



# ICMEESA news

July 2007

THE INSTITUTION OF CERTIFICATED MECHANICAL AND ELECTRICAL ENGINEERS, SOUTH AFRICA

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ICMEESA – President  
Mr. Chris Schnehage

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### 1. Presidential Address: Review of the CPD process.

Ladies and gentlemen

It is indeed an honour for me to address you this evening as the newly elected President of ICMEESA.

My theme for 2007 is Continued Professional Development (CPD). The issue of CPD for engineers is still a relatively new one and as such I believe that it is still having trouble getting off the ground. This is borne out by the fact that of the 173 registered persons who needed to have renewed their registration in January 2007, only 28% applied.

The number for February was a bit higher at 34% of 271. This in spite of a reminder having being sent out by ECSA 5 months before due. ECSA is very concerned about this low rate and would like to see the trend moving upwards sharply. Additional reminders are being sent to those persons who have omitted to submit their applications.

The reason for the low response and submissions is many fold, but particularly in my opinion, due to two points. The first being that registered persons have not as yet fully understood the message about CPD and therefore not as yet bought into the process. In this regard there is a lot of work that needs to be done by ECSA and the various Voluntary Associations (VAs). We need to constantly punt the idea of CPD to our members via all the publications and correspondence sent to members. This should also be done at the various meetings held around the

country during the course of the year.

Review of the CPD process is as follows:

The requirement for CPD is for the re-registration of registered persons every 5 years. In order to spread the registration out, a 5 year table has been worked out reflecting the

			1969	1970	1971
	1972	1973	1974	1975	1976
Year	1977	1978	1979	1980	1981
of	1982	1983	1984	1985	1986
First	1987	1988	1989	1990	1991
Registration	1992	1993	1994	1995	1996
	1997	1998	1999	2000	2001
	2002	2003	2004	2005	2006
First Renewal	2007	2008	2009	2010	2011
No of Credits	5	10	15	20	25
Second Renewal	2012	2013	2014	2015	2016

Table 1: 5 year registration table

initial period and the following period's thereafter. (Table 1)

For instance, using myself as an example. My initial registration date is 21 August 1988. From the table, I need to apply for my first renewal of registration in 2008. This renewal would be due by 21 August, with 10 CPD points. First submission of CPD would be within 30 days after 21 August 2007 and renewal 3 months before actual renewal date i.e. 21 May 2008.

The process is as follows: all registered persons must record their CPD activities annually not later than 30 days after the end of a

cycle. This can be done manually or electronically direct to ECSA, and records need to be kept for possible audit.

I have been asked by members what must be done for CPD and heard comments such as that "CPD has been designed primarily for academics". This is not true. The requirement for CPD credits is wide and by watching out for activities, everyone should comfortably achieve their target of 5 points per annum.

To further the discussion on CPD requirements;

Category 1 (Note)	<u>Development Activities</u>	Max 4 Credits	40 hrs 10hr/credit
Category 2	<u>Work Based</u> • Engineering • Mentoring	Max 2 credits 1 credit	800 hrs 50 hrs
Category 3	<u>Individual</u> • Membership • Other	Max 1 credit 3 credits	no hrs 30 hrs

NOTE: CPD credits must be obtained in at least 2 of the categories, with at least 1 credit per annum from Category 1.

**Table 2: CPD credits**

**Category 1 (max of 4 credits)**

- Attendance of structured meetings 1 credit per 10 hours
- Conferences
- Congresses
- Large group workshops
- Lectures
- Seminars
- Refresher courses
- Colloquiums
- Overseas courses etc.

**Category 2 (max of 3 credits)**

- Work based activities
- Day to day 1 credit per 400 hrs
- Max of 2 credits – 800 hrs
- Mentoring of candidates 1 credit per 50 hrs
- Max of 1 credit

**Category 3 (max of 4 credits)**

- Individual Activities
- Membership of a VA – 1 credit
- Lecturing, supervision, evaluation & publication of articles– varies
- Presentation of papers – 1 credit
- Participation in statutory, professional committees – 1 credit / 10 hrs
- Evaluation of programmes, qualifications, competence – 1 credit / 10 hrs
- Post graduate degree – 5 credits
- Self study (journals etc) – 1 credit / 10 hrs

The second reason for lack of response by registered persons may be attributed to the fact that there has been a slow response taken up by suppliers, vendors, seminar presenters etc. in recognising the potential to attract more registered persons to attend their offerings. Maybe this is due to their not being fully familiar with the requirement? Or maybe we as VA's and ECSA have not advertised / marketed the concept of CPD requirements for registered persons to vendors sufficiently. Some VA's have started the process by applying the principles of CPD to their presentations, talks and visits. However, the attendance to such events has not increased as yet, indicating the lack of knowledge amongst registered persons.

