

EAPASA BIENNIAL REPORT

01 March 2020 – 29 February 2022



Environmental Assessment
Practitioners Association
of South Africa

Advancing environmental assessment practice in South Africa



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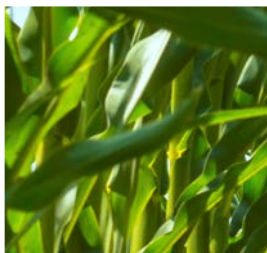
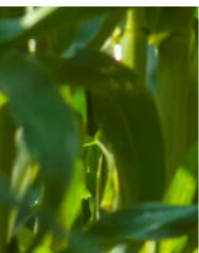
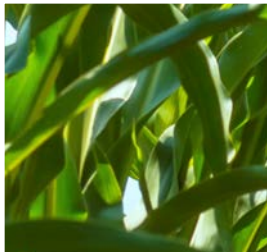
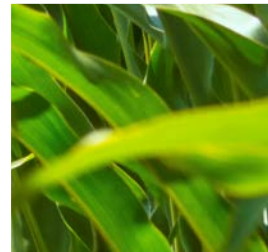
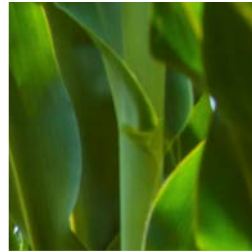
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PART A

GENERAL INFORMATION



EAPASA General Information

Registered Name

Environmental Assessment Practitioners Association
of South Africa

Minnette Le Roux

Sabelo Nkosi

Snowy Mercy Makhudu

Thomas Tshabalala

Nature of Business and Principal Activities

Advancement of the practice and quality of
environmental assessment

EAPASA Registrar

Dr Patrick Sithole

Registration Details and Numbers

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Unit 19 Oxford Office Park, 3 Bauhinia Street,
Highveld Techno Park, Centurion, 0157

Board Members 2021

Daniel Richards Neumann

Jacqueline Sharon Hex

Jennifer Molwantwa

Khathutshelo Tshipala

Khangwelo Desmond Musetsho

Lethlogonolo Noge – Tungamirai

Minnette Le Roux

Phumudzo Nethwadzi

Siyabonga Gqalangile

Snowy Mercy Makhudu

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Board Members 2022

Adila Chowan

Jacqueline Sharon Hex

Jennifer Molwantwa

Khathutshelo Tshipala

Khangwelo Desmond Musetsho



List of Abbreviations / Acronyms

APP	Annual Performance Plan
CPD	Continuing Professional Development
DAFF	Department of Agriculture, Forestry, and Fisheries
DEA	Department of Environmental Affairs
DEAT	Department of Environmental Affairs and Tourism
DFFE	Department of Forestry, Fisheries and the Environment
DMRE	Department of Mineral Resources and Energy
EA	Environmental Assessment
EAP	Environmental Assessment Practitioner
EAPASA	Environmental Assessment Practitioners Association of South Africa (also referred to as “The Authority” or “The Association”)
ECO	Environmental Control Officer
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
EMPr	Environmental Management Programme
HDI	Historically Disadvantaged Individuals
IAIA	International Association for Impact Assessment
IAIA_{sa}	South African Affiliate of Impact Assessment
IoDSA	Institute of Directors of Southern Africa
IPAP	Industrial Policy Action Plan
ICB	Interim Certification Board
IT	Information Technology
NEMA	National Environmental Management Act, No. 107 of 1998 as amended
NLRD	National Learners’ Records Database
RA	Registration Authority
RPL	Recognition of Prior Learning
SACNASP	South African Council for Natural Scientific Professions
SACPCMP	South African Council for the Project and Construction Management Professions
SAQA	South African Qualifications Authority

Foreword by the Chairperson



Ms Snowy Makhudu

It is with great pleasure that the Environmental Assessment Practitioners Association of South Africa (EAPASA) releases its' Biennial Report for the period March 2020 – February 2022. EAPASA has been and continues to be, a central role player in the journey towards enhancing professionalism in environmental assessment practice through the regulated registration of Environmental Assessment Practitioners (EAPs) in South Africa. This Biennial Report allows us to pause and reflect on how far we have come, and to recommit attaining the vision and mission of EAPASA through the implementation of its focused four strategic outcome goals.

The last two years have been a whirlwind of activity. Since the establishment of EAPASA as a registration authority for environmental assessment practitioners in 2018, we have focused on building internal infrastructure and refining the registry and support functions so that our mandate of a healthy, robust, effective, and transformed environmental assessment sector, can be achieved.

South Africans have over the years earned international recognition for their significant contribution to Environmental Assessment (EA) theory and practice, since the emergence of environmental assessment as a distinct discipline in the 1970s.

STRATEGIC RELATIONS

We would like to thank the Department of Forestry, Fisheries and the Environment (DFFE) for its support to EAPASA and take this opportunity to also acknowledge the role of both former and current Ministers who have played a role in promoting EAP registration. International Association for Impact Assessment South Africa (IAIASa) as a voluntary association continues to support EAPASA's mandate and advocating good practice in Integrated Environmental Management (IEM) for the people and the environment. The Council for the Built Environment (CBE) continues to ensure proper facilitation by the built environment professions and environmental practitioners in integrated development in the context of national goals. Over the past years, EAPASA and the South African Council for Natural Scientific Professions (SACNASP) have come together to set boundaries in terms of the work provided by EAPs and registered scientists so that there is no uncertainty in the marketplace.

CHALLENGES FACED BY THE BOARD

Board members are constantly looking for solutions in addressing the financial constraints faced by the organisation. Without proper solutions, the operation of the organisation may be affected negatively.

ENVIRONMENTAL TRANSFORMATION

Transformation presents a cross-cutting theme that impacts all our goals and activities as set out in EAPASA's Strategic Plan 2018 – 2023. Transformation is a statutory mandate of EAPASA and central to observing ethical behaviour and implementing professional standards. In 2019 the EAPASA Transformation Strategy was adopted by the Board and included the following overriding statement that encapsulates the organisation's approach to transformation:

Transformation is seen as an intrinsic process that redefines form, leading to the expression of new values, principles, and premises of thought. This leads to the generation of new attitudes,

behaviours, and practices that affect how to think, practice, and change the professional landscape and society. EAPASA would like to emphasise the transformation of the mind, space, practice, and our society to embrace diversity and the empowerment of the previously disadvantaged. EAPASA further recognises diversity as relating to race, age, ethnicity, socioeconomic status, sex, gender identity, sexual orientation, and disability¹.

Over the past two years, the organisation has worked tirelessly to source, register, support, and empower candidate and registered practitioners to ensure they meet the requirements and obligations of registration. In 2022 and beyond, EAPASA will be focusing on seeking out and supporting historically disadvantaged practitioners and practitioners located outside the main economic centres, so that they may meaningfully participate in the environmental assessment sector specifically, and the economy more broadly.

Moving forward, the Board will seek to work closely with all Higher Education Institutions, develop and implement a Mentorship Programme, and actively pursue the transformation agenda. We continue to build relationships and partnerships that will be essential in implementing significant changes in the environmental assessment profession.

LONGER-TERM STRATEGIC FOCUS

Our five-year plan for 2018-23 consolidates the work we have done over the past two years by signposting our most important ambitions for the forthcoming 5-year period:

- Maintaining our status as a professional body through targeted achievement, governance compliance, and transformation results.
- Loading registered EAPs (new designation holders) on the South African Qualifications Authority's (SAQA) National Learner's Records Database.
- Updating and implementing the Continuing Professional Development (CPD) Guidelines.
- Developing mentorship interventions for Candidate applicants; and,
- Communicating more effectively with the sector.

APPRECIATION

I would like to extend my gratitude to the Minister, Deputy Minister and colleagues from the DFFE for their continuous support. Former Chairpersons and Former Board members also deserve special mention for their tireless efforts while serving on the board. Lastly, to the Board, the Registrar, and Staff of EAPASA, I truly thank you for your commitment and service to the EA profession. EAPASA's strengths and success rely on our continued collaboration.

Ms Snowy Makhudu
Chairperson of the Board
29/04/2022



¹ EAPASA Transformation Implementation Plan Vers 27 Nov 19

Registrar's Overview



As the Registrar, I take great pleasure in providing an overview to this Biennial Report.

Over the last two years, the Environmental Assessment Practitioners Association of South Africa (EAPASA) has focused on accelerating the registration and regulation of Environmental Assessment Practitioners (EAPs) in South Africa in order to get the sector more professional and organised.

The organisation remains the single professional registration authority for EAPs in South Africa. Moreover, EAPASA has been recognised by the South African Qualifications Authority (SAQA) as a Statutory Professional Body in terms of the NQF Act, Act 67 of 2008 (as amended, March 2018). EAPASA has managed during the reporting period to comply with the SAQA requirements and hence maintained its professional body status.

EAPASA has developed a lot of protocols, policies, and procedures during the previous reporting period. The past two years have seen some of these systems implemented, tested and I am glad to say most of the protocols, policies and procedures proved to be very functional and watertight. A few of our documents were revised during the period for example, the Constitution, the registration

protocols and the Malpractice policy. Additional documents and frameworks were also developed and implemented during the period, for example, the malpractice sanctions, the Transformation Charter, the Mentorship Programme, the Continuous Professional Development (CPD) course validation protocols etc.

The registration of EAPs drastically increased during the reporting period. Currently EAPASA membership is sitting on 695 professionally Registered EAPs, 131 candidate EAPs, additional 271 applications being assessed and 3405 draft applications.

These figures highlight the seriousness on how professionals are taking the whole registration process. In terms of regulatory work, we received approximately 20 complaints of which only 5 were valid for investigation. Of the 5 issues 3 EAPs were exonerated and the remaining 2 are undergoing the appeal process. I would like to take this opportunity to encourage the practicing EAPs to conduct their work professionally without allowing anyone to force them into making the wrong decisions.

One of the reasons that has enhanced EAPASA to register a lot more people during this period has been the introduction of the Equivalent Qualification channel and streamlining of the candidate EAP registration process.

As an organisation we are currently embarking on the following issues to be resolved and implemented in the coming period:

- Finalising the professional fee structure to be charged by registered members,
- Reviewing the Malpractice policy to accommodate changes in legislation,
- Finalising the approval and accreditation of University Environmental qualifications
- Improving our online CPD processes

In October 2021, the EAPASA Board held a meeting in Northwest province where they drafted the organisation's strategy for the next 3-5 years. The

Strategy session not only consolidated the current objectives but also looked at strengthening the sustainability of the organisation.

