



Annual Report

2016/2017

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Part A

General Information



1. ECSA General Information

REGISTERED NAME:	Engineering Council of South Africa
REGISTRATION NUMBER (if applicable):	N/A
PHYSICAL ADDRESS:	1st Floor Waterview Corner Building 2 Ernest Oppenheimer Avenue Bruma 2198
POSTAL ADDRESS:	Private Bag X691 Bruma Johannesburg 2026
TELEPHONE NUMBER:	+ 27 11 607 9500
FAX NUMBER:	+ 27 11 622 9295
EMAIL ADDRESS:	engineer@ecsa.co.za
WEBSITE ADDRESS:	www.ecsa.co.za
EXTERNAL AUDITORS:	PricewaterhouseCoopers Inc. 2 Eglin Road Sunninghill 2157 www.pwc.com/za
BANKERS:	Standard Bank East Gate Bedfordview
COMPANY/BOARD SECRETARY	None, Administration Department performs some of the secretarial duties

2. List of Abbreviations/Acronyms

AEW	Africa Engineering Week
AoPI	Audit of performance information
ARC	Audit, Risk and Compliance Committee
BE	Built Environment
CPUT	Cape Peninsula University of Technology
CBE	Council for the Built Environment
CC	Competition Commission
CEO	Chief Executive Officer
CERTAC	Certificated Engineer Accreditation Committee
CESA	Consulting Engineers South Africa
CHE	Council on Higher Education
CIDB	Construction Industry Development Board
CIM	Communication, Information and Marketing
COP	Code of Practice
CPD	Continuing Professional Development
CPUT	Cape Peninsula University of Technology
CRC	Central Registration Committee
CUT	Central University of Technology
DEA	Department of Environmental Affairs
DHET	Department of Higher Education and Training
DME	Department of Minerals and Energy
DoL	Department of Labour
DPW	Department of Public Works
DST	Department of Science and Technology
DUT	Durban University of Technology
EC	Education Committee
ECN	Engineering Council of Namibia
ECSA	Engineering Council of South Africa
ECZ	Engineering Council Zimbabwe
ELOs	Exit Level Outcomes
EMF	Engineers Mobility Forum
EP	Engineering Profession
EPA	Engineering Profession Act, 2000 (Act No 46 of 2000)
EPAC	Engineering Programme Accreditation Committee
EPQEC	Engineering Programme Qualifications and Examinations Committee
ESA	Employer Surplus Account
ESGB	Engineering Standards Generating Body
ETMF	Engineering Technologists' Mobility Forum
EXCO	Executive Committee
F&S	Finance and Staff Committee
GGI	Gillian Gamsy International
GRAP	South African Standards of Generally Recognised Accounting Practice
GSSA	Geological Society of South Africa
HEQC	Higher Education Qualification Council
HEQF	Higher Education Qualifications Framework
HESA	Higher Education South Africa
HR	Human Resources
HIC	High Impact Committee
IAC	International Affairs Committee
IC	Investigating Committee

2. List of Abbreviations/Acronyms (cont.)

ICE	Institution of Civil Engineers
IDOEW	Identification of Engineering Work
IFEES	International Federation of Engineering Education Societies
IFRS	International Financial Reporting Standards
IMESA	Institute of Municipal Engineering of Southern Africa
IMSSA	Institute of Mine and Surveyors of South Africa
IT	Information Technology
JIC	Joint Implementation Committee
LMI	Lifting Machinery Inspectors registration committee
MoU	Memorandum of Understanding
MUT	Mangosuthu University of Technology
NATED	National Technical Education
NDP	National Development Plan
NBS	National Beneficiation Strategy
NC	National Certificate
NHBRC	National Home Builders Registration Council
NIP	National Infrastructure Plan
NQF	National Qualifications Framework
NRCS	National Regulator for Compulsory Specifications
NRS	New Registration Systems
PAC	Professional Advisory Committee
PDSG	Policy Development and Standard Generation
PICC	Presidential Infrastructure Coordinating Commission
PLATO	South African Council for Professional and Technical Surveyors
QEC	Qualifications Evaluation Committee
SACNASP	South African Council for Natural Scientific Profession
SACPE	South African Council for Professional Engineers
SAGI	South African Geomatics Institute
SAICA	South African Institute of Chartered Accountants
SAIMM	Southern African Institute for Mining and Metallurgy
SALGA	South African Local Government Association
SAQA	South African Qualifications Authority
SASEE	South African Society of Engineering Education
SAYEP	South African Youth into Engineering Programme
SCM	Supply Chain Management
SEESA	Society of Engineering Educators South Africa
TECHNO SGG	Technology Standard Generating Group
TPAC	Technology Programme Accreditation Committee
TPQEC	Technology Programme Qualifications and Examinations Committee
TUT	Tshwane University of Technology
UCT	University of Cape Town
UK	United Kingdom
UKZN	University of KwaZulu Natal
UNESCO	United Nations Education Scientific and Cultural Organisation
UP	University of Pretoria
VA	Voluntary Association
VC	Vice -Chancellor
WA	Washington Accord
WFEO	World Federation of Engineering Organisations
WSU	Walter Sisulu University

3. Foreword by the President

Firstly, let me take this opportunity to express my earnest appreciation to the 5th term ECSA Council members for entrusting me with the responsibility of leading this organisation for a second term. It is also my honour to present the 2016/2017 annual report of the organisation to our valued members and engineering stakeholders, a record that reflects the ultimate defining moments of ECSA.

The financial year under review has seen ECSA navigating through various policies in order to tighten operational targets and to ensure that ECSA emerges as a more resilient organisation. We have revised our registration structure and appointed new peer review structures, improved governance, compliance and stakeholder management functions. Furthermore, we are allocating the appropriate resources to ensure that our communication, IT and backup platforms are robust. This will in turn enhance the experience we deliver to all registered persons.

The voluntary nature of professional registration in South Africa has posed unstable registration patterns. The deteriorating economic conditions meant that less engineering practitioners saw the need to register.

I agreed to assume the role of President from September 2016 during the inauguration of the 5th term ECSA Council. My primary tasks were highlighted in the manifesto that I presented at the Council Lekhotla in November 2016. The manifesto is a guide of the vision for the next term, looking specifically at the review of the entire legislation and proposing amendments that will enable effective and efficient registration trends.

ECSA continued to strengthen stakeholder partnerships that will direct the organisation towards a cohesive and transformed regulatory regime which places the safety of our communities as a priority. The activities of ECSA however continued to focus on programmes towards influencing and facilitating consultations with engineering practitioners to meet the challenges of rehabilitating, developing and maintaining regulation infrastructure that will meet the needs of our local stakeholders, but still be able to conform to international standards.

Strategic partners continue to support ECSA and its operational structure. This means that ECSA's mandate is supported by industry partners that share the same vision as the organisation. New partnership agreements have been concluded and some have been renewed. Amongst others, one such strategic partner is the Kwa-Zulu Natal Department of Transport and the Transport Education and Training Authority. These partnerships begin to articulate the skills development challenge of young graduates who are not able to register professionally due to a lack of experiential learning. It is an initiative that will foster structured mentorship that is quantifiable. Strides have been made to partner with organisations such as the Department of Science and Technology in order to advance the programmes of regulation and advocacy, not only within the country but also at SADC region.



Cyril Vuyani Gamede
ECSA President

4. Chief Executive Officer's Overview

I would like to acknowledge the work of the fourth term Council who seamlessly handed over the reigns to the new Council in the latter part of 2016. A legacy report that details the achievements of the previous Council is available. We invite and encourage new contributions to our various High Impact Committees in order to improve effectiveness and efficiency. We also congratulate those who have contributed before and encourage them to continue with this selfless action.

Lastly, I would like to applaud the entire operational team for your selfless contributions to our country's vision and create a better life for all. The journey is still long as we continue to cultivate a culture of engineering excellence. We shall continue to strengthen partnerships with regional, national, provincial and local government departments and agencies whose collective capacity must be coordinated and monitored to ensure effective interventions in the engineering sector within Southern Africa.

Yours truly,



Mr. Cyril Vuyani Gamede, Pr Eng
ECSA President

It is once again an honour to present the 2016/2017 Annual Report to all stakeholders that behold the statutory vision of the Engineering Council of South Africa. The report is an account of how ECSA continues to deliver the enormous regulatory mandate that still remains non-compulsory in terms of its legislative command. Also, the regulation of the engineering fraternity continues to rise despite the economy that is facing a global slowdown, defying the tide to downscale some infrastructure projects and amid the face of rising unemployment for many engineering graduates. This is the story of a developing statutory institution that continues to create professional knowledge and raise the bar of competency standards for the engineering fraternity to prosper within an unfavourable economic environment.



Sipho Madonsela
ECSA CEO

Having served at the Engineering Council of South Africa for almost 3 years now, it is notable that the financial year under review remains as a true catalyst of change; a year in which we have noted numerous successes that were fundamental for the transformation of the Council. The year will also go into the history of this organisation as one that was characterized by challenges which however did not supersede the several triumphs that ensued.

In true resonance of an eventful and successful year, allow me to summarise the milestones of 2016/2017 that we achieved as a collective:

There is a steady increase in registration figures, something encouraging despite the economic challenges. Also, a notable decline in terms of registration cancellations has been observed. The task of the Strategic Services unit has been to devise solutions that will retain these registered persons by way of adding value to their registration status.

The restructuring of ECSA committees has reduced the number from a total of 44 to 8 High Impact Committees (HICs) whose mandate is overseen by Council. The restructure has ensured that all functions are streamlined to the obligations of the organisation. Also, the cost saving benefit was identified and still remains a primary factor for this exercise.

In July 2016, a total of 12 national public consultation road shows to reposition the footprint of ECSA were successfully hosted. The key objective for the road shows was the review process of ECSA's Voluntary Association Recognition framework and the Continuing Professional Development (CPD) framework which have been approved by Council for adoption.

The recent appointment of the fifth-term ECSA Council by the former Minister of Public Works; Mr. Thulas Nxesi remains an eventful milestone to characterise this calendar's appraisal. The newly elected Council structure reflects a diverse and improved representation of young and experienced engineering professionals, balanced in gender and race, persons who have served this country both at private and public sectors.

The process to rebuild ECSA's operational infrastructure has seen the setup of an integrated online IT system, termed the Customer Relations Management (CRM) system taking great shape during the latter part of 2016. This portal will ensure the integration and optimum usage of our operational resources within different divisions. It is the nature of this system that all transactions will be recorded for each client who makes contact with the office. The system will therefore improve the efficiency of client service and enforce the culture of accountability for all staff members who deal with clients on a daily basis.

The revamp of the office space to optimise the minimal working stations is still ongoing and is almost complete. This will ensure efficiency when serving clients and when conducting daily responsibilities. There is a steady increase in terms of ECSA's staff complement to fill the key positions within the different units which has a direct impact on the delivery of the overall business strategy.

If we are to authentically measure our successes, I would imagine that it is prudent to also mention that there were a few strategic let-downs that took place during this financial year.

ECSA's exemption application to the Competition Commission for the Guideline Professional Fees and Identification of Engineering Work (IDoEW) was declined based on substantiated reasons of perceived anti-competition. This limits ECSA's regulatory margins in the mainstream economy. However, a process is currently underway through the Council for the Built Environment (CBE) to appeal the process.

Another glaring gap exists as ECSA is perceived to be non-visible in the eyes of the community that we serve. This has necessitated the compilation of a vibrant branding strategy that will ensure that the desired image is projected and maintained positively to increase ECSA's brand visibility, awareness and improve customer loyalty and position ECSA's leadership as brand ambassadors.

If analysed at their own peril, I count these challenges with the view that as a progressive organisation we must pose them as opportunities for growth and change. As I reflect on my service charter thus far, I am certain of one thing: the era of change has begun. This is an exciting era indeed; one that will transform ECSA to be responsive and relevant to the regulatory needs of the South African community that it serves. ECSA should begin to be definitive and exemplary of engineering excellence in all forms.

ECSA's legislative mandate is derived from the national Department of Public Works, delivered through the command of the Council for the Built Environment (CBE). I wish to thank all these colleagues for their invaluable support. It is through them that the stature of ECSA has been elevated to a level where it has become a national support structure for professional substance.

To the Council members, the Executive management of the organisation and ECSA employees at large; let me express my sincere sense of gratitude for your hard work and commitment. Let us continue the efforts to make ECSA a driven, efficient and productive organisation.

Yours Sincerely,



Sipho E Madonsela, Pr Eng
Chief Executive Officer, ECSA

5. Statement of responsibility and confirmation of accuracy for the annual report

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

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

The annual report is complete, accurate and is free from any omissions.

The annual report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury.

The Annual Financial Statements (Part F) have been prepared in accordance with the South African standards of Generally Recognised Accounting Practice (GRAP) applicable to the public entity.

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

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

The external auditors are engaged to express an independent opinion on the annual financial statements.

In our opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the entity for the financial year ended 31 March 2017.

Yours faithfully



Chief Executive Officer
Mr Siphon Madonsela
25 August 2017



President of the Council
Mr Cyril Vuyani Gamede
25 August 2017

6. Strategic Overview

ECSA Vision

Engineering excellence, transforming the nation.

ECSA Mission

ECSA seeks to achieve this vision through:

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

ECSA Values

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

7. Legislative and Other Mandates

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 (40) 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 (VA's);
- 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.

8. Organisational Executive Structure



Sipho Madonsela
CEO



Mr Christopher Tsatsawane
Executive :Strategic Services



Mr Zingisile Ntsaluba
Executive :Financial Services



Mr Edmund Nxumalo
Executive: Regulatory Function



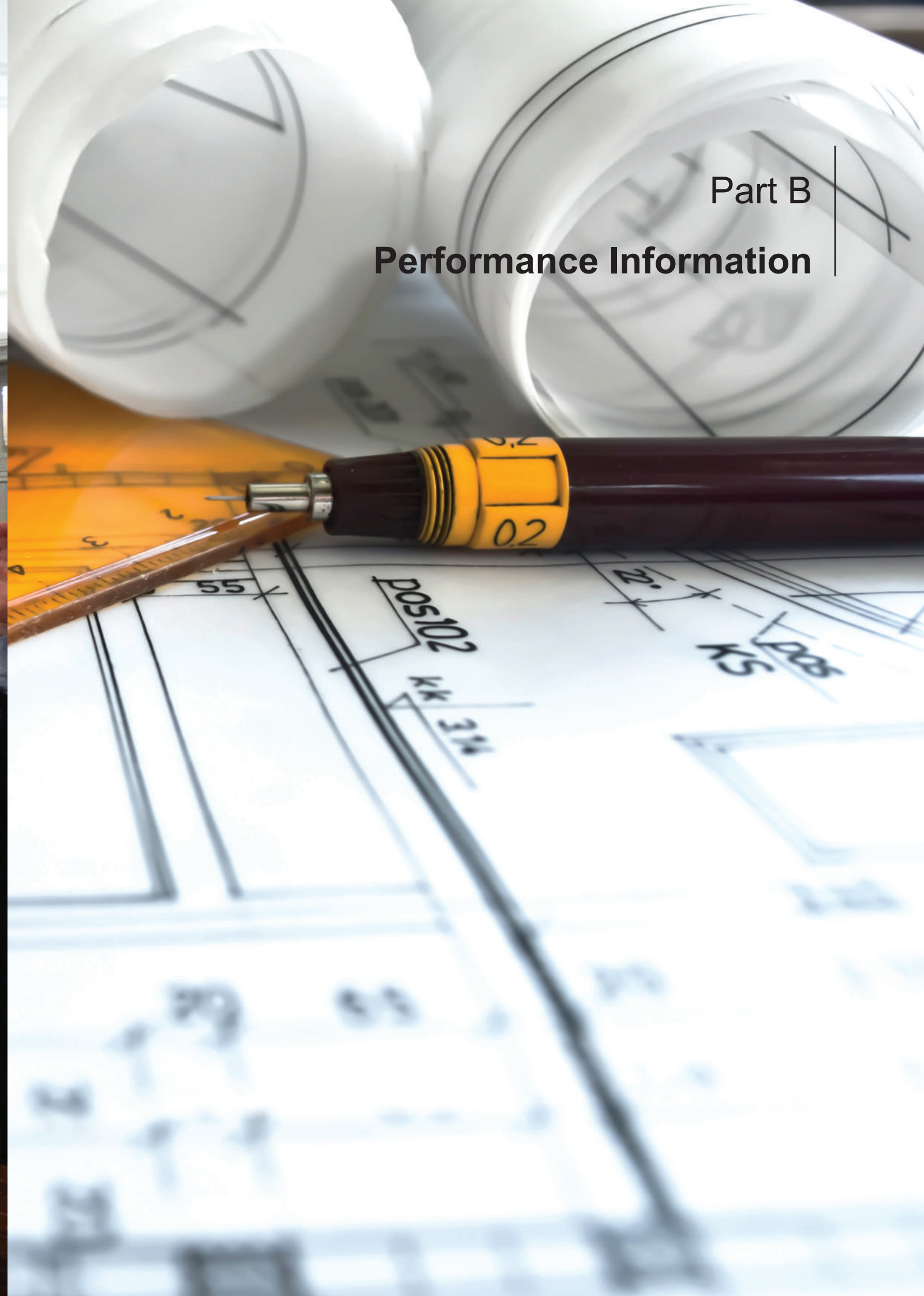
Thoko Machimane
Acting Executive: Strategic
Services until February 2017.



Mr John Cato
Executive: Policy Development
and Standards Generation



Ms Zola Khoza:
Executive in the Office of the
CEO



Part B

Performance Information

9. Performance Information

9.1 Situational Analysis

9.1.1 Service Delivery Environment

Most of the targets as expressed in the APP for the year under review were not achieved mainly because efforts were focused on restructuring and realignment of the business processes, review of the organogram, developing of reporting and monitoring instruments, orientation of the staff on the new processes and the recruitment of key personnel such as the Quality Manager in order to operationalise the new strategy. Council considered the targets and approved for the roll-over of the performance targets to the 2016/17 financial year.

9.1.2 Organisational Environment

The Council approved the 2015-2020 Strategic Plan on the 19 March 2015. At the beginning of the year under review, administration embarked on developing the Annual Performance Plan (APP). The APP was approved on the 27 August 2015, which was followed by the review of the organogram that was approved on the 24 March 2016 in order to support the newly approved strategy. It was a historic moment for ECSA as the very first ECSA APP (2015/16) and the Strategic Plan (2015-2020) was unveiled in Cape Town and the event was graced by the Honourable Minister of Public Works, Minister Thulas Nxesi.

On rigorous appraisal of the business in line with the 2015-2020 Strategic Plan, it became evident that the current business configuration presents with structural problems that needs remodelling. Central to the challenges is that ECSA carries out its mandate primarily through the 3 output arms being:

- Administration, led by the CEO;
- Committees comprising of peers; and
- Voluntary Associations recognised in terms of section 25 of the EPA.

Accountability for performance is not equitably shared amongst the three arms of delivery of the ECSA mandate. Plans are underway to ensure that all the three arms of delivery will share responsibility and accountability equitably towards the delivery of the mandate. The identified key structural problem has a causal effect on the following:

- blurred hierarchical reporting lines between the three arms of delivery;
- unclear areas of responsibility and accountability;
- adversarial relationships;
- A new developing trend of deviating from the culture of volunteerism in performing ECSA's work, and that is replaced by expectation of monetary compensation"

The focus in the coming financial year will be on addressing the identified problematic areas in order to create a conducive business environment.

9.1.3 Key Policy Development and Legislative Changes

9.1.3.1 Publication Guideline of Professional Fees and Identification of Engineering Work

In terms of Section 34 of the Engineering Profession Act 46 of 2000 (the Act), the Engineering Council of South Africa (ECSA), in consultation with the voluntary associations, representatives of service providers and clients in the public and private sector, is required to publish Guideline of Professional Fees.

Section 34(2) of the Act mandates ECSA to annually review the Guideline of Professional Fees and to publish them in the Government Gazette. The Guideline of Professional Fees (GPF) is applicable from the first of January to the 31st December per year.

Section 26 of the Act mandates ECSA to make recommendations to the Council for the Built Environment (CBE), regarding the type of engineering work which may be performed by persons registered in any of the categories referred to in section 18, including work which may fall within the scope of any other profession regulated by the professions' Acts referred to in the Council for the Built Environment Act 43 of 2000(CBE Act).

In terms of section 20 of the CBE Act, the CBE is required to consult with the Competition Commission (CC) before finalization of the identification of work (IDOEWS).

In March 2014, the CBE applied to the CC, for exemption of the IDOW and GPF of all the 6 Built Environment Professional Councils (BEPCs); Architecture, Engineering, Landscape Architects, Project and Construction Management, Property Valuation, and Quantity Surveying.

On 20 January 2016, the Competition Commission (CC) rejected the exemption application in respect of the IDOW and subsequently rejected the exemption application in respect of the GPF of all the BEPCs on 20 February 2016.

At the first Council meeting of the year, 24 March 2016, Council resolved to follow a two-pronged approach by engaging the CC in order to discuss its reasons for declining the exemption application and simultaneously lodging an appeal through the CBE.

The CBE has been attempting to confirm a meeting with the CC since February 2016. The intention of the CBE was to have a high level meeting between the Commissioner and Deputy Commissioner of the CC and the Minister of Public Works as well as CEOs and Registrars of the 6 BEPCs.

The CBE requested the CC for an extension to appeal till 30 April 2016, which was granted. The CC and CBE then agreed to put the lodgment of the appeal in abeyance until the said high level meeting takes place with the intention to reach a settlement, failure which the CBE will apply for condonation then lodge the appeal.

9.2 Strategic Outcome Oriented Goals

Strategic Goal 1:

Professional Thrust - Engineering practitioners enjoy the benefit of world class education and registration

Strategic objective 1.1	Engineering practitioners are recognised through excellent, relevant and globally accepted education standards
Strategic objective 1.2	Engineering practitioners are registered through accessible, fair, transparent, efficient and credible system
Strategic objective 1.3	Growth and retention of registered engineering practitioners
Strategic objective 1.4	The Engineering profession is grown by increasing the number of engineering practitioners to meet existing and future demands
Strategic objective 1.5	Practitioners successfully renew their registration through fair, credible, transparent and accessible processes

Strategic Goal 2

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

Strategic objective 2.1	Public awareness of the engineering profession and its standards through public education, information and awareness programmes
Strategic objective 2.2	Protection of the health, safety and interest of the public through effective regulation of the profession
Strategic objective 2.3	Regulate the profession in accordance with legislative requirements

Strategic Goal 3

Engineering practitioners proactively responsive to local and national socio-economic requirements

Strategic objective 3.1	Research undertaken into strategic contributions the profession could be making to support national programmes including but not limited to NDP, NIP and National Beneficiation Strategy
Strategic objective 3.2	ECSA is responsive to the decision makers through excellent stakeholder relationships. ECSA is represented in or structurally linked to key Government decision making bodies and SOEs such as PICC, NDP, ESKOM, Transnet, Sasol, etc
Strategic objective 3.3	Proposals are developed and implemented for specific projects and funding sought from Government and other stakeholders

Strategic Goal 4

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

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

Programme 1

Education and Registration

Strategic Goal Engineering practitioners enjoy the benefit of world class education and registration

Strategic Objectives An efficient, inclusive, transparent registration and education practices that promote demand, employability, marketability, mobility and protection of work environment.

Table 1:

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O 1.1 Engineering practitioners are recognised through excellent, relevant and globally accepted education standards	7 accreditation visits conducted	Accreditation of engineering programmes in 6 institutions of higher learning	Achieved	An additional 1 interim visit was conducted at University of Kwazulu Natal (UKZN)	By the time scheduling was finalised, the decision had not been made by Engineering Programme Accreditation Committee (EPAC) on whether an accreditation for UKZN will be necessary for 2016/17 financial year as we had a interim visit towards the end of 2015/16 financial year.
	100% compliance with the requirements for the international accords and standards	100% compliance with the requirements for the international accords and standards to maintain ECSA's standing with the international engineering organisations	Achieved	N/A	N/A

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O 1.2 Engineering practitioners are registered through accessible, fair, transparent, efficient and credible system	Not Achieved	Launch online registration according to plan	Not Achieved	The development of phase 1 of the project is about 80% complete. The launch of phase 1 is anticipated to take place in Q2 2017/18 financial year	A project plan has been developed with the service provider, and it reflects that the project will be completed in the second quarter of 2017/18 financial year. ECSA is closely monitoring the progress
	81 volunteers were trained.	Training of 111 Assessors	Achieved	366 Assessors, Reviewers and Moderators were trained. Target exceeded by 256	Over achievement was due to the fact that previously we trained as and when there was a need. In the year under review the registration systems and processes changed and that necessitated an aggressive training nationwide.
	11 policies were reviewed	Documents development and review	Achieved	Two policies were developed, reviewed and approved. - R-03-SC - E-14-PN/A	N/A
S.O 1.3 Growth and retention of registered engineering practitioners	Achieved	Host Africa Engineering Week according to plan and support the international event	Achieved	N/A	N/A
	Achieved	A revised Voluntary Association recognition framework.	Achieved	N/A	N/A
	Partially achieved	A revised draft retention strategy	Achieved	N/A	N/A
	Achieved 6334	Number of registered practitioners 5500	Achieved 6190	Exceeded	N/A

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O 1.4 Growth of the profession to meet existing and future needs	Not Achieved	Complete feasibility study on the possible categories of registration	Achieved	N/A	N/A
	Not Achieved	Open registration for two specified categories	Achieved	N/A	N/A
	N/A	Expand the engineering student programme to one more tertiary institution	Not Achieved	We have initiated expansion to other institutions and will still prioritise the Mangosuthu University of Technology (MUT)	ECSA will pursue the meeting with MUT in the new financial year.
S.O 1.5 Practitioners successfully renew their registration through fair, credible, transparent and accessible processes	N/A	Monitoring of new online System	Not achieved	The indicator is dependant on the finalisation of the CRM.	The CRM will be finalised and launched during the second quarter of 2017/18 Financial Year.
	Not Achieved	New improvements to the new online CPD system	Not Achieved	online CPD system is dependent on the new online system which is 80% complete	A project plan has been developed with the service provider, and it reflects that the project will be completed in the second quarter of 2017/18 financial year. ECSA is closely monitoring the progress

Programme 2

Public awareness of the engineering profession

Strategic goal	Public awareness of the profession and its standards and regulation to endure the implementation of those standards in the public interest
Strategic objectives	An informed public that can hold the profession accountable to the regulation standards

Table 2:

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O. 2.1 Public awareness of the engineering profession and its standards through public education, information and awareness programme	Achieved	Launch compendium in SA	Not Achieved	The CECB compendium website was developed but it could not be launched due to misalignment on the IT side between UNESCO and ECSA	A project plan has been put together to ensure that this target is met in the new financial year.
	Not Achieved	Facilitate for the establishment of forums for young and women engineers	Not Achieved	Forums for Young and Women engineers were not established due to capacity challenges	ECSA will liaise with the recognised Voluntary Associations to forge relations with the existing forums instead of reinventing the wheel.
	N/A	Conduct needs and numbers Research for SADC region	Not achieved	The needs and Numbers Research sponsored by the Department of Science and Technology (DST) and did not materialise due to PFMA procurement challenges.	Subsequent to failure to secure funds with DST, ECSA raised funds from an international donor to conduct a similar study. DST and ECSA are currently jointly conducting Research on Needs and Numbers which will be completed in the 2017/18 financial year.
	N/A	Provide secretariat services to SAFE0	Achieved	N/A	N/A
	N/A	Support Africa capacity building initiatives through the Federation of African Engineering Organizations (FAEO)	Achieved	N/A	N/A
	N/A	Publish ten (10) engineering articles	Not Achieved	Engineering articles were not published due to capacity constraints in the year under review, staff has been appointed to fulfill this task.	A remedial action will be put in place to meet this target in the 2017/18 Financial year.
	Achieved	20 000 learners reached through Engenius information session	Not Achieved	16 551 learners were reached	There was no clear indication on how and which learners will be targeted for the 20 000 to be reached, hence the target was not reached.
	Not Achieved	Train 10 role models	Not Achieved	Role models were not trained as there was a need to review the Governance policies in order to manage the associated risk.	ECSA is in the process of reviewing the Engenius programme, role models will no longer be trained.
	Achieved	Implement ECSA brand strategy according to plan	Not Achieved	Brand strategy was not implemented, the strategy was approved in March 2017 due to capacity challenges.	The Brand Strategy and Plan was approved in April 2017. Progress on the implementation is moving slow due to the resignation of the resource responsible for the function.

