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"Engineering is achieving function while avoiding failure".

Henry Petrosk





1. THE ENGINEERING COUNCIL OF SOUTH AFRICA (ECSA) GENERAL INFORMATION

REGISTERED NAME: Engineering Council of South Africa

REGISTRATION NUMBER (if applicable): N/A

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BANKERS:

EXTERNAL AUDITORS: PricewaterhouseCoopers Inc.

4 Lisbon Lane Waterfall City Jukskei view

2090

www.pwc.com/za Standard Bank

> Eastgate Bedfordview

COMPANY/BOARD SECRETARYNone - Administration Department performs

some of the secretarial duties

2. LIST OF ABBREVIATIONS/ ACRONYMS

AFS Annual financial statements
AoPl Audit of performance information

AR Annual report

ARC Audit, Risk and Compliance Committee

BE Built Environment

CPUT Cape Peninsula University of Technology

CBE Council for the Built Environment

CC Competition Commission
CEO Chief Executive Officer

CERTAC Certificated Engineer Accreditation Committee

CESA Consulting Engineers South Africa
CHE Council on Higher Education

CIDB Construction Industry Development Board
CIM Communication, Information and Marketing

COP Code of Practice

CPD Continuing Professional Development
CPUT Cape Peninsula University of Technology

CRC Central Registration Committee
CUT Central University of Technology
DEA Department of Environmental Affairs

DHET Department of Higher Education and Training

DME Department of Minerals and Energy

DoL Department of Labour

DPW Department of Public Works

DST Department of Science and Technology

DUT Durban University of Technology

EC Education Committee

ECN Engineering Council of Namibia
ECSA Engineering Council of South Africa
ECZ Engineering Council Zimbabwe

ELOs Exit Level Outcomes
EMF Engineers Mobility Forum
EP Engineering Profession

EPAC Engineering Profession Act, 2000 (Act No 46 of 2000) **EPAC** Engineering Programme Accreditation Committee

EPQEC Engineering Programme Qualifications and Examinations Committee

ESA Employer Surplus Account

ESGB Engineering Standards Generating Body **ETMF** Engineering Technologists' Mobility Forum

EXCO Executive Committee

F&S Finance and Staff Committee **GGI** Gillian Gamsy International

GRAP South African Standards of Generally Recognised Accounting Practice

GSSA Geological Society of South Africa
HEQC Higher Education Qualification Council
HEQF Higher Education Qualifications Framework

HESA Higher Education South Africa

HR Human Resources

HIC High Impact Committee

IAC International Affairs Committee

IC Investigating Committee
ICE Institution of Civil Engineers

IDOEW Identification of Engineering Work

IFEES International Federation of Engineering Education Societies

IFRS International Financial Reporting Standards

IMESA Institute of Municipal Engineering of Southern Africa
IMSSA Institute of Mine and Surveyors of South Africa

IT Information Technology

JIC Joint Implementation Committee

LMI Lifting Machinery Inspectors Registration Committee

MoU Memorandum of Understanding
MUT Mangosuthu University of Technology

NATED National Technical Education
NDP National Development Plan
NBS National Beneficiation Strategy

NC National Certificate

NHBRC National Home Builders Registration Council

NIP National Infrastructure Plan

NQF National Qualifications Framework

NRCS National Regulator for Compulsory Specifications

NRS New Registration Systems

PAC Professional Advisory Committee

PDSG Policy Development and Standard Generation
PICC Presidential Infrastructure Coordinating Commission

PLATO South African Council for Professional and Technical Surveyors

QEC Qualifications Evaluation Committee

RSR Railway Safety Regulator

SACNASP South African Council for Natural Scientific Profession
SACPE South African Council for Professional Engineers

SAGI South African Geomatics Institute

SAICA South African Institute of Chartered Accountants
SAIMM Southern African Institute for Mining and Metallurgy

SALGA South African Local Government Association

SAQA South African Qualifications Authority

SASEE South African Society of Engineering Education
SAYEP South African Youth into Engineering Programme

SCM Supply Chain Management

SEESA Society of Engineering Educators South Africa

TECHNO SGG Technology Standard Generating Group

TPAC Technology Programme Accreditation Committee

TPQEC Technology Programme Qualifications and Examinations Committee

TUT Tshwane University of Technology

UCT University of Cape Town

UK United Kingdom

UKZN University of KwaZulu Natal

UNESCO United Nations Education Scientific and Cultural Organisation

UP University of PretoriaVA Voluntary AssociationVC Vice ChancellorWA Washington Accord

WFEO World Federation of Engineering Organisations

WIL Work integrated learning
WSU Walter Sisulu University



3. MINISTER'S FOREWORD

Mr. T. W. Nxesi, MP
Minister of Public Works

I am humbled by the opportunity granted to me to interact with stakeholders through the Engineering Council of South Africa (ECSA) 2017/2018 annual report (AR). As a shareholder, the Department of Public Works (DPW), has a responsibility to provide leadership to and oversight of all the public entities within its jurisdiction, which includes ECSA.

The department will continue to focus on improving the oversight of its public entities and the Built Environment Professional Councils (BEPCs) through the development and implementation of the Entities Oversight Framework. The shareholder's compact will further improve this oversight through clearly defined and agreed roles and responsibilities required by all parties to support effective management and performance.

The National Development Plan (NDP) sets out a roadmap aimed at achieving inclusive growth, economic transformation and overarching objectives which should enable us to resolve our national challenges. "The National Development Plan is a plan for the country to eliminate poverty and reduce inequality by 2030 through uniting South Africans, unleashing energies of its citizens, growing an inclusive economy, building capabilities, enhancing the capability of the state and leaders working together to solve complex problems". The Council for the Built Environment and Professional Councils are central to the achievement of this initiative. This is our future, we must make it work!

As a custodian of the DPW resources, we recognise the need to restore public confidence in government, and this task can only be achieved through collective cooperation on all issues of governance, procurement and most importantly public safety. The department will endeavour to cherish our sense of common nationhood and endeavour to help accomplish our shared hopes, dreams and aspirations, through diligently and effectively establishing and managing our public infrastructure. Government remains committed to address the massive infrastructure backlogs through clear and concise infrastructure roll-out plan, which will subsequently lead to sustainable economic growth and development to address the triple challenge of poverty, unemployment and inequality. Our strategies and plans are aimed at creating sustainable jobs and improving skills developments to support infrastructure investment, which will drive both urban and rural development.

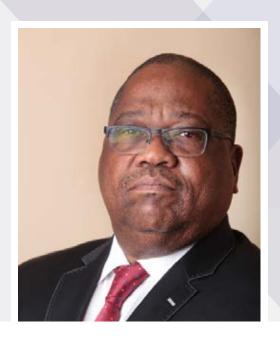
I wish to extend words of gratitude to the President, Vice President, Chief Executive Officer (CEO) and top management of ECSA, as well as all its employees, for their exceptional commitment to the task at hand. I furthermore endorse ECSA's AR for the 2017/18 financial year.

Regards,

Mr. T. W. Nxesi, MP Minister of Public Works "The National Development Plan is a plan for the country to eliminate poverty and reduce inequality by 2030 through uniting South Africans, unleashing energies of its citizens, growing an inclusive economy, building capabilities, enhancing the capability of the state and leaders working together to solve complex problems."

- Mr. T. W. Nxesi





4. FOREWORD BY THE PRESIDENT

Cyril Vuyani Gamede, Pr Eng ECSA President

I have seen the organisation successfully executing the task of advancing engineering excellence in the way that the profession is regulated; as I am in the middle of my second term as President of the Engineering Council. It is truly an honour to present the 2017/18 annual report to you our valued stakeholders.

The financial year under review has seen ECSA Administration conducting research to inform Council of the norms and standards of the engineering legislation in other countries across the world. I must commend the team that conducted this study. The final product was presented to Council and subsequently to registered persons during the annual roadshows. Council mandated administration to research and solicit inputs from different stakeholders on the aspects to be considered in the review of the Engineering Professions Act, 46 of 2000. Subsequent to this activity, a final report has been submitted to the DPW.

I am particularly proud to mention that during a meeting held at Alaska in June 2017, the International Engineering Alliance (IEA) confirmed and recognised ECSA's standards and processes for the WA for a further six years. This recognition of ECSA by the IEA is a significant milestone which reaffirms that ECSA conforms to global engineering education and competence standards. This recognition also enables ECSA registered persons to gain recognition for their qualifications in other IEA signatory countries.

It is also during the 2017/18 financial year that ECSA developed a suite of documents for certification of academies. This initiative intends to improve registration access and to ensure that engineering practitioners from these academies are competent, and most importantly ensure that their programmes are accredited and meet educational competency standards for Candidates (experiential learning) and Graduates (Work Integrated Learning - WIL).

ECSA introduced a new registration model in the previous financial year (2016/17), with the main purpose of reducing turnaround times of the registration process. I am pleased to announce that since the implementation of the new registration model, there has been a significant increase in the number of registrations, and speedy processing of applications compared to the previous registration model.

The Council has resolved to play a leadership role by ensuring that key strategic operational matters are addressed through collaborations and partnerships with key stakeholders including government, associates, universities and the private sector. ECSA has signed a number of Memoranda of Understanding (MoU) with various organisations to further its mandate.

We continue to support our recognised Voluntary Associations (VAs) in their various programmes as a regulatory body. We will endeavour to build and maintain this relationship for the benefit of the engineering profession. A new dawn is upon us, going forward ECSA will comply with the Public Finance Management Act (PFMA) and the relevant governance standards expected of it as a public entity.

I am confident that, with the collective effort of Council members, stakeholders, registered persons and the management of ECSA, the opportunities to better serve the engineering profession are endless. I am grateful for the opportunity I have had to lead the Council and the profession during the period under review. Council will continue to play its governance oversight role to ensure effectiveness and efficiency. Council has developed output targets for all High Impact Committees (HICs) as a way of managing committees and Council performance.

Council also directed management to review the 2015-20 ECSA's strategy with a view of producing a Mid-Term review report. The Executive Committee (EXCO) of ECSA has been tasked with a responsibility of overseeing the overall effectiveness of ECSA's strategy. In fulfilling this assignment, the review parameters included the evaluation of the efficacy and effectiveness of the strategy, and this task was completed.

As recommended by the 4th Term Council, ECSA continues to participate in international engagements to maintain its membership with the World Federation of Engineering Organisations (WFEO), Federation of African Engineering Organizations (FAEO), and the Southern Africa Federation of Engineering Organisations (SAFEO). ECSA is the Secretariat of the Southern African Federation of Engineering Organisations, and through this role, the organization positively contributes to African unity and development by improving engineering standards and education.

I would like to thank the Minister of Public Works, Council, registered persons, all stakeholders, the staff and management of ECSA for their support over the past years and look forward to even more exciting challenges ahead.

Yours sincerely,

Cyril Vuyani Gamede, Pr Eng

FCSA President



5. CHIEF EXECUTIVE OFFICER'S OVERVIEW

Mr. Sipho Madonsela, Pr Eng ECSA CEO

It gives me the greatest of pleasure to present our AR for the 2017/2018 financial year. Our AR provides our stakeholders with a consolidated view of the financial position and performance information of ECSA.

The financial statements provide detailed information on revenue, expenditure, assets and liabilities of the organisation as a whole. It furthermore ensures public accountability, whilst also reflecting the organisation's level of sustainability. I am both humbled and proud to state that ECSA has once again achieved an unqualified audit opinion in the 2017/2018 financial year. It must be noted that the overall improvement in the audit outcome is a result of a concerted effort by both internal and external stakeholders.

In addition, the organisation made considerable progress in the following areas of its operations:

- Launch of satellite offices The 2017/2018 financial year, marked the launch of four satellite offices in the following provinces: Eastern Cape, Western Cape, Kwazulu-Natal and Free State. This initiative is our response to the call for our operations to expand and we firmly believe that these new satellite offices will promote efficient, inclusive and transparent registration and education practices. The establishment of these satellite offices will also improve ECSA's visibility and accessibility and ensure that we maintain close interaction with industry role players. These offices are serving the currently registered engineers and facilitate the registration of new practitioners.
- Customer relations management (CRM) information technology (IT) system In a concerted effort to
 implement the 2015 2020 ECSA strategy, the organisation introduced the long-anticipated CRM system. We
 envisage that this online system will improve registration turnaround times, eradicate fraudulent certificates,
 improve data management of registered persons and add value to the overall service offering of ECSA. We
 look forward to your constructive feedback on your experience of this CRM system.
- **ISO 9001** In line with the Council's resolution to introduce quality management systems to support and realise a sustainable, transformed and coherent organisation, a quality management system was developed according to the requirements of ISO 9001:2015. The second phase of this project, which is the implementation, is scheduled for conclusion by the end of the 2018/2019 performance cycle. As such, it is anticipated that the organisation will be ready for ISO 9001 certification during the 2019/2020 financial year.
- Accreditation We continue to play a central role in the accreditation of engineering programmes at different
 universities. Accreditation assessments are conducted to determine whether each of the legislated categories
 comply with the educational engineering requirements for registration. These assessments are conducted at
 both private and public universities that offer engineering and engineering-related programmes, and provides
 independent assurance to the public that the engineering qualifications meet the minimum acceptable local
 and international standards, policies, procedures and legislative frameworks. In the financial year under
 review, we accredited 68 programmes in 12 different institutions.

- **New registration model** The Council also approved and adopted a new registration model. The new model comprises virtual panels of experienced assessors, moderators and interviewers, who replaced the previous committees who used to perform this function. Since the introduction and implementation of this new model, there has been an upward spiral in the number of registrations, and applications are processed much quicker. The Council also noted an increase in the number of registered African engineering practitioners in comparison to the previous years, which indicates a steady transformation in the outlook of the profession.
- New specified categories A feasibility study was conducted for new specified categories. Subsequently,
 The Council approved the following new specified categories: manufacturing operations manager, railway
 safety auditor and road safety auditor. We look forward to an increase of registered persons in these newly
 developed specified categories.
- **Training academies** During the 2017/2018 financial year, ECSA developed a suite of documents for the establishment and certification of independent academies. These initiatives are aimed at improving registration access, ensuring that engineering practitioners from these academies have the required level of competence, and that their programmes meet the educational competency standards for candidates (experiential learning) and graduates (work integrated learning).

In keeping with our tradition of engaging our stakeholders face-to-face, ECSA conducted five roadshows (discussion forums). The roadshows were held in Johannesburg, East London, Cape Town, Durban and the Free State. Through these roadshows, we provided our registered persons and stakeholders with an independent platform for vibrant debates and interaction on all ECSA-related business issues.

We also leveraged the roadshows to provide our stakeholders with updates on the progress made on some of our strategic projects, such as the review of the EPA, the new satellite offices projects, etc. We would like to extend a heartfelt 'thank you' to everyone who joined, participated and contributed to these roadshows.

Transformation remains an imperative strategic pillar of our organisation with the intention to become fully aligned to government's transformation agenda. Our transformation trajectory aims to create synergy across all spheres of our business and set ECSA on course to realise its vision of ensuring engineering excellence, to transform the nation. ECSA remains relentless in its pursuit of this transformational agenda.

Transformation is about institutionalising the competence and capabilities of our organisation and people, expanding the breadth and depth of efficiency within our organisation and most importantly, creating value for our stakeholders. With the support of staff members, I trust that we will continue to reinvent ourselves, face future challenges head on and most fundamentally, harness the vast opportunities to our avail, on our continuous path of value creation. This effort, in both scope and outcome, is unique and unparalleled.

I would like to thank all ECSA staff members for their unyielding support, commitment and hard work, which has resulted in significant improvements in the performance of the organisation. Not a single effort has gone unnoticed or unappreciated.

Last but not least, I would also like to thank the Council for their governance oversight, and in particular the President of The Council, for his insightful and visionary leadership.

Kind regards,

Mr. Sipho Madonsela, Pr Eng

Chief Executive Officer

6. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY OF THE ANNUAL REPORT

To the best of my knowledge and belief, I confirm the following:

All information and amounts disclosed in the annual report (AR) is consistent with the annual financial statements (AFS) audited by PricewaterhouseCoopers Inc.

The AR is complete, accurate and free from any omissions.

The AR was prepared in accordance with the guidelines on annual reports, as issued by National Treasury.

The AFS (Part F), was prepared in accordance with the South African Standards of Generally Recognised Accounting Practice (GRAP), that are applicable to the public entity.

The accounting authority is responsible for the preparation of the AFS and for the judgements made in this information.

The accounting authority is responsible for establishing and implementing a system of internal control designed to provide reasonable assurance as to the integrity and reliability of the performance- and human resources information, as well as the AFS.

The external auditors are engaged to express an independent opinion on the AFS.

In our opinion, the AR fairly reflects the operations, performance- and human resources information, as well as the financial affairs of the entity for the financial year that ended 31 March 2018.

President of the Council

Mr Cyril Vuyani Gamede

16 August 2018

Vice President of the Council

Dr Keith Jacobs

16 August 2018

7. STRATEGIC OVERVIEW

ECSA Vision

Engineering excellence, transforming the nation

ECSA Mission

ECSA seeks to achieve this vision through:

- Determining standards for education and accreditation of educational programmes as well as registration of engineering practitioners;
- Developing and sustaining a relevant, transformed, competent and internationally recognised engineering profession;
- Educating the public on expected engineering quality standards and protecting the interest of the public against sub-standard quality of engineering work;
- · Regulatory efforts to ensure environmental protection; and
- Engaging with government to support national priorities.

ECSA Values

- **Professional** Conduct beyond reproach to the highest ethical standards underpinned by quality, timelines, trust and respect;
- Accountable Doing what we commit to do in an environment of trust and respect and being answerable for our failures to meet our committed obligations;
- Collaborative Working as a team to achieve exceptional results; and
- **Transparent** Honest and open communication and sharing of information between stakeholders.

8. LEGISLATIVE AND OTHER MANDATES

ECSA is a statutory body established in terms of the EPA. This act superseded the acts of 1990 and 1968 and progressively extended ECSA's scope beyond the original purpose, namely to regulate professional engineers. ECSA and its predecessor have thus regulated the engineering practice for more than forty (40) years.

ECSA exists as a regulatory body for the profession of engineering because it is recognised that, while engineering activity is essential and beneficial to society and the economy, it also poses substantial risks to health, safety and the environment, that must effectively be managed by competent professionals. In addition, engineering services must be of adequate quality in the interests of the economy and eliminate waste.

With these objectives in mind, the EPA requires and empowers ECSA to perform the following functions:

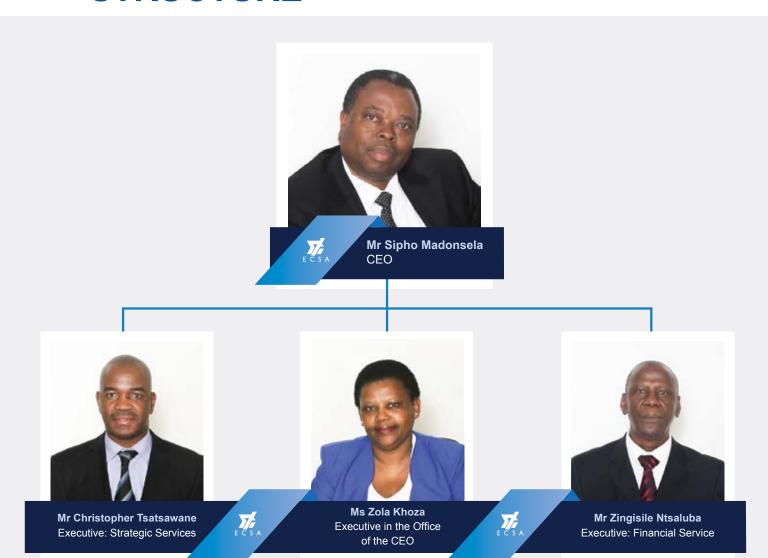
- Establish an engineering standards generating body (ESGB) and develop standards for engineering education and professional competency;
- Visit education providers to evaluate programmes and accredit educational programmes that meet the educational requirements towards registration in each of the categories;
- Register persons in professional categories who demonstrate competency against the standards for the categories;
- Evaluate educational qualifications that are not already accredited or recognised;
- Register persons who meet educational requirements in candidate categories;
- Establish specified categories of registration to meet specific health and safety licensing requirements and register persons in these categories;
- Require registered persons to renew registration at intervals and under conditions that the Council prescribes;
- Enter into international agreements for the recognition of educational programmes and registration;
- Develop and maintain a code of conduct, supported where necessary by codes of practice;
- Investigate complaints of improper conduct against registered persons and conduct enquiries and impose sanctions as each case requires;
- Publish guidelines on professional fees and scope of work on an annual basis;
- Recognise VA's;
- Recommend ECSA's identification of the type of engineering work which may be performed by persons registered in any category to the CBE.

In addition, ECSA is empowered to advise government and other parties and to take the necessary steps to protect the public interest, health and safety, improve standards of engineering services, create awareness of the need to protect the environment and conduct research.

The professional regulation of engineering in South Africa dates from the Professional Engineers' Act 1968 (Act 81 of 1968) that provided for the registration of Professional Engineers.

The EPA expanded registration to engineering technologists, engineering technicians and certificated engineers. The EPA established ECSA in its present form and gave professional status to engineering technologists, engineering technicians and certificated engineers.

9. ORGANISATIONAL EXECUTIVE STRUCTURE







"Performance Management is a holistic management discipline which needs to connect many relevant dots to involve development, enablement, and enhancement".

Pearl Zhu



10. PERFOMANCE INFORMATION

10.1 Situational Analysis

The 2014 Medium Term Budget Policy Statement (MTBPS) firstly sets the broad macro-economic environment of the country which will have an impact on the configuration of the Built Environment (BE), and secondly it establishes the policy priorities of government through trade-offs that will be enforced by the macro-economic environment.

The 2014 MTBPS identifies the policy priorities of government. It states that Government's 2014-19 Medium Term Strategic Framework (MTSF) provides a roadmap to address these challenges. It is the first five-year policy framework designed in sync with the 2030 vision of the NDP. The 2014-19 MTSF aims to improve policy coherence, alignment and coordination across government. It highlights the need for partnerships between a capable developmental state, a thriving business sector and a strong civil society. It identifies employment, education and enhancing the capacity of the state as core policy objectives. The following are the outcomes targeted in the 2014-2019 MSTF:

- 1. Quality basic education;
- 2. A long and healthy life for all South Africans;
- 3. All people in South Africa are and feel safe;
- 4. Decent employment through inclusive growth;
- 5. A skilled and capable workforce to support an inclusive growth plan;
- 6. An efficient, competitive and responsive economic infrastructure network;
- 7. Vibrant, equitable, sustainable rural communities contributing to food security for all;
- 8. Sustainable human settlement and improved quality of household life;
- 9. Responsive, accountable, effective and efficient local government;
- 10. Protect and enhance our environmental assets and natural resources;
- 11. Create a better South Africa and contribute to a better Africa and better world;
- 12. An efficient, effective and development-oriented public service;
- 13. A comprehensive, responsive and sustainable social protection system; and
- 14. A diverse, socially cohesive society with a common national identity.

The DPW as the Executive Authority of the ECSA contributes directly to outcomes 4, 6, 7 and 12; and indirectly to outcomes 1, 5, 8, 10 and 14 as identified in Honourable Minister Nxesi's Five Year Policy Statement and Vision for the period 2014-2019. These have an impact on the strategic programmes and projects of the ECSA and the CBE.

The CBE is the overarching body that coordinates the activities of the Built Environment Professional Councils. The CBE is of the view that the period between 2015 and 2020 is the time to consolidate and position the Built Environment Professions (BEPs) as important contributors to the development priorities of the State in support of the 14 outcomes of government, and those outcomes to which DPW has a direct and indirect contribution.

The CBE have identified the following core policy objectives to provide key areas that will anchor its efforts and activities. The MTSF priorities over the period ahead as identified in the MTBPS, which are amenable, to the CBE mandate, include the following:

- Building the capacity of the public sector, particularly at local government level, through the "back-to-basics" approach, that is focused on improving service delivery, accountability and financial management; and
- Improving the quality of the education system, starting with greater attention to human resources management and annual assessment of learners to benchmark progress.

In line with the key objectives mentioned in the above, the CBE has set the following policy priorities, in the medium-term:

- Ensuring that the BE academic programmes' curricula address issues of labour intensive construction, implementation of the Infrastructure Delivery Management System (IDMS), sustainable Development and Health and Safety;
- Promotion of high demand skills for strategic infrastructure projects (SIPs);
- Stepping up mechanisms, programmes, projects and interventions to drive transformation and ensuring adequate representation of women and black people within the BE through the CBE Transformation Model;
- Scaling up the maths and science support programme to reach learners in grade 1 to 12 in 2018;
- Establishing a structured candidacy programme for candidates and interns to address bottlenecks in the skills pipeline;
- Supporting workplace training of BE graduates/candidates and interns to deepen competencies and to promote professional registration;
- Strengthening the technical capacity of local, provincial and national government;
- Aligning the policy planning and reporting processes of BEPCs to government's planning cycles and priorities;
 Strengthening monitoring and regulatory work on delegated public functions of the BEPCs; and
- Enhancing internal systems, controls and capabilities to allow the organisation to deliver on its mandate and strategic goals.

10.1.1 Performance Environment

ECSA aligned its strategy to the DPW as the accounting authority and the CBE as the body responsible for oversight of the six BEPCs. To ensure that we also make a positive impact on the socio-economic growth and development of South Africa, our strategic goals and objectives are furthermore aligned to our country's national priorities. These goals and objectives can be summarised as follows:

- Recognise engineering practitioners through minimum acceptable, relevant and globally accepted educational standards;
- Register engineering practitioners through accessible, fair, transparent, efficient and credible systems;
- Ensure growth and retention of registered engineering practitioners;
- Achieve growth of the engineering profession by increasing the number of engineering practitioners to meet the existing and future demands;
- Enable engineering practitioners to successfully renew their registration through fair, credible, transparent and accessible processes:
- Promote public awareness of the profession and its standards through public education, information and awareness programmes;
- Protect the health, safety and interest of the public, through effective regulation of the profession;
- Regulate the profession in accordance with the legislative requirements;
- Conduct research on potential strategic contributions that the profession could make to support national programmes, including and not limited to, the NDP, National Infrastructure Plan (NIP) and the national beneficiation strategy;
- Be responsive to decision makers through excellent stakeholder relationships;
- Develop funding proposals for implementation of specific projects from government and other stakeholders; and
- Manage a sustainable, transformed and coherent organisation that is capable of delivering the impact required by its stakeholders and society.

10.1.2 Organisational Environment

ECSA has been in existence since 1968 and its founding statutes have been repealed twice, in 1999 and 2000. In 2010, the Council implemented monitoring and evaluation measures to ensure continuous improvement of its organisational activities. During March 2015, the CBE also advised ECSA to develop an annual performance plan (APP) in the format prescribed by National Treasury.

Now, for the first time since its establishment, ECSA has also developed a formal business strategy and plan, that are aligned to government's priorities. The business strategy takes both internal and external factors into consideration and is mainly underpinned by transformational objectives that are aimed at correcting disparities in the registration regime. The Council recognises that this is not only a significant milestone, but that it is also a major step forward, towards a new, and meaningful strategic direction.

Strategic Goal 1:

Professional thrust - engineering practitioners enjoy the benefit of world class education and registration

- Strategic objective 1.1 Engineering practitioners are recognised through excellent, relevant and globally accepted education standards
- Strategic objective 1.2 Engineering practitioners are registered through an accessible, fair, transparent, efficient and credible system
- Strategic objective 1.3 Growth and retention of registered engineering practitioners
- Strategic objective 1.4 The Engineering professions are grown by increasing the number of registered engineering practitioners to meet existing and future demands

Strategic Goal 2:

Public awareness of the profession and its standards and regulation to ensure the implementation of those standards in the public interest

- Strategic objective 2.1 Public awareness of the engineering profession and its standards through public education, information and awareness programmes
- Strategic objective 2.2 Protection of the health, safety and interest of the public through effective regulation of the profession

Strategic Goal 3:

Engineering practitioners proactively responsive to local and national socio economic requirements

Strategic objective 3.1 Research undertaken into strategic contributions the profession could be making to support national programmes including but not limited to the NDP, NIP and National Beneficiation Strategy

Strategic Goal 4

A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA

Strategic objective 4.1 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate.