NEW OR PROPOSED KEY ACTIVITIES

EAPASA is seeking funding or sponsorships which will assist in the running of the organisation. Applications have been made to the National Lotteries Commission, The Development Bank of Southern Africa (DBSA) and Absa Group Limited, originally Amalgamated Banks of South Africa.

The organisation has also been closely cooperating with the Council for Higher Education (CHE) on further improving the standard of qualifications from our local universities and getting them aligned with our SAQA qualification standard.

REQUESTS FOR ROLL OVER OF FUNDS

There was no request for roll over of funds.

SUPPLY CHAIN MANAGEMENT

EAPASA has a SCM Policy in place which is aligned with the Public Finance Management Act, 1999. The Finance department was able to procure barcoded labels which were attached to each asset. Provision

of leave pay has a liability in books. This has been provided for in the financial year.

ECONOMIC VIABILITY

We have managed to formulate the 8-year Financial Sustainability Plan which is a forecast on financial independence. We are currently in year 5, hence the need for supplementing the DFFE's grant via registration income and available sponsorships.

APPRECIATION

Finally, EAPASA would like to thank all those who keep on assisting the Association to be a reputable Registration Authority. We appreciate all the contributions made by various stakeholders i.e., the DFFE, CBE, SACNASP, IAIAsa, EAPASA Staff and most importantly, our Board members.

Dr Patrick Sithole

Registrar

29/04/2022



Strategic Overview

Vision

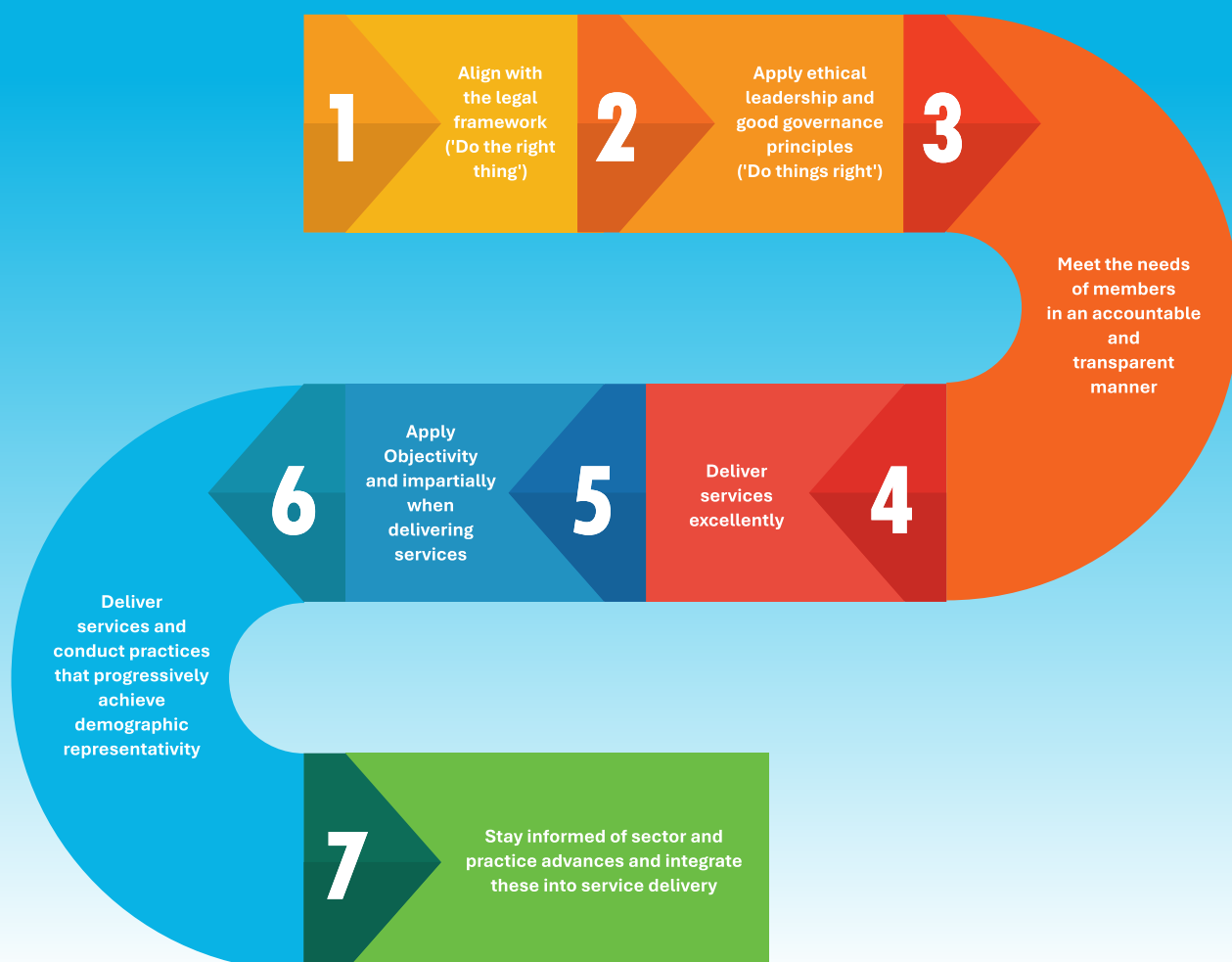
A transformed profession of competent, ethical, and legally registered Environmental Assessment Practitioners contributing to South Africa's sustainable development agenda

Mission

Advance the quality of environmental assessment practice in South Africa by establishing, promoting, and maintaining the registration of Environmental Assessment Practitioners (EAPs) in terms of Section 24H of the National Environmental Management Act (NEMA) (Act No. 107 of 1998) and the Section 24H Registration Authority Regulations, 2016.

Values

Defining how the vision, will be achieved, the mission implemented, and the strategic outcome goals and objectives will be measured, the EAPASA Board concluded on a set of actionable values that guide their work:



Constitutional, legal, and other mandates

The mandate and core business of EAPASA is underpinned by the Constitution of the Republic of South Africa and other relevant legislation and policies that have been enacted to give effect to the constitutional environmental rights of all South Africans, as laid out in Section 24 of the Constitution:

“Everyone has the right: (a) to an environment that is not harmful to their health or well-being; and (b) to have the environment protected, for the benefit of present and future generations, through reasonable legislative and other measures that: prevent pollution and ecological degradation; promote conservation and secure ecologically sustainable development and use of natural resources while promoting justifiable economic and social development.”

The core mandate of EAPASA contributes to the Department of Forestry, Fisheries and the Environment (DFFE) objective² of improving compliance with environmental legislation; as well as ensuring sustainable development through quality assurance of the capability of Environmental Assessment Practitioners in supporting or reviewing development projects.

The revised EAPASA Constitution was approved by the Board on 15 October 2020 and adopted at the first General Meeting on 17 November 2020.

The above rights conferred on the citizens and residents of South Africa, are prescribed, and regulated by the Section 24H Registration Authority Regulations (2016), promulgated under sections 24(5)(e), 24H, and 44 of the National Environmental Management Act (NEMA), 1998 (Act No. 107 of 1998), as amended most recently in 2014³. The EAPASA Constitution also contributes to the overall mandate of the Authority.

EAPASA as a Professional Body exercises its

responsibilities under Section 24H of the National Environmental Management Act, 107 of 1998 (NEMA).

Registered Environmental Assessment Practitioners (EAPs) are required to uphold the Code of Ethical Conduct and Practice they signed as part of the registration process to ensure proper planning, management, coordination, and review of Environmental Impact Assessments and Environmental Management Programmes. The EAPASA Malpractice Policy provides guidance to its members and complainants with an overview of the procedures to be implemented by EAPASA in discharging its statutory obligations.

Investigations conducted in terms of this Policy are directed towards the professional conduct of Registered and Candidate EAPs and the remedial action that falls within the powers and competence of EAPASA.



² The Department of Environmental Affairs: Strategic Plan 2015-2020, Available at https://www.environment.gov.za/sites/default/files/strategic_plans/environmentalaffairs_startegicplan_2015-16_2019-20.pdf

³ Government Gazette # 37713, Volume 588, Number 488: Act No. 25 of 2014: National Environmental Management Laws Amendment Act, 2014, 2 June 2014

Strategic Outcome Goals and Objectives

The Board has defined strategic outcome goals and objectives that represent the “means to the end” in achieving the vision and mission described below:

LONG-TERM VISION

A transformed profession of competent, ethical and legally registered Environmental Assessment Practitioners contributing to South Africa’s sustainable development agenda

MISSION STATEMENT

To advance the quality of environmental assessment practice in South Africa by establishing, promoting, and maintaining registration of Environmental Assessment Practitioners in terms of Section 24H of the National Environmental Management Act.

STRATEGIC OUTCOME GOALS

Quality Assured EA Practice

A Transformed Environmental Assessment Profession

Improved Awareness of Environmental Assessment Practice

A Capable, Credible and Efficient Registration Authority

Desired outputs that will contribute to the outcomes above – the means to the ends:

Strategic Objective 1 (a): Professionally registered EAPs; 1(b) Professional standards and criteria used for education and registration; 1 (c) Continuing Professional Development (CPD) implemented; 1 (d) Code of Ethical Conduct and Practice upheld

Strategic Objective 2: Environmental Assessment Profession transformed

Strategic Objective 3: Improved profile and awareness of work and objectives of EAPASA

Strategic Objective 4: Sound and equitable corporative governance with performance indicators and targets – how progress in achieving results will be measured and monitored.

SMART PRINCIPLES

Annual Performance Plan
Annual and quarterly targets

RISK MANAGEMENT PLAN
(Annual mitigation)

Strategic Plan
Five-year targets

ORGANISATIONAL VALUES
Inform daily behaviour and inter-relations

Strategic Planning Outcomes 2021:

During the 2021 Strategic Planning Session, the in-depth discussions focused on how EAPASA can become a self-sustaining association/organisation. Enhancing professional authority and expertise through registration of independent verifiers - Environmental Control Officer (ECOs) and professionalisation of the Heritage Sector APHP (Association of Professional Heritage Practitioners) were also discussed.

