

FINANCIAL YEAR 2022/23

QUARTER 3

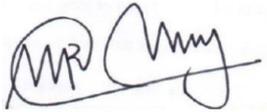
PERFORMANCE INFORMATION

01 OCTOBER 2022 – 31 DECEMBER
2022

APPROVAL OF THE THIRD 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 third quarter of the 2022/23 financial year.

A handwritten signature in black ink, appearing to read 'M Myeza', written over a light blue 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
B-BBEE	Broad-Based Black Economic Empowerment
BE	Built Environment
BEP/s	Built Environment Professions/als
BIM	Building Information Modelling
CARINBE	Centre of Applied Research and Innovation in the Built Environment
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
COGTA	Department of Cooperative Governance and Traditional Affairs
CoGHSTA	Co-operative Governance, Human Settlements and Traditional Affairs'
Council	CBE Council (the accounting authority of the organisation)
DDM	District Development Model
DPWI	Department of Public Works and Infrastructure
ERRP	Economic Recovery and Reconstruction Plan
GPF	Gauteng Partnership Fund
HDI	Historically Disadvantaged Individual

HR	Human Resources
IA	Internal Audit
IdoW	Identification of Work
IT	Information Technology
King IV™	King IV Report on Corporate Governance for South Africa
Minister	Minister of Public Works and Infrastructure
MoU	Memorandum of Understanding
NDP	National Development Plan
NSG	National School of Government
PFMA	Public Finance Management Act
POPIA	Protection of Personal Information Act
PWD	Persons with Disabilities
REMS	Real Estate Management System
SASCE	Southern African Society for Co-operative Education
SCM	Supply Chain Management
TCC	Transformation Collaborative Committee
UoT	University of Technology
WIL	Work Integrated Learning

Committees/Sub-Committees of Council

ARC	Audit and Risk Committee
AC	Appeals Committee
BEMC	Built Environment Matters Committee
EXCO	Executive Committee
FHLC	Finance, Human Resources and Legal Committee
ISC	IdoW Steering Committee
ITSC	Information Technology Steering Committee
SMMCC	Stakeholder Management and Marketing 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

Introduction

This report presents the performance of the CBE for the third 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 transactions up to 31 December 2022. The report is presented in five parts:

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

Part B provides a detailed Governance Report

Part C is a detailed analysis of the performance of each Programme

Part D is a detailed Financial Report for the quarter

Part E is the Human Resource Report for this reporting period

The CBE implements its annual performance plan (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

National Treasury Regulation 5.3.1 requires the Accounting Officer (the CBE Council in the instance of the CBE) to establish procedures for quarterly reporting to the Executive Authority (the Minister of Public Works and Infrastructure in the instance of the CBE) 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.

2.1 Mandate

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—*
 - (2) 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.*

2.2 Highlights of Quarter 3 Performance

The CBE's 2022/23 APP has 17 quarterly targets set for the third quarter. Thirteen of these targets were achieved, and four targets were not achieved. This translates the overall quarter three performance of the CBE against its annual targets for the 2022/23 financial year to 76% as indicated in Table 1.

Table 1: Achievement Status of Quarter Three Targets

APP Programme	Number of Quarterly Targets	Achieved	Not Achieved
Programme 1: Administration	3	3	0
Programme 2: Empowerment and Economic Development	4	1	3
Programme 3: Professional Skills and Capacity Development	3	2	1
Programme 4: Research and Knowledge Management	4	4	0
Programme 5: Public Protection, Policy and Legislation	3	3	0
Quarter Three Total Targets	17	13	4

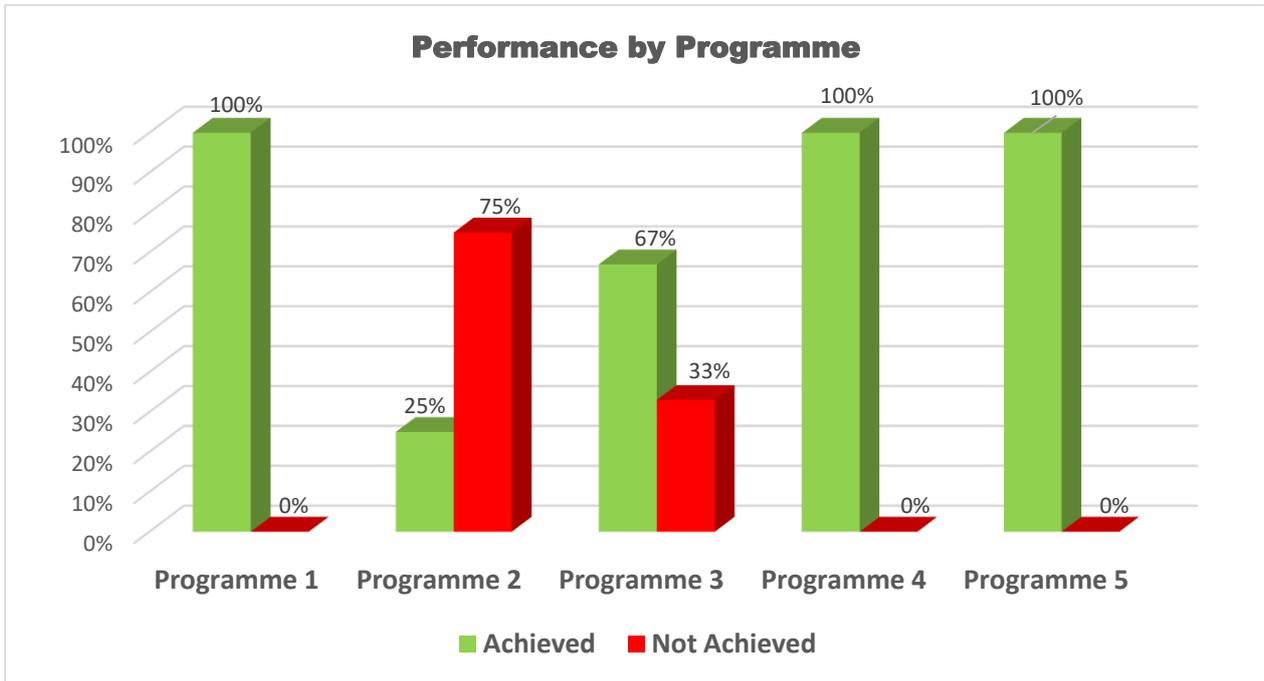


Figure 1: Third Quarter Programme Performance

The highlights for the quarter under review were the following:

- a) On the recruitment of the nine advertised positions, the identified prioritised actions for the second quarter were implemented by 31 December 2022. Applications for all nine advertised positions were recorded. There were shortlisting sessions and interviews for the nine positions, with two appointments successfully concluded during the quarter. Due to the office move and workspace availability, only two people are assuming duty in February 2023
- b) There was one radio interview and three articles published during the quarter to raise the profile of CBE:

Article 1: Shattering the Glass Ceiling: Gender, equality, diversity, and inclusion in the built environment professions – published in Association of African Exhibition Organizers (AAXO) on 3 October 2022

Article 2: Building Sector remains male dominated in SA – published in Sunday World on 4 October 2022

Article 3: Achieving gender equality in built environment requires a multi-pronged approach – published in Bizcommunity.com on 5 October 2022

- c) 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
- d) Twelve districts were supported through monitoring the implementation of the BE Structured Candidacy Programme in Provincial infrastructure departments by 31 December 2022
- e) The draft structure/framework of programmes for BE professionals and candidates appointed by the State was produced
- f) The second draft research report on the assessment of BE Candidacy Programmes within public sector institutions was developed
- g) The draft research report analysing the implementation of legislation and policies impacting the built environment was produced in consideration of the following policy frameworks:
 - i. Public Procurement Bill, 2020
 - ii. Broad-Based Black Economic Empowerment (BBBEE): Codes of Good Practice
 - iii. Property Sector Charter
 - iv. Construction Sector Charter
 - v. B-BBEE Advisory Council
- h) One publication on the status quo of digitalisation and on priority strategies required to speed up digital transition in the South African built environment was developed
- i) One advisory brief on the assessment of candidacy programmes implemented within the public sector was developed by 31 December 2022
- j) There was 100% finalisation of lodged appeals within the 60-day prescribed period by 31 December 2022. Three appeals required decision during the quarter – two of them were finalised within the 60-day prescribed period and one was withdrawn two days before the scheduled hearing.
- k) There was 100% finalisation of complaints received from the public within the prescribed 90-day period from the date of lodgement. Only one complaint was lodged during the quarter, on 11 October 2022, which was finalised within the 90-day period from the date of lodgement

2.3 Challenges

Four targets were not achieved due to the following issues:

Programme 2.2 – Quarterly report on engagements with three stakeholders on the empowerment of people with disabilities in the Built Environment by 31 December 2022.

The primary focus of this programme is to promote and strengthen already existing empowerment programmes for persons with disabilities in the built environment. Organisations representing persons with disabilities are represented in the Health, Safety, Public Protection and Universal Access Transformation Collaborative Committee (HSPPUA TCC) to provide input on empowering persons with disabilities in the built environment sector. The quarterly target was not achieved, as only two stakeholders were engaged on the empowerment of people with disabilities in the built environment. The third stakeholder engagement was scheduled; however, the meeting did not materialise due to non-attendance by key stakeholders.

Programme 2.3 – Quarterly report on activities of the Built Environment youth development programme produced by 31 December 2022.

The CBE intends to endorse youth development programmes in the Built Environment (BE) that address the CBE's medium-term priority areas viz.:

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

The quarterly target was not achieved. The crowd funding platform to assist the 29 BE higher education students identified to date was set for launch during the quarter. The implementation plan has been developed; however, it awaits final inputs from Feenix.

Programme 2.4 - One stakeholder engagement on TCC outcomes hosted by 31 December 2022.

The aim of sector coordination is to allow for more integrated, joined-up conversation and coherent timely responses to inform government policy. 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 that will benefit the economy. The quarterly target was not achieved due to the expiry of the Fifth Term Council's term of office. To ensure continuity, it was resolved that the next stakeholder engagement includes the new Sixth Term Council members.

Programme 3.2 - Progress report on the placement of 150 UoT BE students in workplaces for work integrated learning produced by 31 December 2022.

The deliverable of the target was not met; only two work integrated learning (WIL) students were placed in workplaces. One challenge was the universities' inability to share students' information, citing adherence to the Protection of Personal Information Act (POPIA). The CBE will enter into Memoranda of Understanding (MOUs) to address this challenge. The other challenge is communication - engagement with students in workplaces in far-flung communities, out of communication network zones was difficult and impacted on timely approvals to attend stakeholder engagements. The CBE will enter into a MoU with The Southern African Society for Co-operative Education (SASCE) to support individuals and institutions in integrating academic studies with quality work integrated learning.

2.4 Human Resource Management

- i. Mr Manamela, Mr Jikeka and Ms Treeby were appointed as acting Chief Transformation Officer, Chief Shared Services Officer and Chief Financial Officer respectively, whilst the recruitment process of all Chief Officers is in progress.
- ii. The fixed term contract for the Senior IT Support Technician was extended to allow for the recruitment of a permanent employee.

