Surveyors, Construction & Project Managers) by 31 March 2016.

In the 2013/14 Financial Year, the CBE was appointment by the Department of Higher Education and Training (DHET) as the convener and coordinator of occupational teams for professionals and associate professionals in the built environment in support of the technical skills resourcing of the planned and ongoing 18 Strategic Integrated Infrastructure Projects (SIPs). A report was compiled to highlight the scarce skills and designated professions in the BE and submitted to DHET for final submission to the Presidential Infrastructure Coordinating Commission (PICC). Project 2.1 continues this important work, and will focus on the development of a business model and implementation strategies for the production and development of high demand built environment professions scarce skills, together with DHET.

Project 2.2

Maths and Science support programme benefitting 150 Grade 10-12 learners by 31 March 2016.

This project follows from the Maths and Science support programme which the CBE initiated in the 2013/14 financial year and seeks to contribute to the improvement of the quality of Maths and Science throughput of the basic education phase. The initial Maths and Science programme targeted disadvantaged learners in grade 12 to enable them to improve their Maths and Science performance as these are key entry subjects into built environment qualifications, whilst also exposing them to careers in the built environment. In line with the CBE Transformation Model, the cohort of learners will be expanded in the 2015/16 financial year to include learners from grade 10 to 12.

Project 2.3

50 new candidates/BE graduates placed for workplace training by 31 March 2016.

This project was first started in the 2014/15 financial year through the signing of a document of intent with the Construction SETA (CETA) for a grant to oversee the training of 50 BE candidates and 100 BE interns, using the CBE developed quality assured structured candidacy framework. The 2015/16 Financial Year will pilot the implementation of the integrated workplace training system consisting of the following elements; a training plan aligned to the competency framework of the Professional Councils, supervisors and mentors, a workplace assessment regime with assessors and moderators (quality assurance framework) and an electronic workplace learner management system to allow monitoring and to enable the ease of rotating candidates and interns between employers to expose them to different aspects of project delivery not found within a core employer. This integrated workplace training system has the potential of being the core architecture for a nation-wide (and possible continental in the long-term) skills pipeline demand and supply for built environment skills forecasting and management for infrastructure development including for SIPs, and public sector infrastructure delivery.

Project 2.4

50 new interns placed for workplace training by 31 March 2016.

This project is the intern training component of the abovementioned candidate workplace training model. It entails supporting interns from the Universities of Technology to undergo workplace training so that they can complete practical training as part of the requirement for completion of their tertiary qualifications.



Project 2.5

One project on accreditation of academic programmes and institutions by 31 March 2016.

The CBE has developed a BE programme accreditation oversight framework based on 19 Council for Higher Education (CHE) Accreditation Criteria principles, to be included in criteria for BE programme academic assessment criteria, by BEPCs when accrediting BE programmes. Programme accreditation forms an important component of increasing university throughput of BE graduates that have an appropriate knowledge base to practice in the South African built environment.

Programme 2: Budget Issues

This programme's budget for projects will increase by 28% in the 2015/16 financial year, with the major cost drivers being the rolling-out of Maths and Science support initiatives to grade 10 - 12 learners and the piloting of the integrated workplace training model for candidates and interns.

PROGRAMME 3 - BE Research, Information and Advisory - (formerly Research and Information in the Built Environment)

Five APP Deliverables / Projects

The Strategic Objective of programme 3 is to provide informed and researched advice by the CBE to government, on BE priority matters identified in the Medium-Term Strategic Framework (MTSF).

This programme is responding to the following mandate of the CBE:

- Section 3 (d) facilitate participation by the built environment professions in integrated development in the context of national goals.
- Section 3 (e) promote appropriate standards of health, safety and environmental protection within the built environment.
- Section 4 (a) advise government on any matter falling within the scope of the built environment, including resource utilisation, socio-economic development, public health and safety and the environment, and for this purpose carry out such investigations as it or the relevant Minister deems necessary.
- Section 4 (e) facilitate inter-ministerial cooperation concerning issues relating to the built environment.

It is contributing to the following outcomes of the DPW:

Direct outcomes

- Outcome 4 – decent employment through inclusive growth (Chapter 3 of NDP)
- Outcome 6 – an efficient, competitive and responsive economic infrastructure network (Chapter 4 of NDP)
- Outcome 12 – an efficient, effective and development orientated public service (Chapter 13 of NDP)

Indirect outcomes

- Outcome 5 – skilled and capable workforce (Chapter 9 of NDP)
- Outcome 10 – protect and enhance our environmental assets and natural resources (Chapter 5 of NDP)



Project 3.1

One research project on currently existing BE industry initiatives on Maths & Science support interventions in schools by 31 March 2016.

The aim of this project is to provide researched information to support the roll-out of Maths and Science programme for implementation by other participants in the BE industry on a nation-wide level. It will provide a status-quo analysis and spatial mapping of various Maths and Science initiatives in order to develop a national platform to co-ordinate and scale up these initiatives into viable and well-run BE Maths and Science support programmes, from the primary to the high school education phase, in support of the BE skills pipeline.

Project 3.2

One research project on the survey on BE technical professionals employed at municipal, provincial and national departments and SOEs by 31 March 2016.

This project forms part of the CBE's response to strengthening the technical capacity of the public sector for infrastructure delivery and focuses on assessing the current status of built environment practitioners in the employ of the public sector. It builds on the key research projects that started with an initial assessment of issues that affect the attraction and retention of BE professionals at 13 District Municipalities and Metros which was completed in the 2013/14 financial year. The 2014/15 financial year looked at the gathering of information on the BE practitioners in the employ of all municipalities. For the 2015/16 financial year, the project will look at national and provincial government levels and also State Owned Entities (SOEs).

Project 3.3

One research project on the Occupation Specific Dispensation (OSD) Framework's role in attraction and retention of built environment professions in the public sector by 31 March 2016.

This project is another component of initiatives that seek to address technical skills capacity issues within the public sector. This specific project will look into addressing the critical issue of the service conditions, remuneration, etc. of BE technical skills/professions under the Occupation Specific Dispensation (OSD) as an important BE skills attraction and retention instrument, for the public sector. It will engage on the current OSD regime and make necessary recommendations to ensure its effectiveness and sustainability in attracting and retaining BE skills in the public sector.

Project 3.4

First phase research project on the viability of government infrastructure agency by 31 March 2016.

The project is also linked to technical capacity issues of the public sector. It seeks to mainly address the critical issue of the ability of the public sector (mainly provincial and municipal levels) to successfully deliver their capital infrastructure projects. It will assess the viability and options for a consolidated infrastructure delivery business model, possibly fashioned along the new Property Management Trading Entity of the Department of Public Works which has centralised the management of the public sector property portfolio.

Project 3.5

First phase research project on incorporation of labour intensive construction and job creation opportunities in public sector infrastructure and construction projects by 31 March 2016.

This project seeks to look at mechanisms to ensure that government infrastructure and construction projects contracts, incorporate requirements of labour intensive construction and job creation opportunities. This responds directly to job creation outcomes of government.

Programme 3: Budget Issues

Programme 3 will see an increase of 68% in its projects budget, in 2015/16 with key cost drivers being research, knowledge and information gathering and publication, stakeholder forums and the acquisition and licensing of appropriate software and applications for the knowledge and information repository hub.



