



### 12th ANNUAL CONFERENCE 4 & 5 JUNE 2025 CTICC

# Professionalising built environment professionals

UNDERSTANDING WHO HAS SKIN IN THE GAME

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# **BUILT ENVIRONMENT PROFESSIONALISATION DRIVE**



- Professionalisation requirements is planned for all of the "councils for the professions" under the Council for the Built Environment including:
  - South African Council for the Architectural Profession
  - South African Council for the Project and Construction Management
  - Engineering Council of South Africa
  - South African Council for the Landscape Architectural Profession,
  - South African Council for the Property Valuers Profession, and
  - South African Council for the **Quantity Surveying**
- In addition to the CBE councils, the following will be included:
  - Planners
  - Scientists
  - Land Surveying
- The City plans to roll-out Professionalisation action plans for the remaining professions following completion of the Engineering Professionalisation Action Plan.

## **BUILT ENVIRONMENT PROFESSIONALISATION DRIVE**

By gazettetting the Identification of Work (IDoW), professional registration will become mandatory for individuals practising building environment work, including in-state **organs** overseeing the implementation of infrastructure.



#### Progress:

- Commitment and Undertaking (C&U) with built environment councils
- Engagements with councils and other Metros and SOEs.
- CPD-accredited initiatives (to the value of R 10 M)

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Project Type Level Descriptor.	Design Definitions	Location	Stakeholder Groups	Org. Delivery	Duration	Dependen cies	Procurem ents	Risk Identificat ion	Engineerin g Disciplines	Engineer ing Works Classific ation Descriptor
Simple Capital Purchase (0)	Level Descriptor	Level Descriptor	Level Descriptor	Level Descriptor	Level Descriptor	Level Descriptor	Level Descriptor	Level Descriptor	Level Descriptor	None (0)
Specialist Capital Purchase (1)	Simple defined approach (1)	Suburb (1)	Minimal [0- 5] (1)	Branch / Depot (1)	Very Short [0m-6m] (1)	No Dependenci es (1)	Existing procuremen t in place (1)	Minimal (1)	Single (1)	Very Low (1)
Small scale works (2)	Singular option to deliver scope (2)	Ward (2)	Nominal [5- 10] (2)	Department (2)	Short [6m-12m] (2)	Nominal Dependenci es (2)	New Singular procuremen t (2)	Low (2)	Two – Three (2)	Low (2)
Repeatable Project (3)	2 options to deliver scope (3)	Multi-ward (3)	Minor [10- 25] (3)	Directorate (3)	Medium [1y-3y] (3)	Minor Dependenci es (3)	Multiple procuremen ts (3)	Medium (3)	Four - Six (3)	Medium (3)
New Project – medium scale (4)	3 options to deliver scope (4)	District (4)	Medium [25- 50] (4)	Multi- Directorate (4)	Long [3y-5y] (4)	Medium Dependenci es (4)	Transversal procuremen ts (4)	High (4)	Seven - Nine (4)	High (4)
New Project - Transversal (5)	More than 3 options available (5)	City Wide (5)	Major [50+] (5)	City-Wide/ Transversal (5)	Very Long [5y+] (5)	Major Dependenci es (5)	Multiple transversal procuremen ts (5)	Maximum (5)	Ten or More (5)	Very High (5)

#### Value

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Mod

Complexity

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60

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- 0 10 million ZAR
- 10 100 million ZAR
- 100 million
- 100 500 million
- 500 million +

#### Type of Work

- Replace
- Enhance
- New

#### Asset Hierarchy

- Component (L6)
- Asset Type (L5)
- Asset Group Type (L4)
- Asset Class (L3)

Asset Hierarchy example Component = Pump / Bearing Type = Mechanical Plant / Bridge Group Type = Pump station / Road Structure Class = Water supply Network / Road



#### **Model Calibration**

- Compared model results with survey results based on project manager assessment of their project complexity level descriptors.
- Used the Nelder-Mead algorithm to the determine weightings
- Results: Average % Difference = 4.91%, No. of matches = 45%
- Ongoing and refined based on user experience

# egistered Y Protessionally Staff



Count of Professional Staff by directorate and abbrName







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76...



HEALTH

directorate

ECONOMIC GROWTH

directorate

RESILIENCE

76...

**Registration Categories** 

(Blank)

Professional Planner

Technical Planner

#### Capital Portfolio FY2025 to FY2034: R122.6 billion

#### Portfolio Complexity Analysis (SAP data Nov'24)





#### Next steps

11 588

FY33

34%

42%

24%

10 074

FY34

- 1. Departments to **assess** the complexity of their work.
- 2. Adjust the complexity model to suit the particular work of departments.
- **3.** Enhance SAP PPM to allow for Asset Hierarchy and to allow for the allocation of the responsible engineering and other built environment professionals against each project.

# Updated Job descriptions Competency framework compiled Job description tool developed Attract talent Engagements with schools and universities Improved on-boarding programme Recruitment

- Define performance standards in terms of job descriptions
- Reward and recognition
- Probation monitoring

#### Performance Management

 Determine metrics to monitor effectiveness of programme
 Evaluation and Improvement

## Initiation and Planning

- Awareness of initiative – Memo to ED's
- Status Quo analysis
  - Updated survey results

# Training and development

- Provide CPD Accredited training

   2281 CPD points issued = R8,64 million cost saving
- Develop and implement mentorship programmes
  - ECSA C&U signed 23 April 2024
  - ECSA Mentorship programme developed and implemented
- Identify pipeline of candidates for registration

# Governance and compliance

- Monitor compliance
  - Identification of Works Regulations
    - ECSA Compliance plan
    - completed 24 February 2025.
    - Portfolio complexity analysis ongoing

#### Sustainability and Engagement

- Institutionalise practices
- Regular engagements with stakeholders

Substantial progress made - almost complete

Commenced with – 50% to 75% complete

To follow – less than 25% complete

#### **1.** Mentorship and Training

- Register unregistered key staff and candidates within the City over the short to medium term (Data from Staff Database)
- Employ new unregistered staff only at the bottom two pay scales subject to joining the CCT Mentorship Programme and registered staff for level 3 and above, i.e. professional registration is compulsory from level 3 onwards.
- Continue to register more CPD approved internal training plans and train candidates and professionals to these.
- Embed the ECSA Codes of Conduct and Practice in the daily lives of our engineering staff



#### 2. Create Opportunities for professional growth

- Create a self insured Professional Indemnity Fund to allow City candidates and professionals to apply their trade without fear of personal loss for circumstances beyond their control.
- Allow further career progression in engineering work stream by adding higher levels and payscales

# Environment Ð enc Excell Build Improve

#### **Organisational Design Review**

Ensure that organisations have the **right** people, with the **right** skills, doing the **right** work, in the **right** way, in the **right** numbers, with **real** alignment to achieve strategic objectives (Rupert Morrison, 2021)



- Update the competency framework of the MSR to align with the requirements of IDoW and provide for additional task levels
- Link sign-off levels to the asset management hierarchy
- Perform job evaluations and develop job descriptions based on the MSR Competencies, which are aligned to the organisational structure and optimised in terms of efficiency.

#### 4. Monitor Compliance and report to the Councils

- Perform bi-annual tests of the current portfolio complexity and ensure that the staff responsible for projects are compliant with the IDoW regulations.
- Drive continuous improvement through mentoring and registration of existing staff and new recruitment to fill gaps in compliance.

## Build Environment Professionals in Cape Town are finding their Voice !

# THANK YOU | DANKIE | ENKOSI