

**SACPCMP**  
The South African Council for the Project and Construction Management Professions

ACHASM SUMMIT  
10 October 2016

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

Nomvula Rakolote

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**SACPCMP**

- ▶ South African Council for the Project and Construction Management Professions
- ▶ Established by Act of Parliament (Project and Construction Management Professions Act 48 of 2000)

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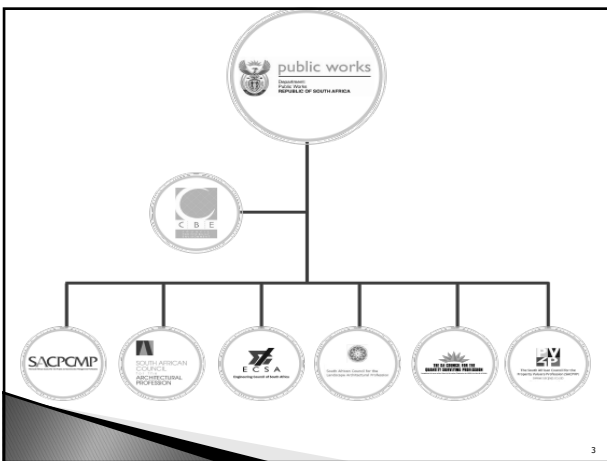
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**Constitutional Mandates**

- › 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.

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No.	Statutory Category	Appointed Member
1	<b>Section 3(a): Professionals</b>	Mr T.E Manchidi
2	Six (6) registered persons as per categories of the Act, excluding candidates, of whom at least four must actively practise in the Professions and nominated by Voluntary Associations and any registered persons;	Mr I.M Nkosi
3		Dr C.H Deacon
4		Mr D Michell
5		Mr T.W Makhetha
6		Mr B.B Simelane
7		<b>Section 3(b): State</b>
8	Two (2) professionals in the service of the State, nominated by any sphere of government, of whom at least one must be nominated by the Department	Mr I.H Molosi
9	<b>Section 3(c): Public</b> and two (2) members of the public nominated through an open process of public participation.	Mr. R.M Crowie
10		Vacant

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## 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.

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### Hammurabi, 1792BC – 1750BC



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.

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### 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.

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### The Gospel According to Luke

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



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### 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

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### 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

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### Draft Construction Regulations 2010

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

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## 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

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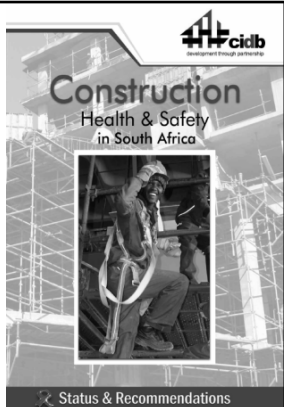
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## CIDB Report

11 June 2009

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



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## 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

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## 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.

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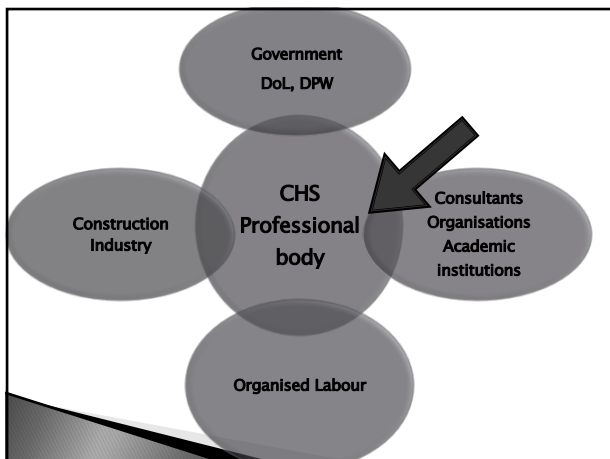
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## TASK TEAM




