



ECSA

ENGINEERING COUNCIL OF SOUTH AFRICA



# E-BULLETIN



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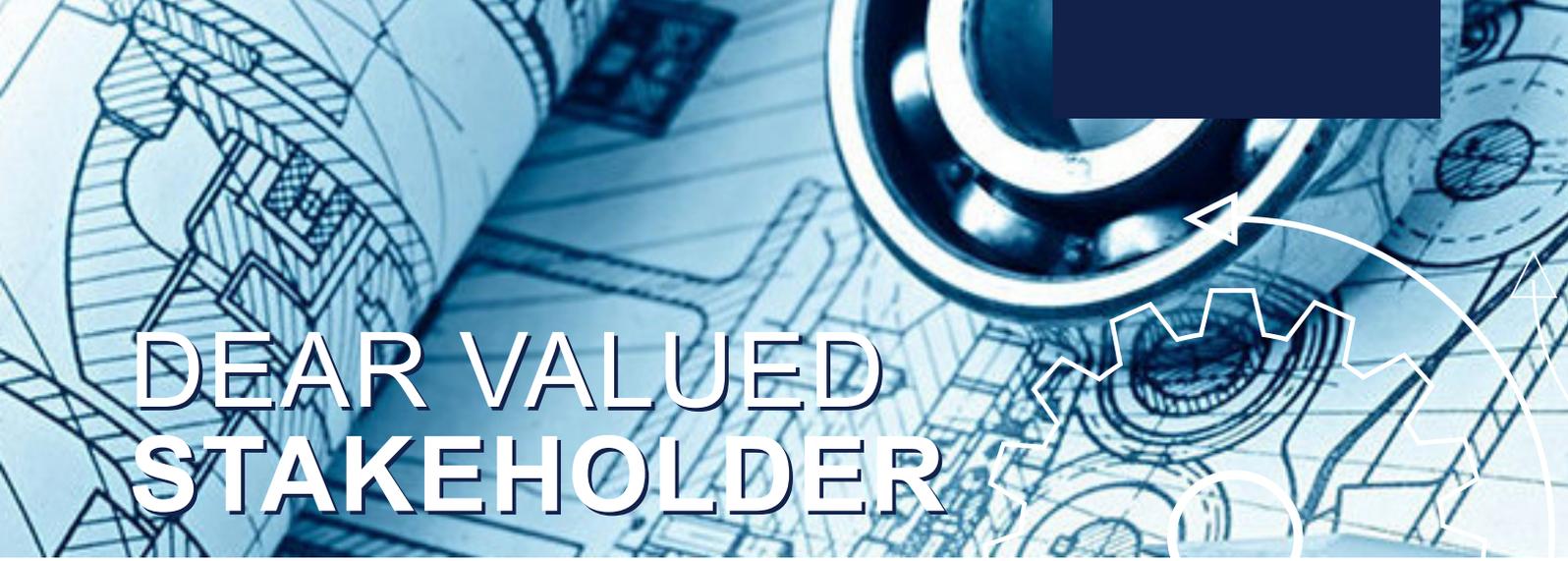
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# DEAR VALUED STAKEHOLDER

As the unrelenting COVID-19 pandemic rolls on, its impact on business processes continue to be challenging, from leading through the COVID-19 crisis to managing risk and digitizing operations. What used to be a simple idea now comes freighted with requirements, assumptions, and speculations. However, the balance is still tilted toward a positive outlook.

In this edition of E-Bulletin, we profile the 2020-2025 ECSA strategy. This strategy sets the trajectory for the next five years for the organisation.

An update on the Identification of Engineering Work (IDoEW) process is featured in the newsletter. This process seeks to ensure that where work specifically relating to the engineering profession is identified with the scope limits regulating the type, duration and extent of training required to performing such acts and limits with authority imposed on those who do not have the minimum qualifications and experience to perform such acts.