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O 2.2 Protection of health, safety and interest of public through effective regulation of the profession	Not Achieved	Finalise 80% of disciplinary backlog cases	Achieved	94% of disciplinary backlog cases were finalised. Exceeded the target by 14%	Availability of human resource capacity, plans are underway to appoint staff.
	Not Achieved	finalise 90% of new disciplinary cases	Not Achieved	86% of current cases were finalised. Below target by 4%	Target was not met due to the unavailability of respondent/ Legal Representatives. The number of investigators were increased in order to manage the backlog.
	Not Achieved	Development of a legal/case management system (dependant on S.O. 1.2)	Not Achieved	Case Management System was not implemented as it is dependant on the CRM	Case Management System is part of the CRM development, it is scheduled to be completed in the fourth quarter of the 2017/18 financial year.

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O 2.3 Regulate the profession in accordance with legislative requirements	Not Achieved	Report on the need to review the Engineering Professions Act and advise CBE	Not Achieved	A Legal consultant firm has been appointed to investigate the need to review the Act	There were delays in commencing with the investigation. The report is due in June 2017 and will be considered by Council in August 2017.
	Not Achieved	- An approved overarching framework - Development and implementation of a comprehensive framework for : - Promotion of preferential procurement and utilisation by industry of engineering services (employers and corporations procuring and employing engineers) locally and cross border - Promotion of full adherence to the ECSA code of conduct for ECSA registered professionals - The formalisation of a relationship between public	Achieved	N/A	N/A
	N/A	- An approved framework for collaboration to investigate poor quality engineering work. - Enter into an MoU with two Government Department	Not Achieved	This is a demand driven indicator. ECSA drafted an addendum for consideration by both DoL and NHBRC on the draft MoUs from the previous financial Year.	ECSA awaits inputs from DoL and NHBRC in order to conclude the MoUs.

Programme 3

Table 3:

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O 3.1 Research undertaken into strategic contributions the profession could be making to support national programmes including but not limited to NDP, NIP and National Beneficiation	Not Achieved	Finalise 1 Research report to contribute to socio-economic priorities of the country	Not Achieved	Research was not conducted due to capacity constraints.	The Research portfolio is under review.
S.O 3.2 ECSA is responsive to decision makers through excellent stakeholder relationships. ECSA is represented in or structurally linked to key Government decision making bodies and SOE's e.g. PICC, NDP, Eskom, Transnet, Sasol, etc.	Not Achieved	1 x MoU signed with any Government Department of SOEs	Not Achieved	Draft proposal with the Department of Public Works (DPW) finalised and submitted to the Department	ECSA awaits DPW to consider the proposal.

Programme 4

A sustainable, transformed and coherent organisation

Strategic Goal A sustainable, transformed and coherent organisation that is capable of delivering the impact desired by its stakeholders and society within the provisions of the EPA (Engineering Profession Act)

Strategic Objectives A coherent and well run organisation

Table 4:

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O. 3.3 Proposals are developed and implemented for specific projects and funding sought from Government and other stakeholders	Not Achieved	Raise R3m for strategic projects in cash or in kind.	Not Achieved	Draft funding proposal was submitted to DPW.	ECSA awaits feedback from DPW.

10. STRATEGIC SERVICES FUNCTIONS

Strategic Objective (SO)	Actual achievement 2015/2016	Planned target 2016/2017	Actual Achievement 2016/2017	Deviation from the planned target to actual achievement for 2016/2017	Comment on deviation
S.O 4.1 A relevant organisation that significantly meet the needs of both internal and external stakeholders within the ECSA mandate	Achieved	Revised council committees and operating standards	Achieved	N/A	N/A
	N/A	Central council document repository	Achieved	N/A	N/A
	N/A	Documented and/or revised processes	Not Achieved	QMS processes were not developed due to resource unavailability	The target is included in the acceleration plan. The QM Manager was appointed to develop and implement the QMS.
	Achieved	Unqualified audit opinion	Achieved	N/A	N/A
	Not Achieved	Implementation of the recommended IT Infrastructure	Not Achieved	The IT plan was reconfigured to develop an integrated platform for the entire business.	The process to procure server equipment for staff is underway. The procurement will be installed and commissioned by 30 June 2017
	Achieved	Increased revenue collection by 8 % annually	Achieved	N/A	N/A

The 2016/17 financial year has been full of a number of activities and events within the Strategic Services division. In a concerted effort to support the core function of professional registration by engineering practitioners, the unit co-ordinated the following tasks:

10.1 Road to registration presentations to employer bodies

Several employer bodies have requested ECSA representatives to conduct registration presentations for the benefit of the employees. During the past financial year, the following presentations on registration were made:

Table 5:

Name of entity/employer	Presenter	Number of attendees	Date of presentation
Department of Water & Sanitation	Mr. Jones Moloiwane	20	03.02.2017
South African Fluid Power Association	Dr. Terry Stidworthy	20	16.02.2017
Tshwane University of Technology	Mr. John Cato	800	17.02.2017
Grinaker	Mr. Olu Soluade	13	01.03.2017
Eskom	Mr. Mike Myers	35 Young Professionals 17 Mentors	09.03.2017
Eskom	Mr du Toit Grobler	45	09.11.2016
Electra Mining 2016	Mr du Toit Grobler	11	12.09.2016
SAIMC Johannesburg	Mr du Toit Grobler	55	12.09.2016
Africa Rail 2016	Mr du Toit Grobler	23	28.06.2016
Dept of Water Affairs & Sanitation	Mr du Toit Grobler	26	06.04.2016
Thusang METCO	Mr du Toit Grobler	42	07.06.2017
SAIMC Secunda	Mr du Toit Grobler	24	12.05.2016
CESA- Durban	Mr Trevor Maphumulo & Mr TC Madikane	52	13.06.2016
Sasol - Secunda	Mr du Toit Grobler	122	03.05.2016

11. ENGENIUS REPORT

10.2 Stakeholder Events Supported

It remains ECSA's focus to engage engineering practitioners through several industry events that are hosted on an annual basis. The following events were supported in order to enhance ECSA's visibility:

1. UNESCO Africa Engineering Week
2. Exhibiting at IMESA 80th Conference- East London ICC
3. Exhibiting at CESA Infrastructure Indaba-Southern Sun Elangeni
4. Exhibition at World Water Day in Durban
5. Sponsoring of the prizes for UKZN Top 3 engineering students
6. Advertising in Graduate Magazine
7. Advertising in Leadership Magazine
8. Exhibiting at Africa Energy Indaba
9. Advertising on the Institute of Municipal Engineering of Southern Africa (IMESA) magazine

10.3 External Communication

A two-way flow of communication remains central to the achievement of ECSA's Corporate Strategy. The Strategic Services division has in the previous financial year made use of the following communication channels to share information with targeted audience:

1. Design of new CPD brochure
2. Produced Quarterly E-Bulletin newsletters which were distributed to all registered persons
3. Revamp of Engenius website
4. Distributed Stakeholder Briefing Updates to key all stakeholders on Council resolutions

10.4 Strategic Planning

The following strategies have been developed for the endorsement of the Stakeholder Relations Committee and will be rolled-out in the new financial year (2017/2018) in order to maximise the ECSA brand.

1. Brand strategy and Plans
2. Social media strategy

The approval of the abovementioned strategies and plans will continue to give the ECSA brand prominence and positive outlook. The ECSA brand should at all times remain relevant to the engineering profession through the promotion of issues relating to environment, health and safety, sustainability and the progression of the engineering industry.

Project Background

Engenius is a programme that has been established by ECSA to promote engineering studies within learners, both at the level of the primary and high schools across South Africa.

Engenius has the following **three key targets** to achieve within one financial year:

- ❖ To promote national collaboration, coordination and support amongst partner organisations involved in advancing the engineering profession.
- ❖ To promote the engineering profession nationally to 20 000 primary and high school learners annually through its driving message: "**Engineering makes it happen**".
- ❖ To empower partners, and engineering practitioners to communicate the driving message.

The scope of work for Engenius focused on the following:

11.1 Promoting national collaboration amongst stakeholders or partner organisations such as:

11.11 National Transport Week 2016

11.12 Kasi Career Expo 2016

11.13 Engenius Workshop

11.2 Reach 20 000 learners nationally. Primary and high schools reached to were:

11.21 Gauteng – (Johannesburg) – During the National Transport Week (24-28 October 2016), Engenius reached 338 while 5339 attended the event at Sci-Bono Discovery Centre.

11.22 Kasi Career Expo – Rustenburg (14 October 2016); The event was attended by 9000 learners while Engenius reached 140 learners from various high schools in Rustenburg,

11.23 North West Lepono Primary School - Prof Esther Akinlabi (UJ Head of Department of Mechanical Engineering Science) conducted an Engenius workshop on the 11th of November 2016 the school in Mathibestad, North West. Three primary schools (Lepono, Mathibestad and Senteng Primary Schools) attended the workshop which was a huge success with 200 learners in attendance.

- 11.24 **Western Cape** - Phandulwazi Career Planning Session – Cape Town, Cross Roads Township, (16 February 2017). Engenius reached 1280 learners at the Phandulwazi High School consisting of grade 8 to 12 learners.
- 11.25 Nedbank Career Day – Maraisburg, Johannesburg (27 February 2017) Engenius reached a total of 146 grade 11 and grade 12 learners at the Chris J. Botha High School.

2. Engenius Website:

A service provider has been appointed to revamp the Engenius logo, update and re-design the website.



From left to right:
Mr JH Cato, Mr RJ Moloisane, Mr TC Madikane and Dr KI Jacobs

12. International Engagements

The Engineering Profession Act (EPA) 46 of 2000, requires ECSA to engage in reciprocal agreements with other international statutory bodies. As such, South Africa is still a signatory to the following international agreements:

Washington Accords: mutual agreement on education qualifications for engineers

Sydney Accord: mutual recognition of educational qualifications for engineering technologists.

Dublin Accord: mutual recognition of educational qualifications for engineering technicians.

During 2016/17 financial year, ECSA undertook international engagements in Paris, Kuala Lumpur and China.

Kuala Lumpur: Representing ECSA, Dr KI Jacobs, Mr RJ Moloisane, Mr TC Madikane and Mr JH Cato attended the International Engineering Alliance (IEA) meeting held in Kuala Lumpur, Malaysia from 30 May 2016 to 3 June 2016. The meeting discussed different issues ranging from the ease of web access for accredited programmes, rules regarding the pathway from non-member to a provisional member through to full signatory status, importance of mentors and many other issues.

Paris: The CEO of ECSA, Mr Sipho Madonsela and Mr Yashin Brijmohan attended the World Federation of Engineering Organizations (WFEO) meeting held in Paris from 03 April 2017 to 07 April 2017. WFEO executive board members, representatives from the Federation of the African Engineering Organizations (FAEO), and the Royal Academy of UK attended the meeting. The meeting robustly discussed issues relating to the Africa Catalysts Projects, the role of WFEO and the Southern African Federation of Engineering Organisations (SAFE0) within the geopolitical arrangements, Accreditation, benchmarking of African Engineering institutions, Research and the strengthening of the regional FAEO structures.

China: A business visit was undertaken to the People's Republic of China between the 20th – 24th June 2016. The following officials or delegates represented South Africa during this visit: Mr Edmund Nxumalo from ECSA, Mr Ghaleeb Jeppie from the Department of Higher Education and Training, Ms Tshidi Papo from the Department of Higher Education and Training, Dr Shirley Papo from the Department of Higher Education and Training and Mr Jody Kgalane from the South African Qualification Authority. Several meetings were held with China Academic Degrees and Graduate Education Development Centre, Ministry of Education, UNESCO, the Chinese scholarship Council and China Association of Science and Technology. This opportunity gave ECSA an opportunity to support the South African government's broader mandate of ensuring an improved skills base on areas like Science, Technology and Engineering.

International engagements provide ECSA with an opportunity to grow and develop, and most importantly it allows the organisation to align with global direction of the engineering profession.

Key Strategic Partnerships

Recognised Voluntary Associations

Currently ECSA has 48 Recognised Voluntary Associations:

Table 6: ANNEXURE 1

Category A				
No	Acronym	Name	Ref No.	Date Recognised
1	AeSSA	Aeronautical Society of South Africa	VA A0022	11 August 2011
2	AMMSA	Association of Mine Managers of South Africa	VA A0031	24 January 2007
3	AMRE	Association of Mine Resident Engineers	VA A0032	22 August 2013
4	CEASA	Clinical Engineering Association of South Africa	VA A0040	26 August 2010
5	COET	The Chamber of Engineering Technology	VA A0001	19 October 2010
6	CSSA	Concrete Society of Southern Africa	VA A0019	11 August 2011
7	ICMEESA	Institution of Certificated Mechanical and Electrical Engineering	VA A0002	24 November 2010
8	IEEE	Institute of Electrical and Electronic Engineers South African Section	VA A0036	22 August 2013
9	IMESA	Institution of Municipal Engineering of Southern Africa	VA A0003	14 April 2011
10	IPET	Institute of Professional Engineering Technologists	VA A0004	19 October 2010
11	LIASA	Lift Inspectors Association of South Africa	VA A0026	15 March 2012
12	NSBE	National Society of Black Engineers	VA A0037	23 May 2013
13	SAAMA	South African Asset Management Association	VA A0025	14 May 2009
14	SACEA	South African Colliery Engineers' Association	VA A0005	11 August 2011
15	SACMA	South African Colliery Managers Association	VA A0029	23 May 2013
16	SAIAE	South African Institute of Agricultural Engineers	VA A0020	11 August 2011

17	SAICE	South African Institution of Civil Engineering	VA A0006	24 November 2010
18	SAICHe	South African Institution of Chemical Engineers	VA A0007	11 August 2011
19	SAIEE	South African Institute of Electrical Engineers	VA A0008	14 April 2011
20	SAIIE	Southern African Institute of Industrial Engineers	VA A0009	11 August 2011
21	SAIMechE	The South African Institution of Mechanical Engineering	VA A0021	14 April 2011
22	SAIMENA	South African Institute of Marine Engineers and Naval Architects	VA A0010	11 August 2011
22	SAIMENA	South African Institute of Marine Engineers and Naval Architects	VA A0010	11 August 2011
23	SAIMM	South African Institute of Mining and Metallurgy	VA A0011	14 April 2011
24	SAIRAC	South African Institute of Refrigeration and Air-Conditioning	VA A0028	10 May 2012
25	SAT	Society for Asphalt Technology	VA A0043	26 August 2010
26	STE	Society of Telkom Engineers	VA A0035	22 August 2013
27	INCOSE	International Council of Systems Engineering (SA Chapter)	VA A0030	24 January 2007
28	SANCOLD	South African National Committee on Large Dams	VA A0046	4 December 2014
29	SASRE	South African Society for Railway Engineers	VA A0047	4 December 2014
30	LEEASA	Lifting Equipment Engineering Association of South Africa	VA A0048	4 December 2014

Category B				
No	Acronym	Name	Ref No.	Date Recognised
31	SAFHE	South African Federation of Hospital Engineers	VA B0023	11 April 2011
32	SAID	South African Institute of Draughting	VA B0033	22 August 2013
33	SAIMC	South African Institute of Measurement and Control	VA B0024	11 August 2011
34	WISA	Water Institute of Southern Africa	VA B0038	12 June 2008
35	SABTACO	South African Black Technical and Allied Careers Organisation	VA B0045	23 May 2013

Category C				
36	AMEU	Association of Municipal Electricity Undertakings	VA C0027	11 August 2011
37	BEPEC	Built Environment Professions Export Council	VA C0044	24 November 2010
38	CESA	Consulting Engineers South Africa (p.n.a. SAACE)	VA C0013	14 April 2011
39	IESSA	Illumination Engineering Society of South Africa	VA C0012	11 August 2011
40	IQSA	Institute of Quarrying Southern Africa	VA C0014	11 August 2011
41	ITC	Institute for Timber Construction	VA C0015	11 August 2011
42	SAFA	South African Flameproof Association	VA C0016	26 August 2010
43	SAFCEC	South African Federation of Civil Engineering Contractors	VA C0017	11 August 2011
44	SAFPA	South African Fluid Power Association	VA C0039	26 November 2008
45	SAISC	South African Institute of Steel Construction	VA C0018	11 August 2011
46	SAIW	South African Institute of Welding	VA C0034	22 August 2013
47	SARF	South African Road Federation	VA C0042	26 August 2010
48	SASTT	Southern African Society for Trenchless Technology	VA C0041	26 August 2010



From the left:
Dikeledi Makau, Geraldene Parmassar, Felicia Gentle, Nomathemba Khumalo and Valentine Ndlovu - During Heritage Day

Part C Governance





From left: Front Row (sitting):

Ms Thandiwe Nkambule; Ms Tshwaraganang Ramagofu; Ms Nirasha Sampson; Ms Humbulani Motsotsoana; Dr Nomzamo Tutu; Ms Linda Njomane; Ms Amelia Mtshali; Ms Refilwe Buthelezi; Adv. Boitumelo Tlhakung; Ms Tumisang Maphumulo; Ms Otilia Mthethwa

From left: Middle Row(standing)

Mr Mashao Lebea; Mr Abner Sentsho; Mr Mpho Ramuhulu; Mr Nkosinathi Myataza; Mr Sifiso Keswa; Mr Sipho Madonsela; Mr Cyril Gamede; Dr Keith Jacobs; Mr Simphiwe Zimu; Mr Duncan Daries; Mr Modupi Maisela Ka Mdluli; Mr Kemraj O'Jageer

From left: Back Row(standing):

R Adm (JG) Kevin Watson; Mr Mpho Tlala; Mr Lindokuhle Mahlangeni; Mr Thulebona Memela; Mr Mthethunzima Thunzia; Mr Kesevan Chetty; Mr Nqaba Nqandela; Mr Richard Jennings; Dr Kasongo Nyembwe; Dr Carlo van Zyl; Mr John Daniels; Mr Arnold Sommer

Absent from the photo:

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

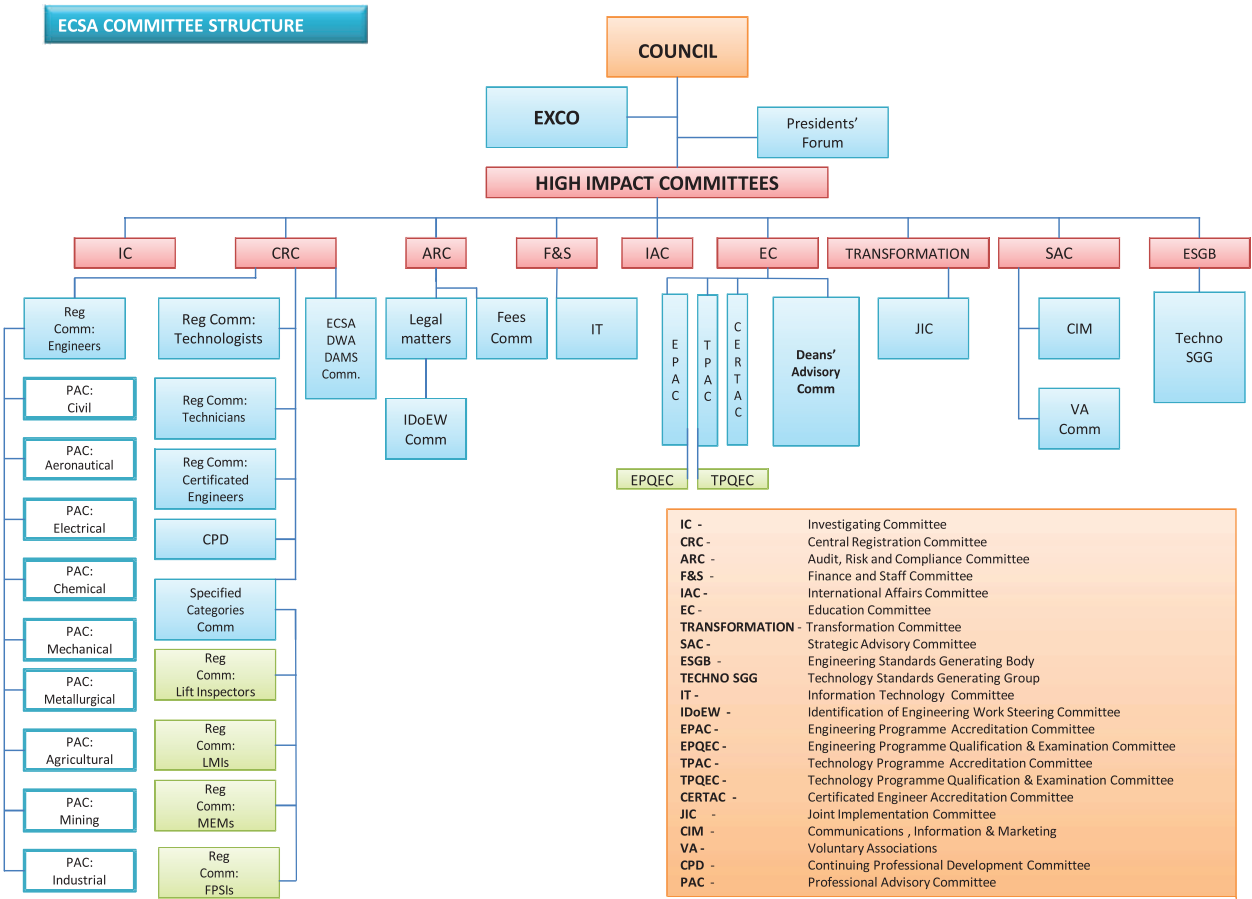
13. Composition of the Council

4th Term Council Structure:

The EP established the Council as the governing body of ECSA. Section 3 of the EPA provides for the composition of the Council. It consists of 50 members appointed by the Minister of Public Works as the Executive authority of the Council.

The Council had 44 committees with delegated functions to enable the execution of ECSA mandate, s per the structure below.

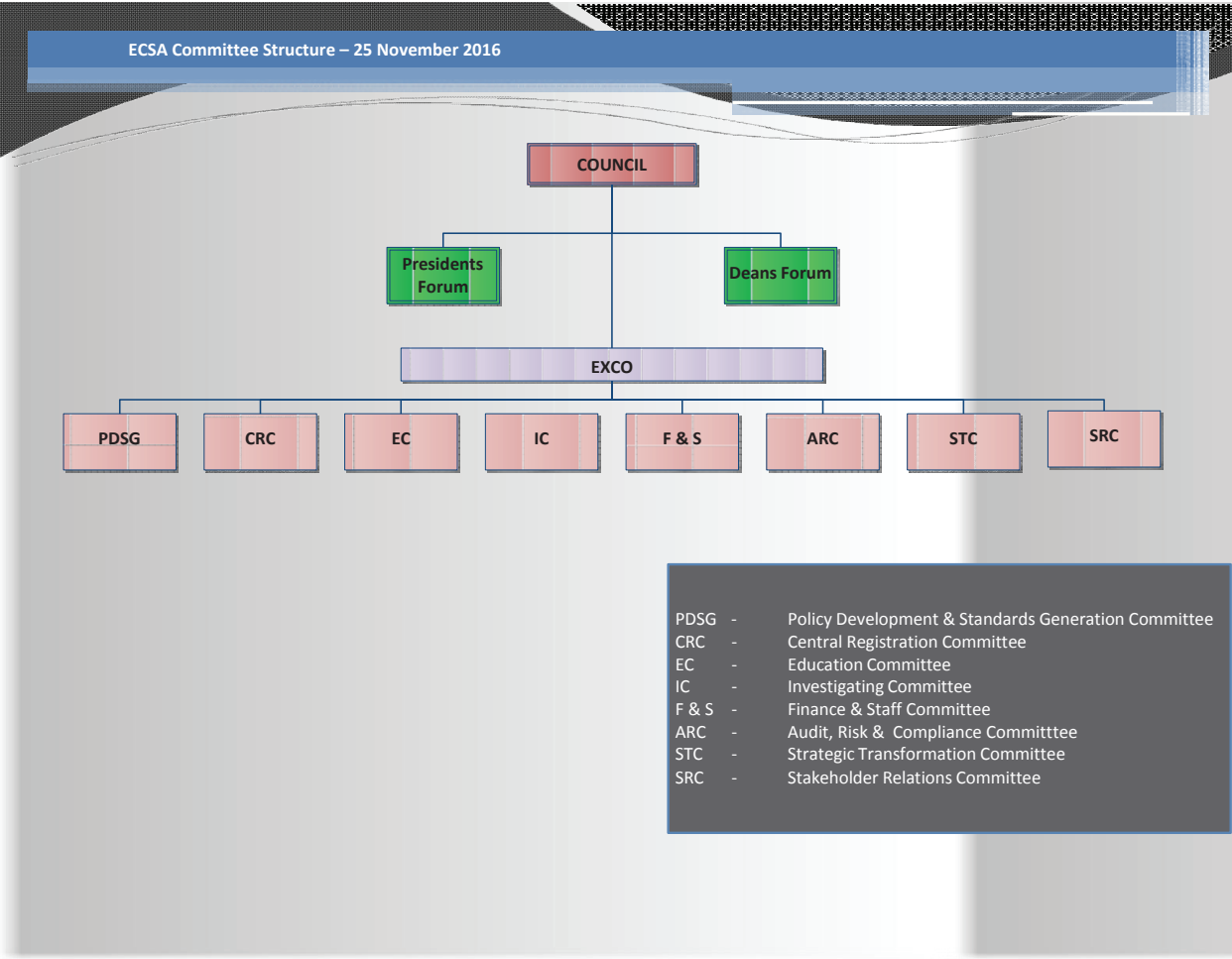
13.1 ECSA Committee Structure – 4th Term of Council (April 2016 – September 2016)



14. Committee Structures

5th Term Council Structure:

14.1 ECSA Committee Structure – 5th Term of Council (September 2016 – March 2017)
In line with Council's strategy to streamline and enhance organisation efficiency and effectiveness, the 5th Council at its meeting of 25 November 2016 approved the new Council structure as depicted below.