PROGRAMME 4 - Regulation and Oversight of six BEPCs (formerly Public Interest)

Seven APP Deliverables / Projects

The Strategic Objective of programme 4 is to ensure that the CBE acts an appeal body on matters of law regulating the built environment professions to also promote sound governance of built environment professions.

This programme is responding to the following mandate of the CBE:

- Section 3 (f) promote sound governance of the built environment professions
- Section 4 (m) act as an appeal body on matters of law regulating the built environment professions

It contributes to the following outcomes:

Indirect outcomes

- Outcome 13 – social protection (Chapter 11 of NDP)

Project 4.1

100% finalisation of appeals within statutory 60 days by 31 March 2016.

The aim of this target is to give effect to the provision of the Promotion of Justice Act (PAJA), with Section 4 (m) of the CBE Act empowering the CBE to act as an appeal body with regard to matters referred to it in terms of the law regulating the built environment professions. Section 21 of the CBE Act empowers the CBE to constitute an Appeals Committee to decide an appeal within 60 days from the date on which the appeal was lodged.

Project 4.2

Implementation report of the decision of the CC on IDoW of six BEPCs by 31 March 2016.

The six BEPCs Acts stipulate different categories of registration for professionals, thereby specifying the scope of professional practice. The Identification of Work (IDoW) policy formalises this specification of the scope of professional practice through section 26 of the six BEPCs' Acts. Whilst the IDoW, can be conceived as a professional practice scope boundary management system, it has other intended objectives, the primary one being the protection of the public by ensuring that only suitably qualified and registered professionals practice within the South African built environment in specific categories of work.

One of the unintended consequences of IDoW, as outlined by the Competition Commission, is that it effectively guarantees and protects the commercial fortunes of BEPs and is a restrictive commercial practice, which is prohibited by Chapter 2 Part(A) section 4(1)(a) and Part (A) section 5(1) of the Competition Act requiring the CBE to apply for exemption on behalf of the BEPCs to the CC.

The exemption application to the Competition commission of ECSA was lodged separately because it involves nine engineering sub-disciplines thus there is increased complexity of the scope of work to be identified for each category of registered persons. It was also delayed because the initial IDoW policy was found to be generic and not specific to the nine engineering professional specialisations and therefore required re-working.

Project 4.3

Implementation analysis of the Corporate Governance Checklist for the six BEPCs by 31 March 2016.

The CBE is impelled by Section 3 (f) of its Act, to promote sound governance of the built environment professions and has thus developed a Corporate Governance Framework to assist BEPCs in enhancing good governance in their operations.

Project 4.4

Implementation programme on the translation of four Ministerial approved BE policies into rules, by 6 BEPCs by 31 March 2016.

Section 3 (i), 4 (k) and 4 (o) of the CBE Act, mandates the CBE to ensure the consistent application of policy by the Professional Councils. DPW has developed policy frameworks in this regard for adoption and implementation by the Professional Councils. Subsequently, rules are to be developed to allow the Professional Councils to translate and institutionalise these policy frameworks and the CBE will monitor compliance thereof.

Project 4.5

PFMA compliance roadmap by the six BEPCs by 31 March 2016.

This project will assist the six Professional Councils towards their compliance to the PFMA, as required by DPW.

Project 4.6

Timetable on the alignment of Strategic Plans, Annual Performance Plans and Annual Reports of the six BEPCs to CBE's and DPW's by 31 March 2016.

This project seeks to ensure that the six Professional Councils on their path towards compliance with the PFMA, are also compliant with the statutory requirements of government-wide budgeting and planning/reporting requirements by ensuring that their Strategic Plans, Annual Performance Plans and Annual Reports are compliant with statutory requirements and government priorities in the built environment



Project 4.7

Formulation of an all encompassing monitoring and evaluation framework by the CBE for the six BEPCs by 31 March 2016.

This project consolidates the statutory regularisation of the six BEPCs by ensuring that an all encompassing monitoring and oversight framework is developed and implemented by the CBE to ensure that the BE Professional Councils, are supportive and aligned to government's developmental priorities and programmes, in the built environment.

Programme 4: Budget Issues

The budget for Programme 4 will decrease by 9% in 2015/16 due to the completion of the development of the Best Practice Model and Corporate Governance Framework. The major cost driver will remain the appeals function.

PART B: PROGRAMME PLANS

Programme 1: Government Policies and Priorities

Strategic Goal: A built environment that is responsive to the developmental and economic priorities of government.

Strategic objectives: Built environment (BE) academic curricula and CPD programmes, that embody issues of health and safety in construction, environmental sustainability and job creation through labour intensive construction as well as infrastructure delivery management system (IDMS).

Strategic Objective	Audited Actual performance				Estimated Unaudited Performance	Medium-Term Targets		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
1 Built environment (BE) academic curricula, that embody issues of health and safety in construction, environmental sustainability and job creation through labour intensive construction as well as infrastructure delivery management system (IDMS).	Implement systems, processes and controls designed to assist the organisation to deliver on its strategic mandate and goals	Implement systems, processes and controls designed to assist the organisation to deliver on its strategic mandate and goals	Implement systems, processes and controls designed to assist the organisation to deliver on its strategic mandate and goals	Efficient management of operations. Proper financial controls, management practices and an unqualified audit report and a capacitated organisation that delivers on its strategic mandate and is responsive to the government's policies and priorities in the built environment.	A capacitated organisation that delivers on its strategic mandate and is responsive to the government's policies and priorities in the built environment, and has an unqualified audit report.	Framework developed on modalities to incorporate health and safety in environmental sustainability and job creation through labour intensive construction as well as infrastructure delivery management system (IDMS) by the CHE, by 31 March 2016	Two academic institutions committed to changing curricula of BE programmes to incorporate health and safety in construction, environmental sustainability and job creation through labour intensive construction as well as infrastructure delivery management system (IDMS) by 31 March 2017	Two academic institutions committed to changing curricula of BE programmes to incorporate health and safety in construction, environmental sustainability and job creation through labour intensive construction as well as infrastructure delivery management system (IDMS) by 31 March 2018
Formulation of Continuous Professional Development (CPD) skills programmes on IDMS, health and safety, environmental sustainability and labour intensive construction.						One CPD skills programme developed by 31 March 2016	Two CPD skills programmes on labour intensive construction and health and safety by 31 March 2017	One CPD skills programme on environmental sustainability by 31 March 2018

