



Annual Report
2012/2013



About us

SAFCEC is a national employers' organisation that represents the civil engineering contracting industry. Founded in 1939, it is a member-driven organisation that consists of approximately 408 members and 110 associates.

Our vision

To be the leading construction industry representative body in South Africa.

Our mission

To promote the image of the civil engineering construction industry by enabling members to deliver a professional construction service and encourage them to take care of their employees' safety and welfare, the environment and the community providing a foundation for our country's development.

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“ Our members continue to experience frustrations at a provincial and municipal level. Tenders are called for and then cancelled, or just not awarded, without any explanation as to why. After preparing the enquiry document the next time the consulting engineer gets involved is at the site handover meeting. Tender adjudication and award is carried out by employers who rarely have the requisite skills.”



It is traditional in an Annual Report to focus on the past year, to highlight the achievements of the organisation and to provide some insight into the strategy going forward.

While I will deal with some of the past year's happenings I will concentrate more on the SAFCEC of the future.

An exercise was carried out some time ago to determine what services you as the members require from SAFCEC. The new organisational structure and appointments are the culmination of that exercise. We still have to fill the positions of North Branch Manager and Executive: HR and Advisory Services, but there is already a new energy around the Bedfordview and Regional offices. The SAFCEC Council, employees, various committee chairmen, committee members and all other members who give freely of their time and advice stand ready to serve you in the best way we possibly can.

The Competition Commission's Construction Fast Track Settlement Process was concluded in July 2013

resulting in some of our members receiving significant fines, in total R1,46 billion. Clearly these practices are indefensible and, although confined to a few members, have affected the reputation and image of the industry as a whole. The mistrust that already existed between government and the industry has been increased and we have some big bridges to mend to restore our relationships and credibility with our employers and the public at large.

Although we read of further possible civil action and blacklisting it must be borne in mind that the companies concerned came forward and disclosed the information on a voluntary basis. I sincerely hope that, just like the outcome of the Truth & Reconciliation Commission, we can now draw a line under this matter and move on. SAFCEC is cognisant of the view that employer organisations are a fertile ground for the sharing of information and collusive practices. To this end we have an established code of conduct and procedures that are followed at all meetings. We also consulted with the Commission to get their understanding of what constitutes acceptable practices.

Our members continue to experience frustrations at a provincial and municipal level. Tenders are called for and then cancelled, or just not awarded, without any explanation as to why. After preparing the enquiry document the next time the consulting engineer gets involved is at the site handover meeting. Tender adjudication and award is carried out by employers who rarely have the requisite skills. This system is patently open to abuse and corruption. However any challenge by our members could lead to them being silently excluded from future work. Together with CESA we will actively address this practice in the next year.

National Treasury has appointed a Chief Procurement Officer to restructure and simplify government's procurement processes. One of the priorities is to reduce the number of points where procurement takes place and to have greater transparency throughout the supply chain. We will meet with him shortly to understand his full function and to see where SAFCEC can assist him in carrying out his mandate.

It is ironic that in the year where we establish the Bargaining Council for the Civil Engineering Industry (BCCEI) we have our first national strike in 4 years. However given the current dynamics in organised labour I suspect the strike was about more than just wages and conditions of employment. There have been a number of articles in the press and even a legal challenge questioning the role of bargaining councils. The Marikana tragedy along with more recent events have emphasized the importance of centralised industry bargaining. Over time, as our economy and labour relations mature, we may reach the stage where wage ranges are negotiated and agreed centrally with employers and employees

free to negotiate within that range at a plant level.

We have an urgent and pressing need to provide services and infrastructure. We have a growing skills and capacity shortage in delivering services and infrastructure. Our current model of project delivery is cumbersome, slow, unpredictable, has too many interfaces and is all too often open to challenge and even corruption.


We need to embrace new delivery models, unsolicited bids, design/build, EPC/LSTK, life cycle costing, partnering, framework agreements, guaranteed maximum price and move away from the traditional tender system. The chosen delivery model will depend on the nature of the project and the level of scope definition. One size cannot fit all.

Government needs certainty of outcome on infrastructure projects to attract the foreign investment sorely needed to fund its ambitious R4 trillion strategic infrastructure programme. Although not the only critical factor in successful project delivery, early contractor involvement can be a significant contributor and SAFCEC will try to open a dialogue with the PICC, ECSA and other stakeholders for just such involvement in the anticipated project roll out, budgeting, construction methodologies and programming.

Transformation is an imperative. Our employers, particularly government, will continue to question our credibility and integrity until we are truly representative. This does not involve fronting, window dressing or other such practices. Just as you have identified black people in your businesses who contribute and are capable of growth, we ask that you encourage them to get involved in the many structures of SAFCEC to gain a broader picture of our industry and play a part in changing the face of SAFCEC. We want people who can speak with authority on the needs of the industry in conversations with government and other decision makers.

I would like to thank Annelie Gildenhuys and Neville Gurry, together with past President Roy McLintock, for steering SAFCEC through some troubled waters and for establishing a platform from where we can take SAFCEC forward.

I wish both Annelie and Neville all the very best in their new endeavours.

To Webster and your team I thank you for your efforts and support. As I stated at the outset there is new energy and enthusiasm in and around SAFCEC. The structure and governance is in place. You are ready to accomplish great things. 

Norman Milne
President



In The Eye Of The Storm

Upon my arrival at SAFCEC in January 2013, I landed right into the eye of the storm as it was the time that the collusion investigations by the Competitions Commission in the construction industry gained more prominence in the media. The reputation of the construction industry had taken and still continues to take a severe knock, making it a mammoth task for me, in particular, to begin the process of turning SAFCEC around in terms of raising its profile, amongst its strategic stakeholders such as the public sector and the South African citizens in general. In response to this unacceptable past practice, it was imperative that SAFCEC issued an unequivocal media statement condemning such practices, whilst at the same time encouraging its own members to come clean and fully cooperate with the authorities, which call was also first made in 2011, when the investigations gained traction.

“In order to regain public confidence and bridge the ever widening gap of trust between the construction industry and the public sector, it is of critical importance to further commit to the fearless eradication and exposure of all forms of corruption wherever they arise, be it in the private or public sector.”

The collusion fiasco has raised very serious ethical questions for our industry and therefore calls upon all our members to always comply with the competition laws of our country and put measures in place so that no such breaches recur at any given time. It also calls upon our members to observe and recommit themselves to the Cidb Code of Conduct of 2003 and SAFCEC's Code of Conduct and this should form part of the AGM resolutions in October 2013.

In order to regain public confidence and bridge the ever widening gap of trust between the construction industry and the public sector, it is of critical importance to further commit to the fearless eradication and exposure of all forms of corruption wherever they arise, be it in the private or public sector. The public outrage towards all those involved in collusion is justified and as such no defense can be advanced under any circumstances.

It is also of critical importance for the authorities to exercise great circumspection, devoid of any emotion and draconian measures, in dealing with the unpardonable issues of collusive and corrupt practices, lest we discourage other sectors of the economy from coming clean by taking advantage of the leniency programme as this would be the final nail in the coffin of the competition legislation, whose main objective is to encourage fair competition in the economy.

Market Conditions

Confidence in the civil engineering contracting industry remained subdued for the past four years, continuing at a sideways trajectory, at a level fluctuating around 40. A level below 50 implies an overall pessimistic view on work conditions in the industry. Input costs in the industry moderated, capped by higher levels of competition and a shortage of work opportunities. However, higher fuel prices and wage demand in excess of inflation will put increasing pressure on prices in the industry, also impacting on industry profitability. The industry has however adapted over the last few years, increasing internal

efficiencies and aligning strategies to maximise profitability, in order to deal with the changing landscape in terms of lower industry turnover.

Input costs increased by an estimated 4,6 percent during 2012, expected to accelerate to between 7 and 8 percent in 2013.

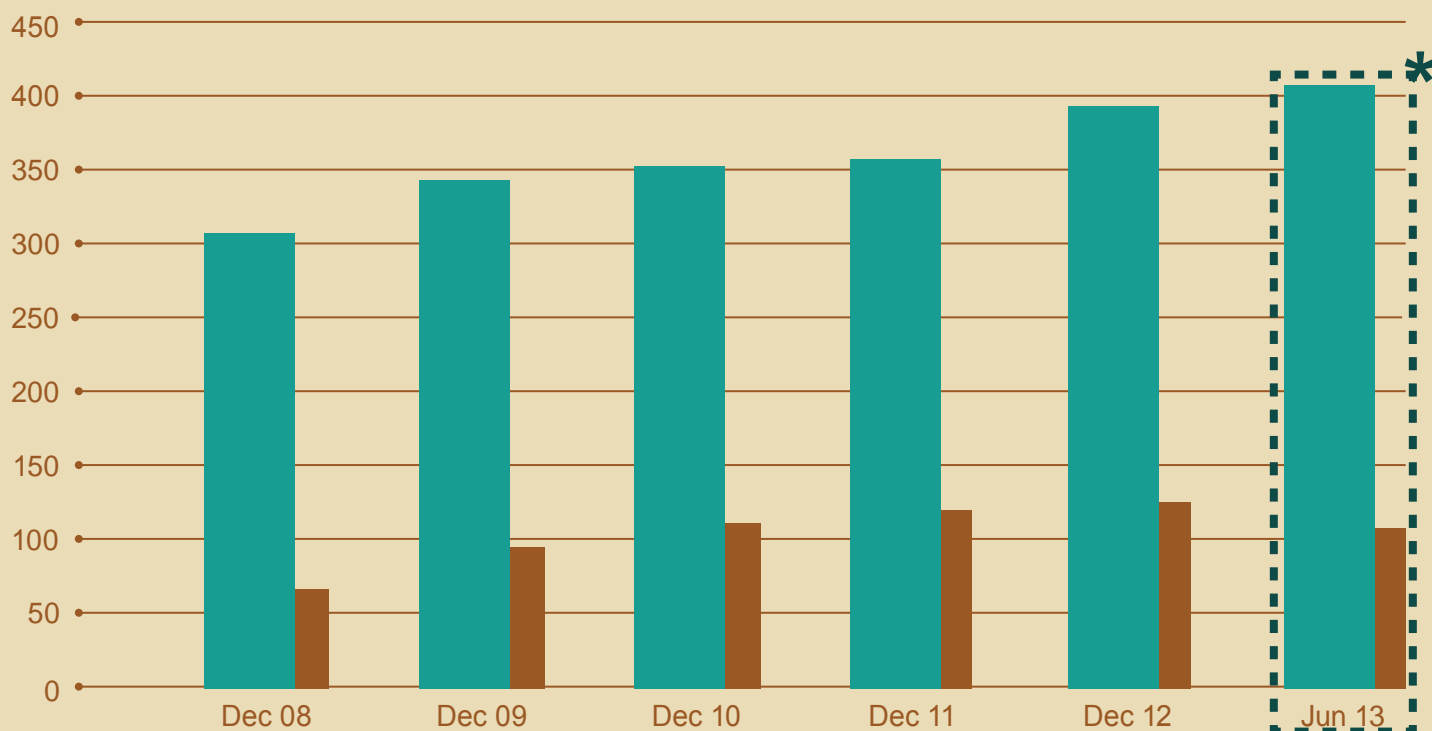
Since 2008, industry turnover moderated from R58 billion in current prices to an estimated R41 billion in 2012. In the last two years however (2011 and 2012), growth in the industry improved, increasing by 5,8 percent and 6,1% percent in real terms, but is expected to slow to an annual growth rate of 1 percent, due to a myriad of challenges faced by the industry, including slower than expected economic growth, higher input costs (including higher fuel prices and above inflation wage demand), project implementation delays and most importantly a contraction in capital spending by provincial and local government. The industry is faced by a changing landscape, shifting from large economic projects to smaller scale projects aimed primarily at the medium to smaller size contractor.



State Of The Organisation

Membership

In terms of Section 98, 99 and 100 of the Labour Relations Act, 1995, SAFCEC as an employers' organisation is legally required to submit, among other things, membership figures to the Registrar by the 31 March of each year, which figures should reflect the status of membership as at 31 December of each preceding year. The table hereunder depicts the membership figures as reported to the Registrar in the past 5 years:

Membership Statistic 2008 - 2012



	Dec 08	Dec 09	Dec 10	Dec 11	Dec 12	Jun 13
Full Members 	309	349	351	356	392	408
Associates 	68	99	112	117	118	110

Membership statistics reported as at 31 December of each year to the Department of Labour in terms of the Labour Relations Act, 1995: Legal requirements in terms of Section 98, 99 and 100.

**Membership as at the end of financial year, 30 June 2013.*

The above membership figures show a steady growth, despite some few resignations during the same period and some who resign end up rejoining. This can be attributed to the stark realisation by member companies that a collective and unified voice of the industry is a critical ingredient towards achieving SAFCEC's vision:

"To be a leading construction industry representative body in South Africa"

There is a renewed commitment on the part of management to accelerate the membership drive in the financial year starting, July 2013. National and regional Management Committees are requested to join hands in supporting this initiative and we are currently looking at ways of incentivising the branches, by awarding a financial prize to a branch with the highest percentage membership growth. This prize will be allocated to the Contractors' Fund of the winning branch.

