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**ANNUAL
REPORT**



THE SOUTH AFRICAN COUNCIL
for the
QUANTITY SURVEYING PROFESSION

Established in terms of the Quantity Surveying Profession Act 2000 (Act No 49 of 2000)

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PART **A**

GENERAL
INFORMATION

1. GENERAL INFORMATION

1. Country of Incorporation and Domicile

South Africa

2. Nature of the Organisation and Principal Activities

To provide for the establishment of a juristic person to be known as the South African Council for the Quantity Surveying Profession; to provide for the registration of professionals, candidates and specified categories in the Quantity Surveying Profession; to provide for the regulation of the relationship between the South African Council for the Quantity Surveying Profession and the Council for the Built Environment, and to provide for matters connected therewith.

3. Registration Details

Established in terms of the Act

VAT Registration Number – 4730120633

4. SACQSP Registrar

Mr Mfezeko Gwazube

5. Office Address

Office C, Cash Converters Building, 22 Mac Mac Road, Waterfall Office Park, Vorna Valley, Midrand, 1686

6. Postal Address

PO Box 654, Halfway House, 1685

7. Contact Details

Telephone: 011 054 8300

Email Address: admin@sacqsp.co.za

Website: www.sacqsp.org.za

8. Auditors

Khothi Accountants & Auditors

Chartered Accountants (SA)

Registered Auditors

Office Address: Building 6, Sunninghill Office Park, 4 Peltier Drive, Sunninghill, 2052

Postal Address: PO Box 1883, Gallo Manor, 2052

9. Banker

Standard Bank – Midrand

Shop 25 Midrand City Shopping Centre, Old Pretoria Road, Halfway House, Midrand, 1685

PO Box 851, Halfway House, 1685

2. ABBREVIATIONS AND ACRONYMS

Act	Quantity Surveying Profession Act, 2000 (Act No. 49 of 2000)
APC	Assessment of Professional Competence
APP	Annual Performance Plan
ARC	Audit and Risk Committee
ASAQS	The Association of South African Quantity Surveyors
AUDCOM	Audit Committee
BE	Built Environment
BEP	Built Environment Professions
BEPC	Built Environment Professional Council
CanQS	Candidate Quantity Surveyor
CBE	Council for the Built Environment
CBEP	Council of Built Environment Professions
CC	Competition Commission
CETA	Construction Education and Training Authority
CHE	Council on Higher Education
COVID-19	Coronavirus 2019
CPD	Continuing Professional Development
DHET	Department of Higher Education and Training
DPWI	Department of Public Works and Infrastructure
ECSA	Engineering Council of South Africa
EDMS	Electronic Document Management System
EPWP	Extended Public Works Programme
ESR	Education, Standards and Research
ETQA	Education Training and Quality Assurance
EXCO	Executive Committee
FEECOM	Fees Committee
FINCOM	Finance Committee
HEIs	Higher Education Institutions
HOD	Head of Department
HR	Human Resources
HRC	Human Resources Committee

HRD	Human Resource Development
IC	Investigation Committee
IDoW	Identification of Work
IFRS for SMEs	International Financial Reporting Standards for Small and Medium Enterprises
KPI	Key Performance Indicator
LOC	Local Organising Committee
MoU	Memorandum of Understanding
NDP	National Development Plan
NQF	National Qualification Framework
PDIs	Previously Disadvantaged Individuals
PrQS	Professional Quantity Surveyor
PSMs	Professional Skills Modules
PUBCOM	Publicity Committee
QS	Quantity Surveyor
REGCOM	Registration Committee
RICS	Royal Institute of Chartered Surveyors
RPL	Recognition of Prior Learning
SACAP	South African Council for the Architectural Profession
SACLAP	South African Council for the Landscape Architectural Profession
SACPCMP	South African Council for the Project and Construction Management Professions
SACPVP	South African Council for the Property Valuers Profession
SACQSP	South African Council for the Quantity Surveying Profession
SAQA	South African Qualifications Authority
SGB	Standard Generating Bodies
SIPS	Strategic Integrated Projects
UJ	University of Johannesburg
UNISA	University of South Africa
VA	Voluntary Association

3. FOREWORD BY THE PRESIDENT



MR ARTHUR QUPHE
SACQSP President

Reflecting on the financial year, we take pride in the strides made to strengthen the council and advance the quantity surveying profession. Our industry has faced both challenges and opportunities from economic pressures and infrastructure backlogs to technological advancements and evolving societal needs. In response, SACQSP has remained focused on fostering innovation, enhancing professional standards, and equipping our members to thrive in a dynamic, competitive environment.

Registration and professional growth

Registration remains central to our mandate. The number of candidate and professional quantity surveyors on our register has grown steadily, supported by targeted campaigns at universities, professional practices, and workshops. These initiatives have clarified the route to registration and encouraged compliance with the Quantity Surveying Profession Act, 2000 (Act No. 49 of 2000). Our Assessment of Professional Competence (APC) workshops and assessor training programmes have further strengthened the pipeline of new professionals.

Code of Conduct and ethics

The disciplinary department has matured into an efficient and transparent process, ensuring that complaints are managed fairly and professionally from inception through to tribunal hearings. This has strengthened accountability and upheld the integrity of our profession.

Education and accreditation

All scheduled accreditation visits were successfully completed. These visits ensure that academic programmes remain aligned with professional requirements and international best practice. We extend our gratitude to the accreditation panels, whose expertise ensures that future graduates are well prepared to make meaningful contributions to the industry.

Corporate governance

We are proud to report another unqualified audit opinion, reflecting SACQSP's commitment to integrity, accountability, and good governance. While the finalisation of the Identification of Work (IDoW) remains in progress, SACQSP continues to engage with the Competition Commission and the Council for the Built Environment (CBE) to resolve these frameworks.

Looking ahead

SACQSP remains committed to the principles of integrity, excellence, and professionalism. We will continue to champion the interests of our members, promote best practice, and embrace digitalisation, transformation, and sustainability as core drivers of relevance and impact.

In closing, I extend my deepest gratitude to my fellow council members, our recently appointed Registrar, Mr Mfizeko Gwazube, our dedicated staff, and all stakeholders for their unwavering commitment and support. Together, we look forward to a future of new opportunities, sustained growth, and continued service to our profession and our nation.

Mr Arthur Quphe

SACQSP President

4. REGISTRAR'S OVERVIEW



MR MFEZEKO GWAZUBE
Registrar

As the newly appointed Registrar of SACQSP, it is my privilege to report on the remarkable achievements of the 2024/25 financial year. Although I joined the Council after the period under review, I am impressed by the solid foundation laid by my predecessors. The Annual Financial Statements showcase the Council's robust financial position, driven by the unwavering commitment of our registered members through their annual subscriptions. We are proud to have received an unqualified audit opinion once again, a testament to the dedication to transparency, accountability, and financial discipline.

The SACQSP Registration team excelled in its national outreach programme, conducting impactful roadshows across the country. These engagements not only highlighted the importance of registration but also underscored the consequences of practising without it. Encouragingly, registrations have surged, reflecting the profession's growth and its critical role in South Africa's infrastructure and construction landscape.

Upholding the integrity of the profession remains our top priority. While the majority of our registered professionals continue to demonstrate exemplary conduct, we have noted recurring breaches of the Code of Conduct. These instances will not be tolerated and will be referred to disciplinary tribunals to protect the public and maintain the profession's credibility.

The current economic climate and emerging risks underscore the vital role SACQSP plays in supporting government and stakeholders in the Built Environment. I look forward to building on the existing work and collaborating with government entities, professional practices, and universities to produce competent quantity surveyors equipped to meet contemporary challenges.

In conclusion, I express my heartfelt gratitude to the Minister of Public Works and Infrastructure, the Council for the Built Environment, voluntary associations, registered persons, and the President and Council members for their leadership and guidance. A special thank you to the SACQSP staff for their tireless efforts in delivering on our mandate. I am excited to work together with all stakeholders to further strengthen our profession and contribute meaningfully to South Africa's development.

Mr Mfezeko Gwazube

SACQSP Registrar

5. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY

To the best of my knowledge and belief, I confirm the following:

- All information and amounts disclosed in the annual report are consistent with the annual financial statements audited by Khoti Accountants & Auditors, External Auditors.
- The annual report is complete, accurate and is free of material omissions.
- The annual report has been prepared in all material instances in accordance with the annual report guidelines as contemplated in the King IV report.
- The annual financial statements (Part E) have been prepared in accordance with international financial reporting standards.
- The council is responsible for the preparation of the annual financial statements and for the judgements made in this information.
- The council is responsible for establishing and implementing a system of internal control designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements.
- The external auditors are engaged to express an independent opinion on the annual financial statements.
- In our opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the SACQSP for the financial year ended March 2025.

Yours faithfully



Mr Mfezeko Gwazube
SACQSP Registrar



Mr Arthur Quphe
SACQSP President

6. STRATEGIC OVERVIEW



6.1 VISION

To be the leading, relevant and respected Regulatory Body, safeguarding public interest, an environmentally responsible and competent Quantity Surveyor profession



6.2 MISSION

To ensure that we fulfil our mandate by setting innovative norms and standards to achieve, professionalism integrity and public protection



6.3 VALUES

1. Professionalism

Commitment to integrity, respect, and accountability, ensuring fairness, transparency, and trust in all our actions and decisions

2. Innovation

Embracing and adapting to new technologies to enhance efficiency and the quality of work

3. Sustainability

Promoting socially and environmentally responsible practices in the built environment

4. Collaboration

Fostering teamwork and effective communication with all stakeholders

5. Equity

Promoting inclusivity, diversity, and fairness in the profession and the industry

6. Diversity

Promoting a culture of inclusivity, equity and dignity within the profession and the industry

7. LEGISLATIVE AND OTHER MANDATES

7.1 CONSTITUTIONAL MANDATE

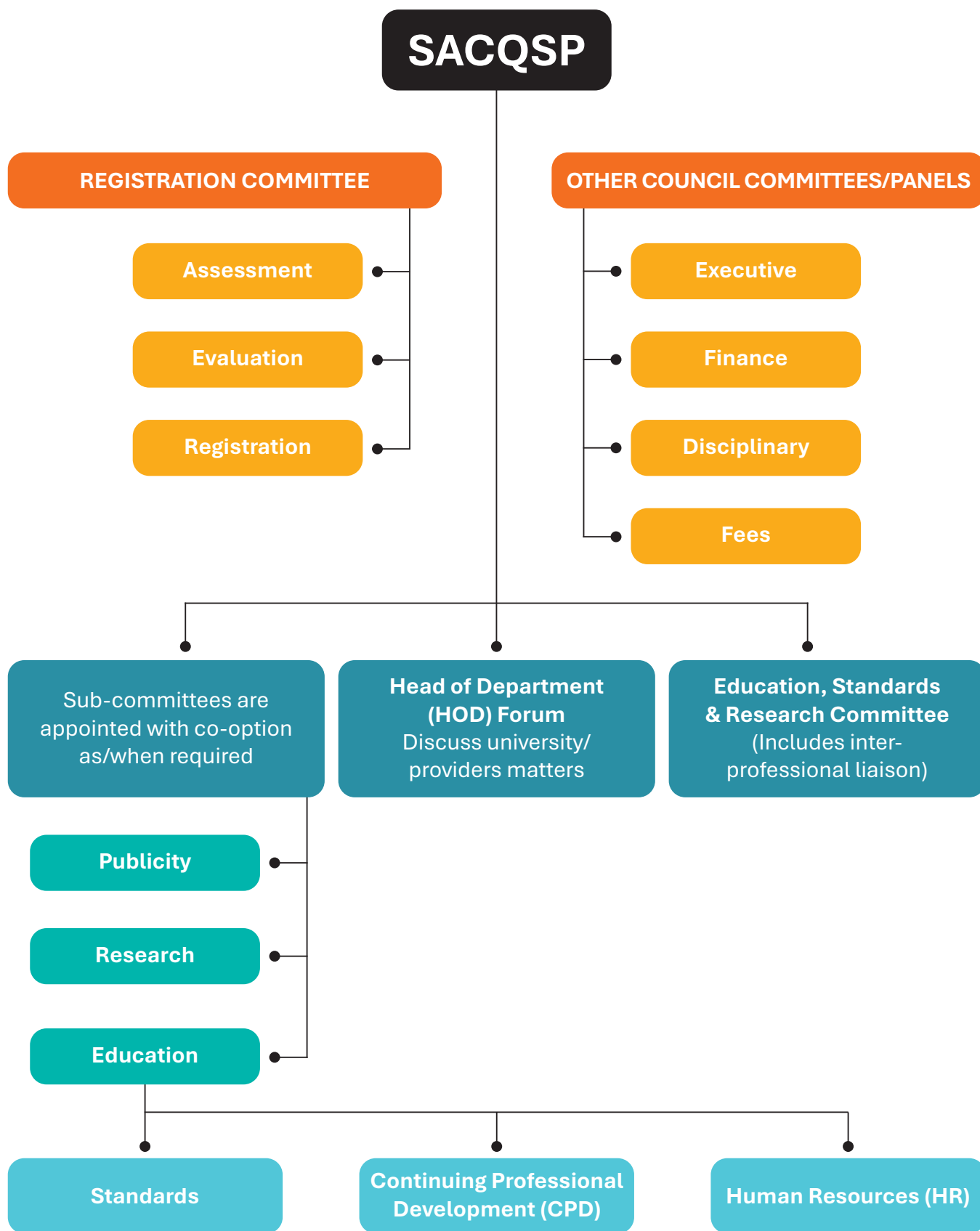
The Constitution of the Republic of South Africa, 1996 provides that “every citizen has a right to choose their trade, occupation and profession freely. The practice of a trade, occupation or profession may be regulated by law”. This section gives the basis for the existence of the SACQSP through the Act.

7.2 LEGISLATIVE MANDATE

The council’s statutory mandate is described throughout the text of the Act, detailed in the following sections:

- General powers of the council - section 14
- Financials of the council - section 15
- Reporting and appointment of committees - sections 16 and 17
- Council’s powers to make rules - section 36
- Accreditation of programmes offered by educational institutions, leading to the awarding of quantity surveying qualifications - section 13
- Registration of persons - sections 11, 18, 19, 20, 21, 22, 23, 24 and 37
- Recognition of voluntary associations - sections 14 (d) and 25
- Identification of work to be performed by persons registered in terms of the Act
- Discipline - sections 27, 28, 29, 30, 31, 32, 33 and 41; fees - section 34
- The execution of this mandate is evident in the operation of the Registrar’s office, output of the council, unprecedented increase of candidates from black communities in all nine provinces and high volume of productivity of its various working committees:
 - » Executive
 - » Finance and Resources
 - » Education, Standards and Research (with sub-committees)
 - » Registration Committee, with SACQSP-appointed Assessors of Professional Competence (APC) and members of interview panels
 - » Investigation/Disciplinary
 - » Professional Fees

8. COUNCIL AND COUNCIL COMMITTEE STRUCTURE



8.1 COUNCIL MEMBERS 2022 – 2026

PRESIDENT: Mr A Quphe

VICE-PRESIDENT: Dr J Llaale

MEMBERS: Mr R Cumberlege; Ms E Mati; Ms A Moeti; Ms C Bown; Ms L Mtila; Mr L NemaKonde; Ms N Qina; Ms F Thomas

RESIGNED MEMBERS: Ms N Mongane; Ms T Kgokong; Prof Talukhaba; Mr A Latchu resigned 2024; Dr L Matshidze resigned 2024



MR A QUPHE

President



DR JOSEPHINE LLALE

Vice-President



MR ROY CUMBERLEGE

ESR & Innovation
Chairperson



MS EMELDA MATI

Council Member



MS ALICE MOETI

Promotion and Publicity
Chairperson



MS CHRISTELLE BOWN

Vice Chairperson for
Registration, IDoW and Fees



MS LETLOTLO MTILA

Chairperson for
Registration, IDoW and Fees



MR LUCKY NEMAKONDE

Legal, Ethics and
Compliance Chairperson



MS NONINZI QINA

Finance and Supply Chain
Management Chairperson



MS FARZANA THOMAS

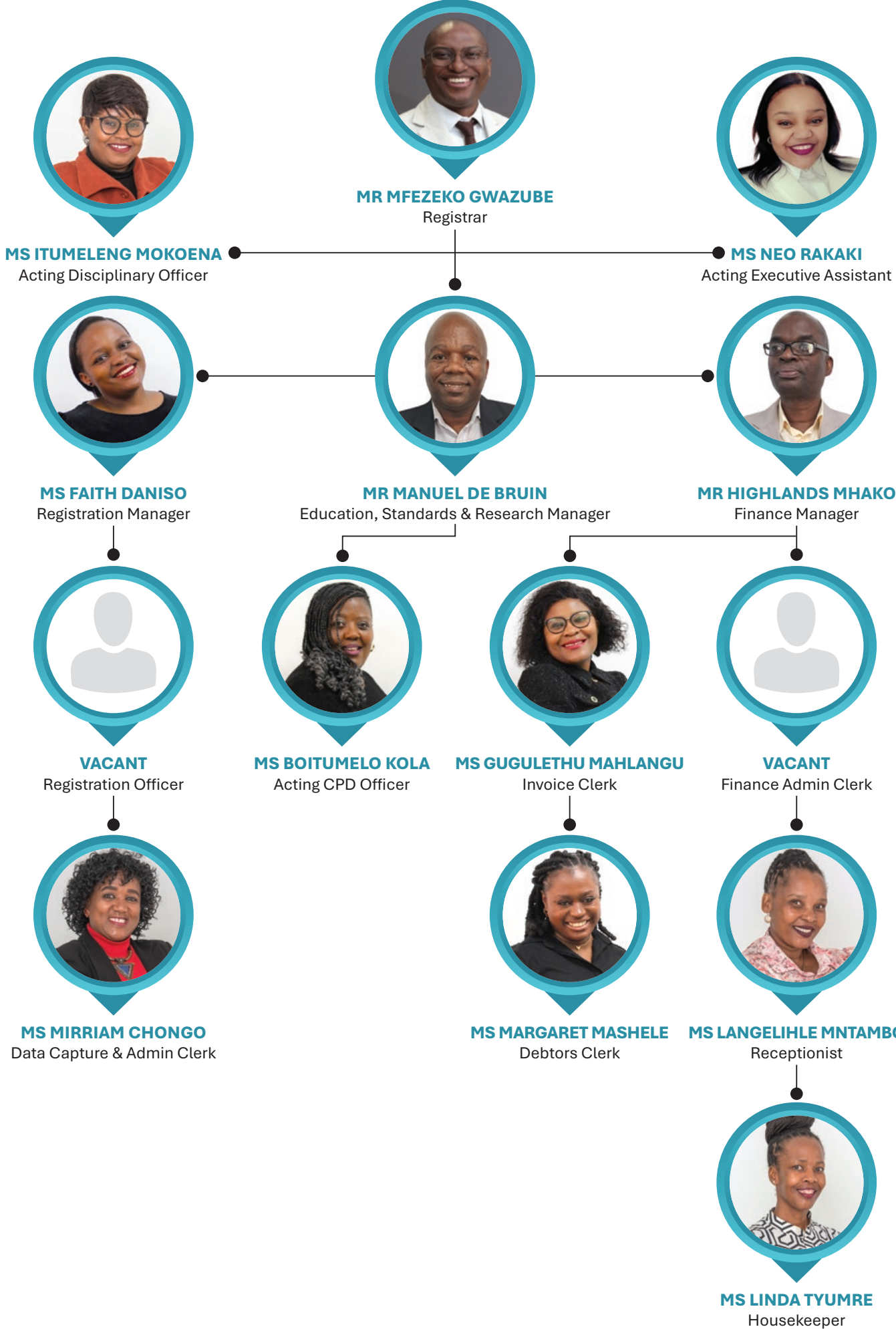
HR & Occupational Health
and Safety Chairperson



MS NEO RAKAKI

Board Secretary

8.2 STAFF STRUCTURE



PART A:	General Information
PART B:	Performance Information
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8.3 STAFF MEMBERS

The staff members in the SACQSP's office responsible for management, administration and execution of the council's day-to-day operations and implementation of SACQSP policies relative to its statutory, mandated roles and functions, are:

Registrar	Mr Mfezeko Gwazube (as of 7 April 2025)	Black Male
Acting Disciplinary Officer	Ms Itumeleng Mokoena	Black Female
Acting Executive Assistant	Ms Neo Rakaki	Black Female
Registration Manager	Ms Faith Daniso	Black Female
Education, Standards & Research Manager	Mr Manuel De Bruin	Black Male
Finance Manager	Mr Highlands Mhako (Acting Registrar as of 7 February 2025)	Black Male
Invoice Clerk	Ms Gugulethu Mahlangu	Black Female
Registration Officer	Vacant	
Finance Admin Clerk	Vacant	
Debtors Clerk	Ms Margaret Mashele	Black Female
Acting CPD Officer	Ms Boitumelo Kola	Black Female
Data Capture and Admin Clerk	Ms Mirriam Chongo	Black Female
Receptionist	Ms Langelihle Mntambo	Black Female
Housekeeper	Ms Linda Tyumre	Black Female



PART B

PERFORMANCE INFORMATION

1. SITUATIONAL ANALYSIS AND PERFORMANCE INFORMATION

The various council-appointed committees each manage with the specific matters under their jurisdiction. The activities and performance of each committee are explored in the committee reports on the following pages:

REGISTRATION COMMITTEE	25
FEES COMMITTEE	27
INVESTIGATION COMMITTEE	29
EDUCATION/STANDARDS/RESEARCH COMMITTEE	32
EDUCATION SUB-COMMITTEE	34
STANDARDS SUB-COMMITTEE	35
CPD SUB-COMMITTEE	36
HUMAN RESOURCES COMMITTEE	43
IDENTIFICATION OF WORK COMMITTEE	45
PROMOTION AND PUBLICITY COMMITTEE	46
FINANCE AND RESOURCES COMMITTEE	48

2. REVENUE COLLECTION

The Council derives its revenue mainly from annual registration fees, which amounted to R11 657 139.00 for the year ending 31 March 2025 (an increase in collection from R11 036 453.00 in the previous year).

Revenue is also derived from Assessment of Professional Competence (APC) interviews, Accreditation, PSM exams and penalties which amounted to R1 656 944.00 for the current year.

The specific breakdown is available in the financial section of this report on pages 70 to 88.

3. CAPITAL INVESTMENT

The interest earned for the year ending 31 March 2025 was R1 795 171.00 (a slight increase from R1 775 906.00 received in the previous year).

Detailed information is available in the financial information section of this report on pages 70 to 88.

PART C

GOVERNANCE

1. SACQSP PURPOSE AND FUNCTION

1.1 STATUTORY POWERS OF COUNCIL IN TERMS OF THE ACT

1.1.1 Administrative powers of the council

The council may:

- a. Determine the remuneration and allowances payable to its members or the members of any committee of the council after consultation with the CBE.
- b. Arrange for the payment of pension and other benefits to any staff of the council or the registrar and to his or her dependants on the termination of the service of that staff member or the registrar.
- c. Determine where its head office must be situated.
- d. Determine the manner in which meetings of the council or any committee of the council must be convened, the procedure and quorum at such meetings and the manner in which the minutes of such meetings must be kept.
- e. Print, circulate, sell and administer the publication of, and generally take any steps necessary to publish, any publication relating to the quantity surveying profession and related matters.

1.1.2 Powers of council with regard to registration

The council may, subject to this Act:

- a. Consider and decide on any application for registration.
- b. Prescribe the period of validity of the registration of a registered person.
- c. Keep a register of registered persons and decide on:
- d. Decide the form of certificates and the register to be kept as it relates to:
 - i. The maintenance of the register or issuing of certificates.
 - ii. The reviewing of the register and the manner in which alterations thereto may be effected.

1.1.3 Powers of council with regard to fees and charges

The council may, with regard to fees and charges which are payable to the council, determine:

- a. Application fees.
- b. Registration fees.
- c. Annual fees, or portion thereof, in respect of a part of a year.
- d. The date on which any fee or charge is payable.
- e. The fees, or portion thereof, payable in respect of any examination referred to in section 19, conducted by or on behalf of the council.
- f. Any charge payable for the purposes of the education fund referred to in section 15(5).
- g. Fees payable for a service referred to in section 14.

1.1.4 Powers of council with regard to education in quantity surveying

The council may:

- a. Subject to sections 5 and 7 of the Higher Education Act, 1997 (Act No. 101 of 1997), conduct accreditation visits to any educational institution which has a department, school or faculty of quantity surveying, but must conduct at least one such visit during one term of office. If the council does not conduct an accreditation visit within that term of office, it must notify the Minister of Higher Education accordingly and provide him or her with reasons for the failure to do so.
- b. Either conditionally or unconditionally grant, refuse or withdraw accreditation with regard to all educational institutions and their educational programmes with regard to quantity surveying.
- c. Consult with the Council on Higher Education (CHE), established in terms of the Higher Education Act, 1997, regarding matters relevant to education in quantity surveying.

- d. Consult with the South African Qualifications Authority (SAQA), established by the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995), or anybody established by it and the voluntary associations, to determine competency standards for the purpose of registration.
- e. Establish mechanisms for registered persons to gain recognition of their qualifications and professional status in other countries.
- f. Liaise with the relevant national standards body established in terms of Chapter 3 of the regulations under the South African Qualifications Authority Act, 1995, with a view to the establishment of a standards generating body in terms of those regulations;
- g. Recognise or withdraw the recognition of any examination contemplated in section 19.
- h. Enter into an agreement with any person or body of persons, within or outside the Republic, with regard to the recognition of any examination or qualification for the purposes of this Act.
- i. Give advice or render assistance to any educational institution, voluntary association or examining body with regard to educational facilities for and the training and education of registered persons and prospective registered persons.
- j. Conduct any examination for the purposes of section 19.
- k. Determine, after consultation with the voluntary associations and registered persons, conditions relating to and the nature and extent of continuing education and training.

The council may, in addition to other powers in this Act:

- a. Acquire, hire, maintain, let, sell or otherwise dispose of movable or immovable property for the effective performance and exercise of its functions, duties or powers.
- b. Decide upon the manner in which contracts must be entered into on behalf of the council; perform any service within its competence if it is requested by any person or body of persons, including the State.
- c. Determine, subject to section 25, the requirements with which a voluntary association must comply to qualify for recognition by the council.
- d. Advise the Minister of Public Works and Infrastructure, any other relevant Minister or the CBE on any matter relating to the quantity surveying profession.
- e. Encourage and itself undertake research into matters relating to the quantity surveying profession.
- f. Take any steps it considers necessary for the protection of the public in their dealings with registered persons, for the maintenance of the integrity, and the enhancement of the status of the quantity surveying profession.
- g. Take any steps it considers necessary for the improvement of the standards of services rendered by registered persons.
- h. Take any measures it considers necessary for the proper performance and exercise of its functions, duties or powers or to achieve the objectives of this Act.

2. CORPORATE GOVERNANCE REPORT

2.1 INTRODUCTION

The SACQSP consists of a non-executive council which serves as the organisation's accounting authority. The accounting authority reports to the CBE and Minister of Public Works and Infrastructure, as the executive authority.

2.2 THE COMPOSITION OF THE COUNCIL

In terms of the Act, the council consists of 17 members appointed by the Minister of Public Works and Infrastructure. The term of office of the council members is four years and they are eligible for reappointment for a single additional term.

The council must be made up of the following members, taking into account, among other things, the principles of transparency and representivity:

- a. Nine registered persons, excluding candidates of whom at least three must actively practise in the quantity surveying profession.
 - i. Who must be nominated by the voluntary associations and any registered person.
 - ii. Who must represent the categories of registered persons contemplated in section 18, in the prescribed manner.
- b. Two professionals, who are professors or lecturers in quantity surveying at an accredited educational institution nominated by the educational institutions, voluntary associations or registered persons.
- c. Three professionals in the service of the State nominated by any State-owned enterprise, of whom at least one must be nominated by the department.
- d. Three members of the public nominated through an open process of public participation.

A maximum of a third of the members of the SACQSP, established in terms of the Quantity Surveyors' Act, 1970 (Act No. 36 of 1970), who are nominated by that council bearing in mind the composition of the council determined in subsection 1, remain in office for the first term of the council.

