

ENGINEERING COUNCIL OF SOUTH AFRICA

ANNUAL REPORT 2010/11



Vision and Mission

Vision

Ensuring that South Africa enjoys all the benefits of a strong, competent, growing, sustainable and representative engineering profession, able to provide all the expertise necessary for the socio-economic needs of the country and to exert a positive influence in South Africa.

Mission

Creating the circumstances in which society is confident that the engineering profession in South Africa is able to carry out the functions necessary for the socio-economic growth in the country. ECSA achieves this objective through:

- Setting and monitoring of standards to international norms;
- Certifying and ensuring the competence of individuals through registration;
- ensuring quality of engineering education through accreditation;
- regulating professional conduct; and
- Growing the profession in quantity and quality in partnership with stakeholders.

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Glossary of Abbreviations and Acronyms

BE	Built Environment
CBE	Council for the Built Environment
CEO	Chief Executive Officer
CHE	Council on Higher Education
Cop	Code of Practise
CPD	Continuing Professional Development
CPUT	Cape University of Technology
CUT	Central University of Technology
DHET	Department of Higher Education and Training
DME	Department of Minerals and Energy
DoL	Department of Labour
DPW	Department of Public Works
DUT	Durban University of Technology
ECN	Engineering Council of Namibia
ECSA	Engineering Council of South Africa
ECZ	Engineering Council Zimbabwe
EMF	Engineers Mobility Forum
EP	Engineering Profession
EPA	Engineering Profession Act, 2000 (Act No 46 of 2000)
EPAC	Engineering Programme Accreditation Committee
EPQEC	Engineering Programme Qualifications and Examinations Committee
ESGB	Engineering Standards Generating Body
ETMF	Engineering Technologists' Mobility Forum
EXCO	Executive Committee
HEQC	Higher Education Qualification Council
HEQF	Higher Education Qualifications Framework
HESA	Higher Education South Africa
IAC	International Affairs Committee
ICE	Institution of Civil Engineers
IFEES	International Federation of Engineering Education Societies

IFRS	International Financial Reporting Standards
IT	Information Technology
JIC	Joint Implementation Committee
MoU	Memorandum of Understanding
MUT	Mangosuthu University of Technology
NATED	National Technical Education
NC	National Certificate
NHBRC	National Home Builders Registration Council
NQF	National Qualifications Framework
NRCS	National Regulator for Compulsory Specifications
PAC	Professional Advisory Committee
SAC	Strategic Advisory Committee
SACPE	South African Council for Professional Engineers
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
SEESA	Society of Engineering Educators South Africa
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
VA	Voluntary Association
VC	Vice -Chancellor
WA	Washington Accord
WSU	Walter Sisulu University

1. Regulation of the Engineering Profession in South Africa

The Engineering Council of South Africa (ECSA) is a statutory body established in terms of the Engineering Profession Act, 2000 (Act No. 46 of 2000) (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 engineering practice for forty years.

ECSA exists as a regulatory body for the profession of engineering because of the recognition that, while engineering activity is essential and beneficial to society and the economy, substantial risks to health, safety and the environment accompany engineering activity that must be managed by competent professionals. In addition, engineering services must be of adequate quality in the interests of economy and avoidance of 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 toward 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 licencing 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;
 - Annually publish guideline professional fees and scope of work;
 - Recognise voluntary associations (VAs);
- and.
- Recommend to the Council for the Built Environment (CBE) ECSA's identification of the type of engineering work which may be performed by persons registered in any category.

In addition, ECSA is empowered to advise government and other parties and to take 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.

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 Engineering Profession Act, 1990 (Act No 114 of 1990) 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

2. President's Review

The past year has been a challenging one for the Engineering Profession. The realities of the global economic downturn have been felt throughout the industry which previously enjoyed the buffer of the 2010 FIFA World Cup and the Mega projects which had to be completed in time for this global event.

The activities of the Engineering Council of South Africa, however, continued to focus on programmes towards influencing and facilitating the development of Engineering practitioners and Engineering professionals to meet the challenge of rehabilitating, developing and maintaining infrastructure to meet the needs of the various communities of our country. In addition, a large emphasis has been placed on driving efforts towards racial and gender transformation in an industry which had previously been the preserve of a select few. The shortcomings in an otherwise well intended educational programme at secondary school levels, coupled with a resource constrained tertiary educational sector have however only served to limit such a drive. Notwithstanding these circumstances we continue to persevere in achieving the strategic objectives endorsed by the Council shortly after its inception in 2009.

Over the past year we have experienced changes in leadership at ministerial level and we would like to acknowledge the commitment and support we have enjoyed from the outgoing Minister of Public Works and his staff who were directly involved in the activities of the Engineering Council. It also gives us great pleasure to have welcomed the new Minister of Public Works, the honourable Minister Gwen Mahlangu-Nkabinde and her team. The Engineering Council and the Ministry have been working closely following a court challenge regarding the method of appointing of Council brought against the parties during 2010. The matter was however settled without any protracted legal battle and The Engineering Council undertook to remedy the identified shortcomings and work in collaboration with the Ministry on a process to call for nominations for a new Council. Whilst it is regrettable that this shortened term may impact on the momentum of the transformation initiatives of the current

Council we fully support the Minister and would be most willing to support successive Councils in continuing to drive many of these initiatives. The further impact of the potential "change of guard" will however also impact negatively on the continuity of the drive towards the long awaited Identification of Engineering Work Policy and Regulations. Such further delays serve only to aggravate the frustration of the Engineering Industry which has become impatient over the slow progress in promulgating legislation to regulate the industry in a manner that prevents unregistered persons practicing engineering from continuing to endanger public health and safety.

The Engineering Council have stepped up its activities towards supporting engineering development in neighbouring African countries and are in the process of signing a Memorandum of Agreement with the Engineering Council of Zimbabwe. In addition, having retained its good standing as a signatory to the Washington Accord, following an audit by a team of international experts, it continues to accredit local programmes and to provide assistance in the accreditation of Engineering Programmes in Countries such as Namibia. In addition ECSA have embarked on an initiative to bid for hosting the World Federation of Engineering Organisations, Committee for Engineering Capacity Building. This initiative will enable us to further lead the drive towards developing engineering skills not only for the sustainability of new infrastructure in developing countries but also for developed countries burdened with aged infrastructure and a limited engineering resource base.

ECSA remains committed to working in greater collaboration with the Council for the Built Environment (CBE), the various Built Environment professions as well as the various statutory bodies responsible for Standards, Education and Training related to the Engineering profession. Furthermore we have made greater contact with Ministries other than the Department of Public Works to create a broader understanding of the value of a strong engineering profession to adequately meet the needs of the various communities throughout South Africa.

I would like to extend my gratitude to the many Volunteers and Voluntary Associations for their continued support in ensuring that the Engineering Council of South Africa continues to run like a “well-oiled machine” and whilst we continue to strive towards perfection, we are able to defend the consistency and integrity of our processes, such that Engineering Practitioners registered as Professionals in South Africa continue to enjoy the respect of their counterparts in Africa and other parts of the World. Finally, I would be remiss in my duty if I did not acknowledge the hard work and dedication of the ECSA Executive staff led by the CEO who together have continued to ensure that the operations and indeed “the engine room” of the Council functioned well despite some of the challenging events that have occurred over the past year.



C.J. CAMPBELL Pr Eng. PRESIDENT

3. CEO's Review

The financial year ending 31 March 2011 saw ECSA focus its efforts in two broad areas in order to discharge its mandate.

Firstly, there were a number of initiatives aimed at improving the operational efficiency and effectiveness of our business processes and systems related to delivery of our core functions of standard setting, accreditation, qualification evaluation and investigation of complaints against persons. These various initiatives are reported on in detail in the operational reports which follow.

Secondly, this report contains information pertinent to various strategic initiatives which were adopted in line with Council's strategic plan formulated in November 2009. The strategic direction adopted by Council sort to, amongst others, bring about a more diverse and representative body of registered engineering professionals. Additionally, Council approved a set of strategic initiatives which would ensure that the engineering profession in South Africa remains relevant to the national socio-economic development agenda.

These strategic initiatives, which Council endorsed on recommendation from its newly established Strategic Advisory Committee, included projects related to the engineering skills pipeline, the challenges experienced by candidates in gaining appropriate work experience required for professional registration, the challenges of registering foreign engineering practitioners who practicing in South Africa, and determining the value proposition of registration as a professional with ECSA.

These strategic projects, along with the work of the Transformation Task Team, are reported on in this review.

Furthermore, the performance, i.e. the extent to which the business goals were accomplished, is comprehensively reported in this review.

Finances

Council is responsible for ensuring that the Annual Report, which includes the annual financial Statements, fairly presents the state of affairs of ECSA, its business and its financial results, at the end of the financial year.

In so doing, ECSA ensures that the financial statements are prepared in accordance with International Financial Reporting

Standards (IFRS).

The financial statements set out in this report were approved by Council.

I am pleased to report that ECSA continues to be in a sound financial condition with an accrued surplus of R3.1 million for the year ending 31 March 2011.

Governance and Structure

Governance of all aspects of ECSA's business has been enhanced by proactive measures including the adoption of a Code of Conduct for Council, the pending extension of this Code of Conduct to all committee members, the establishment of a comprehensive risk register, a high level review of ECSA's Corporate Governance against the principles and best practice recommendations of the King Code of Corporate Practices and Conduct, and the approval, by Council, of an internal audit function. ECSA, through the efforts of its Corporate Governance Committee, continuously works towards enhancing and refining its governance processes.

Council approved a new organisational structure which we believe will effect better alignment with the strategic agenda and improve delivery and organisation performance.

Filling of the executive posts created by this new structure will be completed in the next reporting period.

Legal Order

A court order granted in December 2010 concluded an agreement between the National Society of Black Engineers of South Africa (NSBE) and the Minister of Public Works, the Engineering Council of South Africa, the Council for the Built Environment, and each of the individual ECSA Council members.

The agreement, which stemmed from the NSBE's challenge of the Minister of Public Works' appointment of the third ECSA Council in August 2009, ordered that; amongst others:

- ECSA endeavour to take the necessary steps to make rules in terms of Section 36 of the Engineering Professions Act, Act No. 46 of 2000, dealing with the matters required to be prescribed by Sections 3 and 4 of the Act;

- ECSA shall by no later than 31 August 2011 commence the procedure prescribed by Section 4 of the Act, calling for nominations for the next ECSA Council;
- The current ECSA Council to operate until the date of the first meeting of the fourth Council, and
- The validity of the actions taken by the third Council is not affected by the manner in which it was appointed.

By the 31 March 2011 ECSA had progressed substantially with the relevant provisions of the agreement and early indications suggests that ECSA will be able to comply fully with the terms of the order.

International Recognition and Initiatives

ECSA maintains international recognition through educational and registration agreements with the International Engineering Alliance. ECSA participated in the International Engineering Alliance meetings in Ottawa, Canada in June 2010.

ECSA furthermore continues to represent South Africa as a member of the World Federation of Engineering Organizations.

ECSA's outreach to its neighbouring states has been in various forms.

A draft agreement between ECSA and the Engineering Council of Zimbabwe was concluded following a visit to South Africa by a delegation from the Engineering Council of Zimbabwe and the Zimbabwe Institution of Engineers.

ECSA conducted, on invitation from the Engineering Council of Namibia, a desktop review of Engineering programmes offered by the University of Namibia and the Polytechnic of Namibia. ECSA's lead assessor provided feedback to both institutions during visits to University of Namibia and the Polytechnic of Namibia in August 2010.

ECSA is willing to assist its counterparts in neighbouring states in the event that ECSA is approached or invited.

Identification of Engineering Work

I regret to report that the finalisation of the regulations in respect of the identification of Engineering Work (IDoEW) remains a work in progress. The essence of the impasse in this matter is presented in this report.

I wish to reiterate that ECSA is fully aware of how critically important these regulations, pertaining IDoEW, are to the future of the engineering profession and to the ensuring of public health and safety.

Notwithstanding the lack of closure on the IDoEW regulations ECSA remains committed to staying the course and ensuring that this matter is appropriately resolved in the best interest of the various stakeholders including the engineering profession and the citizens of our country.

Voluntary Associations

ECSA maintains sound relations with the forty four voluntary associations it affords recognition. During the course of the year under review ECSA, represented by its President, met twice with representatives of the Voluntary Associations in the President's Forum, which was established to promote collaboration and exchange of information and ideas between and amongst the bodies.

Expression of Gratitude

I wish to acknowledge the support ECSA received from the former Minister of Public Works, Honourable Mr Geoff Doidge and his successor Minister Gwen Mahlangu-Nkabinde and their respective departmental teams.

More than two hundred engineering professionals volunteer their time and expertise to serve on one or more of the many ECSA committees. These volunteers typically serve as evaluators of registration applications, evaluators of foreign qualifications and educational programmes, and as members of the Investigating Committee which considers complaints of misconduct against registered professionals.

ECSA is deeply indebted to these engineering professionals who contribute so freely to its endeavours.

Finally, I wish to extend my sincere appreciation to all my colleagues for their contribution to ECSA and their support rendered to me over the past year.



Dr Oswald "Ossie" Franks

Chief Executive Officer

ECSA OPERATIONS IN 2010/11

The following report is structured according to ECSA's operating departmental functions, together with cross-cutting matters such as Education and International Affairs.

4. Governance

4.1 ECSA Council

The ECSA Council is constituted in terms of section 3 of the EPA and consists of 30 registered persons, 10 persons from all levels of government/state, and 10 persons representing the public interest.

The Minister of Public Works appoints the Council, for a four year term.

Council Members as at 31 March 2011 as shown in table 1 below

Table 1: ECSA Council as at 31 March 2011

Section 3(1)(a) - Registered Persons		Section 3(1)(b) - State	
Mr C J Campbell Pr Eng President		Mr P J Joubert Pr Eng	
Prof T Majozi Pr Eng Vice President		Mr P J Madondo Pr Eng	
Mr S A S Amod Pr Eng		Ms F P Makhubu	
Mr D Argyrakis Pr Tech Eng/ Reg Eng		Mr M G Marsden Pr Eng	
Ms R A Botha Pr Techni Eng		Mr M A Ngcobo Pr Techni Eng, Pr Tech Eng	
Prof J A Cruise Pr Eng		Mr L S Nolo Pr Eng	
Mr J W Cunningham Pr Cert Eng		Mr K O'Jageer	
Mr K Greenwood Reg LMI		Mr A M Peters Pr Eng	
Mr R A Harker Pr Eng		Mr A T van Coller Pr Eng	
Mr A J Hay Pr Eng		Mr M Zondi	
Ms E S Jakuszko Pr Eng			
Ms J Janjic Pr Eng			
Mr G H Jansen van Rensburg Pr Eng			
Prof E P Kearsley Pr Eng			
Mr M Kibido Pr Eng			
Dr A Lawless Pr Eng			
Mr H E Makwarela Pr Eng			
Mr M M Maliba Pr Tech eng			
Ms P Mangakane Pr Techni Eng			
Mr T N Maphumulo Pr Eng			
Dr E N Mbuli Pr Eng			
Mr I S McKechnie Pr Eng			
Mr K C Mistry Pr Eng			
Mr P S Moncur Pr Techni Eng			
Mr P D Naidoo Pr Eng			
Mr C M Norden Pr Cert Eng			
Mr B P O'Connor Pr Eng, Pr Cert Eng			
Mr V P Padayachee Pr Tech Eng, Pr Cert Eng			
Ms M Padayachee-Saman Pr Eng			
Mr N Smuts Pr Eng			
		Section 3(1)(c) - Public	
		Mr N Alli	
		Mr H Bengu	
		Mr Y Brijmohan Pr Eng	
		Mr C T Camane	
		Ms M M Leshabane	
		Mr T C Madikane Pr Eng	
		Adv K G Mapotse	
		Ms D R Mkhize	
		Mr J Phiri Pr Eng	
		Ms B G Sudano	

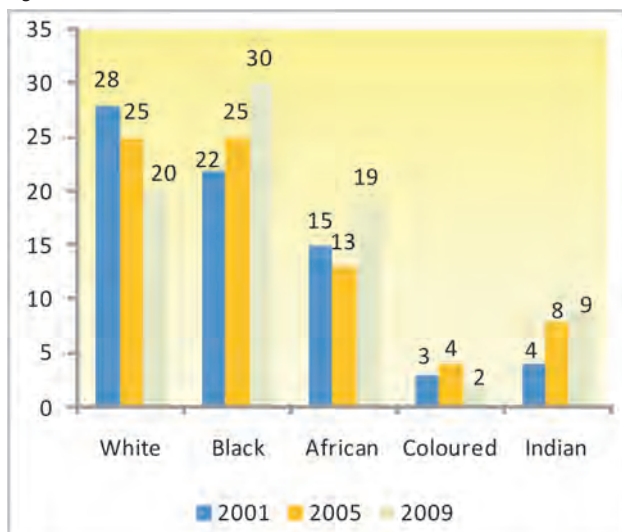
The race and gender profile of the composition of the third ECSA Council, which was appointed with effect from 25 August 2009, is shown in table 2 below.