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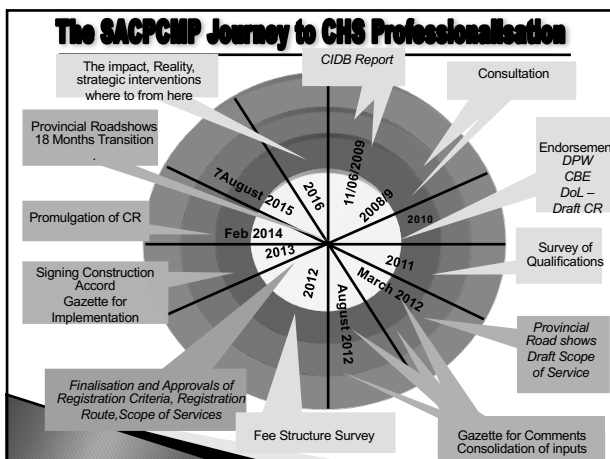
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### IDoW Summary

Project Stage	Description	Pr.CHS Agent	CHS Manager	CHS Officer
Stage 1	Initiation and Briefing	✓		
Stage 2	Concept and Feasibility	✓		
Stage 3	Design Development	✓		
Stage 4	Tender Documentation and Procurement	✓	✓	✓
Stage 5	Construction Documentation and Management	✓	✓	✓
Stage 6	Project Close Out			

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**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 Directorate: 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, Act 67 of 2008. 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 Mentor (Pr.CMentor)
- Construction Mentor (CMentor)
- 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 2008:

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GOVERNMENT NOTICE  
DEPARTMENT OF LABOUR


March 2014

NOTICE REGARDING APPLICATION OF THE CONSTRUCTION REGULATIONS 2014  
OCCUPATIONAL HEALTH AND SAFETY ACT, 1993  
CONSTRUCTION REGULATIONS, 2014

Under section 40(3)(b) of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993), I, Thobile Lamati, appointed as chief inspector in terms of section 27(1) of the said Act, and by virtue of the powers delegated to me by the Minister of Labour, in terms of section 42(1) of the said Act, hereby grant the following temporary exemptions in terms of section 40 of the said Act:

1. All construction works where physical construction started after the 7<sup>th</sup> of February 2014 must comply with the Construction Regulations 2003, and such construction works are exempted to comply with the Construction Regulations 2014 until the 7<sup>th</sup> August 2014, 6 months after the commencement of these Regulations, thereafter the Construction Regulations 2014 shall apply with the exception of regulation 3 and 4 (7:00) which will come into effect on the 7<sup>th</sup> August 2015, 18 months after the commencement of these Regulations.
2. All construction works where physical construction had started on or before the 7<sup>th</sup> of February 2014 must comply with the Construction Regulations 2003, and such construction works are exempted to comply with Construction Regulations 2014 until the 6<sup>th</sup> August 2015 and thereafter the Construction Regulations 2014 shall apply

Thobile Lamati  
Chief Inspector  
Construction Regulation 2014




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### Registration Criteria Considerations

- ▶ 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

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### Registration Criteria Considerations

- ▶ 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

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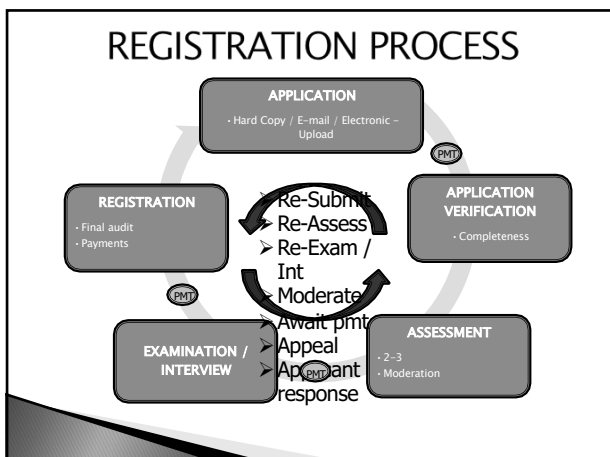
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### Criteria Pr.CHS Agent

Occupational/Construction Health and Safety management Qualifications and Relevant Experience	
Qualification	Experience
National Diploma in Safety Management	6 Years
B-Tech in Safety Management	4 Years
B.Com Operational Risk Management	4 Years
MSc in Construction Health and Safety Management	3 Years*