Following the research efforts commissioned by ECSA, an article on stakeholder engagement is included. This article paints a picture from the insights gained and the envisaged nature of future engagements between ECSA and its stakeholders.

ECSA has jumped on the virtual bandwagon and to that effect has been hosting a number virtual information sharing workshops. In this edition, we profile the virtual Road to Registration Workshops and the virtual workshop that sought to address Candidate Engineers on initiatives to close challenges experienced during registration assessment process.

Lastly, stakeholders are urged to follow ECSA on its social media platforms. These platforms seek to provide stakeholders with regular updated information on policies, projects and programmes that are pertinent to the industry.

Let me take this opportunity to express our heartfelt gratitude for your continued support and patience during a year that was faced with such daunting challenges.

We wish you a very Happy Holiday season and a peaceful and prosperous New Year.

Kind Regards,  
**Millicent Kabwe**



# 2020-2025 STRATEGY SETS A CONTINUED PATH OF EXCELLENCE FOR ECSA

A new era has dawned and the newly approved 2020-2025 strategy of the Engineering Council of South Africa (ECSA) sets a continued path of excellence. This strategy follows the 2015-2020 strategy, which saw ECSA gain great strides in establishing its national footprint, solidifying the registration process and enhancing the maturity levels in terms of regulatory business process and internalisation of the application of critical mandatory processes.

The new strategy will be implemented under the stewardship of the newly constituted sixth term council. This new strategy will be implemented on fertile ground as the outgoing council have laboured the environment.

**The new strategy is embedded by five key programmes namely:**

- **Programme 1:** Education and Training Standards
- **Programme 2:** Registration of Candidates and Competent Engineering Professionals
- **Programme 3:** Assuring Ongoing Professional Competence
- **Programme 4:** Professional Practice
- **Programme 5:** Competent, Efficient and Effective Delivery and Support Structure

Programme one (1) will see ECSA formulate core engineering pillars for the curriculum and exit competencies in various categories, conduct research to further introduce globally competitive

engineering standards and to determine the impact of the 4th Industrial Revolution on new career or professional pathways and emerging fields.