The following Strategic Objectives were identified:

Goal	Objective 1	Objective 2	Objective 3
A sustainable EAPASA	Demonstrate financial viability by 31 Dec 2021	Clearly defined path for EAPASA beyond 2023 by 30 Sep 2022	3 x Client base and market growth by 28 Feb 2025

Objective 1 – Clearly show how EAPASA can generate sufficient income to ensure continues service to Registered EAPs.

Objective 2 – Making use of measurable goals to get a bigger picture of what the organisation intends to achieve in the next coming years.

Objective 3 – Expanding the organisation by reaching out to potential EAPs including university graduates through conducting workshops. Ensuring there is constant contact and great value to the existing members.



Organisational Structure

The current Board consists of individuals with vast experience in their areas of responsibility and have in-depth knowledge & experience required by the organisation and the sector. These are in line with the Constitution composition which states: clause 10.1.4 Six (6) Registered EAPs and Three (3) independent persons. Have relevant experience in the field of Legal and Regulatory Governance matters, Finance/Audit and Risk, Information Technology, Human Resources and Administration. The Board should be comprised of at least Five (5) people who are female and at least Seven (7) people who are black.

Figure 1: EAPASA Current Board



Ms Snowy Makhudu
Board Chairperson



Dr Desmond Musetsho
Board Vice - Chairperson



Ms Jacqui Hex
Chairperson – Public Relations Committee



Adv Adila Chohan,
Chairperson - Appeals Committee



Adv Thomas Tshabalala,
Chairperson Professional Conduct
Committee



Mr Khathutshelo Tshipala
Acting Chairperson Quality & Standards
Committee



Ms Minnette Le Roux,
Chairperson - Registration Committee



Dr Jennifer Molwantwa
Board Member



Mr Sabelo Nkosi
Board Member

Figure 2: EAPASA Outgoing Board



Figure 3: EAPASA Organogram

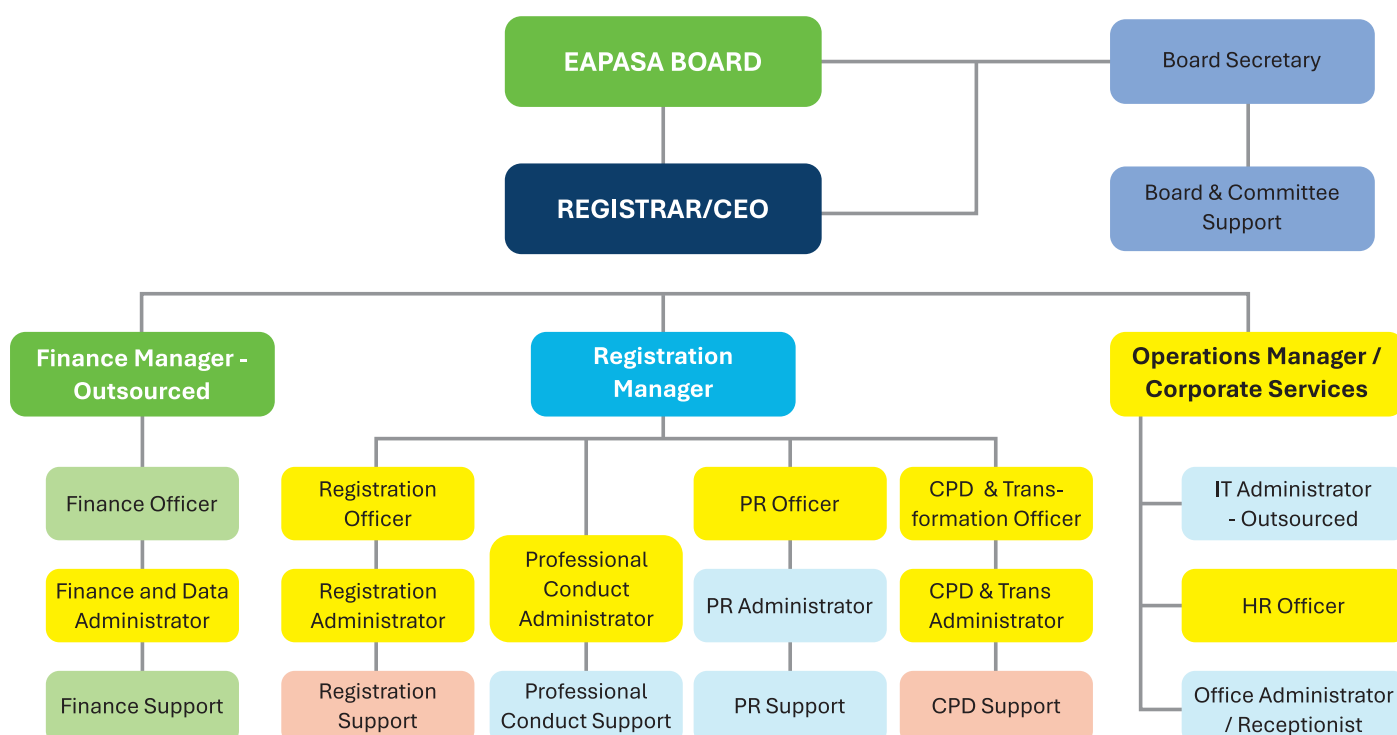


Figure 4: EAPASA Staff Members

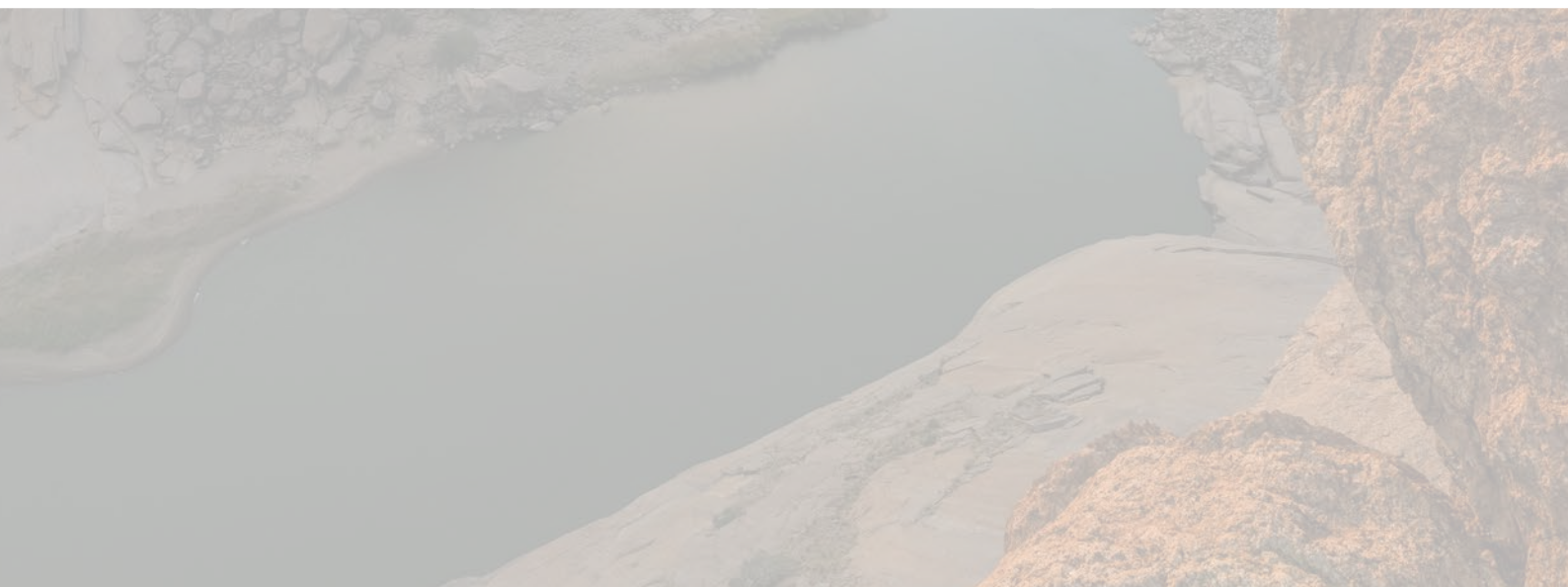


*Back row from right: Dr Patrick Sithole (Registrar), Mohao Nakana (Registration Support), Mphu Mojapelo (Finance Officer), Kayyoom Ganie (Finance Manager), Muano Liphadzi (Public Relations Administrator)
Middle row from left: Hlengiwe Modiba (Registration Manager), Mathews Simelane (Finance Administrator), Vhuhwawho Mukatuni (CPD & Transformation Support), Pamela Mabuyangwa (Legal Support)*



PART B

PERFORMANCE



Introduction

This section outlines the performance of EAPASA in relation to its mandate and strategic framework highlighted in the preceding Part A. The various Board-appointed Committees each deal with the specific matters under its jurisdiction. The activities and performance of each Committee are covered under the Committee reports in Part C (Governance) of this report.

SITUATIONAL ANALYSIS

EAPASA's Strategic Plan of 2018-23 takes into cognisance of several contextual factors that militate against or strengthen the execution of the mandate of EAPASA.

KEY POLICIES DEVELOPMENTS AND LEGISLATIVE CHANGES

One of the core achievements of EAPASA has been to establish a fully-fledged Registration Authority (RA) office within two years, with systems and processes that give a full effect to statutory regulations such as:

- Meeting the organizational requirements of a Statutory Authority (NEMA, 2014).
- Strengthening governance systems to adequately respond to the stringent governance demands of a statutory authority.
- Physical setup of an operational base with the associated staffing, policies, procedures, equipment and management instruments.
- Relaunching of the new EAPASA website and having a well-functioning online registration system.
- Entering into memorandum of understanding (MOU) with other professional bodies such as the Council for the Built Environment (CBE) with a purpose of providing a framework for collaboration and good working relations between the two parties, with a long-term view to enact the relationship within the CBE Act.

The two organisations agreed to establishing and maintaining collaborative relations to enhance the image of the Built Environment - to promote good standards; and to promote the usage of professionally registered persons, research support and protecting the interest of the public in the built and natural environment. A memorandum of understanding was also signed with the South African Council for Natural Scientific Professions (SACNASP).

- The intention is to work together in the interests of both parties as statutory Professional Bodies, recognised by the South African Qualifications Authority (SAQA). The purpose of this MOU is to ensure boundaries of the applicable legislations, ensure synergies as there are areas of overlap between EAPASA and SACNASP.
- The MOU between EAPASA and the International Association for Impact Assessment South Africa (IAIAsa) seeks to create opportunities for future collaborative activities and projects which offer innovative tools or solutions for use by EAPASA to advance these while noting the transformation mandates for both associations. The two organisations will also act as advocates for environmental protection and overall sustainable development, innovation, transformation when interacting with decision-makers and other stakeholders.



