

2026



ANNUAL REPORT



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● DIRECTOR'S REPORT

The culmination of consistent hard work, dedication, and meaningful impact was reflected in the recognition received during the year.

SAICE Professional Development and Projects (SAICE-PDP) was honoured to be named the winner of the Top Women Business in Construction, Infrastructure, Resources and Mining 2025 award.

In partnership with SAICE, we were also recognised as winners in the ECSA Engineering Industry Awards 2026 in the category of Service Beyond Self – Voluntary Association.

Further highlighting the organisation's commitment to leadership and transformation, I was selected as a finalist in the Top Women Leader in STEM 2025 category and received second place in the Women Change Maker Award at the inaugural Women Changing the World Awards Africa 2026, hosted by Phola Mzansi.

These accolades served as a source of pride and motivation for the entire team, reinforcing our commitment to excellence as we continued delivering mentorship programmes, professional development initiatives, and capacity-building interventions.

The financial year concluded on a positive note, with revenue increasing to R26 million, up from R24.8 million in the previous year, reflecting sustained growth and confidence in our services.

This growth was further strengthened by significant project opportunities secured during the year, including an expanded partnership with the Development Bank of Southern Africa (DBSA).

In addition to supporting students through the Work Integrated Learning (WIL) Programme, we now provide structured support to graduates on their journey towards professional registration.

As several projects reached completion and others progressed into new phases, we continued to witness encouraging levels of enthusiasm, commitment, and engagement from candidates and the SAICE-PDP team.

This positive response reaffirms the value of our programmes and strengthens our resolve to contribute meaningfully to the development of competent and professionally registered engineering practitioners for South Africa.

● ● PROJECTS

An enhanced internal approach led to increased programme activities and the re-engagement of previously inactive candidates across our various mentorship programmes. In-person and online workshops were well received, where our internal mentors provided critical guidance on finalising Engineering Council of South Africa (ECSA) reports, with participants highly valuing the practical lessons shared. The LGSETA 60 programme was successfully concluded, with a convincing result of 38 candidates submitting their applications. Extensions for the LGSETA 30, 30A and 16 programmes were granted until March 2027 to further improve submission rates and overall outcomes of our mentoring support.

We are already seeing the results of our efforts as more candidates submit their applications. TETA also offered us an extension as we continue to make concerted efforts to get the candidates to submit their reports to ECSA.

Under our Development Bank of Southern Africa (DBSA) initiatives, it was exceptionally rewarding to see a cohort of students successfully complete their Work Integrated Learning (WIL), qualifying them for graduation. Demonstrating the project's tangible impact on mitigating youth unemployment, several of these individuals were directly absorbed into full-time employment by their hosting contractors. This consistent operational excellence and measurable project success justified the DBSA extending our current contract and expanding the scope to include professional registration support for graduates. In addition, while the formal DBSA mentorship programme for SACPCMP registration concluded, we maintain our commitment to candidate success by providing ongoing support to individuals preparing for the final interview stage.

The MISA courses continued to be well attended, and the annual training target was achieved resulting in positive client feedback and satisfied delegates. The Candidate Academy remained highly active during the financial year, including the delivery of weekend sessions to accommodate client needs.



● ● PROSPECTS

Business development remained a key focus area during the year as we actively pursued opportunities aligned with our mandate of professional development and capacity building. SAICE-PDP responded to MISA's re-advertisement of the call for service providers to provide mentorship services to municipal officials and a bid was submitted, we remain optimistic for a favourable outcome.

Numerous applications were submitted in response to discretionary grant funding opportunities from LGSETA, TETA, and CETA. Receipt of all submissions was acknowledged by the respective entities. These submissions form part of our ongoing strategy to diversify funding sources and expand the reach of our mentoring programmes.

We were encouraged by the resolution of the dispute relating to the City of Cape Town tender for the monitoring of the ISDG Mentoring Programme. The successful inception meeting marked an important milestone in the project's implementation. While budgetary constraints have temporarily delayed programme rollout, we remain confident that the project will resume once these challenges have been addressed.

The Candidate Academy continued to respond to Requests for Quotations from various organisations for the delivery of technical courses. Our reputation for quality course delivery, coupled with competitive and well-structured proposals, has resulted in the successful implementation of several technical and professional development courses during the year.

A strategic partnership with the Project Management Institute (PMI) has created an exciting opportunity to support candidates pursuing professional registration with SACPCMP through the PMI Construction Professional (PMI-CP) course. We believe this initiative has significant potential to expand our impact within the built environment sector, strengthen our contribution to professionalisation, and create an additional revenue stream for the organisation.

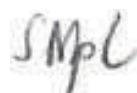
Furthermore, our continued investment in the tender bulletin, industry publications, and strategic networking initiatives has enhanced our ability to identify and pursue sustainable project opportunities and technical training interventions. These efforts position SAICE-PDP to continue growing its footprint while delivering meaningful value to stakeholders and the broader engineering and built environment professions.

● ● WORD OF APPRECIATION

As we reflect on another successful year, I would like to express my sincere appreciation to the entire SAICE-PDP team for their dedication, professionalism, and unwavering commitment to our purpose.

This year, we intentionally increased the visibility of our work and celebrated the impact we continue to make in developing engineering professionals and strengthening the built environment. Through our active participation in industry events and award nomination occasions, conference exhibitions, and networking and sponsorship opportunities, we showcased the value of our work and the difference our team makes every day. The recognition we received reflects the collective effort, expertise, and passion of every individual within the organisation. Our achievements during the year would not have been possible without a team that consistently goes above and beyond in serving our candidates, clients, partners, and stakeholders. Whether supporting professional registration journeys, delivering training programmes, mentoring candidates, administering and managing programmes, or ensuring operational excellence, each team member has played an important role in advancing our mission.

I am particularly proud of the collaborative culture that defines our organisation. Your willingness to support one another, embrace challenges, and continuously seek opportunities for improvement has enabled us to maintain high standards and deliver meaningful outcomes, even in the face of changing circumstances. Thank you for your commitment, resilience, and belief in the work we do. Together, we have built a strong foundation for future growth and impact. As we look ahead, I am confident that we are well positioned to reach new frontiers, deepen our contribution to the profession, and continue transforming lives through professional development and capacity building. The success of SAICE-PDP is your success, and I am honoured to lead such an exceptional team.



Phathi Masimirembwa
Managing Director





CANDIDATE ACADEMY

The 2025/2026 financial year reflected the Candidate Academy's ongoing commitment to continuous professional development, with continued participation across both public and in-house training programmes. Since inception in 2010 a total of 17 650 delegates were trained with 1464 delegates trained in this period. The Academy continued to provide practical, industry-aligned learning opportunities designed to strengthen professional competence, enhance workplace readiness, and build both technical and administrative capacity.

Training delivery remained largely via online learning through the Zoom and MS Teams platforms, with face-to-face sessions hosted in various provinces; in collaboration with Consulting Engineers of South Africa (CESA) and The South African Institute of Civil Engineering (SAICE).