This table furthermore presents the profile of the two prior Councils and it is evident that with the appointment of each successive Council the race profile has made progress towards being more diverse and representative. Table

Table 2: Race and Gender Profile of Council 1, 2 & 3

Council No.	Year of appointment	Race					Gender	
		White	Black	African	Coloured	Indian	Male	Female
1	2001	28	22	15	3	4	39	11
2	2005	25	25	13	4	8	39	11
3	2009	20	30	19	2	9	39	11

Figure 1: Race and Gender Profile of Council 1, 2 & 3



4.2 Activities of ECSA Council

During the year under review the ECSA Council met five times. All members of the ECSA Council are non-executive and independent.

In addition to the members of Council, meetings of the ECSA Council are attended by the CEO and all managers. The CEO and relevant managers attend various Committee meetings.

4.3 Acknowledgement of Contributions From Volunteers

Volunteers, i.e. persons drawn from the engineering voluntary associations and other bodies, who serve on committees, act as evaluators and reviewers in the registration process, serve on accreditation teams and evaluate qualifications, contribute their time and expertise to assist ECSA in performing its wide range of functions.

Without this contribution from volunteers ECSA will not be able to give effect to its legislative mandate.

ECSA is deeply indebted to nearly 600 volunteers who contributed in various ways during the year under review.

Table 3 Scale of ECSA's operations: In the past year ECSA processed:

4677	- applications for registration
253	- programme accreditation evaluations at 18 universities and universities of technology
652	- foreign qualification evaluations
74	- complaints of professional misconduct to resolution
134	- telephone Help Desk queries per day on average

4.4 Commitment to Sound Corporate Governance

The management structure of ECSA is different from that of a commercial or private enterprise. However, ECSA is committed to principles of transparency, integrity and accountability as reflected in the King Code of Corporate Practices and Conduct.

ECSA is systematically and consistently enhancing the governance of its affairs and processes. Progress in this regard is monitored by the Corporate Governance and Audit Committees of Council.

Internal Audit

ECSA has historically, due to the nature and size of the staff complement, not established an in-house internal audit capability.

A review of the organization structure suggested that the

organization has evolved to a position where it is appropriate to establish an internal audit function for ECSA.

Council, in the year under review, approved the recommendation for ECSA to develop internal audit capacity.

4.5 ECSA Committees

The Council appoints an Executive Committee (EXCO) that

has defined powers to act between Council meetings. The Chairperson of committees concerned with core ECSA functions serve on the Executive Committee while the deputy Chairs of these committees serve as alternate EXCO members.

Council establishes a number of standing committees with defined functions as listed in Table 4 below

Table 4 ECSA Committees

Committee	Principal functions
Executive Committee	All powers of council except electing a President or Vice President, cancelling registrations, decide on appeals
Education*	Generally advise council and external parties on matters relating to engineering education. Decide on withdrawal of registration
Engineering Programme Accreditation Committee (EPAC)	Appoint and receive reports from accreditation teams, grant accreditation (with or without conditions) to BEng-type programmes
Technology Programme Accreditation Committee (TPAC)	Appoint and receive reports from accreditation teams, grant accreditation (with or without conditions) to national Diploma and BTech-type programmes
Certificated Engineers Accreditation Committee (CERTAC)	Consider policy related to education of Certificated Engineers
Qualifications and Examinations Committee(QEC)	Consider applicants who do not have accredited or recognised qualifications and evaluate qualifications
Deans Committee	Provide a means of consultation and communication between ECSA and the Deans of engineering faculties
Central Registration Committee* (CRC)	Decide on policies and procedures for registration, decide on all refusals of registration
Registration Committees (RC)	One for each professional category: Professional Engineers, Professional Engineering Technologists, Professional Engineering Technicians, Professional Certificated Engineers. A RC may decide to register a person but must recommend refusal to the CRC
Professional Advisory Committee (PAC)	One for each engineering discipline: Aeronautical, Agricultural, Chemical, Civil, Electrical, Industrial, Mechanical, Metallurgy, Mining. Have delegated power to decide to register persons who meet requirements for PrEng
Registration Committee (for specified categories)	One for each of Lift Inspectors and Lifting Machinery Inspectors consider applications for registration and register persons who qualify in the respective category
Investigating Committee*	Conduct investigations of complaints of misconduct, recommend to Council that charges be preferred
Finance and Staff Committee*	Recommend annual budget to Council, monitor income and expenditure approve unbudgeted expenditure, determine fees, exempt persons from fees, determine staff increases
Communications, Information and Marketing Committee	Advise Council, the CEO and the head of Corporate Communications on strategies for CIM, monitor effectiveness of activities.
Corporate Governance Committee*	Recommend good governance practices to Council
Engineering Standards Generating Body(ESGB)	A body recognised by SAQA to generate standards for engineering higher education qualifications and professional competencies, as well as related qualifications. Hosts Standards Generating Groups (SGG)
International Affairs Committee*	Consider and decide on policy on international agreements and interactions, promote and pursue mutual recognition of educational qualifications and registration
Strategic Advisory Committee	Lead investigations into eg issues of national importance in as far as it relates to engineering and advises Council on all strategic issues.

* Chairs of these Committees serves on the Executive Committee

An organogram of ECSA's Committees appears as Annexure B on page 60

Committee membership is drawn from Council and by nomination from the engineering voluntary associations, academia and agencies relevant to the Engineering Profession.

4.6 ECSA Management and Staff Profile

ECSA's Executive and Management are as follows:

Table 5: ECSA's Executive and Management profile

Position	Name									
Chief Executive Officer	Dr Oswald Franks									
Director Finance	Mr Enslin Naude									
Senior Manager: Operations	Ms Neggie Ndlovu									
Manager: Education	Ms Samantha Naidoo	√			√		√			√
Manager: Human Resources	Mr Sidney Badenhorst		√	√		√				
Manager: Finance	Mr Gerard Schekkerman	√		√		√				
Manager: Legal Services	Adv Pieter Fourie	√		√		√				
Manager: Registration	Mr Johan Pienaar		√	√		√				
Manager: Corporate Communications	Dr Nozi Chinkanda		√		√		√	√		
Senior Manager: Office of CEO	Ms Rina Marais		√		√	√				
Specialist	Prof Hu Hanrahan		√	√		√				
Total		6	5	7	4	7	4	2	1	1

The Management team is composed of 6 permanent and 5 contract staff.

For the year under review the gender split of the management team is as follows 7 males (64%) and 4 females (36%).

The permanently appointed management team members are made up of 6 persons (i.e. 2 females, both black, and four males, one black and 3 white).

The overall staff complement of 62 persons has the gender and race profile as indicated in table 6 below.

Table 6: Current Staff Profile: Management and General staff

Category	White	Black	White: Black
Management	7	4	64 : 36
General staff	14	37	28 : 72
Total	21	41	34 : 66

Figure 2: Current Staff Profile: Management and General staff

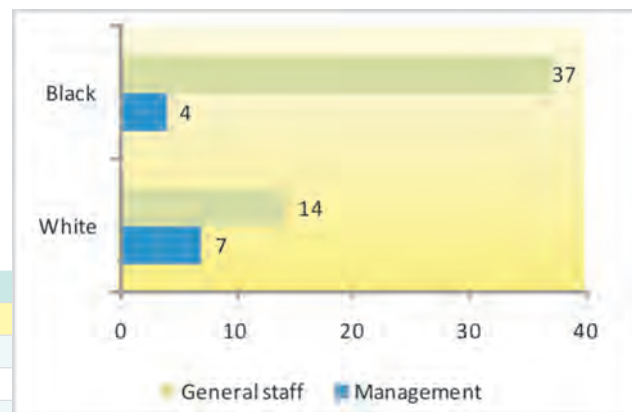


Table 7: Breakdown of Black Component of Staff

Category	No.	Black Staff			A : C : I
		African	Coloured	Indian	
Management	4	2	1	1	50 : 25 : 25
General Staff	37	27	5	5	73 : 13 : 14
Total	41	29	6	6	70 : 15 : 15

Figure 3: Breakdown of Black Component of Staff

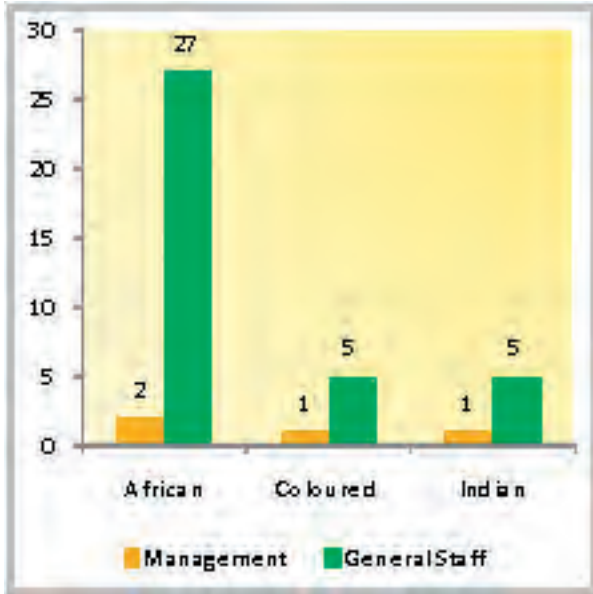


Figure 4: Gender Breakdown of Staff as at March 2011

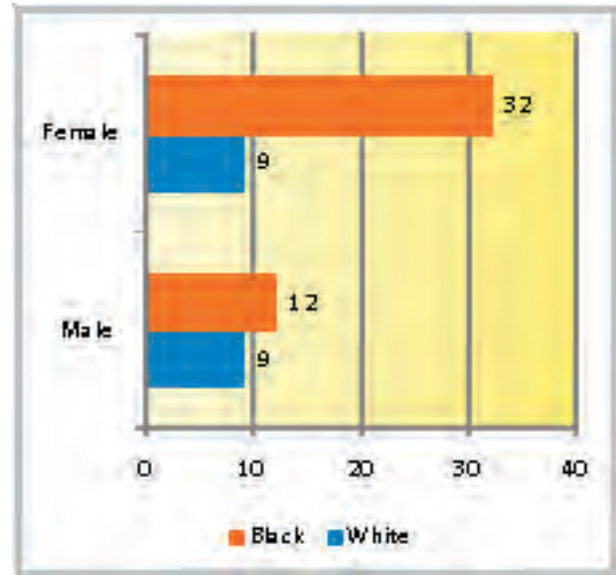
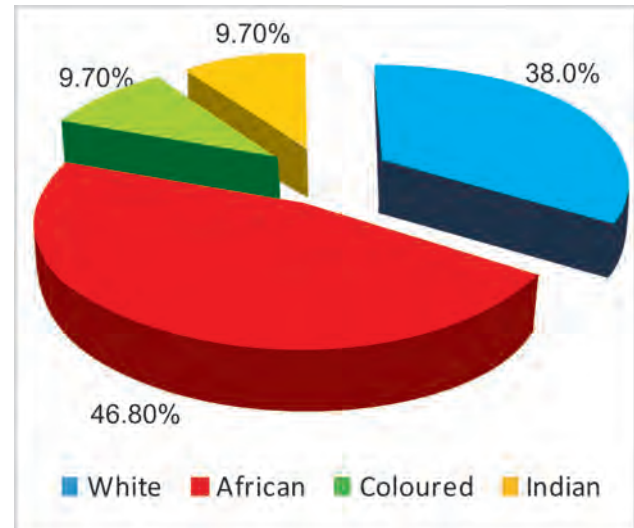


Table 8: Race and Gender Breakdown of Staff as at March 2011

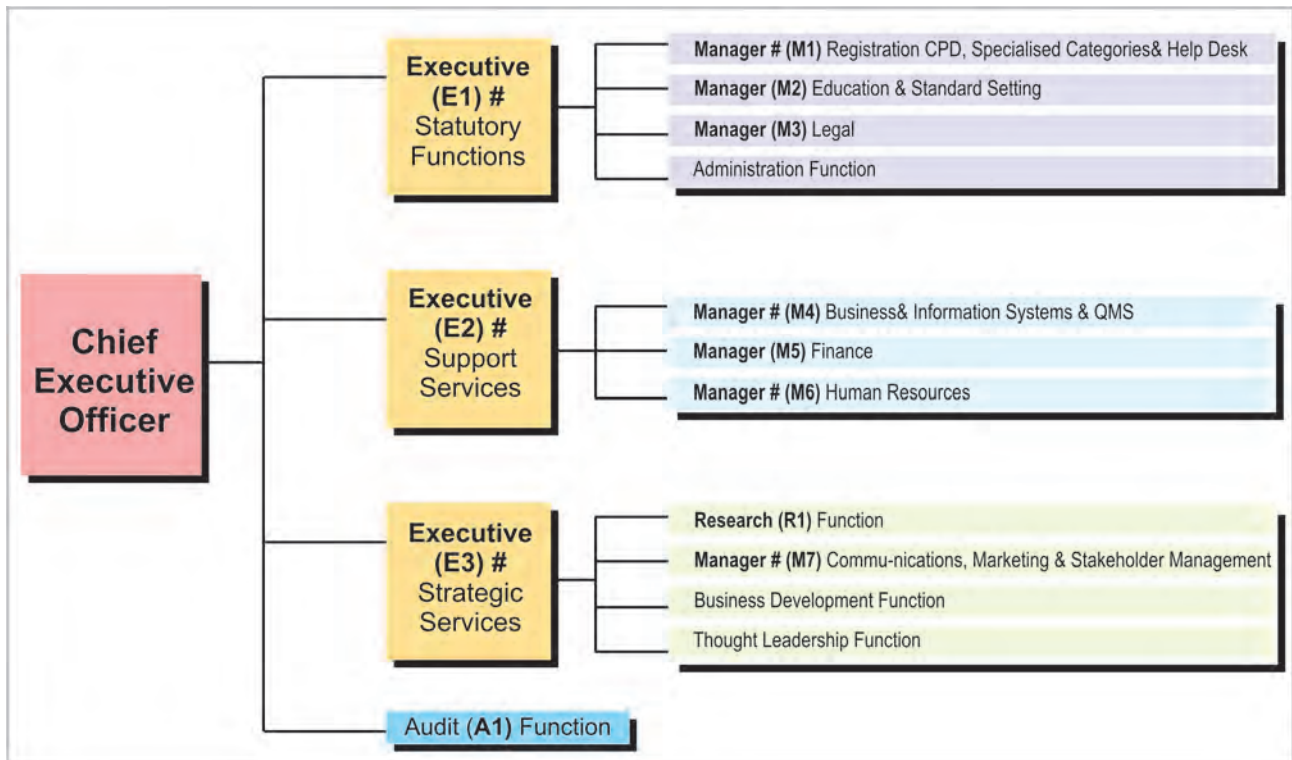
RACE	%	GENDER	No	% Total Staff
White	33.8%	Male	9	14.5
		Female	12	19.4
Black	66.2%	Male	9	14.5
		Female	32	51.6
RACE	%	GENDER	No	% Total Staff
Black Component				
African	46.8%	Male	6	9.7
		Female	23	37.1
Coloured	9.7%	Male	2	3.2
		Female	4	6.5
Indian	9.7%	Male	1	1.6
		Female	5	8.1
TOTAL			62	66.2
				100

Figure 5: Race Breakdown as at March 2011



4.7 Organisation Structure

Figure 6: ECSA Organogram Structure



During the year under review Council approved a restructuring of the organization in order to effect better alignment and delivery on the strategic agenda of ECSA.

