ACHASM SUMMIT
10 October 2016

SACPCMP Trajectory: The journey of professionalisation to professionalisation of CHS and future perspectives.

Nomvula Rakolote

SACPCMP

- South African Council for the Project and Construction Management Professions
Constitutional Mandates

Section 22 of the South African Constitution (Act No. 108 of 1996), a section dealing with freedom of trade, occupation and profession, states that ‘every citizen has a right to choose their trade, occupation and profession freely. The practice of a trade, occupation or profession may be regulated by law.” Laws can be passed to regulate how people practice their trade, occupation or professions. This section gives the basis for the existence of the South African Council for the Project and Construction Management Professions (SACPCMP) through Act No. 48 of 2000 amongst others.

Legislative Mandate

- Safety, Health and Environment;
- International recognition of Professionals;
- Accreditation;
- Continuing Professional Development;
- Registrations;
- Registration Cancellations;
- Registration Examination;
- Registrations upgrade for candidacy to Professional status;
- Candidacy registration period;
- Recognition of Prior Learning;
- Recognition of Voluntary Associations; and
- Disciplinary matters and appeals.

Why Professionalise?

- There is a need to reverse the growing trend in unfortunate incidents such as fatalities, injuries and accidents that occur on construction sites.
- The main aim of regulating this profession is to ensure that there are adequate controls, evaluation and constant monitoring of the levels of compliance by the construction and related industries with Construction Health and Safety issues.
The sixth Babylonian king, enacted the code. There are 282 such laws in the Code of Hammurabi, each usually no more than a sentence or two.

Code of Hammurabi, 1772BC

If a builder builds a house for someone, and does not construct it properly, and the house which he built falls in and kills its owner, then the builder shall be put to death…….,

If the owner’s son dies, then the builder’s son shall be put to death.


Jesus refers to 18 who died when the Tower of Siloam fell on them. “... they were innocent victims of a calamity which was due to no fault of those killed” 18 people died. Luke 13:4
OCCUPATIONAL HEALTH & SAFETY ACT (85 of 1993)

- MAIN OBJECTIVE
  - To provide for the protection of health & safety of:
    - persons at work
    - persons working with plant / machinery
    - persons affected by process / substances / activities

Construction Regulations 2003

- Promulgated in July 2003
- Specifically for Construction
- Previously fragmented between most of the other regulations including:
  - General Safety Regulations
  - Driven Machinery Regulations
- Establish clear lines of responsibility and controls to apply on any person involved in Construction Work

Draft Construction Regulations 2010

- Technical Committee established 2008
- Draft regulations completed in August 2009
- Approved by DoL Legal
- Draft Amendments Published in May 2010
Construction Regulations 2014

The “New” Construction Regulations and SACPCMP registration for Construction Health and Safety practitioners.

- Occupational Health & Safety – Legislative Journey
- Occupational Health & Safety Act 1993
- Construction Regulations 2014
- SACPCMP CHS Registration

CIDB Report

11 June 2009

Opportunity to fund research
On IDoW and Tariff of Fees
As required by The Competition Commission

CIDB Report - Current State of CHS (11 June 2009)

- Lack of H&S involvement in project Initiation and detailed design phase
- Many VA’s, no single voice/authority
- No professional association has championed the discipline of construction H&S on a sustained basis
- Lack of management commitment
- Inadequate supervision
- Inadequate or a lack of H&S training
- A lack of worker involvement,
- A lack of personal risk appreciation
- Work pressures
- Misguided belief that Safety file = H&S
- Viewed as grudge cost
Challenges identified

- CIDB – Reports on significant number of accidents, fatalities and other injuries that are prevalent in the construction industry.
- Comprehensive report from the CBE
- FEM – Researched reports on expenditure on claims resulting from high levels of non-compliance
- Lack of legislative compliance with requirements of occupational health and safety.
- Effective management and supervision of health and safety on construction sites as well as in advance planning from the Inception/conception of the project.
- Lack of sufficiently skilled, experienced and knowledgeable persons to manage health and safety on construction sites.