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 the exercise of ethical and effective leadership. For the CBE, such leadership includes the following responsibilities for the Council:

- a. Providing strategic direction to the CBE
- b. Approving policy to put the 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.*

The CBE is, in addition, 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. *to act as the conduit for communication between Government and the BEPs as outlined in 3(h)*

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 the Council's first meeting. 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 Fifth Term Council citing various reasons –

- a) Ms IM Vieira (Public Representative) – 19 November 2019
- b) Dr P Dala (Public Representative) – 4 January 2021
- c) Ms U Exner (Public Representative) – 13 January 2021
- d) Ms HN Molao (SACPCMP) – 30 June 2021

- e) Mr JL Margolius (SACPVP) – 7 July 2021
- f) Mr CV Gamede (ECSA) – Passed Away 1 August 2021
- g) Ms ZY Makhathini (Department of Water Affairs and Sanitation) – 27 August 2021
- h) Ms K Naidoo (SACAP) – 30 September 2021
- i) Dr CH Deacon (SACPCMP) – 8 November 2021
- j) Dr J Badul (Department of Environmental Affairs) – 9 February 2022
- k) Mr G Meyer (SACQSP) – 23 February 2022
- l) Ms N Qina (SACQSP) – 25 February 2022
- m) Ms NV Fakude (Public Representative) – 24 March 2022
- n) Ms F Rabada (DPWI Representative) – 30 June 2022

The CBE followed the statutory process for replacing the public representatives and submitted the report to the Minister on 24 February 2021.

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

- a) Mr A Latchu (Public Representative)
- b) Ms DL Maraka (Public Representative)

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

- a) Mr B Simelane (SACPCMP)
- b) Mr G Mbuthia (SACPCMP)
- c) Ms HA Mtshali (ECSA)
- d) Ms L Shongwe (SACAP)
- e) Mr ME Moshodi (Department Representative)
- f) Mr PN Phukubje (Public Representative)

On 31 October 2022, the Fifth Term Council concluded its term of office.

In terms of section 49 of the Public Finance Management Act (PFMA), the CEO is the accounting authority in the absence of a Council.

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	-	31 Oct 2022
2. KEM Mogodi (Deputy Chairperson)	Section 5(2)(b) read with section 6 (3)(b) Representative of state departments	Female	1 Nov 2018	-	31 Oct 2022
3. NE Hutamo	Section 5(2)(c) Nominated by SACLAP	Male	1 Nov 2018	-	31 Oct 2022
4. Dr KI Jacobs	Section 5(2)(c) Nominated by ECSA	Male	1 Nov 2018	-	31 Oct 2022
5. WO Mothowamodimo	Section 5(2)(c) Nominated by SACLAP	Male	20 Jan 2020	-	31 Oct 2022
6. ST Mthembu	Section 5(2)(d) Public nominee	Female	1 Nov 2018	-	31 Oct 2022
7. H Ndlovu	Section 5(2)(c) Nominated by SACPVP	Male	1 Nov 2018	-	31 Oct 2022
8. A Latchu	Section 5(2)(d) Public nominee	Male	23 Mar 2022	-	31 Oct 2022
9. DL Maraka	Section 5(2)(d) Public nominee	Female	23 Mar 2022	-	31 Oct 2022
10. L Shongwe	Section 5(2)(c) Nominated by SACAP	Male	2 Jun 2022	-	31 Oct 2022
11. BB Simelane	Section 5(2)(c) Nominated by SACPCMP	Male	2 June 2022	-	31 Oct 2022
12. G Mbuthia	Section 5(2)(c) Nominated by SACPCMP	Male	2 June 2022	-	31 Oct 2022
13. HA Mtshali	Section 5(2)(c) Nominated by ECSA	Female	2 June 2022	-	31 Oct 2022
14. ME Moshodi	Section 5(2)(b) Nominated by Department of Water and Sanitation	Male	2 June 2022	-	31 Oct 2022
15. PN Phukubje	Section 5(2)(d) Public nominee	Male	2 June 2022	-	31 Oct 2022

Name	Designation (<i>Section of the Act which endorses the appointment</i>)	Gender	Date Appointed	Date Resigned	Date Term Ended
Resignations					
F Rabada	Section 5(2)(a) Representative of 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	-

2.5 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)	Procurement Policy, Legislation and Socio-Economic Development Forum (PPLSED)	Women Empowerment and Gender Equality Forum (WEGE)	Professional Skills and Capacity Development (PSCD)

Legend:

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
18 October 2022			To address the legal opinion on the matter of the former CEO, and the way forward on the matter of the suspended Legal Manager
21 October 2022			To address the follow-up legal opinion on the matter of the former CEO
26 October 2022			Quarterly deliverables; approve statutory submissions

Matters Approved by EXCO	Q3
2022/2023 Quarter 2 Report	
EXCO items for the Fifth Term Council's Handover Report	

Matters Considered by EXCO	Q3
Risk Management Report; Strategic-; Operational Risk Register; Emerging Risk Report; Risk Management Implementation Plan	
Internal and External Q2 Audit Finding Matrix	
Compliance Report	
CBE Position Paper on BEP Framework	

Audit and Risk Committee

The Audit and Risk Committee (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 the 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 Council for approval;
- 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	-	31 Oct 2022
PN Phukubje**	Council Member	2 June 2022	-	31 Oct 2022

*(Appointed to serve on 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
25 October 2022			Quarterly meeting

Matters Recommended by ARC	Q3
2022/2023 Quarter 2 Report: Performance Information, Governance, Finance	
IT Backup and Restore Policy	
Information Classification Policy	
Data and Information Management Policy	

Matters Considered by ARC	Q3
In-committee Meeting with the CEO	
Internal Audit (IA) Quarter Report: Progress against the IA Plan	
IA Report on Q2 Performance Information and targets achieved	
POPIA Compliance Follow-up Report	
Human Resource Management Follow-up Report	
Audit Finding Follow-up Report	
IT Steering Committee Chairperson's Report	
Cybersecurity 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	
Contract Register	
Procurement Report	
Fraud Management Report	
Staff Culture Survey Outcome Report	
Consequence Management Report	

THE APPEAL COMMITTEE

The CBE Act and the professions' Acts make provision for the lodgement of appeals against decisions of a council for the built environment (CBEP). The CBE Act [section 21(3)] requires an Appeal Committee 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.

THE STANDING APPOINTED APPEAL COMMITTEE

Council, at its meeting of April 2022, appointed the following standing Appeal Committee for a period of 12 (twelve) months to be allocated for each appeal hearings on a rotational basis:

Table 5: Appointed Appeal Committee

Name	Capacity (Chairperson or BE Generalist)
James Ndebele	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

To date the following Appeal Committee Members were assigned with appeals:

Name	Capacity (Chairperson or BE Generalist)
James Ndebele	Chairperson
Matsobane Gabriel Mello	Chairperson
Sydwell Sibongile Mketsu	Chairperson
Bruno Segopotso Seabela	Chairperson
Xolisa Mnyani	BE Generalist
Mark Pencharz	BE Generalist
Shoayb Loonat	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 v South African Council for the Architectural Profession (SACAP)
Clint Koopman	Thabo Hlabela v Engineering Council of South Africa (ECSA)
Ronald Basil Watermeyer	Milfort Moloto v South African Project and Construction Management Professions (SACPCMP)
Kenevoe Rose Matete	Ernest Duncan v South African Project and Construction Management Professions (SACPCMP)

APPEAL COMMITTEE SITTINGS

No appeal was lodged during the quarter; however, three appeals required decision during the quarter. Two of the appeals were finalised within the 60-day prescribed period while one was withdrawn two days before its scheduled hearing.

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 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
24 October 2022			Quarterly meeting

Matters Recommended by FHLC	Q3
FHLC items for the Fifth Term Council Handover Report	
2022/2023 Quarter 2 Report: Performance Information, Governance, Finance	
Expenditure Report per Council and Committees	
Quarter 2 Procurement Report and Procurement Plan Status Report	
2022 Salary Negotiations agreed with National Education, Health and Allied Workers' Union (NEHAWU)	
Report on Bonus Qualifiers	
Employee Retention Policy	
Performance Management and Development Policy	
Recruitment and Selection Policy	
Disciplinary Policy	
Acting allowance for a higher-graded position from 1 July 2021	

Matters Considered by FHLC	Q3
Human Resources Report	
Appeal Outcomes and Rulings	
Compliance Report	
Contract Register	

Built Environment Matters Committee

Council appointed the following members to serve on the Built Environment Matters Committee (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)
13. A Latchu (Member)
14. G Mbutia (Member)
15. BS Simelane (Member)
16. A Mtshali (Member)
17. ME Moshodi (Member)

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 the 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
17 October 2022			Quarterly meeting
18 October 2022			Continuation of quarterly meeting

Matters Recommended by BEMC	Q3
Transformation Collaborative Committees (TCC) Radar Report	
Theme of next WEGE Webinar	
International Day of Disabled Persons observance	
BEMC items for the Fifth Term Council Handover Report	
SMMCC Terms of Reference	
CBE Communication Strategy Framework	
TCC Terms of Reference: PPLSED, WEGE, OSD, PSCD, HSPPUA	
TCC Standard Operating Procedures	

Matters Considered by BEMC	Q3
Presentations and Progress Reports of Transformation Collaborative Committees: Procurement, Policy, Legislation and Socio-Economic Development (PPLSED) Women Empowerment and Gender Equality (WEGE) Occupation Specific Dispensation (OSD) Professional Skills and Capacity Development (PSCD) Health, Safety, Public Protection and Universal Access (HSPPUA)	
2022/2023 Quarter 2 Performance Dashboard	
Identification of Work (IdoW) Implementation and Monitoring; Publishing of Guideline Professional Fees and Progress Report on the memorandum of Understanding (MoU) with the Competition Commission (CC)	
CBEP Quarterly Reports and Registration Statistics	
Strategic Risk Register: BE Industry and Transformation	
Economic Reconstruction and Recovery Plan (ERRP)	
Stakeholder Management, Marketing and Communications Committee (SMMCC) Report	
CBE Framework of Agreements	
TCC Workshop Report and Register	

Transformation Collaborative Committees Meetings held during 2021 - 2023

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

Council Meetings held during the Quarter

Date	Scheduled	Special	Purpose
28 October 2022			Final meeting to approve the Fifth Term Council Handover Report and statutory submissions

Matters Approved by Council	Q3
Whistle Blower Report: 16 March 2022	
Way forward on the former CEO's settlement	
Written vote resolution read into record: approval of the Sixth Term Council Recommendation Report for submission to DPWI	
Fifth Term Council Handover Report	
IT Policies: IT Backup and Restore; Information Classification; Data and Information Management	
2022/2023 Quarter 2 Expenditure Report	
2022/2023 Quarter 2 Council and Committees Expenditure Report	
2022/2023 Quarter 2 Procurement Report & Procurement Plan	
FHLC items for the Fifth Term Council Handover Report	
Report on Bonus Qualifiers	
Cost of Living Increase Agreement with NEHAWU	
Back Dated Acting Allowances from 1 July 2021	
HR Policies: Employee Retention; Performance Management and Development; Recruitment and Selection; Disciplinary	
TCC Radar Report	
Theme of the second WEGE Webinar	
International Day of Disabled Persons observance	
Stakeholder Management, Marketing and Communications Committee (SMMCC) Terms of Reference	
CBE Communication Strategy Framework	
TCC Terms of Reference: PPLSED, WEGE, OSD, PSCD, HSPPUA	
TCC Standard Operating Procedures	
BEMC items for the Fifth Term Council Handover Report	
Lifting the Legal Manager's Suspension	

National BE Industry Stakeholder Meetings held during the Quarter

There were no National BE Stakeholder Engagements held during the quarter.

