

FINANCIAL YEAR 2022/23

QUARTER 2

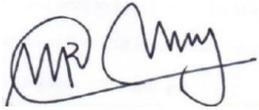
PERFORMANCE INFORMATION

01 JULY 2022 – 30 SEPTEMBER 2022

APPROVAL OF THE SECOND QUARTER REPORT FOR THE FINANCIAL YEAR 2022/23

This quarterly report was developed by the Council for the Built Environment (CBE) under the stewardship of its Accounting Authority, the CBE Council.

It has been prepared in line with the targets set out in the annual performance plan and captures the performance of the CBE for the second quarter of the 2022/23 financial year.

A handwritten signature in black ink, appearing to read 'M Myeza', written over a horizontal line.

M Myeza (Mr)
Chief Executive Officer

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1. ACRONYMS AND DEFINITIONS

| | |
|-------------|--|
| AGSA | Auditor General South Africa |
| APP | Annual Performance Plan |
| BE | Built Environment |
| BEP/s | Built Environment Professions/als |
| The CBE Act | Council for the Built Environment Act 43 of 2000 |
| CBE | Council for the Built Environment |
| CBEP | Councils for the Built Environment Professions |
| CEO | Chief Executive Officer |
| CHS | Construction Health and Safety |
| cidb | Construction Industry Development Board |
| COGTA | Department of Cooperative Governance and Traditional Affairs |
| Council | CBE Council (the accounting authority of the organisation) |
| DDM | District Development Model |
| DiSA | Disability Information South Africa |
| DPWI | Department of Public Works and Infrastructure |
| ERRP | Economic Recovery and Reconstruction Plan |
| 4IR | Fourth Industrial Revolution |
| HDI | Historically Disadvantaged Individual |
| HR | Human Resources |
| ICT | Information Communications Technology |

| | |
|----------|---|
| IT | Information Technology |
| IoT | Internet of Things |
| Minister | Minister of Public Works and Infrastructure |
| MoU | Memorandum of Understanding |
| NDP | National Development Plan |
| NDPIP | NDP Five-Year Implementation Plan |
| NSG | National School of Government |
| NIP | National Infrastructure Plan |
| NT | National Treasury |
| OHS | Occupational Health and Safety |
| PFMA | Public Finance Management Act |
| PWD | Persons with Disabilities |
| Rakoma | Rakoma and Associates Inc |
| SCM | Supply Chain Management |
| SETA | Sector Education Training Authority |
| TCC | Transformation Collaborative Committee |
| ToR | Terms of Reference |
| UoT | University of Technology |
| WIL | Work Integrated Learning |

Committees/Sub-Committees of Council

| | |
|-------|--|
| AC | Appeal Committee |
| ARC | Audit and Risk Committee |
| BEMC | Built Environment Matters Committee |
| EXCO | Executive Committee |
| FHLC | Finance, Human Resources and Legal Committee |
| ISC | IDoW Steering Committee |
| ITSC | IT Steering Committee |
| ORMC | Operational Risk Management Committee |
| SEGC | Social, Ethics and Governance Committee |
| SMMCC | Stakeholder Management, Marketing and Communications Committee |

Councils for the Built Environment Professions (CBEP)

| | |
|---------|---|
| SACAP | South African Council for the Architectural Profession |
| SACLAP | South African Council for the Landscape Architectural Profession |
| ECSA | Engineering Council of South Africa |
| SACPVP | South African Council for the Property Valuers Profession |
| SACPCMP | South African Council for the Project and Construction Management Professions |
| SACQSP | South African Council for the Quantity Surveying Profession |

CBE Programmes

| | |
|-------------|--|
| Programme 1 | Administration |
| Programme 2 | Empowerment and Economic Development |
| Programme 3 | Professional Skills and Capacity Development |
| Programme 4 | Research and Knowledge Management |
| Programme 5 | Public Protection, Policy and Legislation |

Transformation Collaborative Committees

| | |
|--------|---|
| HSPPUA | Health, Safety, Public Protection and Universal Access |
| OSD | Occupation Specific Dispensation |
| PPLSED | Procurement, Policy, Legislation and Socio-Economic Development |
| PSCD | Professional Skills and Capacity Development |
| WEGE | Women Empowerment and Gender Equality |

PART A
EXECUTIVE SUMMARY

2. EXECUTIVE SUMMARY

The Council for the Built Environment (CBE) is a Schedule 3A Public Entity as per the Public Finance Management Act (PFMA). The CBE is a statutory body in existence since the enactment of the Council for the Built Environment Act (No 43 of 2000) (The CBE Act). It is an entity of the Department of Public Works and Infrastructure (DPWI). The CBE is responsible for regulating the following Councils for the Built Environment Professions (CBEP) in South Africa - Architecture, Landscape Architecture, Engineering, Property Valuation, Project and Construction Management, and Quantity Surveying.

The objectives of the CBE as per section 3 of the CBE Act are to:

- (a) promote and protect the interest of the public in the built environment;*
- (b) promote and maintain a sustainable built environment and natural environment;*
- (c) promote ongoing human resources development in the built environment;*
- (d) facilitate participation by the built environment professions in integrated development in the context of national goals;*
- (e) promote appropriate standards of health, safety and environmental protection within the built environment;*
- (f) promote sound governance of the built environment professions;*
- (g) promote liaison in the field of training in the Republic and elsewhere and to promote the standards of such training in the Republic;*
- (h) serve as a forum where the built environment professions can discuss relevant—*
 - (i) required qualifications;*
 - (ii) standards of education;*
 - (iii) training and competence;*
 - (iv) promotion of professional status; and*
 - (v) legislation impacting on the built environment; and*
- (i) ensure uniform application of norms and guidelines set by the councils for the professions throughout the built environment.*

This report presents the performance of the CBE for the second quarter of the 2022/23 financial year, inclusive of challenges and issues encountered by CBE Programmes in pursuit of the 2022/23 financial year targets outlined in the Annual Performance Plan (APP). It further details the CBE's financial performance up to 30 September 2022. The report is presented in five parts:

- a. Part A is the Executive Summary, a synopsis of the CBE's performance in terms of its mandate and strategic objectives set out in its Strategic Plan
- b. Part B provides a detailed Governance Report
- c. Part C is a detailed analysis of the performance of each Programme
- d. Part D is a detailed Financial Report for the quarter
- e. Part E is the Human Resource Report for this reporting period

The CBE implements its annual performance plan (APP) through five Programmes:

- i. Programme 1: Administration
- ii. Programme 2: Empowerment and Economic Development
- iii. Programme 3: Professional Skills and Capacity Development
- iv. Programme 4: Research and Knowledge Management
- v. Programme 5: Public Protection, Policy and Legislation

National Treasury Regulation 5.3.1 requires the Accounting Officer to establish procedures for quarterly reporting to the Executive Authority, to facilitate effective performance monitoring, evaluation and corrective action. Procedures for quarterly reporting have been established based on the August 2011 National Treasury Guidelines, "Preparation of Quarterly Performance Reports Guidelines", in line with the Presidency's outcomes-based approach.

The CBE's 2022/23 APP has 15 quarterly targets set for the second quarter. Eleven of these targets were achieved, and four targets were not achieved. This translates the overall quarter two performance of the CBE against its annual targets for the 2022/23 financial year to 73% as shown in Table 1.

Table 1: Achievement Status of Quarter Two Targets

| APP Programme | Number of Quarterly Targets | Achieved | Not Achieved |
|---|-----------------------------|-----------|--------------|
| Programme 1: Administration | 3 | 2 | 1 |
| Programme 2: Empowerment and Economic Development | 4 | 2 | 2 |
| Programme 3: Professional Skills and Capacity Development | 3 | 2 | 1 |
| Programme 4: Research and Knowledge Management | 2 | 2 | 0 |
| Programme 5: Public Protection, Policy and Legislation | 3 | 3 | 0 |
| Quarter Two Total Targets | 15 | 11 | 4 |

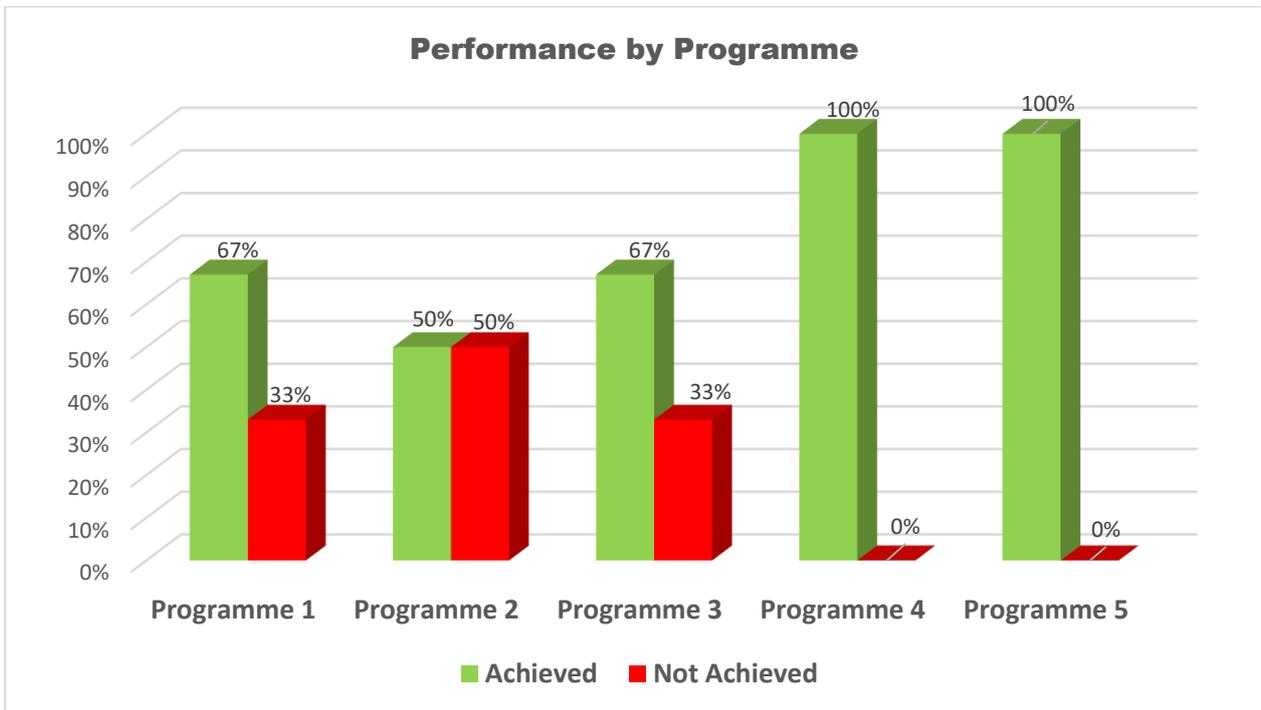


Figure 1: Second Quarter Programme Performance

Highlights of Quarter 2 Performance

The highlights for the quarter under review were the following:

- a) The identified priority actions regarding the CBE's revised organisational structure for the second quarter were implemented by 30 September 2022. The salary cost review for prioritised positions was approved, internal staff were 're-placed' in their new roles and the external advertisement for the prioritised positions was published during August and September 2022.
- b) Four articles were published during the quarter to raise the profile of CBE:
 - Article 1:** *CBE co-signs Infrastructure Built Environment Anti -Corruption Pledge* - published in Engineering News on 4 July 2022
 - Article 2:** *GPF, CBE to collaborate on transforming the construction sector* – published in Engineering News on 17 August 2022
 - Article 3:** *Achieving Gender Equality, Diversity, and Inclusion in the Built Environment Professions* – published in Concrete Trends on 29 September 2022
 - Article 4:** *Shattering the Glass Ceiling: Gender, equality, diversity, and inclusion in the built environment professions* – published in Media Update on 30 September 2022
- c) The report on CBE's programme on the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure was developed by 30 September 2022.
- d) Three stakeholders were engaged on the empowerment of people with disabilities in the Built Environment:
 - i. 11 July 2022 – the Department of Women, Youth and People with Disabilities (DWYPWD) was engaged on the impact of the White Paper on the rights of persons with disabilities
 - ii. 30 August 2022 – CBEP (the Engineering Council of South Africa [ECSA], South African Council for the Project and Construction Management Professions [SACPCMP] and South African Council for the Property Valuers Profession [SACPVP]) were engaged to discuss the empowerment of professionals with disabilities
 - iii. 8 September 2022 - DPWI was engaged on the empowerment of Persons with Disabilities (PWD) and the challenges faced by them in the built environment

- e) Twelve districts were supported through monitoring the implementation of the BE Structured Candidacy Programme in Provincial infrastructure departments by 30 September 2022.
- f) The first draft research report on the assessment of BE Candidacy Programmes within public sector institutions was produced.
- g) One news issue on gender equality, diversity and inclusion in the built environment professions was developed, which published in Concrete Trends, Media Update, Africa.com, Sunday World and BizCommunity.
- h) There was hundred percent finalisation of lodged appeals within the 60-day prescribed period by 30 September 2022.
- i) There was hundred percent finalisation of complaints received from the public within 90 days from the date of lodgement.

Challenges

Four targets were not achieved during the quarter under review due to the following issues:

Programme 1.2 - *Cloud Additional Servers and Disaster Recovery procurement process completed by 30 September 2022.*

This target is to enable the CBE to meet its organisational strategic goals through technological platforms and solutions, while ensuring that it aligns to Fourth Industrial Revolution (4IR) and Internet of Things (IoT) changes across industries and around the world. The quarterly target was not achieved due to the delay in migration to cloud services. The terms of reference (ToR) for additional cloud servers and Disaster Recovery were approved, however, the procurement process is still underway. The closing date for submission of proposals is 12 October 2022 and the service provider will be appointed in the next quarter.

Programme 2.3 - *Report on the launch of the Built Environment youth development programme produced by 30 September 2022.*

The CBE intends to endorse programmes that promote youth development in the Built Environment, which will address the CBE's following medium-term priority areas :

1. Transforming the Built Environment
2. Producing skilled (i.e. fit-for-purpose) Built Environment Professionals
3. Expediting the empowerment of women, youth and PWD in the Built Environment

The quarterly target was not achieved. The crowd funding platform to assist with funding BE students at higher education institutions intended to launch during the Women Empowerment webinar in August 2022. This event was subsequently postponed to 5 October 2022 due to delays in internal processes.

Programme 2.4 - One stakeholder engagement on TCC outcomes hosted by 30 September 2022.

The aim of sector coordination is to allow for more integrated, joined-up conversation and coherent responses to inform government policy timeously. From a sector perspective, this interface will demonstrate the importance of the industry, facilitate more resilient workforce planning, and increase the number of appropriately qualified people with relevant, certified lifelong skills that will benefit the economy. The target was not achieved due to the non-availability of key stakeholders. The engagement will be held in the next quarter.

Programme 3.2 - Progress report on the placement of 100 UoT BE students in workplaces for work integrated learning produced by 30 September 2022.

The quarterly target was not achieved. Most students did not submit their work integrated learning (WIL) monitoring templates citing connectivity issues and printer access challenges. More effort will be invested in strengthening partnerships with workplaces and universities to achieve the ensuing quarters' targets and the annual target. Work has started to monitor the 100 students from Central University of Technology (CUT) and similar recovery plans will follow with other universities of technology (UoTs), including the Cape Peninsula University of Technology (CPUT), Walter Sisulu University (WSU), Tshwane University of Technology (TUT), Vaal University of Technology (VUT) and UNISA.

Human Resource Management

1. Mr Manamela was appointed Acting Chief Shared Services Officer in line with the implementation of the revised structure, whilst the recruitment of all Chief Officers is in progress.
2. Internal personnel, 're-placed' in line with the revised structure, assumed their new roles on 01 July 2022.

PART B
GOVERNANCE

3. GOVERNANCE

3.1 INTRODUCTION

The CBE takes its governance responsibility from the relevant legislation and principles of the King IV Report on Corporate Governance for South Africa (King IV™). According to this Report, Corporate Governance is about the exercise of ethical and effective leadership by the CBE Council (Council). Such leadership includes the following responsibilities for the Council:

- a. Providing strategic direction to the CBE
- b. Approving policy to put strategy into effect
- c. Providing informed oversight of implementation and performance
- d. Disclosing (Reporting)

The pursuance of ethical and effective leadership should result in the following beneficial outcomes for the CBE:

- a. Ethical culture
- b. Sustainable performance and value-creation
- c. Adequate and effective control by the Council
- d. Protecting and building trust in the CBE as an organisation, its reputation and legitimacy

3.2 EXECUTIVE AUTHORITY

The Minister of Public Works and Infrastructure (the Minister) is the Executive Authority of the CBE.

3.3 ACCOUNTING AUTHORITY

The CBE Council is the Accounting Authority of the organisation. The CBE was established in terms of the Council for the Built Environment Act, 43 of 2000 (referred to as the CBE Act.) Some of the key functions assigned to the CBE by the CBE Act include the following outlined in section 4:

- i. *(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;

- ii. (e) facilitate inter-ministerial co-operation concerning issues relating to the built environment;*
- iii. (f) provide advice and consultation on national policy that could impact on the built environment, human resource development in relation to the built environment professions and the recognition of new professions;*
- iv. (g) comment, if necessary, on all proposed legislation impacting on health and safety in the built environment;*
- v. (i) advise the professional councils on matters of national importance where the needs of the State, as communicated to the Council through the relevant Minister, require joint and coordinated action by the built environment professions;*
- vi. (k) ensure the consistent application of policy by the professional councils with regards to: accreditation, registration, competence testing of registered persons, codes of conduct for the professions, principles for determination of fees in accordance with any legislation relating to the promotion of competition, and standards of health, safety and environmental protection within the built environment; and*
- vii. (m) act as an appeal body with regards to matters referred to it in terms of the law regulating the built environment professions.*

In addition, the CBE is mandated to:

- i. 4(f) effect policy coordination within the Built Environment*
- ii. 3(d) promote the participation of the built environment professions in integrated development within the context of national goals*
- iii. 3(f) promote sound governance of the built environment professions*
- iv. 3(h) act as the conduit for communication between Government and the BEPs*

3.4 COMPOSITION OF THE COUNCIL

The CBE Act (section 5) stipulates that Council comprises twenty members (non-executive), appointed by the Minister, consisting of:

- a. One representative from the Department of Public Works and Infrastructure (DPWI);*
- b. Not more than three persons nominated by state departments within whose functional areas the professions are also practised;*
- c. Two representatives nominated by each council for the professions; and*

d. *Not more than four persons nominated by the public.*

The CBE Act stipulates a formal process for the appointment of members. The Minister appoints the Chairperson, Deputy-Chairperson and members of the Council for a period of four years. A Company Secretary supports the Council and its Committees on governance matters. The Chief Executive Officer (CEO) and CBE staff are responsible for operational matters.

Cabinet approved the appointment of the Fifth Term Council on 7 November 2018, effective from 1 November 2018 to 31 October 2022. The Act requires the Minister of Public Works and Infrastructure to determine first meeting of Council. The Fifth Term Council was inaugurated on 16 January 2019, the date determined by the Minister for the first meeting of Council. The inauguration was followed by an induction session on 17 January 2019.

The Chairperson of the Council resigned on 27 June 2019 with immediate effect. The Deputy Chairperson, in terms of the provisions of section 9(3) of The CBE Act, performed the functions and exercised the powers of the Chairperson until the Minister appointed the new Chairperson.