**TASK TEAM**
The SACPCMP Journey to CHS Professionalisation

IDoW Summary

<table>
<thead>
<tr>
<th>Project Stage</th>
<th>Description</th>
<th>Pr.CHSA Agent</th>
<th>CHS Manager</th>
<th>CHS Officer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stage 1</td>
<td>Initiation and Briefing</td>
<td>✔️</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stage 2</td>
<td>Concept and Feasibility</td>
<td>✔️</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stage 3</td>
<td>Design Development</td>
<td>✔️ ✔️ ✔️</td>
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<td></td>
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<tr>
<td>Stage 4</td>
<td>Tender Documentation and Procurement</td>
<td>✔️ ✔️ ✔️</td>
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<td></td>
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<tr>
<td>Stage 5</td>
<td>Construction Documentation and Management</td>
<td>✔️ ✔️ ✔️</td>
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<td></td>
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<td>Stage 6</td>
<td>Project Close Out</td>
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</table>

RECOGNITION OF THE SOUTH AFRICAN COUNCIL FOR THE PROJECT AND CONSTRUCTION MANAGEMENT PROFESSIONS (SACPCMP) AS A PROFESSIONAL BODY AND REGISTRATION OF ITS PROFESSIONAL DESIGNATIONS

The Director: Registration and Recognition is pleased to inform you that the SAQA Board approved the recognition of the South African Council for the Project and Construction Management Professions (SACPCMP), as a Professional Body for the purposes of the NQF Act No. 67 of 2003. It also approved the registration of the following Professional Designations on the NQF:

- Professional Construction Project Manager (Pr.CPM)
- Professional Construction Manager (Pr.CM)
- Professional Construction Monitor (Pr.CMnt)
- Construction Mentor (C.Mnt)
- Professional Construction Health and Safety Agent (Pr.CHSA)
- Construction Health and Safety Manager (CHSM)
- Construction Health and Safety Officer (CHSO)

Your attention is drawn to the following sections in the Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act of 2003.
Accidental career
Few CHS academic programmes/qualifications
Proliferation of Short courses
Ideal path is:
  - Career decision
  - Tertiary study
  - Career entry – Candidate Registration
  - Gain relevant experience – Full Registration

Result of considerations based on current industry status quo
3 overall combinations:
  - CHS academic qualifications + relevant experience
  - Built environment Qualifications + programmes in H&S + relevant experience
  - Environmental/occupational health Qualifications + programmes in H&S + relevant experience
### Criteria CHS Manager

#### Occupational/Construction Health and Safety management Qualifications and Relevant Experience

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programmes in Occupational Health and Safety / Construction Health and Safety</td>
<td>8 Years</td>
</tr>
<tr>
<td>(NQF Level 5)</td>
<td></td>
</tr>
<tr>
<td>Learnership Certificate in Construction Health and Safety Management</td>
<td>3 Years</td>
</tr>
<tr>
<td>(NQF Level 3)</td>
<td></td>
</tr>
<tr>
<td>National Diploma in Safety Management</td>
<td>2 Years</td>
</tr>
<tr>
<td>B-Tech in Safety Management</td>
<td>1 Year</td>
</tr>
<tr>
<td>B.Com Operational Risk Management</td>
<td>1 Year</td>
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</tbody>
</table>

#### Construction Management Qualifications with additional Health and Safety Training and Relevant Experience

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
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<tbody>
<tr>
<td>Programmes in Safety Management</td>
<td>4 Years</td>
</tr>
<tr>
<td>B-Tech in Safety Management</td>
<td>3 Years</td>
</tr>
<tr>
<td>National Diploma in (Enviro, Related) + Programmes in Construction Health and Safety</td>
<td>3 Years</td>
</tr>
<tr>
<td>B.Sc in (Enviro, Related) + Programmes in Construction Health and Safety</td>
<td>2 Years</td>
</tr>
</tbody>
</table>