Programme 1: Performance Indicators

Programme performance indicators	Audited Actual performance					Estimated Unaudited Performance		Medium-Term Targets	
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	
1.1 One project on academic institutions incorporation of health & safety in construction, into BE academic curricula	-	-	-	Projects to support government's infrastructure delivery established by 31 March 2014	One project to support health and safety initiatives in construction, implemented by 31 March 2015	Framework developed on modalities to incorporate health and safety in construction, in the BE curricula, endorsed by the CHE by 31 March 2016	Two academic institutions committed to changing curricula of BE programmes to incorporate health and safety in construction by 31 March 2017	Two academic institutions committed to changing curricula of BE programmes to incorporate health and safety in construction by 31 March 2018	
1.2 One project on academic institutions incorporation of environmental sustainability, into BE academic curricula	-	-	-	Partnerships and projects on environmental sustainability established by 31 March 2014	One project to support health and environmental sustainability by 31 March 2015	Framework developed on modalities to incorporate environmental sustainability, in the BE curricula, endorsed by the CHE by 31 March 2016	Two academic institutions committed to changing curricula of BE programmes to incorporate environmental sustainability by 31 March 2017	Two academic institutions committed to changing curricula of BE programmes to incorporate environmental sustainability by 31 March 2018	
1.3 One project on academic institutions incorporation of labour intensive construction, into BE academic curricula	-	-	-	Partnerships and projects on labour intensive construction within the BE established by 31 March 2014	One project on labour intensive construction, within the BE implemented by 31 March 2015	Framework developed on modalities to incorporate labour intensive construction in the BE curricula, endorsed by the CHE by 31 March 2016	Two academic institutions committed to changing curricula of BE programmes to incorporate labour intensive construction by 31 March 2017	Two academic institutions committed to changing curricula of BE programmes to incorporate labour intensive construction by 31 March 2018	
1.4 One project on academic institutions incorporation of IDMS, into BE academic curricula	-	-	-	Joint initiatives and projects on job creation established by 31 March 2014	One project on supporting, job creation priorities of government, implemented by 31 March 2015	Framework developed on modalities to incorporate IDMS, in the BE curricula, endorsed by the CHE by 31 March 2016	Two academic institutions committed to changing curricula of BE programmes to incorporate the IDMS by 31 March 2017	Two academic institutions committed to changing curricula of BE programmes to incorporate the IDMS by 31 March 2018	
1.5 Number of CPD skills programmes on health and safety, environmental sustainability labour intensive construction and IDMS for Engineers, Architects, QS and Project and Construction Managers	-	-	-	-	-	Development of CPD skills programme on IDMS that is CPD points bearing 31 March 2016	Two CPD skills programmes on labour intensive construction and health and safety by 31 March 2017	One CPD skills programmes on environmental sustainability by 31 March 2018	

Programme 1: Quarterly Targets

Performance Indicator	Reporting period	Annual target 2015/16	Quarterly targets			
			1 st	2 nd	3 rd	4 th
1.1 One project on academic institutions incorporation of health & safety in construction, into BE academic curricula	Quarterly	Framework developed on modalities to incorporate health and safety in the BE curricula, endorsed by the CHE by 31 March 2016	Report on consultations with CHE and BEPCs to develop a Framework on modalities to incorporate health and safety in construction, in BE academic curricula	Progress report on engagements with CHE on modalities to incorporate health and safety in construction, in BE academic curricula, in BE academic curricula, in BE academic curricula	Progress report on engagements with BEPCs on modalities to incorporate health and safety in construction, in BE academic curricula	Framework developed on modalities to incorporate health and safety in construction, in BE academic curricula
1.2 One project on academic institutions incorporation of environmental sustainability, into BE academic curricula	Quarterly	Framework developed on modalities to incorporate environmental sustainability, in the BE curricula, endorsed by the CHE by 31 March 2016	Consultations and development of a Framework with CHE and BEPCs on modalities to incorporate environmental sustainability in BE academic curricula	Progress report on engagements with CHE on modalities to incorporate environmental sustainability in BE academic curricula, in BE academic curricula	Progress report on engagements with BEPCs on modalities to incorporate environmental sustainability in BE academic curricula	Framework developed on modalities to incorporate environmental sustainability in BE academic curricula
1.3 One project on academic institutions incorporation of labour intensive construction, into BE academic curricula	Quarterly	Framework developed on modalities to incorporate intensive construction in the BE curricula, endorsed by the CHE by 31 March 2016	Consultations and development of a Framework with CHE and BEPCs on modalities to incorporate intensive construction in BE academic curricula	Progress report on engagements with CHE on modalities to incorporate intensive construction in BE academic curricula, in BE academic curricula	Progress report on engagements with BEPCs on modalities to incorporate intensive construction in BE academic curricula	Framework developed on modalities to incorporate intensive construction in BE academic curricula
1.4 One project on academic institutions incorporation of IDMS into BE academic curricula	Quarterly	Framework developed on modalities to incorporate IDMS, in the BE curricula, endorsed by the CHE by 31 March 2016	Consultations and development of a Framework with CHE and BEPCs on modalities to incorporate IDMS in BE academic curricula	Progress report on engagements with CHE on modalities to incorporate IDMS in BE academic curricula, in BE academic curricula	Progress report on engagements with BEPCs on modalities to incorporate IDMS in BE academic curricula	Framework developed on modalities to incorporate IDMS in BE academic curricula
1.5 Number of Continuous Professional Development (CPD) skills programmes developed on IDMS	Quarterly	One CPD skills programme on IDMS, developed by 31 March 2016	Develop and consult stakeholders and subject matter experts on IDMS skills programmes framework	Appointment of a service provider to develop skills programme and first progress report	Second progress report and stakeholder consultations (SAQA, CETA, CHE, BEPC, CIDB, DPW and NT) on the development of IDMS skills programme	Final IDMS skills programme developed

Programme 2: Skills for Infrastructure Delivery (formerly Skills Development in the Built Environment)

Strategic Goal: A transformed built environment with appropriate, adequate skills and competencies, responsive to the country's infrastructure delivery needs.

Strategic objective: Drive and facilitate skills development and transformation within the Built Environment.

Strategic Objective	Audited Actual performance					Estimated Unaudited Performance	Medium-Term Targets		
	2010/11	2011/12	2012/13	2013/14	2014/15		2015/16	2016/17	2017/18
2.1 Projects to support Strategic Integrated Projects (SIPs) skills production and development initiatives for SIPs identified high demand skills (Engineers, Quantity Surveyors, Construction & Project Managers, Landscape Architects, Town Planners, Land & Engineering Surveyors and Geographic Information Systems (GIS) professionals)	-	-	-	DHET SIPs skills report presented to PICC	-	Development of the Implementation Project Plan to support the production of three high demand BEPs skills categories (Engineers, Quantity Surveyors, Project and Construction Managers) for SIPs, by 31 March 2016	Development of the Implementation Project Plan to support the production of two high demand BEPs skills categories (Land & Engineering Surveyors and Geographic Information Systems (GIS) professionals) for SIPs, by 31 March 2017	Development of the Implementation Project Plan to support the production of two high demand BEPs skills categories (Landscape Architects, Town Planners) for SIPs, by 31 March 2018	
2.2 Projects to implement the CBE Transformation Model to increase the representation of previously disadvantaged groups in the BEPs	-	-	-	BE skills projects, initiatives and interventions at school level, (Maths and Science Support); tertiary, (academic institutions accreditation) candidature (Structured Candidacy and Workplace Training) and professional levels and participation in BE skills initiatives in the public sector, implemented by 31 March 2014	BE skills projects, initiatives and interventions at school level, tertiary, candidature and professional levels and participation in BE skills initiatives in the public sector, implemented by 31 March 2015	BE skills projects, initiatives and interventions at school level, (Maths and Science Support) (Workplace Training) and professional levels and in BE skills initiatives in the public sector, implemented by 31 March 2016	BE skills projects, initiatives and interventions at school level, tertiary, candidature and professional levels and in BE skills initiatives in the public sector, implemented by 31 March 2017	BE skills projects, initiatives and interventions at school level, tertiary, candidature and professional levels and in BE skills initiatives in the public sector, implemented by 31 March 2018	

<p>2.3 Implementation of a quality assured workplace training model for BE candidates and interns</p>	-	-	-	<p>Report on 50 candidates and 100 interns participating in workplace training by 31 March 2015</p>	<p>Project on implementation of workplace training for 50 candidates and interns by 31 March 2017</p>	<p>Project on implementation of workplace training for 50 candidates and interns by 31 March 2017</p>	<p>Project on implementation of workplace training for 50 candidates and interns by 31 March 2018</p>
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Programme 2: Performance Indicators

Strategic objective: Drive and facilitate skills development and transformation within the built environment.