One should not forget the corporate companies, such as Sasol, Eskom, Mining Houses, etc, who need to play a big part by having their in-house training courses validated. Due to the number of courses which they offer their staff, they should negotiate discounted rates for having their courses validated by selected VA's.

Furthermore, in order to make more presentations, courses, seminars etc available to all registered persons, the various VA's in all regions should forge a closer co-operation. Such working together should be easy as long as events are planned before time and offered to all members of cross disciplinary engineering fields.

Another consideration should be that there are a number of registered persons who do not belong to any VA and are registered directly with ECSA. These persons need to be brought into consideration as well.

Finally, I believe that the issue which will drive registration and requirements for CPD will be the Identification of Engineering Work Regulations which are reaching their final stages of completion by ECSA. These proposed regulations are currently with the Council for the Built Environment and Competitions Commission for ratification. After that process these should be due for passing by parliament by the end of 2007.

To demonstrate the point of slow new registration, the following table (Table 3) taken from the ECSA Annual Report March 2006, reflects registration as at 31 March for the four periods preceding this report is included.

Registration Category	2003	2004	2005	2006
International Professional Engineers		9	15	19
<u>Professionals</u>				
Professional Engineers	14,687	14,728	14,754	14,745
Professional Engineering Technologists	2,357	2,522	2,617	2,710
Professional Certificated Engineers	792	793	803	819
Professional Engineering Technicians	395	800	1,094	1,289
<u>Candidates</u>				
Candidate Engineers	3,093	3,224	3,269	3,338
Candidate Engineering Technologists	507	573	646	736
Candidate Certificated Engineers	100	107	106	109
Candidate Engineering Technicians	563	699	833	973

**Table 3: Persons Registered as at 31 March 2003, 2004, 2005 and 2006**

The developments will certainly be interesting to watch, however, we need to get our act together so that

we are ready to support our members.

## **2. Certificated Engineers Feedback to Vector magazine**

Correspondence was addressed to the editor of Vector, and requested circulation of his mail to others, including members of ICMEESA.

I requested permission to publish the unedited initial letter in this newsletter, with the intent of eliciting the representative response and comment on the views expressed concerning the Certificated Engineer and ICMEESA.

The subsequent chain of exchanges between Niresh and EE Publishers is lengthy and has been omitted due to space constraints.

*Hello Chris. (Chris Yelland of EE Publishers)*

*Following from our phone conversation can I request that ICMEESA includes: mechanical engineering safety, SHERQ and Factory Equipment Certification (not only permitted to electrical COC and installation) and ISO 9001/2/18001 implementation and audits in VECTOR. The magazine is solely published for Electrical Certificated Engineers and one begs the question as to whether if this magazine is representative of the vision and future image of ICMEESA being an institute that represents ALL Certificated Engineers. In any case Certificated Electrical Engineers would have to find these topics of interest since it is part of their responsibility as Factory Engineers/Managers. The other major concern is the marginalization of the environment and employee safety and health related issues currently affecting South Africa that is not fully represented in VECTOR. What are some of the challenges experienced by the Certificated Engineer in relation to the above? A more pressing issue at this stage is the addressing of global warming and industry AIDS policies and awareness campaigns? Other new developments that should be included in the magazine is how South African companies*

*comply to CE standards and certification and addressing the imbalance of adequate/appropriate mentoring of Certificated Engineers from designated groups. Although the previous ICMEESA President prefers the abolishment of Affirmative Action in order to address the shortage of skills, this is by no means a tangible solution that would be swallowed by Government. Experience has shown that most white Certificated Engineers are reluctant to mentor fresh cadets from designated groups for fear of the former losing their jobs. This has now subsequently marginalized designated Certificated Engineers and most of them are now quitting the engineering profession. How would VECTOR and ICMEESA address these difficult and sensitive issues?*

*Also there has been a widespread assumption that designated Certificated Engineers are in constant need of perpetual mentoring and the problem is sweetened both by SAIMECHE and ICMEESA over the past few years. Is this really the case in industry or is it mere propaganda for whites to safeguard their jobs? I would think that ICMEESA should explore the truth in matters of future training and mentoring for the Certificated Engineer regardless of race.*

*I have read the magazine during the past few years and the following subject matters are almost always absent:*

- *Process Safety Management: Information Management, HAZOP studies, FMECA, Risk management.*
- *Development and uniformity of Standard Equipment Operating Procedures and Maintenance Procedures*
- *Safety Training curriculum development in FMCG, chemical, mining and other related industries.*
- *Maintenance Integrity Safety Systems and development of associated Standards.*
- *Management of Work Permits and Security for the modern factory.*

- *Engineering change management.*
- *Incident Investigation management.*
- *Emergency planning and response management/systems.*
- *Audits.*
- *Trade Secrets and its implications to SHERQ*

*Chris may I also suggest that you circulate my email to other ICMEESA members based at the institute as well in order to attract a more representative response to my concerns.*

*Best regards  
Niresh Behari M.Eng  
(Stellenbosch), Pr.Eng, GCC  
Process Safety Manager  
Sasol.*

## **1. Editors response to the feedback to Vector.**

While I agree with certain of the comment, the others were unnecessary and uninformed comment.