Council's approved the organizational structure shown in Figure 6 above.

Positions marked # in the structure will need to be filled with permanently appointed staff and this affords an opportunity to install a management team with an enhanced race and gender profile.

4.8 Risk Management

The Corporate Governance Committee identified the need for ECSA to formally establish a risk register.

During the year under review, Deloitte conducted a workshop to train ECSA's management team in aspects of Risk Management and the methodology for determining the organisations risk profile.

ECSA has developed a risk register for its operational risk and this will enable the regular review of risks and evaluation of the

effectiveness of strategies adopted to mitigate such risks.

Compilation of the strategic risk profile of ECSA remains a high priority work in progress.

The management of ECSA's risk register and effectiveness of strategies in addressing risk will resort under internal audit function.

4.9 Code of Conduct for Council and Committee Members

In support of Council's commitment to sound corporate governance, Council approved that all members of Council and ECSA's Committees would be required to commit to, by signature, ECSA Code of Conduct for Council and Committee members.

Council has led this initiative by example and all Councillors have completed the relevant undertaking.

5. Registration

The registration of a person in a particular category i.e., professional, candidate or specified category – indicates to the public that the person has demonstrated the required level of competence for the category and that the person is bound by the code of professional conduct.

The registered person is therefore accountable for his or her professional conduct.

Certification of competence and accountability for professional conduct are essential measures to protect the public in relation to engineering practice.

The EPA establishes four professional categories of registration and four corresponding candidate categories:

Professional Engineer	Candidate Engineer
Professional Engineering Technologist	Candidate Engineering Technologist
Professional Certificated Engineer	Candidate Certificated Engineer
Professional Engineering Technician	Candidate Engineering Technician

The EPA further also allows ECSA to prescribe specified categories of registration. ECSA's policy on specified categories generally allows for registration of persons in engineering-related occupations of lesser scope than professional registration that allow for the certification of competence of persons for defined health and safety purposes. To date, two categories have been established, namely Registered Lift Inspectors and Registered Lifting Machinery Inspectors.

5.1 Registration Statistics

Table 9 gives the registration numbers in the professional categories and demographic breakdown. The columns in this table reflect the actual number of registered persons after adding new registration and transfers from candidate status and subtracting cancellations (due to emigration, requests and death) and deregistrations, mainly due to non-payment of annual fees.

Figure 7: Professional Category Registrations Statistics

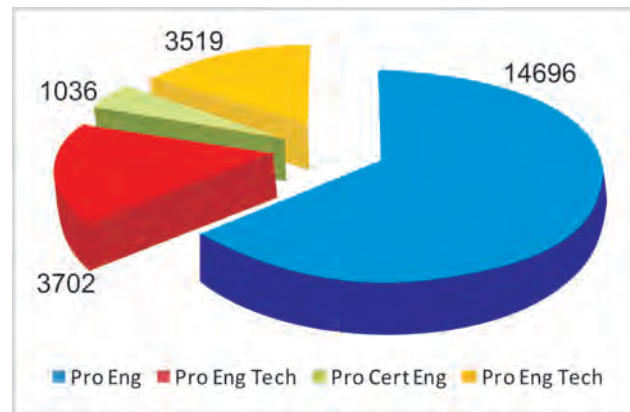


Figure 8: Professional Category Registrations Statistics by Gender

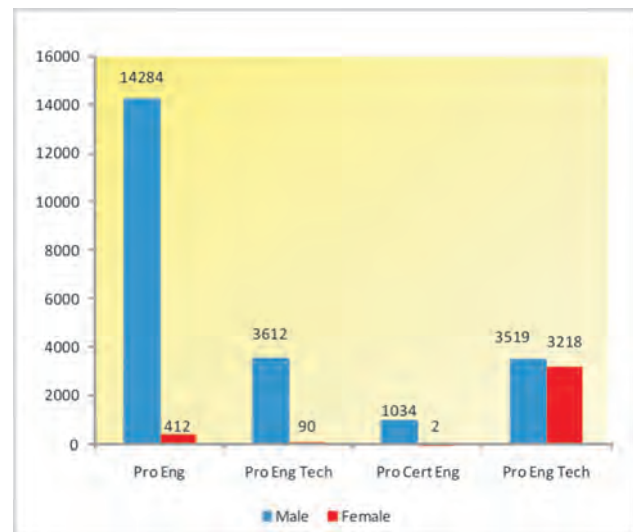


Table 9: Professional Category Registrations Statistics

Professional Engineer						
		Total registrations	New registrations	Transfers from Candidates	Cancellations	Deregistrations
Total registered		14696	470	234	276	79
Gender	Male	14284	434	208	264	77
	Female	412	36	26	12	2
Race	Black	834	122	73	36	0
	White	13101	292	125	218	78
	Indian	634	46	30	18	1
	Coloured	127	10	6	4	0
Professional Engineering Technologist						
Total registered		3702	306	99	72	13
Gender	Male	3612	284	89	68	13
	Female	90	22	10	4	0
Race	Black	451	105	47	13	0
	White	2813	141	30	51	12
	Indian	314	43	15	6	1
	Coloured	124	17	7	2	0
Professional Certificated Engineer						
Total registered		1036	34	7	32	1
Gender	Male	1034	34	7	32	1
	Female	2	0	0	0	0
Race	Black	36	9	2	3	0
	White	954	24	5	27	1
	Indian	39	0	0	1	0
	Coloured	7	1	0	1	0
Professional Engineering Technician						
Total registered		3519	241	80	120	20
Gender	Male	3218	197	65	112	19
	Female	301	44	15	8	1
Race	Black	1074	150	57	56	0
	White	2077	71	13	49	19
	Indian	235	13	6	8	1
	Coloured	133	7	4	7	0

Candidate registrations are given in Table 10 below

Table 10: Candidate Category Registration Statistics

Candidate 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		5652	3293	782	1577
Gender	Male	4625	2630	605	1390
	Female	1027	663	177	187
Race	Black	1558	1065	244	249
	White	3146	1638	378	1130
	Indian	860	521	156	183
	Coloured	88	69	4	15
Candidate Engineering Technologist					
Total registered		1984	1373	316	295
Gender	Male	1612	1126	238	248
	Female	372	247	78	47
Race	Black	1249	943	184	122
	White	478	284	87	107
	Indian	212	115	42	55
	Coloured	45	31	3	11
Candidate Certificated Engineer					
Total registered		213	108	45	60
Gender	Male	210	105	45	60
	Female	3	3	0	0
Race	Black	68	47	12	9
	White	116	53	24	41
	Indian	20	4	8	8
	Coloured	7	4	1	2
Candidate Engineering Technician					
Total registered		2177	2139	394	369
Gender	Male	2177	1575	296	306
	Female	725	564	98	63
Race	Black	2203	1716	279	208
	White	451	289	63	99
	Indian	200	101	46	53
	Coloured	48	33	6	9

Figure 9: Candidate Category Registration Statistics by Category

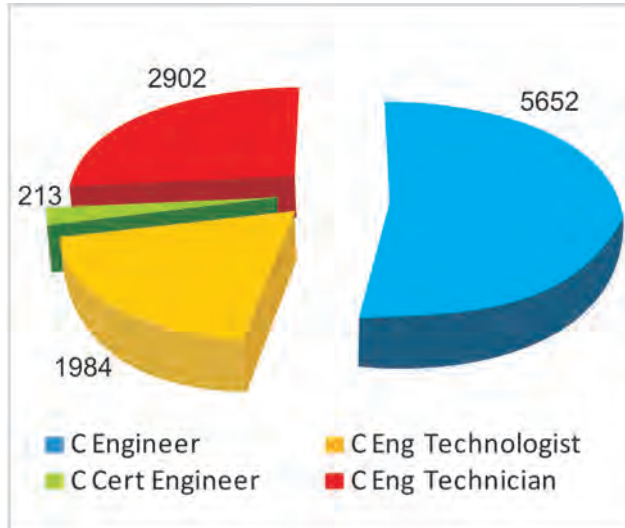
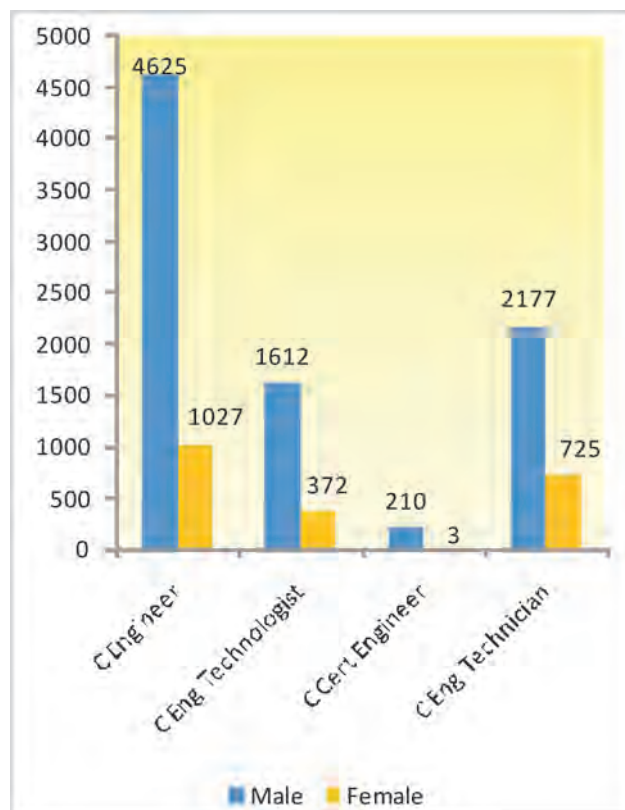


Figure 10: Candidate Category Registration Statistics by Gender

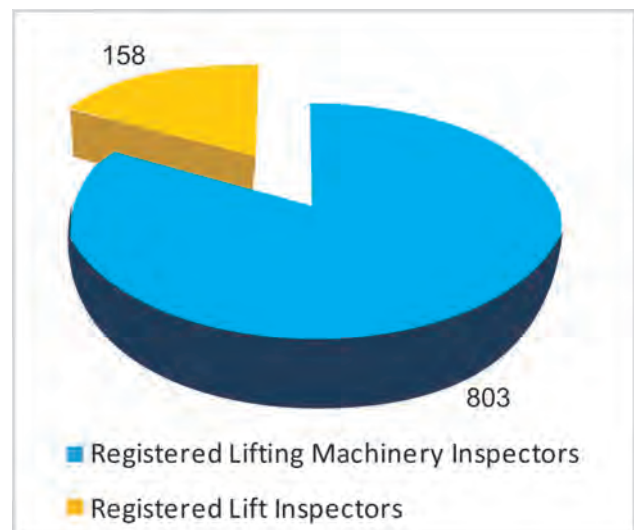


Statistics for Specified Categories appears in Table 11 below

Table 11: Specified Category Registrations Statistics

Specified Categories		Registered Lifting Machinery Inspectors	Registered Lift Inspectors
Total registered		803	158
Gender	Male	801	157
	Female	2	1
Race	Black	48	6
	White	695	131
	Indian	44	14
	Coloured	16	7

Figure 11: Specified Category Registrations Statistics



5.2 Registration Trends

ECSA has once again succeeded in maintaining the increasing trend in the registration of engineering practitioners during the report period. The number of registered persons increased from 32316 on 1 April 2010 to 34665 as on 31 March 2011, which represents an increase of 7,2% over the report period.

The increasing trend in registration with ECSA is testimony to the fact that many engineering employers and their clients are increasingly insisting on evidence of employees' competence. Professional registration in one of the four categories provided for in the EPA, is one of the simplest ways to prove this. Having sufficient highly skilled and professionally registered engineers, engineering technologists, certificated engineers and engineering technicians within the employment market place is the key to enabling economic growth and addressing the challenges of service delivery of basic services such as safe water, electricity supply, and the maintenance of roads and other infrastructure, facing South Africa at this stage of its development.

Professional registration furthermore provides the benchmark through which the general public can have confidence and trust

that those holding the professional titles work to the highest standards and have had their competencies independently and thoroughly assessed.

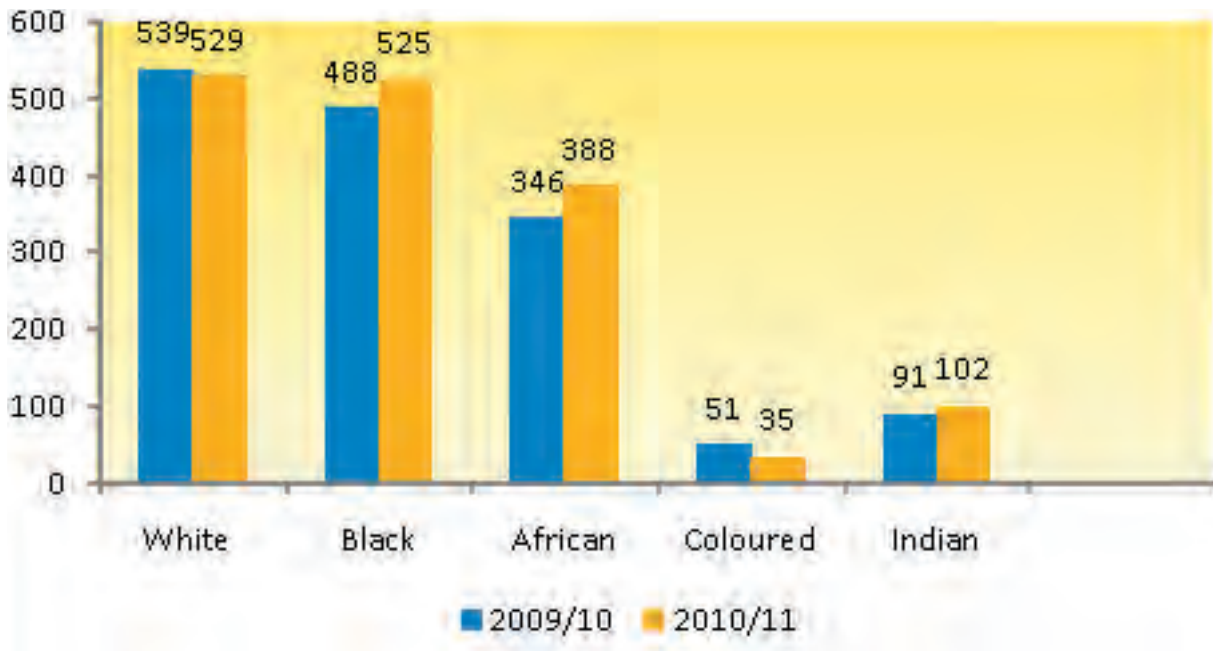
As far as transformation of registered persons with ECSA is concerned, the number of black persons registered on ECSA's database, has increased during the report period (from 8926 or 27,6% on 1 April 2010 to 10704 or 30,8% on 31 March 2011).

The statistics for new registrations in the four professional categories for the report period show an increase of 7.5% in the number of black professionals over the number for the previous financial year, whilst the number of new registrations in respect of whites in the four professional categories declined by 1.8% during the same period.

