



ECSA

ENGINEERING COUNCIL OF SOUTH AFRICA

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Engineering Council of South Africa



www.ecsa.co.za



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Volume 2





CHIEF EXECUTIVE'S DESK

The Pursuance of Excellence as We Regulate the Profession

Dr Bridget Ssamula

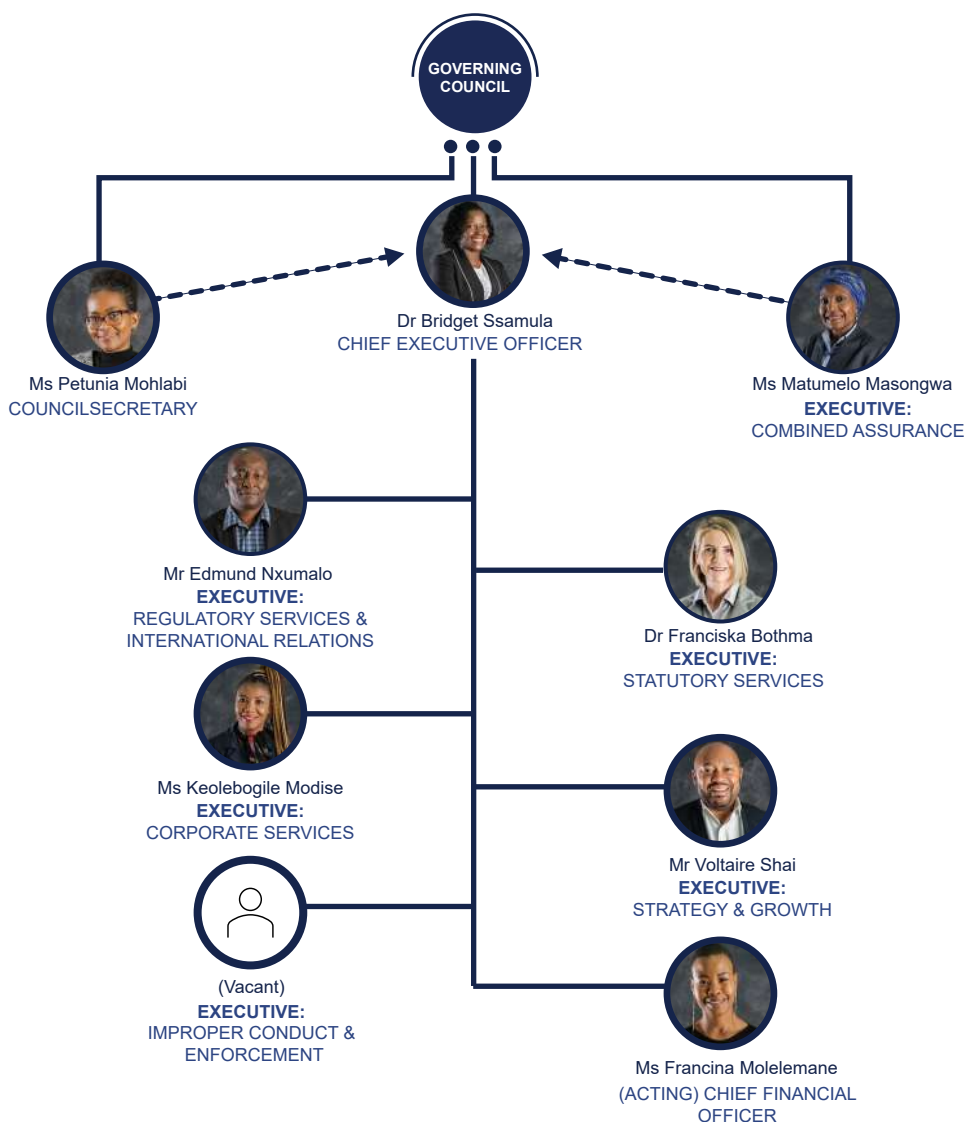
DEAR VALUED STAKEHOLDER

In 2023, we introduced the revised 2023-2025 ECSA Strategic Plan. The Strategy which is still in its execution is premised on renewal and growth focusing on people, processes and systems.

One of the key tenets of this strategy is the growth of internal resources from executive to operational level to be better positioned to serve ECSA's stakeholders and create a customer centric culture.