Members are kindly requested to always submit their turnover declarations on time and pay the applicable membership fees upon receipt of invoices.

Governance

In order to ensure good corporate governance there is a need, among other things, to ensure that there are systems in place that are understood by everyone within the organisation. Organisational systems are like our human body systems, if one or more systems are not functioning well, sickness develops and this may even lead to death. A sick or dying organisation is not in any body's interest which is why a focus on good governance is not a compromise.

Indeed, there were governance challenges experienced ranging from non-compliance with universally acceptable financial controls to non-compliance with the SAFCEC Constitution and these were exacerbated by the lack of policies and procedures, and the insistence on past practices, which were not only wrong, but were

entrenched over a period of time, hence some resistance in certain quarters.

The first half of the financial year, July 2012 to December 2012, has been characterised by very weak financial controls, whose genesis is from previous financial years. With the appointment of the new Finance and Administration Manager in January 2013, this matter received urgent attention including migrating financial data from an antiquated and laborious manual journal system into a digital Pastel system, which would enable the retrieval of Financial Reports at the touch of the button.

In response to governance issues, among other things, 15 critical policies were developed and these take effect from the new financial year, starting July 2013.

One of the critical challenges is that we all need to constantly guard against the blurring of lines between the oversight role of elected officials and the operational role of management which has the potential of creating unnecessary tensions and conflict. The clear lines of demarcation between these roles are at the core of good corporate governance and even an employers' organisation cannot be exempt therefrom.

With the renewed commitment to good corporate governance by both management and elected officials, I am hopeful that adherence will significantly improve.

Accountability

Apart from being accountable to its members in terms of its Constitution, SAFCEC is legally accountable to the Registrar in terms of the Labour Relations Act, 1995. In terms of Section 106(2a), the Registrar may cancel the registration of either a trade union or employers' organisation by removing its name from the register if the trade union or employers' organisation has failed to comply with Section 98, 99 and 100 of the Act.

SAFCEC narrowly escaped de-registration as it failed to submit by due date, which is 31 March of each year, the total membership as at 31 December 2010, 31 December

2011, and December 2012, including the certified copies of the audited financial statements for the year ending 30 June 2011. These were submitted on 12 May 2013 with an apology within 24 hours of reaching my attention and the apology was accepted by the Registrar and I can assure members that this lack of accountability and compliance will not recur.

Discipline

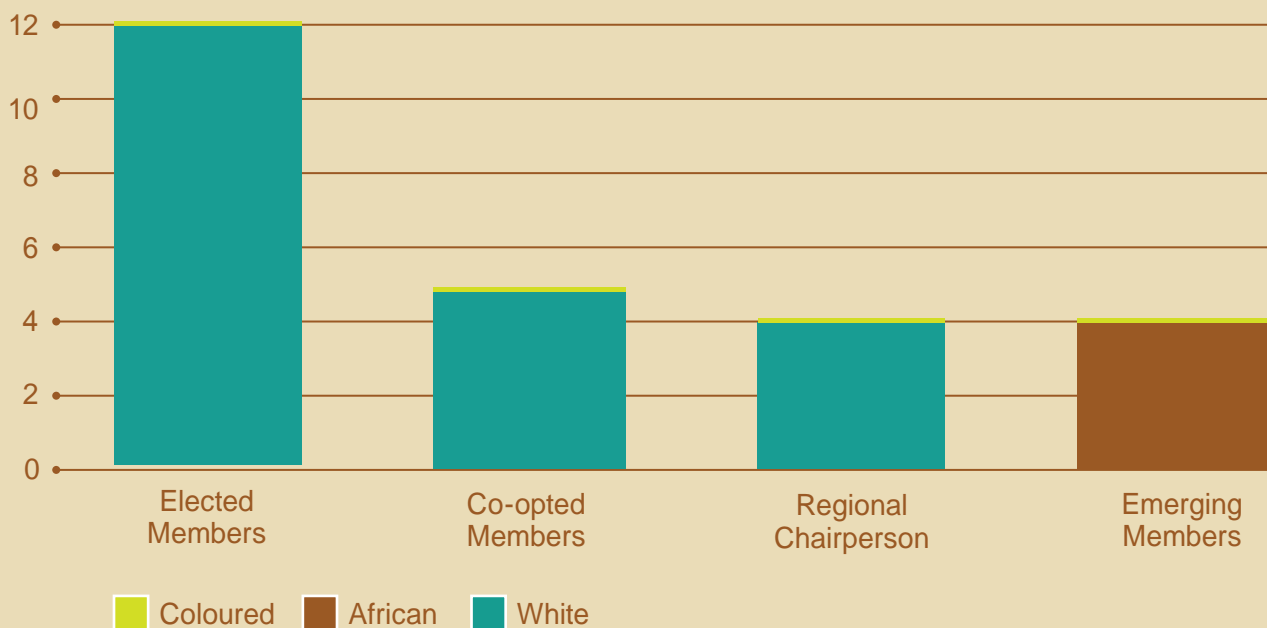
Discipline at the level of executive management has been very scarce. It manifested itself in various forms such as failure to comply with financial controls and general governance standards, lack of accountability, and in certain instances lack of decorum. Strict adherence was encouraged through meetings and a planned staff team-building session scheduled for July 2013, and the

process of developing systems was embarked upon.

Transformation

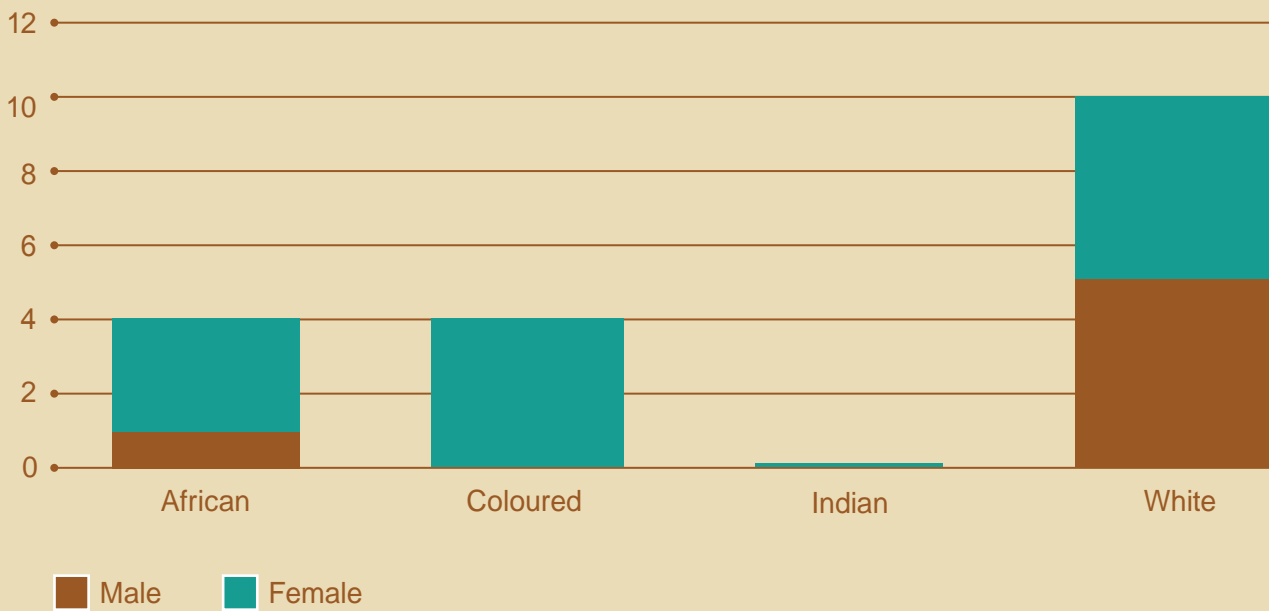
Lack of transformation, perceived or real, will always remain a topical issue bedeviling the image and chances of doing business in the public sector, in particular. From the SAFCEC perspective, I am happy to work with an elected leadership, at Management Committee and Council, which embraces the need for a demographically representative organisation. To this end we have embarked upon a process of constitutional amendments to ensure, among other things, that we achieve an organisation that is representative of all its members in all decision making structures, irrespective of race, gender or size. The following council members have since resigned: Ian Ferguson and Grahame McCaig.

Council Demographics at 2012 AGM: Race Ratio



	Male	Female	White	African	Coloured	Totals
Elected Members	12	0	12	0	0	12
Co-opted Members	5	0	5	0	0	5
Regional Chairpersons	4	0	4	0	0	4
Emerging Members	3	1	0	3	1	4
	24	1	21	3	1	25

Staff Profile: Demographics



	Male	Female
African	1	4
Coloured	0	4
Indian	0	0
White	5	5

SAFCEC Staff demographics are fairly representative as graphically depicted in the table above, although more has to be done.

Communications

One of the most important needs for SAFCEC as an employers' organisation is to communicate with our members in order to disseminate and acquire information on the immediate environment. Sharing knowledge internally and promoting our capabilities and successes externally, is especially important in an environment where reputation for excellence in service delivery is key. To this end we have created a Marketing & Communications Manager position, which was filled in March 2013.

The role of our newly appointed Marketing & Communications Manager is to support SAFCEC in sharing knowledge internally and to members in all regions in order to ensure that the SAFCEC messages we promote are consistent, accurate and effective.

The role also ensures our reputation, as a reliable industry source, finds resonance with the media. Our communication strategy is very much member-driven and is designed to promote SAFCEC in a strategic and consistent way, both to the public and to our members. To date content in the weekly newsletter was improved to reflect industry related news. Content will receive continuous improvement. Our brand, communication strategy, our values, and our people were aligned to reflect a cohesive organisation.

Human capital issues

Compared to other employers' organisations, SAFCEC runs a very lean outfit with a total staff complement of 19 people (including regional staff) as at 30 June 2013, whilst currently servicing 408 individual member companies of which 181 are emerging contractors, plus 110 associate members. SAFCEC staff is therefore servicing a total of 518 individual companies, some of which are JSE listed. Staff will be capacitated to meet the challenges of a progressive employers' organisation

and to fit into a new organisational culture of humanity, harmony and democracy.

We also need to deal with the disturbing phenomenon of senior people who resign and dispossess the organisation of its intellectual property. This will now form part of the amended conditions of employment to obviate the recurrence of this type of conduct.

Retrenchments

- Lettie Galela, Tender Bulletin Administrator, was retrenched in February 2013.

Resignations

- Jacque Kubheka, North Branch Administrator, resigned in July 2012
- Millie Nojoko, General Assistant, resigned in

December 2012

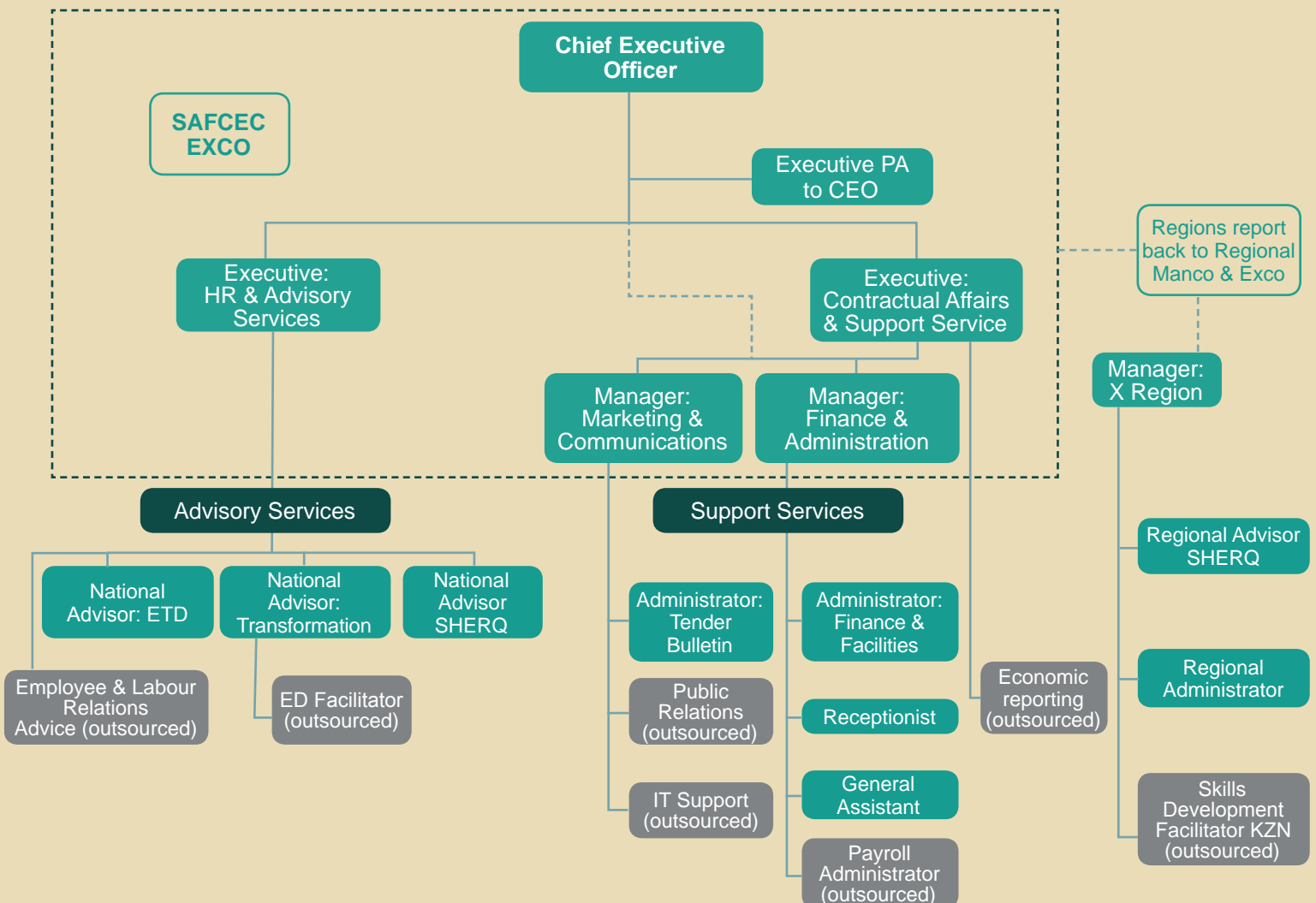
- Dr. Annelie Gildenhuys, Executive: HR and Employee Relations, resigned in April 2013.

