

# Professional Registration for Impact Assessment Practitioners: The South African Story



*Environmental Assessment Practitioners Association of South Africa  
South Africa*

jacqui@jaws.co.za

EAPASA

[www.eapasa.org](http://www.eapasa.org)



# CONTENT

- 1) Introduction
- 2) Roadmap of the history of EAPASA
- 3) Vision and mission
- 4) Outcome goals
- 5) Organisational structure
  - 5.1 Structure
  - 5.2 Board members
  - 5.3 Committees
  - 5.4 Assessors
  - 5.5 Office staff



# CONTENT

## 6) Registration for IA Practitioners (EAPs)

6.1 Statutory requirement and fee structure

6.2 Registration requirements and core competencies

6.3 Transformation and Registration Process

## 7) Continued Professional Development

## 8) Code of Conduct and Ethics

## 9) Professional Conduct and Malpractice

## 10) Benefits of professional registration

## 11) Lessons learned



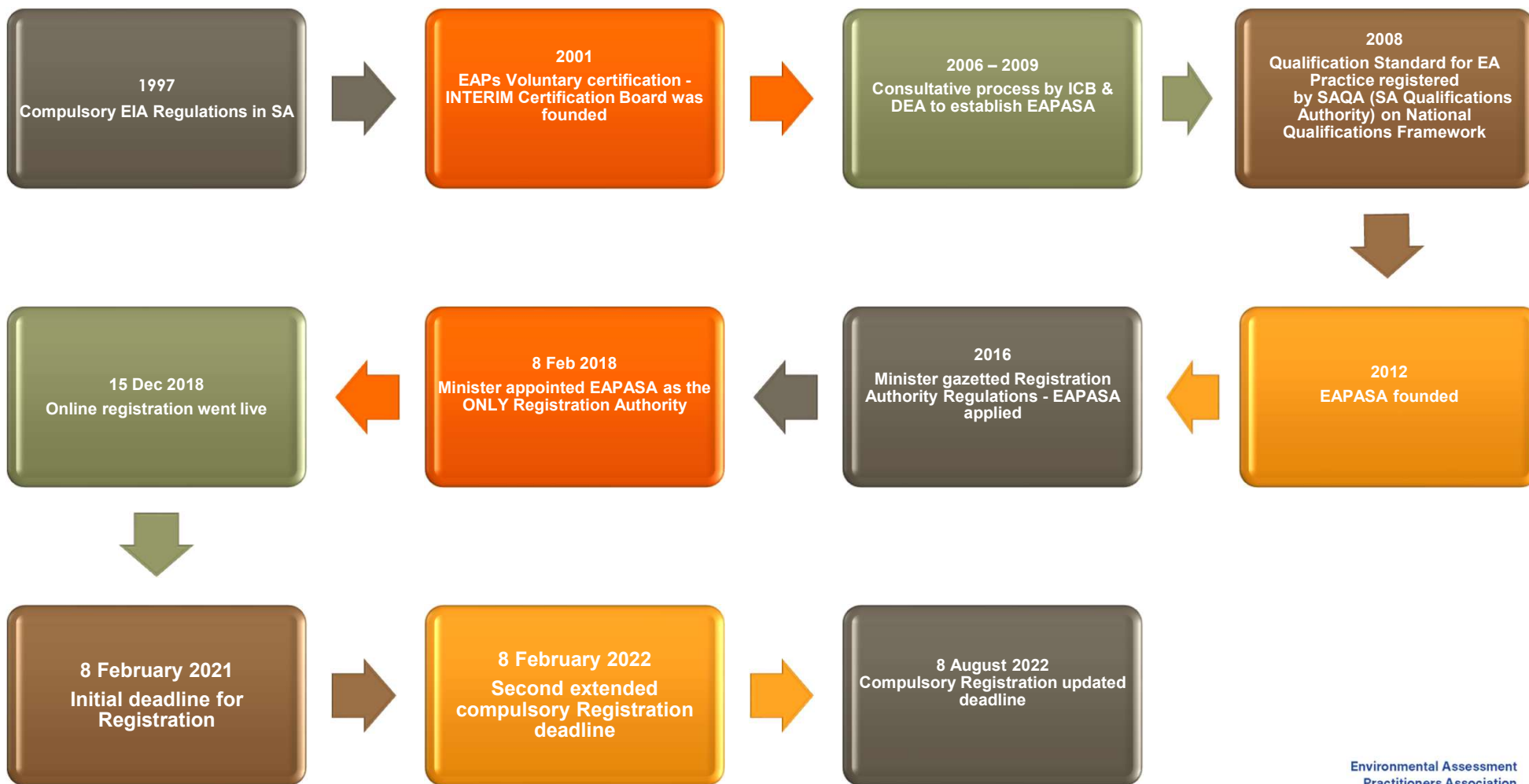
## 1. Introduction

- One of the **key legal mechanisms** available to **enable decision-making** that promotes **sustainable development** is the requirement to undertake an EIA.
- In South Africa, the regulations for EIAs were published in terms of NEMA.
- The **implementation** of the regulations identified a range of legal, institutional capacity and professional challenges in the system.
- The effective implementation of the EIA systems in South Africa relies directly on the **competence and ethics of EAPs** in government, parastatals and private consulting practice.
- These practitioners **play pivotal roles** within the decision-making process which is aimed at promoting more sustainable development in South Africa.