### Registration process CHS Manager

#### Application
- Application
- CV
- Supporting Documents
- Project Report
- Project Profile (4 years)
- 2 x 1500 word reports
- Application fee

#### Assessment
- Completeness of documentation
- Expert Assessment by 2 assessors
- Moderation (if required)
- Recommendation
- Deferal

#### Examination
- Invitation
- Examination Fee
- Paper 1 - 3hrs
- Paper 1-2 hrs - Practical Implementation of construction H&S controls
- Paper 2-3hrs - Practical and theoretical Construction H&S management principles

#### Registration
- Annual fee
- Notification
- Registration Certificate

<table>
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<tr>
<th>Amount Incl. VAT</th>
<th>Cost Incl. VAT</th>
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<td>R 794.38</td>
<td>R 845.26</td>
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<tr>
<td>R 914.46 + R 2 599.22 incl. VAT</td>
<td>R 314.46</td>
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</table>

### Criteria CHS Officer

#### Occupational/Construction Health and Safety management Qualifications and Relevant Experience

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programmes in Occupational Health and Safety / Construction Health and Safety</td>
<td>5 Years</td>
</tr>
<tr>
<td>(NQF Level 5)</td>
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</tr>
<tr>
<td>Learnership Certificate in Construction Health and Safety Management</td>
<td>3 Years</td>
</tr>
<tr>
<td>(NQF Level 3)</td>
<td></td>
</tr>
<tr>
<td>B-Tech in Safety Management</td>
<td>1 Year</td>
</tr>
<tr>
<td>B.Com Operational Risk Management</td>
<td>1 Year</td>
</tr>
</tbody>
</table>

#### Construction Management Qualifications with additional Health and Safety Training and Relevant Experience

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programmes in Safety Management</td>
<td>4 Years</td>
</tr>
<tr>
<td>B-Tech in Safety Management</td>
<td>3 Years</td>
</tr>
<tr>
<td>National Diploma in (Enviro, Related) + Programmes in Construction Health and Safety</td>
<td>3 Years</td>
</tr>
<tr>
<td>B.Sc in (Enviro, Related) + Programmes in Construction Health and Safety</td>
<td>2 Years</td>
</tr>
</tbody>
</table>

#### Qualifications with small components of OHS plus additional Health and Safety Training and Relevant Experience

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programmes in Safety Management</td>
<td>4 Years</td>
</tr>
<tr>
<td>B-Tech in Safety Management</td>
<td>3 Years</td>
</tr>
<tr>
<td>National Diploma in (Enviro, Related) + Programmes in Construction Health and Safety</td>
<td>3 Years</td>
</tr>
<tr>
<td>B.Sc in (Enviro, Related) + Programmes in Construction Health and Safety</td>
<td>2 Years</td>
</tr>
</tbody>
</table>
Registration process CHS Officer

APPLICATION
- Application
- CV
- Supporting documents
- Project Report
- Project Profile (4 years)
- 3 X 1500 word reports
- Application fee

ASSessment
- Completeness of documentation
- Expert Assessment by 3 assessors
- Moderation (if required)
- Recommendation
- Deferral

Examination
- Invitation
- Examination Fee
- Paper: 3 hrs - Practical Implementation of construction H&S controls

Registration
- Annual fee
- Notification
- Registration Certificate

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STATISTICS : APPLICATIONS RECEIVED
30 Sep 2016

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
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<tbody>
<tr>
<td>JAN–MAR</td>
<td>1061</td>
<td>857</td>
<td>552</td>
</tr>
<tr>
<td>APR–JUN</td>
<td>2952</td>
<td>744</td>
<td>378</td>
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<tr>
<td>JUL–SEP</td>
<td>332</td>
<td>282</td>
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<tr>
<td>OCT–DEC</td>
<td>2009</td>
<td>219</td>
<td>332</td>
</tr>
<tr>
<td>TOTAL</td>
<td>10024</td>
<td></td>
<td>332</td>
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</table>