Construction Management Qualifications with additional Health and Safety Training and Relevant Experience	
QUALIFICATION	EXPERIENCE
National Diploma (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	7 Years
BSc / B-Tech (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	6 Years
Honours (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	5 Years
MSc (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	4 Years*

Qualifications with small components of OHS plus additional Health and Safety Training and Relevant Experience	
QUALIFICATION	EXPERIENCE
National Diploma in (Enviro, Related) + Programmes in Construction Health and Safety	7 Years
BSc in (Enviro, Related) + Programmes in Construction Health and Safety	6 Years
MSc in (Enviro, Related) + Programmes in Construction Health and Safety	4 Years*

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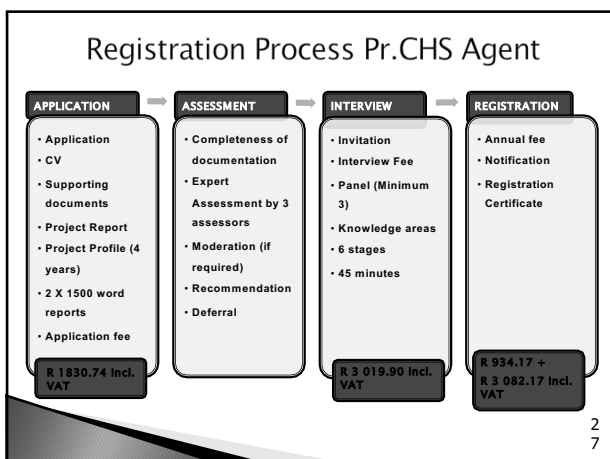
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### Criteria CHS Manager

Occupational/Construction Health and Safety management Qualifications and Relevant Experience	
Qualification	Experience
Programmes in Occupational Health and Safety / Construction Health and Safety (NQF Level 3 -5)	6 Years*
National Diploma in Safety Management	4 Years
B-Tech in Safety Management	3 Years
B.Com Operational Risk Management	3 Years
MSc in Construction Health and Safety Management	1 Year*

Construction Management Qualifications with additional Health and Safety Training and Relevant Experience	
QUALIFICATION	EXPERIENCE
National Diploma (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	5 Years
BSc / B-Tech (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	4 Years
Honours (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	3 Years
MSc (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	2 Years*

Qualifications with small components of OHS plus additional Health and Safety Training and Relevant Experience	
QUALIFICATION	EXPERIENCE
National Diploma in (Enviro, Related) + Programmes in Construction Health and Safety	5 Years
BSc (Enviro, Related) + Programmes in Construction Health and Safety	4 Years
MSc in (Enviro, Related) + Programmes in Construction Health and Safety	2 Years*

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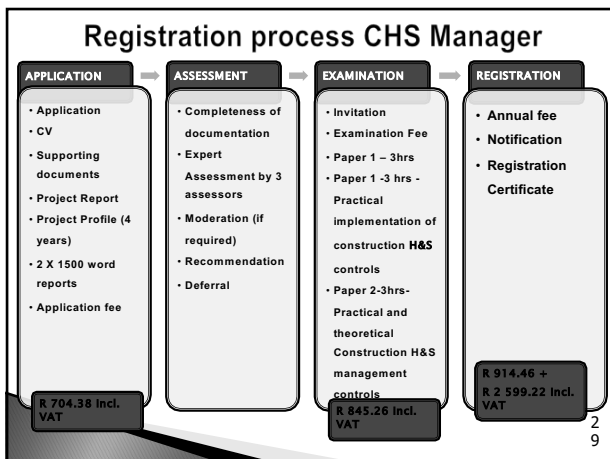
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### Criteria CHS Officer

Occupational/Construction Health and Safety management Qualifications and Relevant Experience	
Qualification	Experience
Programmes in Occupational Health and Safety / Construction Health and Safety (NQF Level 3 -5)	4 Years
Leamship Certificate in Construction Health and Safety Management (NQF Level 3)	3 Years
National Diploma in Safety Management	2 Years
B-Tech in Safety Management	1 Year
B.Com Operational Risk Management	1Year