5.3 Continuing Professional Development (CPD)

Five years after the implementation of the CPD system, there is an improvement in the co-operation from registered persons due for renewal of their registration. A response rate of 68% was recorded from registered persons due for renewal of their registration during the report period. The response rate is expected to increase to above 70% when late submissions have been recorded.

Figure 12: Number of new Registration in Professional Category by Race for 2009/2010 & 2010/11



6. Education

6.1 Accreditation

Registration as a candidate and a professional requires that the applicant fulfils the education requirement for a category by one of three mechanisms: holding an accredited qualification, holding a qualification accredited under an educational agreement or having one's qualification(s) evaluated as substantially equivalent to an accredited qualification. The Education Department is responsible for managing the accreditation and education qualifications evaluation functions.

The current number of programmes accredited by ECSA is:

- 52 BEng/BSc(Eng) programmes in 8 universities
- 106 BTech Tech programmes in 10 universities of technology
- 95 National Diploma programmes in 10 universities of technology.

Lists of accredited BEng-type, BTech and National Diploma Programmes are published and regularly updated on the ECSA website.

During the year under review ECSA successfully fulfilled its schedule of accreditation visits to higher education providers. Visits conducted during the reporting period are shown in the table 12 below.

6.2 Accreditation Training

The accreditation of programmes is based on peer evaluation. The three main components of a successful accreditation system are the use of best-practice criteria, policies and procedures; having a pool of competent programme evaluators to form accreditation teams and buy-in to the process on the part of deans and staff of universities.

The first is ensured through benchmarking and periodic audit under international agreements. The second and third rely on training supported by good documentation. The third is further supported by academic representation on the accreditation committees and evaluation panels and on-going liaison with the Deans of Engineering through the ECSA Deans Committee.

The expansion of the pool of evaluators is an on-going process. The Technology Programme Accreditation Committee (TPAC)

Table 12: Accreditation Activities During the Reporting Period

Institution	Type of Visit	Number of Programmes	Period
Mangosuthu University of Technology	Follow-up visit	4	May 2010
Central University of Technology	Follow-up visit	3	May 2010
Centurion Academy	Follow-up visit	1	May 2010
Durban University of Technology	Regular visit	11	31 Aug - 3 Sept 2010
University of Cape Town	Regular visit	7	September 2010
University of KwaZulu Natal	Follow-up visit	4	September 2010
Tshwane University of Technology	Follow-up visit	5	October 2010
Cape Peninsula University of Technology	Follow-up visit	1	October 2010
Walter Sisulu University	Follow-up visit	1	October 2010
Central University of Technology	Follow-up visit	1	February 2011
UNISA	Regular visit	32	March 2011

* *Follow up Visits (Interim Visits): that is visits held at a time within the cycle as required by the accreditation committee as stated in the decision on the finding of the previous visit:*

** *Regular Visits: That is visits according to the five-year cycle*

conducted 2 accreditation training workshops; 1 was held in November 2010 and another in January 2011, for new technology programme evaluators and existing evaluators to refresh their knowledge as well as for the staff from the universities of technology having forthcoming visits.

The Engineering Programme Accreditation Committee (EPAC) also conducted 2 accreditation training workshops; 1 was held in July 2010 and the other was held in March 2011, for new engineering programme evaluators and existing evaluators to refresh their knowledge as well as for the staff from the universities having forthcoming visits.

6.3 Implementation of the New Generic Accreditation Policy for Technology Programmes

During the year under review, the TPAC, after consultation with the Deans of Engineering, published a programme for migration to the Higher Education Qualifications Framework (HEQF) structure and outcomes-based criteria.

The main milestones of the migration plan are as follows:

- For all accreditation visits from 2011, the generic policy and procedures will apply;
- A modified form of the new standards, modified by constraints of the national technical education (NATED) criteria will apply to all visits from 2011;

- By 2014, the full HEQF Compliant qualifications will be evaluated to the outcomes-based standard;
- As an intermediate phase, programmes due for accreditation visits in 2012 or 2013 may implement either the outcomes based standards defined for National Diplomas and BTechor the full HEQF-structured qualifications based on relevant parts of the new outcomes based standards.

The TPAC, while committed to this programme, recognized that external factors such as changes to HEQF policy may force change to this schedule. With this in mind the TPAC has resolved to be flexible in affording providers, with visits in the next 2 years, the opportunity to advise ECSA on the policy they would prefer to have applied at their upcoming visits. The 2014 deadline, however, still applies for all providers to be fully migrated to the new accreditation policy criteria.

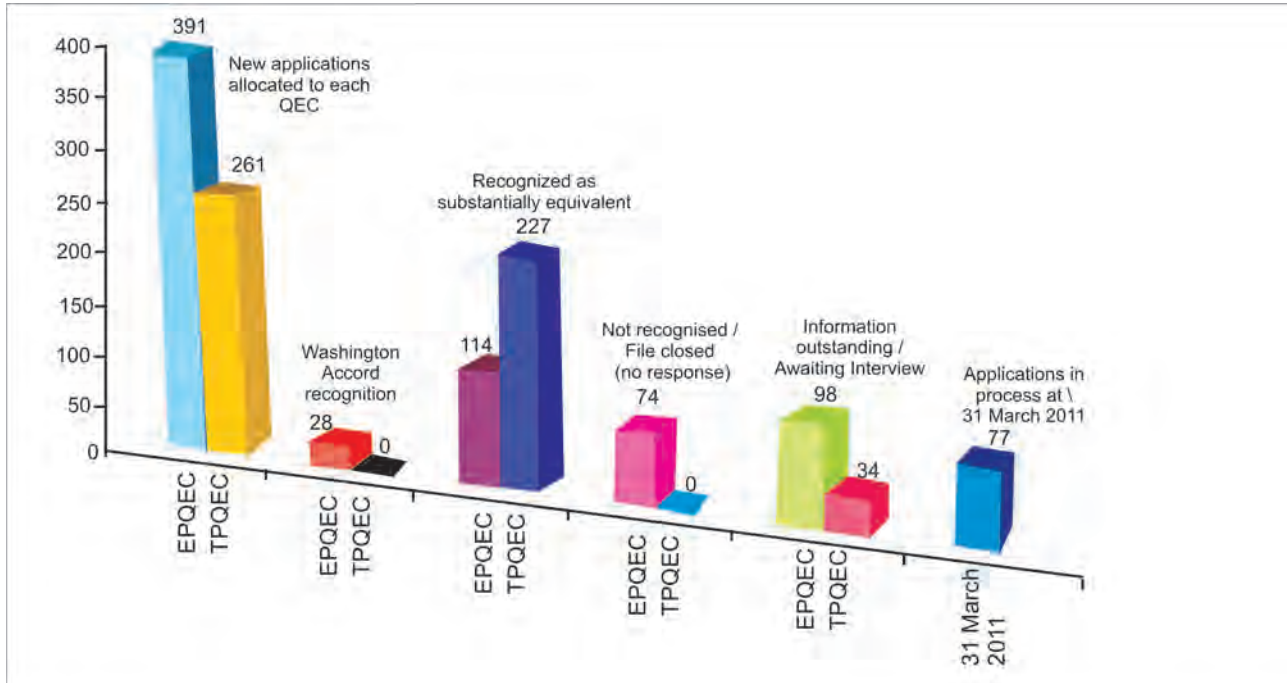
6.4 ECSA'S Washington Accord (WA) Review

As a Full Signatory Member of the WA, this reporting period was especially important as South Africa, through ECSA, was under review by the WA. The purpose of the review was aimed at establishing whether the South African BEng/BSc(Eng) qualifications meet international benchmark standards. In September 2010 a team of international experts, from other signatory countries, observed ECSA's accreditation processes at the University of Cape Town and the University of KwaZulu Natal. The review report was duly submitted and will be under consideration at the International Engineering Alliance meeting to be held in Taipei, in June 2011.

Table 13: Qualifications Evaluation Process

Qualifications Evaluation Process			
Application status/decision	Considered by EPQEC	Considered by TPQEC	Total
New applications allocated to each QEC	391	261	652
Washington Accord recognition	28	0	28
Recognized as substantially equivalent to the type of qualification shown	BEng: 114	BTech: 102 ND: 42 Alternate Route: 83	341
Not recognised / File closed (no response)	74	0	74
Information outstanding / Awaiting Interview	98	34	132
Applications in process at 31 March 2011			77

Figure 8: Qualifications Evaluation Process



6.5 Qualification Evaluation

The demand for qualification evaluation has grown rapidly. A total of 652 applications with foreign qualifications were received for evaluation for the reporting period. Twenty eight applicants were recognized as holding Washington Accord qualifications and were eligible to apply directly for registration. These applications were considered by the Engineering Programme Qualifications and Examinations Committee (EPQEC) or Technology Programme Qualifications and Examinations Committee (TPQEC) as appropriate. In table 13 a summary of the applications received and the outcomes of the evaluation is presented.

6.6 Education's Relationship with key Stakeholders

ECSA's strategic objectives, especially those of the Education department, require close working relationships with key stakeholders. The Memorandum of Understanding (MoU) signed by Council on Higher Education (CHE) and ECSA in November 2006 remains in operation. In practical terms, the effect of the MoU is that ECSA undertakes its accreditation process of engineering programmes in terms of its obligation under the EPA. ECSA communicates its accreditation decisions to the CHE, thus obviating the need for duplicate programme accreditation visits by the CHE, as required by the Higher Education Act.

6.7 Education Policy Advisory Function

The Education Committee provides a forum for discussion on policy and other matters affecting engineering education. It provides advice to the ECSA Council, government and other education and training bodies.

Closely associated with the Education Committee is the ECSA Deans Committee which exists to provide a communications and consultation mechanism between ECSA and the Deans of engineering faculties at universities and universities of technology. The Deans Committee met twice in the years under review.

The Education Committee, working with the Deans Committee, has monitored the development of the Higher Education Qualifications Framework and has made an input on the revision of the Framework to better serve engineering technology education.

The Education Committee also considered an accreditation framework proposed by the Council for the Built Environment and provided comment.

In August 2010, ECSA facilitated the launch of the South African Society of Engineering Educators (SEESA) to provide a forum for exchange of best practice among engineering educators.

7. Regulation of Engineering Practice

The EPA requires ECSA to draw up and administer a code of conduct for registered persons. All registered persons are required to comply with the code of conduct. The code of conduct may at ECSA's discretion be supplemented by a code of practice. Any complaint of misconduct by a registered person must be investigated by ECSA.

Investigations are carried out through the Investigating Committee. Should it be necessary to prefer charges against an individual, a disciplinary tribunal is held.

7.1 Code of Conduct

The ECSA Code of Conduct, is a proven definition of the conduct expected of registered persons and serves as the standard for all investigation and disciplinary proceedings.

7.2 Investigation of Complaints

An important focus of the EPA is aimed at promoting the safety, health and interest of the public as these are affected by the engineering work and professional conduct of persons registered with ECSA. The principal function of the Legal Department is to investigate complaints of improper conduct or incidents regarding engineering related activities by registered professionals.

The Legal Department investigates such cases upon receiving a formal complaint or becoming aware of major engineering related incidents. Where prima facie evidence indicates that a registered person transgressed the Code of Conduct, Council will prefer charges and a disciplinary process follows:

ECSA investigated incidents from various disciplines ranging from fires, collapses of roofs, and other structures.

7.3 Sanctions Imposed

Sanctions are imposed to protect the public health and safety and to correct professional conduct not complying with the Code of Conduct. The following are examples of sanctions imposed:

- A respondent was deregistered after he was found to have repeatedly transgressed the Code of Conduct,
- Another respondent had his registration suspended because he did not update his details with ECSA and failed to respond to the correspondence as per the Code of Conduct,
- A respondent was sanctioned to a suspended sentence on

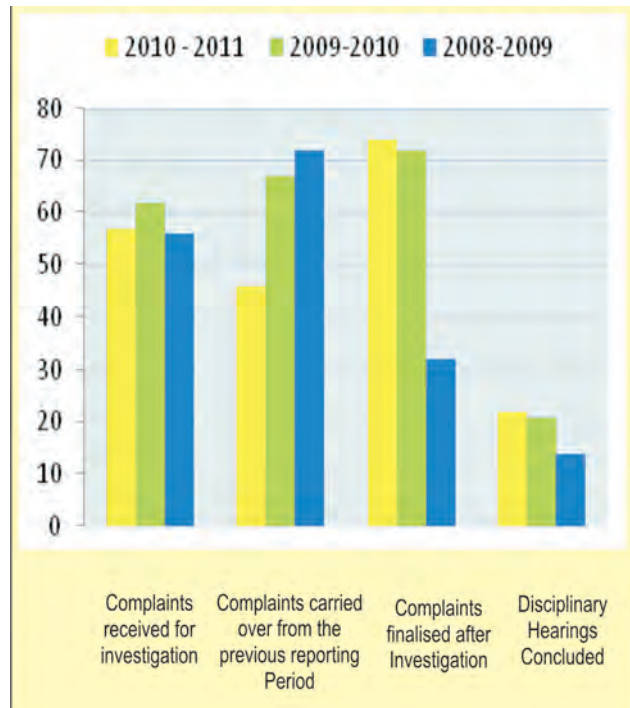
condition that he has his practice audited within a given time, and

- Several respondents were through suspended sanctions compelled to attend refresher courses.

Table 13 Complaints handled by ECSA for the past three years.

	2008-2009	2009-2010	2010 - 2011
Complaints received for investigation	56	62	57
Complaints carried over from the previous reporting period	72	67	46
Complaints finalised after investigation	32	72	74
Disciplinary hearings concluded	14	21	22

Figure 14: Complaints handled by ECSA for the past three years.



7.4 Improvement of Investigation Process

The importance of liaising with relevant stakeholders during investigation is acknowledged. In pursuit of this objective contact and working relationships have been established with the National Home Builders Registration Council (NHBR), the National Regulator for Compulsory Specifications (NRCS) and South African Local Government Association (SALGA).

ECSA has reviewed its investigation process and is currently establishing new Rules on the process.

In addition the need to develop advisory notes and case studies for the public was identified.

7.5 Advisory Notes and Case Studies

Advisory notes are under construction and are intended to provide information to the public and registered persons. One advisory note will inform on the appointment of an engineer, the services and what can be expected from the professionals involved. The term "engineer" is used to refer to any person registered with ECSA, including engineers, technologists and technicians and the advisory note is written in the context of small projects where members of the general public would typically be clients, requiring the assistance of an engineer on projects such as the construction of a house or other small structure, alterations to buildings, design of services and other situations requiring professional advice.

Another advisory note will inform the public on ECSA's disciplinary process and has as its goal *inter alia* the prevention of ill-advised complaints.

Case studies are to be published based on disciplinary hearings concluded and will focus on lessons learned.

7.6 Identification of Engineering Work

At the start of the period under review, ECSA was proceeding under an agreement with CBE which recognized that the primary purpose of identifying engineering work was "...to protect the public against incompetent and unregistered persons who might otherwise perform or seek to perform responsibilities for which they are inadequately educated, trained or experienced."

This objective had guided ECSA's proposed definition of identified work since the inception of the process. The CBE policy finally published in November 2010 recorded this objective but gave prominence to a different purpose, namely, that identification of engineering work should enable end users to select engineering service providers (who would already be registered), thus requiring a myriad detailed definitions of particular engineering work functions. The CBE prepared an alternative definition of identification of engineering work, effectively rejecting ECSA's submission.

ECSA's original definition of identified engineering work had been the subject of extensive stakeholder consultation and "acid testing" against typical engineering roles in the workplace. To confirm the support among engineering professionals and to test the support that might exist for the CBE's alternate definition, ECSA convened a Forum with recognized VAs in December 2010. The Forum overwhelming

reaffirmed support for ECSA's original competency-based approach to identification of engineering work, supported the view that this definition could not simultaneously serve as a guide to procurers of services from registered persons and agreed that the CBE's alternative submission was flawed. A comprehensive position paper was submitted to the CBE in February 2011. No further development took place in the period under review.