Appointments

- Webster Mfebe, CEO, January 2013.
- Nomzamo Landingwe, National Advisor: Transformation, January 2013.
- Liselle Govender, Finance and Administration Manager, January 2013.
- Annemie Cowley, Marketing and Communications Manager, March 2013.
- Cleo Letshwenyo, Tender Bulletin Administrator, March 2013.
- Nazreen Sadan, North Branch Administrator, May 2013.



New Organisational Structure



Stakeholder relations

SAFCEC has sound relations with the following strategic stakeholders:

- BUSA (Business Unity South Africa)
- Cidb (Construction Industry Development Board)
- SANRAL (South African National Roads Agency)
- NEDLAC (National Economic Development and Labour Council)
- CETA (Construction Education and Training Authority)
- TCTA (Trans-Caledon Tunnel Authority)
- Government (more attention is needed to improve trust between us)
- ESKOM
- CESA (Consulting Engineers South Africa)
- MBSA (Master Builders South Africa)
- SAICE (South African Institution of Civil Engineering)
- SACPCMP (South African Council for Project and Construction Management Professions)
- ECSA (Engineering Council South Africa)
- CBE (Council for the Built Environment)
- Rand Water
- National Treasury
- TRANSNET
- KZN Department of Transport (Memorandum Of Understanding drafted to regulate the relationship)

Towards A New Organisational Culture

The 3 values of humanity, harmony and democracy are key drivers in the creation of a positive industry-wide organisational culture conducive to the realisation of a prosperous civil engineering contracting industry and a prosperous South Africa. These enhance SAFCEC's 5 strategic cornerstones of professionalism, knowledge, care, credibility, and development.

Humanity:

- restoring and protecting the inherent human dignity of every employee or person.
- caring for the safety and welfare of every employee.
- caring for the environment and communities in all areas of operations.
- being alive to the triple challenges facing the country, ie. unemployment, inequality and poverty.
- generally inculcating and practicing the values of UBUNTU in all spheres of operations.

Harmony:

- a unified voice for the civil engineering industry.
- synergy of efforts to continuously professionalise the industry
- promoting and maintaining industrial peace and stability through collective bargaining and dispute resolution mechanism.
- establishing sustainable mutually beneficial

relationships with strategic stakeholders.

- generally striving and advocating for consent sub-based solutions.

Democracy:

- serving members' best "legitimate" collective interests .
- demographic representation of all members irrespective of size, gender or race
- transformed management and decision-making structures at all levels.
- consultation with and participation by employees on critical issues affecting them.
- promoting and honouring the rule of law, SAFCEC Constitution and Code of Conduct, Cidb Code of Conduct and good corporate governance and other applicable codes.
- transparency, openness and accountability.

The Bargaining Council For The Civil Engineering Industry (BCCEI)

One of the significant milestones of the year under review is that the BCCEI was registered on 7 December 2012 with the Registrar in the Department of Labour. It is imperative that we should always strive towards industrial peace and stability through the centralised bargaining system and functional dispute resolution mechanism in order to, among other things, avoid wild cat strikes and incidents such as those that occurred at Medupi and Kusile, and similar incidents such as Marikana in the mining industry.

What is also looming on the horizon is the proliferation of more strikes precipitated by exorbitant and unaffordable wage demands with adverse consequences to the country's economy, due to the deteriorating living conditions of workers both as employees and citizens, and the emergence of new trade unions who employ the strategies and tactics of unreasonable demands as a means of winning over new members in a bitter enter-union rivalry, which is sometimes characterised by violence and the unfortunate loss of life. In my humble opinion, the iron fist reaction by the authorities in dealing with these matters is counter-productive as it begets more anger and resistance and puts into question the human rights culture of our young democracy. Only prevention, through a centralized bargaining system involving all critical role-players acting in good faith, will have better prospects success.

SAFCEC has been requested by the bargaining council to assist it financially and logistically until its own funds have been collected through the applicable levies, whereupon reimbursement will be effected for all the incurred expenditure. We have acceded to the request as it is in SAFCEC's best interest to ensure a fully functional bargaining council.

Conclusion

It is vividly evident that in order to effectively turn

SAFCEC around to be a credible voice to be reckoned with, going forward, the following strategic imperatives should and must happen:

- i).** *Continuously serving members' best "legitimate" collective interests.*
- ii).** *Transformation of decision-making structures.*
- iii).** *Constitutional amendments, where necessary, to support the above.*
- iv).** *Repositioning of the SAFCEC brand to coincide with its 75th Anniversary in 2014.*
- v).** *Raising the profile of the organization.*
- vi).** *Instilling a culture of good corporate governance, accountability and transparency, and discipline.*
- vii).** *Abiding by the rule of law (especially the competition laws), SAFCEC Constitution and Code of Conduct, Cidb Code of Conduct and other applicable codes.*
- viii).** *Continuous engagement with strategic stakeholders such as government, the Black Business Council (BBC), trade unions, etc, to develop sustainable and mutually beneficial relationships.*
- ix).** *Inculcating a culture of humanity, harmony and democracy within the organization and industry.*
- x).** *Accelerating the recruitment drive of new members.*
- xi).** *Continuous development of systems to cover all critical policy areas.*
- xii).** *Attaining an ISO certification by October 2014.*
- xiii).** *Capacitating SAFCEC staff and members to meet the challenges of a progressive employers organisation and to fit into a new organisational culture of humanity, harmony and democracy.*
- xiv).** *Holding an annual SAFCEC Staff Nexus to engender a cohesive and committed team*

that serves its members with excellence and honesty.

- xv).** *Ensuring timeous submission of turnover declarations; accurate and consistent billing; and prompt payment of subscriptions.*
- xvi).** *Ensuring full accountability to the Registrar in terms of the Labour Relations Act.*

Acknowledgements

I would like to place on record my appreciation for the people mentioned hereunder:

- SAFCEC President, Norman Milne, for his guidance, humour and humility
- Deputy President Paul Foley and Vice President Andrew McJannet for their incisive insights into the organization and support.
- The entire leadership at both MANCO and Council for granting me the opportunity to embark a process of turning the organization around and their continued support.
- All committee chairpersons and committee members for their dedication to serve SAFCEC on a voluntary basis.
- EXCO and staff for their support and willingness to chart new waters
- Jacqui Kubheka, Millie Nojoko and Dr Annelie Gildenhuys for their contribution whilst at SAFCEC.
- WBHO for hosting on their premises the Construction Sector Charter Council, whilst it was looking for its own home. And a special acknowledgement to WHBO Chairperson, Mike Wylie, for his valuable contribution to transformation and the birth of the Construction Sector Charter.

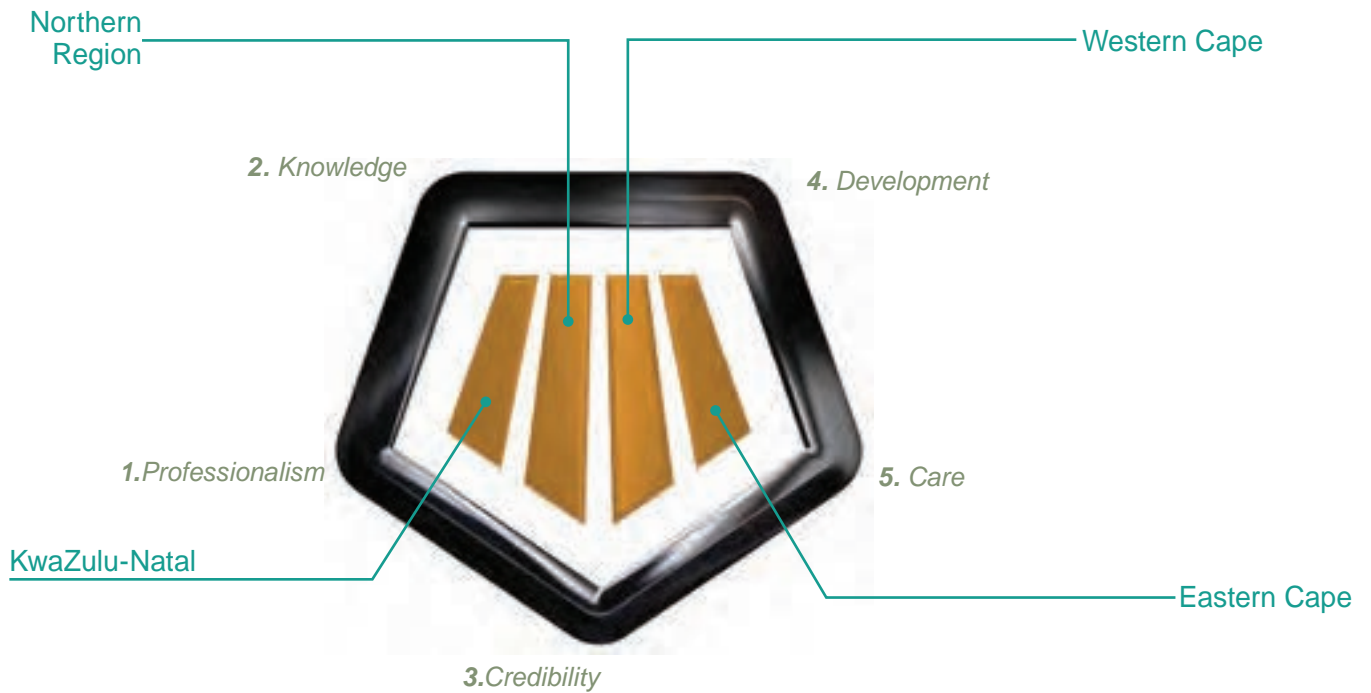
Webster Mfebe
Chief Executive Officer



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CORNERSTONES





1. Professionalism

Actively striving to enable our members in delivering construction services to their clients in a professional manner.

2. Knowledge

We encourage continuous development in providing knowledge to our members and their clients.

3. Credibility

We promote fair and equitable business environment in which our members can conduct their business in a credible manner.

4. Development

We provide a foundation for the development of our members to enable them to grow in the industry.

5. Care

We encourage our members to take care if the safety and welfare of their employees, the environment and community.

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PROFESSIONALISM



Zebra Surfacing and Isidima Civils_Cape Town CBD resurfacing project- H Van Aswegen ©

“ Actively striving to enable our members in delivering construction services to their clients in a professional manner.”

Acting HR Executive: *Dazerene Du Plessis*
Chairperson, Human Resources Committee: *Werner Jerling*

Bargaining Council

The Bargaining Council for the Civil Engineering Industry (BCCEI) was registered on 7 December 2012. The offices are now located at the SAFCEC building's second floor. Nick Faasen was appointed the General Secretary effective 1 June 2013. The BCCEI AGM was held on 26 June 2013 where a ManCo and two sub committees, Finance Committee (FinCo) and Standing Committee (StandCo), were elected.

Annual Negotiations

The Employment commission amended the error in the Sectorial determination on the wage rates within 24 hours of SAFCEC alerting the error in the published Gazette for Task Grade 3. A large number of outstanding labour demands have been deferred pending the registration of a Bargaining council or a bargaining forum for 2013. SAFCEC called for discussions to ensure proactive industry preparation for 2013 – 2018 negotiations.

SAFCEC informed the Department of Labour (DoL) that the expanded definition of Civil as per the Nedlac standing committee outcome needed to be published in the Sectorial determination. In view of the pending BCCEI, this amendment was not affected as it is expected to be defined in registration of the BCCEI.

Scope of Civil Engineering: Nedlac expanded the scope to include excavation and bulk earthworks but excludes the mining industry which is defined as the industry for the "winning, extracting, processing and refining of a mineral in or under the earth." Companies who only excavate and do bulk earthmoving on mines, not involving winning and extracting or refining of minerals are regarded as Civil Engineering. This matter is fairly contentious and the demarcation as per the scope as defined is the official position of SAFCEC.