To achieve this in the previous financial year, Council approved an organisational structure with key positions to uphold governance principles, support ECSA's functions internally as well as ensure stability within the organisation. This process adopts an inward outward facing approach ensuring that the Council is well equipped and capacitated internally to meet its regulatory mandate and service to stakeholders.

In this regard, I am pleased to introduce to our stakeholders the Executive Team at ECSA and the portfolios they service:



Identification of Engineering Work Enforcement and Roadshows



In line with our trajectory of renewal and growth and effective regulation of the profession, we are still embarking on the Identification of Engineering Work programme and engagements with the different sectors are still ongoing. In support of this, the following elements related to the IDOW are important to note:

Understanding IDoEW Enforcements: Implications for Engineering Practitioners

The Identification of Engineering Work (IDoEW) enforcements that are commencing the 31st March 2025 play a crucial role in defining and regulating the scope of work that engineering practitioners can undertake. These enforcements are designed to ensure that engineering tasks are performed by qualified and competent professionals, thereby upholding the standards and integrity of the engineering profession.

For engineering practitioners, the IDoEW enforcements mean:

- **Clarity and Compliance:** Practitioners must adhere to clearly defined guidelines regarding the types of engineering work they are authorized to perform, ensuring compliance with regulatory standards.
- **Professional Accountability:** By delineating the scope of engineering work, IDoEW enforcements hold practitioners accountable for maintaining high levels of expertise and competency in their respective fields.
- **Enhanced Public Safety:** Ensuring that only qualified professionals undertake specific engineering tasks helps safeguard public safety and welfare, reducing risks associated with substandard engineering practices.
- **Professional Development:** Practitioners are encouraged to continually update and expand their skills and knowledge to comply with evolving IDoEW standards, fostering ongoing professional growth.

IDoEW enforcements are vital for maintaining the professionalism, safety, and integrity of engineering practices in South Africa, providing clear guidelines and ensuring that only competent individuals undertake critical engineering work.

Expectations from the engineering fraternity

Non - registered practitioners and employers of such are requested to submit compliance plans before March 31, 2025 to rpsdservices@ecsa.co.za

The plans should contain procedures for ensuring that all engineering work is appropriately identified and ascribed to registered persons.

To ensure a smooth transition, the Council will review the fraternity's compliance with the submitted plans from 01 April 2025. During this time, ECSA will also launch sector engagements to educate stakeholders about the enforcement framework and its implementation.

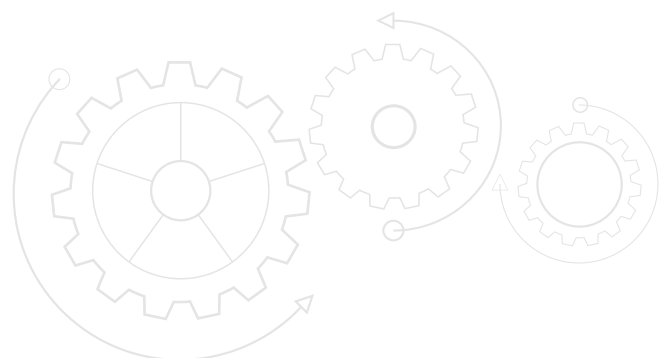
ECSA Roadshows: Driving Awareness and Engagement on IDoEW

In November the Council will kick off an extensive series of roadshows across the country. These roadshows aim to raise awareness and educate stakeholders about the Identification of Engineering Work. Key audiences include universities, government departments, local communities, and various other sectors.

Objectives:

- **Awareness & Education:** Inform stakeholders about the IDoEW, bridging knowledge gaps.
- **Stakeholder Engagement:** Foster dialogue and collaboration among diverse sectors.
- **Effective Information Dissemination:** Ensure widespread and efficient communication of IDoEW details.

The ECSA roadshows underscore the Council's commitment to enhancing the understanding and implementation of the IDoEW, fostering a more informed and collaborative engineering community across South Africa.



Nominations for the 7th Term Council of ECSA



On 31 July 2024, the Council opened the nomination process for the 7th Term ECSA Governing Council.

The nominations process closed on the 30th of September 2024 and in accordance with the Procedure for the Nomination of Council Members (Government Gazette No.34377- Board Notice 120 of 2011, dated 24 June 2011) Council has 30 days to provide a shortlist of recommended nominations to the Minister of the Department of Public Works and Infrastructure (DPWI) for the Minister to appoint the Governing Council.

