

HIGHLIGHTS FROM THE SIXTH TERM GOVERNING COUNCIL





Eng. Refilwe Buthelezi Pr.Eng

HIGHLIGHTING THE ACHIEVEMENTS OF THE SIXTH TERM GOVERNING COUNCIL

In December 2020, the Sixth Term ECSA Governing Council took to office to provide an oversight role of the administration of the Engineering Council of South Africa.

In April 2025, the Seventh Term Governing Council handed over the reigns to the incoming Seventh Term Governing Council highlighting the following milestone achieved during their term of office:



GOVERNANCE RESTRUCTURE OVERHAUL FOR ECSA

The sixth term Governing Council embarked on a process to reflect on the governance systems, structures, practices to achieve the following:

Organisational Governance Framework (OGF)

Approved an Organisational Governance Framework ("OGF") that draws on good governance principles from several international best practices. The OGF customises and sets out ECSA's mandatory and voluntary governance regime.

Governing Council Charter

Approved a Council Charter which is one of the mandatory governance instruments supporting the Organisational Governance Framework. The Governing Council Charter sets out the roles and responsibilities of the Governing Council and other key roles to ensure clarity and alignment.

The Charter serves to promote good governance, including ethical and effective leadership as well as to support the application of the Organisational Governance Framework by all relevant stakeholders.



GOVERNING COUNCIL COMMITTEE STRUCTURES

High Impact Committees were restructured to realign the Committee roles and responsibilities with ECSA's mandate.

Nominations Committee

Established to manage the appointment of the members of Committees of the Governing Council, Chairpersons as well as setting rules and outcomes of the Governing Council evaluation.

Social, Ethics and Remunerations Committee

Established to pursue the long-term sustainability of ECSA while promoting an ethical organisational culture and striving for inclusive stakeholder value generation. SERC oversees and monitors Human Capital matters including the workplace environment, staff remuneration, organisational ethics as well as other social and ethics aspects related to social and economic development, good corporate citizenship, environmental health and safety, stakeholder relationship, labour and employment.

Dissolved Committees

The Chairpersons as well as the Finance and Staff Committees were dissolved.

Amalgamation of Technical Committees

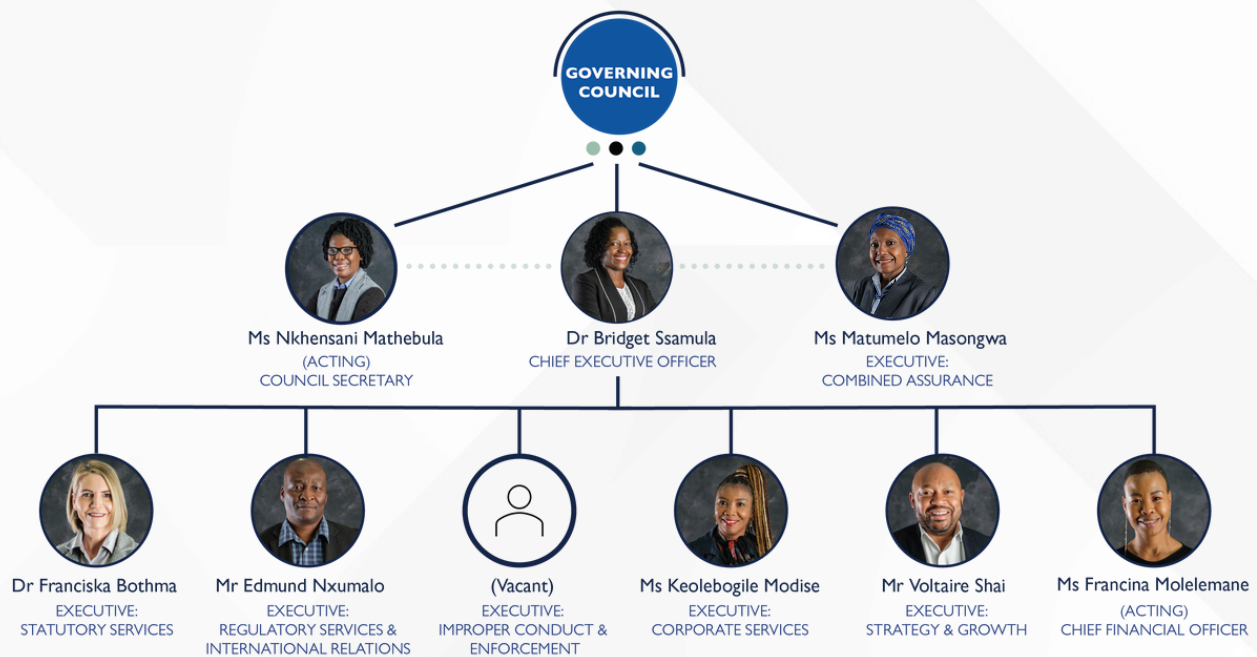
The Accreditation and Training Committee - an amalgamation of the former Education Committee (EC) and Training Academies and Development Committee (TADC).