Project Labour Agreements (PLA)

NUMSA gave notice of their withdrawal from the PLA on 7 January 2013 following a Labour Court judgement in their favour. CEA and SAFCEC have given notice of a motion to appeal, mandating Edward Nathan Sonnenberg to proceed with the appeal against the judgement of Justice Rabkin-Naicker. The order was submitted on 24 June 2013.

Labour Law Review

The following four Bills are currently before Parliament:

1. Labour Relations Amendment Bill – the Bill has been approved by the Portfolio Committee on Labour. The Bill will now be approved by the National Assembly in the 3rd parliamentary term which commences on 22 July.
2. Basic Conditions of Employment Amendment Bill – the Bill has been approved by the National Assembly and is likely to be referred to the NCOP in the third term together with the LRA Bill.
3. Employment Services Bill and Employment

Equity Amendment (EEA) – the Portfolio Committee has yet to schedule public hearings on the Bills. They will likely do so in the third term (July – September). The proposed amendments to Section 6 of the EEA introduce specific reference to discrimination arising from differences between terms of conditions of employment between employees of the same employer performing the same or substantially the same work or work of equal value.

Industry Indaba

Chris Todd facilitated the Industry Indaba in November 2012 to discuss the impending Bargaining Council and industry wage negotiations going forward. The Indaba assisted members to proactively prepare for anticipated events, legislation and demands impacting on their businesses in the next five years.

Construction Industry Retirement Benefit Fund
Four new trustees were appointed. Concern still remains regarding employers who are reluctant to release member trustees to attend meetings.

Staff Issues

The following key appointments were made between January and June 2013:

Webster Mfebe <i>Chief Executive Officer</i>	Liselle Govender <i>Manager: Finance & Administration</i>
Nomzamo Landingwe <i>National Advisor: Transformation</i>	Annemie Cowley <i>Manager: Marketing & Communications</i>
Peter Kendal <i>Regional Manager: KZN</i>	Dazerene Du Plessis was appointed acting HR Executive.



National Advisor: Education, Training and Development: *Dazerene Du Plessis*

National Training Committee Chairperson:
Tim Meyer

Training

SAFCEC's National Training Committee's (NTC) strategic objectives are aligned to the National Training Accord and New Growth Path. The objectives are as follows:

Quality Council for Trades and Occupations (QCTO) SAFCEC have applied to the QCTO to be registered as the Development Quality Partner (DQP) for three newly identified qualifications in the industry. The qualifications are Road works Artisan, Structures Artisan and Drainage and Services Artisan. The development of these qualifications will be funded by the Construction Education and Training Authority (CETA). SAFCEC met

with industry partners, including union representatives from NUM and BCAWU, to identify the content for the three qualifications. The next phase is to get involvement from all stakeholders in approving the content as well as developing the actual content. SAFCEC is working with two companies on this project, Rorisa Consultants and Abeeda & Associates.

Further Education and Training (FET) Colleges

SAFCEC continues to support the partnership with FET Colleges. SAFCEC has partnered with the Department of Higher Education (DHET) to review the FET curriculum for civil engineering studies. A subject matter expert has been identified to assist with this process.

Artisans

With the publishing of the National Skills Accord,

“We encourage continuous development in providing knowledge to our members”

SAFCEC has established that we have no artisans. We have since identified three possible artisan routes: Roads Artisan; Structures Artisan and Drainage & Services Artisan. The three new occupations are currently with the Department of Labour (DoL) for review.

In March industry delegates attended a workshop at BUSA where NAMB briefed us on the proposed funding and learner administration model framework for Artisans. NAMB reworked the number of trades and issued a list of recognised and registered trades.

Construction Education and Training Authority (CETA)

The administration period of CETA ended on 31 March 2013. Ms Sonja Pilusa was appointed Chief Executive Officer effective 1 April 2013. In June the Minister appointed the Accounting Authority (Board). SAFCEC's CEO, Webster Mfebe was appointed as a member and Dazerene Du Plessis as alternate member to the Accounting Authority. The NTC have re-established a relationship with the CETA. A number of meetings were held with the administrator to pledge our support and to ensure that the needs of our industry are taken into account.

SAFCEC have submitted a bid to perform the quality assurance function on behalf of CETA for the Civil Engineering Industry. The bid was however cancelled due to the quality of the bids submitted.

Legislation

White Paper on Post School Education and Training
The Minister of the DHET, the Honourable Minister Blade Nzimande will release a White Paper following on the release of Green Paper on Post School Education and Training in 2012. The paper will set out a vision for a single, coherent, differentiated and articulated post-school education and training system. SAFCEC will, through BUSA, submit comments on this paper.

SETA Grant Regulations

The new SETA Regulations were published in 3 December 2012. The biggest change for employers is the drop in mandatory grants from 50% to 20% with the difference going into pivotal grants that can be accessed via discretionary funding. BUSA has filed a case against the Minister regarding the implementation of the Regulations.

Youth Employment Accord

The Youth Employment Accord was signed in April 2013 Joint Project with Master Builders South Africa (MBSA) Six qualifications – Bricklayer, Building Construction Supervisor, Carpenter, Glazer, Building Installation Installer and Project Builder (Building Contractor) were completed and are currently with the QCTO for registration.

Youth in Construction (YiC)

SAFCEC in partnership with The South African Institute for Civil Engineers (SAICE), Mater Builders South Africa, (MBSA), Cidb and CESA continue to market the variety of careers within the civil engineering industry. Exhibitions were held and career DVDs distributed to schools and FET Colleges. In August 2012, 4000 learners attended an exhibition in Cape Town and in February 2013 the Gauteng exhibition was attended by 4359 learners at the Sci-Bono Centre in Johannesburg.

Partnership with Khuthaza

SAFCEC, funded by the Construction Cares Fund (CCF) fit the training centres with computers, projectors and screen. A server was also installed to provide emerging contractors a facility to access the internet and industry information.

Advisory Committees

SAFCEC is well represented on the advisory committees at various institutions. Our role is to provide input on the quality of students that join the industry, give input to curriculum development and act as an interface between industry and the institutions.

“We promote a fair and equitable business environment in which our members can conduct their business in a credible manner.”

Executive Contractual Affairs:
Neville Gurry
Contractual Affairs Committee
Chairperson: *Steve Ryninks*
Economic Affairs Committee
Chairperson: *Neil Cloete*

Economic And Contractual Affairs

Contractual Affairs Department

The activities of the Executive Contractual Affairs have been similar to previous years namely to attend meetings and/or stakeholder workshops with the National Treasury Department, the Construction Industry Development Board, the Council for the Built Environment and the SACPCMP, together with client liaison meetings with Rand Water and SANRAL. In addition SAFCEC has been represented on the Project Management Division of the SAICE by the Executive Contractual Affairs.

A brief summary of the subjects addressed during this period is given below.

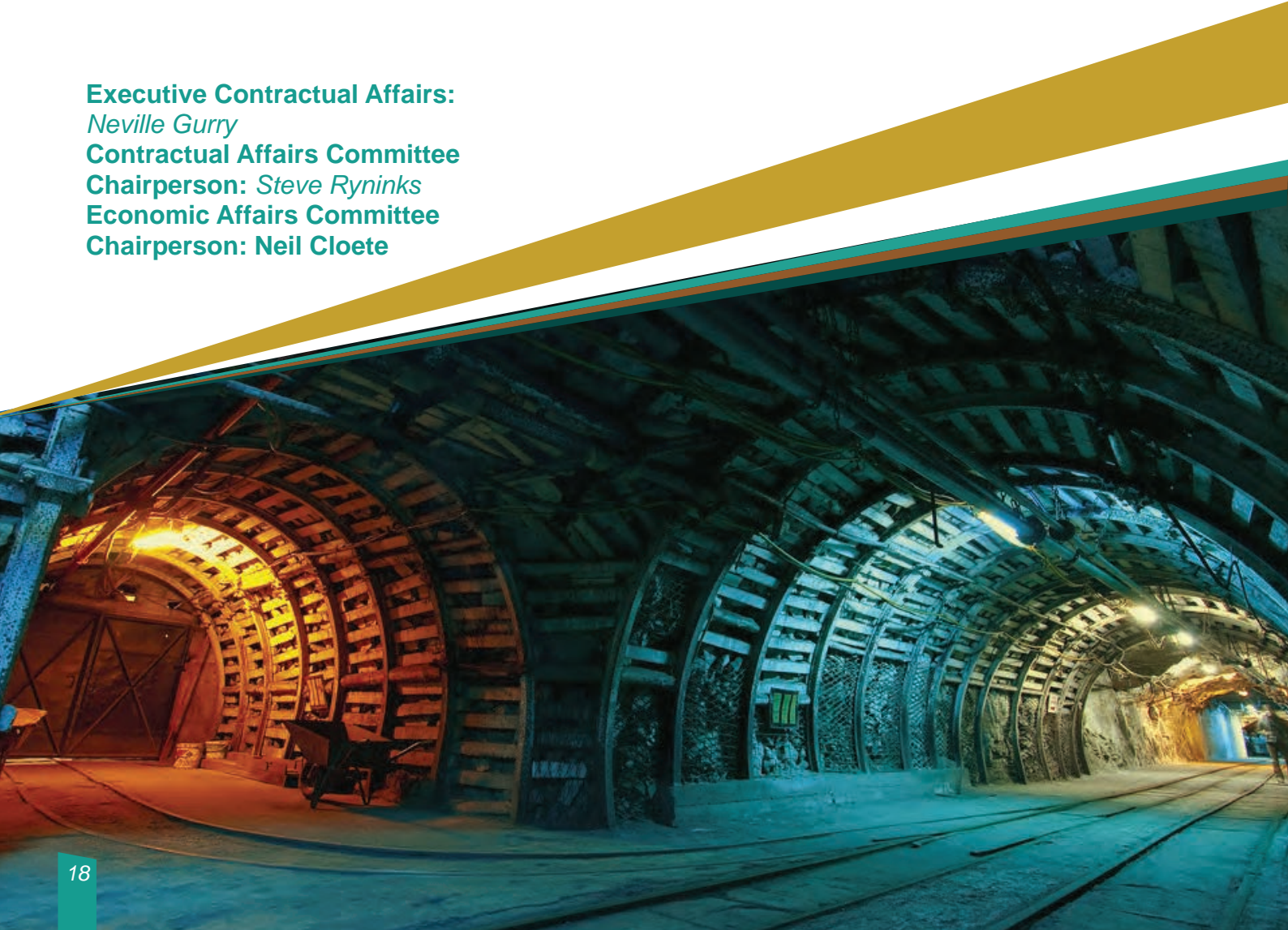
Legislation impacting on the Construction Industry

The revised Regulations of the current PPPFA were issued previously but at the time were not applicable to all Organs of State. As of 7th December 2012 these regulations became mandatory to all.

Tenders can be adjudicated on Functionality and only qualifying tenderers in such circumstances be adjudicated on Price using the 90/10 or 80/20 system as before.

Local content can be used as functionality criteria. The Regulations also deal with BBEE criteria.

There have not been any additional National Treasury



notes on enhancing compliance monitoring and improving transparency and accountability in Supply Chain Management.

Draft of the New Public Finance Management Bill

It is understood that the PPPFA will eventually be replaced with the PFMA and that in turn it will have Supply Chain Management Regulations.

No indicative date is available yet.

The controversial Council for the Built Environment (CBE) policy document entitled “Draft Policy on proposed amendments to the Statutory Regulatory Framework of the Built Environment Professions” which proposes that a single juristic body, to be named the South African Council for the Built Environment (SACBE), be established has been temporarily withdrawn. The indication is that this Bill will resurface in a slightly different format.

There has not been any mention of this Bill since it was withdrawn in 2008.

It will re-surface in due course and it is hoped that the various professional bodies will retain their identity.

Construction Industry Development Board

Government and Board Notices

SAFCEC has participated in numerous workshops related to the amendments to the CIDB Regulations. SAFCEC is concerned that the industry is over-regulated, resulting in paralysis due to the inability of the department to enforce the regulations.

It is still the intention of the CIDB to align the Regulations in accordance with the (Construction Charter) Sector Code which was promulgated on 5th June 2009 but there has been talk that these will be replaced with “a one size fits all” solution.

Although many members still have issues with registration in the CIDB, the relationship has improved and SAFCEC has been able to assist many members in resolving their issues with the Board. Details related to the CIDB and CIDB regulations can be found on www.cidb.org.za

CIDB Register of Contractors

Date: August 2013

All Contractors

Registered 162302	Active 113501	Suspended 48801	Grade 1 101065	% age 62	Grade 1 Active 64742	Grade 1 Suspended 36323
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Civil Engineering Contractors

Registered 28542	Active 27815	Suspended 727	Grade 1 23330	% age 82	Grade 1 Active 22736	Grade 1 Suspended 594
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Civil Engineering Contractors Grade 5 and above

Registered 1720	Active 1676	Suspended 44
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Contractor Grades Max Contract Value

Grade 1	200 000
Grade 2	650 000
Grade 3	2 000 000
Grade 4	4 000 000
Grade 5	6 500 000
Grade 6	13 000 000
Grade 7	40 000 000
Grade 8	130 000 000
Grade 9	No Limit

Comments on CIDB Grading's and registration

There is a move to reduce the standard required for gradings. SAFCEC is concerned about lowering its standards.