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	2	3	100
KEM Mogodi (BEMC Chairperson)	1	1	2	66.7
Dr KI Jacobs (FHLC Chairperson)	1	2	3	100
L Shongwe (Appointed 25 August 2022)	1	1	2	66.7
ST Mthembu (Invited to attend EXCO meetings due to legal experience)	1	2	3	100
ARC				
P Stock (External Member) (Chairperson)	1	-	1	100
LM Mangquku (External Member)	1	-	1	100
Dr L Konar (External Member)	1	-	1	100
ST Mthembu	1	-	1	100
PN Phukubje (1 scheduled Meeting 25 October 2022)	0	-	0	0
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
DL Maraka	1	0	1	100
BEMC				
KEM Mogodi (Chairperson)	1	1	2	100
H Ndlovu	1	0	1	50
F Rabada (Resigned 30 June 2022)	0	0	0	0
Dr SS Dlamini	1	1	2	100
WO Mothowamodimo	1	1	2	100
A Latchu	1	1	2	100
G Mbutia	1	0	1	50
ME Moshodi	0	0	0	0
A Mtshali	1	1	2	100
BB Simelane	1	1	2	100
Council				
Dr SS Dlamini (Chairperson)	1	1	1	100
KEM Mogodi (Deputy-Chairperson)	1	1	1	100
NE Hutamo	1	1	1	100
Dr KI Jacobs	1	1	1	100
ST Mthembu	1	1	1	100
H Ndlovu	1	1	1	100
F Rabada (Resigned 30 June 2022)	0	0	0	0
WO Mothowamodimo	1	1	1	100
A Latchu	1	1	1	100
DL Maraka	1	1	1	100
BB Simelane	1	1	1	100
G Mbutia	1	1	1	100
L Shongwe	1	1	1	100
ME Moshodi	0	0	0	0
PN Phukubje	1	1	1	100

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	Preparatory 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	63 219.57	0.00	0.00	63 219.57
Molobe	0.00	0.00	0.00	0.00
Mogodi	73 934.00	0.00	2 685.00	76 619.00
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	64 076.00	0.00	1 856.00	65 932.00
Molao	0.00	0.00	0.00	0.00
Mthembu	26 148.00	0.00	832.00	26 980.00
Ndlovu	0.00	0.00	1 216.00	1 216.00
Qina	0.00	0.00	0.00	0.00
Meyer	0.00	0.00	0.00	0.00
Mangquku	14 724.00	0.00	192.00	14 916.60
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	29 449.20	0.00	384.00	29 833.20
Dlamini	68 861.00	0.00	3 352.48	72 213. 48
Naidoo	0.00	0.00	0.00	0.00
Mothowamodimo	0.00	0.00	0.00	0.00
Raphela	23 819.00	0.00		23 819.00
Kgole	68 079.00	0.00	2 061.35	70 140.35
Mkondweni	110 901.00	0.00	2 208.00	113 109.00
Latchu	15 597.00	0.00	512.00	113 109.00
Phukubje	24 309.00	0.00	960.00	25 269.00
Simelane	15 597.00	0.00	512.00	16 109.00
Mtshali	0.00	0.00	0.00	0.00
Shongwe	30 273.00	0.00	608.00	30 881.00
Pepea-Daki	22 673.00	0.00	448.00	23 121.00
Mbuthia	16 971.00	0.00	416.00	17 387.00
Ngobeni	60 133.00	0.00	736.00	60 869.00

*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 with the task of identifying, assessing, managing, and monitoring risks across the organisation. In line with good governance, risk management and planning are emphasised elements for which the Accounting Authority is directly responsible. Risk Management is also a compliance requirement, as per the PFMA.

Progress 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 their monitoring.

Continuous progress is recorded 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 discontinue its auditing service in accordance with section 4(3) of the Public Audit Act. The CBE appointed Nexia SAB&T Inc (Nexia) to perform its year-end audit for the third year. The entity has obtained a clean audit report for the sixth consecutive year.

The CBE performed a detailed analysis of the audit findings and is implementing action plans for all findings raised. These action plans will be updated quarterly to monitor all findings raised and submitted to the relevant Council committees to monitor them.

The bid for the appointment of new external auditors closed on 10 November 2022. Bid evaluation is underway and will be finalised in the next quarter.

3.8 INTERNAL AUDIT

INTERNAL AUDIT FUNCTION

The role of internal audit 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. 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.

The CBE's internal auditors, Rakoma and Associates Inc (Rakoma) continuously submit written audit reports to 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:

- a) Quarter 2 performance information
- b) Human Resource Management
- c) Supply Chain Management
- d) Cyber security
- e) POPIA Compliance
- f) Internal and external audit findings

The audit on the Quarter 3 of 2022/3 Performance review will be performed in January 2023.

3.9 COMPLIANCE WITH LEGISLATION AND PROCEDURES

The ARC monitors the CBE's legal compliance. Management presents a compliance report 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.

There was no tip-off or incident reported the fraud hot-line during the quarter under review. A fraud and corruption awareness virtual workshop for the third quarter was held on 15 December 2022, with the awareness presentation circulated to staff.

3.11 MINIMISING CONFLICT OF INTEREST

Paragraphs 5.6.2 and 5.6.3 of the Code of Conduct require CBE employees to declare their interests annually by the end of April each year or upon appointment of new employees. The Declaration of Interest forms are signed before a Commissioner of Oaths and submitted for approval. There were no appointments during the quarter under review. At the time of reporting, 100% submission was recorded from existing employees.

3.12 CODE OF CONDUCT

Paragraph 5.6.5 of the Code of Conduct prohibits CBE employees from doing business with organs of the State. There were no breaches identified in the submissions.

3.13 HEALTH AND SAFETY AND ENVIRONMENTAL ISSUES

Despite COVID-19 statistics indicating a decrease, the CBE continues to observe hygiene protocols. There were no COVID-19 cases were reported during the quarter.

3.14 TRAINING AND DEVELOPMENT

No new training requests were processed during the quarter.

3.15 SUPPLY CHAIN MANAGEMENT

The next table records the total procurement spend in the following categories during the quarter:

- a) Historically Disadvantaged Individuals (HDI), Youth and Disabled 91%
- b) State-Owned Entities 0%
- c) White Males 9%

Of the seven awards concluded during the quarter, three were from level 1 B-BBEE service providers and three from level 2 B-BBEE service providers. The CBE will endeavour to maintain its HDI percentage. The table below records the procurement for the third quarter:

Table 8: Procurement

Procurement for the 3 rd Quarter: 1 October 2022 - December 2022						
Categories	Allocated Amount		Contractual Amount		Total	Percentage Distribution
	R'	%	R'	%	R'	%
Women	R0	0%	R278 300	9%	R278 300	8%
Black Male	R199 515	50%	R2 568 826	86%	R2 768 341	82%
HDI Total	R199 515	50%	R2 847 126	95%	R3 046 641	90%
Youth	R0	0%	R5 750	1%	R5 750	1%
Disabled	R0	0%	R0	0%	R0	0%
Total HDI, Youth and Disabled	R199 515	50%	R2 852 876	96%	R3 052 391	91%
State-Owned entities/Other	R0	0%	R0	0%	R0	0%
White Male	R199 515	50%	R117 300	4%	R316 815	9%
Total (sum of figures in bold)	R399 030	100%	R2 970 176	100%	R3 369 206	100%

The CBE identified one possible instance of irregular expenditure during the quarter, which is under determination. The CBE did not identify any Fruitless and Wasteful expenditure during the quarter.

BBBEE Performance

The CBE achieved a non-compliant BBBEE rating, falling short of sufficient points in two of the five measurement criteria, hence it was discounted in terms of section 3.3.3 of the BBBEE Act. Due to budgetary constraints the skills development criteria could not be met, however the socio-economic development will never be met as CBE is not allowed to sponsor events above R100 000 in terms of Treasury Regulations, while to score on this require a larger investment is required.

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	<p><i>3(d) facilitate participation by the built environment professions in integrated development in the context of national goals</i></p> <p><i>3(f) promote sound governance of the built environment professions;</i></p> <p><i>(3h) serve as a forum where the built environment professions can discuss relevant issues</i></p>
Priority 2: Education, skills and health	Improved education, training and innovation Improved employability of youth through skills training	Transformed Built Environment	Skilled Built Environment	<p><i>3(c) promote ongoing human resources development in the built environment</i></p> <p><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></p>
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 investigations</i>

NDP Priorities	NDPIP Outcomes	DPWI Outcomes	CBE Outcomes	Objective of CBE Act
				<i>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 third quarter were the following:

*4.1.1 Implementation of the identified prioritised actions for the CBE's revised organisational structure by 31 December 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 following identified prioritised actions for the revised organisational structure were implemented:

- a) All applications for the nine advertised positions were recorded
- b) Shortlisting sessions and interviews were held for the nine positions
- c) Two appointments were successfully concluded during the quarter

4.1.2 Cloud Additional Servers and Disaster Recovery initiative implemented by 31 December 2022. – 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 target was achieved. Cloud Additional Servers and Disaster Recovery initiatives were implemented. The following were completed:

- i. Migration - Lift and shift to Data Centre over line and converted to Cloud
- ii. Remote Access - Netscope installed
- iii. Servers – all virtual serves operational in cloud
- iv. Firewall- Fortinet firewall

*4.1.3 One marketing communication exercise to raise the profile of the CBE by 31 December 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. Three articles were published during the quarter to raise the profile of CBE and one radio interview. There is a positive variance of two articles published and one radio interview:

- i. **Article 1:** *Shattering the Glass Ceiling: Gender, equality, diversity, and inclusion in the built environment professions.* – covered by Association of African Exhibition Organizers (AAXO) on 3 October 2022.
- ii. **Article 2:** *Building Sector remains male dominated in SA.* – covered Sunday World on 4 October 2022
- iii. **Article 3:** *Achieving gender equality in built environment requires a multi – pronged approach* – covered by Bizcommunity.com on 5 October 2022.
- iv. **Radio interview** – Channel Africa on 4 October 2022

*4.1.4 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. The shared services model was widely welcomed by all attendees. 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				Q3 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.	Achieved The following identified prioritised actions for the revised organisational structure were implemented: Applications for the nine advertised positions were recorded. Shortlisting sessions and	N/A	N/A	Vacancy report	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				Q3 Actual Performance	Reasons for Deviation	Corrective Measures	Supporting Documents (POE)	General Comment
				Q1	Q2	Q3	Q4					
								interviews were held for the nine positions. Two appointments were successfully concluded during the quarter.				
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 Achieved Cloud Additional Servers and Disaster Recovery initiatives were implemented.				