Construction Management Qualifications with additional Health and Safety Training and Relevant Experience	
QUALIFICATION	EXPERIENCE
National Diploma (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	3 Years
BSc / B-Tech (Building, CM, QS, Archt, Civil, Electrical, Mech) + Programmes in Construction Health and Safety	2 Years

Qualifications with small components of OHS plus additional Health and Safety Training and Relevant Experience	
QUALIFICATION	EXPERIENCE
National Diploma in (Enviro, Related) + Programmes in Construction Health and Safety	3 Years
BSc in (Enviro, Related) + Programmes in Construction Health and Safety	2 Years

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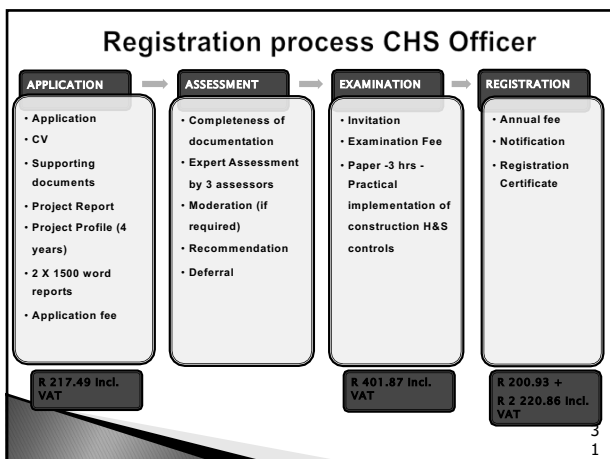
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### STATISTICS : APPLICATIONS RECEIVED 30 Sep 2016

2013-2014	2015				2016				TOTAL	
	JAN - MAR	APR - JUN	JUL - SEP	OCT - DEC	JAN - MAR	APR - JUN	Jul	Aug		Sep
1061	857	1552	2952	744	964	919	378	332	282	10024

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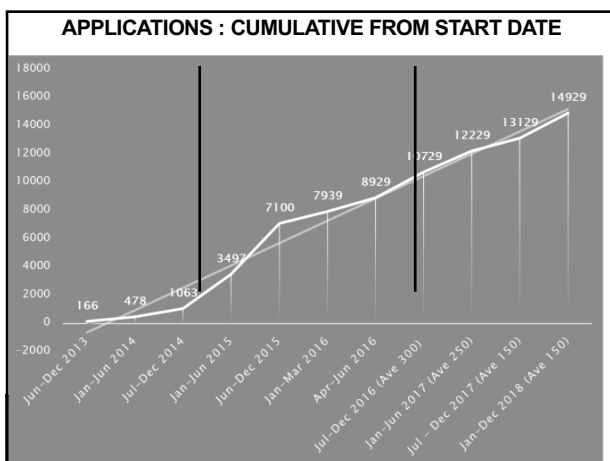
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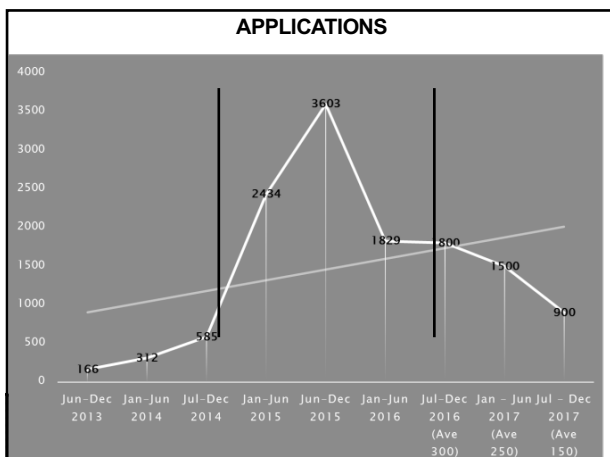
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### STATISTICS : CATEGORY / PROCESS PHASE

30 Sep 2016

	CHSO	CHS M	Pr CHS A	C CHSO	C CHSM	C Pr CHS A	TOTAL	UN PAID	Awaiti ng Respo nse
<b>Applications</b>	7677	1536	812				10024		
<b>Awaiting processing</b>	2562	370	46				2978	1089	1473
<b>Awaiting assessment</b>	858	203	194				1255		
<b>In Assessment phase</b>							355		368
<b>Await Exam / Interview</b>	263	128	8				399	369	
<b>Await Registration</b>	13	8	1	26	2	3	53	342	
<b>Registered</b>	652	222	38	263	14	43	1232		
<b>Archived</b>							156		