APPLICATIONS : CUMULATIVE FROM START DATE

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### APPLICATIONS

![Graph showing applications over time]

### STATISTICS: CATEGORY / PROCESS PHASE

<table>
<thead>
<tr>
<th></th>
<th>CHSO</th>
<th>CHSM</th>
<th>PR CHS A</th>
<th>CHSO CHSM</th>
<th>PR CHS A</th>
<th>TOTAL</th>
<th>UN PAID</th>
<th>Awaiting Response</th>
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<tbody>
<tr>
<td>Applications</td>
<td>7677</td>
<td>1536</td>
<td>812</td>
<td></td>
<td></td>
<td>10024</td>
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<tr>
<td>Awaiting processing</td>
<td>2562</td>
<td>370</td>
<td>46</td>
<td></td>
<td></td>
<td>2978</td>
<td>1089</td>
<td>1473</td>
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<tr>
<td>Awaiting assessment</td>
<td>858</td>
<td>203</td>
<td>194</td>
<td></td>
<td></td>
<td>1255</td>
<td></td>
<td></td>
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<tr>
<td>In Assessment phase</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>355</td>
<td>368</td>
<td></td>
</tr>
<tr>
<td>Awaiting Exam / Interview</td>
<td>263</td>
<td>128</td>
<td>8</td>
<td></td>
<td></td>
<td>399</td>
<td>369</td>
<td></td>
</tr>
<tr>
<td>Awaiting Registration</td>
<td>13</td>
<td>8</td>
<td>1</td>
<td>26</td>
<td>2</td>
<td>53</td>
<td>342</td>
<td></td>
</tr>
<tr>
<td>Registered</td>
<td>652</td>
<td>222</td>
<td>38</td>
<td>263</td>
<td>14</td>
<td>1232</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Archived</td>
<td>156</td>
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<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

### Common reasons for delays

- Application “overload” in months prior to and after registration implementation date of 07 Aug 2015.
- Internal Capacity and processes
- Incomplete application documentation
- Disregard of registration criteria and category
- Documentation not submitted in required format
- Delay in resubmission of documents after assessment
- Delay in applicant response after assessment outcomes
- Wrong e-mail addresses
- Response on examination invitations
- Fees not paid – Application / Exam / Registration and Annual
- Incorrect use of reference numbers with payment
REGISTRATIONS : CUMULATIVE FROM 2013

REGISTRATIONS : Jul 2013 – September 2016

1232 Registered Persons as at September 2016
CPD

- 5 year cycle as indicated in the certificate
- 50 hours points over 5 years
- Recommended minimum of 10.5 hours annually
- Approved CPD Activities on Website
- Requirement for renewal of registration
A number of factors contributed to the current situation and numerous measures has been taken to address this.
Organised business supported the registration process and encouraged their constituencies to support the registration process.
Employers responded accordingly by implementing deadlines for the staff, threatening employment based on successful registration.
The impacts of influx of application that resulted in a slow registration have now resulted in uneasiness between staff and employer.
CHS employees are desperate for their registration titles to either maintain employment, or in most cases to gain employment as retrenchments are prevalent and employers are only seeking to employ registered CHS professionals.

In terms of the Pr CHSA registration category, there is a huge demand for these individual and only a few registered.
There is a currently huge inconsistency in the application of the regulations throughout the country.
The last minute spike in applications was expected to be addressed through the proposed exemption period and further introduction of the verification letter.
This, coupled with the numerous improvements at the SACPCMP simply hasn’t been enough time to address the 10 000+ applications received to date.
This is creating a huge uneasiness in the sector without answer as to what the route forward is.
Strategic Interventions

Measures taken to improve the registration process

- Nationwide registration workshops (Mar – Jul 2015)
- Expanded internal capacity and re-structure from 4 to 10
- Expanded Assessor pool
- Multiple choice question paper on CHSO level
- Electronic examination for CHSO
- Expanded examiner pool
- Re-training of Assessors
- Electronic application and assessment process
- Electronic exam invitation and booking
- Payment of assessors on CHSO/CHSM level
- Pr CHSA Workshop
- Planned introduction of Skills modules in process
- Planned multiple choice question paper on CHSM level