Programme performance indicators	Audited Actual performance				Estimated Unaudited Performance	Medium-Term Targets		
	2010/11	2011/12	2012/13	2013/14		2015/16	2016/17	2017/18
2.1 Number of high demand skills professions categories developed for SIPs	-	-	-	DHET Strategic Infrastructure Projects (SIPs) skills report presented to PCCC (Section on Professional Skills required for delivery of government SIPs projects)	-	Development of the Implementation Project Plan to support the production of three high demand BEPs skills categories (Engineers, Quantity Surveyors, Project and Construction Managers) for SIPs, by 31 March 2016	Development of the Implementation Project Plan to support the production of two high demand BEPs skills categories (Land & Engineering Surveyors and Geographic Information Systems) for SIPs, by 31 March 2017	Development of the Implementation Project Plan to support the production of two high demand BEPs skills categories (Landscape Architects, Town Planners) for SIPs, by 31 March 2018
2.2 Number of students enrolled and benefiting from the Maths and Science support programme	-	-	-	150 students reached through the roll out of Maths and Science support programme by 31 March 2014	150 students reached through the roll out of Maths and Science support programme by 31 March 2015	¹ 150 Grade 10 -12 learners benefiting from Maths and Science support programme by 31 March 2016	150 Grade 8 -12 learners benefiting from Maths and Science support programme by 31 March 2017	150 Grade 1 - 7 learners benefiting from Maths and Science support programmes by 31 March 2018
2.3 Number of candidates/BE graduates placed for workplace training	-	-	-	-	Report on 50 candidates/BE graduates placed in workplace training	² 50 candidates/BE graduates participating in workplace training by 31 March 2016	50 candidates/BE graduates participating in workplace training by 31 March 2017	50 candidates/BE graduates participating in workplace training by 31 March 2018
2.4 Number of interns placed for workplace training	-	-	-	-	Report on 100 interns placed in workplace training	^{3,4} 50 interns participating in workplace training by 31 March 2016	50 interns participating in workplace training by 31 March 2017	50 interns participating in workplace training by 31 March 2018
2.5 One project on accreditation of BE academic programmes and institutions	-	-	-	One monitoring oversight report on accreditation of learning sites and academic programmes by the BEPCs by 31 March 2014	One monitoring oversight report on accreditation of learning sites and academic programmes by the BEPCs by 31 March 2015	One project on accreditation of academic programmes and institutions, submitted to BEMC, by 31 March 2016	One project on accreditation of academic programmes and institutions, submitted to BEMC, by 31 March 2017	One project on accreditation of academic programmes and institutions, submitted to BEMC, by 31 March 2018

^{1,2} There is a suggestion from some Council members to relocate at these medium-term targets to reflect commitments to be made by the BEPCs, hinging on the availability of resources to be availed to the BEPCs for effective implementation of this project.

³ Ditto

⁴ There is a further suggestion from some Council members to increase the number of candidates and interns to 1000(2015/16), 2000(2016/17) and 3000(2017/18) under a project * Number of candidates on the BEPCs database (in the pipeline for many years) mentored and coached to be registerable*, also hinging on the availability of resources.

Programme 2: Quarterly Targets

Performance indicator	Reporting period	Annual target 2015/16	Quarterly targets			
			1 st	2 nd	3 rd	4 th
2.1 Number of high demand skills professions categories developed for SIPs	Quarterly	Development of the Implementation Project Plan to support the production of three high demand BEPs skills categories (Engineers, Quantity Surveyors, Project and Construction Managers) for SIPs submitted to BEMC by 31 March 2016	First draft of Project Plan for the production and development of three high demand BEPs skills identified for SIPs (Engineers, Quantity Surveyors, Construction & Project Managers)	Report on stakeholder consultations on first draft of Project Plan for production and development of three high demand BEPs skills identified for SIPs (Engineers, Quantity Surveyors, Construction & Project Managers)	Second draft of Project Plan for the production and development of three high demand BEPs skills identified for SIPs (Engineers, Quantity Surveyors, Construction & Project Managers)	Final Project Plan for the production and development of three high demand BEPs skills identified for SIPs (Engineers, Quantity Surveyors, Construction & Project Managers) approved by CEO
2.2 Number of students enrolled and benefiting from the Maths and Science support programme	Quarterly	*150 Grade 10 -12 learners benefiting from Maths and Science support programme by 31 March 2016	First progress report including baseline of Maths and Science results on the academic status of the 150 enrolled learners benefiting from the Maths & Science support programme	Second progress report on the academic status of the 150 enrolled learners benefiting from the Maths & Science support programme	Third progress report on the academic status of the 150 enrolled learners benefiting from the Maths & Science support programme	Final report including final exam results of the 150 enrolled learners that have benefitted from the Maths & Science support programme
2.3 Number of candidates/BE graduates placed in workplace training	Quarterly	*50 candidates/BE graduates participating in workplace training by 31 March 2016	Analysis report on training plans of candidates/BE graduates	First progress report on workplace training of candidates/BE graduates	Second progress report on workplace training of candidates/BE graduates	Final progress report on workplace training of candidates/BE graduates
2.4 Number of interns placed for workplace training	Quarterly	¹ 50 interns participating in workplace training by 31 March 2016	Analysis report on training plans of 50 interns	First progress report on workplace training of 50 interns	Second progress report on workplace training of 50 interns	Final progress report on workplace training of 50 interns
2.5 One project on accreditation of BE academic programmes and institutions	Quarterly	One project on accredited academic programmes and institutions, submitted to BEMC, by 31 March 2016	Report on the accreditation schedule of BEPCs in 2015/16	First report on the accreditation of academic programmes and institutions by BEPCs, CHE and the CBE	None	Final report on the accreditation of academic programmes and institutions by BEPCs, CHE and the CBE

¹ Ditto

² There is a further suggestion from some Council members to increase the number of candidates and interns to 1000(2015/16), 2000(2016/17) and 3000(2017/18) under a project " Number of candidates on the BEPCs database (in the pipeline for many years) mentored and coached to be registerable", also hinging on the availability of resources.

Programme 3: BE Research, Information and Advisory (formerly Research and Information in the Built Environment)

Strategic Goal 3: An optimally functioning built environment with a responsive and relevant policy and legislative framework based on informed and researched positions.