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				Q3 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.	Target Achieved The CBE was featured in one radio interview, and three articles were published during the quarter to raise the profile of CBE.		N/A	Article 1 – Association of African Exhibition Organizers (AAXO) on 3 October 2022. Article 2 – Sunday World on 4 October 2022. Article 3 – Bizcommunity.com on 5 October 2022 Radio interview.	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				Q3 Actual Performance	Reasons for Deviation	Corrective Measures	Supporting Documents (POE)	General Comment
				Q1	Q2	Q3	Q4					
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				Q3 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 third 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 31 December 2022. – **Achieved***

This programme is part of CBE's strategic priority to empower women in the Built Environment. In the previous financial year, research was undertaken to develop a functional database of women-owned professional practices. The research 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. Promoting and facilitating the empowerment of women in the BE sector infrastructure delivery by lobbying that the minimum allocation of infrastructure department's budget for women-owned projects is 30%
- ii. Lobbying for a comprehensive policy and regulations to implement gender-responsive procurement
- iii. Enhancing entrepreneurial development and increasing the number of expertise of women firms and SMME's* providing services and products with sector stakeholders/partners
- iv. Building partnerships with key sector stakeholders from government, SOEs** and private sector in implementing incubator programmes
- v. Profiling women in the BE sector
- vi. Identifying challenges, skills required and develop support systems for emerging women-owned professional practices
- vii. Lobbying for the empowerment and career advancement of women in the built environment professions and placing them in leadership positions

Legend:

* 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) Creating 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 produced:

I. Inaugural Women Empowerment Webinar

The CBE held a webinar on 5 October 2022, under the theme: “*Shattering the Glass Ceiling in the Built Environment Professions*” and stakeholders joined forces across the industry online to deconstruct the barriers, identify enablers and devise strategies to achieve gender equality, diversity and inclusion in the built environment.

This first ever webinar series focused on “the glass ceiling” which persists for many women in the BE sector thus preventing career progression. The webinar also unpacked practical solutions to addressing barriers that hinder women empowerment and gender equality in the BE sector.

The webinar was well attended, with a total of 318 attendees and 273 poll respondents which indicated:

- i. 56% attendance was female representation and the remaining 44% constituted male counterparts in the built environment
- ii. 35% attendees were youth
- iii. 3.5% attendees were persons living with disabilities
- iv. 40 Architectural professionals were able to claim 0.5 CPD credits from attending the webinar

The webinar garnered the support and interest of BE female professionals both locally and internationally, with participation from seven countries. The webinar achieved the intended objectives of inspiring youth and women in the built environment.

II. Gauteng Partnership Fund (GPF)

On 2 November 2022 the CBE and GPF had a working session to map out clear strategies for the implementation of transformational projects. The following are opportunities within GPF’s projects identified for women-owned practices and youth entrepreneurship:

a) Mega Projects/ turnkey

Women-owned enterprises will form part of the Professional Resource Team, where these enterprises are conducting work that can assist with the following:

- i. WIL student placement and candidates for professional registration
- ii. Job shadowing, career awareness and excursions
- iii. Internships for BE graduates to assist with monitoring and evaluation of projects (increasing capacity for GPF M&E)
- iv. GPF internal BE personnel candidacy programme- capacity building

b) Lending/ UISP/ Rapid Land release

- i. BE Professionals – Youth SMME Entrepreneurship
- ii. Give capacity (by placing them on their projects) to developers from candidacy/professional database
- iii. Increase town planning/ property valuation capacity through candidacy
- iv. Masterclasses for qualifying aspiring developers (women and youth)

c) Kasi for Real

- i. Opportunity for women empowerment and youth development
- ii. Showcase programme on the next WEGE webinar.
- iii. Create masterclasses for qualifying professionals for Professional Resource Teams

III. Eskom High Voltage line construction incubation programme

The Eskom Transmission Division – High Voltage (HV) Line Construction incubation programme, is a programme where the CBE envisages involving women-owned practices in the built environment. Eskom has requested the CBE to become an incubator partner for the programme.

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

- a) Technical support and accreditation
- b) SHEQ support and accreditation
- c) Business management support
- d) Financial support

- e) Training support
- f) Work opportunities (set-aside)

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

The MoU between CBE and Eskom has been delayed due to further clarifications and deliberations by Executive Management. A meeting to finalise the MoU with Eskom has been set for early January 2023.

*4.2.2 Quarterly report on engagements with three stakeholders on the empowerment of people with disabilities in the Built Environment by 31 December 2022. – **Not Achieved***

The CBE is mandated to protect public interest in areas of Universal Design and Accessibility, to ensure that persons with disabilities do not experience challenges to access public buildings that are designed and built by built environment professionals. The primary focus of this programme is to promote and strengthen already existing empowerment programmes for persons with disabilities in the built environment. Organisations representing persons with disabilities are represented in the Health, Safety, Public Protection and Universal Access Transformation Collaborative Committee (HSPPUA TCC) to provide input on empowering persons with disabilities in the built environment sector.

The quarterly target was not achieved. Two stakeholders were engaged on the empowerment of people with disabilities in the BE:

On 28 October 2022, the CBE engaged the Department of Social Development on the empowerment of vulnerable individuals, groups and communities, including persons with disabilities (PWD).

The Japan International Cooperation Agency (JICA) was informally engaged through email and telephone during October - December for possible collaboration to promote universal design and

access in the built environment. The chief representative's office requested more time to discuss this issue internally. The meeting did not materialise during the quarter.

The Built Environment Matters Committee (BEMC) approved the HSPPUA TCC to commemorate the annual observance of International Day of Persons with Disabilities on 2 December 2022; however, the event did not take place due to the CBE's office relocation.

*4.2.3 Quarterly report on activities of the Built Environment youth development programme produced by 31 December 2022. – **Not Achieved***

The CBE intends to endorse youth development programmes in the Built Environment (BE) that address the CBE's medium-term priority areas viz.:

- i. Transforming the Built Environment
- ii. Producing skilled (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 as well as valuable industry mentoring and coaching. This will ensure better career prospects for the youth by providing more exposure to opportunities for development through internships, candidacy, and entrepreneurial and incubator programmes. As a result, their chances of attaining employment and professional registration will be enhanced.

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

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

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

The quarterly target was not achieved. The quarterly progress report on activities of the Built Environment youth development programme was developed:

I. Women Empowerment and Gender Empowerment Webinar

The women empowerment webinar was held on 5 October 2022. This webinar series is aimed at identifying plausible interventions to empower and develop women and youth in the BE to amplify their participation in the sector. The attendance statistics highlight that at least 56% of the attendees were female. While the age breakdown indicated that the second highest age category which sat at 35%, comprised youth between the ages of 15-35 years.

II. Feenix Campaign

This intervention aligns directly with the expected outcome of having an increased throughput of BE youth on the skills pipeline, as articulated in the framework for BE youth involvement and development. During the quarter under review, the CBE and Feenix had a meeting on the launch of the “*Build a Dream*” campaign and other opportunities of collaboration. Twenty-nine students, currently studying built environment qualifications and in need of funding, were identified for the “Build a dream” fund raising campaign.

The intended launch date for the “*Build a Dream*” campaign was November 2022. The implementation plan has been developed; however, it awaits executive management approval.

III. Eskom Capacity Building Programme

Research has shown that more capacity building programmes geared towards professional registration, will give leverage to graduates seeking employment. Eskom has shown interest in partnering in a capacity building programme which seeks to develop BE graduates into registered professionals in the construction project management and quantity surveying disciplines. The main objective of the project is to develop a capacity building programme aimed at capacitating the intermediate phase strategy of the CBE skills pipeline.

This initiative has potential to achieve the following key outputs:

- a) Two hundred BE learners will be able to acquire their practical component which is mandatory for the attainment of a BE qualification.
- b) Five hundred unemployed graduates/candidates will be afforded the opportunity to register professionally in the relevant discipline categories with the South African Council for the Project and Construction Management Professions (SACPCMP) and the South African Council for the Quantity Surveying Profession (SACQSP), and consequently contribute towards combatting poverty and social inequality.

The executive management made some fundamental revisions to the Eskom MoU, which will be discussed at a scheduled meeting in January 2023.

IV. Gauteng Partnership Fund

The CBE had a working session with the Gauteng Partnership Fund (GPF) to address the following:

- a) Promote collaboration in skills development on issues pertaining to transformation
- b) Identify and facilitate placement of unemployed graduates and learners in the built environment in GPF projects
- c) Identify and develop capacity building programmes that promote the professionalisation of built environment persons employed in public service
- d) Identify research projects to collaborate with the GPF
- e) Develop a concept document
- f) Interventions identified will focus on the intermediate strategy (university students and graduates) of the CBE skills pipeline which seeks to promote
- g) Work integrated Learning (WIL) placements on GPF projects
- h) Vacation work opportunities for BE University students
- i) Excursions on live projects for BE University students
- j) Internships for candidacy
- k) Candidacy support for GPF BE personnel
- l) Interventions that will focus on the pull strategy (Professionals & SMMEs) which will promote:

- Youth- and women-owned Small, Medium, Micro Enterprises (SMME) & Entrepreneurship development
- Professional coaching and mentorship development

V. BE Unemployed Graduates Placements at the Department of Public Works & Infrastructure (DPWI), Real Estate Management Services (REMS)

In April 2022, DPWI requested the CBE to source unemployed BE graduates on their database to assist REMS with data capturing of lease information and the updating of leases on sites to ensure proper interference articulation of lease information on the Archibus and SAGE systems. This was initiated by the Deputy Minister, in accordance with a resolution of the Ministerial top Management (MINTOP). This initiative is aimed to enhance capacity within REMS and to improve or address shortcomings of the audit findings on leases. In October 2022, nine candidates from the CBE Unemployed Graduate database were placed on a two-year internship programme.

*4.2.4 One stakeholder engagement on TCC outcomes hosted by 31 December 2022. – **Not Achieved***

The aim of sector coordination is to allow for more integrated, joined-up conversation and coherent responses timeously to advise government policy. 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 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 expiry of the Fifth Term Council's term of office. To ensure continuity, it was resolved that the next stakeholder engagement includes the new Sixth Term Council.