Grade	% Change 2012 to 2013 Registered	% Change 2012 to 2013 Active
All	41.86%	9.93%
All Grade 1	37.26%	68.11%
All CE	37.00%	12.08%
Grade CE1	38.62%	12.06%
Grade CE2	61.91%	38.78%
Grade CE3	64.02%	42.61%
Grade CE4	44.44%	21.53%
Grade CE5	35.05%	15.76%
Grade CE6	45.39%	26.95%
Grade CE7	42.41%	33.31%
Grade CE8	35.23%	30.60%
Grade CE9	26.09%	16.00%
	42.44%	27.31%

Although the market is fairly static there has been a significant increase in number of active contractor registrations.

Memorandum Of Understanding

The Memorandum of understanding with the CIDB with the intention of coordinating the effort to minimise irregular tenders and awards has been withdrawn due to legal complications. This has not impeded our working relationship.

Abnormal Tender Conditions and Awards

These are unfortunately still occurring but the revised PPPFA regulations are a strong weapon in getting this under control. Although the number of abnormal tender

condition and awards are diminishing we are continuing to object to any that are brought to our attention.

Unfortunately the lack of training in the Procurement chain does have a negative effect on the amount of work available to all members.

SA Council for Project and Construction Management Professionals (SACPCMP) and the Council for the Built Environment (CBE)

During the last year "informal" meetings have continued with the SACPCMP.

SAFCEC still felt that the SACPCMP fees were excessive for the service they offered.

SACPCMP held their first Project Management Convention. Significant improvement in the organisation will be required in order to attract members in the future.

General Conditions of Contract for Construction Works (GCC 2010)

SAFCEC has facilitated the modifications urgently needed for the document. It is anticipated that this will be published within the next few months resulting in a new set of courses being presented on revisions.

SOUTH AFRICAN NATIONAL STANDARDS

Standards

The Standards committee has been quiet this year resulting in little progress.

Method of Measurement

The new SANS "Measurement and Payment" document to correspond with the new SANS Standards has been published but little use has been made of this.

Contract Price Adjustment Formula

Escalation continues to be an issue. SAFCEC has formulated a proposal which has generally been accepted by Organs of State. This will be in the revised GCC document.

The implementation of the proposals for the "Plant" and "Material" baskets in the current "Civil Engineering Plant Index" now published under Table 12 (previously Table 16), and the "Civil Engineering Materials Index" published under Table 11 (previously Table 15) of the STATSSA is in progress and widely used.



Murray and Roberts Construction Concor Civils_Lanseria 20ML reservoir and 1.2ML water tower - J Jung ©



“We provide a foundation for the development of our members to enable them to grow on the industry.”

National Advisor Transformation:
Nomzamo Landingwe
Transformation Committee Chairperson:
Zulfa Allie

Transformation

In 2012 SAFCEC's Transformation Committee was expanded to comprise all the elements of BBBEE Construction Charter and not just Enterprise Development. The Key Performance Areas (KPA'S) of this portfolio are to:

- Provide an advisory service on BBBEE Construction Charter Scorecard
- Facilitate the role and development of Emerging Contractors through the Diamond Academy
- Provide an Enterprise Development Facilitation service to all members on request
- Facilitates Corporate Social Investment (CSI) and Enterprise Development involvement through the Construction Cares Fund (CCF).
- Liaise with industry stakeholders and members to facilitate industry transformation

SAFCEC also participated in the consultation process of the much debated revision of the Black Economic Empowerment Generic Codes of Good Practice.

SAFCEC's participated in consultations with Business Unity South Africa (BUSA). Since the Construction Sector has its own BEE Charter, much of the feedback and input by members will be shared during the alignment period.

The Enterprise Development Facilitation Programme

SAFCEC offers a unique programme for enterprise development in construction. This programme aims to provide capacity to established contractors to enable them to facilitate successful and measurable Enterprise Development Programmes.

SAFCEC's involvement includes:

- Awareness information sessions for management teams
- Programme launch at relevant sites
- Facilitator services which include relationship management, programme manuals and record keeping
- Evaluation of the apprentice through development planning and performance measurement
- Facilitation of meetings between the mentor company and apprentice

To date these are the companies that have benefitted:

- Asla Construction
- Bophelong Construction
- Civcon Civil Engineering
- Concor
- Group Five Civils
- King Civils
- Roadcrete Africa
- Ruwacon
- Stefanutti Stocks
- Liviero
- Aveng

Public Preferential Procurement Regulations

SAFCEC Successfully hosted the Public Preferential Procurement Seminar in June. This seminar was facilitated by Professor Geo Quinot of the African Public Procurement Regulations Research Unit at Stellenbosch University. Members were introduced to the following areas of Public Procurement:

- *Public procurement law*
- *Overview of the most relevant statutory instruments, including the PFMA, Treasury Regulations, PPPFA, Preferential Procurement Regulations, Municipal Supply Chain Regulations, CIDB Act & Regulations*
- *Case studies of the legal resolution of problems in public procurement*

This beneficial seminar will also be held in KwaZulu-Natal and the Western Cape.

Emerging Members Database

SAFCEC will be launching an Emerging Members Database which will allow interaction with established contractors, who will be able to search for suppliers, sub-contractors with areas of specialisation added to ensure matched market opportunities.

Communications

SAFCEC is a member of the Construction Sector Charter Council (CSCC), Ms Ingrid Campbell of WBHO represents SAFCEC in the Council and is a member of EXCO. In the past year Ms Campbell was appointed Acting Deputy CEO of the Council.

SAFCEC has played a crucial role of encouraging its members to participate in the Baseline study on the progress of transformation in the construction sector, which is commissioned by the Charter Council.

From September 2013, SAFCEC will be participating in the alignment process of the Construction Codes of Good Practice and will endeavour to ensure full participation of members' input in this process.

SAFCEC is engaging with the Transformation Policy committee at Business Unity South Africa (BUSA). This committee continues to evolve in how it services members and key information is shared to members on issues of interest and concern.

Project updates

SAFCEC is fully participating in the following industry led projects:

- *Baseline study on the progress of transformation in the construction sector, which is commissioned by the Charter Council.*
- *SAFCEC currently sits on the steering committee for Go for Gold Gauteng. The Go for Gold Programme is expanding to Gauteng after resounding success in the Western Cape. SAFCEC supported the programme with funding and will continue to fully entrench a working partnership with the initiative.*
- *SAFCEC MANCO approved a joint MoU with Khuthaza to establish a collaborative relationship on programmes and fundraising.*

New appointments

SAFCEC welcomes the newly appointed Chairperson of Transformation Committee, Zulfa Allie.

In the coming year, Transformation will ensure that the members' understanding of Transformational goals of the Construction Codes of Good Practice are widely shared through seminars and information sharing sessions.



24 CARE



Basil Read N1 N9 Interchange project - J Heinemann ©

“We encourage our members to take care of the safety of their employees, the environment and community.”

National SHERQ Advisor: *James Flint*
National SHERQ Committee Chairperson: *George Kleinsmit*

The SAFCEC SHERQ department has successfully navigated through a year full of developments within the SHERQ field. The advisory team has been instrumental in ensuring that relationships are maintained with the various relevant stakeholders, as well as ensuring a constant flow of communication to the membership on these developments. The national and regional committees have enjoyed growing support in light of these developments.

FEM

The SAFCEC SHERQ department benefitted from the continuous support of the Federated Employers Mutual Association (FEM). SAFCEC continues to work closely with FEM, particularly in supporting their road safety awareness campaign throughout the year.

Department of Labour

Advisor Council for Occupational Health and Safety (ACOHS)

SAFCEC was officially appointed to serve on ACOHS until year 2016.

Construction Regulations

SAFCEC is proud to have played an important role in the revision of the Construction Regulations. A majority of SAFCEC's advice has been incorporated by the Department of Labour in their revisions. SAFCEC has committed to support the Department of Labour with all awareness campaigns as the Regulation comes into

effect. SAFCEC also looks forward to forming part of the Advisory Committee that will be established under the new Regulations in the future.

Construction Health and Safety Accord

SAFCEC remains committed to the ideal's established in the Accord and looks forward to engaging with the tripartite partners in achieving the work plan, as the Accord gains traction with the promulgation of the new Construction Regulations.

Stakeholder engagement

The Western Cape Branch has managed to create, with buy-in from SANRAL and local traffic departments, a successful SHERQ Sub-Committee. The development of a standardised SHE specification for SANRAL as well as a standardised SHE Audit format through this committee has resulted in beneficial tendering and operations for SAFCEC members in these regions.

SAFCEC SHERQ advisors are also making an effort to maintain relations at Eskom, Transnet, various regional Traffic departments and at the Department of Labour.

SAFCEC SHERQ Representation

South African Council for Project Managers and

Construction Management Professionals (SACPCMP)

The SAFCEC SHERQ department has played a central role in managing the development and roll out of the SACPCMP's Construction Health and Safety Registration process. The SACPCMP gazetted their intentions to commence with registrations towards the end of the year and the SAFCEC SHERQ advisors

continue to support the SACPCMP, ensuring the process progress as well as in advising and informing members on the process. SAFCEC was also central in the revision of the proposed fee structure in line with the reality of the market, to benefit the members.

Best Practice Initiatives

Greenroads Council South Africa (GrCSA)

SAFCEC continues to serve on the Interim Board at the Greenroads Council South Africa as well as Chairing the Technical and Development Committee. SAFCEC has been driving the localisation of the sustainability rating tool initiative.

South African Council for Sustainable Infrastructure (SACSI) SAFCEC remains close to the SACSI initiative.

Buildsafe South Africa (BSA)

BSA is still a regular feature in the SAFCEC SHERQ committee discussions and SAFCEC remains supportive of this initiative.

SAFCEC SHERQ activity

The year has seen the SAFCEC SHERQ department conduct various site visits and member SHERQ consultations. The Advisory team has remained on call to meet the dynamic needs of the membership and remains committed to keeping members well informed and regularly briefed on developments.

The SAFCEC SHERQ advisory team has also been instrumental in training and guiding members on issues that may have an impact on their operations.

	Western Region	Eastern Region	Kwa- Zulu Natal	Northern Region	Total this quarter	Total 2013
Member meetings	9	1	9	36	46	62
External Meetings	25	1	7	38	71	108
Member SHERQ consults	111	3	9	65	302	436
Recruitment meetings	5		2	12	19	26
Training Sessions	6		4	2	12	14
Site Visits/Site Audits	12		19	4	31	46

Communication

The SAFCEC SHERQ department has presented at several public platforms throughout the year in an effort to keep members informed and to gain SAFCEC exposure.

Presentations include:

- SACPCMP Road shows

- SACPCMP Registration Process
- The University of Cape Town Engineering and Built Environment Departments 'Zero Harm' Safety Week.
- UFS - IDMP Construction Risk Management Conference

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NORTHERN REGION



Stefanutti Stocks (Mark Stannard)_Kusile Silos JV (Basil Read, Stef Stocks civils, WBHO)
- J Jung ©

Acting Regional Manager: *James Flint*
SHERQ Adviser: *James Flint*
Chairperson: *James Popper*
Vice Chairperson: *Stuart Knight*
Administrator: *Nazreen Sadan*

James and Stuart *have remained proactive in their leadership of the Branch and its activities throughout the year.*

Membership

Membership within the North Branch has grown to a total of 198 members (62 of which are considered as emerging contractors).

The branch welcomes all its new members, which include:

- *Maziya General Services 9CE*
- *Snowball 6CEPE*
- *Anquet Construction Solutions 6CE*
- *Aquadam - 1sl*
- *Baran Group 8CE*

- *Bongani Tom Transport 5CE PE*
- *Kopano Grass Cutters 1CE*
- *MPJ nice road construction and maintenance 4CE PE*
- *PH Projects*
- *Khomamanani 4CE*
- *Ngwacon 2CEGB*
- *Tanmukelo Enterprises*

North Branch resignations

It is with regret that we've had to bid farewell to some of our members. Their resignations are based on various internal factors, however we do encourage them to re-join when conditions permit.

- *Hillary Construction*
- *Burchell Construction*
- *Down to Earth Civils*

Membership drive

The North Branch has actively approached operators within the sector using resources such as the CIDB register of contractors. The recent reduction in fees, to encourage membership growth, was promoted to entice new members to the Branch.

Client liaison

SANRAL

The SAFCEC North Branch took advantage of a liaison meeting with SANRAL at the end of 2012, this meeting was well attended by SANRAL and the information gathered for their upcoming spend was conveyed to SAFCEC. Any concerns around the supply of bitumen were put to rest and SANRAL committed to a collaborative channel of communication moving forward.

TCTA

A very successful TCTA liaison meeting was held at the start of the year with the TCTA announcing their intentions for the second phase of the Lesotho Highlands Water Project. Discussions on the contractual practices of the TCTA with SAFCEC were productive. The TCTA has agreed to be more open about contracts, this will hopefully make certain fairness and reduced costs.