The Minister appointed four members to the Council on 20 January 2020 –

- i. Dr SS Dlamini (Chairperson)
- ii. Mr CV Gamede
- iii. Ms K Naidoo
- iv. Mr WO Mothowamodimo

Since November 2019, the following Council members resigned from the 5th Term Council citing various reasons –

| No | Name | Representation | Resignation Date |
|----|-----------------|----------------|------------------|
| 1 | Ms IM Vieira | Public | 19 November 2019 |
| 2 | Dr P Dala | Public | 4 January 2021 |
| 3 | Ms U Exner | Public | 13 January 2021 |
| 4 | Ms HN Molao | SACPCMP | 30 June 2021 |
| 5 | Mr JL Margolius | SACPVP | 7 July 2021 |
| 6 | Mr CV Gamede* | ECSA | 1 August 2021 |

| No | Name | Representation | Resignation Date |
|----|---------------------------------|--|-------------------|
| 7 | Ms ZY Makhathini | Department of Water Affairs and Sanitation | 27 August 2021 |
| 8 | Ms K Naidoo | SACAP | 30 September 2021 |
| 9 | Dr CH Deacon | SACPCMP | 8 November 2021 |
| 10 | Dr J Badul | Department of Environmental Affairs | 9 February 2022 |
| 11 | Mr G Meyer | SACQSP | 23 February 2022 |
| 12 | Ms N Qina | SACQSP | 25 February 2022 |
| 13 | Ms NV Fakude (Representative) – | Public | 24 March 2022 |
| 14 | Ms F Rabada (Representative) – | DPWI | 30 June 2022 |

*Passed Away

The CBE followed the statutory process to replace the public representatives and submitted the report to the Minister of PWI (Public Works and Infrastructure) on 24 February 2021.

On 23 March 2022, the Minister appointed the three public representatives, one of whom declined the nomination:

- a) Mr A Latchu
- b) Ms DL Maraka

On 2 June 2022, the Minister appointed six members of Council:

| No | Name | Representation |
|----|----------------|----------------|
| 1 | Mr B Simelane | SACPCMP |
| 2 | Mr G Mbuthia | SACPCMP |
| 3 | Ms HA Mtshali | ECSA |
| 4 | Ms L Shongwe | SACAP |
| 5 | Mr ME Moshodi | Department |
| 6 | Mr PN Phukubje | Public |

Table 2: Fifth Term Council

| Name | Designation (<i>Section of the Act which endorses the appointment</i>) | Gender | Date Appointed | Date Resigned | Date Term Ended |
|------------------------------------|--|--------|----------------|---------------|-----------------|
| 1. Dr S Dlamini (Chairperson) | Section 5(2)(c) Nominated by SACAP | Male | 20 Jan 2020 | - | - |
| 2. KEM Mogodi (Deputy Chairperson) | Section 5(2)(b) read with section 6 (3)(b) Representative of state departments | Female | 1 Nov 2018 | - | - |
| 3. NE Hutamo | Section 5(2)(c) Nominated by SACLAP | Male | 1 Nov 2018 | - | - |
| 4. Dr KI Jacobs | Section 5(2)(c) Nominated by ECSA | Male | 1 Nov 2018 | - | - |
| 5. WO Mothowamodimo | Section 5(2)(c) Nominated by SACLAP | Male | 20 Jan 2020 | - | - |
| 6. ST Mthembu | Section 5(2)(d) Public nominee | Female | 1 Nov 2018 | - | - |
| 7. H Ndlovu | Section 5(2)(c) Nominated by SACPVP | Male | 1 Nov 2018 | - | - |
| 8. A Latchu | Section 5(2)(d) Public nominee | Male | 23 Mar 2022 | - | - |
| 9. DL Maraka | Section 5(2)(d) Public nominee | Female | 23 Mar 2022 | - | - |
| 10. L Shongwe | Section 5(2)(c) Nominated by SACAP | Male | 2 Jun 2022 | - | - |
| 11. BB Simelane | Section 5(2)(c) Nominated by SACPCMP | Male | 2 June 2022 | - | - |
| 12. G Mbuthia | Section 5(2)(c) Nominated by SACPCMP | Male | 2 June 2022 | - | - |
| 13. HA Mtshali | Section 5(2)(c) Nominated by ECSA | Female | 2 June 2022 | - | - |
| 14. ME Moshodi | Section 5(2)(b) Nominated by Department of Water and Sanitation | Male | 2 June 2022 | - | - |
| 15. PN Phukubje | Section 5(2)(d) Public nominee | Male | 2 June 2022 | - | - |

| Name | Designation (<i>Section of the Act which endorses the appointment</i>) | Gender | Date Appointed | Date Resigned | Date Term Ended |
|-----------------------------|--|--------|----------------|--------------------------|-----------------|
| Council Resignations | | | | | |
| F Rabada | Section 5(2)(a) Representative Department of Public Works and Infrastructure | Female | 1 Nov 2018 | 30 June 2022 | - |
| NV Fakude | Section 5(2)(d) Public nominee | Female | 23 Mar 2022 | 24 Mar 2022 | - |
| N Qina | Section 5(2)(c) Nominated by SACQSP | Female | 1 Nov 2018 | 25 Feb 2022 | - |
| GH Meyer | Section 5(2)(c) Nominated by SACQSP | Male | 1 Nov 2018 | 23 Feb 2022 | - |
| Dr J Badul | Section 5(2)(b) Nominated by Department of Environmental Affairs | Female | 1 Nov 2018 | 9 Feb 2022 | - |
| Dr CH Deacon | Section 5(2)(c) Nominated by SACPCMP | Female | 1 Nov 2018 | 8 Nov 2021 | - |
| K Naidoo | Section 5(2)(c) Nominated by SACAP | Female | 20 Jan 2020 | 30 Sep 2021 | |
| ZY Makhathini | Section 5(2)(b) Nominated by Department of Water and Sanitation | Female | 1 Nov 2018 | 27 Aug 2021 | - |
| CV Gamede | Section 5(2)(c) Nominated by ECSA | Male | 20 Jan 2020 | (Passed away) 1 Aug 2021 | |
| JL Margolius | Section 5(2)(c) Nominated by SACPVP | Male | 1 Nov 2018 | 7 July 2021 | - |
| HN Molao | Section 5(2)(c) Nominated by SACPCMP | Female | 1 Nov 2018 | 30 June 2021 | - |
| U Exner | Section 5(2)(d) Public nominee | Female | 1 Nov 2018 | 13 Jan 2021 | - |
| Dr P Dala | Section 5(2)(d) Public nominee | Male | 1 Nov 2018 | 4 Jan 2021 | - |
| IM Vieira | Section 5(2)(d) Public nominee | Female | 1 Nov 2018 | 21 Nov 2019 | - |

| Name | Designation (<i>Section of the Act which endorses the appointment</i>) | Gender | Date Appointed | Date Resigned | Date Term Ended |
|-------------------------|---|---------------|-----------------------|----------------------|------------------------|
| AM Molobe (Chairperson) | Section 5(2)(c) Nominated by SACLAP | Male | 1 Nov 2018 | 27 June 2019 | - |
| Adv B Tihakung | Section 5(2)(c) Nominated by ECSA | Female | 1 Nov 2018 | 23 Nov 2018 | - |

3.5 COMMITTEES OF COUNCIL

Table 3: Committees of Council

| STATUTORY COMMITTEES | | | | | | |
|---|---|--|---|--|---|---|
| Executive Committee (EXCO) | | Audit and Risk Committee (ARC) | | | Appeal Committee | |
| Presidents Forum | | AUDIT AND RISK SUB-COMMITTEES | | | | |
| | | IT Steering Committee (ITSC) | Operational Risk Management Committee (ORMC) | | | |
| COMMITTEES OF COUNCIL ESTABLISHED AND RECOMMENDED | | | | | | |
| Social, Ethics and Governance Committee (SEGC) | Finance, Human Resources and Legal Committee (FHLC) | BUILT ENVIRONMENT MATTERS COMMITTEE (BEMC) | | | | |
| | | Stakeholder Management, Marketing and Communications Committee (SMMCC) | Transformation Collaborative Committees (TCC) | | | |
| | | | Health, Safety, Public Protection and Universal Access (HSPPUA) | Occupation Specific Dispensation (OSD) | Procurement Policy, Legislation and Socio-Economic Development (PPLSED) | Professional Skills and Capacity Development (PSCD) |

Bold: Council Committees
 Unbold: Council Sub-Committees

STATUTORY COMMITTEES

Executive Committee

Executive Committee (EXCO) – as prescribed and mandated by section 12 of the CBE Act. In terms of the CBE Act, EXCO may hold meetings as and when necessary, but at least four times per year.

Council appointed an Executive Committee on 27 January 2022 consisting of the following persons:

1. Dr S Dlamini (Chairperson)
2. Me KEM Mogodi (BEMC Chairperson)
3. Dr KI Jacobs (FHLC Chairperson)

The EXCO terms of reference was reviewed and adopted by Council on 27 May 2021:

- a. Ensure that the resolutions of the Council are carried out;
- b. Consider any matter delegated to it by the Council in terms of any law, and advise the Council in connection therewith;
- c. Prepare estimates of revenue and expenditure of the Council;
- d. Control the expenditure of monies voted by Council in its approved estimates and all other monies or funds made available by the Council;
- e. Exercise or perform any power, duty or function delegated to it by the Council and such other powers as may be delegated to it by Council in terms of section 16 of the CBE Act;
- f. Report at every ordinary meeting of the Council on the activities of the committee;
- g. *It is noted that (a) to (f) above are functions allocated to the EXCO by legislation. It must however be noted that Council, as the Accounting Authority, is empowered to consider all relevant steps to ensure good governance and adequate financial control. The need for Council not to involve itself in operational matters dictate that the functions (c) and (d) be performed by the CBE administration, as per the delegation of authority by Council, and overseen by Council supported by the Audit and Risk Committee (ARC);*
- h. Oversee Risk Governance with reference to:
 - (i) The review of performance information as per the quarterly and annual reports prepared by management
 - (ii) The review of mitigating measures proposed by management to address identified performance shortfalls and other identified risks, and monitor and assist

management in its execution of mitigating measures and/or propose mitigating measures

- i. Make recommendations to Council on the above and inform Council of decisions finalised in terms of the Council's delegation.

EXCO Meetings held during the Quarter

| Date | Scheduled | Special | Purpose |
|-------------------|-----------|---------|---|
| 29 July 2022 | | | Quarterly deliverables; approve statutory submissions |
| 23 September 2022 | | | To address urgent Council matters |

| Matters Approved by EXCO | Q2 |
|--|----|
| External Audit Management Letter and Audit Report – Chairperson's Sign-off | |
| Audited Financial Statements | |
| Audited Annual Report | |
| Quarter 1 Report | |

| Matters Considered by EXCO | Q2 |
|--|----|
| Risk Management Report; Strategic-; Operational Risk Register; Emerging Risk Report; Risk Management Implementation Plan | |
| Internal and External Q1 Audit Finding Matrix | |
| Compliance Report | |
| Stakeholder Management Report | |
| IA* Gap Analyses Report: Former CEO Settlement | |
| Appeal Matter: SACAP** Ruling | |

*IA Internal Audit

**SACAP South African Council for the Architectural Profession

Audit and Risk Committee

The ARC is constituted in terms of section 77 of the PFMA, read with Chapter 9 of the Treasury Regulations. The ARC consists of three external members and two Council members. The ARC Chairperson is an external member. The ARC assesses CBE's risks, with reference to the entity's

available resources, expertise, experience of financial management, supply chain management (SCM), and the internal audit function. The ARC has a charter that outlines its terms of reference.

The role of the ARC is to assist Council to ensure that:

- a. The CBE has implemented an effective policy framework and plan for Risk Management that will enhance the CBE's ability to achieve its strategic objectives;
- b. The disclosure regarding risk is comprehensive, timely, and relevant;
- c. Review the annual financial statements, and summarised integrated information;
- d. Comment on the annual financial statements, the accounting practices and the effectiveness of the internal financial controls;
- e. Review the disclosure of sustainability issues in the reporting to ensure that it is reliable and does not conflict with the financial information;
- f. Recommend to Council the engagement of an external assurance provider on material sustainability issues;
- g. Recommend quarterly and annual reports to for approval by Council;
- h. Review the content of the summarised information for whether it provides a balanced view;
- i. Engage the external auditors to provide assurance on the summarised financial information; and
- j. Ensure that the Risk Register is updated in line with the APP on a bi-annual basis.

Table 4: Audit and Risk Committee Membership

| Name | Internal / External | Date Appointed | Date Resigned | Contract Ended |
|-----------------------|---------------------|-----------------|---------------|----------------|
| P Stock (Chairperson) | External Member | 11 April 2019 | - | |
| LM Mangquku | External Member | 11 April 2019 | - | |
| Dr L Konar | External Member | 11 April 2019 | - | |
| ST Mthembu* | Council Member | 1 November 2018 | - | |
| PN Phukubje** | Council Member | 2 June 2022 | - | |

*(Appointed to ARC by Council on 10 March 2021) (First ARC meeting attended 21 April 2021)

** (Appointed to serve on ARC by Council on 25 August 2022) (First ARC meeting attended 25 October 2022)

ARC Meetings held during the Quarter

| Date | Scheduled | Special | Purpose |
|--------------|-----------|---------|-------------------|
| 26 July 2022 | | | Quarterly meeting |

| Matters Recommended by ARC | Q2 |
|--|----|
| 2022/2023 Quarter 1 Report: Performance Information, Governance, Finance | |
| External Audit Management Letter and Audit Report | |
| Audited 2021/2022 Financial Statements | |
| Audited 2021/2022 Annual Report | |

| Matters Considered by ARC | Q2 |
|---|----|
| In-committee Meetings with External Audit; Internal Audit; Management | |
| AGSA* Material Irregularity (MI) Training | |
| IA Quarter Report: Progress against the IA Plan | |
| IA Report on Q1 Performance Information and targets achieved | |
| IA Levy Income Report | |
| IT Steering Committee Chairperson's Report | |
| Risk Management Report, Strategic and Operational Risk Register, Emerging Risk Register, Fruitless and Wasteful Expenditure Register, Irregular Expenditure Register, Risk Management Implementation Plan | |
| External and Internal Q1 Audit Finding Matrix | |
| Compliance Report | |
| POPIA** Compliance Report | |
| Contract Register | |
| Procurement Report | |
| Fraud Management Report | |
| Staff Culture Survey Outcome Report | |
| Consequence Management Report | |

*AGSA Auditor General South Africa

**POPIA Protection of Personal Information Act

THE APPEAL COMMITTEE

The Council for the Built Environment Act, 43 of 2000, (the CBE Act) and the professions Acts make provision for the lodgement of appeals against decisions of the Councils for the Built Environment (CBEP). The CBE Act [section 21(3)] requires an Appeal Committee (AC) to be appointed for every appeal lodged, consisting of three persons, viz.

- i. a legally qualified and experienced person
- ii. a professional with appropriate experience
- iii. a specialist in the professional field concerning the appeal

The appointed Appeal Committee must decide an appeal within 60 days of its lodgement, as prescribed by section 21(5) of the CBE Act.

Table 5: Appointed Appeal Committee

| Name | Capacity (Chairperson or BE generalist) |
|--------------------------------|---|
| James Ndebele | Chairperson |
| Derick Jeffrey Block | Chairperson |
| Matsobane Gabriel Mello | Chairperson |
| Bruno Segopotso Seabela | Chairperson |
| Skhumbuzo Mncedi Vakalisa | Chairperson |
| Sydwell Sibongile Mketsu | Chairperson |
| Boitumelo Obert Mmusinyane | Chairperson |
| Linda Lydia Manyathi | Chairperson |
| Lebogang Cordelia Stroom-Nzama | Chairperson |
| Matolwane Ignatius Mokotjo | Chairperson |
| Selemo Ben Makubung | Chairperson |
| Xolisa Mnyani | BE Generalist |
| Charl de Villiers | BE Generalist |
| Mark Pencharz | BE Generalist |
| Makoy Serge Banza | BE Generalist |
| Darryl Robert Riley | BE Generalist |
| Tracey Leah Myers | BE Generalist |
| Shoayb Loonat | BE Generalist |
| Ronald Basil Watermeyer | BE Generalist |
| Jeffrey Frank Pipe | BE Generalist |
| Eugene Vaughan Barnard | BE Generalist |

SPECIALIST/S IDENTIFIED BY THE CEO AS PER COUNCIL RESOLUTION

| Name | Capacity (Chairperson or BE generalist) |
|-------------------------|--|
| Maria Caterina Paschini | Mark Oates vs South African Council for the Architectural Profession (SACAP) |

APPEAL COMMITTEE SITTINGS

I. MARK OATES VERSUS THE SOUTH AFRICAN COUNCIL FOR THE ARCHITECTURAL PROFESSION (SACAP)

| | |
|------------------------------|--------------|
| Date of lodgement: | 6 May 2022 |
| Date on which 60 days lapse: | 5 July 2022 |
| Date of the appeal hearing: | 23 June 2022 |
| Date of decision: | 4 July 2022 |

NATURE OF THE APPEAL

An appeal was lodged on 6 May 2022 against a decision of SACAP's Disciplinary Tribunal for its finding and sanction imposed on the appellant.

The appeal was lodged due to the manner in which the respondent (SACAP) procedurally handled the complaint, lodged by a member of the public. It challenges the processes followed as irregular on the basis that the appellant was sanctioned for charges not initially included in the complaint; the charges were not investigated properly; and that the appellant was not afforded his rights in terms of section 33 of the Constitution, among others.

APPEAL COMMITTEE APPOINTED

| | |
|----------------------------|-------------|
| Mr James Ndebele | Chairperson |
| Mr Xolisa Mnyani | Generalist |
| Ms Maria Caterina Paschini | Specialist |

OUTCOME OF THE APPEAL

The Appeal was upheld. The Appeal Committee found that SACAP acted beyond its powers and abused the processes when it acted against the appellant, and further that procedural laws were disregarded.

COST OF THE APPEAL

| | |
|----------------------------|-------------|
| Mr James Ndebele | R 51 000.00 |
| Mr Xolisa Mnyani | R 42 000.00 |
| Ms Maria Caterina Paschini | R 37 500.00 |

II. THABO HLABELA VERSUS THE ENGINEERING COUNCIL OF SOUTH AFRICA (ECSA) AND ANOTHER

| | |
|------------------------------|------------------|
| Date of lodgement: | 11 July 2022 |
| Date on which 60 days lapse: | 9 September 2022 |
| Date of the appeal hearing: | 29 August 2022 |
| Date of decision: | 29 August 2022 |

NATURE OF THE APPEAL

An appeal was lodged on 11 July 2022 against ECSA's Investigation Committee for its alleged failure to prefer charges against a registered person. Initially, the appellant lodged this appeal on 8 November 2021 and a ruling on it was made on 20 December 2021. The ruling held that the CBE did not have jurisdiction to adjudicate on the matter as the decision being appealed was not made by ECSA's Council.

As part of its ruling, the Appeal Committee referred the matter back to ECSA to confirm whether the decision of its Investigating Committee was adopted by its Council. Such confirmation was received on 4 July 2022 and the CBE has since advised the appellant of

his option to lodge a fresh appeal. The appellant elected to proceed with a new appeal, based on the same papers.

APPEAL COMMITTEE APPOINTED:

| | |
|-------------------|-------------------------------------|
| Adv Gabriel Mello | Chairperson (Admitted Advocate) |
| Mr Mark Pencharz | Generalist (Professional Architect) |
| Mr Clint Koopman | Specialist (Professional Engineer) |

OUTCOME OF THE APPEAL

The appeal was postponed with an order to suspend the 60-day statutory period. The 60-day suspension during the hearing was to enable the first respondent (ECSA) to provide outstanding documents to the appellant; the 60-day period will resume from date on which the matter is ready to be heard.