10.3 2017/2018 ANNUAL PERFORMANCE MONITORING AND EVALUATION REPORT

	Remedial Action / Corrective Action	Not Required	Not Required	Not Required
	Comments on Deviation	Not Required	Not Required	Not Required
	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation	No Deviation	No Deviation
	Achieved or not achieved (As per the audited results)	Achieved	Achieved	Achieved
STRATION	Achieved or not achieved (As per management results)	Achieved	Achieved	Achieved
TION AND REGI	Actual Achievement 2017/2018	89	Attended meetings, payment of relevant fees done, annual reports submitted, reviewers provided and reviews conducted.	-
ASS EDUCA	Planned Target 2017/2018	89	100% Compliant	-
PROGRAMME 1: ENGINEERING PRACTITIONERS ENJOY THE BENEFITS OF THE WORLD CLASS EDUCATION AND REGISTRATION	Actual Achievement 2016/2017	N/A	Attended planned meetings and annual reports submitted to IEA.	The development of phase 1 of the project was 80% complete
	Performance Indicator Description	Number of engineering programmes assessed for accreditation in higher education institutions in South Africa	ECSAs participation in IEA activities to maintain compliance with international accords	Finance and launch an integrated online system for education, registration and continuing professional development (CPD)
	Performance Indicator #	1.1.1	1.1.2	1.2.1
	Strategic Objective	SO 1.1 Engineering practitioners are recognised through excellent, relevant and globally accepted education standards	SO 1.1 Engineering practitioners are recognised through excellent, relevant and globally accepted education standards	SO 1.2 Engineering practitioners are registered through an accessible, fair, transparent, efficient and credible system
1: ENGINEERIN	Programme Description	Strategic goal 1 (Programme 1) - Engineering practitioners enjoy the benefit of world class education and registration	Strategic goal 1 (Programme 1) - Engineering practitioners enjoy the benefit of world class education and registration	Strategic goal 1 (Programme 1) - Engineering practitioners enjoy the benefit of world class education and registration
PROGRAMME	Programme No.	Programme 1	Programme 1	Programme 1

	Remedial Action / Corrective Action	d Not Required	d Not Required	d Not Required
	Comments on Deviation	Not Required	Not Required	Not Required
	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation	No Deviation	No Deviation
	Achieved or not achieved (As per the audited results)	Achieved	Achieved	Achieved
ISTRATION	Achieved or not achieved (As per management results)	Achieved	Achieved	Achieved
WORLD CLASS EDUCATION AND REGISTRATION	Actual Achievement 2017/2018	2	4	~
ASS EDUCA	Planned Target 2017/2018	7	4	-
	Actual Achievement 2016/2017	N/A	N/A	The retention strategy draft was reviewed and revised
PROGRAMME 1: ENGINEERING PRACTITIONERS ENJOY THE BENEFITS OF THE	Performance Indicator Description	Number of signed employer Accord agreements to facilitate structured training towards registration	Number of satellite centres set up and operational in the scheduled provinces	Develop the retention of registered persons strategy
ERS ENJOY TH	Performance Indicator #	1.2.2	1.2.3	1.3.1
G PRACTITION	Strategic Objective	SO 1.2 Engineering practitioners are registered through an accessible, fair, transparent, efficient and credible system	SO 1.2 Engineering practitioners are registered through an accessible, fair, transparent, efficient and credible system	SO 1.3 Growth and retention of registered engineering practitioners
1: ENGINEERIN	Programme Description	Strategic goal 1 (Programme 1) - Engineering Practitioners enjoy the benefit of world class education and registration	Strategic goal 1 (Programme 1) - Engineering practitioners enjoy the benefit of world class education and registration	Strategic goal 1 (Programme 1) - Engineering practitioners enjoy the benefit of world class education and registration
PROGRAMME	Programme No.	Programme 1	Programme 1	Programme 1

	Remedial Action / Corrective Action	Not Required	This performance indicator will be revised in the 2018/2019 APP, to engage the organisations and inform them about the academy concept
	Comments on Deviation	Not Required	Presentations on the academy concept were conducted to 5 different organisations, who showed great interest. However, by the end of the financial year, none of them have applied for certification
	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation	2
	Achieved or not achieved (As per the audited results)	Achieved	Not Achieved
STRATION	Achieved or not achieved (As per management results)	Achieved	Not Achieved
TION AND REGI	Actual Achievement 2017/2018	ی	0
LASS EDUCA	Planned Target 2017/2018	ى	0
THE WORLD C	Actual Achievement 2016/2017	Υ _. Σ	₹ Z
PROGRAMME 1: ENGINEERING PRACTITIONERS ENJOY THE BENEFITS OF THE WORLD CLASS EDUCATION AND REGISTRATION	Performance Indicator Description	Number of signed recognition agreements with VAs aligned to the new gazetted VA recognition framework	Number of academies endorsed
JERS ENJOY TH	Performance Indicator #	1.3.2	1.3.3
G PRACTITION	Strategic Objective	SO 1.3 Growth and retention of registered engineering practitioners	SO 1.3 Growth and retention of registered engineering practitioners
1: ENGINEERIN	Programme Description	Strategic goal 1 (Programme 1) - Engineering practitioners enjoy the benefit of world class education and registration	Strategic goal 1 (Programme 1) - Engineering practitioners enjoy the benefit of world class education and registration
PROGRAMME	Programme No.	Programme 1	Programme 1

	Remedial Action / Corrective Action	Instead of aiming to only achieve this target in the 4th quarter, it will be broken up into smaller milestones that must be reached throughout the financial year	
	Comments on Deviation	A feasibility study was completed for the two new specified categories. However, to fully develop these categories, a full suite of documents is required that could not be provided. A discipline-specific training guide was i.e. not produced, as it requires input from industry experts and we are reliant on their availability	
	Deviation from Planned Target to Actual Achievement 2017/2018	2	
	Achieved or not achieved (As per the audited results)	Not Achieved	
STRATION	Achieved or not achieved (As per management results)	Not Achieved	
WORLD CLASS EDUCATION AND REGISTRATION	Actual Achievement 2017/2018	0	
ASS EDUCA	Planned Target 2017/2018	8	
	Actual Achievement 2016/2017	N/A	
PROGRAMME 1: ENGINEERING PRACTITIONERS ENJOY THE BENEFITS OF THE	Performance Indicator Description	Number of new specified categories of registration developed	
IERS ENJOY TH	Performance Indicator #	1.4.1	
IG PRACTITION	Strategic Objective Engineering profession is grown by increasing the number of engineering practitioners to meet existing and future demands		
E 1: ENGINEERI	Programme Description	Strategic goal 1 (Programme 1) - Engineering practitioners enjoy the benefit of world class education and registration	
PROGRAMME	Programme No.	Programme 1	

	Remedial Action / Corrective Action	Not Required
	Comments on Deviation	Not Required
	Deviation Comments from Planned on Deviation Target to Actual Achievement 2017/2018	No Deviation
	Achieved or not achieved (As per the audited results)	Achieved
STRATION	Achieved or not achieved (As per management results)	Achieved
WORLD CLASS EDUCATION AND REGISTRATION	Planned Actual Achieved or Target Achievement not achieved 2017/2018 (As per management results)	-
ASS EDUCA	Planned Target 2017/2018	-
HE WORLD CL	Actual Planned Achievement Target 2016/2017 2017/201	Not Achieved
PROGRAMME 1: ENGINEERING PRACTITIONERS ENJOY THE BENEFITS OF THE \	Performance Indicator Description	Number of student development programmes established
IERS ENJOY TH	Performance Indicator #	1.4.2
IG PRACTITION	Strategic Objective	SO 1.4 The Engineering profession is grown by increasing the number of engineering practitioners to meet existing and future demands
1: ENGINEERIN	Programme Description	Strategic SO 1.4 The goal 1 (Programme 1) profession - Engineering is grown by practitioners enjoy the engineering world class practitioner education and to meet registration and future demands
PROGRAMME	Programme No.	Programme 1

Corrective Not Required Remedial Required PROGRAMME 2: PUBLIC AWARENESS OF THE ENGINEERING PROFESSION AND ITS STANDARDS AND REGULATION TO ENSURE THE IMPLEMENTATION TO THOSE STANDARDS IN THE PUBLIC Action / Action Not overachievement accomplishment of also participated in exhibitions, which attracted more achievement / this target. We (Root cause) Not Required resource was dentified and allocated to Comments A dedicated ensure the for nonearners from Planned Achievement No Deviation Deviation 2017/2018 Target to Actual 2673 not achieved Achieved or As per the Achieved Achieved audited results) management not achieved Achieved or Achieved Achieved (As per results) Achievement 2017/2018 Actual 22673 9 Target 2017/2018 **Planned** 20000 10 Achievement 2016/2017 learners were reached Actual 16551 0 of engineering Performance Dissemination Description Frain 10 role through the information conducting to learners workshops models on Indicator Engenius Engenius project Performance Indicator # 2.1.2 SO 2.1 Public 2.1.1 SO 2.1 Public programmes programmes engineering engineering awareness information awareness awareness information awareness Objective profession profession Strategic standards education, standards education, through through and its and its public of the public of the and and implementation implementation 2 (Programme 2 (Programme standards and Strategic goal the profession Strategic goal the profession standards and awareness of awareness of to ensure the to ensure the Programme Description in the public in the public regulations 2) - Public regulations 2) - Public standards standards of those of those interest interest and its and its Programme 2 Programme 2 Programme INTEREST No.

E PUBLIC	Remedial Action / Corrective Action	Not Required	Not Required
ITS STANDARDS AND REGULATION TO ENSURE THE IMPLEMENTATION TO THOSE STANDARDS IN THE PUBLIC	Comments for non- achievement / overachievement (Root cause)	Not Required	Not Required
ION TO THOSE	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation	No Deviation
IMPLEMENTAT	Achieved or not achieved (As per the audited results)	Achieved	Achieved
S ENSURE THE	Achieved or not achieved (As per management results)	Achieved	Achieved
REGULATION TO	Actual Achievement 2017/2018	-	~
ARDS AND R	Planned Target 2017/2018	₹	-
AND ITS STAND	Actual Achievement 2016/2017	N/A	Appoint a legal consulting firm to investigate the need to review the act
G PROFESSION A	Performance Indicator Description	Develop a brand strategy and implementation plan for ECSA and submit it to the Stakeholder Relations Committee (SRC) for approval	Review the EPA and submit proposed amendments to the bill to the Minister
PROGRAMME 2: PUBLIC AWARENESS OF THE ENGINEERING PROFESSION AND INTEREST	Performance Indicator #	2.1.3	2.2.1
	Strategic Objective	SO2.1 Public awareness of the engineering profession and its standards through public education, information and awareness programmes	SO 2.2 Protection of the health, safety and interest of the public through effective regulation of the profession
2: PUBLIC AWA	Programme Description	Strategic goal 2 (Programme 2) - Public awareness of the profession and its standards and regulations to ensure the implementation of those standards in the public interest	Strategic goal 2 (Programme 2) - Public awareness of the profession and its standards and regulations to ensure the implementation of those standards in the public interest
PROGRAMME: INTEREST	Programme No.	Programme 2	Programme 2

PROGRAMM	PROGRAMME 3: ENGINEERING PRACTITIONERS PROACTIVELY RESPONSIVE TO LOCAL AND NATIONAL SOCIO ECONOMIC REQUIREMENTS	G PRACTITION	IERS PROACTIV	ELY RESPONSIN	/E TO LOCAL A	ND NATION	AL SOCIO ECON	OMIC REQUIRE	MENTS			
Programme No.	Programme Description	Strategic Objective	Performance Indicator #	Performance Indicator Description	Actual Achievement Target 2016/2017	Planned Actual Target Achieveme 2017/2018 2017/2018	Actual Achieved or Achievement not achieved 2017/2018 (As per management results)	Achieved or not achieved or not achieved (As per achieved management (As per the results) results)	Achieved or not achieved (As per the audited results)	Deviation from Planned target to Actual Achievement 2017/2018	Comments Remed for non-achievement / Correct overachievement Action (Root cause)	Remedial Action / Corrective Action
Programme 3	Strategic Goal 3 (Programme 3) - Engineering practitioners are proactively responsive to local and national socio-economic requirements	SO 3.1 Proposals are developed and implemented for specific projects and funding is sought from government and other	3.1.1	Funding proposals for socio-economic projects (add focus area)	No target	n	т	Achieved	Achieved	No Deviation	Not Required	Not Required

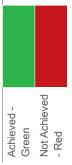
	Remedial Action / Corrective Action	Not Required	Not Required
ON THAT IS CAPABLE OF DELIVERING THE IMPACT DESIRED BY ITS STAKEHOLDER AND SOCIETY	Comments for non- achievement / overachievement (Root cause)	Not Required	Not Required
S STAKEHOLDE	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation	No Deviation
DESIRED BY IT	Achieved or not achieved (As per the audited results)	Achieved	Achieved
THE IMPACT	Achieved or not achieved (As per management results)	Achieved	Achieved
OF DELIVERING	Actual Achievement 2017/2018	-	
S CAPABLE	Planned Target 2017/2018	-	-
	Actual Achievement 2016/2017	Revised council committees and operating standards	N/A
HERENT ORGAN	Performance Indicator Description	Development of High Impact Committee deliverables	Development of High Impact Committee performance evaluation tool
RMED, AND COL	Performance Indicator #	t	2.
SLE, TRANSFC	Strategic Objective	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate
PROGRAMME 4: A SUSTAINABLE, TRANSFORMED,AND COHERENT ORGANIZATI	Programme Description	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA
PROGRAMME	Programme No.	Programme 4	Programme 4

	Remedial Action / Corrective Action	Not Required	Required Required
ON THAT IS CAPABLE OF DELIVERING THE IMPACT DESIRED BY ITS STAKEHOLDER AND SOCIETY	Comments for non- achievement / overachievement (Root cause)	Not Required	Not Required
S STAKEHOLDE	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation	No Deviation
DESIRED BY IT	Achieved or not achieved (As per the audited results)	Achieved	Achieved
THE IMPACT [Achieved or not achieved (As per management results)	Achieved	Achieved
OF DELIVERING	Actual Achievement 2017/2018	-	Q
S CAPABLE	Planned Target 2017/2018	-	O
IZATION THAT I	Actual Achievement 2016/2017	N/A	N/A
PROGRAMME 4: A SUSTAINABLE, TRANSFORMED,AND COHERENT ORGANIZATI	Performance Indicator Description	Development and approval of Quality Policy	Development of the required ISO 9001 procedures
SEMED, AND CO	Performance Indicator #	دن د	4.
3LE, TRANSFO	Strategic Objective	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate
4: A SUSTAINAL	Programme Description	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of
PROGRAMME	Programme No.	Programme 4	Programme 4

	Remedial Action / Corrective Action	Not Required	Not Required
ON THAT IS CAPABLE OF DELIVERING THE IMPACT DESIRED BY ITS STAKEHOLDER AND SOCIETY	Comments for non- achievement / overachievement (Root cause)	Not Required	Not Required
S STAKEHOLDE	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation	No Deviation
ESIRED BY IT	Achieved or not achieved (As per the audited results)	Achieved	Achieved
THE IMPACT	Achieved or not achieved (As per management results)	Achieved	Achieved
OF DELIVERING	Actual Achievement 2017/2018	F	п
S CAPABLE	Planned Target 2017/2018	-	ಣ
IZATION THAT I	Actual Achievement 2016/2017	N/A	A/A
PROGRAMME 4: A SUSTAINABLE, TRANSFORMED,AND COHERENT ORGANIZATI	Performance Indicator Description	Development of a Human Resources strategy	Development of Human Resources Policies
RMED, AND CO	Performance Indicator #	5.	9.
BLE, TRANSFC	Strategic Objective	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate
4: A SUSTAINA	Programme Description	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA
PROGRAMME	Programme No.	Programme 4	Programme 4

	Remedial Action / Corrective Action	Not Required	Not Required
ON THAT IS CAPABLE OF DELIVERING THE IMPACT DESIRED BY ITS STAKEHOLDER AND SOCIETY	Comments for non- achievement / overachievement (Root cause)	Not Required	Not Required
S STAKEHOLDE	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation	No Deviation
ESIRED BY IT	Achieved or not achieved (As per the audited results)	Achieved	Achieved
3 THE IMPACT D	Achieved or not achieved (As per management results)	Achieved	Achieved
OF DELIVERING	Actual Achievement 2017/2018	7	_
IS CAPABLE	Planned Target 2017/2018		~
IZATION THAT	Actual Achievement 2016/2017	A/N	Following a financial year end audit by Price waterhouse Coopers Inc (PwC), an unqualified audit opinion was reported.
HERENT ORGAN	Performance Indicator Description	Review and update Human Resources Policies	Achieve an unqualified audit opinion
DRMED, AND CO	Performance Indicator #	7.7	8.
3LE, TRANSFO	Strategic Objective	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate
PROGRAMME 4: A SUSTAINABLE, TRANSFORMED,AND COHERENT ORGANIZATI	Programme Description	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA
PROGRAMME	Programme No.	Programme 4	Programme 4

	Remedial Action / Corrective Action	Not Required
PROGRAMME 4: A SUSTAINABLE, TRANSFORMED, AND COHERENT ORGANIZATION THAT IS CAPABLE OF DELIVERING THE IMPACT DESIRED BY ITS STAKEHOLDER AND SOCIETY	Comments for non- achievement / overachievement (Root cause)	Not Required
	Deviation from Planned Target to Actual Achievement 2017/2018	No Deviation
ESIRED BY IT	Achieved or not achieved (As per the audited results)	Achieved
THE IMPACT [Achieved or not achieved (As per management results)	Achieved
OF DELIVERING	Actual Achieved or Achievement not achieved 2017/2018 (As per management results)	F
S CAPABLE	Planned Target 2017/2018	-
IZATION THAT I	Actual Achievement 2016/2017	Revenue collection was increased by 8%
HERENT ORGAN	Performance Indicator Description	Increase revenue by 6%
RMED, AND CO	Performance Indicator #	Q.
BLE, TRANSFC	Strategic Objective	SO 4.0 A relevant organisation that significantly meets the needs of both internal and external stakeholders within the ECSA mandate
4: A SUSTAINA	Programme Description	Strategic Goal 4 (Programme 4) - A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA
PROGRAMME	Programme No.	Programme 4



11.STRATEGIC SERVICES FUNCTIONS

11.1 Road to registration to employer bodies

The table below demonstrates the series of professional registration workshops that the Strategic Services Division conducted with various private and government stakeholders countrywide, during the 2017/2018 financial year:

Name of entity/employer	Presenter	Number of attendees	Date of presentation
Eskom	Serge Banza	30	08.08.2017
SMEC	Stanley Nkonyane	46	16.08.2017
Eskom	Prudence Madiba	20	28.08.2017
Necsa	Refilwe Buthelezi	54	20.09.2017
Sentech	Mduduzi Msibi	18	29.09.2017
Eskom	Serge Banza	14	05.12.2017
Municipal Infrastructure Support Agency	Jones Moloisane	89	09.02.2018
University of Johannesburg	Jones Moloisane	89	17.03.2018
Hillside Aluminium	Thembinkosi Madikane	38	28.02.2018
Eskom	Mathau Botsane	33	28.02.2018

11.2 Stakeholder events supported

The Council identified and supported the following strategic events during the reporting period, with the aim to improve visibility and stakeholder engagement:

- The United Nations Educational, Scientific and Cultural Organization (UNESCO) Africa Engineering Week;
- The Consulting Engineers South Africa (CESA) Infrastructure Indaba;
- · The Women in Engineering Conference;
- · Roadshows in Bloemfontein, Cape Town, Durban and East London; and
- Satellite office launches in Bloemfontein, Cape Town, Durban and East London.

11.3 External communication

ECSA strives to enhance communication with external stakeholders through various platforms, including our publications, events, the media and face-to-face engagements.

The following publications were developed during the 2017/2018 period:

- · Corporate booklet;
- · Regulatory function brochure;
- · CPD brochure; and
- · E-bulletin newsletter (quarterly).

Some of the highlights on media coverage and publicity:

Publication	Details	Date
IMIESA Magazine	A profile piece on the CEO	April 2017
Engineering News	An article on ECSA's response to the VA's court challenge	April 2017
YouTube	The CEO's video interview on Water Day	May 2017
Engineering News	A press statement on ECSA's recognition by the IEA	June 2017
Engineering News	An article featuring the need for more engineers to support local projects	July 2017
Engineering News	An article on Testing, Inspection and Certification	September 2017
IMIESA Magazine	An article on ECSA's championing of registration and transformation	September 2017
YouTube	The CEO's video interview on ECSA's championing of registration and transformation	September 2017
Engineering News	A press statement on the MOU that ECSA signed with the Railway Safety Regulator (RSR)	September 2017

11.4 Strategic planning

The following policy and strategies were developed and approved by the Stakeholder Relations Committee (SRC) and are being rolled out:

- Brand strategy;
- Media policy;
- Retention strategy; and
- Voluntary association framework implementation framework.

11.5 UNESCO Africa Engineering Week 2017

The highly anticipated 4th Annual Africa Engineering Week, hosted by the United Nations Educational, Scientific and Cultural Organisation (UNESCO), in conjunction with the Department of Science and Technology (DST), ECSA and the Central University of Technology (CUT), took place from 18-19 October 2017, at the CUT in Bloemfontein.

There were various speakers, including Dr Allyson Lawless, from the South African Institute of Civil Engineers (SAICE), who talked about the engineering profession in Southern African Development Community (SADC) member states and ECSA's CEO Sipho Madonsela, who discussed engineering standards in South Africa.

Mr Jones Moloisane conducted an insightful interview with Lesedi FM. He leveraged the opportunity to communicate the benefits of registering with ECSA and shared the organisation's plans to establish a satellite office in the region.

The event attracted over 250 engineers, including professional engineers, participants in the Women Engineering seminar, young engineers from the Young Engineers session, representatives from the SADC embassy and the South African engineering VA's. The outreach also attracted approximately 600 school learners from the surrounding municipal areas.



12. ENGENIUS REPORT

PROJECT BACKGROUND

ECSA established the Engenius programme to highlight the importance of the engineering field among primary and high school learners, especially from grade 10 onwards. This is achieved through school visits and exhibitions around the country. We engage learners through exciting, interactive activities such as the Bloodhound exercise, during which they get to build a mini rocket, using everyday items like balloons.

Engenius strives to promote the engineering profession nationally to over 20 000 primary and high school learners annually, through its core message: 'Engineering Makes It Happen'. To date, the project has reached thousands of learners from hundreds of schools across South Africa.

For the first time, ECSA now also has a mascot to attract and engage with students during school visits. The engineer mascot has already gained significant popularity, as he has been involved in numerous expos, including the 2018 Rand Easter Show.

OBJECTIVES

The objectives of the project are to:

- Educate and expose primary and high school learners to engineering as a career choice;
- · Reach as many schools nationally as possible; and
- Increase the pool of engineers in the long-term.

KEY MESSAGES

The project aims to convey the following key messages:

- Engineering makes our lives happen. From the minute you wake up in the morning, to the minute you go to bed in the evening, you have encountered the work of an engineer.
- · There are a variety of different engineering fields that can be explored by school learners.
- Learners are encouraged to align themselves for engineering studies, by choosing engineering-oriented subjects such as mathematics and science, when they make their grade 10 subject selections.

Engenius Report

Name of event	Date of event	Learners reached
Sci-Bono Health Science Week	15 - 19 May 2017	3884
Department of Mineral Resources Learner Focus Week	4 July 2017	206
Department of Public Works winter school programme	15 - 22 July 2017	112
Nzalo Career Exhibition, Klerksdorp &Mafikeng	28-28 July 2017	1269
Sci-Bono Science Week	7 - 11 August 2017	7250
Kasi Career Expo (Mpumalanga)	14 - 18 August 2017	3382
West Rand Municipality Exhibition	25 August 2017	5 757
Gauteng Tourism Exhibition	29 - 31 August 2017	7 500
Department of Public Works Bele-Zingcuka career expo	05 February 2018	194
Nzalo Career Expo, Thohoyandau	07 March 2018	992
Nzalo Career Expo, Malamulele	08 March 2018	573
Nzalo Career Expo, Makhado	09 March 2018	491
Asakhe Events Career Expo, Meadowlands Zone 10	12 - 14 March 2018	531

Name of event	Date of event	Learners reached
Department of Public Works Mamelodi West career expo	26 March 2018	245
Scifest 2018	7 - 13 March 2018	3 3437
Rand Show Expo	30 - 31 March 2018	631



Learners explore during Sci-Bono Health Science Week and Engenius Mascott at the Rand Show Expo

ECSA established four (4) satellite offices in East London, Cape Town, Bloemfontein and Durban between November 2017 and March 2018. These satellite offices serve to improve access to a series of ECSA services that are aimed at regulation of the profession. This includes:

- Registration of candidates;
- Registration of professionals (engineers, technicians and technologists);
- Annual training of assessors;
- · Conducting interviews for registration; and
- Facilitation of CPD initiatives.

The Free State satellite office, which is located at the Central University of Technology (CUT) campus, was launched on 5 March 2018. The KZN satellite office, which is located at the Howard College Campus at the University of Kwa-Zulu Natal (UKZN), was launched shortly after, on 16 March 2017.

Both these offices were purposefully established close to the main gates of these academic institutions, for good visibility and easy access by students. The office space was provided by the engineering faculties of the institutions. ECSA's relationship with these two academic institutions, will help to improve student transition from the university into the industry, for candidacy registration.

Operations at the East London satellite office commenced on 2 October 2017 at the Science and Technology Park (STP), which is a sub-unit of the East London Industrial Development Zone (ELIDZ). The STP was strategically selected for its location within the development zone, where there is much engineering activity. This places ECSA in an advantageous position to attract new candidates and professionals for the purposes of registration.

The Eastern Cape satellite office was launched on 21 November 2017, in collaboration with stakeholders from the ELIDZ.

The Western Cape satellite office, which is located in the same building that forms the main station for the Extended Public Work Programme (EPWP) in Cape Town's Central Business District (CBD), was launched in February 2018. This opens up opportunities for interaction and collaboration with the EPWP on projects such as the Sakhimfundo Engineering Education Trust and to facilitate registration of candidates working with the EPWP.

As part of developing the engineering education, ECSA is furthermore establishing a partnership with the Walter Sisulu University of Technology, to conduct a research exercise to test the Mass Open Online Courses (MOOC) approach for the accreditation of engineering courses.

13. INTERNATIONAL ENGAGEMENTS

Engineering Alliance (IEA) meeting in the USA

Date: 19 - 23 June 2017

ECSA is expected to participate in the IEA meetings and workshops on an annual basis as one of the requirements for South Africa's continued membership of IEA. The last IEA meeting took place from 19 - 23 June 2017, in Anchorage, Alaska in the USA. The South African members of the delegation consisted of:

- · Mr Cyril Gamede (President of ECSA);
- Dr Keith Jacobs (Vice-president of ECSA), who was also elected as Chairperson of the Executive Committee of the AIET and a member of the Governing Group of the IEA;
- Mr Lawrence Lebea (ECSA Council Member and Chairperson of the Central Registration Committee (CRC);
- Mr Jones Moloisane (Member of the Education Committee), who was also elected as Chairperson of the Executive Committee of IETA and a member of the Governing Group of IEA; and
- Mr Edmund Nxumalo (ECSA Executive: Regulatory Functions).

Noteworthy, is the fact that the engineering education processes and systems of ECSA were reviewed by the IEA during the previous year. Following international scrutiny by the entire IEA membership, ECSA, and by implication South Africa, was found to comply with the criteria and requirements for the WA and granted a six-year recognition status by the IEA. ECSA is also due for the combined Sydney and Dublin Accords reviews in 2018.