15. Executive Authority:

- Section 3(1)(a) – Thirty (30) registered persons, excluding candidates, of whom at least 20 are actively practicing in the Engineering Profession.
- Section 3(1)(b) – ten (10) persons of whom at least 6 must be professionals in the service of the State.
- Section 3(1) (c) - ten (10) members of the public nominated through an open process of public participation.

16. Accounting Authority

The term of office for the Council is four years. The term of the 4th Council ended in September 2016, with the 5th term of Council starting in September 2016.

In line with governance best practice:

- All members of the Council are non-executive and independent.
- The Council actively plays its role of oversight and giving strategic direction.
- Council at its meeting on 16 March 2017, approved the Standing Orders for Council and Committees of Council as well as the terms of reference for the Executive Committee and the eight High Impact Committees.

16.1 Members of the Council for the year under review are listed below:

Table 7: Members of the 4th Term of Council

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	Qualifications	Other committees served	Number of Council meetings attended
1.	Mr Derick Norman Mathee	Profession	31 January 2012	BEng Aeronautical Engineering MSc Flight Test & Evaluation Test Flight Engineer Commercial Pilot Licence	PAC: Aeronautical Reg Comm. Pr Eng	1/3
2.	Dr Zwanani Titus Mathe	Profession	31 January 2012	PhD in Chemical Engineering and MBL	EXCO CRC TC	3/3
3.	Mr Nicholas van den Berg	Profession	31 January 2012	BSc Eng (Civil)	TC	3/3
4.	Ms Malani Padayachee-Saman	Profession	31 January 2012	BSc Eng (Civil) GDE (Civil) Cert.Arb	PAC: Civil	3/3
5.	Dr Allyson Lawless	Profession	31 January 2012	BSc Eng; MSc; DEng hc	JIC	3/3
6.	Mr Ranthekeng Moloisane	Profession	31 January 2012	MSc (Civil); MTech (Civil) cum laude; BSc(Honours) (Transportation Technology); BTech: (Transportation Engineering); NDip (Civil) Diploma (Project Management)	EXCO CRC EC ESGB IAC IDoEW SAC TPAC TPQEC VA Reg Comm. Technicians Reg Comm. Technologists	3/3
7.	Ms Anne Marie Sassenberg	Profession	31 January 2012	NHDT (Eng) Civil (Pret) CPMP	TC CIM Pr Techno	0/3
8.	Mr Mbuleleni Ambrose Ngcobo	Profession	31 January 2012	NHD (Civil)	EXCO ARC Reg Comm. Technologists	2/3
9.	Ms Tumisang Maphumulo	Profession	31 January 2012	BEng Electrical and Electronics (Honours)	PAC: Electrical Reg Comm. Pr Eng	3/3
10.	Mr Yashin Brijmohan	Profession	31 January 2012	BSc Eng(Electrical); Diploma: Eng Bus Management; MEng Engineering Management	EXCO SAC IAC	3/3

11.	Ms Thandiwe Nkambule	Profession	31 January 2012	BSc (Eng); MEng (Electrical); MBA	TC F&S SAC	3/3
12.	Mr Pelei Petlane	Profession	31 January 2012	BEng (Electrical) PDE (Electrical); MEng (Engineering Management)	IC	3/3
13.	Prof Barend van Wyk	Profession	31 January 2012	NDip Telecoms NHDip Education NHDip Electrical BTech Electrical BCom MSc PhD	ESGB Deans' Advisory Comm.	1/3
14.	Mr Christian Stuurman	Profession	31 January 2012	MTech (Electrical)	EPAC TPAC TPQEC	3/3
15.	Mr Philippus Erasmus	Profession	31 January 2012	NHDip Eng (Electrical) Mid Management Certificate	SAC IDoEW Techno SGG ESGB CRC Reg Comm. Technologists Reg Comm. Technicians Reg Comm. LMI Reg Comm. MEMs Reg Comm. FPSIs JIC	2/3
16.	Ms Revona Botha	Profession	31 January 2012	Postgraduate Certificate (Bus Eng Management), National Diploma (Financial Information Systems), National Diploma (Engineering), Certificate Installation Electrician	EXCO F&S VA IC IDoEW Reg Comm. Technicians	3/3
17.	Prof Beatrys Lacquet	Profession	31 January 2012	BSc (Hons) Electrical & Electronic; MEng (cum laude) DEng	EC EPAC	3/3
18.	Ms Philisa Mangakane	Profession	31 January 2012	NDip Industrial Engineering; Certificate: Project Management BTech (Industrial)	F&S Reg Comm. Technicians CIM	2/3
19.	Mr Kenneth Greenwood	Profession	31 January 2012	Certificate in Fuel Injection Mechanics	Reg Comm. LMI	3/3

20.	Mr Mathuba Zitha	Profession	19 March 2015	Postgraduate Economics BSc (Civil) National Diploma (Civil)	PAC: Civil	2/3
21.	Mr Nkosinathi Myataza	Profession	31 January 2012	NDip (Mechanical Eng); NHDip (Mechanical Eng); GCC (OHS); NDip (Project Management); BSc; Adv Programme (Risk Management) MSc (Operational Research) Executive Development Programme Post Graduate Certificate: Business Research Methods	IDoEW SAC	3/3
22.	Mr Kudzai Nyangoni	Profession	31 January 2012	MBA, BSc (Hons) Mech.Eng, Grad Dip Mkt Mgt (IMM)	EXCO F&S IDoEW PAC: Mechanical	0/3
23.	Mr Cyril Gamede	Profession	31 January 2012	BSc(Eng) Mechanical, MSc(Eng) Industrial, EMBA; Advanced Diploma in Labour Law; Certificate in Corporate Governance	EXCO	2/3
24.	Prof Tshilidzi Marwala	Profession	31 January 2012	PhD	EXCO EC CRC	0/3
25.	Prof Leonard Masu	Profession	31 January 2012	BSc (Hons) ; MSc Eng PhD Eng; PGDip BAdmin; MBA	None	3/3
26.	Mr Onkgopotse Leburu	Profession	31 January 2012	NDip; NHDip; BTech Mechanical Engineering	CRC Reg Comm. Technologists JIC TPQEC IAC CPD	3/3
27.	Dr Keith Jacobs	Profession	31 January 2012	PhD	EXCO IAC TPAC Techno SGG ESGB Reg Comm. Technicians CPD	3/3
28.	Mr Kanak Mistry	Profession	31 January 2012	BSc (Metallurgy & Material) MBL (Business Leadership)	EPAC CRC Reg Comm. Pr Eng PAC: Metallurgical CIM	2/3

29.	Mr Richard Jennings	Profession	31 January 2012	NHDT; Mine Managers Cert; MDP; AEP	SAC Reg Comm. Cert Eng IDoEW	3/3
30.	Mr Dirk van Niekerk	Profession	31 January 2012	BSc Eng (Mining); BSc Eng (Hons); MEng (Mining); MBL; GCC: Mine Manager GCC: Mine Manager	IAC IDoEW Techno SGG PAC: Mining JIC EPQEC	3/3
31.	Mr Camagu Soga	State	31 January 2012	BSc (Physics (Distinction); applied Mathematics (University of Fort Hare); BSc (Civil)	SAC F&S	1/3
32.	Mr Mongezi Gxamza	State	31 January 2012	BEng	IDoEW	1/3
33.	Mr Adrian Michael Peters	State	31 January 2012	BSc Eng (Civil) , GDE, MBA	EXCO LMC IC IDoEW	3/3
34.	Mr Lungile Dhlamini	State	31 January 2012	BSc Eng (Civil)	TC ARC F&S	0/3
35.	Mr Willem Schalk Brand Burger	State	11 May 2012	NDip (Agriculture Land Use Planning)	None	1/3
36.	Dr Beason Litungilu Mwaka	State	11 May 2012	PHd; MSc; BSc (Agricultural Engineering)	None	2/3
37.	Mr Samuel Stephanus Jacobs	State	17 April 2012	BEng (Mech); MBA	IDoEW IC Reg Comm. Technicians	2/3
38.	Ms Tebogo Phiri	State	17 April 2012	NDip Eng (Civil); MDP	IDoEW	3/3
39.	Mr Nqaba Nqandela	State	09 October 2012	National Diploma Electrical Engineering; Programme in Project Management; Certificate in Telecomms Policy, Regulation & Management (TPRM); Certificate in Convergence and New Media in the Information Society; Master in Business Administration (MBA)	TC ARC	3/3
40.	Mr Thomas Boy Maswanganyi	State	14 December 2012	NDip (Mech) Eng; BSc Mech	None	3/3
41.	Mr Rashid Patel	Public	31 January 2012	B(Proc)	LMC	1/3
42.	Dr Anirood Singh	Public	31 January 2012	HND (Civil Eng); Postgraduate Certificate in Medicine & Law; BA; BProc; LLB; MA; LLM; LLD	IAC SAC LMC IC	3/3

43.	Mr Mphikeleli Jele	Public	31 January 2012	BSc Hons (Applied Sciences) Transportation Planning cum laude; BTech Civil Eng cum laude; NDip Civil cum laude	None	3/3
44.	Mr Lemias Mashile	Public	31 January 2012	BTech (Civil) Eng	TC SAC TPAC JIC	1/3
45.	Ms Trustworthy Zuma	Public	17 April 2012	BComm; APM; MDP; MP (Supply Chain Management); EMLog	None	1/3
46.	Dr Nomzamo Tutu	Public	17 April 2012	PDM; DOH; MBChB; BSc	EXCO TC SAC	3/3
47.	Mr Mthethunzima Thunzi	Public	11 August 2012	NDip (Mech) Eng	VA CRC JIC Reg Comm. Technicians LMC CPD	3/3
48.	Ms Nelisiwe Veronica Barbara Magubane	Public	31 January 2012	BSc (Elect) Eng; MBA; Cert in Sasol EDP; Certificate: Managing Government Performance; Certificate: Leadership Decision Making	EXCO ARC	0/3
49.	Mr Seutloali Makhetha	Public	11 May 2012	BSc (Civil) Eng; NDip (Civil) Eng; Post Grad Dip (Indust) Eng; Cert Construction Management; Cert Adv Management MSc Project Management	None	0/3
50.	Mr Melusi Mofokeng	Public	31 January 2012	NDip (Business Computing)	ARC IAC VA IDoEW CIM	2/3

Table 8: Members of the 5th Term of Council

No.	Name	Designation (in terms of the public entity board structure)	Appointment date	QUALIFICATIONS	Other committees served	Number of Council meetings attended
1.	Ms R H Motsotsoana	Profession	29 July 2016	DIPLOMA IN MINING ENGINEERING (2006) B-TECH IN MINING ENGINEERING (2008) HONOURS IN MINING ENGINEERING (2014)	CRC PDSG	3/3
2.	Dr C A A van Zyl	Profession	29 July 2016	PHD ENG MECH 2012 MTECH ENG MECH 2008	EC	2/3
3.	Mr C P Stuurman	Profession	29 July 2016	MTECH ENGINEERING ELECTRICAL 1995 NATIONAL HIGHER DIPLOMA TELECOM 1989 NATIONAL DIPLOMA IN TELECOMMUNICATIONS 1985	CRC	3/3
4.	Mr C V Gamede	Profession	29 July 2016	BSC ENGINEERING 1986 MSC ENGINEERING 1989	EXCO	3/3
5.	Dr K I Jacobs	Profession	29 July 2016	PHD 2011 MASTERS OF BUSINESS ADMINISTRATION 1997 PHD ENGINEERING MANAGEMENT 2011 NATIONAL DIPLOMA TECHNICIANS T4 1982 NATIONAL DIPLOMA POST SCHOOL EDUCATION 1987 B EDUCATION 1989 BACHELOR OF EDUCATION 1989	EXCO EC PDSG	2/3
6.	Mr T D Memela	Profession	29 July 2016	B TECH 2013	CRC IC	3/3
7.	Ms T Nkambule	Profession	29 July 2016	MBA 2012 MENG(ELECTRICAL) 2008 BSCENG(ELECTRICAL) 2002	STC	1/3
8.	Ms T P Maphumulo	Profession	29 July 2016	BSC ENGINEERING 2004 HITACHI ON JOB TRAINING 2012 EPPEI 2015	EXCO CRC PDSG	3/3
9.	Mr T K L Xakaxa	Profession	29 July 2016	N2 RIGGING THEORY AND ENGINEERING THEORY	EC	2/3
10.	Vacant					

11.	Vacant					
12.	Mr A H Sommer	Profession	29 July 2016	RIGGER 2013	EC IC	3/3
13.	Ms T Ramagofu	Profession	29 July 2016	BSC ENGINEERING 2006	SRC	2/3
14.	Ms R P Madiba	Profession	29 July 2016	BSC ENG (ELECTRONICS) PGD IN BUSINESS MANAGEMENT GDE INDUSTRIAL ENGINEERING MASTERS IN ENGINEERING MANAGEMENT	ARC CRC	3/3
15.	Ms S R M Buthelezi	Profession	29 July 2016	B ENG ELECTRICAL AND ELECTRONIC 2006 MENG ENGINEERING MANAGEMENT 2011 MASTERS IN BUSINESS LEADERSHIP 2015	ARC	2/3
16.	Ms S A Tire	Profession	29 July 2016	BENG ELECTRONICS 2008 MENG ENGINEERING MANAGEMENT 2015		3/3
17.	Ms L Njomane	Profession	29 July 2016	NATIONAL DIPLOMA MECHANICAL ENGINEERING 2003 B TECH QUALITY 2009 B TECH MECHANICAL ENGINEERING 2014	EC PDSG	3/3
18.	Dr K Nyembwe	Profession	29 July 2016	DOCTORATE - MECHANICAL ENGINEERING 2012 MCOM - BUSINESS MANAGEMENT 2014 MTECH - ENGINEERING METALLURGY 1999 BSC (HONS) - METALLURGY 1994	EC PDSG	3/3
19.	Mr M R Tlala	Profession	29 July 2016	MPHIL ETHICS 2011 MBL MASTER OF BUSINESS LEADERSHIP 2009 MENG MASTER OF ENGINEERING 2006 MINE MANAGERS CERTIFICATE COAL 2005 BSC ENG MINING 1998	ARC	1/3

20.	Mr N M Myataza	Profession	29 July 2016	ND MECH ENG 1992 NHD MECH ENG 1994 GCC FACTORIES 1996 PROJECT MANAGEMENT 1997 BSC OPERATIONAL RESEARCH 2001 ADVANCED PROGRAMME IN RISK MANAGEMENT 2005 MSC OPERATIONAL RESEARCH 2009 HENLEY EXECUTIVE DEVELOPMENT PROGRAMME 2012 PGC IN BUSINESS RESEARCH METHODS 2014	ARC STC	3/3
21.	Ms H A Mtshali	Profession	29 July 2016	B TECH ELECTRICAL ENGINEERING 2000 ND ELECTRICAL ENGINEERING 2000	CRC PDSG	3/3
22.	Mr M Ramuhulu	Profession	29 July 2016	BTECH ELECTRICAL ENGINEERING 2013 NATIONAL DIPLOMA ELECTRICAL ENGINEERING 2006 MBA (GENERAL) 2017	CRC	3/3
23.	Mr M L Lebea	Profession	29 July 2016	BSC CIVIL ENGINEERING 1990 NATIONAL DIPLOMA IN CIVIL ENGINEERING 1983	EXCO CRC	3/3
24.	Mr E Kerst	Profession	29 July 2016	BSC ENGINEERING 1976 MSC ENGINEERING 1988	CRC SRC	3/3
25.	Mr M Thunzi	Profession	29 July 2016	NATIONAL DIPLOMA 1997	EC	3/3
26.	Mr J H E Daniels	Profession	29 July 2016	BS MECH ENG (UNIV OF MIAMI, FL, USA) 1992	IC	3/3
27.	Mr D R Daries	Profession	29 July 2016	BSC CIVIL ENGINEERING 1980	F&S SRC	3/3
28.	Mr N S Zimu	Profession	29 July 2016	NATIONAL DIPLOMA CIVIL ENGINEERING 1989 NATIONAL HIGHER DIPLOMA CIVIL ENG 1990 BSC CIVIL ENG 1995	IC PDSG	3/3

29.	Mr R E Jennings	Profession	29 July 2016	NATIONAL HIGHER TECHNICAL DIPLOMA – (COAL MINING) MINE MANAGER'S CERTIFICATE –(COAL MINING) MANAGEMENT DEVELOPMENT PROGRAM (MDP) ADVANCED EXECUTIVE PROGRAM (AEP)	EC	2/3
30.	Mr K Chetty	Profession	29 July 2016	N5 (CERTIFICATE) 2003 NATIONAL N DIPLOMA (ENGINEERING FIELD OF STUDY) 2010	PDSG	3/3
31.	Ms B Tlhakung	State	29 July 2016	LEADING WOMEN GIBS 2013 HDIP TAX LAW 2007 LLB 2002 HDIP INTERNATIONAL TAX LAW 2008 BA LAW 1996	ARC F&S	3/3
32.	Mr K R O'Jageer	State	29 July 2016	MASTERS IN ENG CIVIL 2007 POST GRADUATE DIPLOMA CIVIL ENG 2005 BTECH URBAN ENGINEERING 1997 NATIONAL HIGHER DIPLOMA CIVIL ENG 1985 NATIONAL DIPLOMA CIVIL ENG 1984	SRC	2/3
33.	Mr K J Watson	State	29 July 2016	BENGMECH 1982 MSC NAV ARCH 1990 ENSP 2005 DIPLOMA IN NAVAL ARCHITECTURE 1991	IC	3/3
34.	Dr J Mahachi	State	29 July 2016	PHD STRUCTURAL ENGINEERING 1997 MSC STRUCTURAL ENGINEERING 1991 MASTERS INFORMATION TECHNOLOGY 2001 BSC CIVIL ENGINEERING HONS 1988	EXCO EC	3/3

35.	Mr M Gwazube	State	29 July 2016	MANAGEMENT ADVANCEMENT PROGRAMME (MAP) 2008 BSC: CONSTRUCTION MANAGEMENT (HONOURS LEVEL) 2001	EXCO SRC STC	1/3
36.	Mr C M Soga	State	29 July 2016	BSC. : PHYSICS (CUM LAUDE), APPLIED MATHS 1976. BSC. : CIVIL ENGINEERING, WITS, 1981 MAP : MANAGEMENT ADVANCEMENT PROGRAMME 1994	N/A	1/3
37.	Mr M Gxamza	State	29 July 2016	BENG 2003	N/A	2/3
38.	Mr C B Hlabisa	State	29 July 2016	BACHELOR'S DEGREE IN TECHNOLOGY CIVIL 1998 MDP 1999	N/A	3/3
39.	Ms O Mthethwa	State	29 July 2016	POST GRADUATE DIPLOMA IN WATER ENGINEERING 2015 BACHELOR OF SCIENCE IN CIVIL ENGINEERING 2008	F&S STC	3/3
40.	Vacant	State				
41.	Mr A M Sentsho	Public	29 July 2016	NDIP ELECTRICAL ENGINEERING 2000 BTECH ELECTRICAL ENGINEERING 2008 PG DIPLOMA IN BUSINESS ADMINISTRATION 2015	F&S SRC	3/3
42.	Mr L Mahlangeni	Public	29 July 2016	N DIP CIVIL ENGINEERING 2006 BSC CIVIL ENGINEERING 2014	SRC	3/3

43.	Mr M P Maisela Ka Mdluli	Public	29 July 2016	CERTIFICATE IN PERSONNEL MANAGEMENT 1988 BASIC INTERMEDIATE AND ADVANCED PROJECT MANAGEMENT PROGRAMME 2008 ADVANCED DIPLOMA IN PROJECT MANAGEMENT 2011 POST GRADUATE DIPLOMA IN MANAGEMENT SPECIALISING IN CORPORATE GOVERNANCE 2017	STC	3/3
44.	Ms N Sampson	Public	29 July 2016	MASTER OF PUBLIC ADMINISTRATION 2014 ETHICS OFFICER 2014 BACHELOR OF SOCIAL SCIENCE (BSOCSC) 1995	ARC	3/3
45.	Ms S P Morejwane	Public	29 July 2016	BSC MECHANICAL ENGINEERING 2006	EC STC	3/3
46.	Mr S Keswa	Public	29 July 2016	MASTER IN ENVIRONMENTAL MANAGEMENT 2013 BTECH MANAGEMENT 2011 BTECH NATURE CONSERVATION 2010	EXCO ARC F&S	3/3
47.	Ms T L Chili	Public	29 July 2016	MASTER OF BUSINESS ADMINISTRATION 2013 BPHARM 2003	EC SRC	3/3
48.	Mr N Nqandela	Public	29 July 2016	NATIONAL DIPLOMA ELECTRICAL ENGINEERING 2000 MASTER IN BUSINESS ADMINISTRATION (MBA) 2004	EXCO STC	2/3
49.	Mr M E Jele	Public	29 July 2016	NDIP CIVIL ENG 2009 BTECH CIVIL ENGINEERING 2011 BSC HONS APPLIED SCIENCE TRANSPORTATION PLANNING 2013 MENG CIVIL ENG 2016	EXCO F&S IC	3/3
50.	Dr N Tutu	Public	29 July 2016	MBCHB 1994	EXCO F&S	2/3

16.2 Council Member Meeting Attendance

4th Term Council member meeting attendance	April - Sept 2016		April - December 2016								
NAME	COUNCIL	EXCO	IC	CRC	ARC	EC	TC	ESGB	FI&ST	IAC	SAC
REGISTERED PERSONS											
1. Mr Derick Norman Matthee	1/3										
2. Dr Zwanani Titus Mathe	3/3	1/1		2/4			0/1				
3. Mr Nicholas van den Berg	3/3						0/1				
4. Ms Malani Padayachee-Saman	3/3										
5. Dr Allyson Lawless	3/3										
6. Mr Ranthekeng Moloisane	3/3	1/1		3/4		0/0		2/3		4/4	3/3
7. Ms Anne-Marie Sassenberg	0/3						1/1				
8. Mr Mbuleleni Ambrose Ngcobo	2/3				2/2						
9. Ms Tumisang Maphumulo	3/3										
10. Mr Yashin Brijmohan	3/3	1/1								3/4	3/3
11. Ms Thandiwe Nkambule	3/3						1/1		0/2		2/3
12. Mr Pelel Petlane	3/3		3/5								
13. Prof Barend van Wyk	1/3							2/3			
14. Mr Christian Stuurman	3/3										
15. Mr Philippus Erasmus	2/3							1/1*			1/3
16. Ms Revona Botha	3/3	0/1	2/5						0/2		
17. Prof Beatrys Lacquet	3/3					0/0					
18. Ms Philisa Mangakane	2/3								1/2		
19. Mr Kenneth Greenwood	3/3										
20. Mr Matuba Zitha	2/3										
21. Mr Nkosinathi Myataza	3/3										2/3
22. Mr Kudzai Nyangoni	0/3	0/1							0/2		
23. Mr Cyril Gamede	2/3	1/1									
24. Prof Tshildzi Marwala	0/3	0/1		0/4		0/0					
25. Prof Leonard Masu	3/3										

26. Mr Onkgopotse Leburu	3/3			4/4						4/4	
27. Dr Keith Jacobs	3/3	1/1		2/4				1/3		1/4	
28. Mr Kanak Mistry	2/3			3/4							
29. Mr Richard Jennings	3/3										3/3
30. Mr Dirk van Niekerk	3/3									4/4	
31. Mr Camagu Soga	1/3								1/2		0/3
32. Mr Mongezi Gxamza	1/3										
33. Mr Adrian Michael Peters	3/3	0/1	4/5								
34. Mr Lungile Dhlamini	0/3				0/2		0/1		0/2		
35. Mr Willem Schalk Brand Burger	1/3										
36. Dr Beason Litungilu Mwaka	2/3										
37. Mr Samuel Stephanus Jacobs	2/3		3/5								
38. Ms Tebogo Phiri	3/3										
39. Mr Nqaba Nqandela	3/3				2/2		1/1				
40. Mr Thomas Boy Maswanganyi	3/3										
41. Mr Rashid Patel	1/3										
42. Dr Anirood Singh	3/3		3/3*							2/3*	2/2*
43. Mr Mphikeleli Jele	3/3										
44. Mr Lemias Mashile	1/3						0/1				0/3
45. Ms Trustworthy Zuma	1/3										
46. Dr Nomzamo Tutu	3/3	0/1					1/1				2/3
47. Mr Mthethunzima Thunzi	3/3			4/4							
48. Ms Nelisiwe Veronica Barbara Magubane	0/3	0/1			0/2						
49. Mr Seutloali Makhetha	0/3										
50. Mr Melusi Mofokeng	2/3			2/4	1/2					4/4	
*Dr Singh resigned from IC, IAC & SAC in September 2016											
*Mr Erasmus resigned from ESGB in July 2016											

*Mr Erasmus resigned from ESGB in July 2016

Council member meeting attendance

5th Term Council member meeting attendance	Sept 2016 - March 2017		January - March 2017							
NAME	COUNCIL	EXCO	ARC	CRC	EC	F&S	IC	PDSG	SRC	STC
REGISTERED PERSONS										
1. Ms R H Motsotsoana	3/3			0/1				1/1		
2. Dr C A A van Zyl	2/3				0/1					
3. Mr C P Stuurman	3/3			1/1						
4. Mr C V Gamede	3/3	0/1								
5. Dr K I Jacobs	2/3	1/1			1/1			1/1		
6. Mr T D Memela	3/3			1/1			1/1			
7. Ms T Nkambule	1/3									0/1
8. Ms T P Maphumulo	3/3	1/1		1/1				0/1		
9. Mr T K L Xakaxa	2/3				1/1					
10. Vacant										
11. Vacant										
12. Mr A H Sommer	3/3				1/1		1/1			
13. Ms T Ramagofu	2/3	1/1							1/1	
14. Ms R P Madiba	3/3		1/1	1/1						
15. Ms S R M Buthelezi	2/3		1/1							
16. Ms S A Tire	3/3									
17. Ms L Njomane	3/3				1/1			0/1		
18. Dr K Nyembwe	3/3				1/1			1/1		
19. Mr M R Tlala	1/3		1/1							
20. Mr N M Myataza	3/3		1/1							0/1
21. Ms H A Mtshali	3/3			1/1				1/1		
22. Mr M Ramuhulu	3/3			1/1						
23. Mr M L Lebea	3/3	1/1		1/1						

24. Mr E Kerst	3/3			1/1					0/1	
25. Mr M Thunzi	3/3				1/1					
26. Mr J H E Daniels	3/3						1/1			
27. Mr D R Daries	3/3					1/1			1/1	
28. Mr N S Zimu	3/3						1/1	0/1		
29. Mr R E Jennings	2/3				0/1					
30. Mr K Chetty	3/3							1/1		
31. Adv B Tlhakung	3/3	1/1	1/1				1/1			
32. Mr K R O'Jageer	2/3								1/1	
33. R Adm (JG) K J Watson	3/3						1/1			
34. Dr J Mahachi	3/3	1/1			1/1					
35. Mr M Gwazube	1/3	0/1							0/1	1/1
36. Mr C M Soga	1/3									
37. Mr M Gxamza	2/3									
38. Mr B C Hlabisa	3/3									
39. Ms O Mthethwa	3/3					1/1				1/1
40. Vacant										
41. Mr A M Sentsho	3/3					1/1			1/1	
42. Mr L Mahlangeni	3/3								1/1	
43. Mr M P Maisela Ka Mdluli	3/3									1/1
44. Ms N Sampson	3/3		1/1							
45. Ms S P Morejwane	3/3				1/1					1/1
46. Mr S Keswa	3/3	1/1	1/1			1/1				
47. Ms T L Chili	3/3				1/1				1/1	
48. Mr N Nqandela	2/3	1/1								1/1
49. Mr M E Jele	3/3	1/1				0/1	0/1			
50. Dr N Tutu	2/3	0/1				1/1				