Our contract with the City of Cape Town continued this year, with a total of ten courses delivered. In addition, fifteen courses were delivered in-house for various organisations, including four municipalities. SANRAL arranged for 42 of their employees to attend the Road to Registration course for Candidate Engineers, Technologists and Technicians in Queenstown, over the weekend of 7–8 June 2025, demonstrating our efforts to prioritise our clients and their specific needs. SANRAL also booked 25 of their employees to attend a scheduled public online course, Getting Acquainted with Basic Contract Administration, in March 2026.

The Pressure Management and Pressure Reducing Valves by Ronnie McKenzie and Getting Acquainted with Water Reticulation Design by Phathi Masimirembwa were presented for Zululand District Municipality, in collaboration with Bavulele Engineering, in the relatively remote area of Ulundi, KwaZulu-Natal. SAICE officially launched the General Conditions for Contracts Works 4th Edition GCC 2025 as the updated framework for construction contracts in South Africa. As part of our ongoing commitment to growth, innovation, and staying aligned with the latest industry developments and publications, the Getting Acquainted with General Conditions of Contracts course was updated accordingly and the first GCC 2025 course was successfully delivered in February 2026.

The Candidate Academy continues to expand its course offering through the introduction of new learning interventions aligned with industry trends and stakeholder needs. Positive delegate feedback received throughout the year highlighted the practical value of the courses, particularly the applicability of skills gained within the workplace environment. Overall, the Candidate Academy remains committed to delivering quality professional development courses that contribute to professional development and continuous learning. Through its diverse training offerings, the Academy remains a trusted partner in developing skilled professionals and supporting organisational performance across multiple sectors.

● ● ATTENDANCE & COURSES

A total of 1 464 delegates attended 94 courses delivered during this period, indicating a slight decrease of 2.98% in attendance from the previous year.

The most attended courses for 2025/2026 were Road to Registration for Candidate Engineers, Technologists and Technicians, presented by Allyson Lawless and Phathi Masimirembwa with 219 attendees, followed by Getting Acquainted with Basic Stormwater Design presented by Andrew Brodie with 114 attendees.

**Candidate Academy Courses
April 2025-March 2026**

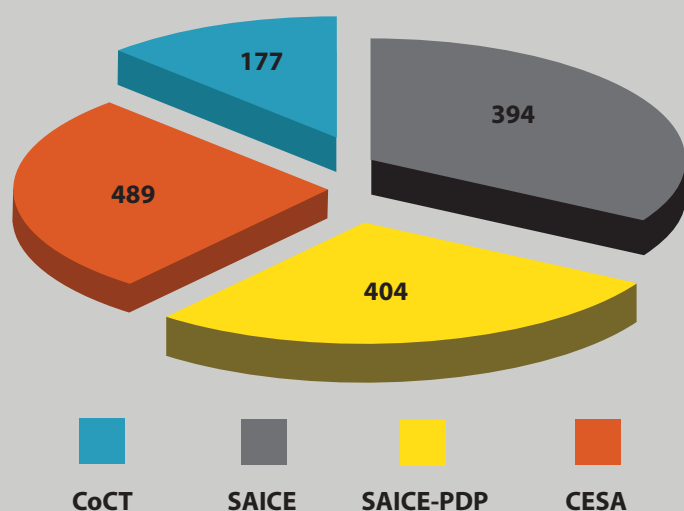


Figure 01: Distribution of delegates attending Candidate Academy courses organised by SAICE, SAICE-PDP, CESA, and City of Cape Town

● ● PROFESSIONAL REGISTRATION

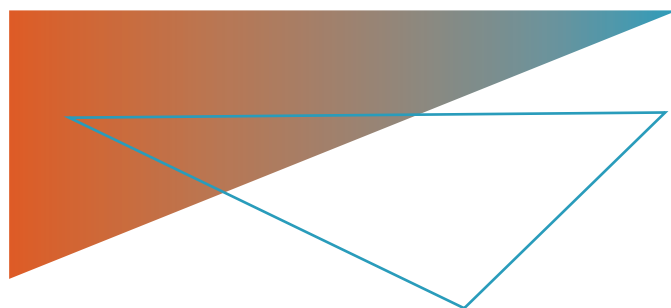
- ECSA Candidate and Mentor Alignment Workshop
- Road to Registration for Candidates
- Road to Registration for Mature Candidates
- Road to Registration for Mentors, Supervisors and HR Practitioners
- The Direct Route to Registration as a Construction Project Manager or Construction Manager
- Understanding the 6 Stages of the Project Life Cycle to Register as a Construction Project Manager or Construction Manager

● ● TECHNICAL

- Getting Acquainted with being a Resident Engineer on Pipeline Projects
- Getting Acquainted with being a Resident Engineer on Roads Projects
- Getting Acquainted with Road Construction and Maintenance
- Getting Acquainted with Sewer Design
- Getting Acquainted with Basic Stormwater Design
- Getting Acquainted with the Management and Rehabilitation Design of Urban Roads and Pavements
- Getting Acquainted with Technical Report Writing and Presentation Skills
- Getting Acquainted with Water Reticulation Design
- How to Develop an Infrastructure Asset Management Plan in 3 Months
- Pressure Management and Pressure Reducing Valves
- Pressure Pipeline and Pump Station Design and Specification
- Understanding the technical implications of developing and operating a landfill

● ● PRICING & CONTRACTS

- Getting Acquainted with Estimating, Costing and Pricing of Construction Tenders
- Getting Acquainted with Basic Contract Administration
- Getting Acquainted with General Conditions of Contract (GCC 2015)
- Getting Acquainted with Planning, Scheduling and Programming of Construction Tenders
- Getting Acquainted with General Conditions of Contracts Works 4th Edition GCC 2025