Strategic Objective 3: To provide informed and researched advice to government on BE priority matters identified in the 2014 - 2019 MTSF

Strategic Objective	Audited Actual performance				Estimated Unaudited Performance	Medium-Term Targets		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
3.1 To provide informed and researched advice to government on BE priority matters identified in the 2014-19 Medium-Term Strategic Framework (MTSF)	None	Facilitate participation of BEPs to integrated development within the context of national goals	Facilitate participation of BEPs to integrated development within the context of national goals	Research reports on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy by 31 March 2014	Research projects on BE issues pertinent to BE professionals, DPW, and BE issues impacting on service delivery and the economy by 31 March 2015	Research projects on BE priority matters identified in the 2014 - 2019 MTSF by 31 March 2016	Research projects on BE priority matters identified in the 2014 - 2019 MTSF by 31 March 2017	Research projects on BE priority matters identified in the 2014 - 2019 MTSF by 31 March 2018

Programme 3: Performance Indicators

Programme performance indicators	Audited Actual performance					Estimated Unaudited Performance		Medium-Term Targets	
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	
3.1 Number of research projects on built environment industry skills initiatives at schools, universities and workplace training	-	-	-	-	-	One research project on currently existing BE industry initiatives on Maths & Science support interventions at basic education level, submitted to BEMC, by 31 March 2016	One research project on currently existing BE industry initiatives on career awareness interventions, submitted to BEMC by 31 March 2017	One research project on currently existing BE industry initiatives on tertiary phase student support programmes and workplace training for graduates, submitted to BEMC by 31 March 2018	
3.2 One research project on the survey on BE technical professionals employed at municipal, provincial and national departments and SOEs by 31 March 2016	-	-	-	-	Research report on BE professional skills in municipalities by 31 March 2015	One research project on BE technical professionals employed in municipalities and provinces, submitted to BEMC by 31 March 2016	One research project on BE technical professionals employed in national departments and SOEs, submitted to BEMC by 31 March 2017	One research project on attraction, development and retention of BE technical professionals employed in the public sector, submitted to BEMC by 31 March 2018	
3.3 One research project on the Occupational Specific Dispensation (OSD) Framework's role in attraction and retention of built environment professions and skills in the provinces and national departments.	-	-	-	-	-	One research project on OSD Framework's role in attraction and retention of built environment professions in the public sector, discussed with DPSA, by 31 March 2016	One research project on BE technical skills development strategies at municipal level, submitted to COGTA by 31 March 2017	One research on built environmental professions' technical skills development strategies, at provincial and national levels, submitted to DPSA, by 31 March 2018	

Programme performance indicators	Audited Actual performance					Estimated Unaudited Performance		Medium-Term Targets		
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18		
3.4 Research project on the viability of government infrastructure agency	-	-	-	-	-	First phase research project on the viability of government infrastructure agency submitted to Council by 31 March 2016.	Second phase research project on the viability of government infrastructure agency submitted to Council by 31 March 2016	Viability study on the government infrastructure agency submitted to DPW by 31 March 2016		
3.5 Research project on incorporation of labour intensive construction and job creation requirements in public sector infrastructure and construction projects contracts	-	-	-	-	-	First phase research project on incorporation of labour intensive construction and job creation opportunities in public sector infrastructure and construction projects contracts, submitted to Council by 31 March 2016	Second phase research project on incorporation of labour intensive construction and job creation opportunities in the public sector infrastructure and construction projects contracts, submitted to Council by 31 March 2017	Final research report approved on incorporation of labour intensive construction and job creation opportunities in the public sector infrastructure and construction projects contracts, submitted to DPW by 31 March 2018		

Programme 3: Quarterly Targets

Programme performance indicators	Reporting period	Annual target 2015/16	Quarterly targets			
			1 st	2 nd	3 rd	4 th
3.1 Number of research projects on built environment industry skills initiatives at schools, universities and workplace training	Quarterly	One research project on currently existing BE industry initiatives on Maths & Science support interventions at basic education level, submitted to BEMC, by 31 March 2016.	Literature review on currently existing BE industry initiatives on Maths & Science support interventions at basic education level	First draft survey report on existing Maths and Science support programmes within the Built Environment	Second draft survey report on existing Maths and Science support programmes within the BE	Final report on the existing Maths and Science support programmes within the BE
3.2 One research project on the survey on BE technical professionals employed at municipal, provincial and national departments and SOEs by 31 March 2016	Quarterly	One research project on BE technical professionals employed in municipalities and provinces, submitted to BEMC by 31 March 2016	Literature review on profile of national and provincial departments BE technical professionals	First draft report on the profile of BE professionals employed at national and provincial departments	First draft report on the profile of BE professionals employed at SOEs	Final research report on the profile of BE technical professionals employed at national and provincial departments and SOEs.
3.3 One research project on the Occupational Specific Dispensation (OSD) Framework's role in attraction and retention of built environment professions and skills in the provinces and national departments	Quarterly	One research project on OSD Framework's role in attraction and retention of built environment professions in the public sector, discussed with DPSA, by 31 March 2016	Collation of information on Occupational Specific Dispensation framework	Analysis of information on OSD framework	Stakeholder consultations (DPSA, DPW infrastructure departments and COGTA) on current OSD framework	Formulation of recommendations and advisory report to relevant decision makers (DPSA) on OSD framework
3.4 Research project on the viability of government infrastructure agency	Quarterly	First phase research project on the viability of government infrastructure agency submitted to Council by 31 March 2016.	Literature review and international research on the viability of a government infrastructure agency	First draft report on the first phase research on the viability of a government infrastructure agency	Stakeholder consultations on the first phase research on the viability of a government infrastructure agency	Final report on the first phase research on the viability of a government infrastructure agency
3.5 Research project on incorporation of labour intensive construction and job creation requirements in public sector infrastructure and construction projects contracts	Quarterly	First phase research project on incorporation of labour intensive construction and job creation opportunities in public sector infrastructure and construction projects contracts, submitted to Council by 31 March 2016	Literature review of incorporation of labour intensive construction and job creation in public sector infrastructure and construction projects contracts	First draft report on incorporation of labour intensive construction and job creation in public sector infrastructure and construction projects contracts	Second draft report on incorporation of labour intensive construction and job creation in public sector infrastructure and construction projects contracts	Final report on the first phase research on incorporation of labour intensive construction and job creation in public sector infrastructure and construction projects contracts

Programme 4: Regulation and Oversight of six BEPCs (formerly Public Interest)

Strategic Goal 4: Built Environment Professionals (BEPs) that operate within a regulated policy and legislative framework.

Strategic Objective: To act an appeal body on matters of law regulating the built environment professions and to promote and ensure high standards of professional ethics and conduct within the built environment.

Strategic Objective	Audited Actual performance				Estimated Unaudited Performance	Medium-Term Targets		
	2010/11	2011/12	2012/13	2013/14		2015/16	2016/17	2017/18
4.1 Act as an appeal body on matters of law regulating the built environment professions and promote and ensure high standards of professional ethics within the built environment (BE)	None	All appeal cases resolved within the 60 days	Appeal cases finalised (within 60 days)	Annual report on 100% finalisation of appeals within statutory 60 days by 31 March 2014	Act as an appeal body on matters of law regulating the built environment professions and promote and ensure high standards of professional ethics within the BE by 31 March 2015	100% finalisation of appeals within statutory 60 days by 31 March 2016	100% finalisation of appeals within statutory 60 days by 31 March 2017	100% finalisation of appeals within statutory 60 days by 31 March 2018
4.2 Implementation analysis of CBE's corporate governance framework for the six BEPCs	-	-	-	Corporate governance framework for BEPCs completed by 31 March 2014	Report on consultation and adoption of the Corporate Governance Framework within the six BEPCs by 31 March 2015	Corporate Governance implementation Checklist assessment in the six BEPCs, submitted to Council and DPW, by 31 March 2016	Monitoring and evaluation of corporate governance implementation in the six BEPCs, submitted to Council and DPW by 31 March 2017	Report on Monitoring and evaluation of corporate governance compliance in the six BEPCs, submitted to Council and DPW by 31 March 2018
4.3 Adoption and implementation by the six BEPCs of a CBE all encompassing Monitoring and Evaluation Framework						Project on development by CBE and adoption by six BEPCs, of an all encompassing CBE monitoring and evaluation framework for BEPCs, submitted to Council and DPW by 31 March 2016	Oversight report on implementation of the all encompassing Monitoring and Evaluation Framework by six BEPCs, submitted to Council and DPW by 31 March 2017	Oversight report on implementation of the all encompassing Monitoring and Evaluation Framework by six BEPCs, submitted to Council and DPW by 31 March 2018