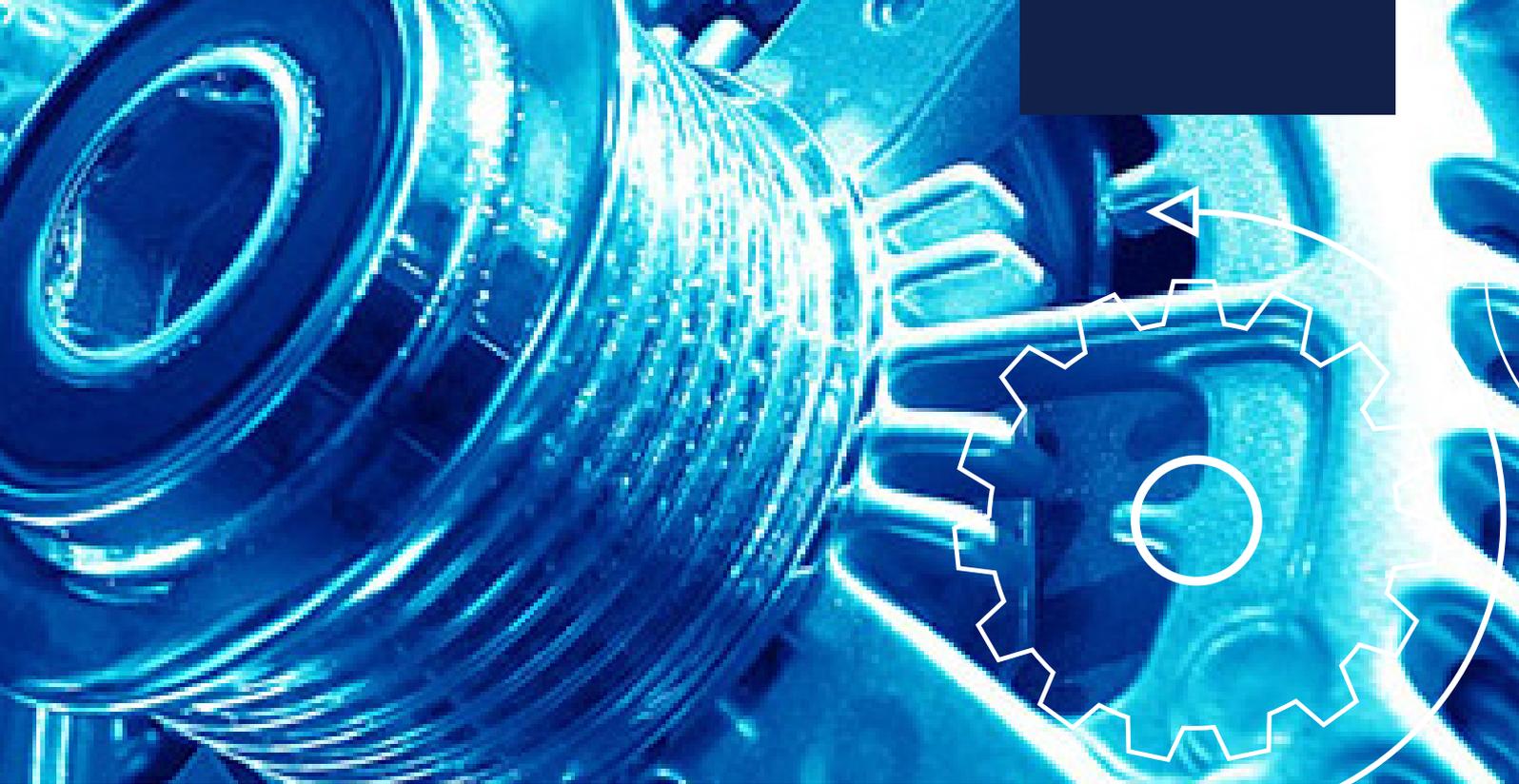
The accreditation criteria will be developed and maintained for institutions and a pathway for TVET Colleges, academies and programs for seamless integration into mainstream engineering qualification discipline will be created.

Furthermore, educational programs that meet the set criteria will be accredited and accreditation for those that do not will be withdrawn. The list of the accredited engineering programmes will always be updated and published on the website.

In order for this to be realised ECSA will ensure that legislative framework prohibits education and training which is unaccredited by ECSA or grants legal authority to disregard such training for purposes of registration and facilitate training of candidate engineers either internally or through a system of accredited providers.

The achievement of this will be monitored through conducting regular assessments of compliance with accreditation standards.

The ultimate goal under programme two (2) is the registration of all professionals in the engineering profession who practice in the field of engineering.



This will be achieved through continuously improving the registration model to ensure that a seamless and efficient registration system for all professionals is created. The registration pathway will be determined and most importantly the identification of work process with Council for the Built Environment in terms of Section 26 of the Engineering Professions Act (EPA) will be developed.

To ensure that the Registered Persons maintain their levels of competence through ongoing and continuing professional development programmes and initiatives under programme three (3), this strategy will see ECSA instituting and maintaining a Continued Professional Development (CPD) model and program, accredit suitable CPD providers and programs based on set criteria and create a system for processing of CPD Portfolios and integrating with registration system.

Programme four (4) is set on ensuring quality and safe engineering practices through quality driven professional practise standards. This will require Registered persons to be ethical in their business practice and exhibit good professional behaviour as well as ensure that ECSA is an effective regulator that safeguards compliance with the code of practice and conduct.

The last programme of the new strategy seeks to deliver and ensure that the support structure provides

efficiencies to the execution of the ECSA mandate. This will be accomplished through recruiting and retaining competent staff and ensuring that the organisation identifies and deploys appropriate technologies that support ECSA process.