COST OF THE APPEAL

The CBE is awaiting invoices from the Appeal Committee Members to determine the cost of the appeal.

III. MILFORT MOLOTO VERSUS SOUTH AFRICAN COUNCIL FOR THE PROJECT AND CONSTRUCTION MANAGEMENT PROFESSIONS (SACPCMP)

| | |
|------------------------------|-----------------|
| Date of lodgement: | 17 August 2022 |
| Date on which 60 days lapse: | 17 October 2022 |
| Date of the appeal hearing: | 10 October 2022 |
| Date of decision: | In progress |

NATURE OF THE APPEAL

An appeal was lodged on 17 August 2022 against SACPCMP for failure to approve the appellant's registration application as a Professional Construction Manager.

APPEAL COMMITTEE APPOINTED:

| | |
|-------------------|--|
| Mr Sydwell Mketsu | Chairperson (Admitted Attorney) |
| Mr Shoayb Loonat | Generalist (Professional Quantity Surveyor) |
| Dr Watermeyer | Specialist (Professional Construction Manager) |

OUTCOME OF THE APPEAL

In Progress. The appeal decision is due on or before 17 October 2022.

IV. ERNEST DUNCAN VERSUS SOUTH AFRICAN COUNCIL FOR THE PROJECT AND CONSTRUCTION MANAGEMENT PROFESSIONS (SACPCMP)

| | |
|------------------------------|------------------|
| Date of lodgement: | 8 September 2022 |
| Date on which 60 days lapse: | 7 November 2022 |
| Date of the appeal hearing: | In progress |
| Date of decision: | In progress |

NATURE OF THE APPEAL

An appeal was lodged on 8 September 2022 against SACPCMP for failure to approve the appellant's registration application as a Professional Construction Health and Safety Agent.

APPEAL COMMITTEE APPOINTED

The appointment of the appeal committee is in progress.

OUTCOME OF THE APPEAL

The appeal decision is due on or before 7 November 2022.

OTHER COMMITTEES

Finance, Human Resources and Legal Committee (FHLC)

Council appointed the following members to serve on the FHLC:

1. Dr KI Jacobs (FHLC Chairperson)
2. NE Hutamo (FHLC Deputy Chairperson)
3. Dr S Dlamini (Council Chairperson) (Member)
4. KEM Mogodi (Council Deputy Chairperson) (Member)
5. JL Margolius (Member)(Resigned 7 July 2021)
6. HN Molao (Member)(Resigned 30 June 2021)
7. ST Mthembu (Member)

The FHLC terms of reference was approved by Council on 27 May 2021:

a. With regard to Finance

- (i) Consider matters of financial strategy and policy (including procurement and SCM), risk management and insurance as they relate to the operation of the CBE, in particular the optimum use of available and potential financial resources (including internal investment options and their rate of return);
- (ii) Consider and assess investment opportunities available to the CBE in respect of all funds, which it administers, and determine the manner and extent to which funds are to be invested with a view to ensuring both security and optimisation of income;
- (iii) Review the annual financial statements of the CBE in conjunction with ARC, and make recommendations to Council;
- (iv) Receive and consider budget proposals from the Executive and recommend the annual operating and capital budgets to Council;
- (v) Monitor compliance with the Public Finance Management Act (PFMA) in respect of matters relating to the CBE Act;

- (vi) Review the adequacy of the working capital by comparing cash focus against the actual;
- (vii) Receive reports of fraud relating to the CBE;
- (viii) Report on activities of the Committee at every ordinary meeting of the Council;
- (ix) Establish an annual work plan to ensure that all relevant matters of the Committee's roles and responsibilities are covered;
- (x) Receive recommendations from the Bid Specification, Bid Evaluation, and Bid Adjudication Committees as prescribed in the SCM policy; and
- (xi) Take resolutions, make recommendations, receive information and consult as required by the Delegation of Authority (DoA).

b. With regard to Human Resources

- (i) Consider and make recommendations on the Human Resources (HR) Strategy to ensure that CBE is able to attract, retain and develop the best possible talent to support business performance;
- (ii) Consider and make recommendations on the creation or review of an organisational culture, structure, and processes, which seek to support the development of staff and optimisation of their potential, in particular those who have been previously disadvantaged to address any existing inequalities in staff profiles and organisational practice;
- (iii) Ensure compliance with all employment legislation such as Employment Equity Act, Labour Relations Act and Basic Conditions of Employment Act, etc.;
- (iv) Consider and make recommendations on a formal and transparent procedure for developing a policy on remuneration with particular reference to Senior Management;
- (v) Determine the annual remuneration adjustments for CBE staff; and
- (vi) Create and abolish Senior Management positions, appointments, transfers and promotions of Senior Managers; the CEO's performance appraisal, and implementation of disciplinary action against the CEO.

c. With regard to Legal-matters

- (i) Deal with the BE Policy proposal by DPWI relating to the repeal of the CBE Act;
- (ii) Deal with the Identification of Work (IDoW); Appeals; Planning, Monitoring and Evaluation; and other legal compliance matters within the CBEP;
- (iii) Deal with Corporate Governance matters in Council;
- (iv) Receive information on the data base of Appeals Committee members and recommend inclusions on the database to Council; and
- (v) Receive appeal findings and make recommendations to Council on required corrective action identified by Appeal Committees.

d. With regard to Planning, Monitoring and Evaluation-Matters

Consider planning, monitoring and evaluation functions of the CBE and make recommendations to Council in pursuance of the Council's mandate and strategic objectives.

FHLC Meetings held during the Quarter

| Date | Scheduled | Special | Purpose |
|--------------|-----------|---------|-------------------|
| 22 July 2022 | | | Quarterly meeting |

| | |
|--|-----------|
| Matters Recommended by FHLC | Q2 |
| 2021/2022 Quarter 1 Report: Performance Information, Governance, Finance | |
| Expenditure Report per Council and Committees | |
| Overtime Report | |
| Quarter 1 Procurement Report and Procurement Plan Status Report | |
| Priority Report: Organisational Structure and Positions to be filled | |
| Matters Considered by FHLC | Q2 |
| Human Resources Report | |
| Cost of the Interim Structure | |

| Matters Considered by FHLC | Q2 |
|---|----|
| Upskilling Report | |
| Consequence Management Report | |
| Appeals Outcomes and Rulings (Referred to EXCO for discussion and deliberation) | |
| Compliance Report (Referred to EXCO for discussion and deliberation) | |
| Contract Register (Referred to EXCO for discussion and deliberation) | |
| POPIA Compliance Report (Referred to EXCO for discussion and deliberation) | |

Built Environment Matters Committee

Council appointed the following members to serve on the BEMC:

1. KEM Mogodi (Council Deputy Chairperson) (BEMC Chairperson)
2. GH Meyer (BEMC Deputy Chairperson) (Resigned – 23 February 2022)
3. Dr S Dlamini (Council Chairperson) (Member)
4. Dr J Badul (Member) (Resigned – 9 February 2022)
5. Dr CH Deacon (Member) (Resigned – 8 November 2021)
6. K Naidoo (Member)(Resigned – 30 September 2021)
7. H Ndlovu (Member)
8. N Qina (Member) (Resigned – 25 February 2022)
9. F Rabada (Member)
10. GV Gamede (Member)(Passed Away – 1 August 2021)
11. WO Mothowamodimo (Member)
12. ZY Makhathini (BEMC Chairperson) (Resigned – 27 August 2021)

The BEMC terms of reference was approved by Council on 27 May 2021:

- a. Consider progress reports from management on the achievement of the APP targets per Programme, propose remedial action where required to management and follow up on the implementation thereof through Project Champions;
- b. Project Champions are members of the BEMC allocated the role to promote specific APP targets;

- c. Receive reports and information required in terms of the APP on behalf of Council;
- d. Monitor and guide the CBE's Transformation Strategy;
- e. Monitor and guide the CBE's Stakeholder Management Strategy;
- f. Receive and consider information reported by the six councils for built environment professions (CBEP) to the CBE on a quarterly basis, and recommend remedial steps or intervention where required;
- g. Monitor the execution of actions required of the CBE by the CBE EXCO/President's Forum; and
- h. Consider and recommend all CBE policies not considered by the FHLC to Council.

BEMC Meetings held during the Quarter

| Date | Scheduled | Special | Purpose |
|--------------|-----------|---------|-------------------|
| 25 July 2022 | | | Quarterly meeting |

| Matters Recommended by BEMC | Q2 |
|-----------------------------|----|
| WEGE Webinar | |
| Transformation Strategy | |

| Matters Considered by BEMC | Q2 |
|--|----|
| Presentations and Progress Reports of Transformation Collaborative Committees: | |
| Health, Safety, Public Protection and Universal Access (HSPPUA) | |
| Occupation Specific Dispensation (OSD) | |
| Procurement Policy, Legislation and Socio-Economic Development (PPLSED) | |
| Professional Skills and Capacity Development (PSCD) | |
| Women Empowerment and Gender Equality (WEGE) | |
| Progress on NIP* 2050 | |
| 2022/2023 Quarter 1 Performance Dashboard | |
| IDOw Implementation and Monitoring; Publishing of Guideline Professional Fees and MoU** with CC*** Progress Report | |
| CBEP Quarterly Reports and Registration Statistics | |
| Strategic Risk Register: BE Industry and Transformation | |
| Economic Reconstruction and Recovery Plan (ERRP) | |
| SMMCC Report | |

*NIP National Infrastructure Programme
 **MoU Memorandum of Understanding
 ***CC Competition Commission

Transformation Collaborative Committees Meetings held during 2021 - 2023

| Health, Safety, Public Protection and Universal Access TCC | Occupation Specific Dispensation TCC | Procurement, Policy, Legislation and Socio-Economic Development TCC | Professional Skills and Capacity Development TCC | Women Empowerment and Gender Equality TCC |
|--|--------------------------------------|---|--|---|
| 23 April 2021 | | | | |
| - | - | 22 June 2021 | - | - |
| - | - | 29 June 2021 | - | - |
| 3 September 2021 | | | | |
| 14 September 2021 | - | 14 September 2021 | 17 September 2021 | 16 September 2021 |
| - | 26 October 2021 | - | 1 October 2021 | - |
| - | - | 23 March 2022 | - | - |
| - | - | 30 March 2022 | - | Launch of Advice Desk |
| 13 May 2022 | 6 May 2022 | 11 April 2022 | 9 May 2022 | 3 May 2022 |
| 30 June 2022 | 22 June 2022 | 7 June 2022 | 28 June 2022 | 9 June 2022 |
| 3 August 2022 | - | - | - | - |
| 19 September 2022 | 13 September 2022 | 6 September 2022 | 15 September 2022 | 8 September 2022 |

Council Meetings held during the Quarter

| Date | Scheduled | Special | Purpose |
|------------------|-----------|---------|---|
| 26 July 2022 | | | DM* Meeting with CBE regarding SACAP Ruling |
| 4 August 2022 | | | Meeting regarding the SACAP Ruling |
| 12 August 2022 | | | Meeting regarding the SACAP Ruling |
| 27 August 2022 | | | Quarterly Meeting |
| 7 September 2022 | | | Council Policy Review Workshop |
| 9 September 2022 | | | Address urgent matters and progress |

*DM Deputy Minister of Public Works and Infrastructure

| Matters Approved by Council | Q1 |
|--|-----------|
| WEGE Webinar | |
| IA* Gap Analysis Report Recommendations | |
| Appeals Committee Ruling regarding SACAP | |
| Appointment of Selection Panel: 6 th Term Council Recommendation to the Minister of PWI | |
| 2021/2022 Annual Report for Printing | |
| 2022/2023 Quarter 1 Expenditure Report | |
| Council and Committees Expenditure Report Quarter 1 | |
| Overtime Report | |
| 2022/2023 Quarter 1 Procurement Report | |
| CBE Micro-Structure, Implementation, Priority Report and Change Management | |
| Appointment of six new Council Members to Relevant Committees | |
| Stipends for TCC Chairpersons | |

*IA Internal Audit

National BE Industry Stakeholder Meetings held during the 2021-2023

| Date | National BE Industry Stakeholder Meetings |
|--------------------|--|
| 22 June 2021 | National Stakeholder Engagement |
| 10 September 2021 | BE Sector Input: Draft NIP 2050 |
| 13 September 2021 | Draft NIP 2050 Technical Task Team |
| 14 September 2021 | Draft NIP 2050 Technical Task Team |
| 16 September 2021 | Draft NIP 2050 Technical Task Team |
| 21 September 2021 | Stakeholder Workshop regard the cidb* RoPSP** and ERRP |
| 27 September 2021 | Draft NIP 2050 Technical Task Team |
| 30 September 2021 | Stakeholder Workshop: Procurement Policy and Legal |
| 4 October 2021 | Meeting CBE and cidb regarding RoPSP |
| 27-29 October 2021 | EAPASA*** Strategic Session attended by CBE Deputy Chairperson |
| 28 October 2021 | NIP 2050 Chapter 3: Transformation Concept Document |
| 10 November 2021 | Urgent Stakeholder Meeting: RoPSP |
| 11 November 2021 | NIP 2050 Implementation Plan |
| 12 November 2021 | CBE/EAPASA Meeting |
| 10 December 2021 | CBE National Stakeholder Engagement |
| 6 December 2021 | NT Response regarding Procurement Issues |
| 13 December 2021 | CBE/DPWI Professionalisation of Real Estate Asset Management |
| 2 June 2022 | Postponed to 5 July 2022 |
| 5 July 2022 | CBE National Stakeholder Engagement |
| 1 September 2022 | Postponed to end of October 2022 |
| 5 October 2022 | WEBE Webinar |

| | |
|-----------|--|
| *cidb | Construction Industry development board |
| **RoPSP | Registration of Professional service Providers |
| ***EAPASA | Environmental Assessment Practitioners Association of South Africa |

Table 6: Council and Committees – Composition and Meeting Attendance

| Members | Number of Scheduled Meetings | Number of Special Meetings | Total Meetings Attended | Total Percentage |
|---|------------------------------|----------------------------|-------------------------|------------------|
| EXCO | | | | |
| Dr SS Dlamini (Chairperson) | 1 | 1 | 2 | 100 |
| KEM Mogodi (BEMC Chairperson) | 1 | 1 | 2 | 100 |
| Dr KI Jacobs (FHLC Chairperson) | 1 | 1 | 2 | 100 |
| L Shongwe (Appointed 25 August 2022) | - | 1 | 1 | 100 |
| ARC | | | | |
| P Stock (External Member) (Chairperson) | 1 | 1 | 2 | 100 |
| LM Mangquku (External Member) | 1 | 1 | 2 | 100 |
| Dr L Konar (External Member) | 1 | 1 | 2 | 100 |
| ST Mthembu | 1 | 1 | 2 | 100 |
| PN Phukubje (1 st Meeting 25 October 2022) | - | - | - | - |
| FHLC | | | | |
| Dr KI Jacobs (Chairperson) | 1 | 0 | 1 | 100 |
| NE Hutamo (Deputy Chair) | 0 | 0 | 0 | 0 |
| KEM Mogodi | 1 | 0 | 1 | 100 |
| ST Mthembu | 1 | 0 | 1 | 100 |
| Dr SS Dlamini | 1 | 0 | 1 | 100 |
| A Latchu | 1 | 0 | 1 | 100 |
| DL Maraka | 1 | 0 | 1 | 100 |
| BEMC | | | | |
| KEM Mogodi (Chairperson) | 1 | 0 | 1 | 100 |
| H Ndlovu | 1 | 0 | 1 | 100 |
| F Rabada (Resigned 30 June 2022) | 0 | 0 | 0 | 0 |
| Dr SS Dlamini | 1 | 0 | 1 | 100 |
| WO Mothowamodimo | 1 | 0 | 1 | 100 |
| A Latchu | 1 | 0 | 1 | 100 |
| G Mbutia | 1 | 0 | 1 | 100 |
| ME Moshodi | 0 | 0 | 0 | 0 |
| A Mtshali | 1 | 0 | 1 | 100 |
| BB Simelane | 1 | 0 | 1 | 100 |
| Council | | | | |
| Dr SS Dlamini (Chairperson) | 1 | 4 | 5 | 100 |
| KEM Mogodi (Deputy-Chairperson) | 1 | 4 | 5 | 100 |
| NE Hutamo | 1 | 1 | 2 | 40 |
| Dr KI Jacobs | 1 | 4 | 5 | 100 |
| ST Mthembu | 1 | 4 | 5 | 100 |
| H Ndlovu | 1 | 2 | 3 | 60 |
| F Rabada (Resigned 30 June 2022) | 0 | 0 | 0 | 0 |
| WO Mothowamodimo | 1 | 2 | 3 | 60 |

| Members | Number of Scheduled Meetings | Number of Special Meetings | Total Meetings Attended | Total Percentage |
|-------------|------------------------------|----------------------------|-------------------------|------------------|
| A Latchu | 1 | 4 | 5 | 100 |
| DL Maraka | 1 | 2 | 3 | 60 |
| BB Simelane | 1 | 4 | 5 | 100 |
| G Mbuthia | 1 | 4 | 5 | 100 |
| L Shongwe | 1 | 4 | 5 | 100 |
| ME Moshodi | 0 | 0 | 0 | 0 |
| PN Phukubje | 1 | 3 | 4 | 80 |

REMUNERATION OF COUNCIL MEMBERS

The Minister approved the remuneration rate for Council members on 22 January 2013 according to Category A2 classification (Part time members), as per National Treasury prescripts. These have since been adjusted on an annual basis.

The following members are employed in the public sector and not remunerated:

- (i) NE Hutamo (Local Government)
- (ii) WO Mothowamodimo (Local Government)
- (iii) H Ndlovu (State Department)
- (iv) F Rabada (State Department)
- (v) ME Moshodi (State Department)
- (vi) A Mtshali (SOE)

Council members receive a predetermined amount that includes preparatory fees, and are reimbursed for parking, travel and toll fees.

The remuneration paid to Council members appears in the next table.