2.3 FUNCTIONS OF THE COUNCIL

The council has powers to perform a variety of functions, such as:

- Setting and auditing of academic standards for purposes of registration through a process of accreditation of quantity surveying programmes at universities and universities of technology.
- Setting and auditing of professional development standards through the provision of guidelines which set out post-qualification requirements for registration in the categories of registration.
- Prescribing requirements for Continuous Professional Development (CPD) and determining the period within which registered persons must apply for renewal of their registrations.
- Prescribing a code of conduct and codes of practice, and enforcing such conduct through an investigating committee and a disciplinary tribunal.
- Identification of Work (IDoW) of a quantity surveying nature that should be reserved for registered persons by the CBE, after consultation with the competition board.
- Advising the CBE and Minister of Public Works and Infrastructure on matters relating to the quantity surveying profession and cognate matters.
- Recognition of professional associations.
- Publication of a guideline tariff of fees for consulting work, in consultation with government, the profession and industry.

2.4 COMMITTEES

Review of Board Committees

The strategic session afforded the Council an opportunity to critically review its committees to ensure alignment with its new strategic direction by 31 March 2025.

Key proposed changes:

- Streamline the committee structure from nine to seven committees
- Eliminate redundancy and improve efficiency and effectiveness
- Review the Council EXCO to ensure timely decision-making
- Ensure the revised Committee composition can support the strategic objectives of the organisation.

The purpose is to ensure that the composition of the Committees aligns with and supports the revised vision, mission and core values. In addition, it is to ensure that the aspects of innovation, research, compliance, ethics and transformation, which were not clearly stated, are incorporated.

In response to the capacity gap resulting from three additional resignations during the 2024 Council term, a formal call for nominations was initiated. Following a thorough and transparent selection process, new members were co-opted to the Council to ensure its continued effective functioning.

Previous and Revised Board Committees

CURRENT COMMITTEES	SUGGESTED/ADOPTED COMMITTEES
Education, Standards & Research	Education, Standards, Research & Innovation
Registration	Registration, IDoW and Fees
Disciplinary	Legal, Ethics & Compliance
Human Resources	HR & OHS
Finance	Finance & SCM
Promotion & Publicity	Transformation & Stakeholder Management
Fees	
Identification of Work	
Exco	Council Exco

2.4.1 Executive Committee

The council appoints an Executive Committee (EXCO) that has defined powers to act between council meetings. The chairpersons of eight high impact committees serve on the EXCO, while the vice-chairpersons of these high impact committees serve as alternate EXCO members. The council is given the authority to appoint committees to advise it on any matters under its jurisdiction.

2.4.2 Finance Committee

This committee, FINCOM, comprises of seven members of the council. The purpose of FINCOM is to review the SACQSP’s investment, budgets and finances, and thereafter make the necessary recommendations for the council’s approval.

2.4.3 Education, Standard and Research Committee

This committee, ESR, comprises of five members of the council. The purpose of ESR is to monitor the research, standards and policy functions, as well as skills development within the BE.

2.4.4 Registration Committee

This committee, REGCOM, oversees the registration work of SACQSP in terms of considering and making recommendations to the council on minimum criteria and procedures for the registration or provisional registration of quantity surveyors. It

also considers and makes recommendations to the council on any application for registration or provisional registration and recommends the period of validity of the registration of an educator to the council.

2.4.5 Human Resources Committee

This committee, HRC, comprises of five members of the council and the registrar. HRC established performance appraisal methodology commencing with the registrar and expanding it to all staff going forward. Finally, HRC was tasked with reviewing annual salary adjustment in line with industry norms and within preset budgetary allowances.

2.4.6 Annual Research Conference Local Organising Committee

There are various key roles for this committee (LOC). The chairperson is appointed by council. Its purpose is often responsible for selecting the annual research conference location. The SACQSP annual research conference LOC has to ensure that a well-balanced, high-quality programme is organised and presented at the conference. The LOC handles the call for papers through the selection and review of every paper. It also assists in the scheduling of session rooms and helping with local arrangements for the programme.

2.4.7 Continuous Professional Development Programmes Committee

This committee (CPD) promotes, develops and maintains the image of the SACQSP. It advises the council on matters relating to the education and training of quantity surveyors. It is tasked with research and development of a professional development policy and must promote in-service training of all quantity surveyors. It may also recommend and develop resource materials to initiate and run training programmes, workshops, seminars and short programmes that are designed to enhance the profession.

2.4.8 Fees Committee

As per section 34(2) of the Act, the council must annually after consultation with the voluntary association representatives of service providers and clients in the public and private sector, determine guideline professional fees and publish those fees in the Government Gazette. This is the purpose of this committee (FEECOM).

2.4.9 Investigation Committee

Complaints of improper conduct lodged against registered persons, or incidents regarding quantity surveyor-related activities that may indicate improper conduct by registered persons are investigated. The investigation committee of the SACQSP manages these investigations. The main function of this committee (IC) is to obtain evidence to determine whether a registered person may be charged. IC mainly deals with investigating of complaints and subsequent action against the registered person involved against the registered person involved. The committee is focused on the enhancement of public safety, safeguarding the image of the profession and maintaining professional standards.

2.4.10 Identification of Work Committee

As per section 26 of the Act, this committee (IDoW) is appointed to identify the type of quantity surveying work which may be performed by persons registered in any of the categories referred to in section 18. This includes work which may fall within the scope of any other profession regulated by the professions' Acts referred to in the Built Environment Act, 2000.

2.5 COUNCIL MEMBER REMUNERATION

As per the council nominations rules gazetted 12 July 2013, the service as a member of the SACQSP is a voluntary contribution of valuable time and wisdom to the SACQSP. Council members are reimbursed for using their vehicles to attend meetings and for disbursements only. No honorarium was paid out during 2024/2025.

2.6 MEETING ATTENDANCE (MEMBERS): 1 APRIL 2024 – 31 MARCH 2025

MEETINGS		MS N MONGANE *	MS C BOWN	MS F THOMAS	MS N QINA	MS E MATI	MS O MTILA	MS A MOETI	DR L LALE	MS J KGOKONG *	MR L NEMAKONDE	MR A QUPHE	MR CUMBERLEGE	PROF A TALUKHABA *
Council	Held	4	4	4	4	4	4	4	4	4	4	4	4	4
	Att	1	4	3	4	2	4	3	4	1	2	2	4	1
EXCO	Held	1	1		1					1		1		1
	Att	1	1		1					1		1		1
Finance	Held	4	4		4						4	4		
	Att	0	1		4						3	4		
Registration	Held						3	3		3			3	
	Att						3	3		0			2	
ESR	Held									3	3		3	3
	Att									0	1		3	1
Investigative	Held			2	2	2					2	2		
	Att			1	2	2					2	2		
HR	Held			3		3						3		
	Att			3		2						3		
Fees	Held	2	2	2				2		2				
	Att	0	2	2				2		0				
IDoW	Held		3		3						3			
	Att		3		1						2			
Promotion and Publicity	Held						3	3			3	3		
	Att						3	3			2	3		
Total:	Held	11	14	11	14	9	10	12	4	13	19	17	10	8
	Att	2	10	9	12	6	10	11	4	2	12	15	9	3

* Resigned Members

2.7 MEETING ATTENDANCE (CO-OPTED MEMBERS): 1 APRIL 2024 – 31 MARCH 2025

MEETINGS		PROF CRAFFORD	PROF HARINARAIN	MR TRUSLER	MR MOSS	MR NGWENYA	DR PIETERSE
Finance	Held						
	Att						
Registration	Held				3	3	
	Att				1	2	
ESR	Held	3	3	3			
	Att	3	2	3			
Investigative	Held						
	Att						
HR	Held						
	Att						
Fees	Held						
	Att						
IDoW	Held						3
	Att						3
Promotion and Publicity	Held						
	Att						
Total:	Held	3	3	3	3	3	3
	Att	3	2	3	1	2	3

3. COMMITTEE REPORTS

3.1 REGISTRATION COMMITTEE

REGISTRATION CHAIRPERSON’S REPORT 2024/2025

1. Introduction

The Registration Committee of the South African Council of the Quantity Surveying Profession (SACQSP) was established by Council in alignment with best practices in professional competency standards and corporate governance. In accordance with Section 19 of the Act, the Committee is empowered to convene and act on all matters related to the registration of applicants for both professional and candidate status with the Council.

MEMBERSHIP

Ms L Mtila - Chairperson

Ms A Moeti - Council member

Mr R Cumberlege - Council member

Mr V Ngwenya - Co-opted member

Mr I Moss - Co-opted member

2. Overview of committee performance

During the 2024/2025 financial year, the Committee was engaged on several key issues affecting the quantity surveying profession. Among the matters under consideration are:

- APC interviews
- Long-standing candidates (over 10 years)
- PSM modules
- Exploration of alternative registration pathways

The Committee remains committed to addressing these and other emerging concerns in a manner that supports professional growth and inclusivity.

3. Highlights

Despite the challenges of the 2024/2025 financial year, the Committee celebrated several notable achievements:

• **Mentor’s Workshop**

Mentors play a pivotal role in shaping future Professional Quantity Surveyors. As the Registration Committee chairperson stated during the workshop, “*There is no PrQS without a WILLING PrQS*”. The event provided a platform to discuss challenges faced by both mentors and mentees. These insights are being taken seriously and incorporated into our mandate. Attendees appreciated the opportunity to be heard and acknowledged the Committee’s increased visibility.

• **Candidate Achievement**

One of our candidates, Mr. Stephen Tsanyawu, successfully completed all PSM modules within a single year. This accomplishment demonstrates that the pathway is achievable and serves as motivation for other candidates pursuing or considering the PSM route.

4. Plans for 2025/2026

As part of the 6th Term strategic planning, the Registration Committee has been merged with the IDOW and Fees Committees. In this final year of our term, we aim to maintain momentum and ensure a smooth transition to the 7th Term Council.

Key plans for the upcoming year include:

- Reviewing the Registration Policy
- Continuing to explore alternative registration pathways
- Collaborating with the Transformation and Stakeholder Committee to promote Quantity Surveying among school learners, encouraging the study of pure Mathematics and Science, and highlighting the profession’s inclusivity
- Finalising the IDOW document
- Updating the Terms of Reference for Registration, IDOW, and Fees Committees

5. Acknowledgements

Sincere appreciation goes to the following individuals and groups for their invaluable contributions throughout the year:

- Council Members
- Registration Committee Members
- Operational Staff

Your dedication, professionalism, and commitment to the advancement of the quantity surveying profession have been instrumental in fulfilling our mandate. May we continue to strive together to make a meaningful impact on the fraternity and leave a lasting, positive mark.

MEETINGS

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
08 August 2024	Ms Mtila	Chairperson	Mr Moss		
	Ms Moeti	Council member			
	Mr Cumberlege	Council member			
	Mr Ngwenya	Co-opted member			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			
	Ms Daniso	Registration Manager			

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
05 November 2024	Ms Mtila	Chairperson	Mr Ngwenya		
	Ms Moeti	Council member			
	Mr Cumberlege	Council member			
	Mr Moss	Co-opted member			
	IN ATTENDANCE				
	Ms Mtati	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Ms Daniso	Registration Manager			
26 February 2025	Ms Mtila	Chairperson	Mr Cumberlege	Mr Moss	
	Ms Moeti	Council member			
	Mr Ngwenya	Co-opted member			
	IN ATTENDANCE				
	Mr Mhako	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Ms Daniso	Registration Manager			

3.2 FEES COMMITTEE

FEES CHAIRPERSON’S REPORT 2024/2025

After many back-and-forth communications and meetings with the Compensation Commission the SACQSP decided to proceed with the publishing of the revised 2024 Guideline Tariff of Professional Fees for the Quantity Surveying Profession which was then published in the Government Gazette No. 52152 on 21 February 2025.

The 2024 Guideline Time Charges were published in the Government Gazette No. 52570 on 25 April 2025.

Some of the revisions include:

- Basic fee calculation
- Alterations and redecoration works are now defined as the same for the purpose of the appropriate percentage for building work with the percentage for alterations adjusted from 125% to 140%
- The apportionment of fees to stages has been revised
- The definition of excessive variation has been revised

MEMBERSHIP

Ms C Bown - Chairperson

Ms N Mongane - Ex-President

Ms A Moeti - Council member

Ms F Thomas - Council member

A comparison of revisions of the basic fees since 2010:

	2010			2015			2010 - 2015 INCREASE			2024			2015 - 2024 INCREASE		
	Primary charge	Marginal rate		Primary charge	Marginal rate		Primary charge	Marginal rate		Primary charge	Marginal rate		Primary charge	Marginal rate	
Up to R1 000 000	R11 000	6,40%		R19 000	8,00%		72,73%	25,00%		R23 000	13,25%		21,05%	65,63%	
R1 000 001 – R2 000 000	R75 000	6,10%		R99 000	8,00%		32,00%	31,15%		R155 500	13,00%		57,07%	62,50%	
R2 000 001 – R4 000 000	R136 000	6,00%		R179 000	7,95%		31,62%	32,50%		R285 500	12,75%		59,50%	60,38%	
R4 000 001 – R8 000 000	R256 000	5,40%		R338 000	7,15%		32,03%	32,41%		R540 500	10,95%		59,91%	53,15%	
R8 000 001 – R16 000 000	R472 000	5,06%		R624 000	6,70%		32,20%	32,41%		R978 500	9,55%		56,81%	42,54%	
R16 000 001 – R32 000 000	R876 800	4,47%		R1 160 000	5,90%		32,30%	31,99%		R1 742 500	8,30%		50,22%	40,68%	
R32 000 001 – R64 000 000	R1 592 000	4,00%		R2 104 000	5,27%		32,16%	31,75%		R3 070 500	7,40%		45,94%	40,42%	
R64 000 001 – R128 000 000	R2 872 000	3,90%		R3 790 400	5,15%		31,98%	32,05%		R5 438 500	6,75%		43,48%	31,07%	
R128 000 001 – R256 000 000	R5 368 000	3,10%		R7 086 400	4,10%		32,01%	32,26%		R9 758 500	5,38%		37,71%	31,22%	
R256 000 001 – R500 000 000	R9 336 000	3,00%		R12 334 400	3,96%		32,12%	32,00%		R16 644 900	5,20%		34,95%	31,31%	
R500 000 001 – R1 500 000 000	R16 656 000	2,65%		R21 996 800	3,50%		32,07%	32,08%		R29 332 900	4,20%		33,35%	20,00%	
R1 500 000 001 – R3 000 000 000	R43 156 000	2,35%		R56 969 800	3,12%		32,01%	32,77%		R71 332 900	3,75%		25,21%	20,19%	
R3 000 000 001 – R10 000 000 000	R78 406 000	1,85%		R103 769 800	2,44%		32,35%	31,89%		R127 582 900	2,70%		22,95%	10,66%	
R10 000 000 001 – and over										R316 582 900	2,25%				

MEETINGS

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
15 August 2024	Ms Bown	Chairperson			
	Ms Mongane	Ex-President			
	Ms Thomas	Council member			
	Ms Moeti	Council member			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			
07 November 2024	Ms. Bown	Chairperson			
	Ms Thomas	Council member			
	Ms Moeti	Council member			
	IN ATTENDANCE				
	Ms Mtati	Acting Registrar			
	Ms Rakaki	Pa-registrar			

3.3 INVESTIGATION COMMITTEE

INVESTIGATIVE CHAIRPERSON’S REPORT 2024/2025

The Investigative Committee is a statutory committee of the South African Council for the Quantity Surveying Profession (SACQSP), established in terms of Section 17 of the Quantity Surveying Profession Act 49 of 2000 (“the Act”). The Committee’s mandate, as defined in Section 28 of the Act, is to initiate and conduct investigations into alleged improper conduct or professional misconduct by registered persons.

MEMBERSHIP

Mr L NemaKonde - Chairperson

Ms F Thomas - Council member

Ms E Mati - Council member

Ms N Qina - Council member

As the regulatory environment continues to evolve, the Committee has worked diligently to uphold its mandate with integrity, fairness, and transparency. Over the 2024/2025 financial year, we focused on refining our internal processes, strengthening inter-agency cooperation, and addressing systemic challenges, all in pursuit of reinforcing the public’s confidence in the profession’s ability to self-regulate.

1. Investigative Approach and Guiding Principles

The Committee continues to build upon previous improvements to ensure investigations are conducted in a manner that is:

- **Procedurally fair:** Each respondent is afforded due process in line with administrative justice.
- **Legally sound:** Investigations are handled in a way that stands up to scrutiny under South African law.
- **Ethically grounded:** All proceedings are aligned with the principles of natural justice and professional accountability.

The Committee’s role is not punitive, but corrective and preventive ensuring that professional standards are upheld while promoting continuous improvement in ethical conduct across the profession.

2. Complaints and Investigations

2.1 New Complaints

During the 2024/2025 reporting period, the Investigative Committee received **sixteen (16)** new complaints. These matters range in complexity and subject matter, and investigations are ongoing for some of the above mentioned matters in accordance with our updated procedural framework. Many of these cases reflect an increasing awareness of the SACQSP's disciplinary process and a greater willingness from the public and professionals to report alleged misconduct.

2.2 Concluded Matters

A total of **seven (7)** cases were concluded during the financial year. Most of these related to **contraventions of Section 3.4 of the SACQSP Code of Conduct**, which addresses professional integrity and ethical behaviour. Disciplinary actions varied in severity, depending on the nature and impact of the misconduct.

These outcomes demonstrate the Committee's firm stance on upholding high ethical standards and its commitment to taking appropriate action when breaches occur.

3. Key Challenges and Interventions

While progress has been made, the Committee continues to face a number of significant challenges that require ongoing attention:

3.1 Jurisdictional Limitations

One of the primary difficulties lies in addressing matters that involve alleged criminal conduct or civil disputes. Many complaints received contain elements that fall outside the SACQSP's jurisdiction particularly issues involving monetary losses, contractual breaches, or fraudulent PRQS certificate/letter of good standing, which are often civil in nature and thus more appropriately addressed by the courts.

This jurisdictional boundary has made it challenging to secure successful criminal investigations and prosecutions through the South African Police Service (SAPS). To date, no criminal cases investigated under the Committee's mandate have resulted in successful prosecution.

To address this, the SACQSP has drafted a Memorandum of Understanding (MoU) with SAPS. This formal agreement is intended to facilitate improved cooperation in the investigation and prosecution of fraud and criminal misconduct within the quantity surveying profession. The MoU will also clarify protocols for evidence sharing and investigative responsibilities.

3.1.1 Criminal investigation in progress

- Four (4) cases are currently under active investigation by the South African Police Service (SAPS).
- The Committee is working closely with external legal counsel to ensure that the evidence provided in such cases is comprehensive, credible, and aligned with evidentiary requirements under criminal law.
- Through this collaboration, the Committee aims to improve the probability of successful prosecution, while protecting the public from unprofessional or fraudulent practitioners.

3.2 Amended Code of Conduct

The Committee is in the final stages of reviewing and gazetting an amended Code of Conduct. These amendments are aimed at:

- Clarifying the scope of professional quantity surveyor responsibilities;
- Strengthening provisions related to ethical practice;
- Enhancing enforceability and compliance monitoring.

3.3 Capacity Constraints

The Committee has resolved to expand its pool of trained panel members. This strategic move will improve our capacity to convene disciplinary hearings more efficiently and reduce turnaround times for complaint resolution.

4. Looking Ahead: Strategic Focus Areas for 2025/2026

As we move into the new financial year, the Investigative Committee will focus on:

- Finalizing and implementing the amended Code of Conduct;
- Formalizing the MoU with SAPS and embedding it into operational practice;
- Training and onboarding new panel members to support tribunal hearings;
- Enhancing our case management systems to improve transparency and efficiency;
- Promoting awareness among registered persons regarding ethical responsibilities and complaint procedures.

These initiatives are intended to improve accountability, restore public confidence, and support the continued professionalization of the quantity surveying sector in South Africa.

5. Acknowledgements

As Chairperson of the Investigative Committee, I extend my sincere appreciation to my fellow Committee members for their dedication and professionalism throughout the year. Despite the increasing demands on their time and expertise, their commitment to maintaining the integrity of the profession has been unwavering.

We remain firmly committed to ensuring that all complaints are handled with fairness, consistency, and transparency, thereby reinforcing the credibility of the SACQSP and safeguarding the interests of the public and the profession.

MEETINGS

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
29 August 2024	Mr Nemakonde	Chairperson	Mr Quphe		
	Ms Thomas	Council member			
	Ms Mati	Council member			
	Ms Qina	Council member			
	IN ATTENDANCE				
	Ms Malatji	Legal & Compliance Officer			
	Ms Rakaki	Pa-registrar			
22 November 2024	Mr Nemakonde	Chairperson	Ms Thomas	Ms Mati	
	Ms Qina	Council member			
	Mr Quphe	President			
	IN ATTENDANCE				
	Ms Mtati	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Ms Malatji	Legal & Compliance Officer			

3.4 EDUCATION, STANDARDS AND RESEARCH COMMITTEE

EDUCATION, STANDARDS AND RESEARCH CHAIRPERSON'S REPORT 2024/2025

The mandate of the Education, Standards and Research Committee is to manage the delivery of the Professional Skills Modules, organise research conferences and to accredit the relevant programmes at higher education institutions in South Africa.

The terms of reference for the Committee are as follows:

- Critical review of current unit standards
- Establish guidelines for programme accreditation
- Determine conditions for conditional accreditation, refusal and withdrawal of accreditation
- Conduct one accreditation visit per Council Term
- Enter into Collaboration Agreement/MOU with CHE and CBE
- Determine competency standards
- Publish a list of recognised RSA accredited programmes
- Enter into an agreement with any person or body of persons to recognise any qualification and examination for purposes of registration (RICS)
- To update the educational framework and policies on a continual basis as a way of managing the accreditation needs and general quality of programmes leading to qualifications that would be eligible for registration in designated Council categories
- To recommend to Council accreditation, re-accreditation or refusal/withdrawal of accreditation for programmes
- To liaise with SAQA in the development and revision of unit standards for different qualification levels in the registration categories of the Council.

The Education, Standards and Research Committee has had a productive and impactful year, marked by significant policy developments, successful institutional engagements, and the facilitation of knowledge-sharing platforms. The activities undertaken reflect the Committee's commitment to enhancing professional standards, advancing academic quality, and promoting research within the built environment sector.

During the year, the Committee undertook a comprehensive review of the **CPD Policy** to ensure alignment with evolving professional competencies and best practice. Revisions to the CPD Policy were proposed. A notable proposal is to the categories hours which is now as follows: Category 1 = 15 hours per annum, and Category 2 = 10 hours per annum.

The Policy revision would provide greater flexibility in learning pathways, accommodating both formal and informal professional development activities, and enhanced mechanisms for online CPD activity recording and tracking. These proposed changes aim to improve accessibility, relevance, and accountability in professional development, thereby supporting lifelong learning among practitioners.

The revised CPD Policy will be effective as from 1 January 2026, on approval by Council.

The Committee also reviewed and updated the **Professional Skills Module Policy** to ensure that the module remains responsive to industry demands and regulatory requirements. The PSM Policy remains a robust preparation platform for candidates entering the industry. The Committee is investigating possible remedies and interventions to improve the low pass rates for certain modules.

The Committee conducted two successful **accreditation visits** to universities during the reporting period. These visits were aimed at evaluating academic programmes against established professional standards.

Annual Threshold Reports submitted by universities were scrutinised to determine whether the relevant programmes meet or exceed the required accreditation criteria. Constructive feedback was provided to support continuous improvement in teaching, learning, and research quality. Stronger collaborative relationships were fostered between the Committee and academia, supporting the alignment of graduate outcomes with industry needs.

Unfortunately, no Head of Departments Meeting were held during the year. This matter will be addressed during the current academic year.

MEMBERSHIP

Mr Prof Talukhaba Chairperson

Mr Cumberlege - Council member

Mr L Nemakonde - Council member

Prof N Harinarain- Co-opted member

Prof G Crafford - Co-opted member

Mr K Trusler - Co-opted member

One of the year's highlights was the successful hosting of the **14th Annual International Research Conference** in Durban with the theme *"Disrupting Tradition – The Evolutionary Crossroads of the Quantity Surveying Profession"*. The event brought together academics, researchers, industry professionals, and students to exchange ideas, share findings, and explore innovations in the built environment sector. Four Keynote Speakers addressed the approximately 230 conference delegates and created a healthy dialogue on pertinent issues. A diverse range of research papers and case studies were presented, covering emerging trends and critical challenges in the sector.

Opportunities for networking and collaborative research partnerships were created, further strengthening the research culture within the profession. The Gala Dinner was a huge success with the Honourable Minister of Public Works and Infrastructure, Mr Macpherson as guest speaker. The ASAQS Awards in various categories was also presented to students with outstanding academic performance during this prestigious event.

The Education, Standards and Research Committee has made substantial progress in advancing educational quality, professional standards, and research engagement over the past year. The policy reforms, accreditation successes, and a vibrant research conference reflect a forward-looking approach that positions the profession to meet the challenges and opportunities of the future.

The Committee extends its appreciation to all stakeholders, including universities, industry partners, and members of the profession, whose collaboration and commitment made these achievements possible.

MEETINGS

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
08 August 2024	Prof Talukhaba Resigned 2024	Chairperson	Mr NemaKonde	Ms Kgokong Resigned 2024	
	Mr Cumberlege	Council member			
	Prof Harinarain	Co-opted member			
	Mr Trusler	Co-opted member			
	Prof Crafford	Co-opted member			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			
	Mr De Bruin	ESR Manager			
07 November 2024	Mr Cumberlege	Chairperson	Mr NemaKonde		
	Prof Harinarain	Co-opted member			
	Prof Crafford	Co-opted member			
	Mr Trusler	Co-opted member			
	IN ATTENDANCE				
	Ms Mtati	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Mr De Bruin	ESR Manager			

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
10 February 2025	Mr Cumberlege	Chairperson		Prof Harinarain	
	Mr Nemakonde	Council member			
	Mr Trusler	Co-opted member			
	Prof Crafford	Co-opted member			
	IN ATTENDANCE				
	Mr Mhako	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Mr De Bruin	ESR Manager			

3.4.1 EDUCATION SUB-COMMITTEE REPORT

1. Introduction

The Professional Skills Modules (PSMs) were introduced by the South African Council for the Quantity Surveying Profession (SACQSP) as a structured mechanism to ensure that Candidate Quantity Surveyors (CQSs) acquire the practical, ethical, and technical competencies necessary for professional registration.

These modules complement academic qualifications by addressing professional conduct, workplace application of knowledge, and core Quantity Surveyors (QS) technical skills, thereby bridging the gap between university training and professional practice.

2. Existence and Purpose of the PSMs

The PSMs serve several strategic purposes:

- **Standardisation of Skills** – Ensuring all Candidate QSs meet a minimum professional competency benchmark before registration.
- **Addressing Industry Gaps** – Equipping candidates with practical skills not fully covered in academic curricula.
- **Regulatory Compliance** – Providing the SACQSP with a measurable assessment of readiness for professional responsibility.
- **Promoting Ethical Practice** – Reinforcing adherence to professional codes of conduct.

3. Performance Trends

Since their inception, the PSMs have seen inconsistent performance levels from candidates, with certain modules particularly technical ones such as PSM 1 which contains Measurement recording low pass rates.

Key observations include:

- **Module-Specific Difficulty** – High failure rates in certain technical modules indicate possible misalignment between training content and candidate preparation.
- **Variability in Candidate Preparedness** – Differences in academic background and workplace exposure affect candidate readiness.
- **Gaps in Foundational Knowledge** – In some cases, performance suggests inadequate mastery of basic QS principles before attempting PSM assessments.
- **Fluctuating Pass Rates** – Statistical records over recent cycles reveal no consistent upward trend in results, with some cohorts showing significant declines.

4. Proposed Adjustment to Pass Mark

It is recommended that the Council increase measures to ensure a higher pass mark for the upcoming PSM examinations as a measure to further raise the standard of competency in the profession.

Rationale:

- **Enhancing Professional Quality** – A higher pass mark will ensure that only candidates with adequate mastery progress to registration.
- **Industry Confidence** – Stakeholders, employers, and clients can have increased assurance of the technical and ethical competence of registered professionals.
- **Alignment with Best Practice** – Many professional bodies globally set higher thresholds for competency assessments to protect public interest.

Considerations for Implementation:

- **Enhanced Candidate Support** – Provide preparatory workshops, past papers, and feedback reports to assist candidates in meeting the new standard.
- **Ongoing Monitoring** – Collect and analyse results data after implementation to ensure the policy achieves intended objectives without creating undue barriers.

The PSMs remain a critical pillar in the SACQSP's mandate to uphold professional standards in the Quantity Surveying sector. However, persistent inconsistencies in candidate performance necessitate a reassessment of both preparation methods and assessment standards.