This programme seeks to uphold good corporate governance practice and robust stakeholder engagement with all ECSA stakeholders.

The implementation of these programmes will see ECSA maintaining its core focus which entails providing and implementing a framework for the assurance of quality standards in education, training and professional conduct and practices of the engineering profession. In pursuing this mandate, ECSA must fully exhibit efficiency, effectiveness, independence, sustainability and customer orientation in order to define it as an impeccable regulator.

The five-year strategy is a legislative requirement for ECSA to develop and adopt a strategic framework to guide its operations for a five-year term. This strategic document therefore outlines the pathway to be carved by ECSA from 2020-2025.



# ECSA FORGES AHEAD WITH THE PROCESS OF IDOEW

The Engineering Council of South Africa (ECSA) is forging ahead with the process of the Identification of Engineering Work (IDoEW) which, aims to protect the health and safety of the public by defining the engineering work that must be undertaken only by competent persons in each registration category and in a recognised engineering discipline of the engineering profession. This process is ongoing and Council seeks to have it finalised as per the 5-year strategic plan.

The Council for the Built Environment (CBE) as the overarching body, regulating the activities of the six Councils for the Built Environment Professions (CBEP) in July 2020 on behalf of ECSA, gazetted the scope of work for categories of registration for the professions regulated by ECSA.

The process of gazetting was to ensure that members of the public are informed of the different scope of work for each category of registration which the Engineering Council of South Africa is empowered by Section 18(1) of the Engineering Profession Act, 2000 (Act No. 46 of 2000, as amended) to conduct. The categories of registration include; Professionals, Candidates and Specified Categories.

The scope of work for each of the categories of registration seek to demarcate work between categories of registration and engineering disciplines in the engineering profession and ensure that there are clear and transparent ways for determining which identified work in engineering may be performed by Registered Persons. In addition, the process aims to achieve the economically, socially and technically

most appropriate and efficient use of the various categories of registration at ECSA with a view to attaining maximum benefit for the public.

Moreover, this process intends to provide an effective and efficient mechanism for regulating the carrying out of work that occurs in areas of overlap between and duplication in the work identified as being reserved for Registered Persons.

The process of gazetting was proceeded by a consultation between CBE and the Competition Commission (CC), which although it is mandated to ensure full and free participation in the economy, as embodied in the preamble of the Competition Act, 89 of 1998, it also recognises the need for an efficient, competitive and economic environment. This ensures a balance on the interests of workers, owners and consumers and on development to benefit all South Africans.

This implies that the regulation of professions should not limit the range of supplier's available, limit the ability of suppliers to compete, reduce the incentive for suppliers to compete or limit the choices and information available to customers.

On the above-mentioned issues, proactive engagement through information and advocacy is required.

ECSA will continue to update Registered Persons on developments on this process.



# STAKEHOLDER ENGAGEMENT SET TO BE HEIGHTENED

The Engineering Council of South Africa (ECSA) in October 2020, following the research that was commissioned last year to ascertain stakeholder's perception of ECSA, issued a survey to key stakeholders to gain meaningful insights that will assist the organisation in developing an informed Stakeholder Engagement Strategy. This strategy seeks to guide the engagement efforts specific for each stakeholder.

This effort from ECSA is done to heighten its engagement efforts and place stakeholder engagement at the centre of its priorities. This new shift will see a move from stakeholder management to stakeholder engagement, which implies a willingness to listen and discuss issues of interest to stakeholders.

Future planning and engagement process will be shaped by a systematic, logical and practical trajectory; taking into account lessons from experience as well as feedback from the research efforts undertaken.

Key to this will be frequent information sharing on matters pertinent to stakeholders such as updates, quality-training programmes that are structured, specific to the discipline and conducted by a Registered Persons within the particular discipline. Furthermore, an efficient technology system to receive and process Continuing Professional Development (CPD) portfolios with built in flags for non-compliance practitioner will be set up and integrated with the registration system.