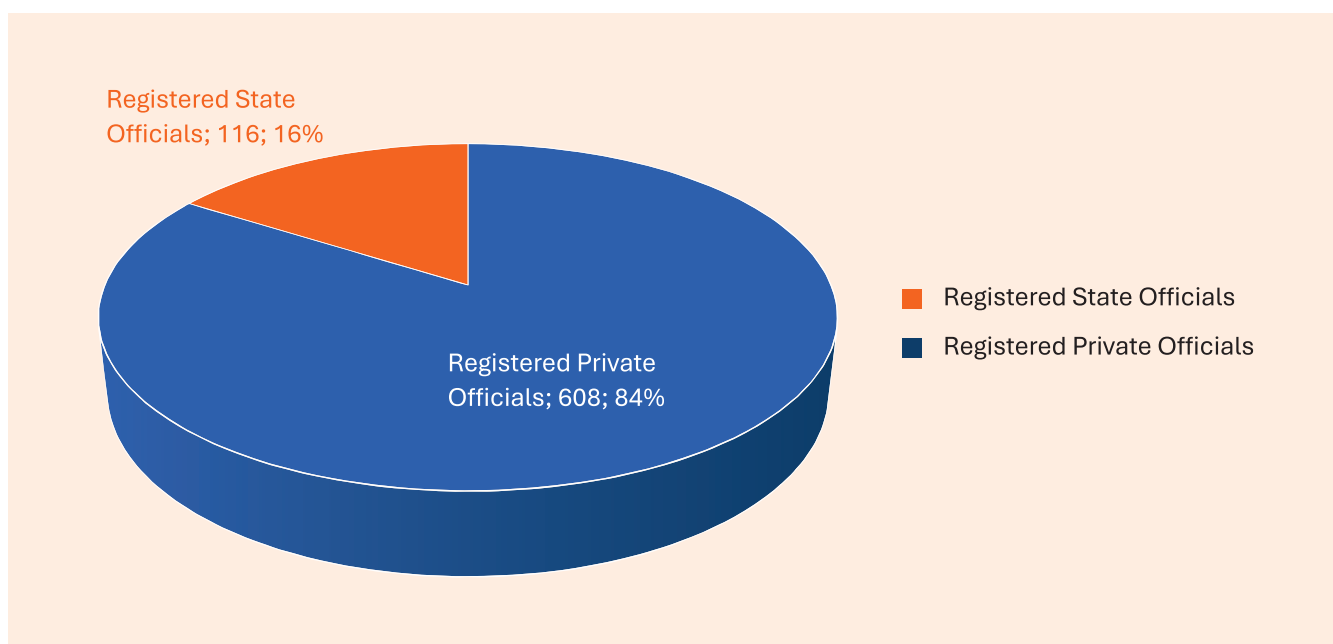
Figure 5: Signing of the MOU between EAPASA and CBE



EAPASA has experienced a significant growth in the number of Registered EAPs and Candidate EAPs. This has rechannelled the identified risk in the EAPASA's five-year Strategic Plan (2018 – 2023) risk assessment of a slow uptake in registrations. Consistency in virtual roadshows, EAP Registration Campaigns and amendment to the Section 24H Registration Authority Regulations has assisted EAPs to reconsider their decisions of belonging to a Professional Registration Authority.

Despite the efforts to encourage EAPs to register, government officials reviewing, commenting on EIAs and issuing environmental authorisations still fall far behind private entities. Figure 6 shows the difference of registered government and private officials.

Figure 6: Statistics on Registered Government Officials and Private Officials



Regulation 14 stipulates that “No person other than a registered Environmental Assessment Practitioner may hold primary responsibility for the planning, management, coordination or review of environmental impact assessments and associated EMPs.” The above illustration shows the gap between Registered State Officials and Private Officials. Numerous efforts have been made to ensure government officials complete and submit their applications.

REGISTRATION REPORT

The EAP Register

The national database of Registered EAPs ‘EAP Register’ allows developers, government departments, and the public to easily verify the registered practitioners in their region.

The convenience of the online registration system has assisted in ensuring registration numbers grows rapidly based on the user feedback and efficacy measurements. To date, EAPASA has received a large number of applications, 528 of which have been approved as Registered EAPs and 76 approved as Candidate EAPs while others have been deemed incomplete and returned to applicants. The Association currently has 3086 draft applications on the online system which have not yet been submitted and has trained 100 Assessors to assess these applications as they are received.

Through physical and online workshops, applicants are encouraged to include certified copies of qualifications and their Portfolio of Evidence for competence, as required by the Section 24H Registration Authority Regulations. The below illustration shows the registration assessment fees:

Professional Fees	Gazetted Fees
Registration Assessment Fee: EAP	R 1500.00
Registration Assessment Fee: Candidate EAP	R 800.00
Annual Subscription: EAP	R 1200.00
Annual Subscription: Candidate EAP	R 600.00

When an application is received, it is checked for completeness by the Registrar. Once an application has been checked and found to be complete as per the requirements of Regulation 16. (2) of the Section 24H Regulations, the Registrar starts the timeframe of 120 days stipulated in Regulation 16. (3) for the processing of the application. Each application is allocated to an Assessor, who assess the application for registration against the six Core Competencies contained in the Applicant Guideline Manual which are, in turn, drawn from the Qualification Standard for Environmental Assessment Practice.

The Registration Committee has also managed to revise the core competencies questions. EAPs with Equivalent Qualifications (EQ) can work on six (6) core competencies (CCs) questions instead of nineteen (19) CCs. Applicants applying to be registered as Candidate EAPs can now work on only 12 CCs from 19 CCs. Applicants whose qualifications do not fall under the EQ respond to 19 CCs.

Figure 7: Overview of the EAP Registration Application Process

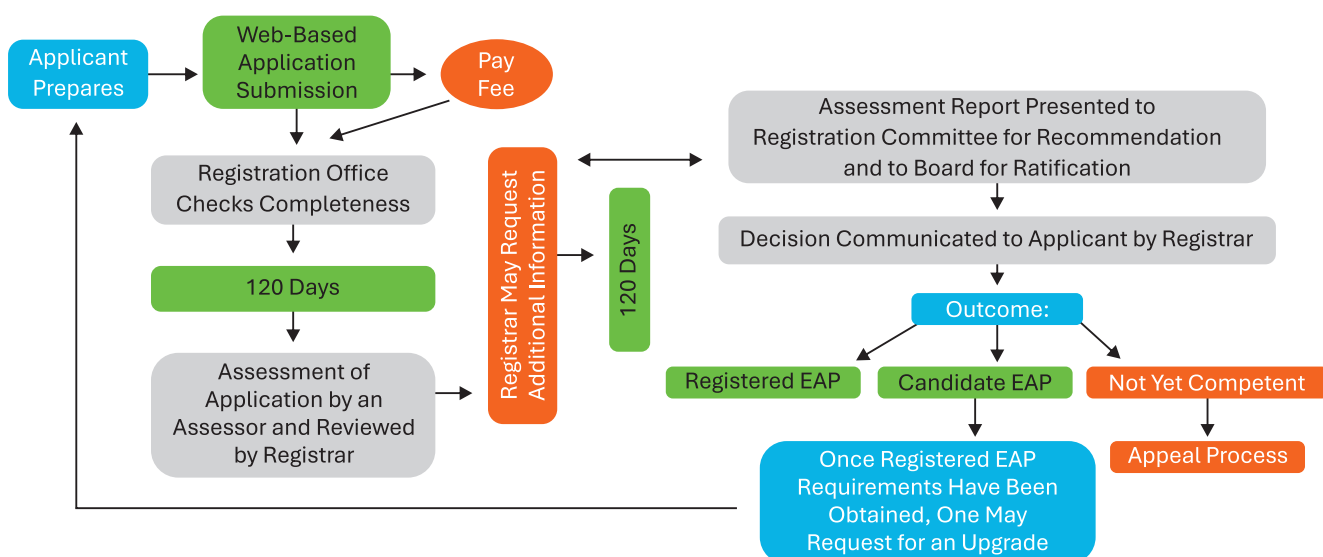
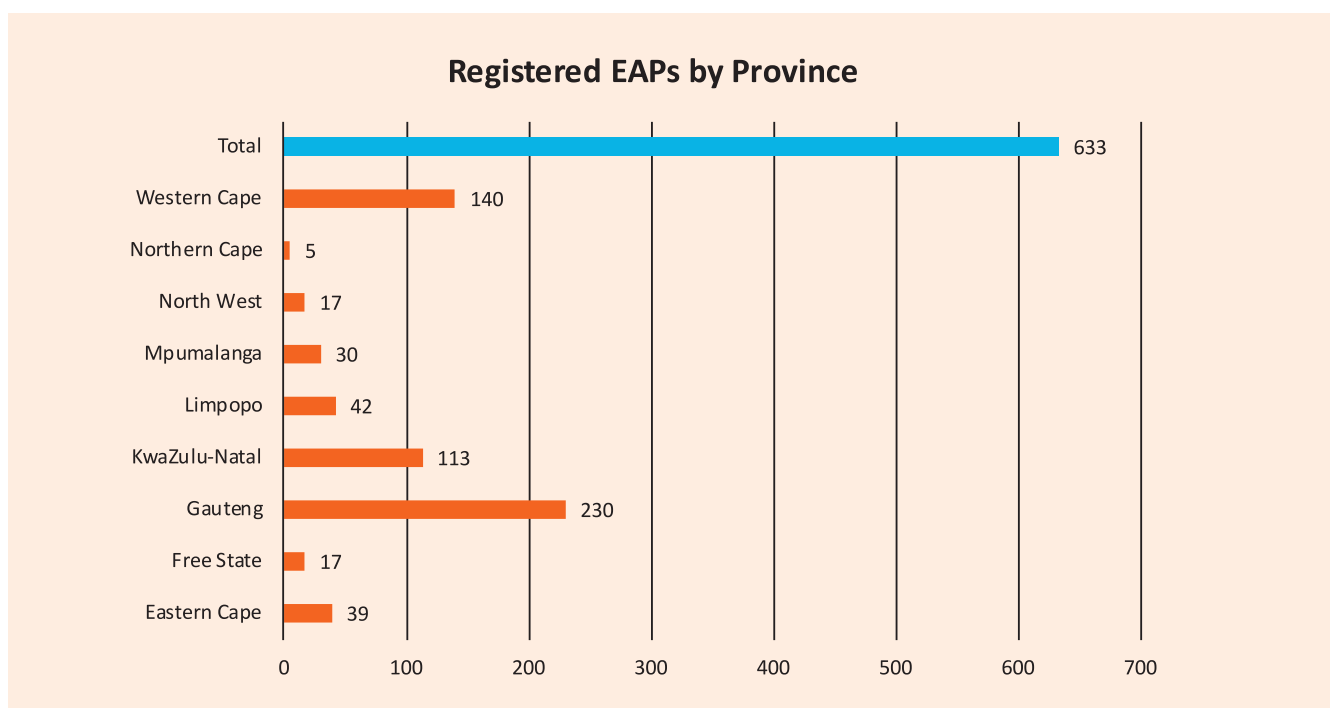