The PSM pass rate challenge is not solely an academic or workplace issue, it requires a coordinated effort between the Council, QS firms, and Accredited HEIs. By improving training alignment, mentorship, and access to targeted preparatory resources, the profession can ensure that more candidates meet the required competency standards while maintaining the integrity of the assessment process.

A higher and better PSM pass rates, coupled with strengthened candidate support will enhance the credibility of the PSMs, improve professional competence, and align South Africa's QS profession more closely with global benchmarks.

3.4.2 STANDARDS SUB-COMMITTEE REPORT

Section 13 of the Act empowers the SACQSP to evaluate and maintain the quality and standard of Quantity Surveying programmes offered at public higher education institutions in South Africa. As the custodian of quality assurance in Quantity Surveying higher education, the SACQSP plays an integral role in respect of policy matters relating to Quantity Surveying education, the professional registration of Quantity Surveying Practitioners and Quantity Surveying standards generation.

Activities undertaken for the year under review with regards to education are as below:

Quantity Surveying Programme Accreditation

The purpose of accreditation is to evaluate and, subsequently, maintain the quality and standard of engineering programmes offered at public South African higher education providers. The programmes accredited by the SACQSP may be disaggregated as follows:

- BSc(QS) programmes at universities
- BSc(QS) Honours programmes at universities
- Advanced Diploma programmes at universities of technology
- Diploma programmes at universities of technology

The SACQSP successfully fulfilled its scheduled timetable of accreditation visits to higher education providers. Visits conducted during the reporting period are shown below.

During the period under Review the SACQSP which are given powers as an Education Training and Quality Assurance (ETQA) undertake the following Accreditation visits to several Higher Education Institutions (HEI's) as follows:

INSTITUTION	ACCREDITATION STATUS	CONDITIONS	RECOMMENDATION
Nelson Mandela University (NMU)	Site inspection date: 20 September 2024 Programmes: • BSc Construction Economics • BSc Honours in Quantity Surveying Accreditation period: Jan 2025 – Dec 2029	No conditions	Approval/acceptance
Tshwane University of Technology (TUT)	Site inspection date: 01 November 2024 Programmes: • Diploma in Building Science • Advanced Diploma in QS Accreditation period: Jan 2025 – Dec 2029	With conditions	Approval/acceptance

3.4.3 CONTINUOUS PROFESSIONAL DEVELOPMENT SUB-COMMITTEE REPORT

1. Introduction

Continuing Professional Development (CPD) plays a critical role in ensuring that Quantity Surveyors (Qs) remain competent, relevant, and informed within a constantly evolving construction and built environment sector. In South Africa, CPD is a mandatory requirement for registered professionals with the South African Council for the Quantity Surveying Profession (SACQSP), in line with the provisions of the Quantity Surveying Profession Act.

This report outlines the significance of CPD in the QS sector and details recent changes to the allocation of CPD hours between Category 1 (Formal Activities) and Category 2 (Informal Activities).

2. Importance of CPD in the QS Sector

The QS profession operates in a highly technical, regulatory, and economically sensitive environment. CPD ensures that QS professionals:

1. **Maintain Professional Competence** – Keeps practitioners updated on the latest industry standards, technological tools, measurement methods, and legal frameworks.
2. **Adapt to Industry Changes** – Responds to evolving market demands, sustainability trends, and global best practices.
3. **Enhance Professional Credibility** – Demonstrates a commitment to excellence and ethical conduct to clients, employers, and stakeholders.
4. **Comply with Legislative Requirements** – Meets statutory obligations for registration renewal with the SACQSP.
5. **Promote Career Growth** – Improves employability, specialisation, and leadership opportunities.

3. Overview of CPD Categories

CPD activities are typically grouped into:

- **Category 1 (Formal Activities)** – Structured, assessed, and quality-controlled learning such as conferences, accredited short courses, seminars, webinars, and examinations.
- **Category 2 (Informal Activities)** – Unstructured learning such as workplace-based training, self-study, mentorship, and informal industry discussions.

The SACQSP Council has introduced the following adjustments to the CPD allocation, effective from the new cycle in January 2026:

CPD CATEGORY	PREVIOUS REQUIREMENT	NEW REQUIREMENT
Category 1 (Formal)	10 hours	15 hours
Category 2 (Informal)	15 hours	10 hours

4. Rationale for the Changes

The adjustment is aimed at:

- **Improving Professional Standards** – Increasing Category 1 hours ensures more structured, quality-controlled learning that meets industry accreditation standards.
- **Ensuring Relevance** – Formal CPD activities are more likely to address current legislation, technology, and professional practices.
- **Balancing Flexibility with Rigor** – While informal learning remains valuable, its allocation has been reduced to prioritise verified and measurable learning outcomes.

Implications for Quantity Surveyors

- **Higher Commitment to Structured Learning** – Professionals will need to attend more accredited events and courses.
- **Financial and Time Planning** – Increased formal hours may require budgeting for course fees and travel.
- **Potential for Improved Industry Competence** – The change is expected to raise the overall knowledge baseline across the profession.
- **Need for CPD Tracking** – Accurate logging of activities will be essential to ensure compliance.

The changes to CPD hour allocations mark a deliberate shift towards strengthening the professional competency of Quantity Surveyors in South Africa. By increasing the emphasis on formal, structured learning, the SACQSP aims to ensure that QS practitioners are better equipped to meet the challenges of a dynamic and competitive construction environment.

This policy adjustment is a proactive measure that supports both the credibility of the profession and the trust placed in it by clients, government, and society at large.

The Council has ensured that there is in excess of 100 CPD hours of Category-1 formal learning material free and available online namely **Acta Structilia** on the Council’s website, ensured that registered persons were provided with alternative CPD learning, over and above the various commercial offerings of CPD as accredited by the Association of South African Quantity Surveyors (ASAQS) through various webinars. Certificates for all Council-provided online learning is subject to the person passing and online assessment quiz.

No persons were de-registered during the period under review as a proper audit was not conducted, however the process is on its way and compliant members will be given ample time to rectify their CPD status. De-registered persons will be afforded the opportunity to re-register provided they (a) rehabilitate and become compliant in respect to their historical failings and (b) provided they submit evidence of additional CPD undertakings as a punitive penalty for their non-compliance.

We would also encourage all registered members to go through the revised CPD Policy which is available on the SACQSP website in order to understand the requirements to stay on par.

ASAQS-ACCREDITED CPD COURSES & EVENTS

The ASAQS accredits both courses and events for periods ranging from a few hours to three years. The courses and events listed below are currently valid. Once the validation period of a course or event has expired, it will be removed from this list, unless renewed. The courses and events listed below, have been accredited in accordance with the requirements of the SACQSP CPD Accreditation Policy, and are intentionally selected in order to best serve the CPD of quantity surveyors. If they attend these courses they will earn the CPD hours advertised.

PART A:	General Information
PART B:	Performance Information
PART C:	Governance
PART D:	Human Resources Management
PART E:	Financial Information
PART F:	Annexures

The list below does not necessarily include CPD courses and events arranged directly by an ASAQS Chapter. In each case, quantity surveyors will need to contact the respective Chapter directly to confirm the accreditation status of these CPD courses or events. If they have completed a course which does not appear on the list below, and they wish to claim CPD hours, quantity surveyors may submit their attendance certificate, programme, and details of the course material to EduTech, acting on behalf of the SACQSP CPD Committee for a decision on the suitability of the course material for accreditation, and the number of CPD hours to be allocated.

ASAQS CPD-ACCREDITED PROVIDERS

Training Provider	Course Title	Category	CPD hours	Duration	Expiry date
Alusani Skills & Training Network	Construction Claims, Entitlements, Quantification & Evaluation	1	13	2 days	22 Feb 25
Alusani Skills & Training Network	Construction Quality Management	1	13	2 days	15 Feb 25
Alusani Skills & Training Network	Construction Estimating	1	12	2 days	15 Jan 27
Alusani Skills & Training Network	How to manage claims under the JBCC suite of contracts	1	6	1 day	27 May 27
Alusani Skills & Training Network	JBCC Suite of contracts	1	12	2 days	11 Jun 27
Alusani Skills & Training Network	New Engineering Contract (NEC)	1	12	2 days	19 May 27
Alusani Skills & Training Network	FIDIC Red Book	1	12	2 days	21 Aug 27
BEST Training (Pty) Ltd	Mastering Construction & Engineering Contracts (FIDIC, NEC, JBCC, GCC)	1	12	2 days	19 Jul 26
Chumasande Training	Mastering Engineering Contracts NEC3 and NEC4	1	12	2 days	18 Sept 26
ECS Associates (Pty) Ltd	Introduction to NEC3 and ECC3	1	12	2 days	31 Oct 25
HKA Global (Pty) Ltd	A 2 Day FIDIC Workshop	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Construction Claims	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Contract Comparison	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Contract Law	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Delay Disruption	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Dispute Resolution	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	FIDIC Silver Book	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	FIDIC Yellow Book	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	GCC	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	JBCC	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	NEC3 Adjudicators Contract	1	6	1 day	31 May 26
HKA Global (Pty) Ltd	NEC3 ECC	1	18	3 days	31 May 26
HKA Global (Pty) Ltd	NEC3 ECSC	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	NEC3 PSC	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	NEC3 SC	1	12	2 days	31 May 26

Training Provider	Course Title	Category	CPD hours	Duration	Expiry date
HKA Global (Pty) Ltd	NEC3 TSC	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Principal Agent	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Principles of Contract Management	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Professional Negligence	1	12	2 days	31 May 26
HKA Global (Pty) Ltd	Project Planning	1	12	2 days	31 May 26
Induna Training Services	NEC4 Engineering and Construction Contract	1	12	2 days	21 Mar 25
Induna Training Services	JBCC SSWC & DCC	1	7	1 day	29 May 25
JBCC	Extension of Time & Role of PA	1	3,5	4 hours	31 May 26
Milla SA	Public Sector Infrastructure Delivery	1	10	2 days	13 Jun 26
SANOJ Project Solutions	Technical Report Writing	1	8	1 day	06 Jun 26
JBCC	JBCC Agreements/Contracts 2018/2020	1	6	2 days	27 May 27
GOM Trading Enterprise	Construction Contracts (JBCC, GCC, NEC, FIDIC) & Construction Regulations	1	18	4 days	18 Jun 27
Roulex Consulting	Structural Formwork for Practising Quantity Surveyors	1	12	3 days	13 Mar 27
Cairnmead Faculty of Safety (Pty) Ltd	Health & Safety Overview	1	2	2 hours	31 Mar 28
Institute of Corporate Learning	King IV Report on Corporate Governance	1	8	2 days	09 Apr 28
RIB CCS	C201 – Construction Estimating & Valuations	1	12	2 days	30 Apr 28
RIB CCS	C202 – Construction Planning & Programme	1	12	2 days	30 Apr 28
RIB CCS	C203 – Post Tender Project Control	1	12	2 days	30 Apr 28
Nerdie-Tech	Advanced Tendering – Key Principles of Tendering	1	8	2 days	14 May 28
Mafulufulu Consulting	Provisioning of JBCC 6.2, FIDIC & NEC 3 Contract Training 2025	1	21	4 days	14 Jul 28
SAPOA	The Method for Measuring Floor Areas in Buildings	1	2	2 hours	21 Jul 28
SAPOA	Property Development Programme	1	17	5 days	28 Jul 28
CPD Management & Consulting	Engineering & Construction Contracts (NEC 3/4, JBCC 6.2, GCC 2015 & FIDIC 1999/2017) & Project Management Integration	1	14	3 days	19 Jul 28
ASAQS Custom-made CPD	Macro Economic Development	1	2	2 hours	08 Apr 25

Training Provider	Course Title	Category	CPD hours	Duration	Expiry date
ASAQS Custom-made CPD	Financial Feasibility Studies - An Overview	1	2	2 hours	19 May 25
ASAQS Custom-made CPD	Property Trends	1	2	2 hours	29 May 25
ASAQS Custom-made CPD	Property Finance	1	2	2 hours	10 Jun 25
ASAQS Custom-made CPD	Property Economics: Retail Development	1	1	1 hour	01 Jul 25
ASAQS Custom-made CPD	Property Economics: Residential Development	1	1	1 hour	11 Aug 25
ASAQS Custom-made CPD	AI: Computational and Generative designs	1	1	1 hour	12 May 25
ASAQS Custom-made CPD	WinQS v4 best practice	1	1	1 hour	14 May 25
ASAQS Custom-made CPD	Cost control & reporting in real time projects	1	1	1 hour	12 Jun 25
ASAQS Custom-made CPD	Estimating, Planning and Project Control, like a Pro (Candy)	1	1	1 hour	24 Jul 25
ASAQS Custom-made CPD	Future proofing the industry	1	3	3 hours	02 Sept 25
ASAQS Custom-made CPD	Generative BIM	1	1	1 hour	10 Sept 25
ASAQS Custom-made CPD	Leveraging Generative Artificial Intelligence in the Workplace	1	1	1 hour	23 Oct 25
ASAQS Custom-made CPD	The Business Case for Going Green	1	2	2 hours	27 May 25
ASAQS Custom-made CPD	Designing for greater efficiency	1	1	1 hour	13 Aug 25
ASAQS Custom-made CPD	JBCC	1	2	2 hours	02 Jun 25
ASAQS Custom-made CPD	Procurement Law	1	1	1 hour	14 Jul 25
ASAQS Custom-made CPD	FIDIC	1	2	2 hours	17 Jul 25
ASAQS Custom-made CPD	Record keeping for Construction Dispute Resolution	1	2	2 hours	14 Aug 25
ASAQS Custom-made CPD	How to improve Claims Management and avoid Disputes	1	2	2 hours	03 Sept 25
ASAQS Custom-made CPD	Claims Process	1	1	1 hour	08 Sept 25
ASAQS Custom-made CPD	Suspensions & terminations in the JBCC or as proposed	1	2	2 hours	15 Sept 25
ASAQS Custom-made CPD	Avoiding failing Contracts	1	2	2 hours	18 Sept 25
ASAQS Custom-made CPD	Expert Witness in Construction	1	1	1 hour	06 Oct 25
ASAQS Custom-made CPD	Adjudication	1	1	1 hour	07 Oct 25
ASAQS Custom-made CPD	NEC	1	2	2 hours	08 Oct 25
ASAQS Custom-made CPD	Mitigation, Acceleration and Disruption	1	2	2 hours	09 Oct 25
ASAQS Custom-made CPD	Security: Performance Guarantees vs Retention	1	1	1 hour	16 Oct 25

Training Provider	Course Title	Category	CPD hours	Duration	Expiry date
ASAQS Custom-made CPD	Ethics & Credibility	2	1	1 hour	06 May 25
ASAQS Custom-made CPD	Boundary permeability, work-family conflict, psychological distress and sleep problem	2	1	1 hour	15 May 25
ASAQS Custom-made CPD	Value of Decision making	2	2	2 hours	19 Jun 25
ASAQS Custom-made CPD	Value of Feedback	2	2	2 hours	03 Jul 25
ASAQS Custom-made CPD	Human Skills for QSs	2	2	2 hours	13 Oct 25
ASAQS Custom-made CPD	Economics for QSs	1	4	4 hours	20 21 May
ASAQS Custom-made CPD	Role of the Principle Agent/Consultant & PI Insurance	1	2	2 hours	05 Jun 25
ASAQS Custom-made CPD	Consultants forming Joint Ventures	1	1	1 hour	23 Jun 25
ASAQS Custom-made CPD	HR Compliance	1	3	3 hours	26 Jun 25
ASAQS Custom-made CPD	Cost Benefit Analysis	1	2	2 hours	07 Jul 25
ASAQS Custom-made CPD	Quality Management Systems for QS firms	1	2	2 hours	28 Jul 25
ASAQS Custom-made CPD	Managing Large Projects	1	2	2 hours	05 Aug 25
ASAQS Custom-made CPD	Harassment in the workplace	1	2	2 hours	07 Aug 25
ASAQS Custom-made CPD	PROCSA	1	2	2 hours	18 Aug 25
ASAQS Custom-made CPD	Foundations of a Profitable Practice	1	2	2 hours	25 Aug 25
ASAQS Custom-made CPD	The application of root cause analysis in construction projects	1	2	2 hours	20 Oct 25
ASAQS Custom-made CPD	Guide to the implementation of CPAP	1	2	2 hours	22 Oct 25
ASAQS Custom-made CPD	Final Accounts	1	2	2 hours	28 Oct 25
ASAQS Custom-made CPD	What is Facilities Management?	1	1	1 hour	14 Apr 25
ASAQS Custom-made CPD	Asset Performance Assessment 1: Introduction	1	2	2 hours	08 May 25
ASAQS Custom-made CPD	Asset Performance Assessment 2: Type of maintenance	1	2	2 hours	02 Jul 25
ASAQS Custom-made CPD	ESG	1	1	1 hour	21 Jul 25
ASAQS Custom-made CPD	Replacement Cost Valuation and Insurance Claims Process	1	2	2 hours	04 Aug 25
ASAQS Custom-made CPD	The role of project management in mitigating construction delays	1	2	2 hours	28 Aug 25
ASAQS Custom-made CPD	Timber in Construction	1	1	1 hour	04 Sept 25
ASAQS Custom-made CPD	Asset Performance Assessment 3: Service Life	1	2	2 hours	11 Sept 25
ASAQS Custom-made CPD	Public sector construction procurement process	1	2	2 hours	31 Jul 25

Training Provider	Course Title	Category	CPD hours	Duration	Expiry date
ASAQS Custom-made CPD	Measurement of Concrete, Formwork & Reinforcement – SS7	1	2	2 hours	10 Apr 25
ASAQS Custom-made CPD	Guidelines to the Measurement of Plumbing and Drainage - Theory	1	2	2 hours	03 Jun 25
ASAQS Custom-made CPD	Elemental Estimating	1	2	2 hours	18 Jun 25
ASAQS Custom-made CPD	Measurement of Mechanical and Electrical	1	4	4 hours	24 & 25 Jun
ASAQS Custom-made CPD	Measurement of Structural Steelwork	1	2	2 hours	15 Jul 25
ASAQS Custom-made CPD	Guidelines to the Measurement of Plumbing and Drainage - Practical	1	2	2 hours	20 Aug 25
ASAQS Custom-made CPD	Measurement of Concrete, Formwork & Reinforcement – Practical	1	2	2 hours	27 Aug 25
ASAQS CPD Catch-UP	AI, BIM & Digital Twins in the Property Sector	2	1	1 hour	01 Apr 27
ASAQS CPD Catch-UP	Construction Contract Comparison	1	4	4 hours	01 Apr 27
ASAQS CPD Catch-UP	Construction Delay Analysis	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Costs and Trends of Green Buildings	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Credibility - Recognised, Respected, Rewarded	2	1	1 hour	01 Apr 27
ASAQS CPD Catch-UP	Financial Feasibility Study and Report	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Leadership Circle	2	1	1 hour	01 Apr 27
ASAQS CPD Catch-UP	Management of Large Projects and Joint Ventures	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Measurement of Electrical Services in Building Project	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Measurement of Mechanical Services in Building Projects	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	The NEC4 Contract	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Negotiation	2	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Guidelines to Measurement of Plumbing & Drainage	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Property Income and Costs	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Property Returns	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Property Investment	1	2	2 hours	01 Apr 27

Training Provider	Course Title	Category	CPD hours	Duration	Expiry date
ASAQS CPD Catch-UP	Decision Making and Persuasiveness in Business	2	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Feasibility - An Investor's Perspective	1	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Strategic Planning	2	2	2 hours	01 Apr 27
ASAQS CPD Catch-UP	Know your CPD - Free Course	2	1	1 hour	01 Apr 27
ASAQS CPD Catch-UP	The Role of Mediation	1	1	1 hour	01 Apr 27
ASAQS CPD Catch-UP	The Foundations of Governance	1	1	1 hour	01 Apr 27
ASAQS CPD Catch-UP	Bringing Governance to Life	1	1	1 hour	01 Apr 27

3.5 HUMAN RESOURCES COMMITTEE

HUMAN RESOURCES CHAIRPERSON'S REPORT 2024/2025

1. Introduction

The Human Resources (HR) Portfolio is mandated to oversee and advise on all human resources matters within the SACQSP. The Committee is committed to fostering a high-performance, compliant, and inclusive work environment that attracts, develops, and retains top talent.

Although the Committee is not office-based, it works closely with the HR Administration, which manages day-to-day HR functions, provides direct support to employees, and develops the necessary documentation to maintain effective management practices.

2. Key Focus Areas

During the reporting period, the Committee's work was guided by the following core responsibilities:

- **Talent Management** – Overseeing recruitment, retention, and professional development strategies.
- **Policy Oversight** – Reviewing, updating, and improving HR policies and procedures.
- **Employee Relations** – Addressing concerns, conflicts, and grievances in a fair and constructive manner.
- **Benefits and Compensation** – Ensuring competitive remuneration structures to attract and retain high-performing employees.
- **Compliance** – Maintaining adherence to all applicable labour laws and regulations.
- **Diversity and Inclusion** – Promoting initiatives that advance equity, inclusion, and organisational diversity.
- **Training and Development** – Identifying skills gaps and facilitating opportunities for employee growth.

3. Performance Management

The Committee ensured that employee appraisals – conducted as part of the performance review process – remained a key driver of organisational effectiveness. These appraisals:

- Assessed performance against agreed goals and expectations.
- Provided structured feedback and coaching.
- Identified areas of strength and development needs.
- Informed decisions on promotions, bonuses, and training.
- Supported ongoing updates to job descriptions.

MEMBERSHIP

Ms F Thomas - Chairperson

Ms E Mati - Council member

Mr A Quphe - President

4. Recruitment and Appointments

In line with the SACQSP's recruitment policy, the Committee, together with HR Administration, followed a structured process:

1. **Role Analysis & Description** – Clearly defining responsibilities, duties, and qualifications.
2. **Advertising** – Publishing vacancies through relevant channels, including newspapers, associations, and email notifications.
3. **Candidate Screening** – Preparing detailed assessments of eligible applicants and recommending the strongest candidates.
4. **Interview Process** – Appointing professional panels to evaluate candidates' competencies and organisational fit.
5. **Onboarding** – Facilitating integration of new employees into the organisation.

During the year, the Committee approved the recruitment of appropriately qualified ICT, Legal, and support staff members. Further, HR committee ensured that competitive remuneration and new strategies are in place to facilitate the recruitment, motivation and retention of high performing employees.

5. Training and Organisational Development

The Committee adhered to the Training and Development Policy to ensure that employees had access to relevant learning opportunities. Focus areas included:

- Addressing capacity and skills gaps in the organisational structure.
- Cultivating a collaborative, innovative, and accountable culture.
- Aligning training initiatives with SACQSP's strategic objectives.

6. Incident and Employee Well-being

The Committee addressed an injury-on-duty incident during the year, ensuring:

- Appropriate medical care.
- Accurate documentation of the injury, treatment, and associated costs.
- Continued support for the employee's recovery.

7. Staff Movements and Policy Review

- Recorded staff appointments and resignations.
- Initiated succession planning and replacement strategies.
- Reviewed and updated various HR-related policies to enhance job satisfaction and employee retention.

8. Acknowledgements

The Human Resources Committee acknowledges the invaluable contributions of the Registrar, Council, and Administration staff. Their continued collaboration and support have fostered a culture of teamwork, effective communication, and shared purpose– strengthening morale and enhancing organisational productivity

MEETINGS

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
29 August 2024	Ms Thomas	Chairperson	Ms Mati		
	Mr Quphe	President			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			
	Mr Mathebula	HR Consultant			

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
14 November 2024	Ms Thomas	Chairperson			
	Ms Mati	Council member			
	Mr Quphe	President			
	IN ATTENDANCE				
	Ms Mtati	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Mr Mathebula	HR Consultant			
27 February 2025	Ms Thomas	Chairperson	Ms Mati		
	Mr Quphe	President			
	IN ATTENDANCE				
	Mr Mhako	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Mr Mathebula	HR Consultant			

3.6 IDENTIFICATION OF WORK COMMITTEE

TERMS OF REFERENCE

1. Identify the type of quantity surveying work to be performed by registered referred to in Section 18 of the ACT
2. Ensure review and gazetting of the IDoW
3. Develop scope of service per category
4. Develop registration criteria per category
5. Conduct road shows aimed at promoting the identified scope of work for the registered categories

MEMBERSHIP

Ms C Bown - Chairperson
Ms N Qina - Council member
Mr L Nemakonde - Council member
Dr I Pieterse - Co-opted member

MEETINGS

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
15 August 2024	Ms Bown	Chairperson	Mr Nemakonde		
	Ms Qina	Council member			
	D Pieterse	Co-opted member			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
07 November 2024	Ms Bown	Chairperson	Ms Qina		
	Mr NemaKonde	Council member			
	Dr Pieterse	Co-opted			
	IN ATTENDANCE				
	Ms Mtati	Acting Registrar			
	Ms Rakaki	Pa-registrar			
13 February 2025	Ms Bown	Chairperson	Ms Qina		
	Mr NemaKonde	Council member			
	Dr Pieterse	Co-opted member			
	IN ATTENDANCE				
	Mr Mhako	Acting Registrar			
	Ms Rakaki	Pa-registrar			

3.7 PROMOTION AND PUBLICITY COMMITTEE

PROMOTION AND PUBLICITY CHAIRPERSON'S REPORT 2024/2025

1. Introduction

The Promotion and Publicity Committee has two primary functions:

- **Promotion of Transformation:** To advance transformation within Council by creating an enabling environment that accelerates inclusivity and representation across Council structures and within the registered professional quantity surveyor category.
- **Promotion and Publicity of the Profession:** To enhance the visibility of the profession by promoting its role in serving the public good and safeguarding public interests.

MEMBERSHIP

Ms A Moeti - Chairperson

Ms L Mtila - Council member

Mr A Quphe - President

Mr L NemaKonde - Council member

The committee's name was amended in the strategic council meeting from Promotions & Publicity Committee to Transformation & Stakeholder Engagement.

2. High level overview of the performance of Committee

In the past year, the Committee successfully documented and tabled several strategic issues for Council's consideration. However, the pace of transformation was limited due to challenges in meeting quorum, with the first official meeting only taking place in late 2024.

The issues tabled included, among others:

- The introduction of a possible dispensation fee for the registration of first-year candidates, aimed at increasing the number of registered members.
- Addressing the high failure rate among candidates with diplomas and B-Tech qualifications who are required to complete the Professional Skills Module (Route 1B) before sitting for the final assessment of professional competence. Notably, more than 70% of these candidates are black, due to historical imbalances.
- Reviewing the costs associated with Route 1B (PSM Modules), as these may be prohibitive for some candidates.
- In collaboration with the Registration & IDOW Committee, exploring the establishment of a new category to accommodate individuals who have received quantity surveying training but do not practice in the consulting environment.

The Committee continues to align its work with the **Transformation Policy and Strategy** to guide Council and its structures in responding to these and other transformation-related matters.

3. Strategic relationships

The Committee has initiated and continues to pursue discussions with potential stakeholders. Formalisation of these partnerships through Memoranda of Understanding (MOUs) is under consideration, to foster stronger strategic relationships for the advancement of the profession.

4. Challenges faced by the Committee/Council

The Committee’s work on transformation has been constrained by its inability to meet quorum, which prevented the conclusion of several agenda items. To address this, the committee is considering getting additional members to co-opt in the committee to strengthen participation. Furthermore, collaboration across Council committees is essential to drive meaningful and sustained momentum in achieving transformation objectives.

5. Medium to long term goals of the Committee/Council

- **Take a Girl Child to Work Programme:** Expand the annual initiative beyond its current scope to additional provinces, in partnership with quantity surveying firms. This initiative plays a vital role in promoting the profession at pre-tertiary level.
- **Promotion and Visibility:** Engage a PR team to enhance the profession’s visibility and modernise the Council’s website and ICT platforms, ensuring they are interactive, accessible, and aligned with current technologies.
- **Candidacy Support Programme:** Develop initiatives to increase throughput from candidate registration to professional registration. This includes reviewing the annual fee structure for candidates, costs of PSM modules, and other perceived barriers to professional progress, with the goal of enabling equitable access for all.

6. Acknowledgements/appreciation

The Committee acknowledges the support of other Council committees and the Council at large in implementing initiatives proposed. We extend special appreciation to the companies that continue to support our programmes and help raise awareness of the profession.

7. Conclusion

As a Committee, we remain grateful to be part of the transformation journey and are fully committed to pursuing it with the urgency and dedication it deserves.