7.7 Publication of Guideline Fees

ECSA is required each year to consult with stakeholders to determine guideline professional fees for engineering services. ECSA's guideline fees together, with a scope of services was published in December 2010 and is effective from 01 January 2011.

7.8 Recognition of Voluntary Associations (VA's)

The EPA provides for the recognition of Voluntary Associations by ECSA. The objectives of recognition are to establish a relationship for communication and collaboration, to provide a unified voice for the profession and to provide a mechanism for identifying engineering practitioners to serve on ECSA's committees, as assessors in the registration process and evaluators for accreditation and qualifications evaluation. Persons registered with ECSA who are also members of recognized Voluntary Associations enjoy reduced registration fees with ECSA.

A particularly important event involving the Voluntary Associations in providing a single voice for the profession is the Forum on Identification of Engineering Work described in section 7.6.

The list of recognized Voluntary Associations is in Appendix C. Six additional voluntary associations were recognized in the period under review and a number of existing recognitions were extended.

Three Voluntary Associations, SAICE, SAIEE, SAIMM assisted ECSA in the administration of professional review interviews for applicants for registration as Professional Engineers in the disciplines of Civil Engineering, Electrical Engineering, Mining Engineering and Metallurgical Engineering.

7.9 Rules Published

The Engineering Profession Act, 46 of 2000 (the EPA) requires the publication of various rules, giving effect to the goals of the EPA. The EPA determines the "what" and the rules the "how" of effecting the mandate of ECSA. Rules on the process of the nomination of council members were already published after a process of public participation. Rules on various other aspects of the EPA will be published, following a process of inviting and considering public comment.

8. Standards and Procedures

8.1 Qualifications Developed and Awaiting Registration

Technology qualifications that comply with the HEQF were the main focus of standards development. The standard for a new HEQF-compliant, three year degree for education of Engineering Technologists was completed. Development of qualifications for education of engineering technicians proceeded despite the gaps between the present National Diploma and the possibilities under the HEQF, namely, the HEQF Diploma or a combination of Higher and Advanced Certificates. Standards for these qualifications had been completed. The review of the HEQF by the Higher Education Quality Committee (HEQC) afforded ECSA, with input from the Deans of Engineering to propose changes to the HEQF qualification types to better meet the needs of engineering technician education.

A second focus of the development of technology qualifications is facilitating articulation and progression: from technician to technologist and from technologist to higher degree studies. To this end, two qualifications were developed: an Advanced Diploma and a Bachelor of Engineering Technology (Honours).

8.2 Development of Specified Categories of Registration

The feasibility and initial development of a specified category of registration for Medical Equipment Maintainers was completed. The registration category was approved and the Registration Committee is in operation. An initial cohort has been registered. Investigation into a category for Fire Systems Inspectors is under investigation.

8.3 The Joint Implementation Committee (JIC)

The Joint Implementation Committee, with representation between the four registration committees for professional categories and the ESGB is charged by Council with the development of policies and processes to support the assessment of applicants for registration against competency standards. Council approved a new registration policy applicable to all professional categories of registration developed and proposed by the JIC. Flowing from the registration policy, the JIC developed a new policy on the evaluation of educational

qualifications other than accredited qualifications and those recognised under international agreements. A minor review of the competency standards resulted in clarification of a number of key definitions.

Registration processes were reviewed in the light of the competency standards and the new registration and educational evaluation processes in the JIC and a draft process definition was completed during the year under review. This process definition was expanded into a detailed definition for a new information technology (IT) system to support registration.

During the year, the JIC completed a training and mentoring guide based on the competency standards, registration policy and process definition. Substantial progress was made on a guide to the competency standards for professional engineers.

By the end of the year under review, a complete architecture of normative and informative documents had been developed, with most documents in place. This provides the basis for a revision of the registration process in the next year.

9. International Affairs

9.1 ECSA International Agreements

The EPA permits ECSA to seek recognition of South African engineering qualifications and professional status in other countries and to recognise qualifications from other countries. In addition to supporting mobility of professionals, ECSA recognizes the importance of formally benchmarking its standards for qualifications and registration through international agreements.

ECSA continues to be a signatory to the following international agreements:

- i. **Washington Accord:** mutual recognition of educational qualification for education of engineers;
- ii. **Sydney Accord:** mutual recognition of educational qualification for education of engineering technologists;
- iii. **Dublin Accord:** mutual recognition of educational qualification for education of engineering technicians;
- iv. **Engineers Mobility Forum:** promoting the international recognition of registration of professional engineers;
- v. **Engineering Technologists Mobility Forum:** promoting the international recognition of registration of professional engineering technologists or equivalent;
- vi. **Mutual Exemption Agreement with the Institution of Civil Engineers (ICE) (UK):** providing and accelerated procedure for Chartered Engineers (registered via the ICE) to gain Profession Engineer Registration with ECSA and the converse.
- vii. **Mutual Exemption Agreement with Engineers Ireland:** providing and accelerated procedure for Chartered Engineers (registered with Engineers Ireland) to gain Profession Engineer Registration with ECSA and the converse.

9.2 ECSA's Participation in Specific International Initiatives

In the year under review ECSA was been involved in a number of international initiatives, including:

- In April 2010, ECSA hosted delegates from the Engineering Council Zimbabwe (ECZ) and the Institutes of Engineers Zimbabwe. The discussions culminated in the drafting of an agreement of co-operation between ECSA and ECZ. The agreement has yet to be formally signed.
- The Washington Accord review of South Africa took place in September 2010. Dr Lock (Singapore – Chair), Prof Kim (Korea) and Prof Hodgson (New Zealand) made up the review team that observed the ECSA accreditation process. The University of Cape Town was visited for a regular accreditation visit on 13 & 14 September 2010, and the University of KwaZulu Natal was visited for a follow up accreditation visit on 16 & 17 September 2010. The team reports for the University of Cape Town and the University of KwaZulu Natal were considered and approved by the EPAC, at its meeting that took place on 10 November 2010. The approved team reports and excerpt of the committee meeting minutes were forwarded to Dr Lock, Chair of the review team, for inclusion in his report to the Washington Accord. The review team compiled their report and forwarded it to ECSA for verification of factual correctness. The Monitoring team report will be presented for consideration by the Washington Accord.
- South Africa underwent a review for the recognition period of the Engineering Mobility Forum. Correspondence was received notifying ECSA that South Africa has passed the review and that recognition has been extended for a further six years.
- ECSA was approached by the Engineering Council of Namibia (ECN) to conduct a desk top review of the engineering programmes offered at the University of Namibia and the Polytechnic of Namibia. The process was completed and the reports were forwarded to the respective institutions, as well as to the ECN. A site visit was also conducted at the two institutions to view the facilities and discussions were held with management regarding resourcing and sustainability. A courtesy visit was also made to the ECN, hosted at the Polytechnic campus. ECSA has subsequently received a request from the ECN, on behalf of the 2 institutions, to conduct a full accreditation evaluation at the respective institutions. This will take place later in 2011.
- Mr Chris Stuurman (Reg no. 9770067) was nominated to be a member of the team that will be conducting the Sydney Accord review of Hong Kong, China.
- South Africa was been requested to submit nominations for the review of Japan, Turkey and New Zealand. Prof Ian Jandrell was selected to be a part of the team to visit Japan and Mr Rod Harker was selected as Chair of the team to review Turkey.
- ECSA hosted a meeting with a delegation from Ethiopia, on 22 September 2010. The purpose of the visit was mainly to gain insight into the regional environment with specific emphasis on the construction industry and to network and develop partnerships.

10. Strategic Initiatives

10.1 Review of Strategic Plan

ECSA's legislative mandate is summarized at the beginning of this report. In late 2009 and early 2010 the ECSA Council considered and adopted a redeveloped Strategic Plan and Business Plan. The Strategic Plan states the Mission and Vision reproduced at the start of this report.

The Strategic Plan and Business Plan respond to two aspects of the EPA

Firstly, there is a set of five mandatory functions that relate to the quality of engineering education, the competence of registered engineering practitioners, and professional conduct.

Second, ECSA has broad empowerment to perform actions relating to the engineering profession for the common good: advise government; encourage and undertake research; take steps necessary to protect the public, maintain integrity and the status of the engineering profession; improve the standards of services; promote environmental protection; take any steps when engineering activity may prejudice public health and safety is prejudiced.

Council set five strategic objectives in relation to its mandatory functions:

- a) competent engineering practitioners through effective registration and continuing professional development processes;
- b) appropriate development of engineering practitioners through accreditation of engineering programmes;
- c) regulation of practice by investigating complaints and disciplinary processes;
- d) that South African registered engineering practitioners are recognised when measured against international standards; and
- e) the development of relevant standards for identification of engineering work, and regulation thereof.

While Council continues with its commitment to the first group of objectives – the mandatory functions – it has resolve to a stronger commitment to the strategic functions.

Two strategic objectives were set:

- f) determine engineering skills requirements for the country and provide direction and solutions to the pipeline for engineering skills development; and
- g) ensure the marketing of the profession to educate and attract learners to build the future engineering skills pipeline

ECSA's has a role in the promotion, standing, visibility, influence and mobilization of the profession to provide expert advice to government and other decision makers on national matters relating to the engineering profession across all disciplines:

- h) promote public health and safety and protection of the environment;
- i) ensure that the ECSA, with its partners as appropriate, provide expert advice to policy makers and implementers;
- J) ensure sustainability of the engineering profession through conducting research to highlight areas for improvement, and provision of solutions thereof; and
- k) ensure appropriate stakeholder engagement through participation in existing forums and the creation of new stakeholder forums where necessary.

ECSA furthermore recognises that it must be an effective and efficient organisation and therefore sets the following four strategic objectives for **effective operations** to ensure:

- l) effective and efficient operations of ECSA;
- m) adequate and appropriate resources (financial, and other) for the sustainability of ECSA's operations;

The ECSA Business Plan was structured around these three sets of objectives with a number of initiatives linked to particular objective. The organizations performance against these objectives is reported in Section 13.

10.2 Strategic Initiatives incorporated in Business Plan

Strategic Advisory Committee Projects

Council, at its meeting held on 17 March 2011, approved 4 priority projects on the recommendation of the Strategic Advisory Committee.

The following four priority projects were identified:

Project 1-Candidacy Phase.

The problems facing candidates in preparing for professional registrations are much wider than mentorship and also include things such as lack of opportunity of gaining the required experience. Statistics regarding the number of candidates that are unable to obtain professional registration, even after seven years, are of great concern. The team would therefore consider all aspects of candidacy programmes.

Project 2 - Registration of external practitioners that are practicing in South Africa

Although new infrastructure projects were identified as a specific area of concern this problem cuts across all spheres of engineering. In view of the scarcity of engineering skills it is expected that the problem would only escalate in future. Once engineering work has been identified, ECSA will have to take a much more proactive role in assisting and ensuring that the right caliber of candidates are "imported" and that there is processes in place to facilitate registration.

Project 3 – Engineering Skills Pipeline

This encompasses a wide range of initiatives spanning school, university and candidacy phases of the education and training of engineering practitioners. It includes but is not limited to career guidance, advice on training facilities, mentoring, streamlined registration processes, best practices and industry needs. In all probability this Project Team will also have to include representation or at least input from the Voluntary Associations.

Project 4 – Value Statements.

This Project Team's main task would be to define a value statement taking into account the value of ECSA registration accruing to each set of stakeholders.

Transformation Task Team Initiatives

The Transformation Task Team, which was established on 13 May 2010, under the leadership of Vice-President Professor Thokozani Majozi.

ECSA remains committed to its pursuit of a holistic transformation in a quest to establish a more diverse, representative and relevant Engineering Profession.

During the period under review, Council accepted a proposal from its Transformation Task Team to set the following transformational goals:

- a) Improved diversity of Professional Advisory Committees (PACs)
- b) Harmonisation of registration processes
- c) Set objective criteria for registration
- d) Communicating the transformation

The Transformation Task Team agreed to work closely with the JIC in effecting goals (b) and (c) while goals (a) and (d) would be addressed via a strategy developed by the Transformation Task Team.

11. Corporate Support Services

The departments which support the core business units of the Engineering Council includes: Finance, Human Resources, Corporate Communications and Information Technology & Communication.

11.1 Finance

The report pertaining to the Finance Department is presented by ways of Financial Statements on pages 33 to 49.

11.2 Human Resources

ECSA's key focus in terms of managing its human resources in the year under review was that of establishing an organisational structure which would enable the organisation to additionally focus on the strategic issues effecting the engineering profession while simultaneously providing an effective and efficient operational environment.

Organisational Change

Having embarked on a change intervention the process culminated in the restructuring of ECSA with new Executive and managerial positions being established in order to support the strategic vision of Council. Due to the circumspection in the way the restructuring was conducted a limited number of positions were affected in the process.

Job Descriptions and Job Evaluation

In support of the change process, job descriptions were compiled for all new positions and existing job descriptions aligned with the strategic vision of ECSA.

All job descriptions were submitted for evaluation, using the Paterson job evaluation system, and a new organizational structure established which reflected the relative ranking of the positions.

Performance and Reward

Building on the above, a new electronic performance management system was developed and implemented. Together with this key performance areas and key performance indicators were established for the various positions within the structure.

Supporting to the performance management process was the establishment of a performance bonus scheme which

rewarded the attainment of goals and objectives.

Operational effectiveness and ef. ciency

In order to improve and enhance the effectiveness and efficiency of the Human Resources department an electronic on line leave management system was developed and introduced.

In addition to the above a data base was established containing the training, educational qualifications, experience and further studies of employees. The data base is currently being used to construct training & development plans and carer plan for employees.

11.3 Corporate Communications

The Corporate Communications Department is responsible for maintaining ECSA's positive image through branding, marketing and media relations. Stakeholders relevant for promoting ECSA's work and strengthening relations are identified in both governmental and non-governmental spheres. Contact meetings were held with the Department of Higher Education and Training, the Department of Public Works and the Department of Science and Technology. ECSA also hosted a delegation of seven Ethiopian engineers who were on a study tour of South Africa.

The Communication, Information and Marketing Committee was revived to pay specific attention to building ECSA's image both through print and electronic media. In September 2010 ECSA appointed a communications company Fleishman Hillard South Africa to assist with the exposure of ECSA to the public, the media and the wider engineering profession. A regular flow of press releases covering national and international events was maintained with the focus on placing ECSA as a thought leader in the engineering profession. Tier 1 media was targeted and both print and electronic versions were covered. Some of the topics that were covered during this period under review were: skills development in the engineering profession; impact of the slowdown in the construction sector; ECSA's viewpoint on water investment and the shrinking water resources in SA; South Africa's plans for a nuclear plant.

Senior ECSA office bearers and the CEO underwent media training to position them to comment on topical issues.

From a marketing perspective, exhibitions were held at two conferences focusing on women in engineering and also in the North West, Eastern Cape and Gauteng provinces to expose

ECSA to high school learners. A successful Golf Day was hosted in October. Proceeds from the event were donated to the South African Youth into Engineering Programme (SAYEP) South Africa.

Electronic Bulletin

In December 2010, the second electronic bulletin was published. The bulletin was emailed to registered persons and is also available on the ECSA website.

Engenius

In a response to ECSA's strategic object "to ensure the marketing of the profession to educate and attract learners to build the future engineering skills pipeline" the Engenius Campaign was revived in October 2010.

The Engenius campaign aims to promote the engineering profession nationally to primary and secondary school learners with the driving messages:

- Discover how engineering professionals are shaping our world;
- Try fun engineering activities;
- Join the engineering team to make our future happen;
- Make a difference in your world.