The ultimate goal is to have a fully digitized ECSA appropriately positioned for the fourth industrial revolution with modern disaster recovery plan. This will be achieved through identifying and deploying appropriate technologies to support all ECSA processes.

This will enable engagement between ECSA and its stakeholder to be effective, efficient, and seamless and result oriented thereby improving the experience stakeholders have with ECSA.

ECSA also seeks to ensure that the long outstanding business of Identification of Engineering Work (IDoEW) is finalised. This will address key issues that came out strongly from the survey and research conducted.

These efforts will ensure that the engagement levels required by stakeholders, which include to be involved on key decision-making, informed, consulted on key policy changes, engaged and collaborated with on key initiatives that can positively influence the industry.

Organisations can no longer choose if they want to engage with stakeholders or not the only decision they need to take is when and how to successfully engage. This is the direction ECSA is taking, to ensure that meaningful engagement occurs and the development of such meaningful relations are bound to add value to ECSA's operations by reducing constraints on business and increasing its service offering to stakeholders allowing it to plan for the future, minimising risks and enhancing opportunities.



## ECSA ROAD TO REGISTRATION WORKSHOP GOES VIRTUAL

Covid-19 has accelerated efforts by organisations to adapt to the virtual way of doing business. While this phenomenon of information sharing is not new, in-person sessions have typically been the backbone of most organisations.

With new rules in a pandemic era characterised by social distancing; virtual workshops, training and events have become the new normal.

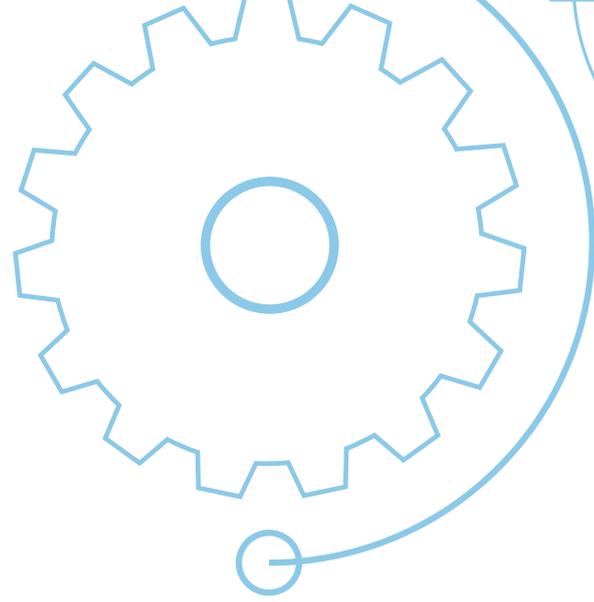
The Engineering Council of South Africa (ECSA) has embraced virtual engagements and adapted to technological advances that enable business operations to continue. The past six months have seen ECSA host a series of virtual Road to Registration workshops to communicate the registration process to engineers seeking to register as professionals.

The virtual workshops have attracted attendees from varied sectors such as private, government as well as academia. While noting that internet connectivity is not always reliable and the cost of data can be a stumbling block for some stakeholders, the online

workshops have allowed ECSA to have a wider reach over a short space of time. ECSA has also made provision for interested stakeholders who are not able to join the live sessions to access the recording on ECSA's social media platforms.

The virtual Road to Registration workshops follow the same process as the physical workshops, with the difference being that the virtual workshop can be accessed from anywhere, which translates to increased opportunities for attendance. In addition, through these virtual sessions, it has been easier to receive informed feedback; which gives ECSA the opportunity to fine-tune elements of the sessions to better its service offering.