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### 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

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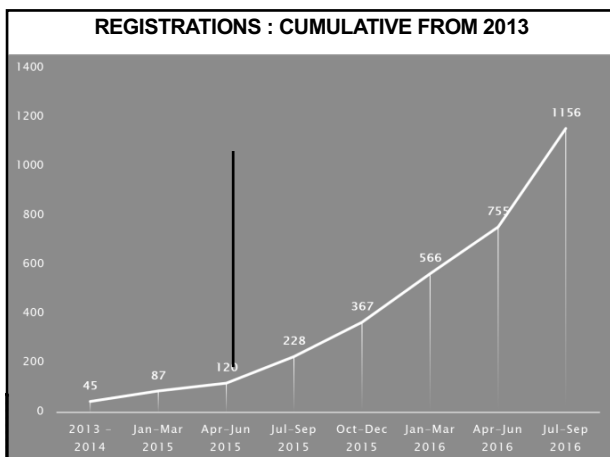
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### REGISTRATIONS : Jul 2013 – September 2016

	2013-2014	2015				2016					TOTAL
		JAN-MAR	APR-JUN	JUL-SEP	OCT-DEC	JAN-MAR	APR-JUN	Jul	Aug	Sep	
Pr CHSA	16	3	4	3	2	0	4	1	5	0	38
C CHSA	2	6	5	3	4	7	6	9	1	1	43
CHSM	19	15	7	19	29	26	33	26	20	28	222
C CHSM	1	0	1	1	0	2	3	3	0	3	14
CHSO	7	16	13	67	88	133	96	88	73	71	652
C CHSO	0	2	3	15	13	34	47	71	33	41	263
<b>TOTAL</b>	<b>45</b>	<b>42</b>	<b>33</b>	<b>110</b>	<b>136</b>	<b>202</b>	<b>189</b>	<b>198</b>	<b>132</b>	<b>145</b>	<b>1232</b>

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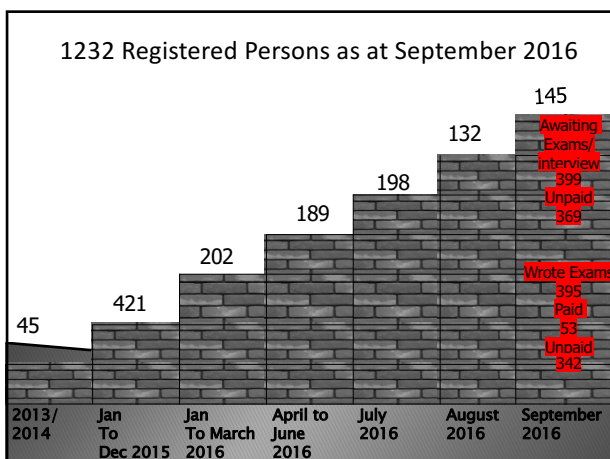
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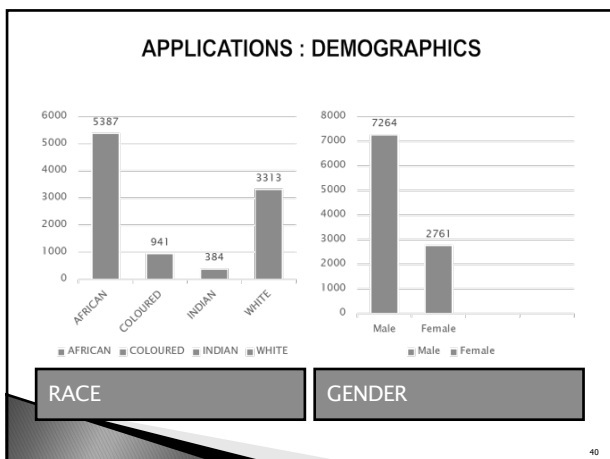
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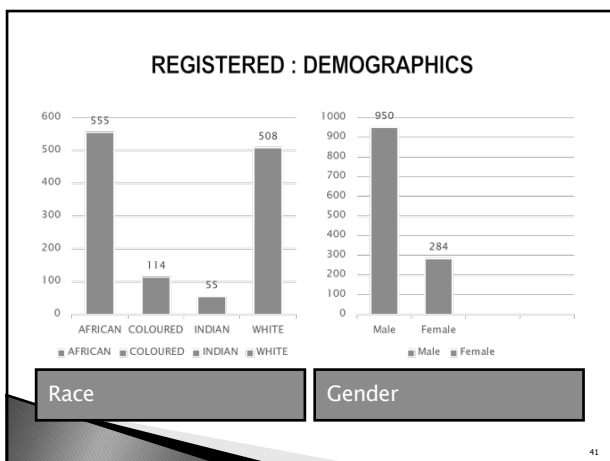
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### CPD