UNESCO Africa Engineering Week in Rwanda

Date: 25-19 September 2017

In line with the requirements of ECSA's membership of the SAFEO, an ECSA delegation attended the UNESCO Africa Engineering Week at the Kigali Convention Centre in Rwanda. The delegation consisted of:

- Mr Cyril Gamede (President of ECSA);
- Mr Sipho Madonsela (CEO of ECSA);
- Mr Yashin Brijmohan (Chairperson of the Committee on Engineering Capacity Building (CECB)); and
- Mr Christopher Tsatsawane (Executive: Strategic Services, ECSA).

Purpose of the annual UNESCO Africa Engineering Week

While African countries each host a UNESCO Africa Engineering Week in their respective countries, a continental event is also hosted for all the countries, in a country that is pre-agreed on. The continental event is organised by the Federation of African Engineering Organisation (FAEO).

This year, the event took place in Rwanda and the theme was: "Effective Waste Management in Africa". This theme was evidence of the shared vision of transforming African countries to use customised engineering skills and tools for sustainable infrastructure development and maintenance.

The main purpose of the annual UNESCO Africa Engineering Week, is to unite all countries towards the achievement of the Millennium Development Goals (MDG's) and to meet the 2030 Agenda for Global Action.

Agenda 2030 represents a universal agenda for all countries, with specific emphasis on the need for a transformational shift to achieve the dual objective of poverty eradication and sustainable development. This kind of transformational shift is required in numerous sectors, such as energy, food production, water management, sustainable cities, and others.

World Engineering Forum: WFEO General Assembly in Rome, Italy

Date: 26 November - 02 December 2017

In line with the requirements of ECSA's membership of the World Federation of Engineering Organisation (WFEO), an ECSA delegation attended the World Engineering Forum: WFEO General Assembly. The delegation consisted of:

- Mr Cyril Gamede (President of ECSA);
- Mr Mfezeko Gwazube (Chairperson of ECSA 's SRC);
- Mr Yashin Brijmohan (Chairperson of the WFEO Committee on Engineering Capacity Building);
- Mr Sipho Madonsela (CEO of ECSA); and
- Mr Christopher Tsatsawane (Executive: Strategic Services, ECSA).

At the forum, ECSA delegates participated in different committee meetings where they offered strategic input for the sake of policy formulation. The committee meetings covered topics such as: information and communication, engineering capacity building, disaster and risk management, education in engineering and anti-corruption. The forum was hosted by The National Council of Italian Engineers, under the theme: "Safeguarding humankind's heritage, the greatest challenge for engineers".

The forum also focused on engineering support offered for socio- and economic development, with special reference to the role of engineering in sustainable development and technological innovation.

Engineering without Borders in Malawi

Date: 02 - 03 November 2017

ECSA's leadership attended the 6th Engineering Without Borders (EWB) Conference which was hosted in Malawi. The EWB is a non-profit organisation whose mission is to facilitate collaboration, exchange information and provide assistance amongst its members.

The following delegates represented South Africa at this event:

- Mr Cyril Gamede (President of ECSA);
- Dr Keith Jacobs (Vice-president of ECSA);
- Mr Sipho Madonsela (CEO of ECSA);
- Prof. Martin Van Veelen (South Africa Institution of Civil Engineering (SAICE);
- Mr Christopher Tsatsawane (ECSA Executive); and
- Mr Yashin Brijmohan (Representative of the World Federation of Engineering Organizations (WFEO).

Capacity building interventions

There are many capacity building engineering activities which are taking place in Africa, particularly the Southern Africa. These projects or activities are conducted by individual countries and, most often than not, they do not gain the recognition they deserve in as far as nation building and societal contributions are concerned. The different countries within the Southern Africa Development Community (SADC) are working independently and this seems to portray a picture that communicates that little is taking place in as far as engineering capacity building is concerned. Therefore, the Engineering Council of South Africa, through the WFEO Capacity Building Committee has taken an initiative to ensure that there is support to the SADC countries in order to showcase their capacity building projects and initiatives. Moreover, ECSA decided to use the Southern African Federation of Engineering Organisations' (SAFEO) platform in the facilitation of all the projects which are undertaken in the SADC Region in order to provide seamless access to information from SAFEO member countries and beyond. ECSA, through its role as the Secretariat for SAFEO was to ensure that all the projects undertaken in the SADC region directly support the capacity building initiatives of FAEO, and therefore support FAEO in its leadership role. Since ECSA hosts the WFEO Engineering Capacity Building committee, and the capacity building committee of FAEO, it is incumbent upon ECSA to ensure that the neighbouring countries within SADC are well capacitated with institutions of international standing, as well as assist in the development of engineering institutions. As a result, ECSA acts as an enabler, through its own experience, to become a conduit for the program coordination which will position the Africa Catalyst project in the direction based on sound foundational facts.

Accreditation of engineering courses in Mauritius

The WFEO Capacity Building Committee has developed the Capacity Building Programme for Africa concept and principles, of which this project is aligned to. This was further to the presentation made at the African Union. The Institution of Engineering Mauritius (IEM) has taken the initiative of setting up institutional capacity and processes in order to accredit universities who offer engineering in Mauritius according to the International Engineering Alliance (IEA) standards, in particular, the Washington Accord. Since ECSA (representing South Africa) remains the only statutory body which is a signatory to the IEA Accords and Agreements, it is has offered its support to countries in the region in this regard. The desktop evaluation of the standard of engineering courses offered at the University of Mauritius was conducted by ECSA in March 2015. The evaluation report was written with certain recommendations that the university were to concentrate on. Following this evaluation, it became obvious that it was vital for Mauritius to pursue attainment of the international standards in as far as engineering is concerned. The introduction of the Africa Catalyst came at a time when things were already in motion with the challenges, however, of funding. ECSA visited Mauritius under the SAFEO banner in order to play a role of facilitation and to assist wherever possible. Through the grant received from the Royal Academy, ECSA managed to visit the team in Mauritius and to give guidance regarding the formulation of processes, development of documents and establishment of policies. ECSA has thus far managed to invite IEM to participate in one of the regular accreditation visits that took place in South Africa at the University of Pretoria on 27-29 August 2017. Since the team had only been exposed to the theory of the accreditation process, this was an opportunity for them to experience the intricacies involved, the amount of effort required, the time it takes to complete the whole task and the factors to be considered in decision-making. It may take another three (3) to five (5) years before Mauritius is accepted as the signatory to the IEA, therefore this project needs more financial support in order to assist Mauritius on this journey.

Needs and Numbers in Mauritius, Madagascar and Seychelles

The South African Institution of Civil Engineers (SAICE) was awarded a tender whereby the number of engineering practitioners in the SADC region needed to be established. This is in response to the constant call regarding the capacity of the engineering fraternity in the Southern Africa. Therefore the role of ECSA/WFEO through SAFEO has been to facilitate the research work and ease of access to those countries where researchers are finding it difficult to navigate. The countries that required such facilitation were Mauritius, Madagascar and the Seychelles. The meetings in Seychelles were successfully held with the Principal Secretary for the Ministry of Habitat, Infrastructure and Land Transport, the Director General (DG) of the Trade Division and personnel in the Licencing Authority. All these contacts were relayed back to project managers on the ground in Seychelles at the National Institute of Science, Technology and Innovation (NISTI). In general the information specification required for the research is solicited from Universities which offer engineering courses/degrees, voluntary associations, government departments and regulatory bodies. This information would include age, gender, qualification type and engineering discipline. The project was commissioned by SADC and is been facilitated by the Department of Science and Technology in South Africa. It is an on-going study which will be conducted for the next coming 2 years. This means that the facilitation role that ECSA/WFEO is playing would still be of necessity even in the coming 2 years. All the results of the information gathered by the different countries are sent to the research team for consolidation and analysis. The process of data gathering takes times since the institutions have to go back about 10 years into their systems for the information requested. The challenge that was voiced out in Madagascar was the fact that communication is not easy because of the underdeveloped communication infrastructure. For instance, it will be difficult to get information within a particular time due to the fact that the researchers on the ground would have to travel long distances to get information, whereas that information would have been easily accessed via email.

Infrastructure Scorecard in Zimbabwe and Malawi

This study was done by the Southern African Federation of Engineering Organisations (SAFEO) to create a Mobile APP which is to be used to assess the state of the Infrastructure in two pilot Sub-Saharan African countries (Zimbabwe and Malawi) at present and what must be done to make it world class with particular reference to the role of engineering. The project development objective was to rehabilitate and develop critical infrastructure, improve critical infrastructure in the SADC region and build capacity for planning, construction and sustainable operation, maintenance and management of the infrastructure through empowered professional engineering institutions. The project has the total commitment of the SAFEO members and their Governments at all levels,

political and administrative. The project has been formulated in partnership with other participating donors and in close collaboration with an inter-ministerial Government teams from the Ministries of Science and Technology Development, from the Ministries of Local Government, Public Works and Urban Development, which has usually led this process of Infrastructure development.



Training of Professional Mentors through CPD policies in Botswana

The main objective of this project is to implement the recently approved CPD policy through training of professionals for mentoring, develop systems as well as hold seminars and workshops throughout Botswana. ECSA was instrumental in 2015 with the development of the CPD policy for Botswana Institution of Engineers (BIE). This policy is now being implemented through training of mentors throughout the country in Botswana. Therefore, the facilitation by ECSA was done in the initial stages of the development of the CPD Manuals. Currently, the University of Botswana is ready for its first accreditation visit and will be inviting ECSA for this undertaking.



ECSA Recognised Voluntary Associations

The following VA's applied for recognition in terms of section 36(1) of the EPA, and were recognised by the Council in terms of Section 25(3) of the Act.

One of the benefits of recognition is that registered members of a recognised VA (Categories A and B only), enjoy partial exemption from payment of their annual ECSA fees. The expiry date for the VA's listed below, is five (5) years from the date of recognition. For ease of reference, they are listed in alphabetical order according to their acronyms.

CATEGORY A

ACRONYM	NAME	REF NO
AeSSA	Aeronautical Society of South Africa	VA A0022
AMMSA	Association of Mine Managers of South Africa	VA A0031
AMRE	Association of Mine Resident Engineers	VA A0032
CEASA	Clinical Engineering Association of South Africa	VA A0040
CSSA	Concrete Society of Southern Africa	VA A0019
IEEE	Institute of Electrical and Electronic Engineers South African Section	VA A0036
IPET	Institute of Professional Engineering Technologists	VA A0004
ICMEESA	Institution of Certificated Mechanical and Electrical Engineering	VA A0002
IMESA	Institution of Municipal Engineering of Southern Africa	VA A0003
INCOSE SA	International Council on Systems Engineering (SA Chapter)	VA A0030
LIASA	Lift Inspectors Association of South Africa	VA A0026
NSBE	National Society of Black Engineers	VA A0037
SAT	Society For Asphalt Technology	VA A0043
STE	Society of Telkom Engineers	VA A0035
SACEA	South African Colliery Engineers' Association	VA A0005
SACMA	South African Colliery Managers Association	VA A0029
SAIAE	South African Institute of Agricultural Engineers	VA 0020
SAIEE	South African Institute of Electrical Engineers	VA A0008
SAIMENA	South African Institute of Marine Engineers and Naval Architects	VA A0010
SAIRAC	South African Institute of Refrigeration and Air-Conditioning	VA A0028
SAIChE	South African Institution of Chemical Engineers	VA A0007
SAICE	South African Institution of Civil Engineering	VA A0006
SAAMA	Southern African Asset Management Association	VA A0025
SAIIE	Southern African Institute for Industrial Engineers	VA A0009
SAIMM	Southern African Institute of Mining And Metallurgy	VA A0011
COET	The Chamber of Engineering Technology	VA A0001
SAIMechE	The South African Institution of Mechanical Engineering	VA A0021
SANCOLD	South African National Committee on Large Dams	VA A0046
SASRE	South African Society for Railway Engineering	VA A0047
LEEASA	Lifting Equipment Engineering Association of South Africa	VA A0048
IRSE	Institution of Railway Signal Engineers	VA A0049

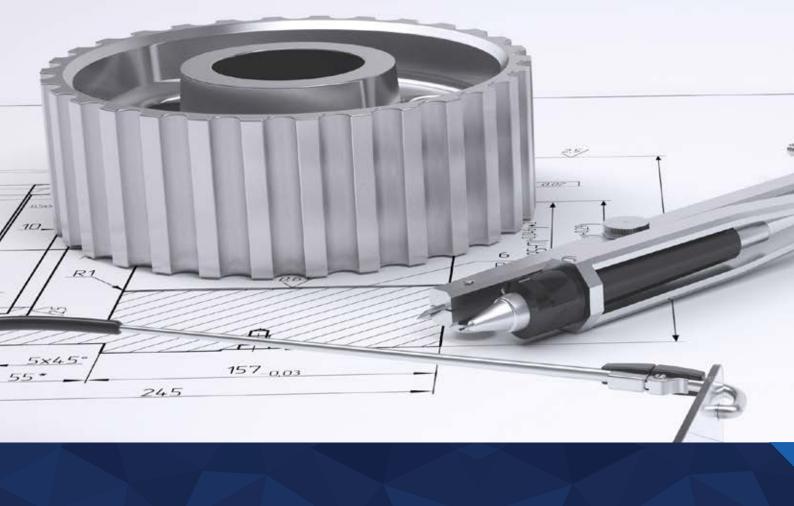
Category B

ACRONYM	NAME	REF NO
SABTACO	South African Black Technical & Allied Careers Organisation	VA B0045
SAFHE	South African Federation of Hospital Engineers	VA B0023
SAID	South African Institute of Draughting	VA B0033
SAIMC	Society for Automation Instrumentation Measurement and Control NPC	VA B0024
WISA	Water Institute of Southern Africa	VA B0038

Category C

ACRONYM	NAME	REF NO
AMEU	Association of Municipal Electricity Undertakings	VA C0027
BEPEC	EC Built Environment Professions Export Council	
CESA	Consulting Engineers South Africa	VA C0013
IESSA	Illumination Engineering Society of South Africa	VA C0012
IQSA	Institute of Quarrying Southern Africa	VA C0014
ITC	Institute of Timber Construction	VA C0015
SAFCEC	South African Forum of Civil Engineering Contractors	VA C0017
SAFA	South African Flameproof Association	VA C0016
SAFPA	South African Fluid Power Association	VA C0039
SAISC	South African Institute of Steel Construction	VA C0018
SAIW	South African Institute of Welding	VA C0034
SARF	South African Road Federation	VA C0042
SASTT	Southern African Society For Trenchless Technology	VA C0041





"Good governance requires working toward common ground. It isn't easy".

Pete Hoekstra



The Engineering Council of South Africa (ECSA) Council



From left: Front Row (sitting)

Ms Thandiwe Nkambule; Ms Tshwaraganang Ramagofu; Ms Nirasha Sampson; Ms Humbulani Motsotsoana; Mr Sipho Madonsela; Mr Cyril Gamede; Dr Keith Jacobs; Ms Refilwe Buthelezi; Adv. Boitumelo Tlhakung; Ms Tumisang Maphumulo; Ms Otilia Mthethwa From left: Middle Row (standing)

Mr Mpho Tlala; Mr Mashao Lebea; Mr Mpho Ramuhulu; Mr Sifiso Keswa; Ms Linda Njomane; Dr Nomzamo Tutu; Ms Amelia Mtshali; Dr Kasongo Nyembwe; Mr Simphiwe Zimu; Mr Duncan Daries; Mr Modupi Maisela Ka Mdluli; Mr Kemraj Ojageer



From left: Back Row (standing)

R Adm (JG) Kevin Watson; Mr Nkosinathi Myataza; Mr Lindokuhle Mahlangeni; Mr Thulebona Memela; Mr Kesevan Chetty; Mr Nqaba Nqandela; Mr Abner Sentsho; Mr Richard Jennings; Dr Carlo van Zyl; Mr Mthethunzima Thunzi; Mr John Daniels; Mr Arnold Sommer Absent from the photo:

Ms Thandeka Chili; Mr Mfezeko Gwazube; Mr Mongezi Gxamza; Mr Christopher Hlabisa; Mr Mphikeleli Jele; Ms Prudence Madiba; Dr Jeffery Mahachi; Ms Sejako Morejwane; Mr Camagu Soga; Mr Christian Stuurman; Ms Segomotso Tire; Mr Thembisile Xakaxa

14. COMPOSITION OF THE COUNCIL

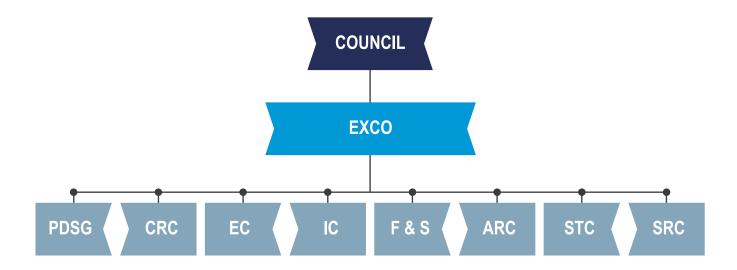
The Engineering Profession Act (EPA), 46 of 2000, established the Council as the governing body of ECSA. Section 3 of the Engineering Profession Act (EPA), provides for the composition of the Council. It consists of 50 members appointed by the Minister of Public Works as the executive authority of the Council.

15. COMMITTEE STRUCTURE

To enable the discharge of the Council's mandate to enhance organisational efficiency and effectiveness, and in line with Council's strategy, the Council has appointed eight (8) High Impact Committees.

The Council's Committee Structure is depicted below:

Figure 2



PDSG_Policy Development & Standards Generation Committee

CRC_Central Registration Committee

EC_Education Committee

IC_Investigating Committee

F & S_Finance & Staff Committee

ARC_Audit, Risk & Compliance Committee

STC_Strategic Transformation Committee

SRC_Stakeholder Relations Committee

16. EXECUTIVE AUTHORITY

- 16.1 Section 3(1)(a) Thirty (30) registered persons excluding candidates, of whom at least Twenty (20) are actively practising in the engineering profession.
- 16.2 Section 3(1)(b) Ten (10) persons of whom at least six (6) must be professionals in the service of the State and must actively be practising in the engineering profession.
- 16.3 Section 3(1)(c) Ten (10) members of the public, nominated through an open process of public participation.

17. ACCOUNTING AUTHORITY

17.1 The term of office for the Council is four years. The fifth term of the Council started in September 2016 and the term ends in July 2020.

In line with governance best practice:

- 17.1.1 All members of the Council are non-executive and independent;
- 17.1.2 The Council actively plays its role of oversight and giving strategic direction; and
- 17.1.3 The Council and Council Committee standing orders and terms of reference were approved by the Council.



17.2 Members of Council for the year under review

Fifth Term Council Statistics (April 2017 - March 2018)

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
1.	Ms R H Motsotsoana	Profession	29 July 2016	DIPLOMA IN MINING ENGINEERING (2006)	CRC PDSG	3/4
				BTECH IN MINING ENGINEERING (2008)		
				HONOURS IN MINING ENGINEERING (2014)		
2.	Dr C A A van Zyl	Profession	29 July 2016	PHD IN MECHANICAL ENGINEERING 2012	EC	3/4
				MTECH IN MECHANICAL ENGINEERING 2008		
3.	Mr C P Stuurman	Profession	29 July 2016	MTECH IN ELECTRICAL ENGINEERING 1995	CRC	3/4
				NATIONAL HIGHER DIPLOMA IN TELECOMMUNICATIONS 1989		
				NATIONAL DIPLOMA IN TELECOMMUNICATIONS 1985		
4.	Mr C V Gamede	Profession	29 July 2016	BSC IN ENGINEERING 1986	EXCO	4/4
				MSC IN ENGINEERING 1989		
5.	Dr K I Jacobs	Profession	29 July 2016	MASTER OF BUSINESS ADMINISTRATION (MBA) 1997	EXCO PDSG	4/4
				PHD IN ENGINEERING MANAGEMENT 2010		
				NATIONAL DIPLOMA TECHNICIANS T4 1982		
				NATIONAL DIPLOMA IN POST SCHOOL EDUCATION 1987		
				BACHELOR OF EDUCATION 1989		
6.	Mr T D Memela	Profession	29 July 2016	B TECH 2013	CRC IC	4/4

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
7.	Ms T Nkambule	Profession	29 July 2016	MASTER OF BUSINESS ADMINISTRATION (MBA) 2012 MENG (ELECTRICAL) 2008 BSC ENG (ELECTRICAL)	STC	3/4
8.	Ms T P Maphumulo	Profession	29 July 2016	BSC IN ELECTRICAL ENGINEERING 2004 HITACHI ON-THE-JOB TRAINING 2012 (UTILITY) EPPEI 2015 MASTER IN ENGINEERING 2018 (ELECTRICAL)	EXCO CRC PDSG	2/4
9.	*Mr T K L Xakaxa	Profession	29 July 2016	N2 RIGGING AND ENGINEERING THEORY	EC	0/4
10.	Vacant					
11.	Vacant					
12.	Mr A H Sommer	Profession	29 July 2016	RIGGER 2013	EC IC	4/4
13.	Ms T Ramagofu	Profession	29 July 2016	BSC IN ENGINEERING 2006	SRC	4/4
14.	Ms R P Madiba	Profession	29 July 2016	PGD IN BUSINESS MANAGEMENT GDE IN INDUSTRIAL ENGINEERING MASTER IN ENGINEERING MANAGEMENT	ARC CRC	3/4
15.	Ms S R M Buthelezi	Profession	29 July 2016	B ENG IN ELECTRICAL AND ELECTRONIC ENGINEERING 2006 MASTER OF ENGINEERING MANAGEMENT 2011 MASTER IN BUSINESS LEADERSHIP 2015	ARC	3/4
16.	Ms S A Tire	Profession	29 July 2016	BENG IN ELECTRONIC ENGINEERING 2008 MENG IN ENGINEERING MANAGEMENT 2015	N/A	3/4

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
17.	Ms L Njomane	Profession	29 July 2016	NATIONAL DIPLOMA IN MECHANICAL ENGINEERING 2003 BTECH IN QUALITY 2009 BTECH IN MECHANICAL ENGINEERING 2014 MPHIL IN ENGINEERING MANAGEMENT 2018	EC PDSG	4/4
18.	Dr K Nyembwe	Profession	29 July 2016	DTECH IN MECHANICAL ENGINEERING 2012 MCOM IN BUSINESS MANAGEMENT 2014 MTECH IN METALLURGY ENGINEERING 1999 BSC (HONS) IN METALLURGY ENGINEERING 1994	EC PDSG	3/4
19.	Mr M R Tlala	Profession	29 July 2016	MPHIL IN ETHICS 2011 MASTER OF BUSINESS LEADERSHIP (MBL) 2009 MASTER OF ENGINEERING 2006 MINE MANAGERS CERTIFICATE COAL 2005 GDE IN MINING ENGINEERING 2005 BSC IN MINING ENGINEERING 1998	ARC	4/4

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
20.	Mr N M Myataza	Profession	29 July 2016	ND IN MECHANICAL ENGINEERING 1992	ARC STC	3/4
				NHD IN MECHANICAL ENGINEERING 1994		
				GCC FACTORIES 1996		
				PROJECT MANAGEMENT 1997		
				BSC IN OPERATIONAL RESEARCH 2001		
				ADVANCED PROGRAMME IN RISK MANAGEMENT 2005		
				MSC IN OPERATIONAL RESEARCH 2009		
				HENLEY EXECUTIVE DEVELOPMENT PROGRAMME 2012		
				PGC IN BUSINESS RESEARCH METHODS 2014		
21.	Ms H A Mtshali	Profession	29 July 2016	SENIOR MANAGEMENT TRANSITION PROGRAMME 2018	CRC PDSG	4/4
				MIDDLE MANAGEMENT PROGRAMME 2016		
				B TECH IN ELECTRICAL ENGINEERING 2003		
				ND IN ELECTRICAL ENGINEERING 2000		
22.	Mr M Ramuhulu	Profession	29 July 2016	MASTER OF BUSINESS ADMINISTRATION (MBA) (GENERAL) 2017	CRC	4/4
				BTECH IN ELECTRICAL ENGINEERING 2013		
				NATIONAL DIPLOMA IN ELECTRICAL ENGINEERING 2006		

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
23.	Mr M L Lebea	Profession	29 July 2016	MASTER IN ENGINEERING MANAGEMENT 1997 BSC IN CIVIL ENGINEERING 1990 NATIONAL DIPLOMA IN CIVIL ENGINEERING 1983	EXCO CRC	4/4
24.	*Mr E Kerst	Profession	29 July 2016	BSC IN ENGINEERING 1976 MSC IN ENGINEERING 1988	CRC SRC	0/0
25.	Mr M Thunzi	Profession	29 July 2016	NATIONAL DIPLOMA IN MECHANICAL ENGINEERING 1997	EC	4/4
26.	Mr J H E Daniels	Profession	29 July 2016	BSC IN MECHANICAL ENGINEERING (UNIV OF MIAMI, FL, USA) 1992	IC	4/4
27.	Mr D R Daries	Profession	29 July 2016	BSC IN CIVIL ENGINEERING 1980	F&S SRC	4/4
28.	Mr N S Zimu	Profession	29 July 2016	NATIONAL DIPLOMA IN CIVIL ENGINEERING 1989 NATIONAL HIGHER DIPLOMA IN CIVIL ENGINEERING 1990 BSC IN CIVIL ENGINEERING 1995	IC	3/4
29.	Mr R E Jennings	Profession	29 July 2016	NATIONAL HIGHER TECHNICAL DIPLOMA (COAL MINING) MINE MANAGERS CERTIFICATE(COAL MINING) MANAGEMENT DEVELOPMENT PROGRAMME (MDP) ADVANCED EXECUTIVE PROGRAMME (AEP)	EC	4/4
30.	Mr K Chetty	Profession	29 July 2016	N5 (CERTIFICATE) 2003 NATIONAL N DIPLOMA IN ENGINEERING 2010	PDSG	3/4

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
31.	Adv B Tlhakung	State	29 July 2016	AUTHENTIC LEADERSHIP LEADING WOMEN GIBS 2013 HDIP/MASTERS IN TAX LAW 2007 HDIP/MASTERS IN TAX LAW 2008 NEW LLB 2002 BA LAW 1996	ARC F&S	2/4
32.	Mr K R O'Jageer	State	29 July 2016	POST GRADUATE DIPLOMA IN PROJECT MANAGEMENT 2017 MASTER IN CIVIL ENGINEERING 2007 POST GRADUATE DIPLOMA IN CIVIL ENGINEERING 2005 BTECH IN URBAN ENGINEERING 1997 NATIONAL HIGHER DIPLOMA IN CIVIL ENGINEERING 1985 NATIONAL DIPLOMA IN CIVIL ENGINEERING 1984	SRC	2/4
33.	R Adm (JG) K J Watson	State	29 July 2016	BENG IN MECHANICAL ENGINEERING 1982 MSC IN NAVAL ARCHITECTURE 1990 ENSP 2005 DIPLOMA IN NAVAL ARCHITECTURE 1991	IC	4/4

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
34.	Dr J Mahachi	State	29 July 2016	PHD IN STRUCTURAL ENGINEERING 1997	EXCO EC	1/4
				MSC IN STRUCTURAL ENGINEERING 1991		
				MASTER IN INFORMATION TECHNOLOGY 2001		
				BSC (HONS) IN CIVIL ENGINEERING 1988		
35.	*Mr M Gwazube	State	29 July 2016	MANAGEMENT ADVANCEMENT PROGRAMME (MAP) 2008	EXCO SRC STC	1/4
				BSC (HONS) IN CONSTRUCTION MANAGEMENT 2001		
36.	Mr C M Soga	State	29 July 2016	BSC IN APPLIED MATHEMATICS AND PHYSICS (CUM LAUDE) 1976	N/A	1/4
				BSC IN CIVIL ENGINEERING, WITS, 1981 MANAGEMENT ADVANCEMENT PROGRAMME (MAP) 1994		
37.	Mr M Gxamza	State	29 July 2016	MENG IN CIVIL ENGINEERING 2017	N/A	2/4
				BENG IN CIVIL ENGINEERING 2003		
38.	Mr B C Hlabisa	State	29 July 2016	B IN CIVIL ENGINEERING TECHNOLOGY 1998 MANAGEMENT DEVELOPMENT PROGRAMME (MDP) 1999	N/A	0/4
39.	Ms O Mthethwa	State	29 July 2016	POST GRADUATE DIPLOMA IN WATER ENGINEERING 2015	F&S STC	4/4
				BSC IN CIVIL ENGINEERING 2008		
40.	Vacant	State				