The Registration Committee - an amalgamation of the former Central Registration Committee (CRC) and Continuing Professional Development Committee (CPDC).

The Governance Council Structure is reflected in the figure below:



ORGANISATIONAL RESTRUCTURE



The approved structure created two (2) new governance functions that report directly to the Governing Council and administratively to the Chief Executive Officer to cover the following:

Council Secretary

Provides legal and governance advice to the Governing Council and manages the secretariat function that administratively coordinates Governing Council and Committee meetings, trainings, Governing Council nominations, and events.

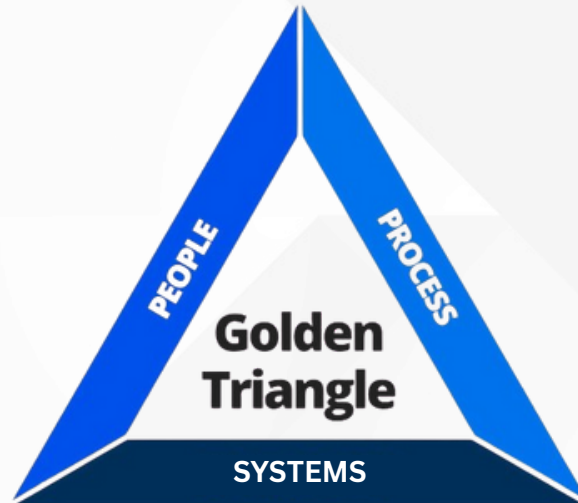
Combined Assurance Function

Provides the second line of assurance and oversees the third-party assurance reporting to the Audit, Risk and Compliance (ARC) Committee and the Governing Council. The role is responsible for coordinating all functions that provide assurance in the organisation which are inclusive of internal audits, forensic investigations, whistleblowing, ethics and compliance, quality assurance and enterprise-wide risk.

Rebuilding Business Units

Over time, some of the Business Units particularly in the support functions as well as some of the new Business Units had to be built/rebuilt. Some of the functions that needed rebuilding include Supply Chain and Facilities Management, Human Capital, Business Process and Council Secretariat. The new structures that have been set-up include the Combined Assurance and Strategy and Growth Divisions.

REBUILDING THE GOLDEN TRIANGLE FOR THE ORGANISATION



To ensure cohesion between the people, processes and systems, ECSA embarked on the following changes:

People

- Recruited Executive leadership to stabilise the organisation.
- Incorporated a high-performance culture linked to the delivery of the strategy.
- Improved transparency and accountability through staff engagements and surveys.
- Established structures that incorporate staff involvement in driving culture and behaviour.
- Developed and updated organisational policies aligned to current legislation.

Processes

- Finalised the blueprint, systems architecture mapping and documentation for the digitisation project
- Developed processes to incorporate and inform aspects of risk, compliance and internal controls as ECSA aspires to move to a mature environment with respect to assurance
- Completed the Business Process Re-engineering (BPR) project, a strategic initiative designed to enhance our operational efficiency and effectiveness towards a digitised organisation.

Systems

- Through the systems renovation process that the sixth term Governing Council are leaving at the final stages of the Business Process Reengineering (BPR) project, ECSA has a better blueprint to map digitisation for the organisation going forward.

EXTERNAL STAKEHOLDER ENGAGEMENTS

Engagements with external stakeholders critical to the organisation were resuscitated during the sixth term Governing Council's Term of Office. Guiding these engagements was the approved Stakeholder Engagement Framework and the following key engagements were conducted:

VA President's Forum

This is a bi-annual engagement between presidents of Voluntary Associations (VAs) and the leadership of ECSA, where matters pertinent to all entities are discussed.