An important focus of the revived campaign is that learners are primarily reached through existing stakeholder activities, which implies that Engenius is playing a coordinating and supporting role. An initial meeting consisting of engineering voluntary association was therefore held to achieve agreement on the main objectives. A broad stakeholder meeting, consisting of organisation' involved in advancing the engineering profession, followed to obtain broader buy in. It was agreed that the aim of Engenius should be to grow and transform the engineering profession through the following key objectives:

1. Promote national collaboration, coordination and support amongst organisations involved in advancing the engineering profession;
2. Promote the engineering profession to primary and high school learners in order to attract sufficient numbers of suitably educated learners that represent the demographics of SA;
3. Identify new programmes required to support the purpose.

4. Initiate activities such as marketing and securing funds to support the above objectives.

Task team members were nominated by stakeholders in order to provide strategic guidance to the campaign's developments. The task team prioritised stakeholder coordination as the focus for the first six months in order to establish working relationships.

Up to March 2011 Engenius had meetings with 38 organisations and engaged with a further 16, resulting in:

- Specific collaboration with: SAICE, CESA, SAIMEchE, SAIEE, IEEE, SAIEE, ESKOM EXPO, NSTF, SAASTA, DPW, CBE, SAQA, DST, SAASTEC, Sci-bono, SAMF, UP, TRAC, TELKOM, PROTEC, MQA, CETA, MERSETA, SAWomEng, Technology Olympiad, Technolab, WIEBE& DHET;
- A presentation to the DHET's forum for SETA & FET College CEOs;
- Support to SAQA's Career Advice Services Helpline;
- Support to Sci-bono (GDE) Engineering Careers Week (reaching 3264 learners and 71 educators);
- Funding discussions held with IEEE, CETA, MQA and MERSETA;
- Stakeholder updates every three months;
- A matrix of stakeholder needs;

ECSA funding allocated to enhance stakeholder activities via: www.engenius.org.za (consolidating all stakeholder information), a brochure, banners, a DVD, a calendar of events, promotional gifts, standardised information for publications, workshops, talks by role models, radio interviews, print media articles.

The overwhelming positive response, collaboration and support from stakeholders during the first 6 months have ensured that effort and resources will be maximised whilst duplication be eliminated during the next phase, where the focus will be on spreading the message to school learners.

11.4 Information Technology & Communications

During the year under review, ECSA commissioned consultants to assess the entire range of information technology support for ECSA's business processes on operations. The need to progressively renew or replace IT systems was identified. The system to support the registration process was given high priority. The specification for an on-line, workflow based system to support the registration of Candidate Engineers and

Professional Engineers was drawn up with a view to going out to tender in the new financial year. The system was specified to support the application process, assessment of applicants, decision making by committees and finalisation of the process after decisions. This system was specified to be readily extendable to other support registration categories.

Reconceptualization of the Website

The ECSA website is a trusted source of information on ECSA's core business such as registration and accreditation and has also become an effective tool for disseminating information electronically to ECSA stakeholders.

Registered persons were informed of important events and or information published on the Website, such as the publication of the Draft Rules: Procedure for the Nomination of Council Members, by way of an email alert.

In addition, in an effort to eventually become a paperless organization, documentation for Council and Executive meetings are no longer distributed as hard copies but can be downloaded by Council Members from a secure portion of the website.

ECSA embarked on a process of reconceptualising and improving the existing website. The aim was to have a website which will meet the demands of the increasing number of registered persons and other visitors to the website. A consultant facilitated a series of discovery workshops for ECSA's managers where the different elements to be considered for the proposed website were extensively debated. The development of a wireframe was the next step. A tender document was developed, depicting the technical and functional requirements that came out of these workshops. ECSA will award a contract for the development of its enhanced website in the 2011 financial year.

Call Centre and Helpdesk

The ECSA Call Centre or Helpdesk has an assistant manager and four agents.

The Call Centre is responsible for answering calls related to registration applications, Continuing Professional Development issues as well as accounts queries from registered persons. Call Centre staff also assist visitors who call at the ECSA offices. The Call Centre provides the first line of information about ECSA activities. Enquires are rerouted to specialist staff dealing with registration, education and accounts in instances where more detailed information is required.

The Truelog Voice-logging System enables the assistant manager to monitor the interaction of the Call Centre staff with customers with a view to continuously improve customer service.

Between April 2010 and March 2011, a total of 31 366 calls were answered, averaging 2.32 minutes in duration. This gives an average of 134 calls received per day.

In addition a dedicated Receptionist has also been placed in the Reception area to assist persons who walk in to the ECSA's offices for various reasons.

The Registration and Education Staff are on hand to advise persons who need face to face assistance with the completion of the application forms.

Improvements on and support to the IT platform

Desktop Computers older than three years were replaced with Dell Optiplex 380 Computers and all staff members are now working on the Microsoft Office 2007 platform. The necessary training was provided to ensure optimum efficiency. Wireless access point was installed in the Boardroom area for use by visitors and committee members.

ECSA has completely moved away from personal desktop printers, and implemented a centralised business printing solution, utilising Nashua and Konica Minolta copy machines with Print, Copy and Fax capabilities. 14 of these Total Business solution copy machines have been placed at central locations throughout the ECSA offices for ease of use and accessibility.

The firewall was upgraded to enhance internet security and to protect ECSA's IT systems against intrusion and viruses.

Backups are done daily and copies stored offsite two times per week. This minimizes the risk of data loss to two working days at most in the case of a major disaster.

The fixed asset register was digitized and audits are done twice a year on both general and IT related assets.

11.5 ECSA Facilities

The physical facilities and layout of the ECSA offices was reviewed by an architect who in due course will make proposals and cost estimates of an enhanced building layout in order to accommodate the changing needs of our client base and staff.

ENGINEERING COUNCIL OF SOUTH AFRICA
(Established under Act 46 of 2000)

FINANCIAL STATEMENT

for the year ended

25 March 2011

Corporate Governance

Governance of ECSA has been enhanced by measures including the adoption of a Code of Conduct for Council, the establishment of a risk register, a high level review of ECSA's Corporate Governance against principles and best practice recommendations of the King Code of Corporate Practices and Conduct, and the approval of an internal audit function. ECSA, through the efforts of its Corporate Governance Committee, continuously works towards enhancing and refining its governance processes.

Attendance of ECSA's main committees by its Council members is reflected on the next pages.

The names of the committees, where abbreviations are used, are:

Reg.C	Central Registration
CG&RM	Corporate Governance and Risk Management
EC	Education Committee
EPAC	Engineering Programme Accreditation Committee
ESGB	Engineering Standards Generating Board
FI&ST	Finance and Staff Committee
IAC	International Affairs Committee
IC	Investigating Committee
LMI	Lifting Machinery Inspectors registration committee
STRAT	Strategy Committee
TPAC	Technology Programme Accreditation Committee
TPQEC	Technology Programme Qualifications and Examinations Committee
CIM	Communication, Information and Marketing Committee

Name	Council	Exco	Reg.C	CG & RM	EC	EP AC	ESGB	FI& ST	IAC	IC	LMI	STRAT	TP AC	TP QEC	CIM
1. Mr CAMPBELL (President) CJ	5/5	2/2										3/4			
2. Prof MAJOZI (Vice President) T	5/5	1/2			0/1							3/4			
3. Mr ALLI N	3/5	1/2		2/3											
4. Mr AMOD SAS	3/5														2/3
5. Mr ARGYRAKIS D	5/5						3/3			5/5					
6. Mr BENGU H	4/5									4/5		4/4			3/3
7. Ms BOTHA RA	5/5							4/5	1/4						
8. Mr BRIJMOHAN Y	3/5							4/5							
9. Mr CAMANE CT	5/5											4/4			
10. Dr CRUISE JA	4/5											3/4			
11. Mr CUNNINGTON JW	4/5											3/4			
12. Mr GREENWOOD K	5/5										6/8		1/2	0/1	
13. Mr HARKER RA	4/5		5/6		1/1	2/2			2/4				1/2		
14. Mr HAY AJ	5/5	1/2	4/6									4/4			
15. Ms JANJIC J	2/5	1/2					0/3								
16. Mr JANSEN V RENSBURG GH	4/5									2/5					
17. Mr JOUBERT PJ	3/5							4/5							
18. Prof KEARSLEY EP	4/5	2/2	6/6												
19. Mr KIBIDO M	3/5							4/5				4/4			
20. Dr LAWLESS A	3/5		3/6												
21. Ms LESHABANE MM	4/5											3/4			
22. Mr MADIKANE TC	5/5							4/5							
23. Mr MADONDO P	3/5														
24. Ms MAKHUBU FP	4/5	2/2													
25. Mr MAKWARELA HE	3/5							0/1							
26. Mr MALIBA MM	4/5												1/2		0/3
27. Ms MANGAKANE P	3/5														
28. Mr MAPHUMULO TN	2/5	2/2								4/5					0/2
29. Adv MAPOTSE KG	5/5														
30. Mr MARSDEN MG	3/5														
31. Dr MBULI RN	4/5														
32. Mr McKECHNIE IS	5/5							5/5							
33. Mr MISTRY KC	3/5														
34. Ms MKHIZE DR	4/5	2/2			1/1				1/4						
35. Mr MONCUR PS	4/5						3/3		2/4		8/8	3/4	2/2	3/6	
36. Mr NAIDOO PD	1/5														
37. Mr NGCOBO MA	3/5														
38. Mr NOLO LS	3/5														
39. Mr NORDEN CM	2/5											4/4			
40. Mr O'CONNOR BP	2/5					2/2	3/3								
41. Mr O'JAGEER K	4/5											4/4			
42. Mr PADAYACHEE VP	2/5	1/2						3/5							
43. Ms PADAYACHEE-SAMAN M	3/5														
44. Mr PETERS AM	5/5									5/5					
45. Mr PHIRI J	4/5														1/3
46. Mr SMUTS N	3/5									5/5		4/4			
47. Ms SUDANO BG	3/5								1/4						0/2
48. Mr VAN COLLER AT	2/5														2/3
49. Mr ZONDI M	4/5														

Report of the Independent Auditors

We have audited the annual financial statements set out on pages 37 to 49, which comprise the statement of financial position as at 25 March 2011, the statement of comprehensive income, the statement of changes in funds and the statement of cashflows for the year ended 25 March 2011 as well as a summary of significant accounting policies and other explanatory notes.

Director's Responsibility for the Financial Statements

The Council's directors are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards.

This responsibility includes:

Designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements.

The procedures selected depend on the auditor's judgement, including the assessment of the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the Council's preparation and fair presentation of the financial statements 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.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Unqualified Audit Opinion

In our opinion, the financial statements present fairly, in all material aspects, the financial position of the Council at 25 March 2011 and of its financial performance and its cash flow for the year ended, in accordance with International Financial Reporting Standards.



VAN WYK

Chartered Accountants (S.A.)

30 August 2010

Pretoria

Statement of Financial Position

as at 25 March 2011

Figures in Rands	Notes	25/03/2011	25/03/2010
Assets			
Non-current assets		23,349,460	21,222,286
Fixed property and -assets	1.1 & 2	9,741,640	9,745,353
Investments	1.2 & 3	13,607,820	11,476,933
Current assets			
		5,005,939	3,092,817
Accounts receivable and prepayments	4	3,849,696	2,942,346
Cash and cash equivalents	10.3	1,156,243	150,471
Total assets		28,355,399	24,315,103
Reserves and Liabilities			
Reserves			
		17,787,860	14,221,990
Accumulated funds		12,604,997	9,525,217
Funds reserved for future expenses	6	2,547,539	2,567,539
Unrealised fair value adjustments	1.2 & 3	2,635,324	2,129,234
Non- current liabilities			
		3,622,875	4,218,125
Borrowings	5	3,622,875	4,218,125
Current liabilities			
		6,944,664	5,874,988
Accounts payable		5,151,724	4,360,144
Annual- and application fees received in advance		1,243,315	1,010,844
Current portion of borrowings	5	549,625	504,000
Total reserves and liabilities		28,355,399	24,315,103

Statement of Comprehensive Income

for the year ended 25 March 2011

Figures in Rands	Notes	25/03/2011	25/03/2010
Income			
Fees	1.3	45,163,477	39,177,049
Annual fees		35,856,114	31,658,458
Application fees		5,443,239	4,281,197
		41,299,353	35,939,655
Other Income	7	3,864,124	3,237,394
Expenditure			
		42,107,848	37,782,102
Administrative expenditure	9	28,029,451	27,309,580
Auditors' remuneration		65,789	57,018
Bad debts written off		-	365,150
Consulting fees		4,744,593	1,483,497
Council and committee meetings	8	5,969,538	5,414,694
Depreciation charge for the year	2	609,803	455,563
Interest on long-term liabilities		389,658	519,447
Legal costs and inquiry expenses		2,299,016	2,177,153
Net Surplus for the Year		3,055,629	1,394,947

Statement of Changes in Funds

for the year ended 25 March 2011

Figures in Rands	Accumulated funds	Funds reserved	Unrealised fair value adjustments	Total
Balance at 31 March 2009	7,816,890	2,869,657	1,224,769	11,911,316
Net surplus for the period	1,394,947	-	-	1,394,947
Adjustment to available -for-sale instruments	-	-	904,465	904,465
Transfer to funds reserved	(240,000)	240,000	-	-
Written back	471,163	(471,163)	-	-
Sundry adjustments	82,217	-	-	82,217
Funds expenditure	-	(70,955)	-	(70,955)
Balance at 25 March 2010	9,525,217	2,567,539	2,129,234	14,221,990
Net surplus for the year	3,055,629	-	-	3,055,629
Adjustment to available -for-sale instruments	-	-	506,090	506,090
Sundry adjustments	4,151	-	-	4,151
Transfer to funds reserved	-	-	-	-
Written back	20,000	(20,000)	-	-
Reserved funds expenditure	-	-	-	-
Balance at 25 March 2011	12,604,997	2,547,539	2,635,324	17,787,860

Statement of Cash Flows

for the year ended 25 March 2011

Figures in Rands	Notes	25/03/2011	25/03/2010
Cash flows generated from operating activities		3,831,909	3,592,093
Operating surplus / (deficit) before working capital changes	10.1	3,153,201	1,113,943
Working capital changes	10.2	162,326	1,730,321
Cash flows applied to operations		3,315,527	2,844,264
Interest and dividends received		906,040	1,267,276
Interest paid on long-term liabilities		(389,658)	(519,447)
Cash flow from investing activities		(2,230,887)	(7,860,487)
Assets acquired		(536,260)	(7,221,727)
Disposal of fixed assets		(69,830)	-
(Increase) / decrease in investments		(2,130,887)	(1,543,225)
Fair value adjustments to investments		506,090	904,465
Cash flow from financing activities		(595,250)	4,218,125
Increase / (decrease) in long-term liabilities		(595,250)	4,218,125
Net increase / (decrease) in cash and cash equivalents		1,005,772	(50,269)
Cash and cash equivalents at beginning of this year		150,471	200,740
Cash and cash equivalents at the end of this year	10.3	1,156,243	150,471

Notes to the Financial Statements

for the year ended 25 March 2011

1. Accounting Policies

The financial statements are prepared in accordance with International Financial Reporting Standards (IFRS)

The financial statements are prepared under the historical cost convention as modified by the revaluation of certain property, plant and equipment, marketable securities and investment properties.

1.1 Fixed assets

Fixed assets are reflected at cost less accumulated depreciation and accumulated impairments losses.

Depreciation rates are based on the useful life of an asset and are reviewed yearly.

Fixed property is shown at cost and no depreciation is provided.

Fixed assets are tested for impairment on an annual basis.

Rates of depreciation are as follows:

■ Furniture and fittings	6 years
■ Office equipment	5 years
■ Computer equipment	3 years
■ Improvements to premises	10 years
■ Motor vehicles	5 years

1.2 Financial instruments

Financial instruments held by the entity consist of assets held at various financial institutions. The entity is risk adverse when investing funds and keeps its exposure to market-, credit-, liquidity- and interest rate risk to a minimum.

The financial assets held by the entity are classified and measured as follows:

Available-for-sale investments

After initial recognition these instruments are measured at their fair value with adjustments recognised directly in equity.