My first reaction to anyone questioning the lack of technical articles published, is, how many have you forwarded for publication recently?

The Engineering Bulletin published by our Western Cape branch goes a long way towards satisfying the publication of safety and other technical related issues. I have on the other hand focused this newsletter on Institution and professional matters.

As for the racial comments, I cannot disagree more, but what can I say? In the past, I heard white engineers perpetually complaining that they are not receiving the respect and recognition they felt that they deserved.

During my tenure as president of ICMEESA I regularly advocated that Certificated Engineers should not just fulfill a legal requirement. They need to be integrally involved in the business at hand and participate in all possible ways so that they can be recognized through proactive adding of visible value. Being the same person that fulfills the legal

requirement should just be the added advantage.

It is obvious that that same problem of recognition still exists today, but is now exacerbated by engineers using both the racial and legal crutch as a means of demanding recognition.

I am also not sure what "truth" we are looking for in training and mentoring statements. (I was of that opinion that that commission had been finalized!)

I am sure that the black pupil engineers under my mentorship and to whom I dedicated my personal time will disagree with the negative

racial statements. Unfortunately the law desires EE numbers. I believe this has occurred at the cost of quality. Passing the GCoC became the prime objective as opposed to producing competent engineers.

I was severely criticized for the lack of numbers employed to fulfill the BEE requirements. However, with careful selection the numbers were eventually achieved and accompanied by both competence and quality. I am still proud of the quality of those junior engineers and have no doubt they will achieve the recognition and opportunity they deserve.

However, let me also add some critique of my fellow Certificated Engineers. The lethargy evident by the lack of involvement in professional and technical matters is a concern. At my advanced age, I should not be writing newsletters, but sulking at being forced out of office by some younger blood desiring to be involved in matters affecting their future.

Perhaps we need some serious criticism to prompt us into action.

#### 4: Membership

The president and Council of ICMEESA welcome the following 33 new members for 2007. May your association with this institution be a long and enriching experience.

<u>Title</u>	<u>Initials</u>	<u>Surname</u>	<u>Branch</u>
Mr	RW	Gibbons	Kwazulu
Mr	SY	Govender	Kwazulu
Mr	PF	McMorran	International
Mr	HN	Lansdell	Central
Mr	J	Snyman	Central
Mr	DA	Barnard	Eastcape
Mr	C	Button	Central
Mr	T	Khanyile	Kwazulu
Mr	CM	Meyer	Eastcape
Mr	RM	Nkgoeng	Central
Mr	VP	Vilane	Westcape
Mr	NB	Zungu	Central
Mr	HJS	Bronkhorst	Central
Mr	D	Berning	Central
Mr	MD	Birrer	Central
Mr	DCJ	Matthee	Eastcape
Mr	DG	Mitchell	Eastcape
Mr	AP	Macdonald	Central
Mr	H	Reshid	Mpumalanga
Mr	TL	Makua	Central
Mr	IC	Teepe	Central
Mr	AC	Worroll	Central
Mr	HC	Smith	Rustenburg
Mr	JM	van Rooyen	Rustenburg
Mr	A	Bannerman	Central
Mr	B	Bam	Eastcape
Miss	M	Kekae	Central
Mr	MT	Kunene	Mpumalanga
Mr	NA	Malekana	Central
Mr	IB	Noko	Westcape
Mr	A	Nanub	International
Mr	I	van Rooyen	Eastcape
Mr	WF	Kleinschmidt	Central

#### 6. Unidentified Subscription Payments

In addition to the new membership, the income received from subscription payments exceeds planned subscription income. Your usual positive response to our only source of income is much appreciated.

As always, our problem of receiving unidentified payments prevails. In this section we regularly publish annual subscription payments received, which we are unable to link to a specific member. This occurs when the required reference number was not used when the payment was made. The reference number requested is the member's membership number, prefixed by the year of payment. This number enables us to link the payment to the member. With electronic payments, if these reference numbers, or the surname, are not used, we are unable to identify the member making the payment. This is particularly prevalent with payments made on behalf of the member by the employer. Below are unidentified subscription payments made since the previous newsletter. The date is that on which the payment was made and the description that which appears on the transaction reflecting on our bank statement.

If you identify the payment, please contact the secretary so that we can correct the database.

<u>Date</u>	<u>Payment Description</u>
28 March	Sab10110671000-2007-2300419579
30 March	Cheque Deposit Main Str Rsv P/L
02 April	Magtape Credit Beacon
05 April	Internet Pmt Annual Membership
14 April	Credit Rbm Co 0000199999
25 April	Magtape Credit Nestle South Africa
25 April	Ingw F2207 Khutala Colliery