The work that has been done to improve governance during the 6th term Governing Council included the development of the Organisational Governance Framework for ECSA as well as the support and commitment to the following instruments as part of ECSA's voluntary governance regime:

- Organisation for Economic Cooperation and Development (OECD) Best Practice Principles for the Governance of Regulators
- ISO 37000:2021 Governance of Organisations
- King IV Code on Corporate Governance
- The Governing Council embarked on a process to reflect on the governance systems, structures, practices which resulted in the consolidation of some High Impact Committees to realign their roles and responsibilities with the mandate of ECSA

ECSA has the following High Impact Committees:

- Audit, Risk and Compliance Committee (ARC Committee)
- Social, Ethics and Remuneration Committee (SERC)
- Nominations Committee (NomCom)
- Research, Policy and Standards Committee (RPSC)
- Registration Committee (RC)
- Accreditation and Training Committee (ATC)
- Investigating Committee (IC)

ECSA has a full complement of Executives which includes two new portfolios reporting directly to the Governing Council , that is the Combined Assurance and Council Secretariat Divisions.



Update on Cycle 1 and 2 of Professional and Specified Categories Applications



In January 2024 ECSA instituted the Registration Application Cycle Calendar which allows for submissions of professional applications only during 2 separate windows during a fiscal: 1 January to 28 February (cycle 1); 15 June to 15 August (cycle 2).

This regulatory reform seeks to enhance transparency of the progression of applications in the registration pipeline and simultaneously improve operational efficiencies.

To appraise stakeholders this is the current status from applications received in cycle 1 as at 16 September 2024:

Total applications processed during cycle 1: 1467

APPLICATIONS	NUMBER
Positive registration outcomes	764
Refusals	210
Abeyance outcomes	433
Still in progress	60

Cycle 2 opened on 15 June 2024 and physical applications were no longer accepted during this time. On 15 August the window for applications was extended to 05 September 2024 to allow for eligible applications to make submissions. During this time only applications made through the portal were accepted.

Statistics on the applications for cycle 2 will be provided in the next edition.

Lessons Learnt:

- Most applicants wait until the closing date to finalise and submit their applications
- The processing of first cycle applications was hindered by the backlog of applications received at the end of Q2 and during Q3 of the previous fiscal.
- Due to the large number of applications received, the Council instituted the process of reviewing the R-01-POL to increase the number of VPM to process the applications
- Due to incorrect/incomplete submissions received, this increases applications placed on abeyance and more applicants required for EA interviews.
- To address the incorrect/ incomplete submissions, webinars were held to take potential applications through the applications process



IEA Review of WA Accord Compliance Visits (UKZN and IIE)

As a member of the International Engineering Alliance and signatory of the Dublin Accord, in September 2024, IEA appointed three observers who are signatories of the accord to observe and review the accreditation process undertaken by ECSA of the engineering programmes at Higher Education Institutions.

The review by the IEA appointed observers is to ensure that processes undertaken by ECSA in the accreditation visit are still substantially equivalent to those of the other signatories and aligned to the IEA's standards, procedures and processes.

The visit included two universities namely the University of KwaZulu Natal from 4 - 5 September 2024 as well as the IIE MSA from 11- 12 September 2024.

The process which was led by Professor Didier Nyembwe and supported by Registered Persons who conducted the accreditation review occurs every five years.

This rigorous evaluation process plays a crucial role in maintaining and enhancing the standards of engineering education in South Africa and underscores South Africa as well as ECSA's commitment to upholding globally benchmarked standards.

Recommendations will be presented to the upcoming Accreditation and Training High Impact Committee.



Vuvuzela Hotline

In an effort to create an enabling environment for employees and external stakeholders to assist ECSA to uproot malpractice or impropriety, an external independent service provider, Vuvuzela Hotline (Pty) Ltd, was appointed to provide and manage the Whistleblowing Hotline Services for three (3) years. This is to ensure compliance to the Protected Disclosures Act 26 of 2000 (Amended), among others, to protect the anonymity of whistleblowers.