MEETINGS

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
22 August 2024	Ms Moeti	Chairperson			
	Ms Mtila	Council member			
	Ms Nemaconde	Council member			
	Mr Quphe	President			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			
	Ms Daniso	Registration Manager			

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
11 November 2024	Ms Moeti	Chairperson			
	Ms Mtila	Council member			
	Mr NemaKonde	Council member			
	Mr Quphe	President			
	IN ATTENDANCE				
	Ms Mtati	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Ms Daniso	Registration Manager			
06 March 2025	Ms Moeti	Chairperson	Mr NemaKonde		
	Ms Mtila	Council member			
	Mr Quphe	President			
	IN ATTENDANCE				
	Mr Mhako	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Ms Daniso	Registration Manager			

3.8 FINANCE AND RESOURCES COMMITTEE

FINANCE AND RESOURCES CHAIRPERSON'S REPORT 2024/2025

The past 12 months have been filled with some positive results that have been beneficial to the reserves of the Council.

The Management and finance staff members need to be commended for their efforts over the period for attaining such a positive unqualified annual financial report.

Please refer to the Independent auditor's report on page 74 and audited financial statements on pages 76 to 90.

MEMBERSHIP

Ms N Qina Chairperson

Mr Quphe - President

Mr NemaKonde - Council member

Ms C Bown - Ex-Vice President

Ms N Mongane - Ex-President

MEETINGS

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
23 April 2024	Ms Qina	Chairperson	Ms Mongane		
	Ms Bown	Ex-Vice President			
	Mr Quphe	President			
	Mr Nemakonde	Council member			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			
	Mr Mhako	Finance Manager			
10 September 2024	Ms Qina	Chairperson	Ms Bown		
	Mr Quphe	President			
	Mr Nemakonde	Council member			
	Auditors	Auditors			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			
	Mr Mhako	Finance Manager			
22 November 2024	Ms Qina	Chairperson			
	Mr Quphe	President			
	Mr Nemakonde	Council member			
	IN ATTENDANCE				
	Ms Tabisa	Acting Registrar			
	Ms Rakaki	Pa-registrar			
	Mr Mhako	Finance Manager			
26 March 2025	Ms Qina	Chairperson	Mr Nemakonde		
	Mr Quphe	President			
	Dr Llale	Vice President			
	IN ATTENDANCE				
	Mr Mhako	Acting Registrar			
	Ms Rakaki	Pa-registrar			

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4. THE COUNCIL

4.1 COUNCIL MEMBERSHIP

- Ms N Mongane - Ex-President (Resigned 2024)
- Ms C Bown - Ex-Vice President (stepped down as a Vice President in 2024)
- Ms N Qina - Council member
- Ms E Mati - Council member
- Ms L Mtila - Council member
- Ms A Moeti - Council member
- Ms T Kgokong - Council member (Resigned 2024)
- Ms F Thomas - Council member
- Dr J Llale - Council member
- Prof A Talukhaba - Council member (Resigned 2024)
- Mr R Cumberlege - Council member
- Mr L NemaKonde - Council member
- Mr A Quphe - Council member

4.2 COUNCIL MEETINGS 2023/24

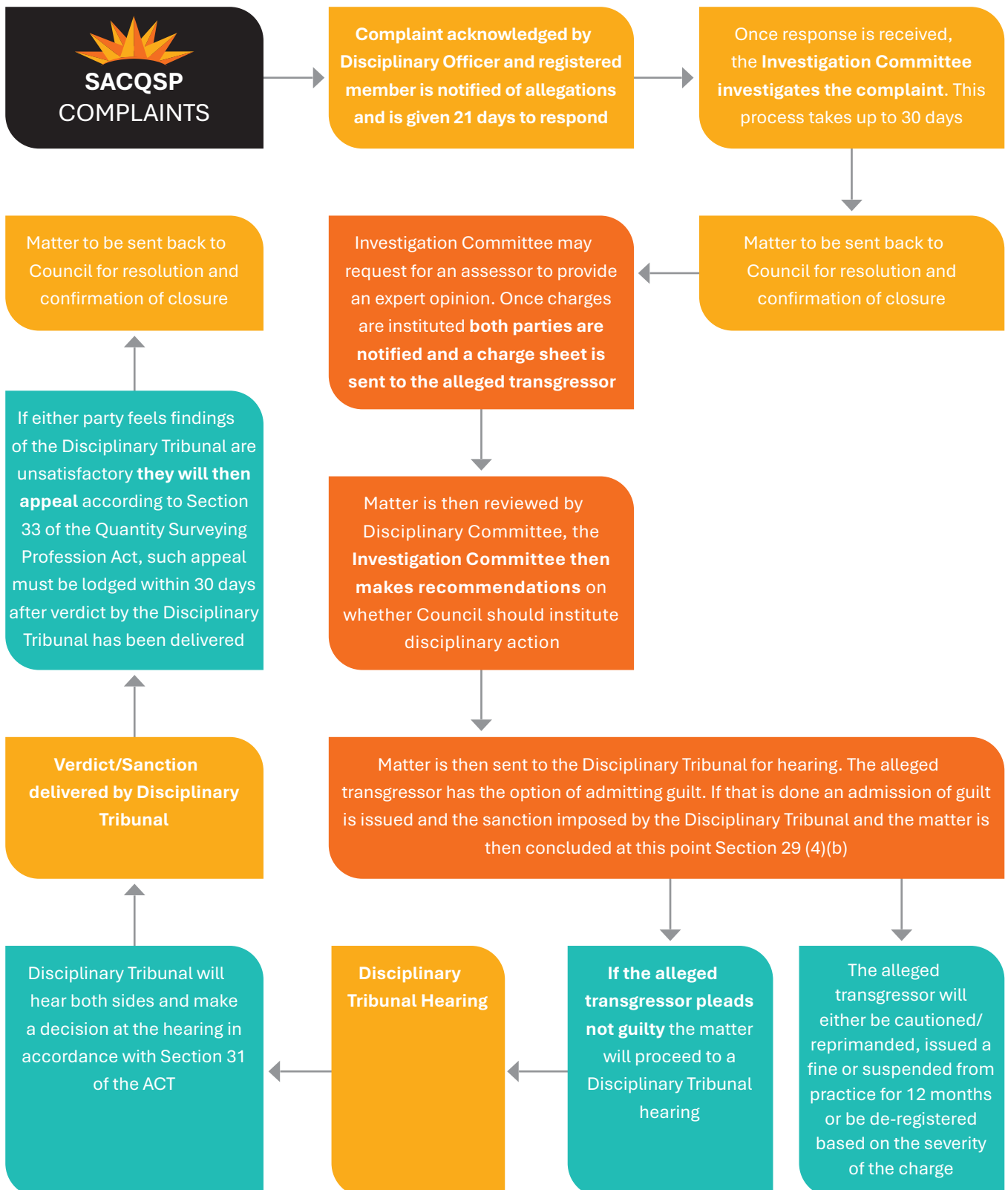
DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
19 June 2024	Ms N Mongane	Ex-President	Ms F Thomas		
	Ms C Bown	Ex-Vice President	Mr A Quphe		
	Ms A Moeti	Council member			
	Ms E Mati	Council member			
	Prof A Talukhaba	Council member			
	Dr J Llale	Council member			
	Mr L NemaKonde	Council member			
	Mr R Cumberlege	Council member			
	Ms T Kgokong	Council member			
	Ms N Qina	Council member			
	IN ATTENDANCE				
	Ms Tselane	Registrar			
	Ms Rakaki	Pa-registrar			

DATE	IN ATTENDANCE	POSITION	APOLOGY	NON-ATTENDANCE	RESIGNED
27 September 2024	Mr Quphe	President			Ms Mongane
	Dr Llale	Vice President			Ms Kgokong
	Mr Nemakonde	Council member			Prof Talukhaba
	Ms Bown	Council member			
	Ms Qina	Council member			
	Mr Cumberlege	Council member			
	Ms Mati	Council member			
	Ms Moeti	Council member			
	MsMtila	Council member			
	Ms Thomas	Council member			
	IN ATTENDANCE				
	Ms Rakaki	Pa-registrar	Ms Tselane		
12 February 2025	Dr Llale	Vice President	Mr Quphe		
	Ms Bown	Council member	Ms Moeti		
	Ms Qina	Council member	Mr Nemakonde		
	Mr Cumberlege	Council member			
	Ms Mati	Council member			
	Ms Mtila	Council member			
	Ms Thomas	Council member			
	IN ATTENDANCE				
	Mr Mhako	Acting Registrar			
	Ms Rakaki	Pa-registrar			
27 March 2025	Mr Quphe	President	Mr Nemakonde		
	Dr Llale	Vice President	Ms Mati		
	Ms Qina	Council member			
	Mr Cumberlege	Council member			
	Ms Moeti	Council member			
	Ms Mtila	Council member			
	Ms Thomas	Council member			
	Ms Bown	Council member			
	IN ATTENDANCE				
	Mr Mhako	Acting Registrar			
	Ms Rakaki	Pa-registrar			

5. INVESTIGATION/DISCIPLINARY FLOW CHART

The South African Council for the Quantity Surveying Profession (SACQSP) is empowered by the Quantity Surveying Profession Act (No. 49 of 2000) to investigate allegations of improper conduct by registered persons, conduct disciplinary hearings, and enforce professional standards through appropriate sanctions.

For any enquiries pertaining to the above please send an email to disciplinary@sacqsp.co.za



6. 14TH SACQSP INTERNATIONAL RESEARCH CONFERENCE 2024 DURBAN, SOUTH AFRICA, 21-22 OCTOBER 2024

As Chair of the Organising Committee, I am pleased to present the close-out report for the Quantity Surveying Conference 2024.

The 2024 SACQSP International Research Conference, held on October 21-22 at the Durban Coastlands Umhlanga Hotel, organised by the South African Council for the Quantity Surveying Profession (SACQSP), brought together approximately 200 delegates, including academics, students, post-graduate researchers, and practitioners from the built environment sector.

The principal theme of the conference, *“Disrupting Tradition: The Evolutionary Crossroads of the Quantity Surveying Profession,”* served as a critical platform for examining the ongoing evolution within the quantity surveying field. This theme encouraged participants to engage with the rapid advancements in construction, economics, and technology, and to explore the profession’s capacity to adapt to these changes.

Keynote Speakers

We were honoured to host a distinguished lineup of keynote speakers who provided invaluable insights into various aspects of the profession:

- **Abdullah Verachia:** A globally acclaimed strategist, Abdullah shared his expertise on navigating complexity, disruption, and change, emphasizing the importance of crafting competitive future strategies.
- **Lynette Ntuli:** As the CEO of Innate Investment Solutions, Lynette discussed the transformative power of technology and innovation in the built environment, highlighting the need for sustainable and inclusive development.
- **Nicky Verd:** A digital futurist and author, Nicky inspired attendees with her vision of personal disruption and innovation in an AI-driven economy.
- **Grant Gavin:** A respected entrepreneur and property expert, Grant shared his experiences in building successful businesses and the importance of leadership and personal development.

The highlight of the conference of the address by the **Honourable Minister of Public Works and Infrastructure, Mr Dean Macpherson** at the Gala Dinner. It was truly an honour to have him there.

Conference Presentations and Papers

The conference featured a series of engaging sessions, that addressed critical issues such as:

- The impact of artificial intelligence on quantity surveying.
- The rise of digitalisation and its implications for the profession.
- Gender dynamics and the evolving role of women in the industry.
- Sustainable development practices and the importance of transformation.

A rigorous two-stage blind peer review process by at least two acknowledged experts in the field for each paper was followed in this conference. The peer review process was strictly adhered to. The final papers were only included in the conference presentation programme, and the conference proceedings after evidence were provided of how the double peer-review process’s comments had been addressed to improve the papers. At no stage was any member of the Scientific and Technical Review Committee or the Editor of the proceedings involved in the review process related to their own authored or co-authored papers. Of the 90 abstracts originally received, 41 papers were finally accepted for presentation at the conference and inclusion in these proceedings, representing an acceptance rate of 46%. However, one paper was not presented at the conference as the presenters did not show up to present the paper.

Sponsorship

I extend our deepest gratitude to our sponsors, whose generous contributions were instrumental in the success of the conference. Their support enabled us to enhance the quality of the event and provide a valuable experience for all attendees.

Delegate Feedback

Oral feedback from delegates was overwhelmingly positive. Participants appreciated the high-quality presentations, the opportunity to network with industry leaders, and the comprehensive coverage of contemporary issues facing the profession. Written feedback was requested post-conference; however, the response rate was poor, with only 9% completing the survey. The conference was positively received by delegates, with 82% rating it as “good” to “very good.” Similarly, 71% of the participants assessed the keynote speakers as “good” to “very good,” and an equal proportion (71%) found the research topics presented to be relevant. Additionally, 76% of the delegates rated their overall experience as “excellent” to “extremely excellent.”

Conclusion

The 2024 SACQSP International Research Conference successfully achieved its objectives of fostering critical dialogue, promoting innovative thinking, and encouraging professional development within the quantity surveying community.

I would like to extend my heartfelt thanks to the Organising Committee for their hard work and dedication. Our sponsors were instrumental in making this event possible, and their generosity enabled us to create an impactful and memorable experience for all attendees. I also thank our speakers, moderators, and delegates who enriched our conference with their knowledge and enthusiasm.

This successful event has laid a strong foundation for future conferences.

Sincerely,

Prof Nishani Harinarain Chairperson

Organising Committee

26 November 2024

6.1 CONFERENCE PICTURES



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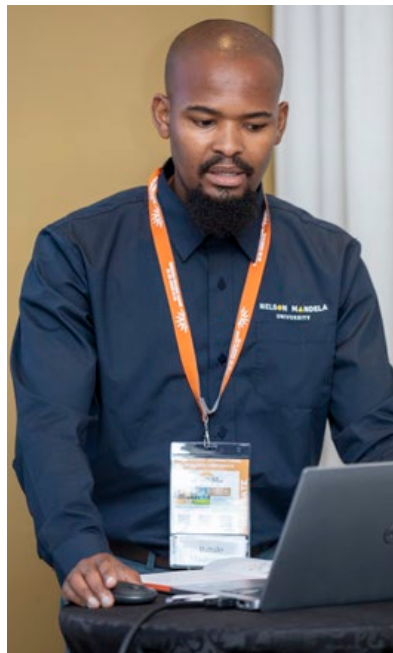
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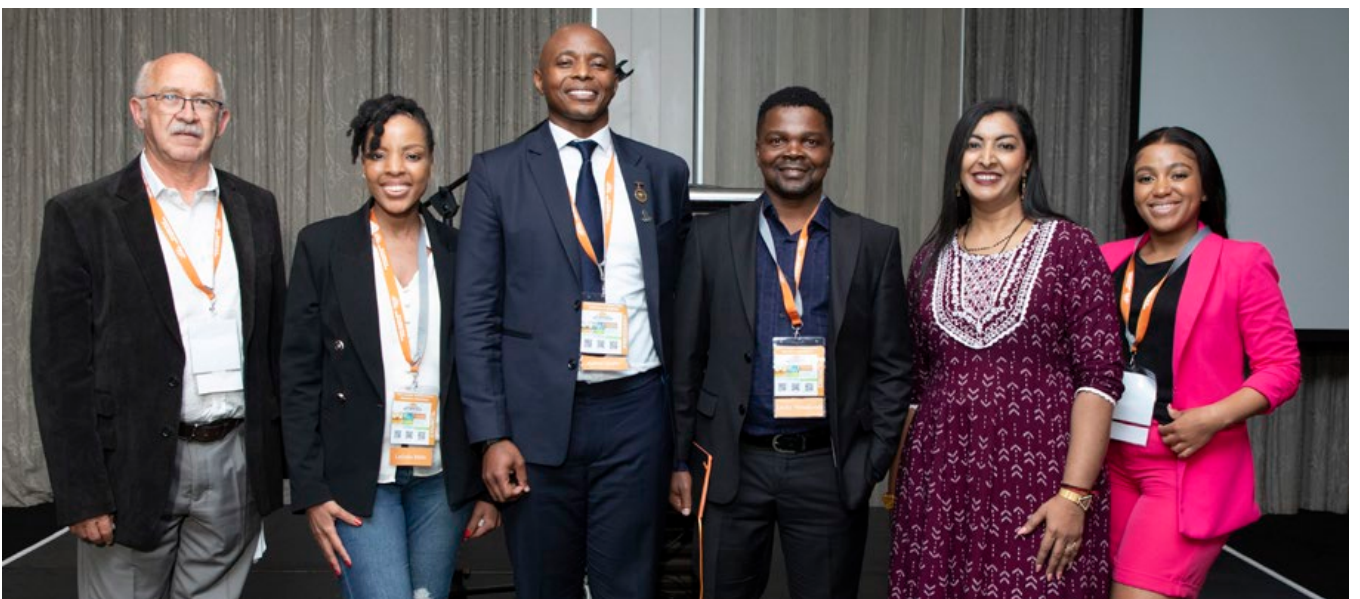
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6.2 GALA DINNER PICTURES



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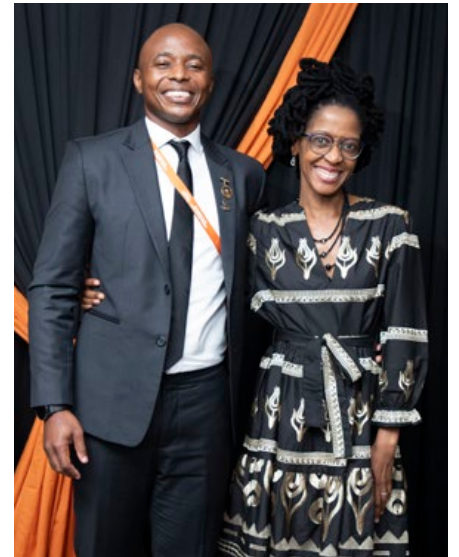
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PART D

HUMAN RESOURCES MANAGEMENT

1. HUMAN RESOURCES OVERVIEW REPORT

Ideally the role of the HR Management is to find the best way to increase productivity of the organisation through its employees. But, with the ever-changing corporate ways of doing business, the core principles of HR remain the same.

1.1 GOALS

COMMITMENT

- Ensure that the staffing levels correspond to Council's needs

COMPETENCE

- Sustain employee competence by providing training opportunities
- Enlighten new employees about the Council's vision and mission

RECRUITMENT

- Identify gaps within Council and finding the suitable candidates to fill the positions

EMPLOYEE ORIENTATION

- Provide old and new employees with adequate information regarding Council's targets, rules, policies and activities

EMPLOYEE DEVELOPMENT

- Align the employee skills with Council's needs and improve career opportunities

2. HUMAN RESOURCES OVERSIGHT STATISTICS

2.1 TRAINING COSTS

Level	Personnel expenditure	Total expenditure	Training expenditure as a % of personnel cost	No. of employees trained	Average training cost per employee
Senior management					
Middle management					
Skilled	R235 587.43	R14 275	6,06	1	R14 275
Semi-skilled					
Professional					
TOTAL	R235 587.43	R14 275	6,06	1	R14 275

Unisa – Bachelor of Accounting Sciences – Financial Accounting

- Financial accounting for companies
- Selected accounting standards & simple group structure
- Principles of taxation
- Auditing theory & practice
- Principles of management accounting
- Principles of strategic, risk and financial management techniques

2.2 PERSONNEL COST BY SALARY BAND

Level	Personnel expenditure	% of personnel expenditure to total personnel cost	No. of employees	Average personnel cost per employee
Senior management	R1 023 326.79	18,46	1	R1 023 326.79
Middle management	R2 625 161.11	47,35	4	R656 290.28
Skilled	R1 020 387.16	18,41	3	R340 129.05
Semi-skilled	R545 890.80	9,85	3	R181 963.60
Unskilled	R329 288.11	5,94	2	R164 544.06
TOTAL	R5 543 853.97	100	13	R2 366 253.78

2.3 EMPLOYMENT AND VACANCIES

Level	2024/2025 No. of employees	2024/2025 No. of vacancies
Senior management	1	1
Middle management	4	1
Skilled	3	0
Semi-skilled	3	0
Unskilled	2	0
TOTAL	13	2

2.4 EMPLOYMENT CHANGES

Salary band	Employment at beginning of period	Appointments	Terminations	Employment at end of period
Senior management	1	0	1	0
Middle management	4	0	1	3
Skilled	3	0	0	3
Semi-skilled	3	0	0	3
Unskilled	2	0	0	2
TOTAL	13	0	2	11

2.5 REASON FOR LEAVING

Reason	Number	% of total No. of staff leaving
Death	0	0
Resignation	2	15,38
Dismissal	0	0
Retirement	0	0
Ill health	0	0
Expiry of contract	0	0
Other	0	0
TOTAL	2	15,38

2.6 LABOUR RELATIONS: MISCONDUCT AND DISCIPLINARY ACTION

Nature of disciplinary action		Number
Verbal warning		0
Written warning		2
Final warning		0
Dismissal		0
TOTAL		2

2.7 EQUITY TARGETS AND EMPLOYMENT EQUITY STATUS

Level	Male							
	African		Coloured		Asian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Senior management	0	0	0	0	0	0	0	0
Middle management	2	0	0	0	0	0	0	0
Skilled	0	0	0	0	0	0	0	0
Semi-skilled	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	2	0	0	0	0	0	0	0

Level	Female							
	African		Coloured		Asian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Senior management	1	0	0	0	0	0	0	0
Middle management	2	0	0	0	0	0	0	0
Skilled	3	0	0	0	0	0	0	0
Semi-skilled	3	0	0	0	0	0	0	0
Unskilled	2	0	0	0	0	0	0	0
TOTAL	11	0	0	0	0	0	0	0

Level	Disabled Staff							
	African		Coloured		Asian		White	
	Current	Target	Current	Target	Current	Target	Current	Target
Senior management	0	0	0	0	0	0	0	0
Middle management	0	0	0	0	0	0	0	0
Skilled	0	0	0	0	0	0	0	0
Semi-skilled	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0

PART **E**

FINANCIAL
INFORMATION

INDEPENDENT AUDITOR'S REPORT

for the year ended 31 March 2025

To the Members of Council of The South African Council for The Quantity Surveying Profession (Est. under The Quantity Surveying Professional Act 49 of 2000)

Report on the Financial Statements

We have audited the accompanying financial statements of The South African Council for The Quantity Surveying Profession (Est. under The Quantity Surveying Professional Act 49 of 2000), which comprise the Statement of Financial Position as at March 31, 2025, and the statement of Financial Performance, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (ISA). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

INDEPENDENT AUDITOR'S REPORT

for the year ended 31 March 2025

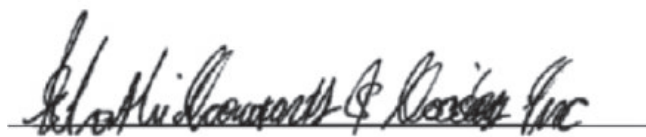
Opinion

We have audited the financial statements of The South African Council for The Quantity Surveying Profession (Est. under The Quantity Surveying Professional Act 49 of 2000), which comprise the Statement of Financial Position as at March 31, 2025, and the Statement of Financial Performance and Comprehensive income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of The South African Council for The Quantity Surveying Profession (Est. under The Quantity Surveying Professional Act 49 of 2000) as at March 31, 2025, and their Financial Performance and Cash Flows for the year then ended in accordance with International Financial Reporting Standards (IFRS).

Report on Other Legal and Regulatory Requirements

As part of our audit of the annual financial statements for the year ended 31 March 2025, we have read the Members of Council's report for the purpose of identifying whether there are material inconsistencies between that report and the audited financial annual financial statements. The Members of Council's report is the responsibility of the Members of Council. Based on reading the report we have not identified material inconsistencies between it and the audited annual financial statements.



Per: Zenzele Mzimela CA(SA)(RA)

Khothi Accountants and Auditors (902817)

Unit 32 Sunninghill Office Park

Peltier Drive

Sunninghill

Date: 19 September 2025

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COUNCILS' RESPONSIBILITIES AND APPROVAL

The council are required by the Companies Act of South Africa, to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard for Small and Medium-sized Entities. The external auditors are engaged to express an independent opinion on the annual financial statements.

The annual financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The council acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the council to meet these responsibilities, the council sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The council are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The council have reviewed the company's cash flow forecast for the year to 31 March 2026 and, in the light of this review and the current financial position, they are satisfied that the company has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the company's annual financial statements. The annual financial statements have been examined by the company's external auditors and their report is presented on page 72 and 73.

The annual financial statements set out on pages 76 to 90, which have been prepared on the going concern basis, were approved by the Council on 25 August 2025 and were signed on its behalf by:

Approval of the Annual Financial Statements



Mr A Quphe
SACQSP President



Ms Qina
Chairperson of Finance & Resources Committee

COUNCILS' REPORT

The council has pleasure in submitting their report on the annual financial statements of The South African Council for The Quantity Surveying Profession Est under The Quantity Surveying Professional Act 49 of 2000 for the year ended 31 March 2025.

1. Review of financial results and activities

The annual financial statements have been prepared in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act of South Africa. The accounting policies have been applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the company are set out in these annual financial statements.

2. Auditors

Khothi Accountants and Auditors continued in office as auditors for the company for 2025.

At the AGM, the council will be requested to reappoint Khothi Accountants and Auditors as the independent external auditors of the company and to confirm Mr Vilakazi as the designated lead audit partner for the 2026 financial year.

3. Council Members

The council members in office at the date of this report are as follows:

Council Members	Office	Changes
Mr Quphe	President	
Dr Llale	Vice President	
Ms Qina	Council Member	
Ms Mtila	Council Member	
Ms Moeti	Council Member	
Ms Mati	Council Member	
Ms Thomas	Council Member	
Mr Cumberlege	Council Member	
Mr Nemakonde	Council Member	
Ms Bown	Council Member	
Ms Mongane	Council Member	Resigned 2024
Ms Kgokong	Council Member	Resigned 2024
Prof Talukhaba	Council Member	Resigned 2024



Mr A Quphe
SACQSP President



Ms Qina
Chairperson of Finance & Resources Committee

STATEMENT OF FINANCIAL POSITION

as at 31 March 2025

	Note(s)	2024/25 R'000	2023/2024 R'000
Assets			
Non-Current Assets			
Property, Plant and Equipment	2	219 608	349 957
Current Assets			
Trade and other receivables	3	5 188 167	3 733 508
Cash and cash equivalents	4	20 863 814	19 201 571
		26 051 981	22 935 079
TOTAL ASSETS		26 271 589	23 285 036
Equity and Liabilities			
Equity			
Retained income		21 451 540	18 235 813
Liabilities			
Current Liabilities			
Trade and other payables	7	3 442 748	4 801 377
Provisions	6	1 334 914	247 846
Bank Overdraft	4	42 387	-
		4 820 049	5 049 223
TOTAL EQUITY AND LIABILITIES		26 271 589	23 285 036

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 31 March 2025

	Note(s)	2024/25 R'000	2023/2024 R'000
Revenue	8	15 358 017	14 453 267
Other income	9	360 847	1 326 930
Operating expenses		(14 298 308)	(14 221 471)
Operating profit		1 420 556	1 558 726
Investment revenue	13	1 795 171	1 775 907
Profit for the year		3 215 727	3 334 633
Other comprehensive income		-	-
TOTAL ASSETS		3 215 727	3 334 633

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STATEMENT OF CHANGES IN EQUITY

for the year ended 31 March 2025

	2024/25	2023/2024
	R'000	R'000
Balance at 01 April 2023	14 901 180	14 901 180
Profit for the year	3 334 633	3 334 633
Other comprehensive income	-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	3 334 633	3 334 633
Balance at 01 April 2024	18 235 813	18 235 813
Profit for the year	3 215 727	3 215 727
Other comprehensive income	-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	3 215 727	3 215 727
Balance at 31 March 2025	21 451 540	21 451 540

STATEMENT OF CASH FLOWS

for the year ended 31 March 2025

	Note(s)	2024/25 R'000	2023/2024 R'000
Cash flows from operating activities			
Cash receipts from customers		14 264 205	1 923 776
Cash paid to suppliers and employees		(14 439 519)	1 775 907
Cash (used in) generated from operations	14	(175 314)	3 699 683
Interest income		1 795 171	
Net cash from operating activities		1 619 857	3 699 683
Cash flows from investing activities			
Purchase of property, plant and equipment	2	(1)	(149 083)
Total cash movement for the year		1 619 856	3 550 600
Cash and cash equivalents at the beginning of the year		19 201 571	15 650 971
TOTAL CASH AT END OF THE YEAR	4	20 821 427	19 201 571

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ACCOUNTING POLICIES

for the year ended 31 March 2025

1. Basis of preparation and summary of significant accounting policies

The annual financial statements have been prepared on a going concern basis in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities, and the Companies Act of South Africa. The annual financial statements have been prepared on the historical cost basis, except for biological assets at fair value less point of sale costs, and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies are consistent with the previous period.