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
41.	Mr A M Sentsho	Public	29 July 2016	NDIP IN ELECTRICAL ENGINEERING 2000 BTECH IN ELECTRICAL ENGINEERING 2008	F&S SRC	4/4
				PG DIPLOMA IN BUSINESS ADMINISTRATION 2015		
42.	Mr L Mahlangeni	Public	29 July 2016	N DIP IN CIVIL ENGINEERING 2006	SRC	4/4
				BSC IN CIVIL ENGINEERING 2014		
43.	*Mr M P Maisela Ka Mdluli	Public	29 July 2016	PRIMARY TEACHERS DIPLOMA 1988	STC PDSG	4/4
				POST GRADUATE DIPLOMA: IN MANAGEMENT, SPECIALISING IN CORPORATE GOVERNANCE		
				ADVANCED DIPLOMA IN PROJECT MANAGEMENT		
				CERTIFICATE IN PROJECT MANAGEMENT		
				CERTIFICATE IN PERSONNEL MANAGEMENT		
				CERTIFICATE IN QUALITY MANAGEMENT SYSTEMS		
				CERTIFICATE IN CORPORATE GOVERNANCE		
				CERTIFICATE IN CONSTRUCTION CONSTRACTS MANAGEMENT		

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
44.	Ms N Sampson	Public	29 July 2016	MASTER OF PUBLIC ADMINISTRATION 2014 ETHICS OFFICER 2014 BACHELOR OF SOCIAL SCIENCE (BSOCSC) 1995 CERTIFICATE PROGRAMME IN LEADERSHIP DEVELOPMENT 2006 PROGRAMME IN HUMAN RESOURCE MANAGEMENT 2002 CERTIFICATE IN LABOUR LAW 2001 CERTIFICATE IN BOARD GOVERNANCE 2017 CERTIFICATE IN MONEY LAUNDERING AND TERROR FINANCE 2017 CERTIFICATE IN COMPLIANCE MANAGEMENT 2018	ARC	3/4
45.	Ms S P Morejwane	Public	29 July 2016	BSC IN MECHANICAL ENGINEERING 2006	EC STC	2/4
46.	Mr S Keswa	Public	29 July 2016	MASTER OF BUSINESS ADMINISTRATION 2017 MASTER IN ENVIRONMENTAL MANAGEMENT 2013 BTECH IN MANAGEMENT 2011 BTECH IN NATURE CONSERVATION 2010	EXCO ARC F&S	4/4
47.	Ms T L Chili	Public	29 July 2016	MASTER OF BUSINESS ADMINISTRATION (MBA) 2013 BPHARM 2003	EC SRC	3/4

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of council meetings attended
48.	Mr N Nqandela	Public	29 July 2016	NATIONAL DIPLOMA IN ELECTRICAL ENGINEERING 2000 MASTER OF BUSINESS ADMINISTRATION (MBA) 2004	EXCO STC	3/4
49.	Mr M E Jele	Public	29 July 2016	NDIP IN CIVIL ENGINEERING (CUM LAUDE) 2009 BTECH IN CIVIL ENGINEERING (CUM LAUDE) 2011 BSC (HONS) IN APPLIED SCIENCE TRANSPORTATION PLANNING (CUM LAUDE) 2013	EXCO F&S IC	4/4
50.	Dr N Tutu	Public	29 July 2016	MBCHB 1994	EXCO F&S	2/4

^{*}Mr E Kerst resigned from Council on 01 May 2017

^{*}Mr M P Maisela ka Mdluli resigned from PDSG on 01 November 2017

^{*}Mr T K L Xakaxa vacated office with effect from 16 March 2018

^{*}Mr M Gwazube vacated office with effect from 31 March 2018

17.3 Council member meeting attendance

Fifth term Council member meeting attendance	April 2017 - March 2018									
NAME	COUNCIL	EXCO	ARC	CRC	EC	F&S	IÇ	PDSG	SRC	STC
1. Ms R H Motsotsoana	3/4			1/4				2/4		
2. Dr C A A van Zyl	3/4				2/4					
3. Mr C P Stuurman	3/4			2/4						
4. Mr C V Gamede	4/4	3/3								
5. Dr K I Jacobs	4/4	2/3						3/4		
6. Mr T D Memela	4/4			4/4			4/4			
7. Ms T Nkambule	3/4									1/2
8. Ms T P Maphumulo	2/4	2/3		1/4				4/4		
9. *Mr T K L Xakaxa	0/4				0/4					
10. Vacant										
11. Vacant										
12. Mr A H Sommer	4/4				4/4		4/4			
13. Ms T Ramagofu	4/4								4/4	
14. Ms R P Madiba	3/4		4/5	4/4						
15. Ms S R M Buthelezi	3/4		3/5							
16. Ms S A Tire	3/4									
17. Ms L Njomane	4/4				4/4			4/4		
18. Dr K Nyembwe	3/4				4/4			4/4		
19. Mr M R Tlala	4/4		5/5							
20. Mr N M Myataza	3/4		2/5							2/2
21. Ms H A Mtshali	4/4			3/4				3/4		
22. Mr M Ramuhulu	4/4			4/4						
23. Mr M L Lebea	4/4	2/3		4/4						
24. *Mr E Kerst	0/0			0/1					1/1	
25. Mr M Thunzi	4/4				4/4					
26. Mr J H E Daniels	4/4						3/4			
27. Mr D R Daries	4/4					4/4			4/4	
28. Mr N S Zimu	3/4						4/4			
29. Mr R E Jennings	4/4				4/4					
30. Mr K Chetty	3/4							2/4		
31. Adv B Tlhakung	2/4		5/5			4/4				
32. Mr K R O'Jageer	2/4								0/4	
33. R Adm (JG) K J Watson	4/4						4/4			
34. Dr J Mahachi	1/4	2/3			3/4					
35. *Mr M Gwazube	1/4	3/3							2/4	1/2
36. Mr C M Soga	1/4									
37. Mr M Gxamza	2/4									
38. Mr B C Hlabisa	0/4									
39. Ms O Mthethwa	4/4					3/4				2/2
40. Vacant										
41. Mr A M Sentsho	4/4					4/4			3/4	

Fifth term Council member meeting attendance		April 2017 - March 2018								
NAME	COUNCIL	EXCO	ARC	CRC	EC	F&S	IC	PDSG	SRC	STC
42. Mr L Mahlangeni	4/4								4/4	
43. *Mr M P Maisela Ka Mdluli	4/4							2/3		2/2
44. Ms N Sampson	3/4		5/5							
45. Ms S P Morejwane	2/4				2/4					1/2
46. Mr S Keswa	4/4	3/3	5/5			4/4				
47. Ms T L Chili	3/4				3/4				4/4	
48. Mr N Nqandela	3/4	3/3								1/2
49. Mr M E Jele	4/4	3/3				2/4	3/4			
50. Dr N Tutu	2/4	2/3				3/4				

^{*}Mr T K L Xakaxa vacated office with effect from 16 March 2018

High Impact Committee members

Name of committee: EXCO

Number of committee members: 10

Name of committee: Investigating Committee (IC) Number of committee members: 10

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr C V Gamede	3	3
2.	Dr K I Jacobs	3	2
3.	Mr M Gwazube	3	3
4.	Mr M E Jele	3	3
5.	Mr S Keswa	3	3
6.	Mr M L Lebea	3	2
7.	Dr J Mahachi	3	2
8.	Ms T P Maphu-	3	2
	mulo		
9.	Mr N Nqandela	3	3
10.	Dr N Tutu	3	2
*N/r N/ (Swazuhe vacated offic	a with affect	from

^{*}Mr M Gwazube vacated office with effect from

1. Mr M E Jele 4 3 2. RAdm (JG) K 4 4 Watson	gs ed
3. Mr J H E Daniels 4 3	
4. Dr P W Day 4 3	
5. Mr T D Memela 4 4	
6. Mr B P Petlane 4 4	
7. Ms S Skorpen 4 2	
8. Mr A H Sommer 4 4	
9. Mr S N Zimu 4 4	
10. Mr P Zingeni 4 4	

^{*}Mr E Kerst resigned from Council on 01 May 2017

^{*}Mr M Gwazube vacated office with effect from 31 March 2018

^{*}Mr M P Maisela ka Mdluli resigned from PDSG on 01 November 2017

³¹ March 2018

Name of committee: Central Registration

Committee (CRC)

Number of committee members: 10

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr M L Lebea	4	4
2.	Mr C P Stuurman	4	2
3.	Mr T C Madikane	4	4
4.	Ms R P Madiba	4	4
5.	Ms H R Motsotsoana	4	1
6.	Mr M Ramuhulu	4	4
7.	Ms H A Mtshali	4	3
8.	Ms T P Maphumulo	4	1
9.	*Mr E Kerst	1	0
10.	Mr T D Memela	4	4

^{*}Mr E Kerst vacated office with effect from 01 May 2017

Name of committee: Finance and Staff Committee (F&S)

Number of committee members: 8

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Dr N Tutu	4	3
2.	Adv B Tlhakung	4	4
3.	Mr D Daries	4	4
4.	Mr M E Jele	4	2
5.	Mr S Keswa	4	4
6.	Mr L Mpambani	4	0
7.	Mr O Mthethwa	4	3
8.	Mr A Sentsho	4	4

Name of committee: Audit, Risk and Compliance

Committee (ARC)

Number of committee members: 9

No.	Name of com- mittee member	No. of meetings held	No. of meetings attended
1.	Mr S Keswa	5	5
2.	Ms N Sampson	5	5
3.	Ms R Buthelezi	5	3
4.	Mr S Faku	5	3
5.	Ms R P Madiba	5	4
6.	Mr L Mpambani	5	2
7.	Mr N M Myataza	5	2
8.	Mr M Tlala	5	5
9.	Adv B Tlhakung	5	5

Name of committee: Education Committee (EC)

Number of committee members: 13

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Dr J Mahachi	5	4
2.	Mr M Thunzi	5	5
3.	Mrs T Chili	5	4
4.	Prof B Collier-Reed	5	5
5.	Mr J Gosling	5	5
6.	Mr R Jennings	5	5
7.	Mr R J Moloisane	5	4
8.	Ms S Morejwane	5	2
9.	Ms L Njomane	5	5
10.	Dr K D Nyembwe	5	5
11.	Mr A H Sommer	5	5
12.	Dr C A A van Zyl	5	5
13.	*Mr T K L Xakaxa	5	0

^{*}Mr T K L Xakaxa vacated office with effect from 16 March 2018

Name of committee: Strategic Transformation

Committee (STC)

Number of committee members: 8

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr N Nqandela	2	1
2.	Ms T Nkambule	2	1
3.	*Mr M Gwazube	2	1
4.	Mr M P Maisela ka Mdluli	2	2
5.	Ms S Morejwane	2	1
6.	Ms O Mthethwa	2	2
7.	Mr N M Myataza	2	2
8.	Mr N P van den Berg	2	2

^{*}Mr M Gwazube vacated office with effect from

31 March 2018

Name of committee: Policy Development and Standards

Generation (PDSG) Committee Number of committee members: 12

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Ms T P Maphumulo	4	4
2.	Dr K I Jacobs	4	3
3.	Ms H A Mtshali	4	3
4.	Ms H R Motsotsoana	4	2
5.	Prof M Sheldon	4	4
6.	Prof B Collier-Reed	4	4
7.	Mr K Chetty	4	2
8.	Dr K D Nyembwe	4	4
9.	Mr S Singh	4	4
10.	Ms L Njomane	4	4
11.	Prof B van Wyk	4	2
12.	*Mr M P Maisela ka Mdluli	3	2

^{*}Mr M P Maisela ka Mdluli resigned on

Name of committee: Stakeholder Relations Committee

(SRC)

Number of committee members: 8

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	*Mr M Gwazube	4	2
2.	Ms T Ramagofu	4	4
3.	Mrs T Chili	4	4
4.	Mr D Daries	4	4
5.	*Mr E Kerst	1	1
6.	Mr L Mahlangeni	4	4
7.	Mr K O'Jageer	4	0
8.	Mr A Sentsho	4	3

^{*}Mr M Gwazube vacated office with effect from

⁰¹ November 2017

³¹ March 2018

18. REMUNERATION OF COUNCIL MEMBERS

	COUNCIL REMUNERATION - FINANCIAL YEAR APRIL 2017 TO MARCH 2018				
	NAME	ACCOUNT NO	HONORARIUM AND OVERSEAS SUBSISTENCE ALLOWANCE	TRAVEL CLAIMS REIMBURSED	TOTAL
1	Buthelezi SRM	BUT006	54 657,40	2 315,70	56 973,10
2	Chetty K	CHE003	11 750,00	184,00	11 934,00
3	Chili TL	CHI003	32 900,00	1 194,15	34 094,15
4	Daniels JHE	DAN001	14 100,00	2 953,34	17 053,34
5	Daries DR	DAR001	23 500,00	1 627,50	25 127,50
6	Gamede CV	GAM002	150 605,53	4 217,63	154 823,16
7	Gwazube M (resigned 1 April 2018)	GWA001	39 791,25	0,00	39 791,25
8	Jacobs KI	JAC001	147 681,03	4 486,40	152 167,43
9	Jele ME	JEL001	96 675,96	35 337,48	132 013,44
10	Jennings R	JEN001	44 505,11	0,00	44 505,11
11	Kerst E (Resigned 1 May 2017)	KER001	2 350,00	306,90	2 656,90
12	Keswa S	KES001	35 250,00	2 604,00	37 854,00
13	Lebea ML	LEB004	82 415,40	34 990,10	117 405,50
14	Madiba RP	MAD004	21 450,00	4 144,80	25 594,80
15	Mahachi J	MAH005	23 500,00	3 372,50	26 872,50
16	Mahlangeni L	MAH004	18 800,00	2 678,56	21 478,56
17	Maisela Ka Mdluli MP	MDL003	25 850,00	27 807,00	53 657,00
18	Maphumulo T P	MAP002	34 648,80	6 052,50	40 701,30
19	Memela TD	MEM001	25 850,00	7 481,85	33 331,85
20	Morejwane SP	MOR005	10 575,00	2 790,00	13 365,00
21	Motsotsoana HR	MOT007	14 100,00	8 582,70	22 682,70
22	Mthethwa O	MTH005	31 432,00	55 698,55	87 130,55
23	Mtshali HA	MTS001	14 100,00	1 255,50	15 355,50
24	Myataza NM	MYA001	15 275,00	0,00	15 275,00
25	Njomane L	NJO001	45 244,95	10 930,30	56 175,25
26	Nqandela N	NQA001	16 450,00	1 880,00	18 330,00
27	Nyembwe K	NYE002	99 024,95	1 116,00	100 140,95
28	Ramagofu T	RAM009	25 703,65	7 452,30	33 155,95
29	Ramuhulu M	RAM008	16 450,00	2 566,80	19 016,80
30	Sampson N	SAM004	18 800,00	800,00	19 600,00
31	Sentsho AM	SEN003	35 250,00	7 170,30	42 420,30
32	Sommer AH	SOM001	21 150,00	2 232,00	23 382,00
33	Stuurman CP	STU002	27 025,00	7 675,89	34 700,89
34	Thunzi M	THU001	76 985,15	7 060,50	84 045,65

	COUNCIL REMUNERATION - FINANCIAL YEAR APRIL 2017 TO MARCH 2018				
	NAME	ACCOUNT NO	HONORARIUM AND OVERSEAS SUBSISTENCE ALLOWANCE	TRAVEL CLAIMS REIMBURSED	TOTAL
35	Tire SA	TIR002	5 875,00	1 757,70	7 632,70
36	Tlala MR	TLA001	43 132,70	10 406,50	53 539,20
37	Tlhakung B	TLH001	27 015,70	2 920,20	29 935,90
38	Tutu N	TUT001	9 400,00	0,00	9 400,00
39	van Zyl CAA	VAN023	24 675,00	2 542,40	27 217,40
40	Watson KJ	WAT003	17 625,00	2 910,80	20 535,80
41	Zimu NS	ZIM001	41 827,89	5 352,15	47 180,04
			1 523 397,47	284 855,00	1 808 252,47

No Claims in 2017/2018

42	Gxamza M
43	Hlabisa BC
44	Nkambule T
45	O'Jageer KR
46	Soga CM
47	Xakaxa TKL

19. REGULATION OF ENGINEERING PRACTICE

The Investigating Committee (IC) is a High Impact Committee of the Engineering Council of South Africa (ECSA), charged with the investigation of alleged improper conduct by registered persons. Section 28 of the Engineering Profession Act No.46 of 2000, ("the Act"), confers upon the Council, powers to institute an investigation into any complaint, charge or allegation (hereinafter referred to as "matters") of professional misconduct against any person registered under the Act; and on establishing prima facie evidence of professional misconduct, against such registered person ("respondent") to prefer charges in terms of section 29.

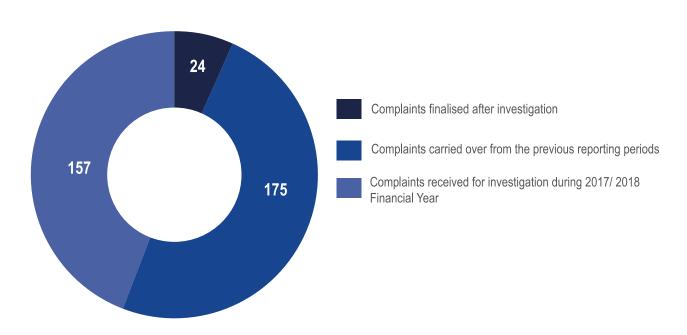
The IC is mandated to investigate matters and to obtain evidence to determine whether or not, in its opinion, a registered person may be charged for breach of the Code of Conduct and, if so, to prefer the charge or charges against that registered person. The IC furthermore endeavours to determine trends, and initiate preventative steps, regarding unprofessional conduct. To this end, it conducts peer counselling meetings, issues advisory letters and generates practice notes.

The Legal Services Business Unit conducts and facilitates the investigations into alleged breaches of the Code of Conduct under the oversight of the IC.

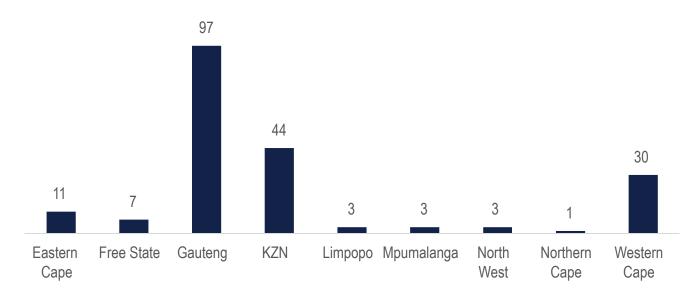
The investigating of complaints and subsequent action against the registered person involved is focused on the enhancement of public safety, safeguarding the image of the profession and maintaining professional standards. A summary of investigations over the past financial year is provided in the table below:

ECSA INVESTIGATIONS SUMMARY 2017 /2018		
Description	Number of Matters	
Complaints received for investigation	24	
Complaints carried over from the previous reporting periods	175	
Complaints finalised after investigation	157	

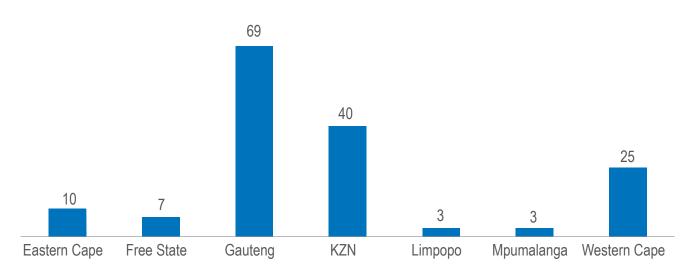
ECSA CASE SUMMARY 2017 / 2018



COMPLAINT CASES PER PROVINCE



CLOSED CASES PER PROVINCE



STEPS TO PREVENT IMPROPER CONDUCT:

Amendments to the Method of Inquiry

The Rules for Inquiry into Alleged Improper Conduct, Board Notice 171of 2011 (Method of Inquiry) was revised and gazetted on 17 March 2017, Board Notice 42 of 2017 and published on the ECSA website.

Amendments to the Code of Conduct

The Code of Conduct for Registered Person, Board Notice 256 of 2013 was revised and gazetted on 17 March 2017, Board Notice 41 of 2017 and published on the ECSA website.



"A healthy corporate culture is built through proper man-management techniques put into action, which in turn aids in shaping a peacefully coherent work environment with healthy interactions capable of drawing out the maximum potential from the employed".

Henrietta Newton Martin







1. OVERVIEW OF HUMAN RESOURCES

The Human Resources Business Unit is continuously building capacity and capability for ECSA through the implementation of a variety of interventions to optimise delivery on its mandate. In the 2017/2018 financial year, the unit focused on organisational development initiatives that are particularly intended to improve performance and leadership development.

ECSA continues to recruit suitable and high calibre candidates, ensuring that the skills and experience are appropriate for the current and future needs of the organisation. The Human Resources Business Unit will continue to review and develop processes to support organisational bench strength.

2. HUMAN RESOURCES STRATEGY

In the year under review, an Integrated Human Resources Strategy was developed with inputs from internal key stakeholders and in line with the organisational strategy. The Integrated Human Resources Strategy was further benchmarked to best practice as encapsulated in the National Human Resources Standards Systems Model of the South African Board for People Practices (SABPP).

3. HUMAN RESOURCES POLICIES

Human resources (HR) policies and procedures play a vital role in the functionality of the organisation by setting acceptable organisational behavioural standards. The Human Resources Business Unit develops and reviews policies and procedures to promote good governance and transformation within ECSA.

In the year under review, ten (10) policies and procedures were updated and developed in line with current legislation and best HR practices. Further review and development of all HR policies and procedures will be implemented in the 2018/2019 financial year.

4. EMPLOYEE WELLNESS

The ECSA Wellness Programme continued to offer employee wellbeing programmes and interventions. ECSA employees and their immediate family members have access to a 24-hour personal support service for issues that include, but are not limited to: substance abuse, health, work, family and stress.

The 2017/2018 ECSA Health Index Report received from the external providers will be analysed to inform any further organisational wellness interventions.

5. LONG SERVICE AWARDS

Long service awards were given to a number of employees, to acknowledge them for their loyalty and length of service with ECSA. Six (6) employees received recognition for five (5) years in tenure, three (3) employees received recognition for ten (10) years' service, two (2) employees for fifteen (15) years' service and one employee for thirty (30) years' service.

6. LEARNING AND DEVELOPMENT

In support of organisational capacity and capability building, ECSA is embarking on a rigorous process of qualifications and competency gap analysis. This process will be linked to training and development initiatives and will inform the organisation's training needs analysis and plan.

The organisation also provides financial assistance for further studies to qualifying employees. For the year under review, nine (9) employees were granted assistance for undergraduate and post graduate studies.

ECSA also undertook a leadership development intervention, that predominantly aims to enhance leadership capability at all levels of management.

7. INTERNSHIP PROGRAMME

ECSA offers recently graduated unemployed youth an opportunity to acquire workplace skills and experience in the form of an internship.

In the year under review, five (5) internships were completed. Three (3) interns are still in the process of completing their internship, one (1) has secured permanent employment with another organisation, and one (1) completed the internship programme.

8. HUMAN RESOURCES FOCUS AREAS

The key focus areas for the 2018/2019 performance cycle are as follows:

- 8.1 Competency development framework;
- 8.2 Human Resources Strategy Implementation;
- 8.3 HR systems integration;
- 8.4 Harmonisation and alignment of conditions of employment implementation; and
- 8.5 Employee engagement and development.

HUMAN RESOURCE OVERSIGHT STATISTICS

Table 23: Personnel costs excluding reimbursive allowance (travel and subsistence)

Level	Personnel % of personnel expenditure (R'000) exp. to total personnel cost (R'000)		No. of employees	Average personnel cost per employee (R'000)
Top management	1 947 817.00	4.3	1	1 947 817.00
Senior management	7 048 732.00	15.7	5	1 434 466.58
Professionally qualified	12 721 067.00	28.4	15	713 723.70
Skilled	18 931 302.05	42.2	50	344 655.53
Semi-skilled	4 177 528.00	9.3	20	197 250.06
Unskilled	0	0.0	0	0
TOTAL	44 826 446.05	100	91	4 637 912.87

Table 24: Performance rewards - complete personnel expenditure in Rand value

Programme//activity/ objective	Performance rewards	Personnel expenditure (R'000)	% of performance rewards to total personnel cost
Top management	91 878.20	1 947 817.00	5
Senior management	207 385.02	5 748 732.00	4
Professionally qualified	311 798. 49	7 065 644.00	4
Skilled	654 309.44	13 253 749.85	5
Semi-skilled	167 710.24	4 701 400.48	4
Unskilled	0	0	0
TOTAL	1 433 081.39	32 717 343.33	4

Table 25: Training costs

Programme//activity/ objective	Personnel expenditure (R'000)	Training expenditure (R'000)	expenditure as a	employees trained	Average training cost per employee
Payroll tax seminar	1 419 363.00	6 600.00	0.46	2	3 300.00

Programme//activity/ objective	Personnel expenditure (R'000)	Training expenditure (R'000)	Training expenditure as a % of personnel cost.	No. of employees trained	Average training cost per employee
Labour law seminar	3 445 915.00	6 640.00	0.19	4	1 660.00
Labour issues & governance	3 856 790.00	900.00	0.02	3	300.00
Public entities fundamentals	2 443 852.00	4 568.00	0.19	2	2 284.00
Labour law webinar	3 541 915	1 500.00	0.04	5	300.00
IT web workshop	786 982	7 330.00	0.93	1	7 330.00
Drones summit	1 947 817.00	7 999.00	0.41	1	7 999.00
VIP HR premier system training	2 018 186.00	49 640.00	2.46	4	12 410.00
ABTA industry workshop	2 209 289.00	4500.00	0.20	9	500.00
ISO lead auditor training	710 034.00	11700.00	1.65	1	11 700.00
Total rewards strategy	2 519 970.00	8 500.00	0.34	2	4 250.00
MIE training	96 000.00	1 749.00	1.82	1	1 749.00
Quality awareness	17 266 700.00	7 500.00	0.04	75	100.00
Legitimate leadership workshop	23 022 940.00	365 480.00	1.59	23	15 890.00

Table 26: Employment and vacancies

Programme/activity/objective	2017/2018 No. of employees	2017/2018 vacancies
Top management	1	0
Senior management	5	0
Professionally qualified	15	6
Skilled	50	11
Semi-skilled	20	1
Unskilled	0	0
TOTAL	91	18

Table 27: Employment changes

Salary band	Employment at beginning of period	Appointments	Terminations	Employment at end of the period
Top management	1	0	0	1
Senior management	5	0	0	5
Professionally qualified	15	6	5	16
Skilled	46	11	7	50
Semi-skilled	20	1	2	19
Unskilled	0	0	0	0
TOTAL	87	18	14	91

Table 28: Reasons for staff leaving

Table 201 Redecite for each featuring					
Reason	Number				
Death	0				
Resignation	14				
Dismissal	0				
Retirement	0				
III health	0				
Expiry of contract	0				
Other	0				
TOTAL	14				

Table 29: Misconduct and disciplinary actions

Nature of disciplinary action	Number
Verbal warning	6
Written warning	9
Final written warning	0
Dismissal	0
TOTAL	15

Table 30: Employment equity (male)

Level		MALE						
	Afri	can	Coloured		Indian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Top management	1	0	0	0	0	0	0	0
Senior management	3	0	0	0	0	0	1	0
Professionally qualified	2	0	0	0	0	0	2	0
Skilled	16	0	0	0	1	0	1	0
Semi-skilled	4	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	26	0	0	0	1	0	4	0

Table 31: Employment equity (female)

Level	FEMALE							
	African		Coloured		Indian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Top management	0	0	0	0	0	0	0	0
Senior management	1	0	0	0	0	0	0	0
Professionally qualified	10	0	0	0	0	0	1	0
Skilled	21	0	2	0	5	0	4	0
Semi-skilled	14	0	2	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	46	0	4	0	5	0	5	0

Table 32: Employment equity (disabled)

Levels	Disabled staff						
	M	ale	Female				
	Current	Target	Current	Target			
Top management	0	0	0	0			
Senior management	0	0	0	0			
Professionally qualified	0	0	0	0			
Skilled	0	0	0	0			
Semi-skilled	0	0	0	0			
Unskilled	0	0	0	0			
TOTAL	0	0	0	0			



The Engineering Profession Act, 46 of 2000 (:the EPA") provides inter alia for the establishment of a juristic person to be known as the Engineering Council of South Africa ("ECSA").