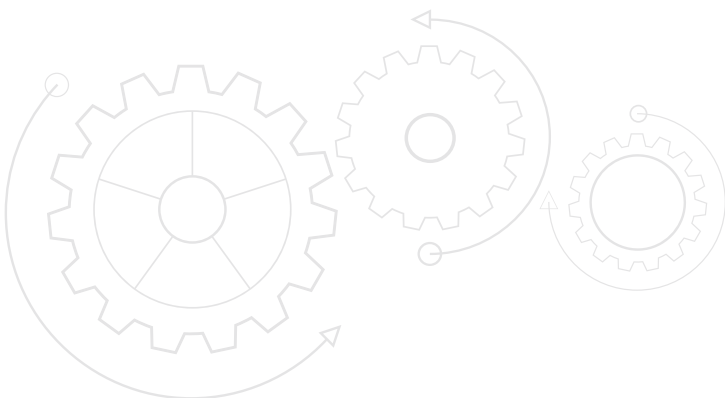
The appointment of the Vuvuzela Hotline follows ECSA's Fraud Management Policy and Implementation Plan founded on the principles of "Zero Tolerance" towards fraud and corruption. The organisation is committed to the culture of fair, just administration, transparency and accountability which is aimed at achieving the highest ethical behaviour amongst its employees as well as engineers it regulates.

ECSA has commenced with training sessions pertaining to the Whistle Blowing Policy. Such sessions have been conducted for employees and stakeholders thus far 3 sessions been conducted for mentors.

All training sessions are geared towards ensuring that employees and external stakeholders are empowered and educated on the processes for reporting of unethical conduct without fear or prejudice and the protection that they enjoy through legislation and the Hotline service

Stakeholders can use the following platforms to report any suspicious unethical conduct:

-  ecsa@thehotline.co.za
-  www.thehotline.co.za/report
-  (Use 0806 227 767 to report)
-  SMS: 30196





International Engagements

UNESCO Africa Engineering Week and 8th Africa Engineering Conference

The Engineering Council of South Africa from 09-13 September 2024 attended the 10th UNESCO Africa Engineering Week and 8th Africa Engineering Conference in Luanda Angola.

The ECSA delegation including ECSA President Ms Refilwe Buthelezi, Eng. Tshego Cornelius as well as myself participated in the various sessions. Ms Buthelezi in her capacity as President elect of the Federation of African Engineering Organisations delivered the opening remarks during the 7th African Women in Engineering Forum. Ms Cornelius presented on FAEO's strategic theme and Women in Engineering action plan and I chaired a panel on Engineering Education and Capacity Building.

ECSA's participation on the international engagements is informed by our International Relations Policy and Framework which articulate ECSA's position on our capacitation initiatives, our ambition to become a globally competitive engineering regulator and hold positions on governing structures of the international engineering organisations and more importantly to allow for the mobility of our engineers.

ECSA Role on the IEA

ECSA currently holds two executive positions namely IPEA Executive Committee Deputy Chair which is represented by the Vice President of the current Council Mr TC Madikane and at the June 2024 IEA Meeting hosted in India, Mr James Motladiile was appointed the Dublin Accord Executive Committee Deputy Chair.

These roles allow ECSA to participate in international reviews of signatories to the Accords and Agreements and to date ECSA has participated in the reviews for Turkey, China, United States as well as Canada entities.

ECSA continues to uphold its compliance as well as membership of the IEA and further pursues roles on the governing body to contribute to the decision-making processes taken at an international level that impact South Africa as well as Africa as a whole.



Upcoming Stakeholder Engagements

In June 2024, at the Voluntary Associations Presidents Forum, the attendees resolved to host A Biennial Engineering Symposium. The engineering symposium comes on the backfoot of ECSA hosting the successful Africa Engineering Week and African Engineering Conference in September 2023.

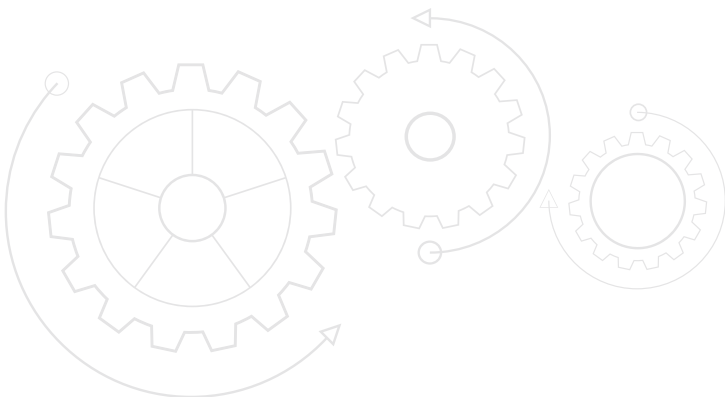
The inaugural symposium centered on pillars of collaboration, information sharing as well as reflecting on the engineering fraternities' impact on global imperatives.