- **Quality assurance and ethics** in environmental assessment practice is a recognised prerequisite for effective governance towards Sustainable Development in South Africa.

## 1. Introduction

- EAPASA was established in 2012 and is the Registration Authority which registers EAPs based on the set of core competencies under the Section 24H Registration Authority Regulations of the NEMA
- It exists to promote, on a non-profit basis, the advancement of the practice and quality of environmental assessment in South Africa in the public interest, in the interest of the environment and in terms of relevant legislation.

## 2. Roadmap to the history of EAPASA



### 3. EAPASA's Vision and Mission

#### VISION

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

#### MISSION

To advance the quality of Environmental Assessment Practice in South Africa through the registration of EAPs.



## 4. Outcome Goals

Quality Assured  
Environmental  
Assessment  
Practice using

- relevant **standards** for education and registration;
- re-registration based on **Continuing Professional Development**; and
- upholding the **Code** of Ethical Conduct and Practice.

A **Transformed**  
Environmental  
Assessment  
Profession

- representative of the demographics of the South African population.

Improved  
**Awareness** of  
Environmental  
Assessment  
Practice

- through communication to existing and potential members and the public at large.

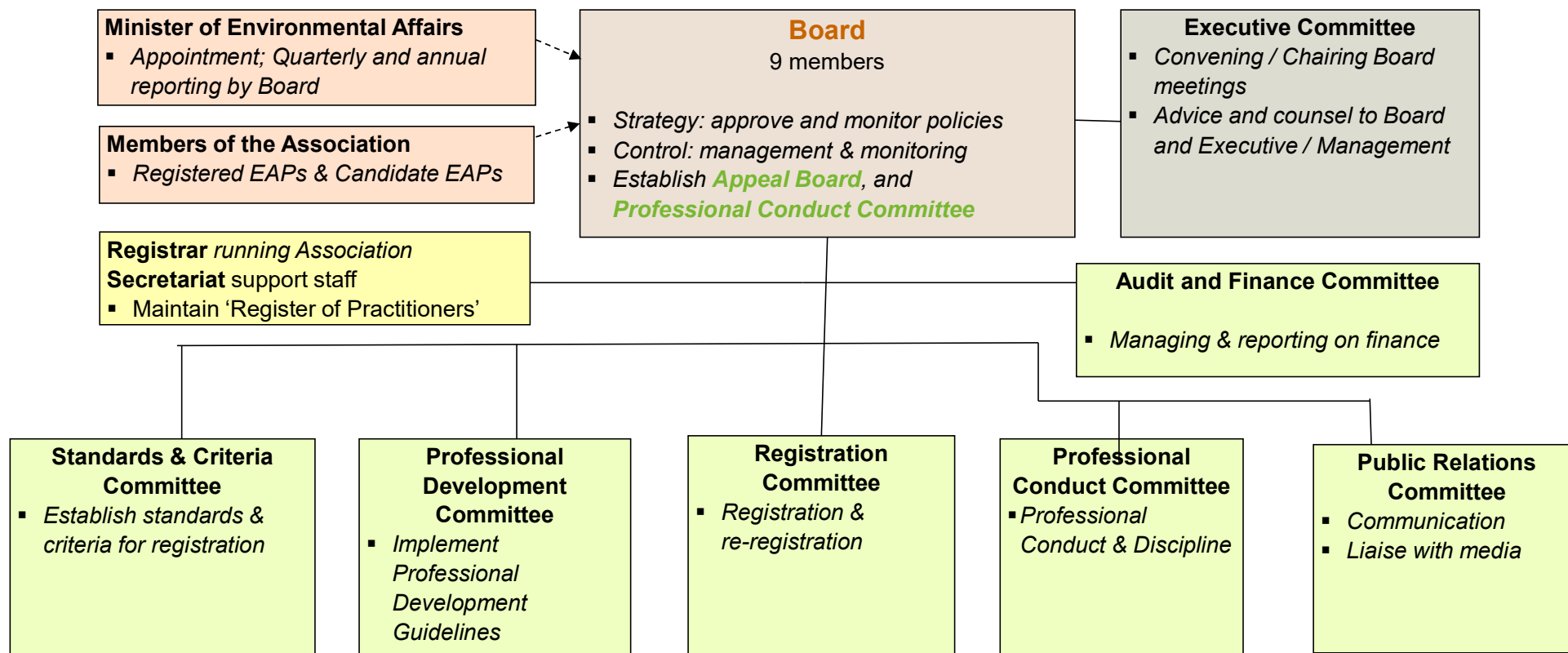
A Capable, Credible  
and Efficient  
**Registration**  
**Authority**