HIGH IMPACT COMMITTEES MEMBER ATTENDANCE

APRIL – DECEMBER 2016

Name of committee: EXCO

Table 8: Number of committee members: 11

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr C V Gamede	1	1
2.	Mr A M Peters	1	0
3.	Ms R A Botha	1	1
4.	Mr Y Brijmohan	1	1
5.	Dr K I Jacobs	1	1
6.	Ms N V B Magubane	1	0
7.	Prof T Marwala	1	0
8.	Dr Z T Mathe	1	1
9.	Mr R J Moloisane	1	1
10.	Mr K K Nyangoni	1	0
11.	Dr N Tutu	1	0

APRIL – DECEMBER 2016

Name of committee: Investigating Committee (IC)

Table 10: Number of committee members: 16

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr A M Peters	5	4
2.	Ms R A Botha	5	2
3.	Mr A D Aimer	5	5
4.	Mr D Argyrakis	5	4
5.	Mr G Barbic	5	0
6.	Dr P W Day	5	5
7.	Mr R Forbes	5	5
8.	Mr S S Jacobs	5	3
9.	Mr T N Maphumulo	5	2
10.	Mr B P Petlane	5	3
11.	Mr K Schwartz	5	1
12.	Dr A Singh	5	3
13.	Ms S Skorpen	5	4
14.	Mr T J Tshikundamalema	5	4
15.	Mrs E M Visser	5	2
16.	Mr P Zingeni	5	5

JANUARY – MARCH 2017

Name of committee: EXCO

Table 9: Number of committee members: 10

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr CV Gamede	1	0
2.	Dr K I Jacobs	1	1
3.	Mr M Gwazube	1	0
4.	Mr ME Jele	1	1
5.	Mr S Keswa	1	1
6.	Mr M L Lebea	1	1
7.	Dr J Mahachi	1	1
8.	Ms T P Maphumulo	1	1
9.	Mr N Nqandela	1	1
10.	Dr N Tutu	1	0

JANUARY – MARCH 2017

Name of committee: Investigating Committee (IC)

Table 11: Number of committee members: 10

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr M E Jele	1	0
2.	RAdm (JG) K Watson	1	1
3.	Mr J H E Daniels	1	1
4.	Dr P W Day	1	1
5.	Mr T D Memela	1	1
6.	Mr B P Petlane	1	0
7.	Ms S Skorpen	1	1
8.	Mr A H Sommer	1	1
9.	Mr S N Zimu	1	1
10.	Mr P Zingeni	1	1

HIGH IMPACT COMMITTEES MEMBER ATTENDANCE

APRIL – DECEMBER 2016

Name of committee:

Central Registration Committee (CRC)

Table 12: Number of committee members: 17

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Dr Z T Mathe	4	2
2.	Mr R J Moloisane	4	3
3.	Mr L Beech	4	2
4.	Mr K Chabikuli	4	3
5.	Ms M Hughes	4	3
6.	Dr K I Jacobs	4	2
7.	Mr S J Kloppers	4	4
8.	Mr O L Leburu	4	4
9.	Mr O N Letsholo	4	2
10.	Mr D Liebenberg	4	2
11.	Mr T C Madikane	4	4
12.	Prof T Marwala	4	0
13.	Mr K Mistry	4	3
14.	Mr M M G Mofokeng	4	2
15.	Ms G N Nxumalo	4	1
16.	Mr S Singh	4	3
17.	Mr M Thunzi	4	4

APRIL – DECEMBER 2016

Name of committee:

Audit, Risk and Compliance Committee (ARC)

Table 14: Number of committee members: 7

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Ms N V B Magubane	2	0
2.	Mr M A Ngcobo	2	2
3.	Mr L T Dhlamini	2	0
4.	Mr M M G Mofokeng	2	1
5.	Mr L Mpambani	2	1
6.	Mr N Nqandela	2	2
7.	Mr A Y Singh	2	0

JANUARY – MARCH 2017

Name of committee:

Central Registration Committee (CRC)

Table 13: Number of committee members: 10

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

JANUARY – MARCH 2017

Name of committee:

Audit, Risk and Compliance Committee (ARC)

Table 15: Number of committee members: 9

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

HIGH IMPACT COMMITTEES MEMBER ATTENDANCE

APRIL – DECEMBER 2016

Name of committee:

Finance and Staff Committee (F & S)

Table 16: Number of committee members: 6

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr K K Nyangoni	2	0
2.	Mr C M Soga	2	1
3.	Ms R A Botha	2	0
4.	Mr L T Dhlamini	2	0
5.	Ms T Nkambule	2	0
6.	Ms P Mangakane	2	1

APRIL – DECEMBER 2016

Name of committee:

International Affairs Committee (IAC)

Table 18: Number of committee members: 13

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr R J Moloisane	4	4
2.	Mr M M G Mofokeng	4	4
3.	Mr Y Brijmohan	4	3
4.	Prof A Geertsema	4	0
5.	Ms S Gourrah	4	2
6.	Mr D T Grobler	4	4
7.	Prof H Hanrahan	4	3
8.	Dr K I Jacobs	4	1
9.	Mr O L Leburu	4	4
10.	Mr T C Madikane	4	4
11.	Mr S Schoombie	4	4
12.	Dr A Singh	4	2
13.	Mr D J van Niekerk	4	4

JANUARY – MARCH 2017

Name of committee:

Finance and Staff Committee (F & S)

Table 17: Number of committee members: 8

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

JANUARY – MARCH 2017 – N/A

Name of committee:

International Affairs Committee (IAC)

HIGH IMPACT COMMITTEES MEMBER ATTENDANCE

APRIL – DECEMBER 2016

Name of committee:

Education Committee (EC)

Table 19: Number of committee members: 10

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Prof T Marwala	0	0
2.	Prof B Lacquet	0	0
3.	Prof T Andrew	0	0
4.	Prof A Geertsema	0	0
5.	Ms S Gourrah	0	0
6.	Prof H Jeffery	0	0
7.	Prof J H Knoetze	0	0
8.	Dr N Luruli	0	0
9.	Mr R J Moloisane	0	0
10.	Prof K Naidoo	0	0

APRIL – DECEMBER 2016

Name of committee: Transformation Committee (TC)

Table 21: Number of committee members: 9

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Dr N Tutu	1	1
2.	Mr L Mashile	1	0
3.	Mr L T Dhlamini	1	0
4.	Dr Z T Mathe	1	0
5.	Ms T Nkambule	1	1
6.	Mr N Nqandela	1	1
7.	Mrs A M Sassenberg	1	1
8.	Mr N P van den Berg	1	0
9.	Mr C Koopman	1	0

JANUARY – MARCH 2017

Name of committee: Education Committee (EC)

Table 20: Number of committee members: 14

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

JANUARY – MARCH 2017 – N/A

Name of committee: Transformation Committee (TC)

HIGH IMPACT COMMITTEES MEMBER ATTENDANCE

APRIL – DECEMBER 2016

Name of committee:

Strategic Advisory Committee (SAC)

Table 22: Number of committee members: 14

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr Y Brijmohan	3	3
2.	Mr P M Erasmus	3	1
3.	Mr R E Jennings	3	3
4.	Mr L Mashile	3	0
5.	Mr R J Moloisane	3	3
6.	Mr T C Madikane	3	2
7.	Mr P S Moncur	3	3
8.	Mr N M Myataza	3	2
9.	Ms T Nkambule	3	2
10.	Mr T Pillay	3	3
11.	Dr A Singh	3	2
12.	Mr C M Soga	3	0
13.	Prof T Sodi	3	0
14.	Dr N Tutu	3	2

APRIL – DECEMBER 2016

Name of committee:

Engineering Standards Generating Body (ESGB)

Table 23: Number of committee members: 10

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Dr K I Jacobs	3	1
2.	Prof B van Wyk	3	2
3.	Dr T Stidworthy	3	3
4.	Mr D T Grobler	3	3
5.	Mr P Erasmus	3	1
6.	Mr P Moncur	3	3
7.	Prof B Collier-Reed	3	3
8.	Mr R J Moloisane	3	2
9.	Mr L Beech	3	2
10.	Prof K Naidoo	3	0

JANUARY – MARCH 2017 – N/A

Name of committee:

Strategic Advisory Committee (SAC)

JANUARY – MARCH 2017 – N/A

Name of committee:

Engineering Standards Generating Body (ESGB)

HIGH IMPACT COMMITTEES MEMBER ATTENDANCE

APRIL – DECEMBER 2016 – N/A

Name of committee:

Strategic Transformation Committee (STC)

APRIL – DECEMBER 2016 – N/A

Name of committee:

Stakeholder Relations Committee (SRC)

JANUARY – MARCH 2017

Name of committee:

Strategic Transformation Committee (STC)

Table 24: Number of committee members: 8

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Mr N Nqandela	1	1
2.	Ms T Nkambule	1	0
3.	Mr M Gwazube	1	1
4.	Mr M P Maisela ka Mdluli	1	1
5.	Ms S Morejwane	1	1
6.	Ms O Mthethwa	1	1
7.	Mr N M Myataza	1	0
8.	Mr N P van den Berg	1	1

JANUARY – MARCH 2017

Name of committee:

Stakeholder Relations Committee (SRC)

Table 25: Number of committee members: 8

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

HIGH IMPACT COMMITTEES MEMBER ATTENDANCE

APRIL – DECEMBER 2016 – N/A

Name of committee:
Policy Development and Standards Generation (PDSG)

JANUARY – MARCH 2017

Name of committee:
Policy Development and Standards Generation (PDSG)

Table 26: Number of committee members: 12

No.	Name of committee member	No. of meetings held	No. of meetings attended
1.	Ms T P Maphumulo	1	0
2.	Dr K I Jacobs	1	1
3.	Ms H A Mtsali	1	1
4.	Ms H R Motsotsoana	1	1
5.	Mr S N Zimu	1	0
6.	Prof B Collier-Reed	1	1
7.	Mr K Chetty	1	1
8.	Dr K D Nyembwe	1	1
9.	Mr S Singh	1	1
10.	Ms L Njomane	1	0
11.	Prof B van Wyk	1	1
12.	Prof S Uludag	1	0





5th Term Council Inauguration



Mr Mziwonke Dlabantu (Director-General, DPW);
Dr Keith Jacobs (ECSA Vice-President);
Mr Cyril Gamede (ECSA President)

17. High Impact Committee Members

4th Term: Name of committee: EXCO

Table 27: Number of committee members: 11

No.	Name of committee member
1.	Mr C V Gamede
2.	Mr A M Peters
3.	Ms R A Botha
4.	Mr Y Brijmohan
5.	Dr K I Jacobs
6.	Ms N V B Magubane
7.	Prof T Marwala
8.	Dr Z T Mathe
9.	Mr R J Moloisane
10.	Mr K K Nyangoni
11.	Dr N Tutu

5th Term: Name of committee: EXCO

Table 28: Number of committee members: 10

No.	Name of committee member
1.	Mr CV Gamede
2.	Dr K I Jacobs
3.	Mr M Gwazube
4.	Mr ME Jele
5.	Mr S Keswa
6.	Mr M L Lebea
7.	Dr J Mahachi
8.	Ms T P Maphumulo
9.	Mr N Nqandela
10.	Dr N Tutu

4th Term: Name of committee: Investigating Committee (IC)

Table 29: Number of committee members: 16

No.	Name of committee member
1.	Mr A M Peters
2.	Ms R A Botha
3.	Mr A D Aimer
4.	Mr D Argyrakis
5.	Mr G Barbic
6.	Dr P W Day
7.	Mr R Forbes
8.	Mr S S Jacobs
9.	Mr T N Maphumulo
10.	Mr B P Petlane
11.	Mr K Schwartz
12.	Dr A Singh
13.	Ms S Skorpen
14.	Mr T J Tshikundamalema
15.	Mrs E M Visser
16.	Mr P Zingeni

5th Term: Name of committee: Investigating Committee (IC)

Table 30: Number of committee members: 10

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

4th Term: Name of committee: Central Registration Committee (CRC)

Table 31: Number of committee members: 17

1.	Dr Z T Mathe
2.	Mr R J Moloisane
3.	Mr L Beech
4.	Mr K Chabikuli
5.	Ms M Hughes
6.	Dr K I Jacobs
7.	Mr S J Kloppers
8.	Mr O L Leburu
9.	Mr O N Letsholo
10.	Mr D Liebenberg
11.	Mr T C Madikane
12.	Prof T Marwala
13.	Mr K Mistry
14.	Mr M M G Mofokeng
15.	Ms G N Nxumalo
16.	Mr S Singh
17.	Mr M Thunzi

5th Term: Name of committee: Central Registration Committee (CRC)

Table 32: Number of committee members: 10

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

4th Term: Name of committee: Audit, Risk and Compliance Committee

Table 33: Number of committee members: 7

1.	Ms N V B Magubane
2.	Mr M A Ngcobo
3.	Mr L T Dhlamini
4.	Mr M M G Mofokeng
5.	Mr L Mpambani
6.	Mr N Nqandela
7.	Mr A Y Singh

5th Term: Name of committee: Audit, Risk and Compliance Committee

Table 34: Number of committee members: 9

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

4th Term: Name of committee: Finance and Staff Committee

Table 35: Number of committee members: 6

1.	Mr K K Nyangoni
2.	Mr C M Soga
3.	Ms R A Botha
4.	Mr L T Dhlamini
5.	Ms T Nkambule
6.	Ms P Mangakane

5th Term: Name of committee: Finance and Staff Committee

Table 36: Number of committee members: 8

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

4th Term: Name of committee: International Affairs Committee (IAC)

Table 37: Number of committee members: 13

No.	Name of committee member
1.	Mr R J Moloisane
2.	Mr M M G Mofokeng
3.	Mr Y Brijmohan
4.	Prof A Geertsema
5.	Ms S Gourrah
6.	Mr D T Grobler
7.	Prof H Hanrahan
8.	Dr K I Jacobs

9.	Mr O L Leburu
10.	Mr T C Madikane
11.	Mr S Schoombie
12.	Dr A Singh
13.	Mr D J van Niekerk

4th Term: Name of committee: Education Committee (EC)

Table 38: Number of committee members: 10

No.	Name of committee member
1.	Prof T Marwala
2.	Prof B Lacquet
3.	Prof T Andrew
4.	Prof A Geertsema
5.	Ms S Gourrah
6.	Prof H Jeffery
7.	Prof J H Knoetze
8.	Dr N Luruli
9.	Mr R J Moloisane
10.	Prof K Naidoo

5th Term: Name of committee: Education Committee (EC)

Table 39: Number of committee members: 14

1.	Dr J Mahachi
2.	Mr M Thunzi
3.	Mrs T Chili
4.	Prof B Collier-Reed
5.	Mr J Gosling
6.	Mr R Jennings
7.	Mr R J Moloisane
8.	Ms S Morejwane
9.	Ms L Njomane

10.	Dr K D Nyembwe
11.	Mr A H Sommer
12.	Dr C A A van Zyl
13.	Mr T K L Xakaxa
14.	Dr K I Jacobs

4th Term: Name of committee: Transformation Committee (TC)

Table 40: Number of committee members: 9

No.	Name of committee member
1.	Dr N Tutu
2.	Mr L Mashile
3.	Mr L T Dhlamini
4.	Dr Z T Mathe
5.	Ms T Nkambule
6.	Mr N Nqandela
7.	Mrs A M Sassenberg
8.	Mr N P van den Berg
9.	Mr C Koopman

4th Term: Name of committee: Strategic Advisory Committee (SAC)

Table 41: Number of committee members: 14

No.	Name of committee member
1.	Mr Y Brijmohan
2.	Mr P M Erasmus
3.	Mr R E Jennings
4.	Mr L Mashile
5.	Mr R J Moloisane
6.	Mr T C Madikane
7.	Mr P S Moncur
8.	Mr N M Myataza
9.	Ms T Nkambule

10.	Mr T Pillay
11.	Dr A Singh
12.	Mr C M Soga
13.	Prof T Sodi
14.	Dr N Tutu

5th Term: Name of committee: Strategic Transformation Committee (STC)

Table 42: Number of committee members: 8

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

4th Term: Name of committee: Engineering Standards Generating Body (ESGB)

Table 43: Number of committee members: 10

No.	Name of committee member
1.	Dr K I Jacobs
2.	Prof B van Wyk
3.	Dr T Stidworthy
4.	Mr D T Grobler
5.	Mr P Erasmus
6.	Mr P Moncur
7.	Prof B Collier-Reed
8.	Mr R J Moloisane
9.	Mr L Beech
10.	Prof K Naidoo

5th Term: Name of committee: Stakeholder Relations Committee (SRC)

Table 44: Number of committee members: 8

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

5th Term: Name of committee: Policy Development and Standards Generation (PDSG)

Table 45: Number of committee members: 12

No.	Name of committee member
1.	Ms T P Maphumulo
2.	Dr K I Jacobs
3.	Ms H A Mtsali
4.	Ms H R Motsotsoana
5.	Mr S N Zimu
6.	Prof B Collier-Reed
7.	Mr K Chetty
8.	Dr K D Nyembwe
9.	Mr S Singh
10.	Ms L Njomane
11.	Prof B van Wyk
12.	Prof S Uludag

18. Remuneration of Council Members

4th Term Council

Table 46:: Remuneration of Council Members

No.	Name	Honorarium	Travel	Reimbursable	Total
1	Botha RA	31 605.00	4 178.52	0.00	35 783.52
2	Brijmohan Y	0.00	28 840.36	0.00	28 840.36
3	Burger WSB	0.00	1 314.00	0.00	1 314.00
4	Dhlamini LT	0.00	0.00	0.00	0.00
5	Erasmus PM	38 284.68	6 636.17	0.00	44 920.85
6	Gamede VC	0.00	0.00	0.00	0.00
7	Greenwood K	15 180.00	2 575.44	0.00	17 755.44
8	Gxamza M	0.00	0.00	0.00	0.00
9	Jacobs KI	41 262.90	5 245.20	509.28	47017.38
10	Jacobs SS	3 240.98	1 577.28	0.00	4 818.26
11	Jele ME	4 616.25	3 268.58	0.00	7 884.83
12	Jennings R	15 695.25	0.00	508.30	16 203.55
13	Laquest BM	7 590.00	932.94	0.00	8 522.94
14	Lawless A	25 904.34	2 281.23	0.00	28 185.57
15	Leburu O L	102 797.10	99 154.44	0.00	201 951.54
16	Magubane N	2 040.00	446.76	0.00	2 486.76
17	Makhetha S	5 822.08	698.97	0.00	6 521.05
18	Mangakane P	9 811.35	3 969.86	0.00	13 781.21
19	Maphumulo TP	56 655.90	10 724.47	0.00	67 380.37
20	Marwala T	0.00	0.00	0.00	0.00
21	Masu ML	7 515.00	3 902.58	0.00	11 417.58
22	Mashile LB	6 420.00	2 628.00	0.00	9 048.00
23	Maswanganyi TB	8 610.00	10 914.96	432.00	19 956.96
24	Mathee DN	4 353.72	955.33	0.00	5 309.05
25	Mathe ZT	0.00	0.00	0.00	0.00

19. Remuneration of Council Members

5th Term Council

Table 47:: Remuneration of Council Members

No.	Name	Honorarium	Travel	Reimbursable	Total
1	Buthelezi S R M	18 615.00	3 293.78	0.00	21 908.78
2	Chetty K	4 380.00	0.00	386.00	4 766.00
3	Chili T	10 950.00	2 084.88	240.00	13 274.88
4	Daniels J H E	2 190.00	385.44	120.00	2 695.44
5	Daries D	8 760.00	657.00	0.00	9 417.00
6	Gamede C V	0.00	0.00	710.00	710.00
7	Jacobs K I	55 187.10	5 599.44	650.06	61 436.60
8	Jele M E	13 848.75	9 805.73	0.00	23 654.48
9	Jennings R	4 809.75	473.04	89.70	5 372.49
10	Kerst E	9 368.82	10 864.71	502.67	20 736.20
11	Keswa S	18 615.00	700.80	0.00	19 315.80
12	Lebea M L	14 235.00	10 459.44	100.00	24 794.44
13	Madiba R P	19 832.09	2 495.63	0.00	22 327.72
14	Mahachi J	3 285.00	876.00	0.00	4 161.00
15	Mahlangeni L	10 950.00	2 382.72	0.00	13 332.72
16	Maisela Ka Mdluli	10 950.00	11 239.08	0.00	22 189.08
17	Maphumulo T P	54 434.10	10 303.91	0.00	64 738.01
18	Memela TD	13 140.00	2 089.74	0.00	15 229.74
19	Morejwane S	12 045.00	1 524.24	0.00	13 569.24
20	Motsotsoana H R	6 570.00	2 312.64	0.00	8 882.64
21	Mthethwa O	7 665.00	14 848.20	1 671.00	24 184.20
22	Mtshali H	9 855.00	972.36	0.00	10 827.36
23	Myataza N M	13 500.00	0.00	0.00	13 500.00
24	Njomane L	15 168.45	4 850.72	0.00	20 019.17

No.	Name	Honorarium	Travel	Reimbursable	Total
25	Nqandela N	2 476.89	460.70	0.00	2 937.59
26	Nyembwe K	39 620.42	321.68	0.00	39 942.10
17	Ramagofu T	7 665.00	2 531.64	0.00	10 196.64
28	Ramuhulu M	10 950.00	3 083.52	231.00	14 264.52
29	Sampson N	10 950.00	0.00	200.00	11 150.00
30	Sentsho MA	9 855.00	2 864.52	0.00	12 719.52
31	Sommer A H	12 835.04	1 473.76	0.00	14 308.80
32	Stuurman C P	39 508.13	6 092.58	3 564.69	49 165.40
33	Thunzi M	35 101.20	4 168.01	0.00	39 269.21
34	Tire SA	5 475.00	1 971.00	0.00	7 446.00
35	Tlala MR	0.00	0.00	534.36	534.36
36	Tlhakung B	13 140.00	1 712.58	0.00	14 852.58
37	Tutu N	10 392.00	0.00	0.00	10 392.00
38	van Zyl C	8 760.00	473.04	188.00	9 421.04
39	Watson K R	6 570.00	735.84	688.00	7 993.84
40	Xakaxa T K L	7 665.00	4 550.82	0.00	12 215.82
41	Zimu S	6 570.00	1 865.88	0.00	8 435.88
	TOTAL	565 887.74	130 525.07	9 875.48	706 288.30

20. RISK REPORT

ECSA RISK REGISTER 2016/17

Item No.	Risk	Risk Category	Risk Descriptor	Impact	Likelihood
1	Inadequate stakeholder support and cooperation	Human	Lack of cooperation from some VA's due to unhappiness with the transformation narrative embarked upon by ECSA, which may negatively impact ECSA's processes that rely on VA support.	4	4
2	Inadequate human capacity	Human	Inadequate human capacity for expected delivery due to traditional recruitment processes that were used resulting in delayed appointments.	3	4
3	Project Delays	System	The migration of data may be delayed due to data cleansing which may impact the online systems launch date.	2	3
4	Lack of technology acceptance by Stakeholders	System	The new online system may not be accepted by relevant stakeholders due to lack of understanding of the new system and adapting to new technology, which may result in delayed implementation.	3	2
5	Poor online System Performance	System	The online system performance may be slow due to the Cloud solution implementation which may result in dissatisfied clients / customers.w	4	1
6	Inefficient registration processes	Operational	Inefficient registration processes due to intermittent registration committee meetings resulting in delayed registrations.	2	2
7	Inadequate processes and procedures	Operational	The risk of loss resulting from inadequate or failed internal processes and non-adherence to procedures.	3.50	3.00
8	Outdated enabling legislation	Governance	Inefficient legislation which does not address current needs and does not fully serve the purpose for which it was enacted.	3.50	3.80
9	Lack of succession planning	Operational	Insufficient succession planning and knowledge sharing in key positions due to inadequate HR processes which may impact ECSA's sustainability and business continuity.	3.80	3.70
10	Lack of succession planning	Governance	Insufficient succession planning and knowledge sharing in key positions poses a risk to ECSA's sustainability and business continuity	3.80	3.70

Residual Risk	Risk Rating	Mitigation	Status	Status
16	High	VA engagement on an on-going basis to create a common ground of understanding	VA stakeholder engagement	VA stakeholder engagement is being developed and will be implemented during 2017/18 financial year
12	Medium	Multiple recruitment platforms were investigated and subsequently implemented	Closed	Closed
6	Medium	Have appointed a consultant (JMR) to manage the project plan and keep ECSA informed of potential delays.	In Progress	In Progress
6	Medium	Stakeholder engagement were undertaken to inform them of the online registration system benefits.	In Progress	In Progress
4	Low	There is an option for a change over back to on-premise if system performance is not acceptable. ECSA is closely monitoring the situation.	In Progress	In Progress
4	Low	The registration process was reviewed. A new improved registration model was considered and approved by Council on the 16 th March 2017 and it is being implemented.	In Progress	In progress
10.50	Medium	ECSA is developing and implementing the QMS in line with the requirements of ISO 9001:2015.	In progress	In Progress
13.3	High	Legal firm has been appointed to investigate the need for EPA review.	In Progress	In progress
14.06	High	HR strategy is being reviewed to address among others the succession planning.	In Progress	In Progress
14.06	High	HR strategy is being reviewed to address among others the succession planning	In Progress	In Progress

REPORT OF THE AUDIT, RISK AND COMPLIANCE COMMITTEE IN TERMS OF REGULATION 27.1 OF THE PUBLIC FINANCE MANAGEMENT ACT NO. 1 OF 1999, AS AMENDED

The Audit Committee reports that it has adopted appropriate formal terms of reference as its audit committee charter, has regulated its affairs in compliance with this charter to the extent possible and has identified the need for the establishment of an in-house internal audit function to be rolled out in the 2017/18 financial year, and has discharged all of its responsibilities contained therein.

In compliance with its Terms of Reference, the Audit, Risk and Compliance Committee has, inter alia, reviewed the following:

- The adequacy, reliability and accuracy of financial information prepared by the Council's administration;
- Accounting and auditing concerns identified as a result of internal and external audits

The Committee is of the opinion, based on the information and explanations given by management and internal audit and discussions with the independent external auditor on the result of their audits, that:

- The internal accounting controls are adequate to ensure that the financial records may be relied upon for preparing the financial statements, and accountability for assets and liabilities is maintained;
- The expertise, resources and experience of the finance function are adequate;
- The system and process of risk management and compliance processes are adequate;
- The effectiveness of the combined assurance function is adequate;
- Is satisfied with the independence and objectivity of the external auditors.

In line with the principles of combined assurance as outlined in King IV report on corporate governance, ECSA has developed a combined assurance model which provides a co-ordinated approach to all assurance activities.