The symposium will be hosted in Quarter 3 of 2025, and nominations call for the advisory committee will be made through ECSA's recognised Voluntary Associations.

Annual Stakeholder Briefing

Annually the Council hosts the Stakeholders Briefing to provide an Annual Report to stakeholders detailing the organisation's performance and progress on the implementation of the revised 2023-2025 ECSA Strategy.

This years Briefing will take place in November 2024 through a hybrid format and will be streamed live on ECSA's YouTube Platform.





Training Academies

Bridging The Skills Development Gap in The Engineering Industry



Many employers of engineering practitioners and institutions that procure engineering services do not have adequate training or development and mentoring programmes in place that provide support and exposure for aspirant engineering professionals to equip them for professional registration with ECSA.

As part of our mandate, ECSA is taking active steps to reduce the number of engineering graduates being lost to the engineering skills pipeline, and to promote the conversion rate from candidacy to professional status in all of the Council-approved Categories of registration. The establishment and certification of ECSA Training Academies and accreditation of appropriate high quality structured candidacy training and mentoring programmes is a key initiative.

Training Academies offer engineering graduates who have registered with ECSA as Candidates, the opportunity to enhance their practical engineering competency to ultimately meet ECSA's requirements for professional registration. The certification of a Training Academy is directly associated with substantiated proof of the ability of a public or private entity to offer high quality structured engineering candidacy training and mentoring programmes, that will train and prepare Candidate Engineers along their journey towards Professional Registration.

Ultimately, the certification award of Training Academies aims to grow the number of entities that are well-equipped and capacitated to train Engineering Candidates in the Council-approved Categories and ECSA-approved Disciplines. If this initiative grows exponentially, it will add great benefit to growing the critical engineering skills pipeline and professionalising the engineering sector, to alleviate the scarcity and/or critical shortages of the various engineering skills in the country.

The public or private entity interested in becoming certified as an ECSA Training Academy enters into a MoU with ECSA and thereafter follow the steps to retain certification. This is a stringent peer-reviewed quality assurance process that ensures it meets the required criteria to offer engineering training programmes to registered Candidates. This is then followed by the accreditation of their candidacy programmes for a period of four years.

ECSA certification and accreditation includes: Competency Outcomes with a detailed, sustainable and adequately led, planned and resourced training programme addressing key training areas; a Work Horizon set at an appropriate standard for professional registration, allowing for an increase in responsibility and accountability of the candidate within the organisation beyond the minimum four year certification period; and qualified Mentorship from ECSA-registered professionals in the appropriate discipline.

Currently accredited ECSA Training Academies include:



ECSA is rolling out the programme to further industry stakeholders. For more information, contact academies@ecsa.co.za.

The image shows a complex industrial structure, possibly a power plant or refinery, at night. The scene is dominated by dark, silhouetted metal beams, walkways, and railings. A few warm, yellow lights are visible, casting a glow on the structure. A large, semi-transparent blue rectangle is overlaid on the left side of the image, containing the text 'IMPROPER CONDUCT' in white, bold, sans-serif capital letters.

IMPROPER CONDUCT

Defining Improper Conduct For The Engineering Fraternity



What is Improper Conduct According to ECSA

Improper conduct within the context of the Engineering Council of South Africa refers to any action, behaviour, or omission by a registered person that violates the ethical and professional standards set out in the ECSA Code of Conduct, the ECSA Code of Practice or, if applicable, the discipline specific codes of practice and the Engineering Profession Act 40 of 2000.

Significance to the Engineering Fraternity and ECSA's Mandate

Improper conduct undermines public trust and confidence in the engineering profession. ECSA, as the regulatory body, has a mandate to ensure that registered persons adhere to the highest standards of professional and ethical behaviour. This protects the public, maintains the credibility of the profession, and ensures the safety, health, and welfare of the community.