20. REGULATORY FUNCTIONS

1. REGISTRATION OVERVIEW

ECSA is mandated by the Engineering Professions Act, 46 of 2000 (EPA), and section 18(1) (a) (b) (c) of the Act empowers ECSA to register persons applying for registration across all professional and candidate categories of registration stipulated in the Act. Section 19 of the Act also stipulates the requirements to be met by such applicants.

The key strategic objective of ECSA is to register engineering practitioners through an accessible, fair, transparent, efficient and credible system. During the previous financial year (2016/2017), ECSA introduced a new registration model, with the purpose of:

- Reducing turnaround times of the registration process;
- Increasing the number of peers who voluntarily assist ECSA in its mandate to register engineering practitioners;
- Regulating the profession;
- Increasing the efficiency of the ECSA registration system;
- Transforming the engineering sector; and
- · Increasing the engineering skills pipeline.

The registration model was a strategic intervention geared towards:

- · Engendering transformation of the current registration architecture; and
- · Ensuring guaranteed improvements in turnaround times and registration outputs.

Ultimately the aim was to ensure that ECSA provides excellent service delivery to applicants and prospective engineering practitioners. Since the introduction and implementation of the approved registration model, there has been an upward spiral in the number of registrations, and significantly quicker, compared to the previous process.

In comparison to previous years, there has also been an increase in the number of registered African engineering practitioners, which indicates a steady transformation in the composition of the profession.

Observations of the new registration model during its first year of implementation are highlighted below, which are supported by statistics under the registration trends section of this report.

2. APPROVED REGISTRATION MODEL FOR AN ACCESSIBLE, FAIR, TRANSPARENT, EFFICIENT AND CREDIBLE REGISTRATION

Accessibility

The online system that was introduced to ensure greater access by applicants was launched internally and the portal (external) online system will be launched during the 2018/2019 financial year.

The launch of four (4) strategically located ECSA satellite offices in Cape Town, East London, Durban and Bloemfontein, invariably contributed to increasing ease of access for applicants in these provinces. Previously, these applicants had to travel a long distance to Gauteng to attend interviews and access any services related to registration.

Fairness

According to the new registration system, applications are processed by an independently appointed team of trained assessors, moderators and reviewers. This process eliminates any potential biases and prejudices in the assessment of applications and ensures total fairness. The process furthermore allows applicants to lodge an appeal, should they be of the opinion that there were any irregularities during the processing of their applications.

Transparency

ECSA introduced periodic quality assurance evaluations in the entire registration value chain, the final oversight of which the Council delegated to the Central Registration Committee (CRC). According to ECSA policies, it is furthermore mandatory to access the additional advisory panel to clarify any anomalies detected by applicants during the registration process. The entire registration process is audited by internal and external auditors, including the periodic review conducted by the IEA

Efficiency

The abovementioned model was designed to improve certain areas in the previous registration process and to fast-track the processing of applications. Since the introduction of the revised model, registration efficiency has indeed improved and turnaround times for the processing of applications have decreased significantly. There is furthermore substantial evidence of the fact that the new system is an improvement from the previous one, which includes positive feedback from a number of practitioners and ECSA stakeholders. As a result, the number of complaints has also reduced significantly. Overall, this contributes to realising the part of ECSA's vision and mission which is to have an accessible, efficient, credible and fair registration system as enshrined in the strategic plan approved by the Council, the APP and associated strategic objectives.

Credibility

The new registration system upholds credibility fully, as it involves a peer review mechanism which is consistent with the IEA protocols, standards and requirements, with automated checks and balances to ensure that consistency is achieved in assessing any application.

ECSA is confident that the new approved registration model has to date, achieved the desired outcomes and that it gradually continues to yield even more improved results than the previous system. In the spirit of continuous improvement, the organisation will however continue to monitor and evaluate the new model.

3. REGISTRATION TRENDS

In the 2016/2017 financial year, there were 49 304 registered persons. At the end of the 2017/2018 financial year, the numbers were at 52 557, which shows an upward trajectory of 6.6% in the database of registered engineering practitioners. The positive trajectory is a result of the increased database of trained and appointed volunteers assisting ECSA with the peer review exercise, which in turn contributes to reduced turnaround times in the processing of registrations.

The purpose of this registration trends analysis and overview is to:

- Project the registration statistics per race and gender during the current reporting period; and
- Show the existing trend of registration per race, gender, category of registration within a period of five (5) years

These statistics are illustrated in the tables below.

4. REGISTRATION STATISTICS

TABLE 1: PROFESSIONAL CATEGORY REGISTRATION STATISTICS

Profess	ional Engin	eer				
		Total registrations	New registrations	Transfered from Candidate	Cancellation	Refusals
Total regi	istered	17226	490	235	123	115
Gender	Male	16213	405	189	119	101
Gei	Female	1013	85	46	4	14
	Black	1985	165	80	2	52
Race	White	13903	256	120	117	48
Ra	Asian	1144	62	31	2	14
	Coloured	194	7	4	2	1
Profess	ional Engin	eering Technolog	ist			
Total reg	istered	5706	320	138	28	125
Gender	Male	5278	277	123	27	108
ලී	Female	428	43	15	1	17
	Black	1729	208	91	1	69
Race	White	3219	68	27	25	41
Ra	Asian	544	34	14	2	12
	Coloured	214	10	6	0	3
Profess	ional Certifi	cated Engineer				
Total reg	stered	983	20	4	7	3
Gender	Male	976	20	4	7	3
Ge	Female	7	0	0	0	0
	Black	71	7	2	0	2
Race	White	857	12	2	7	1
8	Asian	42	1	0	0	0
	Coloured	13	0	0	0	0
Profess	ional Engin	eering Technician				
Total regi	istered	5159	347	158	11	114
nder	Male	4355	267	117	11	89
Gei	Female	804	80	41	0	25
	Black	2646	292	145	0	97
Race	White	2017	28	5	10	10
8	Asian	293	10	2	0	3
	Coloured	203	17	6	1	4

FIGURE 1: PROFESSIONAL REGISTRATION STATISTICS BY CATEGORY

Professional Engineer	17226
Professional Engineering Technologist	5706
Professional Certificated Engineer	983
Professional Engineering Technician	5159

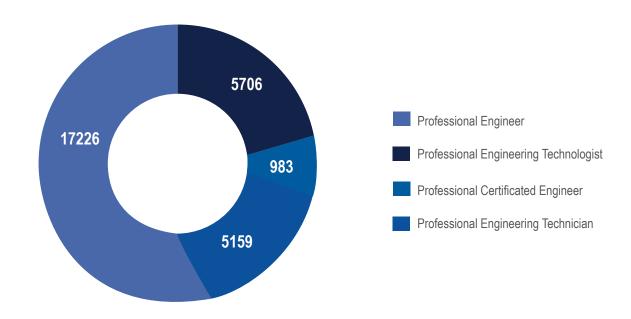


FIGURE 2: PROFESSIONAL REGISTRATION STATISTICS BY GENDER AND CATEGORY

Professional Engineer	Male	Female
Professional Engineer	16213	1013
Professional Engineering Technologist	5278	428
Professional Certificated Engineer	976	7
Professional Engineering Technician	4355	804

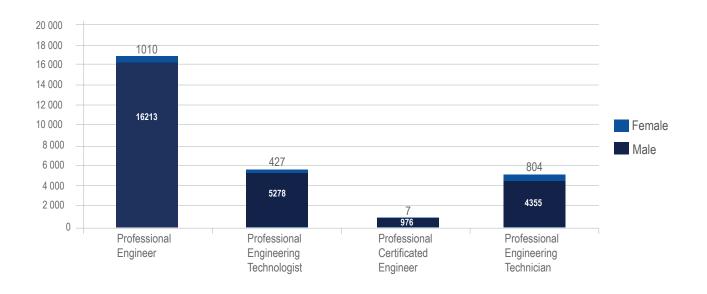


FIGURE 3: PROFESSIONAL REGISTRATION STATISTICS BY RACE AND CATEGORY

Category	Black	White	Asian	Coloured
Professional Engineer	1985	13903	1144	194
Professional Engineering Technologist	1729	3219	544	214
Professional Certificated Engineer	71	857	42	13
Professional Engineering Technician	2646	2017	293	203

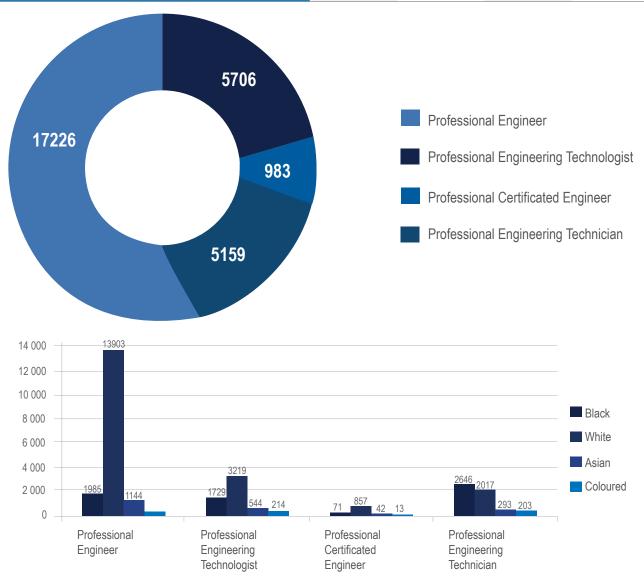


TABLE 2: CANDIDATE CATEGORY REGISTRATION STATISTICS

dilaid	ate Engineer				
		Total registrations	Number of Candidates registered (3 Years and less)	Number of Candidates registered (4 - 5 Years)	Number of Candidates registered (Over 6 Years)
Total	registered	10084	4379	5166	3792
der	Male	7916	3346	3952	3116
Gender	Female	2168	1033	1214	676
	Black	3779	2120	2320	959
Se	White	4734	1570	2053	2252
Race	Asian	1341	579	670	505
	Coloured	230	110	123	76
andid	ate Engineer	ring Technologist			
Total	registered	4881	2483	2879	1416
ıder	Male	3769	1895	2223	1100
Gender	Female	1112	588	656	316
	Black	3479	1869	2152	909
Se	White	767	317	364	304
Race	Asian	484	233	287	148
	Coloured	151	64	76	55
andid	ate Certifica	ted Engineer			
Total	registered	306	118	107	158
Gender	Male	294	108	97	156
Ger	Female	12	10	10	2
	Black	160	85	79	54
Race	White	109	22	20	81
Ra	Asian	25	8	5	14
	Coloured	12	3	3	9
andid	ate Engineer	ring Technician			
Total	registered	7123	3509	4096	2293
Gender	Male	5103	2501	2891	1677
Ger	Female	2020	1008	1189	616
	Black	5791	3074	3523	1642
Race	White	721	222	298	368
Ra	Asian	437	143	183	221
	Coloured	174	70	76	62

FIGURE 4: PROFESSIONAL REGISTRATION STATISTICS BY CATEGORY

Candidate Engineer	10084
Candidate Engineering Technologist	4881
Candidate Certificated Engineer	306
Candidate Engineering Technician	7123

FIGURE 5: PROFESSIONAL REGISTRATION STATISTICS BY GENDER AND CATEGORY

Category	Male	Female
Candidate Engineer	7916	2168
Candidate Engineering Technologist	3769	1112
Candidate Certificated Engineer	294	12
Candidate Engineering Technician	5103	2110

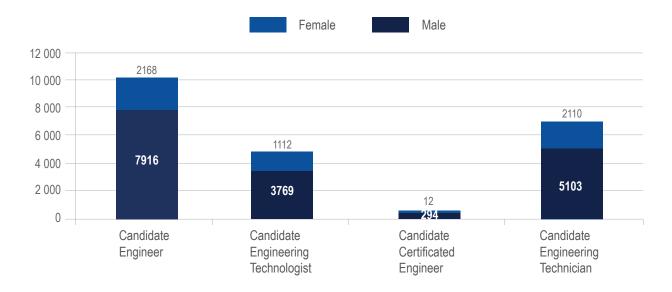


FIGURE 6: PROFESSIONAL REGISTRATION STATISTICS BY RACE AND CATEGORY

Category	Black	White	Asian	Coloured
Candidate Engineer	3779	4734	1341	230
Candidate Engineering Technologist	3479	767	484	151
Candidate Certificated Engineer	160	109	25	12
Candidate Engineering Technician	5791	721	437	174

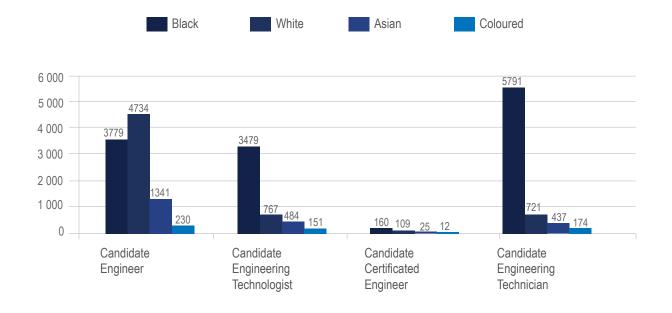


TABLE3: SPECIFIED CATEGORIES AND STATISTICS

		Registered Lifting Machinery Inspec- tors	Registered Registered Fire Medical Equipment Protection Sys- Maintainers tems Inspectors		Registered Lift Inspectors
Total	registered	978	3	0	108
Gender	Male	972	2	0	106
Ger	Female	6	1	0	2
	Black	113	1	0	10
Race	White	786	2	0	76
Ra	Asian	56	0	0	14
	Coloured	23	0	0	8

FIGURE 7: PROFESSIONAL REGISTRATION STATISTICS BY CATEGORY

Registered Lifting Machinery Inspectors	978
Registered Medical Equipment Maintainers	3
Registered Fire Protection Systems Inspectors	0
Registered Lift Inspectors	108

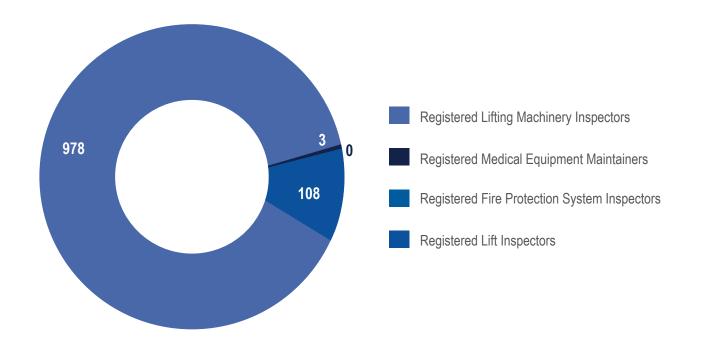


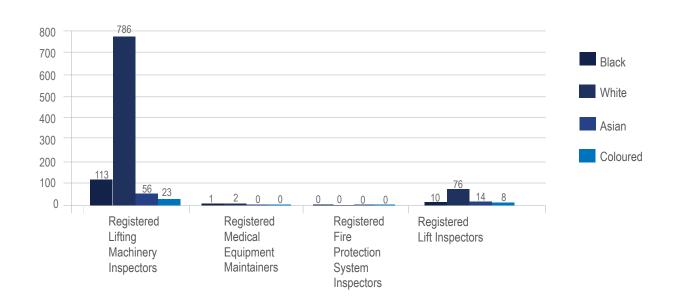
FIGURE 8: PROFESSIONAL REGISTRATION STATISTICS BY GENDER AND CATEGORY

Category	Male	Female
Registered Lifting Machinery Inspectors	972	6
Registered Medical Equipment Maintainers	2	1
Registered Fire Protection System Inspectors	0	0
Registered Lift Inspectors	106	2



FIGURE 9: REGISTRATION STATISTICS BY RACE AND CATEGORY

Category	Black	White	Asian	Coloured
Registered Lifting Machinery Inspectors	113	786	56	23
Registered Medical Equipment Maintainers	1	2	0	0
Registered Fire Protection System Inspectors	0	0	0	0
Registered Lift Inspectors	10	76	14	8



NEW REGISTRATION STATISTICS FROM 2012 TO 2016 (PER CALENDAR YEAR)

Professional Category	2013	2014	2015	2016	2017	Total
Professional Engineer	801	556	516	932	521	3326
Professional Engineering Technologist	412	400	398	346	320	1876
Professional Certificated Engineer	30	26	24	23	20	123
Professional Engineering Technician	392	315	432	366	360	1865
Candidate Category						
Candidate Engineer	1178	1433	1522	1532	1754	7419
Candidate Engineering Technologist	690	804	904	882	1050	4330
Candidate Certificated Engineer	24	23	48	30	50	175
Candidate Engineering Technician	1178	1237	1459	1349	1460	6683
Specified Category						
Registered Lifting Machinery Inspector	65	46	66	69	28	274
Registered Lift Inspector	9	2	1	7	5	24
Medical Equipment Maintainers	0	0	0	0	1	1
Fire Protection System Inspectors	0	0	1	0	0	1
International Category						
IPEA	1	2	2	4	4	13
IETA	0	2	1	0	0	3
Grand Total	4780	4846	5374	5540	5573	26113

FIGURE 10: PROFESSIONAL CATEGORIES

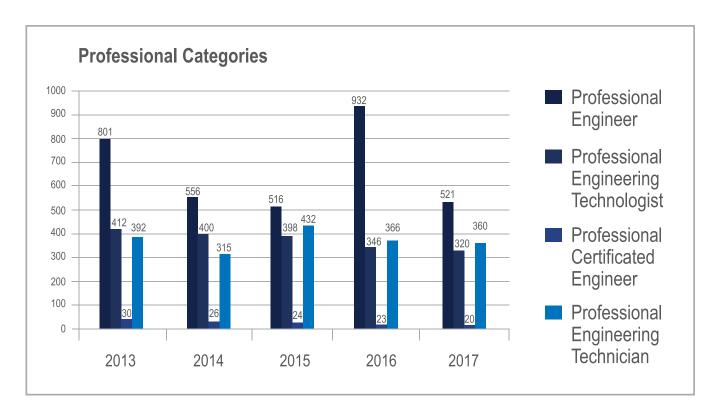


FIGURE 11: CANDIDATE CATEGORIES

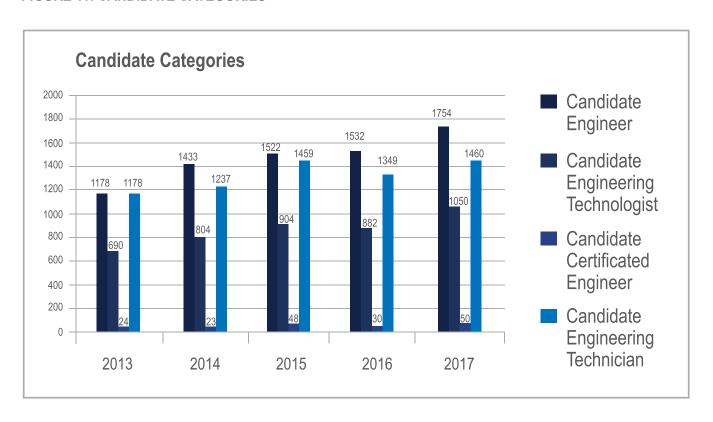


FIGURE 12: SPECIFIED CATEGORIES

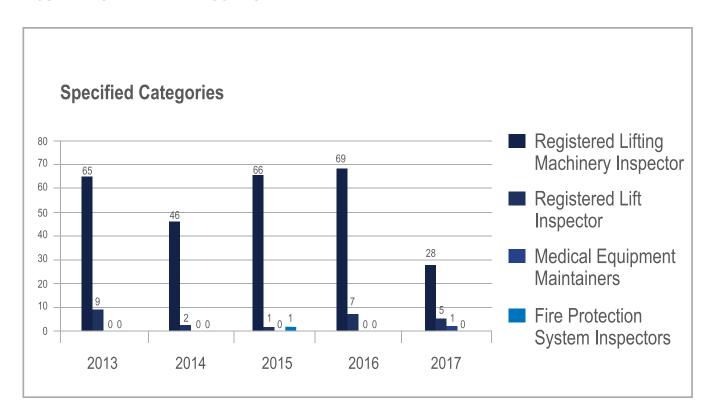
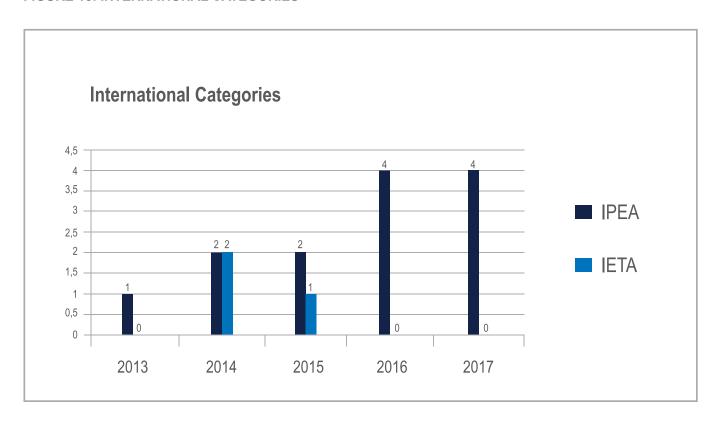


FIGURE 13: INTERNATIONAL CATEGORIES



5. EDUCATION OVERVIEW

ECSA was established in terms of the Engineering Profession Act, No. 46 of 2000 (EPA), with the primary objective to regulate the engineering profession and to protect the public, health and safety and work environment against unsound engineering practices.

One of the key functions of ECSA, is to accredit engineering, technology, and technician programmes offered by universities and universities of technology and to evaluate and maintain minimum standards in the delivery of engineering programmes in the Republic of South Africa.

ECSA is furthermore expected to uphold the highest standards in the execution of its education quality assurance functions and to align its education processes with international standards. All its policies and approved processes must also comply with the stipulations of the EPA and all other relevant legislative frameworks.

ECSA derives its education and quality assurance mandate from section 5 and 6 of the Higher Education Act, 1997 (Act No. 101 of 1997). Section 13 of the EPA further stipulates that ECSA must collaborate with a multitude of other quality assurance bodies to properly execute its mandate, including the Council on Higher Education (CHE), the South African Qualifications Authority (SAQA) and several VA's.

ECSA maintains the highest standards of quality in engineering education through critical functions such as accreditation and evaluation of foreign and unaccredited engineering qualifications. Below is a synopsis of each of these functions:

5.1 Accreditation

The accreditation process serves to determine whether the engineering education programmes comply with the requirements for registration of each of the legislated categories.

Accreditation visits are conducted to private and public universities that offer engineering and engineering related programmes. These visits serve to assess and provide independent assurance to the public that the engineering qualifications meet the minimum acceptable local and international policies, standards, procedures and legislative frameworks.

ECSA's accreditation of an engineering programme is thus a public and statutory acknowledgement that a programme offered by a private or public university indeed meets the defined criteria as set by the regulator and that it is consistent with the applicable legislation.

5.2 Evaluation of educational qualifications

Qualifications that are not accredited or recognised by ECSA or through the IEA accords namely; Washington, Dublin and Sydney, are subjected to an evaluation process, to determine whether it is substantially equivalent to a South African accredited base qualification.

ECSA is mandated by Section 13 (a to k) of the EPA to execute quality assurance functions with the utmost degree of integrity and with due regard to the international standards as prescribed by the IEA.

On our website one can find a list of the accredited Engineering Programmes using the following link https://www.ecsa.co.za/education/EducationDocs/List_of_AccrUniv_E-20_PE.pdf,similarly one can find a list of the accredited Engineering Technologist Programmes using the following link https://www.ecsa.co.za/education/EducationDocs/List_of_AccrBTech_E-20_PT.pdf as well as a list of the accredited Engineering Technician Programmes using the following linkhttps://www.ecsa.co.za/education/EducationDocs/List_of_AccrNDip_E-20_PN.pdf .