- through the practice of good governance and service excellence.





## 5.1 EAPASA Organisational Structure



EAPASA is a membership organisation holding General Meetings every 2 years at which new Board members get elected.



## 5.2 EAPASA Board Members



Ms Snowy Makhudu (chairperson); Mr Desmond Musethso (vice-chairperson); Ms Jacqui Hex (PR chairperson); Mr Danie Neumann (Prof development chairperson); Ms Minette Le Roux (Reg Com chairperson); Mr Phumudzo Nethwadzi; Mr Zama Dlamini; Adv Thato Moeeng; Dr Khatu Tshipala; Ms Lethlogonolo Noge-Tungamirai and Dr Jennifer Molwantwa



## 5.3 EAPASA' s Committees



Professional Development Committee



PR Committee



Executive Committee



Registration Committee



## 5.4 EAPASA' s Assessors



- EAPASA comprises of 111 assessors.
- These assessors are trained in Recognition of Prior Learning in order to assess applications from a range a diverse qualifications and experience.
- Assessors sign a Service Level Agreement and are paid per Assessment with a min quota to be assessed per year.
- Originally 2 assessors were assigned to each application.



## 5.5 Office staff



### Left to right

- Back row: Mr Muano Liphadzi (PR admin), Mr Kayyoom Ganie (Fin. Man), Ms Mphu Mojapelo (Fin. Off), Mohao Nakan (Reg Supp), Dr Patrick Sithole (Registrar)
- Middle row: Ms Hlengiwe Modiba (Reg. Man), Mr Mathews Simelane (Fin. admin), Mr Vhuhwavho Makatuni (CPD and transformation supp), Ms Phamela Mabuyangwa (Legal supp)
- Front row: Ms Naledzi Maphwanya (office cleaner), Ms Retang Kgaphola (Reg supp), Ms Melita Mbhele (Fin. Supp) and Ms Ntanganedzeni Ramasunzi (Reg and PR supp)

## 6.1 Statutory requirement for registration of IA practitioners (EAPS)

### Requirement to register i.t.o Section 24H Regulations

#### Regulation 14:

“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.”

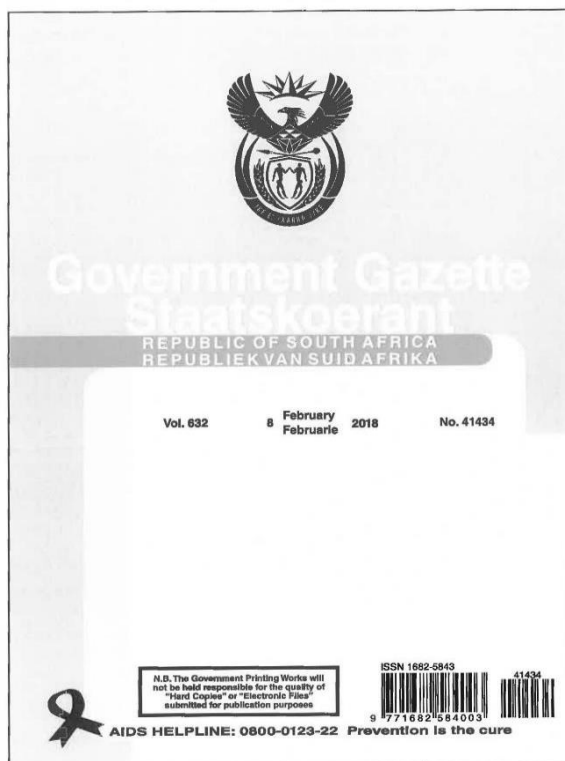
#### Regulation 22(2):