The Audit Committee has evaluated the financial statements of ECSA for the year ended 31st March 2017 and based on the information provided, the Committee considers that they comply, in all material respects, with the requirements of the Public Finance Management Act No. 1 of 1999, as amended and Generally Recognised Accounting Practice (GRAP). The Audit Committee concurs with management that the adoption of the going concern premise in the preparation of the financial statements is appropriate. The Committee has therefore recommended, at their meeting held on 14 July 2017, the adoption of the financial statements by the Council.



Mr. Sifiso Keswa

Chairperson: Audit, Risk and Compliance Committee

25 August 2017

21. Key Activities and Objectives of the Internal Audit, Risk and compliance Committee

I. Integrated reporting

The Committee oversees integrated reporting, and in particular the Committee must:

- Give regard to all factors and risks that may impact on the integrity of the integrated report, including factors that may predispose management to present a misleading picture, significant judgments and reporting decisions made, monitoring or enforcement actions by a regulatory body, any evidence that brings into question previously published information, and forward-looking statements or information;
- Review the annual financial statements;
- Comment in the annual financial statements on the financial status, the accounting practices and the effectiveness of the internal financial controls;
- Review the disclosure of sustainability issues in the integrated report to ensure that it is reliable;
- Recommend to Council the engagement of an external assurance provider on material sustainability issues; and
- Recommend the integrated report for approval by the Council.

II. Combined assurance

The Committee ensures that a combined assurance model is applied to provide a coordinated approach to all assurance activities, and in particular the Committee must:

- Adopt and apply an internationally Combined Assurance Framework;
- Make sure that the combined assurance received is appropriate to address all the significant risks facing the organisation; and
- Monitor the relationship between the external assurance providers and the organisation.

III. Governance and compliance

The Committee is responsible for overseeing governance and compliance and must:

- Ensure compliance to the prescripts of the PFMA;
- Establish an Ethics Committee;
- Monitor the application of good governance principles by ECSA;
- Monitor the progress of governance implementation plans; and
- Review and monitor the process in place to ensure that ECSA complies with all relevant legal and statutory requirements.

IV. Internal audit

The Committee is responsible for overseeing the internal audit, and in particular the Committee must:

- Have input into the appointment, performance assessment and/or dismissal of the Internal Auditor;
- Approve the Annual Internal Audit Plan; Evaluate the performance of the internal audit function;
- Evaluate the performance of the internal audit function
- Ensure that the internal audit function is subject to an independent quality review, as and when the Committee determines it appropriate; and
- Receive and oversee internal audit results and recommendations.

V. Risk management

The Committee is an integral component of the risk management process and specifically the Committee must:

- Adopt and apply an internationally accepted Risk Management Framework;
- Oversee the development and annual review of a policy and plan for risk management to recommend for approval to the Council;
- Monitor implementation of the policy and plan for risk management through risk management systems and processes;
- Monitor the dissemination of the risk management plan throughout the organisation, and integration into the day-to-day activities of the organisation;
- Ensure that risk management assessments are performed on a continuous basis;
- Ensure that frameworks and methodologies are implemented to increase the possibility of anticipating unpredictable risks;
- Ensure that management considers and implements appropriate risk responses;
- Ensure that continuous risk monitoring by management takes place;
- Express the Committee's formal opinion to the Council on the effectiveness of the system and process of risk management; and
- Review reporting concerning risk management that is to be included in the integrated report for timeliness, completeness and relevance.

VI. External audit

The Committee is responsible for recommending the appointment of the external auditor and to oversee the external audit process. In this regard the Committee must:

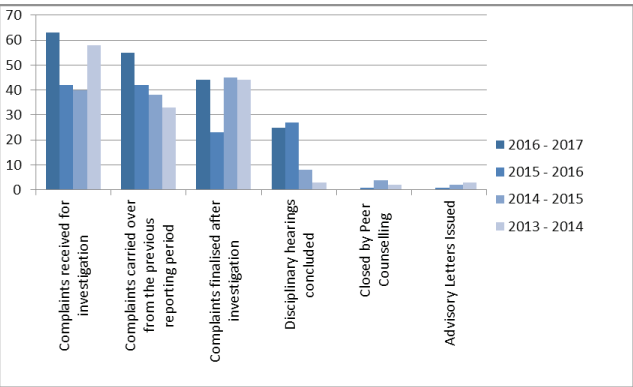
- Nominate the external auditor for appointment by the Council;
- Approve the terms of engagement and remuneration for the external audit engagement;
- Monitor and report on the independence of the external auditor in the annual financial statements;
- Define a policy for non-audit services provided by the external auditor;
- Pre-approve the contracts for non-audit services to be rendered by the external auditor; and
- Review the quality and effectiveness of the external audit process.

22. REGULATION OF ENGINEERING PRACTICE

Key Function:

The Engineering Profession Act, 46 of 2000 (the EPA) enjoins ECSA to refer matters relating to improper conduct by a registered person to an Investigating Committee (IC) appointed by ECSA.

The IC, through delegated powers from Council, investigates matters to determine breaches of the Code of Conduct.



Steps to prevent improper conduct

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

Amendments to the Code of Conduct

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

Exemption Applications with the Competition Commission (CC) in respect of the Draft Identification of Engineering Work Regulations (IDOEWS) and the Guideline Professional Fees

The Audit Risk and Compliance Committee (ARC) upheld the recommendation from the Exemptions Applications Task Team (EATT) in terms of both applications. The resolution of the EATT is quoted below in relevant part;

“In terms of the IDOEWS draft Regulations, the EATT resolved to appeal the decision of the CC through the Council for the Built Environment (CBE) on procedural and substantive grounds, which will be summarized by the EATT in order for a legal practitioner to adequately craft them as ECSA’s grounds for appeal.

In terms of the Guideline Professional Fees, the EATT resolved as follows;

To retract the mandate given to the CBE on 29 June 2016, in terms of lodging an appeal on behalf of ECSA in respect of the exemption application for the Guideline Professional Fees.
To refrain from publishing Guideline Professional Fees while engaging directly with the CC with the aim of reaching a settlement.

To publish a statement on the ECSA website about the above decision as well as a link to the Department of Public Works (DPW) fee rates as an interim measure.

That ECSA, the South African Council for the Quantity Surveying Profession (SAQSP), the South African Council for the Architectural Profession (SACAP) and the South African Council for Project and Construction Management Professions (SACPCMP) meet and discuss the way in which professional fees are dealt with in the public sector.”

Subsequently Council resolved at their meeting of 16 March 2017 to hold both applications in abeyance until the review of the current legislation, i.e. the Engineering Profession Act 46 of 2000.

23. INVESTIGATION OF COMPLAINTS

Key Function:

Complaints of improper conduct lodged against registered persons, or incidents regarding engineering related activities that may indicate improper conduct by registered persons are investigated. The Legal Services Unit of ECSA manages these investigations through the IC. The IC is mandated to investigate matters and to obtain evidence to determine whether or not, in its opinion, a registered person may be charged for breach of the Code of Conduct and, if so, to prefer the charge or charges against that registered person. The IC furthermore endeavors to determine trends, and initiate preventative steps, regarding unprofessional conduct. To this end, it conducts peer counseling meetings, issues advisory letters and generates practice notes.

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

ECSA INVESTIGATIONS: COMPARATIVE CHART				
Number of Matters	2016 - 2017	2015 - 2016	2014 - 2015	2014 - 2014
Complaints received for investigation	63	42	40	58
Complaints carried over from the previous reporting period	55	42	38	33
Complaints finalised after investigation	44	23	45	44
Disciplinary hearings concluded	25	27	8	3
Closed by Peer Counselling	0	1	4	2
Advisory Letters Issued	0	1	2	3

24. Preventing Conflict of Interest

ECSA established a supply chain office during the previous financial year in order to be aligned to best practice in procurement processes. Below is a brief description of the processes implemented to minimise conflict of interest in supply chain management.

1. SCM Policy requires that any official who participates in procurement processes such as BEC/BAC members must complete a “conflict of interest” declaration and confidentiality agreement prior to the commencement of the evaluation/adjudication process. No official who has an interest (or whose relative or friend has an interest) in a particular offer will be allowed to participate in the evaluation, consideration and adjudication of the relevant tender/bid or quotes.
2. Bidders are expected to complete a “Declaration of interest questionnaire” (SBD 4 Form) whenever they compete for a tender, this is for the bidder to indicate if there is a conflict of interest or not.
3. SCM Officials always observe segregation of duties (where one official cannot start a transaction until the final stage) whenever they do transactions either electronically or manually. For example, the Procurement system does not allow an SCM officer to capture requisition, request quotes and issue a purchase order-different officials are required to do transactions between the processes. Furthermore, the suppliers database system automatically and randomly selects suppliers for quotations. SCM Delegation of authority regulates approval powers of officials as per prescribed thresholds.
4. The Lexis system assisting in the checking of registered owners/shareholders of service providers has proved to work well, but the licence will not be renewed in 2016/17. A similar service, free of charge, is being supplied by National Treasury.

25. Code of Conduct

Key Function:

The Engineering Profession Act, 46 of 2000 (the EPA) enjoins ECSA to refer matters relating to improper conduct by a registered person to an Investigating Committee (IC) appointed by ECSA.

The IC, through delegated powers from Council, investigates matters to determine breaches of the Code of Conduct.

26. Social Responsibility

Sakhimfundo Trust:

To increase the public interest in the engineering sector ECSA has an implementation wing of its socio-economic programmes and to provide support to aspiring future engineers. ECSA has the Sakhimfundo Trust an independent body that is entrusted and embraced by Council to maximise ECSA's effort to provide financial support in the form of bursaries to deserving poor students in various engineering disciplines.

In 2016/17, we saw the continuation of a tripartite partnership between ECSA, the University of Johannesburg (UJ), and Gauteng Department of Infrastructure Development (GDID) with the latter continuing to provide support.



Part D

Human Resource Management



27. OVERVIEW OF HUMAN RESOURCES

The Human Resources Business Unit is continuously building capacity for ECSA through the implementation of variety of interventions to optimise delivery on its mandate. In 2016/17 the unit focused on organisation- wide development initiatives intended to improve organisational performance, capacity building, training and development, and the recruitment of key staff. A comprehensive organisational development and design was also undertaken.

Whilst a significant staff turnover rate could have adverse effect on ECSA's ability to fulfill its mandate, reducing the vacancy rate is important to ECSA. However, it is as important to fill positions based on the strategic and operational needs of the organisation. The organisation continues to be cognisant of the need to balance our recruitment and retention approach.

As part of the management of change and promotion of a general understanding amongst staff, a workshop on Corporate Governance in Administration was held in-house and facilitated by an external provider.

HUMAN RESOURCES POLICIES

Human Resources Policies are a key success factor in providing a better structure and synergy in application of workplace rules, procedures and practices.

In the year under review, the analysis of all Human Resource Policies and Procedures was undertaken. A further review and amendments on all Human Resources Policies and Procedures are to be effected in the 2017/18 financial year.

EMPLOYEE WELLNESS

The ECSA Wellness Programme continued to offer employee well-being programmes and interventions. ECSA employees and immediate family have access to a 24 hour personal support service in areas including but not limited to substance abuse, health issues, work related issues, family matters and stress.

ECSA held an Employee Wellness Day in partnership with Discovery Health, where holistic screening tests were conducted and the Council's health index report is provided every year. Staff are also supported and encouraged to participate in health enhancement activities such as sports clubs and national activities such as the 702 Walk the Talk initiative.

LONG SERVICE AWARDS

To acknowledge the loyalty and length of service with ECSA, employees are awarded long service monetary recognition. In the year under review, three employees received recognition for 5 years service, five employees received recognition for 10 years' service and one employee for 15 years service.

TRAINING AND DEVELOPMENT

In support of continuous professional development and improvement of employee capabilities and performance, ECSA offers the opportunity for training and development to all employees at the various occupational levels.

Tailored learning and development opportunities, including in-house training, external courses and workshops are also offered within occupational levels such as management training and development, interdisciplinary workshops and courses, and specialized training options designed for the particular needs of the organization.

STUDY ASSISTANCE

To ensure the continued supply of skilled and competent human resources that will enhance and sustain service delivery within ECSA, resources are allocated to support staff in pursuing formal qualifications.

For the year under review, the ten applications received for study assistance were granted for undergraduate and post graduate studies

INTERNSHIP PROGRAMME

One of ECSA's social upliftment focus areas is the employment of young previously disadvantaged graduates in the internship programme. The programme cuts across all disciplines within the administration function. Interns are employed on a one year contract where they get exposure to the working environment and discipline specific work experience.

Four internships were completed in the period under review. One intern has secured employment within ECSA, two interns secured permanent employment with other organisations, and one has completed the programme and exited the Council.

HUMAN RESOURCES FOCUS AREAS

The key focus areas for the 2017/2018 performance cycle include the following:

- Leadership development;
- Exploitation of existing Human Resources systems and line manager empowerment;
- Holistic review of Human Resources policies;
- Enhanced organisational performance and development systems;
- Compliance with the Employment Equity Act;
- Harmonisation and alignment of conditions of employment.
- Skills audit and training needs analysis.

HUMAN RESOURCE OVERSIGHT STATISTICS

Table 48: Personnel Cost by Salary Band

Level	Personnel Expenditure (R'000)	% of personnel exp. to total personnel cost (R'000)	No. of employees	Average personnel cost per employee (R'000)
Top Management	1 837 564.00	5.63	1	1 837 564.00
Senior Management	6 723 332.92	20.60	5	1 344 666.58
Professionally Qualified	7 137 237.00	21.87	10	713 723.70
Skilled	13 786 221.07	42.24	40	344 655.53
Semi-skilled	3 156 001.00	9.66	16	197 250.06
Unskilled	0	0	0	0
TOTAL	32 640 355.99	100.00	72	453 338.27

Table 49: Performance Rewards – Complete Personnel Expenditure in Rand Value

Programme/activity/objective	Performance rewards	Personnel Expenditure (R'000)	% of performance rewards to total personnel cost (R'000)
Top Management	0	1, 837 564	.00
Senior Management	207 385	6,723 332	3.08
Professionally Qualified	312 373	7,137 237	4.37
Skilled	668 179	13,786 221	4.86
Semi-skilled	153 265	3,156 001	4.85
Unskilled	0	0	0
TOTAL	1, 341 202	32,640 356	4.10

Table 50 : Training Costs

Programme/activity/objective	Personnel Expenditure	Training Expenditure	Training Expenditure as a % of Personnel Cost.	No. of employees trained	Avg training cost per employee
Payroll Seminar	470,987	1, 700	0.36	1	1, 700
IR and Dispute Resolution	480,858	13, 999	2.91	1	13,999
Contract Management	457,960	1,312	0.28	1	1,312
Security Summit Conference	697,037	5,850	0.83	1	5,850
Tax Mid-Year Seminar	868,035	1,650	0.19	1	1,650
Customer Services Skills	165,227	3, 534	2.14	1	3,534
Professional report writing	567,100	4,350	0.76	1	4,350
Supply Chain Management Seminar	457,960	8,545	1.87	1	8,545
Training for Managers - Discipline	17, 929,686	50,000	0.27	20	2,500
RPL Policy Training	601,800	12, 500	2.08	1	12,500
In design Training	385,831	16,245	4.21	1	16,245
Public Relations Workshop	385,831	19, 999	5.18	1	19,999
Advanced Office Package	367,512	15, 999	4.35	1	15,999
OHS First Aid Training	498,620	3, 491	0.70	2	1,745
PPPFA Workshop	1,578, 123	11, 925	0.76	3	3,975
IT Training	697,037	7,228	1.04	1	7,228
Quality Awareness Training	25,683,878	53,865	0.21	56	962
Corporate Governance Workshop	30,171,636	6,600	0.02	68	97

Table 51: Employment and Vacancies

Programme/activity/objective	2016/2017 No. of Employees	2016/2017 Vacancies	% of vacancies
Top Management	1	0	0
Senior Management	5	3	4
Professionally Qualified	10	4	6
Skilled	40	5	7
Semi-skilled	16	0	0
Unskilled	0	0	0
TOTAL	72	12	17

Table 52: Employment Changes

Salary Band	Employment at beginning of period	Appointments	Terminations	Employment at end of the period
Top Management	1	0	0	1
Senior Management	4	3	2	5
Professionally Qualified	10	4	2	12
Skilled	41	5	8	38
Semi-skilled	16	0	0	16
Unskilled	0	0	0	0
TOTAL	72	12	12	72

Table 53: Reasons for Staff Leaving

Reason	Number	% of total no. of staff leaving
Death	0	0
Resignation	9	13
Dismissal	1	1
Retirement	0	0
Ill health	2	3
Expiry of contract	0	0
Other	0	0
TOTAL	12	17

Table 54: Misconduct and Disciplinary Actions

Nature of disciplinary Action	Number
Verbal Warning	0
Written Warning	0
Final Written warning	0
Dismissal	1

Table 55: Employment Equity (Male)

Level	MALE							
	African		Coloured		Indian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	1	0	0	0	0	0	0	0
Senior Management	3	0	0	0	0	0	1	0
Professionally Qualified	4	0	0	0	0	0	1	0
Skilled	13	0	0	0	1	0	1	0
Semi-skilled	4	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	25	0	0	0	1	0	3	0

Table 56: Employment Equity (Female)

Level	FEMALE							
	AFRICAN		COLOURED		INDIAN		WHITE	
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	0	0	0	0	0	0	0	0
Senior Management	1	0	0	0	0	0	0	0
Professionally Qualified	5	0	0	0		0	0	0
Skilled	14	0	1	0	6	0	4	0
Semi-skilled	10	0	0	0	2	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	30	0	1	0	8	0	4	0

Table 57: Employment Equity (Disabled)

Levels	Disabled Staff			
	Male		Female	
	Current	Target	Current	Target
Top Management	0	0	0	0
Senior Management	0	0	0	0
Professionally Qualified	0	0	0	0
Skilled	0	0	0	0
Semi-skilled	0	0	0	0
Unskilled	0	0	0	0
TOTAL	0	0	0	0



ECSA REGULATORY FUNCTIONS ANNUAL REPORT

1. REGISTRATION OVERVIEW

The Engineering Professions Act (EPA), 46 of 2000, is ECSA's current founding legislation which empowers ECSA to register persons applying for registration as Professional Engineers, Technologists, Technicians, persons applying for registration as a professional in specified categories and similar categories. In the case of persons applying for registration in Professionals categories, they must have passed accredited or recognized examinations at any educational institution of higher learning offering educational programmes in engineering. They must also have demonstrated their competence as measured against standards determined by council for the relevant category of registration and have passed any additional examinations that may be determined by the council.

In the case of persons applying for registration as candidates or candidates in specified categories, they must have complied with relevant educational standards determined by council by having passed examinations set at any accredited University or higher education institution offering accredited educational programmes in engineering and accordingly graduated and should have passed any other examination that may be determined by council or present evidence of prior learning in engineering.

The above conditions and requirements are encapsulated in section 19 of the Engineering Professions Act (Act 46 of 2000). The Engineering Council of South Africa has four categories of professional registrations namely: Professional Engineers, Professional Engineering Technologists, Professional Engineering Technicians and Professional Certificated Engineers under which prospective applicants are legislatively required to register. Furthermore, there are four associated categories of candidacy to registration and these are Candidate Engineers, Candidate Engineering Technologists, Candidate Engineering Technicians and Candidate Certificated Engineers. Candidates are registered to professional status subject to applicants meeting the prescribed competency and educational requirements under each category.

In 1999, ECSA sought and obtained international recognition of its educational qualification standards and registration processes with the International Engineering Alliance and subsequently became a signatory to the International Accords such as the Washington, Dublin and Sydney Accords as well as International Competency Agreements such International Professional Engineering Agreement (IPEA) and International Engineering Technologists Agreement (IETA). Through these agreements and competency agreements, professionals in the engineering fields who come from countries that are signatories to the International accords and agreements, are recognized and only subjected to minimum assessment when applying for registration with ECSA. ECSA's participation in international Accords and agreements also facilitates mobility of South African engineers across various international jurisdictions consistent with section 13 (e) of the Engineering Profession Act of 2000.

Registration with ECSA is a legislative mandate for Engineering professionals practicing under categories designated by ECSA in terms of section 18 (1) of the Engineering Professions Act. A person may not practice in any of the categories contemplated in section 18 (1), unless he or she is registered in that category.

Regulatory Functions Value Chain:



2. REVISED SYSTEM FOR THE ACCESSIBLE, FAIR, TRANSPARENT, EFFICIENT AND CREDIBLE REGISTRATION

ECSA is a service delivery organization that is at the cutting edge of registration of engineering practitioners in South Africa and consequently continuously listens to the views and concerns bottlenecking the current registration dispensation. It therefore, consequently conducted a diagnostic assessment of the impediments plaguing the current registration system as brought to its attention by a critical mass of stakeholders through various channels including annual roadshows. As a result thereof has conducted a thorough analysis of the internal and ongoing bottlenecks in the entire registration value chain.

The latter process has culminated in the establishment of a task team composed of both Administration and Council Committee members who are experienced, qualified and are peers in the engineering sector and internationally to come up with a system for the fast tracking of the current registration and the elimination of the identified blockages within the broader parameters of the existing enabling legislative framework and international standards, Accords and Agreements congruent with the International Engineering Alliance.

The latter process culminated in a revised registration system which was presented at the ECSA Council Central Registration Committee which was subsequently recommended for approval and finally approved by EXCO and Council. The year 2015/16 was the year of conceptualization of the revised registration which will be implemented and rolled out in the year 2017/18. Consistent with International procedures, standards and protocol all work done has been reported at the international engineering alliance as part of the IEA Biennial reporting framework. It is envisaged that the revised model will contribute toward reduced turn-around times in ECSA registration; contribute to the increase in registered professional engineers which are needed in government's Infrastructure Development projects consistent with the Infrastructure Development Plan, National Development Plan (NDP), National Skills Development Strategy (NSDS), Human Resource Development Strategy (HRDS) and both the socio-economic imperatives and the transformation agenda.

3. REGISTRATION TRENDS

In the 2015/16 financial year, the number of registered persons was standing at 50 009. At the end of the 2016/17 financial year, the numbers were at 49 304, which shows a reduced trajectory of minus 1.4 percent in the database. This negative trajectory is temporarily reflective due to the changes in the Council structure and registration systems, in which as usual cancellations were effected on registered persons who defaulted on their annual membership fees, who were deceased or immigrated. However, since the approval of the new registration system, in 6 weeks we have registered 1156. Which takes us up to 50 460 registered persons in our database. This is also a positive indication of the reduced turnaround times we are experiencing, using the new registration model.

The main purpose of this registration trends overview is to project the registration statistics per race and gender during the current reporting period and also show the existing trend of registration per race, gender, category of registration within a period of 5 years.

These statistics are attached herewith as per the following tables.

Regulatory Functions:



REGISTRATION STATISTICS						
Table 58:		Professional Category Registration Statistics				
Professional Engineer						
		Total registrations	New registrations	Transfers from Candidates	Cancellations	Deregistrations
Total registered		16733	868	613	554	76
Gender	Male	15868	744	515	526	72
	Female	865	124	98	28	4
Race	Black	1857	266	183	84	0
	White	13582	462	320	426	75
	Indian	1105	119	91	36	1
	Coloured	189	21	19	8	0
Professional Engineering Technologist						
Total registered		5572	290	159	183	16
Gender	Male	5193	249	130	176	15
	Female	379	41	29	7	1
Race	Black	1612	182	108	60	0
	White	3244	72	30	112	14
	Indian	489	25	10	8	2
	Coloured	227	11	11	3	0
Professional Certificated Engineer						
Total registered		1000	21	9	391	8
Gender	Male	993	19	7	337	8
	Female	7	2	2	54	0
Race	Black	69	4	3	218	0
	White	879	15	6	139	8
	Indian	40	2	0	23	0
	Coloured	12	0	0	11	0
Professional Engineering Technician						
Total registered		4890	280	158	111	18
Gender	Male	4175	215	117	97	18
	Female	715	65	41	14	0
Race	Black	2455	240	145	60	1
	White	1976	23	5	41	15
	Indian	261	5	2	6	1
	Coloured	198	12	6	3	1
NB: 31 Registered persons on our ECSA database are registered by ECSA on South African database of the Engineers. Mobility Forum and the Engineering Technologist Forums international registers.						