Impact on the Engineering Profession and ECSA's Mandate

Improper conduct can have serious consequences for the engineering profession and ECSA's ability to regulate and uphold standards. It tarnishes the image of the profession, making it difficult to maintain public trust in the safety and quality of engineering work. Registered persons found guilty of improper conduct may face legal action, financial penalties, or the suspension/revocation of their professional registration. ECSA has a statutory responsibility to enforce compliance, investigate allegations, and take disciplinary action where necessary. Failure to address improper conduct can weaken its regulatory authority and compromise the effectiveness of its mandate.

Complaints Process and Procedure

The process for lodging and handling complaints at ECSA is as follows:

Complaints can be submitted using the complaint form and guidance notes available [here](https://www.ecsa.co.za/regulation/SitePages/Complaints%20of%20Misconduct.aspx) (<https://www.ecsa.co.za/regulation/SitePages/Complaints%20of%20Misconduct.aspx>) on the ECSA website. The form must be completed and emailed to ECSA-IC@ecsa.co.za

- Upon receipt, the complaint is reviewed to determine if the person being complained about is a registered professional with ECSA.
- If the subject of the complaint is registered, the matter is referred to the Investigating Committee, which conducts a thorough investigation and assesses the evidence.
- The Investigating Committee presents its findings and recommendations to the ECSA Council, indicating whether charges should be preferred.
- The Council decides whether to proceed with formal charges and, if so, sets a date for a disciplinary hearing.



CPD UPDATE

Important Updates to The Continued Professional Development Cycle

ECSCA has determined that at least 20% of registered members are in violation of the regulations of the Engineering Profession Act due to non-compliance with Section 22(1) of the Act and the Continued Professional Development Rules. Essentially, these individuals are misrepresenting themselves as ECSCA-registered persons and are therefore guilty of improper conduct, according to the ECSCA Code of Conduct.

Under Section 22(1), registered individuals must apply to ECSCA in the appropriate manner for the renewal of their registration at least three months before their initial professional or specified category registration expires. Should they neglect to renew their registration, the Council will have no alternative but to refuse and cancel their registration. No renewal due will be held in abeyance for longer than ninety days.

The renewal cycle is a five year term, meaning that all individuals whose registration cycle commenced in 2022 or later must submit the required number of CPD credits within five years of their commencement date.

An important motivation underlying this review is the implementation of the PrivySeal initiative, whereby the registration status and good standing of registered individuals will be visible on their certificate and seal and can be obtained from their profile in real-time. Registered individuals will receive a new registration certificate with an updated look and feel as soon as PrivySeal is implemented. The new certificate requires that you update your contact details timeously for the details on the certificate to display correctly.

Registered individuals due for renewal will need to comply with the CPD Rules on an annual basis and must record their credits on the designated system. Should you not renew your registration by the end of your 5-year CPD cycle, renewal will be refused and your registration will be cancelled within ninety days of your CPD cycle expiration date. You will then need to reapply for registration with ECSCA.

ECSCA is committed to supporting you in navigating this significant change. The latest version of the CPD Rules can be found on our website and we will be offering several webinars and workshops to help members meet these requirements.

For further information please contact our CPD support team at engineer@ecsa.co.za or (+27) 11 607 9500.





ECSA PARTNERSHIPS

Securing the Stem Pipeline: ECSA Looks To Build Mathematics Capacity

With the Government target of 450 000 learners studying maths or science at university level by 2030 looming, it is alarming to note that only 262 016 learners wrote core mathematics in 2023, with a mere 16% of the matric Maths class achieving a pass of 60% or more. Increasingly, learners are opting to take Mathematics Literacy instead of Mathematics, which has worrying implications for the already narrow skills pipeline that feeds into the professional engineering qualifications.

To help address this looming crisis, ECSA has entered into an agreement with the Marketplace Academy (MPA), a South African non-profit organisation involved in the transformation of communities through specialised skills development. Starting at school level, Marketplace Academy aims to build capacity, to ensure that youth become employed and employable, innovative and socially responsible citizens.

A three-year Memorandum of Understanding was signed in February 2024 and will run until 2027. The ECSA and MPA partnership aims to build collaborative initiatives that enhance learning support, increase the number of science, technology, engineering and mathematics (STEM) learners, improve learner performance and promote Mathematics in schools.