“Regulation 14 of these Regulations takes effect 24 months from the date of the appointment of the first Registration Authority” (on 8 February 2020), now moved out to 8 August 2022



## 6.1 Fee structure

Minister appoints EAPASA as the ONLY Registration Authority for 5 years (2018 – 2023)



Professional Fees	Initial EAPASA Proposed Fees	Gazetted Fees
Registration Assessment Fee: EAP	R2 500 (US\$170)	R1 500 (US\$100)
Registration Assessment Fee: Candidate EAP	R1 500 (US\$100)	R800 (US\$54)
Annual subscription: EAP	R1 200 (US\$80)	R1 200 (US\$80)
Annual subscription: Candidate EAP	R600 (US\$40)	R600 (US\$40)



## 6.2. Registration requirements

- ❑ A qualification equivalent to the Qualification Standard for EA Practice **OR** be deemed competent, based on a Recognition of Prior Learning (RPL) assessment
- ❑ Master 6 core competencies from the Qualification Standard
- ❑ At least 3 years of experience and 3 EIA case studies
- ❑ Additional relevant evidence, e.g. involvement in training, published articles, conference papers and presentations, policy formulation



## 6.2 Registration – 6 Core Competencies \*

1. *Understand conceptually the environment, sustainable development, environmental assessment and management*
2. *Think critically and discern what is relevant to decision-making*
3. *Apply procedures and methods .*
4. *Manage and review procedures and methods, and manage and monitor the implementation.*
5. *Conduct applied research .*
6. *Meet communication requirements through reporting, stakeholder engagement and conflict management.*

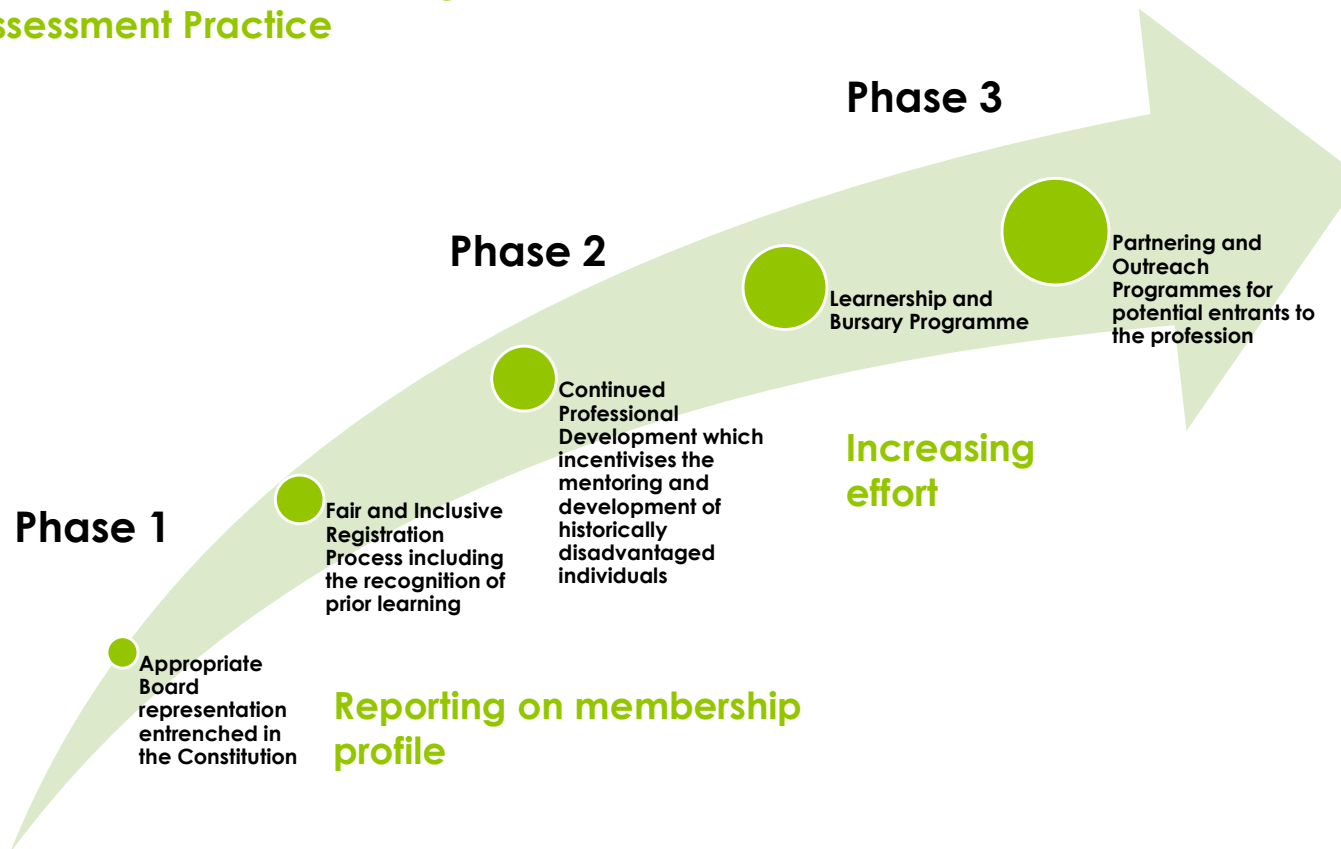
\* based on EA Practice Qualification Standard, SA Qualifications Authority (SAQA) ID 61831