Table 7: Council Remuneration

| Designation | Meeting Preparation Time | Per Hour | Per Day |
|---|--|----------|---------|
| Chairperson | Council: 5 hours Special Council: 3 hours EXCO: 3 hours FHLC: 3 hours BEMC: 3 hours Presidents Forum: 3 hours | R581 | R4,646 |
| Deputy Chairperson and Chairpersons of Committees | Council: 5 hours Special Council: 3 hours EXCO: 3 hours FHLC: 3 hours BEMC: 3 hours Presidents Forum: 3 hours | R493 | R3,943 |
| Members of Council / Committees | Council: 5 hours EXCO: 3 hours ARC: 3 hours FHLC: 3 hours BEMC: 3 hours | R459 | R3,669 |

| Name | Remuneration | Other Allowance | Other Re-imbursments | Total |
|--------------------|--------------|-----------------|----------------------|------------|
| Margolius | 0.00 | 0.00 | 0.00 | 0.00 |
| Stock* | 28 982.78 | 0.00 | 0.00 | 28 982.78 |
| Molobe | 0.00 | 0.00 | 0.00 | 0.00 |
| Mogodi | 106 465.00 | 0.00 | 3 953.50 | 110 418.50 |
| Dala | 0.00 | 0.00 | 0.00 | 0.00 |
| Deacon | 0.00 | 0.00 | 0.00 | 0.00 |
| Exner | 0.00 | 0.00 | 0.00 | 0.00 |
| Jacobs | 97 592.00 | 0.00 | 2 816.00 | 100 408.00 |
| Molao | 0.00 | 0.00 | 0.00 | 0.00 |
| Mthembu | 43 116.00 | 0.00 | 1 472.00 | 44 588.00 |
| Ndlovu | 0.00 | 0.00 | 0.00 | 0.00 |
| Qina | 0.00 | 0.00 | 0.00 | 0.00 |
| Meyer | 0.00 | 0.00 | 0.00 | 0.00 |
| Mangquku* | 29 264.05 | 0.00 | 0.00 | 29 264.05 |
| Badul | 0.00 | 0.00 | 0.00 | 0.00 |
| Makhathini (Mathe) | 0.00 | 0.00 | 0.00 | 0.00 |
| Rabada | 0.00 | 0.00 | 0.00 | 0.00 |
| Vieira | 0.00 | 0.00 | 0.00 | 0.00 |
| Hutamo | 0.00 | 0.00 | 0.00 | 0.00 |
| Konar* | 0.00 | 0.00 | 0.00 | 0.00 |
| Dlamini | 113 836.00 | 0.00 | 2 637.87 | 116 473.87 |

| Name | Remuneration | Other Allowance | Other Re-imbursments | Total |
|---------------|--------------|-----------------|----------------------|-----------|
| Naidoo | 0.00 | 0.00 | 0.00 | 0.00 |
| Mothowamodimo | 0.00 | 0.00 | 0.00 | 0.00 |
| Raphela | 15 105.00 | 0.00 | 0.00 | 15 105.00 |
| Kgole | 0.00 | 0.00 | 0.00 | 0.00 |
| Mkondweni | 0.00 | 0.00 | 0.00 | 0.00 |
| Latchu | 49 995.00 | 0.00 | 1 664.00 | 51 659.00 |
| Phukubje | 11 010.00 | 0.00 | 192.00 | 11 202.00 |
| Simelane | 41 739.00 | 0.00 | 864.00 | 42 603.00 |
| Mtshali | 0.00 | 0.00 | 0.00 | 0.00 |
| Shongwe | 0.00 | 0.00 | 0.00 | 0.00 |
| Pepea-Daki | 10 844.00 | 0.00 | 192.00 | 11 036.00 |
| Mbuthia | 32 109.00 | 0.00 | 672.00 | 32 781.00 |
| Ngobeni | 0.00 | 0.00 | 0.00 | 0.00 |

* Audit Committee External Member. The ARC External Members are remunerated in terms of the South African Institute of Chartered Accountants (SAICA) annual determined rates, as approved by the Minister of Public Works and Infrastructure.

3.6 RISK MANAGEMENT

Risk management forms a central part of the CBE's strategic management, tasked with identifying, assessing, managing, and monitoring risks across the organisation. In line with good governance, risk management and planning are an emphasised element for which the Accounting Authority is directly responsible. Risk Management is also a compliance requirement, as per the PFMA.

Updates were populated on the Strategic and Operational Risk registers. Progress on implementing actions on the top risks are submitted to the relevant committees on a quarterly basis, for its monitoring.

Continuous progress is made on the Risk Management Implementation Plan.

3.7 INTERNAL CONTROL AND FINANCIAL MANAGEMENT

The Auditor General South Africa (AGSA) notified the CBE of its intention to no longer conduct the audit of the CBE in accordance with section 4(3) of the Public Audit Act. The CBE appointed Nexia SAB&T Inc to perform the year-end audit for the third year. During the quarter under review, Nexia SAB&T concluded the audit for the 2021/22 financial year. The audit covered all areas within the CBE viz. performance information, finance, supply chain management, IT and human

resources. The audit steering committee meetings, which comprise of CBE management and external audit representatives, were held bi-weekly to track the audit progress.

The entity has obtained a clean audit report for the sixth consecutive year. All the necessary audit documentation was submitted to National Treasury by the prescribed deadline. The CBE performed a detailed analysis of the findings and is implementing action plans for all findings raised. These action plans will be updated quarterly to monitor all findings raised and will be submitted to the relevant Council committees for its monitoring.

3.8 INTERNAL AUDIT

The role of the internal audit function is to improve the CBE's operations. It helps the CBE to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. The internal audit function reports at all ARC meetings and, if necessary, meets with the ARC Chairperson prior to, and immediately after, each ARC meeting.

CBE's internal auditors, Rakoma and Associates Inc quarterly submit written audit reports to the ARC meetings, based on the approved annual internal audit plan.

Based on the approved internal audit plan for the 2022/23 financial year, the following audits were performed during the quarter under review:

- i. Corporate Governance review
- ii. Transformation
- iii. Cyber security review
- iv. Information Communication Technology General control review

The audit on the Performance review for Quarter 2 of 2022/23 will be performed in October 2022.

3.9 COMPLIANCE WITH LEGISLATION AND PROCEDURE

The ARC monitors the CBE's legal compliance. A compliance report is presented to the ARC, FHLC and Council on a quarterly basis.

3.10 FRAUD AND CORRUPTION

The entity implements an up-to-date fraud prevention plan, a requirement set out in section 3.2.1 of Treasury Regulations.

During the quarter under review, no tip-off or incident was received on the fraud hot line. A fraud and corruption awareness virtual workshop for the second quarter was held on 28 September 2022. The awareness presentation was circulated to all staff.

3.11 MINIMISING CONFLICT OF INTEREST

In terms of paragraph 5.6.2 of the CBE's Code of Conduct, CBE employees are required to declare their interests annually by the end of April or upon appointment of new employees. The Declaration of Interest forms are signed before a Commissioner of Oaths and submitted for approval. At the time of reporting, 100% submissions were recorded. No new declarations were submitted during the quarter.

3.12 CODE OF CONDUCT

In terms of paragraph 5.6.5 of the CBE's Code of Conduct, CBE employees are prohibited from conducting business with organs of state.

There were no breaches identified in the submissions.

3.13 HEALTH AND SAFETY AND ENVIRONMENTAL ISSUES

Despite COVID-19 statistics reducing, the CBE continues to observe hygiene protocols. No COVID-19 cases were reported during the quarter.

3.14 TRAINING AND DEVELOPMENT

There were no new training requests processed during the quarter.

3.15 SUPPLY CHAIN MANAGEMENT

The table below indicates the total procurement spend on the following categories:

| | |
|--|-----|
| Historically Disadvantaged Individuals (HDI), Youth and Disabled | 64% |
| State Owned Entities, Other | 0% |
| White males | 36% |

Of the seven awards concluded during the quarter, the CBE procured six times from a level 1 B-BBEE service providers and once from a level 8 B-BBEE service provider. The CBE will endeavour to maintain its HDI percentage. The table below captures the procurement for the second quarter:

Table 8: Procurement

| Procurement Details | Procurement for the 2 nd Quarter ending September 2022 | | | | | |
|--------------------------------------|---|-------------|---------------------|------------|---------------------|--------------------------|
| | Procurement | | Contractual Amount | | Total | Procurement Distribution |
| | R' | % | R' | % | R' | % |
| Women | R 284 255.39 | 52% | R 22 346.88 | 4% | R 306 602.27 | 27% |
| Black Male | <u>R 242 151.59</u> | <u>44%</u> | <u>R 144 093.75</u> | <u>25%</u> | <u>R 386 245.34</u> | <u>35%</u> |
| HDI total | R 526 406.98 | 96% | R 166 440.63 | 29% | R 692 847.61 | 62% |
| Youth | R 21 768.35 | 4% | R 0 | 0% | R 21 768.35 | 2% |
| Disabled | <u>R 0</u> | <u>0%</u> | <u>R 0</u> | <u>0%</u> | <u>R 0</u> | <u>0%</u> |
| Total HDI, Youth and Disabled | R 548 175.33 | 100% | R 166 440.63 | 29% | R 714 615.96 | 64% |
| State Owned Entities/Other | R 0 | 0% | R 0 | 0% | R 0 | 0% |
| White Male | R 0 | 0% | R 399 740.00 | 71% | R 399 740.00 | 36% |

| | | | | | | |
|--------------------------------|--------------|------|--------------|------|----------------|------|
| Totals (adding bolded figures) | R 548 175.33 | 100% | R 566 180.63 | 100% | R 1 114 355.96 | 100% |
|--------------------------------|--------------|------|--------------|------|----------------|------|

The CBE did not identify any Irregular or Fruitless and Wasteful expenditure during the quarter.

3.16 BBBEE performance

The CBE achieved a non-compliant BBBEE rating. The CBE score was discounted in terms of section 3.3.3 of the BBBEE Act as the CBE did not score sufficient points in two of the five measurement criteria.

PART C
PERFORMANCE INFORMATION

4. PERFORMANCE INFORMATION BY PROGRAMME/OBJECTIVE

The CBE implements its 2022/23 APP through five Programmes:

Programme 1: Administration

Programme 2: Empowerment and Economic Development

Programme 3: Professional Skills and Capacity Development

Programme 4: Research and Knowledge Management

Programme 5: Public Protection, Policy and Legislation

Alignment to DPWI Outcomes and National Development Plan (NDP) Priorities

The Department of Planning, Monitoring and Evaluation outlined Priorities to drive the planning and implementation of strategic plans over the 2020/21 - 2024/25 (NDP Five-Year Implementation Plan [NDPIP]) period. During this Medium-Term Strategic Framework (MTSF) period, the CBE will have contributed to and reported on Outcomes detailed in the next table.

Table 9: Alignment with DPWI, NDP Priorities and NDPIP Outcomes

| NDP Priorities | NDPIP Outcomes | DPWI Outcomes | CBE Outcomes | Objective of CBE Act |
|---|---|--|--|--|
|  | |  | |  |
| Priority 6: A capable, ethical and developmental state | Ethical, efficient operations and effective accountability mechanisms | A Resilient, Ethical and Capable DPWI | Optimum Functioning Council | |
| Priority 1: Economic transformation and job creation | Increased ownership and participation by historically disadvantaged individuals | Transformed Built Environment | Transformed Built Environment | <i>3(d) facilitate participation by the built environment professions in integrated development in the context of national goals;</i> <i>3(f) promote sound governance of the built environment professions;</i> <i>(3h) serve as a forum where the built environment professions can discuss relevant issues;</i> |
| Priority 2: Education, skills and health | Improved education, training and innovation Improved employability of youth through skills training | Transformed Built Environment | Skilled Built Environment | <i>3(c) promote ongoing human resources development in the built environment;</i> <i>3(g) promote liaison in the field of training in the Republic and elsewhere and to promote the standards of such training in the Republic;</i> |
| Priority 6: A capable, ethical and developmental state | Ethical, efficient operations and effective accountability mechanisms | A Resilient, Ethical and Capable DPWI | Informed decision-making which impacts the current and future operational requirements of the industry | <i>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</i> |

| NDP Priorities | NDPIP Outcomes | DPWI Outcomes | CBE Outcomes | Objective of CBE Act |
|---|---|---------------------------------------|---|---|
| | | | | <i>investigations as it or the relevant Minister deems necessary;</i> |
| <p>Priority 6: A capable, ethical and developmental state</p> <p>Priority 5: Social cohesion and safe communities</p> | Ethical, efficient operations and effective accountability mechanisms | A Resilient, Ethical and Capable DPWI | Public interest in the Built Environment promoted and protected | <p><i>3(a) promote and protect the interest of the public in the built environment;</i></p> <p><i>3(b) promote and maintain a sustainable built environment and natural environment;</i></p> <p><i>3(e) promote appropriate standards of health, safety, and environmental protection within the built environment;</i></p> <p><i>3(i) ensure the uniform application of norms and guidelines set by the councils for the professions throughout the built environment;</i></p> |

4.1 PROGRAMME 1: ADMINISTRATION

On building a capable State, the National Development Plan (NDP) emphasises the importance of building institutional capacity in South Africa, particularly in the public sector. It devotes a chapter on building a capable and developmental State, underlining the importance of good management, a commitment to high performance, uncompromising focus on ethics, and continuous learning. The emphasis is on an efficient, effective and development-oriented public service and an empowered, fair and inclusive citizenship. According to the NDP, a developmental State needs to be capable, but a capable State does not materialise by decree, nor can it be legislated or waived into existence by declarations. It has to be built, brick by brick, institution by institution, and sustained and rejuvenated over time. It requires leadership, sound policies, skilled managers and workers, clear lines of accountability, appropriate systems, and consistent and fair application of rules. A capable State (chapter 13), with functioning, well-run utilities, departments and municipalities, will help ensure efficient regulation.

Programme 1 contributes towards Priority 6: A Capable, Ethical and Developmental State. The administrative function provides support to the entire CBE, thus contributing directly and indirectly to the delivery of all strategic outcome-oriented goals. The focus areas are Organisational Capacity and Efficiency, Information Communications Technology (ICT), Marketing and Communications and financial support services.

To achieve the above, Administration's targets for the second quarter were the following:

*4.1.1 Implementation of the identified prioritised actions for the CBE's revised organisational structure by 30 September 2022. – **Achieved***

The output of this target is towards developing an approved organisational design and structure for the CBE. The structure was reviewed to align it with business needs and annual business and workforce planning processes, as well as to respond to key events (such as changes in client needs, funding, technology, processes, priorities).

The quarterly target was achieved. The identified priority actions regarding the CBE's revised organisational structure for the second quarter were implemented by 30 September 2022. The salary cost review for prioritised positions was approved, internal personnel were 're-placed' in their new roles and the external advertisement for the prioritised positions was published during August and September 2022.

*4.1.2 Cloud Additional Servers and Disaster Recovery procurement process completed by 30 September 2022. – **Not Achieved***

This target is to enable the CBE to meet its organisational strategic goals through technological platforms and solutions, while ensuring that it aligns to Fourth Industrial Revolution (4IR) and Internet of Things (IoT) changes across industries and around the world.

The activities for this target are to:

- i. identify, prioritise and implement the ICT Cloud Strategic Plan
- ii. implement identified initiatives in the IT Strategy

The quarterly target was not achieved due to the delay in migration to cloud services. The first phase of the 4IR initiatives was cloud migration, which was only approved on 17 June 2022. It is impossible to determine the additional space required, if the first phase of the project has not been completed. The terms of reference (ToR) for additional cloud servers and Disaster Recovery were approved, however, the procurement process is still underway. The closing date for submission of proposals is 12 October 2022 and the service provider will be appointed in the next quarter.

*4.1.3 One marketing communication exercise to raise the profile of the CBE by 30 September 2022. – **Achieved***

The CBE's aim is to improve public awareness and recognition of the crucial role of Built Environment Professionals everywhere in the country. Raising awareness of the role and contribution of Built Environment Professionals (BEPs) through the media, social media and public events will help excite and inspire potential Built Environment Professionals and keep citizens informed. Improving stakeholder relations and engagement is a crucial strategic objective.

The quarterly target was achieved. Four articles were published during the quarter to raise the profile of CBE, there is a positive variance of three articles published:

- i. **Article 1:** *CBE co-signs Infrastructure Built Environment Anti -Corruption Pledge* – published in Engineering News on 4 July 2022.
Link:<https://www.google.co.za/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwihzMfF0OP4AhUHZcAKHVLwARQQFnoECAcQAQ&url=https%3A%2F%2Fwww.engineeringnews.co.za%2Farticle%2Fcbe-co-signs-infrastructure-built-anti-corruption-pledge-2022-07-04&usq=AOvVaw2dNu2g6RThYH10oAJLAZiq>
- ii. **Article 2:** *GPF, CBE to collaborate on transforming the construction sector* – published in Engineering News on 17 August 2022.
Link:<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjh2PPugtD5AhWaOuwKHYLrCSUQFnoECA8QAQ&url=https%3A%2F%2Fwww.engineeringnews.co.za%2Farticle%2Fgpf-cbe-to-collaborate-on-transforming-the-construction-sector-2022-08-17&usq=AOvVaw3LG8h-In38o2ZQeGsN1bQx>
- iii. **Article 3:** *Achieving Gender Equality, Diversity, and Inclusion in the Built Environment Professions* – published in Concrete Trends on 29 September 2022.
Link:<https://www.concretetrends.co.za/events/achieving-gender-equality-diversity-and-inclusion-in-the-built-environment-professions/>
- iv. **Article 4:** *Shattering the Glass Ceiling: Gender equality, diversity, and inclusion in the built environment professions* – published in Media Update on 30 September 2022.
Link:<https://www.mediaupdate.co.za/publicity/152764/shattering-the-glass-ceiling-gender-equality-diversity-and-inclusion-in-the-built-environment-professions>

*4.1 Increase the CBE's revenue by 1% of the grant and levies received by 31 March 2023. – **No Target***

The planned workshop to provide feedback on the revenue enhancement strategy was conducted on 12 September 2022, where all attendees welcomed the shared services model. The alternative dispute resolution process has not yet been mapped due to capacity constraints in the Legal Department. The finalisation of the organisational design process will assist to capacitate the Legal unit.