Programme 4: Performance Indicators

Programme performance indicators	Actual audited performance					Estimated Unaudited Performance			Medium-Term Targets	
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18		
4.1 Percentage of appeals submitted to CBE by persons aggrieved by decisions of six BEPCs, finalised within statutory 60 days from lodgement		All appeal cases resolved within the 60 days	Appeal cases finalised (within 60 days) by 31 March 2014		Annual report on 100% finalisation of appeals within statutory 60 days by 31 March 2015	100% finalisation of appeals within statutory 60 days by 31 March 2016	100% finalisation of appeals within statutory 60 days by 31 March 2017	100% finalisation of appeals within statutory 60 days by 31 March 2018		
4.2 Implementation report of the Competition Commission (CC) decision on the IDoW exemption applications for the six BEPCs	None	Five scopes of work for the professions (IDoW)	One scope of work completed by 31 March 2013 (IDoW)	IDoW for the five BEPs implemented by 31 March 2014	Report on implementation of the decision of the CC on IDoW of five BEPCs and ECSA's, by 31 March 2015	Implementation report submitted to Council on the decision of the CC on IDoW of six BEPCs by 31 March 2016	Implementation report submitted to Council of the decision of the CC on IDoW of six BEPCs by 31 March 2017	Implementation report submitted to Council of the decision of the CC on IDoW of six BEPCs by 31 March 2018		
4.3 Implementation analysis of CBE's corporate governance framework for the six BEPCs	-	-	-	Corporate governance framework for BEPCs completed by 31 March 2014	Report on consultation and adoption of the Corporate Governance Framework within the six BEPCs by 31 March 2015	Corporate Governance Implementation Checklist assessment in the six BEPCs, submitted to Council and DPW, by 31 March 2016	Research report submitted to Council benchmarking IDoW in other countries by 31 March 2016	Monitoring and evaluation of corporate governance implementation in the six BEPCs, submitted to Council and DPW by 31 March 2017	Report on Monitoring and evaluation of corporate governance compliance in the six BEPCs, submitted to Council and DPW by 31 March 2018	

Programme performance indicators	Actual audited performance						Estimated Unaudited Performance		Medium-Term Targets		
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18			
4.4 Implementation programme of Ministerial approved BE policy frameworks and their translation into rules by six BEPCs	-	-	-	-	-	Six BEPCs implementation programme on translation of four Ministerial approved BE policies into rules by BEPCs by 31 March 2016	Six BEPCs implementation programme on translation of further BE Ministerial approved BE policies into rules by BEPCs by 31 March 2017	Six BEPCs implementation programme on implementation of further Ministerial approved BE policies into rules by BEPCs by 31 March 2018			
4.5 PFMA compliance roadmap by the six BEPCs						PFMA compliance roadmap by the six BEPCs, submitted to BEMC, by 31 March 2016	Adoption of the PFMA roadmap by the six BEPCs, submitted to BEMC by 31 March 2017	Implementation report of PFMA roadmap by the six BEPCs, submitted to BEMC by 31 March 2018			
4.6 Timetable on the alignment of Strategic Plans, Annual Performance Plans (APP) and Annual Reports (AR) of the six BEPCs to those of CBE and DPW						Timetable on the alignment of Strategic Plans, Annual Performance Plans and Annual Reports of the six BEPCs to those of CBE and DPW, submitted to Council and DPW by 31 March 2016	Submission of aligned SPs, APPs and ARs of the six BEPCs to Council and DPW by 31 March 2017	Submission of aligned SPs, APPs and ARs of the six BEPCs to Council and DPW by 31 March 2018			
4.7 Adoption and implementation by the six BEPCs of a CBE all encompassing Monitoring and Evaluation Framework						Project on development by CBE and adoption by the six BEPCs, of an all encompassing CBE monitoring and evaluation framework for BEPCs, submitted to Council and DPW by 31 March 2016	Oversight report on implementation of the all encompassing Monitoring and Evaluation Framework by the six BEPCs, submitted to Council and DPW by 31 March 2017	Oversight report on implementation of the all encompassing Monitoring and Evaluation Framework by the six BEPCs, submitted to Council and DPW by 31 March 2018			

Programme 4: Quarterly Targets

Programme performance indicators	Reporting period	Annual target 2015/16	Quarterly targets			
			1 st	2 nd	3 rd	4 th
4.1 Percentage of appeals submitted to CBE by persons aggrieved by decisions of six BEPCs, finalised within statutory 60 days from lodgement	Quarterly	100% finalisation of appeals within statutory 60 days by 31 March 2016	100% finalisation of appeals within 60 days	100% finalisation of appeals within 60 days	100% finalisation of appeals within 60 days	100% finalisation of appeals within statutory 60 days approved by CEO
4.2 Implementation report of the Competition Commission (CC) decision on the IDoW exemption applications for the six BEPCs	Quarterly	Implementation report submitted to Council of the decision of the CC on IDoW of the six BEPCs by 31 March 2016 Research report submitted to Council on benchmarking of IDoW in other countries by 31 March 2016	At least two stakeholder consultations on implementation of the Identification of Work Literature review and international research on IDoW in other countries	At least two stakeholder consultations on implementation of the Identification of Work First draft report on IDoW in other countries	Draft report on the implementation of the Identification of Work Stakeholder consultations on the first draft of IDoW in other countries	Final report on the implementation of the CC decision on IDoW of six BEPCs Final report on IDoW in other countries
4.3 Implementation analysis of CBE's corporate governance framework for the six BEPCs	Quarterly	Corporate Governance Implementation Checklist assessment in the six BEPCs, submitted to Council and DPW, by 31 March 2016	Report on consultation with three BEPCs on corporate governance compliance checklist	Report on Consultation with three BEPCs on corporate governance compliance checklist	Draft report on assessment of BEPCs compliance to CBE Corporate Governance framework	Final monitoring and oversight report on BEPC compliance with CBE Corporate Governance Framework
4.4 Implementation programme of Ministerial approved BE policy frameworks and their translation into rules by six BEPCs	Quarterly	Six BEPCs implementation programme on translation of four (4) Ministerial approved BE policies into rules by BEPCs, by 31 March 2016	Development of Assessment Plan for translation of four BE policies into rules by BEPCs	Consultations with three BEPCs on Assessment Plan for translation of four BE policies into rules	Consultations with three BEPCs on draft Assessment Plan for translation of four BE policies into rules	Progress report of the translation of four BE policies into rules by six BEPCs
4.5 PFMA compliance roadmap by the six BEPCs	Quarterly	PFMA compliance roadmap by the six BEPCs, submitted to BEMC, by 31 March 2016	Engagements report of PFMA compliance status quo by the six BEPCs	Development of PFMA compliance roadmap by two BEPCs	Development of PFMA compliance roadmap by two BEPCs	Development of PFMA compliance roadmap by two BEPCs