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				Q3 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 was developed by 31 December 2022.	N/A	N/A	Attendance registers Pilot Incubator programme report Q3 report	N/A
2.2	Report on CBE's programme promoting empowerment of people living	Number of programmes promoting empowerment of people with	One CBE programme promoting the empowerment	Concept document on CBE's programme promoting the	Quarterly report on engagements with three	Quarterly report on engagements with three	Final report on the CBE's programme promoting the	Target Not Achieved Two stakeholders were engaged on	The CBE set up an online meeting with a representative from the Health	N/A	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				Q3 Actual Performance	Reasons for Deviation	Corrective Measures	Supporting Documents (POE)	General Comment
				Q1	Q2	Q3	Q4					
	with disabilities.	disabilities in the Built Environment.	of people with disabilities in the Built Environment developed by 31 March 2023.	empowerment of people with disabilities in the Built Environment developed and approved by 30 June 2022.	stakeholders on the empowerment of people with disabilities in the Built Environment by 30 September 2022.	stakeholders on the empowerment of people with disabilities in the Built Environment by 31 December 2022.	empowerment of people with disabilities in the Built Environment by 31 March 2023.	the empowerment of persons with disabilities in the built environment.	and Welfare Seta for 31 October 2023; however it was a no show.			
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 Not Achieved	The launch of the Feenix campaign still awaits the approval of Executive Management.		N/A	N/A
2.4	One annual online event and four sector collaborative engagements hosted by	Number of sector collaborations on Transformation in the Built	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	One stakeholder engagement on TCC outcomes hosted by	One stakeholder engagement on TCC outcomes hosted by	Target Not Achieved	The quarterly target was not achieved due to the expiry of the Fifth Term	The stakeholder engagement will be hosted during quarter four,	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				Q3 Actual Performance	Reasons for Deviation	Corrective Measures	Supporting Documents (POE)	General Comment
				Q1	Q2	Q3	Q4					
	31 March 2023.	Environment.			30 September 2022.	31 December 2022.	31 March 2023.		Council's tenure.	to include the attendance of the new Sixth Term Council.		

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 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 universities of technology (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 professionalisation of the State

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

*4.3.1 Twelve districts supported through monitoring the implementation of the BE Structured Candidacy Programme in local government by 31 December 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 across the six Councils for Built Environment Professions 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 31 December 2022. In pursuit of the quarter three target, the CBE had engagements with the following stakeholders:

Table 12: Stakeholder Engagement on the District Development Model

No	Stakeholder	Reasons for Engagement	Date
1	Western Cape Department of Transport and Public Works (DTPW)	To discuss possible collaboration on skills development in support of the CBE Skills Pipeline Strategy	27 October 2022
2	Construction Education and Training Authority (CETA)		01 November 2022
3	Gauteng Partnership Fund (GPF)		02 November 2022
4	KZN CoGTA	To request the KZN CoGTA to assist the CBE in getting an audience with District Municipalities in the KZN province	08 November 2022
5	Triviron and the Engineering Council of South Africa (ECSA)	To discuss candidacy support with specific focus on ECSA's requirements for professionalisation	24 November 2022
6	Limpopo CoGHSTA*	To request Limpopo CoGHSTA to assist the CBE in getting access to District Municipalities in the Limpopo Province	30 November 2022
7	Municipal Infrastructure Grant (MIG) for Vhembe District Municipality	Give the CBE an audience with the Vhembe district municipality and the local municipalities in the district The CBE presented on its planned Candidacy support to Vhembe District Municipality and its local	08 December 2022

No	Stakeholder	Reasons for Engagement	Date
		municipalities. The parties agreed to facilitate further discussions for future collaborations	
8	Municipal Infrastructure Grant (MIG) for Capricorn District Municipality	Give the CBE an audience with Capricorn District Municipality and the local municipalities in the district The parties agreed to facilitate further discussions for future collaborations	13 December 2022
9	Municipal Infrastructure Grant (MIG) for Mopani District Municipality	Give the CBE an audience with Mopani District Municipality and the local municipalities in the district The parties agreed to facilitate further discussions for future collaborations	14 December 2022

CoGHSTA* Limpopo Department of Co-operative Governance, Human Settlements and Traditional Affairs¹

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

Table 13: District Municipalities Monitored and Evaluated

No	District	Province	Reason for Engagement and Resolution	Date of Engagement
1	Dr Ruth Mompoti	North West	<ul style="list-style-type: none"> The DM* does not have a candidacy programme as the focus of their skills development unit is Youth Employment in the district The municipality expressed interest in the CBE Structured Candidacy Framework as they would like to professionalise the employees in their Engineering department <p>It was resolved that the DM would complete the M&E** checklist and this analysis would be the basis of further engagements</p>	17 October 2022
2	Dr Kenneth Kaunda	North West	<ul style="list-style-type: none"> The officials at this DM are of the belief that the collaboration proposed by the CBE for a candidacy programme would be more effective if the local municipalities were more involved There are candidates in the DM registered with ECSA Lack of funding and mentors were cited as the main constraints to the DM running a successful candidacy programme <p>It was resolved that there would be further engagements once the M&E checklist was completed by the DM</p>	19 October 2022
3	Ugu	KwaZulu-Natal	<ul style="list-style-type: none"> The municipality has civil engineering practitioners The municipality does not have and would like to resuscitate its bursary programme and start a candidacy support programme 	19 October 2022

No	District	Province	Reason for Engagement and Resolution	Date of Engagement
			<ul style="list-style-type: none"> The CBE has agreed to support the municipality on the implementation of their Candidacy programme Support and collaboration on the implementation of the district Candidacy programme 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>	
4	Ngaka Modiri Molema	North West	<ul style="list-style-type: none"> The municipality is planning to improve its capacity by appointing civil engineers and town and regional planners The municipality does not have BE graduates and candidates The municipality has an appetite to start a Candidacy programme for the district municipalities, including the local municipalities 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>	28 October 2022
5	Sekhukhune	Limpopo	<ul style="list-style-type: none"> The DM stated that they do not have any candidates as they are stationed at the local municipalities The DM would like to collaborate with the CBE on a candidacy programme The DM committed to compiling a list of the professionals and candidates in their local municipalities <p>It was resolved that the DM would complete the M&E checklist to assist the CBE in the analysis of their municipality</p>	15 November 2022
6	Amajuba	Eastern Cape	<ul style="list-style-type: none"> The municipality does not have BE graduates and candidates The municipality has an appetite to start a Candidacy programme for the district municipalities, including the local municipalities 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>	22 November 2022
7	Pixley Ka Seme	Northern Cape	<ul style="list-style-type: none"> The municipality does have a candidate technician with ECSA and supported by the SAICE***** programme The municipality has an appetite to start a Candidacy programme for the local municipalities but does not have funding To solicit CETA, Merseta, PSETA and LGSETA funding for Candidacy and WIL programmes The municipality also lacks projects to expos candidates to in areas required by ECSA and needs assistance from the CBE to assist <p>The Candidacy programme will be anchored in DDM, Municipal Staff Regulations and Professionalisation of the State</p>	24 November 2022

No	District	Province	Reason for Engagement and Resolution	Date of Engagement
8	Nkangala	Mpumalanga	<ul style="list-style-type: none"> The Nkangala DM expressed an interest in the CBE's Structured Candidacy Framework (SCF) as they do not have an active candidacy programme The DM cited a lack of professionals/mentors as a main challenge in running a candidacy programme <p>It was resolved that the DM would complete the CBE's M&E checklist and the analysis of the checklist would guide further engagements</p>	28 November 2022
9	Amathole	Eastern Cape	<ul style="list-style-type: none"> The municipality does not have an active candidacy programme and would welcome assistance from the CBE in establishing a structured candidacy programme The DM cited a lack of mentors in the district as the main hurdle in running a candidacy programme <p>It was resolved that the Amathole DM would complete the M&E checklist so that the CBE can assess the situation in the municipality to guide how the parties can engage further</p>	29 November 2022
10	Vhembe	Limpopo	<ul style="list-style-type: none"> The Vhembe district stated they are interested in the CBE's structured candidacy programme professionalisation of their employees is on their internal agenda. The DM stated that their biggest challenge is a lack of professionals which means a lack of mentors <p>It was resolved that there would be further engagements between the DM and the CBE 2023</p>	08 December 2022
11	Capricorn	Limpopo	<ul style="list-style-type: none"> The DM is looking to professionalise its staff and looking forward to collaborate with the CBE The municipality's projects are outsourced to private contractors, hence it few professionals and candidates <p>It was agreed that there will be further engagements in early 2023 to determine how the CBE and the DM can collaborate on skills development matters</p>	13 December 2022
12	Mopani	Limpopo	<ul style="list-style-type: none"> The municipality has shown interest in the CBE's structured candidacy programme and seeks to engage further It was also agreed that the local municipalities be included in future engagements 	14 December 2022

DM* District Municipality
M&E** Monitoring and Evaluation
CETA*** Construction Education and Training Authority
MERSETA**** Manufacturing, Engineering and Related Services Sector Education and Training Authority
PSETA***** Public Service Sector Education and Training Authority
LGSETA***** Local Government Sector Education and Training Authority
SAICE***** South African Institution of Civil Engineering

District municipalities that do not have candidacy programmes will be assisted to launch and implement such programmes in a structured approach. Additionally, a continued candidacy programme support will be implemented to assist district municipalities engaged in the prior quarters to ensure that they have a consistent and meaningful candidacy programme.

The municipality sector is beset by a myriad of challenges that hinder successful implementation of candidacy programmes. The CBE's assessment of the engaged district municipalities revealed some common challenges which include but are not limited to the following:

- a) Lack of funding to establish and sustain candidacy programmes
- b) A shortage of registered in-house professionals to mentor candidates
- c) Lack of structured candidacy programmes
- d) Limited exposure for candidates as projects are outsourced to private contractors
- e) Limited understanding of the requirements of professionalisation
- f) The occupation specific dispensation is a hindrance to fast-tracking candidates to professional registration

In response to these challenges and in pursuit of improving the situation across the country, the CBE recommends the following:

- a) Develop a framework for BE candidacy programmes to ensure proper structured and uniform programmes
- b) Establish focal points dedicated to BE technical skills development, and drive capacity-building initiatives across the public sector
- c) Create mechanisms that promote and enhance the movement and rotation of candidates in infrastructure projects across the public sector
- d) Source and pool financial resources required to massify and sustain BE candidacy programmes across the public sector
- e) Setas must play an active part in financing municipal skills development programmes

*4.3.2 Progress report on the placement of 150 UoT BE students in workplaces for work integrated learning produced by 31 December 2022. – **Not Achieved***

The CBE is focused on increasing Built Environment professional capacity by facilitating the placement of students in workplaces to undertake the experiential learning component of their academic studies, which is key in ensuring a sustainable throughput of BE graduates. 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. The CBE, in pursuit of its mandate, had engagements with various universities of technology in South Africa to understand their WIL programmes and their challenges in rolling out their WIL programmes. The following is the list of organisations that were engaged in the quarter:

Table 14: Engagements on Work Integrated Learning

No	University	Purpose of the Engagement	Date
1	The Local Government Sector Education and Training Authority (LGSETA)	<ul style="list-style-type: none"> Funding of WIL students' stipends A possible MoU for funding of bursaries, candidacy, career awareness and other skills development programmes 	03 October 2022
2	uJobs PTY	<ul style="list-style-type: none"> Placing Walter Sisulu University (WSU) WIL students with the organisation 	12 October 2022
3	Tshwane University of Technology (TUT)	<ul style="list-style-type: none"> Availing the CBE Unemployed Database Google form with the TUT Alumni Resuscitation of MoU agreements Update of the planned Faculty of Engineering and the Built Environment (FEBE) Alumni 	21 October 2022 and 25 November 2022
4	Construction Education & Training Authority (CETA)	<ul style="list-style-type: none"> Funding of WIL students' stipends A possible MoU for funding of bursaries, candidacy, career awareness and other skills development programmes 	01 November 2022
5	Department of Public Works and Infrastructure	<ul style="list-style-type: none"> Enhancing Girl-Child Career Awareness Programmes 	21 November 2022
6	University of Mpumalanga (UMP)	<ul style="list-style-type: none"> A possible MoU to introduce BE qualifications in their offerings and collaboration on research Placement of WIL students in the university infrastructure projects 	29 November 2022

The deliverable of the target was not met; only two WIL students were placed in workplaces. One challenge was the universities' inability to share students' information, citing adherence to the

Protection of Personal Information Act (POPIA). The CBE will enter into MoUs to address this challenge.