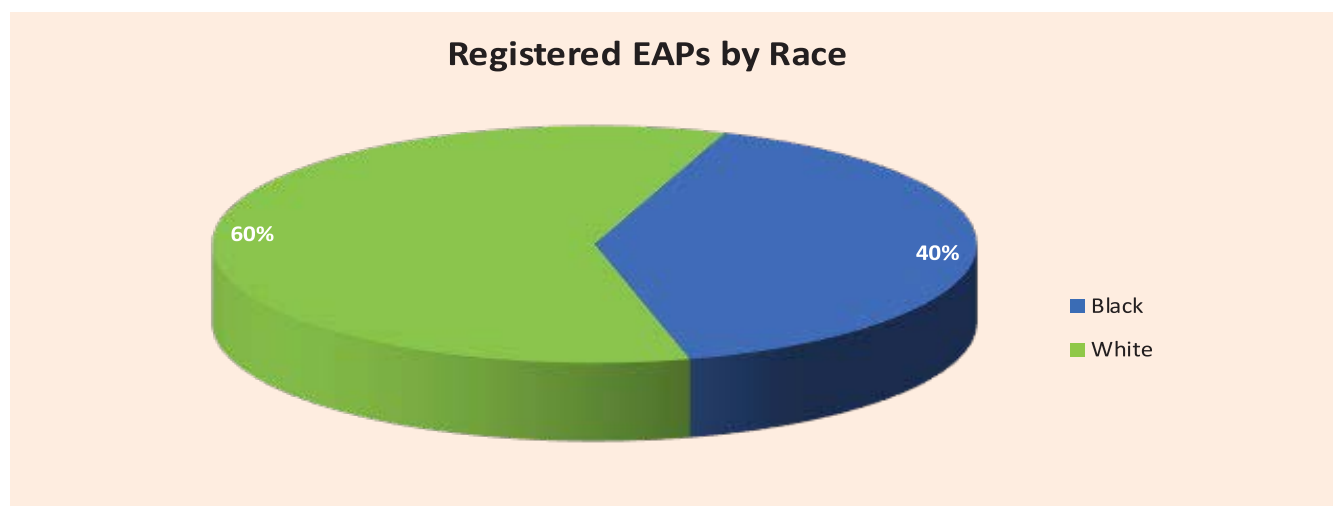
Figure 7 helps potential EAPs to understand the process that takes place before they can be deemed as Registered EAP or Candidate EAP. In all registration presentations, the diagram is explained in a clear manner to assist those who are in draft applications. Applicants should bear in mind that the 120-day Section 24H assessment process commences once (1) the Registrar has deemed a submitted application to be complete (2) Proof of payment for registration assessment fee has been received.

The following graph illustrates the breakdown, by province, race, and gender, with a total of 633 registered EAPs and 79 candidate EAPs:



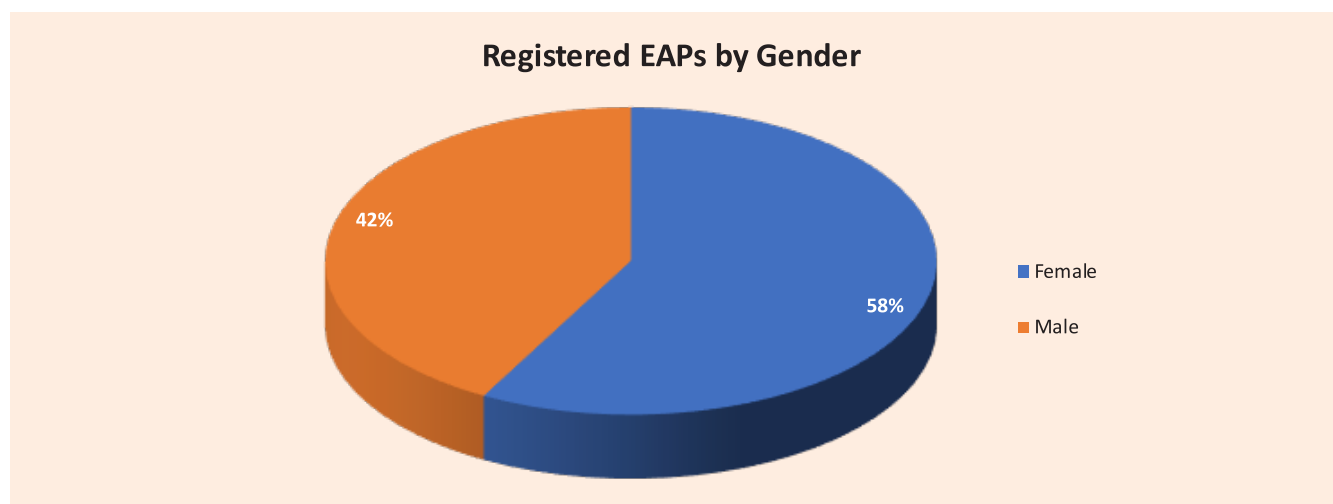
The Gauteng and Western Cape Province are still leading when it comes to highest recorded numbers of Registered EAPs and Candidate EAPs. Additional registration awareness workshops must take place with provinces such as the Free State, Northern Cape and North West.

Figure 9: Registered EAPs by Race



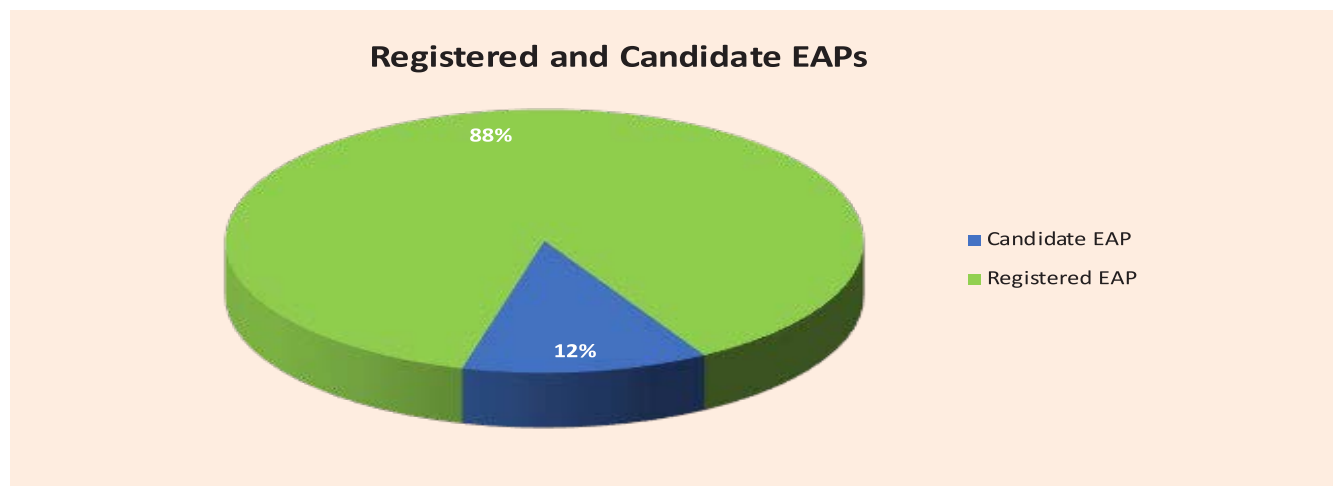
Transformative efforts are taking place to close the gap between white and black registered EAPs. Transformation in the sector is still much needed in order to uplift the historically disadvantaged individuals.

Figure 10: Registered EAPs by Gender



Given the positive balance of registration towards women EAPs, efforts to recruit and retain women in the sector is still of high priority.

Figure 11: Registered and Candidate EAPs



The low number of Candidate EAP applicants (12%, 76) versus applicants for registered status (88%, 552) suggests that mobilizing and recruiting potential applicants in both categories needs to be prioritized. This is even more urgent considering the low numbers of applicants from government officials referred to previously which could potentially improve candidate applicants and registered practitioner volumes as well as demographic profile.

Figure 12: North West EAP Registration Workshop



PROFESSIONAL STANDARDS AND CRITERIA USED FOR EDUCATION AND REGISTRATION

EAPASA has established professional standards and criteria through:

1. The recognition of EAPASA by SAQA as a Professional Body with statutory duties allows registered EAPs to be recognized on the National Learners Records Database as professional assessors. This also allows candidate applicants to submit their experience as a basis for recognition of prior learning that can be converted into a professional qualification.
2. Registered and candidate-assessors can continue professional development through the uptake of educational and learning opportunities that earn CPD points which are expected to be formally published in 2020 after public comments are accounted for. The approved CPD Guidelines/ Policy which was distributed for public comments assists EAPs with submitting their CPD.
3. The course validation process has been established. The details of the process can be accessed by the public on our website. Validated courses which EAPs can attend are uploaded on the EAPASA website.
4. Introduction of the Equivalent Application System which allows EAPs to apply using the qualifications that cover the majority of the core competency questions.

FINANCE MANAGER'S REPORT

For the last five years, EAPASA has received an unqualified audit and is committed to upholding the principles of good governance, transparent and compliant financial management.

EAPASA revenue is derived mainly from registration assessments and annual subscriptions of members. To supplement the organization's funding EAPASA receives important financial assistance from the Department of Forestry, Fisheries and the Environment in the form of R4,249,250 million annual grants over five years (ending in March 2023). The grant enables the organisation to finance its operational costs – including the development and maintenance of its IT systems, registration platform, and marketing activities such as roadshows, its website, and exhibitions.