Programme performance indicators	Reporting period	Annual target 2015/16	Quarterly targets			
			1 st	2 nd	3 rd	4 th
4.6 Timetable on the alignment of Strategic Plans, Annual Performance Plans (APP) and Annual Reports (AR) of the six BEPCs to those of CBE and DPW	Quarterly	Timetable on the alignment of Strategic Plans, Annual Performance Plans and Annual Reports of the six BEPCs to those of CBE and DPW, submitted to Council and DPW by 31 March 2016	Assessment report on level of compliance of the six BEPCs to the Strategic Plan and Annual Performance Plan of the CBE and DPW and development of a compliance roadmap	Development of Strat plans, APPs and ARs compliance framework by two BEPCs	Development of Strat plans, APPs and ARs compliance framework by two BEPCs	Development of Strat plans, APPs and ARs compliance framework by two BEPCs
4.7 Adoption and implementation by the six BEPCs of a CBE all encompassing Monitoring and Evaluation Framework	Quarterly	Project on development by CBE and adoption by the six BEPCs, of an all encompassing CBE monitoring and evaluation framework for BEPCs, submitted to Council and DPW by 31 March 2016	Development of a consolidated CBE's monitoring and compliance checklist and framework	Consultation with three BEPCs on CBE's consolidated monitoring and oversight framework	Consultation with three BEPCs on monitoring and oversight framework	Final report on adoption of a consolidated CBE monitoring and oversight framework by the six BEPCs

ANNEXURE A - TECHNICAL INDICATORS

TECHNICAL INDICATORS

Programme 1: Government Policies and Priorities

Strategic objective: Built environment (BE) academic curricula and CPD programmes, that embodies health and safety in construction, environmental sustainability and job creation through labour intensive construction as well the as infrastructure delivery management system (IDMS).

Indicator Title	Incorporation of health & safety into BE academic curricula.
Short definition	The academic curricula of all BE programmes to include adequate coverage of health and safety issues during the reporting period.
Purpose/importance	Curricula and the education of built environment professionals embodied in educational programmes, influence their knowledge in infrastructure design and its performance against the goals of health and safety in order to protect the public against adverse outcomes.
Reporting cycle	Quarterly
Desired performance	Health and Safety issues forming part of the curricula of BE programmes.
Indicator Responsibility	Manager: Research and Policy

Indicator Title	Incorporation of environmental sustainability into BE academic curricula.
Short definition	The academic curricula of all BE programmes to include adequate coverage of environmental sustainability issues during the reporting period.
Purpose/importance	Curricula and the education of built environment professionals embodied in educational programmes, influence their knowledge in infrastructure design and its performance against the goals of health and safety in order to protect the public against adverse outcomes.
Reporting cycle	Quarterly
Desired performance	Environmental sustainability issues forming part of the curricula of BE programmes.
Indicator Responsibility	Manager: Research and Policy

Indicator Title	Incorporation of labour intensive construction into BE academic curricula.
Short definition	The academic curricula of all BE programmes to include labour intensive construction issues.
Purpose/importance	Curricula and the education of built environment professionals influence their knowledge in infrastructure design and its performance against labour intensive construction to increase the labour absorbing capacity of infrastructure development and its contribution to job creation, poverty alleviation and economic development.
Reporting cycle	Quarterly
Desired performance	Labour intensive construction issues forming part of the curricula of BE programmes.
Indicator Responsibility	Manager: Research and Policy

Indicator Title	Incorporation of the Infrastructure Development Management System (IDMS) into BE academic curricula.
Short definition	BE academic curricula to include IDMS.
Purpose/importance	The academic curricula of all BE programmes to include adequate coverage of the IDMS to facilitate efficient government infrastructure delivery and its desired impact and contribution to job creation, poverty alleviation and economic development.
Reporting cycle	Quarterly
Desired performance	The IDMS methodology forming part of the curricula of BE programmes.
Indicator Responsibility	Manager: Research and Policy

Indicator Title	Formulation of Continuous Professional Development (CPD) skills programmes on IDMS.
Short definition	Development of CPD points bearing, skills programmes on the IDMS.
Purpose/importance	Built Environment Professionals (BEPs) like all other recognised and regulated professions in South Africa, need to ensure that they maintain the relevance and timeousness of their knowledge base through CPD programmes in order to ensure that their professional services are of the highest quality and within professional and national statutory requirements. Furthermore, South Africa being a developing economy, needs to ensure that BEPs are responsive to national development imperatives of health and safety, environmental sustainability and job creation through labour intensive construction in order to contribute to job creation, and support government's infrastructure delivery initiatives, including the adoption of IDMS.
Reporting cycle	Quarterly
Desired performance	CPD skills programmes on IDMS which are points bearing.
Indicator Responsibility	Manager: Research and Policy

Programme 2: Skills for Infrastructure Delivery (formerly Skills Development in the Built Environment)

Strategic objective: Drive and facilitate skills development and transformation within the Built Environment.

Indicator Title	Projects to support Strategic Integrated Projects (SIPs) skills production and development initiatives for SIPs identified high demand skills categories (Engineers, Quantity Surveyors, Construction & Project Managers, Landscape Architects, Town Planners, Land & Engineering Surveyors and Geographic Information Systems (GIS) scientists.
Short definition	Skills development interventions to increase the number of built environment professions to support SIPs.
Purpose/importance	SIPs form the core of government's planned infrastructure delivery programme and BE skills are at the centre of infrastructure delivery.
Reporting cycle	Quarterly
Desired performance	Adequate number of built environment professions to support SIPs determined through an inclusive consultative process with Department of Higher Education and Training (DHET) and the Presidential Infrastructure Coordinating Commission.
Indicator Responsibility	Skills Development Practitioner

Indicator Title	Skills development initiatives based on the CBE Transformation Model to increase the representation of previously disadvantaged groups in the built environment professions (BEPs).
Short definition	Initiatives and projects by stakeholders implementing the CBE Transformation Model through Maths and Science support programmes in schools.
Purpose/importance	The built environment professions must reflect appropriate quality and quantity to meet the planned infrastructure delivery needs of the country. Transformation and the lack of adequate technical skills availability is affecting how infrastructure budgets are spent leading to lower economic growth and the perpetuation of poverty, inequality and unemployment.
Reporting cycle	Quarterly
Desired performance	Increasing number of Previously Disadvantaged Individuals and women within the built environment professions.
Indicator Responsibility	Manager: Skills Development

Indicator Title	Accreditation of academic programmes and institutions offering BE courses.
Short definition	Professional Councils are statutorily required to accredit BE programme on a 5 year cycle with the CBE required to play an oversight role and ensure that the accreditation is within the prescripts of the principles and requirements of DHET and the Council on Higher Education.
Purpose/importance	To ensure that all BE programmes and institutions offer accredited programmes to maintain high standards of education of built environment professionals.
Reporting cycle	Quarterly
Desired performance	All BE programmes are accredited.
Indicator Responsibility	Manager: Skills Development

Indicator Title	Implementation of a quality workplace training framework for BE candidates and interns.
Short definition	Implementation of the CBE workplace training model.
Purpose/importance	The built environment professions must reflect appropriate quality and quantity to meet the planned infrastructure delivery needs of the country.
Reporting cycle	Quarterly
Desired performance	All BE candidates' and interns' practical work is adequately quality assured to comply with Built Environment Professional Council's competency framework for registration.
Indicator Responsibility	Skills Development Practitioner

Programme 3: BE Research, Information and Advisory (formerly Research and Information in the Built Environment)

Strategic Objective 3: To provide informed and researched advice to government on BE priority matters identified in the 2014 - 2019 MTSF.