Table 10: Programme 1: Administration

| Programme 1 | | ADMINISTRATION | | | | | | | | | | |
|-------------------|--|---|---|---|---|--|---|--|-----------------------|---------------------|---|-----------------|
| Sub-programme | | HUMAN CAPITAL AND ICT | | | | | | | | | | |
| Objective/Purpose | | Ensuring that the CBE is in best shape to achieve goals set out in the strategic plan | | | | | | | | | | |
| Outcome | | OPTIMUM FUNCTIONING CBE | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| 1.1 | Revised organisational structure action plan priorities implemented. | Approved CBE's Organisational design and structure. | Hundred percent of the CBE's revised organisational structure action plan's identified priorities implemented by 31 March 2023. | Implementation action plan for the CBE's revised organisational structure developed and approved by 30 June 2022. | Implementation of the identified prioritised actions for the CBE's revised organisational structure by 30 September 2022. | Implementation of the identified prioritised actions for the CBE's revised organisational structure by 31 December 2022. | Implementation of the identified prioritised actions for the CBE's revised organisational structure by 31 March 2023. | <p>Target Achieved</p> <p>The following prioritised actions were implemented:</p> <p>Salary cost review of prioritised positions.</p> <p>Placement of internal staff.</p> <p>External advertisement</p> | N/A | N/A | <p>Revised Cost of new structure (submission to FHLC 21/7/2).</p> <p>Placement circular communication 31-2022.</p> <p>Advertisement for external recruitment (28/8/22).</p> | N/A |

| Programme 1 | | ADMINISTRATION | | | | | | | | | | |
|--------------------------|--|---|--|---|--|--|---|--|---|--|----------------------------|-----------------|
| Sub-programme | | HUMAN CAPITAL AND ICT | | | | | | | | | | |
| Objective/Purpose | | Ensuring that the CBE is in best shape to achieve goals set out in the strategic plan | | | | | | | | | | |
| Outcome | | OPTIMUM FUNCTIONING CBE | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | | | | | | for prioritised positions. | | | | |
| 1.2 | IT Strategy that includes IoT and 4IR Initiatives Roadmap completed and implemented. | IT Strategy that includes IoT and 4IR Initiatives Roadmap completed and implemented. | IT Strategy Plan that includes IoT and 4IR Initiatives Roadmap completed and implemented by 31 March 2023. | Cloud Additional Servers and Disaster Recovery Terms of Reference developed and submitted to Supply Chain Management by 30 June 2022. | Cloud Additional Servers and Disaster Recovery procurement process completed by 30 September 2022. | Cloud Additional Servers and Disaster Recovery initiative implemented by 31 December 2022. | Implementation report compiled on IoT and 4IR Initiatives Roadmap completed by 31 March 2023. | Target Not Achieved The ToR was developed, approved and submitted to SCM; however, the procurement process was not completed by 30 September 2022. | The additional capacity cannot be reliably determined prior to the finalisation of the cloud migration. As the first phase of the project was delayed, this has impacted the second phase. ToR was developed, approved and submitted to SCM. | The closing date for the submission of proposals is 12 October 2022, therefore, the procurement process will be completed in the next quarter. | Approved ToR | N/A |

| Programme 1 | | ADMINISTRATION | | | | | | | | | | |
|--------------------------|--------|---|---------------|-------------------------------|----|----|----|-----------------------|--|---------------------|----------------------------|-----------------|
| Sub-programme | | HUMAN CAPITAL AND ICT | | | | | | | | | | |
| Objective/Purpose | | Ensuring that the CBE is in best shape to achieve goals set out in the strategic plan | | | | | | | | | | |
| Outcome | | OPTIMUM FUNCTIONING CBE | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | | | | | | | Procurement process is currently underway. | | | |

| Programme 1 | | ADMINISTRATION | | | | | | | | | | |
|--------------------------|-------------------------------|--|---|---|--|---|--|---|---|---------------------|---|-----------------|
| Sub-programme | | COMMUNICATIONS, MARKETING AND STAKEHOLDER MANAGEMENT | | | | | | | | | | |
| Objective/Purpose | | Promoting awareness about the CBE and its functions to all relevant stakeholders | | | | | | | | | | |
| Outcome | | OPTIMUM FUNCTIONING CBE | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| 1.3 | CBE Brand Awareness Campaign. | Number of CBE Brand Awareness Campaigns conducted. | Four marketing communication activities to raise the profile of the CBE by 31 March 2023. | One marketing communication exercise to raise the profile of the CBE by 30 June 2022. | One marketing communication exercise to raise the profile of the CBE by 30 September 2022. | One marketing communication exercise to raise the profile of the CBE by 31 December 2022. | One marketing communication exercise to raise the profile of the CBE by 31 March 2023. | <p>Target Achieved</p> <p>Four articles were published during the quarter to raise the profile of CBE:</p> <p>Article 1: CBE co-signs Infrastructure Built Environment Anti-Corruption Pledge – published in Engineering News on 4 July 2022.</p> <p>Article 2: GPF, CBE to collaborate on transforming the construction sector – published in Engineering</p> | CBE received more opportunities to secure additional publicity at no extra cost | N/A | <p>1: Article Engineering News on 4 July 2022</p> <p>2: Article published in Engineering News on 17 August 2022</p> <p>3: Article published in Concrete Trends on 29 September 2022</p> <p>4: Article published in Media Update on 30 September 2022.</p> | N/A |

| Programme 1 | | ADMINISTRATION | | | | | | | | | | |
|--------------------------|--------|--|---------------|-------------------------------|----|----|----|---|-----------------------|---------------------|----------------------------|-----------------|
| Sub-programme | | COMMUNICATIONS, MARKETING AND STAKEHOLDER MANAGEMENT | | | | | | | | | | |
| Objective/Purpose | | Promoting awareness about the CBE and its functions to all relevant stakeholders | | | | | | | | | | |
| Outcome | | OPTIMUM FUNCTIONING CBE | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | | | | | | <p>news on 17 August 2022.</p> <p>Article 3: Achieving Gender Equality, Diversity, and Inclusion in the Built Environment Professions – published in Concrete Trends on 29 September 2022.</p> <p>Article 4: Shattering the Glass Ceiling: Gender, equality, diversity, and inclusion in the built environment professions – published in Media Update on</p> | | | | |

| Programme 1 | | ADMINISTRATION | | | | | | | | | | |
|--------------------------|--------|--|---------------|-------------------------------|----|----|----|-----------------------|-----------------------|---------------------|----------------------------|-----------------|
| Sub-programme | | COMMUNICATIONS, MARKETING AND STAKEHOLDER MANAGEMENT | | | | | | | | | | |
| Objective/Purpose | | Promoting awareness about the CBE and its functions to all relevant stakeholders | | | | | | | | | | |
| Outcome | | OPTIMUM FUNCTIONING CBE | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | | | | | | 30 September 2022. | | | | |

| Programme 1 | | ADMINISTRATION | | | | | | | | | | |
|--------------------------|---------------------------------------|--|---|-------------------------------|-----|-----|---|-----------------------|-----------------------|---------------------|----------------------------|-----------------|
| Sub-programme | | FINANCE | | | | | | | | | | |
| Objective/Purpose | | Promote effective and efficient financial and supply chain management services | | | | | | | | | | |
| Outcome | | OPTIMUM FUNCTIONING CBE | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| 1.5 | Effective Revenue/ Income generation. | Percentage increase of income generation. | Increase the CBE's revenue by 1% of the grant and levies received by 31 March 2023. | N/A | N/A | N/A | Increase the CBE's revenue by 1% of the grant and levies received by 31 March 2023. | N/A | N/A | N/A | N/A | N/A |

4.2 PROGRAMME 2: EMPOWERMENT AND ECONOMIC DEVELOPMENT

Programme 2 contributes to Priority 1: Economic Transformation and Job Creation. The overall objective of the CBE's Transformation unit is to become the sector-coordinating arm of the CBE. Specifically, the transformation programmes aim to:

- (i) generate focus and synergy in facilitating the development of a unified Transformation Agenda for the Built Environment sector of South Africa
- (ii) promote collaboration in driving the Transformation agenda of the Built Environment sector of South Africa
- (iii) participate actively in joint initiatives, conferences and platforms that advances Transformation in the sector
- (iv) coordinate efforts in transforming the Built Environment through various initiatives and actions
- (v) support/coordinate efforts to unblock the skills-pipeline and ensure a sustainable supply of aptly skilled and quality individuals to meet future demands
- (vi) establish and facilitate partnerships and working relationships, local and international and across private and public sectors to drive Transformation initiatives
- (vii) provide expert guidance, consultation and services to support internal change management initiatives and organisational development

For the 2022/23 APP, Programme 2 has four quarterly targets. The targets for the first quarter were:

*4.2.1 Quarterly report on CBE's programme on the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed by 30 September 2022. – **Achieved***

This programme is part of the CBE's strategic priority to empower women in the Built Environment. In the previous financial year, research undertaken to develop a functional database of women-owned professional practices revealed that majority of women-owned professional practices do not receive work from government entities or departments responsible for infrastructure.

The objectives of the programme are as follows:

- i. Promote and facilitate the empowerment of women in the BE sector infrastructure delivery by lobbying for a 30% minimum allocation of infrastructure departments' budget towards women-owned projects
- ii. Lobby for a comprehensive policy and regulations to implement gender-responsive procurement
- iii. Enhance entrepreneurial development and increase the number of women-owned firms and SMME's* providing services and products with sector stakeholders/partners
- iv. Build partnerships with key sector stakeholders from government, SOE's** and private sector in implementing incubator programmes
- v. Profile women in the BE sector
- vi. Identify challenges and skills required, and develop support systems for emerging women-owned professional practices
- vii. Lobby for the empowerment and career advancement of women in the built environment professions and placing them in leadership positions

* SMME Small, Medium and Micro Enterprise

**SOE State-Owned Enterprise

The main objective of programme 2.1 is to identify interventions to empower women-owned professional practices in the Built Environment to ensure their participation in the delivery and maintenance of infrastructure projects. The goal is to increase the number of women-owned professional practices supported through the following areas of intervention amongst others:

- a) Enterprise development programmes
- b) Building a pipeline of female talent
- c) Advocating and creating awareness to promote gender-inclusive procurement
- d) Create active forums for women in the Built Environment

The quarterly target was achieved. The quarterly report on CBE's programme on the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure was developed by 30 September 2022.

Gauteng Partnership Fund (GPF) and the CBE signed a Memorandum of Understanding (MoU) on 15 August 2022. The two entities committed to driving transformation, promoting professional practice through the involvement of professionally registered persons, structured candidacy training, and mentorship development.

The CBE has been in several engagements with Eskom regarding the development of the Transmission Division – High Voltage (HV) Line Construction incubation programme. Eskom has invited the CBE to become a partner in this incubator programme.

The Incubation model is designed with all business development elements identified for the benefit of the incubate and a successful programme. The model identified the following key training and support elements:

- i. Technical support and accreditation
- ii. SHEQ (Safety, Health, Environment, Quality) support and accreditation
- iii. Business management support
- iv. Financial support
- v. Training support
- vi. Work opportunities (set-aside)

As an incubation partner, the CBE will be responsible for administering and facilitating built environment professionals required training and registration. The CBE will also be responsible for developing an incubation contractor development database and reporting on the progress of incubatees in the programme.

*4.2.2 Quarterly report on engagements with three stakeholders on the empowerment of people with disabilities in the Built Environment by 30 September 2022. – **Achieved***

The CBE is mandated to protect public interest in areas of universal design and accessibility, to ensure that PWD do not experience challenges to access public buildings designed and built by built environment professionals. The primary focus of this programme is to promote and strengthen already existing empowerment programmes for PWD in the built environment. PWD

organisations are represented in the CBE's Health, Safety, Public Protection and Universal Access Transformation Collaborative Committee (HSPPUA TCC) to provide input on empowering PWD in the built environment sector.

The quarterly target was achieved. Three stakeholders were engaged on the empowerment of PWD in the built environment:

Stakeholder Engagement 1: Department of Women, Youth and People with Disabilities

On 11 July 2022, the CBE engaged the Department of Women, Youth and People with Disabilities (DWYPWD) on the impact of the White Paper on the rights of PWD. The engagement also looked at capacitating the CBE and the HSPPUA TCC on universal design and access. As an outcome, the DWYPWD subsequently presented at the HSPPUA TCC on 3 August 2022 on the universal design and access for the built environment.

Stakeholder Engagement 2: Professional Bodies in the Built Environment

The CBE invited the six CBEP and Environment Assessment Practitioners Association of South Africa (EAPASA), South African Geomatics Council (SAGC) and the South African Council for Planners (SACPLAN) to discuss the empowerment of professionals with disabilities on 30 August 2022; however only ECSA, SACPCMP and SACPVP responded. The objective of the meeting was to determine the following:

- i. Statistics on the employment of professionals living with disabilities as provided by the CBEP Councils
- ii. Role of the professional councils in ensuring universal access
- iii. Ways to empower professionals living with disabilities
- iv. Participation of the CBEP in the TCCs

Stakeholder Engagement 3: National Department of Public Works and Infrastructure

The CBE engaged DPWI on 8 September 2022 on the empowerment of PWD and the challenges faced by this group in the built environment. The meeting highlighted that it is very expensive to reasonably accommodate professionals and employees with disabilities. It was proposed that the CBE and organisations represented on the HSPPUA TCC identify occupations designated for

PWD, so that when such vacancies arise, the adverts can be sent to DWYPWD, DPWI and the HSPPUA TCC specialist to circulate to national disabilities organisations.

*4.2.3 Report on the launch of the Built Environment youth development programme produced by 30 September 2022. – **Not Achieved***

The CBE intends to endorse programmes that promote youth development in the Built Environment, which will address the CBE's following medium-term priority areas:

- i. Transforming the Built Environment
- ii. Producing skilled (i.e. fit-for-purpose) Built Environment Professionals
- iii. Expediting the empowerment of the women, youth and the disabled

To achieve transformation in the BE, more collaborative efforts are necessary between industry role players in the public and private sector to professionalise the sector. Critical to the development of young people in the built environment is for the following to be addressed - access to/and equal opportunities to quality education, fit-for-purpose capacity training, accompanied by valuable industry mentoring and coaching. This will ensure better career prospects for youth by providing more exposure to opportunities for development through internships, candidacy, entrepreneurial and incubator programmes. The anticipated outcome is to improve their chances of obtaining employment and attaining professional registration.

The Framework for the programme on BE youth development produced in the previous quarter, articulated the objectives as follows:

- i. Identify the key drivers for youth development in the 18–35 year cohort
- ii. Propose interventions for wide-spread implementation
- iii. Advocate and lobby industry stakeholders/partners to implement
- iv. Monitor the impact of the interventions and report

The key drivers for youth development were identified as providing educational support at tertiary institutions for workplace internships for graduates; candidacy capacity-building programmes and youth entrepreneurship and empowerment programmes.

The quarterly target was not achieved. The crowd funding platform (Feenix) to assist with funding BE students at higher education institutions intended to launch during the Women Empowerment webinar in August 2022; however, this did not happen as the event was subsequently postponed to 5 October 2022 due to delayed internal processes.

An official MoU was signed between the CBE and Feenix on 30 October 2019. In September 2022, the CBE met with Feenix to look at ways of resuscitating the MoU and launching the crowdfunding campaign for BE students at tertiary institutions who require financial assistance. This intervention aligns directly with the expected outcome of an increased throughput of BE youth in the skills pipeline, as articulated in the framework for BE youth involvement and development.

The CBE plans to launch Feenix in the 3rd quarter as a 'Build a Dream' campaign. The implementation plan is as follows:

- i. 17 October 2022 - Identify BE students in need of funding
- ii. 21 October 2022 - CBE approves the identified students
- iii. 28 October 2022 - Campaign collateral design
- iv. 4 November 2022 – Campaign Launch

The CBE also engaged with Black Business Council in the Built Environment Youth (BBCBE Youth), South African Institution of Civil Engineering (SAICE), and Association of Construction Project Managers (ACPM) on possible areas of collaboration on youth initiatives that promote youth involvement and development in the Built Environment.

*4.2.4 One stakeholder engagement on TCC outcomes hosted by 30 September 2022. – **Not Achieved***

The aim of sector coordination is to allow for more integrated, joined-up conversation and coherent responses to advise government policy timeously. From a sector perspective, this interface will

demonstrate the importance of the industry, facilitate more resilient workforce planning, and increase the number of appropriately qualified people with relevant, certified lifelong skills that will benefit the economy. The objectives of sector coordination are to:

- a) establish and facilitate working relationships across local, international, private and public sectors to drive Transformation initiatives
- b) generate focus and synergy towards a unified Transformation Agenda for the Built Environment sector of South Africa
- c) promote collaboration in driving the Transformation agenda of the Built Environment sector of South Africa
- d) participate actively in joint initiatives, conferences and platforms to advance Transformation in the sector
- e) coordinate efforts in transforming the Built Environment through various initiatives and actions
- f) support/coordinate efforts to unblock the skills-pipeline and ensure a sustainable supply of aptly skilled and quality individuals to meet future demands
- g) provide expert guidance, consultation and services to support internal change management initiatives and organisational development

The quarterly target was not achieved due to the non-availability of stakeholders. The quarter two stakeholder engagement on TCC outcomes will be hosted in the next quarter.

Table 11: Programme 2: Empowerment and Economic Development

| Programme 2 | | EMPOWERMENT AND ECONOMIC DEVELOPMENT | | | | | | | | | | |
|-------------------|--|--|--|--|--|---|--|--|-----------------------|---------------------|---|-----------------|
| Objective/Purpose | | Ensuring that the CBE is in the best shape to achieve goals set out in the Strategic Plan | | | | | | | | | | |
| Outcome | | TRANSFORMED BUILT ENVIRONMENT | | | | | | | | | | |
| APP NO. | Outputs | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| 2.1 | Report on CBE's programme supporting women-owned professional practices in the delivery and maintenance of Built Environment infrastructure. | Number of programmes supporting the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure. | One programme supporting the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed by 31 March 2023. | Concept document on CBE's programme on the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed and approved by 30 June 2022. | Quarterly report on CBE's programme on the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed by 30 September 2022. | Quarterly report on CBE's programme on the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed by 31 December 2022. | Final report on CBE's programme on the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed by 31 March 2023. | Target Achieved Quarterly report on CBE's programme on the involvement of women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed by 30 September 2022. | N/A | N/A | Approved CBE's programme report | N/A |
| 2.2 | Report on CBE's programme promoting empowerment of people living with disabilities. | Number of programmes promoting empowerment of people with disabilities in the Built | One CBE programme promoting the empowerment of people with disabilities | Concept document on CBE's programme promoting the empowerment of people | Quarterly report on engagements with three stakeholders on the | Quarterly report on engagements with three stakeholders on the | Final report on the CBE's programme promoting the empowerment of people | Target Achieved Three stakeholders were engaged on the empowerment of people | N/A | N/A | Attendance registers Report on engagement meetings | N/A |

| Programme 2 | | EMPOWERMENT AND ECONOMIC DEVELOPMENT | | | | | | | | | | |
|-------------------|---|---|--|--|--|---|---|---|---|--|----------------------------|-----------------|
| Objective/Purpose | | Ensuring that the CBE is in the best shape to achieve goals set out in the Strategic Plan | | | | | | | | | | |
| Outcome | | TRANSFORMED BUILT ENVIRONMENT | | | | | | | | | | |
| APP NO. | Outputs | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | Environment. | in the Built Environment developed by 31 March 2023. | with disabilities in the Built Environment developed and approved by 30 June 2022. | empowerment of people with disabilities in the Built Environment by 30 September 2022. | empowerment of people with disabilities in the Built Environment by 31 December 2022. | with disabilities in the Built Environment by 31 March 2023. | with disabilities in the Built Environment: 11 July 2022 - Dept of Women, Youth and PWD 30 August 2022 - ECSA, SACPCMP and SACPVP 08 September 2022 - NDPW&I | | | | |
| 2.3 | Report on CBE's programme promoting youth development in the Built Environment. | Number of programmes promoting youth development in the Built Environment. | One CBE programme promoting youth involvement and development in the Built Environment by 31 March 2023. | Framework for the programme on BE youth involvement and development established by 30 June 2022. | Report on the launch of the Built Environment youth development programme produced by 30 September 2022. | Quarterly report on activities of the Built Environment youth development programme produced by 31 December 2022. | Annual report on the Built Environment youth development programme produced by 31 March 2023. | Target Achieved Not | The crowd funding platform to assist with funding BE students at higher education institutions was intended to be launched during the | The CBE plans to launch Feenix in the 3rd quarter under the theme, 'Build a Dream' campaign. | N/A | N/A |

| Programme 2 | | EMPOWERMENT AND ECONOMIC DEVELOPMENT | | | | | | | | | | |
|-------------------|--|---|--|--|---|--|---|----------------------------|--|--|----------------------------|-----------------|
| Objective/Purpose | | Ensuring that the CBE is in the best shape to achieve goals set out in the Strategic Plan | | | | | | | | | | |
| Outcome | | TRANSFORMED BUILT ENVIRONMENT | | | | | | | | | | |
| APP NO. | Outputs | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | | | | | | | Women Empowerment webinar in August 2022. This event was subsequently postponed to 5 October 2022 due to delays in supply chain processes. | | | |
| 2.4 | One annual online event and four sector collaborative engagements hosted by 31 March 2023. | Number of sector collaborations on Transformation in the Built Environment. | Four stakeholder engagements hosted by the CBE by 31 March 2023. | One stakeholder engagement on TCC outcomes hosted by 30 June 2022. | One stakeholder engagement on TCC outcomes hosted by 30 September 2022. | One stakeholder engagement on TCC outcomes hosted by 31 December 2022. | One stakeholder engagement on TCC outcomes hosted by 31 March 2023. | Target Not Achieved | Stakeholder engagement on TCC outcomes was not hosted due to the non-availability of stakeholders. | The quarter two stakeholder engagement will be held in the next quarter. | N/A | N/A |

4.3 PROGRAMME 3: PROFESSIONAL SKILLS AND CAPACITY DEVELOPMENT

The NDP prioritises building a capable State, to play a developmental and transformative role in improving the quality of education, skills development and innovation in order to increase employment opportunities through faster economic growth. The lack of skilled people in the infrastructure sector across the Republic of South Africa is a major liability. This skills gap needs to be addressed - to find more skilled people, as well as to better use existing resources. This acutely affects small municipalities as they often lack built environment professionals in the infrastructure field.