For the reporting period, R501 071 was derived from registration fees, which is the main source of income generation currently. Further details about revenue, expenditure, assets, liabilities can be found in the annual financial statements of this report.

EAPASA has received an unqualified audit opinion for both the 2020/2021 and 2021/2022 financial years. EAPASA has also managed to submit the data to SAQA within the specified deadline contained in

the National Learners' Records Database (NLRD) Minimum Standard for Data Loads.

PUBLIC RELATIONS STAKEHOLDER REPORT

One of the key strategic objectives of EAPASA is improved profile and awareness of the work and objectives of the organisation.

The EAPASA Communication Strategy was approved in 2020 - 2022 by the Board and it is updated annually. The Strategy includes Media campaigns in the print media, radio and TV interviews and commercials, and social media posts; provincial roadshows through online platforms, as well as events such as EAPASA's General Meeting of members which occurs every two years. EAPASA is also visible and active in local IAIAsa conferences and took part in the International Association for Impact Assessment (IAIA) 21 Conference which was hosted virtually from 18 – 21 May 2021 due to the covid-19 pandemic. There are numerous stakeholder engagements, such as those with tertiary institutions, as well as events hosted by agencies such as the 3rd Inkomati Basin Woman in Water Conference (14 – 16 November 2021).



COMMUNICATION IMPLEMENTATION 2021

The 2022/22 Communication Strategy and Plan was approved by the EAPASA Board in Quarter 4 and was sent to DFFE as required by the Annual Performance

Plan (APP).

Due to the COVID-19 outbreak, the Public Relations and Registration team took advantage of the technology and implemented virtual roadshows. The virtual EAP Registration Workshops included hosting government officials from nine (9) provincial departments and hosting different potential EAPs from the private sector.

EAPASA also participated in the IAIAsa Conference which took place virtually on the 19th of August 2021.



EAPASA hosted a panel discussion within the conference under the Sub-theme 6: Improved governance, social justice, and policies: SDG 16.

The discussion was focused on 'Fulfilling Mandates Towards Improved Governance and Professional Standards.' As a strategic partner, EAPASA joined other organisations in sponsoring the event.

The panel focused on how institutions such as the Department of Forestry, Fisheries and Environment (DFFE), the Environmental Assessment Practitioners Association of South Africa (EAPASA), the South African Council for Natural and Scientific Professionals (SACNASP), and the International Association of Impact Assessments South African Affiliate (IAIAsa), have managed the registration and regulatory aspects of practicing environmental professionals. Focus was also placed on the public and media expectations with regards to governance and ethical considerations within the Environmental sector.

Participation:

- **EAPASA Representative:** Snowy Makhudu, Chairperson of the Board of the Environmental Assessment Practitioners Association of South Africa (EAPASA).
- **SACNASP Representative:** Dr Pradish Rampersadh, Chief Executive Officer (CEO) of the South African Council for Natural Scientific Professions (SACNASP).
- **DFFE Representative:** Mr Sabelo Malaza, Chief Directorate - Integrated Environmental Authorisations.
- **IAIAsa Representative:** Rethabile Mbokodi, Senior Sustainability Advisor: Policy and Strategy: Climate Change and Sustainable Development at Eskom Holdings SOC Ltd. Ms Mbokodi is also the President of International Association for Impact Assessment South Africa (IAIAsa).

CONTINUING PROFESSIONAL DEVELOPMENT REPORT

Provision has been made for promoting Continuing Professional Development (CPD) of EAPs. A CPD record is required by EAPASA after five years as part of an application for the renewal of registration. The publication of the CPD Guidelines in 2019 is one of EAPASA's major achievements.

A CPD Framework document was developed by the office and was submitted to the Quality and Standards Committee (QS Comm) for approval. This was done and completed.

The accreditation and/or validation has already been introduced during Q3 (2021 – 2022) and tested on one of the submitted courses. The validation and/or accreditation of courses will provide additional income to the organisation. An online platform or system for the automatic validation and accreditation of Environmental courses that can be utilised by the Registered EAPs towards achieving their CPD points is required.

The CPD guidelines can be found on the EAPASA website <https://eapasa.org/site/cpd/>. Other docu-

ments that can be accessed are the CPD non submission form and CPD Record Sheet.

WHO BENEFITS FROM CPD?⁴

The Registered EAP or Candidate EAP will benefit as CPD:

- Extends one's range of skills and develops areas of candidate EAPs.
- Promotes confidence and pride in one's work of registered EAPs
- Establishes links and networks with fellow professionals, thereby increasing one's career opportunities and prospects.
- A Registered EAP or Candidate EAP complying with CPD obligations means that the public and employers can rely on:
- Professionals whose skills are being maintained and developed.
- Skilled professional service, and
- Technical competence

A TRANSFORMED ENVIRONMENTAL ASSESSMENT PROFESSION

Transformation is a statutory mandate of EAPASA and central to observing ethical behaviour and implementing professional standards. In 2019 the EAPASA Transformation Strategy was adopted by the Board and outlines the organisation's approach to transformation.

The EAPASA Transformation Implementation Plan uses the following legislation as its guide:

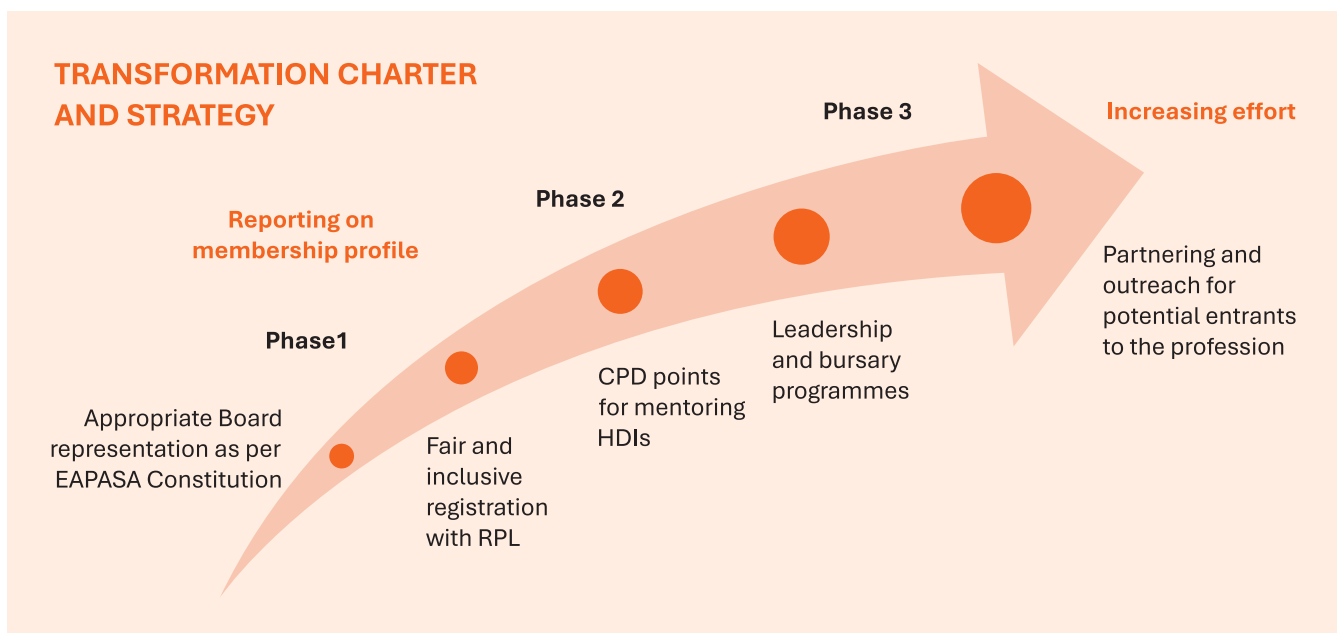
- The Constitution of the Republic of South Africa, Act 108 of 1996, enshrines the right of all South Africans to equality and provides for specific measures to be taken to redress historical imbalances.
- Broad-Based Black Economic Empowerment Act (Act 53 of 2003) provides the legislative framework for broad-based black economic empowerment in South Africa.

⁴ Source: Based on the table from the South African Council for Natural Scientific Professions (SACNASP) Continuing Professional Development Explained (CPD)

- BBBEE: Code of Good Practice, gazetted on 11 October 2013, Notice 1019 of 2013. Elements of the Code are important to an emerging and professionalizing sector and therefore inform the Continuing Professional Development requirements of EAPASA.
- The Industrial Policy Action Plan (IPAP) 2018/2019 – 2020/2021 aims to achieve higher levels of inclusive, sustainable economic growth and radical transformation through structural change in the economy by breaking out of commodity dependence and moving towards a diversified, knowledge economy in which increasing value-addition and export intensity, define South Africa's growth trajectory.
- The Employment Equity Act (Act 55 of 1998) recognizes that people with disabilities traditionally experience high levels of unemployment and underemployment and/or lower than average remuneration.

The EAPASA Transformation Implementation Plan provides for the progressive realization of equality in the sector and to that end has initiated a three-phase strategy to achieve essential milestones that will enhance the HDI profile of the register, and therefore the sector. It will also present professional and economic opportunities to individuals who have limited access to educational opportunities that secure professional qualifications.

Figure 14: Phased approach to increasing Transformation in Professional Environmental Assessment Practice



Recognition of Prior Learning for applicants is recognised for registration by EAPASA and SAQA. Continued professional development, bursary programs are expected, in Phase 2, to mobilize young and excluded assessors to formalize their qualifications and experience. EAPASA also offers Mentorship Programmes to Candidate EAPs.

In Phase 3, the EAPASA transformation implementation plan identifies the need for partnerships and outreach for potential new entrants into the profession.

To illustrate the evolution of the EAPASA mandate, the timeline summarises the major milestones that have been achieved.