## 6.3 Registration – the imperative for **TRANSFORMATION** (inclusivity)

- ❑ EAPASA **reflects the demographics** of the country in its Board and in the Registration Committee
- ❑ **RPL principles** more inclusive
- ❑ A progressive **Transformation Charter** is in place

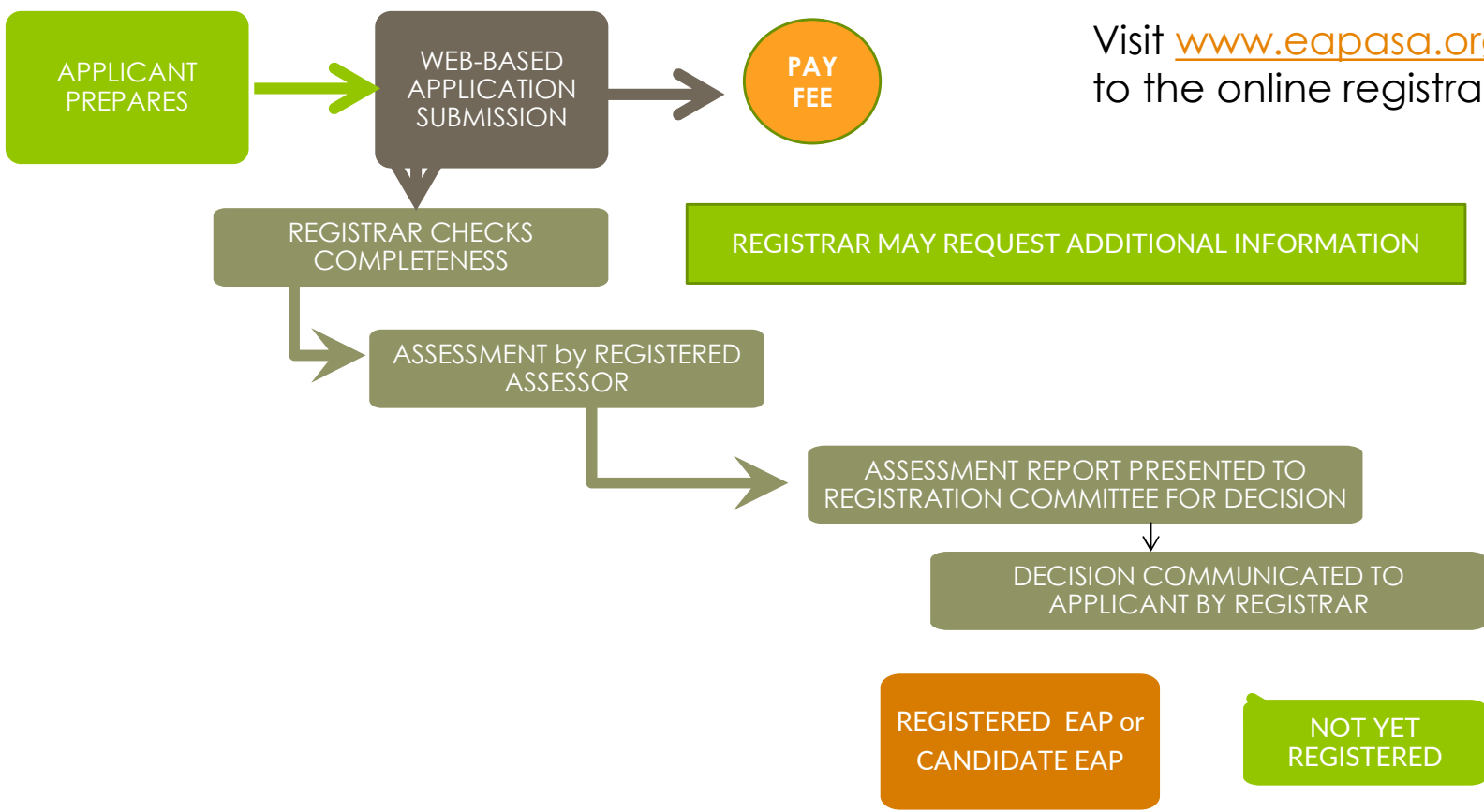
## 6.3 Registration – the imperative for **TRANSFORMATION**