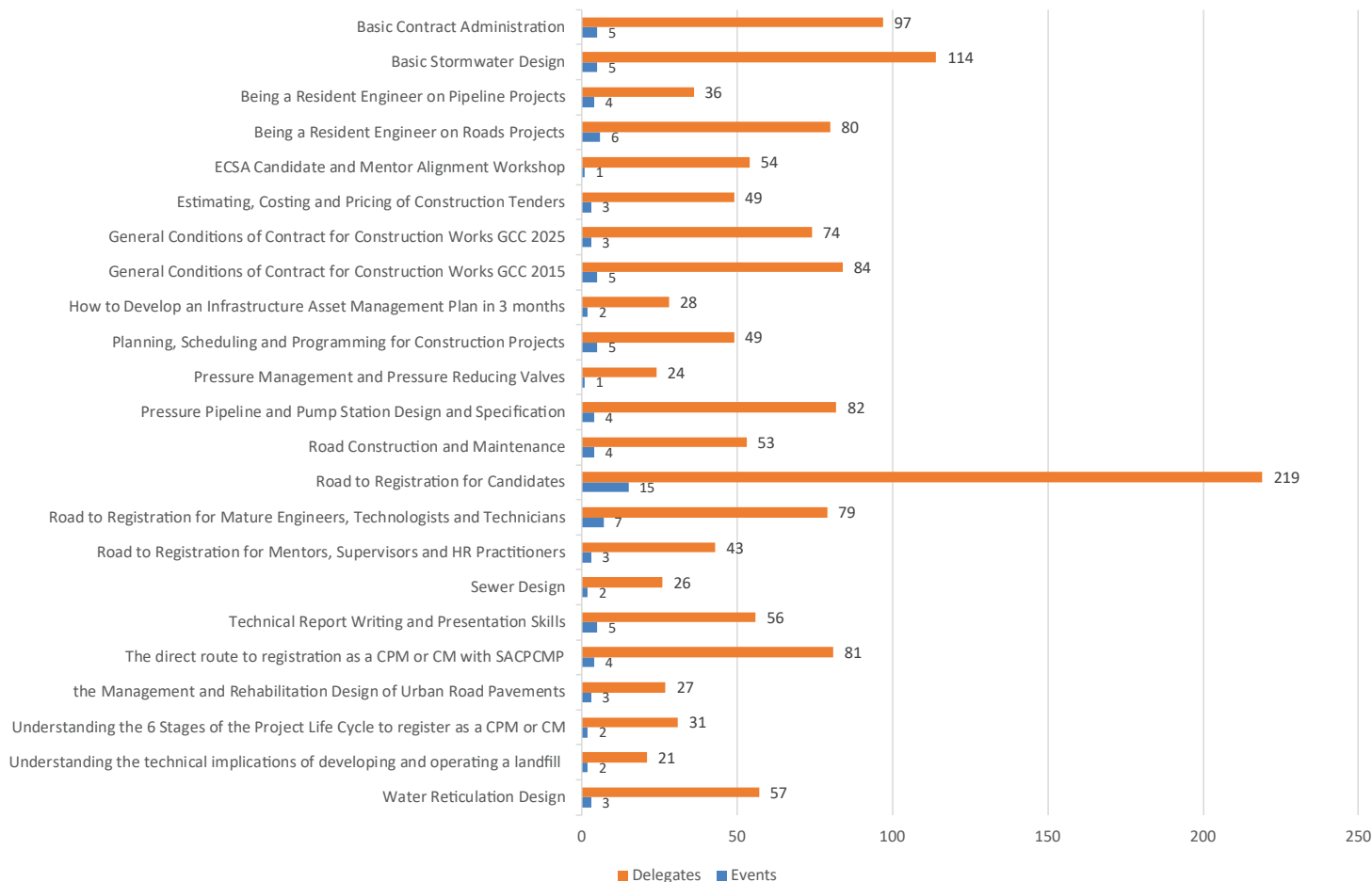


Figure 02: Candidate Academy Courses - April 2025 to March 2026



Figure 03: Presenter Ronnie McKenzie with the group who attended the Pressure Management and Pressure Reducing Valves course



Figure 04: Delegates enjoying the Getting Acquainted with Water Reticulation Design course in Ulundi on 27 and 28 October 2025

● ● APPLICATION REVIEWS

Requests for reviewing draft ECSA applications are received periodically and are supported by our dedicated mentors. These reviews form a key component of our commitment to candidates' success, providing valuable guidance and quality assurance prior to submission. A notable success story from this initiative is that of Nduvho Tshirangwana, who, with the support of mentor Stewart Gibson and having previously attended the Road to Registration course a few years earlier, successfully navigated the application process and registered in April 2025. Nduvho shares his journey below:

Busting Myths & Gaining Confidence: My Road to ECSA Registration

Nduvho Tshirangwana,
Pr Eng (Stefanutti Stocks Africa)

"I once believed that consulting experience was necessary for ECSA registration, particularly in responding to Group A outcomes Engineering problem solving. However, attending the SAICE-PDP Candidate Academy's Road to Registration course in September 2023 changed my perspective. Guided by Dr. Allyson Lawless, I gained clarity on the registration process and realized that competence-not job title-determines success.

From March 2024, I refined my reports using the guidance of Dr. Allyson Lawless, ensuring each ECSA outcome was met. Stewart Gibson further reviewed my reports before submission, providing valuable feedback that strengthened my application. By June 2024, I submitted my application with confidence, leading to a successful registration outcome.

This achievement would not have been possible without the encouragement of my wife, Molebogeng, whose unwavering support motivated me to start this journey.

My experience reinforced that professional registration is achievable across different disciplines-whether in consulting, construction, or government. The Road to Registration course was instrumental in demystifying the process, replacing uncertainty with confidence.



Figure 05: Nduvho Tshirangwana

For future candidates, my advice is simple:

- *Focus on demonstrating competence,*
- *Work proactively to meet the registration outcomes, and*
- *Leverage structured guidance to navigate the process with clarity."*

Congratulations, Nduvho!



● MUNICIPAL ACADEMY

SAICE-PDPs three-year appointment with the Municipal Infrastructure Support Agent (MISA) to provide training to municipal officials commenced in June 2024 and is currently in the second year of contract implementation.

The delivery of courses to local, district and dysfunctional municipalities continued to be prioritised as directed by MISA, while attendees from metropolitan municipalities were only accommodated where course numbers were low.

Despite operational challenges, including the postponement of two courses due to the facilitator's ill health and venue availability constraints, the annual training target was successfully achieved, with an impressive 510 delegates trained during the reporting period.

The introduction of new courses under the current contract was well received, attracting strong participation and contributing to greater diversity to our course offerings. In addition, candidates participating in the Infrastructure Skills Development Grant (ISDG) programme and MISA young graduates deployed to municipalities were afforded access to the courses.

A notable highlight during the year was the launch of the GCC 2025 contract document. Our facilitator, Theuns Eloff updated the training

material promptly, allowing CPD validation to be obtained ahead of the face-to-face GCC 2025 course presented in Mbombela, which attracted overwhelming interest and was over-subscribed. Theuns effectively managed the large class, with participants expressing appreciation for both the quality and relevance of the training.

The following comments were received from delegates from different courses:

- Getting Acquainted with becoming a Resident Engineer on Pipeline Projects, (online)
"The course was very helpful and gave me a better understanding of the role of a Resident Engineer. The information was practical and well explained, and I believe it will help me a lot in my work."
- Getting Acquainted with General Conditions of Contracts for Construction Works 2025 (GCC2025), Mbombela
"The course was very enlightening, I have been in the industry for 10 years, however I did not have clarities prior to the course."
- Township Establishment: How to formulate compliant conditions of establishment, Johannesburg
"The course was very informative, and it will add value to the line of my profession."

● ● ATTENDANCE & COURSES

During the period April 2025 to March 2026, a total of twenty courses were successfully delivered across multiple provinces through a combination of face-to-face and online learning platforms.

The programme reached 510 delegates nationwide, comprising 338 face-to-face participants and 172 online participants (Figure 06). This blended delivery model continued to enhance accessibility and inclusivity, enabling officials from remote and under-resourced municipalities to benefit from quality training opportunities without geographical constraints.

The courses addressed a broad spectrum of technical and professional development needs, including engineering, infrastructure planning and project management, thereby supporting the ongoing strengthening of municipal capacity and service delivery. To further enhance the quality and sustainability of the programme, a new presenter, Sibusiso Mnguni, was appointed to facilitate the Getting Acquainted with Wastewater Treatment Plant Operation and Maintenance course, enhancing the Academy's pool of subject matter experts and ensuring continued delivery of specialised technical training.