The last session for 2020 was held on Friday, 04 December 2020 and the next sessions will resume in 2021. For more information on the virtual Road to Registration workshops please follow ECSAs' social media platforms; Twitter: [@ECSAOfficial](https://twitter.com/ECSAOfficial) and Facebook: [@EngineeringCouncilofSouthAfrica-ECSA](https://www.facebook.com/EngineeringCouncilofSouthAfrica-ECSA).



# CANDIDATE ENGINEERS ADDRESSED ON INITIATIVES TO CLOSE CHALLENGES ON THE ASSESSMENT PROCESS

On Thursday, 29 October 2020, the Engineering Council of South Africa (ECSA) hosted the Candidate Retention Workshop. Scores of Candidate Engineers converged for a virtual workshop that sought to determine what support Candidate Engineers require from ECSA to enable them to progress from the candidacy phase to professional registration.

Addressing over a 1000 delegates, Mr Ada Dienga, Research Manager at ECSA explained the significance of the workshop, stating that, “this workshop seeks to address questions raised by candidates regarding training in the candidacy phase that leads to professional registration and the support available from ECSA to address the challenges experienced by candidate engineers”.

Two ECSA Registered Persons, Ms Lebo Maphumulo, Corporate Specialist, Master Mentor at Eskom, and Mr Jones Moloisane, Lecturer at the Tshwane University of Technology (TUT), led the workshop through an interactive and session that allowed candidates to share their discontentment with the current processes and to recommend appropriate support that ECSA can assist with.

In their contributions candidates cited that the process of progressing from candidacy to professional registration is currently not clear. Participants expressed a desire for ECSA to provide an improved mentorship and training programme for candidates that are struggling to progress into professional registration categories. Some of the recommendations that came out strongly include the fact that ECSA should consider assigning a

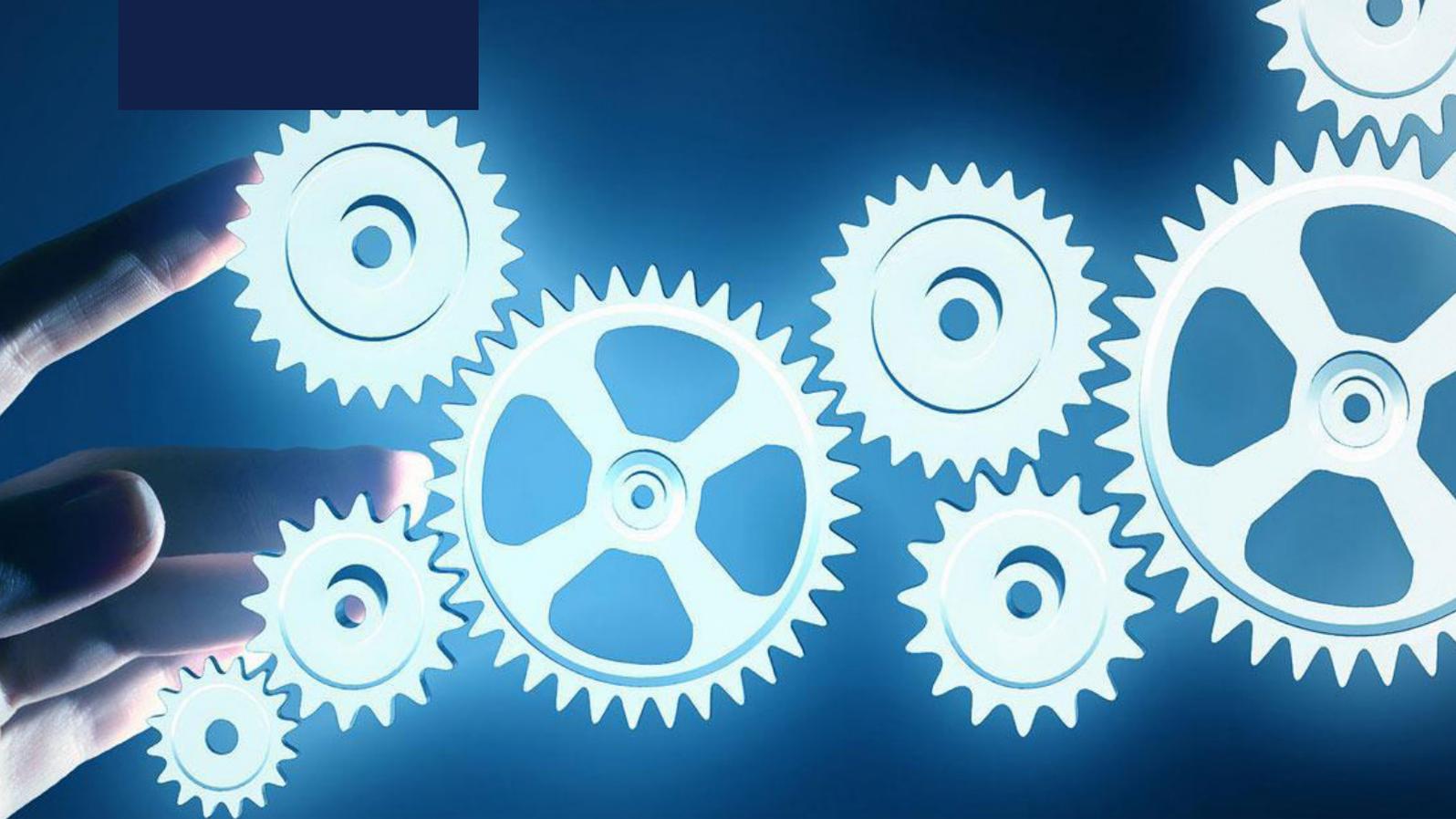
professional engineer to candidates through a centralised system that would enable professional engineers to volunteer to mentor candidates in different disciplines. Furthermore, candidates indicated a desire for a mentorship programme that will keep track of their progress through interactions with the assigned mentor.