REGISTRATION VS APPLICATIONS
TREND & PROJECTION
REGISTRATION PER QUARTER FROM 2013

<table>
<thead>
<tr>
<th>Year</th>
<th>Jan-Mar</th>
<th>Apr-Jun</th>
<th>Jul-Sep</th>
<th>Oct-Dec</th>
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<tbody>
<tr>
<td>2013</td>
<td>105</td>
<td>135</td>
<td>160</td>
<td>200</td>
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<tr>
<td>2014</td>
<td>200</td>
<td>220</td>
<td>240</td>
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<td>2015</td>
<td>280</td>
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<td>2016</td>
<td>320</td>
<td>340</td>
<td>360</td>
<td>380</td>
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<tr>
<td>2017</td>
<td>380</td>
<td>400</td>
<td>420</td>
<td>440</td>
</tr>
</tbody>
</table>

STRATEGY IN ADDRESSING SKILLS SHORTAGE

- Recognition of Prior Learning (RPL) Tools
  RPL tools have been completed for all three registration categories.

- Recommended Specialist and Structured Education and Training Programmes
  Recommended Specialist and structured education and training programmes in Construction Health and Safety should be developed and offered by universities and training providers. These will vary from short courses to certificate, diploma and degree courses.

- Programme Accreditation of Health and Safety qualifications
  There is a need to engage tertiary institutions in developing three to four year qualifications in Construction Health and Safety qualifications to be accredited by Council.

- Promotion of the profession
  SACPCMP intends to develop an integrated education and awareness campaign to promote the profession.

CURRENT INITIATIVES

- Introduction of direct route to Candidate registration
- Mentors and a more formal approach to mentoring and the role of candidates.
- Clarity on the “value” of candidature within the industry
- Media statement (DoL / SACPCMP)
- Statement by DoL regarding verification / confirmation letters and the value thereof.
- Pre and Post graduate qualifications
- Construction Regulation 2014 Guidelines
- Finalise the construction regulations 2014 guidance notes, these will go a long way in addressing the misinterpretations in the sector.
Other Activities to be undertaken

Tariff of Fees
Research should be commissioned on the Tariff of Fees for the Construction Health and Safety Agents in order to apply for exemption to the Competitions Commission. Terms of reference and briefing meetings have been held with accredited Universities to conduct the research.

RPL WORKSHOPS
Council has developed short RPL workshops in order to guide RPL applicants in their preparation of a Portfolio of Evidence which would then be assessed against the required criteria of the Council.

Council is also in the process of developing a more detailed course on how to produce a Portfolio of Evidence (PoE).

M & E

- To permit the DoL backend access the Council Online database for purposes of viewing the registration status.

- For both parties to be notified of the misconduct of any registered person working on a construction site with a valid permit from the Department of Labour for purposes of disciplinary and code of conduct.

- To permit the SACPCMP to validate all CPD Qualifying offered by the Department of Labour for purposes of Continuing Professional Development (CPD) for SACPCMP registered Construction Health and Safety Professionals.

Improved Communication – SHORT CODE – 32284

› Using the short code by dialling 32284 you can get the following information:

  Send the word summary to 32284 to access the following or click here:
  1. The login, URL to your profile.
  2. The Online Registration link.
  3. Templates for Annexure A1, A2 and your CV.
Information on the link

- CV
- Annexure 1&2
- How to merge documents
- Video on how to upload
- How to reset your password
- Sign into existing profile
- View scope of services.

Improved communication – USSD

- With new USSD feature you will be able to do the following:
  - A new registration.
  - Update the details of your existing registration.
  - Register for a summit or conference.

Dial *120*1337* and select any of the following options:
1. New Registration
2. Update an Existing Registration
3. Register for Summit/Conference

Thank you