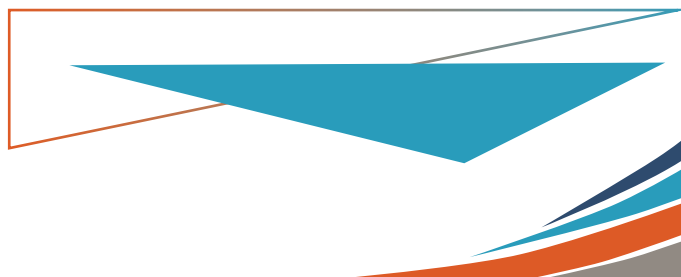
Figure 06: Township Establishment: How to Formulate Compliant Conditions of Establishment in Johannesburg on 06 and 07 November 2025

● ● TECHNICAL

- Electrical Power Systems Protection Workshop
- Getting Acquainted with Sewer Design
- Getting Acquainted with Technical Report Writing
- Understanding Concept of Labour-Intensive Construction
- Getting Acquainted with becoming a Resident Engineer on Pipeline Projects
- Getting Acquainted with Water Reticulation Design
- Sub-station Design, Operation and Maintenance
- Getting Acquainted with becoming a Resident Engineer on Pipeline Projects
- MSDF Capital Investment Framework Training
- Getting Acquainted with Management and Rehabilitation Design of Urban Road Pavements
- How to Develop an Infrastructure Asset Management Plan in 3 months
- Township Establishment: How to Formulate Compliant Conditions of Establishment
- Understanding the Six Work Stages in the Project Life Cycle
- Understanding the Technical Implications of Developing and Operating a Landfill
- Essential Geographic Information Systems (GIS) Workflows for Local Government
- Pressure Management and Pressure Reducing Valves
- Getting Acquainted with Road Construction and Maintenance
- Getting Acquainted with Wastewater Treatment Plant Operation and Maintenance

● ● PRICING & CONTRACTS

- Getting Acquainted with Planning, Scheduling and Programming for Construction Projects
- Getting Acquainted with General Conditions of Contract 4th Edition (GCC 2025)



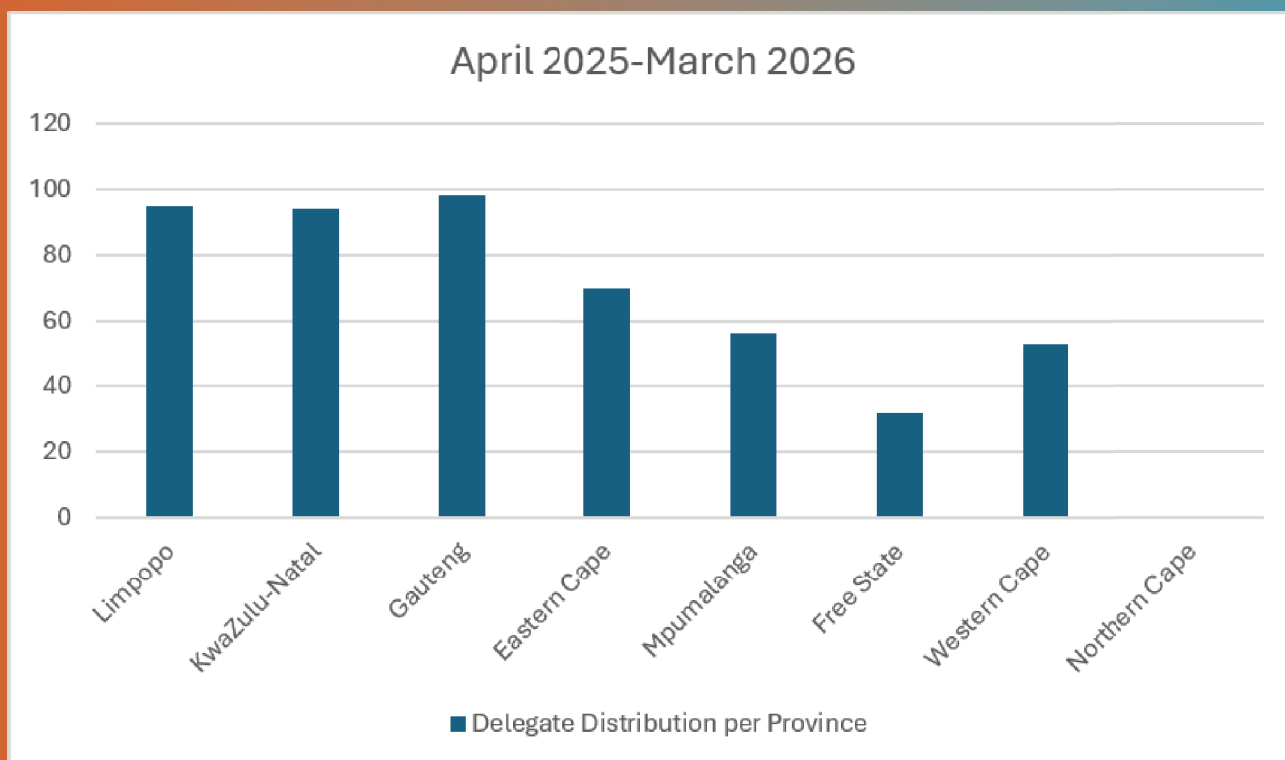


Figure 07: Attendance of delegates per province



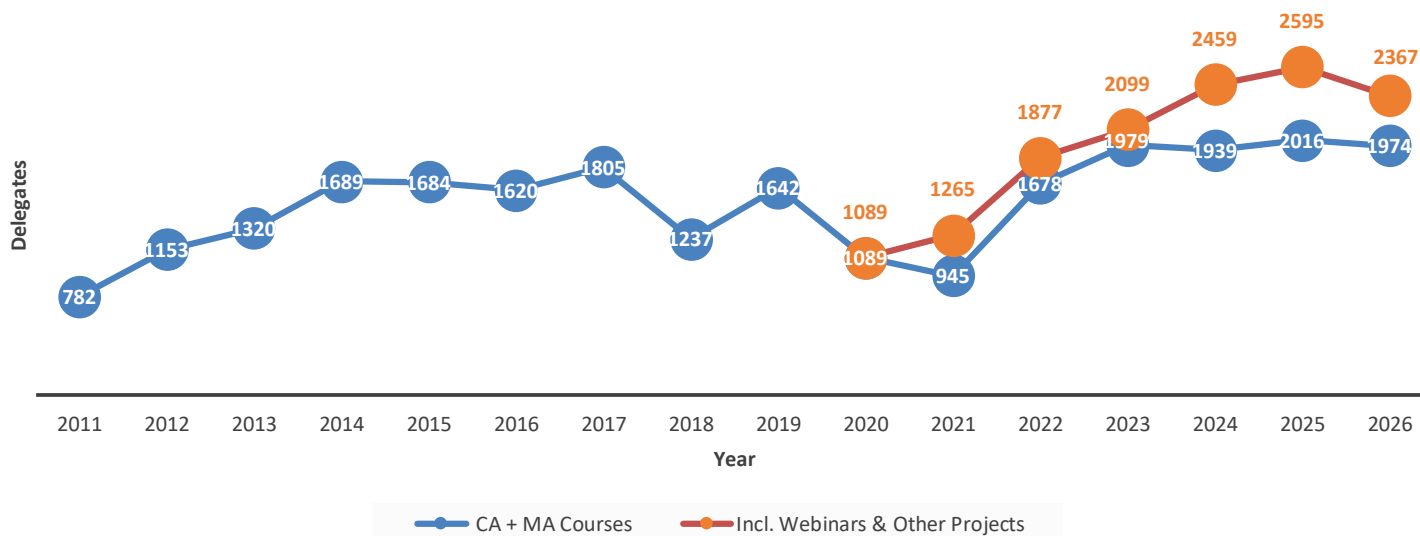
Figure 08: Theuns Eloff presenting Getting Acquainted with General Conditions of Contract for Construction Works 4th Edition GCC 2025 in Mbombela on 04 and 05 December 2025