The initiatives will focus on the three-stream curriculum; ECSA is working with MPA and the Gauteng Department of Education to create schools of specialisation in support of the science, technology, engineering and mathematics (STEM) subjects. ECSA has access to all schools where ECSA and MPA initiatives will be run to identify learners with the greatest potential for engineering studies, building an invaluable skills pipeline into tertiary education.

ECSA will also be taking a lead in the introduction of industry-standard part qualifications and micro-credentialling in engineering and related technical fields, which will see learners leave school with an academic matric qualification and technical or occupational part qualifications which will act as a conduit into further studies.

An investment of R200 000 has seen ECSA partnering with Deloitte and the Goven Mbeki Mathematics Development Centre at the Nelson Mandela University on the first Professional Skills Development and Capacitation project. This initiative for Senior Phase Mathematics educators targets essential Mathematics content knowledge gaps; delivers personalised offline and online resources aligned with the school curriculum; introduces science, technology, engineering, arts and mathematics (STEAM) education methodologies that emphasise problem-solving and critical thinking; and guides teachers in assisting students to make informed subject selections at the Further Education and Training (FET) level.

The first Professional Skills Development and Capacitation Education Seminar for Senior Phase Mathematics Teachers takes place from 4-5 October 2024 involving 30 teachers from 10 secondary schools in Gauteng. Approximately 6 000 learners will benefit from this seminar. These seminars will be rolled out to Mathematics and Science educators for all grades in a cluster of 44 schools in Johannesburg. Over 20 000 learners will eventually be exposed to innovative trans-disciplinary STEAM teaching methods in the project schools.

Technology will play an important role in the future STEAM teaching and learning environment, so ECSA and our partners will be providing resources and training for 30 teachers in 10 Gauteng secondary schools in the offline Gamma Tutor and online MobiTutorZA Mathematics Resources for teaching and learning. Educators will be provided with the skills needed to use pre-designed PowerPoint lessons, interactive assessments, digital textbooks, exam revision, multi-lingual support and soft learning skills. This will provide over 3 000 learners with exposure to quality resources in classrooms and during after school learner support sessions.

We look forward to working with the Marketplace Academy, our project partners, teachers and learners over the next three years as we work to build and reinforce the expertise, core skills and STEM education capacities that will be essential in laying the foundation for future generations of engineering talent to emerge and thrive.





**MERCEDES BENZ
ECSA MEMBERS**

The background image shows the interior of a Mercedes-Benz car, focusing on the center console and gear shift area. A gear icon is overlaid on the right side of the image.

ECSA puts you in the driving seat with Mercedes Benz

If you're thinking about replacing or upgrading your existing vehicle, we have some exciting news for you. Thanks to a Memorandum of Understanding signed between ECSA and Mercedes Benz South Africa in July 2024, all ECSA members in good standing now qualify for an exclusive Special Groups discount of 2% on a wide range of new Mercedes Benz passenger vehicles, with the inclusion of optional extras.

The discount offer is valid until July 2026 and is applicable to the following models: All A-class hatch and sedans, CLA-class, B- and C-class (including Coupe and Cabriolet), SLC-class, E-class (sedan, coupe and cabriolet), CLS-class, S-class (including coupe and cabriolet), SL-class, GLA-class, GLC- and GLE-class (including coupe), G-and GLS-class as well as all EQ models.

The ECSA member's discount does not apply to Mercedes Benz special editions (e.g. the Black Series) or the AMG GT range. Where Mercedes Benz South Africa is running national promotional offers to the general public, ECSA members may be eligible to receive even more beneficial discounts, over and above the Special Groups benefit we have negotiated for our members. In addition to this offer, MBSA will provide ECSA members access to order special fleet models too; these will be communicated to members when and where they become applicable.

This exclusive offer is available to paid-up ECSA members from all Mercedes Benz-appointed dealerships in South Africa, Botswana and Namibia participating in the Special Groups programme. The recommended discount may be subject to change on selected models and ECSA members will be given 10 business days' notice of any such change being effected.



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Training and Academic



Improper Conducts



CPD Update



ECSA MOU





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     **Engineering Council Of South Africa – ECSA**

Please follow the engineering discourse and become a role player.

Please contact us with feedback on improving our communication. Feedback and comments may be emailed to ecsa-comms@ecsa.co.za