Table 59:

Professional Registrations Statistics by Category	
Professional Engineer	16733
Professional Engineering Technologist	5572
Professional Certificated Engineer	1000
Professional Engineering Technician	4890

Figure 1

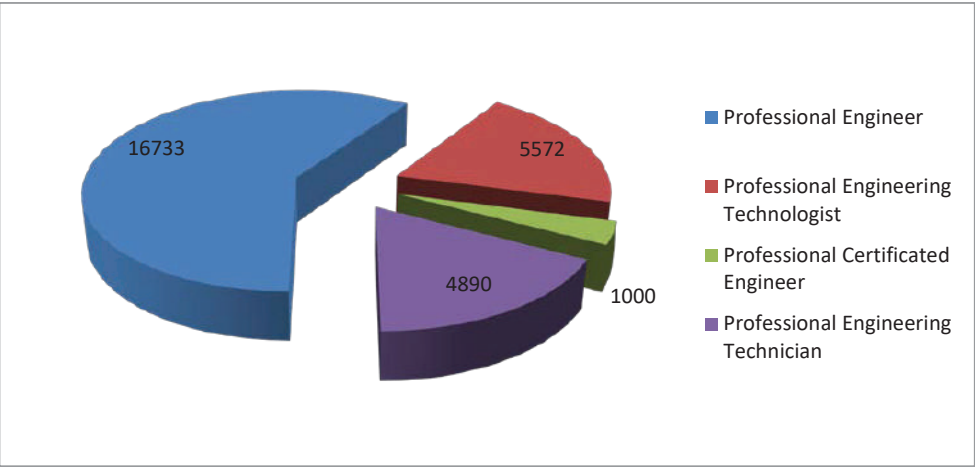


Table 60:

Professional Registrations Statistics by Gender & Category		
Category	Male	Female
Professional Engineer	15868	865
Professional Engineering Technologist	5193	379
Professional Certificated Engineer	993	7
Professional Engineering Technician	4175	715

Figure 2

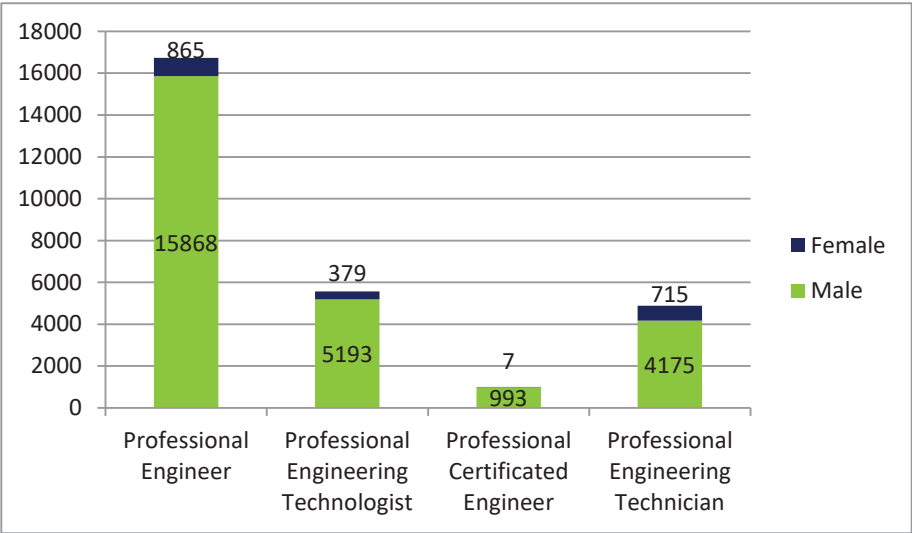


Table 61:

Professional Registrations Statistics by Race & Category					
Category	African	White	Indian	Coloured	Total
Professional Engineer	1857	13582	1105	189	16733
Professional Engineering Technologist	1612	3244	489	227	5572
Professional Certificated Engineer	69	879	40	12	1000
Professional Engineering Technician	2455	1976	261	198	4890

Figure 3

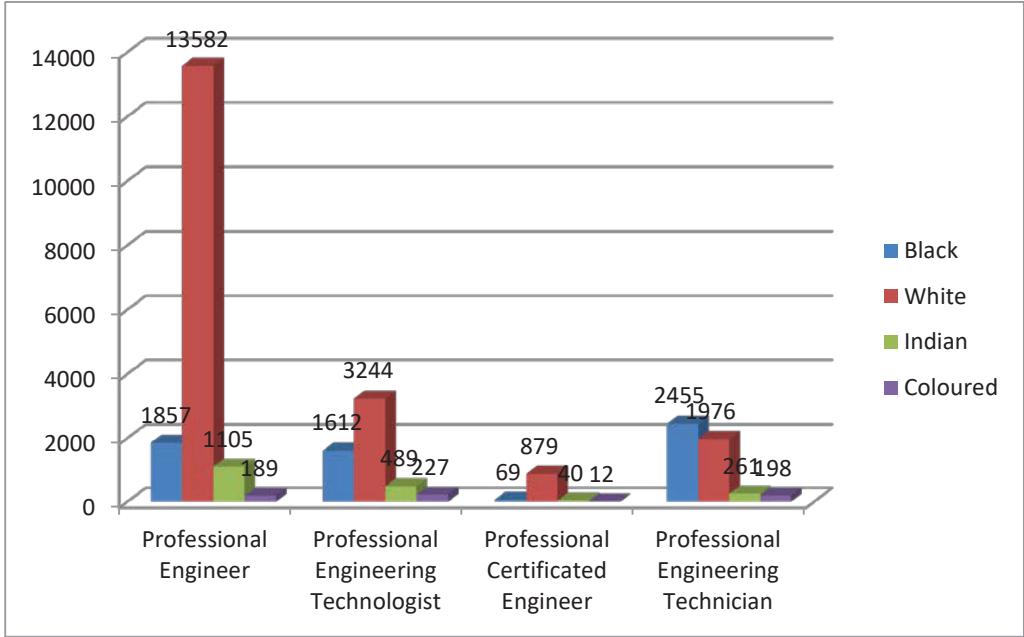


Table 62:		Candidate Categories: Registration Statistics			
Candidate Engineer					
		Total registrations	Number of Candidates registered (3 Years and less)	Number of Candidates registered (4 - 5 years)	Number of Candidates registered (Over 6 years)
Total registered		8896	4555	1561	2780
Gender	Male	7072	3585	1223	2264
	Female	1824	970	338	516
Race	African	3348	2087	480	781
	White	4133	1794	794	1545
	Indian	1216	574	243	399
	Coloured	199	100	44	55
Candidate Engineering Technologist					
Total registered		4270	2387	780	1103
Gender	Male	3370	1877	612	881
	Female	900	510	168	222
Race	African	3038	1775	561	702
	White	706	335	120	251
	Indian	383	204	61	118
	Coloured	143	73	38	32
Candidate Certificated Engineer					
Total registered		277	104	41	132
Gender	Male	270	101	39	130
	Female	7	3	2	2
Race	African	140	75	27	38
	White	103	21	8	74
	Indian	25	8	4	13
	Coloured	9	0	2	7
Candidate Engineering Technician					
Total registered		6614	3500	1379	1735
Gender	Male	4918	2628	980	1310
	Female	1696	872	399	425
Race	African	5368	3039	1100	1229
	White	718	260	138	320
	Indian	363	132	81	150
	Coloured	165	69	60	36

Table 63:

Professional Registrations Statistics by Category	
Candidate Engineer	8896
Candidate Engineering Technologist	4270
Candidate Certificated Engineer	277
Candidate Engineering Technician	6614

Figure 4

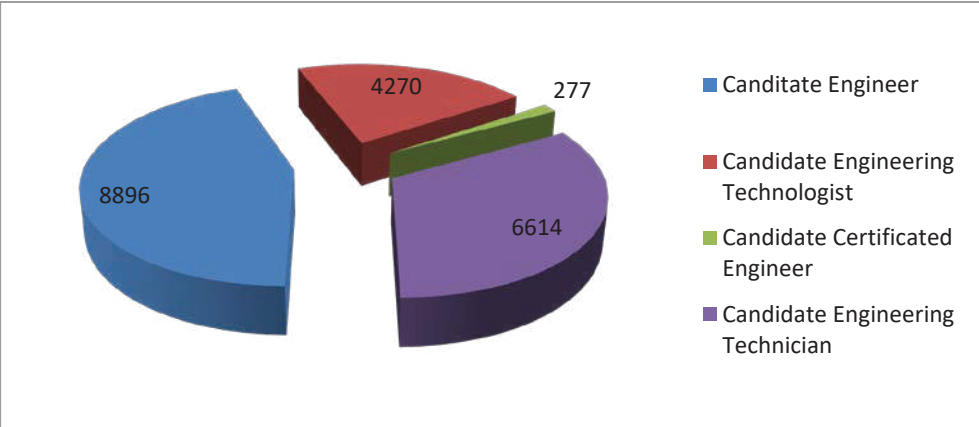


Table 64:

Professional Registrations Statistics by Gender & Category		
Category	Male	Female
Candidate Engineer	7072	1824
Candidate Engineering Technologist	3370	900
Candidate Certificated Engineer	270	7
Candidate Engineering Technician	4918	1696

Figure 5

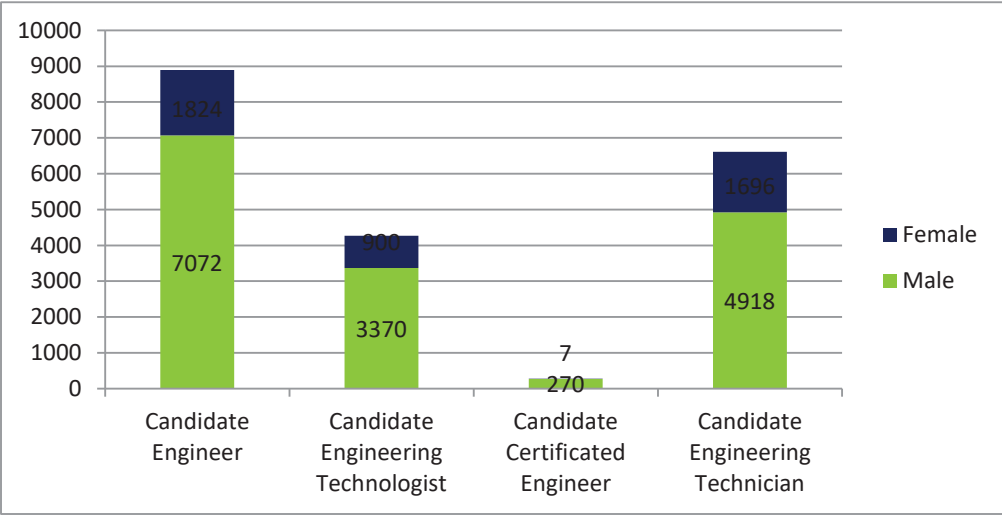


Table 65:

Professional Registrations Statistics by Race & Category					
Category	African	White	Indian	Coloured	Total
Candidate Engineer	3348	4133	1216	199	8896
Candidate Engineering Technologist	3038	706	383	143	4270
Candidate Certificated Engineer	140	103	25	9	277
Candidate Engineering Technician	5368	718	363	165	6614

Figure 6

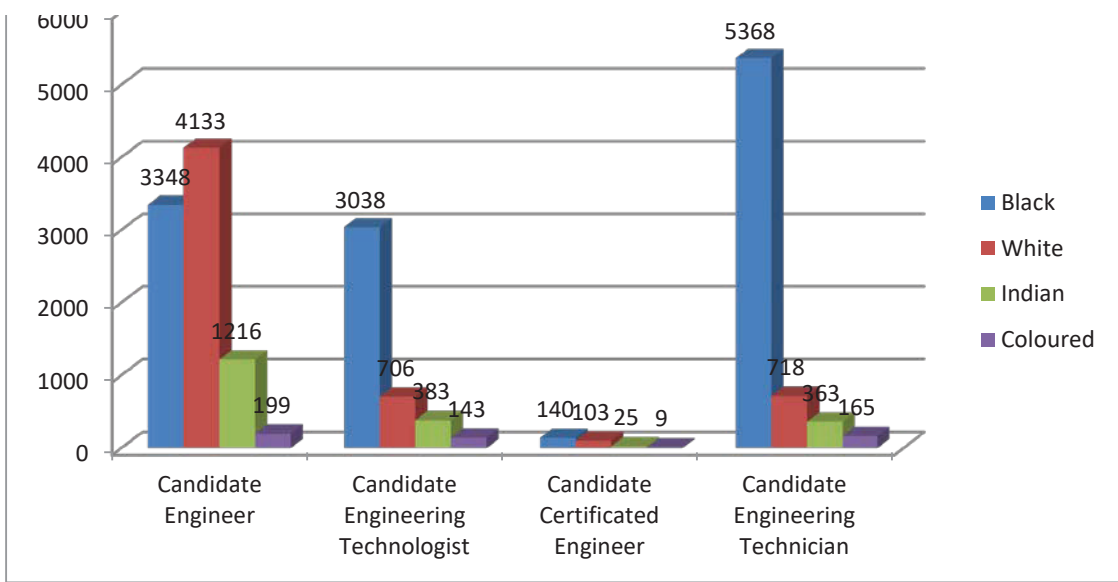


Table 66:		Specified Categories: Registration Statistics			
		Registered Lifting Machinery Inspectors	Registered Medical Equipment Maintainers	Registered Fire Protection Systems Inspectors	Registered Lift Inspectors
Gender	Male	994	4	5	154
	Female	990	3	4	153
Race	Black	4	1	1	1
	White	107	1	0	9
	Indian	802	3	5	118
	Coloured	57	0	0	18
Grand Total Registered		28	0	0	9

Table 67:

Professional Registrations Statistics by Category	
Registered Lifting Machinery Inspectors	994
Registered Medical Equipment Maintainers	4
Registered Fire Protection Systems Inspectors	5
Registered Lift Inspectors	154

Figure 7

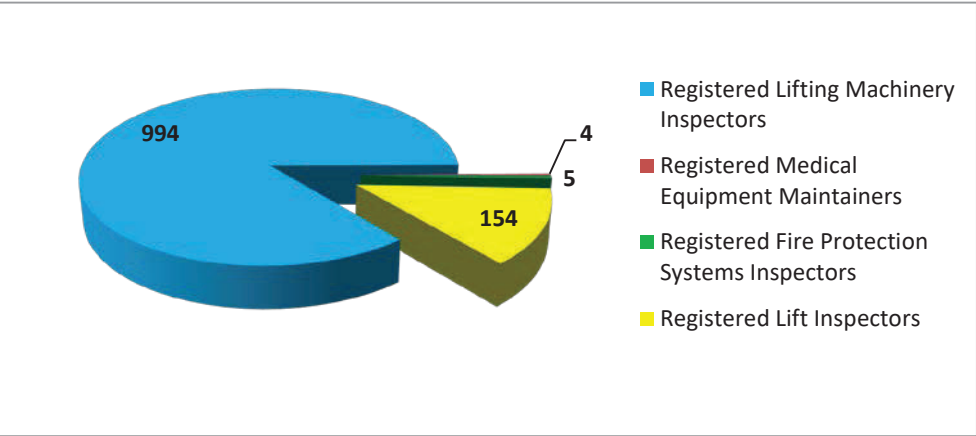


Table 68:

Professional Registrations Statistics by Gender & Category		
Category	Male	Female
Registered Lifting Machinery Inspectors	990	4
Registered Medical Equipment Maintainers	3	1
Registered Fire Protection Systems Inspectors	4	1
Registered Lift Inspectors	153	1

Figure 8

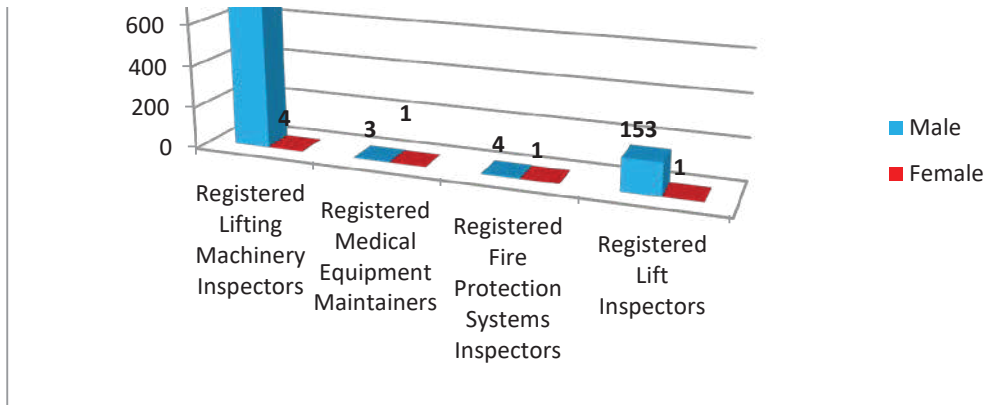


Table 69:

Registration Statistics by Race & Category					
Category	Black	White	Indian	Coloured	Total
Registered Lifting Machinery Inspectors	107	802	57	28	994
Registered Medical Equipment Maintainers	1	3	0	0	4
Registered Fire Protection Systems Inspectors	0	5	0	0	5
Registered Lift Inspectors	9	118	18	9	154

Figure 9

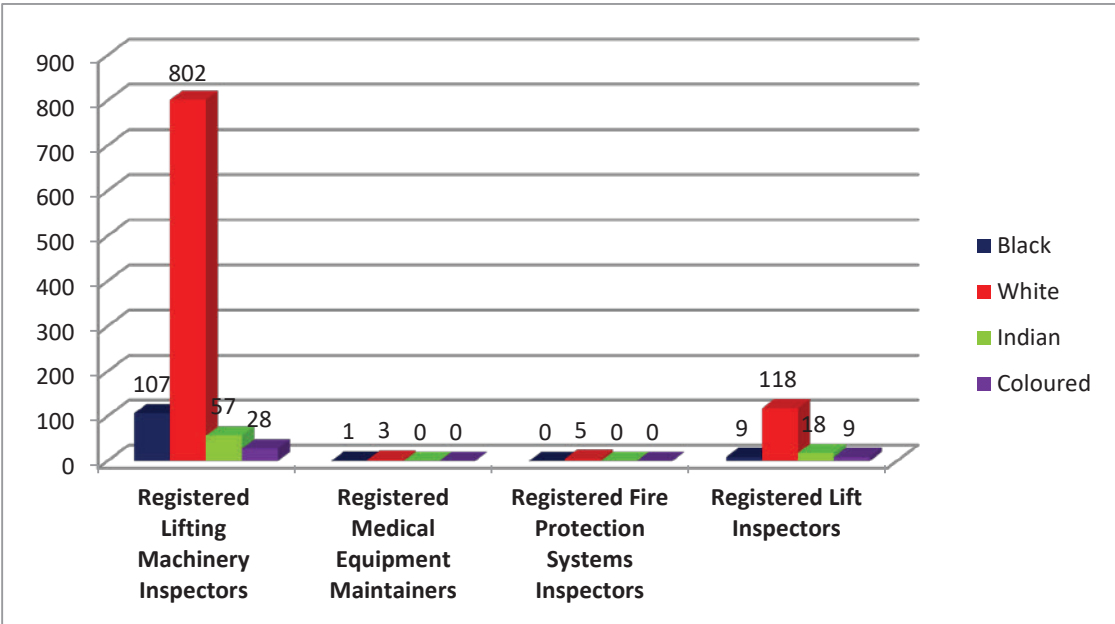


Figure 10: Professional Categories

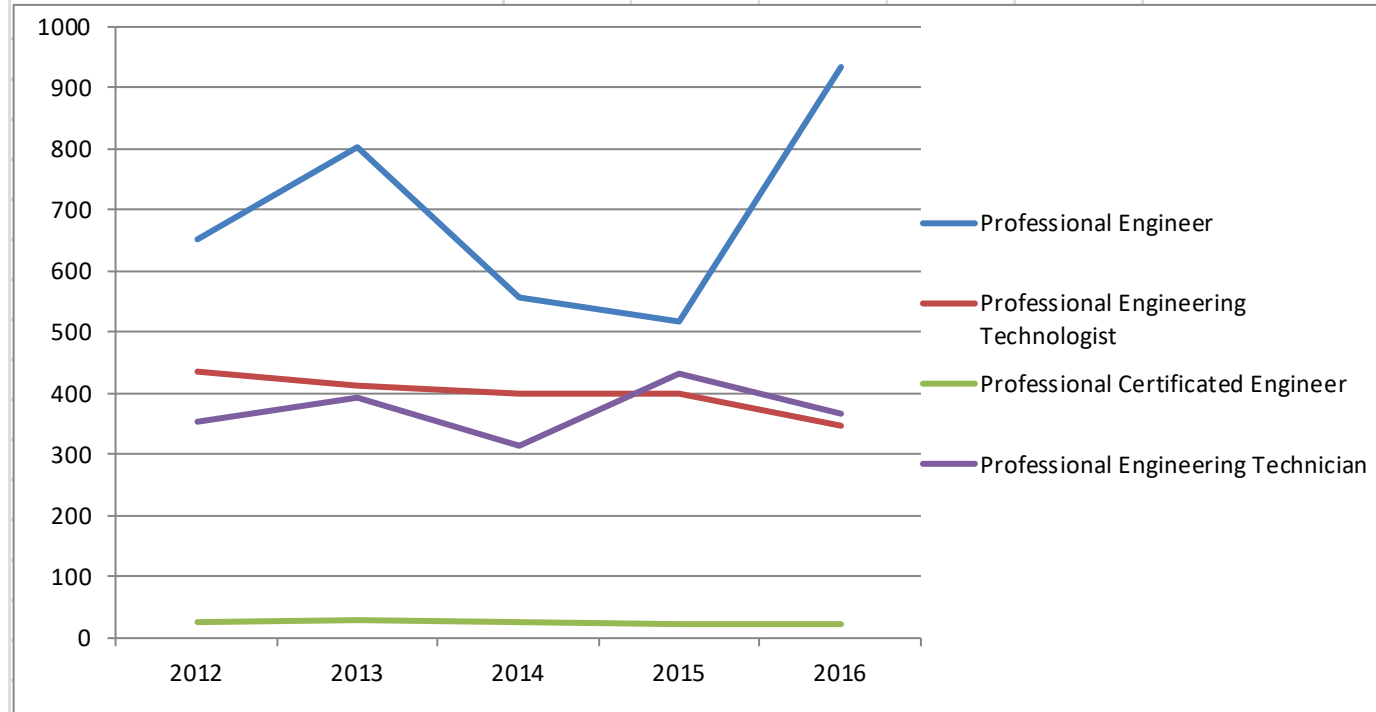


Figure 11: Candidate Categories

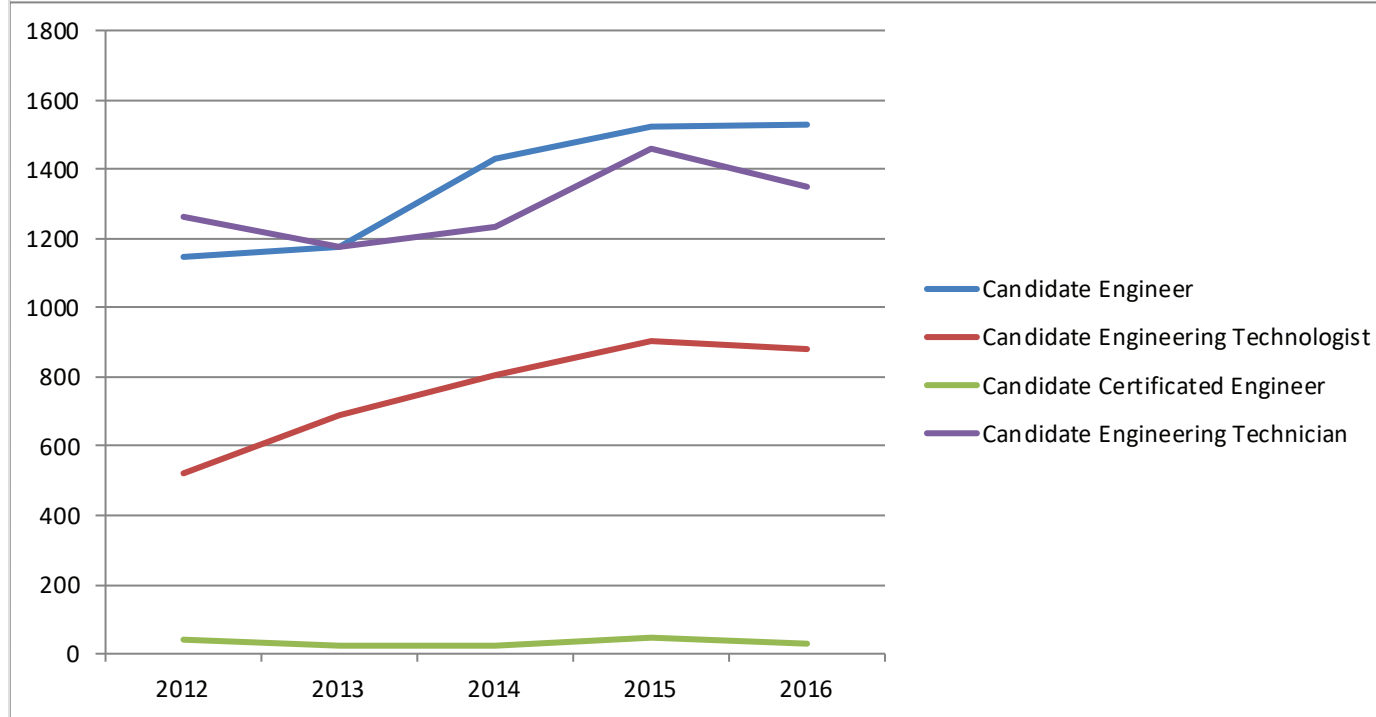


Figure 12: Specified Categories

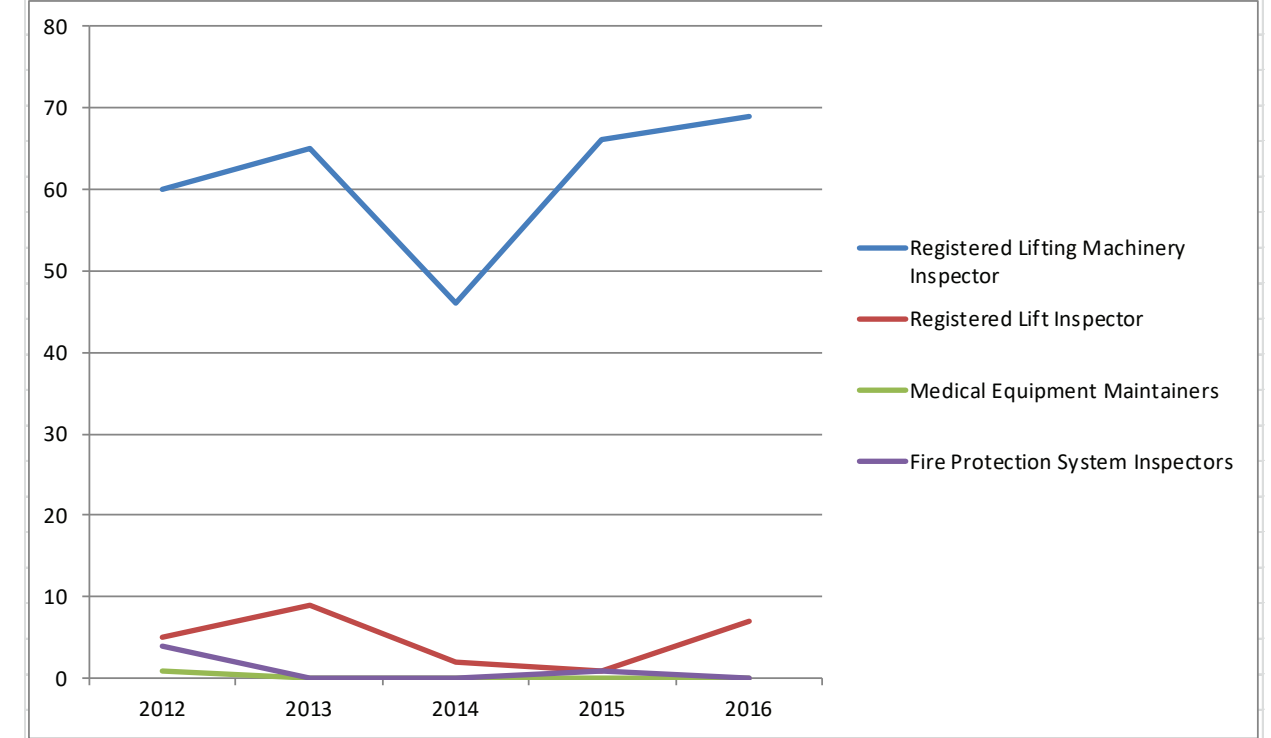
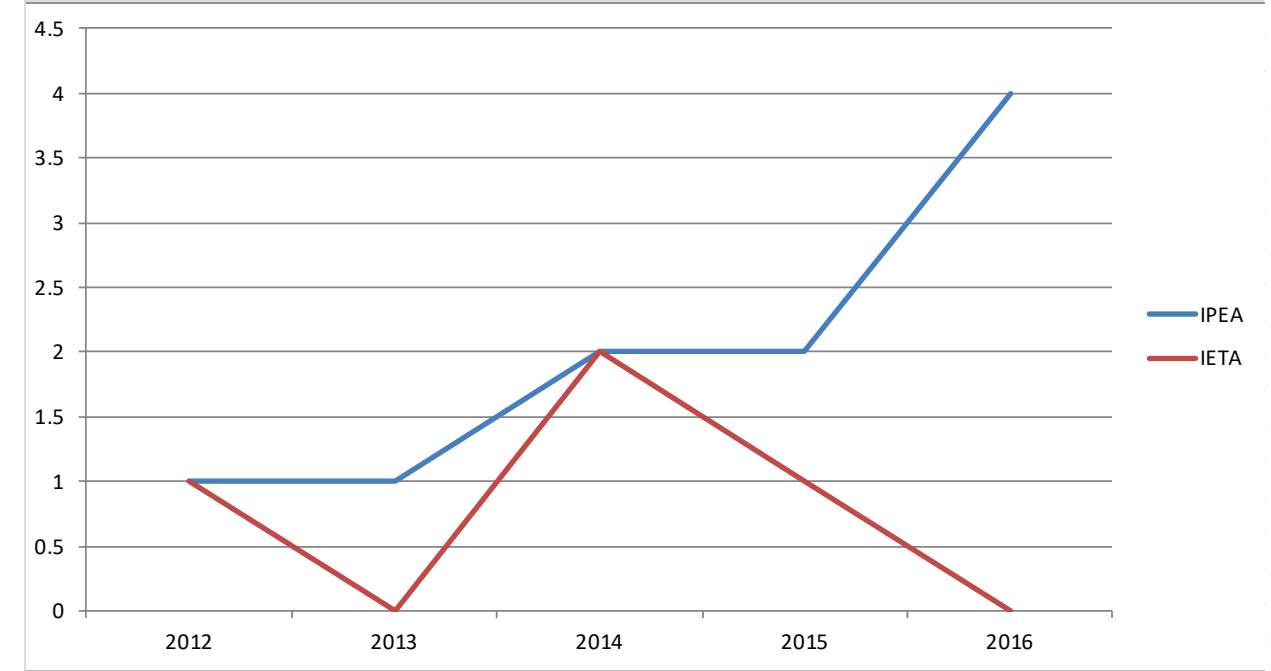


Figure 13: International Categories



4. EDUCATION OVERVIEW

The Engineering Profession Act, Act No. 46 of 2000, enjoins ECSA to evaluate and maintain standards in the delivery of engineering programmes by institutions of higher learning i.e. Universities offering engineering programmes in the Republic of South Africa. ECSA is expected to uphold the highest standards of quality in the execution of its quality assurance and quality management legislative functions. Consequently does so not in isolation, but in collaboration with a plethora of other quality assurance bodies like the Council on Higher Education (CHE) and the South African Qualifications Authority (SAQA).