Figure 09: Group activity for the Getting Acquainted with Wastewater Treatment Plant Operation and Maintenance in Gqeberha on 17 and 18 March 2026



Figure 10: Philip du Plessis assisting with group work for the Getting Acquainted with the Management and Rehabilitation Design of Urban Road Pavements in Newcastle on 14 and 15 October 2025



**Figure 11: Attendance at Candidate and Municipal Academy Courses
April 2011 to March 2026**

Combined Training Attendance of the Candidate and Municipal Academy courses

Training participation across both the Candidate Academy and Municipal Academy remained consistent during the reporting period, reflecting the continued demand for both online and face-to-face learning opportunities.

The blended learning approach enabled broader access to continuous professional development and technical capacity-building initiatives across the sector.

In recognition of the value of supplementary learning opportunities, attendance at webinars by candidates enrolled in the candidacy programmes was also incorporated into the reporting framework (Figure 11).

During the year, a new webinar on Data Logging for Water Reticulation was introduced and received positive feedback from participants, highlighting the relevance of emerging technical topics to our candidates. Our webinars were further enhanced by expanding the pool of subject matter experts.

Mpoti Machaba assumed responsibility for the delivery of the Relevance of Environmental Impact Assessment (EIA) webinar, while Chris Mynhardt facilitated the Construction Regulations webinar. These additions enhanced the diversity of expertise available to delegates and contributed to the continued quality and sustainability of our professional development offering.

LOCAL GOVERNMENT SECTOR EDUCATION AND TRAINING AUTHORITY (LGSETA) CANDIDACY PROGRAMMES



Throughout the financial year, 216 candidates were supported towards their professional development through mentoring and coaching services tailored to their individual needs.

The mentoring of candidates throughout all nine provinces demonstrates the nationwide footprint of the candidacy programmes supported by SAICE-PDP. Testimonials from candidates across the country reflected positive experiences and a strengthened commitment to professional development.

The focus workshops previously adopted to assist candidates with their Training and Experience Reports (TERs), Training and Experience Outline Reports, and Engineering Reports proved highly effective and were continued this financial year. Feedback from participants highlighted an enhanced understanding of reporting requirements and improved readiness for professional registration.

Challenges experienced in previous years continued to affect the various candidacy programmes, particularly in relation to candidates' ability to demonstrate the required levels of complexity, responsibility and decision-making expected for professional registration. These challenges are largely attributable to limited exposure to suitably complex work and insufficient opportunities to acquire the breadth and depth of experience required within the municipal environment.

Despite these constraints, mentors remained committed to supporting candidate development by implementing innovative approaches to address experience gaps, including assigning targeted research projects and technical learning activities aimed at strengthening candidates' knowledge and professional competence. The effectiveness of these interventions is reflected in the steady increase in professional registrations achieved over recent years, demonstrating the positive impact of sustained mentorship and developmental support (see Table 1).

Table 1: Registered Candidates 2023 to 2026

FY	Total Registered
2023-2024	14
2024-2025	16
2025-2026	32

PROGRESS OF THE 16 COHORT

The programme commenced on 31 March 2022, and we were pleased that LGSETA approved our request for extension until 31 December 2026. The extension affords those candidates who are close to submitting their applications, the opportunity to do so under the close guidance of the mentors. To date, eight candidates have submitted their applications for professional registration to ECSA, with a total of seven having successfully registered.



Figure 12: A very happy Xoliswa Nqakula who successfully registered as PrTech Eng (civil) meeting Mmathabo Mokone at SAICE-PDPs IMESA stand in October 2025



Figure 13: Buti Richard Segotho successfully registered as PrTech Eng (electrical)

PROGRESS OF THE 30 COHORT

The programme commenced on 29 March 2022, and we were pleased to receive an extension until 31 December 2026. To date, twelve candidates have submitted their applications for professional registration to ECSA and five have successfully registered. Sadly, Mr Herrens Ngobeni passed away on 01 September 2025 after submitting his application to ECSA. Five electrical candidates are receiving targeted support under the seasoned mentorship of Mr Siya Dywili and we are hopeful they will successfully register.

PROGRESS OF THE 60A COHORT

The programme is in the second year of a three-year programme. Candidate responsiveness has been particularly challenging and, in an attempt, to overcome this, group workshops have been implemented to encourage engagement and nurture the candidates' commitment to their registration journey. The mentors remain dedicated to supporting the progress of their candidates.



Figure 14: Mentor Nico Jonker's candidates Daniël Neethling and Marius Norman at a low-level crossing that Marius designed and rebuilt after washaway

● ● PROGRESS OF THE 20 COHORT

The programme is in the second year of a three-year programme. Throughout the programme, the candidates have continued to participate actively and make consistent progress.

● ● MONITORING VISITS

LGSETA conducted monitoring visits for the 60A and 20 cohorts to assess the quality of mentoring and training provided, as well as to obtain feedback from participants regarding their experiences. The meetings between ourselves with LGSETA and the candidates yielded constructive and positive insights into the execution and management of the respective programmes. Due to the geographical spread of the candidates, the monitoring visits for each programme were convened at separate locations. Meetings for the 60A cohort were held at Johannesburg Water and at Rand West Municipality and the meetings for the 20 cohort were conducted in Carolina in Mpumalanga and Hermanus in the Western Cape.



Figure 15: LGSETA 60A: Monitoring visit at Rand West Municipality



Figure 16: LGSETA 60A: Monitoring visit at Johannesburg Water

● ● PROGRESS OF THE 30A COHORT

The programme commenced on 06 September 2022, and we were pleased that LGSETA approved our request for extension until 31 March 2027. To date, eleven candidates have submitted their applications for professional registration to ECSA and eight have successfully registered. We anticipate further application submissions before March 2027.

Overall, candidates have engaged productively with their mentors, successfully expanding their technical knowledge and especially gaining essential design experience.

CONSTRUCTION EDUCATION & TRAINING AUTHORITY (CETA) CANDIDACY PROGRAMMES



PROGRESS OF THE CETA 14 PROGRAMME

The programme commenced on 1 April 2024 and is in the final year of the programme which is progressing well, with thirteen active candidates benefiting from the mentoring support to gain the relevant experience to demonstrate competence in the 11 ECSA outcomes, as well as completing the statutory reports.