- ▶ 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

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### Challenges

**Key aspects and considerations**

<ul style="list-style-type: none"> <li>❶ Accessibility for all</li> <li>❶ Structured Candidature Programme</li> <li>❶ Promotion of best Practice – Mentorship</li> <li>❶ Incidents and accidents on site</li> <li>❶ CPD Programmes</li> <li>❶ Tariff of Fees</li> <li>❶ Competition Commission</li> </ul>	<ul style="list-style-type: none"> <li>❷ Legality of candidate</li> <li>❷ Limited number of PrCHSA</li> <li>❷ Application for Construction Work Permit</li> <li>❷ Client Requirements</li> <li>❷ Registration Process</li> <li>❷ Non structured workplace</li> <li>❷ Enabling legislation – tender specifications to CHS</li> </ul>
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### Current Situation

- › 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.

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### Current Situation

- › 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.

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## Strategic Interventions



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## 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

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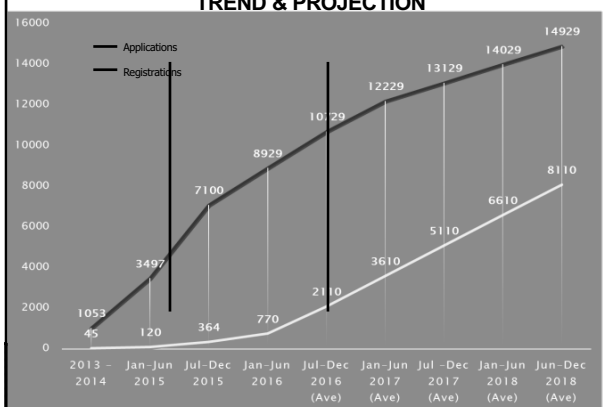
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## REGISTRATION VS APPLICATIONS TREND & PROJECTION




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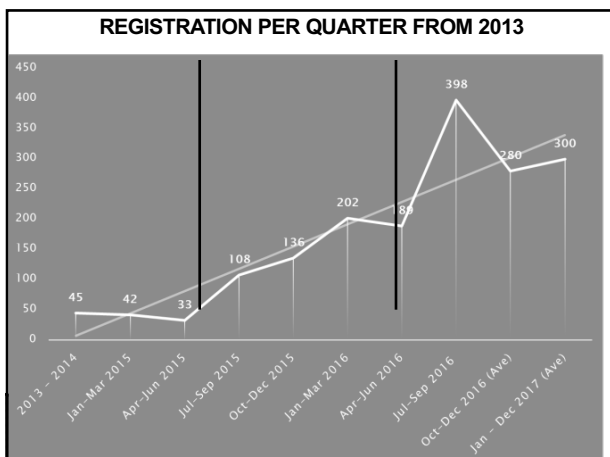
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### STRATEGY IN ADDRESSING SKILLS SHORTAGE

- ▶ **Recognition of Prior Learning (RPL) Tools**  
RPL Tools have been completed for all the 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.

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### 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

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## 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 being held with accredited Universities to conduct the research

### RPL WORKSHOPS

Council as 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)

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## 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.

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## 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.

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### 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
- ▶ Vies scope of services.

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### 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 on Existing Registration.  
3. Register for Summit/Conference.

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*Thank you*



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