The highest standard of quality in engineering education has always been maintained through the following key functions:

Accreditation: Visit education providers/Universities to evaluate programmes and accredit educational programmes that meet the educational requirements toward registration in each of the legislated categories. Accreditation of a programme is a public acknowledgement that the programme meets defined criteria as a result of an evaluation.

Evaluate educational qualifications: Qualifications that are not already accredited or recognised through Washington, Dublin and Sydney Accords are subjected to an evaluation to determine their substantial equivalence to a South African accredited qualification.

ECSA is enjoined by section 13 (a to k) of the Engineering Professions Act, Act 46 of 2000 to execute these quality assurance functions with absolute and utmost degree of quality with due regard to the International standards as prescribed by the International Engineering Alliance (IEA).

Herewith, find a depiction of the activities related to the key functions in the Education Department:

5.1. ACCREDITATION

ECSA ACCREDITED PROGRAMMES AND INSTITUTIONS

Qualification Title	Number of Programmes	Number of Institutions
BEng/BSc (Eng)	50	8
BTech	89	10
National Diploma	77	10

ACCREDITATION ACTIVITIES DURING THE REPORTING PERIOD

Name of Institution	Type of visit	Number of Programmes	Date of visit
UNISA	Interim Visit	8	7 – 8 April 2016
University of Johannesburg (Doornfontein Campus)	Regular Visit	20	5 – 6 September 2016
Cape Peninsula University of Technology	Regular Visit	17	15 – 16 September 2016
Walter Sisulu University of Technology	Interim Visit	9	8 – 9 February 2017
Vaal University of Technology (Secunda & Vanderbijlpark Campuses)	Interim Visit	4	22 – 24 March 2017
North-West University	Regular Visit	6	29-30 August 2016
University of Johannesburg	Regular Visit	4	1-2 September 2016
University of Kwa-Zulu Natal	Interim/Final Visit	4	5 October 2016

5.2. EVALUATION OF EDUCATIONAL QUALIFICATIONS

Application status/decision	Considered by EPQEC	Forwarded to TPQEC	Total
New applications allocated to each QEC	331	265	596
Washington Accord recognition	9	126 (BTech)	135
Substantially equivalent to the type of qualification shown	90	61 (ND)	151
		1 (HN-DIP)	1
ECSA recognised	1	63 (ALT)	64
Interview	374	14	388
Not recognised/File closed (no response)	2	3	5
Refused Candidate Engineer	0		0
Information outstanding/Awaiting Interview	62	12	74

6. INTERNATIONAL ACCORDS MATTERS

South Africa, through the Engineering Council of South Africa, is a signatory to the following international agreements:

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

The Washington Accord review of South Africa took place on 28 August 2016 until -2 September 2016. The University of Johannesburg and North West University had been identified by ECSA for the WA accreditation review. Three WA Reviewers included Dr Malcolm Reeves from Engineers Canada who was the review Team Chair; Dr Edward Jones from Engineers Ireland and Mr Simon Chung from China Hong Kong who had been deployed to monitor and observe how ECSA undertakes its accreditations and whether its quality assurance functions are executed in line with its approved policies and the Washington Accord standards. The ECSA Education Team in collaboration with Education Programmes Accreditation Committee (EPAC) prepared and executed the accreditations successfully and with aplomb. On 31 January 2017, Dr Malcolm Reeves joined the EPAC decision making meeting by means of Vidyao/Skype in order to observe the committee deliberate on the reports and make the final decisions regarding the accreditation visits undertaken. The outcome of the ECSA WA review will be tabled at the next International Engineering Alliance (IEA) meeting which will be held on 18-23 June 2017 in Anchorage Alaska USA.

7. RELATIONSHIP WITH KEY STAKEHOLDERS

The Engineering Council of South Africa (ECSA) has collaborated with the Council on Higher Education (CHE) and other professional councils (PCs) to contribute towards the development of a framework for the accreditation of professionally – oriented programmes. The Council on Higher Education published a document “Towards a national framework: The roles and responsibilities of the CHE and professional councils regarding the accreditation of professional programmes and related quality assurance functions” and invited professional councils to submit comments. The Engineering Council of South Africa has established a task team to look into contributing toward the development of the framework. ECSA further participated in the CHE workshop for the presentation of its work around the framework.

The Engineering Council of South Africa has again consulted with CHE regarding the revised Higher Education Sub-Framework (HEQSF), which would see the phasing out of non-aligned programmes which would have an impact on our accredited Universities of Technology.

ECSA, as enjoined by its founding legislation, has continuously engaged and consulted with a plethora of Voluntary Associations operational within the engineering sector and as part of its strategic imperative with the Deans of Engineering Faculties of various Universities around a number of strategic interventions like the proposed Continuous Professional Development (CPD) framework, Voluntary Associations Recognition Framework and broader strategic and core functional areas. The latter assumed various dimensions like the Road shows, Presidents ‘Forum and Deans of University Engineering Forum.

8. CROSS BORDER ASSISTANCE

ECSA, in compliance with its international obligations, continuously makes its members available to, inter alia, attend meetings of international bodies and conduct reviews of international countries that are signatories to international accords.

The following are international activities which have been undertaken as part of ECSA cross-border assistance.

Member name	Activity	Country
Mr Rod Harker	Accreditation	Botswana
Mr TC Madikane	Accreditation Review	Australia

ECSA has been instrumental in providing assistance to countries in the South African Development Community (SADC) and Africa as part of the South African Federation of Engineering Organisation (SAFEEO) and has further participated in the global engineering forums as a member of the World Federation of Engineering Organisation.

9. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

All persons registered by the Engineering Council of South Africa (ECSA) have an obligation to comply with terms and conditions prescribed by Council which among others include compliance with the rules , policies and any stipulations related to Continuous Professional Development.

The requirement to make use of the Continuing Professional Development (CPD) as a mechanism to determine the renewal of registration of all registered persons is congruent with section 22 (1) and (2) of the Engineering Profession Act, Act 46 of 2000.

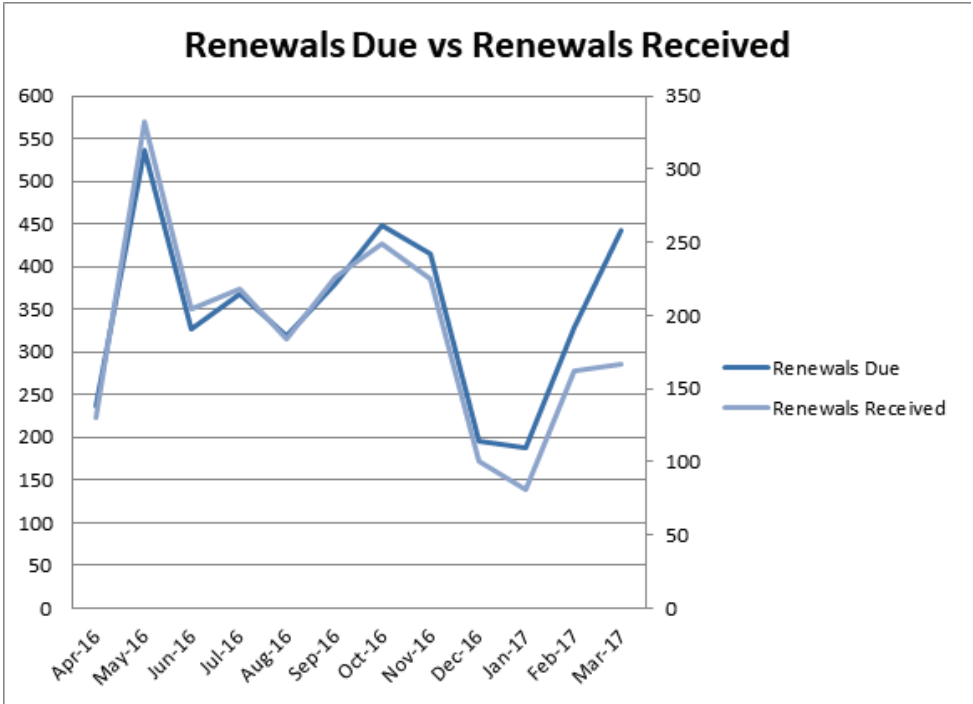
ECSA received good co-operation from registered persons whose registration became due for renewal during this financial year. Of the 4183 registered persons due for renewal, 2110 renewed their registration with the Council. The renewal rate received per month for the 2016/2017 Calendar year is as per table attached as Annexure A.

The successful development and implementation from 2017/18 financial year of the new CPD Online Management system will provide long lasting solutions to any ongoing problems currently grappled with respect to the effective and efficient monitoring and implementing of the CPD processes and system.

ANNEXURE A

Month	Renewals Due	Renewals Received	Renewal Rate
April 2016	236	130	55.1%
May 2016	536	332	61.9%
June 2016	326	205	62.9%
July 2016	369	218	59.1%
August 2016	319	184	57.7%
September 2016	380	226	59.5%
October 2016	448	249	55.6%
November 2016	416	225	54.1%
December 2016	196	100	51.0%
January 2017	188	81	43.8%
February 2017	328	162	49.4%
March 2017	443	167	37.7%
TOTAL	4182	2279	54.5%

GRAPHICAL DEPICTION OF RENEWALS FOR 2016/17 FINANCIAL YEAR



Part F

Financial Information

Annual financial statements
for the year ended 31 March 2017
Published 25 August 2017

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Statement of Comparison of Budget and Actual Amounts.....	136
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Annual Financial Statements for the year ended 31 March 2017

Council's Responsibilities and Approval

The Council, although not recognised by National Treasury as a Public Entity, chooses to follow the requirements of the Public Finance Management Act (Act 1 of 1999) in maintaining adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is the responsibility of the Council to ensure that the annual financial statements fairly present the state of affairs of the Council as at the end of the financial year and the results of its operations and cash flows for the period then ended. The external auditors are engaged to express an independent opinion on the annual financial statements and were given unrestricted access to all financial records and related data.

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

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

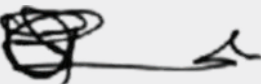
The Council acknowledges that they are ultimately responsible for the system of internal financial control established by the Council, and place considerable importance on maintaining a strong control environment. To enable the Council to meet these responsibilities, the Council sets standards for internal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

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

The Council has reviewed ECSA's cash flow forecast for the year to 31 March 2018 and, in the light of this review and the current financial position, they are satisfied that ECSA has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on ECSA's annual financial statements. The annual financial statements have been examined by ECSA's external auditors and their report is presented on pages 129,130 and 131.

The annual financial statements set out on pages 132-166 which have been prepared on the going concern basis, were approved by Council on 25 August 2017 and signed on its behalf by:



Mr CV Gamede
President



Mr SE Madonsela
Chief Executive Officer



Council's Report

The Council submits their report the year ended 31 March 2017.

1. Review of activities

Main business and operations

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

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

Address

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

2. Going concern

We draw attention to the fact that at 31 March 2017, the council had accumulated surpluses of R 43,032,615 (2016: R 36,867,863) and that the Council's total assets exceed its liabilities by R 43,032,615 (2016: R 36,867,863).

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

3. Subsequent events

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

Council's Report

4. Council members

The outgoing Council members of the organisation on 27 September 2016 were as follows:

Mr CV Gamede (President)	Mr DN Matthee
Mr A Peters	Mr KC Mistry
Mr RA Botha	Mr MMG Mofokeng
Mr Y Brijmohan	Mr RJ Moloisane
Mr WSB Burger	Dr B L Mwaka
Mr LT Dhlamini	Mr NM Myataza
Mr PM Erasmus	Mr MA Ngcobo
Mr K Greenwood	Mr N Nqandela
Mr M Gxamza	Ms T Nkambule
Dr KI Jacobs	Mr K Nyangoni
Mr SS Jacobs	Ms M Padayachee-Saman
Mr ME Jele	Mr R Patel
Mr RE Jennings	Mr BP Petlane
Prof. BM Lacquet	Ms T Phiri
Dr A Lawless	Mr M Thunzi
Mr OL Leburu	Ms AM Sassenberg
Ms NVB Magubane	Mr AJ Singh
Mr S Makhetha	Mr CM Soga
Ms P Mangakane	Mr CP Stuurman
Ms TP Maphumulo	Dr N Tutu
Prof. T Marwala	Mr NP van Den Berg
Hon LB Mashile	Mr DJ van Niekerk
Prof. ML Masu	Prof. BJ van Wyk
Mr T Maswanganyi	Ms TM Zuma
Dr ZT Mathe	Mr MI Zitha

The incoming Council members on 27 September 2016 are as follows:

Mr CV Gamede (President)	
Dr KI Jacobs	Ms HA Mtshali
Ms SP Morejwane	Mr NM Myataza
Ms SRM Buthelezi	Ms L Njomane
Mr K Chetty	Ms T Nkambule
Ms TL Chili	Mr N Nqandela
Mr JHE Daniels	Dr K Nyembwe
Mr DR Daries	Mr KR O'Jageer
Mr M Gwazube	Ms T Ramagofu
Mr M Gxamza	Mr M Ramahulu
Mr BC Hlabisa	Ms N Sampson
Mr ME Jele	Mr AM Sentsho
Mr RE Jennings	Mr CM Sofa
Mr E Kerst	Mr AH Sommer
Mr S Keswa	Mr CP Stuurman
Mr M Lebea	Mr M Thunzi
Ms RP Madiba	Ms SA Tire
Dr J Mahachi	Mr MR Tlala

4. Council members (Continued)

Mr L Mahlangeni	Adv B Tlhakung
Ms TP Maphumulo	Dr N Tutu
Mr MP Maisela Ka Mdluli	Dr CAA van Zyl
Mr TD Memela	R Adm (JG) KJ Watson
Ms RH Motsotsoane	Mr TKL Xakaxa
Ms O Mthethwa	Mr NS Zimu

5. Secretary

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

6. Auditors

PricewaterhouseCoopers Inc. will continue in office in accordance with the procurement policy.

7. Legal form

Council.

8. PFMA compliance

In line with the Minister's directive ECSA strives to be PFMA compliant. Following the divergent views on this matter, the Council sought legal advice on whether ECSA falls within the ambit of PFMA or not. A legal opinion from the Office of the Chief State Law Adviser was received on 28 June 2017 confirming that indeed ECSA falls within the ambit of PFMA. A formal application to National Treasury in writing has been made advising that ECSA remains an unlisted entity in terms of 47(2) of the PFMA.

Independent Auditor's Report

To the Engineering Council of South Africa

Our opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Engineering Council of South Africa (ECSA) as at 31 March 2017, and its financial performance and cash flows for the year then ended in accordance with South African Standards of Generally Recognised Accounting Practice.

What we have audited

The Engineering Council of South Africa's financial statements set out on pages 132 to 165 comprise:

- the statement of financial position as at 31 March 2017;
- the statement of comprehensive income for the year then ended;
- the statement of changes in equity for the year then ended;
- the statement of cash flows for the year then ended; and
- the notes to the financial statements, which include a summary of significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the ECSA in accordance with the Independent Regulatory Board for Auditors Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (Parts A and B).

Other information

The Council is responsible for the other information. The other information comprises Part A – General Information, Part B – Performance Information, Part C – Governance, Part D – Overview of Human Resources, Part E – Regulatory Functions of the Annual Report, the Council's Report and Detailed Income Statement. Other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Council for the financial statements

The Council is responsible for the preparation and fair presentation of the financial statements in accordance with South African Standards of Generally Recognised Accounting Practice, and for such internal control as the Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing ECSA's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intends to liquidate ECSA or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

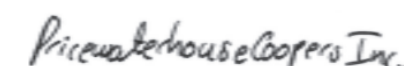
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee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

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of ECSA's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.
- Conclude on the appropriateness of the Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on ECSA's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause ECSA to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



PricewaterhouseCoopers Inc.

Director: Roshan Ramdhany

Registered Auditor

Johannesburg

Date: 29 August 2017

Statement of Financial Position as at 31 March 2017

Statement of Financial Performance



Statement of Financial Position as at 31 March 2017				Statement of Financial Performance			
		2017	2016			2017	2016
	Note(s)	R	R		Note(s)	R	R
Assets							
Non-Current Assets							
Property, plant and equipment	4	10,230,396	8,337,937	Operating revenue	14	90,970,004	79,734,715
Intangible assets	5	2,666,439	2,430,275	Other income	15	3,649,587	1,815,066
Investments	6	12,889,561	12,347,620	Total revenue		94,619,591	81,549,781
Employee benefit asset	7	9,330,000	8,949,000	General expenses	16	(43,339,984)	(34,300,373)
		35,116,396	32,064,832	Personnel expenses	17	(39,484,217)	(34,737,844)
				Other expenses	18	(8,501,214)	(13,163,116)
Current Assets							
Trade and other receivables	8	6,684,871	6,930,682	Operating (deficit)/surplus		3,294,176	(651,552)
Prepayments	31	611,088	207,867	Investment revenue	19	5,356,558	6,108,589
Cash and cash equivalents	9	14,926,776	12,170,755	Fair value adjustments	27	287,120	108,475
		22,222,735	19,309,304	Actuarial gains/(losses)	7	(506,000)	(5,730,000)
Total Assets		57,339,131	51,374,136	Effects of pension fund asset limitation	7	-	10,417,000
Liabilities							
Current Liabilities							
Borrowings	10	-	587,704	Finance costs	20	(2,267,102)	(2,079,989)
Trade and other payables	11	12,331,199	12,371,401	Surplus for the year		6,164,752	8,172,523
Provisions	12	1,975,317	1,547,168				
		14,306,516	14,506,273				
Total Liabilities		14,306,516	14,506,273				
Net Assets		43,032,615	36,867,863				
Accumulated surplus		43,032,615	36,867,863				
Total Liabilities And Net Assets		57,339,131	51,374,136				

Statement of Changes in Net Assets

	Accumulated surplus R	Total net assets R
Balance at 01 April 2015	28,695,340	28,695,340
Changes in net assets		
Surplus for the year	8,172,523	8,172,523
Total changes	8,172,523	8,172,523
Balance at 01 April 2016	36,867,863	36,867,863
Changes in net assets		
Surplus for the year	6,164,752	6,164,752
Total changes	6,164,752	6,164,752
Balance at 31 March 2017	43,032,615	43,032,615

Statement of Cash Flows

	Note(s)	2017 R	2016 R
Cash flows from operating activities			
<i>Receipts</i>			
Cash receipts from customers		99,333,872	80,510,579
Investment revenue		5,356,558	6,108,589
<i>Payments</i>			
Cash payments to suppliers		(98,025,835)	(81,455,324)
Finance costs		(17,102)	(2,079,989)
Net cash flows from operating activities	23	6,617,642	3,083,855
Cash flows from investing activities			
Purchase of property, plant and equipment	4	(2,690,735)	(866,209)
Proceeds from sale of property, plant and equipment	4		95,815
Purchase of other intangible assets	5	(358,212)	(184,652)
Net movement in financial assets	6	(254,821)	(306,889)
Net cash flows from investing activities		(3,273,917)	(1,261,935)
Cash flows from financing activities			
Repayment of borrowings	10	(587,704)	(845,569)
Net cash flows from financing activities		(587,704)	(845,569)
Net increase/(decrease) in cash and cash equivalents		2,756,021	976,351
Cash and cash equivalents at the beginning of the year		12,170,755	11,194,404
Cash and cash equivalents at the end of the year	9	14,926,776	12,170,755

Statement of Comparison of Budget and Actual Amounts

Budget on Cash Basis

	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual
	R	R	R	R	R
<i>Statement of Financial Performance</i>					
Revenue					
Revenue from exchange transactions					
Accreditation visits	2,210,712	-	2,210,712	1,773,642	(437,070)
Third party contributions	400,000	-	400,000	297,698	(102,302)
Disciplinary fines	25,000	-	25,000	60,000	35,000
Other income	35,000	-	35,000	96,978	61,978
Profit on sale of fixed assets	2,500	-	2,500	-	(2,500)
Total revenue from exchange transactions	2,673,212	-	2,673,212	2,228,318	(444,894)
Revenue from non-exchange transactions					
Annual fees	72,332,865	-	72,332,865	77,800,376	5,467,511
Application fees	12,378,309	-	12,378,309	11,395,986	(982,323)
Bad debts recovered	250,000	-	250,000	3,194,911	2,944,911
Total revenue from non-exchange transactions	84,961,174	-	84,961,174	92,391,273	7,430,099
Total revenue	87,634,386	-	87,634,386	94,619,591	6,985,205
Expenditure					
Personnel	(44,985,490)	4,000,000	(40,985,490)	(39,484,217)	1,501,273
Depreciation and amortisation	-	-	-	(890,481)	(890,481)
Impairment loss/ Reversal of impairments	(4,359,557)	-	(4,359,557)	(7,139,230)	(2,779,673)
Finance costs	(55,859)	-	(55,859)	(2,267,102)	(2,211,243)
Lease rentals on operating lease	(463,525)	-	(463,525)	(471,503)	(7,978)
Repairs and maintenance	(6,052,558)	-	(6,052,558)	(3,493,218)	2,559,340
General Expenses	(33,232,775)	(4,000,000)	(37,232,775)	(39,846,766)	(2,613,991)
Total expenditure	(89,149,764)	-	(89,149,764)	(93,592,517)	(4,442,753)
Operating surplus / (deficit)	(1,515,378)	-	(1,515,378)	1,027,074	2,542,452
Investment revenue	1,575,191	-	1,575,191	5,356,558	3,781,367
Fair value adjustments	-	-	-	287,120	287,120
Actuarial gains/(losses)	-	-	-	(506,000)	(506,000)
	59,813	-	59,813	6,164,752	6,104,939

Please refer to note 28 for explanations on material differences.

1. Presentation of Annual Financial Statements

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

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

1.1 Significant judgements and sources of estimation uncertainty

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

Trade receivables, loans and other receivables

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

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

Post retirement benefits

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

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

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

Allowance for doubtful debts

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

1.2 Property, plant and equipment

Property, plant and equipment are tangible non-current assets that are held for use in the production or supply of goods or services, rental to others, or for administrative purposes, and are expected to be used during more than one period. The cost of an item of property, plant and equipment is recognised as an asset when:

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

Property, plant and equipment is initially measured at cost.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1.3 Intangible assets

An asset is identified as an intangible asset when it:

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

Intangible assets are initially recognised at cost.

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

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

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

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

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

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

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

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

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

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

Item	Useful life
Registration system	5 years
Accounting system	5 years

Intangible assets are derecognised:

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

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

1.4 Financial instruments

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

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

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

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

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

Exchange Transactions), transaction costs, and all other premiums or discounts. There is a presumption that the cash flows and the expected life of a group of similar financial instruments can be estimated reliably. However, in those rare cases when it is not possible to reliably estimate the cash flows or the expected life of a financial instrument (or group of financial instruments), the entity shall use the contractual cash flows over the full contractual term of the financial instrument (or group of financial instruments).

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

A financial asset is:

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

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

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

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

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

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

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

Classification

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

Class	Category
Cash and Cash equivalents	Financial asset measured at amortised cost
Trade and other receivables	Financial asset measured at amortised cost
Investments	Financial asset measured at fair value

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

Class	Category
Trade and other payables	Financial liability measured at amortised cost
Borrowings	Financial liability measured at amortised cost

Initial recognition

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

Initial measurement of financial assets and financial liabilities

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

Subsequent measurement of financial assets and financial liabilities

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

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

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

Fair value measurement considerations

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

Reclassification

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

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

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

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

Gains and losses

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

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

Impairment and uncollectibility of financial assets

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

Financial assets measured at amortised cost:

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

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

Derecognition

Financial assets

The entity derecognises financial assets using trade date accounting.

The entity derecognises a financial asset only when:

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

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

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

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

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

1.5 Leases

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

Operating leases - lessor

Operating lease revenue is recognised as revenue on a straight-line basis over the lease term. The difference between the amounts recognised as an income and the contractual receipts are recognised as an operating lease liability. This liability is not discounted.

Initial direct costs incurred in negotiating and arranging operating leases are added to the carrying amount of the leased asset and recognised as an expense over the lease term on the same basis as the lease revenue.

Income for leases is disclosed under Other Income in the Statement of Financial Performance.

Operating leases - lessee

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

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

1.6 Employee benefits

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

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

Short-term employee benefits

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

Short-term employee benefits include items such as :

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

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

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

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

Post-employment benefits: Defined benefit plans

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

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

Defined benefit plans are post-employment benefit plans other than defined contribution plans.

Actuarial gains and losses comprise experience adjustments (the effects of differences between the previous actuarial assumptions and what has actually occurred) and the effects of changes in actuarial assumptions. In measuring its defined benefit liability the entity recognises actuarial gains and losses in surplus or deficit in the reporting period in which they occur.

Assets held by a long-term employee benefit fund are assets (other than non-transferable financial instruments issued by the reporting entity) that are held by an entity (a fund) that is legally separate from the reporting entity and exists solely to pay or fund employee benefits and are available to be used only to pay or fund employee benefits, are not available to the reporting entity's own creditors (even in liquidation), and cannot be returned to the reporting entity, unless either:

- the remaining assets of the fund are sufficient to meet all the related employee benefit obligations of the plan or the reporting entity; or
- the assets are returned to the reporting entity to reimburse it for employee benefits already paid.

Current service cost is the increase in the present value of the defined benefit obligation resulting from employee service in the current period.