Infrastructure development needs a capable workforce to deliver lasting transformational change. For the Built Environment to be sustainable, and deliver on its targets, there is a need to ensure that the appropriate skills base is in place. This will require the CBE to support building capacity in the STEM (science, technology, engineering, mathematics) areas and thus create a pipeline for students to develop the high-tech skills needed to meet national demand in the Built Environment in support of the sector. The CBE Skills Pipeline Strategy has three components viz.

- i. Push Strategy
- ii. Intermediate Strategy
- iii. Pull Strategy

The CBE aims to provide leadership and coordination on all skills development issues in the Built Environment, and will work with industry, government organisations and relevant sector education and training authorities (SETAs) to ensure that the requisite skills and capacity issues in the Built Environment and construction sector are addressed in a strategic manner.

This Programme responds to section 3 of the CBE Act to:

(c) promote ongoing human resource development in the built environment;

(g) promote liaison in the built environment in the field of training, both in the Republic and elsewhere, and to promote the standards of such training in the Republic;

The following projects are part of the CBE's 2022/23 APP for Programme 3 and are informed by the key strategic objective to drive and facilitate skills development and transformation within the Built Environment. The focus areas of these three projects are:

- a) Candidacy support to district municipalities implementing the District Development Model (DDM). The project seeks to assist 44 district municipalities in the implementation of structured and focused candidacy programmes in accordance with the CBE Structured Candidacy Framework
- b) Student placements for work integrated learning (WIL). This programme focuses on supporting UoTs with work placements for students to complete the practical component of their academic qualification
- c) Reskilling and upskilling programmes for professionals and candidates. This programme aims to identify and develop skills programmes for BE professionals and candidates in pursuit of the professionalisation of the State

For the 2022/23 APP, Programme 3 has three quarterly targets. The targets performed as follows:

*4.3.1 Twelve districts supported through monitoring the implementation of the BE Structured Candidacy Programme in Provincial infrastructure departments by 30 September 2022. – **Achieved***

This project is part of CBE's strategic priority to reposition itself as a strategic partner in the implementation of the District Development Model (DDM). The CBE's professional skills and capacity development programme aims to ensure increased capacity of built environment professionals in district municipalities of the nine provinces of South Africa.

In fulfilling its mandate of ensuring transformation in the built environment, the CBE aims to monitor and support candidacy programmes implemented in the 44 districts identified by the Department of Cooperative Governance and Traditional Affairs (COGTA) across the country implementing the DDM. The district municipalities were selected by COGTA to support coherent coordination and planning in the local government sphere. The CBE aims to introduce its Structured Candidacy Framework and assess workplace readiness for an optimal organisation-wide candidacy

programme in the identified municipalities. The programme further aims to build on the foundation of the Economic Recovery and Reconstruction Plan (ERRP), government’s anchor programme to revitalise the South African Economy.

The CBE is focused on increasing BE professional capacity in the district municipalities to resource them adequately for infrastructure development. BE professionals are an important development partner and facilitator in the design and construction of economic and social infrastructure of the country, which enables economic growth and development.

The quarterly target was achieved. Twelve districts were supported through monitoring the implementation of the BE Structured Candidacy Programme in Provincial infrastructure departments by 30 September 2022. In pursuit of the quarter two target, the CBE had engagements with the following stakeholders:

Table 12: DDM Stakeholder Engagements

| No | Stakeholder | Reason/s for Engagement | Date |
|----|---|--|------------------------------------|
| 1 | South African Institute of Electrical Engineers (SAIEE) | Explore possible collaboration on skills development in support of the CBE Skills Pipeline Strategy | 26 July 2022 |
| 2 | Municipal Engineers of South Africa (IMESA) | Explore possible collaboration on skills development in support of the CBE Skills Pipeline Strategy | 2 August 2022 |
| 3 | South African Institute of Valuers (SAIV) | Explore possible collaboration on skills development in support of the CBE Skills Pipeline Strategy | 11 August 2022 |
| 4 | Municipal Infrastructure Support Agency (MISA) | Structured Candidacy Support and skills pipeline interventions. CBE’s MoU with MISA | 24 August 2022 6 September 2022 |
| 5 | KZN Cooperative Governance and Traditional Affairs (COGTA) | Present the CBE Candidacy support programme and to solicit support to engage the KZN district municipalities. CBE’s permanent stakeholder status on the KZN COGTA Forum | 8 September 2022 |
| 6 | Tshwane Metropolitan Municipality | Support and collaboration on the implementation of the Candidacy Programme | 4 July and 30 August 2022 |
| 7 | Construction Sector Education and Training Authority (CETA) | Structured Candidacy Support and skills pipeline interventions Planning for the activation of the CETA/CBE MoU | 28 September 2022 |

| No | Stakeholder | Reason/s for Engagement | Date |
|----|--|--|-------------------|
| 8 | Public Sector Education and Training Authority (PSETA) | Structured Candidacy Support and skills pipeline interventions Possibilities of a PSETA/CBE MoU | 29 September 2022 |

The engagements were anchored in key municipal frameworks, plans and regulations which are the One Plans, Integrated Development Plan (IDP) and Municipal Staff Regulations. One Plans are a product of a multi-sphere and integrated government approach with stakeholders and communities as strategic partners who seek to change the silo working relations between the three tiers of government.

Table 13: District Municipalities Monitored and Evaluated

| No | District Municipality | Province | Reason for Engagement and Resolution | Date of Engagement |
|----|-----------------------|---------------|---|--------------------|
| 1 | City of Tshwane (CoT) | Gauteng | <ul style="list-style-type: none"> i. Skills Development, including DDM support to the province ii. CBE support to CoT on candidates in their system. iii. The Candidacy programme will be anchored in the District Development Model (DDM), Municipal Staff Regulations and Professionalisation of the State. <p>To solicit CETA, merSETA*, PSETA and LGSETA** funding for Candidacy and WIL programmes.</p> | 4 July 2022 |
| 2 | Namakwa | Northern Cape | <ul style="list-style-type: none"> i. The municipality has graduates and candidates placed through the ISDG*** programme under National Treasury. ii. The CBE has agreed to support the municipality on the implementation of their Candidacy programme iii. To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes <p>The Candidacy programme will be anchored in the DDM, Municipal Staff Regulations and Professionalisation of the State.</p> | 12 July 2022 |
| 3 | Ekurhuleni | Gauteng | <ul style="list-style-type: none"> i. The municipality has graduates and candidates placed for mentorship support ii. The CBE has agreed to support the municipality on the implementation of its Candidacy programme iii. Support and collaboration on the implementation of the district Candidacy programme <p>To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL</p> | 22 July 2022 |

| No | District Municipality | Province | Reason for Engagement and Resolution | Date of Engagement |
|----|-----------------------|--------------|---|--------------------|
| | | | programmes The Candidacy programme will be anchored in the DDM, Municipal Staff Regulations and Professionalisation of the State. | |
| 4 | Garden Route | Western Cape | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities iii. To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes The Candidacy programme will be anchored in the DDM, Municipal Staff Regulations and Professionalisation of the State. | 29 July 2022 |
| 5 | Karoo | Western Cape | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities iii. To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes The Candidacy programme will be anchored in DDM, Municipal Staff Regulations and Professionalisation of the State. | 11 August 2022 |
| 6 | West Coast | Western Cape | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities iii. To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes The Candidacy programme will be anchored in DDM, Municipal Staff Regulations and Professionalisation of the State. | 12 August 2022 |
| 7 | Cape Winelands | Western Cape | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities iii. To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes The Candidacy programme will be anchored in DDM, Municipal Staff Regulations and Professionalisation of the State. | 23 August 2022 |
| 8 | Overberg | Western Cape | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities iii. To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes | 29 August 2022 |

| No | District Municipality | Province | Reason for Engagement and Resolution | Date of Engagement |
|----|-----------------------|---------------|--|--------------------|
| | | | The Candidacy programme will be anchored in DDM, Municipal Staff Regulations and Professionalisation of the State. | |
| 9 | Umkhanyakude | KwaZulu-Natal | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes The Candidacy programme will be anchored in DDM, Municipal Staff Regulations and Professionalisation of the State. | 21 September 2022 |
| 10 | Ilembe | KwaZulu-Natal | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes. | 21 September 2022 |
| 11 | Umzinyathi | KwaZulu-Natal | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes. | 21 September 2022 |
| 12 | Umgungundlovu | KwaZulu-Natal | i. The municipality does not have BE graduates and candidates ii. The municipality has an appetite to start a Candidacy programme for the district municipalities, including the Category B municipalities To solicit CETA, merSETA, PSETA and LGSETA funding for Candidacy and WIL programmes. | 28 September 2022 |

*merSETA Manufacturing, Engineering and Related Services SETA
 **LGSETA Local Government Sector Education and Training Authority
 ***ISDG Infrastructure Skills Development Grant

4.3.2 Progress report on the placement of 100 UoT BE students in workplaces for work integrated learning produced by 30 September 2022. – **Not Achieved**

The CBE is focused on increasing Built Environment professional capacity by facilitating placement of students in workplaces to undertake the experiential learning component of their academic studies is key in ensuring a sustainable throughput of BE graduates. The built environment (BE) professionals are an important development partner and facilitator as they are involved in the design and construction of the economic and social infrastructure of the country, which enables economic growth and development.

The quarterly target was not achieved. Three students placed at Resolution Cycle were monitored and assessed, there was a negative variance of ninety-seven students not monitored. Most students did not submit their WIL monitoring templates citing due school recess. More effort will be invested in strengthening partnerships with workplaces and universities to achieve the ensuing quarters' targets and the annual target. Work has started to monitor the 100 students from CUT, and similar recovery plans will follow with other UoTs including the CPUT, WSU, TUT, VUT and UNISA.

The following universities were engaged in the quarter:

Table 14: WIL Engagements

| No | University | BE Qualification | Total No. of Students | Total No. of Responses | Challenges and Remedial Actions |
|--------------|---|------------------------------|-----------------------|------------------------|--|
| 1 | Tshwane University of Technology | Electrical Engineering - 10 | 10 | 3 | Decision to undertake engagements virtually posed challenges on the collection of evidence. Lack of printing facilities on sites/ in workplaces. No response to follow ups via calls/emails due to network challenges. Remedial Actions: Review the success of virtual engagements. |
| 2 | Central University of Technology | Electrical Engineering - 15 | 15 | 0 | |
| 3 | Cape Peninsula University of Technology | Electrical Engineering - 17 | 17 | 0 | |
| | | Mechanical Engineering - 25 | 25 | 0 | |
| 4 | Walter Sisulu University | Construction Management – 64 | 64 | 0 | |
| TOTAL | | | 131 | 3 | |

| | | | |
|--|--|--|--|
| | | | <p>CBE to print monitoring forms and visit sites physically.</p> <p>Explore additional capacity/resources.</p> |
|--|--|--|--|

*4.3.3 Engagements with the National School of Government and Sector Education and Training Authorities to map processes and learning programme structure for offerings to support BE professionals and candidates appointed by the State held by 30 September 2022. – **Achieved***

In December 2020, the Minister of Public Service and Administration published the draft National Implementation Framework towards the Professionalisation of the Public Service for comment, followed by stakeholder consultations. The draft Framework was in support of the sixth administration’s commitment to create a capable, ethical and developmental public service. The Framework recommends, amongst other provisions, that the public service is merit-based and insulated from party politics. It proposes five professional pillars, which are:

- i. Pre-entry recruitment and selection within the public service
- ii. Induction and onboarding
- iii. Planning and performance management
- iv. Continuous learning and professional development
- v. Career management and management of career incidences

The quarterly target was achieved. The CBE engaged with the following stakeholders to map processes and learning programme structures for offerings to support BE professionals and candidates appointed by the State:

- i. 28 and 29 September 2022 – CETA, to discuss programme development and accreditation framework
- ii. 30 September 2022 – National School of Government (NSG), to discuss programme mapping, quality assurance and accreditation

Table 15: Programme 3: Professional Skills and Capacity Development

| Programme 3 | | PRPFSSIONAL SKILLS AND CAPACITY DEVELOPMENT | | | | | | | | | | |
|-------------------|---|---|--|--|--|--|--|--|---|--|--|-----------------|
| Objective/Purpose | | Coordination of an enabling Built Environment Skills Pipeline from school to professional level. | | | | | | | | | | |
| Outcome | | SKILLED BUILT ENVIRONMENT PROFESSIONALS | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| 3.1 | Monitoring and evaluation of the implementation of the Structured Candidacy Programme. | Number of districts (per DDM) supported through monitoring of the Built Environment Structured Candidacy Programme. | Forty-four districts identified in the District Development Model (DDM) supported through monitoring the implementation of the BE Structured Candidacy Programme by 31 March 2023. | Eight pilot districts identified in the District Development Model supported through monitoring the implementation of the BE Structured Candidacy Programme by 30 June 2022. | Twelve districts supported through monitoring the implementation of the BE Structured Candidacy Programme in Provincial infrastructure departments by 30 September 2022. | Twelve districts supported through monitoring the implementation of the BE Structured Candidacy Programme in local government by 31 December 2022. | Twelve districts monitored and evaluated on the implementation of the CBE Structured Candidacy Framework by 31 March 2023. | Target Achieved Twelve districts were supported through monitoring the implementation of the BE Structured Candidacy Programme in Provincial infrastructure departments. | N/A | N/A | District visit and assessment meeting registers. Q2 Report. | N/A |
| 3.2 | Four hundred Built Environment students and interns placed and assessed for work integrated learning. | Number of placements facilitated for BE students for work integrated learning. | Facilitate and report on the placement of 400 Built Environment students from seven Universities of Technology in workplaces for | Database of UoT BE students and workplaces established for work integrated learning by 30 June 2022. | Progress report on the placement of 100 UoT BE students in workplaces for work integrated learning produced by | Progress report on the placement of 150 UoT BE students in workplaces for work integrated learning produced by | Progress report on the placement of 150 UoT BE students in workplaces for work integrated learning | Target Not Achieved | Most students did not submit their WIL monitoring templates due to school recess. | Work started in October 2022 to monitor 100 students from the CUT, and similar recovery plans will be put in place | Workplace oversight and assessment meeting register. Progress report on the placement | N/A |

| Programme 3 | | PRPFSSIONAL SKILLS AND CAPACITY DEVELOPMENT | | | | | | | | | | |
|-------------------|--|--|---|--|--|--|---|---|-----------------------|---|---|-----------------|
| Objective/Purpose | | Coordination of an enabling Built Environment Skills Pipeline from school to professional level. | | | | | | | | | | |
| Outcome | | SKILLED BUILT ENVIRONMENT PROFESSIONALS | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | work integrated learning by 31 March 2023. | | 30 September 2022. | 31 December 2022. | produced by 31 March 2023. | | | with other UoTs including CPUT, WSU, TUT, Vaal and UNISA. | of 100 UoT BE students. WIL monitoring forms. | |
| 3.3 | Approved programmes for professionals and candidates appointed by the State. | Approved reskilling programmes for BE professionals and candidates appointed by the State. | Approved programmes established for BE professionals and candidates for implementation by the National School of Government by 31 March 2023. | Key programmes established to support BE professionals and candidates appointed by the State identified by 30 June 2022. | Engagements with the National School of Government and Sector Education and Training Authorities to map processes and learning programme structure for offerings to support BE professionals and | Draft structure/framework of programmes for BE professionals and candidates appointed by the State produced by 31 December 2022. | Approved programmes established for professionals and candidates appointed by the State for implementation by the National School of Government by 31 March 2023. | Target Achieved Engagements were held with CETA and NSG to map processes and learning programme structures for offerings to BE professionals and candidates appointed by the State. | N/A | N/A | Meeting attendance register or recordings. Survey forms/report Q2 Report. | N/A |

| Programme 3 | | PRPFSSIONAL SKILLS AND CAPACITY DEVELOPMENT | | | | | | | | | | |
|-------------------|--------|--|---------------|-------------------------------|--|----|----|-----------------------|-----------------------|---------------------|----------------------------|-----------------|
| Objective/Purpose | | Coordination of an enabling Built Environment Skills Pipeline from school to professional level. | | | | | | | | | | |
| Outcome | | SKILLED BUILT ENVIRONMENT PROFESSIONALS | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | | | candidates appointed by the State held by 30 September 2022. | | | | | | | |

4.4 PROGRAMME 4: RESEARCH AND KNOWLEDGE MANAGEMENT

The CBE Act mandates the CBE to advise government on any matter that falls within the scope of the Built Environment, as well as to create platforms for such engagements. The CBE and CBEP have a role to play in proactively identifying, investigating, and explaining trends and changes that are likely to have an impact on the Built Environment Professions and Professionals. Working with the six CBEP, the CBE will secure Built Environment experts as needed to help policy and decision-makers to propose, develop, and implement appropriate policies, procedures, and processes for long-term solutions that will improve public safety, reliability, and the value of public infrastructure. This information will be communicated to the regulators on an ongoing basis to input on their own decision-making and direction setting.

The objective of Programme 4 is to coordinate research outputs, provide advice and facilitate knowledge management on Built Environment matters, including the professions. Programme 4 responds to section 3(d) of the CBE Act to *facilitate participation by the built environment professions in integrated development in the context of national goals*. Programme 4 contributes following mandates of the CBE Act:

- i. Sections 4(a), (d), and (e) of the CBE Act impel the CBE to offer advice to the Minister of Public Works (the Minister) on BE matters, whilst the dynamic and changing BE sector requires regulatory intelligence to fine-tune Government's planning and infrastructure investment*
- ii. Section 4(e): facilitate inter-ministerial co-operation concerning issues relating to the built environment*
- iii. Section 4(f): provide advice and consultation on national policy that could impact on the built environment, human resource development in relation to the built environment professions, and the recognition of new professions*

For the 2022/23 APP, Programme 4 has two quarterly targets:

*4.4.1 First draft research report on the assessment of BE Candidacy Programmes within public sector institutions produced by 30 September 2022. – **Achieved***

This project is part of CBE's strategic priority to reposition itself as a thought leader in the Built Environment through coordinating research outputs, providing advice and facilitating knowledge management on built environment matters. The strategic outcome of the CBE Strategic Plan 2020-2024 linked to this project is the attainment of informed decision-making that impacts the current and future operational requirements of the industry.

This outcome will be achieved through coordinating research and providing advice on issues affecting the built environment. As part of CBE's contribution to the Economic Recovery and Reconstruction Plan (ERRP), Programme 4 will prioritise the following research and policy areas:

- i. Identify policies and legislation impeding infrastructure delivery and transformation and propose regulatory changes
- ii. Boost education and skills development (by examining the efficacy of built environment candidacy programmes within the public sector)

The quarterly target was achieved. The first draft research report on the assessment of BE Candidacy Programmes within public sector institutions was produced by 30 September 2022. Data was collected from government departments of human settlements, public works, roads and infrastructure:

- i. National Department of Public Works, Roads and Infrastructure
- ii. KwaZulu-Natal Department of Public Works, Roads and Infrastructure
- iii. Mpumalanga Department of Public Works Roads and Infrastructure
- iv. Northern Cape Department of Public Works, Roads and Infrastructure
- v. North West Department of Public Works Roads and Infrastructure
- vi. Western Cape Department of Public Works and Infrastructure
- vii. Gauteng Department of Infrastructure Development
- viii. North West Department of Human Settlements
- ix. KZN Department of Human Settlements

x. Cape Town Road Network

The draft report was presented and endorsed by the Occupation Specific Dispensation and Professional Skills and Capacity Development Transformation Collaborative Committees, held on 13 September 2022 and 15 September 2022, respectively.