JDA

The Branch has met with the JDA to discuss their projected expenditure as well as issues that affect both parties.

Emerging Contractor Development

We have re-opened the emerging contractor meetings during the course of the year with the North Branch MANCO supporting the meeting as well as a presentation in the Strategic Infrastructure Projects (SIPS), as outlined in the National Development Plan (NDP) and the opportunities for Emerging Contractors in the NDP.

The following companies from the Northern region are

utilising SAFCEC's Enterprise Development Facilitation Programme:

- *Aveng*
- *Bophelong Construction*
- *CivCon Civil Engineering*
- *Concor*
- *Group Five Civils*
- *King Civils*
- *Roadcrete Africa*
- *Ruwacon*
- *Liviero*
- *Stefanutti Stocks Civils*

Branch activities

With the introduction of the National Bargaining Council for the industry and the end of the Sectorial Determination agreement, the North Branch MANCO facilitated a series of special meetings to give mandate to their appointed representative at the wage negotiations, Mr William Neuwenhuis.

At a CIDB/SAFCEC information session held in October at Sasolburg, SAFCEC presented on Safety Awareness.

A General Conditions of Contract (GCC) 2010 Course was held in February 2012 at the request of members.

CIDB invited the Branch to do a presentation on SAFCEC services offering in Nelspruit in February 2012.

Market conditions

A general positive outlook is anticipated for the future, however trading conditions remain tough with very low margins. Larger contractors have been taking advantage of their flexibility to capitalise on markets outside the border (Africa and Australia) whilst trading conditions within South Africa remain in a slump.

Social activities

The North Branch Annual Sports Day had a good response, with over 500 RSVPs. Although the weather conditions were not conducive for the outdoor activities, the 86% members who did attend were not deterred. Members not only battled each other, they also battled the bad weather, while having fun too.

The North Branch teams attending the Quadrangular Golf Day only narrowly conceded victory to the Western Cape teams. A good time was had by all on the Kwa-Zulu Natal north coast during the event.

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KWA-ZULU NATAL



Regional Manager: *Peter Kendal*
SHERQ Advisor: *Marilyn August*
Chairperson: *Roland D'Unienville*
Vice Chairperson: *Bruce van der Byl*
Administrator: *Denise Strydom*

We have had a very slight increase in Full Members this year with the numbers of new applicants and graduates from emerging members being balanced by liquidations and members ceasing to trade.

Emerging members have reduced owing to some moving up as stated or others ceasing to trade.

The resignation of Keith Kuhn as Regional Manager and appointment of Peter Kendal has gone smoothly thanks to the support from SAFCEC staff, KZN.

MANCO and members

Membership continues to be a challenge and once again there is a drive to improve membership.

Market conditions

Market conditions are tight as training budgets have been minimized. We have been able to host a couple of civils specific courses every month, advertised directly to our SAFCEC member network, as well as in the weekly newsletter.

Noteworthy achievements

We have partnered with Disabled People of South Africa (DPSA) to select disabled candidates with the suitable level of education to be placed on Business Admin NQF Level 2 and NQF Level 3 learnerships. Tracey has been hands on with the BBBEE scorecards and consultation for many of our members and noticed that they struggled

with the Employment Equity and skills development elements of the scorecard, specifically the recruiting and employing of people with disabilities and training thereof. Construction companies were hesitant to place disabled people on sites so we recruited ladies with mild disabilities, like polio, and placed them in administrative positions. Several members have welcomed the ladies to their team – Afrocon took on three ladies, and BPB Construction took on two. The ladies have all completed their learnerships and are now qualified. Afrocon has impressively retained two of the four ladies in administration positions and plan to further their training to eventually upgrade them to management levels. Fountain Civils employed one lady who has taken on the role of Junior HR assistant and is progressing well, she has been registered in a Labour Relations NQF Level 5 learnership which will be commencing soon.

Other Safcec members who have requested CVs of disabled staff include Stefanutti Stocks, WBHO and Dev-Tech Civils and have indicated that they'll be conducting interviews directly with suitable candidates. We have a database of suitably educated disabled candidates throughout the major regions in the province for interested members.

We have advertised the NQF Level 4 Supervision of construction processes (Civils) learnership. We've negotiated with training providers, CRDC and Dego Consultants to roll out training on Fridays and Saturdays fortnightly on pay weekends to curb on site disruptions.

We've also approached Department of Health to offer free HIV/AIDS training and testing to our members in KZN. We hosted 2 workshops at the SAFCEC training room with over 50 member delegates in attendance and undergoing the voluntary testing. The approximated 30% that tested HIV positive were counselled and advised on how to access HIV treatment.

Regional initiatives and committee activities.

We have no listed companies represented on our training committee. At present only Fountain Civils and Afrocon have a representative on the committee, our training committee is relatively inactive. We do however, attend the NTC meetings and forward all information and correspondence of relevance to our committee as well as our members. We will need to advertise again to try to boost our employer representation on our Regional committee.

Quadrangular Golf Tournament

The KZN region hosted the Quadrangular Golf tournament this year. Blessed with perfect weather, we enjoyed the Zimbali, Princes Grant and Umhlali Golf Courses over the weekend. We were the perfect hosts and intentionally allowed our guests from the Western Cape to take the trophy.

The KZN Golf and Sports Days have enjoyed great support from our members with a total of 432 people taking part. We had tremendous support from suppliers and compliments from those that took part. Once again, despite fierce rivalry, WK South Africa walked away with the trophy.

Contractual Affairs

At a meeting held on the 2nd May 2013 SAFCEC offered to withdraw our claim on condition that Department of Transport (DoT) draw up a Memorandum of Agreement and send it to SAFCEC CEO for approval. We have dropped the court action and received a draft MoU, within the last two weeks, for approval.

HR & Training

Deon De Wilzem has been nominated to carry the mandate for the KZN region in terms of the National Wage negotiations that will be run this year for the first time through the registered Bargaining Council. He has also been appointed as an alternative for the MANCO of the Construction Industry Bargaining Council.

Martin & East, were awarded a contract for the widening of the roads in Waterfall. We've presented a training specific roll out plan to ensure that they meet their training needs. The training plan has been approved by Dept of Transport. We await the go ahead to commence.

We are constantly updating our members of all changes to legislation regarding the mandatory grants and pivotal grants etc. as well as Employment Equity legislation and the proposed amendments to same.

SHERQ relationships built with stakeholders

Safcec has managed to build good relationships with the following stakeholders: Ethekeweni Municipality, Build Safe, FEM and D.O.L.

Safety meetings attended

Institute of Safety Management (DBN), Waste Seminar (WSP) (DBN), Safety Meetings Transnet (DBN) and Recruitment Meeting Mthlatuze Water(Richards Bay).

Assistance received regarding health and safety;

Site inspections and audits have been conducted on various sites, requested by the Safety Officers/ Managers. The region has received free safety documentation and posters, training, safety files and risk assessments.

Safety meetings

Safcec has held 3 safety meetings to date. Safcec also decided to reward the most committed safety member. Clarence Fynn of Afrocon was presented an award for attending all of the safety committee meetings for the year ending 2013.

Training conducted

Flagman Training

Seal Coat Surfacing and Asphalt in Empangeni.

Working at heights Training

Basil Read, Thekwini Reinforcing, Brian Roberts Agencies Nokweja Engineering, much asphalt and Qambothi Developments.

HIV/ AIDS Training

planned to be conducted in October. The KZN region would like to thank the above members for their support in attending our training courses.

Client Liaison

SANRAL Eastern Region

A joint meeting with the Client and CESA was held on 8th April. The Client provided a list of planned engineering and Construction projects with overall budgets for Engineering, Construction and RRM tenders for the financial year.

Conditions of Contract to revert to almost the full FIDIC are currently with the SANRAL Board for approval. Amendments to deal with the non-payment of P&Gs stipulating a 10% gap for delays (especially when contractors are liquidated) to minimise the risk to SANRAL are in progress.

Ethekweni Municipality

We met on 26th April to discuss upcoming projects and items of mutual concern. An item which has not yet been resolved to the satisfaction of SAFCEC is the cessation of interest payments on retention monies. SAFCEC has sent a letter in this regard to the City Engineer.

The City Engineer has come up with new ideas on the rolling out of large projects such as townships and infrastructure using larger contractors but ensuring that empowerment is written into the documents. SAFCEC assisted by giving contact details of a member of the National Housing Directorate who used this method successfully in the Western Cape.

The Transport Section has contacted SAFCEC with a similar idea and invited SAFCEC for input on the roll-out of tenders for the upgrading of infrastructure for the Bus Rapid Transport system.

There are great opportunities for us to get involved and meetings are on-going.

Transnet Capital Projects

TCP will continue using NEC conditions of contract for their projects and would advise SAFCEC whenever they hold NEC Workshops. TCP advised that there would be no cap on retention percentage and would only consider

retention guarantees in exceptional circumstances.

All organs of state must apply the Industry Scorecard in terms of the PPPFA and there will no longer be exemptions. TCP will use Method 2 (Prequalification and Functionality). Scorecard targets will increase next year. Elements will also be reduced from 7 to 5.

Department of Transport

We have held further low key meetings where we engaged with DoT on other issues but they were reluctant to give us sight of their future projects. The use of Plant Hire Contracts for capital projects, which should have been let for tenders, was discussed and SAFCEC were asked to supply a list of such contracts. This matter is also the subject of an enquiry which is being conducted by the MEC for Finance in KZN.

Umgeni Water Board

SAFCEC met with Umgeni Water discussing the clouding of the PPPFA by the use of the Contract Participation Goals. Umgeni Water explained their empowerment targets and invited SAFCEC to submit a proposal. Members felt that we had agreed to the charter which was sufficient. Umgeni Water have subsequently informed Neville Gurry that they have changed their tender documents to comply with the PPPFA. Recent tender documentation does not support this.

SAFCEC have started engaging with DoT once more and hopefully we can develop a level of trust and mutual respect between the two parties similar to that which we enjoy with eThekweni Municipality and SANRAL.

The invitation to participate in the formulation of the Tender Rollout for the BRT system should give members the opportunity to ensure that the work will benefit as many local contractors as possible.

The invitation by Umgeni Water to give input into their CPG is an opportunity which we should exploit to the contractors' benefit.

Peter Kendal represented SAFCEC at some of the SAICE monthly functions and was privileged to be one of the judges of construction projects throughout the region for the SAICE Awards. He was also invited to play in their annual golf day in Pietermaritzburg.

The Regional Manager was also invited to represent SAFCEC KZN Region at the MBA Annual General Meeting, a networking dinner and their MBA Excellence Awards.

Regional Manager: *Dave McIntosh*

Chairperson: *John Skinner*

Vice Chairperson: *Wantu Bugqwangu*

Administrator: *Jane Murcott*

Regional Leadership

Since our AGM in September 2012, the leadership positions of Chairperson and Vice Chairperson have been changed to John Skinner of John Skinner Construction and Wantu Bugqwangu of MMP Contractors.

The Eastern Cape branch has been fortunate to have these members for their constructive guidelines and advice on the many facets of regional administration in a sometimes challenging industry.

John and our past Chairperson, George van der Westhuyzen of Civil & General Contractors, have given their valuable time to assist in the new Bargaining Council and the recent wage negotiations.

Regional Membership

The following companies are no longer members:

Ursa Civils – bought by Haw & Inglis

African Bulk Earthworks – resigned

Simga Trading Enterprises – ceased trading

Philock Signs – an associate member who defaulted on payment of fees

Fortunately, we have gained new members in:

Full Members
Bay Projects
Coastal Construction
WDR Earthmoving Enterprises
Emerging Members
Injongoletu Civils
Associate Members
ECT Roadsigns

A number of our emerging members have successfully grown their companies to enable advancement to full membership status. We are indeed pleased by these positive developments.

The discounted membership fees offered to prospective members have proved to be a good selling tool.

Market Conditions

This past year has seen a welcome increase in the number of projects advertised for tender. Most of our members report reasonable order books though pricing is still very fervent. The majority of our members still rely on Government or quasi-Government clients for a large percentage of their order books.

Generally the efficiency and progress with of SANRAL and Amathole District Council has not been favourable, although a few municipalities have shown great strides.

The weakening in the effective operation of the Supply Chain Management Systems of our two Metros, Nelson Mandela Bay Municipality and Buffalo City Metropolitan Municipality is also concerning.

Being the procurement arm of clients that account for many of our members' projects, we believe that SAFCEC together with the other professional bodies in our industry should come together to address and work out a solution to these challenges.

From reports, some CESA members are concerned about the methods used by the SCM's to award projects. There is a growing tendency of exclusion of these consulting firms from any input post tender closing and prior to tender awards.

A recent survey of market conditions in the Consulting Engineering Industry shows an increase in the private work on offer. The report also shows a growing concern over the general lack of client/consultant co-operation.