Phased approach 2012-2025 to increasing transformation in Professional Environmental Assessment Practice



## 6.3. Registration process

Visit [www.eapasa.org](http://www.eapasa.org) for access to the online registration portal



APPEAL PROCESS



## 7. Requirement for Continued Professional Development for re-registration

- CPD has benefits for the public, employers and the EAP.
- Registered EAPs will benefit as CPD:
  - ✓ Maintains or increases one's level of technical competence;
  - ✓ Extends one's range of skills;
  - ✓ Develops new areas of expertise;
  - ✓ Promotes confidence and pride in one's work; and,
  - ✓ Establishes links with fellow professionals, thereby increasing one's career options.
- The public and employers will benefit. A registered EAP, having to comply 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.



## 7. Requirement for Continued Professional Development for re-registration

CPD activity	Description of activity	Typical Evidence	Points
<b>Area 1: Updating and improving knowledge/understanding of environmental assessment, and technical skills</b>			
1	Formal, accredited education and training, including distance education	Certificates of attendance or attainment; Certificates / degrees / diplomas awarded	5
2	Attending short courses, including in-house training and/or training provided by a voluntary environmental assessment organization approved by the Registration Authority,	Certificates of attendance or attainment, attendance records, receipts of payments	2
3	Attending conferences, meetings, workshops, seminars	Certificates of attendance or attainment, attendance records, receipts of payments	1
4	Private study of journals, papers, texts etc (informal learning activities)	Diary records, personal declaration	1
<b>Area 2: Contributing to the EA industry, capacity building and awareness raising</b>			
1	Presentations to courses, conferences or seminars where there is a contribution to the environmental assessment profession but the paper is not published in a refereed journal.	Handout notes; conference brochures which name the person and the paper, etc	2
2	Part-time or guest lecturer to environmental courses at academic institutions (points are per hour of actual face-to-face presentation and allow for time of preparation of the lecture material)	Academic institute records, course notes presented, receipts of payments made as a lecturer	2
3	Mentoring Candidate- or aspiring EAPs	Diary records, statement from recipient of mentoring	5
4	Service activities to professional EA bodies, associations (committees or sub-committees, Board, Panels, advice, etc.)	Minutes of meetings, attendance records	1
5	Publication of technical or research papers.	The actual publication in which the paper appears; acceptance letter from an editor, conference organiser	5
6	Developing new networks to promote EA	Diary records, records of agreements and correspondence	1
7	<i>Pro bono</i> activities	Records of the organisation with which the involvement takes place; diary entries. Confirmation from the recipient organisation	5