*4.4.1.1 One research report analysing the implementation of legislation and policies impacting the Built Environment produced by 31 March 2023. – **No Target***

There was no target set for the quarter under review. The CBE engaged with the Western Cape Provincial Department of Transport and Public Works (WC DPPW) on 19 July 2022; the data will be consolidated in quarter three.

*4.4.2 One publication on Built Environment matters developed by 30 September 2022. – **Achieved***

This project is part of CBE's strategic priority to reposition itself as a thought leader in the Built Environment through the coordination of research outputs, provision of advice and facilitation of knowledge management on built environment matters. The strategic outcome of the CBE Strategic Plan 2020-2024 that is linked to this project is the attainment of informed decision-making that impacts the current and future operational requirements of the industry. This outcome will be achieved through the coordination of research and provide advice on issues affecting the built environment.

The broad objective of the project is to develop three built environment publications on current topical issues emanating from the TCCs or elsewhere inside the CBE that will:

- i. share the knowledge generated and contributions made by the CBE and TCCs
- ii. promote the positions of the CBE

- iii. facilitate knowledge management on built environment matters including the professions.

The quarterly target was achieved. One publication on gender equality, diversity and inclusion in the built environment professions was developed. The publication unpacked the status of gender transformation in the built environment, barriers that women encounter, opportunities, enablers and strategies required to achieve diversity and inclusion in the built environment professions. The publication was covered in the following print/online media:

- i. 29 September 2022 - Concrete Trends
- ii. 30 September 2022 - Media Update
- iii. 4 October 2022 - Africa.com and Sunday World
- iv. 5 October 2022 - BizCommunity

*4.4.3 Two advisory briefs developed and submitted to relevant stakeholders by 31 March 2023. – **No Target***

There was no target for the quarter under review. The CBE circulated an online survey on digital transition in the South African BE towards building information modelling adoption and implementation. The aim of the survey is to understand the state of digitalisation in infrastructure delivery within the South Africa BE sector. The information collected from the surveys will inform the CBE's position paper on the digitalisation of the BE sector.

Table 16: Programme 4: Research and Knowledge Management

| Programme 4 | | RESEARCH AND KNOWLEDGE MANAGEMENT | | | | | | | | | | |
|-------------------|---|--|---|--|---|---|--|--|-----------------------|---------------------|--|-----------------|
| Objective/Purpose | | To coordinate research outputs, provide advice and facilitate knowledge on built environment matters, including the professions. | | | | | | | | | | |
| Outcome | | INFORMED DECISION-MAKING THAT IMPACTS THE CURRENT AND FUTURE OPERATIONAL REQUIREMENTS OF THE INDUSTRY | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| 4.1 | One research report on the assessment of BE Candidacy Programmes within public sector institutions. | Number of research reports on issues impacting transformation in the BE Professions. | One research report on the assessment of BE Candidacy Programmes within public sector institutions produced by 31 March 2023. | Approved concept document on the assessment of BE Candidacy Programmes within public sector institutions produced by 30 June 2022. | First draft research report on the assessment of BE Candidacy Programmes within public sector institutions produced by 30 September 2022. | Second draft research report on the assessment of BE Candidacy Programmes within public sector institutions produced by 31 December 2022. | Final research report on the assessment of BE Candidacy programmes within the public sector produced by 31 March 2023. | Target Achieved First draft research report on the assessment of BE Candidacy Programmes within public sector institutions produced. | N/A | N/A | Signed attendance registers. Stakeholder Engagement Reports. First draft research report on the assessment of BE Candidacy Programmes within public sector institutions. | N/A |

| Programme 4 | | RESEARCH AND KNOWLEDGE MANAGEMENT | | | | | | | | | | |
|-------------------|---|--|---|---|--|--|---|---|-----------------------|---------------------|--------------------------------------|-----------------|
| Objective/Purpose | | To coordinate research outputs, provide advice and facilitate knowledge on built environment matters, including the professions. | | | | | | | | | | |
| Outcome | | INFORMED DECISION-MAKING THAT IMPACTS THE CURRENT AND FUTURE OPERATIONAL REQUIREMENTS OF THE INDUSTRY | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | One research report analysing the implementation of legislation and policies impacting the Built Environment. | | One research report analysing the implementation of legislation and policies impacting the Built Environment produced by 31 March 2023. | Concept document analysing the implementation of legislation and policies impacting the Built Environment produced by 30 June 2022. | N/A | Draft research report analysing the implementation of legislation and policies impacting the Built Environment produced by 31 December 2022. | Final research report analysing the implementation of legislation and policies impacting the Built Environment produced by 31 March 2023. | N/A | N/A | N/A | N/A | N/A |
| 4.2 | Three Built Environment publications developed. | Number of Built Environment publications developed. | Three Built Environment publications developed by 31 March 2023. | Concept document outlining the scope of Built Environment publications developed by 30 June 2022. | One publication on Built Environment matters developed by 30 September 2022. | One publication on Built Environment matters developed by 31 December 2022. | One publication on Built Environment matters developed by 31 March 2023. | Target Achieved One publication on gender equality, diversity and inclusion in the built environment professions was developed and published. | N/A | N/A | Publication approved by COO and CEO. | N/A |

| Programme 4 | | RESEARCH AND KNOWLEDGE MANAGEMENT | | | | | | | | | | |
|-------------------|---|--|--|-------------------------------|-----|---|--|-----------------------|-----------------------|---------------------|----------------------------|-----------------|
| Objective/Purpose | | To coordinate research outputs, provide advice and facilitate knowledge on built environment matters, including the professions. | | | | | | | | | | |
| Outcome | | INFORMED DECISION-MAKING THAT IMPACTS THE CURRENT AND FUTURE OPERATIONAL REQUIREMENTS OF THE INDUSTRY | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| 4.3 | Advisory Briefs developed and submitted to relevant stakeholders. | Number of advisory briefs developed and submitted to relevant stakeholders. | Two advisory briefs developed and submitted to relevant stakeholders by 31 March 2023. | N/A | N/A | One advisory brief on matters emanating from Transformation Collaborative Committees developed by 31 December 2022. | One advisory brief on matters emanating from Transformation Collaborative Committees developed by 31 March 2023. | N/A | N/A | N/A | N/A | N/A |

4.5 PROGRAMME 5: PUBLIC PROTECTION, POLICY AND LEGISLATION

This Programme is responding to sections 3, 4, 20 and 21 of the CBE Act.

Programme 5 contributes to Priority 6: A capable, ethical and developmental State. The CBE is empowered by the following areas of its mandate to deliver on this Programme:

- (i) 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;*
- (ii) section 3(a): promote and protect the interest of the public in the Built Environment;*
- (iii) section 3(b): promote and maintain a sustainable Built Environment and natural environment; promote appropriate standards of health, safety, and environmental protection within the Built Environment;*
- (iv) section 3(i): ensure the uniform application of norms and guidelines set by the councils for the professions throughout the built environment;*

For the 2022/23 APP, Programme 5 has three quarterly targets. The targets performed as follows:

*4.5.1 First draft report on the state of compliance with Construction Health and Safety within the Built Environment sector developed by 30 September 2022. – **Achieved***

The purpose of the concept document is to assess the state of compliance in identified areas of Construction Health and Safety (CHS) within the built environment sector to improve the level of compliance in those identified areas. The CBE studied the cause of fatalities and injuries in the built environment sector and identified the top areas of non-compliance with CHS.

The quarterly target was achieved. The first draft report on the state of compliance with Construction Health and Safety within the Built Environment sector developed by 30 September 2022. The report findings indicate that the level of compliance by construction companies in South Africa is influenced by location of the site, building type, project value and attitudinal disposition of the site manager/agent.

The CBE attended the second Construction Health and Safety Technical Committee meeting on 29 September 2022 where inputs on the review of the CHS Regulation was discussed. The key issue of the CHS regulation is that it has many shortcomings and since there is a new occupational health and safety (OHS) 2020 bill in the pipeline, the CHS regulations need to be reviewed in line with this new OHS bill.

*4.5.2 Hundred percent of lodged appeals finalised within the 60 days prescribed period by 30 September 2022. – **Achieved***

This programme addresses the CBE's mandate to act as an appeal body on matters referred to it in terms of the law regulating the Built Environment Professions. It also gives effect to the CBE's mandate to promote and protect the interest of the public in the Built Environment. Appeals lodged with the CBE must be decided within 60 days of lodgement.

The quarterly target was achieved. The quarterly report on the compliance with the CBE's mandate to decide appeals within 60 days of lodgement was produced. Three appeals were lodged during the quarter under review:

- i. One appeal was due for decision during quarter two. This appeal was postponed with an order to suspend the statutory 60-day period to enable the first respondent (ECSA) to provide the outstanding documents to the appellant. The 60-day period will resume from the date on which the matter is ready to be heard
- ii. Two appeals are due for decision in quarter three
- iii. An appeal lodged in quarter one against a decision of SACAP's Disciplinary Tribunal for its finding and sanction imposed on the appellant was due for decision in quarter two. This appeal was finalised within the prescribed 60-day period

I. MARK OATES VERSUS THE SOUTH AFRICAN COUNCIL FOR THE ARCHITECTURAL PROFESSION (SACAP)

| | |
|------------------------------|--------------|
| Date of lodgement: | 6 May 2022 |
| Date on which 60 days lapse: | 5 July 2022 |
| Date of the appeal hearing: | 23 June 2022 |
| Date of decision: | 4 July 2022 |

NATURE OF THE APPEAL

An appeal was lodged on 6 May 2022 against a decision of SACAP's Disciplinary Tribunal for its finding and sanction imposed on the appellant.

The appeal was lodged due to the manner in which the respondent (SACAP) procedurally handled the complaint, lodged by a member of the public. It challenges the processes followed as irregular on the basis that the appellant was sanctioned for charges not initially included in the complaint; the charges were not investigated properly; and the appellant was not afforded his rights in terms of section 33 of the Constitution, among others.

APPEAL COMMITTEE APPOINTED

| | |
|----------------------------|-------------|
| Mr James Ndebele | Chairperson |
| Mr Xolisa Mnyani | Generalist |
| Ms Maria Caterina Paschini | Specialist |

OUTCOME OF THE APPEAL

The Appeal was upheld. The Appeal Committee found that SACAP acted beyond its powers and abused processes when it acted against the appellant, and that procedural laws were disregarded. As a result of the aforesaid, the Appeal Committee disclosed the following key findings:

- i. The complaint against the Appellant was not properly investigated by the Investigating Committee as envisaged by Section 33 of the Constitution
- ii. Regarding separation of powers, SACAP's regulatory framework clearly envisages a separation of powers between the Council and the Investigating Committee. The Appeal Committee held a view that there was no separation of powers, or the separation of power was not applied to the Council and Investigating Committee
- iii. The Disciplinary Tribunal was not properly constituted which amount to non-compliance with section 30(2) of the Act in that some of the Tribunal's members were not those envisaged therein
- iv. The appellant was not offered enough time to make his submissions; SACAP's appeal proceedings were hasty which compromised the appellant's representations during the appeal, which in the Appeal Committee's view amounts to gross irregularities and contravention of the regulatory framework
- v. Issues of conflict were raised in that some members of the Investigation Committee presided over the appeal proceedings. The aforesaid was held to be against the Board Notice 5 of 2021 more particularly Rule 10(5) which provides that no member of the appeal must have been a member of the Investigation Committee (which dealt with the matter)

In conclusion, the Appeal Committee overturned SACAP's ruling and sentence against the Appellant entirely. Instead, the Appeal Committee made several recommendations.

Most importantly, the Appeal Committee recommended that the CBE must exercise its powers in terms of the CBE Act and investigate the processes followed as well as the persons who played a role in those processes.

COST OF THE APPEAL

| | |
|----------------------------|-------------|
| Mr James Ndebele | R 51 000.00 |
| Mr Xolisa Mnyani | R 42 000.00 |
| Ms Maria Caterina Paschini | R 37 500.00 |

II. THABO HLABELA VERSUS THE ENGINEERING COUNCIL OF SOUTH AFRICA (ECSA) AND ANOTHER

| | |
|------------------------------|------------------|
| Date of lodgement: | 11 July 2022 |
| Date on which 60 days lapse: | 9 September 2022 |
| Date of the appeal hearing: | 29 August 2022 |
| Date of decision: | 29 August 2022 |

NATURE OF THE APPEAL

An appeal was lodged on 11 July 2022 against ECSA's Investigation Committee for its alleged failure to prefer charges against a registered person. Initially, the appellant lodged this appeal on 8 November 2021 and a ruling on it was made on 20 December 2021. The ruling held that the CBE did not have jurisdiction to adjudicate on the matter as the decision being appealed was not made by ECSA's Council.

As part of its ruling, the Appeal Committee referred the matter back to ECSA to confirm whether the decision of its Investigating Committee was adopted by its Council. Such confirmation was received on 4 July 2022 and the CBE has since advised the appellant of his option to lodge a fresh appeal. The appellant elected to proceed with a new appeal, based on the same papers.

APPEAL COMMITTEE APPOINTED:

| | |
|-------------------|-------------------------------------|
| Adv Gabriel Mello | Chairperson (Admitted Advocate) |
| Mr Mark Pencharz | Generalist (Professional Architect) |
| Mr Clint Koopman | Specialist (Professional Engineer) |

OUTCOME OF THE APPEAL

The appeal was postponed with an order to suspend the 60-day statutory period. The 60-day suspension during the hearing was to enable the first respondent (ECSA) to provide outstanding documents to the appellant; the 60-day period will resume from date on which the matter is ready to be heard.

COST OF THE APPEAL

The CBE is awaiting invoices from the Appeal Committee Members to determine the cost of the appeal.

III. MILFORT MOLOTO VERSUS SOUTH AFRICAN COUNCIL FOR THE PROJECT AND CONSTRUCTION MANAGEMENT PROFESSIONS (SACPCMP)

| | |
|------------------------------|-----------------|
| Date of lodgement: | 17 August 2022 |
| Date on which 60 days lapse: | 17 October 2022 |
| Date of the appeal hearing: | 10 October 2022 |
| Date of decision: | In progress |

NATURE OF THE APPEAL

An appeal was lodged on 17 August 2022 against SACPCMP for failure to approve the appellant's registration application as a Professional Construction Manager.

APPEAL COMMITTEE APPOINTED:

| | |
|-------------------|--|
| Mr Sydwell Mketsu | Chairperson (Admitted Attorney) |
| Mr Shoayb Loonat | Generalist (Professional Quantity Surveyor) |
| Dr Watermeyer | Specialist (Professional Construction Manager) |

OUTCOME OF THE APPEAL

In Progress. The appeal decision is due on or before 17 October 2022.

IV. ERNEST DUNCAN VERSUS SOUTH AFRICAN COUNCIL FOR THE PROJECT AND CONSTRUCTION MANAGEMENT PROFESSIONS (SACPCMP)

| | |
|--------------------|------------------|
| Date of lodgement: | 8 September 2022 |
|--------------------|------------------|

| | |
|------------------------------|-----------------|
| Date on which 60 days lapse: | 7 November 2022 |
| Date of the appeal hearing: | In progress |
| Date of decision: | In progress |

NATURE OF THE APPEAL

An appeal was lodged on 8 September 2022 against SACPCMP for failure to approve the appellant's registration application as a Professional Construction Health and Safety Agent.

APPEAL COMMITTEE APPOINTED

The appointment of the appeal committee is in progress.

OUTCOME OF THE APPEAL

The appeal decision is due on or before 7 November 2022.

*4.5.3 Hundred percent finalisation of complaints received from the public within 90 days from the date of lodgement. – **Achieved***

The quarterly target was achieved. Upon publishing the approved Complaints Procedure manual on the CBE website (which intends to guide key stakeholders and the public who may wish to lodge a complaint with the CBE), one complaint was lodged during the quarter. The complaint was lodged by Disability Info South African (DiSA) against 3Arts Village Shopping Centre on 1 July 2022 on issues related to universal access.

The complaint related to the following:

- i. Accessibility and Access Routes: There are no accessible pavements, and the road is not in good condition for persons walking or driving to the shopping centre. These conditions make

it especially difficult for one in a wheelchair to access the shopping centre without assistance due to the uneven terrain

- ii. Bank Machine: currently there is only one banking machine; and this is not wheelchair-friendly

Two complaints required finalisation during the quarter. They were finalised within the stipulated 90-day period.

I. DANIE TERREBLANCHE AGAINST SOUTH AFRICAN COUNCIL FOR THE PROJECT AND CONSTRUCTION MANAGEMENT PROFESSIONS (SACPCMP)

| | |
|------------------------------|-------------------|
| Date of lodgement: | 17 June 2022 |
| Date on which 90 days lapse: | 15 September 2022 |
| Date of finalisation: | 19 August 2022 |

NATURE OF THE COMPLAINT

The complaint was lodged against SACPCMP for non-recognition of the complainant's qualification for registration purposes.

AGREED OUTCOME OF THE COMPLAINT

The complaint was finalised on 19 August 2022 with the matter amiably resolved between the parties. SACPCMP's Council currently only recognises full qualifications of a specific NQF Level; hence SACPCMP is now preparing a mechanism to assist applicants who do not fulfil all requirements as provided for in the legislative framework. Details of the mechanisms will be communicated to all affected persons once the necessary approvals are obtained.

II. DISABILITY INFO SOUTH AFRICA AGAINST 3ARTS VILLAGE SHOPPING CENTRE

| | |
|--------------------|-------------|
| Date of lodgement: | 1 July 2022 |
|--------------------|-------------|

| | |
|------------------------------|-------------------|
| Date on which 90 days lapse: | 30 September 2022 |
| Date of finalisation: | 29 September 2022 |

NATURE OF THE COMPLAINT

The complaint was lodged against 3Arts Shopping Centre on issues related to universal access.

AGREED OUTCOME OF THE COMPLAINT

A way forward was confirmed in an email from the complainant dated 29 September 2022. The management of the shopping centre is currently busy with costing to start with the required alterations and upgrades; that the project is envisaged to be concluded before the end of this year.