Figure 15: Timeline of EAPASA Milestones

1998	National Environmental Management Act Gazetted
2004	Founding organizations and members advocate for the establishment of a body to represent the sector and support the interests of EAPs
2011	EAPASA established
2012	First EAPASA Board meeting held in February
2013	EAPASA registers as an NPO with the Department of Social Development
2016	Section 24H Regulations are published
2015 – 2017	EAPASA funding from Development Bank of South Africa's Green Fund Capacity Development Grant.
2018	The late DEA Minister Dr. Edna Molewa gazetted EAPASA as the single Registration Authority (RA) for EAPs, under Section 24H of the NEMA on 8 th February 2018
2018 – 2023	DEA now DFFE funding for 5-year appointment 2018 to 2023.
2018	Online Registration System for EAPs launched 15 December 2018.
2019	SAQA Accreditation as a statutory Professional Body secured on 11 September to 10 September 2024
2019	EAP designation registered by SAQA
2019	CPD Guidelines published
2020	Registration deadline extended to 07 February 2022
2021	Signing of MOUs with the CBE and SACNASP
2022	Registration deadline further extended to 08 August 2022

QUALITY AND STANDARDS REPORT

The Mentorship Programme Guideline document was approved at the 25 March 2021 Board meeting and has been published for the EA sector to participate in the programme. Mentorship is compulsory for Registered Candidate EAPs and more requests have been received from graduates asking to be placed under this programme. Registered EAPs have successfully submitted their CPD Cycle 1 and Cycle 2 record sheets on time.

PROFESSIONAL CONDUCT COMMITTEE REPORT

The malpractice complaints against Registered EAPs and Candidate EAPs are investigated and finalised in line with the approved Malpractice Policy. Five (5) Formal complaints were received and concluded by the Professional Conduct Committee. Two (2) of the cases have been moved to the Appeals Committee and the two (2) EAPs who were found guilty wish to appeal the PCC decision.

The organisation has started regulating the EA Sector to ensure quality of environmental assessment in South Africa.

PART C

GOVERNANCE



Introduction

EAPASA is well equipped, from a governance perspective, to comply adequately with relevant legislation and key policies including the NEMA, the Section 25G and Section 24H Regulations, its Constitution, Rule Book, and governance structures. EAPASA is conscious of its fiduciary responsibilities to operate effectively and efficiently. The EAPASA Board has undergone training on the requirements of the King IV Report, on Ethical leadership and corporate citizenship, Board and Directors, Audit Committees, Governance, and Compliance with laws, rules, codes, and standards.

As a Registration Authority, EAPASA has an administration-focused structure with a strong leadership component focussed on committees. EAPASA has seven Board committees that perform different functions as part of leadership and executive decision-making for the Authority:

During the reporting period, mandate capability was strengthened by the establishment of the Centurion office with significantly more staff to cope with the demands required of a Registration Authority.

Compliance with the DFFE Governance Agreement Compliance Checklist currently sits at 100% but some risks have been identified for 2021/22 that will be addressed as follows:

- A significant number of government initiatives aimed at strengthening Board capacity were implemented during the reporting period. These include:
 - Alignment of Board composition to the 2016 regulations and the EAPASA Constitution, this was submitted to the DEFF in 2020.
 - Development of the 5-year Strategic Plan in consultation with DEFF, signed off in 2019.
 - The Governance Agreement Compliance Checklist, of which EAPASA achieved 100% compliance in 2021.
 - Code of Conduct and Ethics Agreement including non-disclosure agreements signed by Board members.

- Integration of BEE targets into Procurement practices.

BOARD COMMITTEES

The EAPASA Board fulfils the same function as the Board of Directors of any organisation, with responsibility and accountability for all EAPASA's activities.

The Board provides policy leadership for EAPASA. In terms of the Section 24H Registration Authority Regulations and the EAPASA Constitution, the Board through its Audit, Risk and Finance Committee is the accounting authority of EAPASA, evaluating both financial and strategic performance on a regular, structured basis.

Responsibilities of the Board outlined in the Constitution include:

- Compliance with Governance checklist
- Ratification of Registrations
- Ratification of Criteria
- Considering recommendations from other committees





EAPASA Board 2021

Front (Left to right): Jennifer Molwantwa; Snowy Makhudu; Jacqui Hex; Thato Moeeng (Resigned)
 Back (Left to Right): Patrick Sithole (Registrar); Phumudzo Nethwadzi; Desmond Musetsho; Zama Dlamini;
 Danie Neumann; Khathutshelo Tshipala; Minnette Le Roux

EAPASA has different Board committees that perform different functions as part of leadership and executive decision-making for the Authority:

EXECUTIVE COMMITTEE

This committee is regarded as the principal committee of the Board. It is responsible for producing internal control models and providing reasonable assurance regarding the achievement of organisational objectives with respect to leading the implementation and operational processes of EAPASA.

Primary responsibilities:

- Oversee the operations of the Board and often act on behalf of the Board with regards to on-demand activities that occur between meetings, which are later presented for full Board review.
- Receive reports from other committees and then forward these reports, with their

recommendations, to the Board.

- Approve the submission, to the Board, of an annual brief to consolidate the outcomes of its activities and meetings during the preceding financial year.
- Facilitate the appointment and perform the evaluation of the Registrar and Secretariat.
- Make recommendations on any potential conflict or materially questionable situations.
- Monitor compliance with relevant statutes, laws and regulations.

MEMBERS

Snowy Makhudu (Chairperson), Desmond Khangwelo Musetsho (Vice – Chairperson) Minnette Le Roux (Chair Registration Committee); Jacqui Hex (Chair Public Relations Committee ; Thato Moeeng (Chair Professional Conduct Committee); Danie Neumann (Chair Quality & Standards Committee); Letlhogonolo Noge – Tungamirai (Chair Audit & Risk Committee)

MEETING FREQUENCY

2021: 16 March; 10 June; 09 September; 02 December
2021: 16 March; 10 June; 09 September; 02 December

REGISTRATION COMMITTEE

The Registration Committee's primary responsibilities are:

- Maintaining a register of EAPs in terms of the Rule Book.
- Deciding the outcome of applications for registration or re-registration of EAPs in terms of this constitution and the Rule Book.
- Referring complaints received to the Professional Conduct Committee.
- Considering possible amendments to the Code of Ethical Conduct and Practice and making recommendations through the Standards and Criteria Committee to the Board; and
- Maintaining a roster of experienced Registered EAPs who agree to act as independent assessors and allocating assessors from this list, at the registration committee's discretion, for review of applications.

MEMBERS

Minnette Le Roux (chairperson); Jacqui Hex; Desmond Khangwelo Musetsho; Phumudzo Neth-wadzi; Danie Neumann; Khathutshelo Tshipala; Zama Dlamini.

MEETING FREQUENCY

2021: 28 January;22 February;29 April, 27 May, 29 July,27 August,28 October
2022: 25 January

Key Decisions Made During the Reporting Period

- 100% of registrations assessed in 120-day turnaround time
- 528 EAP registrations recommended
- 76 candidate registrations considered
- Considered registrations proposed to the Board.

Professional Designation confirmed, "Environmental Assessment Practitioner (EAP)" accredited against the qualification standard for Environmental Assessment Practice: SAQA ID 61831

AUDIT, RISK AND FINANCE COMMITTEE

The Audit and Finance Committee is responsible for advising the Board on the effective and lawful discharge of their fiduciary duties; ensuring the integrity of integrated reporting and reviewing the effectiveness of the financial reporting process; developing, implementing and maintaining a system of internal control and management of risks and the risk assurance process; and the Association's process for monitoring compliance with laws and regulations and this Constitution, the Board Policies and any other instrument that concerns the governance of the Association's affairs and ethical business conduct.

MEMBERS

Khangwelo Desmond Musetsho (Acting Chairperson); Jennifer Molwantwa; Phumudzo Nethwadzi (resigned); Letlhogonolo Noge – Tungamirai (resigned)

MEETING FREQUENCY

2020: 22 May, 28 July, 02 December

2021: 21 February, 25 May, 26 August, 18 November

2022: 25 February

Key Decisions Made During the Reporting Period

- Audit preparation and commencement
- Budget Approvals
- Request for budget authorizations over the threshold
- Honorarium payments concluded
- Procurement Adjudication recommended
- Fixed asset register completed
- Tax status addressed by Audit 2020/2021

PUBLIC RELATIONS, MARKETING AND COMMUNICATION COMMITTEE

The Public Relations Committee is responsible for preparing and updating the EAPASA communication strategy. The strategy includes maintaining the Association's website, liaising with media, generating social media posts, arranging, and attending roadshows and conferences and making recommendations to the Board on media and public relations guidelines and strategies in order to promote EA principles and practice. The PR Committee is also responsible for the General Meeting and the Biennial Report coordination.

MEMBERS

Jacqui Hex (Chairperson); Snowy Makhudu; Jennifer Molwantwa; Letlhogonolo Noge Tungamirai (resigned)

MEETING FREQUENCY

2020: 13 May, 08 June, 24 July, 19 November

2021: 10 February, 14 April, 14 July, 13 October

2022: 17 February

Key Decisions Made During the Reporting Period

- Appointment of new website service provider to upgrade, host and maintain the website
- Participation at IAAsa 2021 conference
- Routine social media analytics
- Virtual EAP Registration Workshops
- Protection of Personal Information Act (POPI) Disclaimer on emails and website.

EAP REGISTRATION WORKSHOPS 2021

1.	EAP Registration Process Virtual Workshop (Draft Applicants)	26 February 2021
2.	Gauteng Department of Agriculture and Rural Development (GDARD) EAP Registration Process	07 May 2021
3.	IAAsa North West Branch	18 June 2021
4.	ESKOM	02 July 2021
5.	Limpopo Economic Development, Environment and Tourism (LEDET) EAP Registration Process	09 July 2021
6.	North West Department of Economic Development, Environment, Conservation and Tourism (DEDECT) EAP Registration Process	09 July 2021
7.	Mpumalanga Department of Agriculture, Rural Development, Land and Environmental Affairs EAP Registration Process	23 July 2021
8.	Free State Economic, Small Business Development, Tourism and Environmental Affairs EAP Registration Process	20 August 2021
9.	Transnet	03 September 2021
10.	KZN EDTEA & eThekweni Municipality Registration Process	17 September 2021
11.	Eastern Cape Department of Economic Development, Environmental Affairs and Tourism EAP Registration Process	08 October 2021
12.	Consultant / Prospective EAP Registration Virtual Process Workshop.	22 October 2021
13.	North West EAP Registration Process Workshop (Virtual and Physical attendance)	28 October 2021

EAPASA is also planning on approaching institutions of higher learning across the country to share information on the registration process with undergraduate and postgraduate students in the environmental sector. This will help students to be familiar with the professional Registration Authority they should register with.