6. EDUCATION STATISTICS

(Reporting period April 2017 – March 2018)

6.1 Accreditation statistics

ECSA accredited programmes and institutions

Qualification title	Number of programmes	Number of institutions		
BEng/BSc (Eng)	50	8		
BTech	94	10		
National Diploma	78	10		

6.1.1 Accreditation visits conducted

Name of the institution	Type of visit	Number of programmes	Date of visit
Central University of Technology	Regular	7	24 – 26 April 2017
Mangosuthu University of Technology	Regular	5	15 – 17 May 2017
Nelson Mandela Metropolitan University (now Nelson Mandela University)	Interim	1	5 June 2017
University of Witwatersrand	Regular	9	14 – 15 August 2017
Tshwane University of Technology	Regular	17	14 – 18 August 2017
University of Pretoria	Regular	9	28 – 29 August 2017
University of Cape Town	Interim	4	27 – 28 September 2017
North-West University	Provisional	1	5 – 6 October 2017
Cape Peninsula University of Technology	Interim	4	5 – 6 October 2017
University of Johannesburg (Doornfontein Campus)	Interim	4	24 – 25 October 2017
Walter Sisulu University	Final	6	26 – 28 February 2018
University of KwaZulu-Natal	Final	1	15 - 16 March 2018

6.2 EVALUATION OF EDUCATIONAL QUALIFICATION STATISTICS

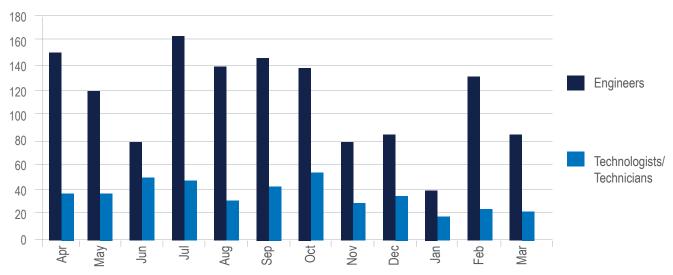
6.2.1 Foreign qualification applications processed

TABLE 1

Qualifications	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
Engineers	153	121	79	167	140	148	138	78	88	39	134	85	1370
Technologists /Technicians	38	37	50	49	33	45	55	33	35	19	27	28	449
	191	158	129	216	173	193	193	111	123	58	161	113	1819

FIGURE 1





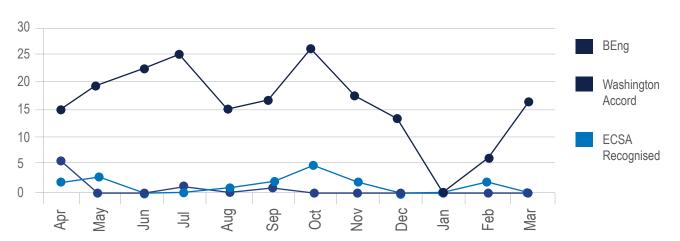
6.2.2 Foreign qualification substantially equivalent for engineers

TABLE 2

Qualifications	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
Engineers	15	19	22	25	15	17	26	18	13	0	6	17	193
Washington Accord	6	0	0	1	0	1	0	0	0	0	0	0	8
ECSA recognised	2	3	0	0	1	2	5	2	0	0	2	0	17
	23	22	22	26	16	20	31	20	13	0	8	17	218

FIGURE 2

Foreign Qualifications Substantially Equivalent For Engineers



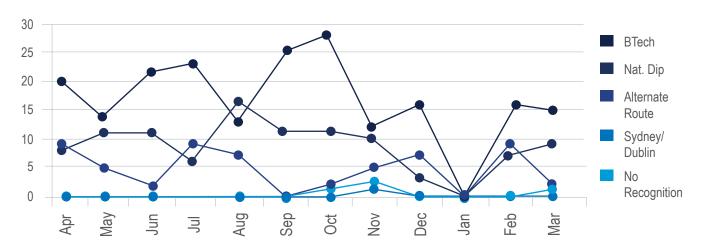
6.2.3 Foreign qualifications substantially equivalent for technologists/technicians

TABLE 3

Qualifications	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
BTech	20	14	22	23	13	25	28	12	16	0	16	15	204
Nat. Dip	8	11	11	6	16	11	11	10	3	0	7	9	103
Alternate Route	9	5	2	9	7	0	2	5	7	0	9	2	57
Sydney/Dublin	0	0	0	0	0	0	0	1	0	0	0	0	1
No recognition	0	0	0	0	0	0	1	2	0	0	0	0	3
	37	30	35	38	36	36	42	30	26	0	32	26	368

FIGURE 3

Foreign Qualifications Substantially Equivalent For Technologists/Technicians

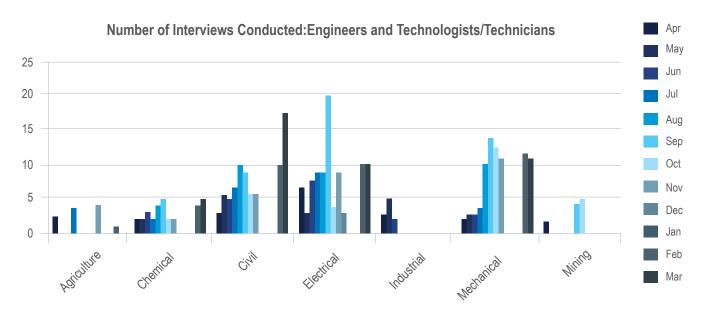


6.2.4 Number of interviews conducted: engineers and technologists/technicians

TABLE 4

Column 1	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
Agricultural	2	0	0	3	0	0	0	4	0	0	1	0	10
Chemical	2	2	3	2	4	5	2	2	0	0	4	5	31
Civil	3	6	5	7	10	9	6	6	0	0	10	17	79
Electrical	7	3	8	9	9	20	4	9	3	0	10	10	92
Industrial	3	5	2	0	0	0	0	0	0	0	0	0	10
Mechanical	2	3	3	4	10	14	13	11	0	0	0	0	60
Mining	1	0	0	0	0	4	5	2	0	0	0	0	11
	20	19	21	25	33	52	30	34	3	0	25	32	283

FIGURE 4



7. INTERNATIONAL ACCORD AND COMPETENCY AGREEMENT MATTERS

Under the jurisdiction of South Africa, ECSA elected to be a member of a multiplicity of international engineering alliance education accords and competence agreements to ensure mobility of registered engineers, technologists and technicians and for the latter to gain recognition of their qualifications and professional status in other countries. This mandate is consistent with section 13 (e) of the EPA.

As a result, South Africa, through ECSA, is a signatory to the following international and competence agreements:

INTERNATIONAL AGREEMENTS

- · Washington Accord (WA): a mutual recognition of educational qualifications for the education of engineers;
- · Sydney Accord (SA): a mutual recognition of educational qualifications for the education of engineering technologists; and
- · Dublin Accord (DA): a mutual recognition of educational qualifications for education of engineering technicians.

COMPETENCE AGREEMENTS

- · International Professional Engineers Agreement (IPEA): for the engineers;
- · International Engineering Technologists Agreement (IETA): for the technologists; and
- Agreement of International Engineering Technicians (AIET): for the technicians.

One of the requirements to retain South Africa's membership of the IEA, is that ECSA must participate in the IEA meetings and workshops on an annual basis. The last IEA meeting took place between 19 - 23 June 2017, in the United States of America, Anchorage, Alaska. The following members formed part of the delegation of South Africa:

- · Mr Cyril Gamede (President of ECSA);
- · Dr Keith Jacobs (Vice-president of ECSA), who was also elected as Chairperson of the Executive Committee of the AIET and member of the Governing Group of the IEA;

- · Mr Lawrence Lebea (ECSA Council Member and Chairperson of the CRC);
- · Mr Jones Moloisane (Member of the Education Committee) who was also elected as Chairperson of the Executive Committee of IETA and a member of the Governing Group of IEA; and
- · Mr Edmund Nxumalo (ECSA Executive: Regulatory Functions).

Worth noting, is that following a review of its engineering education processes and systems by the IEA in the previous year, which included scrutiny by the entire IEA membership, ECSA, and by implication South Africa, was granted a six-year recognition status by the IEA. In practise, this means that ECSA fully complied with the criteria and requirements of the WA. ECSA is due for another combined review by the Sydney and Dublin Accords, in 2018.

8. RELATIONSHIP WITH KEY STAKEHOLDERS

8.1 Memoranda of Understanding (MoU's)

As prescribed by section 13 of the EPA, ECSA initiated a process of reviewing its Memorandum of Understanding (MoU) with SAQA, to interrogate whether the two entities' qualification evaluation processes are consistent with its respective mandates and whether it is in line with the spirit and letter of the Intergovernmental Relations Legislative Framework.

ECSA and the Department of Water and Sanitation (DWS) are in the final stages of signing an MoU. This MoU addresses initiatives aimed at professionalising the DWS graduate trainees; candidate engineers, technicians, technologists and DWS exchange participants. It also covers permanent employees of the DWS who are classified under the latter engineering categories, to ensure that they have requisite competencies to perform engineering work in the water and sanitation environment in a manner that protects the health and safety of the public.

8.2 Stakeholder engagement

As per its legal mandate, one of the strategic imperatives of ECSA is to continuously engage with recognised VA's within the engineering sector and with the deans of the engineering faculties of various universities. A number of strategic initiatives and interventions have resulted from the Deans Forum, which includes the revised Continuous Professional Development (CPD) framework, the CPD Implementation Plan and a voluntary associations recognition framework, as well as addressing a number of broader strategic and core functional areas.

9. CROSS-BORDER ASSISTANCE

In compliance with its international obligations and cross-border assistance programmes and initiatives, ECSA continuously provided assistance to countries outside of its borders by, inter alia, attending meetings and conferences of international bodies and conducting reviews of countries that are signatories to international accords and those aspiring to be members of the IEA. ECSA also assisted countries such as Namibia and Botswana with capacity building.

ECSA was instrumental in assisting countries in the SADC and Africa, as part of the SAFEO and further participated in global engineering forums as a member of the World Federation of Engineering Organisation (WFEO).

10. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

10.1 Background

All professional and specified category registered practitioners registered with ECSA have an obligation to comply with the rules of CPD and renewal of registration.

The requirement to leverage CPD as a mechanism to determine the renewal of registration of all professionals, including professionals registered under the specified category, is congruent with sections 22 (1) and (2) of the EPA.

10.2 ECSA online system

ECSA developed an online system to enable the effective implementation of a CPD system for registered practitioners. The successful implementation of this newly developed ECSA online system will be a catalyst for enhancement of the efficiency of the ECSA CPD architecture.

10.3 Revised CPD architecture

The prevailing CPD rules were reviewed by ECSA in 2016, whereafter it was published in the Government Gazette No. 40125 (Board Notice 97 of 2016) on 8 July 2016 for stakeholders' and public comment. Road shows where conducted in all the major centres across the country, as part of the ECSA consultation strategy.

During the road shows it was established that certain aspects of the CPD-related activities were not adequately benchmarked. At the time, there were also serious concerns by registered persons about the way ECSA ran CPD. Some of the issues raised included that ECSA was perceived to be at the periphery of the implementation of CPD and that there was misalignment with how other role players managed CPD. Due to the significant number of complaints received from registered persons, ECSA decided to review the CPD system with a view to increase its regulatory oversight role and to streamline the prevailing CPD architecture.

The CPD rules were subsequently amended, finalised and approved by the Council on 16 March 2017 and were published in the Government Gazette No. 40847 (Board Notice 86 of 2017) on 19 May 2017.

10.4 CPD statistics

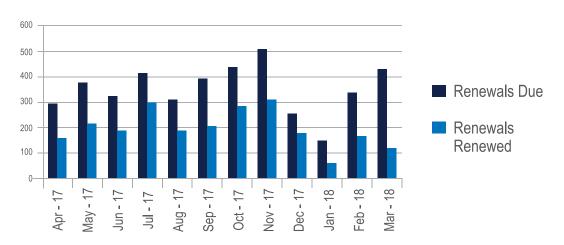
ECSA received cooperation from registered practitioners whose registration became due for renewal during the 2017/2018 financial year. Of the 4278 registered persons due for renewal, 2408 renewed their registration with the Council. The renewal rate received per month for the 2017/2018 financial year is demonstrated below.

TABLE 5

Month	Renewals due	Actual renewals	Renewal rate
Apr-17	294	171	58.20%
May-17	370	223	60.30%
Jun-17	330	188	57.00%
Jul-17	419	300	71.60%
Aug-17	311	188	60.50%
Sep-17	390	221	56.70%
Oct-17	452	283	62.60%
Nov-17	507	316	62.30%
Dec-17	256	175	68.40%
Jan-18	156	64	41.00%
Feb-18	348	170	48.85%
Mar-18	445	109	24.50%
TOTAL	4278	2408	56.29%

FIGURE 5

Renewals Due vs Actual Renewals





Mr Forez Hanif Bin Mohamed Ahmad, Ms Valentine Ndlovu, Mr kamural Ariffin Bin Mohamed, Mr Clifford Hlungwani, Prof Wan Mansor Wan Muhamed, Dr Ahmed Zaidee Bin Ladin and Ms Viola Matlhare

11. Policy Development and Standards Generation

The Policy Development and Standards Generation (PDSG) Division was established by the ECSA Council with the main responsibility of developing new policies for education and registration, as well as generating standards for the engineering profession. Policies and standards are the foundation on which ECSA regulates the engineering profession. With a good foundation, ECSA can grow the engineering profession. As a member of the IEA and a signatory to the accords and agreements, the PDSG Division is continuously aligning and benchmarking ECSA policies and standards against the best in the world. The division also develops new categories of registration to improve registration access and accountability of those performing engineering work at different levels.

Development of new policies for the training academy suite of documents

During the 2017/2018 financial year, ECSA developed a suite of documents for certification of the academies. The initiative intends to improve registration access and to ensure that engineering practitioners from these academies are competent at required levels and their programmes are accredited as meeting educational competency standards for Candidates (experiential learning) and Graduates (Work Integrated Learning (WIL)). The policies give effect to provisions of the Engineering Profession Act No 46 of 2000 (the Act) with regard to Section 13 (i):

'The council may- subject to sections 5 and 7 of the Higher Education Act, 1997 (Act No. 101 of 1997), conduct accreditation visits to any educational institution which has a department, school or faculty of engineering, but must conduct at least one such visit during its term of office.'

The division coordinated and hosted a workshop on training academies certification which was attended by twenty five (25) delegates from eighteen (18) organisations on 21 September 2017. The workshop also served as a consultative forum for engaging the training academy certification suite of policies/documents (a total of nine), which were approved by the Council in November 2017.

The academy certification initiative followed ECSA's national roadshows that took place during 2015 and 2016 which provided constructive feedback on ECSA's role and its continued relevance and effectiveness. The lack of training for candidates in the engineering profession was noted. Many employers of engineering practitioners, as well as institutions that procure engineering services do not have adequate training, development and mentoring programmes that provide support and exposure to aspirant engineering professionals for professional registration with ECSA.

As a direct response to this lack of adequate training that was noted during the stakeholder engagement and feedback, ECSA resolved to reduce the number of engineers that are lost in the engineering skills pipeline from graduation stage to full professional registration stage, by working on developing policies and documents for the certification of academies within organisations to:

- (i) Upskill the engineering profession and address the scarce and/or critical skill shortage in the country, by ensuring appropriate training is given at the correct level;
- (ii) Facilitate training against all ECSA's competency outcomes; and
- (iii) Define the relevant aspects associated with the establishment and accreditation of an academy.

The initiative is expected to address the training aspect and improve registration access, thus increasing the number of ECSA-registered practitioners with required competencies and skills in performing engineering work and who abide by the ECSA Code of Conduct.

Review of existing policies to align them to new model and IEA standards

In addition to developing policies/documents, the division reviews the existing policies/documents to ensure that:

- i) Policies are up-to-date and aligned to the new model and IEA standards;
- ii) Processes involved in registering competent engineering professionals and practitioners are streamlined and transparent; and
- iii) Turnaround times in concluding the application and registration process are reduced.

The division is a custodian of approximately 96 policies and supporting documents and has reviewed a combined total of 32 in the 2017/2018 financial year. All policies are due for review within four years, coinciding with the ECSA Council's term of office, to ensure that they are in sync with current trends in the engineering profession.

ECSA-generated qualification standards

A total of nine (9) standards were generated and sent to the CHE for approval. Two (2) of these are approved, viz. E-02-PE (Qualification Standard for Bachelor of Engineering) and E-02-PN (Qualification Standard for Diploma in Engineering). Two (2) are awaiting final approval, viz. E-02-PT (Qualification Standard for Bachelor of Engineering Technology) and E-05-PT (Qualification Standard for Advanced Diploma) and three (3) are works-in-process towards final approval, viz. E-07-PN (Qualification Standard for Higher Certificate in Engineering), E-08-PN (Qualification Standard for Diploma in Engineering Technology and E-09-PT (Qualification Standard for Bachelor of Engineering Technology Honours). The last two (2), viz. E-21-PN (Qualification Standard for Advanced Certificate in Engineering) are expected to be approved in the 2018/2019 financial year. These standards are aligned to the international engineering standards to ensure that ECSA maintains their international status so that all registered engineers are globally competitive.

Specified categories

According to Section 18 (c) of the EPA, the Council (ECSA) may prescribe Specified Categories. ECSA currently has only five (5) Specified Categories, namely: Lift Inspectors (LI); Lifting Machinery Inspectors (LMI); Medical Equipment Maintainers (MEM); Fire Protection Systems Practitioners (FPSP) and Civil Laboratory Technical Controllers (CLTC). In addition to these five (5) specified categories, three (3) feasibility studies for new specified categories were conducted and approved by Council as follows: Manufacturing Operations Manager, Railway Safety Auditor and Road Safety Auditor. Memoranda of Understanding (MoUs) were signed with the Railway Safety Regulator and the Road Traffic Management Corporation, to facilitate registration of Railway and Road Safety Auditors as specified categories. The goal is to add new specified categories where appropriate, as per industry demand.





"Finance is not merely about making money. It's about achieving our deep goals and protecting the fruits of our labor. It's about stewardship and, therefore, about achieving the good society".

Robert J. Shiller



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Council's Responsibilities

The Council is responsible for maintaining adequate accounting records and for the content and integrity of the annual financial statements and related financial information included in this report. It is the responsibility of the Council to ensure that the annual financial statements fairly present the state of affairs of the Council as at the end of the financial year and the results of its operations and cash flows for the period then ended. The external auditors are engaged to express an independent opinion on the annual financial statements and were given unrestricted access to all financial records and related data.

The annual financial statements have been prepared in accordance with South African Standards of Generally Recognised Accounting Practice (GRAP) including any interpretations, guidelines and directives issued by the Accounting Standards Board.

The annual financial statements are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Council acknowledges that they are ultimately responsible for the system of internal financial control established by the Council, and place considerable importance on maintaining a strong control environment. To enable the Council to meet these responsibilities, the Council sets standards for internal control aimed at reducing the risk of error or deficit in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Council and all employees are required to maintain the highest ethical standards in ensuring the Council's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the Council is on identifying, assessing, managing and monitoring all known forms of risk across the Council. While operating risk cannot be fully eliminated, the Council endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Council is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or deficit.

The Council has reviewed the cash flow forecast for the year to 31 March 2019 and, in the light of this review and the current financial position, they are satisfied that the Council has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the Council's annual financial statements. The annual financial statements have been examined by the Council's external auditors and their report is presented on pages 112 to 114.

22. COUNCIL'S REPORT

1. Review of activities

Main business and operations

The Engineering Council of South Africa (ECSA) is established in terms of the Engineering Profession Act (No. 46 of 2000). The Act empowers ECSA to perform the following functions, in order to protect the health and safety of citizens and the environment from the risks associated with engineering work:

- Set standards for engineering education and professional competency;
- Accrediting engineering education programmes, offered by public and private providers, that meet with the educational requirements for registration in the various categories;
- Register persons in professional categories who demonstrates competency against the standards for the categories;
- Evaluate educational qualifications that are not already accredited or recognised;
- · Register persons who meet educational requirements in candidate categories;
- Establish specified categories of registration to meet specific health and safety licensing requirements and registered persons in these categories;
- · Require registered persons to renew registration at intervals and under conditions that the Council prescribes;
- Enter international agreements for the recognition of educational programmes and registration;
- Develop and maintain a code of conduct, supported where necessary by codes of practice;
- Investigate complaints of improper conduct against registered persons and conduct enquiries and impose sanctions as each case requires;
- Recognise Voluntary associations;
- Recommend to the Council for the Built Environment (CBE), ECSA's identification of the type of the engineering work which may be performed by persons registered in any category.

Address

1st Floor Waterview Corner Building 2 Ernest Oppenheimer Avenue Bruma Lake Office Park Johannesburg 2198

2. Revenue

The operations of ECSA are mainly funded by revenue from non-exchange transactions, being annual fees and application fees, and exchange transactions, including revenue from accreditation visits.

3. Going concern

We draw attention to the fact that at 31 March 2018, the council had an accumulated surplus of R 56,870,576 (2017: R 43,032,615) and that the Council's total assets exceed its liabilities by R 56,870,576 (2017: R 43,032,615).

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

4. Subsequent events

The Council is not aware of any matter or circumstance arising since the end of the financial year that could have a material effect on the financial statements.

5. Council members

The Council members of the organisation during the year and to the date of this report are as follows: Mr CV Gamede (President)

Dr KI Jacobs	Ms HA Mtshali
Ms SRM Buthelezi	Mr NM Myataza
Mr K Chetty	Ms L Njomane
Ms TL Chili	Ms T Nkambule
Mr JHE Daniels	Mr N Nqandela
Mr DR Daries	Dr K Nyembwe
Mr M Gwazube (Resigned 31 March 2018)	Mr KR O'Jageer
Mr BC Hlabisa	Mr M Ramahulu
Mr ME Jele	Ms N Sampson
Mr RE Jennings	Mr AM Sentsho
Mr E Kerst (Resigned 1 May 2017)	Mr CM Soga
Mr S Keswa	Mr AH Sommer
Mr M Lebea	Mr CP Stuurman
Ms RP Madiba	Mr M Thunzi
Dr J Mahachi	Ms SA Tire
Mr L Mahlangeni	Mr MR Tlala
Ms TP Maphumulo	Adv B Tlhakung
Mr MP Maisela Ka Mdluli	Dr N Tutu
Mr TD Memela	Dr CAA van Zyl
Ms SP Morejwane	Rear Admiral (Junior Grade) KJ Watson
Ms RH Motsotsoane	Mr TKL Xakaxa (Resigned 16 March 2018)
Ms O Mthethwa	Mr NS Zimu
Mr M Gxamza	Ms T Ramagofu

6. Secretary

The duties of a Council secretary of the ECSA are fully fulfilled by the administrative staff. The Engineering Profession Act does not require the ECSA to appoint a dedicated company secretary.

7. Auditors

PricewaterhouseCoopers Inc. - their term of office ends on 31 August 2018. The procurement process to fill the vacancy to be endorsed by the Office of the Auditor General (OAG) is currently underway.

8. Legal form

A statutory body established in terms of the Engineering Profession Act 46 of 2000.

The annual financial statements set out on pages 108 to 149 which have been prepared on the going concern basis, were approved by Council on 16 August 2018 and signed on its behalf by:

Mr CV Gamede

President

Dr KI Jacobs

Vice President

23. REPORT OF THE AUDIT, RISK AND COMPLIANCE COMMITTEE

We are pleased to present the report for the financial year ended 31 March 2018

ARC is a subcommittee of Council and it consists of independent and non-executive Council members. Its overall objective is to assist the Council with its responsibility of ensuring that adequate systems and controls are in place, thus ensuring the safe guarding of assets, assessing the going concern status, reviewing the financial information and overseeing the preparation of the annual financial statements.

The Committee also assists the Council in fulfilling its responsibilities of risk management by ensuring that management identifies and addresses significant risks impacting on its strategic objectives and the environment within which the Council operates.

The Committee meets at least four times a year as per its approved terms of reference. Management, internal auditors and external auditors attend these meetings by invitation. Since this is an advisory committee, it does not perform any management functions nor does it assume any management responsibilities. Its role is that of an independent and objective advisor and it operates as an overseer, making recommendations to the Council for approval. During this reporting period five meetings were held. Meeting attendance appears on page 64.

Committee Responsibility

The committee has operated within its terms of reference, and discharged all its responsibilities as contained therein.

Effectiveness of Internal Control

The system of internal control applied by the Council over financial risk management is effective, efficient and transparent. In line with the PFMA and the King IV Report on Corporate Governance requirements, Internal Audit provides the committee and management with assurance that the internal controls are adequately designed and operating effectively. This is achieved by means of a risk management process, as well as the identification of corrective actions and suggested recommendations to the controls and processes. From the various reports of the internal auditors, the external auditors' independent audit report on the annual financial statements, it was noted that no significant or material noncompliance with prescribed policies and procedures had been reported. Accordingly, we can report that the system of internal control for the period under review was adequate and effective. The committee is satisfied with the expertise and adequacy of resources within the Finance unit which is responsible for the finance function of the Council. The committee relies on feedback received from external and internal audit to make these assessments.

Risk Management

The Council has committed ECSA to a process of risk management that is aligned to the principles of good corporate governance. The Council has delegated certain aspects of its authority to the ARC committee. The risk management framework is in place that ensures that ECSA identifies and manages strategic, operational and where relevant project risks effectively. In terms of the risk management framework, a risk plan must be prepared and be linked to the risk register as well as back to the objectives of ECSA. The Risk Governance Framework is based on ECSA's maturity profile in terms of risk. The framework has been prepared in terms of the principles prescribed by the King IV Corporate Governance, the PFMA and National Treasury Regulations. A risk management strategy, incorporating a Fraud Prevention Policy is in place. Risks identified as significant to ECSA are periodically evaluated. The committee is satisfied with the effectiveness of the risk management process.

Evaluation of Financial Statements

The committee has:

- Reviewed and discussed with the external auditors the audited annual financial statements to be included in the annual report
- · Reviewed the external auditors' management report and management's responses thereto
- Reviewed changes in accounting policies and practices, where applicable, of which there were none
- · Reviewed possible significant adjustments resulting from the audit, of which responses were none
- · Reviewed the information on predetermined objectives as reported in the annual report

The committee concurs and accepts the external auditors' conclusions on the annual financial statements and is of the opinion that the audited annual financial statements to be accepted and read together with the report of the external auditors.

Internal Audit

The committee is satisfied that the internal audit function is operating effectively and that its internal audit procedures have addressed the risks pertinent to ECSA.

External Audit

The committee has met with the external auditors to ensure that there are no unresolved differences.

Going Concern

The annual financial statements of ECSA were prepared on a going concern basis and the Council is satisfied that ECSA is financially sound and has adequate resources to continue operating for the foreseeable future.

Appreciation

I wish to express my appreciation to the members of the committee for their commitment and support in the year under review.

Mr. Sifiso Keswa

Chairperson 12 July 2018

24. INDEPENDENT AUDITOR'S REPORT TO PARLIAMENT ON ENGINEERING COUNCIL OF SOUTH AFRICA

Report on the audit of the financial statements

Opinion

- 1. We have audited the financial statements of the Engineering Council of South Africa (ECSA) set out on pages 116 to 148, which comprise the statement of financial position as at 31 March 2018, the statement of other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, as well as the notes to the financial statements, including a summary of significant accounting policies.
- 2. In our opinion, the financial statements present fairly, in all material respects, the financial position of the ECSA as at 31 March 2018, and its financial performance and cash flows for the year then ended in accordance with South African Standards of Generally Recognised Accounting Practice (Standards of GRAP) and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA).

Basis for opinion

- We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of this auditor's report.
- 4. We are independent of the ECSA in accordance with the Independent Regulatory Board for Auditors' Code of professional conduct of registered auditors (IRBA code) and other independence requirements applicable to performing audits of the financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IESBA code and in accordance other ethical requirements applicable to performing audits in South Africa. The IRBA code is consistent with the International Ethics Standards Board for Accountants' Code of ethics for professional accountants (parts A and B).
- 5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the accounting authority for the financial statements

- 6. The Council, which constitutes the accounting authority is responsible for the preparation and fair presentation of the financial statements in accordance with GRAP and the requirements of the PFMA, and for such internal control as the accounting authority determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
- 7. In preparing the financial statements, the accounting authority is responsible for assessing the ECSA's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the accounting authority either intends to liquidate the ECSA or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

- 8. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
- 9. A further description of our responsibilities for the audit of the financial statements is included in the annexure to this auditor's report.

Report on the audit of the annual performance report

Introduction and scope

- 10. In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof, we have a responsibility to report material findings on the reported performance information against predetermined objectives for selected programmes presented in the annual performance report. We performed procedures to identify findings but not to gather evidence to express assurance.
- 11. Our procedures address the reported performance information, which must be based on the approved performance planning documents of the ECSA. We have not evaluated the completeness and appropriateness of the performance indicators/ measures included in the planning documents. Our procedures also did not extend to any disclosures or assertions relating to planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, our findings do not extend to these matters.
- 12. We evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected programme presented in the annual performance report of the ECSA for the year ended 31 March 2018:

Programmes	Pages in the annual performance report
Programme 1 – Engineering Practitioners Enjoy The Benefit of World Class Education and Registration	25

- 13. We performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. We performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.
- 14. We did not raise any material findings on the usefulness and reliability of the reported performance information for Programme 1: Engineering Practitioners Enjoy The Benefit of World Class Education and Registration.

Report on the audit of compliance with legislation

Introduction and scope

- 15. In accordance with the PAA and the general notice issued in terms thereof, we have a responsibility to report material findings on the compliance of the ECSA with specific matters in key legislation. We performed procedures to identify findings but not to gather evidence to express assurance.
- 16. We did not raise material findings on compliance with the specific matters in key legislation set out in the general notice issued in terms of the PAA.

Other information

- 17. The accounting authority is responsible for the other information. The other information comprises the information included in the annual report. The other information does not include the financial statements, the auditor's report and the selected programme presented in the annual performance report that have been specifically reported in this auditor's report.
- 18. Our opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.
- 19. In connection with our audit, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and the selected programmes presented in the annual performance report, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.
- 20. If, based on the work we have performed, we conclude that there is a material misstatement in this other information, we are required to report that fact. We have nothing to report in this regard.

Internal control deficiencies

21. We considered internal control relevant to our audit of the financial statements, reported performance information and compliance with applicable legislation; however, our objective was not to express any form of assurance on it. We did not identify any significant deficiencies in internal control.

PricewaterhouseCoopers Inc. Director: Roshan Ramdhany

Price aternouse Corers Inc.