Description	Client	Awarded To	Total this quarter	Total 2013
Construction of Municipal Infrastructure for Coega IDZ, Phase 2	Coega Development Corporation	Ascon Civil Engineering	November 2012	R14 900 000.00
Maintenance of surfaced roads (Queenstown)	Lukhanji Municipality	Civil & General Contractors	14 May 2013	R25 000 000.00
Mitford/Tendergate Gravel Roads	Department of Human Settlements	Civil & General Contractors	February 2013	R11 000 000.00
Upgrade of secondary runway at Port Elizabeth Airport	ACSA	Concor Roads & Earthworks	20 May 2013	R32 000 000.00
Emergency Repairs N2 Grahamstown	SANRAL	Concor Roads & Earthworks	19 November 2012	R18 000 000.00
Jeffreys Bay Wind Farm	EPC Contract	Concor Roads & Earthworks	November 2012	R250 000 000.00
Supply & Delivery of building blocks for two year period	Buffalo City Municipality	Likthemba Building & Civils	October 2012	R16 000 000.00
Van Stadens Wind Farm	Basil Read/Matomo	Newport Construction	October 2012	R61 500 000.00
Thornhill bulk water supply, Thornhill Water Treatment Works	OR Tambo District Municipality	Norland Construction	September 2012	R24 643 763.00
Cluster 4 Water Backlog Tsono to Tsojana southern bulk	Chris Hani District Municipality	Norland Construction	September 2012	R25 305 603.00
Jamestown Bucket Eradication & Sanitation Project	Joe Gqabi Municipality	WDR/Cotterrell's JV	15 January 2013	R13 278 953.00
Construction of Return Effluent Reservoir at Coega Kop	Coega Development Corporation	WK Construction	1 August 2013	R36 150 000.00

Report on Main Clients in the Eastern Cape

SANRAL

A valued, organized client. A steady flow of their road contract projects are advertised for tender.

The majority of our members in this line of construction report good working relationships with SANRAL staff.

SANRAL is a good example of how client organisation should operate.

Nelson Mandela Bay Metro

During the year SAFCEC challenged the Infrastructure and Engineering Department concerning, in our opinion, the incorrect application of their Tri-Annual tender system. Despite our strong arguments, very little progress was made.

It was decided to challenge, if necessary, the new Tri-Annual tender which should have been advertised for implementation on the 1st July 2013. As yet this new tender has not been advertised.

There are some several relatively large infrastructural construction projects have been awarded through the current Tri-Annual tender.

The Metro remains cash strapped which means that the huge infrastructure backlog remains unresolved.

On a slightly more positive note it appears that the property market is now in a recovery phase which could lead to new infrastructural developments. The commencement of a huge Bay West shopping/office mall is a good example.

Buffalo City Municipality

Very similar to the Nelson Mandela Bay Municipality but on a smaller scale with delays in the awarding of tenders.

Amatole District Municipality

Reports from our members are positive. One of the efficiently managed Municipalities in the Eastern Cape.

Coega Development Corporation

The year has seen positive developments in the IDZ's of both Port Elizabeth and East London.

As the year has progressed, the Coega IDZ has been gaining momentum with a steady flow of investors, thus civil engineering construction and building projects are underway.

A number of our members are involved and appear to be satisfied with the manner in which their projects are administered from a client's point of view.

East Cape Provincial Roads & Public Works Department

Few projects of interest to our members are being advertised for tender by this client. The roadwork contracts for Provincial

Roads is now SANRAL's responsibility.

Eskom

Two wind farm projects, one at Van Stadens – Newport Construction, the other at Jeffreys Bay – Concor/M&R are under construction. These projects are a new development in South Africa and are a positive injection of civil construction work in the Eastern Cape.

It is speculated that similar wind farm construction projects in the Eastern Cape are due to commence in the near future.

CETA

The organization has been quiet this year, however we have had feedback that CETA should resume work in the near future.

Branch Initiatives and Committee Activities

Liaison meetings with SANRAL, CESA and MBA Joint Practices are held regularly.

Training

Limited skills training has taken place this past year. Successful Management Courses on the GCC 2010 were held in both East London and Port Elizabeth.

SHERQ

A successful SHERQ Meeting was held at Port Alfred early this year. At the meeting an Eastern Cape SHERQ Committee was formed with Greg King of Umso Construction being elected Chairperson. This is a welcome development as our region has been without this committee for some time.

Our thanks to James Flint and Rudolf Murray for their valued assistance.

General

Our Eastern Cape office strives to expose unethical conduct and the general inefficiencies in Government and Quasi-Government bodies. With that said our members are progressing well and have made efforts to work around recurring problems – managing their companies as best as they can.

We are very pleased with the formation of the Bargaining Council and fully support the Council in achieving its goals.

Our continued thanks for the help and support from head office. We welcome the appointment of the new members at the head office and trust their presence will strengthen SAFCEC's support and service to its members.

We wish Neville Gurry well in his retirement and thank him for his invaluable and greatly appreciated contribution over the years.



“Over 4000 students from 50 schools attended the Expo in Cape Town. The main sponsor is the City of Cape Town.”

Regional Manager: Roz Messenger
SHERQ Adviser: Rudolf Murray
Chairperson: Mike Winfield
Deputy Chairperson: Theresa Cupido
Administrator: Sonja Hannan

The branch has shown significant results and achievements over the last year. Scheduling of liaison meetings with the 3 major clients and CESA for the year was set up during October 2012 and adhering to these dates has contributed to the strengthening of our relationships.

The regional Health & Safety Awards were presented to full member Martin & East and emerging member Summit Projects in October at the annual cocktail function.

Training courses were arranged and well attended. The fields covered at the training courses was Contractual, Transformation, SHERQ, Financial and HR. We have planned to intensify our focus on HR training in the next year.

Weekly meetings are held every Monday. This provides goals for the week and any problems experienced are noted and resolved as and when they occur.

Business Against Crime (BAC)

In 2008 SAFCEC members expressed concern about the security of contracting staff working in high risk areas and asked for risk analyses and BAC WC was approached for support. This led to the establishment of the SAFCEC CONSTRUCTION PROJECT. The project has since been renamed the Western Cape Construction Project to enable any contractor to participate. BAC Western Cape manages other business related projects within the Western Cape, feedback on these projects is provided at the monthly construction meetings.

BAC Western Cape provides a vital service, proficiently managed by Billy Laubscher.

Sports Committee feedback

Jeremy Donnelly is the chairperson for the committee, supported by convenors for each sport. The sports day held on 1 March 2013 was well attended with 330 sport participants and 170 who attended the evening function. The Somerset West Country Club contributed to the function and everyone was in agreement that this event must continue.

The Emerging Contractor Forum

Theresa Cupido is the chairperson for this forum. Four forum meetings are scheduled per year with presentations arranged to promote attendance. Construction Centre of Excellence

All training through the CCOE ceased in 2011 after CETA was placed under administration. Payment for outstanding amounts for incomplete learnerships was received in July 2013. The amount of R942500 was paid to participants in the program and the learnership banking account closed. Although this was an excellent initiative many learners have yet to receive their CETA certificates. This remains a problem.

Masakh'iSizwe

We continue to place graduates from this program with member companies, on behalf of the Western Cape Government Department of Transport. Support for this program continues unabated.

Go for Gold

This wonderful program provides Grade 10 – 12 students with after-hours classes in Maths, Science and Lifeskills to enable them to further their studies at CPUT or other universities. Roz Messenger was asked by them throughout the year to be their keynote speaker at their annual fundraising dinner in May 2013. We enjoy a very good relationship with Go for Gold.

Young Contractors Forum

The YCF is ably chaired by Leon de Klerk. The YCF networks with CESA's YPF and the Department of Transport's YGF.

Youth in Construction exhibition

The exhibition was held in Cape Town from 13 – 16 August 2012 at the Good Hope Centre. The exhibition offered stakeholders across the industry the opportunity to show young learners the best that the industry can offer in skills and opportunities and assisted in achieving BBBEE targets in their companies and our industry (CSI/SED).

Over 4000 students from 50 schools attended the Expo in Cape Town. The main sponsor is the City of Cape Town.

Cape Peninsula University of Technology (CPUT)

Participation by stakeholders, clients, consulting engineers and contractors on the CPUT Advisory Committee is indicative of the commitment to improve the standard of students graduating from CPUT. Specialist subject sub-committees were formed and meet bi-annually for one-day sessions to comment on curriculum, assessments, course material and subject structure of the Diploma and BTech Programme and provide progress reports.

We were approached by the Stellenbosch University Civil Department to circulate any training that they provide. We were also invited to their graduation ceremonies. Students from this university are held in high esteem.

Market conditions

Market conditions remained slow during the year. The table next page reflects tenders per CIDB grading per client for the year July 2012 – June 2013:

GRADE		MUNICIPALITIES	CITY OF CT	PROVINCE	NATIONAL	SANRAL	METRORAIL	OTHER	TOTAL
1	CE	2	0	1	0	0	0	0	3
2	CE	27	4	7	0	0	1	0	39
3	CE	39	17	22	0	0	2	6	86
4	CE	36	7	24	0	0	2	5	74
5	CE	21	4	21	0	1	5	3	55
6	CE	17	28	12	0	5	2	9	73
7	CE	17	14	10	0	3	0	7	51
8	CE	2	7	13	0	11	1	3	37
9	CE	0	1	2	0	3	0	0	6
5	GB	3	0	6	1	0	2	2	14
6	GB	0	5	6	0	0	3	9	23
7	GB	1	9	15	0	0	1	7	33
8	GB	1	2	8	0	1	2	2	16
9	GB	0	1	0	0	0	0	0	1
		22	4	49	2	4	1	6	88
		188	103	196	3	28	22	59	599

Client liaison

We have extremely close ties with all the major clients. We also maintain good relationships with MBA Western Cape and Boland, not only related to SHERQ issues but also, Chamber of Commerce, SARF and CIDB

SANRAL

The first meeting with SANRAL Western Cape was held on 18 April. Liaison with SANRAL remains good. SANRAL will present their RRM workshop and invite our emerging contractors to attend. Bitumen remains a concern for them with valuable contribution from suppliers and contractors.

PROVINCE:

Province expressed concern that site clarification meetings are not producing the desired interaction from contractors. Possibly junior staff are sent to attend these compulsory meetings and don't raise question regarding tender documents. A new head of department has been appointed and we can anticipate changes within their structure.

CITY OF CAPE TOWN

City's Supply Chain Management Policy is being reviewed and City called a meeting with SAFCEC to discuss changes to their documentation related to CPA and bitumen supplies. Their structure has also changed but fortunately the roads department remains unchanged. All departments are represented at our

liaison meetings and creates a valuable network within the metropolis.

CESA

Our meetings with CESA are well supported from both sides. Queries raised that require clarification are discussed and dealt with at these meetings.

The N7 is a major project with the involvement of our three major clients, City of Cape Town, Province and SANRAL.

Challenges, opportunities and achievements

Our biggest challenge is recruiting new members. The resignation of two major construction companies in the Western Cape, could have tarnished our reputation. Attempts are being made to recruit these companies again.

New marketing material is being produced and this should assist when visiting prospective members.

We are extremely proud of the quality service that we provide on a daily basis. Our response time to queries is excellent and has contributed to the respect we receive from members.

It has been rewarding to be able to be of assistance to new staff members at national office.