These fair value adjustments will be recognised in profit and loss when the financial asset is derecognised and these gains or losses are realised.

1.3 Revenue recognition

Fees are recorded in the financial statements at the date when the fees are raised.

Notes to the Financial Statements – Continued

for the year ended 25 March 2011

Figures in Rands	Notes	25/03/2011	25/03/2010
2. Fixed Property and – Assets			
Property at cost		7,691,993	7,691,993
Property consist of :			
■ Sections 9 and 10, Waterview corner (South) Bruma, Johannesburg		1,411,243	1,411,243
■ Sections 5 to 8, Waterview corner (South) Bruma, Johannesburg		6,280,750	6,280,750
The directors have valued the property's market value as R13,000,000 on 25 March 2011 based on information from property developers in the area.			
Fixed assets at nominal value		1	1
Fixed assets comprise of computer equipment and office furniture and equipment			
		7,691,994	7,691,994
Furniture and fittings			
Opening balance - beginning of the year		367,784	282,542
Cost		562,691	400,593
Accumulated depreciation		(194,907)	(118,051)
Additions		39,310	162,098
Disposals		-	-
Depreciation for the year		(97,485)	(76,856)
Closing balance at year end		309,609	367,784
Cost		602,001	562,691
Accumulated depreciation		(292,392)	(194,907)
Office equipment			
Opening balance - beginning of the year		340,020	117,319
Cost		420,649	154,345
Accumulated depreciation		(80,629)	(37,026)
Additions		238,502	266,304
Disposals		-	-
Depreciation for the year		(102,603)	(43,603)
Closing balance at year end		475,919	340,020
Cost		659,151	420,649
Accumulated depreciation		(183,232)	(80,629)

Notes to the Financial Statements - Continued

for the year ended 25 March 2011

Figures in Rands	Notes	25/03/2011	25/03/2010
Computer Equipment			
Opening balance - beginning of the year		418,413	392,695
Cost		724,116	488,650
Accumulated depreciation		(305,703)	(95,955)
Additions		258,448	235,466
Disposals		(69,830)	-
Depreciation for the year		(269,823)	(209,748)
Closing balance at year end		476,868	418,413
Cost		982,564	724,116
Accumulated depreciation		(505,696)	(305,703)
Improvements to premises			
Opening balance - beginning of the year		808,304	616,938
Cost		1,002,788	725,679
Accumulated depreciation		(194,484)	(108,741)
Additions		-	277,109
Disposals		-	-
Depreciation for the year		(100,279)	(85,743)
Closing balance at year end		708,025	808,304
Cost		1,002,788	1,002,788
Accumulated depreciation		(294,763)	(194,484)
Motor Vehicle			
Opening balance - beginning of the year		118,838	158,451
Cost		198,064	198,064
Accumulated depreciation		(79,226)	(39,613)
Additions		-	-
Disposals		-	-
Depreciation for the year		(39,613)	(39,613)
Closing balance at year end		79,225	118,838
Cost		198,064	198,064
Accumulated depreciation		(118,839)	(79,226)
TOTAL FIXED PROPERTY AND -ASSETS		9,741,640	9,745,353

Notes to the Financial Statements - Continues

for the year ended 25 March 2011

Figures in Rands

25/03/2011

25/03/2010

3. Investment

Long - Term Investments

Momentum Endowment Policy

■ at cost

-

-

Fair value adjustments

-

-

■ Previous years

-

(140,750)

■ Current year

-

140,750

Momentum Endowment Policy

-

-

Although this investment has a fixed maturity date the directors have decided to classify it as an Available-for-sale instrument because of the uncertainty regarding the value at maturity.

The growth rate associated with the instrument is uncertain but is expected to range between 4% and 10%.

SIS Inflation and Money Markets

4,823,425

4,783,727

Fair value adjustments

2,635,324

2,129,234

■ Previous years

2,129,234

1,365,519

■ Current year

506,090

763,715

SIS Inflation and Money Markets

7,458,749

6,912,961

These instruments consist of investments held at financial institutions and their market values are quoted in the market place.

Investec Bank Ltd 30 Notive Deposit

5,189,582

2,192,201

This represents a bank balance and its fair value equals its cost.

Standard Bank Money Market

959,489

2,371,771

This represents a bank balance and its fair value equals its cost.

Total investments

13,607,820

11,476,933

Notes to the Financial Statements – Continued

for the year ended 25 March 2011

Figures in Rands	25/03/2011	25/03/2010
4. Accounts Receivable		
Annual- and application fees outstanding	1,572,870	1,192,812
Prepaid expenses and sundry debtors	1,687,378	1,217,265
SETA's financing Engineering Standards Generating Board expenses	589,448	532,269
	3,849,696	2,942,346
5. Borrowings		
At amortised costs		
ABSA Mortgage Bond	4,172,500	4,722,125
Mortgage bond held over the Council's free hold land and buildings repayable over 120 months with monthly instalments to the amount of R 45,000 at an interest rate of prime less 0.75% per annum.		
Less: Current portion	549,625	504,000
	3,622,875	4,218,125
6. Funds Reserved		
Professional services		
Balance - beginning of this year	2,567,539	2,869,657
Funds set aside	-	240,000
Written back and adjustments	(20,000)	(471,163)
Expenditure	-	(70,955)
Balance - end of this year	2,547,539	2,567,539
TOTAL FUNDS RESERVED	2,547,539	2,567,539

Notes to the Financial Statements – Continued

for the year ended 25 March 2011

Figures in Rands	25/03/2011	25/03/2010
7. Other Income		
Bad debts recovered	477,040	720,503
Evaluation of qualifications	423,236	442,341
Interest received		
■ on long-term investments	906,040	1,267,276
Inspection of register and duplicate		
Profit on sale fixed assets	10,250	16,208
certificate fees	10,044	5,965
Rent received	408,621	439,914
Sundry income	1,628,893	345,187
	3,864,124	3,237,394
8. Council and Committee Meetings		
Member expenses for attending meetings	2,586,156	2,117,888
Travel, accommodation and refreshments	3,383,382	3,296,806
	5,969,538	5,414,694
9. Administrative Expenditure		
Bank charges	185,646	159,767
General expenses	272,879	370,111
Insurance	277,605	293,977
Maintenance of computer and office equipment	395,434	394,931
Maintenance of offices	453,224	449,285
Personnel recruitment	141,002	564,240
Personnel travel and related expenses	456,792	369,176
Printing, stationery and publications	1,612,888	1,120,369
Rent, electricity and parking	1,361,695	1,466,047
Rental of office equipment	1,301,383	1,331,113
Salaries and related expenses	20,504,378	19,914,905
Secretarial services	176,435	124,082
Telephone and postage	890,090	751,037
	28,029,451	27,309,580

Notes to the Financial Statements – Continued

for the year ended 25 March 2011

Figures in Rands	25/03/2011	25/03/2010
10. Cash Flow Statement		
10.1 Cash Flow From Operations		
Net surplus for the period	3,055,629	1,394,947
Adjustment for:		
■ depreciation charge	609,803	455,563
■ reserve funds expenditure	-	(70,955)
■ sundry adjustments	4,151	82,217
■ interest received	(906,040)	(1,267,276)
■ interest paid on long-term liabilities	389,658	519,447
Operating surplus / (deficit) before working capital changes	<u>3,153,201</u>	<u>1,113,943</u>
10.2 Working Capital Changes		
Decrease / (Increase) in accounts receivable	(907,350)	1,170,224
Increase in accounts payable	1,069,676	560,097
	<u>162,326</u>	<u>1,730,321</u>
10.3 Cash and Cash Equivalents		
Current Bank account	1,154,151	147,348
Cash on hand	2,092	3,123
	<u>1,156,243</u>	<u>150,471</u>

Notes to the Financial Statements – Continued

for the year ended 25 March 2011

Figures in Rands	25/03/2011	25/03/2010
11. Remuneration paid to key Management		
Chief Executive Officer ¹		
Remuneration	1,288,980	572,880
Contribution to retirement plan	155,393	71,610
Director Finance		
Remuneration	914,760	934,099
Contribution to retirement plan	114,344	102,755
Specialist Consultant (On annual contract)		
Remuneration	879,425	774,725
Contribution to retirement plan		
Specialist Consultant to the CEO (On annual contract) ²		
Remuneration	684,880	665,728
Contribution to retirement plan		72,172
Senior Manager Operations		
Remuneration	624,455	598,324
Contribution to retirement plan	77,134	70,765
Manager Corporate Communication ³		
Remuneration	506,977	515,250
Contribution to retirement plan		
Manager Education		
Remuneration	445,582	375,168
Contribution to retirement plan	55,497	50,583
Manager Finance		
Remuneration	606,747	536,892
Contribution to retirement plan	75,074	65,934
Manager Human Resources ⁴		
Remuneration	577,800	446,214
Contribution to retirement plan		
Manager Legal Services		
Remuneration	485,684	438,622
Contribution to retirement plan	60,510	54,640
Manager Registration ⁵		
Remuneration	445,600	422,968
Contribution to retirement plan		93,413

1. The CEO was appointed effective 1 October 2009. Prior to that, the Specialist Consultant was the Acting CEO.
2. The Special Assistant to the CEO is an ex-employee who was offered a contract when reaching pensionable age in 2009.
3. The Manager Corporate Communication was replaced, during 2010, with a person on contract.
4. The Manager Human Resources was appointed in June 2009 on a two-year contract.
5. The Manager Registration reached pensionable age at the end of 2009. His services have been retained on contract, renewable on an annual basis.

Notes to the Financial Statements – Continued

for the year ended 25 March 2011

12. Staff Retirement Funding

It is the policy of the Council to provide retirement benefits for staff by way of a separate pension fund.

Current service contributions are included with salaries and related expenses in the financial statements.

The pension fund consists of a defined benefits plan and a defined contribution fund and is governed by the Pension Fund Act, No.24 of 1956.

The fund was last valued as at 1 April 2008 and the independent actuary's opinion was that the fund is in a financially sound position.

13. Related Parties

The Council transacts with various other relevant engineering and building councils but has not transacted with any notable related parties during the financial year under review.

13. Taxation

The Council is exempt from income tax.

Annexure A

Business Plan Goals, Initiatives and Achievements April 2010 to March 2011

1. Registration of candidates, professionals and in specified categories		
Goal: Perform registration functions	Operational programme/Initiative	Achievement in Reporting Period
1.1. Registration of Candidates	Execute ongoing registration process .1: Candidate Engineers .2: Candidate Engineering Technologists .3: Candidate Engineering Technicians .4: Candidate Certificated Engineers	Applications Processed: 1242 622 1010 38
1.2. Registration of Professionals	Execute ongoing registration process .1: Professional Engineers .2: Professional Engineering Technologists .3: Professional Engineering Technicians .4: Professional Certificated Engineers	Applications Processed: 502 334 241 34
1.3. Registration in Specified Categories	Execute ongoing registration process .1: Lift Inspectors .2: Lifting Machinery Inspectors	Applications Processed: 2 129
1.4. Renewal of Registration	.1: Execute ongoing CPD reporting for renewal on five-year cycle	Applications Processed: 67%
	.2: Review CPD System	Data requirements defined for improved IT support of CPD reporting
1.5. Maintain register	Make information on registered individuals available to public through website	Registration information available on website within five working days of decision

Goal: Perform registration functions	Operational programme/Initiative	Achievement in Reporting Period
1.6. Comprehensive review of registration process	.1: Review completed initiative to improve PrEng process to meet 20 week limit for complete applications	Implemented and meeting 20 week target in most disciplines
	.2: Review entire registration process and required resources to reduce registration turn-around time to minimum feasible value, taking JIC policy and process initiatives into account	Revised Registration Policy approved by Council as basis for improvement of registration process
	.3: Implement comprehensive registration policy developed by JIC	Specification for IT system largely complete
	.4: Ensure transparency and fairness of all registration processes by i. improved provision of guidance and information on registration requirements and processes	New guidelines drafted on Training and Mentoring for professional categories
	.5: Ensure adequate numbers and capability of evaluators/reviewers of applications for registration through recruitment and training,	Professional Advisory Committees expanded
	.6: Ensure clear, criterion referenced communication with applicants	Well established criteria in the Policy Statements and Discipline Specific Guidelines explaining the criteria for registration available on the website.
1.7. Use approved standards that are internationally benchmarked	Phase in competency standards to supplement existing training objectives in R2/1 series	Revision to Competency Standards approved by Council, benchmarked against International Engineering Alliance professional competencies
1.8. Ensure mutual recognition of registration through agreements	a. Maintain signatory status of EMF and ETMF and Mutual Exemption Agreements	ECSA was reviewed by the Engineeris Mobility Forum and granted a further six years recognition
	b. Maintain International Registers	EMF and ETMF international registers continue to operate
	c. Maintain status in Mutual Recognition Agreements	International Engineering Alliance Meeting/Workshop
1.9. Develop specified categories for approval and creation	Medical Equipment Maintainers	Board Notice Published establishing the category.
1.10. Develop new model for Certificated Engineers	Develop Position paper for negotiation with DoI/DME	Proposal presented to Mine Health and Safety Council
1.11. Maintain registration stakeholder relationships	Conduct Presentations on Registration on a regular basis	Over 50 Presentations made.

2. Accreditation and recognition of educational achievement (Education)		
Goal: Perform education functions	Operational programme/ Initiative	Achievement in Reporting Period
2.1 Accredite BEng-type programmes	<p>Execute ongoing EPAC visit programme</p> <p>Ensure adequate corps of evaluators through recruitment and training</p>	<p>Visits, decision meetings, accreditation letters and updated lists completed according to policy timelines</p> <p>UCT & UKZN: Sept 2010</p> <p>Reports considered & decision made at Nov 2010 EPAC mtg. Outcome letter forwarded to VC, cc'ed Dean & CHE.</p>
2.2 Accredite Technology Programmes	<p>Execute ongoing TPAC visit programme</p> <p>Ensure adequate corps of evaluators through recruitment and training</p>	<p>Visits, decision meetings, accreditation letters and updated lists completed according to policy timelines following visits to:</p> <p>MUT, CUT & Centurion Academy: May 2010</p> <p>Reports considered & decision made at May 2010 TPAC mtg. Outcome letter forwarded to VC, cc'ed Dean & CHE.</p> <p>DUT: Sept 2010</p> <p>CPUT, TUT, WSU: Oct 2010</p> <p>Reports considered & decision made at Nov 2010 TPAC mtg. Outcome letter forwarded to VC, cc'ed Dean & CHE.</p> <p>CUT: Feb 2011</p> <p>UNISA: Mar 2011</p> <p>Reports considered & decision made at May 2011 TPAC mtg. Outcome letter forwarded to VC, cc'ed Dean & CHE.</p>

2.3	Use approved standards that are internationally benchmarked	Washington, Sydney and Dublin Accord standards used as benchmark for standards BEng standards are substantially equivalent to the Washington Accord Graduate Attributes. See 2.4 and SA was under WA Review in 2010. Review team monitored ECSA accreditation process during the UCT and UKZN visits in Sept 2010. Review team report was submitted to WA for consideration.
2.4	Promote and migrate HEQF compliant technology qualifications	Phase in new standard for Technology qualifications Programme is in place for migrating technology programmes to HEQF-compliant, to be fully implemented in 2014 but may be impacted by HEQF review ECSA is cognisant of the current transition period until the HEQF is finalised. This is taken into consideration wrt the accreditation policy that is applied during technology programme accreditation visits.
2.5	Use documented policies and procedures to best practice	Phase in generic accreditation policy and procedures for technology programmes 2 accreditation training workshops were dedicated to training both ECSA assessors and institution staff on the generic accreditation policy, including the use of case studies in the second workshop. Preparation are advanced for implementation of generic in Technology Programme Accreditation Visits in 2011
2.6	Ensure mutual recognition of qualifications through Accords	.1: Send experienced accreditation assessors to participate in International Reviews. ECSA provided evaluators provided for reviews of: Singapore (Washington Accord) Prof Beatrys Lacquet Turkey (Washington Accord) Mr Rod Harker Hong Kong (Sydney Accord) Mr Chris Stuurman .2: Ensure monitoring visits to ECSA are carried out as required. Washington Accord monitoring visit to ECSA took place in 2010. The Monitoring team observed the visits that took place at UCT and UKZN in Sept 2010.