A major challenge is employers' lack of capacity to pay their students' stipends to students. The other challenge is communication - engagement with students in workplaces in far-flung communities, out of communication network zones was difficult and impacted on timely approvals to attend stakeholder engagements. The CBE will enter into a MoU with SASCE to support individuals and institutions in integrating academic studies with quality work integrated learning.

*4.3.3 Draft structure/framework of programmes for BE professionals and candidates appointed by the State produced by 31 December 2022. – **Achieved***

In December 2020, the Minister for Public Service and Administration approved the publication of the draft National Implementation Framework towards the Professionalisation of the Public Service for comment which was followed by stakeholder consultations. The draft Framework was in support of the sixth administration 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 also 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 draft structure/framework of programmes for BE professionals and candidates appointed by the State was produced by 31 December 2022. In pursuit of the quarterly target, the CBE conducted engagements with the following key stakeholders:

Table 15: Stakeholder Engagements on Professionalisation of the State

No	Stakeholder	Purpose of the Engagement	Date
1	LGSETA	<ul style="list-style-type: none"> Explore possible funding for municipal candidacy support programmes Source municipality contact details for engagements 	03 October 2022
2	NSG	<ul style="list-style-type: none"> NSG* Ethics course planned for customising the Built Environment 	20 October 2022
3	NSG	<ul style="list-style-type: none"> Discuss Programme Development, Quality Assurance and Accreditation Management Committee Meeting 	21 October 2022
4	CETA	<ul style="list-style-type: none"> Explore possible funding for municipal candidacy support programmes Source municipality contact details for engagements 	01 November 2022
5	NSG	<ul style="list-style-type: none"> Discuss and provide quality assurance on the Infrastructure Delivery and Procurement Management Course as part of the Development, Quality Assurance and Accreditation processes 	30 November 2022
6	University of Mpumalanga (UMP)	<ul style="list-style-type: none"> Explore a possible MoU with the university to introduce the BE qualifications in their offerings and collaboration on research Placement of WIL students in the university infrastructure projects 	29 November 2022

NSG* National School of Government

The CBE had consultations with NSG on key programmes to support BE professionals and candidates appointed by the State. Four programme thematic areas were identified - mentorship, project management, ethics and orientation and onboarding support for candidates. Additionally, a course on infrastructure delivery and entrepreneurship were identified by stakeholders engaged:

CURRICULUM PROCESS OUTPUTS

THE OUTPUTS ASSOCIATED WITH EACH OF THE EIGHT STEPS IN THE CURRICULUM PROCESS CAN BE FOLLOWED ON THE ATTACHED SOP:

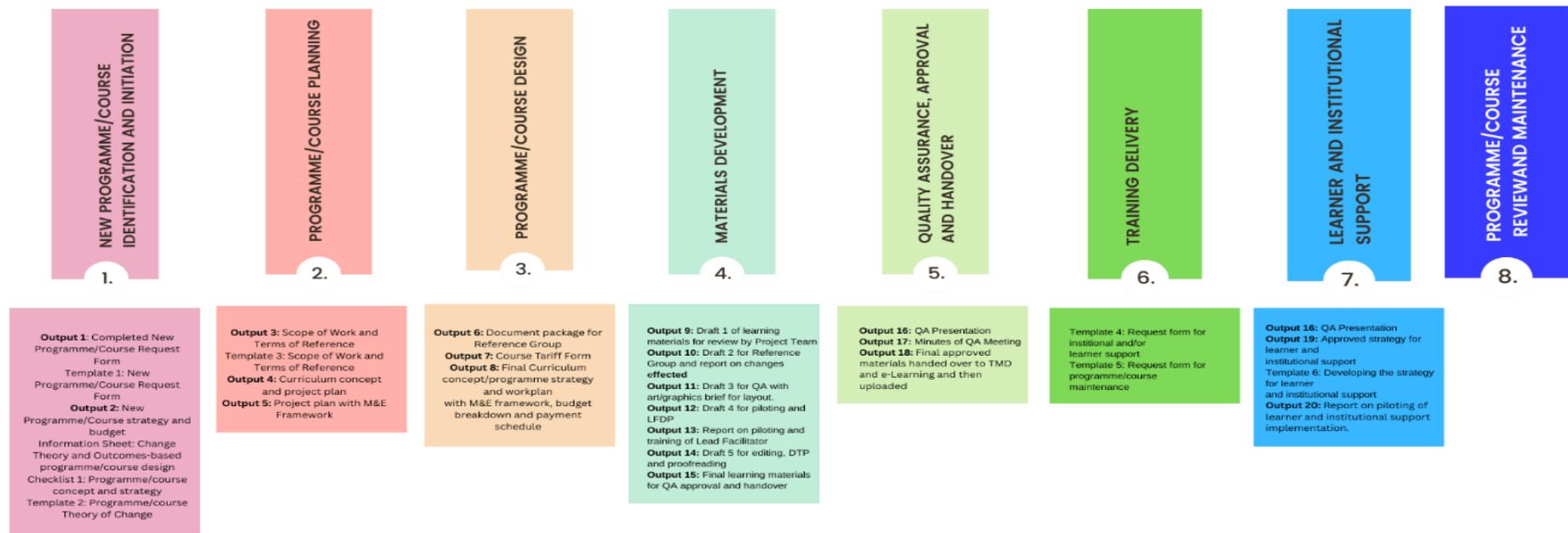


Figure 2: Curriculum Process Flowchart

Table 16: 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				Q3 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 implementation 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. Database of candidates in the districts. M&E forms. Q3 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	The challenge was the universities' inability to share students' information, citing adherence to POPIA.	The CBE will enter into a MoU with SASCE to support individuals and institutions in integrating	N/A	N/A

Programme 3		PROFESSIONAL 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				Q3 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.			academic studies with quality work integrated learning.		
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 The draft structure/framework of programmes for BE professionals and candidates appointed by the State was produced.	N/A	N/A	Meetings attendance registers and/or recordings. Draft structure/framework of programmes for BE professionals and candidates. Q3 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				Q3 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 three quarterly targets:

*4.4.1 Second draft research report on the assessment of BE Candidacy Programmes within public sector institutions produced by 31 December 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. Second draft research report on the assessment of BE Candidacy Programmes within public sector institutions was produced by 31 December 2022. The second draft research report provides an overview of the research findings and recommendations on the assessment of built environment candidacy programmes within public sector institutions. The draft report was presented in the Occupation Specific Dispensation and Professional Skills and Capacity Development TCCs.

The key research findings emanating from the second draft research report are as follows:

- a) The preliminary data shows that there are 713 built environment candidates within public sector institutions. The demographic highlight that of the 713 candidates, 591 are African, followed by Indians (51), then coloureds (46) and lastly whites with 25 candidates. The

data further indicates that majority of the candidates are male (441) while females account for the remaining 272 built environment candidates

- b) The study found that most of built environment candidates within public sector institutions are between 30-39 years old
- c) BE Candidacy programmes across the public sector are not structured/standardised in terms of duration, remuneration or policy
- d) There is a lack of in-house registered professionals resulting in a shortage of mentors to guide candidates towards attaining professional registration
- e) Lack of incentives do not motivate internal mentors to mentor candidates. Furthermore, the data shows that most public sector institutions lack structured mentorship
- f) The OSD is not market related, limiting career progression, so existing personnel in public sector institutions remain candidates for more than ten years as the salary is exorbitantly high. As a result, there is not much difference in salary between candidates and recently professionalised individuals. In fact, in some instances, professionals may earn less than candidates
- g) There is a shortage of holistic strategies and policies for the retention of scarce and critical skills
- h) There is limited understanding of professional registration requirements - some candidates / human resource officials believe affiliation with a voluntary association is equivalent to professional registration with the professional council and that service is equivalent to competence. Public sector institutions lack the systems and capacity to monitor the mentoring of both in-house candidates as well as those outsourced to private companies
- i) National and provincial government departments reported that they experience a high turnover of registered professionals (which results in internal mentor attrition)

*4.4.1.1 Draft research report analysing the implementation of legislation and policies impacting the Built Environment produced by 31 December 2022. – **Achieved***

The quarterly target was achieved. The draft research report analysing the implementation of legislation and policies impacting the built environment was produced, considering the following policy frameworks:

- a) Public Procurement Bill, 2020
- b) Broad-Based Black Economic Empowerment (BBBEE): Codes of Good Practice
- c) Property Sector Charter
- d) Construction Sector Charter
- e) B-BBEE Advisory Council

An analysis of the Broad-Based Black Economic Empowerment Strategy Implementation noted the following:

- a) A substantial increase in the number of black people who have ownership and control of existing and new enterprises
- b) A substantial increase in the number of black people who have ownership and control of existing and new enterprises in priority sectors of the economy that government has identified in its microeconomic reform strategy
- c) A significant increase in the number of new black enterprises, black-empowered enterprises and black-engendered enterprises
- d) A significant increase in number of black people in executive and senior management of enterprises
- e) An increasing proportion of the ownership and management of economic activities vested in community and broad-based enterprises (such as trade unions, employee trusts, and other collective enterprises) and co-operatives

*4.4.2 One publication on Built Environment matters developed by 31 December 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 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 coordinated research advice on issues affecting the built environment.

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

- i. share knowledge generated and contributions of 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 Built Environment matters was developed by 31 December 2022. The publication focuses on the status quo of digitalisation and on priority strategies required to speed up digital transition in the South African built environment. The publication is a product of a position paper on the digital transition in the South African built environment that the CBE and Centre of Advanced Research and Innovation in the Built Environment (CARINBE) is currently developing. The publication presents the preliminary findings and recommendations on accelerating digital transition in the South African built environment. The publication was published on the CBE website and LinkedIn on 14 December 2022. On both platforms the public was requested to provide inputs to validate the preliminary findings and recommendations presented in the publication.