Indicator Title	Research project on BE skills development initiatives.
Short definition	To provide research support to the BE skills development initiatives including Maths & Science.
Purpose/importance	<ul style="list-style-type: none"> To provide advice to government on BE priority matters that are identified in the MTSF and NDP and provide information and knowledge management resources for the BE to inform government policy on an annual basis. Sections 4 a, d, and e impels the CBE to offer advice to the Minister of Public Works on BE matters.
Reporting cycle	Quarterly
Desired performance	Research of a scholarly nature that is peer reviewed by a panel of experts and owned by stakeholders through an inclusive, consultative process.
Indicator Responsibility	Manager: Research and Policy

Indicator Title	Research projects to strengthen the built environment technical capacity of the state and the country.
Short definition	To provide research and advisory services to government on measures to strengthen the technical capacity of municipal, provincial and national spheres of government by increasing the number and quality of BEPs employed to undertake infrastructure and service delivery.
Purpose/importance	<ul style="list-style-type: none"> To provide advice to government of BE priority matters that are identified in the MTSF and NDP and provide information and quality research on the BE to inform government policy on an annual basis. Sections 4 a, d, and e impels the CBE to offer advice to the Minister of Public Works on BE matters, whilst the dynamic and changing BE sector requires regulatory intelligence to inform government planning and infrastructure investment.
Reporting cycle	Quarterly
Desired performance	Research of a scholarly nature that is peer reviewed by a panel of experts and owned by stakeholders through an inclusive, consultative process.
Indicator Responsibility	Manager: Research and Policy

Indicator Title	Research project on the viability of a government infrastructure agency.
Short definition	To provide research on the viability of a state infrastructure agency that will centralise the planning and delivery of infrastructure for national, provincial and municipal levels of government.
Purpose/importance	<ul style="list-style-type: none"> Infrastructure delivery remains a challenge especially for provincial and municipal levels of government due to limited technical capacity, whilst the move is in government to centralise tender provision at National Treasury and the management of the public sector property portfolio through the Property Management Trading Entity (PMTE) at the Department of Public Works. Sections 4 a, d, and e of the CBE Act impels the CBE to offer advice to the Minister of Public Works on BE matters, whilst the dynamic and changing BE sector requires regulatory intelligence to fine tune government planning and infrastructure investment.
Reporting cycle	Quarterly
Desired performance	Research of a scholarly nature that is peer reviewed by a panel of experts and owned by stakeholders through an inclusive, consultative process.
Indicator Responsibility	Manager: Research and Policy



Programme 4: Regulation and Oversight of six BEPCs (formerly Public Interest)

Strategic Objective: To act an appeal body on matters of law regulating the built environment professions and to promote and ensure high standards of professional ethics and conduct within the built environment.

Indicator Title	All appeals submitted to CBE by persons aggrieved by decisions on BEPCs finalised within statutory 60 days from lodgement legislated timeline.
Short definition	Any person aggrieved by a decision of any BEPC may in terms of the CBE Act, 43 of 2000, appeal to the CBE.
Purpose/importance	The appeal mechanism enhances administrative justice and accountability by BEPCs.
Reporting cycle	Quarterly
Desired performance	The CBE's Appeal Committee must decide an appeal within 60 days of lodgement.
Indicator Responsibility	Manager : Legal and Regulations

Indicator Title	Implementation of the Competition Commission (CC) decision on the IDoW exemption applications for the six BEPCs
Short definition	The Professional Council's legislations allows them to restrict the provision of professional services on delineated scopes of work to only registered built environment professionals in an specified registration category in order to protect the public against sub-standards technical services.
Purpose/importance	<ul style="list-style-type: none"> • Work is identified to be conducted by registered persons whose competence was properly assessed by BEPCs to protect the users of services against incompetent service providers and therefore the health and safety of the public. • In terms of Section 20(2) of the CBE Act, 43 of 2000, the CBE must, after consultation with the Competition Commission and in consultation with the BEPCs, identify the scope of work for every category of registered persons.
Reporting cycle	Quarterly
Desired performance	IDoW is developed and agreed to on a widely consultative basis and is approved by the Competition Commission.
Indicator Responsibility	Manager: Legal and Regulations

Indicator Title	Corporate governance implementation analysis within six BEPCs.
Short definition	The CBE is impelled by Section 3 (f) of its Act to promote sound governance of the built environment professions and has thus developed a Corporate Governance Framework to assist BEPCs in enhancing good governance in their operations.
Purpose/importance	To enhance corporate governance within BEPCs.
Reporting cycle	Quarterly
Desired performance	BEPCs comply with principles of corporate governance.
Indicator Responsibility	Manager : Legal and Regulations

Indicator Title	Ministerial approved BE policy frameworks translated into rules by BEPCs.
Short definition	Concise guide for BEPCs on how to institutionalise the policy frameworks developed by the CBE and DPW.
Purpose/importance	The CBE Act mandates it to ensure the uniform application of norms and guidelines set by the councils for the professions throughout the built environment and the consistent application of policy.
Reporting cycle	Quarterly
Desired performance	BEPCs implement CBE policy frameworks.
Indicator Responsibility	Manager : Legal and Regulations

Indicator Title	PFMA compliance roadmap by six BEPCs.
Short definition	BEPCs are aligned to government-wide financial and performance planning framework and objectives.
Purpose/importance	BEPCs are statutory creations giving statutory powers that are implemented through public funding from built environment professions. They therefore need to be compliant with the principles and requirements of the PFMA.
Reporting cycle	Quarterly
Desired performance	BEPCs comply with the PFMA.
Indicator Responsibility	Manager : Legal and Regulations

Indicator Title	Alignment of the six BEPC's Strategic Plans, Annual Performance Plans and Annual Reports to those of the CBE and DPW.
Short definition	BEPCs are aligned to government-wide financial and performance planning framework and objectives.
Purpose/importance	This project seeks to ensure that the six Professional Councils, on their path to compliance with the PFMA, are also compliant by ensuring that their Strategic Plans, Annual Performance Plans and Annual Reports meet statutory requirements.
Reporting cycle	Quarterly
Desired performance	BEPCs comply with statutory requirements of Strategic Plans, Annual Performance Plans and Annual Reports.
Indicator Responsibility	Manager : Strategic Planning and Monitoring & Evaluation

Indicator Title	Development of the consolidated CBE monitoring and evaluation framework for the six BEPCs.
Short definition	BEPCs are aligned to government-wide financial and performance planning framework and objectives, policies from DPW and government wide priorities and programmes in the built environment.
Purpose/importance	BEPCs are statutory creations to regulate the conduct of built environment professions who perform functions that are key to socio-economic development. It is therefore important that BEPCs through their functions, ensures that the built environment professionals support and are aligned to government's developmental priorities and programme.
Reporting cycle	Quarterly
Desired performance	BEPCs comply with statutory performance reporting requirements.
Indicator Responsibility	Manager : Strategic Planning and Monitoring & Evaluation

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