The following initiatives below are some of the programmes that stem from resolutions taken at this Forum:

Programmes	Objective
Women in Engineering	<p>This inaugural programme aims to promote diversity for women in the engineering fraternity by creating a platform that focuses on issues that females face in the sector.</p> <p>The programme is at the appointment stage</p>
Future Leaders Programme	<p>Aims to attract young professional registered engineering practitioners below 35 years of age, that have been sourced primarily from VA's and/or major engineering employers, and have displayed leadership potential and/or recognition.</p> <p>The programme is at the appointment stage</p>
Biennial Engineering Symposium	<p>ECSA will in partnership with a Recognised VA host the inaugural Engineering Symposium in 2026</p>
Deans Forum	<p>Platform where all the Deans of the Higher education Institutions (HEI's) that have accredited engineering programmes by ECSA engage on matters pertaining to and affecting them.</p>
Annual Stakeholder Briefing	<p>To increase transparency the Sixth Term Governing Council initiated the annual stakeholder briefing as an event to share strategic, financial and organisational accomplishments to the fraternity has been held successfully for three (3) consecutive years</p>

IDENTIFICATION OF ENGINEERING WORK (IDOEW)

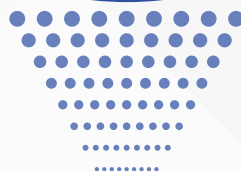
Completed external stakeholder engagements and national road shows to appraise the engineering fraternity and related stakeholders on IDoEW. The final rules will be shared with the Council for the Built Environment (CBE) for final approval before publishing.

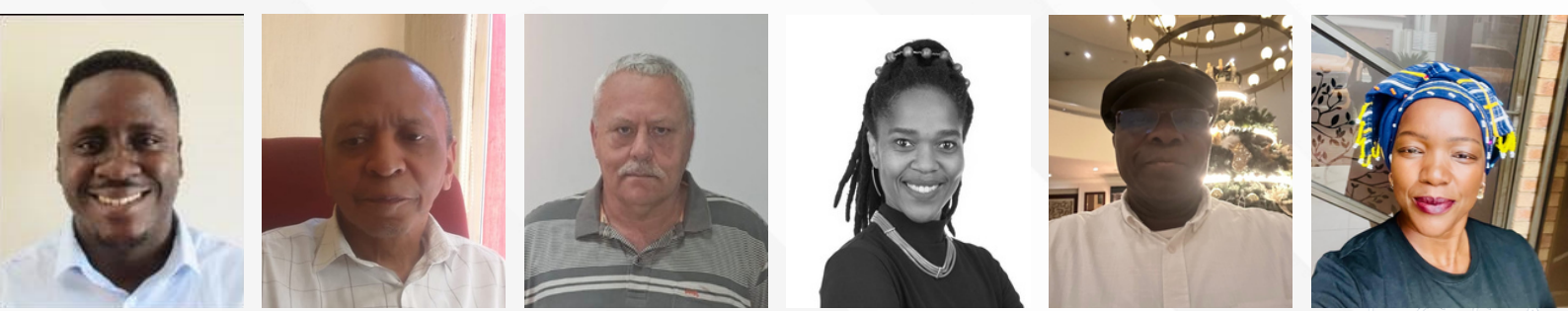
Stakeholders are being consulted on the Draft Enforcement Rules to be presented to the Governing Council for approval before publication of the rules.



Financial Soundness of ECSA

- Under the strategic guidance of the sixth term Governing Council, the organisation has year on year achieved **14-16%** growth in applications.
- Engagements with the fraternity has improved retention and compliance from Registered Persons in the diaspora and those that require financial assistance and/or payment plans.
- The financial reserves of the organisation have grown to **R120 000 000.00** even with the number of Capital projects being implemented







Thank You


As the Sixth Term Governing Council concludes its tenure, we extend our heartfelt appreciation to all stakeholders, partners, and professionals who walked this journey with us. Since December 2020, we have worked to strengthen ECSA's foundation through a comprehensive governance restructure, improved internal systems, and enhanced stakeholder engagement—laying the groundwork for a more agile, ethical, and future-ready organisation.

These achievements, including the adoption of key governance frameworks, the rebuilding of critical business units, and the launch of strategic programmes such as Women in Engineering and the Future Leaders Programme, reflect our commitment to transparency, sustainability, and inclusive growth. We thank you for your unwavering support and proudly pass the baton to the incoming Seventh Term Governing Council, confident that they will build on this momentum to advance ECSA's mission.

Contact Information :

 +27 86122 5555

 www.ecsa.co.za

 1st Floor, Waterview Corner Building, Lake Office Park, 2 Ernest Oppenheimer Ave, Bruma, Johannesburg, 9301