Registered Auditor Johannesburg

Date: 30 August 2018

ANNEXURE A - AUDITOR'S RESPONSIBILITY FOR THE AUDIT

 As part of an audit in accordance with the ISAs, we exercise professional judgement and maintain professional scepticism throughout our audit of the financial statements, and the procedures performed on reported performance information for selected programmes and on the Council's compliance with respect to the selected subject matters.

Financial statements

- 2. In addition to our responsibility for the audit of the financial statements as described in this auditor's report, we also:
- identify and assess the risks of material misstatement of the financial statements whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council, which constitutes the accounting authority
- conclude on the appropriateness of the Council, which constitutes the accounting authority's use of the going concern basis of accounting in the preparation of the financial statements. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ECSA's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify the opinion on the financial statements. Our conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a Council to cease continuing as a going concern
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation
- obtain sufficient appropriate audit evidence regarding the financial information of the entities or business
 activities within the group to express an opinion on the consolidated financial statements. We are responsible
 for the direction, supervision and performance of the group audit. We remain solely responsible for our audit
 opinion

Communication with those charged with governance

- 3. We communicate with the accounting authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- **4.** We also confirm to the accounting authority that we have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on our independence and, where applicable, related safeguards.
- 5. From the matters communicated to those charged with governance, we determine those matters that were of the most significance in the audit of the financial statements of the current period and are therefore key audit matters. We describe these matters in this auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in this auditor's report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest of such communication.

Statement of Financial Position as at 31 March 2018

		2018	2017
	Note(s)	R	R
Assets			
Non-Current Assets			
Property, plant and equipment	4	10,747,889	10,230,396
Intangible assets	5	5,659,048	2,666,439
Investments	6	13,626,370	12,889,561
Retirement benefit asset	7	6,787,000	9,330,000
		36,820,307	35,116,396
Current Assets			
Trade and other receivables	8	9,848,599	6,684,871
Prepayments	30	1,303,857	611,088
Cash and cash equivalents	9	34,850,730	14,926,776
		46,003,186	22,222,735
Total Assets		82,823,493	57,339,131
Liabilities			
Current Liabilities			
Trade and other payables	10	24,102,901	12,331,199
Provisions	11	1,850,016	1,975,317
		25,952,917	14,306,516
Total Liabilities		25,952,917	14,306,516
Net Assets		56,870,576	43,032,615
Accumulated surplus		56,870,576	43,032,615
Total Liabilities And Net Assets		82,823,493	57,339,131

Statement of Financial Performance

		2018	2017
	Note(s)	R	R
Operating revenue	13	108,651,446	90,970,004
Other income	14	4,870,643	3,649,587
Total revenue		113,522,089	94,619,591
General expenses	15	(40,088,165)	(43,339,984)
Personnel expenses	16	(44,726,210)	(39,484,217)
Other expenses	17	(15,686,072)	(8,501,214)
Other expenses		13,021,642	3,294,176
Investment revenue	18	5,884,533	5,356,558
Fair value adjustments	26	450,786	287,120
Actuarial gains/(losses)	7	(825,000)	(506,000)
Realignment of assets backing the ESA as per the 2017 actuarial valuation	7	(2,397,000)	-
Finance costs	19	(2,297,000)	(2,267,102)
Surplus for the year		13,837,961	6,164,752

Statement of Changes in Net Assets

	Accumulated surplus	Total net assets
	R	R
Balance at 01 April 2016	36,867,863	36,867,863
Changes in net assets		
Surplus for the year	6,164,752	6,164,752
Total changes	6,164,752	6,164,752
Balance at 01 April 2017	43,032,615	43,032,615
Changes in net assets		
Surplus for the year	13,837,961	13,837,961
Total changes	13,837,961	13,837,961
Balance at 31 March 2018	56,870,576	56,870,576

Statement of Cash Flows

		2018	2017
	Note(s)	R	R
Cash flows from operating activities			
Receipts			
Cash receipts from customers		125,073,386	99,079,052
Investment revenue		2,908,533	5,356,558
Payments			
Cash payments to suppliers		(103,133,689)	(98,025,836)
Finance costs		-	(17,102)
Net cash flows from operating activities	22	24,848,230	6,392,672
Cash flows from investing activities			
Purchase of property, plant and equipment	4	(1,539,163)	(2,690,735)
Purchase of other intangible assets	5	(3,385,113)	(358,212)
Net cash flows from investing activities		(4,924,276)	(3,048,947)
Cash flows from financing activities			
Repayment of borrowings		-	(587,704)
Net cash flows from financing activities		-	(587,704)
Net increase/(decrease) in cash and cash equivalents		19,923,954	2,756,021
Cash and cash equivalents at the beginning of the year		14,926,776	12,170,755
Cash and cash equivalents at the end of the year	9	34,850,730	14,926,776

Statement of Comparison of Budget and Actual Amounts

	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual
	R	R	R	R	R
Statement of Financial Performance					
Revenue					
Revenue from exchange transaction	ns				
Accreditation visits	2,266,422	-	2,266,422	2,290,092	23,670
Third party contributions	400,000	-	400,000	9,232	(390,768)
Disciplinary fines	50,000	-	50,000	100,000	50,000
Other income	90,000	-	90,000	574,353	484,353
Profit on sale of fixed assets	2,500	-	2,500	21,570	19,070
Total revenue from exchange transactions	2,808,922	-	2,808,922	2,995,247	186,325
Revenue from non-exchange transa	actions				
Annual fees	91,550,691	-	91,550,691	95,533,204	3,982,513
Application fees	12,738,791	-	12,738,791	10,828,150	(1,910,641)
Bad debts recovered	750,000	-	750,000	4,165,488	3,415,488
Total revenue from non-exchange transactions	105,039,482	-	105,039,482	110,526,842	5,487,360
Total revenue	107,848,404	-	107,848,404	113,522,089	5,673,685
Expenditure					
Personnel	(49,683,425)	-	(49,683,425)	(44,726,210)	4,957,215
Depreciation and amortisation	-	-	-	(1,406,017)	(1,406,017)
Impairment loss/ Reversal of impairments	(4,823,100)	-	(4,823,100)	(13,638,459)	(8,815,359)
Finance costs	-	-	-	(2,297,000)	(2,297,000)
Lease rentals on operating lease	(463,543)	-	(463,543)	(633,441)	(169,898)
Repairs and maintenance	(3,616,766)	-	(3,616,766)	(2,564,783)	1,051,983
General Expenses	(46,608,584)	-	(46,608,584)	(37,523,382)	9,085,202
Total expenditure	(105,195,418)	-	(105,195,418)	(102,789,292)	2,406,126
Operating surplus / (deficit)	2,652,986	-	2,652,986	10,732,797	8,079,811
Loss on disposal of assets and liabilities	-	-	-	(8,155)	(8,155)
Investment revenue	1,710,000	-	1,710,000	5,884,533	4,174,533
Fair value adjustments	-	-	-	450,786	450,786
Actuarial gains/(losses)	-	_	-	(825,000)	(825,000)
Realignment of assets backing the ESA as per the 2017 actuarial valuation	-	-	-	(2,397,000)	(2,397,000)
	4,362,986	-	4,362,986	13,837,961	9,474,975

Please refer to note 27 for explanations on material differences.

Notes to the financial statements

1. Presentation of Annual Financial Statements

The annual financial statements have been prepared in accordance with the South African Standards of Generally Recognised Accounting Practice (GRAP) including any interpretations, guidelines and directives issued by the Accounting Standards Board in accordance with Section 91(1) of the Public Finance Management Act (Act 1 of 1999).

These annual financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement, unless specified otherwise. They are presented in South African Rands.

1.1 Significant judgements and sources of estimation uncertainty

In preparing the annual financial statements, management is required to make estimates and assumptions that affect the amounts represented in the annual financial statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the annual financial statements. Significant judgements include:

Trade receivables, loans and other receivables

The council assesses its trade receivables, loans and other receivables for impairment where there are possible indicators for impairment. In determining whether an impairment loss should be recorded in surplus or deficit, the Council makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset.

The impairment for trade receivables and other receivables is calculated on a portfolio basis, based on historical loss ratios, adjusted for national and industry-specific economic conditions and other indicators present at the reporting date that correlate with defaults on the portfolio.

Post retirement benefits

The present value of the post retirement obligation depends on a number of factors that are determined on an actuarial basis using a number of assumptions. The assumptions used in determining the net cost (income) include the discount rate. Any changes in these assumptions will impact on the carrying amount of post retirement obligations.

The Council determines the appropriate discount rate at the end of each year. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations. In determining the appropriate discount rate, the council considers the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating the terms of the related pension liability.

Other key assumptions for pension obligations are based on current market conditions. The assumptions used are consistent with assumptions used in the statutory valuation. However, GRAP 25 requires the valuation to be carried out on a prescribed market value basis and a number of the assumptions therefore differ from those used in the statutory valuation. Valuation rate of interest – GRAP 25 requires rates to be determined by reference to the current market yield of government bonds. The bulk of the liabilities have a short term, whilst one remaining pensioner has a potentially very long remaining outstanding term.

Allowance for doubtful debts

An impairment loss is recognised in surplus and deficit when there is objective evidence that it is impaired. The impairment is calculated as a percentage of net trade receivables. The percentage is based on historical data. Currently council feels that 55% of net receivables will suffice for the allowance calculation.

1.2 Property, plant and equipment

Property, plant and equipment are tangible non-current assets that are held for use in the production or supply of goods or services, rental to others, or for administrative purposes, and are expected to be used during more than one period.

The cost of an item of property, plant and equipment is recognised as an asset when:

- it is probable that future economic benefits or service potential associated with the item will flow to the council: and
- the cost of the item can be measured reliably.

Property, plant and equipment is initially measured at cost.

Costs include costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the statement of financial performance during the financial period in which they are incurred.

Property, plant and equipment are depreciated on the straight line basis over their expected useful lives to their estimated residual value.

Property, plant and equipment is carried at cost less accumulated depreciation and any impairment losses. Property, plant and equipment is tested for impairment on an annual basis.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Buildings	Straight line	50 years
Furniture and fixtures	Straight line	10 years
Motor vehicles	Straight line	5 years
Office equipment	Straight line	5 years
Computer equipment	Straight line	3 years
Computer servers	Straight line	6 years
Improvements to property	Straight line	10 years

The depreciable amount of an asset is allocated on a systematic basis over its useful life.

Each part of an item of property, plant and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

The depreciation method used reflects the pattern in which the asset's future economic benefits or service potential are expected to be consumed by the council. The depreciation method applied to an asset is reviewed at least at each reporting date and, if there has been a significant change in the expected pattern of consumption of the future economic benefits or service potential embodied in the asset, the method is changed to reflect the changed pattern. Such a change is accounted for as a change in an accounting estimate.

1.2 Property, plant and equipment (continued)

The council assesses at each reporting date whether there is any indication that the council expectations about the residual value and the useful life of an asset have changed since the preceding reporting date. If any such indication exists, the council revises the expected useful life and/or residual value accordingly. The change is accounted for as a change in an accounting estimate.

The depreciation charge for each period is recognised in surplus or deficit unless it is included in the carrying amount of another asset.

Items of property, plant and equipment are derecognised when the asset is disposed of or when there are no further economic benefits or service potential expected from the use of the asset.

The gain or loss arising from the derecognition of an item of property, plant and equipment is included in surplus or deficit when the item is derecognised. The gain or loss arising from the derecognition of an item of property, plant and equipment is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

Assets which the council holds for rentals to others and subsequently routinely sell as part of the ordinary course of activities, are transferred to inventories when the rentals end and the assets are available-for-sale. Proceeds from sales of these assets are recognised as revenue. All cash flows on these assets are included in cash flows from operating activities in the statement of cash flows.

1.3 Intangible assets

An asset is identified as an intangible asset when it:

- is capable of being separated or divided from an entity and sold, transferred, licensed, rented or exchanged, either individually or together with a related contract, assets or liability; or
- arises from contractual rights or other legal rights, regardless whether those rights are transferable or separate from the entity or from other rights and obligations.

Intangible assets are initially recognised at cost.

Where an intangible asset is acquired through a non-exchange transaction, its initial cost at the date of acquisition is measured at its fair value as at that date.

Expenditure on research (or on the research phase of an internal project) is recognised as an expense when it is incurred.

An intangible asset arising from development (or from the development phase of an internal project) is recognised when:

- it is technically feasible to complete the asset so that it will be available for use or sale;
- · there is an intention to complete and use or sell it;
- there is an ability to use or sell it;
- it will generate probable future economic benefits or service potential;
- there are available technical, financial and other resources to complete the development and to use or sell the asset; and
- the expenditure attributable to the asset during its development can be measured reliably.

Intangible assets are carried at cost less any accumulated amortisation and any impairment losses.

An intangible asset is regarded as having an indefinite useful life when, based on all relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows or service potential. Amortisation is not provided for these intangible assets, but they are tested for impairment annually and whenever there is an indication that the asset may be impaired. For all other intangible assets amortisation is provided on a straight line basis over their useful life.

1.3 Intagible assets (continued)

The amortisation period and the amortisation method for intangible assets are reviewed at each reporting date.

Reassessing the useful life of an intangible asset with a finite useful life after it was classified as indefinite is an indicator that the asset may be impaired. As a result the asset is tested for impairment and the remaining carrying amount is amortised over its useful life.

Internally generated brands, mastheads, publishing titles, customer lists and items similar in substance are not recognised as intangible assets.

Amortisation is provided to write down the intangible assets, on a straight line basis, to their residual values as follows:

ItemUseful lifeRegistration system5 yearsAccounting system5 years

Intangible assets are derecognised:

- on disposal; or
- when no future economic benefits or service potential are expected from its use or disposal.

The gain or loss is the difference between the net disposal proceeds, if any, and the carrying amount, and is recognised in surplus or deficit when the asset is derecognised.

1.4 Financial instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or a residual interest of another entity.

The amortised cost of a financial asset or financial liability is the amount at which the financial asset or financial liability is measured at initial recognition minus principal repayments, plus or minus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, and minus any reduction (directly or through the use of an allowance account) for impairment or uncollectibility.

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Derecognition is the removal of a previously recognised financial asset or financial liability from an entity's statement of financial position.

The effective interest method is a method of calculating the amortised cost of a financial asset or a financial liability (or group of financial assets or financial liabilities) and of allocating the interest income or interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial instrument or, when appropriate, a shorter period to the net carrying amount of the financial asset or financial liability. When calculating the effective interest rate, an entity shall estimate cash flows considering all contractual terms of the financial instrument (for example, prepayment, call and similar options) but shall not consider future credit losses. The calculation includes all fees and points paid or received between parties to the contract that are an integral part of the effective interest rate (see the Standard of GRAP on Revenue from Exchange Transactions), transaction costs, and all other premiums or discounts. There is a presumption that the cash flows and the expected life of a group of similar financial instruments can be estimated reliably. However, in those rare cases when it is not possible to reliably estimate the cash flows or the expected life of a financial instrument (or group of financial instruments), the entity shall use the contractual cash flows over the full contractual term of the financial instrument (or group of financial instruments).

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable willing parties in an arm's length transaction.

A financial asset is:

- cash;
- a residual interest of another entity; or
- a contractual right to:
 - » receive cash or another financial asset from another entity; or
 - » exchange financial assets or financial liabilities with another entity under conditions that are favourable to the entity.

A financial liability is any liability that is a contractual obligation to:

- deliver cash or another financial asset to another entity; or
- exchange financial assets or financial liabilities under conditions that are potentially unfavourable to the entity.

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

Liquidity risk is the risk encountered by an entity in the event of difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.

Loans payable are financial liabilities, other than short-term payables on normal credit terms.

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.

Classification

The entity has the following types of financial assets (classes and category) as reflected on the face of the statement of financial position or in the notes thereto:

Class Category

Cash and cash equivalents

Trade and other receivables

Investments

Financial asset measured at amortised cost
Financial asset measured at amortised cost
Financial asset measured at fair value

The entity has the following types of financial liabilities (classes and category) as reflected on the face of the statement of financial position or in the notes thereto:

Class Category

Trade and other payables Financial liability measured at amortised cost

Initial recognition

The entity recognises a financial asset or a financial liability in its statement of financial position when the entity becomes a party to the contractual provisions of the instrument.

Initial measurement of financial assets and financial liabilities

The entity measures a financial asset and financial liability initially at its fair value plus transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

Subsequent measurement of financial assets and financial liabilities

The entity measures all financial assets and financial liabilities after initial recognition using the following categories:

- Financial instruments at fair value.
- Financial instruments at amortised cost.

All financial assets measured at amortised cost, or cost, are subject to an impairment review.

Fair value measurement considerations

The best evidence of fair value is quoted prices in an active market. If the market for a financial instrument is not active, the entity establishes fair value by using a valuation technique. The objective of using a valuation technique is to establish what the transaction price would have been on the measurement date in an arm's length exchange motivated by normal operating considerations. Valuation techniques include using recent arm's length market transactions between knowledgeable, willing parties, if available, reference to the current fair value of another instrument that is substantially the same, discounted cash flow analysis and option pricing models. If there is a valuation technique commonly used by market participants to price the instrument and that technique has been demonstrated to provide reliable estimates of prices obtained in actual market transactions, the entity uses that technique. The chosen valuation technique makes maximum use of market inputs and relies as little as possible on entity-specific inputs. It incorporates all factors that market participants would consider in setting a price and is consistent with accepted economic methodologies for pricing financial instruments. Periodically, an entity calibrates the valuation technique and tests it for validity using prices from any observable current market transactions in the same instrument (i.e. without modification or repackaging) or based on any available observable market data.

Reclassification

The entity does not reclassify a financial instrument while it is issued or held unless it is:

- · combined instrument that is required to be measured at fair value; or
- an investment in a residual interest that meets the requirements for reclassification.

If fair value can no longer be measured reliably for an investment in a residual interest measured at fair value, the entity reclassifies the investment from fair value to cost. The carrying amount at the date that fair value is no longer available becomes the cost.

If a reliable measure becomes available for an investment in a residual interest for which a measure was previously not available, and the instrument would have been required to be measured at fair value, the entity reclassifies the instrument from cost to fair value.

Gains and losses

A gain or loss arising from a change in the fair value of a financial asset or financial liability measured at fair value is recognised in surplus or deficit.

For financial assets and financial liabilities measured at amortised cost or cost, a gain or loss is recognised in surplus or deficit when the financial asset or financial liability is derecognised or impaired, or through the amortisation process.

Impairment and uncollectibility of financial assets

The entity assess at the end of each reporting period whether there is any objective evidence that a financial asset or group of financial assets is impaired.

Financial assets measured at amortised cost:

If there is objective evidence that an impairment loss on financial assets measured at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at the financial asset's original effective interest rate. The carrying amount of the asset is reduced directly or through the use of an allowance account. The amount of the loss is recognised in surplus or deficit.

If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed directly or by adjusting an allowance account. The reversal does not result in a carrying amount of the financial asset that exceeds what the amortised cost would have been had the impairment not been recognised at the date the impairment is reversed. The amount of the reversal is recognised in surplus or deficit.

Derecognition

Financial assets

The entity derecognises financial assets using trade date accounting.

The entity derecognises a financial asset only when:

- the contractual rights to the cash flows from the financial asset expire, are settled or waived;
- · the entity transfers to another party substantially all of the risks and rewards of ownership of the financial asset; or
- the entity, despite having retained some significant risks and rewards of ownership of the financial asset, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party, and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer. In this case, the entity:
 - » derecognises the asset; and
 - » recognises separately any rights and obligations created or retained in the transfer.

The carrying amounts of the transferred asset are allocated between the rights or obligations retained and those transferred on the basis of their relative fair values at the transfer date. Newly created rights and obligations are measured at their fair values at that date. Any difference between the consideration received and the amounts recognised and derecognised is recognised in surplus or deficit in the period of the transfer.

On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received is recognised in surplus or deficit.

If the transferred asset is part of a larger financial asset and the part transferred qualifies for derecognition in its entirety, the previous carrying amount of the larger financial asset is allocated between the part that continues to be recognised and the part that is derecognised, based on the relative fair values of those parts, on the date of the transfer. For this purpose, a retained servicing asset is treated as a part that continues to be recognised. The difference between the carrying amount allocated to the part derecognised and the sum of the consideration received for the part derecognised is recognised in surplus or deficit.

If a transfer does not result in derecognition because the entity has retained substantially all the risks and rewards of ownership of the transferred asset, the entity continue to recognise the transferred asset in its entirety and recognise a financial liability for the consideration received. In subsequent periods, the entity recognises any revenue on the transferred asset and any expense incurred on the financial liability. Neither the asset, and the associated liability nor the revenue, and the associated expenses are offset.

1.5 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership.

Operating leases - lessee

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. The difference between the amounts recognised as an expense and the contractual payments are recognised as an operating lease asset or liability.

Any contingent rents are expensed in the period they are incurred.

1.6 Employee benefits

Employee benefits are all forms of consideration given by an entity in exchange for service rendered by employees.

Other long-term employee benefits are employee benefits (other than post-employment benefits and termination benefits) that are not due to be settled within twelve months after the end of the period in which the employees render the related service.

Short-term employee benefits

Short-term employee benefits are employee benefits (other than termination benefits) that are due to be settled within twelve months after the end of the period in which the employees render the related service.

Short-term employee benefits include items such as:

- wages, salaries and social security contributions;
- short-term compensated absences (such as paid annual leave and paid sick leave) where the compensation
 for the absences is due to be settled within twelve months after the end of the reporting period in which the
 employees render the related employee service;
- bonus, incentive and performance related payments payable within twelve months after the end of the reporting period in which the employees render the related service; and
- non-monetary benefits (for example, medical care, and free or subsidised goods or services such as housing, cars and cellphones) for current employees.

When an employee has rendered service to the entity during a reporting period, the entity recognise the undiscounted amount of short-term employee benefits expected to be paid in exchange for that service:

- as a liability (accrued expense), after deducting any amount already paid. If the amount already paid exceeds
 the undiscounted amount of the benefits, the entity recognise that excess as an asset (prepaid expense) to the
 extent that the prepayment will lead to, for example, a reduction in future payments or a cash refund; and
- as an expense, unless another Standard requires or permits the inclusion of the benefits in the cost of an asset.

1.6 Employee benefits (continued)

The entity recognises the expected cost of bonus, incentive and performance related payments when the entity has a present legal or constructive obligation to make such payments as a result of past events and a reliable estimate of the obligation can be made. A present obligation exists when the entity has no realistic alternative but to make the payments.

Post-employment benefits

Post-employment benefits are employee benefits (other than termination benefits) which are payable after the completion of employment.

Post-employment benefit plans are formal or informal arrangements under which an entity provides post-employment benefits for one or more employees.

Post-employment benefits: Defined contribution plans

Defined contribution plans are post-employment benefit plans under which an entity pays fixed contributions into a separate entity (a fund) and will have no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

When an employee has rendered service to the entity during a reporting period, the entity recognise the contribution payable to a defined contribution plan in exchange for that service:

- as a liability (accrued expense), after deducting any contribution already paid. If the contribution already
 paid exceeds the contribution due for service before the reporting date, an entity recognise that excess as
 an asset (prepaid expense) to the extent that the prepayment will lead to, for example, a reduction in future
 payments or a cash refund; and
- as an expense, unless another Standard requires or permits the inclusion of the contribution in the cost of an asset.

Where contributions to a defined contribution plan do not fall due wholly within twelve months after the end of the reporting period in which the employees render the related service, they are discounted. The rate used to discount reflects the time value of money. The currency and term of the financial instrument selected to reflect the time value of money is consistent with the currency and estimated term of the obligation.

Actuarial assumptions

Actuarial assumptions are unbiased and mutually compatible.

Financial assumptions are based on market expectations, at the reporting date, for the period over which the obligations are to be settled.

The rate used to discount post-employment benefit obligations (both funded and unfunded) reflect the time value of money. The currency and term of the financial instrument selected to reflect the time value of money is consistent with the currency and estimated term of the post-employment benefit obligations.

Post-employment benefit obligations are measured on a basis that reflects:

- estimated future salary increases;
- the benefits set out in the terms of the plan (or resulting from any constructive obligation that goes beyond those terms) at the reporting date; and
- estimated future changes in the level of any state benefits that affect the benefits payable under a defined benefit plan, if, and only if, either:
- those changes were enacted before the reporting date; or
- past history, or other reliable evidence, indicates that those state benefits will change in some predictable manner, for example, in line with future changes in general price levels or general salary levels.

1.7 Provisions and contingencies

Provisions are recognised when:

- the entity has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; and
- a reliable estimate can be made of the obligation.

The amount of a provision is the best estimate of the expenditure expected to be required to settle the present obligation at the reporting date.

Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, the reimbursement is recognised when, and only when, it is virtually certain that reimbursement will be received if the council settles the obligation. The reimbursement is treated as a separate asset. The amount recognised for the reimbursement does not exceed the amount of the provision.

Provisions are not recognised for future operating surplus.

If an entity has a contract that is onerous, the present obligation (net of recoveries) under the contract is recognised and measured as a provision.

1.8 Revenue

Revenue is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets, other than increases relating to contributions from owners.

Conditions on transferred assets are stipulations that specify that the future economic benefits or service potential embodied in the asset is required to be consumed by the recipient as specified or future economic benefits or service potential must be returned to the transferor.

Control of an asset arise when the entity can use or otherwise benefit from the asset in pursuit of its objectives and can exclude or otherwise regulate the access of others to that benefit.

Fee income consists of annual fees, applications fees and accreditations of universities. Professional fees are payable by members who are in the Professional or Registered categories. Fee income is recorded in the financial statements in the period to which it relates.

Candidate fees are payable by members who are not yet qualified Professional or Registered persons.

Application fees are once-off fees payable on submission of an application form. These fees are to compensate for the costs incurred during the evaluation process and are recognised when received.

1.9 Revenue from exchange transactions

Revenue is measured at the fair value of the consideration received or receivable, net of trade discounts and volume rebates.

An exchange transaction is one in which the entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of goods, services or use of assets) to the other party in exchange.

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Accreditation visit revenue is recognised as revenue from exchange transactions.

1.9 Revenue from exchange transactions (continued)

Interest

Revenue arising from the use by others of entity assets yielding interest, royalties and dividends or similar distributions is recognised when:

- It is probable that the economic benefits or service potential associated with the transaction will flow to the entity and
- The amount of the revenue can be measured reliably.

Interest is recognised, in surplus or deficit, using the effective interest rate method.

1.10 Revenue from non-exchange transactions

Non-exchange transactions are transactions that are not exchange transactions. In a non-exchange transaction, a council either receives value from another entity without directly giving approximately equal value in exchange, or gives value to another council without directly receiving approximately equal value in exchange.

Transfers are inflows of future economic benefits or service potential from non-exchange transactions, other than taxes.

Application and annual fees are recognised as revenue from non-exchange transactions.

Recognition

An inflow of resources from a non-exchange transaction recognised as an asset is recognised as revenue, except to the extent that a liability is also recognised in respect of the same inflow.

As the council satisfies a present obligation recognised as a liability in respect of an inflow of resources from a non- exchange transaction recognised as an asset, it reduces the carrying amount of the liability recognised and recognises an amount of revenue equal to that reduction.

Measurement

Revenue from a non-exchange transaction is measured at the amount of the increase in net assets recognised by the council.

When, as a result of a non-exchange transaction, the council recognises an asset, it also recognises revenue equivalent to the amount of the asset measured at its fair value as at the date of acquisition, unless it is also required to recognise a liability. Where a liability is required to be recognised it will be measured as the best estimate of the amount required to settle the obligation at the reporting date, and the amount of the increase in net assets, if any, recognised as revenue. When a liability is subsequently reduced, because the taxable event occurs or a condition is satisfied, the amount of the reduction in the liability is recognised as revenue.

1.11 Borrowing Costs

Borrowing costs are interest and other expenses incurred by an entity in connection with the borrowing of funds. Borrowing costs are recognised as an expense in the period in which they are incurred.