Table 17: Programme 5: Public Protection, Policy and Legislation

| Programme 5 | | PUBLIC PROTECTION, POLICY AND LEGISLATION | | | | | | | | | | |
|-------------------|--|---|--|--|---|---|---|---|-----------------------|---------------------|--|---|
| Objective/Purpose | | Ensuring that the CBE protects members of the public in the built environment | | | | | | | | | | |
| Outcome | | PROMOTE AND PROTECT PUBLIC INTEREST IN THE BUILT ENVIRONMENT | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| 5.1 | Providing advice and recommendations related to Built Environment related legislation to DPWI. | Number of compliance reports on relevant BE legislation and policies. | One report on the state of compliance with Construction Health and Safety within the Built Environment sector produced by 31 March 2023. | Concept document on identified areas of Construction Health and Safety compliance within the Built Environment sector developed by 30 June 2022. | First draft report on the state of compliance with Construction Health and Safety within the Built Environment sector developed by 30 September 2022. | Second draft report on the state of compliance with Construction Health and Safety within the Built Environment sector developed by 31 December 2022. | Final report on the state of compliance with Construction Health and Safety within the Built Environment sector developed by 31 March 2023. | Target Achieved The first draft report on the state of compliance with Construction Health and Safety within the Built Environment sector was developed. | N/A | N/A | Approved first draft report. | N/A |
| 5.2 | Finalise lodged appeals within 60 days. | Percentage of lodged appeals finalised within the statutory 60 days from the date of lodgement. | Hundred percent of lodged appeals finalised within the statutory 60 days from the date of lodgement by 31 March 2023. | Hundred percent finalisation of lodged appeals within the 60 days prescribed period by 30 June 2022. | Hundred percent finalisation of lodged appeals within the 60 days prescribed period by 30 September 2022. | Hundred percent finalisation of lodged appeals within the 60 days prescribed period by 31 December 2022. | Hundred percent finalisation of lodged appeals within the 60 days prescribed period by 31 March 2023. | 100% target achieved Three appeals were lodged during the quarter. One appeal required a decision during the quarter and was postponed. One appeal, lodged in quarter, was decided | N/A | N/A | Appeals register with date of lodgement and date of decision. Attendance registers of Appeals Committee hearings. Appeal notices and response. | The remaining two appeals are due for finalisation in the next quarter. |

| Programme 5 | | PUBLIC PROTECTION, POLICY AND LEGISLATION | | | | | | | | | | |
|-------------------|--|---|--|--|--|--|--|--|-----------------------|---------------------|--|-----------------|
| Objective/Purpose | | Ensuring that the CBE protects members of the public in the built environment | | | | | | | | | | |
| Outcome | | PROMOTE AND PROTECT PUBLIC INTEREST IN THE BUILT ENVIRONMENT | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | | | | | | within the 60-day prescribed period. | | | | |
| 5.3 | Finalise public complaints within 90 days. | Percentage of complaints received from the public finalised. | Hundred percent of complaints received from the public finalised by 31 March 2023. | Public complaints handling procedure manual developed to give effect to section 4(l) of the CBE Act by 30 June 2022. | Hundred percent finalisation of complaints received from the public within 90 days from the date of lodgement. | Hundred percent finalisation of complaints received from the public within 90 days from the date of lodgement. | Hundred percent finalisation of complaints received from the public within 90 days from the date of lodgement. | <p>100% target achieved</p> <p>Two complaints were due for finalisation during this quarter:</p> <p>One complaint was lodged in quarter on 17 June 2022 against SACPCMP.</p> <p>One complaint was lodged during</p> | N/A | N/A | <p>Complaints register with date of lodgement and date of finalisation.</p> <p>Complaints notices and response.</p> <p>Close out Report.</p> | N/A |

| Programme 5 | | PUBLIC PROTECTION, POLICY AND LEGISLATION | | | | | | | | | | |
|--------------------------|--------|---|---------------|-------------------------------|----|----|----|--|-----------------------|---------------------|----------------------------|-----------------|
| Objective/Purpose | | Ensuring that the CBE protects members of the public in the built environment | | | | | | | | | | |
| Outcome | | PROMOTE AND PROTECT PUBLIC INTEREST IN THE BUILT ENVIRONMENT | | | | | | | | | | |
| APP NO. | Output | Output Indicator | Annual Target | Quarterly Performance Targets | | | | Q2 Actual Performance | Reasons for Deviation | Corrective Measures | Supporting Documents (POE) | General Comment |
| | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| | | | | | | | | the quarter under review on 1 July 2022 against 3Arts Village Shopping Centre. | | | | |

PART D
EXPENDITURE REPORT

| | Quarter | | | | | Year To Date | | | | | Full Year Budget | | | | |
|---------------------|-------------------|-------------------|------------------|--------------------------------------|--------------------------------------|-------------------|-------------------|------------------|--------------------------------------|--------------------------------------|-------------------|-------------------|---------------------|--------------------------------------|--------------------------------------|
| | Actual | Budget | Variance to date | % Over collected / (Under collected) | Actual % revenue collected of budget | Actual | Budget | Variance to date | % Over collected / (Under collected) | Actual % revenue collected of budget | Actual | Budget | Variance to date | % Over collected / (Under collected) | Actual % revenue collected of budget |
| Levies | - | - | - | 0% | 0% | 91 623 | - | 91 623 | 100% | 100% | 91 623 | 2 405 000 | (2 313 377) | 0% | 0% |
| Grant income | 13 624 000 | 13 624 000 | - | 0% | 0% | 27 248 000 | 27 248 000 | - | 0% | 0% | 27 248 000 | 54 495 000 | (27 247 000) | -50% | 50% |
| Interest | 122 903 | 234 000 | (111 097) | -47% | 53% | 194 603 | 468 000 | (273 397) | -58% | 42% | 194 603 | 937 000 | (742 397) | -79% | 21% |
| Partnership Funding | - | - | - | 0% | 0% | - | - | - | 0% | 0% | - | - | - | 0% | 100% |
| Other Income | - | - | - | 100% | 100% | 41 033 | - | 41 033 | 100% | 100% | 41 033 | 558 000 | (516 967) | 0% | 100% |
| Total Income | 13 746 903 | 13 858 000 | (111 097) | -1% | 99% | 27 575 258 | 27 716 000 | (140 742) | -1% | 99% | 27 575 258 | 58 395 000 | (30 819 742) | -53% | 47% |

| | Quarter | | | | | Year To Date | | | | | Full Year Budget | | | | |
|---|-------------------|--------------------|------------------|----------------------------|--------------------------|-------------------|--------------------|------------------|----------------------------|--------------------------|-------------------|-------------------|-------------------|----------------------------|--------------------------|
| | Actual | Budget | Variance to date | % Underspent / (Overspent) | Actual % spent of budget | Actual | Budget | Variance to date | % Underspent / (Overspent) | Actual % spent of budget | Actual | Budget | Variance to date | % Underspent / (Overspent) | Actual % spent of budget |
| Programme | | | | | | | | | | | | | | | |
| Programme 1: Administration | 12 643 643 | 13 310 474 | 472 065 | 4% | 95% | 23 464 577 | 26 019 532 | 2 554 955 | 10% | 90% | 23 464 577 | 49 609 000 | 26 144 423 | 53% | 47% |
| Programme 2: Empowerment and Economic Development | 197 458 | 580 550 | 577 858 | 100% | 34% | 283 690 | 730 550 | 446 860 | 61% | 39% | 283 690 | 2 101 000 | 1 817 310 | 86% | 14% |
| Programme 3: Professional Skills and Capacity Development | 96 076 | 841 100 | 745 024 | 89% | 11% | 157 789 | 1 881 600 | 1 723 811 | 92% | 8% | 157 789 | 3 823 000 | 3 665 211 | 96% | 4% |
| Programme 4: Research and Knowledge Management | 29 082 | 248 000 | 218 918 | 88% | 12% | 50 482 | 314 000 | 263 518 | 84% | 16% | 50 482 | 641 000 | 590 518 | 92% | 8% |
| Programme 5: Public Protection, Policy and Legislation | 170 477 | 802 500 | 632 023 | 79% | 21% | 186 086 | 1 049 000 | 862 914 | 82% | 18% | 186 086 | 2 221 000 | 2 034 914 | 92% | 8% |
| Total Expenditure | 13 136 736 | 15 782 624 | 2 645 888 | 17% | 83% | 24 142 624 | 29 994 682 | 5 852 058 | 20% | 80% | 24 142 624 | 58 395 000 | 34 252 376 | 59% | 41% |
| Net Surplus/(Deficit) | 610 167 | (1 924 624) | 2 534 791 | -132% | -32% | 3 432 635 | (2 278 682) | 5 711 316 | 100% | 0% | 3 432 635 | - | 3 432 635 | 100% | 0% |

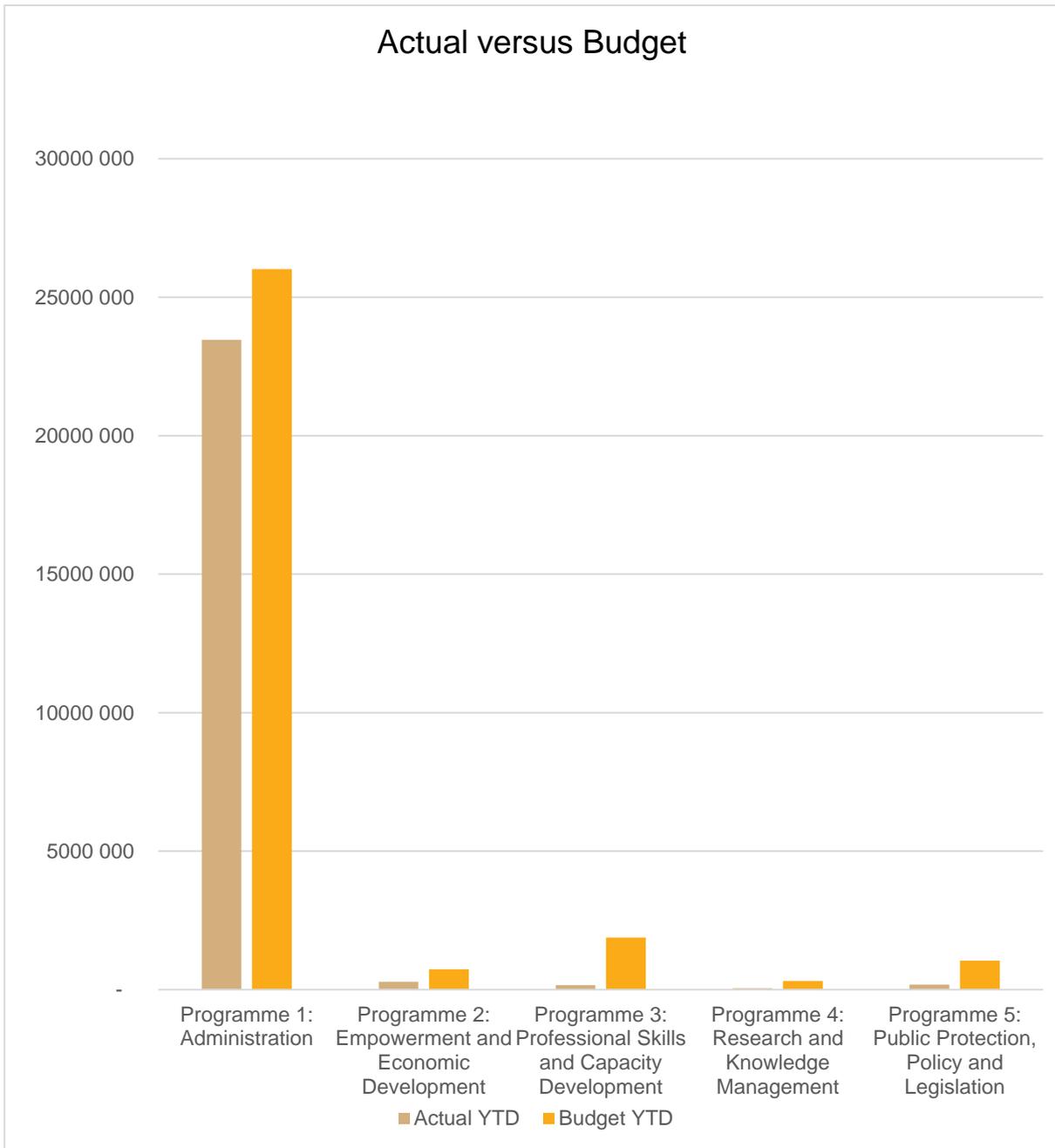


Figure 2: Expenditure: Actual versus Budget

5. SIGNIFICANT DEVIATIONS

5.1 REVENUE

An unfavourable variance of R273 397 was recorded on interest income due to less cash surpluses available than anticipated. This is mainly due to the receipt of the CBE grant income on a quarterly basis and not in two equal payments as the previous practice.

Favourable variances were noted on levy income from:

- i. one CBEP paid its levies on receipt in the current quarter
- ii. finalisation of a temporary disability claim

5.2 EXPENDITURE

The variances on expenditure were as follows:

Programme 1: Administration

An underspending of R2 554 955 (10%) was attributed to:

- i. delayed implementation of the additional cloud server capacity for the move to cloud services
- ii. delayed implementation of the organisational design, which resulted in a saving on the current allocated monthly budget
- iii. travel expenditure utilised but not yet invoiced

Prior year's committed funds, utilised for the cloud PABX, debugging, annual report printing and internal audit resulted in actual expenditure exceeding budgeted expenditure. The difference was offset against the underspend indicated above.

Programme 2: Empowerment and Economic Development

There was an underspending of R446 860 (61%), attributed to:

- i. sector co-ordination forums held virtually
- ii. limited capacity supplemented with interns instead of consulting services
- iii. the WEGE webinar which was only held in October

Programme 3: Professional Skills and Capacity Development

There was an underspending of R1 723 811 (92%), arising from:

- i. delayed invoices from outstanding mentor reports for the structured candidacy project
- ii. travel expenditure utilised but not yet invoiced

Programme 4: Research and Knowledge Management

There was an underspending of R263 518 (84%) due to non-attendance of conferences and workshops, which also resulted in a surplus on travel expenditure.

Programme 5: Public Protection, Policy and Legislation

There was an underspending of R862 914 (82%) in appeal committee fees. Due to the ad-hoc nature of appeals, the number of appeals cannot be accurately determined at the beginning of the year.

PART E
HUMAN RESOURCES

6. HUMAN RESOURCES

6.1 RECRUITMENT AND SELECTION

Fixed term appointments for the IT and Legal units were concluded. Two resignations - from the Chief Financial Officer and Chief Operations Officer - were acknowledged and the ensuing recruitment is underway. Simultaneously, the recruitment process to fill positions on the new structure is also underway; these are the prioritised positions, in line with the costing exercise, to accommodate the available budget.

6.2 STAFF MOVEMENT

Mr Manamela was appointed Acting Chief Shared Services Officer, in line with the implementation of the revised structure, whilst recruitment of all Chief Officers is in progress. Internal personnel, 're-placed' in line with the revised structure, assumed their new roles on 01 July 2022.

Table 18: Employee Statistics

| July 2022 | | | | | | | | | | |
|-----------------------|------|--------------|------|--------|------|----------|------|--------|------|-------------|
| Permanent Employees: | | | | | | | | | | |
| African | | Asian/Indian | | White | | Coloured | | Total | | Grand Total |
| Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | |
| 16 | 8 | 2 | 0 | 4 | 2 | 1 | 0 | 23 | 10 | 33 |
| Fixed Term Employees: | | | | | | | | | | |
| 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 5 | 8 |
| August 2022 | | | | | | | | | | |
| Permanent Employees: | | | | | | | | | | |
| African | | Asian/Indian | | White | | Coloured | | Total | | Grand Total |
| Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | |
| 16 | 8 | 2 | 0 | 4 | 2 | 1 | 0 | 23 | 10 | 33 |

| | | | | | | | | | | |
|------------------------------|------|---------------------|------|--------------|------|-----------------|------|--------------|------|--------------------|
| Fixed Term Employees: | | | | | | | | | | |
| 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 5 | 8 |
| September 2022 | | | | | | | | | | |
| Permanent Employees: | | | | | | | | | | |
| African | | Asian/Indian | | White | | Coloured | | Total | | Grand Total |
| Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | |
| 16 | 8 | 2 | 0 | 4 | 2 | 1 | 0 | 23 | 10 | 33 |
| Fixed Term Employees: | | | | | | | | | | |
| 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 5 | 8 |

6.3 STAFF TURNOVER

Number of permanent employees at beginning of quarter and at end of quarter (33+33); Divide by 2 = Total (66÷2 = 33)

Divide terminations over Total x 100 = turnover % (0÷33 x 100 = 0%)

The table above reflects 0% staff turnover for the period under review.

Table 19: Race and Gender Equity

| Population Group | Male | | | Female | | | Total | | |
|------------------|-----------|------------------------------|---------------|-----------|--------------------------------|---------------|-----------|----------------------------------|---------------|
| | No | Percentage Male Distribution | | No | Percentage Female Distribution | | No | Percentage of Total Distribution | |
| | | CBE | SA Population | | CBE | SA Population | | CBE | SA Population |
| African | 8 | 80.0 | 81.0 | 16 | 69.6 | 81.0 | 24 | 72.7 | 81.0 |
| Coloured | 0 | 0.0 | 8.8 | 1 | 4.3 | 8.8 | 1 | 3.0 | 8.8 |
| Indian /Asian | 0 | 0.0 | 2.7 | 2 | 8.7 | 2.5 | 2 | 6.1 | 2.6 |
| White | 2 | 20.0 | 7.6 | 4 | 17.4 | 7.7 | 6 | 18.2 | 7.7 |
| Total | 10 | | 100.0 | 23 | | 100.0 | 33 | | 100.00 |

*Due to rounding off, the total may not add up to 100%

The target figures provided were benchmarked with the latest Statistics SA demographic data mid-year population estimates for South Africa by population group and sex, 2022, (P0302 July 2022).

Representations were exceeded with white male and female as well as Indian/Asian female employees. The CBE will endeavor to correct this with the appointment of African female and coloured male or female, and Indian/Asian male at its next recruitment opportunity.

Disabled personnel are yet to be represented, and the CBE continues to encourage PWD applicants in all its vacancy advertisements.

6.4 LABOUR RELATIONS

One employee remains on suspension; initiation and independent chairperson services have been procured to address the suspension.

Two meetings were held with the initiator procured through the CBE's panel of legal specialists. The hearing procedures are under discussion.

There was electronic communication with the labour union on salary negotiations, which are still in progress.

6.5 PERFORMANCE MANAGEMENT AND DEVELOPMENT

Quarter 4 performance reviews were moderated with a report submitted to Executive for consideration of progression notches and bonus payments to qualifying employees

6.6 LEAVE

The next table details the number and leave types in terms of planned and unplanned days during the quarter under review.

Table 20: Leave

| Leave | July 2022 | | August 2022 | | September 2022 | | TOTAL | |
|-----------------------|-----------|------|-------------|------|----------------|------|-------|-------|
| | Empl | Days | Empl | Days | Empl | Days | Empl | Days |
| Annual | 11 | 42 | 19 | 43 | 16 | 31.5 | 15 | 116.5 |
| Sick | 9 | 32 | 10 | 24.5 | 11 | 20 | 21 | 76.5 |
| Family Responsibility | 1 | 3 | 3 | 4.5 | 2 | 5 | 5 | 12.5 |
| Study | 2 | 6 | 0 | 0 | 1 | 2 | 3 | 8 |
| Maternity | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Paternity | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 21 | 1 | 22 | 1 | 22 | 1 | 66 |
| Incapacity | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 21: Absenteeism

| Number of Employees | Annual Leave | Number of Employees | Sick Leave 1 | Number of Employees | Family Responsibility Leave | Number of Employees | Study Leave | Number of Employees | Maternity Leave | Number of Employees | Special (suspension/incapacity/unpaid) Leave | Total Person Days Lost | Total Staff Complement | Rate % |
|--|--------------|---------------------|--------------|---------------------|-----------------------------|---------------------|-------------|---------------------|-----------------|---------------------|--|------------------------|------------------------|--------|
| July 2022 | | | | | | | | | | | | | | |
| 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| August 2022 | | | | | | | | | | | | | | |
| 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 |
| September 2022 | | | | | | | | | | | | | | |
| 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 |
| Total for the Period under Review | | | | | | | | | | | | | | |
| 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 |

Legend:

Formula: Absenteeism % = Man-days lost /Product of Average No of workdays for the period by staff complement X 100. Whereas Average No. of workdays = 21.67 days per month. Man- days lost = Unplanned absences related to ill health

Absenteeism management solutions indicate that on average, the absenteeism rate can fluctuate between 1.5% up to an acceptable maximum of 4%. A total of 89 unplanned person-days were lost during the quarter resulting in below average absenteeism rate of 0.02%.