The following are key findings highlighted in the publication:

- a) The survey revealed an average level of awareness on Building Information Modelling (BIM), with about 32% indicating average awareness about it and 29% identifying a low level of awareness. The uninspiring level of awareness, while not shocking, confirms the low level of adoption and implementation as further justified in other findings discussed below. The average level of awareness further supports the need for this position paper to guide and proffer strategic approaches to enhancing adoption by driving awareness and usage
- b) To establish the level of awareness in relation to adoption within organisations and institutions, the survey enquired if respondents have had some forms of training on BIM. Most participants revealed that no one has had any form of training with regards to BIM.
- c) Amongst the participants, 52% indicated they self-funded their training. Thirty-four percent mentioned that organisational support provided the training opportunity, 7% indicated some form of bursary/scholarship, 3% mentioned government incentives and 4% affirmed they had subsidised training/courses
- d) Sixty-six percent (66%) of respondents indicated that they had never used BIM-based cloud platforms while 30% stated they currently use a cloud-based environment
- e) More than half of the respondents (58.5%) affirmed not to have experienced any form of Digital twins on a project whereas 22.3% have had some form of participation on a Digital twin project
- f) In terms of BIM implementation stages within organisations, 44% of respondents revealed they were at the non-usage stage. Twenty percent indicated they are at the trial phase while only 5% had fully adopted and integrated BIM into daily construction operation

*4.4.3 One advisory brief on matters emanating from Transformation Collaborative Committees developed by 31 December 2022. – **Achieved***

This project is aligned CBE's strategic objective of coordinating research outputs, providing advice, and facilitating knowledge management on built environment matters, including the professions. The project objective is to develop and submit two advisory reports to relevant

stakeholders by 31 March 2023. These are advisory briefs on matters emanating from the work of the TCCs. The objectives of the project are therefore, to:

- i. identify and examine priority issues emanating from TCCs on built environment matters, including the professions
- ii. produce advisory briefs
- iii. submit advisory briefs to relevant stakeholders

The quarterly target was achieved. One advisory brief on the assessment of candidacy programmes implemented within the public sector was developed. The objective of the advisory report is to apprise the Minister of Public Works and Infrastructure and relevant stakeholders on the key findings and recommendations that emanated from the research report on the assessment of built environment candidacy programmes across the public sector and provide recommendations. The advisory report will be submitted to relevant stakeholders by 31 March 2023.

Table 17: 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				Q3 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 Second draft research report on the assessment of BE Candidacy Programmes within public sector institutions was produced.	N/A	N/A	Signed attendance registers. Stakeholder Engagement Reports. Second 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				Q3 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.	Target Achieved The draft research report analysing the implementation of legislation and policies impacting the built environment in consideration of the following policy frameworks was produced: 1. Public Procurement Bill, 2020 2. Broad-Based Black Economic Empowerment (BBBEE): Codes of Good Practice	N/A	N/A	Signed attendance registers. Stakeholder Engagement Reports. Draft research report analysing the implementation of legislation and policies impacting the built environment.	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				Q3 Actual Performance	Reasons for Deviation	Corrective Measures	Supporting Documents (POE)	General Comment
				Q1	Q2	Q3	Q4					
								3. Property Sector Charter 4. Construction Sector Charter 5.B-BBEE Advisory Council				
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 the status quo of digitalisation and on priority strategies required to speed up digital transition in the South African built environment was developed.	N/A	N/A	Publication on the status quo of digitalisation and on priority strategies required to speed up digital transition in the South African built environment – approved by CEO and Chief Shared services Officer (CSSO).	

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				Q3 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.	Target Achieved One advisory brief on the assessment of candidacy programmes implemented within the public sector was developed.	N/A	N/A	Advisory brief on the assessment of candidacy programmes implemented within the public sector.	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:

- (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 Second draft report on the state of compliance with Construction Health and Safety within the Built Environment sector developed by 31 December 2022. – **Achieved***

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

The quarterly target was achieved. The second draft report on the state of compliance with Construction Health and Safety within the Built Environment sector developed by 31 December 2022. The research findings revealed that compliance with Construction Health and Safety regulations in the public sector was inadequate:

- i. The poor health and safety performance was attributed to lack of commitment from leadership, capacity constraints and inadequate supervision and inadequate and non-existent health and safety training
- ii. The State also lacks a national reporting system to collect reliable data timeously which is crucial for the enforcement and monitoring of construction health and safety interventions implemented by the role players
- iii. The enforcement of construction regulations is limited, the Occupational Health and Safety Inspectorate of the Department of Employment and Labour is understaffed and lacks the adequate technical capacity to regulate and enforce compliance

*4.5.2 Hundred percent of lodged appeals finalised within the 60 days prescribed period by 31 December 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 compliance with the CBE's mandate to decide appeals within 60 days of lodgement was produced. No appeal was lodged during the quarter; however, three appeals required decision during the quarter. Two of the appeals were finalised within the 60-day prescribed period while one was withdrawn two days before its scheduled hearing.

I. THABO HLABELA VERSUS THE ENGINEERING COUNCIL OF SOUTH AFRICAN (ECSA) AND ANOTHER

Date of lodgement:	11 July 2022 and 11 October 2022 following the postponement order
Date of 60-day lapse:	24 October 2022
Date of appeal hearing:	11 October 2022
Date of decision:	21 October 2022

NATURE OF THE APPEAL

The appeal lodged on 11 July 2022 was 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. A ruling was made on it on 20 December 2021 which held that the CBE did not have jurisdiction to adjudicate on the matter as the decision on appeal was not made by ECSA's Council.

The Appeal Committee, in its ruling, referred the matter back to ECSA for confirmation that 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 Gagriel Mello	Chairperson (Admitted Advocate)
Mr Mark Pencharz	Generalist (Professional Architect)
Mr Clint Koopman	Specialist (Professional Engineer)

OUTCOME OF THE APPEAL

Following the postponement order which suspended the 60-day period to allow the first respondent (ECSA) to provide outstanding documents to the appellant, the matter was scheduled for hearing on 11 October 2022.

The appeal was dismissed because the CBE Appeal Committee could not find any prima facie evidence viz. there was no material contravention of the code of conduct that would warrant any action against the second respondent (Mr Nebotalo). Hence the Appeal Committee ordered that:

- a) The appeal is dismissed i.e. the decision of the first respondent (ECSA) that the second respondent did not contravene the code of conduct is upheld
- b) The first respondent, in terms of its Continuous Development Programme (CPD), must compel the second respondent to include a course in construction occupational health and

safety regulations, as part of his current cycle of the professional registration renewal process

- c) The first respondent must develop an investigation guideline and procedure and ensure that it is communicated to all their appointed investigators

COST OF THE APPEAL

Adv Gabriel Mello	R 76 800.00
Mr Mark Pencharz	R 46 500.00
Mr Clint Koopman	R 54 000.00

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

Date of lodgement:	17 August 2022
Date of 60-day lapse:	17 October 2022
Date of appeal hearing:	10 October 2022
Date of decision:	17 October 2022

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 COMMITTEES APPOINTED:

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

OUTCOME OF THE APPEAL

The appeal was dismissed. The CBE Appeal Committee found that the appellant failed on the relevant experience criteria as he submitted projects which were executed more than four years

ago; the policy on registration requires relevant experience to be measured against projects executed within the four years preceding the submission of the application.

The Appeal Committee held that the appellant failed to address the main issue of the relevant experience criteria, therefore his appeal cannot succeed. Hence the Appeal Committee ordered that:

- a) condonation for late filing of Heads of Arguments be granted
- b) the Appeal is dismissed

COST OF THE APPEAL

Mr Sydwell Mketsu	R 47 400.00
Mr Shoayb Loonat	R 22 500.00
Dr Watermeyer	R 18 000.00

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

Date of lodgement:	9 September 2022
Date of 60-day lapse:	7 November 2022
Date of appeal hearing:	31 October 2022
Date of decision:	29 October 2022

NATURE OF THE APPEAL

An appeal was lodged on 08 September 2022 against SACPCMP for failure to approve the appellant's registration application as a Professional Construction Health and Safety Agent.

APPEAL COMMITTEES APPOINTED:

Mr Bruno Segopotso Seabela	Chairperson (Admitted Attorney)
Mr Eugene Vaughan Barnard	Generalist (Professional Architect)
Ms Kenevove Rose Matete	(Professional Construction Health and Safety Agent)

OUTCOME OF THE APPEAL

The appeal was withdrawn on 29 October 2022, two days before the scheduled hearing.

COST OF THE APPEAL

Ms Kenevove Rose Matete

R 7 500.00 (perusal cost)

*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. One complaint was lodged during the quarter under review on 11 October 2022, which was finalised within the 90-days from its date of lodgement. The complaint related to non-recognition of the complainant's professional status as a Professional Engineering Technologist by Knysna Municipality in terms of the requisite competencies to perform architectural work.

The complaint related to the Identification of Work (IDoW). The South African Council for the Architectural Profession (SACAP) issued a Board Notice that only allows people registered with SACAP to perform scoped work. Hence, the matter was directed to SACAP for address within the realm of their IDoW implementation policy.

The complaint was finalised on 24 October 2022 once SACAP provided clarity to the complainant on issues related to IDoW and his competencies. As much as the complainant still feels aggrieved by the objective of the IDoW Policy, SACAP further explained that the decision and confirmation related to the complainant's competencies was not theirs. It was ECSA's decision in its capacity as the professional council currently regulating the complainant.

Monitoring and Implementation of Previous Complaints

The complaint lodged in quarter two by Disability Info South Africa (DISA) against the 3 Arts Village Shopping Centre is being monitored to ensure that the alterations for access to the shopping centre by people living with disabilities are finalised.

An email was received from the management of the shopping centre on 28 November 2022 with the following progress:

- The external work is complete
- Access and repairs to the toilet doors for the disabled will be complete when stock of the ironmongery is received

The CBE has since informed management of the shopping centre of its intention to undertake an inspection once the project is completed, the arrangement of which will be finalised upon Executive approval.

Table 18: 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				Q3 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 Second draft report on the state of compliance with Construction Health and Safety within the Built Environment sector was developed by 31 December 2022.	N/A	N/A	Approved Second draft report on the state of compliance with Construction Health and Safety within the Built Environment sector.	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.	Target Achieved No appeal was lodged during the quarter. Three appeals were due for finalisation during the quarter. Two of the appeals were finalised within the 60 days prescribed period while one was	N/A	N/A	Appeals register with date of lodgement and date of decision. Attendance registers of Appeals Committee hearings. Appeal notices and response.	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				Q3 Actual Performance	Reasons for Deviation	Corrective Measures	Supporting Documents (POE)	General Comment
				Q1	Q2	Q3	Q4					
								withdrawn two days before its scheduled hearing.				
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.	Target Achieved One complaint was lodged during the quarter under review on 11 October 2022 which was finalised on 24 October 2022.	N/A	N/A	Complaints register with date of lodgement and date of finalisation. Complaints notices and response. Close out Report	N/A

PART D
EXPENDITURE REPORT

COUNCIL FOR THE BUILT ENVIRONMENT
EXPENDITURE REPORT FOR THE QUARTER ENDING 31 DECEMBER 2022



Expenditure versus Budget

	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%	432 201	-	91 623	100%	100%	432 201	2 405 000	(1 972 799)	0%	0%
Grant income	13 624 000	13 624 000	-	0%	0%	40 872 000	40 872 000	-	0%	0%	40 872 000	54 495 000	(13 623 000)	-25%	75%
Interest	153 745	235 000	(81 255)	-35%	65%	348 348	703 000	(273 397)	-39%	50%	348 348	937 000	(588 653)	-63%	37%
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	13 777 745	13 859 000	(81 255)	-1%	99%	41 693 581	41 575 000	(140 742)	0%	100%	41 693 581	58 395 000	(16 701 419)	-29%	71%