2.7	Evaluate qualifications for substantial equivalence and individual achievement of substantial equivalence	<ol style="list-style-type: none"> 1. Improve policy and procedures for evaluation of foreign qualifications and assessment of individuals 2. Ensure adequate corps of evaluators through recruitment and training 	<p>New policy and criteria for education evaluation approved by Council</p> <p>ECSA assessors were invited to attend a briefing workshop on the reviewed assessment policy. This took place on 23 July 2010.</p> <p>Qualifications Evaluator Training Workshop held, including briefing on new policy referred to in 2.7.1</p>
2.8	Improve process for evaluating qualifications and individuals	<p>Improve policy and procedures for evaluation of foreign qualifications</p> <p>Ensure adequate corps of evaluators through recruitment and training</p>	See 2.7.1 and 2.7.2
2.9	Promote quality and quality improvement in higher education	Promote quality through accreditation system	Through the cyclical accreditation of engineering programmes, the quality of a programme is maintained by means of peer evaluation.
2.10	Maintain accreditation stakeholder relationships	Deans, HESA, DHET, CHE, SAQA	<p>Biannual Deans meeting</p> <p>Two meetings held in 2010/11</p> <p>Deans were party to ECSA's submission on the HEQF Review</p> <p>Ongoing liaison with HEQC The CHE is kept abreast of accreditation outcomes of all institutions that are accredited.</p>

3 Practice-related functions		
Goal: Perform practice-related functions	Operational programme/ Initiative	Achievement in Reporting Period
3.1 Code of Conduct	Publish and maintain currency of Code of Conduct	Code of Conduct remains effective and durable document
3.2 Investigation of complaints and disciplinary hearings	.1: Execute ongoing Investigation and Tribunals Process	<ol style="list-style-type: none"> 1) Ongoing – Financial Year 2010 – 2011, 57 Complaints received. 74 Investigations finalized. 2) Ongoing – Financial year 2010-2011, 19 Disciplinary Hearings were finalized.

		.2: Reducing costs and improving turnaround on cases	Costs and turnaround benchmarked, Improvement achieved in both areas
3.3	Scope of Services and Fee Guidelines	Perform annual revision Develop longer term strategy toward fee guidelines	2011 edition of Scope of Services and Guideline Fees published in Government Gazette
3.4	Identification of Engineering Work	Secure CBE approval of Regulations Resolve Competition Aspects	Ongoing discussions with CBE in attempt to break impasse on approach to identification of engineering work. Forum with the Voluntary Associations held, resulting in Position Paper re-affirming the wider professions support for ECSA's approach and definition of identified engineering work
3.5	Public Information	Develop Advisory Note for Users of Engineering Services	An advisory note is being developed and considered by Legal Matters Committee.
3.6	Develop understanding of the "Public Interest" by professionals, authorities and public	.1: Going beyond the health and safety mantra: environment, quality, effectiveness, sustainability, economy, supporting national imperatives.	National imperatives identified as KPA in CEO's Performance Agreement.
		.2: Promote the public understanding of engineering	To be addressed in Advisory Note mentioned under 3.5 above.
3.7	Preventative Action	Observe trends in failure/ malpractice, inform authorities, practitioners and public of requirements	Ongoing activity.
3.8	Codes of Practice	Develop CoP for Geotechnical Engineering Develop CoP for Structural Engineering	Codes of Practice drafted for Structural and Geotechnical Engineering. Completion delayed pending review of policy and general considerations.

3.9	Maintain stakeholder relations relating to engineering practice	.1: DoL, NHBRC, SALGA, Develop relationships with other Professional Bodies	Meetings with DOL and SALGA. Joint task team formed with NHBRC. Meeting bi-monthly.
		.2: Provision of Framework for the recognition of VAs	Established mechanism for recognition of Voluntary Associations continues to operate ... new recognition in 2010/11
3.10	Enforcement of Building Regulation by Local Authority	Engage with Salga	See 3.9 above
3.11	National Building Regulations	Work to Resolution of SANS 10400	Contact established with NRCS.

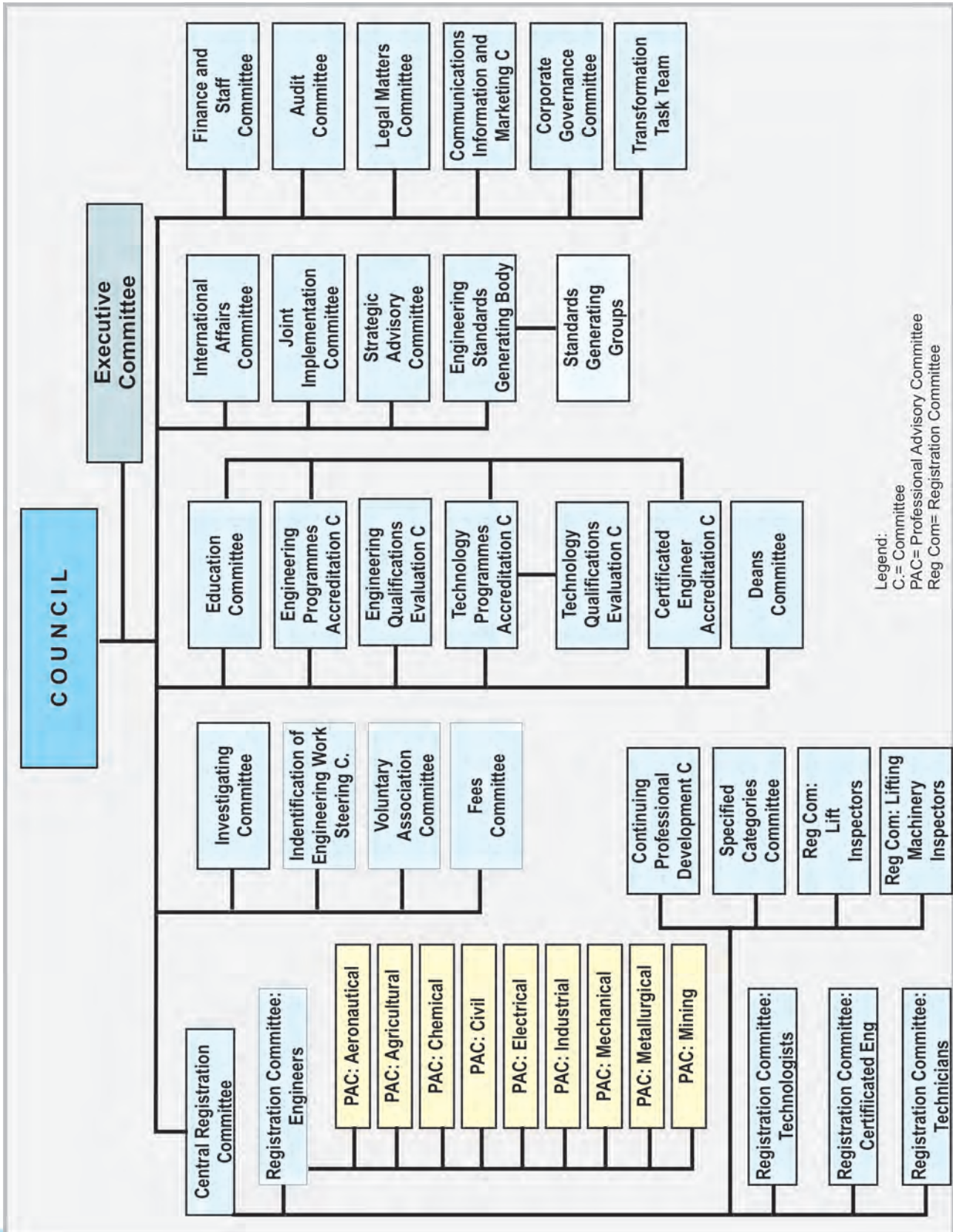
4	Goal: Enhancing quantity of practitioners with quality	Operational programme/ Initiative	Achievement in Reporting Period
			As a base for these initiatives, Council has established the Strategic Advisory Committee (SAC) which has in turn set up a number of task groups referred to below. Candidacy Phase Skills Pipeline Foreign Engineers Value Statements
4.1	Influencing Policy on Skills for the Industry	.1: Participate in JIPSA or similar national initiative .2: Monitor transition to HRDSA	Written contributions and meetings, commented on Skills initiative of CBE, Contributions on skills in print media.ongoing
4.2	Perform research to ensure sustainability of the profession	.1: Maintain skills database on education and training .2: Identify research projects, prioritise, seek funding and review periodically	Researcher appointed See 4.4
4.3	Enhance School Education in MSE	Promote policy that leads to increased number of NSCs at appropriate level in MSE as feedstock for engineering programmes (see 3.10)	

4.4	Monitor state of engineering education	Monitor staff and student numbers	Project launched on improving throughput in BEng-type programmes.
4.5	Advise government and CHE on engineering education issues	Promote ECSA position on HEQC to DBE, DHET, CHE and SAQA	Input made to HEQF review Served on SAQA Panel of Professional Bodies
4.6	Advise government school education relating to engineering	Monitor effect of new National Senior Certificate and NC(Vocational)	Meet Government Department December 2010
4.7	Enhance Higher Education in Engineering	Promote policy leading to substantial increase in capacity of engineering higher education, quality and throughput (see 3.9)	ECSA facilitated the establishment of the Society of Engineering Educators of South Africa (SEESA)
4.8	Promotion of training of Candidates and Candidacy programmes	.1: Maintain and promote Commitment and Undertaking	Schedule meetings and visits (ongoing)
		.2: Development of candidacy programme as an incentive to firms to train	Strategic Advisory Committee Project launched on Candidacy Phase
		.3: Study of conversion rate from Candidate to Professional	Survey of Candidates registered for longer than six years completed to establish reasons for protracted registration.
		.4: Promote funding policies that lead to increased training and mentoring for candidates opportunities in industry (see 2.12)	Being pursued with 4.8.2
4.9	Career Guidance	Review ECSA role in career guidance and recruitment/Engenius	Engenius project reviewed and revived with co-operation of voluntary associations.

5	Goal: External and Strategic Functions	Operational programme/ Initiative	Achievement in Reporting Period
5.1	Maintain Liaison with Ministry and Department of Public Works	Communication with Ministry	Meeting held with Chief Directorate : International Liaison to clarify ECSA's international liaisons and to specifically facilitate the proposed signing of an agreement with the Zimbabwe engineering Council. Interaction with DPW is on-going with the Chief directorate : International Liaison.
5.2	Maintain Liaison with Voluntary Associations	Organise Presidents Forum twice per year.	Two Presidents forums Held
5.3	Maintain Liason with Registered Persons	Bulletins and explore alternative modes	Bulletins published
5.4	Maintain Liason with Employers/ Industry	Develop mechanism e.g. Industry Forum?	
5.5	Relationship with CBE	Define and secure agreement of roles and relationships	Quarterly reporting obligations fulfilled. CEO attends CBE Registrar's Forum
5.6	Legislative Framework	.1: Secure favourable outcome in relation to BE Professions Bill .2: Amendment to the EP Act	Most urgent amendments submitted to CBE
5.7	Quality Management System	Develop and implement a quality management system for ECSA 's operations.	Quality workshops held for staff
5.8	Extending the Funding Model	Carry out a study on additional sources of funding together with the benefits and obligations that accompany each model.	

6	Goal: Effective internal functions	Operational programme/ Initiative	Achievement in Reporting Period
6.1	Funds of council and keeping and auditing of accounts	Ensure optimum spending and collection of revenue within the approved budget and accurate recording in accordance of International Financial Reporting Standards (IFRS)	Unqualified audit report received
6.2	ECSA Committees	Resolve outstanding revisions to Operating Procedures	Outstanding operating procedures approved but format of document to be reviewed in terms of best corporate governance practices.
6.3	Information & communications	.1: Develop and refine new Website	New website design completed
		.2: Reintroduction of Communications, Information and Marketing (CIM) Committee	CIM committee is active
		.3: Developing and refining of Communications Strategic Plan including	Relationship with Fleishman Hillard
		.4: Branding and awareness	Ongoing
		.5: ECSA e-bulletin	First publication in March 2010
		.6: Lifestyle Benefits for registered persons	
6.4	Human Resources	Promote ongoing human resources recruitment selection, training and development and best practices	Automated leave recording system developed and implemented. Remuneration Policy being developed. Competency based interviewing model developed and implemented Performance Management system developed and implemented Skills audit conducted and individual training and development plans drawn up
6.5	An efficient IT environment aligned with the business requirements	.1: Assess the adequacy of current IT systems against future business needs	Report on all aspects of ECSA's IT systems completed
		.2: Ensure a stable and efficient IT system	2. Specification for first Phase largely complete.

Annexure B ECSA Committees - Structural Organogramme



Annexure C

Recognised Voluntary Associations

Category A

Associations whose membership consists of natural persons who are:

- practising in any particular discipline or sub-discipline of engineering; or
- practising in any particular category of registration contemplated in section 18 of the Act.

Abbreviation	Name
AeSSA	Aeronautical Society of South Africa
AMMSA	Association of Mine Managers of South Africa
AMRE	Association of Mine Resident Engineers
CEASA	Clinical Engineering Association of South Africa
COET	The Chamber of Engineering Technology
CSSA	Concrete Society of Southern Africa
ICMEESA	Institution of Certificated Mechanical and Electrical Engineering
IEEE	Institute of Electrical and Electronic Engineers South African Section
IMESA	Institution of Municipal Engineering of Southern Africa
IPET	Institute of Professional Engineering Technologists
LIASA	Lift Inspectors Association of South Africa
NSBE	National Society of Black Engineers
SAAMA	South African Asset Management Association
SACEA	South African Colliery Engineers' Association
SACMA	South African Colliery Managers Association
SAIAE	South African Institute of Agricultural Engineers
SAICE	South African Institution of Civil Engineering
SAIChe	South African Institution of Chemical Engineers
SAIEE	South African Institute of Electrical Engineers
SAIIE	Southern African Institute of Industrial Engineers
SAIMechE	The South African Institution of Mechanical Engineering
SAIMENA	South African Institute of Marine Engineers and Naval Architects
SAIMM	South African Institute of Mining and Metallurgy
SAIRAC	South African Institute of Refrigeration and Air-Conditioning
SAT	Society for Asphalt Technology

Category B

Associations whose membership consists of natural persons who, are –

- practising in engineering or in any of the professions in the built environment contemplated in section 1(iv) of the Council for the Built Environment Act, 2000; or
- practising in engineering or in any of the scientific professions contemplated in Section A and B of Schedule I of the Natural Scientific Professions Act, 1993 (Act No. 106 of 1993).

Abbreviation	Name
SAFHE	South Africa Federation of Hospital Engineers
SAID	South Africa Institute of Draughting
SAIMC	South Africa Institute of Measurement and Control
WISA	Water Institute of South Africa

Category C

Associations whose membership consists of organisations who are engaged in carrying out work of an engineering nature.

Abbreviation	Name
AMEU	Association of Municipal Electricity Undertakings
BEPEC	Build Environment Professions Export Council
CESA	Consulting Engineers South Africa
IESSA	Illuminating Engineering Society of South Africa
INCOSE	International Council of Systems Engineering (SA Chapter)
IQSA	Institute of Quarrying Southern Africa
ITC	Institute of Timber Construction
SAFA	South African Flameproof Association
SAFCEC	South African Federation of Civil Engineering Contractors
SAFPA	South African Fluid Power Association
SAISC	South African Institute of Steel Construction
SAIW	South African Institute of Welding
SARF	South African Road Federation
SASTT	Southern African Society for Trenchless Technology