1.1 Property, plant and equipment

Property, plant and equipment are tangible assets which the company holds for its own use or for rental to others and which are expected to be used for more than one period.

Property, plant and equipment is initially measured at cost.

Cost includes costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Expenditure incurred subsequently for major services, additions to or replacements of parts of property, plant and equipment are capitalised if it is probable that future economic benefits associated with the expenditure will flow to the company and the cost can be measured reliably. Day to day servicing costs are included in profit or loss in the period in which they are incurred. Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the company.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Furniture and fixtures	Straight line	6-8 Years
Office equipment	Straight line	6-8 Years
IT equipment	Straight line	3-6 Years

When indicators are present that the useful lives and residual values of items of property, plant and equipment have changed since the most recent annual reporting date, they are reassessed. Any changes are accounted for prospectively as a change in accounting estimate.

ACCOUNTING POLICIES

for the year ended 31 March 2025

Impairment tests are performed on property, plant and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property, plant and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss is recognised immediately in profit or loss to bring the carrying amount in line with the recoverable amount.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

1.2 Financial instruments

Initial measurement

Financial instruments are initially measured at the transaction price (including transaction costs except in the initial measurement of financial assets and liabilities that are measured at fair value through profit or loss) unless the arrangement constitutes, in effect, a financing transaction in which case it is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial instruments at amortised cost

These include loans, trade receivables and trade payables. They are subsequently measured at amortised cost using the effective interest method. Debt instruments which are classified as current assets or current liabilities are measured at the undiscounted amount of the cash expected to be received or paid, unless the arrangement effectively constitutes a financing transaction.

At each reporting date, the carrying amounts of assets held in this category are reviewed to determine whether there is any objective evidence of impairment. If there is objective evidence, the recoverable amount is estimated and compared with the carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

1.3 Impairment of assets

The company assesses at each reporting date whether there is any indication that property, plant and equipment or intangible assets or goodwill or investment property on the cost model may be impaired.

If there is any such indication, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in profit or loss.

ACCOUNTING POLICIES

for the year ended 31 March 2025

1.4 Employee benefits

Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as leave pay and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

1.5 Provisions and contingencies

Provisions are recognised when the company has an obligation at the reporting date as a result of a past event; it is probable that the company will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as interest expense.

Provisions are not recognised for future operating losses.

1.6 Revenue

Revenue is recognised to the extent that the company has transferred the significant risks and rewards of ownership of goods to the buyer, or has rendered services under an agreement provided the amount of revenue can be measured reliably and it is probable that economic benefits associated with the transaction will flow to the company. Revenue is measured at the fair value of the consideration received or receivable, excluding sales taxes and discounts.

Interest is recognised, in profit or loss, using the effective interest rate method.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

2. Property, Plant and Equipment

	2024/25			2023/24		
	Cost or revaluation	Accumulated depreciation and impairment	Carrying value	Cost or revaluation	Accumulated depreciation and impairment	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
Furniture and fixtures	314 082	(224 929)	89 153	314 082	(210 871)	103 211
Office equipment	165 110	(128 419)	36 691	165 110	(111 084)	54 026
IT equipment	564 240	(470 476)	93 764	696 470	(503 750)	192 720
TOTAL	1 043 432	(823 824)	219 608	1 175 662	(825 705)	349 957

Reconciliation of property, plant and equipment - 2025

	Opening balance	Depreciation	Closing balance
	R'000	R'000	R'000
Furniture and fixtures	103 211	(14 058)	89 153
Office equipment	54 026	(17 335)	36 691
IT equipment	192 720	(98 956)	93 764
TOTAL	349 957	(130 349)	219 608

Reconciliation of property, plant and equipment - 2024

	Opening balance	Additions	Depreciation	Closing balance
	R'000	R'000	R'000	R'000
Furniture and fixtures	108 162	10 960	(15 911)	103 211
Office equipment	31 768	37 898	(15 640)	54 026
IT equipment	210 196	100 225	(117 701)	192 720
TOTAL	350 126	149 083	(149 252)	349 957

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

3. Trade and other receivables

	2024/25	2023/2024
	R'000	R'000
Trade receivables	5 018 375	3 586 380
Prepayments	23 316	652
Deposits	146 476	146 476
TOTAL	5 188 167	3 733 508

4. Cash and cash equivalents

Cash and cash equivalents consist of:

	2024/25	2023/2024
	R'000	R'000
Bank balances	103 885	433 264
Short-term deposits	20 759 929	18 768 307
Bank overdraft	(42 387)	-
TOTAL	20 821 427	19 201 571

5. Provisions

Reconciliation of provisions - 2025

	Opening balance	Additions	Closing balance
	R'000	R'000	R'000
Provision for Leave Pay	247 846	53 691	301 537
Provision for VAT	-	1 033 377	1 033 377
TOTAL	349 957	(130 349)	219 608

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

Reconciliation of provisions - 2024

	Opening balance	Additions	Utilised during the year	Closing balance
	R'000	R'000	R'000	R'000
Provision for Leave Pay	208 946	38 900	-	247 846
Provision for Audit Fee	122 791	-	(122 791)	-
TOTAL	331 737	38 900	(122 791)	247 846

6. Trade and other payables

	2024/25	2023/2024
	R'000	R'000
Trade payables	140 552	1 135 665
Amounts received in advance	2412951	2 070 033
VAT	-	848 697
Unknown Deposits	889 245	746 982
TOTAL	3 442 748	4 801 377

7. Revenue

	2024/25	2023/2024
	R'000	R'000
Revenue	15 358 017	14 453 267

8. Other income

	2024/25	2023/2024
	R'000	R'000
Recoveries	354 400	105 936
Sundry income	6 447	20015
Insurance Payout	-	81 180
Bad Debts Impairment Reversal	-	1 119 799
TOTAL	360 847	1 326 930

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

9. Auditor's remuneration

	2024/25	2023/2024
	R'000	R'000
Fees	165 641	48 000

10. Employee cost

	2024/25	2023/2024
	R'000	R'000
Employee costs		
Basic (Filtered)	5 552 937	6 272 316
UIF (Filtered)	44 948	50 576
SDL (Filtered)	51 753	63 065
Leave pay provision charge (Filtered)	53 691	38 899
TOTAL	5 703 329	6 424 856

11. Depreciation, amortisation and impairments

The following items are included within depreciation, amortisation and impairments:

	2024/25	2023/2024
	R'000	R'000
Depreciation		
Property, plant and equipment	130 350	149 251

12. Investment revenue

	2024/25	2023/2024
	R'000	R'000
Interest revenue		
Bank	1795 171	1 775 907

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

13. Cash (used in) generated from operations

	2024/25	2023/2024
	R'000	R'000
Net profit before taxation	3 215 727	3 334 633
Adjustments for:		
Depreciation, amortisation, impairments and reversals of impairments	130 350	149 251
Movement in provisions	1 087 068	(83 891)
Investment income	(1 795 171)	(1 775 907)
Changes in working capital:		
(Increase) decrease in trade and other receivables	(1 454 659)	(1 042 364)
Increase (decrease) in trade and other payables	(1 358 629)	1 342 054
TOTAL	(175 314)	1 923 776

14. Contingent Assets

Debit orders from July 2023 to January 2025 have been going through the bank account of SACQSP {The South African Council for the Quantity Surveying Profession} for the telephone account for both SACQSP and SACLAP {the South African Council for the Landscaping and Architectural Profession}. Invoices have not been received until June 2025. SACQSP is now in the process of obtaining all invoices from Telkom from July 2023 to ascertain the amount that SACQSP needs to claim back from SACLAP.

PART A:
General Information

PART B:
Performance Information

PART C:
Governance

PART D:
Human Resources
Management

PART E:
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PART F:
Annexures

DETAILED INCOME STATEMENT

for the year ended 31 March 2025

	Note(s)	2024/25 R'000	2023/2024 R'000
Revenue			
Revenue		15 358 017	1 4 453 267
Other income			
Recoveries		354 400	105 936
Sundry income		6 447	20 015
Insurance Payout		-	81 180
Bad Debts Impairment Reversal		-	1 119 799
		360 847	1 326 930
Expenses (Refer to page 89)		(14 298 308)	(14 221 471)
Operating profit		1 420 556	1 558 726
Investment income	13	1 795 171	1 775 907
PROFIT FOR THE YEAR		3 215 727	3 334 633

DETAILED INCOME STATEMENT

for the year ended 31 March 2025

	Note(s)	2024/25 R'000	2023/2024 R'000
Operating expenses			
Government gazette/Promotions and advertising		324 431	231 787
Corp Governance Training		394 247	-
Auditors remuneration	10	165 641	48000
Bad debts written off		1 065 101	1 708 091
Bank charges		159 376	43005
Staff Compensations Commissioner		68 008	-
Software and Licences		127 718	65 754
Depreciation, amortisation and impairments		130 350	149 251
Employee costs		5 703 329	6 424 856
Accreditation of tertiary institutions		18 501	90 513
APC/PSM Examination		151 146	181 798
Conferences		976 886	786 233
APC Interview Fees		594 458	516 446
General Office Expenses		31 506	36870
Office Parking		66 886	62 141
Staff - Labour Consultancy/Verification		209 788	285 686
Website & Emails		64843	114282
Interest paid to SARS		18 587	74 865
Insurance		46 521	56 442
Office rental		295 214	273 346
Legal fees (Tribunal project)		1 007 370	795 417
Impairment provision for bad debts		236 893	
Meeting Expenses		590 552	337 030
Council for the Built Environment: Levies		623 775	165 714
Printing and Copier Rentals		128 306	237 070
Legal Fees (Excluding Tribunal)		183 600	443 627
Repairs and maintenance		1 200	7 908

PART A:
General Information

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DETAILED INCOME STATEMENT

for the year ended 31 March 2025

	Note(s)	2024/25	2023/2024
		R'000	R'000
Maintenance - Computer Equipment		7 971	5933
Student Gifts			193 276
Security		15 693	16344
Office Back-Up		410 233	396 355
Staff welfare		53 810	
Stationery		21 127	20 544
Telephone and fax		76 544	84336
Training		14275	48866
Privy Seal		132 421	129 316
Electricity, Rates & Water		182001	190 369
PROFIT FOR THE YEAR		14 298 308	14 221 471

The supplementary information presented does not form part of the annual financial statements and is unaudited.

PART **F**

ANNEXURES

ANNEXURE A:

DE-REGISTERED AND RE-REGISTERED PERSONS

1. DEREGISTERED PERSONS

April 2024 to March 2025

APRIL 2024

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
PrQS	Leaving Profession	12/04/2024	Asian	Male	67
Candidate QS	Leaving Profession	12/04/2024	White	Male	43
PrQS	Leaving Profession	12/04/2024	White	Male	38
PrQS	Retired	12/04/2024	White	Male	69
Candidate QS	Emigrating	12/04/2024	White	Male	36
PrQS	Emigrating	12/04/2024	White	Female	35
PrQS	Leaving Profession	12/04/2024	White	Male	88
PrQS	Retired	12/04/2024	White	Male	72

MAY 2024

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
PrQS	Leaving Profession	12/05/2024	White	Female	54
PrQS	Leaving Profession	20/05/2024	White	Male	60
Candidate QS	Leaving Profession	23/05/2024	White	Female	48

JUNE 2024

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
Candidate QS	Emigrating	05/06/2024	White	Male	27
PrQS	Leaving Profession	05/06/2024	White	Male	70
PrQS	Leaving Profession	05/06/2024	White	Male	40
PrQS	Emigrating	06/06/2024	White	Male	41
Candidate QS	Leaving Profession	06/06/2024	African	Female	43
PrQS	Emigrating	06/06/2024	White	Male	32
PrQS	Emigrating	07/06/2024	White	Female	37
PrQS	Emigrating	07/06/2024	White	Male	34
Candidate QS	Emigrating	06/06/2024	Coloured	Male	31

JULY 2024

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
Candidate QS	Leaving Profession	03/07/2024	African	Male	40
Candidate QS	Leaving Profession	03/07/2024	African	Female	40
PrQS	Emigrating	16/07/2024	White	Male	41
Candidate QS	Retired	29/07/2024	African	Male	55

AUGUST 2024

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
Candidate QS	Leaving Profession	07/08/2024	African	Female	35
PrQS	Retired	07/08/2024	White	Male	69
PrQS	Emigrating	07/08/2024	White	Male	40
Candidate QS	Leaving Profession	07/08/2024	White	Male	39
PrQS	Retired	15/08/2024	White	Male	66
PrQS	Leaving Profession	15/08/2024	White	Male	81
PrQS	Retired	15/08/2024	White	Male	82
PrQS	Retired	19/08/2024	White	Male	74
Candidate QS	Leaving Profession	22/08/2024	Asian	Male	41

OCTOBER 2024

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
Candidate QS	Leaving Profession	08/10/2024	African	Male	35
PrQS	Leaving Profession	15/10/2024	White	Male	61
PrQS	Retired	17/10/2024	White	Male	73
PrQS	Leaving Profession	17/10/2024	White	Male	78

NOVEMBER 2024

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
PrQS	Leaving Profession	11/11/2024	White	Male	70

JANUARY 2025

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
Candidate QS	Leaving Profession	14/01/2025	White	Male	42
Candidate QS	Leaving Profession	14/01/2025	African	Female	36
Candidate QS	Leaving Profession	14/01/2025	African	Female	41
PrQS	Leaving Profession	14/01/2025	White	Male	36
Candidate QS	Leaving Profession	20/01/2025	African	Female	31
PrQS	Emigrating	20/01/2025	White	Female	51
Candidate QS	Leaving Profession	29/01/2025	White	Male	28

FEBRUARY 2025

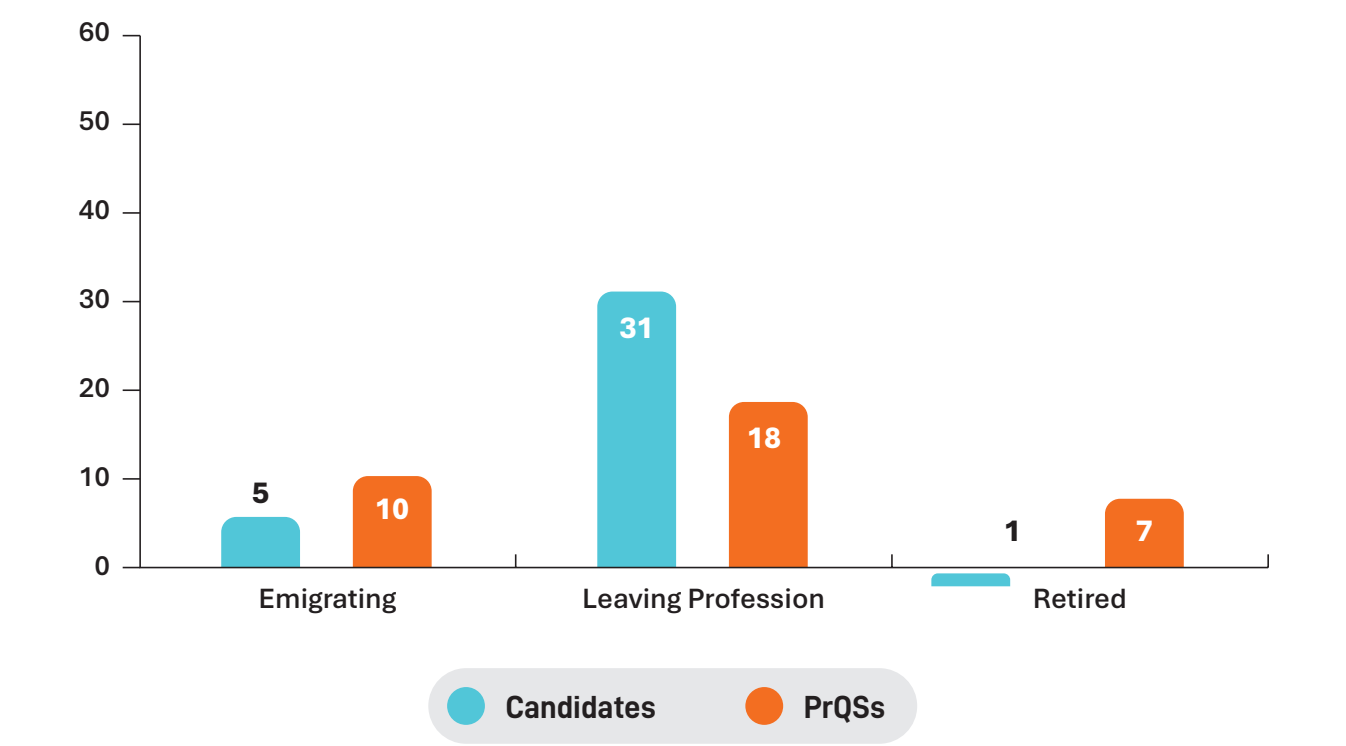
QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
Candidate QS	Emigrating	12/02/2025	Asian	Male	35
Candidate QS	Leaving Profession	12/02/2025	African	Female	37
Candidate QS	Leaving Profession	14/02/2025	African	Female	29
PrQS	Leaving Profession	21/02/2025	White	Male	63
Candidate QS	Leaving Profession	21/02/2025	African	Male	36
Candidate QS	Leaving Profession	25/02/2025	African	Female	26
PrQS	Leaving Profession	25/02/2025	White	Male	77

MARCH 2025

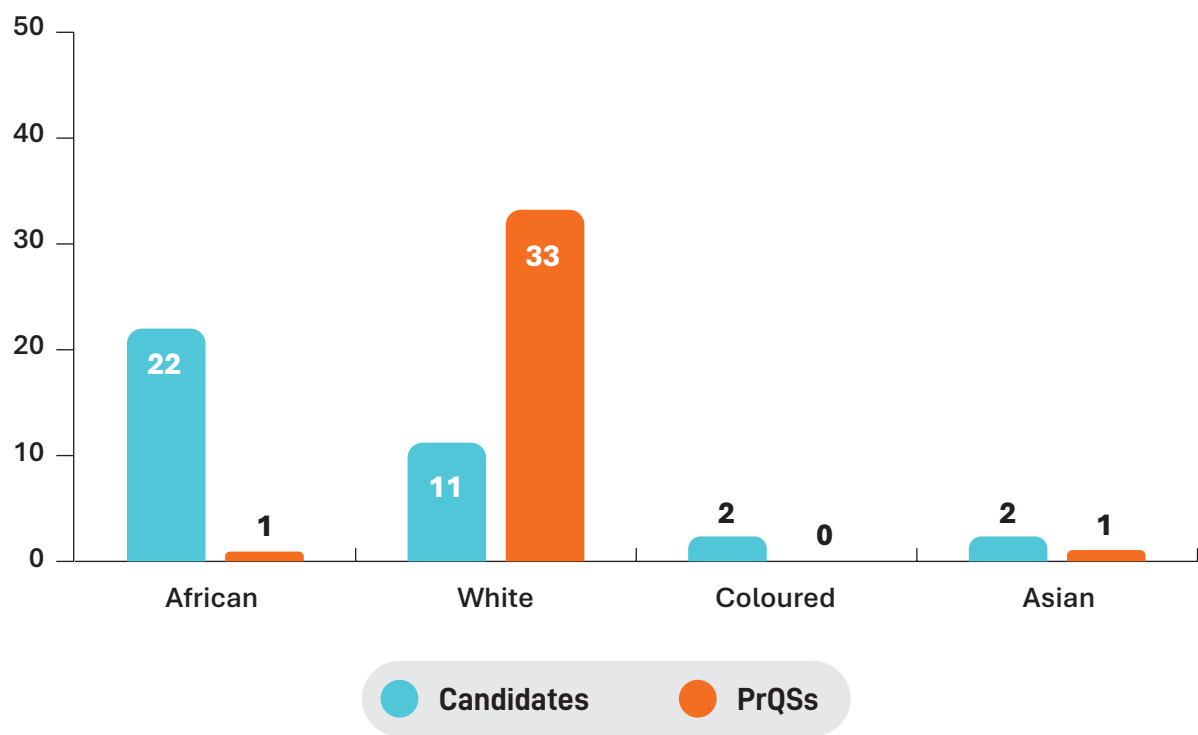
QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
PrQS	Leaving Profession	03/03/2025	White	Female	38
Candidate QS	Leaving Profession	03/03/2025	White	Female	45
Candidate QS	Leaving Profession	05/03/2025	White	Female	38
Candidate QS	Leaving Profession	10/03/2025	African	Female	30
Candidate QS	Emigrating	10/03/2025	Coloured	Female	35
PrQS	Leaving Profession	10/03/2025	African	Male	48
Candidate QS	Leaving Profession	17/03/2025	African	Female	31
Candidate QS	Leaving Profession	17/03/2025	African	Male	31
Candidate QS	Leaving Profession	17/03/2025	White	Male	26
Candidate QS	Leaving Profession	17/03/2025	African	Female	56

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
Candidate QS	Leaving Profession	18/03/2025	African	Female	35
Candidate QS	Leaving Profession	18/03/2025	White	Male	29
PrQS	Emigrating	18/03/2025	White	Male	35
Candidate QS	Leaving Profession	18/03/2025	African		28
PrQS	Leaving Profession	26/03/2025	White	Male	61
Candidate QS	Leaving Profession	28/03/2025	African	Female	30
Candidate QS	Leaving Profession	28/03/2025	African	Female	35
Candidate QS	Leaving Profession	28/03/2025	African	Male	19
PrQS	Leaving Profession	31/03/2025	White	Male	68
PrQS	Emigrating	31/03/2025	White	Male	44

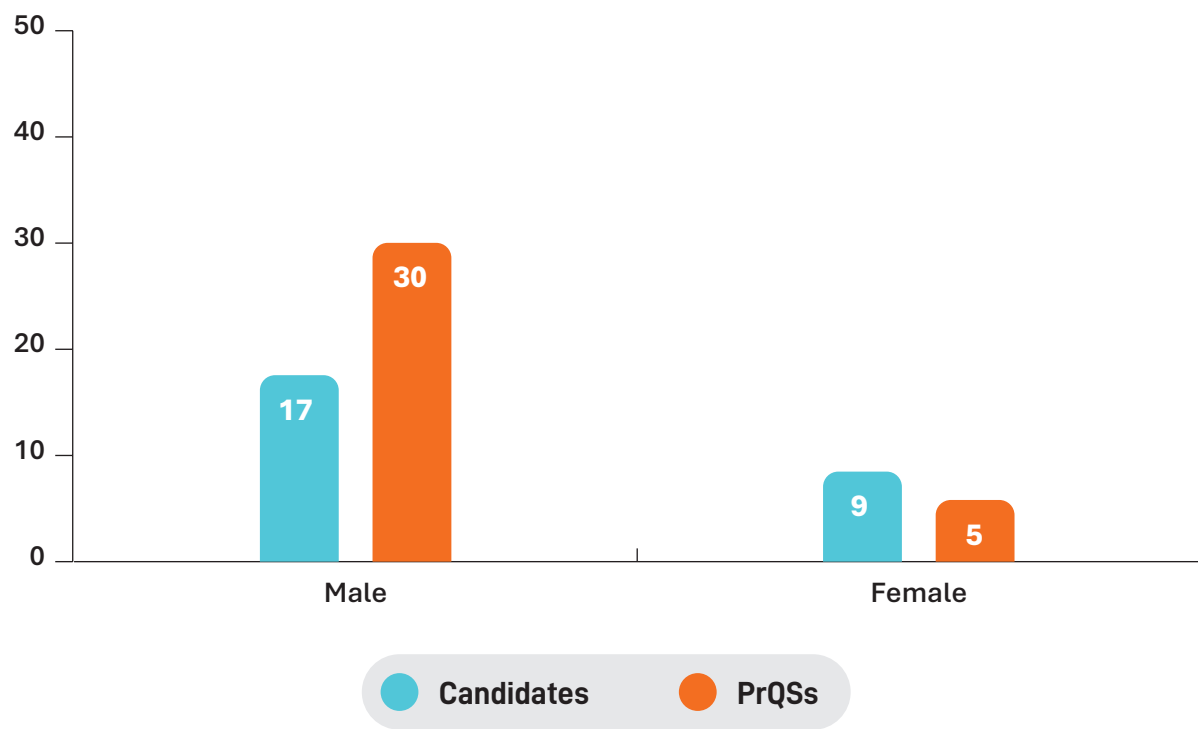
Deregistered candidates and PrQSs by reason – April 2024 to March 2025



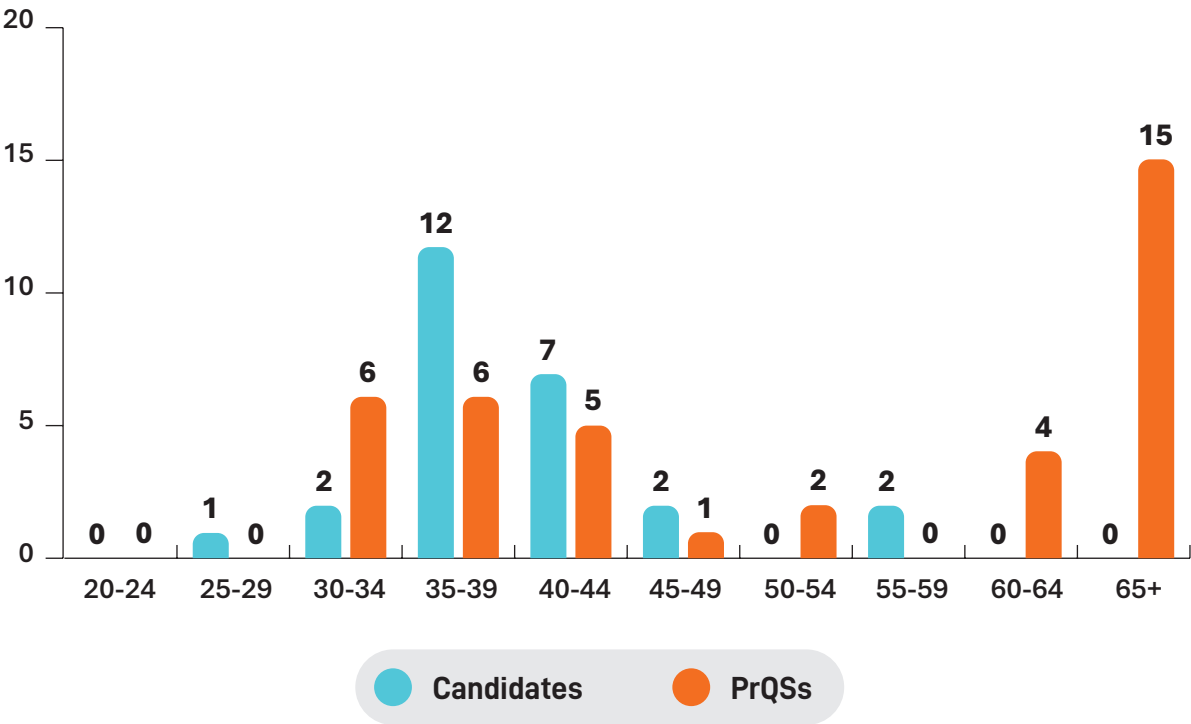
Deregistered candidates and PrQsSs by race – April 2024 to March 2025



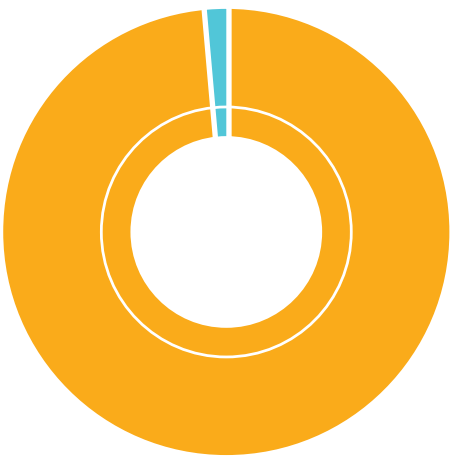
Deregistered candidates and PrQsSs by gender – April 2024 to March 2025