To date, two candidates have submitted their applications, and one has successfully registered as PrTechni Eng (Civil).

PROGRESS OF THE CETA 14A PROGRAMME

The programme commenced on 06 October 2024 and is in the second year of the three-year programme with fourteen active candidates. CETA conducted a successful monitoring visit for both programmes in August 2025 at the Johannesburg Road Agency which included engagement with the candidates.

TRANSPORT EDUCATION TRAINING AUTHORITY (TETA) CANDIDACY PROGRAMME



Transport Education Training Authority

Driven by Vision

It is a three-year programme funded by TETA supporting seven candidates towards professional registration with ECSA. The candidates on this programme are employed by the Eastern Cape Department of Transport (ECDoT).

To address candidate workload pressures and lack of progress towards completion of TERs and Engineering Reports, numerous focused report-writing workshops were held in February, April, May and September 2025. These workshops were so effective that five candidates completed their TERs and two candidates submitted their applications for registration to ECSA.

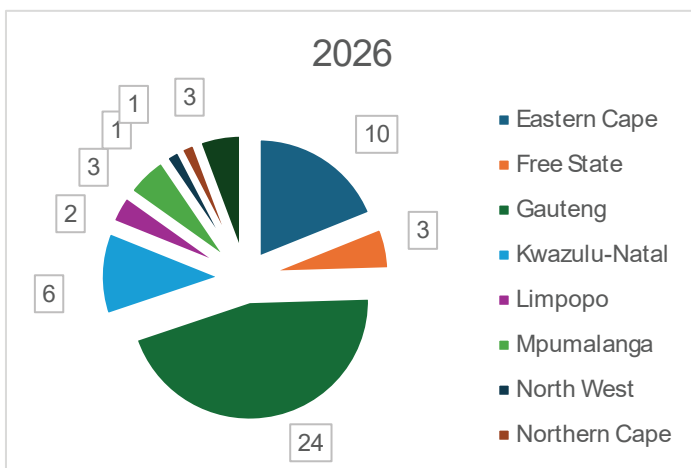
The programme was due to end on 31 March 2026, but we were delighted that TETA approved an extension until 31 March 2027. The extension will assist candidates with time to finalise their applications for submission. It was encouraging that the candidates remained active with no terminations from the programme.

MENTORS

At present, 53 mentors are actively supporting our various candidacy programmes including the DBSA Work Integrated Learning initiative in partnership with LGSETA.

The SAICE-PDP project management team continue to strive for quality and have conducted numerous mentor training sessions during the year to provide guidance on the reporting requirements as stipulated by the respective funders, ECSA and SACPCMP.

Our mentoring footprint extends across all nine provinces, as illustrated in the graph below:



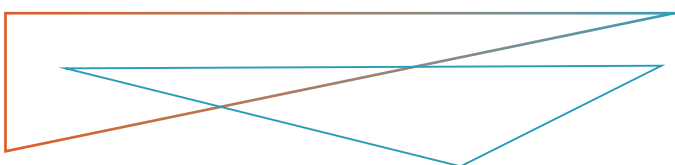
DEVELOPMENT BANK OF SOUTHERN AFRICA (DBSA) PROGRAMMES



PROGRESS OF THE WIL PHASES

Phase 1 of the Development Bank of Southern Africa (DBSA) Work Integrated Learning (WIL) Programme, which commenced in March 2025 was concluded in December 2025 for those students granted a six-month WIL contract and February 2026 for those granted a 12-month WIL contract. The placement of students was restricted within Gauteng for ease of logistics to resolve practical challenges which assisted immensely when these were encountered, prior to the broader nationwide roll-out of the next phase.

Due to their committed participation and contribution to the close-out reporting of their allocated projects, seven students were granted contract extensions to the initial 12-month WIL contract. In addition, four students were absorbed by the contractors into permanent employment. We were delighted with these outcomes as it aligns with DBSA's vision of providing opportunities for students to complete their qualifications and of course to secure permanent employment is a bonus.



Phase 2 commenced in July 2025 with 33 students including 17 female students which was very encouraging. The geographic spread of the selection of students was extended across multiple provinces, including KwaZulu-Natal, Western Cape, Limpopo, North West, Free State and Eastern Cape. This was a particularly effort-intensive phase due to the geographic spread of the students and the associated logistics for issuing PPE and tablets, notwithstanding negotiating and securing placement sites for the students.

Phase 3 commenced in January 2026 with 20 students. Further to negotiations between the funders, this phase has been co-funded by DBSA and discretionary grant funding by LGSETA. Although Phase 3 was initially intended to be limited to Gauteng, students were placed in Limpopo and North West following a needs analysis undertaken by DBSA. This phase is funded by an approved allocation of R10 million over three years with DBSA's directive being to place 20 students every six months.

To date, a total of 73 students have been placed and suitably experienced mentors have been appointed with the majority being located within close proximity to their students, however some locations are quite remote and do necessitate extensive travel.

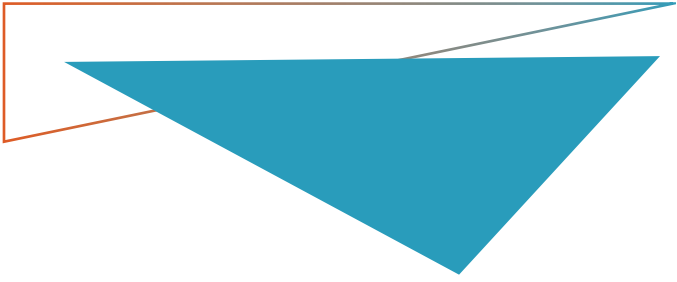
In order to cast the net wide and provide as many opportunities as possible, students were recruited from a range of built environment and related technical disciplines i.e. civil engineering, building science, quantity surveying, construction project management, occupational health and safety and electrical engineering.

The pool of students was selected from various tertiary institutions, including Tshwane University of Technology, Vaal University of Technology, Mangosuthu University of Technology, University of South Africa, Cape Peninsula University of Technology, Walter Sisulu University, Nelson Mandela University, African Academy, Denver Technical College of South Africa, South-West College and King TVET College.

Students were fully equipped with DBSA-branded PPE, laptops or tablets (phase dependent) and a data allowance to assist with efficient work activities as well as study related work. All students who completed their WIL period successfully fulfilled their requirements, with no adverse feedback received from participating institutions.



Figure 17: Handover of PPE to students at DBSA Head Office with Programme coordinator Tertia Louw



● **PROGRESS OF THE CANDIDACY PROGRAMME**

Development Bank of Southern Africa (DBSA) expanded its support programme during the reporting period to enhance the pipeline of young professionals by including both employed and unemployed graduates.

Phase 1 of the candidacy programme designed to support structured professional development over a three-year period commenced in January 2026, with 40 graduates comprising 20 employed and 20 unemployed graduates.

The graduates were recruited across civil engineering, quantity surveying and construction project management disciplines.