QUALITY AND STANDARDS COMMITTEE

The Quality and Standards Committee is responsible for:

Periodically reviewing the adequacy, validity, and relevance of the standards, criteria, and procedures applied by the Registration, Professional Conduct, and Professional Development Committees and making recommendations to the Board on:

- Possible amendments to the Qualification Standard for Environmental Assessment Practice or components of it.
- Amendments to criteria applied in the internal process of assessing the competence of EAPs.

- Amendments to the criteria used by the Registration, Professional Conduct and Quality and Standards Committees; and
- Recommending and advising on the accreditation of degree programmes at institutions of higher learning that incorporates the outcomes of the Qualification Standard for Environmental Assessment Practice, while recognising that the process of accrediting EA degree programmes at the request of such institutions by the relevant quality Council is beyond the control of the Association.
- Creating an enabling environment for the professional development and mentoring of registered Candidate EAPs.
- Assessing the adequacy of the Continuing Professional Development reports of applicants for re-registration and making recommendations to the Board
- The adequacy of the CPD Reports of applicants for re-registration in terms of the criteria and weightings outlined in the relevant CPD Policy.
- A roster of Registered EAPs who are willing to play a mentorship role for registered Candidate EAPs
- Improvements that could be made to the criteria, standards and procedures applied in the registration and re-registration processes.

MEMBERS

Danie Neumann; Zama Dlamini (resigned); Minnette Le Roux; Ntsako Baloyi (resigned); Khathutshelo Tshipala

MEETING FREQUENCY

2020: 18 February

2021: 18 February, 18 May, 30 July, 29 October

2022: 02 February

Key Decisions Made During the Reporting Period

- EAPASA Guidelines for CPD, for adoption by the Board
- Transformation Charter & Strategy and Implementation Plan, for adoption by the Board
- Update on status of Malpractice Policy
- Mentorship programmes
- CPD Records and Reports submissions
- Critical Skills Approvals
- Validation of Events and Workshops

PROFESSIONAL CONDUCT COMMITTEE

A Professional Conduct Committee responsible for:

- Responding to complaints regarding the conduct or practices of Registered EAPs or registered Candidate EAPs.
- Investigating complaints and/or conducting hearings based on the procedures applicable in terms of the Malpractice policy or as specified in any EAPASA Policy from time to time; and,
- To recommend decisions to the EAPASA Board in respect of matters referred to it including appropriate sanctions to be imposed where relevant.
- Deciding on disciplinary measures regarding registered EAPs or candidate EAPs.

MEMBERS

Snowy Makhudu; Thato Moeeng; Jacqui Hex; Minnette Le Roux; Zama Dlamini

MEETING FREQUENCY

2021: 21 May; 20 July; 12 August; 26 August; 10 November

APPEALS COMMITTEE

The Appeals Committee is responsible for reviewing proceedings and findings of the Professional Conduct Committee; adjudicating appeals against the decisions of the Professional Conduct Committee and the Registration Committee; and dismissing appeals or upholding the decisions of the Professional Conduct Committee and imposing sanctions in respect of findings made in terms of appeals considered.

MEMBERS

Desmond Musetsho; Jacqui Hex, Vicki King (Co-opted)

MEETING FREQUENCY

2022: 22 February

HUMAN RESOURCES

Human Resources function was delegated to the Executive Committee. To meet its target and operate effectively as a registration authority that is duly and robustly capacitated, the Association has strengthened its staffing component in response to the risks identified in 2019 while drafting a Turnaround Plan to improve overall organizational performance and prepare for the demands of a registration authority.

Recruitment

- The following appointments were made in the Financial Year:
- New Registrar was appointed in 2021
- An additional member was appointed for Finance support

Performance Management

- The performance contracts of all the employees are aligned to the APP.

Future HR Goals

- Goals for the future are to introduce staff benefits such as pension fund, medical aid,

performance bonuses and to have a budget for employees to go for proposed training programs.

CODE OF ETHICAL CONDUCT AND PRACTICE

All registered EAPs are required to sign the EAPASA Code of Ethical Conduct and Practice on registration, which directs EAPs to act in the best interest of the environment, sustainable development, and the public good. EAPASA has a legal obligation to uphold this Code under regulation 10. (1) of the Section 24H Regulations, which reads:

“10. (1) A registration authority must ... enforce a code of conduct ... for registered environmental assessment practitioners ...”

All EAPs must sign the Code of Conduct as part of their registration, which also serves as criteria for evaluating conduct complaints and other breaches by its members that come to the attention of EAPASA.

MALPRACTICE POLICY

EAPASA's Professional Conduct Committee is responsible for investigating malpractice complaints

against registered EAPs and may convene a formal hearing according to the procedures outlined in Section 4 of the EAPASA Rulebook.

The Malpractice Policy completed in 2019, aims to:

- Provide EAPASA members and complainants with an overview of the procedures to be implemented by EAPASA in discharging its statutory obligations.
- Supplement and give effect to the EAPASA Constitution and Rule Book, the Code of Ethical Conduct and Practice, the NEMA, and the Section 24H Regulations.

A full copy of the Malpractice Policy is available on the EAPASA website.

Sanctions to be Imposed:

- Guilty of contravention of the Rules of the Code of Conduct of Registered EAP for the first or second time within the 5 years of the registration cycle. i.e., R20 000 per contravened rule.
- Guilty of contravention of the Rules of the Code of Conduct of Registered EAP for the third time within the 5 years of registration cycle.
- Guilty of contravention of the Rules of the Code of Conduct of Registered EAP for the third

time within the 5 years of registration cycle.

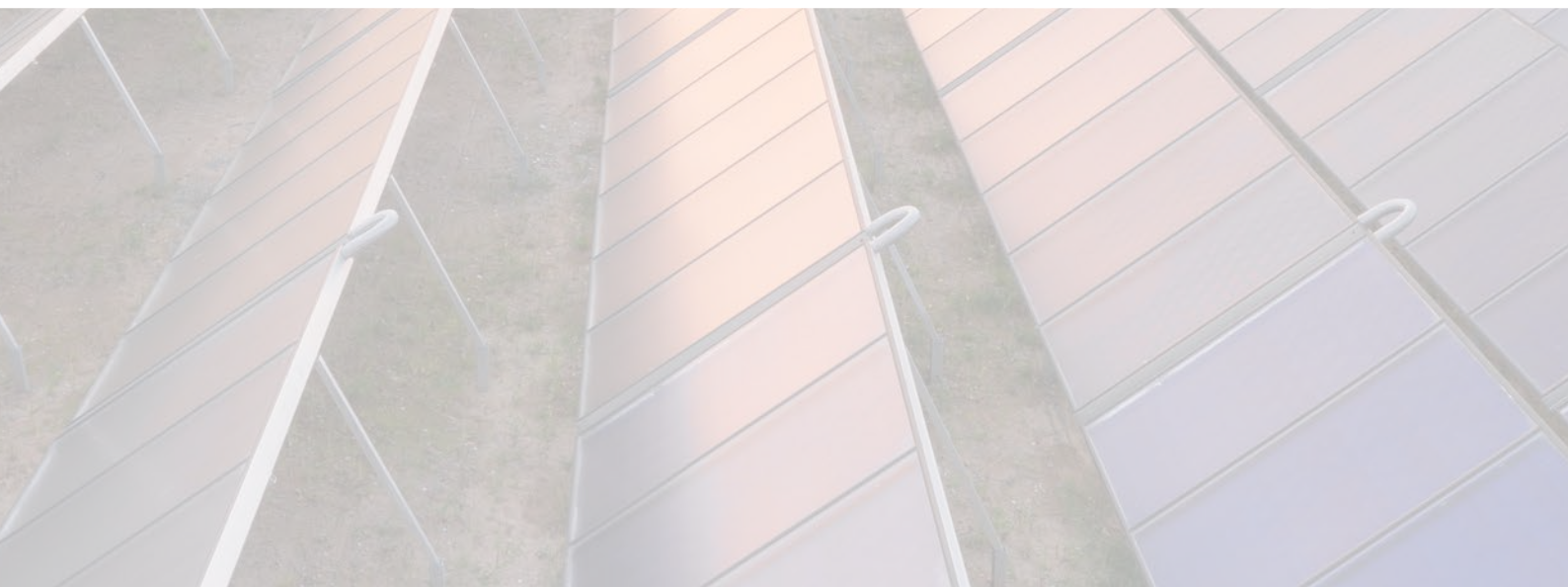
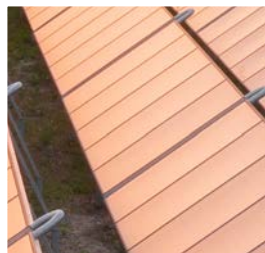
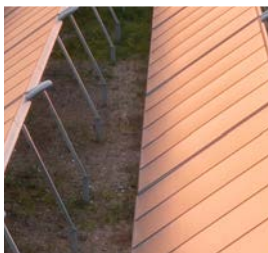
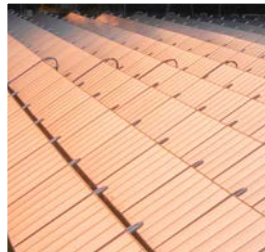
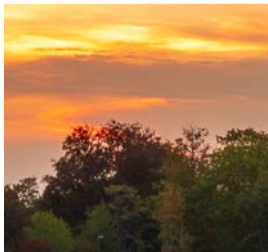
The registered EAP still liable for an amount of R20 000 per contravened rule, with temporary suspension of being a Registered EAP.

- Guilty of contravention of the Rules of the Code of Conduct of Registered EAP for the fourth time within the 5 years of registration cycle. i.e., Expulsion takes place, EAP blacklisted for 5 years before they are eligible to reapply.
- ALL Payments should be made within 30 days of finalising the contravention. Failure to provide proof of payment within the stipulated timeframes, will result in the escalation of the contravention to the Board for steeper impositions”.



PART D

FINANCIAL INFORMATION



Environmental Assessment Practitioners Association of South Africa

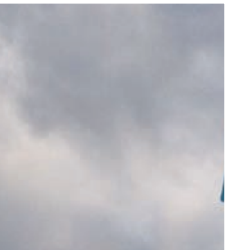
(Registration number: NPO 122-986)

Annual Financial Statements for the year ended 28 February 2021



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**Environmental Assessment
Practitioners Association
of South Africa**

Advancing environmental assessment practice in South Africa