Deregistered candidates and PrQs by age – April 2024 to March 2025

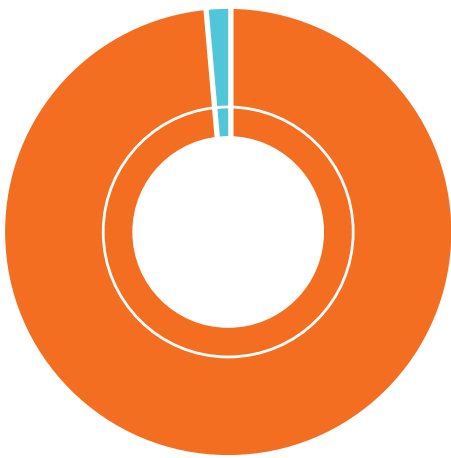


Number of Deregistered persons compared to registered persons – as at March 2025



CANDIDATE QS

- Registered persons: 2 632
- Deregistered persons: 37



PrQS

- Registered persons: 2 636
- Deregistered persons: 35

TOTAL DEREGISTERED: 72

TOTAL REGISTERED: 5 268

1. RE-REGISTERED PERSONS

April 2024 to March 2025

APRIL 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	04/04/2024	African	Male	35
Candidate QS	Re-Registered	18/04/2024	African	Male	
Candidate QS	Re-Registered	30/04/2024	African	Male	36

MAY 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
PrQS	Re-Registered	06/05/2024	White	Male	68
Candidate QS	Re-Registered	07/05/2024	African	Female	40
PrQS	Re-Registered	07/05/2024	White	Male	71
Candidate QS	Re-Registered	07/05/2024	African	Female	39
Candidate QS	Re-Registered	09/05/2024	African	Male	32
PrQS	Re-Registered	14/05/2024	African	Male	42
Candidate QS	Re-Registered	17/05/2024	African	Female	41
Candidate QS	Re-Registered	21/05/2024			
Candidate QS	Re-Registered	28/05/2024		Female	46
PrQS	Re-Registered	30/05/2024	African	Male	57

JUNE 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	04/06/2024	African	Male	49
Candidate QS	Re-Registered	04/06/2024	African	Female	38
Candidate QS	Re-Registered	11/06/2024	African	Male	
Candidate QS	Re-Registered	13/06/2024	African	Female	38

JULY 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	01/07/2024	African	Female	38
PRQS	Re-Registered	05/07/2024	White	Male	73
PRQS	Re-Registered	09/07/2024	White	Male	70
Candidate QS	Re-Registered	12/07/2024	African	Male	47
Candidate QS	Re-Registered	12/07/2024	Asian	Male	31
Candidate QS	Re-Registered	19/07/2024	African	Male	29
Candidate QS	Re-Registered	24/07/2024	African	Female	37
Candidate QS	Re-Registered	24/07/2024	African	Female	42
PRQS	Re-Registered	26/07/2024	African	Male	51
Candidate QS	Re-Registered	31/07/2024	Coloured	Female	36

AUGUST 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	01/08/2024	African	Female	43
Candidate QS	Re-Registered	02/08/2024	African	Female	37
PRQS	Re-Registered	02/08/2024	White	Male	71
Candidate QS	Re-Registered	21/08/2024	Asian	Male	46
PRQS	Re-Registered	22/08/2024	White	Male	43

SEPTEMBER 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
PRQS	Re-Registered	02/09/2024	African	Female	7
Candidate QS	Re-Registered	04/09/2024	White	Male	35
Candidate QS	Re-Registered	04/09/2024	African	Male	48
Candidate QS	Re-Registered	26/09/2024	African	Female	29
Candidate QS	Re-Registered	30/09/2024	African	Male	44
PRQS	Re-Registered	30/09/2024	African	Male	52

OCTOBER 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
PrQS	Re-Registered	01/10/2024	Asian	Female	
Candidate QS	Re-Registered	16/10/2024	African	Female	41
Candidate QS	Re-Registered	16/10/2024	African	Male	33
PrQS	Re-Registered	31/10/2024	White	Male	36

NOVEMBER 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	07/11/2024	African	Female	40
Candidate QS	Re-Registered	20/11/2024	African	Male	39
Candidate QS	Re-Registered	26/11/2024	African	Male	38

DECEMBER 2024

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	02/12/2024	African	Male	32

JANUARY 2025

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	10/01/2025	African	Male	46
Candidate QS	Re-Registered	14/01/2025	African	Female	39
Candidate QS	Re-Registered	15/01/2025	African	Male	34
Candidate QS	Re-Registered	15/01/2025	African	Male	
PrQS	Re-Registered	20/01/2025	African	Female	42
Candidate QS	Re-Registered	27/01/2025	White	Male	33
PrQS	Re-Registered	28/01/2025	African	Male	57
Candidate QS	Re-Registered	30/01/2025	African	Female	49

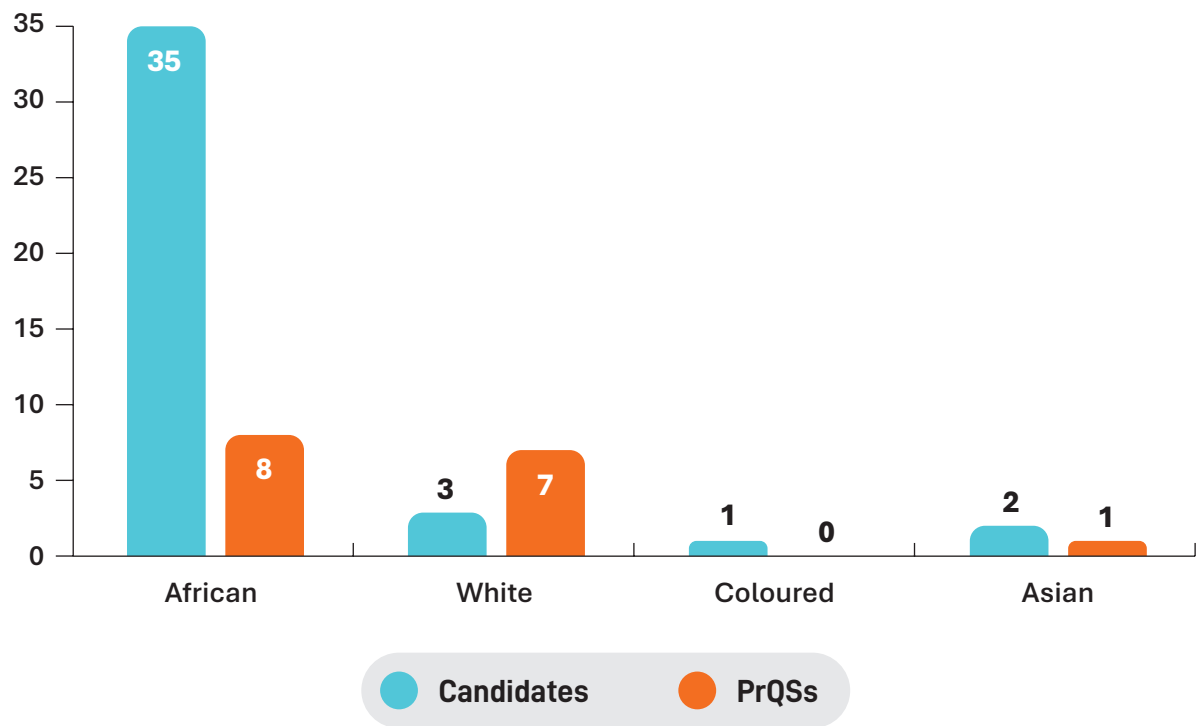
FEBRUARY 2025

QS	DESCRIPTION	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	03/02/2025	African	Male	40
PrQS	Re-Registered	10/02/2025	African	Male	50
Candidate QS	Re-Registered	18/02/2025	African	Female	
Candidate QS	Re-Registered	27/02/2025	African	Male	36

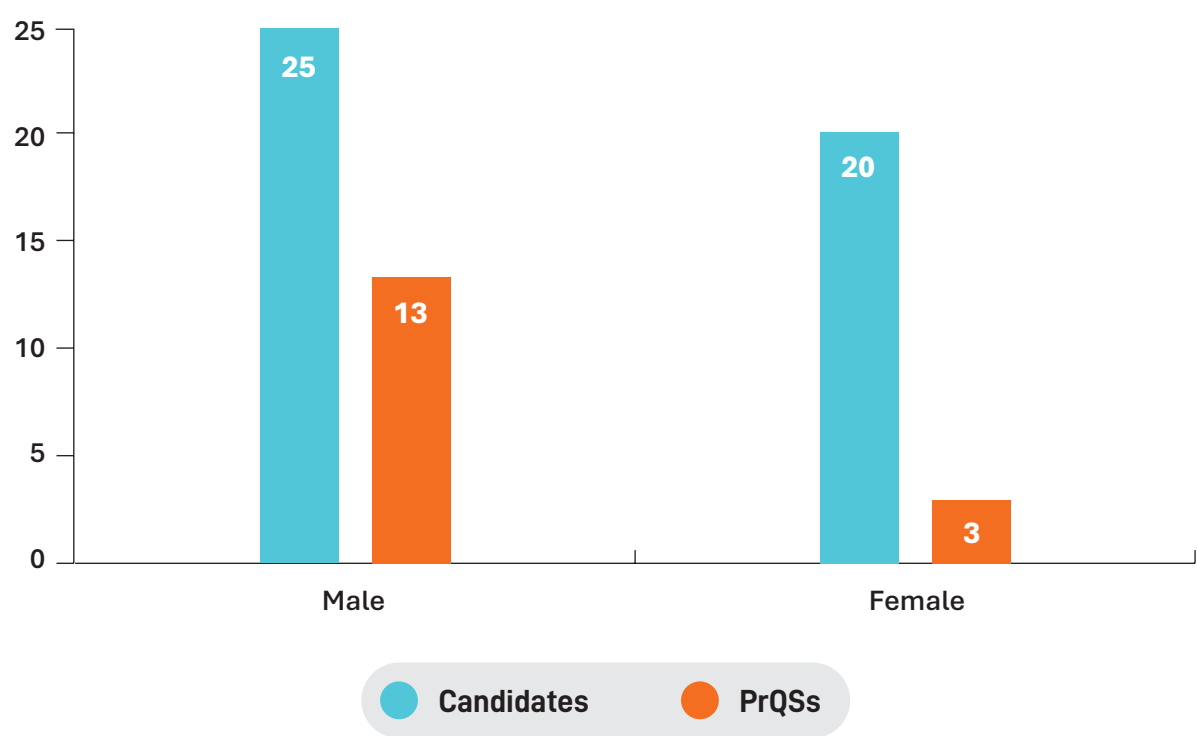
MARCH 2025

QS	REASON FOR LEAVING	DATE	RACE	GENDER	AGE
Candidate QS	Re-Registered	06/03/2025	African	Male	45
Candidate QS	Re-Registered	28/03/2025			
Candidate QS	Re-Registered	28/03/2025			

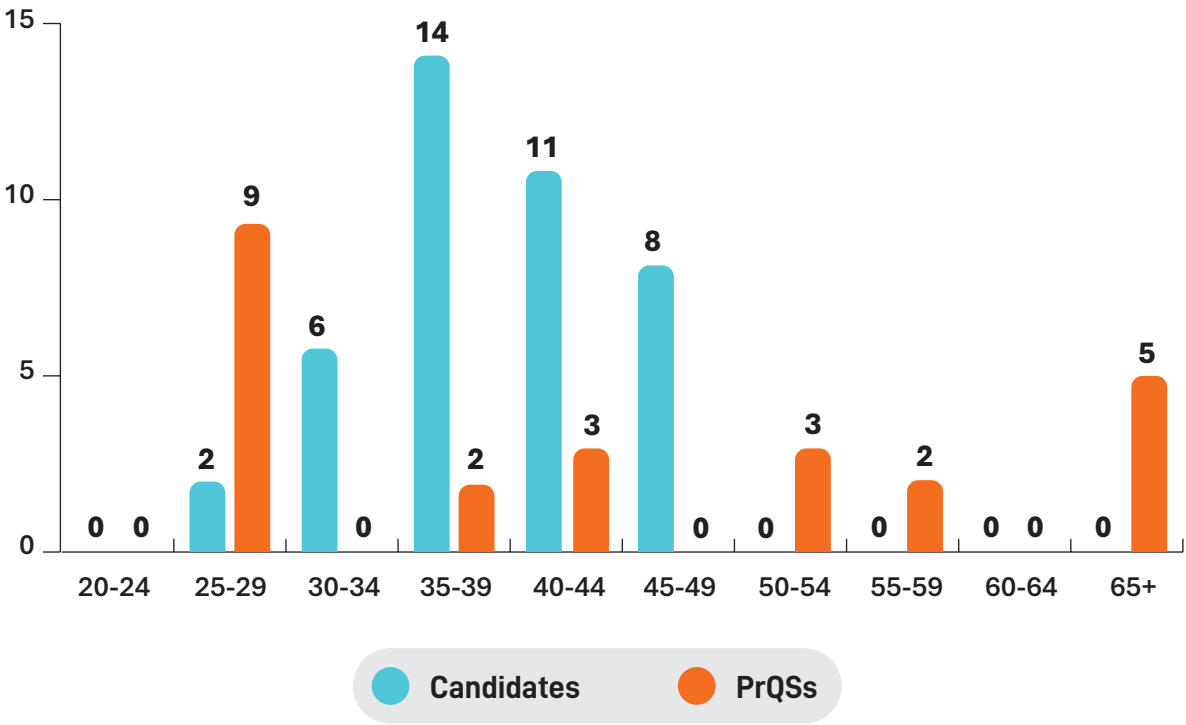
Re-registered candidates and PrQsSs by race – April 2024 to March 2025



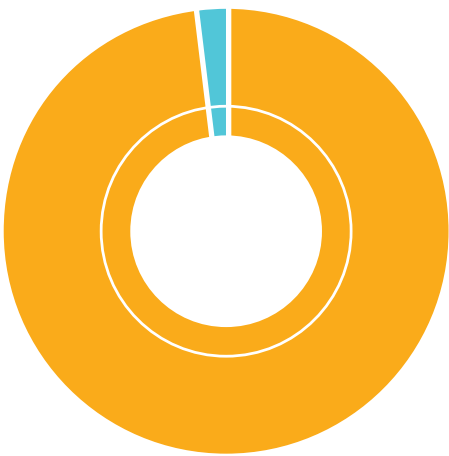
Re-registered candidates and PrQsSs by gender – April 2024 to March 2025



Re-registered candidates and PrQSs by age – April 2024 to March 2025

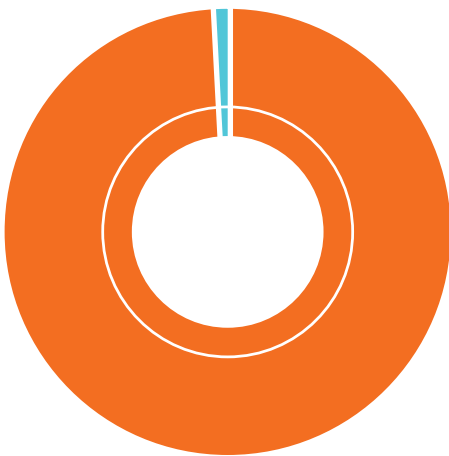


Number of Re-registered persons compared to registered persons – as at March 2025



CANDIDATE QS

- Registered persons: 2 632
- Re-registered persons: 45



PrQS

- Registered persons: 2 636
- Re-registered persons: 16

TOTAL RE-REGISTERED: 61 TOTAL REGISTERED: 5 268

ANNEXURE B:

ACADEMIC ROUTES TO REGISTRATION

1. ROUTES TO REGISTRATION FOR CANDIDATE QUANTITY SURVEYORS

Entry Qualifying Programme	ACADEMIC ROUTE						
	SACQSP-Accredited Quantity Surveying Degrees		SACQSP-Accredited Cognate Degrees **		Non-Accredited QS Degree		International Agreements
Route Code	1A	1B	2A	2B	3A	3B	4
NQF Credit	480	360	480	360	480	360	480 equivalent
SAQA/NQF Exit level	Level 8	Level 7	Level 8	Level 7	Level 8	Level 7	Level 8 equivalent
Professional Skills Modules	Nil	12	Programme Dependent	12	Programme Dependent	12	NEW PSM 2 AND NEW PSM 7
The minimum duration of a PrQS supervision	3-years	4-years	4-years	5-years	4-years	5-years	N/A
Maximum candidate registration period	10-years	10-years	10-years	10-years	10-years	10-years	N/A
Compulsory interim submission	1 off	1 off	1 off	2 off	1 off	2 off	N/A
Compulsory final submission	Yes	Yes	Yes	Yes	Yes	Yes	N/A
QS Diary	Yes 3-years	Yes 4 years	Yes 4 years	Yes 5 years	Yes 4 years	Yes 5 years	N/A
General Report							Yes
Detailed Resume							Yes
Project Specific report	Yes	Yes	Yes	Yes	Yes	Yes	Yes
APC interview	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Experience in South Africa*							1 Year
No. of days to Registration after completion of all requirements							

Notes to above

* This period may include secondment, external appointed PrQS supervision whilst working under a PrQS in a construction environment. Minimum of 12-months in RSA.

** Limited to BSc Construction Management and BSc Property Studies from (UP) and (UCT).

A minimum of 50% of proven duration under PrQS supervision may be backdated.

2. ROUTES TO REGISTRATION FOR RPL CANDIDATES

	RECOGNISED PRIOR LEARNING		
Entry Qualifying	Matric OR N4	Non-QS Tertiary Diploma and Degree	National Diploma in Building
Route Code	1A	2A	3A
Route Code	5	6	7
NQF Credit	120	240/360/480	240
SAQA/NQF Exit Level	Level 4 + 5	Level 6 – 8	Level 6
Professional Skills Modules	12	12	12
Minimum duration under PrQS supervision before application *	15 Years #	10 Years #	5 Years #
Additional duration under PrQS supervision with diaries and logbook	3 Years	3 Years	3 Years
Maximum candidate registration period	5 Years	5 Years	5 Years
Compulsory Interim Submission	1 off	1 off	1 off
General Report – current	Yes	Yes	Yes
Detailed Resume	Yes 10 Years	Yes 10 Years	Yes 5 Years
Project Specific Report	Yes	Yes	Yes
APC interview	Yes	Yes	Yes

Notes to above

* This period may include secondment, external appointed PrQS supervision whilst working under a PrQS in a construction company. Minimum of 12 months in South Africa.

This period of RPL requires to be proven upon application.

ANNEXURE C:

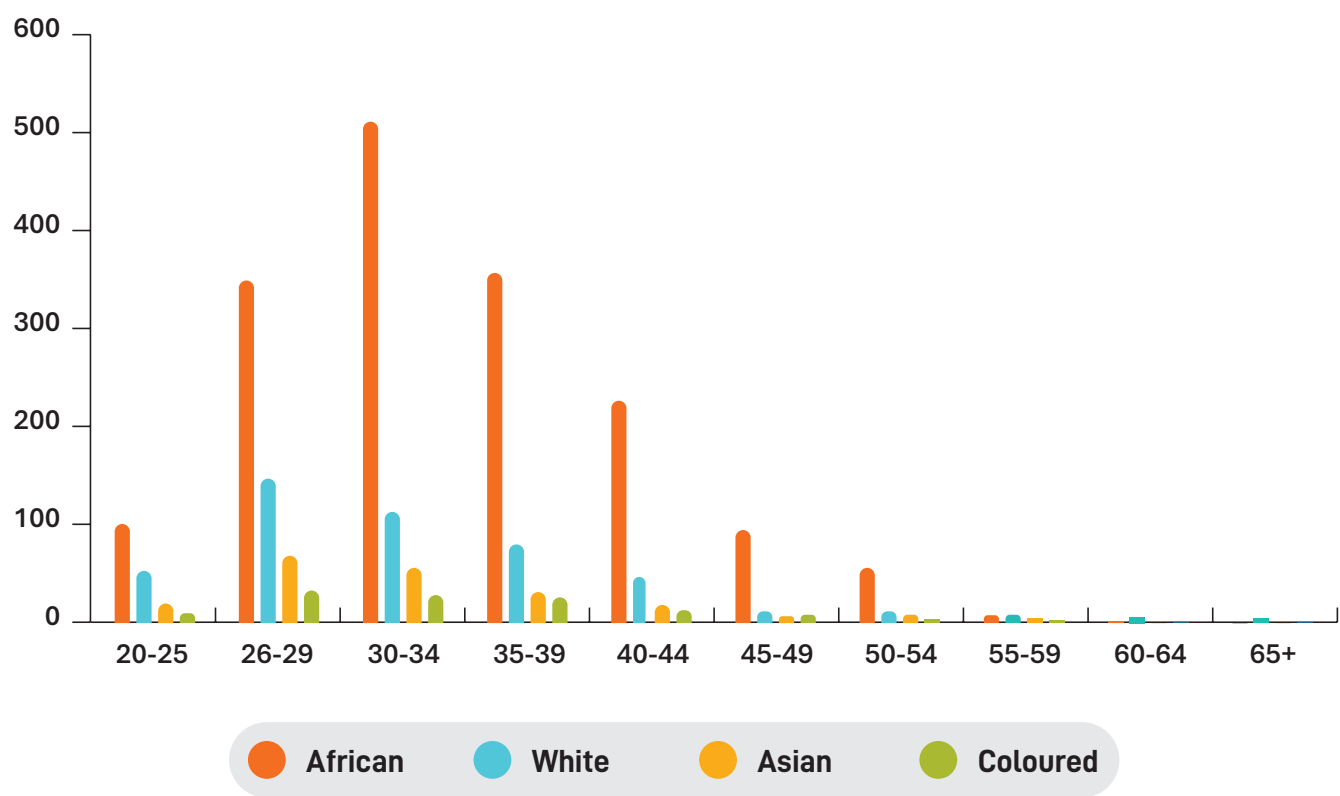
STATISTICS

1. CANDIDATES BY RACE, AGE AND GENDER

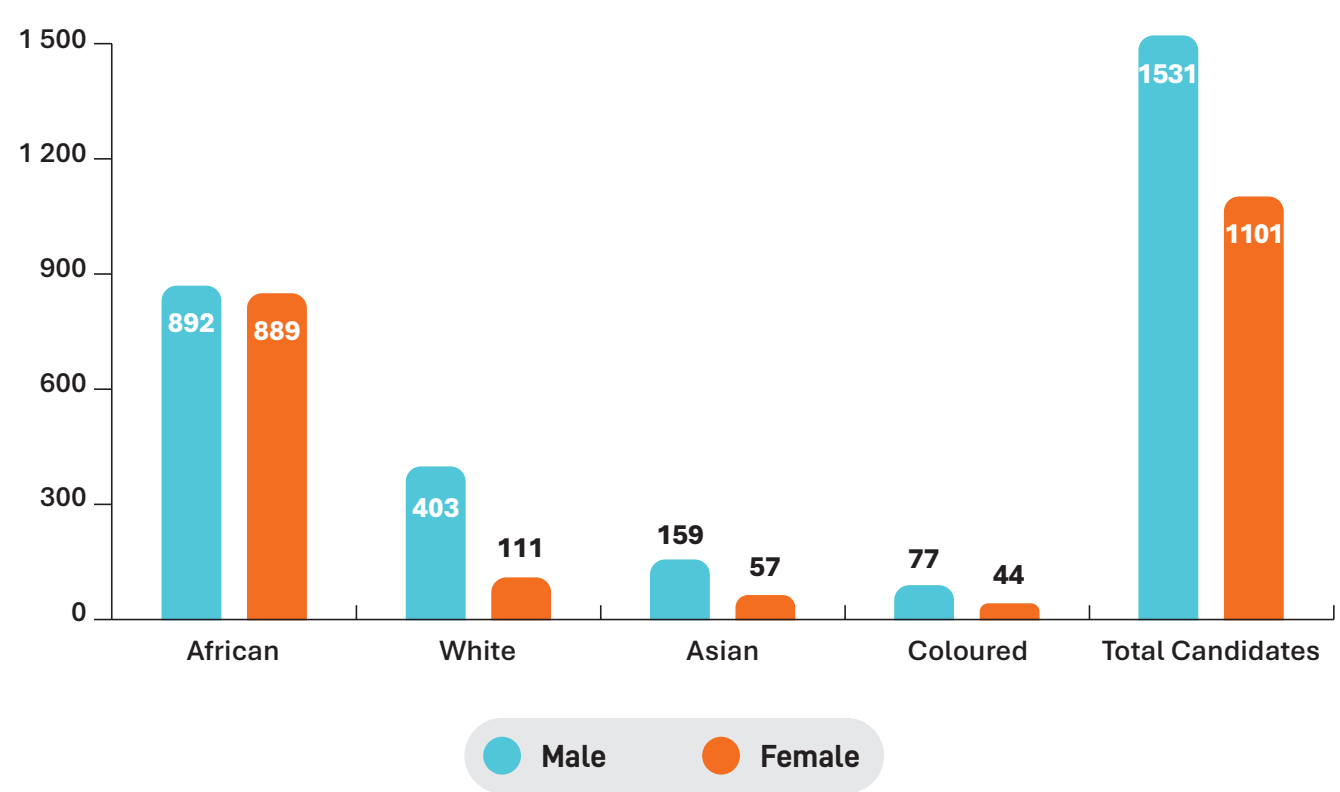
As at 31 March 2025

AGE GROUPS	GENDER	AFRICAN	WHITE	ASIAN	COLOURED	TOTAL
20-25	M	38	35	9	4	86
	F	59	16	5	3	83
26-29	M	163	108	46	21	338
	F	211	40	18	12	281
30-34	M	284	111	39	17	451
	F	270	21	12	10	313
35-39	M	185	74	20	10	289
	F	191	11	16	17	235
40-44	M	114	40	19	14	187
	F	107	7	4	1	119
45-49	M	63	15	9	6	93
	F	36	4	0	1	41
50-54	M	36	4	9	2	51
	F	14	9	2		25
55-59	M	7	5	5	1	18
	F	1	1	0	0	2
60-64	M	2	8	3	2	15
	F	0	2	0	0	2
65+	M	0	3	0	0	3
	F	0	0	0	0	0
TOTAL		1781	514	216	121	2632

Candidates by race and age – as at March 2025



Candidates by race and gender – as at March 2025



2. PrQSSs BY RACE, AGE AND GENDER

As at 31 March 2025

AGE GROUPS	GENDER	AFRICAN	WHITE	ASIAN	COLOURED	TOTAL
20-25	M	0	1	0	0	1
	F	0	0	0	0	0
26-29	M	8	28	4	0	40
	F	14	9	5	1	29
30-34	M	58	116	28	9	211
	F	61	41	11	4	117
35-39	M	101	216	53	13	383
	F	96	64	27	6	193
40-44	M	109	132	29	9	279
	F	63	45	6	1	115
45-49	M	87	116	15	7	225
	F	42	25	9	1	77
50-54	M	54	94	31	7	186
	F	15	42	4	1	62
55-59	M	29	108	18	0	155
	F	5	26	3	6	40
60-64	M	27	103	7	2	139
	F	1	16	0	0	17
65+	M	27	302	17	2	348
	F	5	14	0	0	19
TOTAL		802	1498	267	69	2636