Unemployed graduates were placed either at the DBSA head office or willing consulting engineering firms within the programme's network, providing them with essential practical experience.

The programme commenced with an online induction and each candidate has been assigned a dedicated mentor, complemented by additional support provided by our internal mentors to ensure our mentoring methodology is consistently applied.

While implementation has been mainly successful, the programme has experienced early attrition of the graduates due to permanent positions with higher salaries being secured. However, replacements were promptly recruited to ensure continuity and momentum of the programme.



WALTER SISULU MUNICIPALITY

We extend our sincere appreciation to Dr Ferdie Gerber for his unwavering encouragement, which directly resulted in eight successful professional registrations this year, taking the total to ten.

Currently, eight applications are under review by ECSA, including four resubmissions. In addition, four lecturers are making progress in completing their applications; notably, two are completing PhDs that will serve as evidence of competency against the relevant ECSA outcomes.

Our mentors have been instrumental in refining previous rejections and abeyance instances, culminating in the successful registration of Edward Appiah. We remain committed to supporting all candidates as they work toward the programme's strategic objectives.



RAND WATER

We continued to interview identified employees in civil and mechanical engineering, as well as water scientists and a land surveyor. It is extremely beneficial to Rand Water that SAICE-PDP have a network of specialised resources available when necessary to conduct these assessments for promotion readiness within the Rand Water system.

● ADVISORY SERVICES

● ● COUNCIL FOR BUILT ENVIRONMENT (CBE)

John Cato was requested to serve as a member of the interview panel for the CBE candidacy programme in the auditing environment, administered by the Department of Public Works and Infrastructure, for the purpose of interviewing candidates in respect of a single vacancy that had become available within the programme.

Phathi Masimirembwa continued her participation in the Built Environment Transformation Forum, Built Environment Matters Forum and Stakeholder Engagement Forum. It is within the Stakeholder Engagement Forum, that enabled contribution and update on the Draft Integrated Social Facilitation Framework (ISFF).

● ● ECSA WORKING GROUP

In aligning the Education and Competency Standards to the International Engineering Alliance (IEA) requirements, ECSA created a Steering Committee to manage the development or re-alignment of various training materials. John Cato was elected to participate in the Steering Committee which set up various working groups, of which John chaired the group tasked to amend the training material for the virtual panel members (VPM) for registration.



Figure 18: Phathi Masimirembwa representing SAICE-PDP at the LGSETA SDF Forum

● ● LGSETA SDF FORUM

SAICE-PDP participated in the Gauteng Provincial Skills Development Facilitators' Forum hosted by the LGSETA, under the theme Professionalisation of the Local Government Sector Workplace: Making Every Space a Learning Place. The forum provided a strategic platform to strengthen collaboration and alignment across key stakeholders involved in local government capacity development.

During the engagement, Phathi Masimirembwa delivered a presentation outlining the mandate and value proposition of SAICE-PDP, as well as how its programmes and services contribute to the broader professionalisation vision within local government. The presentation was well received by representatives from the South African Local Government Association (SALGA), the Department of Cooperative Governance and Traditional Affairs (COGTA), and Skills Development Coordinators from various municipalities.

The engagement significantly enhanced awareness of SAICE-PDP's training and development offerings, enabling municipalities to better identify relevant interventions to support the continuous professional development of municipal officials and strengthen institutional capacity across the sector.

COMPANY NEWS

STANDARD BANK TOP WOMEN AWARDS

The 2025 Standard Bank Top Women Awards held on 02 December 2025 at the Sandton Convention Centre was a night to remember.

We were proud to celebrate SAICE Professional Development and Projects as the Winner in the Category: *Top Women Business in Construction, Infrastructure, Resources & Mining*.

This award recognises companies in the resource industries that are transforming from their traditionally male-dominated environments to embracing gender empowerment in the sector.

SAICE-PDP won this award in recognition of driving excellence in engineering, construction, and infrastructure development, creating opportunities for innovation and leadership in the built environment at large.

Our dedication to advancing professional standards and supporting impactful projects across South Africa made us a standout example of women-led success in traditionally male-dominated industries.



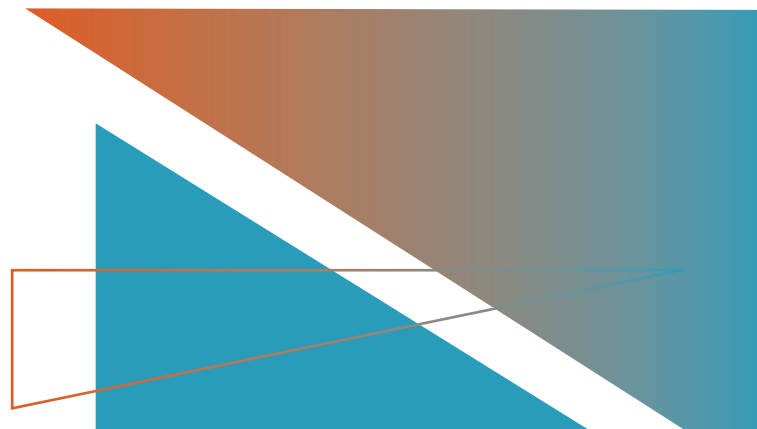
Figure 19: A very excited Phathi Masimirembwa with Mmathabo Mokone, Violetia Dias and Lizéle du Preez



Figure 20: Mr Kibiti Ntshumaelo (SAICE-PDP Chairman) extended his congratulations on behalf of the Directors



Figure 21: In addition, Phathi was nominated as a finalist in the Category: Top Women Leader in STEM 2025



● ● ECSA ENGINEERING INDUSTRY AWARDS

As part of SAICE, we submitted a joint nomination for the Category: *Engineering Skills Incubator – Voluntary Association*.

At the gala event on 26 March 2026, we were delighted to be acknowledged for our dedication to developing the next generation of civil engineering professionals and sustainability of the next generation in the civil engineering space when SAICE received the award of Service beyond Self Voluntary Association. The award acknowledged SAICE's sustained commitment and meaningful contribution to the advancement of the profession, particularly through:

- Programmes that actively promote professional registration with ECSA;
- Maintaining one of the highest numbers of ECSA registered persons within your organisational database;
- Supporting the growth and capacitation of engineering practitioners and students through structured development initiatives; and
- Demonstrating broad representation of engineering practitioners within your governing structures.



Figure 22: SAICE CEO Sekadi Phayane-Shakhane, SAICE-PDP Managing Director Phathi Masimirembwa and Director Steven Kaplan receiving the joint award



Figure 23: The SAICE-PDP dream team: Phathi Masimirembwa, Steven Kaplan (SAICE-PDP Director), Nadine Naude, John Cato, Violetia Dias, Lerato Sekele, Precious Koto



Figure 24: SAICE-PDP team - proud of our achievement

SAICE-PDP in partnership with SAICE sponsored two tee boxes at the ECSA Golf Day on 27 March 2026, where John Cato and Violetia Dias hosted one of the tee boxes and engaged with many golfers working in the built environment during the day, discussing various opportunities available for training and candidacy programmes offered by SAICE-PDP.