	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	16 139 805	12 199 292	(3 940 513)	-32%	132%	39 626 430	38 218 824	(1 407 606)	-4%	104%	39 626 430	49 609 000	9 982 570	20%	80%
Programme 2: Empowerment and Economic Development	324 163	790 000	465 838	59%	41%	606 327	1 520 550	914 223	60%	40%	606 327	2 101 000	1 494 673	71%	29%
Programme 3: Professional Skills and Capacity Development	108 194	1 118 000	1 009 806	90%	10%	237 508	2 999 600	2 762 092	92%	8%	237 508	3 823 000	3 585 492	94%	6%
Programme 4: Research and Knowledge Management	47 590	200 500	152 910	76%	24%	98 072	514 500	416 428	81%	19%	98 072	641 000	542 928	85%	15%
Programme 5: Public Protection, Policy and Legislation	458 429	237 500	(220 929)	-93%	193%	644 515	1 286 500	641 985	50%	50%	644 515	2 221 000	1 576 485	71%	29%
Total Expenditure	17 078 181	14 545 292	(2 532 889)	-17%	117%	41 212 853	44 539 974	3 327 121	7%	93%	41 212 853	58 395 000	17 182 147	29%	71%
Net Surplus/(Deficit)	(3 300 437)	(686 292)	(2 614 144)	381%	481%	480 728	(2 964 974)	3 186 379	100%	0%	480 728	-	480 728	100%	0%

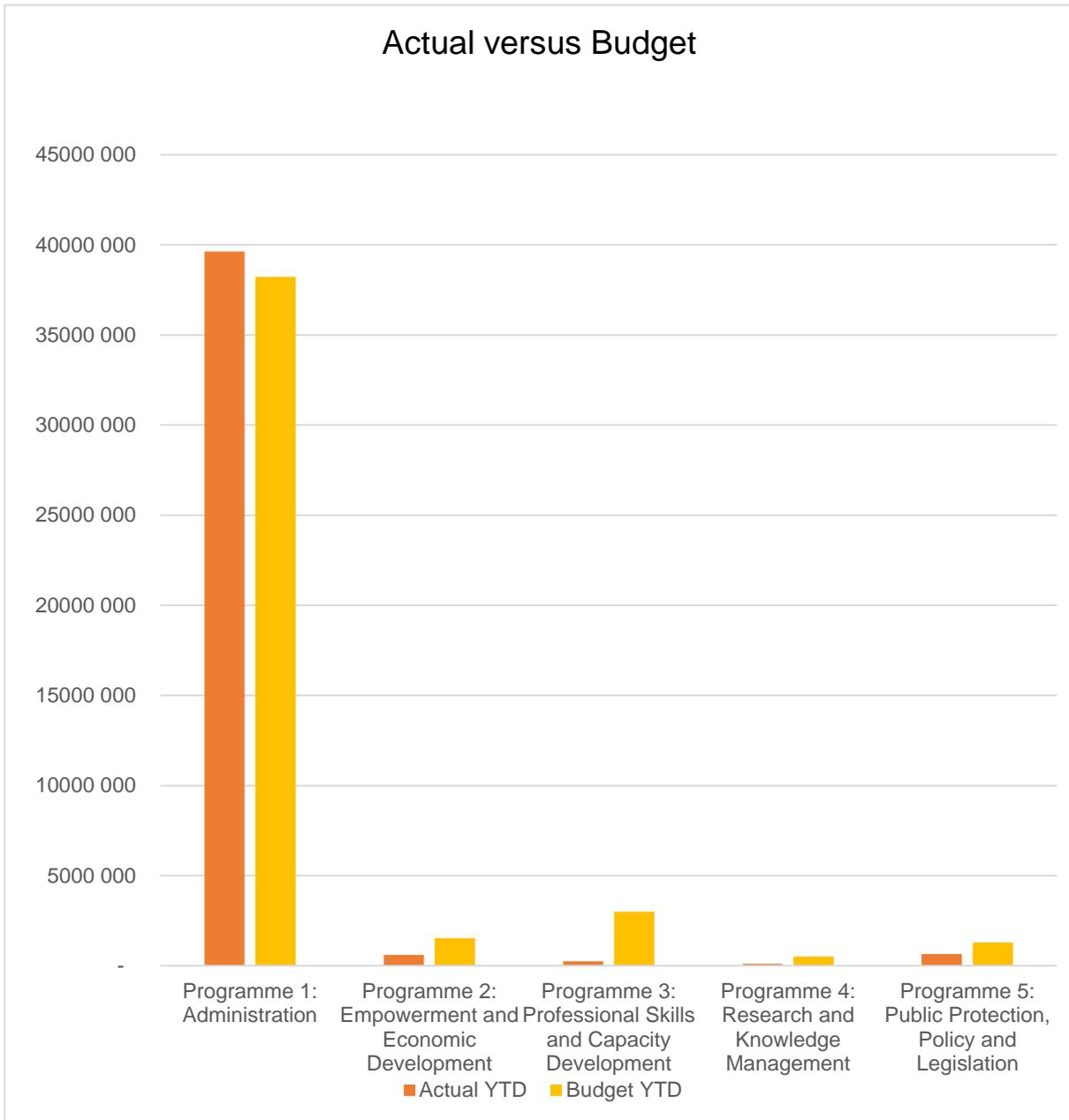


Figure 3: Expenditure: Actual versus Budget

5. SIGNIFICANT DEVIATIONS

5.1 REVENUE

An unfavourable variance of R140 742 was recorded on income from interest income, as less cash surpluses were available than anticipated. This arose from the CBE grant income disbursed once quarterly, not in two equal payments as previously.

Favourable variances were recorded on levy income, originating from:

- i. Two CBEP paid their levies 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 overspend of R1 407 606 (4%) was attributed to:

- i. Hire of a temporary resource in lieu of an employee on suspension
- ii. HR related legal opinions sourced when temporary resource contracts lapsed
- iii. Higher office rental and utilities costs due to:
 - contract extension of bigger premises
 - fit-out of smaller office space

happening along parallel timelines. These bids endured late approval as Council did not quorate

- iv. Prior year committed funds, utilised for the cloud PABX, debugging, data centre cloud migration, the Electronic Built Environment System (EBES) maintenance, the CBE website and annual report printing resulted in actual expenditure exceeding budgeted expenditure

An underspend was recorded from the delayed implementation of additional cloud capacity during the move to cloud services. The procurement of a new service provider for the printing of statutory

documents for a period of three years is near finalisation; the total contract value has been budgeted for in the current financial year as it is a multi-year contract. The difference was offset against the overspending indicated above.

Programme 2: Empowerment and Economic Development

There was underspend of R914 223 (60%), attributed to:

- i. sector co-ordination forums held virtually
- ii. limited capacity supplemented with interns instead of consulting services
- iii. cost saving from webinar services that doubled up, catering for both youth development and women empowerment

Programme 3: Professional Skills and Capacity Development

There was underspend of R2 762 092 (92%), arising from:

- i. delayed invoices from outstanding mentor reports for the structured candidacy project
- ii. Structured Candidacy Framework not yet published for comment
- iii. PSCD TCC fees budgeted but not utilised. The fees will be re-prioritised

Programme 4: Research and Knowledge Management

There was underspend of R416 428 (81%) 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 a surplus of R641 985 (50%) 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

The position of IT Specialist became vacant due to the previous incumbent's resignation. The recruitment process to fill the prioritised positions in the revised structure is underway with two of the nine advertised positions successfully concluded.

6.2 STAFF MOVEMENT

Mr Manamela, Mr Jikeka and Ms Treeby were appointed as acting Chief Transformation Officer, Chief Shared Services Officer and Chief Financial Officer respectively, whilst the recruitment process of all Chief Officers is in progress. The fixed term contract for Senior IT Support Technician was extended to allow for recruitment of a permanent employee.

Table 19: Employee Statistics

October 2022										
Permanent Employees:										
African		Asian/Indian		White		Coloured		Total		Grand Total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
15	8	2	0	3	2	1	0	21	10	31
Fixed Term Employees:										
3	2	0	0	0	0	0	0	3	2	5
November 2022										
Permanent Employees:										
African		Asian/Indian		White		Coloured		Total		Grand Total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
15	8	2	0	3	2	1	0	21	10	31
Fixed Term Employees:										
3	2	0	0	0	0	0	0	3	2	5
December 2022										

Permanent Employees:										
African		Asian/Indian		White		Coloured		Total		Grand Total
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
15	8	2	0	3	2	1	0	21	10	31
Fixed Term Employees:										
3	2	0	0	0	0	0	0	3	2	5

6.3 STAFF TURNOVER

Number of permanent employees at the beginning of the quarter and at end of the quarter (31+31);
Divide by 2 = Total (62÷2 = 31)

Divide terminations over Total x 100 = turnover % (0÷31 x 100 = 0%)

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

Table 20: 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	15	71.4	81.0	23	74.2	81.0
Coloured	0	0.0	8.8	1	4.8	8.8	1	3.2	8.8
Indian /Asian	0	0.0	2.7	2	9.5	2.5	2	6.5	2.6
White	2	20.0	7.6	3	14.3	7.7	5	16.1	7.7
Total	10		100.0	21		100.0	31		100.00

**Due to rounding-off, 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 the 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 endeavour 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 CBE continues to encourage such applicants in all its vacancy advertisements.

6.4 LABOUR RELATIONS

The Legal Manager's suspension was lifted, and the employee resumed work in November 2022. Salary negotiations with the union were concluded successfully with an agreement reached; increments were processed in October 2022.

Consultations were held with the union regarding a voluntary severance package offer for officials of age 55 years and older. Circular communication was issued to all staff and eligible employees have been consulted accordingly.

6.5 PERFORMANCE MANAGEMENT AND DEVELOPMENT

Performance incentives were processed for qualifying employees in October 2022.

6.6 LEAVE

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

Table 21: Leave

Leave Type	October 2022		November 2022		December 2022		TOTAL	
	Empl	Days	Empl	Days	Empl	Days	Empl	Days
Annual	19	47	11	17	21	81	33	145
Sick	4	9	10	19.5	0	0	13	28.5
Family Responsibility	1	1.5	2	3	0	0	3	4.5
Study	3	7	4	18	0	0	5	25
Maternity	0	0	0	0	0	0	0	0
Paternity	0	0	0	0	0	0	0	0
Suspension	1	21	0	0	0	0	1	21
Incapacity	0	0	0	0	0	0	0	0

Table 22: Absenteeism

Absenteeism management solutions indicate that on average, the absenteeism rate can fluctuate between 1.5% to an acceptable maximum of 4%.

A total of 33 unplanned person-days were lost during the quarter resulting in below average absenteeism rate of 1.41%.

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 %
October 2022														
19	47	4	9	1	1.5	3	7	0	0	1	21	10.5	36	1.34%
November 2022														
11	17	10	19.5	2	3	4	18	0	0	0	0	22.5	36	2.89%
December 2022														
21	81	0	0	0	0	0	0	0	0	0	0	0	36	0.0%
Total for the Period under Review														
3	135	13	28.5	3	4.5	5	25	0	0	1	21	33	36	1.41%

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