Interest cost is the increase during a period in the present value of a defined benefit obligation which arises because the benefits are one period closer to settlement.

Past service cost is the change in the present value of the defined benefit obligation for employee service in prior periods, resulting in the current period from the introduction of, or changes to, post-employment benefits or other long-term employee benefits. Past service cost may be either positive (when benefits are introduced or changed so that the present value of the defined benefit obligation increases) or negative (when existing benefits are changed so that the present value of the defined benefit obligation decreases). In measuring its defined benefit liability the entity recognises past service cost as an expense in the reporting period in which the plan is amended.

Plan assets comprise assets held by a long-term employee benefit fund and qualifying insurance policies.

The present value of a defined benefit obligation is the present value, without deducting any plan assets, of expected future payments required to settle the obligation resulting from employee service in the current and prior periods.

The return on plan assets is interest, dividends or similar distributions and other revenue derived from the plan assets, together with realised and unrealised gains or losses on the plan assets, less any costs of administering the plan (other than those included in the actuarial assumptions used to measure the defined benefit obligation) and less any tax payable by the plan itself.

The amount recognised as a defined benefit liability is the net total of the following amounts:

- the present value of the defined benefit obligation at the reporting date;
- minus the fair value at the reporting date of plan assets (if any) out of which the obligations are to be settled directly;
- plus any liability that may arise as a result of a minimum funding requirement

The amount determined as a defined benefit liability may be negative (an asset). The entity measure the resulting asset at the lower of:

- the amount determined above; and
- the present value of any economic benefits available in the form of refunds from the plan or reductions in future contributions to the plan. The present value of these economic benefits is determined using a discount rate which reflects the time value of money.

Any adjustments arising from the limit above is recognised in surplus or deficit.

The entity determines the present value of defined benefit obligations and the fair value of any plan assets with sufficient regularity such that the amounts recognised in the annual financial statements do not differ materially from the amounts that would be determined at the reporting date.

The entity recognises the net total of the following amounts in surplus or deficit, except to the extent that another Standard requires or permits their inclusion in the cost of an asset:

- current service cost;
- interest cost;
- the expected return on any plan assets and on any reimbursement rights;
- actuarial gains and losses;
- past service cost;
- the effect of any curtailments or settlements; and
- the effect of applying the limit on a defined benefit asset (negative defined benefit liability).

The entity uses the Projected Unit Credit Method to determine the present value of its defined benefit obligations and the related current service cost and, where applicable, past service cost. The Projected Unit Credit Method (sometimes known as the accrued benefit method pro-rated on service or as the benefit/years of service method) sees each period of service as giving rise to an additional unit of benefit entitlement and measures each unit separately to build up the final obligation.

In determining the present value of its defined benefit obligations and the related current service cost and, where applicable, past service cost, an entity shall attribute benefit to periods of service under the plan's benefit formula. However, if an employee's service in later years will lead to a materially higher level of benefit than in earlier years, an entity shall attribute benefit on a straight-line basis from:

- the date when service by the employee first leads to benefits under the plan (whether or not the benefits are conditional on further service); until
- the date when further service by the employee will lead to no material amount of further benefits under the plan, other than from further salary increases.

Actuarial valuations are conducted on an annual basis by independent actuaries separately for each plan. The results of the valuation are updated for any material transactions and other material changes in circumstances (including changes in market prices and interest rates) up to the reporting date.

Actuarial assumptions

Actuarial assumptions are unbiased and mutually compatible.

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

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

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

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

1.7 Provisions and contingencies

Provisions are recognised when:

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

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

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

Provisions are not recognised for future operating surpluses.

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

1.8 Revenue

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

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

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

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

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

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

1.9 Revenue from exchange transactions

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

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

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

Accreditation visit revenue is recognised as revenue from exchange transactions.

Interest

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

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

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

1.10 Revenue from non-exchange transactions

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

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

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

Recognition

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

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

Measurement

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

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

1.11 Borrowing costs

Borrowing costs are interest and other expenses incurred by an entity in connection with the borrowing of funds.

Borrowing costs are recognised as an expense in the period in which they are incurred.

1.12 Budget information

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

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

The approved budget covers the fiscal period from 01/04/2016 to 31/03/2017.

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

2. New standards and interpretations

2.1 Standards and interpretations effective and adopted in the current year

In the current year, the Council has adopted the following standards and interpretations that are effective for the current financial year and that are relevant to its operations:

GRAP 17 (as amended 2015): Property, Plant and Equipment

- Based on the feedback received as part of the post-implementation review, the Accounting Standards Board agreed to reconsider certain principles in GRAP 16 and GRAP 17. In particular, the Board agreed to:
- Review the principles and explanations related to the distinction between investment property and property, plant and equipment.
- Consider whether an indicator-based assessment of useful lives of assets could be introduced.
- Clarify the wording related to the use of external valuers.
- Introduce more specific presentation and disclosure requirements for capital work-in-progress.
- Review the encouraged disclosures and assess whether any should be made mandatory or deleted.
- Require separate presentation of expenditure incurred on repairs and maintenance in the financial statements.

Amendments identified as part of the post-implementation review, affected the following areas:

- Indicator-based assessment of the useful lives of assets
- Use of external valuers
- Encouraged disclosures
- Capital work-in-progress
- Expenditure incurred on repairs and maintenance

The effective date of the standard is for years beginning on or after 01 April 2016.

The council has adopted the standard for the first time in the 2017 annual financial statements. The impact of the standard is not material.

3. Risk management

Capital risk management

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

The capital structure of the Council consists of debt, which includes the borrowings disclosed in notes 10, cash and cash equivalents disclosed in note 9, and equity as disclosed in the Statement of Financial Position. All borrowings have been paid up.

There are no externally imposed capital requirements.

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

Financial risk management

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

Liquidity risk

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

Interest rate risk

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

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

Credit risk

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

Standard Bank	
National long-term credit rating	AA (ZAF)
National short-term credit rating	F1+ (ZAF)
Investec	
National long-term credit rating	AA (ZAF)
National short-term credit rating	A1+ (ZAF)

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

4. Property, plant and equipment						
	Cost/ Valuation	2017 Accumulated depreciation and accumulated impairment	Carrying value	Cost/ Valuation	2016 Accumulated depreciation and accumulated impairment	Carrying value
Buildings	7,691,993	(1,614,002)	6,077,991	7,691,993	(1,460,162)	6,231,831
Furniture and fixtures	2,209,541	(1,396,377)	813,164	1,841,517	(1,311,291)	530,226
Motor vehicles	198,064	(178,258)	19,806	198,064	(178,258)	19,806
Office equipment	827,084	(545,026)	282,058	601,028	(497,703)	103,325
Computer equipment	4,085,028	(2,160,899)	1,924,129	2,214,618	(1,934,282)	280,336
Improvements to property	2,409,222	(1,295,974)	1,113,248	2,255,280	(1,082,867)	1,172,413
Total	17,420,932	(7,190,536)	10,230,396	14,802,500	(6,464,563)	8,337,937

Reconciliation of property, plant and equipment - 2017					
	Opening balance	Additions	Depreciation loss	Impairment	Total
Buildings	6,231,831	-	(153,840)	-	6,077,991
Furniture and fixtures	530,226	368,025	(85,087)	-	813,164
Motor vehicles	19,806	-	-	-	19,806
Office equipment	103,325	234,891	(47,323)	(8,835)	282,058
Computer equipment	280,336	1,933,877	(269,074)	(21,010)	1,924,129
Improvements to property	1,172,413	153,942	(213,107)	-	1,113,248
	8,337,937	2,690,735	(768,431)	(29,845)	10,230,396

Reconciliation of property, plant and equipment - 2016					
	Opening balance	Additions	Depreciation	Impairment loss	Total
Buildings	6,385,670	-	(153,839)	-	6,231,831
Furniture and fixtures	138,353	521,089	(122,942)	(6,274)	530,226
Motor vehicles	-	-	19,806	-	19,806
Office equipment	94,722	57,115	(48,512)	-	103,325
Computer equipment	553,203	118,297	(385,925)	(5,239)	280,336
Improvements to property	1,211,780	169,708	(209,075)	-	1,172,413
	8,383,728	866,209	(900,487)	(11,513)	8,337,937

Buildings - Section title deeds held

An undivided share of the common property (Section 5-8, 9-10 and 16) in the scheme apportioned to the said section in accordance with the participation quota as endorsed on the said sectional plan

The bond over the Property is fully paid up, as disclosed in note 10.

	Square Metres	2017 R	2016 R
Section 5 (First Floor)	631	-	-
Section 6 (First floor)	383	-	-
Section 7 (First floor)	237	-	-
Section 8 (First floor)	456	-	-
T013126/2009 Purchased 29 Apr 2009	-	6,275,750	6,275,750
Section 9 (Second floor)	212	-	-
Section 10 (Second floor)	329	-	-
T57554/1999			
Purchased 30 Sep 1999	-	1,411,243	1,411,243
Section 16 (Basement)	5	-	-
T044549/2005	-	5,000	5,000
Purchased 10 Aug 2005			
	2,253	7,691,993	7,691,993

5. Intangible assets						
	Cost/ Valuation	2017 Accumulated amortisation and accumulated impairment	Carrying value	Cost / Valuation	2016 Accumulated amortisation and accumulated impairment	Carrying value
Registration system	2,252,090	-	2,252,090	1,834,378	59,500	1,893,878
Accounting system	716,975	(302,626)	414,349	493,186	43,211	536,397
Total	2,969,065	(302,626)	2,666,439	2,327,564	102,711	2,430,275

Reconciliation of intangible assets - 2017

	Opening balance	Additions	Amortisation	Total
Registration system	1,834,378	358,212	-	2,252,090
Accounting system	536,398	-	(122,049)	414,349
	2,430,276	358,212	(122,049)	2,666,439

Reconciliation of intangible assets - 2016

	Opening balance	Additions	Amortisation	Total
Registration system	1,834,378	59,500	-	1,893,878
Accounting system	493,186	125,152	(81,940)	536,398
	2,327,564	184,652	(81,940)	2,430,276

6 Investments

Designated at fair value

SIS Inflation plus 1-3 Investments	12,889,561	12,347,620
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These instruments consist of investments held at financial institutions and their market values quoted in the market place.

Non-current assets

The entity has not reclassified any financial assets from cost or amortised cost to fair value, or from fair value to cost or amortised cost during the current or prior year.

SIS Inflation – opening balance	12,347,620	11,932,256
Fair value adjustment – current year recognised in surplus or deficit	287,120	108,474
Earnings recognised in surplus and deficit for the period net of earnings and admin fees	254,821	306,890
Fair value at year-end	12,889,561	12,347,620

7. Retirement benefit asset

Defined benefit plan

Retirement benefit

Balance sheet obligations for

Pension benefits
- non-current liabilities

(21,531,000)	(21,030,000)
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Income statement charge for

Employee benefit expense

- wages and salaries
- pension cost - defined benefit plan

39,484,218	34,737,844
(381,000)	(6,946,000)
39,103,218	27,791,844

Actuarial losses/(gains) recognised in the statement of financial performance

644,000	5,730,000
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Cumulative actuarial losses/(gains) recognised in statement of financial performance

(4,392,000)	(10,122,000)
(3,748,000)	(4,392,000)

Pension benefits

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

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

Carrying value

Present value of the defined benefit obligation-wholly unfunded	(21,531,000)	(21,030,000)
Fair value of plan assets	30,861,000	29,979,000
	9,330,000	8,949,000

Net asset amount recognition was determined on the following basis:

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

In these circumstances, AC 504 states that the present value of the economic benefits available to the employer (par. 68(b) of GRAP 25) is the value of the ESA plus the accounting surplus available as a reduction in future contributions. As confirmed by Absa Consultants and Actuaries, the value of the ESA was R9,330,000 as at 31 March 2017. Furthermore, since there are no active Defined Benefit members in the Fund (as per the valuation report), accounting surplus available as a reduction in future contributions is zero. The present value of the economic benefits available to the employer is therefore R9,330,000.

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

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

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

The value determined under par. 64 was R12,424,000 as at 31 March 2015 and the value of par. 68(b) was R2,003,000. Therefore, the net asset as at 31 March 2015 should be limited to R2,003,000.

	2017	2016
	R	R
The fair value of plan assets includes: Sanlam Matrix 50 portfolio The assets underlying the Employer Surplus Account and the Solvency Reserve have been included in the asset value. Assets not recognised (GRAP 25, paragraph 68(b)).		
Movement in the defined benefit obligation are as follows		
Opening balance	21,030,000	24,281,000
Interest cost	2,250,000	1,995,000
Actuarial (gains)/losses	(9,000)	(3,523,000)
Benefits paid	(1,680,000)	(1,723,000)
	21,531,000	21,030,000
Net gain / (expense) recognised in the statement of financial performance		
Interest cost	(2,250,000)	(1,995,000)
Actuarial gains/(losses)	(506,000)	(5,730,000)
Effect of limit in GRAP 25, par. 68(b)	-	10,417,000
Expected return on plan assets	3,137,000	4,254,000
	381,000	6,946,000

Retirement benefit asset (continued)

The movement in the fair value of plan assets are as follows

Opening balance	29,979,000	36,701,000
Expected return	3,137,000	4,254,000
Actuarial gains (losses)	(575,000)	(9,253,000)
Benefits paid	(1,680,000)	(1,723,000)
	30,861,000	29,979,000

Key assumptions used

The principal actuarial assumptions used were as follows:

Discount rates used	7.34 %	7.87 %
Expected rate of return on assets	9.80 %	9.91 %
Expected rate of return on reimbursement rights	11.34 %	11.87 %

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

Valuation rate of interest – GRAP 25 requires rates to be determined by reference to the current market yield of government bonds. The yield of the R209 government bond was 9.80% and the long-term liability on the yield of the R202 government bond 2.29% at 31 March 2017. The implied long-term inflation assumption in 7.34% per annum, which was derived from the R209 and R202. Rates given are the weighted average rates.

The expected return on assets are based on an average balances portfolio. The expected long term real return is 4%, calculated as follows:

	Portfolio	Real return	Weighted return
Equity	70 %	4.50 %	3.15 %
Bonds	30 %	3.00 %	0.90 %
	100.00 %	7.50 %	4.05 %

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

In respect of the period after retirement, the published a (55) tables for males and females have been used. The number of pensioners as at 31 March 2017, their annual pension and weighted average age, compared to that as at 31 March 2016 were as follows:

Number of pensioners	9	9
Annual pension	1,680,000	1,604,000
Pension weighted average age	49.5	49

	2017	2016
	R	R
8. Trade and other receivables		
Trade debtors and other debtors	14,919,633	23,784,198
Employee costs in advance	(29,864)	(16,364)
Deposits	2,000	2,000
Impairment for bad debts	(8,206,898)	(16,839,152)
	6,684,871	6,930,682
<i>Fair value of trade and other receivables</i>		
Trade and other receivables	10,289,342	6,930,682
<i>Trade and other receivables impaired</i>		
The amount of the provision was (R8,208,898) as of 31 March 2017 (2016: 16,839,152).		
<i>Reconciliation of provision for impairment of trade and other receivables</i>		
Opening balance	16,839,152	5,083,425
Provision for impairment	3,267,964	11,755,727
Amounts written off as uncollectible	(11,900,218)	-
Closing balance	8,206,898	16,839,152

Usually, once a year, ECSA cancels the registration of registered persons who are in default for non payment of their annual fees of the previous year. In 2015/2016 no cancellations took place, although the potential defaulters had been identified (2,968 defaulters owing R9,078,215). The cancellations only occurred in July 2016. The large provision for impairment amount (R16,839,152) at year-end 31 March 2016 consists out of two amounts, being the beforementioned R9,078,215 as well as R7,760,937 which represented a 55% impairment provision on the accounts receivable amount on 31 March 2016 after excluding the planned R9,078,215 cancellation amount.

During July 2016 Council approved for write-off R8,570,052 as uncollectable. R1,004,110 was processed as a VAT liability reversal and R7,565,942 was allocated to the impairment provision. The difference to the original provision of R9,078,215 is due to late payments having been received between April and July 2016.

On 29 March 2017 Council approved for write-off R9,292,554 as uncollectable. The original request for write off had been R9,411,058. The difference between actual and requested was as a result of a few payments having been received in the days between drafting the request and receiving the authorisation. R1,087,012 was processed as a VAT liability reversal, R4,334,276 was allocated to the impairment provision (debt from the previous year partly offsetting against the R7,760,937 provision) and R3,871,266 was allocated to the expense account bad debts written off (current year invoices that were unpaid by the individual being cancelled for not having paid the previous year's debt).

The two amounts allocated to the impairment provision, R7,565,942 (July) and R4,334,276 (March), total R11,900,218.

The provision for impairment amount of R8,206,898 on 31 March 2017 represents 55% of the net trade receivable balance on that date.

9. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	4,999	7,201
Bank balances	14,921,777	12,163,554
	14,926,776	12,170,755

10. Borrowings

At amortised cost

Mortgage bond

- 587,704

Bond on Section 5 - 8 from ABSA Bank. Interest at a rate of 9.75 % pa and repaid within 10 years. The loan was fully repaid during 2016.

Current liabilities

At amortised cost

- 587,704

11. Trade and other payables

Trade payables

6,510,120 5,953,611

South African Revenue Services - VAT

803,812 2,446,664

Other accrued expenses

3,194,763 2,815,520

Donation from the Royal Academy of Engineers for SAFE0 projects

581,134 -

Other payables

1,241,370 1,155,606

12,331,199 12,371,401

The donation from the Royal Academy of Engineers is temporarily kept whilst a SAFE0 bank account is opened. The money was transferred to the SAFE0 banking account during May 2017.

12. Provisions

Reconciliation of provisions - 2017

	Opening Balance	Movement	Total
Leave pay provision	1,547,168	32,149	1,579,317
Provision for penalties on late submissions to FSB	-	396,000	396,000
	1,547,168	428,149	1,975,317

Reconciliation of provisions - 2016

	Opening Balance	Movement	Total
Leave pay provision	1,645,171	(98,003)	1,547,168

	2017	2016
	R	R
13. Financial instruments		
<i>Categories of financial instruments</i>		
<i>2017</i>		
<i>Financial assets</i>		
	At fair value	At amortised cost
		Total
Investments	12,840,934	-
Trade and other receivables	-	10,289,342
Cash and cash equivalents	-	14,926,777
	12,840,934	25,216,119
		38,057,053
<i>Financial liabilities</i>		
		At amortised cost
		Total
Trade payables		11,215,793
Other payables		1,155,606
		12,371,399
		12,371,399
<i>Financial assets</i>		
	At fair value	At amortised cost
		Total
Investments	12,347,620	-
Trade and other receivables	-	6,930,682
Cash and cash equivalents	-	12,170,755
	12,347,620	19,101,437
		31,449,057
<i>Financial liabilities</i>		
		At amortised cost
		Total
Borrowings		587,704
Trade and other payables		10,370,275
		10,957,979
		10,957,979

14. Operating revenue

Annual fees	77,800,376	68,089,274
Application fees	11,395,986	10,128,873
Accreditation visits	1,773,642	1,516,568
	90,970,004	79,734,715

The amount included in revenue arising from exchanges of goods or services are as follows:

Accreditation visits	1,773,642	1,516,568
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The amount included in revenue arising from non-exchange transactions is as follows:

Annual fees	77,800,376	68,089,274
Application fees	11,395,986	10,128,873
	89,196,362	78,218,147

15. Other income

Income from SETAs and other public entities	297,698	1,220,245
Bad debts recovered	3,194,911	301,815
Disciplinary fines	60,000	130,000
Appeals	-	8,798
Other income	96,978	156,261
Profit on sale of fixed assets	-	(2,053)
	3,649,587	1,815,066

	2017	2016
	R	R
16. General expenses		
Acquisition of small fixed assets	26,578	39,690
Auditors remuneration - External	476,873	428,255
Auditors remuneration - Internal	331,360	127,762
Accounting services	13,649	-
Bank charges	411,269	303,115
Casual labour	82,321	123,556
Committee room expenses	50,525	163,842
Consulting and professional fees	3,509,837	3,142,933
Council and committee meetings	18,222,966	14,240,965
Disciplinary matters and fines	-	423,029
Electricity and water	1,444,714	1,370,256
IT expenses	1,417,958	1,324,185
Insurance	223,265	222,854
Investment fees	149,406	138,630
Legal expenses	3,734,023	917,833
Marketing and Branding	1,573,524	1,724,006
Membership fees	274,446	222,537
Motor vehicle expenses	24,152	28,837
Office expenditure	349,646	707,197
Personnel recruitment	249,242	284,904
Printing and stationery	2,417,223	740,546
Project cost	548,462	1,737,437
Rental expense	336,240	330,805
Repairs and maintenance	3,493,218	2,070,997
Security	267,978	47,965
Staff study assistance	195,555	139,567
Staff welfare	1,077,364	1,573,759
Telephone and fax	770,839	680,563
Training	364,229	126,698
Travel - staff	1,303,122	917,650
	43,339,984	34,300,373
17. Personnel		
Basic salary	34,160,085	29,725,190
Medical aid - company contributions	1,642,441	1,616,697
UIF	133,351	129,530
SDL	331,026	300,994
Other short term costs	118,584	141,335
Defined contribution plans	3,098,730	2,824,098
	39,484,217	34,737,844
18. Other expenses		
Provision for impairment of trade and other receivables	7,139,230	11,755,106
Operating lease charges (Contractual amounts)	471,503	425,583
Amortisation on intangible assets	122,049	81,940
Depreciation on property, plant and equipment	768,432	900,487
	8,501,214	13,163,116

19. Investment revenue

Interest revenue

Interest from short term investments	1,815,331	1,409,070
Interest long term investments	404,227	445,519
Expected return on Defined Benefit assets	3,137,000	4,254,000
	5,356,558	6,108,589

20. Finance costs

Non-current borrowings	17,102	84,989
Other interest: Pension benefit	2,250,000	1,995,000
	2,267,102	2,079,989

21. Taxation

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

22. Auditors' remuneration

Fees - External Auditors	476,873	428,255
Fees - Internal Auditors	331,360	127,762
	808,233	556,017

23. Cash generated from operations

Surplus	6,164,752	8,172,523
<i>Adjustments for:</i>		
Depreciation	768,432	900,487
Amortisation of intangible assets	122,049	81,940
Loss on sale of assets and liabilities	-	(84,301)
Actuarial gains/(losses)	506,000	5,730,000
Effect of pension fund asset limitation	-	(10,417,000)
Fair value adjustments	(287,120)	(108,475)
Movements in retirement benefit assets and liabilities	(887,000)	(2,259,000)
Movements in provisions	428,149	(98,003)
Changes in working capital:		
Trade and other receivables	245,811	(1,039,202)
Prepayments	(403,229)	(207,867)
Trade and other payables	(40,202)	2,412,753
	6,617,642	3,083,855

	2017	2016
	R	R
24. Commitments		
<i>Operating leases - as lessee (expense)</i>		
<i>Minimum lease payments due</i>		
- within one year	37,507	204,510
- in second to fourth year inclusive	-	111,656
	37,507	316,166
Operating lease payments represent rentals payable by the Council for office equipment. Leases are negotiated for an average term of five years and rentals normally have a fixed interest rate. No contingent rent is payable.		
	2017	2016
	R	R
25. Going concern		
The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.		
26. Events after the reporting date		
A legal opinion from the Office of the Chief State Law Adviser was received on 28 June 2017 confirming that ECSA falls within the ambit of PFMA. Going forward ECSA will ensure compliance.		
27. Fair value adjustments		
Investments		
• Investments (Designated as at FV through P&L)	287,120	108,475
28. Budget differences		
<i>Material differences between budget and actual amounts</i>		
Bad debts recovered mainly represents unrecoverable amounts from previous years repaid by persons wishing to re-register with ECSA. The budgeted amount was very conservative due to uncertainty over the amount that could be collected. Council's budget is an operational budget and traditionally does not budget for non-cash items that do not impact on actual cash revenues and expenses. Depreciation and amortisation is such an example.		
Revenue from annual fees exceeds budget by R5,467,511 as the larger actual head count invoiced exceeded the conservative count on which the budget was based.		
Personnel expenses were reduced by postponing the appointing of new positions created and budgeted for. The saving was re-allocated to offset expenses relating to projects of the CEO as well as legal expenses. Council approved the additional expenses on condition that compensating savings be made on other budget lines. The increase in finance cost (see note 20) is due to an item "other interest paid: pension benefit". This originates from the pension fund valuation and is non-cash of nature.		
Repairs and maintenance reflects a saving against budget of R2,559,340. The bulk of the saving comes from the fact that less software maintenance took place than budgeted for. A portion of the "saving", R358,212, was capitalised to the intangible asset registration system. The balance is a saving.		
General expenses reflects an over-expenditure of R2,613,991, mainly due scanning costs relating to document warehousing and legal costs.		

29. Key personnel emoluments

Remuneration paid to key personnel

2017

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

	Months employed	Emoluments	Contributions to retirement plan	Total
SE Madonsela	12	1,607,207	150,268	1,757,475
ME Sabela	10	1,050,074	94,863	1,144,937
MC Phalane	12	1,380,010	123,756	1,503,766
RN Gaoraelwe	11	1,363,304	46,702	1,410,006
TY Machimane	9	1,170,663	-	1,170,663
	54	6,571,258	415,589	6,986,847

30. Contingencies

Council has a number of court cases that are pending before court. Our attorneys estimate that the total cost could be as high as R2.1 million.

31. Prepayments

Prepaid expenses at year-end	234,469	-
Prepaid VAT - Suspense	376,619	207,867
	611,088	207,867

		2017	2016
	Note(s)	R	R
Revenue			
Annual fees		77,800,376	68,089,274
Application fees		11,395,986	10,128,873
Accreditation visits		1,773,642	1,516,568
Disciplinary fines		60,000	130,000
Marketing and branding		297,698	1,220,245
Bad debts recovered		3,194,911	301,815
Sundry income		96,978	156,261
Profit on sale of fixed asset		-	(2,053)
Appeals		-	8,798
Total revenue		94,619,591	81,549,781
Expenditure			
Personnel	17	(39,484,217)	(34,737,844)
Depreciation	4	(768,432)	(900,487)
Amortisation on intangibles	5	(122,049)	(81,940)
Finance costs	20	(2,267,102)	(2,079,989)
General Expenses	16	(43,339,984)	(34,300,374)
Impairment loss/ Reversal of impairments		(7,139,230)	(11,755,105)
Lease rentals on operating lease		(471,503)	(425,583)
Total expenditure		(93,592,517)	(84,281,322)
Operating surplus (deficit)		1,027,074	(2,731,541)
Investment revenue		5,356,558	6,108,589
Fair value adjustments	27	287,120	108,475
Actuarials gains / (losses)		(506,000)	(5,730,000)
Effect of pension fund asset limitation		-	10,417,000
		5,137,678	10,904,064
Surplus for the year		6,164,752	8,172,523

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



ENGINEERING COUNCIL OF SOUTH AFRICA

1st Floor, Waterview Corner Building, 2 Ernest Oppenheimer Avenue, Bruma, 2198

✉ Private Bag X691, Bruma, Johannesburg, 2026

☎ +27 (0)11 607 9500 | 📠 +27 (0) 11 622 9295

✉ cpd@ecsa.co.za | www.ecsa.co.za



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