1.12 Budget Information

Council is typically subject to budgetary limits in the form of appropriations or budget authorisations (or equivalent), which it sets for itself, as defined in its Delegation of Authority Framework.

General purpose financial reporting by council shall provide information on whether resources were obtained and used in accordance with the legally adopted budget.

1.12 Budget Information (continued)

The approved budget covers the fiscal period from 01/04/2017 to 31/03/2018.

The annual financial statements and the budget are on the same basis of accounting therefore a comparison with the budgeted amounts for the reporting period have been included in the Statement of comparison of budget and actual amounts.

2. New standards and interpretations

2.1 Standards and interpretations adopted in the current year

There were no new standards relevant to the business of the council that became effective in the year under review.

3. Risk management

Capital risk management

The Council's objectives when managing capital are to safeguard the Council's ability to continue as a going concern in order to provide services as enacted by the Engineering Profession Act 2000, (Act no 46 of 2000) and to maintain an optimal capital structure to reduce the cost of capital.

The capital structure of the Council consists of debt, which includes the cash and cash equivalents disclosed in note 9, and equity as disclosed in the Statement of Financial Position. All borrowings have been paid up.

There are no externally imposed capital requirements.

There have been no changes to what the entity manages as capital, the strategy for capital maintenance or externally imposed capital requirements from the previous year.

Financial risk management

The Council's activities expose it to a variety of financial risks: market risk (including fair value and interest rate risk), credit risk and liquidity risk. The council's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the council's financial performance. Risk management is carried out by an audit and risk committee under policies approved by the council. The council provides written principles for overall risk management, as well as written policies covering specific areas, such as interest rate risk and credit risk and investment of excess liquidity.

Liquidity risk

Cash flow forecasting is performed by the Council. The Council's finance division monitors rolling forecasts of the Council's liquidity requirements to ensure it has sufficient cash to meet operational needs while maintaining sufficient headroom on its undrawn committed borrowing facilities at all times so that the company does not breach borrowing limits or covenants (where applicable) on any of its borrowing facilities. The Council invests surplus cash in interest bearing current accounts, time deposits, money market deposits and marketable securities, choosing instruments with appropriate maturities or sufficient liquidity to provide sufficient head-room as determined by the abovementioned forecasts.

Interest rate risk

As the council has no significant interest-bearing assets, the Council's income and operating cash flows are substantially independent of changes in market interest rates.

3. Risk management (continued)

The council analyses its interest rate exposure on a regular basis. Interest rate fluctuations that could impact on its surplus or deficit are the rates earned on Council's short-term investments. It is not foreseen that the actual revenue earned compared to the budgeted revenue will deviate by more than R200,000 per annum. This translates into a possible fluctuation of 0.1% to 0.2% in total revenue.

Credit and risk

Credit Risk consists mainly of cash deposits, cash equivalents and trade debtors. The Council only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party. Refer to table below for credit ratings.

Standard Bank

National long-term credit rating

AA (ZAF)

National short-term credit rating

F1+ (ZAF)

Investec

National long-term credit rating AA (ZAF)
National short-term credit rating A1+ (ZAF)

Trade receivables comprise a widespread customer base, mainly being registered persons. Management evaluates credit risk relating to registered persons on an ongoing basis. The Council has to comply with statutory obligations and no choice is exercised on the registered person's ability to pay membership fees.

4. Property, plant and equipment

	2018			2017		
	Cost	Accumulated depreciation and accumulated impairment	Carrying value	Cost	Accumulated depreciation and accumulated impairment	Carrying value
Buildings	7,691,993	(1,767,842)	5,924,151	7,691,993	(1,614,002)	6,077,991
Furniture and fixtures	2,450,760	(1,449,911)	1,000,849	2,209,541	(1,396,377)	813,164
Motor vehicles	198,064	(178,258)	19,806	198,064	(178,258)	19,806
Office equipment	987,693	(556,087)	431,606	827,084	(545,026)	282,058
Computer equipment	1,772,219	(1,015,652)	756,567	4,085,028	(2,160,899)	1,924,129
Computer servers	2,645,252	(1,197,027)	1,448,225	-	-	-
Improvements to property	2,683,626	(1,516,941)	1,166,685	2,409,222	(1,295,974)	1,113,248
Total	18,429,607	(7,681,718)	10,747,889	17,420,932	(7,190,536)	10,230,396

Property, plant and equipment (continued)

Reconciliation of property, plant and equipment - 2018

	Opening balance	Additions	Transfers	Depreciation	Impairment loss	Total
Buildings	6,077,991	-	-	(153,840)	-	5,924,151
Furniture and fixtures	813,164	343,389	-	(149,003)	(6,701)	1,000,849
Motor vehicles	19,806	-	-	-	-	19,806
Office equipment	282,058	237,391	-	(86,387)	(1,456)	431,606
Computer equipment	1,924,129	548,973	(1,423,488)	(293,047)	-	756,567
Computer servers	-	135,007	1,423,488	(110,270)	-	1,448,225
Improvements to property	1,113,248	274,403	-	(220,966)	-	1,166,685
	10,230,396	1,539,163	-	(1,013,513)	(8,157)	10,747,889

Reconciliation of property, plant and equipment - 2017

	Opening balance	Additions	Depreciation	Impairment loss	Total
Buildings	6,231,831	-	(153,840)	-	6,077,991
Furniture and fixtures	530,226	368,025	(85,087)	-	813,164
Motor vehicles	19,806	-	-	-	19,806
Office equipment	103,325	234,891	(47,323)	(8,835)	282,058
Computer equipment	280,336	1,933,877	(269,074)	(21,010)	1,924,129
Improvements to property	1,172,413	153,942	(213,107)	-	1,113,248
	8,337,937	2,690,735	(768,431)	(29,845)	10,230,396

Buildings - Section title deeds held

	Square	2017	2018
	Metres	R	R
Section 5 (First Floor)	631	-	-
Section 6 (First Floor)	383	-	-
Section 7 (First Floor)	237	-	-
Section 8 (First Floor) T013126/2009	456	-	-
Purchased 29 April 2009	-	6,275,750	6,275,750
Section 9 (First Floor)	212	-	-
Section 10 (First Floor) T57554/1999	329	-	-
Purchased 30 September 1999	-	1,411,243	1,411,243
Section 16 (Basement)	5	-	-
T044549/2005			
Purchased 10 August 2005	-	5,000	5,000
	2,253	7,691,993	7,691,993

5. Intangible assets

	2018			2017			
	Cost	Accumulated amortisation and accumulated impairment	Carrying value	Cost	Accumulated amortisation and accumulated impairment	Carrying value	
Registration system	5,309,390	(268,513)	5,040,877	2,252,090	-	2,252,090	
Accounting system	833,435	(426,616)	406,819	716,975	(302,626)	414,349	
Quality system	211,352	-	211,352	-	-	-	
Total	6,354,177	(695,129)	5,659,048	2,969,065	(302,626)	2,666,439	

Reconciliation of intangible assets - 2018

	Opening balance	Additions	Amortisation	Total
Registration system	2,252,090	3,057,300	(268,513)	5,040,877
Accounting system	414,349	116,461	(123,991)	406,819
Quality system	-	211,352	-	211,352
	2,666,439	3,385,113	(392,504)	5,659,048

Reconciliation of intangible assets - 2017

	Opening balance	Additions	Amortisation	Total
Registration system	1,893,878	358,212	-	2,252,090
Accounting system	536,398	-	(122,049)	414,349
	2,430,276	358,212	(122,049)	2,666,439

6. Investments

Designated at fair value

SIS Inflation plus 1-3 investment	13,626,370	12,889,561
Non-current assets		
SIS Inflation plus 1-3 - opening balance	12,889,561	12,347,620
Fair value adjustment - current year recognised in surplus/deficit	450,786	287,120
Earnings recognised in surplus/deficit for the period net of earnings and admin fees	286,023	254,821
Fair value at end of the year	13,626,370	12,889,561

2018	2017
R	R

7. Retirement benefit asset

Defined benefit plan

Retirement benefit

Balance sheet obligations for		
Pension benefits		
- non-current liabilities	21,723,000	21,531,000
Income statement charge for Employee benefit expense		
- wages and salaries	44,726,210	39,484,217
- Pension cost - defined benefit plan	3,222,000	(381,000)
	47,948,210	39,103,217
Actuarial losses/(gains) recognised in the statement of financial performance	1,315,000	644,000
Cumulative actuarial losses/(gains) recognised in statement of financial performance	(3,748,000)	(4,392,000)
	(2,433,000)	(3,748,000)

Pension benefits

Plan assets are held in a Sanlam Matrix 50 portfolio and the return is based on the performance of the portfolio. The assets underlying the Employer Surplus Account and the Solvency Reserve have been included in the asset value. The funds are administered by a separate legal entity and as a result, the assets belonging to the Fund are credit remote.

The amounts recognised in the statement of financial position are as follows:

Carrying value

	6,787,000	9,330,000
Fair value of plan assets	28,510,000	30,861,000
Present value of the defined benefit obligation	(21,723,000)	(21,531,000)

Net asset amount recognition was determined on the following basis:

The definitions of the Fund provide for the establishment of an Employer Surplus Account ("ESA"). Rule 13.3.3 states that future surplus be allocated between the ESA and Member Surplus Account in proportions as determined by the trustees.

In these circumstances, AC 504 states that the present value of the economic benefits available to the employer (par. 68(b) of GRAP 25) is the value of the ESA plus the accounting surplus available as a reduction in future contributions. As confirmed by Absa Consultants and Actuaries, the value of the ESA was R6,787,000 as at 31 March 2018. Furthermore, since there are no active Defined Benefit members in the Fund (as per the valuation report), accounting surplus available as a reduction in future contributions is zero. The present value of the economic benefits available to the employer is therefore R6,787,000.

2018	2017	
R	R	

7. Retirement benefit asset (continued)

The value of the asset reflected on the balance sheet should be determined in terms of par. 68 of GRAP 25. This states that the net asset recognised should be the lower of the value determined under par. 64 and the present value of the economic benefits available to the employer (par. 68(b)). The values for the past three years are as follows (the actuary provided the ESA balance as at each date):

The value determined under par. 64 was R6,787,000 as at 31 March 2018 and the value of par. 68(b) was R6,787,000. Therefore, the net asset as at 31 March 2018 should be limited to R6,787,000.

The value determined under par. 64 was R9,330,000 as at 31 March 2017 and the value of par. 68(b) was R9,330,000. Therefore, the net asset as at 31 March 2017 should be limited to R9,330,000.

The value determined under par. 64 was R8,949,000 as at 31 March 2016 and the value of par. 68(b) was R8,949,000. Therefore, the net asset as at 31 March 2016 should be limited to R8,949,000.

The fair value of plan assets includes:

Sanlam Matrix 50 portfolio

The assets underlying the Employer Surplus Account and the Solvency Reserve have been included in the asset value. Assets not recognised (GRAP 25, paragraph 68(b)).

Movement in the defined benefit obligation are as follows:

Opening balance	21,531,000	21,030,000
Interest cost	2,297,000	2,250,000
Actuarial gain	(371,000)	(69,000)
Benefits paid	(1,734,000)	(1,680,000)
	21,723,000	21,531,000
Net gain / (expense) recognised in the statement of financial performance		
Interest cost	679,000	887,000
Actuarial (gains) / losses	(825,000)	(506,000)
	(146,000)	381,000
The movement in the fair value of plan assets are as follows:		
Opening balance	30,861,000	29,979,000
Expected interest	2,976,000	3,137,000
Actuarial gains (losses)	(1,196,000)	(575,000)
Actuarial valuation adjustment	(2,397,000)	-
Benefits paid	(1,734,000)	(1,680,000)
	28,510,000	30,861,000

2018	2017
R	R

7. Retirement benefit asset (continued)

Key assumptions used

The principal actuarial assumptions used were as follows:

Discount rates used	8.92 %	9.80 %
Expected rate of return on assets	10.36 %	11.34 %
General inflation rate	6.36 %	7.34 %

The assumptions used are consistent with assumptions used in the statutory valuation. However, GRAP 25 requires the valuation to be carried out on a prescribed market value basis and a number of the assumptions therefore differ from those used in the statutory valuation.

Valuation rate of interest – GRAP 25 requires rates to be determined by reference to the current market yield of government bonds. The yield of the R209 government bond was 8.92% and the long-term liability on the yield of the R202 government bond 2.40% at 31 March 2018. The implied long-term inflation assumption in 6.36% per annum, which was derived from the R209 and R202. Rates given are the weighted average rates.

The expected return on assets are based on an average balances portfolio.

The expected long term real return is 4%, calculated as follows:

	Portfolio	Real return	Weighted return
Equity	70 %	4.50 %	3.10 %
Bonds	30 %	3.00 %	0.90 %
	100 %	7.50 %	4.00 %

In accordance with the Pension Increase Policy, increases should be granted equal to the increase in the Consumer Price Index, subject to affordability.

In respect of the period after retirement, the published a (55) tables for males and females have been used. The number of pensioners as at 31 March 2018, their annual pension and weighted average age, compared to that as at 31 March 2017 were as follows:

Number of pensioners	8	9
Annual pension	1,618,000	1,680,000
Pension weighted average age	53.0	49.5

8. Trade and other receivables

Trade debtors and other debtors	21,672,372	14,919,633
Employee costs in advance	(38,950)	(29,864)
Deposits	134,100	2,000
Impairment for bad debts	(11,918,923)	(8,206,898)
	9,848,599	6,684,871

2018	2017
R	R

8. Trade and other receivables (continued)

Fair value of trade and other debtors

Trade and other receivables 9,8	48,599	6,684,871
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Trade and other receivables impaired

The amount of the provision was (R11,918,923) as of 31 March 2018 (2017: R8,206,898).

Reconciliation of provision for impairment of trade and other receivables

Opening balance	8,206,898	16,839,152
Provision for impairment	8,603,660	3,267,964
Amounts written off as uncollectible	(4,891,635)	(11,900,218)
Closing balance	11,918,923	8,206,898

On 30 January 2018 uncollectible debt amounting to R11,318,563 was approved for write-off. R4,891,635 was allocated to the impairment provision (debt from the previous year partly offsetting against the R8,206,898 provision) and R5,037,093 was allocated to the expense account bad debts written off (current year invoices that were unpaid by the individual being cancelled for not having paid the previous year's debt). The balance was allocated to the VAT account.

The provision for impairment amount of R11,918,923 on 31 March 2018 represents 55% of the net trade receivable balance on that date.

9. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	5,000	4,999
Bank balances	34,845,730	14,921,777
	34,850,730	14,926,776

	2018	2017
	R	R
10. Trade and other payables		
Trade payables	3,882,639	3,264,086
Annual fees for next financial year received in advance	7,947,452	-
Trade debtors with credit balances	3,679,445	3,246,034
South African Revenue Services - VAT	1,869,327	803,812
Other accrued expenses	5,418,726	3,194,763
Donation from the Royal Academy of Engineers for SAFEO projects	-	581,134
Other payables	1,305,312	1,241,370
	24,102,901	12,331,199

Annual fees invoices for next year 2018-2019 were raised in the last week before year-end 31 March 2018, with the due date for payment being 30 April 2018. Payments to the value of R7,947,452 were received in the week leading up to 31 March 2018.

11. Provisions

Reconciliation of provisions - 2018

	Opening Balance	Additions	Reversals	Total
Leave pay provision	1,579,317	270,699	-	1,850,016
Provision for penalties on late submission of ECSA Pension Fund financials to FSB	396,000	-	(396,000)	-
	1,975,317	270,699	(396,000)	1,850,016

Reconciliation of provisions - 2017

	Opening Balance	Additions	Total
Leave pay provision	1,547,168	32,149	1,579,317
Provision for penalties on late submissions of ECSA Pension Fund financials to FSB	-	396,000	396,000
	1,547,168	428,149	1,975,317

2018	2017
R	R

12. Financial instruments

Categories of financial instruments

2018

Financial assets

	At fair value	At amortised cost	Total
Investments	13,626,370	-	13,626,370
Trade and other receivables	-	9,887,549	9,887,549
Cash and cash equivalents	-	34,850,730	34,850,730
	13,626,370	44,738,279	58,364,649

Financial liabilities

	At amortised cost	Total
Trade and other payables	15,509,536	15,509,536
Other payables	1,305,312	1,305,312
	16,814,848	16,814,848

2017

Financial assets

	At fair value	At amortised cost	Total
Investments	12,889,541	-	12,889,541
Trade and other receivables from exchange transactions -	-	6,684,871	6,684,871
Cash and cash equivalents	-	14,926,777	14,926,777
	12,889,541	21,611,648	34,501,189

Financial liabilities

	At amortised cost	Total
Trade and other payables	11,089,829	11,089,829
Other payables	1,241,370	1,241,370
	12,331,199	12,331,199

	2018	2017
	R	R
13. Operating revenue		
Annual fees	95,533,204	77,800,376
Application fees	10,828,150	11,395,986
Accreditation visits	2,290,092	1,773,642
	108,651,446	90,970,004
The amount included in revenue arising from exchanges of goods or services are	as follows:	
Accreditation visits	2,290,092	1,773,642
14. Other income		
Income from marketing activities	9,232	297,698
Bad debts recovered	4,165,488	3,194,911
Disciplinary fines	100,000	60,000
Other income (SETA payments and other)	574,353	96,978
Proceeds from the sale of fixed assets	21,570	-
	4,870,643	3,649,587
15. General expenses		
Auditors remuneration - Internal	160,143	331,360
Accounting services	-	13,649
Auditors remuneration - External	336,138	476,873
Bank charges	582,940	411,269
Consulting and professional fees	2,612,731	3,509,837
Legal expenses	1,394,504	3,734,023
Insurance	370,335	223,265
IT expenses	1,114,066	1,417,958
Motor vehicle expenses	29,832	24,152
Placement fees	314,896	249,242
Printing and stationery	1,899,273	2,417,223
Marketing and Branding	967,295	1,573,524
Strategic projects	730,073	548,462
Repairs and maintenance	2,564,783	3,493,218
Rent paid - satellite offices	186,507	-

15. General expenses (continued)		
Security	93,600	267,978
Staff welfare	1,368,053	1,077,364
Subscriptions and membership fees	93,905	274,446
Telephone and fax	1,080,828	770,839
Training	623,468	364,230
Travel - staff	2,358,395	1,303,122
Acquisition of small assets	10,254	26,578
Electricity and water	1,400,422	1,444,714
Staff study assistance	139,807	195,555
Casual labour	127,327	82,321
Office expenditure	510,113	349,646
Investment fees	157,920	149,406
Rental expense	472,933	336,240
Council and committee meetings	18,319,674	18,222,965
Committee room expenses	67,950	50,525
	40,088,165	43,339,984
16. Personnel expenses		
Basic salary	39,077,435	34,160,085
Medical aid - company contributions	1,486,300	1,642,441
UIF	145,309	133,351
SDL	380,090	331,026
Other short term costs	106,922	118,584
Defined contribution plans	3,530,154	3,098,730
	44,726,210	39,484,217
17. Other expenses		
Loss on sale of property, plant and equipment	8,155	-
Provision for impairment of trade and other receivables	13,638,459	7,139,230
Operating lease charges (Contractual amounts)	633,441	471,503
Amortisation on intangible assets	392,502	122,049
Depreciation on property, plant and equipment	1,013,515	768,432
	15,686,072	8,501,214

	2018	2017
	R	R
18. Investment revenue		
Interest revenue		
Interest from short term investments	2,464,590	1,815,331
Interest long term investments	443,943	404,227
Expected return on Defined Benefit assets	2,976,000	3,137,000
	5,884,533	5,356,558
19. Finance costs		
Non-current borrowings	-	17,102
Other interest: Pension benefit	2,297,000	2,250,000
	2,297,000	2,267,102

The bond over the first floor was repaid in the previous financial year. The Council's offices on the first and second floor of Waterview Corner, Bruma Office Park are now completely debt-free.

20. Taxation

The Council is exempted from Income Tax in terms of Section 10(1)(cA) of the Income Tax Act.

21. Auditors' remuneration

	496,281	808,233
Fees - Internal auditors	160,143	331,360
Fees - External Auditors	336,138	476,873

22. Cash generated from operations

Surplus Adjustments for:	13,837,961	6,164,752
Depreciation and amortisation	1,406,017	890,480
Loss on sale of assets and liabilities	8,155	29,851
Long-term investment income net of earnings and admin fees	(286,023)	(254,821)
Fair value adjustments	(450,786)	(287,120)
Re-alignment of assets per actuarial report	2,397,000	-
Movement in retirement benefit assets and liabilities	146,000	(381,000)

2018	2017
R	R

22. Cash generated from operations (continued)

Movements in provisions	(125,301)	428,149
Changes in working capital:		
Trade and other receivables	(3,162,124)	6,736
Prepayments	(692,769)	(164,155)
Trade and other payables	11,770,100	(40,200)
	24,848,230	6,392,672

23. Commitments

Operating leases - as lessee (expense)		
Minimum lease payments due - within one year	792,872	37,507
- in second to fifth year inclusive	1,807,358	-
	2,600,230	37,507

All photocopier machines were replaced during the financial year. The leases on the new machines all have a duration of 36 months. The rent is fixed with no escalation. No contingent rent is payable.

24. Going concern

We draw attention to the fact that at 31 March 2018, the Council had an accumulated surplus of R 56,870,576 (2017: R 43,032,615) and that the Council's total assets exceed its liabilities by R 56,870,576 (2017: R 43,032,615).

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The ability of the Council to continue as a going concern is dependent on a number of factors. The most significant of these is that the Council continue to procure funding for the ongoing operations for the Council.

25. Events after the reporting date

There are no events after the reporting date to report on.

2018	2017
R	R

26. Fair value adjustments

Investments

Investments (Designated as FV through P&L) 450,786 287,120

27. Budget differences

Material differences between budget and actual amounts

Revenue

Annual fees - Annual fees invoiced at 104% of budget is welcomed. The budget is always prepared at a fairly conservative level. The growth is unfortunately offset by negative factors explained in Note 8.

Application fees - Total revenue from applications was far below expectation. Revenue from candididate applications was good at 113% of budget, but only 77% of budget was collected from applications for professional status. The number of applications processed for revenue represents 98.9% of the head count budget. Unfortunately the revenue mix of the processed heads proved to be different from the budgeted revenue mix.

Bad debts recovered is always budgeted conservatively. The actual result is 552% of budget. The actual earnings come from previously cancelled persons who need to catch up on old annual fees owed from previous years in order to renew their registration at ECSA.

Third party contributions - actual revenue earned just exceeded 2% of the budget. The intention of the budget for third party contributions is to seek external funding assistance for projects that are socio-economic of nature. The measure for success is dependent on ECSA successfully engaging partners willing to assist in such projects. ECSA was not able to engage any parties to contribute towards its socio-exonomic projects. The only revenues collections came from the selling of the book "Engineering Excellence", written by an ex-council member and totally funded by ECSA.

Investment revenue - there are two elements to investment revenue. We have cash revenues earned from investment activities and then there are paper transactions relating to the valuation of ECSA's Pension Fund as well as interest/dividend earnings on our long-term investment. The paper transaction could vary greatly from year to year. Seeing that we prepare an operating budget, we ignore the potential paper transactions and budget for real cash collected. The result of actual cash collection from investments versus budget was 144%, obtained by actively investing surplus funds and seeking the best rate. The additional R1,122,943 (65%) growth in investment revenue are non-cash movements.

Expenses

Personnel expense savings resulted in a 10% saving against budget. A key position was frozen and the final appointments of positions approved in the 2016 organogram, conditional that the appointment of new positions be spread over two years, were done later in the year than budgeted.

Depreciation and amortisation - these are non-cash movements. Our budget revolves around the breaking even of cash revenues and expenses. For that reason we do not budget for non-cash movements.

2018	2017
R	R

27. Budget differences (continued)

Impairment losses - the actual loss of R13,638,459 has two elements. There is a cash element of R5,037,093 for the write-off of annual fees raised during the year to persons whose registrations were cancelled due to the non-payment of annual fees for at least two consecutive years. The balance of the loss is a non-cash transaction used to increase the provision for the impairment of trade receivables.

Repairs and maintenance - actual expenses show a 29% budget saving. Computer software enhancement that had been budgeted as operational expenses had been capitalised to the intangible asset "registration system".

General expense savings of 20% against budget is partly in response to Council's instruction to effect a saving of at least 10% on its expense budget. Another part of the saving lies in the fact that the full cost of a number of projects were budgeted for in the year, but in truth the finalisation of some projects will span over at least two years. Some projects barely got off the ground by year-end, with very little expense being incurred during the current year.

28. Key personnel emoluments

Remuneration paid to key personnel

2018

	Months employed	Emoluments	Contributions to retirement plan	Total
SE Madonsela	12	1,885,785	170,434	2,056,219
JH Cato	12	1,325,938	119,389	1,445,327
Z Khoza	12	1,475,279	133,327	1,608,606
EL Nxumalo	12	1,305,000	116,972	1,421,972
Z Ntsaluba	12	1,424,901	133,327	1,558,228
CN Tsatsawane	12	1,202,774	113,750	1,316,524
	72	8,619,677	787,199	9,406,876

2017

	Months employed	Emoluments	Contributions to retirement plan	Compensation for loss of office	Total
SE Madonsela	12	1,851,125	160,787	-	2,011,912
JH Cato	12	1,332,636	112,631	-	1,445,267
Z Khoza	6	691,185	62,890	-	754,075
EL Nxumalo	12	1,166,388	110,351	-	1,276,739
BJ Mdlalose	10	954,511	58,687	383,330	1,396,528
Z Ntsaluba	6	663,647	62,890	-	726,537
CN Tsatsawane	2	200,306	18,958	-	219,264
	60	6,859,798	587,194	383,330	7,830,322

2018	2017
R	R

29. Contingencies

Council has a number of court cases that are pending before court. The cost of the cases were originally estimated by our attorneys a year ago to be as high as R2.1 million. Costs just over R700,000 were incurred during the current year. All cases are still pending.

On 25 May 2018 SARS informed ECSA in writing that it is to commence with a payroll audit of all EMP201 submissions made to SARS for the period March 2008 to February 2012. It is interested in the IRP5 code used to declare earnings of Council and committee members. Council is confident that the correct PAYE had been deducted, but has no idea whether fines or penalties will be raised if found at fault for using an incorrect IRP5 code. At the time the code was used in good faith.

There are no other matters that Council is aware of.

30. Prepayments

Prepaid expenses at year-end	639,094	234,469
Prepaid VAT on unallocated receipts placed in suspense	664,763	376,619
	1,303,857	611,088

Detailed Statement of Financial Performance

		2018	2017
	Notes	R	R
Revenue			
Annual fees		95,533,204	77,800,376
Application fees		10,828,150	11,395,986
Accreditation visits		2,290,092	1,773,642
Total Operating revenue	13	108,651,446	90,970,004
Other income including investment revenue			
Bad debts recovered		4,165,488	3,194,911
Corporate affairs		9,232	297,698
Disciplinary fines		100,000	60,000
Other income		574,353	96,978
Profit from sale of fixed assets		21,570	-
Interest received		5,884,533	5,356,558
Fair value adjustments		450,786	287,120
Total other income including investment revenue		11,205,962	9,293,265
Total revenue		119,857,408	100,263,269
Expenditure			
Employee related costs	16	(44,726,210)	(39,484,217)
Depreciation and amortisation		(1,406,017)	(890,481)
Impairment loss/ Reversal of impairments		(13,638,459)	(7,139,230)
Finance costs	19	(2,297,000)	(2,267,102)
Lease rentals on operating lease		(633,441)	(471,503)
Loss on disposal of assets and liabilities		(8,155)	-
Actuarial losses		(825,000)	(506,000)
Realignment of assets backing the ESA as per the 2017 actuarial valuation		(2,397,000)	-
General Expenses	15	(40,088,165)	(43,339,984)
Total expenditure		(106,019,447)	(94,098,517)
Surplus for the year		13,837,961	6,164,752

This supplementary information being presented does not form part of the financial statements and is unaudited.

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