Figure 25: Nadine Naude, Phathi Masimirembwa and John Cato

WOMEN CHANGING THE WORLD 2026 AWARDS

Phathi Masimirembwa was nominated for this prestigious award which is an awards program that recognises women changemakers globally. Acknowledging success in business, sustainability, leadership, health, education, innovation and technology. The awards evening took place on 27 March 2026 and a very excited Phathi was awarded with 2nd place: *Women Change Maker*.



Figure 26: Phathi Masimirembwa and Violetia Dias

FELLOW & HONORARY FELLOW - IMESA

On 06 March 2026, at a special ceremony in Johannesburg, Mpoti Machaba was admitted as a Fellow Member and Allyson Lawless as an Honorary Fellow Member of the Institute of Municipal Engineering of South Africa (IMESA), in recognition of their contribution to the public sector and continued passion for developing tomorrow's municipal engineering professionals.

Mr Mpoti had this to share: *"I view it as a "badge" that honour sustained, significant contributions to the profession, often acknowledging work that goes beyond standard responsibilities"*.



Figure 27: Allyson Lawless and Mpoti Machaba

IMESA ENGINEERING CONFERENCE

The 88th Annual IMESA Conference, held from 29-31 October 2025 in East London, marked a significant milestone for SAICE and SAICE-PDP. For the first time ever, the two organisations partnered to host a joint exhibition stand - an achievement that signalled the growing reach, influence, and shared commitment both organisations bring to the engineering sector.

The collaboration proved to be a resounding success. Throughout the week, the stand attracted interest from senior practitioners, young professionals, and municipal representatives, all eager to learn more about the benefits of SAICE membership and the transformative impact of SAICE-PDP's candidacy programmes.



Figure 30: Kwena Maphoto; IMESA's Northern Province Chairperson with Mmathabo Mokone (SAICE-PDP) and Nthabeleng Lentsoane (SAICE)



Figure 28: Mmathabo Mokone (SAICE-PDP) and Nthabeleng Lentsoane (SAICE)



Figure 29: Candidates from LGSETA 60A programme, Dynah Ramarumo and Fulufhelo Sikhapha visiting Mmathabo Mokone and Violetia Dias at the stand

SAICE-PDP TEAM YEAR-END CELEBRATION

On the morning of 12 December 2025, the SAICE-PDP team set off to Hartbeespoort Dam. First stop was the cable car and once at the top, those adventurous at heart or wanting to overcome their fear of heights headed for the Skypark and the others to the spa for a far more relaxing experience. Everyone enjoyed their respective activity and then it was time to get the real party started and the festivities continued at Barbados Bar and Grill until home time after an entertaining day.



Figure 31: The team made it to the top on the cable car



● ● **OBITUARY** MARK ARMSTRONG

Figure 32: Mark Armstrong

We were saddened to learn of Mark Armstrong's passing on 21 March 2026. Affectionately known as *"Mr Water Conservation,"* Mark was deeply passionate about water conservation and water demand management. He had been an integral part of SAICE-PDP's capacity building initiatives spanning 20 years! Mark was a dedicated engineer and a mentor who generously shared his knowledge and experience with many young professionals whose careers he helped shape.

SAICE-PDP extends its sincere condolences to Mark's family, friends, and colleagues and we honour his remarkable contribution to the engineering profession at large.

● ● **STAFF APPOINTMENT**

Nompumelelo Nyaba joined SAICE-PDP on 1 October 2025 in the role of Senior Administrator. Since her first day, it was a baptism of fire as Nompumelelo had to ensure the continued efficient administration of the MISA courses as well as familiarise herself with the candidacy programmes for timeous claim submissions.

Then, 2026 commenced with a bang with Nompumelelo being responsible for the implementation of the DBSA candidacy programme and the associated administration of recruiting and onboarding 20 unemployed graduates. Nompumelelo took it all in her stride with the support of the team and we wish her continued growth and being part of the miracles we perform.



Figure 33: Nompumelelo Nyaba

● **GOVERNANCE**

● ● **BOARD OF DIRECTORS MEETINGS**

The Board met on 24 July 2025 and 24 March 2026.

● ● **B-BBEE & TAX CLEARANCE CERTIFICATES**

In accordance with the Amended B-BBEE Codes, due to our turnover being below R50 million and being a non-profit company qualifying as a specialised Qualifying Small Enterprise (QSE), we updated our affidavit declaring the percentage of black beneficiaries who had received training or mentoring for the 2024/2025 review period. The overall percentage achieved was 83.29%, which was a marginal increase from the previous year, and we retained our Level 1 Contributor Score. Furthermore, a new tax clearance certificate was received from the SARS in March 2026.

● ● DIRECTORS & MEMBERS

Directors and Members as of 31 March 2026 are listed in Table 2 and Table 3 respectively

TABLE 2: DIRECTORS OF SAICE-PDP

Director	Position in SAICE-PDP	Age	Years on SAICE-PDP Board	Other significant Board Membership/ Professional positions
Mrs Phathi Masimirembwa Mr Kibiti Ntshumaelo	Managing Director Non-Executive Director (Chair)	47 54	3 ½ years 7 ½ years	Board member: Lekwa Consulting Engineers (Pty) Ltd and numerous other companies in the engineering industry Director: BORDA South Africa CEO: SAICE
Mr Neil Macleod	Non-Executive Director	74	16 years	
Mrs Sekadi Phayane-Shakhane	Non-Executive Director	47	2 years 8 months	
Mr Steven Kaplan	Non-Executive Director	71	1 ½ years	

TABLE 3: MEMBERS OF SAICE-PDP

Mr Mehboob Babamia	Mr Simon Mqamelo
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● ● FINANCIAL REPORT

The Annual Financial Statements have been audited and are available for review. The comparison of revenue, surplus and retained income is shown in Table 4.

TABLE 4: Revenue, surplus and retained income for 2024/2025 and 2025/2026

Year	Revenue	Surplus/Loss	Retained Income
2024/2025	R24 882 253	R1 415 335	R8 415 240
2025/2026	R26 205 443	R818 364	R9 233 604

● ACRONYMS

B-BBEE	- Broad-Based Black Economic Empowerment
CBE	- Council for the Built Environment
CESA	- Consulting Engineers South Africa
CETA	- Construction Education and Training Authority
CoGTA	- Cooperative Governance and Traditional Affairs
CPD	- Continuing Professional Development
DBSA	- Development Bank of Southern Africa
DWAF	- Department of Water Affairs
ECDOT	- Eastern Cape Department of Transport
ECSA	- Engineering Council of South Africa
IMESA	- Institute of Municipal Engineering of Southern Africa
ISDG	- Infrastructure Skills Development Grant
LGSETA	- Local Government Sector Training Authority
MISA	- Municipal Infrastructure Support Agent
PMI	- Project Management Institute
PMI-CP	- PMI Construction Professional
QSE	- Qualifying Small Enterprise
SACPCMP	- South African Council for the Project and Construction Management Professions
SAICE	- South African Institution of Civil Engineering
SAICE-PDP	- SAICE Professional Development and Projects
SANRAL	- South African National Roads Agency
TETA	- Transport Education Training Authority
WIL	- Work Integrated Learning





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