PART A:
General Information

PART B:
Performance Information

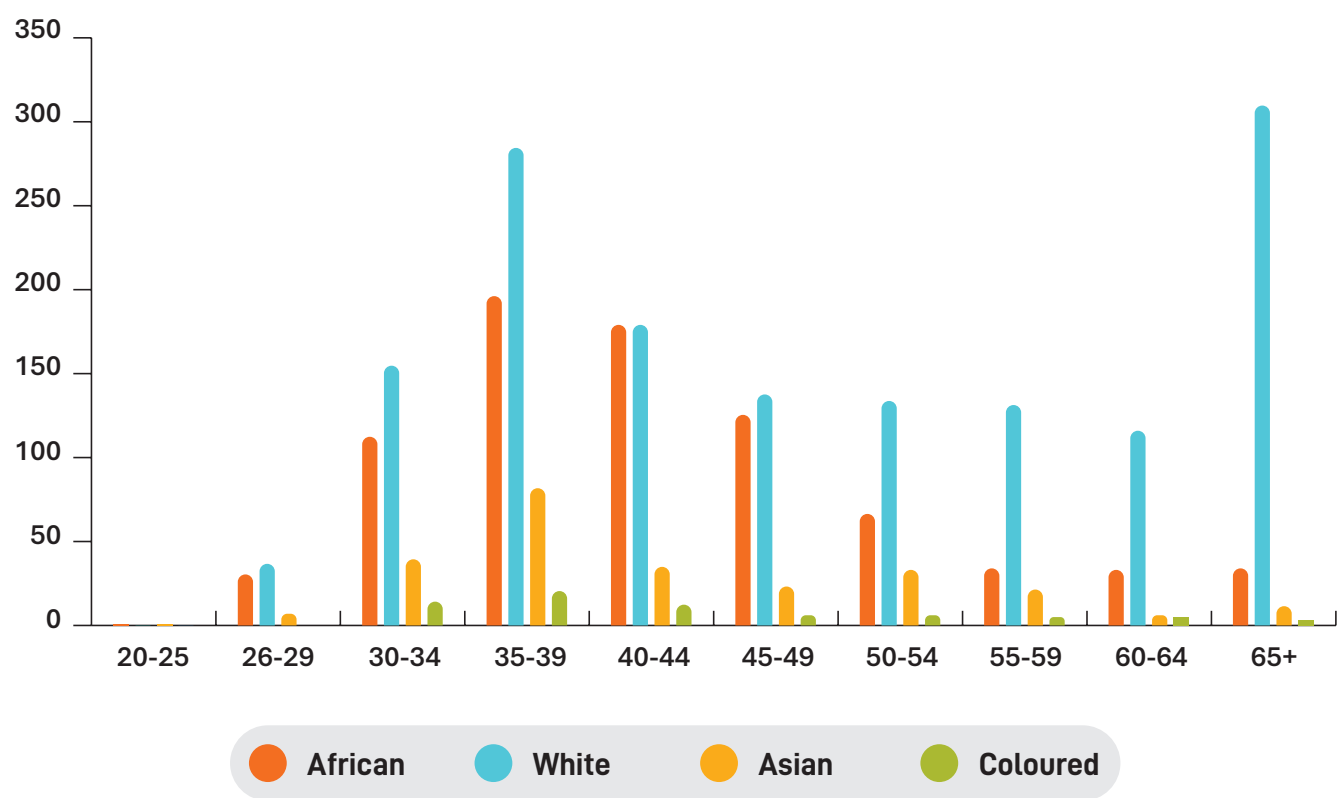
PART C:
Governance

PART D:
Human Resources Management

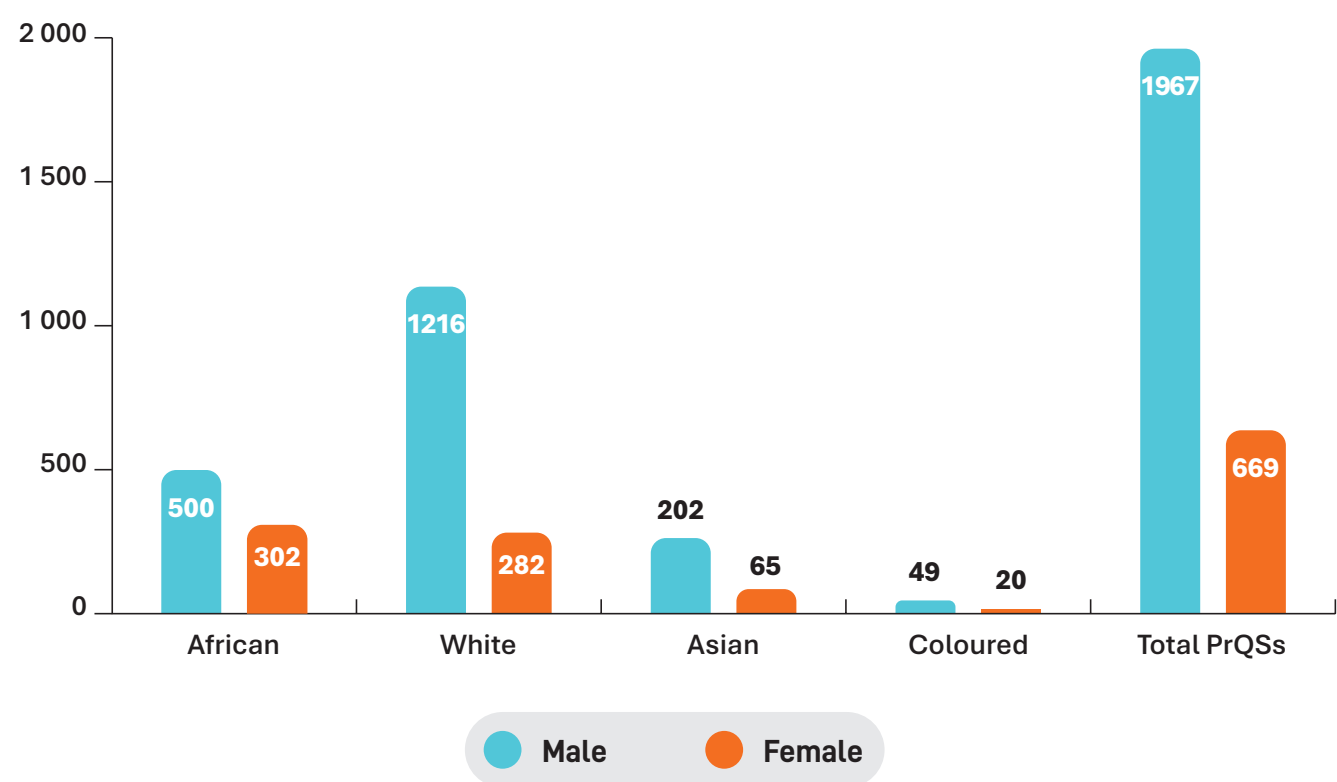
PART E:
Financial Information

PART F:
Annexures

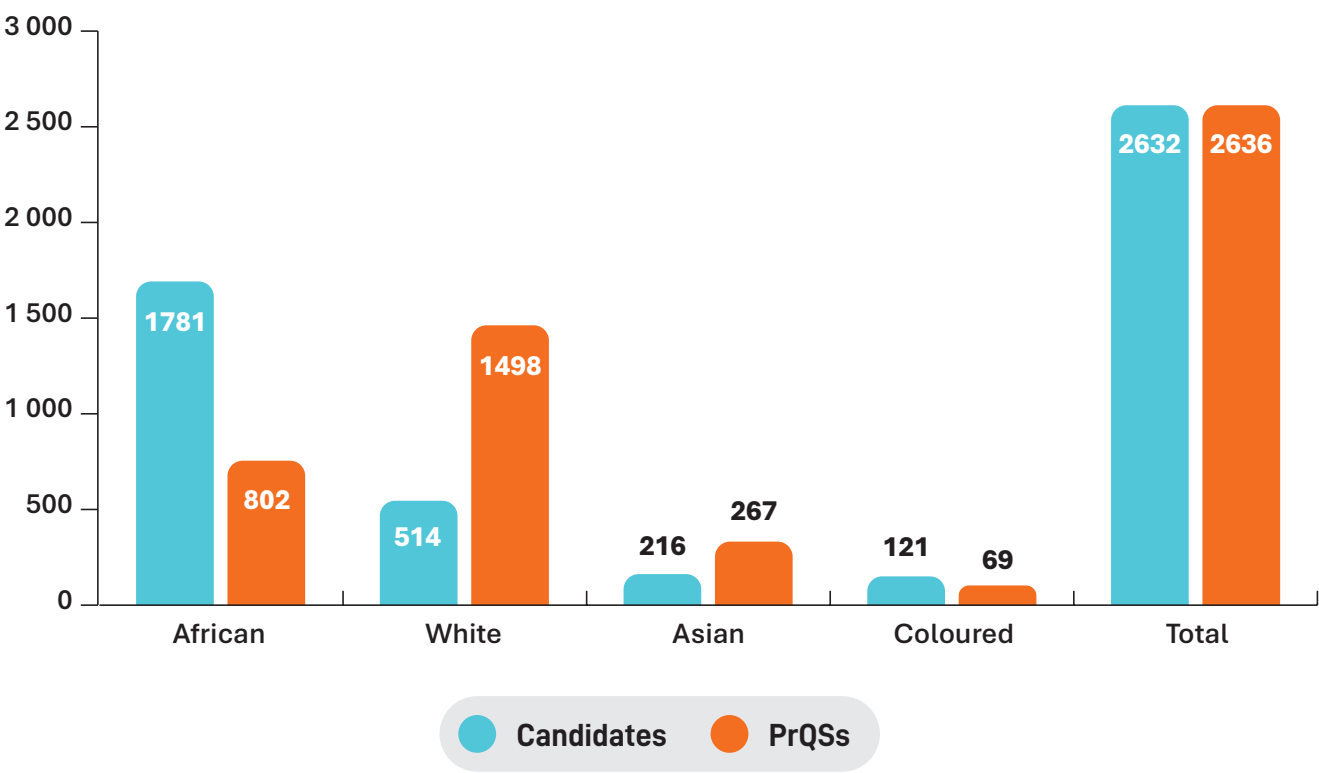
PrQSSs by race and age – as at March 2025



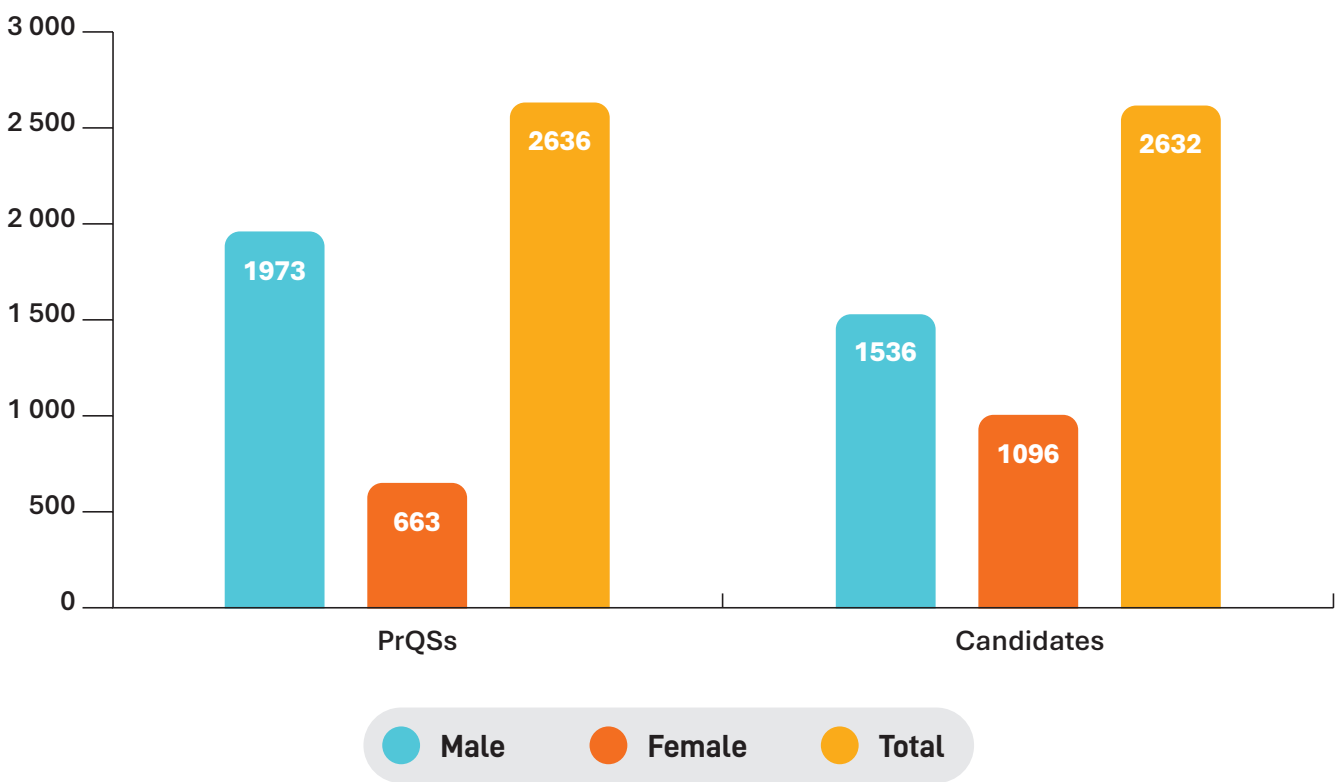
PrQSSs by race and gender – as at March 2025



Number of candidates and PrQSs by race – as at March 2025



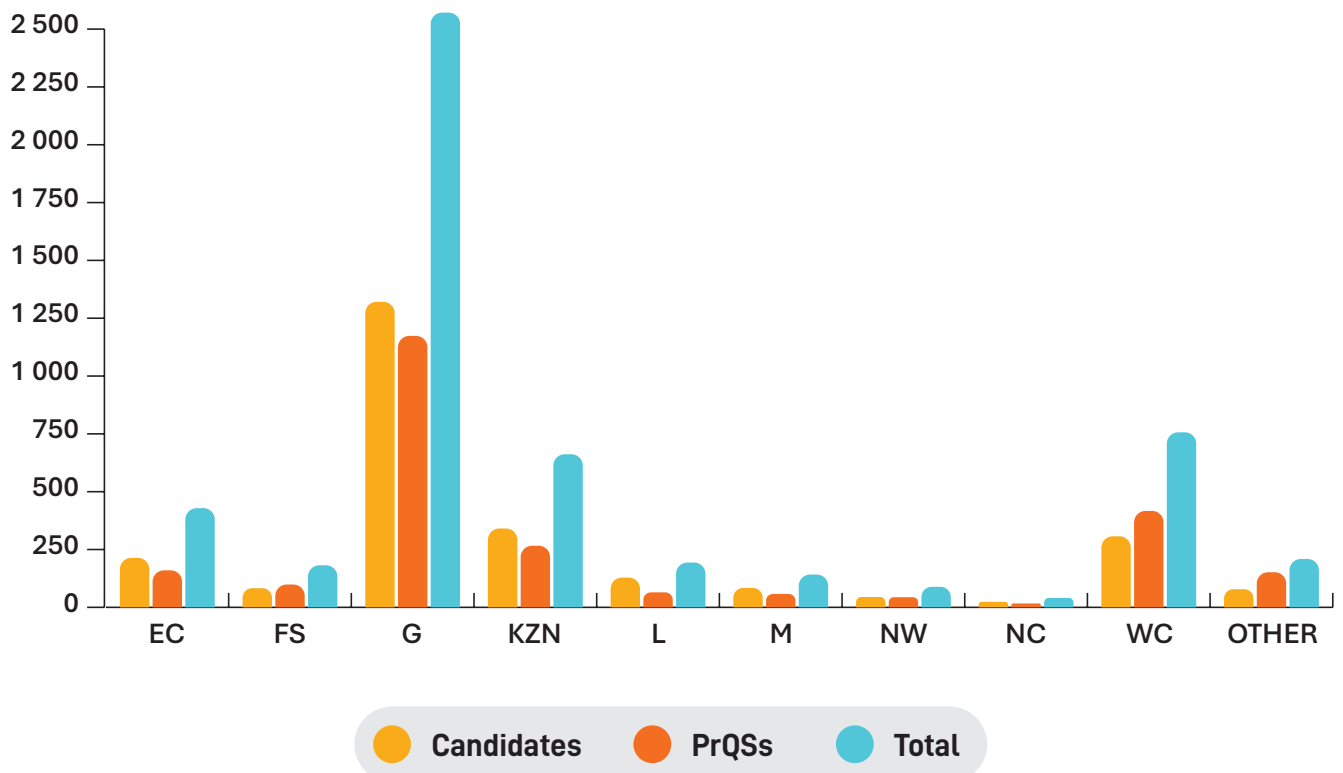
Number of candidates and PrQSs by gender – as at March 2025



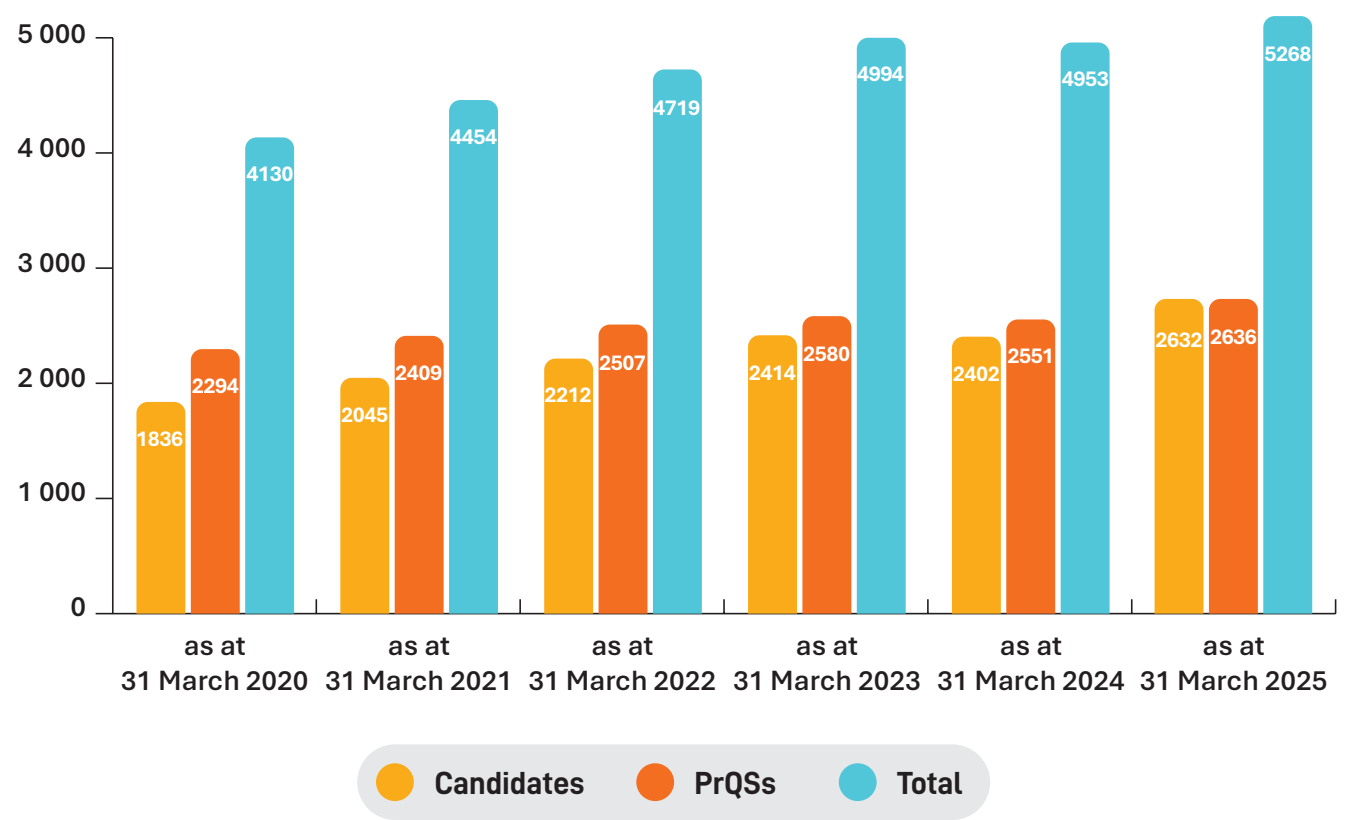
3. CANDIDATES & PrQSs BY REGION

	CANDIDATE	PrQS	TOTAL IN REGION
Eastern Cape	242	218	460
Free State	89	86	175
Gauteng	1307	1233	2540
Kwazulu -Natal	345	305	650
Limpopo	93	55	148
Mpumalanga	70	60	130
North West	58	43	101
Northern Cape	24	17	41
Western Cape	354	461	815
Other (Outside RSA Borders)	50	158	208
TOTAL	2632	2636	5268

PrQSs and candidates by region – as at March 2025



Change in number of candidates and PrQSs – 2020to 2025



Status of candidates and PrQSs – as at 31 March 2025

STATUS	PrQS	CANDIDATE QS	TOTAL
Total as at 1 st April 2024	2 551	2 402	4 953
Resigned/Deceased	-40	-38	-78
Struck CPD	0	0	0
Candidates moved to PRQS	111	-111	0
Struck Non-Payment	0	0	0
New Registrations	0	344	344
Unreconciled	-2	-10	-12
Re-Registration	16	45	61
TOTAL AS AT 31 ST MARCH 2025	2 636	2 632	5 268

4. CANDIDATES AND PrQSs WTH DISABILITIES

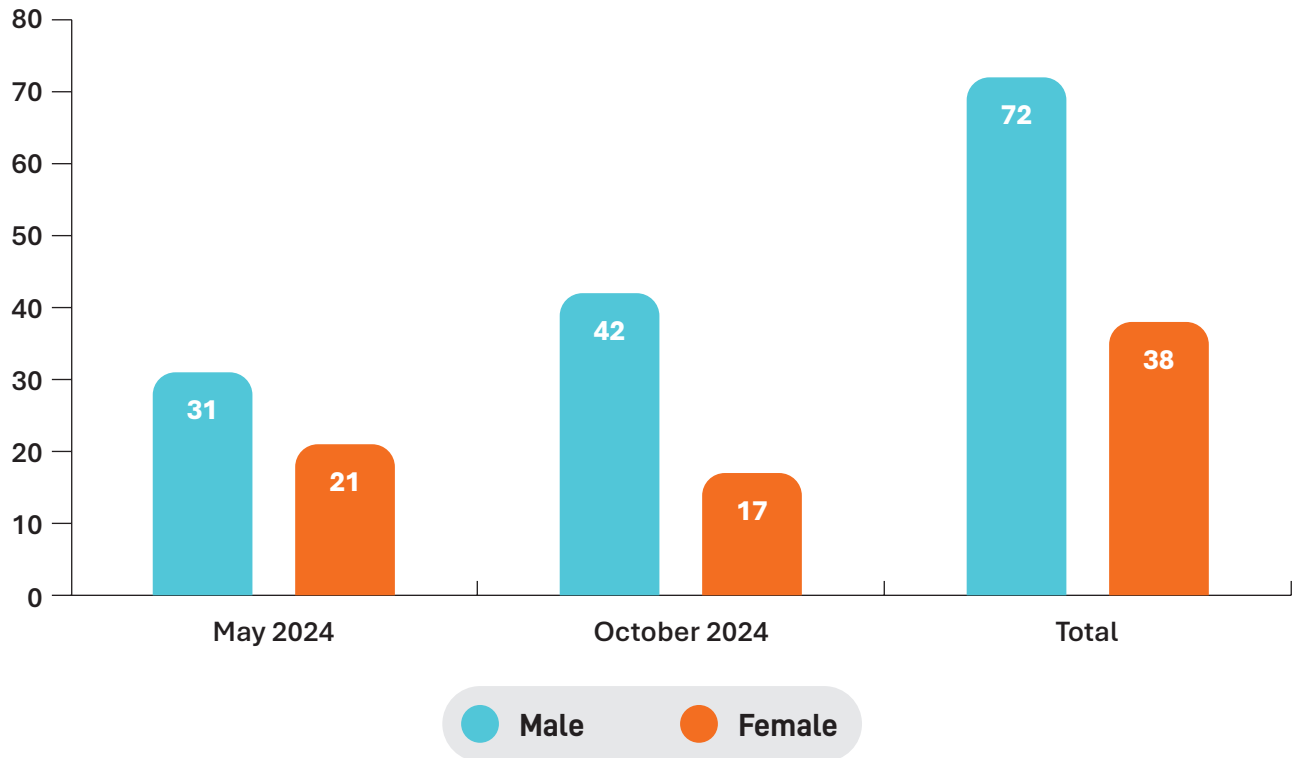
QS	GENDER	RACE	DISABILITY
CandidateQS	Male	White	Intellectual (learn etc)
CandidateQS	Female	Coloured	None now - was Sight
CandidateQS	Female	Coloured	Sight (even with glasses)
CandidateQS	Male	White	Hearing (even with h. aid)
CandidateQS	Female	Coloured	Sight (even with glasses)
CandidateQS	Male	Coloured	Disabled but unspecified
CandidateQS	Female	African	Disabled but unspecified
CandidateQS	Female	African	None now - was Hearing
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Male	African	Physical (move/stand etc)
CandidateQS	Female	African	None now - was Sight
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Male	White	Multiple
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	African	Physical (move/stand etc)
CandidateQS	Male	African	Sight (even with glasses)
CandidateQS	Male	Asian	Sight (even with glasses)
CandidateQS	Male	African	Sight (even with glasses)
CandidateQS	Female	African	None now - was Hearing
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Male	Asian	None now - was Sight
CandidateQS	Female	African	None now - was Sight
CandidateQS	Female	White	Disabled but unspecified
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	African	None now - was Emotional
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Male	White	Sight (even with glasses)
CandidateQS	Female	African	None now - was Hearing
CandidateQS	Female	African	None now - was Sight
CandidateQS	Male	African	Sight (even with glasses)
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	African	Sight (even with glasses)

QS	GENDER	RACE	DISABILITY
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Male	White	Hearing (even with h. aid)
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Male	African	None now - was Hearing
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	African	None now - was Sight
CandidateQS	Female	African	None now - was Communic
CandidateQS	Female	African	Sight (even with glasses)
CandidateQS	Female	Coloured	None now - was Sight
PrQS	Male	White	None now - was Sight
PrQS	Male	White	Sight (even with glasses)
PrQS	Male	White	Sight (even with glasses)
PrQS	Male	Coloured	Emotional (behav/psych)
PrQS	Male	White	Sight (even with glasses)
PrQS	Male	White	None now - was Sight
PrQS	Female	African	Sight (even with glasses)
PrQS	Male	White	Sight (even with glasses)
PrQS	Male	White	Physical (move/stand etc)
PrQS	Male	White	Hearing (even with h. aid)
PrQS	Male	Asian	Hearing (even with h. aid)
PrQS	Male	White	Intellectual (learn etc)
PrQS	Male	Asian	Sight (even with glasses)
PrQS	Male	White	Sight (even with glasses)
PrQS	Male	White	Hearing (even with h. aid)
PrQS	Male	White	Hearing (even with h. aid)
PrQS	Male	White	Sight (even with glasses)
PrQS	Male	White	Sight (even with glasses)
PrQS	Male	White	Disabled but unspecified
PrQS	Male	White	None now - was Sight
PrQS	Male	White	None now - was Physical
PrQS	Male	White	Intellectual (learn etc)
PrQS	Male	White	Sight (even with glasses)
PrQS	Female	African	Sight (even with glasses)
PrQS	Male	Asian	Sight (even with glasses)
PrQS	Male	African	None now - was Disabled US
RetiredPrQS	Male	White	Sight (even with glasses)

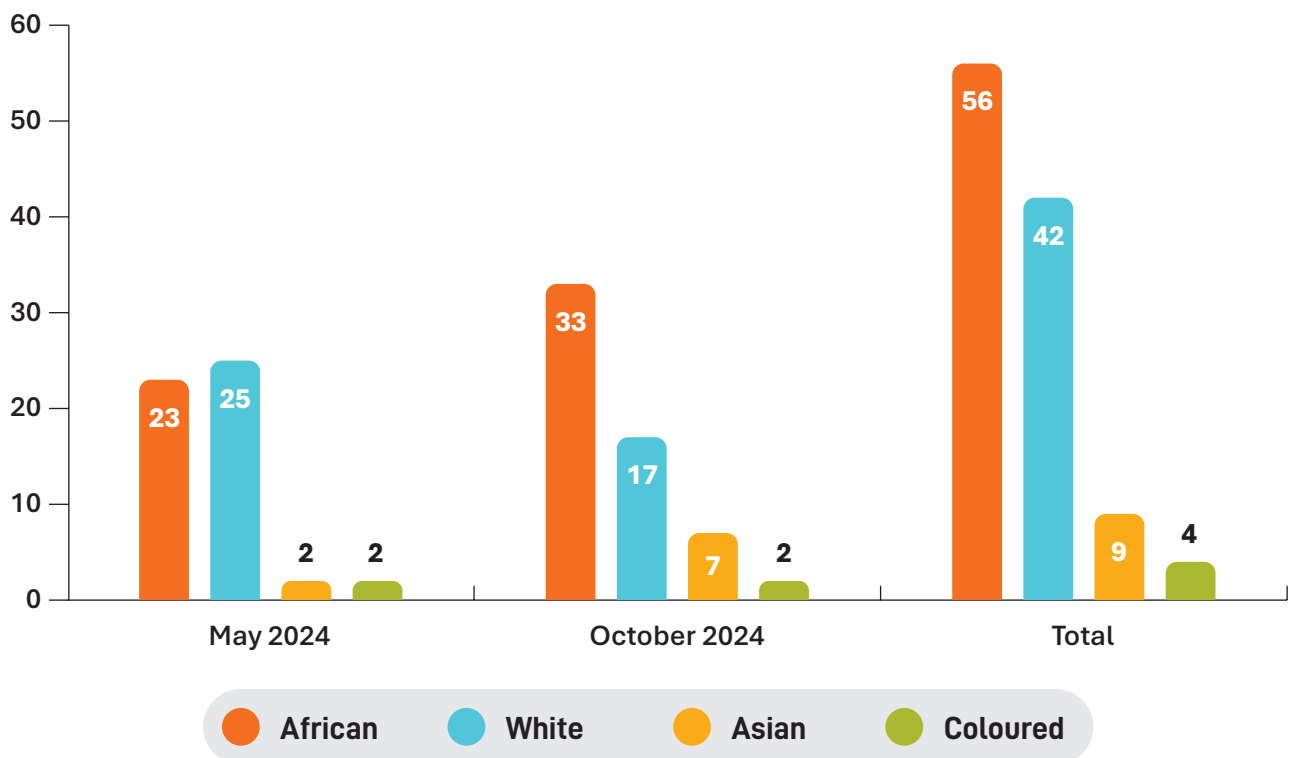
ANNEXURE D:

SUCCESSFUL ASSESSMENT OF COMPETENCY INTERVIEWS

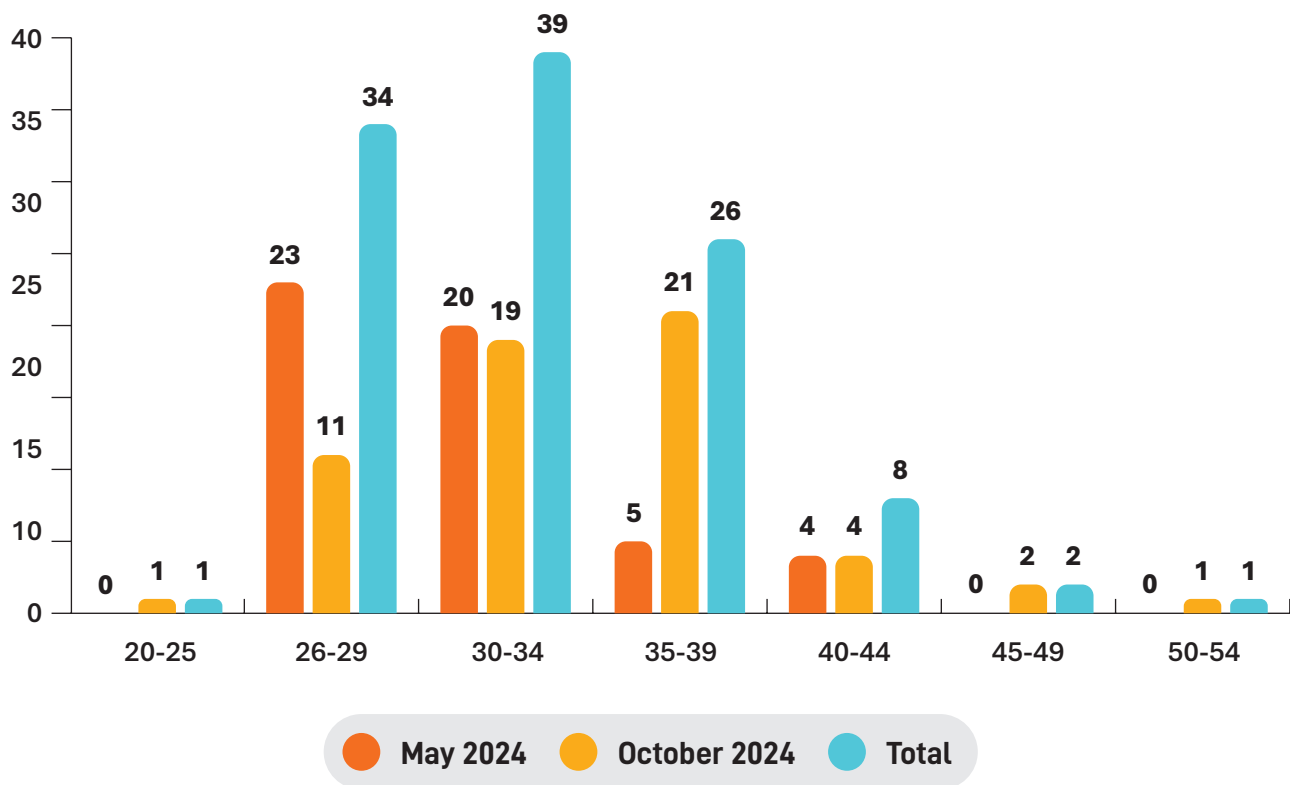
Successful applicants by gender: 1 April 2024 – 31 March 2025



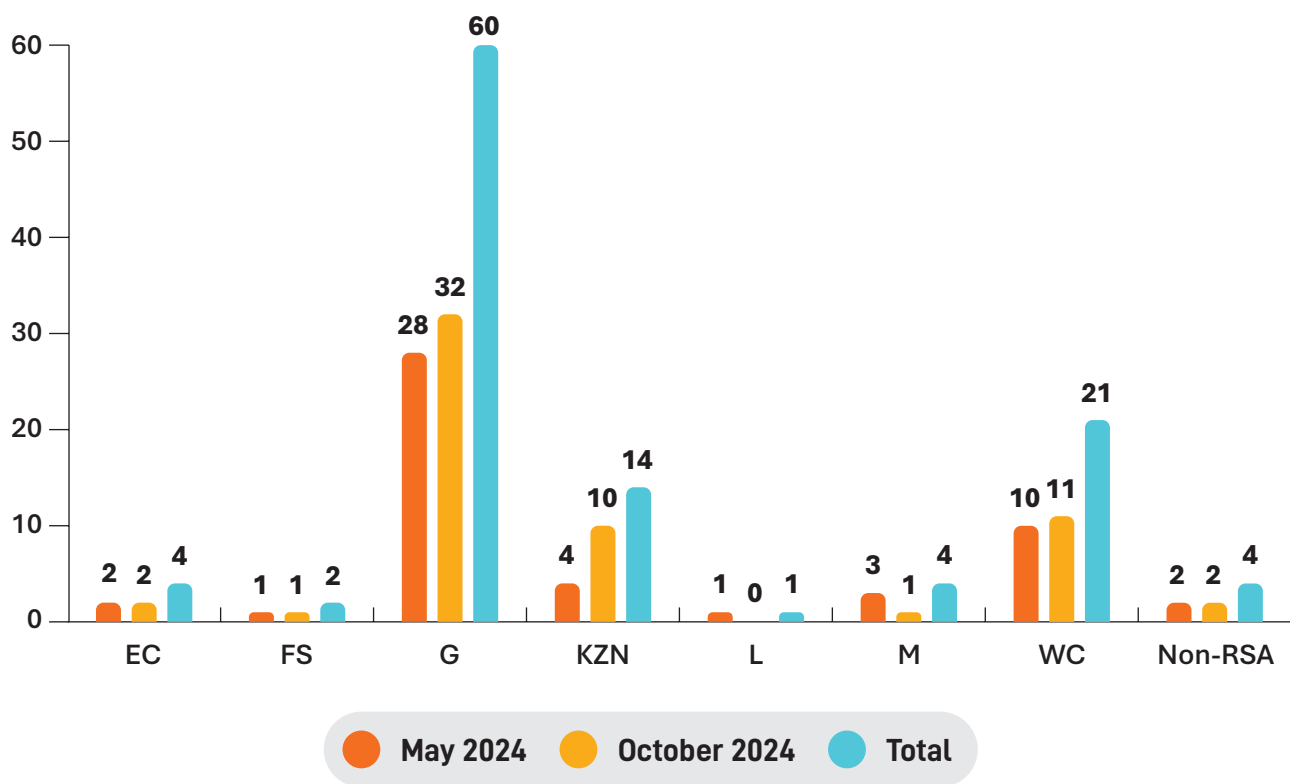
Successful applicants by race: 1 April 2024 – 31 March 2025



Successful applicants by age: 1 April 2024 – 31 March 2025



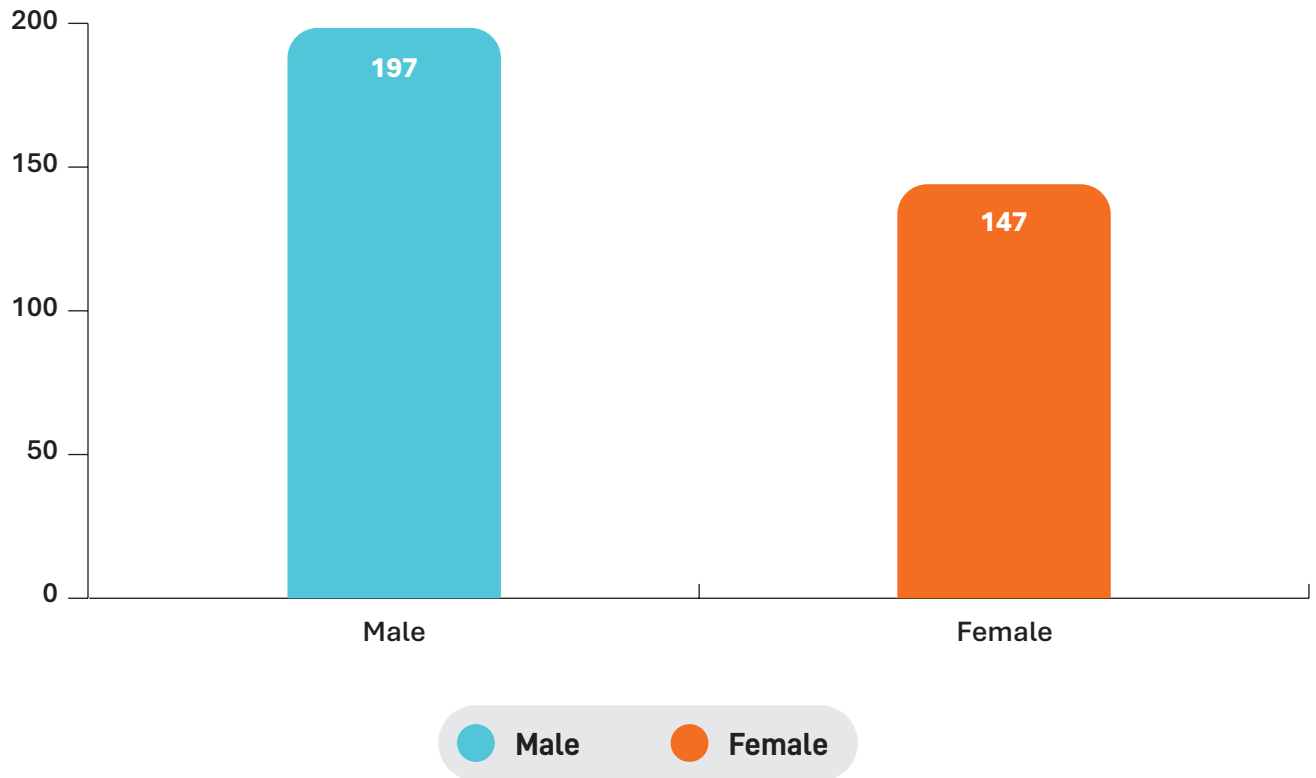
Successful applicants by province: 1 April 2024 – 31 March 2025



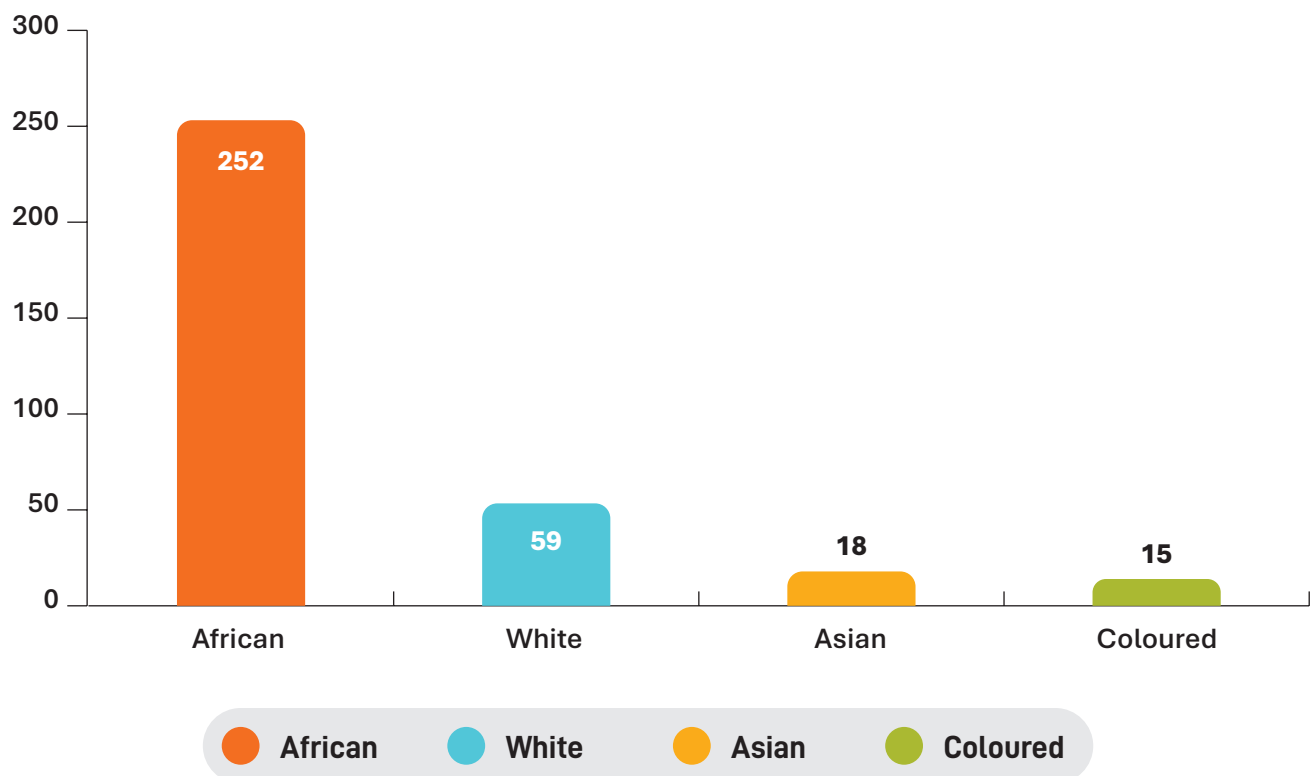
ANNEXURE E:

NEW CANDIDATE QS REGISTRATIONS

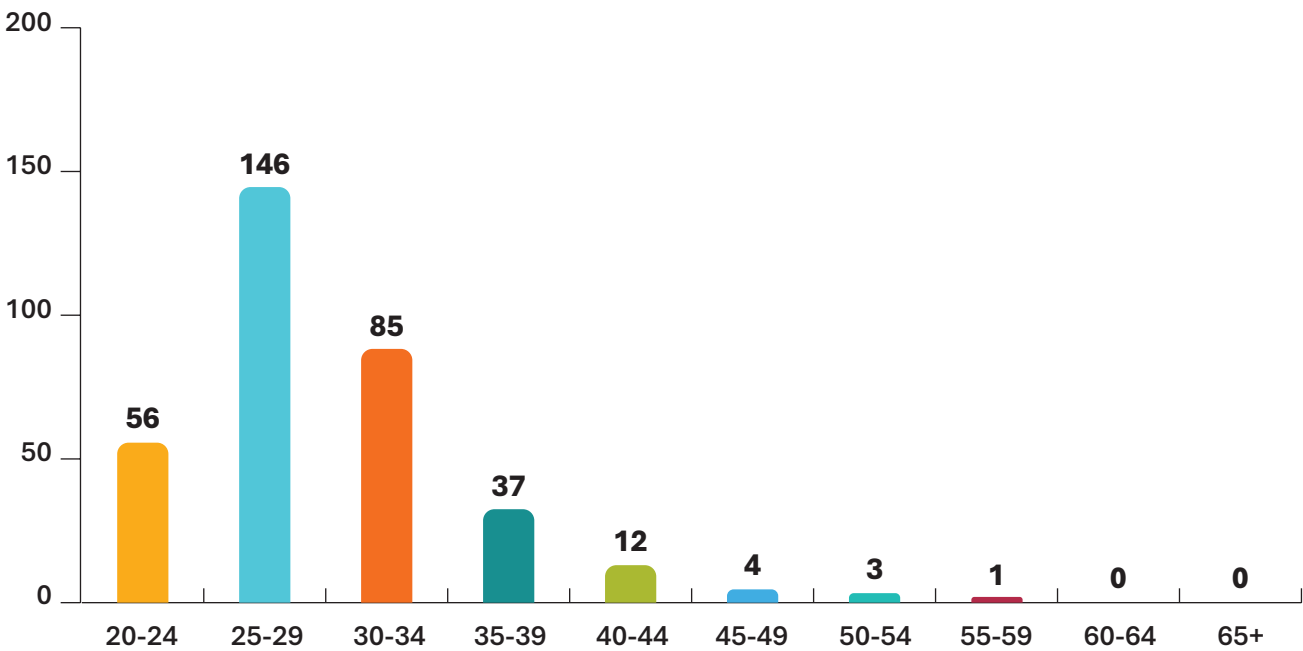
Candidate statistics by gender – as at March 2025



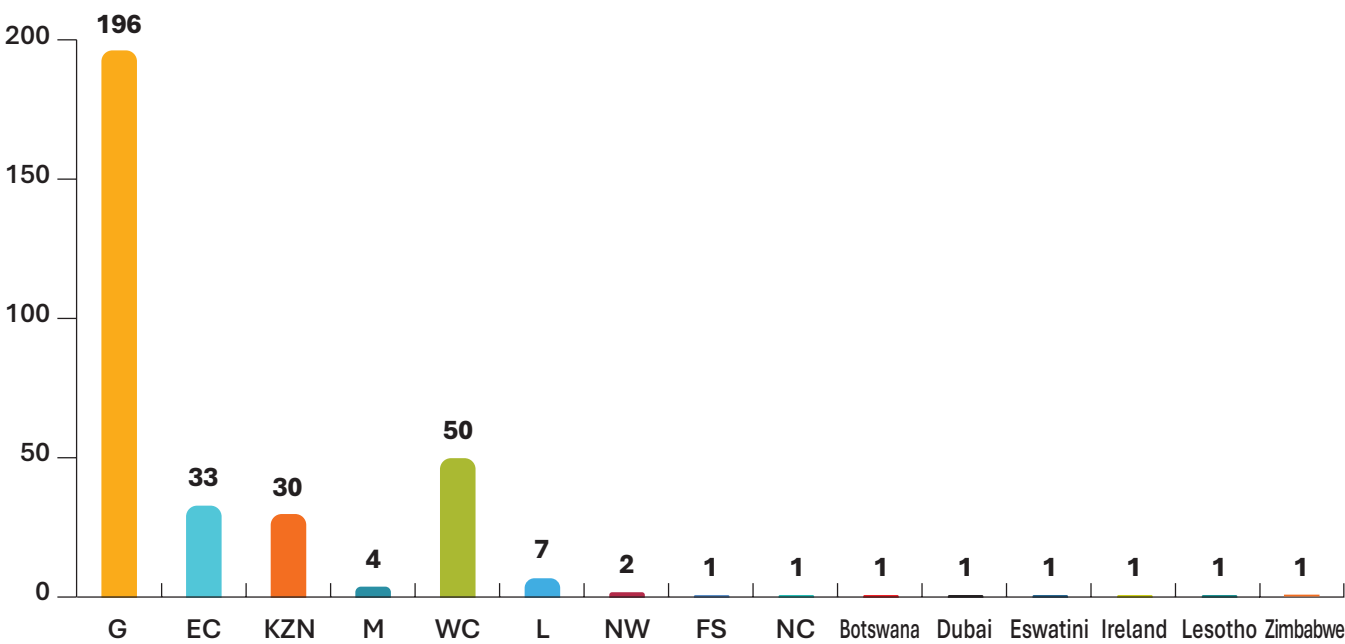
Candidate statistics by race – as at March 2025



Candidate statistics by age – as at March 2025



Candidate statistics by region – as at March 2025



ANNEXURE F:

PSM STATISTICS

PMSs	PASSED	FAILED	TOTAL OF CANDIDATES
PSM 1	5	64	69
PSM 2	41	51	92
PSM 3	45	51	86
PSM 4	56	16	72
PSM 5	47	28	75
PSM 6	50	17	67
PSM 7	40	60	100
PSM 8	55	28	83
PSM 9	54	22	76
PSM 10	61	22	83
PSM 11	49	40	89
PSM 12	45	27	72

Number of candidates written – PSM 01-12



Percentage of candidates – Passed/Failed – PSM 01-12



ANNEXURE G:

GUIDELINE TIME CHARGES

1. 2024 GUIDELINE TIME CHARGES FOR THE PRIVATE SECTOR

The South African Council for the Quantity Surveying Profession (SACQSP) has approved the Following guideline hourly rate per clause 7.1 of the Guideline Tariff of Professional Fees for Professional quantity surveying services with effect from 1 May 2024.

Registered Professional Principals¹:

- Not exceeding 5 years' experience² R 1 412.00
- Exceeding 5 years and not exceeding 10 years' experience² R 2 823.00
- Exceeding 10 years' experience² R 3 986.00
- Specialist work³ (minimum 10 years' experience²) R 4 982.00

The time charge for other personnel is 17c per R100 of gross annual remuneration, applicable at the time the service is rendered.

The above charges exclude any disbursements as prescribed in clause 8.0 of the Guideline Tariff of Professional Fees.

All hourly rates exclude VAT as prescribed in clause 1.2 of the Guideline Tariff of Professional Fees.

2. SACQSP FEES

1 April 2024 – 31 March 2025

Note: The fees set out below for 2024/2025 were approved and adopted by the SACQSP Council.

2.1 Annual/Registration fees for 2024/2025

DESCRIPTION	EXCL VAT	TOTAL INTERNATIONAL	INCL VAT	TOTAL
Professional QS fees	2 625,00		3 018,75	
Professional QS CBE levies	42,00		48,30	
Privy seal fee	48,00	2 715,00	55,20	3 122,25
Candidate QS fees	1 672,00		1 922,80	
Candidate QS CBE levies	21,00		24,15	
Privy seal fee	48,00	1 741,00	55,20	2 002,15

¹“Principal”, for this purpose, is a person who acts as a partner, a sole proprietor, a director or a member who, jointly or severally with other partners, co-directors or co-members, bears the risks of the business, or a person who takes responsibility for projects and related liabilities of such practice and where such person's level of expertise and relevant experience is commensurate with such position.

²“Experience”, for this purpose, commences from the date of being awarded professional quantity surveyor (PrQS) registration status by the SACQSP.

³“Specialist work”, other than expert witness, mediator, arbitrator or umpire, for this purpose, is work of a specialist nature performed by a quantity surveyor who has more than 10 years' experience as a PrQS as well as specialist knowledge and expertise in the construction industry.

2.2 Registration fees

DESCRIPTION	EXCL VAT	INCL VAT
Enrolment fee (Non-Refundable)	550,00	632,50
RPL enrolment fee	5 000,00	5 750,00
Appeal fees	5 000,00	5 750,00
RICS enrolment fee	1 650,00	1 897,50

2.3 Assessment fees

DESCRIPTION	EXCL VAT	INCL VAT
Council APC interview	3 768,00	4 333,20
PSM – Enrolment per module	330,00	379,50
PSM – Examinations per module	220,00	253,00

2.4 Penalties for late fee payment (after 30 April)

QS	NIL VAT
Professional QS	1 000,00
Candidate QS	500,00

2.5 Penalty for Back-dating

QS	EXCL VAT
Candidate QS (2007/2008)	969,00
Candidate QS (2008/2009)	1 045,00
Candidate QS (2009/2010)	1 121,00
Candidate QS (2010/2011)	1 231,00
Candidate QS (2011/2012)	1 376,00
Candidate QS (2012/2013)	1 376,00
Candidate QS (2013/2014)	1 300,00
Candidate QS (2014/2015)	1 300,00
Candidate QS (2015/2016)	1 407,07
Candidate QS (2016/2017)	1 520,23
Candidate QS (2017/2018)	1 520,23
Candidate QS (2018/2019)	1 520,23
Candidate QS (2019/2020)	1 520,23

2.6 Arrears Fees on Re-Registration

QS	INCL VAT - EXCL CBE LEVY	EXCL VAT	QS	INCL VAT	EXCL VAT
Professional QS (2004/2005)	969,00	850,00	CandidateQS (2004/2005)	661,00	580,00
Professional QS (2005/2006)	1 055,00	925,00	CandidateQS (2005/2006)	695,00	610,00
Professional QS (2006/2007)	1 425,00	1 250,00	CandidateQS (2006/2007)	912,00	800,00
Professional QS (2007/2008)	1 516,00	1 330,00	CandidateQS (2007/2008)	969,00	850,00
Professional QS (2008/2009)	1 637,00	1 436,00	CandidateQS (2008/2009)	1 045,00	918,00
Professional QS (2009/2010)	1 752,00	1 537,00	CandidateQS (2009/2010)	1 121,00	983,00
Professional QS (2010/2011)	1 927,00	1 694,00	CandidateQS (2010/2011)	1 231,00	1 084,00
Professional QS (2011/2012) + Tribunal Fee	2 152,00	1 864,00	CandidateQS (2011/2012) + Tribunal Fee	1 376,00	1 199,00
Professional QS (2012/2013)	2 152,00	1 199,00	CandidateQS (2012/2013)	1 376,00	1 199,00
Professional QS (2013/2014)	2 289,00	2 008,00	CandidateQS (2013/2014)	1 458,00	1 279,00
Professional QS (2014/2015)	2 289,00	2 008,00	CandidateQS (2014/2015)	1 458,00	1 279,00
Professional QS (2015/2016)	2 512,12	2 208,88	CandidateQS (2015/2016)	1 604,06	1 407,07
Professional QS (2016/2017)	2 720,12	2 386,07	CandidateQS (2016/2017)	1 733,06	1 520,23
Professional QS (2017/2018)	2 720,12	2 386,07	CandidateQS (2017/2018)	1 733,06	1 520,23
Professional QS (2018/2019)	2 720,12	2 386,07	CandidateQS (2018/2019)	1 733,06	1 520,23
Professional QS (2019/2020)	2 720,12	2 386,07	CandidateQS (2019/2020)	1 733,06	1 520,23

2.7 Other

DESCRIPTION	EXCL VAT	INCL VAT
Duplicate certificate	484,38	557,04

Note:

1. No increase of fees over the previous year's annual fees
2. Registration Cancellation (Resigned) only effective on receipt of registration certificate
3. Re-registration - as per the Act refer to Section 22(3) of the Act, applies therefore, where the person in default has failed to pay their fees and their registration is cancelled as per section 20(a)(iii) of the Act and they are provided with a notice of cancellation

Penalties on fees-in-arrears:

- (i) Invoices for annual registration fees - due by 31 May - are (initially) dispatched annually during the first week of April (Electronically only) plus are available on-line
- (ii) Section 20 of Act 49/2000 allows for a 60-day period of grace after 31 May for remittance of registration fees, expiring on 31 July
- (iii) The penalty for late or non-payment of registration fees applies automatically with effect from 1 August and invoiced as a separate item
- (iv) Fee and penalty liability is the responsibility of the registered individual at all times - Employer fee payments is a private matter between individual and employer

2.8 Assessment of professional competence

DESCRIPTION	EXCL VAT
APC – Paper submission assessment fees – interim/final (per candidate)	476,00
APC – Interview panel member fees (per candidate)	444,00
PSM – Setting final exam (per exam)	508,00
PSM – Invigilating exams (per exam session) back to rate per hour – R370	1 480,00
PSM – Marking of final examination papers (per paper)	106,00
PSM – Moderating of examination paper (per paper)	53,00
CPD – Author copyright waiver fee (per CPD hour) (once off)	508,00
CPD – Author compilation of assessment MCQ (per CPD hour)	106,00

2.9 Programme accreditation

ASSESSOR FEES	EXCL VAT
Institution annual submission assessment - paper assessment (irrespective of number or types of programmes)	1 587,00
Institution accreditation - paper assessment	1 587,00
Programme accreditation - (curriculum cross-mapping review) - per programme	1 587,00
Programme accreditation - (consolidation of paper review) - per programme	529,00
Programme accreditation - panel visit (chairman) per day	5 290,00
Programme accreditation - panel visit - per day	2 645,00
Programme accreditation - (consolidation of paper + site review) per programme	529,00

PROGRAMME PROVIDER CHARGES	EXCL VAT
Institution accreditation - paper assessment	3 174,00
Programme accreditation - paper assessment - per programme	2 645,00
Programme accreditation - (curriculum cross-mapping review) - per programme	3 703,00
Programme accreditation - (curriculum cross-mapping review) - per programme re-inspection (paper)	3 703,00
Programme accreditation - panel visit	33 000,00
Assessment Workshops Facilitator's fee	5 000,00

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