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STAFF MEMBERS



Webster Mfebe
Chief Executive Officer



NEVILLE GURRY
EXECUTIVE: CONTRACTUAL AFFAIRS



Annemie Cowley
Manager: Marketing and Communications



Liselle Govender
Manager: Finance and Administrator



JAMES FLINT
*NATIONAL ADVISOR: SHERQ
ACTING BRANCH MANAGER*



ALICE ZIKALALA
RECEPTIONIST



DAZERENE DU PLESSIS
ACTING EXECUTIVE HR



MARILYN AUGUST
*REGIONAL ADVISOR: SHERQ
Kwa-Zulu Natal*



DENISE STRYDOM
ADMINISTRATOR: Kwa-Zulu Natal



CLEO LETSHWENYO
ADMINISTRATOR: TENDER BULLETIN



Martha Gaeje
Executive Assistant



Peter Kendal
*Regional Manager: Kwa-Zulu
Natal*



Dave McIntosh
*Regional Manager: Eastern
Cape*



Jane Murcott
Administrator: Eastern Cape



ROZ MESSENGER
*REGIONAL MANAGER: WESTERN
CAPE*



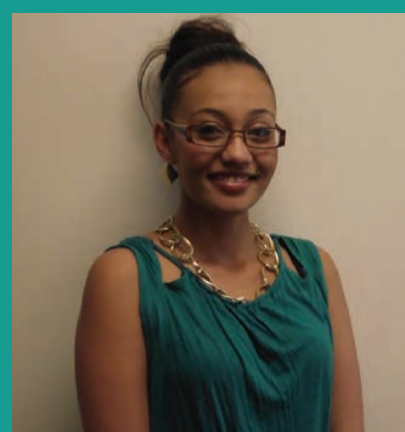
SONJA HANNAN
Administrator: WESTERN CAPE



RUDOLF MURRAY
*REGIONAL ADVISOR: SHERQ
WESTERN CAPE*



NOMZAMO LANDINGWE
MANAGER: TRANSFORMATION



NAZREEN SADAN
Administrator: North Branch



SHANTAL PILLAY
*Administrator: Finance and
Facilities*

THIS YEAR'S PHOTOGRAPHY COMPETITION



WINNING IMAGES





- 753 IT IS CIVIL & NAM-TK GEN. ENT.
A & R ENTERPRISES
Abjoy Development Services
ABRAHAMS & REGAL
AFRICAN BULK EARTHWORKS
AFRIFELL CC
AFRILINE CIVILS (PTY) LTD
AFRISTRUCT PROJECTS (PTY) LTD
Afrocon Construction Co (Pty) Ltd
Akwande Civils Cc
ALAN RHODES CONSTRUCTION
ALLIANCE PLUMBERS & CIVILS
ALPHA CIVIL (PTY) LTD
AMELIA SMITH PROJECTS
Aquadam
APEX ASPHALT CC
ARISE AND SHINE PROJECTS CC
ARMSTRONG CONSTRUCTION
AROCON PROJECTS
ASCON CIVIL ENGINEERING
ASH PLANT HIRE & CIVIL ENGINEERING
ASLA CONSTRUCTION (EDMS) BPK
ASPHALT CONSTRUCTION (PTY) LTD
ATN ROADMARKING & CIVILS
AXTON MATRIX CC
B H S Construction
B.R.O. CIVILS CC
BAARATA CONSTRUCTION & PROJECTS
BAKISO BUSINESS ENTERPRISE
BAKWETHU CONSTRUCTION AND PROJECTS
BASELINE CIVIL CONTRACTORS (PTY) LTD
BASIL READ HOLDINGS LTD
Batibane
BB TRANSPORT (PTY) LTD
BBT CONSTRUCTION
BEATUS CIVILS CC
BHEKAPHAMBILI GEO-CONTRACTOS
BIG NOTE TRANSPORT CC
Big Rock Construction 61 CC
BILA CIVIL CONTRACTORS (PTY) LTD
BILLION CONSTRUCTION (PTY) LTD
BLASTING & EXCAVATING (PTY) LTD
Bluestone Trench Tec
BOBI CONSTRUCTION - George Bobi
Bongani-Tom Transport
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BPB CONSTRUCTION (PTY) LTD
BROTHERLY LOVE TRADING & PROJECTS 57
BUCCLEUGH CONTRACTORS
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C & B DICKENS TRANSPORT & PLANT HIRE
CAPE KEI CONSTRUCTION SERVICES
CATHAMA BUSINESS ENTERPRISES CC
Civ Eng & Build
CHAVANI CIVILS (PTY) LTD
CIVCON
- CIVIL & BLASTING SOLUTIONS
CIVIL & GENERAL CONTRACTORS CC
CIVIL ENGINEERING AND BUILD CC
CLASSY TRADE AND INVEST. 1094 CC
CMC DI RAVENNA SA
COLEMAN TUNNELLING AFRICA (PTY) LTD
CON-SOLVE CIVILS CC
CONSTRUCTION SOLUTIONS
CORKON (PTY) LTD
CORNERSTONE PROJECTS
CORNFIELD CONSTRUCTION 2004 (PTY) LT
COTTERRELLS CONSTRUCTION
COZZI INTERNATIONAL CC
CYC CIVILS
CYCAD PIPELINES (PTY) LTD
CYCLONE CONSTRUCTION (PTY) LTD
D X M BUILDING CONSTRUCTION PROJECTS
DARSON
DDT CIVILS (PTY) LTD
Deck Steel & Concrete
Definite Pitch Trading 110 cc t/a Bazise Business
DEMMEER PROJECTS (PTY) LTD
DEVRU CONSTRUCTION CC
DEVTECH CIVILS CC
DILORO BRICKWORKS & BUILDING CONSTRUCTION
DIMO'S BUSINESS ENTERPRISE CC
DIPCIVILS (PTY) LTD
DISTINCTIVE CHOICE 308CC
DOWN TO EARTH CIVILS
DREYKON (EDMS) BPK
DRU CIVILS CC
DSB CONSTRUCTION & PROJECTS
DURA SOLETANCHE-BACHY (PTY) LTD
DURANT CIVILS (PTY) LTD
DYNAMIC DEMOLITIONS
EAST COAST IRRIGATION / ECI CIVILS
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EIGENBAU (PTY) LTD
EIRE CONTRACTORS
EKUHAWUKENI TRADING ENTERPRISES CC
ELLECON CC
ENKONG CONSTRUCTION CC
ENGMAK
ENVIRO GEOTECH DRILLING SERVICES CC
ENVIROSERV TAILINGS (PTY) LTD
ERBACON
ESORFRANKI GEOTECHNICAL
EUMIPA CONSTRUCTION (PTY) LTD
EXPECTRA 388 CC
EYETHU TRANSLODGE AND PLANT HIRE
EZRAPAL PROJECT MANAGEMENT AND CIVILS CC
FAIRBROTHER GEOTECHNICAL ENG CC
FAIRMILE FENCING EC (PTY) LTD
FARWI CIVIL CONSTRUCTION CC
FICLAW CONSTRUCTION
FOUNTAIN CIVIL ENGINEERING (PTY) LTD
FRASER ALEXANDER CONSTRUCTION
- Fynns Construction and Developers
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GELCON CIVILS CC
Giant Step Properties 2CC
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GLASH CONSTRUCTION (PTY) LTD
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GONTSEFELA CONSTRUCTION AND REALITY
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GROUP FIVE CIVILS (PTY) LTD
GROUP FIVE KWAZULU NATAL (PTY) LTD
GUENANTIN CONSTRUCTION
GUERRINI MARINE CONSTRUCTION CC
GWEBELE TRADING AND PROJECTS
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HENNOX 479 CC
HI-VOLT PROJECTS
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HLUMANTOMBAZANA CIVIL AND CONSTRUCTION
HOCHTIEF CONSTRUCTION AG
HOLMES CUT & SEAL CC
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IKAPA CONSTRUCTION CC - Rob Davidson
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INKOMABA CLEANING & CATERING PROJECTS CC
INKWA TRADING CC
INTER COAST CIVILS
INXIWA CONSTRUCTION
Inyatsi Construction (South Africa) (Pty) Ltd
ISIBILI DEVELOPMENTS
ISINTU CIVILS CC
ISITHEBE CONSTRUCTION
IZANA CIVILS CC
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JAMES CONSTRUCTION
JEDD
JIG CONSTRUCTION (PTY) LTD
JJSI VUKUZAKHE CONSTRUCTION VALUATION
JOHN SKINNER CONSTRUCTION
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KAMS CONSTRUCTION
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KEWMZI TRADING CC
KGANYA MANAGEMENT & PROJECTS
KHETWAYO CONSTRUCTION
KHOMANANI CONSTRUCTION
Khucula Trading CC
KHULA- MTHI TRADING AND PROJECTS
KHULANI TRADING ENTERPRISES

KING CIVIL ENG CONTR (PTY) LTD
 KNS CONSTRUCTION (PTY) LTD
 KP CONSTRUCTION
 KP PROJECTS CC
 L&N PHAKATHI CONSTRUCTION CC
 Labour Intensive Construction & Management
 LAGGY BUSINESS ENTERPRISE
 LANDPAC
 LAVHUTHA
 LCM MAINTENANCE & CONSTRUCTION
 Lebo Ofentse Trading Projects
 LEHUTSHO CONSTRUCTION
 LEJAMO CONSTRUCTION
 LENMO CONSTRUCTION
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 LUCCA DEVELOPMENTS CC T/A DRILLWORX
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 MAGABA CONSTRUCTION
 MAJU MAFANI CONSTRUCTION
 MAKABONGWENI CONSTRUCTION
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 MAKHUBU CIVILS CC
 MALIBONGWE IL CONSTRUCTION CC
 MAMLAMBO CONSTRUCTION (PTY) LTD
 MAMOTHA TRADING CC
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 MAOWASHA CONSTRUCTION
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 CONSTRUCTION MATERIAL
 MAQAMU AMAHLE CONSTRUCTION CC
 MAQAWWE
 MARIMAB CONSTRUCTION PROJECTS CC
 MARTIN & EAST (PTY) LTD
 MASECHABA CLEANING SERVICES &
 PROJECTS
 MASINYANE CONSTRUCTION CC
 MATLA-MATLA CIVILS AND TECH SERVICES
 MATOTA MACINGWANE
 MATUKANE CONSTRUCTION CC
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 MAZOTSHO GENERAL TRADING
 MBK MOGOTSI CONSTRUCTION
 MBR CC
 MCC CONTRACTS (PTY) LTD
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 MDIMA CIVILS
 MGABHAZI BUILDING CONSTRUCTION
 MICHELLE AND IDENE CONSTRUCTION
 INVESTMENT
 MMP CONTRACTORS
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 MPUCULO
 MPUMALANGA RUBBER
 MULTIKON CIVILS (PTY) LTD
 Munywana Civils & Trading
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 NAMAKWALAND KONSTRUKSIE BK
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 NANGU INVESTMENTS
 NATAL RICHARDSBAY
 NATIONAL HIGHWAY MARKINGS CC
 NED STEEL REINFORCING
 NGOMSOLETHU
 Nguquko Construction & General Trading
 NHLANGANISO CONSTRUCTION AND CIVILS
 NKOMABA TRADING & PROJECTS
 NOKWANDA PROJECTS
 NOKWEJA ENGINEERING
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 Nosibu Business Enterprise
 NRB CONSTRUCTION & HIRE
 NTOMBANI TRADING PROJECTS
 NTSHONONDO CIVILS
 NUCON ROADS AND CIVILS (PTY) LTD
 NUMBERKWIX ROADLINE
 NUMBERLINE CC
 NYONI PROJECTS (PTY) LTD
 OSIKA TRADING
 Oteo Construction
 PATCON BUILDING & CIVIL ENG CONTRACO
 PATSIMO CIVILS CC
 PETER ABRAHAM MOAGI CIVIL
 CONSTRUCTION
 PETER CONTRACTORS (PTY) LTD
 PETER HARLEY CIVIL ENGINEERING
 PGN CIVILS (PTY) LTD
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 Phambili Road Surfacing
 Pilcon Projects
 PJ LEKALAKALA
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 PLASSER SOUTH AFRICA (PTY) LTD
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 PTJ Building and Plumbing
 PULE CIVIL ENGINEERING AND CONSTRUCT
 QAMBOTHI DEVELOPMENT CC
 QDS PROJECTS
 R C M Logistics
 R LEGAE CONSTRUCTION CC
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 RAMALEO CONSTRUCTION & TRADING
 RAMDEYAL BUILDING AND CIVILS CC
 RATEHANG PROJECTS
 RAUBEX (PTY) LTD
 REAIKAGA CONSTRUCTION
 REAL AFRICA CONSTRUCTION
 Rescue Rod (Pty) Ltd
 RIAPHELA
 RIVET & WELDSTUD MNF CC
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 ROADMAC SURFACING
 ROADSMART ASPHALTING (PTY) LTD
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 Sandy's Civil Engineering
 SAXON DEVELOPMENT
 SEAKO CIVILS & PROJECTS CC
 SEAL CON SYSTEMS
 SEALCOAT SURFACING & ASPHALT
 SHARON ROSE TRADING
 SHESHA ENGINEERING
 SHOMONKO TRADING
 SHULA CONSTRUCTION CC
 SIHLE PROPERTY DEVELOPERS
 SINANI BATHEMBU TRADING CC
 SINGILA CONTRACTORS
 Sinohlase Construction and Trading
 SIVIVANE CONSTRUCTION CC
 SIYA-BUNDU TRADING CC
 SIYAVUNA TRADING cc
 SIZABONKE
 SIZAKUYENZA CONSTRUCTION
 Sjadu Property Development
 SKILLFULL 1149 CC
 SO-KHULUMA BUSINESS ENTERPRISE
 SOLUTION SEEKERS
 SOUTHERN PIPELINE CONTRACTORS
 SOUTHEY CONTRACTING (PTY) LTD
 STEFANUTTI STOCKS CIVILS (PTY) LTD
 STEIN CIVILS - John Cloete
 STEPHINA PROJECTS AND SERVICES
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**NATIONAL OFFICE &
NORTHERN REGION**

12 Skeen Boulevard,
Bedfordview 2007
PO Box 644, Bedfordview, 2008
Tel: 011 409 0900
Fax: 086 620 0777
Email: admin@safcec.org.za

EASTERN CAPE

39 Buffelsfontein Road,
Mount Pleasant
Port Elizabeth
Tel: 041 368 6367
Fax: 041 368 6156
Email: easterncape@safcec.org.za

KWA-ZULU NATAL

40 Essex Terrace,
Westville
PO Box 1485, Wandsbeck, 3636
Tel: 031 266 0173
Fax: 031 266 0981
Email: kzn@safcec.org.za

WESTERN CAPE

5 Park Street,
Durbanville, 7550
PO Box 2742, Durbanville, 7550
Tel: 021 976 8036
Fax: 021 975 8059
Email: westerncape@safcec.org.za

www.safcec.org.za



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