To address these matters, in the previous financial year ECSA initiated the process to offer mentorship-training workshops to a number of stakeholders nationwide using the pool of Registered Engineers, who are also experts in the mentorship space.

In line with this ECSA has also continued with its Commitment and Undertaking (C&U) Agreements where ECSA and the employer enter into an agreement in which the employer commits to train engineering candidates to the standard that is required for registration and ECSA monitors this process to ensure that the standard is maintained.

These are on-going processes to ensure that the gap is closed and more initiatives to ease the registration process and provide further support in the candidacy stage of an engineering practitioner development pipeline will be piloted within the current financial year.

[The Training and Mentoring Guide for Professional Categories](#) as well as the [Policy on Registration in Professional Categories](#) revised in August 2020 are available and clearly delineate the process of progressing from the candidacy phase to professional registration.



# STAKEHOLDERS URGED TO FOLLOW ECSA ON ITS SOCIAL MEDIA PLATFORM'S

The Engineering Council of South Africa (ECSA) is calling on all its stakeholders to follow ECSA on its Facebook and Twitter accounts.

These platforms seek to provide stakeholders with regular updated information on policies, projects and programmes that are pertinent to the industry and that will aid in the development of the engineering sector.

Moreover, these platforms are an extension of ECSA and offer engagement opportunities that are instant, allow ECSA to empower its stakeholders

through information sharing and foster interpersonal relations that go beyond face-to-face interactions.

The social media platforms are reliable platforms for sharing information to target audiences in a timely manner.

Stakeholders can follow ECSA on the following platforms:

**Twitter:** @ECSAOfficial

**Facebook:** @EngineeringCouncilofSouthAfrica-ECSA

Thank you for reading ... until next time

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@ECSAOfficial



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 e-mailed to Mbalenhle Dlamini: [sybil@ecsa.co.za](mailto:sybil@ecsa.co.za) | 011 607 9633 or [sindisiwe@ecsa.co.za](mailto:sindisiwe@ecsa.co.za) | 011 607 9596.