## 8. Code of Conduct and Ethics

All Registered EAPs and Candidate EAPs who are admitted to the Register are required to adhere to the following Code of Ethical Conduct and Practice:

1. **Comply with environmental legislation** and principles of **sustainable development**.
2. **Place** the integrity of the **environment above private interests**.
3. Advise the incorporation of environmental considerations from the earliest stages of development.
4. **Shall not conduct activities involving dishonesty, fraud, deceit, misrepresentation or bias**.
5. Will not subvert good professional practice in order to secure personal gain, or attempt to injure the reputation of another EAP.
6. **Differentiate between facts and opinions** in their work.
7. **Keep informed of advances** in practice, and integrate such knowledge into their professional activities.
8. Will inform a prospective client or employer of any interests which may impair the **objectivity or impartiality** of their work.
9. Shall not undertake, review or make decisions based on EA work where they have a vested or other financial interest in decisions or actions.



## 8. Code of Conduct and Ethics

10. Will use the best available information. Where enough reliable information cannot be obtained, this deficiency must be explicitly stated.
11. Must take responsibility for the findings or review of the EA for which they are responsible.
12. Conduct professional activities in an **interdisciplinary manner** and recognise the **need to collaborate** with qualified persons where they are unspecialised.
13. Should undertake work in a position of responsible charge where they are competent to do so.
14. Shall not advertise their professional services in a self-laudatory manner or in a manner that may discredit the profession.
15. Shall **not misrepresent their academic or professional qualifications**, or exaggerate their degree of responsibility for any work.
16. Shall actively discourage misrepresentation or misuse of work carried out by them.
17. Where an EAP is employed by the proponent of development (**'in house' work**), his/her work must be subject to **review by an independent EAP**.
18. Demonstrate commitment to the purpose / objectives of the Association, and comply with the provisions of the EAPASA Constitution and Rules.
19. Must conduct **work at the highest possible standard** reasonable to expect from a professional in that position.





## 9. Professional Conduct and Malpractice Policy

- In terms of the Regulations, EAPASA is required to develop, administer and enforce a code of conduct regulating the ethical and professional conduct for registered EAPs and registered candidate EAPs (as outlined above).
- Registered persons are subject to the disciplinary supervision of EAPASA.
- It is an overriding obligation under the code of conduct that, in carrying out professional work, a registered person is expected to act with due skill, competency and integrity.
- EAPASA has a Malpractice Policy that serves to:
  - provide members and complainants with an overview of the procedures to be implemented by EAPASA in discharging its statutory obligations; and
  - supplement and give effect to the EAPASA Constitution and Rule Book, the Code of Ethical Conduct and Practice, the NEMA and the Section 24H Registration Authority Regulations.
- To date EAPASA has received 5 malpractice complaints with 3 being dismissed (1 pending the DFFE outcome). 2 were charged by the PCC and 2 are appealing the PCC outcomes.

## 10. Benefits of professional registration

Foster transformation (SA)

Ethical practitioners

Quality Assurance – be accredited through SAQA

Support Candidate EAPs

Prevent unqualified  
businesses from undercutting  
market

Maintain competency through  
career with CPD

Strategic Partners (SACNASP;  
IAIAsa etc.) Uphold standards to  
ensure good standing of  
practitioners (MoA & Joint  
Statements)



## 11. Lessons learned

- Governmental support is critical for success
- A sustainable business plan is required for the short and long term goals of the organisation (registration and annual fees will not be sufficient to maintain the structure of the organisation and keep the engine running)
- Stakeholder buy-in is important, having a statutory mandate alleviates this slightly
- Good IT systems for online registration is vital

**Environmental Assessment  
Practitioners Association  
of South Africa**

*Advancing environmental assessment practice in South Africa*



***“Seek first to understand, then to be understood – Steven Covey”***

**THANK YOU**

[www.eapasa.org](http://www.eapasa.org)

Email:

[chairperson@eapasa.org](mailto:chairperson@eapasa.org)

[registrar@eapasa.org](mailto:registrar@eapasa.org)

# Let's continue the conversation!

Post questions and comments via chat in the IAIA22 platform.



## #iaia22

**Jacqui Hex**

*Environmental Assessment Practitioners Association of South Africa  
South Africa*

jacqui@jaws.co.za

EAPASA

[www.eapasa.org](http://www.eapasa.org)